



# City of Naples

City Council Chamber  
735 Eighth Street South  
Naples, Florida 34102

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## City Council Workshop Meeting – May 14, 2012 – 8:30 a.m.

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Mayor Sorey called the meeting to order and presided.

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### ROLL CALL..... ITEM 1

**Present:**

John F. Sorey III, Mayor  
Gary Price, II, Vice Mayor (arrived 8:33 a.m.)

**Council Members:**

Bill Barnett  
Douglas Finlay  
Teresa Heitmann  
Samuel Saad, III  
Margaret Sulick

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**Also Present:**

William Moss, City Manager  
Robert Pritt, City Attorney  
Jessica Rosenberg, Deputy City Clerk  
Vicki Smith, Technical Writing Specialist  
Linda Tanner-Bevard, Sr. Human Resources Gen.  
Roger Jacobsen, Code & Harbor Manager  
Gregg Strakaluse, Streets & Stormwater Director  
Ann Marie Ricardi, Finance Director  
Cecilia Varga, Senior Engineering Technician  
Kathryn Hankins, Budget & Investment Manager  
George Archibald, Traffic Engineer  
Robert Middleton, Utilities Director  
David Lykins, Community Services Director  
Michael Bauer, Natural Resources Manager  
Monique Barnhart, Nat. Res. Admin. Coordinator  
Lori Parsons, Risk Manager  
Denise Perez, Human Resources Director  
Alexandra Smirnova  
Petr Levin  
Vasilii Mosikhin

Lavern Norris Gaynor  
Christine Curry  
Christian Bergstrom  
Lou Vlasho  
Jim Boula  
Henry Kennedy  
Teresa Bonness  
Leslie Fogg  
Mary Donovan  
Miriam Cleary  
Michelle Avola  
Alan Ryker  
Willie Anthony  
John Passidomo  
Sue Smith  
Aleksandr Smirnov

**Media:**

Kristine Gill, Naples Daily News  
Other interested citizens and visitors.

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It is noted for the record that Vice Mayor Price arrived at 8:33 a.m. during Item 2 below.

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### ANNOUNCEMENT..... ITEM 2

(8:31 a.m.) Mayor Sorey introduced the four members of the Russian delegation, noting its intent to promote tourism and cultural exchange between their city and the City of Naples.

### SET AGENDA..... ITEM 3

**MOTION by Price to SET THE AGENDA adding Item 4-a (interview with PAAC candidate); seconded by Saad and unanimously carried, all**

*members present and voting (Barnett-yes, Finlay-yes, Heitmann-yes, Price-yes, Saad-yes, Sulick-yes, Sorey-yes).*

..... ITEM 4-a  
**INTERVIEW WITH CANDIDATE FOR THE PUBLIC ART ADVISORY COMMITTEE / PAAC.**  
(8:53 a.m.) Deputy City Clerk Jessica Rosenberg indicated that candidate Leslie Fogg was present for interview; candidate Sharon Kenny had withdrawn, she added.

**PUBLIC COMMENT** ..... ITEM 4  
(8:58 a.m.) **Jim Boula, 702 Broad Avenue South**, provided an electronic presentation containing photographs of the City Dock depicting the unkempt state of the area (a printed copy of which is contained in the file for this meeting in the City Clerk's Office). He referenced recent Council workshop comments implying that the City owns no upland property in that area, noting that such ownership had been a provision of the submerged land lease approval by the state. He also noted that the Kelo decision (*Kelo v City of New London – eminent domain had been utilized by the city to seize property which was then granted to a private developer*) had also been mentioned during that discussion relative to the vacant lot owned by the Fleischmann family. Amendment 8 enacted in 2006 limits the use of this decision in Florida, he added. As a stakeholder in the Crayton Cove area, the owner must maintain this property, he stated, at least to the minimum standards. Mayor Sorey then directed staff to research and address any code violations found.

**INVESTMENT PORTFOLIO PRESENTATION BY CUTWATER** ..... ITEM 5  
**The City invests its available funds utilizing an investment advisor, Cutwater Investor Services, Corp. The firm will present its quarterly overview of the City's investment portfolio.** (9:03 a.m.) Miriam Cleary and Mary Donovan, Cutwater Investor Services, Corporation, utilized an electronic presentation for review of the City's investment portfolio (a printed copy of which is contained in the file for this meeting in the City Clerk's Office and excerpted text thereof appended hereto as Attachment 1), including recommendations for current and future consideration (see Attachment 1, Page 2). Discussion of the recommendations followed during which the consensus below was forthcoming.

*Direction that Cutwater return to March 2011 investment policy; increase maximum maturity limitation for FNMA and FHLMC (Fannie Mae and Freddie Mac GSE's) from two to three years. Staff to return at the 06/06/12 meeting with language prescribing action in the event of a downgrade.*

**PEDESTRIAN / BICYCLE MASTER PLAN UPDATE** ..... ITEM 6  
**City Council adopted a Pedestrian and Bicycle Master Plan in October 2007 for the purposes of identifying ongoing projects, potential new sidewalk programs, interconnecting bike routes and walk-ability enhancements for the downtown area. The discussion will consider an update to the 2007 plan.** (9:57 a.m.) Streets & Stormwater Director Gregg Strakaluse utilized an electronic presentation to provide an overview of the pedestrian and bicycle master plan, reviewing projects completed and those awaiting funding, as well as listing plan amendments and other recommendations for consideration (Attachment 2 / excerpted text of the presentation). (It is noted for the record that a printed copy of Mr. Strakaluse's presentation in its entirety is contained in the file for this meeting in the City Clerk's Office.)

**Public Comment:** (10:56 a.m.) **Michelle Avola, representing Naples Pathways Coalition**, commended the update, noting that the initial plan provided for annual updates; this is the first since the development of the plan five years ago, she added. The public must be involved in the amendment process, she cautioned, adding that her group supports sidewalks for the beaches, park-to-park connectivity for pedestrians and bicyclists, and some sort of unassuming wayfinding signage. In conclusion, she stressed the importance of safety awareness programs involving pedestrians, bicyclists, motorists and law enforcement. **Alan Ryker, 300 Fifth Street**

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**South**, also praised staff's efforts over the past year, agreeing with Ms. Avola's comments and noting his support of the "goat path" concept which is constructing sidewalks where people obviously tend to walk or bike. With regard to the US 41 pedestrian underpass, if its existence is made known, people will in fact utilize it, he stated; security should also be factored into its use and maintenance. **Sue Smith, 11<sup>th</sup> Avenue South**, stated that bicycling had in fact been very popular in the City until vehicular traffic became so congested that safety became a concern. Additionally, she pointed out what she termed the unsafe conduct of both pedestrians and bicyclists, including those renting Segways, who do not observe the rules of the road thereby endangering themselves as well as others.

Mr. Strakaluse explained that a consultant would be retained to develop the visual graphics needed for the public meetings and to aid staff in facilitating those meetings. While the majority of Council supported the recommendations as presented, it was determined that the workshop presentation of the amendments to the plan would be delayed until 2013 to allow input from seasonal residents.

***Consensus of support for staff recommendations; workshop to be delayed to 2013 / 4-3 (Price, Sulick and Heitmann dissenting).***

Mayor Sorey then advised that Item 11, followed by Item 8, would be discussed subsequent to the recess reflected below.

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**Recess: 11:21 a.m. to 11:33 a.m. It is noted for the record that the same Council Members were present when the meeting reconvened.**

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..... **ITEM 11**  
**Conceptual Expansion of the Norris Center and Gulfshore Playhouse. The Gulfshore Playhouse provides professional theatre at the Norris Center at Cambier Park. However, the facility lacks sufficient size, design, and equipment that may be ideal for professional productions in Naples. Supporters and management of the Gulfshore Playhouse have suggested that they may be able to raise sufficient funds to expand the facilities. The presentation will provide an overview of the existing facility, followed by a discussion as to whether City Council may be willing to consider expansion of the facilities. (11:33 a.m.)** Community Services Director David Lykins provided a brief overview of the Gulfshore Playhouse's request as contained in an electronic presentation (a printed copy of which is contained in the file for this meeting in the City Clerk's Office; excerpted text thereof and diagram of proposed expansion are appended hereto as Attachments 3 and 4, respectively).

Christine Curry, representing the Gulfshore Playhouse, briefly reiterated the request noting that it is seeking its permanent home and wishes to keep the arts in the downtown area. The group has been performing exclusively at the Norris Center since 2006 and wishes to continue. It is committed to raising the funds for the renovation and stressed that the proposal presented is merely an option, nothing definitive has been discussed, she said. Ms. Curry indicated that the intent that day was to receive permission to begin discussions regarding a possible project with all stakeholders, including the City. Council expressed the following concerns with the proposed concept:

- Shared use of the facility with the public;
- Contact with all stakeholders;
- Possible height restrictions;
- Funding source;
- Parking and possible need for parking needs analysis;
- Drafting of a use agreement;
- Community Services Advisory Board (CSAB) review needed; and
- Neighborhood impacts should be considered.

**Public Comment:** (12:18 p.m.) **Sue Smith, 11<sup>th</sup> Avenue South**, provided a brief history of the venue, noting that it had been intended as a place for the youth of the community to gather after school; with budget reductions the center closes early and this no longer occurs, she added. She also expressed concern with adequate parking, the use agreement and ownership of the structure should the Gulfshore Playhouse fund the renovations. **Lavern Norris Gaynor, 266 15<sup>th</sup> Avenue South**, explained that her family had donated the building as a gift to the community and requested that it remain for use by the public as a gathering place. She stated that she did not want to see it enlarged and then not utilized at some point in the future.

***Staff to work with Gulfshore Playhouse to develop use agreement, address parking needs and report to Council following summer recess, following which the proposal is to be reviewed by the CSAB.***

**MARINE TURTLE PROTECTION ORDINANCE ..... ITEM 8**

The discussion pertains to proposed amendments to the City Code regarding the regulation of lighting that can be visible from the beach that may interfere with sea turtle nesting. These regulations include the type of lighting, shielding of lights, requirements for tinted windows, and submittal of plans for lighting for new development. (12:30 p.m.)

Natural Resources Administrative Coordinator Monique Barnhart provided an overview of the item as contained in the agenda memorandum by the division's manager, Michael Bauer (Attachment 5) and introduced the information for discussion of the ordinance utilizing an electronic presentation. (It is noted for the record that a printed copy of the presentation is contained in the file for this meeting in the City Clerk's Office; excerpted text of which is appended hereto as Attachment 6). She stressed that the amendments would achieve the following objectives:

- Establish the same requirements for new and existing development;
- Require a review of lighting plans prior to construction which should save homeowners significant time and money by preventing violations of City and state mandates; and
- Allow use of astronomical clocks that would permit currently non-compliant lighting to be installed by prohibiting the lights from activating during turtle nesting season.

During discussion of the above issues, it was noted that neither the Administrative Code provisions nor the pertinent state statute had been provided to Council for consideration (Chapter 62-b-005 Florida Statutes). Citing from the City's ordinance, City Attorney Robert Pritt supported the proposed amendments, explaining that the current language is vague and makes it difficult to enforce the prohibition of point light source as it is injurious to marine turtles during nesting season; the amendments attempt to clarify and aid enforcement, he stated.

**Public Comment:** (1:23 p.m.) **John Passidomo, 821 Fifth Avenue South**, referencing his May 13 correspondence regarding this item, stated that those he represents have no issue with the application of marine turtle protection measures during their nesting season; the concern is the application of enforcement of those regulations. He recommended certain measures that would allow lighting during the non-nesting season as follows: 1) reconcile an apparent internal inconsistency in the proposed amendments; 2) permit the use of astronomical clocks to control beachfront lighting for new and existing homes; 3) authorize approval of such devices based on clear, concise and certain standards that can be applied by staff; and 4) allow dual lighting systems, or similar sanctioned devices, that achieve the same objective as the clocks. (It is noted for the record that a copy of the May 13 letter is contained in the file for this meeting in the City Clerk's Office.) **Sue Smith, 11<sup>th</sup> Avenue South**, explained that she is concerned with security of her beachfront home given the amount of permitted lighting. **Henry Kennedy, Naples**, observed that residents, when they chose to live along the beachfront, were aware of the fact that marine turtles nest in that same beachfront, stressing that the laws should be enforced.

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**Staff to provide pertinent Florida Statutes and Administrative Code provisions; present for Planning Advisory Board (PAB) review, and return to Council for further consideration.**

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**Recess: 1:43 p.m. to 2:18 p.m. It is noted for the record that the same Council Members were present when the meeting reconvened.**

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(2:18 p.m.) Mayor Sorey advised that, due to time constraints, Items 7 and 12 would be continued to that week's regular meeting.

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**HORTICULTURAL COLLECTION (Continued / see above) ..... ITEM 7**  
The discussion will be a summary of the City Code pertaining to horticultural collection that is managed by the Solid Waste Division. Landscape debris is placed on the public right-of-way for collection on a weekly basis.

**LAND DEVELOPMENT REGULATIONS (Continued / see above)..... ITEM 12**  
The discussion will summarize conceptual amendments to the Land Development Regulations that will update regulations, remove conflicts, and decrease the time associated with the development review process.

**HEALTH PLAN OVERVIEW ..... ITEM 9**  
Health Insurance is available to City employees as a fringe benefit. The cost is paid by the employee and the City. An overview of the Employee Health Plan will be presented by Risk Management and the Gehring Group, the City's employee benefits broker. This presentation will include an overview of the current claims experience, Health Care Reform, and wellness incentives being considered for Fiscal Year 2012. (2:18 p.m.) (It is noted for the record that the electronic presentation utilized by Mr. Bergstrom is contained in the file for this meeting in the City Clerk's Office; excerpted text of which is appended hereto as Attachment 7.) Risk Manager Lori Parsons provided a five-year review of the health plan revenues and expenses (Attachment 8), noting that during that timeframe, co-pays and the Point of Service (POS) plan had been eliminated, deductibles and rates had been increased, and the Consumer Driven plan had been added. These actions resulted in the overall costs remaining at the 2008 levels. Staff is recommending no plan design changes or rate increases for the coming year, she stated, although staff supports the implementation of an incentivized wellness program (see Attachment 7, Pages 2 and 3), she concluded.

Christian Bergstrom, Gehring Group, then provided a health plan claims overview (see Attachment 7, Pages 1 and 2), reviewed the proposed implementation of a wellness incentive program (see Attachment 7, Pages 2 and 3) and presented an update on health care reform (see Attachment 7, Page 3). In response to Council, he then clarified the following points:

- While at the high end of the normal range, the City's catastrophic claims are within standard industry parameters;
- The City could implement up to a 30% penalty in premiums for employees who fall within the noted risk categories;
- A 3% to 5% increase in premiums over time should be expected with the impending healthcare reform although the City has already implemented many of its mandates;
- An additional \$30,000 to \$40,000 in fees is anticipated for the coming fiscal year; and
- Coverage of employees' children has proved to be a good risk as it generates premiums and usually has few claims.

**PAY AND CLASSIFICATION STUDY UPDATE..... ITEM 10**  
On March 19, 2012, during a review of the City's Pay and Classification Study by The Archer Company, City Council sought additional information regarding wages and benefits in the private sector. It was suggested that the Greater Naples Chamber of Commerce might have the required information. Compensation in the private sector was obtained. A summary of compensation of salary and benefits in the Naples area will be

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**presented for discussion.** (2:45 p.m.) Human Resources Director Denise Perez utilized an electronic presentation in providing an overview of her agenda memorandum (Attachment 9) which contained additional information regarding private sector total benefits. She noted that the update was based on a 2009 survey report by a local human resources consultant, as sufficient interest had not been demonstrated in participating in another survey. (It is noted for the record that a printed copy of the presentation is contained in the file for this meeting in the City Clerk's Office; excerpted text of which is appended hereto as Attachment 10.)

Ms. Perez then reviewed options as contained on Page 2 of Attachment 10, summarizing that the consultant indicated that the City is well positioned within the market for comparable organizations with regard to pay ranges. While some positions are proposed for lowered pay ranges, the few that will be increased should result in an approximate expenditure of \$24,893 involving multiple budgetary funds.

**Public Comment:** (3:01 p.m.) **Henry Kennedy, Naples**, stated that he believed that the current pay ranges are too high and that it is unfair to compare the City's data with private sector data. **Sue Smith, 11<sup>th</sup> Avenue South**, noted Council's two-month summer recess while continuing to receive compensation. She also questioned whether the City still provided an educational reimbursement program for employees. Director Perez explained that it had not been funded the past three years, due to the economic crisis, unless required for the position; the bonus program has also been eliminated, she added.

***Consensus of support for Options 1 and 4 only (See Attachment 9, Page 2).***

**REVIEW OF ITEMS ON THE 05/16/12 REGULAR MEETING AGENDA..... ITEM 13**

(3:26 p.m.) Staff noted that Item 8 (Easement Vacation 12-EV1) had been withdrawn by the petitioner, and the following were added: Item 16 (Public Art Advisory Committee / PAAC appointment); Item 17 (HUD / CDBG agreement); Item 18 (horticultural collection discussion); and Item 19 (Land Development Regulations discussion).

**CORRESPONDENCE / COMMUNICATIONS .....**

(3:29 p.m.) Council Member Barnett stated that the crosswalks at Third Street South and 13<sup>th</sup> Avenue South needed restriping. He then referenced comments made during Item 4 regarding a vacant waterfront lot in need of maintenance, agreeing it was in poor condition and requiring enforcement of the code. In response to Council Member Finlay, Mayor Sorey provided a brief overview of the upcoming beach renourishment project and the effort at the county level to promote marketing through use of the beach renourishment funds. Council Member Saad requested that Council receive all pertinent documentation for each item brought forward for decision-making. Council Member Heitmann expressed appreciation to those offering support during a recent family emergency and Mayor Sorey received consensus that staff should proceed with review of a medical premium differential for employees with higher health risks such as smoking.

**ADJOURN .....**

3:50 p.m.

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John F. Sorey III, Mayor

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Patricia L. Rambosk, City Clerk  
Minutes prepared by:

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Vicki L. Smith, Deputy City Clerk  
Minutes Approved: 08/22/12

Excerpted text Item 5 – 05/14/12w – Investment Portfolio presentation:

- I. Market Environment
- II. Portfolio Review
- III. Investment Policy Considerations
  - Historically low interest rate environment
  - Elevated unemployment rate
  - Stable long-term inflation expectations
  - Accommodative monetary policy
  - Check-mark shaped recovery

**Graphs Reviewed** (copies contained in the file for meeting in the City Clerk's Office):

- Fed Funds Target Rate;
- Comparative historical yield curves
- Daily yield two-year treasury note
- Spread relationship – two-year treasury versus ten-year treasury
- Consumer Price index
- Gross domestic product
- Institute for Supply Management / manufacturing and non-manufacturing business activity
- Unemployment and underemployment
- Existing home sales
- Retail sales

**Performance Review** (copies of graphs reviewed contained in file for this meeting in the City Clerk's Office)

**Investment Policy Considerations:**

- U. S. Treasury Securities
  - 5-year maximum maturity
- U. S. Government Agency Securities
  - 5-year maturity limit, maximum 50% of the portfolio, 10% per issuer
- U. S. Instrumentality Securities (FFCB, FNMA, FHLMC, FHLB)
  - 5-year maturity limit, maximum 50% of the portfolio, 15% per issuer
- Commercial Paper
  - 270-day maturity limit, maximum 25% of the portfolio, 5% per issuer
  - rated A-1 by S&P and P-1 by Moody's
- Corporate Notes
  - 3-year maturity limit, maximum 15% of the portfolio, 5% per issuer
  - rated AA by S&P and Aa by Moody's
- Bankers Acceptances
  - 180-day maturity limit, maximum 25% of the portfolio, 5% per issuer
  - rated A-1 by S&P and P-1 by Moody's
- State and Local Government Debt
  - 5-year maturity limit, rated AA by S&P and Aa by Moody's
  - maximum 25% of the portfolio for general obligation bonds
  - maximum 10% of the portfolio for revenue and excise tax bonds
- Interest-bearing time deposits or savings accounts
  - 1-year maturity limit, maximum 10% of the portfolio, 10% per issuer
- Repurchase agreements
  - 90-day maturity limit, maximum 20% of the portfolio, 10% per issuer
- Money Market Mutual Funds
  - maximum 20% of the portfolio, 10% per issuer
- Inter-governmental Investment Pools
  - maximum 25% of the portfolio
- Final maturity not to exceed five years from the date of purchase
- Weighted average duration not to exceed three years

Investment Directives: July 14, 2011

- Maintain a portfolio duration of one year or less
- Limit the maturity of FNMA and FHLMC to 24 months or less
- Utilize FHLB and FFBC for longer-term allocation within policy guidelines
- Limit instrumentalities to 50% of the portfolio and 15% per issuer
- Utilize commercial paper to 25% maximum and 5% per issuer within policy guidelines
- Permit corporate notes to 15% maximum and 5% per issuer within policy guidelines
- Transition portfolio from a passive approach to active management

Investment Policy Recommendations

For Current Consideration

Return to policy guidelines with respect to duration limitations

- Remove 1-year duration limitation from July 8, 2011 letter
- Allow duration limitation per policy

Return to policy guidelines with respect to FNMA and FHLMC purchases

- Remove 2-year maximum maturity limitation from July 8 letter
- Allow maximum maturity limitation per policy for FNMA and FHLMC purchases

For Future Consideration

- Add minimum allocation to Treasury securities
- Authorize corporate bonds with minimum credit ratings of AA- by S&P and Aa3 by Moody's
- Add language prescribing action in the event of a downgrade



Excerpted text of Item 6, 05/14/12 Workshop / Pedestrian / Bicycle Master Plan Update:

• **BACKGROUND:**

**PLAN DEVELOPMENT:** 2006-2007

**ADOPTION:** October 2007 pursuant to Res. 07-11791 & 07-11792

• **BASIS OF PROGRAMS:**

**SIDEWALK IMPROVEMENTS:**

School access

Missing links

Collector roads

**BIKE IMPROVEMENTS:**

Signing and marking bike facilities

Establishing routes and segments on Gulfshore Blvd.

Construct routes on Crayton Rd. and Gulfshore Blvd.

Education & Safety

**COMPLETED and/or FUNDED SIDEWALKS**

To leverage State funding opportunities and more quickly complete sidewalk gaps, the City has successfully worked through the Metropolitan Planning Organization.

	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13	2013-14	2014-15
City Repairs (Various Locations)			\$132,452	\$ 44,239	\$132,600			
City Survey (Mooringline Drive)			\$4,900					
City Bike Lanes (Harbour Drive)		\$268,102						
City New - Parkshore (Crayton - Belair)	\$133,820							
City New - GSBS (5th Ave. S. - 12th Ave. S.)	\$146,090							
City New - 9th St. S. (Broad Ave. - Cove Inn)				\$10,125				
City New - Lowdermik Park (Banyan - Mansion House)				\$27,704				
City New - 5th Ave. S. (Beach End - 2nd St. S.)				\$15,643				
City New - 3rd St. S. (4th Ave. S. - 10th Ave. S.)				\$21,910				
City New - 2nd St. S. (4th Ave. S. - 5th Ave. S.)				\$5,711				
City New - 4th St. S. (Central Ave. - 4th Ave. S.)				\$18,925				
City New - 4th Ave. S. (5th St. S. - 6th St. S.)				\$5,785				
City New - 7th St. N. and 2nd Ave. N. Median Sidewalk					\$5,900			
	\$279,910	\$268,102	\$137,352	\$150,042	\$138,500			

FDOT New - Gulfview Middle School (Various Locations)				\$528,400				
FDOT New - 14th Ave. N (US 41 - 12th St. N)				\$228,700				
FDOT New - 12th Street N (13th - 14th Aves N)					\$246,743			
FDOT New - GSBN (Banyan - Bridge)					\$116,959	\$264,055		
FDOT New - Central Ave (GSB - 6th St)					\$123,013			
FDOT New - Crayton Rd (Cleander - Banyan)					\$40,000	\$166,998		
FDOT US 41 Landscape /Lighting (7th Ave. N. - 17th Ave. N.)					\$128,490	\$475,126		
FDOT New - Mooring Line Dr (Bridge to Bow Line Dr.)								\$281,750
FDOT New - GSBS (Pier to Gordon Dr.)							\$114,807	\$380,591
				\$557,100	\$655,205	\$906,181	\$114,807	\$662,341

**PROJECTS STILL TO BE COMPLETED**

(Public Involvement/Design/Const)

1) St. Ann Middle School Sidewalks (Various Locations)	\$358,502*
2a) 2nd St. S. Sidewalk (Central Ave. - 5th Ave. S.)	45,765*
2b) 2nd St. S. Sidewalk (6th Ave. S. - 11th Ave. S.)	143,762*
3) 3rd Street North Sidewalk (Central Ave. - 7th Ave. N.)	294,930*
4) Harbour Drive Sidewalk (Crayton - Binnacle)	181,966*
5) Gordon Drive South Sidewalk (Kingstown Dr. - Cutlass Ln)	383,238*
6) GSBN Sidewalk (Seagate - Horizon)	435,915*

\* Estimate based on \$13.50 / SF

**PLAN AMENDMENTS TO CONSIDER**

1. Sidewalks for beach access
2. Greenway and Park-to-Park connectivity
3. Establishment of new bike routes
4. Walkability program for downtown
5. Public awareness-safety program
6. Way finding signs

**PUBLIC INVOLVEMENT/SCHEDULING**

Public Meetings

Presidents Council Presentation

Social Media

Flyers

Mailings

Scheduling: Jun. 2012-Dec. 2012

**SUMMARY OF RECOMMENDATIONS**

1. Allocate Department staff time and \$15,000 from the Streets & Traffic Operating Budget towards transportation consulting fees (approx. 100 man-hours over 7-months).
2. Develop Specific and General Plan Amendments To Consider – late spring
3. Coordinate the Public Participation Processes – summer and early fall
4. Compile Proposed Amendments - late fall
5. City Council Workshop - end of 2012

Excerpted text Item 11 / 051412w / Conceptual Expansion of Norris Center & Gulfshore Playhouse:

Norris Center

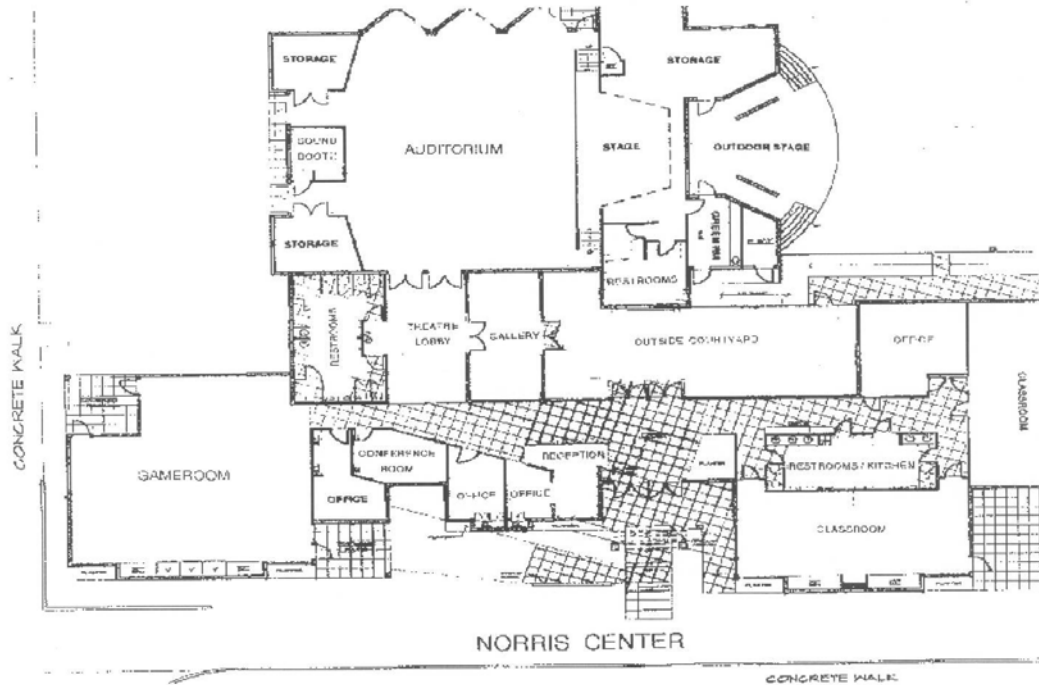
Norris Center - 12,461 square feet:

- Auditorium (3,384 square feet)
  - Stage
  - Storage
  - Small Dressing Rooms
  - Sound Booth
- Game Room
- Art Gallery
- Classrooms
- Offices and Conference Room
- Outdoor Stage

Norris Center-Aerial View



Norris Center- Current Floor Plan



**Considerations**

- Current facility opened January 30, 2004
- Primary Uses
  - Instructional Classes and Programs
  - Community Meetings
  - Performances – Theatre and Music
  - Game Room
- Auditorium Challenges
  - Seating comfort and capacity
    - Maximum 200 capacity
  - Sound proofing and acoustics
  - Stage and storage limitations
  - Dressing, wardrobe, scene shop limitations
  - Lighting and sound system limitations
  - Reception, box office, concession limitations
  - Outdoor stage offers little use benefit

**Gulfshore Playhouse Request**

- Consideration to replace auditorium
  - Professionally designed performance space
  - Increased and permanent seating
  - Expand storage, wing space, dressing space
  - Add fly loft, costume and scene shop
  - Add box office and concession area
  - Create acoustically correct space with professional lighting and sound capability

**Community Benefits**

- Professional theatre in downtown Naples
- Economic benefits within CRA

- Cross promotion opportunities with Sugden Theatre and similar organizations
- Promotional opportunities with downtown restaurants, hotels and businesses
- Enhanced legacy and status of the Norris Center

Norris Center

- Sufficient space is available on site for replacement and expansion of auditorium
- Current parking lot will be retained
- Community space and use opportunities will be maintained
- All auditorium users and performing groups will benefit from enhanced seating, lighting, sound, etc.
- Norris Center name will be retained

Request Advancement

- Gulfshore Playhouse is committed to raise sufficient funding to construct a desired facility
- Fundraising will likely require 12 months or more
- Professional drawings will be necessary
- A Use Agreement will be required and must be negotiated between the City and Gulfshore Playhouse

City Council Consideration

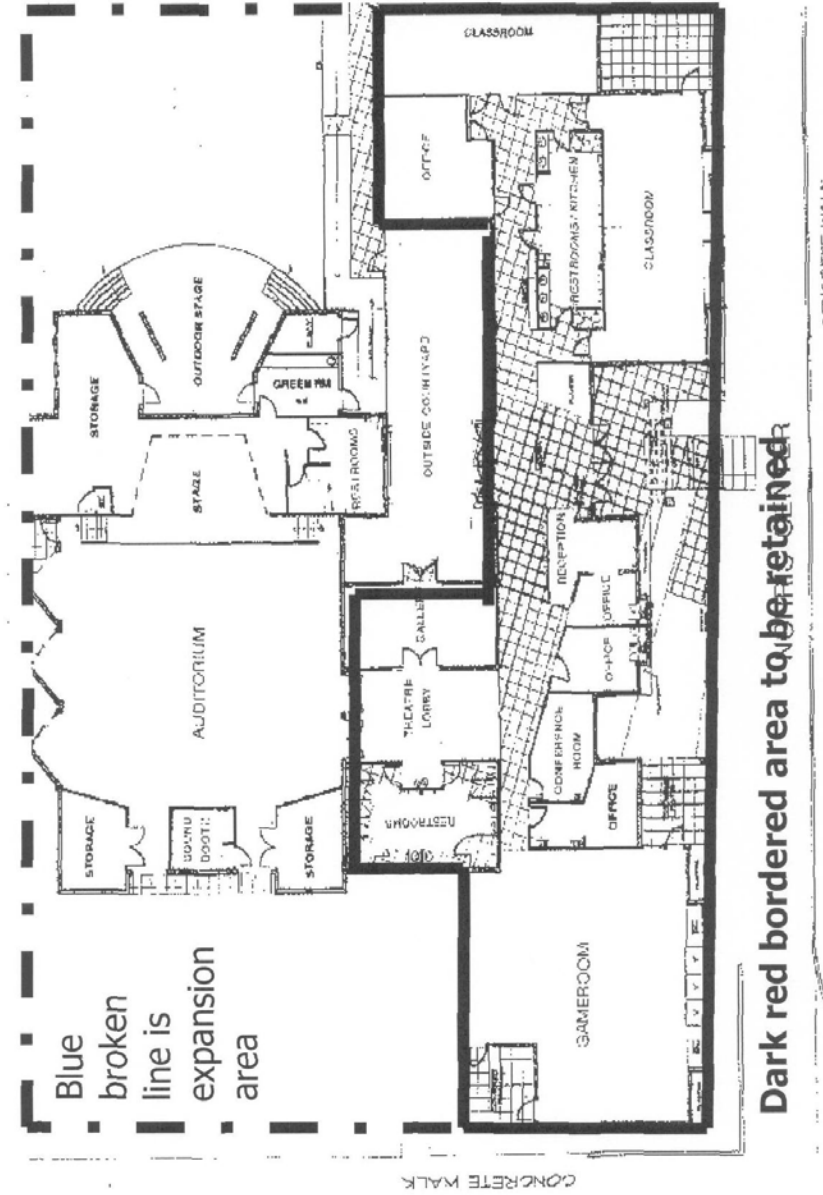
- Gulfshore Playhouse requests City Council consideration for the following:
- Support concept of replacing auditorium with:
  - Professionally designed performance space
  - Increased permanent seating (300-350 capacity)
  - Expanded storage, wing space, dressing space
  - Fly loft, costume and scene shop
  - Box office, concession area, office space
  - Acoustically correct space with professional lighting and sound capability
  - Other amenities supporting design needs

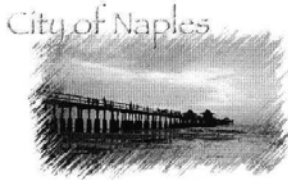
Norris Center- Current Floor Plan with area to be retained / see next page\*\*

Consideration Continued

- Support Gulfshore Playhouse beginning fundraising efforts
- Support preparation of preliminary conceptual drawings identifying space needs, property use, design, square footage, height, etc.
- Support City staff and Gulfshore Playhouse drafting a preliminary Use Agreement outlining obligations of use, facility responsibilities, management, etc.
- Support Community Services Advisory Board review of preliminary design, future uses, and future Use Agreement – provide recommendations to City Council
- Return to City Council October Fall 2012 with progress report


# Norris Center- Current Floor Plan





**NAPLES CITY COUNCIL AGENDA MEMORANDUM**

**Workshop Meeting Date: May 14, 2012**

Agenda Section: 8	Prepared By: Michael R. Bauer, Natural Resources Manager Department: City Manager	
<b>SUBJECT:</b> Discussion regarding amending Section 52-61 – Marine Turtle Protection Regulations – of the Code of Ordinances.		
<b>BACKGROUND:</b> Loggerhead sea turtles are the most charismatic species directly managed by the City's Natural Resources Division. For the last seven years, staff has made night-time lighting inspections along the beach during the nesting season pursuant to City Ordinance Section 52-61, which prohibits lights shining on the beach during turtle nesting season.  Six seasons ago, Natural Resources began an education campaign aimed at reducing lighting violations. The Natural Resources Coordinator followed up night-time inspections with personal contacts to those who were found in violation of the City's ordinance. Staff found that rather than handing out citations, explaining what the issue was and why their lights were a problem was very effective in reducing lighting violations. In 2010, for the first time in the more than 25 year history of sea turtle management in Collier County, there were no sea turtle disorientations due to lights on Naples beach.  However, Section 52-61 has some confusing and ambiguous terms regarding, in particular, the different requirements for new development versus existing development. For example, new homes are required to have sea turtle-friendly tinted windows that block light emittance, but when replacing windows in an existing home there is no requirement for tinted windows. There is also no provision for review of lighting plans prior to construction, an activity that can save residents significant time and money as staff can point out the required lighting to prevent violations of both the City's ordinance and State law. The recent development of astronomical clocks enables lighting to be computer-controlled so that while lights can be installed that do not comply with the regulations, they have "fail-safe" backups that keep them off during nesting season. This technology has been approved by the Florida Department of Environmental Protection.  The proposed amendments to Section 52-61 correct the above issues, bring the City in line with other jurisdictions along the Southwest Florida coast, and make it clear what residents who live along the beach and have the potential to negatively impact sea turtle nesting can and cannot do.  Sea turtles are in danger of becoming extinct. While over 100 nests are created on City beaches each year, recent data analysis indicates the overall population continues to decline. Over the years, the City has found it of value to put efforts into protecting our loggerhead turtles.		
Reviewed by Department Director Roger Reinke, Assistant City Manager	Reviewed by Finance N/A	Reviewed by City Manager Bill Moss 
Council Action:		

Excerpted text of Item 8 / 051412w / Marine Turtle Protection Ordinance:

Sea Turtle Protection and Artificial Light  
Modifications to the Marine Turtle Protection Regulations

Threats hindering Sea Turtle recovery

- Balloon / plastic / latex ingestion
- Derelict Fishing Gear

Today, light pollution causes the largest loss of sea turtle hatchlings.

How does lighting affect sea turtles

Effects on nesting females

- Artificial lighting can deter females from emerging from the water to nest
- Lighting can interfere with females finding their way back once ashore
- Disoriented females waste their energy on the beach and may be killed by heading the wrong way

Effects on hatchlings

- Hatchlings rely on vision to find the water. They orient TOWARD bright open areas/horizons and AWAY from dark silhouettes such as dunes and vegetation.
- Hatchlings have a limited energy reserve for their “frenzy” period.
- Any delay on the beach results in increased dehydration, exhaustion, predation and death.

Reviewing Your Lights for Sea Turtle Impacts: Three Simple Questions...

- Will the light source (bulb/lamp/lens) be directly visible from the beach?
- Is the light being reflected off surfaces (buildings, foliage, walls, etc...) and will become directly visible from the beach, such as uplighting a palm tree?
- Does the “glow” (indirect light) that is visible from the beach contain short wavelength (bright white) light likely to disorient turtles?

Correct Lighting Problems with The Three Golden Rules

1) Keep it Low

- Keep mounting heights as low as practical to minimize light trespass.
- Keep it low also refers to lumens. Use only the lumens output needed. For most applications this can be minimal.

2) Keep it Shielded

- Use IES full cut-off fixtures or better. Use 180 degree beachside shields if the bulb or glowing lens can be seen directly from the beach. Eliminate Point Source Light!

3) Keep it Long (wavelength)

- Use “wildlife friendly” bulbs in all light fixtures visible from the beach. These appear yellow, amber or red to the human eye.

How Effective are Full Cut-off Fixtures?

Cumulative Sky Glow

- Lights on the landward side of a building or house can affect sea turtles.
- According to the 2008 sea turtle disorientation reports, 40% of all disorientation were a result of cumulative sky glow.
- Poorly shielded fixtures contribute to cumulative sky glow.

Visible Light Waves

- We see visible light waves as colors of the rainbow
- Each color has a different wavelength.
- Red has the longest wavelength and violet has the shortest wavelength.
- When all the waves are seen together, they make white light.

**Sea turtles are attracted to SHORT wavelength of light and are less disturbed by LONG wavelength of light; optimal sea turtle lighting is 590 nm or greater.**

LONG Wavelength Light is minimally disruptive to sea turtles

- Red LED



- Orange LED
- Amber LED and
- Low pressure sodium (LPS)

So how do we balance Safety, Security and Sea Turtles?

What can I do to fix my problem light fixtures NOW?

- Change the lamp/bulb to a RED, ORANGE or AMBER LED.
- Install 180 degree "mask" that can be rotated toward the beach to shield light from being visible from the beach.
- Purchase a turtle safe fixture that directs light downward to where it is needed for safety and away from the beach.

City of Naples Marine Turtle Protection Regulations (Sec. 52-61)

Categories of Ordinance

- a. Purpose
- b. Definitions (added)
- c. New Development
- d. Existing Development
- e. Publicly owned lighting
- f. Unlawful to kill, molest, or injure marine turtles
- g. Beach furniture and equipment (added)
- h. Construction or beach cleaning during sea turtle nesting season

*Purpose.* The purpose of this section is to protect the threatened and endangered marine turtles that nest along the beaches of the city by safeguarding nesting and hatchling marine turtles from the adverse effects of artificial lighting, and to provide improved nesting habitat where it has been degraded by light.

*Definitions*

- *Long wavelength light source* means a light source that produces light of 560 nanometers (nm) or longer
- *Point source of light* means an artificial, human-created light source, including, but not limited to: incandescent, tungsten-iodine (quartz), mercury vapor, fluorescent, metal halide, neon, halogen, high-pressure sodium and low-pressure sodium light sources, as well as, torches, campfires and bonfires.
- *Sea turtle nesting season* means from 9:00 p.m. until sunrise during the period from May 1 through October 31 of each year.

*New development*

For construction and building of single-family or multifamily dwellings, commercial structures, parking lots, dune walkovers or other new development, if there is lighting associated or created with such construction or development, or if there are any light sources or any reflective surfaces illuminated by such sources that will be visible from the beach, such lighting shall be in compliance with the following:

- (1) Artificial light fixtures shall be designed and positioned so that:
  - a. The point source of light or any reflective surface of the light fixture is not directly visible from the beach;
  - b. Areas seaward of a frontal, or primary dune are not directly, indirectly, or cumulatively illuminated.
- (2) Outdoor lighting shall be held to the minimum necessary for security and safety. Floodlights, up-lights, or spotlights that are directly visible from the beach, or which indirectly or cumulatively illuminate the beach, and landscape or accent lighting shall be prohibited.
- (3) All exterior artificial light fixtures within direct line of sight of the beach shall be completely shielded with down-light-only fixtures or with recessed fixtures having long wavelength light sources and non-reflective interior surfaces. Other fixtures that have appropriate shields, louvers, or cut-off features may also be used if they are in compliance with subsections (1)a and (1)b of this section.
- (4) Dune crosswalks shall utilize low profile shielded luminaries directed and positioned so that light sources or any reflective surfaces illuminated by such sources are not visible from the beach. Dune crossover lighting shall be limited to the area landward of the primary dune.

(5) Tinted glass, or any window film applied to window glass, with a inside-to-outside light transmittance value of forty-five (45) percent or less, shall be installed on all windows and glass doors visible from the beach. This includes the seaward and shore-perpendicular sides of the structure.

(6) Temporary security lights at construction sites shall not be mounted more than 15 feet above the ground. Light sources or any reflective surfaces illuminated by such sources shall not be visible from the beach.

(7) Two copies of a lighting plan must be submitted to the city for review at the time of submittal of a building permit or when a development order is issued for new development. The plan must be drawn to an approximate scale showing the location of all proposed exterior structure, landscape, and pool lighting fixtures clearly marked by distinctive symbols for each model used. The "north" direction, the location of the beach, and structure level must be clearly indicated on all drawings. In addition to the lighting plans, the following must be submitted:

- a. Lighting fixture schedule indicating symbol (A, B, etc.), fixture type, manufacturer, catalog number, total number of each fixture type, bulb type, and wattage, mounting type (wall, pole, bollard, etc.), and mounting height.
- b. Manufacturers cut sheet for each proposed fixture.
- c. Profile/elevation views of structure.
- d. Aerial photo.
- e. Survey indicating elevation and mean high water line.

(8) An astronomical clock may be used for the control of light sources that do not meet the above requirements, if and only if the following conditions are met:

- a. All exterior lighting fixtures, including landscape lighting fixtures, that will be controlled by the astronomical clock meet the requirements of the Florida Fish and Wildlife Conservation Commission Approved Sea Turtle Lighting Guidelines; and
- b. Approval for use of an astronomical clock has been received from the Florida Department of Environmental Protection and/or the Florida Fish and Wildlife Conservation Commission, along with approval by the City of Naples; and
- c. A failsafe system is installed with redundant backup and a default off command for those light sources that would not be compliant during sea turtle nesting season.

*Existing development*

Existing single-family or multi-family dwellings, commercial or other structures with any exterior light sources or reflective surfaces illuminated by such sources that are visible from the beach shall comply with the following standards:

- 1) Submit an exterior lighting plan for all proposed work that involves changes to exterior lighting adhering to the above requirements listed in section C.
- 2) Tint all windows and glass doors that are replaced, remodeled, added or newly constructed in an existing development that are visible from the beach with an inside-to-outside light transmittance value of forty-five (45) percent or less. This includes all windows and glass doors on the seaward and shore-perpendicular sides of the structure.
- 3) Not illuminate areas seaward of a frontal or primary dune directly, indirectly, or cumulatively by artificial light.
- 4) Eliminate the negative effects of existing exterior artificial lighting by using a combination of the following measures to remediate the situation:
  - a. Repositioning fixtures so that the point source of light or any reflective surface of the light fixture is no longer visible from the beach;
  - b. Replacing fixtures having an exposed light source with fixtures containing recessed light sources or shields;
  - c. Replacing traditional light bulbs (e.g. incandescent, fluorescent, and high intensity lights) with long wavelength light sources;
  - d. Replacing non-directional fixtures with directional fixtures that point down and away from the beach;
  - e. Replacing fixtures having transparent or translucent coverings with fixtures having opaque shields so that the light source or any reflective surface of the light fixture is not visible from the beach;
  - f. Planting or improving vegetation buffers between the light source and the beach to screen light from the beach;
  - g. Temporarily disabling/extinguishing or permanently removing any fixture/light which cannot be brought into compliance with the provisions of this section during the sea turtle nesting season.

5) Eliminate the negative effects of existing interior lighting emanating from doors and windows within line of sight of the beach by taking any of the following measures:

a. Applying window tint or film which meets the transmittance values for tinted glass (see d(2) above);

b. Rearranging lamps and other moveable fixtures away from windows;

c. Using window treatments, such as blinds and curtains, to shield interior lights from the beach;

d. Turning off unnecessary lights.

e. *Publicly owned lighting.* All publicly owned lighting with light sources that are visible from the beach, or that illuminate reflective surfaces that are visible from the beach, shall be extinguished between 9:00 p.m. and sunrise from May 1 to October 31 of each year, or shall be fitted with a hood or positioned so that the light sources or any reflective surfaces illuminated by such sources are not visible from the beach.

f. *Unlawful to kill, molest, or injure marine turtles.* It shall be unlawful for any person to kill, molest, or cause direct or indirect injury to any species of marine turtle in the city or within its jurisdictional waters. It shall be unlawful to collect or possess any part of a marine turtle.

g. *Beach furniture and equipment.* From May 1 through October 31 of each year, all beach furniture and equipment must be removed daily from the beach between the hours of 9:00p.m. until 8:00a.m.

(1) Equipment may not be set out in the morning before 8:00a.m. or completion of daily monitoring by a FWC-authorized marine turtle permit holder examining the beach in the area of the authorized activity to ensure any new sea turtle nests are identified and marked, whichever occurs first.

(2) During the day, all beach furniture and equipment (such as chairs, umbrellas, cabanas, and rental podiums) must be set landward of the mean high water line and at least ten feet from a sea turtle nest or dune vegetation.

h. *Construction or beach cleaning during sea turtle nesting season.* It shall be unlawful to construct any structure, excavate or place any fill, mechanically clean any beach, or grade any dirt within 100 feet of the nesting zone of a beach where marine turtles nest or may nest, during the nesting season, without obtaining approval of a marine turtle protection plan from the Florida Department of Environmental Protection. Construction activities shall not interfere with marine turtle nesting, shall preserve or replace any native vegetation on the site, and shall maintain the natural existing beach profile and minimize interference with the natural beach dynamics and function. Construction gulf-ward of the city's coastal construction setback line is regulated by this Code. Eligible activities require a permit, as provided in section 52-33(d).

**City Council Workshop Meeting – May 14, 2012 – 8:30 a.m.**

Excerpted text Item 9 / 051412w / Health Plan Overview & Updates:

**Items for Discussion**

- Health Plan Claims Overview
- Implementation of Wellness Incentive Program
- Update on Health Care Reform

**Background: Claims Experience & Rate History  
2009-2010 Funding Vs. Claims**

PLAN TOTAL COMBINED	MONTHLY FUNDING	In Network Claims	Out Network Claims	Capitation	HRA Claims	Pharmacy Retail/Mail	TOTAL PAID CLAIMS	CIGNA ASO Payment	Stop Loss Premium	Total Plan Cost	Surplus / (Deficit)
October-09	\$360,499	\$227,506	\$17,345	\$9,325	\$40,666	\$36,093	\$330,935	\$25,397	\$44,327	\$400,659	(\$40,159)
November-09	\$357,872	\$152,509	\$1,789	\$9,337	\$45,223	\$9,593	\$218,451	\$25,168	\$43,926	\$287,545	\$70,327
December-09	\$358,942	\$216,554	(\$50)	\$9,276	\$28,927	\$24,867	\$279,574	\$25,168	\$43,926	\$348,668	\$10,273
January-10	\$355,821	\$301,377	\$5,318	\$9,381	\$21,643	\$28,160	\$365,879	\$25,053	\$43,726	\$434,658	(\$78,837)
February-10	\$356,112	\$210,074	\$1,284	\$9,312	\$13,858	\$45,410	\$279,938	\$25,053	\$43,726	\$348,717	\$7,394
March-10	\$355,201	\$232,541	\$17,919	\$9,374	\$19,074	\$32,446	\$311,354	\$24,939	\$43,526	\$379,819	(\$24,618)
April-10	\$356,728	\$217,106	\$44,886	\$9,315	\$14,040	\$53,474	\$338,821	\$24,939	\$43,526	\$407,286	(\$50,558)
May-10	\$355,517	\$283,233	\$8,564	\$9,363	\$16,666	\$56,299	\$374,125	\$24,881	\$43,426	\$442,432	(\$86,915)
June-10	\$356,127	\$470,666	\$8,164	\$9,204	\$8,299	\$69,522	\$565,855	\$24,939	\$43,526	\$634,320	(\$278,192)
July-10	\$353,015	\$297,082	(\$4,595)	\$9,515	\$6,616	\$54,700	\$363,318	\$24,824	\$43,326	\$431,468	(\$78,453)
August-10	\$351,690	\$276,870	\$7,446	\$9,302	\$9,244	\$51,079	\$353,941	\$24,824	\$43,326	\$422,091	(\$70,401)
September-10	\$350,218	\$361,623	\$3,655	\$9,254	\$10,366	\$82,176	\$467,074	\$24,709	\$43,126	\$534,909	(\$184,691)
Stop Loss Reimbursement over \$100,000											\$248,869
2009-2010	\$4,267,743	\$3,247,141	\$111,725	\$111,958	\$234,622	\$543,819	\$4,249,265	\$299,893	\$523,414	\$5,072,572	(\$555,961)

**2010-2011 Total Funding Vs. Claims**

PLAN TOTAL COMBINED	MONTHLY FUNDING	In Network Claims	Out Network Claims	Capitation	HRA Claims	Pharmacy Retail/Mail	TOTAL PAID CLAIMS	CIGNA ASO Payment	Stop Loss Premium	Total Plan Cost	Surplus / (Deficit)
October-10	\$352,446	\$249,363	\$13,077	\$16,824	\$27,501	\$21,480	\$328,245	\$18,937	\$49,117	\$396,299	(\$43,853)
November-10	\$351,439	\$242,448	\$5,951	\$13,018	\$94,712	\$13,244	\$369,373	\$18,898	\$49,003	\$437,273	(\$85,834)
December-10	\$351,103	\$248,036	\$13,057	\$12,973	\$56,638	\$20,987	\$351,691	\$18,852	\$48,889	\$419,432	(\$68,329)
January-11	\$350,522	\$214,888	\$12,188	\$12,951	\$34,331	\$24,076	\$298,434	\$18,852	\$48,889	\$366,175	(\$15,653)
February-11	\$346,677	\$214,199	\$9,695	\$12,898	\$32,621	\$25,027	\$294,440	\$18,637	\$48,319	\$361,396	(\$14,719)
March-11	\$351,586	\$183,269	\$14,486	\$12,883	\$26,576	\$31,205	\$268,419	\$18,858	\$48,889	\$336,166	\$15,420
April-11	\$352,838	\$177,554	\$917	\$13,090	\$15,043	\$54,843	\$261,447	\$18,995	\$49,231	\$329,672	\$23,166
May-11	\$350,299	\$191,176	\$1,410	\$13,046	\$11,560	\$35,077	\$252,269	\$18,916	\$49,003	\$320,187	\$30,112
June-11	\$349,475	\$255,804	\$825	\$13,076	\$13,396	\$48,152	\$331,253	\$18,961	\$49,117	\$399,331	(\$49,856)
July-11	\$349,555	\$152,815	\$1,655	\$12,966	\$11,595	\$53,427	\$232,458	\$19,006	\$49,231	\$300,695	\$48,860
August-11	\$348,332	\$210,923	\$2,219	\$13,034	\$10,477	\$50,441	\$287,094	\$18,882	\$48,889	\$354,865	(\$6,533)
September-11	\$344,593	\$293,795	\$2,403	\$15,671	\$11,921	\$56,371	\$380,161	\$18,797	\$48,661	\$447,619	(\$103,026)
Stop Loss Reimbursement over \$100,000											\$196,292
2010-2011	\$4,198,865	\$2,634,270	\$77,883	\$162,430	\$346,371	\$434,330	\$3,655,284	\$226,591	\$587,236	\$4,469,111	(\$73,953)

2011-2012 Total Funding Vs. Claims

PLAN TOTAL COMBINED	MONTHLY FUNDING	In Network Claims	Out Network Claims	Capitation	HRA Claims	Pharmacy Retail/Mail	TOTAL PAID CLAIMS	CIGNA ASO Payment	Stop Loss Premium	Total Plan Cost	Surplus / (Deficit)
October-11	\$407,151	\$271,275	\$1,250	\$15,876	\$126,231	\$15,229	\$429,861	\$19,457	\$54,432	\$503,750	(\$96,599)
November-11	\$401,926	\$275,152	\$10,501	\$9,371	\$117,863	\$11,996	\$424,883	\$19,317	\$54,043	\$498,243	(\$96,316)
December-11	\$409,696	\$146,524	\$2,480	\$12,529	(\$20,026)	\$19,844	\$161,351	\$19,550	\$54,692	\$235,593	\$174,102
January-12	\$408,599	\$228,302	\$1,788	\$12,880	\$41,893	\$23,846	\$308,709	\$19,550	\$54,692	\$382,951	\$25,648
February-12	\$411,309	\$197,647	\$94	\$11,484	\$36,834	\$36,254	\$282,313	\$19,690	\$55,082	\$357,085	\$54,224
March-12	\$412,285	\$213,713	\$7,893	\$15,163	\$33,165	\$39,463	\$309,397	\$19,784	\$55,342	\$384,522	\$27,761
April-12											
May-12											
June-12											
July-12											
August-12											
September-12											
Stop Loss Reimbursement over \$100,000											\$151,405
2011-2012	\$2,450,964	\$1,332,613	\$24,006	\$77,303	\$335,960	\$146,632	\$1,916,514	\$117,348	\$328,283	\$2,362,145	\$240,255

Claims per employee per month  
Catastrophic Claims (12-months)  
2011-2012 Employee Contributions  
Enrollment Shift

Wellness Incentive Program

- Provide a quality benefit program that promotes wellness and is fiscally sustainable.
  - Includes increasing HRA Funds for covered employees & retirees for each health target achieved
  - Completely voluntary
  - Must have biometric obtained either via PCP or at City-sponsored event
  - Wellness Target Form submitted to HR with ONLY the amount of targets achieved (no personal health information)
  - May achieve any or all targets (maximum of five)
  - Enrollment in the program is one-time per year during Open Enrollment

Wellness Driven Plan Design

- Wellness incentives
- Wellness Results: How it works?

All employees and retirees that elect to participate in the voluntary Wellness Incentive Program, must visit their Primary Care Physician with the Wellness Target Form.

Once your blood work is complete and the results have been sent back to your Primary Care Physician, ask your Primary Care Physician to complete the remaining measures on the Wellness Target Form. **The Human Resources Department does not want to receive any medical information from your Primary Care Physician, only the number of targets met.**

Please note: Your information or blood work results can be no more than 6 months old. If you have not had an annual physical or blood work in the past 6 months, you will need to get updated information by making an appointment with your Primary Care Physician.

- The Incentive? – Increasing the HRA Fund Contribution

The annual deductible amount is \$750 for Single Coverage; \$1,250 for Employee Plus One coverage; and \$1,500 for Family coverage, per plan year after the initial City HRA contribution. This is the amount of money that you must pay first on medical services like outpatient procedures, surgeries, and hospitalizations. After you have paid

your annual deductible, your medical coverage begins to cover these services at 80% and you pay 20%. If you know that you are going to use your medical coverage for services that have a deductible, like outpatient surgery or hospitalizations or you high prescription costs, you may want to buy-down your deductible for the plan year. This deductible deduction does not impact your maximum out of pocket obligation.

**Maximum HRA Fund increase will be \$500 per plan year**

- Single Coverage Deductible Reduced from \$750 to \$250-
- Employee Plus One Deductible Reduced from \$1,250 to \$750-
- Family Deductible Reduced from \$1,500 to \$1,000-

#### Health Care Reform

##### What Was Effective In 2010-2012?

- Coverage for adult children until age 26 (state mandates still apply)
- Prohibition on lifetime limits
- No pre-existing condition exclusions or limitations for children under 19
- Cost sharing for preventive services is prohibited
- No pre-authorization requirements for emergency services
- Coverage of essential benefits
- Health insurers offering new plans will have to develop an appeals process
- Grandfathered status lost due to financial plan changes
- Uniform coverage documents and standard definitions developed by HHS (Dept. of Health & Human Services)

##### What's Effective In 2012-2013?

- Carriers medical loss ratio rebates will be due by 08/01/2012
  - Rebates expected to be less than first thought
  - New rule on who gets the money
  - Expect some questions
- 85% MLR for large group mandated / 80% small and individual market
- Women's Wellness Initiative will be effective for plan years beginning after 08/01/2012.
  - Preliminary Cost to Comply: \$ 1.00 - \$2.00 per member per month
  - Applies to all Fully Insured and Self Insured Plans
- The following services must be covered with no cost-sharing in plan years starting on or after August 1, 2012.
  - Breastfeeding: Support and counseling from trained providers, as well as access to breastfeeding supplies (pumps).
  - Contraception: Approved contraceptive methods, sterilization procedures, and patient education and counseling, not including abortifacient drugs
  - Domestic and interpersonal violence screening and counseling for all women
  - Gestational diabetes screening for women 24 to 28 weeks pregnant and those at high risk of developing gestational diabetes
  - Human Immunodeficiency Virus (HIV) screening and counseling for sexually active women
  - Human Papillomavirus (HPV) DNA Test: high risk HPV DNA testing every three years for women with normal cytology results who are 30 or older
  - Sexually Transmitted Infections (STI) counseling for sexually active women
  - Well-woman visits

##### What's Effective In 2013?

- **New notification requirements for employers**
  - Notice to employees of State Exchange
  - Notice to employees of ability to opt out of long term care
  - Notice of material coverage changes no less than 60 days in advance of plan benefit change
- Employer cost of benefits reported on employees W-2
- Starting in 2013, FSA's will have annual limits of \$2,500
- Investment income and Medicare tax increase
  - **CLASS (long term care) program implementation has been eliminated.**

**HEALTH BENEFIT FUND 510**  
**5 YEAR COMPARISON REVENUES AND EXPENSES**

Revenue	Actual FY07-08	Actual FY08-09	Actual FY09-10	Actual FY10-11	Budgeted FY11-12
City Share Health Insurance	\$5,027,575	\$4,291,464	\$3,794,833	\$3,714,325	\$3,956,487
Employee Share Health Insurance	\$717,646	\$627,142	\$577,188	\$772,642	\$887,900
Retiree/COBRA Health Insurance	\$318,522	\$200,195	\$252,135	\$278,765	\$405,400
<b>Total Revenues</b>	<b>\$6,063,743</b>	<b>\$5,118,801</b>	<b>\$4,624,156</b>	<b>\$4,765,732</b>	<b>\$5,249,787</b>
<b>Expenses</b>					
City Administration	\$37,275	\$37,275	\$88,543	\$88,543	\$102,000
Broker Fee	\$86,453	\$78,280	\$75,441	\$75,000	\$75,000
TPA Fee	\$293,849	\$333,750	\$330,745	\$238,424	\$250,286
EAP Fee	\$9,385	\$9,100	\$8,608	\$8,532	\$10,000
Other Admn. Fees	\$2,865	\$3,129	\$3,547	\$22,072	\$6,200
Stop Loss Premium	\$388,062	\$455,129	\$523,086	\$583,273	\$670,000
Health Claims	\$3,769,831	\$3,974,175	\$3,296,098	\$2,742,839	\$3,000,000
Pharmacy Claims	\$884,943	\$941,088	\$716,239	\$716,433	\$650,000
Healthcare Reimbursement Account	\$0	-\$9,792	\$277,051	\$347,335	\$489,250
<b>Total Expenses</b>	<b>\$5,472,663</b>	<b>\$5,822,134</b>	<b>\$5,319,358</b>	<b>\$4,822,451</b>	<b>\$5,252,736</b>
<b>Fund Balance</b>	<b>\$1,535,560</b>	<b>\$1,076,862</b>	<b>\$677,871</b>	<b>\$743,588</b>	<b>\$1,122,374</b>

*Projected as of 9/30/12*



**NAPLES CITY COUNCIL AGENDA MEMORANDUM**

Workshop Meeting Date: May 14, 2012

Agenda Item: 10	Prepared By: Denise Perez, Director Department: Human Resources
<b>SUBJECT:</b> Pay and Classification Study	
<b>BACKGROUND:</b> The Pay and Classification System provides the structure for remuneration based upon detailed job descriptions placed into a series of pay ranges covering City employees. While the Pay and Classification System details the pay of employees, it is appropriate to consider the System in the context of total compensation. Total compensation includes all the pay and benefits of employees. To the extent that pay ranges are not included in collective bargaining agreements (such as in police and fire contracts), the approval and development of the Pay and Classification System is not a mandatory subject of bargaining. The specific benefits considered in total compensation (i.e. health insurance, retirement, time off, etc.) are mandatory subjects of bargaining. Changes to specific benefits are appropriately considered in the context of developing a comprehensive labor relations strategy. Staff reviews pay and benefits during the development of labor relations strategies, and consults with City Council for direction (pension reform, health insurance cost sharing, etc.). Four of the five labor contracts were recently approved with reductions to retirement benefits and employee sharing of health insurance costs increases. These contracts expire on September 30, 2014.  On March 19, 2012, during a review of the City's Pay and Classification Study by The Archer Company, City Council directed a comparison of total compensation of City employees with the total compensation of employees in the private sector. It was suggested that the Greater Naples Chamber of Commerce may have the required information. Chamber President and CEO Mike Reagen referred staff to Libby Anderson, a local human resources consultant. Ms. Anderson provided a compensation and benefits survey report of Naples area employers compiled in 2009. Participating employers included banking/financial services, healthcare, hotel, local government, utilities, and non-profit industries. Ms. Anderson indicated that since 2009, there has not been sufficient interest to participate in an updated survey. The 2009 survey report is provided with this memorandum. City benefit information has been added to the report so the reader may contrast the benefits provided.  Compensation consultant Chip King of The Archer Company provided a market analysis of the average salary of City employees against market ranges for similar positions in the private sector. This market analysis is based upon aggregate data obtained from the Economic Research Institute (ERI) reflecting data in the Ft. Myers/Southwest Florida geographic area and is provided as part of this representation of total compensation. Aggregate data is used as the consultant did not receive responses from specific private employers surveyed. This is reflected on pages 20 and 21 of the consultant's report. The consultant also provided additional benefit data after the March 19 review. This data was compiled from aggregate data from the Bureau of Labor Statistics and is included with this memorandum. The consultant is completing work on updated job descriptions and the classification system that may be used by staff to update the Pay Plan. Both are included in the scope of work.	





**NAPLES CITY COUNCIL AGENDA MEMORANDUM**

Workshop Meeting Date: May 14, 2012

Page Two

Agenda Item: 10		
<b>BACKGROUND (cont.):</b> Options that may be considered (including a combination of options):		
<ol style="list-style-type: none"> <li>1. Implement the Pay and Classification Plan effective June 1, 2012.</li> <li>2. Expend funds from the approved FY 2012 Human Resources Budget to access additional private salary and benefit survey data bases.</li> <li>3. Contract with a local HR consultant to update the survey of local employers similar to the 2009 survey commissioned by the Greater Naples Chamber of Commerce.</li> <li>4. Review of benefits and total compensation of comparable employers to develop a comprehensive labor relations strategy to implement any recommended changes through the collective bargaining process.</li> </ol>		
<b>STAFF RECOMMENDATION:</b>		
<p>The compensation system is to be considered in the context of total compensation. Pay is one component of total compensation. The purpose of the Pay and Classification Study is not to determine total compensation, the purpose is to update the City's Pay Plan so that it is internally fair and equitable and externally competitive on the basis of pay, not benefits, and to ensure that employees are properly classified within the Pay Plan.</p> <p>The consultant indicates that the City of Naples pay ranges are well positioned in the market for comparable organizations. Proposed pay ranges are lower than the existing pay ranges for many of the position classifications. Average salaries of current employees are well within the competitive ranges and would not require further adjustment unless an inequity was identified as a result of a classification being repositioned. The cost to adjust affected employees (those whose salaries are currently below the minimum for the position and pay range) is approximately \$24,893 across multiple budgetary funds.</p> <p>Staff recommends implementation of the Pay and Classification Plan and development of a comprehensive labor relations strategy, subject to City Council approval, for use in the collective bargaining process to adjust benefits and total compensation as necessary.</p> <p>The City Manager intends to implement the Pay and Classification Plan effective June 1, 2012, unless otherwise directed by City Council.</p>		
Reviewed by Department Director Denise Perez	Reviewed by Finance N/A	Reviewed by City Manager A. William Moss
City Council Action:		

Excerpted text Item 10 – 051412w – Pay and Classification Study:

Pay and Classification Systems

- Provides for an equitable compensation system which allows the City to recruit and retain qualified employees
- Provides equity among employees
- Places the City in a competitive position with other public and private employers in the labor market
- Ensures that employees performing similar work are compensated comparably
- Wages and benefits are mandatory subjects of collective bargaining
- Changes to benefits are appropriately considered in development of labor relation strategies

Survey Data

- Greater Naples Chamber of Commerce Survey from 2009
  - Survey participants:
    - Banking/Financial Services
    - Healthcare
    - Hotel
    - Local Government
    - Utilities
    - Non-profit
  - Insufficient interest to update

Summary of Results

Benefit	City of Naples	Chamber Survey	Percent of Firms
Health Insurance	85% Paid	80% or more paid	57%
Dental Insurance	100% Paid	100% Paid	42%
Life Insurance	Provided	Provided	92%
Short Term Disability	Not Provided	Provided	79%
Long Term Disability	Provided	Provided	74%

Benefit	City of Naples	Chamber Survey	Percent of Firms
Personal Days	Not Provided	Provided	67%
Sick Days	Not Provided (except for Fire)	Provided	96%
Holidays	11 Paid Holidays	9 – 11 Paid Holidays	17% (11) 37% (9-10)
Retirement	Provided	Provided – Most Defined Contr.	100%

Vacation/Personal Leave (Days)

Years	City of Naples		Chamber Survey		Total
	Personal Leave	Personal	Sick	Vacation	
1-5	20	2	6	10	18
5-10	25	2	6	15	23
10-15	30	2	6	20	28
15-20	33	Not Listed			
20+	34	Not Listed			

All employers reported a vacation plan of some type and 37% offered a personal time off plan similar to the City's Personal Leave Plan replacing personal days, sick days and vacation.

Survey Data

- The Archer Company Market Analysis
  - Private employers did not respond to survey
  - Average salaries and benefits of City employees versus market data for similar positions in the private sector obtained through:
    - Aggregate data from the Economic Research Institute (ERI); Ft. Myers/Southwest Florida geographic area
    - Aggregate data from the Bureau of Labor Statistics (BLS) for employers with 100-499 employees (City of Naples has 445 employees)

Summary of Results

Benefit	City of Naples	The Archer Company Survey	Percent of Firms
Health Insurance	85% Paid	Single	79% Paid/Private; 95% Paid/Public
		Family	70% Paid/ Private; Public not listed
Life Insurance	Provided	Provided	70%
Short Disability	Term Not Provided	Provided	44%
Long Disability	Term Provided	Provided	36%

Benefit	City of Naples	The Archer Company Survey	Percent of Firms
Personal Days	Not Provided	Not Listed in Survey	
Sick Days	Not Provided (except for Fire)	7-8 Days Private; 12 Days Public	67%
Holidays	11 Paid Holidays	8 Paid Holidays	84%
Retirement	Provided	Provided 74% Defined Contribution; 25% Defined Benefit	77%

Consolidated Leave/Personal Leave (Days)

Years	City of Naples Personal Leave	The Archer Company Survey	
		Private Sector BLS Data	Public Sector
1-5	20	16	21
5-10	25	21	25
10-15	30	25	29
20+	34	27	32

Options

1. Implement the Pay and Classification Plan effective June 1, 2012
2. Expend funds from the approved FY 2012 Human Resources Budget to access additional private salary and benefit survey databases
3. Contract with a local HR consultant to update the survey of local employers similar to the 2009 survey commissioned by the Greater Naples Chamber of Commerce
4. Review of benefits and total compensation of comparable employers to develop a comprehensive labor relations strategy to implement any recommended changes through the collective bargaining process

Summary

- Consultant indicates City of Naples pay ranges are well positioned in market for comparable organizations
- Proposed ranges are lower than existing pay ranges for many position classifications
- Average salaries of current employees are well within competitive ranges
- Cost to adjust affected employees is approximately \$24,893, across multiple budgetary funds

Staff Recommendation

- Staff recommends implementation of the Pay and Classification Plan and development of a comprehensive labor relations strategy
  - For use in collective bargaining process to adjust benefits and total compensation as necessary, subject to City Council approval (Executive Session)