



## Meeting Minutes City Commission

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Tuesday, May 2, 2023

7:00 PM

Commission Chambers

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### **CALL TO ORDER AND ROLL CALL**

The meeting was called to order on the above date by Mayor Bill Ganz at 7:00 p.m., in the City Commission Chambers, City Hall, Deerfield Beach.

#### **Present:**

Commissioner Todd Drosky  
Commissioner Michael Hudak  
Commissioner Ben Preston  
Vice Mayor Bernie Parness  
Mayor Bill Ganz

#### **Also Present:**

City Manager David Santucci  
City Attorney Anthony Soroka  
City Clerk Heather Montemayor

### **MOMENT OF SILENCE AND PLEDGE OF ALLEGIANCE**

There was a moment of silence, followed by the Pledge of Allegiance.

### **APPROVAL OF CITY COMMISSION MINUTES**

Regular City Commission Meeting Minutes - April 4, 2023

**MOTION was made by Vice Mayor Parness, seconded by Commissioner Preston, to approve the meeting minutes as submitted. Voice Vote:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

### **ACKNOWLEDGEMENT OF CITY BOARD MINUTES**

Cultural Committee Meeting Minutes - December 19, 2022, January 23 & February 27, 2023

Code Compliance Meeting Minutes - March 7, 2023

Hillsboro Inlet District Meeting Minutes - March 27, 2023

**MOTION was made by Commissioner Preston, seconded by Vice Mayor Parness, to acknowledge the board minutes. Voice Vote:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

**APPROVAL OF CITY COMMISSION AGENDA**

May 2, 2023

**MOTION was made by Commissioner Preston, seconded by Vice Mayor Parness, to approve the agenda as submitted. Voice Vote:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

**AWARDS & RECOGNITION****1. Certificates of Recognition presented to the City of Deerfield Beach Teachers of the Year.**

Mayor Ganz presented various certificates to the Deerfield Beach Teachers of the Year.

**PUBLIC COMMENT**

**Daniel Shanetzky, 34 Keswick B, Deerfield Beach**, commented on the four-week Skill Enhancement and Employee Development (SEED) Program ran by the Broward Sheriff's Office Deerfield Beach Community Outreach Resource and Education (CORE) team and Kiwanis Club. Thereafter, he provided a brief overview of the program.

**Willie Graham-Bracy, 501 NW 1<sup>st</sup> Terrace, Deerfield Beach**, reiterated her concerns regarding the fence at Johnie McKeithen park and requested that it be reinstalled. She also commented on the Park Rangers locking the gates at night, but the restrooms still being accessible. She continued to express concerns with the reconstruction of the park, whereas, it was fine as is. Further, she thanked Mayor Ganz for his efforts, as the park was staffed the other night to ensure individuals were not accessing it.

**Bob Pollino, 816 SE 16<sup>th</sup> Street, Deerfield Beach**, expressed concerns regarding the costs associated with the lifeguard stations and asked for a complete breakdown for each station. Mr. Pollino also commented on the cost for police services. Thereafter, he commented on the length of time it took for him to get a response from the call center. Lastly, he continued to express frustration regarding the costs for the lifeguard stations.

Mayor Ganz recognized Parkland Commissioner Bob Mayersohn who is also the Broward League of Cities President and Mayor Greg Ross, Cooper City, and who were in attendance.

**CONSENT - BOARD APPOINTMENTS**

Mayor Ganz opened the public hearing for Items 2 & 3; however, there were none to speak and the public hearing was closed.

*There was no discussion amongst the Commission.*

**2. Resolution 2023/075 - A Resolution of the City Commission of the City of Deerfield Beach, Florida, reappointing Sacha Ramon as a regular member and appointing Aristotle Ginarte as an alternate member to the Marine Advisory Board; providing for an effective date.**

**3. Resolution 2023/076 - A Resolution of the City Commission of the City of Deerfield Beach, Florida, reappointing Michael Lubin and appointing Angeline Isen as regular members to the Education Advisory Board; and providing for an effective date.**

**MOTION was made by Commissioner Hudak, seconded by Commissioner Preston, to approve Items 2 & 3. Roll Call:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

**CONSENT - AGREEMENTS & EXPENDITURE REQUESTS**

Mayor Ganz opened the public hearing for Items 4 - 6; however, there were none to speak and the public hearing was closed.

*There was no discussion amongst the Commission.*

4. **Resolution 2023/077 - A Resolution of the City Commission of the City of Deerfield Beach, Florida, approving the Second Amendment to the Agreement with Robert Half International, Inc. for temporary staffing, direct-hire, and other employer services to increase the not to exceed amount from \$500,000.00 to \$675,000.00; providing for execution, conflicts, and an effective date. (Funds from Account #001-0600-513-32-99 - Other Contractual Services, #001-0635-513-32-99 - Other Contractual Services, & #001-1400-513-32-99 - Other Contractual Services)**
5. **Resolution 2023/078 - A Resolution of the City Commission of the City of Deerfield Beach, Florida, approving a Professional Services Agreement with Government & ERP Implementation Services, LLC to provide project management and implementation consulting services related to the Tyler Suite Enterprise Resource Planning Project for a one-year term, with two additional one year renewal options; authorizing execution of the Agreement in an annual amount not to exceed \$150,000.00; providing for an effective date. (Funds from Account #399-0600-513-64-10 - Capital Project-Finance/Machinery)**
6. **Resolution 2023/079 - A Resolution of the City Commission of the City of Deerfield Beach, Florida, approving the ranking and award of Request for Qualifications #23-05-BA for the creation of a public safety master plan to the top ranked proposer, Architects Design Group/ADG, Inc.; authorizing the City Manager to negotiate an agreement with Architects Design Group/ADG, Inc.; and providing for an effective date. (Funds from Account #399-3000-521-61-04 - Capital Projects - Public Safety & Account #399-3000-522-61-04 - Capital Projects - Public Safety)**

**MOTION was made by Vice Mayor Parness, seconded by Commissioner Hudak, to approve Items 4 - 6. Roll Call:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

7. **Resolution 2023/080 - A Resolution of the City Commission of the City of Deerfield Beach, Florida, approving the Interlocal Agreement among the City, Broward County and Broward Municipalities for the establishment of the Solid Waste Disposal and Recyclable Materials Processing Authority of Broward County; providing for execution and an effective date. (Funds from Account #450-4551-534-32-99 - Other Contractual Services)**

The Resolution was read by title only.

Anthony Soroka, City Attorney, explained that the County made changes to the Interlocal Agreement at their meeting today, whereby, most changes are non-substantive, but the substantive changes have not been approved by the Solid Waste Working Group; nevertheless, he, along with the City Manager are recommending approval of the Solid Waste Working Group's version, which is what is being proposed this evening. Additionally, the proposed resolution provides the City Manager with the ability to approve non-substantive changes; however, if the Solid Waste Working Group makes recommendations based on the substantive changes, then it will come back before the Commission. He stated that the working group will meet Monday to discuss these recent developments.

Vice Mayor Parness commented on his time spent on the Broward County Planning Council, whereby, solutions must be found and creating new mountains is not one of them. Further, he said the City's garbage is not disposed of here but in Orlando. Thereafter, he expressed his support for the Solid Waste Working Group, as solutions must be found.

**CONSENT - AGREEMENTS & EXPENDITURE REQUESTS - CONTINUED**

Commissioner Drosky said the Solid Waste Working Group has done an amazing job and asked if Mayor Greg Ross could provide updates on the changes that the County made. Further, he spoke in support of what the working group was proposing but asked for clarification on the changes the County made.

Mayor Ross said the County had five different modifications, but he has not had a chance to review them; nevertheless, he heard that most are technical in nature, but one might cause concern. Further, he recommended that the Commission follow the advice of their attorney.

Mayor Ganz said cities have been working on coming up with a countywide solution for a while and it is disappointing that some of the County Commissioners made last minute changes after everything was agreed to; nevertheless, he spoke in support of approving the Solid Waste Working Groups version. Further, he hopes that those commissioners who suggested the changes come around and support the version that was agreed too. Thereafter, he opened the public hearing; however, there were none to speak and the public hearing was closed.

**MOTION was made by Commissioner Preston, seconded by Vice Mayor Parness, to approve Item 16, adopted Resolution 2023/080. Roll Call:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

**DEPARTMENTAL BUSINESS**

- 8. ORDINANCE 2023/ - AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF DEERFIELD BEACH, FLORIDA, ADOPTING AN AMENDMENT TO THE CITY BUDGET FOR THE FISCAL YEAR ENDING SEPTEMBER 30, 2023; APPROVING SUPPLEMENTAL APPROPRIATIONS AND BUDGET TRANSFERS TO VARIOUS CITY FUNDS, AND REDUCING APPROPRIATIONS TO THE INSURANCE SERVICES FUND BY \$487,681, AS SET FORTH IN THE ATTACHED EXHIBIT "A"; APPROVING AMENDMENTS TO THE EMPLOYMENT POSITION TITLES AND GRADE SYSTEM, AND POSITION PAY RANGES, AS SET FORTH IN THE ATTACHED EXHIBITS "B" AND "C"; PROVIDING FOR CONFLICTS, SEVERABILITY AND AN EFFECTIVE DATE.**

The Ordinance was read by title only.

David Santucci, City Manager, highlighted a brief PowerPoint presentation. Thereafter, he explained that the purpose of the fiscal year budget amendment is due to grants, donations, and other adjustments, carryforwards from fiscal year 2022, transfers from the General Fund to the Solid Waste Fund, and implementation of the pay and class study. Thereafter, he introduced Stephanie Tinsley, Director of Financial Services.

Ms. Tinsley said some of the adjustments are due to the increase in grant funding and CASA donation; an injection well being rehabilitated, which will be funded from the utility fund balance; and other professional and consulting needs. She stated that \$4 million is being carried forward primarily because the capital projects from fiscal year 2022 are being obligated, received and/or continued in fiscal year 2023.

Mr. Santucci explained that the transfer from the General Fund to the Solid Waste Fund is in line with the funding strategy that was approved by the City Commission on December 6, 2022. The funding strategy, along with the rate plan assisted with aligning the fund to the annual auditor's observation and audit general operational audit funding recommendation. Further, he said the pay and class study provided a foundation for the City's classification/compensation system and pay plan, based on current compensation levels for similar public sector employees, and municipal and local market competitors. Thereafter he outlined the current challenges: salary compression, competition in talent pool, etc. Mr. Santucci said the approach overview consisted of reviewing all job titles, gathering salary and compensation data from similar/competitor organizations, develop revised classification plan and compensation and pay plan, and provide for reasonable and cost-effective ways to transition to the new plan.

**DEPARTMENTAL BUSINESS - CONTINUED**

Continuing, Mr. Santucci explained that Management Advisory Group International, Inc. (MAG) conducted a comprehensive analysis of the City's current compensation and classification system, and salary levels for all 493 positions which consists of 216 job classifications. Thereafter, he provided a brief overview of the process, which consisted of internal meetings, employee job profile questionnaires, external equity, MAG proposed salary schedule, MAG salary adjustment calculations, organization cost calculations, and organization implementation options. The targeted organizations consisted of organizations that were competing with the City, i.e. City of Delray Beach, City of Pompano Beach, City of Fort Lauderdale, City of Coral Springs, etc. Further, Mr. Santucci stated that the survey benchmark results showed that on average the City's pay & classification plan is negatively behind market by the following: 7.4% minimum range, 6% median range, and 5.1% maximum range.

Moreover, Mr. Santucci said the implementation report recommended a new pay structure that considers the job and relationship to the market; plan built to overcome current deficits; and place the City in a more competitive position. The new pay structure provides for ranges 60% from minimum to maximum, with 5% between each grade. The implementation considerations looked at a phased approach between this fiscal year, and next; across the board market adjustments; bringing employees at least to minimum of recommended pay grade; equity (compression) adjustment; and labor negotiation tool. In order for this plan to be implemented, staff had to ensure funds were available, whereby, 3% will be distributed this fiscal year, and 3% next, for a total net impact of approximately \$720,000, which also includes the minimum adjustments, equity adjustments and executive compensation package. The proposed funding comes from a reduction in the insurance service allocations and increase vacancy credit savings. Mr. Santucci said through this process it was determined that many competitors provide a compensation package, i.e. additional time off, cell phone allowance, etc. to executive level staff; therefore, due to this implementation, it is recommended that those employees not receive the across the board increase. He reiterated that the pay adjustments would be done over two fiscal years for employees in the new pay grades up to and including 123, and the benefit package adjustment only, non-compounding would be for employees in new pay range of 124 and higher.

In response to Mayor Ganz's question, Mr. Santucci said these changes will not result in a tax increase.

Mayor Ganz said he has realized that public and private sectors are two different animals, whereby, there are specific needs in the public sector that cannot be filled by private. He said the City is not competitive, which is hurting us as a city in both the short and long term; therefore, he spoke in support of the implementation of the study. Further, during last year's budget workshops, he commented on there being a national shortage for ocean rescue staff and suggested that ocean rescue lifeguards be increased from a 108 to 109.

Commissioner Preston said the City must stay competitive to ensure we do not become a training ground, whereas, training can become costly. Further, employees know when they are not being properly compensated, causing morale issues, which then causes service issues; therefore, he spoke in support of the implementation as our employees deserve to be treated fairly.

Commissioner Hudak agreed that the City cannot become a training ground as institutional knowledge will be lost. Further, he said all of us have commended staff one way or the other, but at the end of the day employees stay at their job because they like their supervisor, their proud of their employer or they are properly compensated. Although, the City provides other benefits, i.e. retirement, holidays, etc., we must remain competitive; therefore, he spoke in support of the implementation.

Commissioner Drosky spoke in support of the implementation; however, he stated that this budget amendment also includes budget transfers. Further, he said the City has already become a training ground, whereby, in the last two years there has been an outflow of talent. He said although this is needed, we must keep the taxpayers in mind, as we are their representatives; nevertheless, they deserve the best service and in order to do that we must ensure our employees are doing their job and in order for them to do that they must be paid accordingly. Commissioner Drosky asked what impact this will have on next year's budget, as he does not want to see increases that impact the residents, i.e. increase in millage rate.

Mr. Santucci replied that staff is going to ensure that the revenues and expenditures are balanced without

**DEPARTMENTAL BUSINESS - CONTINUED**

increasing the fiscal year 2024 millage rate.

Vice Mayor Parness spoke in support of the implementation, as the City must provide the best service to our residents and in order to do that our employees must be properly compensated.

Commissioner Preston agreed that this commission must make these type decisions with the taxpayers in mind; however, if we continue to become a revolving door it will cost them more in the long run. Further, he said it is our job to make fiscally responsible decisions to ensure the entire city is taken care of and residents must understand that.

Mayor Ganz opened the public hearing; however, there was none to speak and the public hearing was closed.

Mayor Ganz requested that each position within the Ocean Rescue Department be increased to the next paygrade.

**MOTION was made by Vice Mayor Parness, seconded by Commissioner Hudak, to approve Item 8 as amended, on first reading. Roll Call:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

**COMMENTS BY ADMINISTRATION & LEGAL**

**CITY ATTORNEY** - None.

**CITY MANAGER** - None.

**CITY COMMISSION BUSINESS**

- 9. ORDINANCE 2023/ - AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF DEERFIELD BEACH, FLORIDA, AMENDING CHAPTER 2 "ADMINISTRATION," ARTICLE II "BOARDS, COMMITTEES, COMMISSIONS," DIVISION 11, "YOUTH COUNCIL" OF THE CITY'S CODE OF ORDINANCES TO REVISE THE YOUTH COUNCIL COMPOSITION AND QUALIFICATIONS FOR MEMBERSHIP; PROVIDING FOR CONFLICTS, SEVERABILITY, CODIFICATION, AND AN EFFECTIVE DATE.**

The Ordinance was read by title only.

David Santucci, City Manager, explained that Commissioner Preston desires to see our youth get more involved in civic duty to understand the political process. He stated that the youth council ordinance was amended during COVID, but unfortunately was never brought to fruition; nevertheless, the new changes include reducing the number of participants from 11 to 8, allowing all Deerfield Beach high school students to participate, regardless of where they reside, and allowing all Deerfield Beach residents to participate regardless of what school they attend. Further, he, along with Commissioner Preston spoke to Deerfield Beach high school, and they are willing to assist with the election process, and they hope this can be implemented next school year.

Commissioner Drosky spoke in support of the Ordinance but spoke in opposition to the Mayor not having any appointments and suggested 10 members.

Commissioner Preston said the number was lowered so it can be more manageable; nevertheless, he does not have an issue with increasing the number to 10.

**CITY COMMISSION BUSINESS - CONTINUED**

Mayor Ganz said he does not like to be excluded, but he does not want staff to be burdened where the group becomes unmanageable; therefore, he suggested appointing the alternates and the Commission appoint the primary members.

In response to Mayor Ganz's question, Mr. Santucci replied that there are no alternates.

Mayor Ganz said he does not want this to become cumbersome, so he is willing to forego appointing anyone.

Commissioner Hudak suggested 9, as he agreed that all should be involved.

Mr. Santucci said 9 is fine.

Mayor Ganz opened the public hearing; however, there was none to speak and the public hearing was closed.

Commissioner Preston thanked staff for bringing this Ordinance forward, as this will be extremely beneficial to our youth.

**MOTION was made by Commissioner Preston, seconded by Vice Mayor Parness, to approve Item 9, as amended on first reading. Voice Vote:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

**COMMENTS BY MAYOR & CITY COMMISSION****COMMISSIONER HUDAK****DISTRICT 1**

Lifeguard Towers - Commissioner Hudak said he understands the frustration regarding the costs associated with the towers, whereas, each cost \$212,000; however, \$91,000 is for the actual construction and the remainder is for demolition, insurance, permit fees, etc. Further, he said these towers are located on the beach so they must be highly graded to ensure they can withstand storms, storm surge, etc. He explained that the submitted proposals ranged from \$211,000/each to \$313,000/each.

HB 714 - Commissioner Hudak said there was an amendment to the short-term rental bill, which will further limit local government's ability to regulate vacation rentals, and place responsibility on the state agency; therefore, he urged the public to contact their state representative.

**COMMISSIONER PRESTON****DISTRICT 2**

Fire Rescue Personnel - Commissioner Preston asked that everyone keep Lieutenant Eric DeLotta in their thoughts and prayers.

Johnie McKeithen Park - Commissioner Preston asked that staff find solutions to the reoccurring issues that are continuously brought up by Ms. Graham-Bracy regarding the park. Furthermore, if a fence needs to be reinstalled then so be it.

Affordable Housing Advisory Committee - Commissioner Preston stated that there were items addressed during the last meeting, which he will be bringing forward at an upcoming commission meeting for discussion.

**VICE MAYOR PARNESS****DISTRICT 3**

State Laws - Vice Mayor Parness commented on various issues surrounding the City, i.e. vacation rentals, gun laws, etc. and urged the public to contact their state representative.

**COMMENTS BY MAYOR & CITY COMMISSION - CONTINUED**

Registering to Vote - Vice Mayor Parness said a non-partisan table will be set up in the lobby at City Hall on Friday, May 12<sup>th</sup> from 9 a.m. to noon to assist people with registering to vote.

**COMMISSIONER DROSKY****DISTRICT 4**

Lifeguard Towers - Commissioner Drosky thanked Commissioner Hudak for bringing forth the research on the towers, as there was an extremely lengthy discussion when this project was originally brought forward. Further, he urged the public to stay involved and educate themselves on topics.

Office Hours - Commissioner Drosky said his office hours will take place on Saturday, May 6<sup>th</sup> from 10:00 a.m. to noon; appointments can be made by contacting him or the City Manager's Office.

Mother's Day - Commissioner Drosky wished all a Happy Mother's Day.

**MAYOR GANZ**

Lifeguard Towers - Mayor Ganz agreed that this project was thoroughly vetted by this commission due to the cost; nevertheless, we are a coastal community and these towers must be able to withstand the weather conditions.

State Legislatures - Mayor Ganz urged the public to get involved, especially on the State level, as they have more of a voice and power than the Commission. Further, he said passing proclamations, resolutions, etc. disagreeing with a state law will negatively impact the City; nevertheless, he reiterated that the public must stay engaged and get involved.

Seaweed - Mayor Ganz said there is a massive amount of seaweed heading towards Deerfield's beach and urged staff to prepare accordingly and to ensure the public is aware.

Johnie McKeithen Park - Mayor Ganz agreed that something must be done, i.e. installation of a fence, but asked that it be tasteful to enhance the beautification of the park.

Accolades - Mayor Ganz thanked the City Clerk's Office for the timeliness of the minutes and commended them for a job well done.

Fatality - Mayor Ganz commented on another motorcycle fatality that occurred on Hillsboro Boulevard and Powerline.

Deerfield Avenue - Mayor Ganz said there's an abandoned house with a car out front and broken meter and asked that staff investigate.

Budget Workshops - Mayor Ganz asked that building services and code compliance be discussed to ensure that a business model that works for the City is still being followed. Thereafter, he expressed concerns with code compliance.

Building Renaming Policy - Mayor Ganz said at the last commission meeting it was suggested to rename the Public Works Building after Bernard Adams, which he supports. Further, he suggested renaming the pool after Peggy Noland, former Mayor/Commissioner, and asked that staff create a policy for the renaming of buildings.

Mother's Day - Mayor Ganz wished all a Happy Mother's Day.

## **ADJOURNMENT**

There was no additional business to discuss.

**MOTION was made by Vice Mayor Parness, seconded by Commissioner Preston, to adjourn the meeting at 8:49 p.m. Voice Vote:**

**Yeas:** 5 - Commissioner Drosky, Commissioner Hudak, Commissioner Preston, Vice Mayor Parness and Mayor Ganz

**Nays:** 0

CITY OF DEERFIELD BEACH

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BILL GANZ, MAYOR

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Heather Montemayor, CMC, City Clerk