



# City of Crescent City

3 NORTH SUMMIT STREET  
CRESCENT CITY, FLORIDA 32112-2599

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## MINUTES

### City Commission Special Meeting

March 30, 2017 – 5:00 p.m.

**Present.** Mayor Brett Peterson; Commissioner Harry Banks; Commissioner Marcus Hardy; Commissioner Barbara Scholl; Commissioner Judy West; Patrick Kennedy, City Manager; and Jay Asbury, City Attorney

The special meeting of the City Commission was held March 30, 2017 at City Hall. A quorum being present, the meeting was called to order at 5:15 p.m. by Mayor Peterson.

### OLD BUSINESS

**Police Department Recruitment and Retention Plan.** Chief Damiano presented a Hiring/Retention Package proposal. Each element will be discussed individually.

- **Wage Adjustments.** Wage adjustments to increase the starting officer salary to \$34,900 after successfully completing a one year probation. The starting salary during the probationary period will be \$33,590. Patrick Kennedy pointed out that salary figures being discussed are base rate and do not include holiday pay or overtime.

Motion by Commissioner Scholl, second by Commissioner Banks, to approve and accept the wage adjustment as presented. Roll call vote – all ayes.

- **Take Home Vehicle/Reimbursement of Commuting Costs.** All Crescent City Police Officers will be entitled to a take home vehicle if they live within 10 miles. If they live more than 10 miles they will receive a reimbursement for commuting costs. Using the most direct route of travel, this reimbursement will be at \$.15 per mile with a maximum radius of 50 miles totaling 100 miles per day. Patrick Kennedy reported that this would be a maximum budget impact of \$2,205 per year, per officer if all were at maximum mileage. Reimbursement will be paid monthly to the law enforcement member.

Motion by Commissioner Scholl to approve \$.15 per mile for a radius of 40 miles. Motion failed for lack of a second.

Motion by Commissioner West, second by Commissioner Scholl, to approve a commuting cost reimbursement of \$.15 per mile for a maximum radius of 50 miles totaling 100 miles per day. Roll call vote – all ayes.

- **Adjustment to Police Pension Benefit.** This proposal would decrease the current vesting period of 10 years to 6 years, increase retirement income multiplier from 2% to 3%, continue current years of service and age requirements, increase police officer contribution into pension system to offset costs in changes to retirement benefit from 5% annual contribution to 6-7%. Patrick Kennedy spoke of the need to analyze each option for budgetary impacts and work toward a budget neutral resolution before making a formal recommendation for the City Commission to vote on.

Diane Sykes, 304 Chestnut Street expressed concern about attempting to compete with the Sheriff's office pension plan since they receive state funding. Also, a 10 year vesting appears more affordable.

Patrick Kennedy clarified that our Police Pension program is funded by employees, investment proceeds, the City and the State.

Motion by Commissioner West, second by Commissioner Hardy, to authorize Patrick Kennedy to explore a 3% multiplier and analyze the vesting period of 6, 8 or 10 years. Motion passed – all ayes.

- **Add Rank structure to Department Organizational Chart.** Chief Damiano spoke of expanding the current rank structure to add Senior Patrolman, Corporal, Lieutenant and Captain. All positions will be based on time and grade. The intention is to give a vision of longevity to new hires. All positions will not necessarily be filled at all times, but will be available when needed.

Discussion followed on the size of our City being able to support an organizational structure as presented, the current rank structure, years of service required to be eligible for consideration of rank change and the necessity for all ranks to be responsible for all duties as needed.

Motion by Commissioner Hardy, second by Commissioner Scholl, to add Senior Patrolman and Lieutenant to the current rank structure pending a policy and procedure review. Roll call vote – all no.

Motion by Commissioner West, second by Commissioner Scholl, to add Senior Patrolman, Corporal and Lieutenant to the current rank structure and retain the Sergeant and Chief ranks. Roll call vote – Commissioner Banks, aye; Commissioner Hardy, aye; Commissioner West, aye; Commissioner Scholl, aye; Mayor Peterson, no. Motion passed by a vote of 4 to1.

- **Police Officer Certification Costs Reimbursement/Signing bonus.** Chief Damiano proposed the reimbursement of the cost of the required FDLE certification with successful completion or a \$2,500 signing bonus to an applicant who is hired and has already obtained and maintained a FLDE Officer certification.

Motion by Commissioner Hardy, second by Commissioner West, to approve an upfront signing bonus of \$2,500 which will be refunded to the City on a 5 year pro-rated basis if officer leaves. Roll call vote – all ayes.

- **Other.** Patrick Kennedy reported that documentation has been submitted for the DOA Grant to purchase 2 Police SUV vehicles.

### Visitor and Citizen Communication

Diane Sykes, 304 Chestnut Street and Barbara Herceg, 219 Oleander supported the CCPD's proposals for additional equipment and recruitment package.

Veronica Glover, 512 Grand Rondo East expressed concern about patrol schedules.

Commissioner Hardy suggested that concerns regarding CCPD issues should be directed to City Manager Patrick Kennedy.

Chief Damiano reported that he has not received any applicants eligible for current positions.

Mayor Peterson apologized for any misunderstandings from a Palatka Daily News article where he was interviewed on CCPD issues.

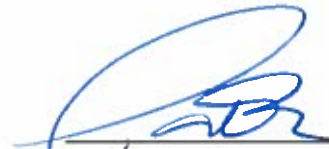
There being no further business and no visitor or citizen communication, the meeting was adjourned at 7:00 p.m.

**APPROVED** this 11th day of May, 2017.



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Brett W. Peterson, Mayor



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Patrick Kennedy, City Manager