

City of Quincy

City Hall

404 West Jefferson Street

Quincy, Florida 32351

www.myquincy.net



SPECIAL MEETING

Tuesday, October 19, 2021
5:30 PM

City Hall Commission Chambers

City Commission

Mayor Ronte R. Harris ~ District III
Mayor Pro-Tem Keith A. Dowdell ~ District I
Commissioner Angela G. Sapp ~ District II
Commissioner Freida Bass-Prieto ~ District IV
Commissioner Anessa A. Canidate ~ District V

"An All American City in the Heart of Florida's Future"

PUBLIC NOTICE

CITY OF QUINCY
COMMISSION SPECIAL MEETING
Quincy City Hall Commission Chambers
404 W. Jefferson Street
Quincy, Florida 32351

Tuesday, October 19, 2021
5:30pm

Notice is hereby given that Mayor Ronte R. Harris has called a Special Meeting pursuant to section 2.51 of the City's Charter. The Quincy City Commission will hold a Special Meeting on Tuesday, October 19, 2021 at 5:30pm in the City Commission Chambers.

Special Meeting Agenda Items:

- + American Rescue Act Grant
- + Employees' Salaries
- + September 28, 2021 Regular Meeting Minutes

For additional information please call the City of Quincy at 850.618.0020.



City of Quincy, Florida

SPECIAL MEETING

AGENDA

October 19, 2021

5:30 P.M.

City Hall Commission Chambers

Call to Order

Roll Call

Special Meeting Items of Discussion

1. American Rescue Act Grant
 - Jack L. McLean Jr., City Manager
 - Marcia Carty, Finance Director
2. Employees' Salaries
 - Jack L. McLean Jr., City Manager
 - Marcia Carty, Finance Director
3. September 28, 2021 Regular Commission Meeting Minutes
 - Janice Shackelford-Clemons, City Clerk

Adjournment

American Rescue Act Grant



MEMORANDUM TO THE CITY COMMISSION
H. R. 6800, AMERICAN RESCUE PLAN ACT (ARPA)

October 4, 2021

Synopsis: ARPA Funds premium pay is available for use to compensate some, but not all City non-unionized employees.

Discussion/Analysis

Staff, the City Attorney, Finance and City Manager, examined the ARPA Interim Final Rules to advise the Commission on the issue of a bonus to all employees except unionized employees. The City Manager read and analyzed more than 1800 pages of the ARPA, 151 pages of the ARPA Interim Final Rules, and 42 pages Coronavirus State and Local Fiscal Recovery Funds Frequently Asked Questions AS OF JULY 19, 2021, to identify options for the use of the funds.

In addition, the City Manager spoke to Austin Katz, Program Compliance Specialist, Bureau of Recovery Florida Division of Emergency Management, to ask him for guidance on premium pay, bonuses, and the meaning of “essential workers.” Mr. Katz said the State does not provide advice and or guidance on the matters that concern the Mayor and individual commissioners. He said these questions should be asked of the Federal Treasurer; however, they are difficult to reach. Mr. Katz provided the link to the ARPA Interim-Final Rules. Based on a review of the rules, below are the relevant definition, and the categories eligible for premium pay, and the manner and means for distribution.

Below is information that is useful to the Mayor and individual commissioners: The balance of the memorandum will proceed in a question-and-answer format.

What criteria should recipients use in identifying essential workers to receive premium pay?

- Essential workers are those in critical infrastructure sectors who regularly perform in person work, interact with others at work, or physically handle items handled by others AS OF JULY 19, 2021, Critical infrastructure sectors include healthcare,

education and childcare, transportation, sanitation, grocery and food production, and public health and safety, among others, as provided in the Interim Final Rule.

May recipients provide premium pay retroactively for work already performed?

- Yes.

What are Eligible Positions

- Staff at nursing homes, hospitals, and home care settings.
- Workers at farms, food production facilities, grocery stores, and restaurants.
- Janitors and sanitation workers.
- Truck drivers, transit staff, and warehouse workers.
- Public health and safety staff.
- Childcare workers, educators, and other school staff; and
- Social service and human services staff.

Individual jurisdictions may add or subtract essential workforce categories listed above based on their own requirements that are tailored to the specific COVID-19-related concerns of the jurisdiction.

What are Excluded Positions

- Treasury excluded management and supervisory positions.

Limitation on Premium Pay

- Must address the highest risk to workers who must be physically present at a jobsite and, for many of whom, the costs associated with illness were hardest to bear financially.
- Premium pay cannot increase a worker's total pay above 150% of the greater of the state or county average annual wage and if the premium pay exceeds the 150% the ARPA requires specific written justification for how it responds to the needs of these workers.
- The premium pay means an amount up to \$13 per hour in addition to wages or remuneration the worker otherwise receives and in an aggregate amount not to exceed \$25,000 per eligible worker.
- The Final Rule provides that any premium pay or grants provided should be prioritize compensation of those lower income eligible workers that perform essential work.
- Premium pay is intended to compensate essential workers for heightened risk due to COVID-19 and it must be entirely additive to a worker's regular rate of wages and other remuneration and may not be used to reduce or substitute for a worker's normal earnings.

- Treasury encourages recipients to prioritize providing retrospective premium pay where possible.
- Essential workers who have already earned premium pay for essential work performed during the COVID-19 public health emergency remain eligible for additional payments.
- An essential worker may receive both retrospective premium pay for prior work as well as prospective premium pay for current or ongoing work.

How are premium pay wages treated?

- Premium pay paid to an essential worker shall be excluded from the amount of remuneration for work paid to the essential worker for purposes of—
 - (1) Calculating the essential worker's eligibility for any wage-based benefits offered by the essential work employer.
 - (2) Computing the regular rate at which such essential worker is employed under section 7 of the Fair Labor Standards Act of 1938 (29 U.S.C. 207) [compensatory time off in lieu of overtime compensation for hours worked more than 40 hours]
 - (3) Determining whether such essential worker is exempt from application of section 7 under section 13(a)(1) of such Act (29 U.S.C. 213(a)(1)) [exempt employees]
 - (4) For purposes of the Internal Revenue Code of 1986, any payment made under this subsection shall be treated as a payment for work performed by the essential worker
 - (5) Paying employer payroll taxes with respect to premium pay and
 - (6) Any premium pay received by an essential work employer shall not be included in the gross income of such essential work employer.

Are Administrative Cost available to local governments?

- No, however if a local government distributes funds to a third-party entity there is the possibility of administrative costs.

What is the Enforcement Provision of the ARPA?

- An essential work employer who uses any amount of a grant for a purpose not required under) shall be (A) considered to have misused funds in violation of section 170102 (manner of pay); and (B) subject to the enforcement and remedies provided under section 170105 (treated as unpaid overtime compensation; and suit by the essential worker who can recover attorney fees and cost)

What funds did Gadsden County use to give their employees a bonus?

- Gadsden County used Cares Act funding to give their employees a bonus. The County did not use ARPA funds, according to Gary Yates, Integrity, the County's outside consultant.

Conclusion

ARPA premium pay may be used for some, but not all City's nonunion employees. On tomorrow, HR will department heads to develop a list of City employees that meet the eligibility requirements of the Act and have departmental lists available for the City Commission workshop.

AMERICAN RESCUE PLAN ACT SUMMARY - 2021

From: Local Fiscal Recovery Fund <LFRF@em.myflorida.com>

Greetings –

The United States Department of the Treasury (“Treasury”) has begun releasing funding to States and Local Governments under the provisions of the American Rescue Plan Act of 2021 (ARPA). You have been identified by Treasury as a non-entitlement unit of local government (NEU) eligible to receive Coronavirus Local Fiscal Recovery Funds (CLFRF). The Florida Division of Emergency Management (FDEM) will be distributing funds in accordance with Treasury guidance (https://home.treasury.gov/system/files/136/NEU_Guidance.pdf). In the coming weeks we will be sending your entity a funding agreement, which will need to be executed by your NEU Authorized Representative and the State prior to receiving funding.

As prime recipient of CLFRF NEU funds you will be required to provide reporting to Treasury in October of 2021. Reporting information can be found in the “Compliance and Reporting Guidance” document provided by Treasury (<https://home.treasury.gov/policy-issues/coronavirus/assistance-for-state-local-and-tribal-governments/state-and-local-fiscal-recovery-fund/non-entitlement-units>). In preparation for the reporting, it is required that each NEU have an active registration with the System for Award Management ([SAM.gov](https://sam.gov)).

FDEM will continue to provide updated CLFRF guidance from Treasury as it becomes available. For your convenience, all applicable program guidance will be posted on the Division’s website at [FloridaDisaster.org](https://www.floridadisaster.org) under the Bureau of Recovery – American Rescue Plan Act section. We will provide a direct link to this webpage under a separate cover, once it is live.

To ensure that all e-mail correspondence from our office is received, please add the following email address to your safe senders list: LFRF@em.myflorida.com. For general questions related to this program, please contact Erin White via email at LFRF@em.myflorida.com or Erin.White@em.myflorida.com, or by phone at (850) 815-4458.

Thank you,

Melissa Shirah | Bureau Chief

Bureau of Recovery

Florida Division of Emergency Management

2555 Shumard Oak Blvd

Tallahassee, FL 32399-2100

Office: (850) 815-4410

Cell: (850) 590-9287

www.floridadisaster.org

The American Rescue Plan Act (ARPA), signed into law in March 2021, provides \$350 billion in relief to states and local governments to combat the continued impact of the COVID-19 pandemic. To offer swift guidance on the use of Coronavirus State and Local Fiscal Recovery Funds (CSLFRF), the U.S. Department of Treasury (Treasury) published the interim final rule (IFR) on May 10, 2021, through an expedited rule-making process.

The IFR establishes a framework for determining the types of programs and services eligible under this program, along with examples of uses that state and local governments may consider. These uses build on eligible expenditures under the Coronavirus Relief Fund issued through the CARES Act by recognizing a broad range of additional eligible uses. The objective of CSLFRF is to help governments support the families, businesses, and communities hardest hit by the COVID-19 public health emergency.

Section 602 and section 603 also describe several types of uses that would be responsive to the impacts of the COVID– 19 public health emergency, including assistance to households, small businesses, and nonprofits and aid to impacted industries, such as tourism, travel, and hospitality.

Eligible state, territorial, metropolitan city, county, and tribal governments may request their allocation of CSLFRF through the Treasury Submission Portal. Eligible local governments classified as nonentitlement units — generally local governments with populations under 50,000 — will receive this funding through their applicable state government.

With the IFR guidance in mind, we recommend you consider the following as you begin to plan how you'll use this funding: (1) eligible uses, (2) ineligible uses, and (3) appropriate planning for spending.

Eligible uses of CSLFRF

Eligible uses of CSLFRF fall into four broad categories:

1. Public health & economic impacts
2. Premium pay
3. Revenue loss
4. Investments in water, sewer, or broadband infrastructure

Expenditures qualifying under public health and economic impact can be used to respond to the public health emergency with respect to COVID-19 or its negative economic impacts, including assistance to households, small businesses, and nonprofits, or aid to impacted industries such as tourism, travel, and hospitality. Eligible uses in this category must be in response to the disease itself or the harmful consequences of the economic disruptions resulting from or exacerbated by the COVID-19 public health emergency.

A nonexhaustive list of eligible expenditures identified in the IFR includes:

COVID-19 mitigation and prevention programs (medical care, testing, contact tracing, purchases of PPE, public communication efforts)

• COVID–19 Mitigation and Prevention. A broad range of services and programming are needed to contain COVID–19. Mitigation and prevention efforts for COVID–19 include vaccination programs; medical care; testing; contact tracing; support for isolation or quarantine; supports for vulnerable populations to access medical or public health services; public health surveillance (e.g., monitoring case trends, genomic sequencing for variants); enforcement of public health orders; public communication efforts; enhancement to health care capacity, including through alternative care facilities; purchases of personal protective equipment; support for prevention, mitigation, or other services in congregate living facilities (e.g., nursing homes, incarceration settings, homeless shelters, group living facilities) and other key settings like schools;⁴⁰ ventilation improvements congregate settings, health care settings, or other key locations; enhancement of public health data systems; and other public health responses.⁴¹ They also include capital investments in public facilities to meet pandemic operational needs, such as physical plant improvements to public hospitals and health clinics or adaptations to public buildings to implement COVID–19 mitigation tactics. These COVID–19 prevention and mitigation programs and services, among others, were eligible expenditures under the CRF and are eligible uses under this category of eligible uses for the Fiscal Recovery Funds.⁴²

- Behavioral health and substance abuse treatment
- Payroll and covered benefits for public health and safety personnel
- Addressing disparities in public health outcomes and responding to negative impacts on households and individuals
- Qualifying business loans and grants
- Rehiring staff for state and local governments
- Aid to impacted industries such as tourism, travel, and hospitality
- Affordable housing in qualifying areas
- Serving the homeless
- Expenses to Improve the Design and Execution of Health and Public Health Programs. State, local, and Tribal governments may use payments from the Fiscal Recovery Funds to engage in planning and analysis in order to improve programs addressing the COVID–19 pandemic, including through use of targeted consumer outreach, improvements to data or technology infrastructure, impact evaluations, and data analysis
- Facilitate access to resources that improve health outcomes, including services that connect residents with health care resources and public assistance programs and build healthier environments, such as:
 - Funding community health workers to help community members access health services and services to address the social determinants of health;
 - Funding public benefits navigators to assist community members with navigating and applying for available Federal, State, and local public benefits or services;
 - Housing services to support healthy living environments and neighborhoods conducive to mental and physical wellness;
 - Remediation of lead paint or other lead hazards to reduce risk of elevated blood lead levels among children; and
 - Evidence-based community violence intervention programs to prevent violence and mitigate the increase in violence during the pandemic

The IFR also provides flexibility to use CSLFRF payments for programs or services not identified in the nonexhaustive list by providing considerations for evaluating other potential uses.

Premium pay can be provided to eligible workers performing essential work during the COVID-19 public health emergency. A few of the more important aspects in the IFR related to premium pay include the following:

- The ARPA defines premium pay as an amount up to \$13 per hour, in addition to wages or remuneration the worker otherwise receives.
- Premium pay is limited to an aggregate amount not to exceed \$25,000 per eligible worker.
- Premium pay or grants provided using CSLFRF should prioritize compensation of those lower-income eligible workers who perform essential duties.
- Premium pay that increases a worker's total pay above 150% of their residing state's average annual wage for all occupations or their residing county's average annual wage, whichever is higher, must be supported by written justification of how the premium pay is responsive to individuals performing essential work during the public health emergency.
- Providing retrospective premium pay is encouraged, where possible, for work performed since the start of the public health emergency (Jan. 27, 2020), recognizing that many essential workers haven't yet received additional compensation for work conducted over the course of many months.
- Essential workers who have already earned premium pay for essential work performed during the COVID-19 public health emergency remain eligible for additional payments; an essential worker may receive both retrospective premium pay for prior work as well as prospective premium pay for current or ongoing work.

Examples of workers who may qualify for premium pay include:

- Staff at nursing homes, hospitals, and home care settings
- Workers at farms, food production facilities, grocery stores, and restaurants
- Janitors and sanitation workers
- Truck drivers, transit staff, and warehouse workers
- Public health and safety staff
- Childcare workers, educators, and other school staff
- Social service and human services staff

Revenue loss should be used to provide government services to the extent of a reduction in revenue due to the COVID-19 public health emergency. The revenue loss will be measured relative to revenues collected in the most recent full fiscal year prior to the emergency. The IFR provides further guidance and a methodology for this calculation. Note that recipients should look at general revenue in the aggregate, rather than on a source-by-source basis. Given that recipients may have experienced offsetting changes in revenues across sources, this approach is intended to provide a more accurate representation of the effect of the pandemic on overall revenues.

Investments in infrastructure category allows for a broad range of necessary investments in projects that improve access to clean drinking water, improve wastewater and stormwater infrastructure systems, and provide access to high-quality broadband service. Necessary

investments include projects that are required to maintain a level of service that, at least, meets applicable health-based standards, taking into account resilience to climate change, or establishes or improves broadband service to unserved or underserved populations to reach an adequate level to permit a household to work or attend school, and that are unlikely to be met with private sources of funds.

For water and sewer infrastructure, governments have wide latitude to identify investments that are of the highest priority for their own communities, which may include projects on privately owned infrastructure. The guidance aligns with the wide range of types or categories of projects that would be eligible to receive financial assistance through the Environmental Protection Agency (EPA) Clean Water State Revolving Fund or Drinking Water State Revolving Fund.

For broadband infrastructure, eligible investments are those designed to provide services meeting adequate speeds and provided to unserved and underserved households and businesses. The IFR offers governments flexibility to identify the specific locations within their communities to be served and to otherwise design the project.

Ineligible uses of CSLFRF

The ARPA includes two provisions that define the boundaries of the statute's eligible uses. First, ARPA prohibits recipients from using the funds for deposit into a pension fund. A deposit under the Act refers to an extraordinary payment into a pension fund for the purpose of reducing an accrued, unfunded liability. More specifically, the IFR doesn't permit CSLFRF to be used to make a payment into a pension fund if both: (1) the payment reduces a liability incurred prior to the start of the COVID-19 public health emergency, and (2) the payment occurs outside the recipient's regular timing for making such payments. It's important to understand that a deposit is distinct from a payroll contribution, which occurs when employers make payments into pension funds on regular intervals, with contribution amounts based on a predetermined percentage of employees' wages and salaries. Therefore, if an employee's wages and salaries are an eligible use of CSLFRF, governments may treat the employee's covered benefits, including pension, as an eligible use as well.

Second, state and territories may not use CSLFRF to either directly or indirectly offset a reduction in net tax revenue resulting from a change in law, regulation, or administrative interpretation during the covered period. Finally, the IFR gives additional examples of ineligible uses — expenditures that Treasury believes don't qualify within any of the four broad buckets — including contributions to rainy day funds, payments on outstanding debt, and fees or issuance costs of new debt.

As you engage in robust discussions about spending CSLFRF, here are some other planning considerations to keep in mind:

- **Period of performance:** Before you begin to plan for spending your CSLFRF award, you must first understand the period of performance, that is, the start of the award and the planned end date. The period of performance or spending period for eligible expenditures begins March 3, 2021, except for retroactive premium pay, which is discussed above.

Funds must be obligated by Dec. 31, 2024, and those obligated funds must be spent by Dec. 31, 2026.

- **Double dipping:** With the influx of increased federal funding, you'll likely face the challenge of preventing the same costs from being charged to multiple funding sources. The first two broad eligible categories have similar eligible uses as the Coronavirus Relief Fund (CRF) (CFDA 21.019) and the Coronavirus Emergency Supplemental Funding Program (CESF) (CFDA 16.034), which could raise the risk that the same cost is charged to multiple grants. It's important to establish and ensure adequate cost tracking controls to avoid double dipping.
- **Reporting and recordkeeping requirements:** Treasury will establish reporting and recordkeeping requirements, including enhanced reporting requirements for certain uses. For certain types of expenditures, the IFR also includes public disclosure requirements. In addition to ensuring the CSLFRF are used on eligible expenditures, it's also critical for all governments to identify, track, and adhere to the required reporting and public disclosure requirements.
- **Funds are subject to single audit:** Be aware that these funds are subject to the provisions of the Uniform Guidance (2 CFR Part 200) and therefore a single audit is required when total expenditures equal or exceed \$750,000 in a given fiscal year. If you'll have a single audit for the first time or simply would like a refresher, take a look at the following
- **Documentation:** No matter how you choose to use the funding, documentation of any decision-making will be key. **The calculation of revenue loss** in particular will likely present its own unique challenges in this regard.

Given that the spending period extends to Dec. 31, 2026, projects eligible for CSLFRF can have a lasting impact on communities.

**City of Quincy
Employees' Salaries
*Punch Clock Option**



Position	Name	HIRE DATE	HR RATE	ANNUAL SALARY as of 09/30/2021	YEARS OF SERVICE	JOB TITLE	1.50%	\$2,600	Revised Salary with 1.5% raise & \$2,600	New Hourly Rate	DEGREE Y/N	
FINANCE												
1	REEVES, DONNA M	11/26/2007	\$ 16.59	\$34,507.20	13.89	BILLING AND POSTING CLERK	\$35,024.81	\$ 2,600.00	\$37,624.81	\$ 18.09	N	Required
2	VACANT	6/1/2021	\$ 18.50	\$38,480.00	18.78	GRANT ACCOUNTANT	\$39,057.20	\$ 2,600.00	\$41,657.20	\$ 20.03	Y	
3	WOODARD, GLORIA A	12/1/2003	\$ 22.04	\$45,843.20	17.88	FINANCIAL CLERKS, ALL OTHER	\$46,530.85	\$ 2,600.00	\$49,130.85	\$ 23.62	N	
CUSTOMER SERVICE												
4	HOWARD, SHAKENDRA M	10/21/2019	\$ 12.36	\$25,708.80	1.98	CUSTOMER SERVICE CASHIER	\$26,094.43	\$ 2,600.00	\$28,694.43	\$ 13.80	N	
5	TEJADA, STEPHANIE M	8/10/2020	\$ 12.10	\$25,170.08	1.18	CUSTOMER SERVICE CASHIER	\$25,547.63	\$ 2,600.00	\$28,147.63	\$ 13.53	N	
BUILDING & PLANNING												
6	YOUNG, DONNY L	7/26/2021	18.51	\$38,500.80	0.22	BUILDING INSPECTORS	\$39,078.31	\$ 2,600.00	\$41,678.31	\$ 20.04	Y	Not Required
7	KIMBLE, JOANN G	4/8/2019	\$ 16.48	\$34,278.40	2.52	ADMINISTRATIVE ASSISTANT/PERMIT TECH	\$34,792.58	\$ 2,600.00	\$37,392.58	\$ 17.98	Y	Not Required
POLICE												
8	MOORE, ADMETRIC S	11/5/2001	\$ 21.22	\$44,137.60	19.95	ADMINISTRATIVE ASSISTANT	\$44,799.66	\$ 2,600.00	\$47,399.66	\$ 22.79	Y	Not Required
9	MANUEL, SYLVIA	3/7/2016	\$ 13.75	\$28,600.00	5.61	EVIDENCE TECH	\$29,029.00	\$ 2,600.00	\$31,629.00	\$ 15.21	N	
10	BASS, JOEL	6/12/2000	\$ 14.77	\$30,721.60	21.35	COMMUNICATION OFFICER	\$31,182.42	\$ 2,600.00	\$33,782.42	\$ 16.24	N	
11	KILPATRICK, JANET N	6/15/2015	\$ 12.00	\$24,960.00	6.34	DISPATCHERS/COMMUNICATION OFFICER	\$25,334.40	\$ 2,600.00	\$27,934.40	\$ 13.43	N	
12	MATHENEY, DIANE L	2/28/2005	\$ 17.77	\$36,961.60	16.64	OFFICE CLERKS, GENERAL	\$37,516.02	\$ 2,600.00	\$40,116.02	\$ 19.29	N	
13	OLIVER, LINDA D	2/20/1989	\$ 18.04	\$37,523.20	32.67	COMMUNICATIONS OFFICER	\$38,086.05	\$ 2,600.00	\$40,686.05	\$ 19.56	Y	Not Required
14	SYKES, TAMMIE L	1/12/2013	\$ 13.00	\$27,040.00	8.76	DISPATCHERS/COMMUNICATION OFFICER	\$27,445.60	\$ 2,600.00	\$30,045.60	\$ 14.45	Y	Not Required
15	WHITEHEAD, HELEN	5/6/2002	\$ 15.61	\$32,468.80	19.45	COMMUNICATIONS OFFICERS	\$32,955.83	\$ 2,600.00	\$35,555.83	\$ 17.09	N	
16	FINUFF, LAURIE A	9/25/2019	\$ 12.00	\$24,960.00	2.05	DISPATCHERS/COMMUNICATION OFFICER	\$25,334.40	\$ 2,600.00	\$27,934.40	\$ 13.43	N	
17	JOHNSON, BRANDI J	5/1/2019	\$ 12.00	\$24,960.00	2.46	DISPATCHERS/COMMUNICATION OFFICER	\$25,334.40	\$ 2,600.00	\$27,934.40	\$ 13.43	N	
FIRE												
18	WHIDDON, CELESE M	2/22/1995	\$ 20.84	\$43,347.20	26.66	ADMINISTRATIVE ASSISTANT	\$43,997.41	\$ 2,600.00	\$46,597.41	\$ 22.40	N	
PARKS & RECREATION												
19	DABADY, JEAN M	7/8/2019	\$ 14.86	\$30,908.80	2.27	RECREATION COORDINATOR	\$31,372.43	\$ 2,600.00	\$33,972.43	\$ 16.33	N	
20	FIELDS, IRVIN Q	12/27/2010	\$ 14.00	\$29,120.00	10.81	MAINTENANCE WORKER	\$29,556.80	\$ 2,600.00	\$32,156.80	\$ 15.46	N	
21	HIGHMAN, CHRISTOPHER L	5/3/2021	\$ 11.33	\$23,566.40	0.45	MAINTENANCE & REPAIR WORKERS - GENERAL	\$23,919.90	\$ 2,600.00	\$26,519.90	\$ 12.75	N	
22	SHERMAN, ALICIA L	10/1/2018	\$ 14.42	\$29,993.60	3.04	ADMINISTRATIVE ASSISTANT	\$30,443.50	\$ 2,600.00	\$33,043.50	\$ 15.89	Y	Not Required
23	SWEET III, WILLIAM L	9/17/2018	\$ 11.33	\$23,566.40	3.08	MAINTENANCE & REPAIR WORKERS - GENERAL	\$23,919.90	\$ 2,600.00	\$26,519.90	\$ 12.75	N	
24	WALKER, ERIC T	12/12/2016	\$ 16.83	\$34,999.95	4.84	PARKS & RECREATION SUPERVISOR	\$35,524.95	\$ 2,600.00	\$38,124.95	\$ 18.33	N	
25	WILLIAMS, CHRISTOPHER M	10/6/2014	\$ 13.25	\$27,560.00	7.03	Maintenance Worker I	\$27,973.40	\$ 2,600.00	\$30,573.40	\$ 14.70	N	
PUBLIC WORKS												
26	UBEYY, ABDULLAH	8/9/2021	\$ 11.33	\$23,566.40	0.18	MAINTENANCE AND REPAIR WORKER, GENERAL	\$23,919.90	\$ 2,600.00	\$26,519.90	\$ 12.75	N	
27	CANIDATE, THEODORE R	4/15/2019	\$ 11.59	\$24,107.20	2.50	MAINTENANCE AND REPAIR WORKER, GENERAL	\$24,468.81	\$ 2,600.00	\$27,068.81	\$ 13.01	N	
28	DANIELS, LARRY D	7/30/2018	\$ 18.94	\$39,395.20	3.21	PUBLIC WORK SUPERVISOR	\$39,986.13	\$ 2,600.00	\$42,586.13	\$ 20.47	N	
29	DAVIS, LITTLE M	8/5/2019	\$ 11.59	\$24,107.20	2.19	MAINTENANCE & REPAIR WORKERS - GENERAL	\$24,468.81	\$ 2,600.00	\$27,068.81	\$ 13.01	N	
30	DONALD, DEMETRIC	1/8/2018	\$ 11.33	\$23,566.40	3.77	MAINTENANCE & REPAIR WORKERS - GENERAL	\$23,919.90	\$ 2,600.00	\$26,519.90	\$ 12.75	N	
31	JAMES, BOBBY L	2/17/2020	\$ 11.33	\$23,566.40	1.66	MAINTENANCE AND REPAIR WORKER, GENERAL	\$23,919.90	\$ 2,600.00	\$26,519.90	\$ 12.75	N	
32	LEE, TROY	6/7/2021	\$ 11.33	\$23,566.40	0.35	MAINTENANCE AND REPAIR WORKER, GENERAL	\$23,919.90	\$ 2,600.00	\$26,519.90	\$ 12.75	N	
33	MCCRAY, SAMMY D	5/14/2018	\$ 15.00	\$31,200.00	3.42	Equipment Operator	\$31,668.00	\$ 2,600.00	\$34,268.00	\$ 16.48	N	
34	MILLER, SIDNEY M	8/17/2020	\$ 12.50	\$26,000.00	1.16	MAINTENANCE AND REPAIR WORKER, GENERAL	\$26,390.00	\$ 2,600.00	\$28,990.00	\$ 13.94	N	
35	PRICE, CHADRICK D	9/10/2012	\$ 16.54	\$34,403.20	9.10	HEAVY EQUIPMENT OPERATOR	\$34,919.25	\$ 2,600.00	\$37,519.25	\$ 18.04	N	
36	PRIDE, DEANGELO R	5/14/2018	\$ 15.00	\$31,200.00	3.42	MAINTENANCE WORKER I	\$31,668.00	\$ 2,600.00	\$34,268.00	\$ 16.48	N	
37	RODRIGUEZ, DAVID	1/8/2018	\$ 11.85	\$24,648.00	3.77	MAINTENANCE & REPAIR WORKERS - GENERAL	\$25,017.72	\$ 2,600.00	\$27,617.72	\$ 13.28	N	
38	VACANT	10/7/2021	\$ 11.33	\$23,566.40	0.02	MAINTENANCE AND REPAIR WORKER, GENERAL	\$23,919.90	\$ 2,600.00	\$26,519.90	\$ 12.75	N	
39	VACANT	10/7/2021	\$ 15.00	\$31,200.00	0.02	EQUIPMENT OPERATOR	\$31,668.00	\$ 2,600.00	\$34,268.00	\$ 16.48	N	
40	VACANT	10/7/2021	\$ 15.00	\$31,200.00	0.02	EQUIPMENT OPERATOR	\$31,668.00	\$ 2,600.00	\$34,268.00	\$ 16.48	N	
41	WILLIAMS, MICHAEL L	2/25/2013	\$ 15.51	\$32,260.80	8.64	INMATE SUPERVISOR	\$32,744.71	\$ 2,600.00	\$35,344.71	\$ 16.99	N	
42	DONALSON, TOMEY	12/13/2017	\$ 16.00	\$33,280.00	3.84	MAINTENANCE & REPAIR WORKERS - GENERAL	\$33,779.20	\$ 2,600.00	\$36,379.20	\$ 17.49	N	
43	GREEN, RICHARD	3/31/1987	\$ 17.80	\$37,024.00	34.56	TRADES WORKER II	\$37,579.36	\$ 2,600.00	\$40,179.36	\$ 19.32	N	
44	WOOD, LEWIS J	5/14/2018	\$ 11.33	\$23,566.40	3.42	MAINTENANCE WORKER I	\$23,919.90	\$ 2,600.00	\$26,519.90	\$ 12.75	N	
45	MARSHALL, LAMONTE A	12/16/2013	\$ 21.85	\$45,448.00	7.83	MECHANIC III	\$46,129.72	\$ 2,600.00	\$48,729.72	\$ 23.43	N	
46	MOYE, JAMICHAEL T	4/19/2021	\$ 16.00	\$33,280.00	0.49	SMALL ENGINE MECHANICS	\$33,779.20	\$ 2,600.00	\$36,379.20	\$ 17.49	N	
UTILITIES												
47	HAMMELMAN, MARK G	8/27/2007	\$ 14.91	\$31,012.80	14.14	STOREKEEPER - UTILITIES	\$31,477.99	\$ 2,600.00	\$34,077.99	\$ 16.38	N	

48	JOYNER, TRINA	7/11/2016	\$ 17.55	\$36,504.00	5.26	ADMINISTRATIVE ASSISTANT	\$37,051.56	\$ 2,600.00	\$39,651.56	\$ 19.06	N
49	BAILEY, RICHARD B	2/26/2018	\$ 17.39	\$36,171.20	3.63	LINEMAN	\$36,713.77	\$ 2,600.00	\$39,313.77	\$ 18.90	N
50	BRYANT, TONAYNE L	2/29/2016	\$ 19.28	\$40,102.40	5.63	LINEMAN	\$40,703.94	\$ 2,600.00	\$43,303.94	\$ 20.82	N
51	CAMPBELL, EDMOND G	5/22/2017	\$ 16.29	\$33,883.20	4.40	TREE TRIMMER	\$34,391.45	\$ 2,600.00	\$36,991.45	\$ 17.78	N
52	ROBERSON, JAMES	8/7/2017	\$ 16.00	\$33,280.00	4.19	LINEMAN HELPER/LABORER	\$33,779.20	\$ 2,600.00	\$36,379.20	\$ 17.49	N
53	ALBRITTON, ANTHONY W	11/12/2020	\$ 11.70	\$24,336.00	0.92	METER READER - UTILITIES	\$24,701.04	\$ 2,600.00	\$27,301.04	\$ 13.13	N
54	BOTELLO, ISRAEL	8/17/2017	\$ 12.98	\$26,998.40	4.16	TREE TRIMMER HELPER	\$27,403.38	\$ 2,600.00	\$30,003.38	\$ 14.42	N
55	BOUIE, MICHAEL	11/3/1997	\$ 26.17	\$54,433.60	23.96	LINEMAN FOREMAN	\$55,250.10	\$ 2,600.00	\$57,850.10	\$ 27.81	N
56	CASEY, CHRISTOPHER C	2/20/2018	\$ 20.81	\$43,284.80	3.65	LINEMAN	\$43,934.07	\$ 2,600.00	\$46,534.07	\$ 22.37	N
57	COLON, JOSE J	7/15/2020	\$ 11.70	\$24,336.00	1.25	METER READER - UTILITIES	\$24,701.04	\$ 2,600.00	\$27,301.04	\$ 13.13	N
58	VACANT	10/7/2021	\$ 11.50	\$23,920.00	0.02	UTILITIES SERVICE TECH	\$24,278.80	\$ 2,600.00	\$26,878.80	\$ 12.92	N
59	GREEN, AARON T	9/24/2019	\$ 16.64	\$34,611.20	2.06	LINEMAN HELPER/LABORER	\$35,130.37	\$ 2,600.00	\$37,730.37	\$ 18.14	N
60	JOHNSON SR, KENNETH B	8/3/2020	\$ 24.96	\$51,916.80	1.20	LINEMAN	\$52,695.55	\$ 2,600.00	\$55,295.55	\$ 26.58	N
61	JOHNSON, BRIAN S	5/17/2021	\$ 11.25	\$23,400.00	0.41	METER READER - UTILITIES	\$23,751.00	\$ 2,600.00	\$26,351.00	\$ 12.67	N
62	NGUYEN, TYLER-JAMES H	10/5/2020	\$ 11.70	\$24,336.00	1.02	METER READER - UTILITIES	\$24,701.04	\$ 2,600.00	\$27,301.04	\$ 13.13	N
63	PARKER, CHARLIE L	8/18/1986	\$ 25.49	\$53,019.20	35.18	SENIOR LINEMAN	\$53,814.49	\$ 2,600.00	\$56,414.49	\$ 27.12	N
64	RHAMES, SAMUEL L	9/28/2017	\$ 19.50	\$40,560.00	4.05	UTILITIES SERVICE TECH	\$41,168.40	\$ 2,600.00	\$43,768.40	\$ 21.04	N
65	BROWN, RAYMOND L	5/10/2021	\$ 19.25	\$40,040.00	0.43	SENIOR UTILITIES SERVICE TECH	\$40,640.60	\$ 2,600.00	\$43,240.60	\$ 20.79	N
66	COX, JOSHUA W	3/4/2019	\$ 20.94	\$43,555.20	2.62	WATER & SEWER SUPERINTENDENT	\$44,208.53	\$ 2,600.00	\$46,808.53	\$ 22.50	N
67	FIGUEROA, DAMIAN	9/1/2020	\$ 11.70	\$24,336.00	1.12	UTILITIES SERVICE TECH	\$24,701.04	\$ 2,600.00	\$27,301.04	\$ 13.13	N
68	COLON, JOSE	5/22/2017	\$ 16.62	\$34,569.60	4.40	UTILITIES SERVICE TECH	\$35,088.14	\$ 2,600.00	\$37,688.14	\$ 18.12	N
69	BARNES, GEORGE	1/3/2017	\$ 15.60	\$32,448.00	4.78	UTILITIES SERVICE TECH	\$32,934.72	\$ 2,600.00	\$35,534.72	\$ 17.08	N
70	BROCK, DAVID L	11/19/2002	\$ 18.72	\$38,937.60	18.92	SENIOR UTILITIES SERVICE TECH	\$39,521.66	\$ 2,600.00	\$42,121.66	\$ 20.25	N
71	CONE, THOMAS E	10/5/2020	\$ 24.00	\$49,920.00	1.02	SUPERINTENDENT GAS	\$50,668.80	\$ 2,600.00	\$53,268.80	\$ 25.61	N

\$2,317,947.63

\$2,352,716.85

\$184,600.00

\$2,537,317

Fringe Benefits - 28%

\$710,449

Total Salaries with fringe benefits

\$3,247,766

Included in the Adopted Budget FY 2021-2022

-\$2,966,973

Amount Unfunded

\$280,793

Contingency - Reserve

(\$147,446)

Amount Unfunded - Punch clock/Non-exempt positions

\$133,347

Note: The highlighted positions are non-exempt positions who do not punch the clock. The value of these positions is \$20,611.

\$112,736

EXEMPT STAFF

1	SHACKELFORD, JANICE Y	8/10/2020	21.6346	\$44,999.97	1.18	COURT, MUNICIPAL AND LICENSE CLERK	\$48,999.97			N
2	MCLEAN JR, JACK L	6/11/2018	52	\$108,160.00	3.35	CITY MANAGER	\$109,782.40			Y Required
3	STARLING, VANCHERIA D	10/16/2006	23.77	\$49,441.60	15.01	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$50,183.22			N
4	CARTY, MARCIA G	7/8/2019	48.03	\$99,902.40	2.27	FINANCE DIRECTOR	\$101,400.94			Y Required
2	MATTHEWS, AMANDA N	10/27/2014	27.04	\$56,243.20	6.97	ACCOUNTANT II	\$57,086.85			Y Required
4	HAYES, CHARLES J	1/12/2021	29.85	\$62,088.00	0.75	PURCHASING OFFICER/INTERIM BUILD PLANNING	\$63,019.32			Y Required
5	NIXON, ROBERT E	9/27/2018	31.58	\$65,686.40	3.05	CRA MANAGER	\$66,671.70			Y Required
6	BUSH, CAROLYN R	10/8/2018	20.15	\$41,912.00	3.02	HUMAN RESOURCE SPECIALIST	\$42,540.68			Y Required
7	VACANT	8/31/2021	27.40	\$57,002.00	0.12	SENIOR ACCOUNTANT/ACCOUNTANT III	\$57,857.03			Y Required
8	SHERMAN, ANN	8/20/2018	31.2	\$64,896.00	3.15	HUMAN RESOURCES DIRECTOR	\$65,869.44			Y Required
9	VACANT	10/11/2021	34.17	\$71,073.60	0.01	BUILDING & PLANNING DIRECTOR	\$72,139.70			N
10	VACANT	10/11/2021	38.4615	\$79,999.92	0.01	CHIEF	\$81,199.92			N
11	MIXSON, ROBERT E	6/24/2013	32.33	\$67,246.40	8.31	CAPTAIN	\$68,255.10			Y Not Required

12	BAKER, ANTHONY J	12/14/1998	31.25	\$65,000.00	22.85	CHIEF	\$65,975.00	Y	Not Required
13	MATTHEWS, TELLY S	1/21/1997	26.0205	\$54,122.64	24.75	FIRE MARSHALL	\$54,934.48	N	
14	FAGG, DECODY M	6/30/2014	23.42	\$48,713.60	7.30	PARKS & RECREATIONS DIRECTOR	\$49,444.30	N	
15	BELL, REGINALD T	11/30/1999	32.14	\$66,851.20	21.89	PUBLIC WORKS DIRECTOR	\$67,853.97	Y	Required
16	TOVIAS, ADRIAN	5/13/2002	24.25	\$50,440.00	19.44	PUBLIC WORKS ASSIST DIRECTOR	\$51,196.60	N	
17	RYALS, ROBIN A	5/24/1982	35.09	\$72,987.20	39.42	DIRECTORS - ALL OTHER	\$74,082.01	N	
18	COX, MARVIN W	4/21/2014	31.11	\$64,708.80	7.49	SUPERVISOR - UTILITIES	\$65,679.43	N	
19	JACKSON, DESHAUNDRA	9/29/2021	25.96	\$53,996.80	0.04	GRANT WRITER	\$54,806.75	Y	Required
20	PENNINGTON, MICHAEL R	8/1/2007	26.09	\$54,267.20	14.21	ASSISTANT DIRECTOR - UTILITIES	\$55,081.21	N	

\$1,399,738.93

\$1,424,060.01

10/14/2021

**City of Quincy
Employees' Salaries
*Non Unionize Employees**



**CITY OF QUINCY
CITY COMMISSION
AGENDA REQUEST**

Date of Meeting: October 12, 2021

Date Submitted: October 12, 2021

To: Honorable Mayor and Members of the City Commission

From: Jack L. McLean Jr., City Manager
 Marcia Carty, Finance Director

Subject: Non-Unionize Employees' Salary Increase

STATEMENT OF ISSUE,

The Commission budget for Non-Unionized employees' pay increase is 1.5 % in the FY 2021-2022 Regular Budget. (All the GL received a 1.5% inflation increase.) Those employees number 94 employees and represent 70% of the City's workforce, comprising Public Works, Parks and Recreations, Utilities, Finance, Customer Service, and HR.

Unionized employees, wages, and compensation were included in the FY 2021-2022 Regular Budget at least a 4% increase over the third-year contract of 3.5% for Fire and 2.5% for Police, subject to the bargaining outcome.

Background:

The Commission met in 9 to 10 pre-adoption regular budget workshops and met in 3 to 4 post-adoption budget workshops to discuss non-unionized employees' salaries. The Commission discussed several funding options: early implementation of the State Constitution \$15 minimum wage, American Rescue Plan Act bonus funding, and flat sum distribution to all employees on a prorated basis. Staff preliminary review shows that early implementation of the State Constitution \$15 minimum would be difficult to achieve (too close) this budget year, and the American Recuse Plan Act premium pay would not cover all non-union employees or permit bonuses. The flat sum distribution presented by Commissioner Bass Prieto and echoed by Mayor Harris is a viable funding option this budget year.

The Commission has in the regular budget \$147,000 unallocated funds. Staff proposes a 4.2% increase in non-unionized employees, using the \$142,744 of those funds. (1.5% is in the Regular Budget.) Distributing the 4.2% on a prorate basis yields \$ 1,692.58 for each non-unionized

employee (distributed over 93 employees, since the Clerk's position has been adjusted in the adopted budget already). This method has the advantage of distributing more funding to lower employees that increases those employees' percentage of pay. (See Attachment 1) and reducing the salary increase rate of pay to higher-paid employees.

OPTIONS:

- Option 1: Approved a 4.2% increase in pay to non-unionized employees.
- Option 2: Do not approve the proposed 4.2% increase in pay to non-unionized employees.
- Option 3: Commission guidance.

STAFF RECOMMENDATION:

Option 1.

ATTACHMENT:

1. Non-unionized Employee Salary Distribution by Department

POSITION	HIRE DATE	HR RATE as of 09/30/2021	ANNUAL SALARY - 09/30/2021	JOB TITLE	4.2%	Revised Salary with 4.2% raise	Equal Amount	Revised Salary with equal amount \$1674.57	Raise % with equal amount	New Hourly Rate
CITY CLERK										
89	8/10/2020	\$ 21.63	\$44,999.97	COURT, MUNICIPAL AND LICENSE CLERK (exception)	\$ 1,890.00	\$ 46,889.97	\$0.00	\$49,000.00	0.0%	\$ 23.56
CITY MANGER										
81	6/11/2018	\$ 52.00	\$108,160.00	CITY MANAGER	\$ 4,542.72	\$ 112,702.72	\$1,692.58	\$109,852.58	1.6%	\$ 52.81
50	10/16/2006	\$ 23.77	\$49,441.60	EXECUTIVE ADMINISTRATIVE ASSISTANT	\$ 2,076.55	\$ 51,518.15	\$1,692.58	\$51,134.18	3.4%	\$ 24.58
PURCHASING										
56	1/12/2021	\$ 29.85	\$62,088.00	PURCHASING OFFICER/INTERIM BUILD PLANNING	\$ 2,607.70	\$ 64,695.70	\$1,692.58	\$63,780.58	2.7%	\$ 30.66
FINANCE										
60	7/8/2019	\$ 48.03	\$99,902.40	FINANCE DIRECTOR	\$ 4,195.90	\$ 104,098.30	\$1,692.58	\$101,594.98	1.7%	\$ 48.84
90	8/31/2021	\$ 27.00	\$56,160.00	SENIOR ACCOUNTANT	\$ 2,358.72	\$ 58,518.72	\$1,692.58	\$57,852.58	3.0%	\$ 27.81
91	10/27/2014	\$ 27.04	\$56,243.20	ACCOUNTING II	\$ 2,362.21	\$ 58,605.41	\$1,692.58	\$57,935.78	3.0%	\$ 27.85
19	6/1/2021	\$ 18.50	\$38,480.00	GRANT ACCOUNT	\$ 1,616.16	\$ 40,096.16	\$1,692.58	\$40,172.58	4.4%	\$ 19.31
1	12/1/2003	\$ 22.04	\$45,843.20	FINANCIAL CLERKS, ALL OTHER	\$ 1,925.41	\$ 47,768.61	\$1,692.58	\$47,535.78	3.7%	\$ 22.85
54	11/26/2007	\$ 16.59	\$34,507.20	BILLING AND POSTING CLERK	\$ 1,449.30	\$ 35,956.50	\$1,692.58	\$36,199.78	4.9%	\$ 17.40
CRA										
78	9/27/2018	\$ 31.58	\$65,686.40	CRA MANAGER	\$ 2,758.83	\$ 68,445.23	\$1,692.58	\$67,378.98	2.6%	\$ 32.39
CUSTOMER SERVICE										
26	8/10/2020	\$ 12.10	\$25,170.08	CUSTOMER SERVICE CASHIER	\$ 1,057.14	\$ 26,227.22	\$1,692.58	\$26,862.66	6.7%	\$ 12.91
27	10/21/2019	\$ 12.36	\$25,708.80	CUSTOMER SERVICE CASHIER	\$ 1,079.77	\$ 26,788.57	\$1,692.58	\$27,401.38	6.6%	\$ 13.17
HUMAN RESOURCES										
1	8/20/2018	\$ 31.20	\$64,896.00	HUMAN RESOURCES DIRECTOR	\$ 2,725.63	\$ 67,621.63	\$1,692.58	\$66,588.58	2.6%	\$ 32.01
14	10/8/2018	\$ 20.15	\$41,912.00	HUMAN RESOURCE SPECIALIST	\$ 1,760.30	\$ 43,672.30	\$1,692.58	\$43,604.58	4.0%	\$ 20.96
BUILDING AND PLANNING										
67		\$ 34.17	\$ 71,074.00	BUILDING AND PLANNING DIRECTOR	\$ 2,985.11	\$ 74,059.11	\$1,692.58	\$72,766.58	2.4%	\$ 34.98
48	4/8/2019	\$ 16.48	\$34,278.40	ADMINISTRATIVE ASSISTANT/PERMIT TECH	\$ 1,439.69	\$ 35,718.09	\$1,692.58	\$35,970.98	4.9%	\$ 17.29
70	7/26/2021	\$ 18.51	\$38,500.80	BUILDING INSPECTORS	\$ 1,617.03	\$ 40,117.83	\$1,692.58	\$40,193.38	4.4%	\$ 19.32
POLICE										
92		\$ 38.46	\$ 80,000.00	POLICE CHIEF	\$ 3,360.00	\$ 83,360.00	\$1,692.58	\$81,692.58	2.1%	\$ 39.28
73	11/5/2001	\$ 21.22	\$44,137.60	ADMINISTRATIVE ASSISTANT	\$ 1,853.78	\$ 45,991.38	\$1,692.58	\$45,830.18	3.8%	\$ 22.03
74	6/24/2013	\$ 32.33	\$67,246.40	CAPTAIN	\$ 2,824.35	\$ 70,070.75	\$1,692.58	\$68,938.98	2.5%	\$ 33.14
59	2/20/1989	\$ 18.04	\$37,523.20	COMMUNICATIONS OFFICER	\$ 1,575.97	\$ 39,099.17	\$1,692.58	\$39,215.78	4.5%	\$ 18.85
24	6/15/2015	\$ 12.00	\$24,960.00	DISPATCHERS/COMMUNICATION OFFICER	\$ 1,048.32	\$ 26,008.32	\$1,692.58	\$26,652.58	6.8%	\$ 12.81
25	9/25/2019	\$ 12.00	\$24,960.00	DISPATCHERS/COMMUNICATION OFFICER	\$ 1,048.32	\$ 26,008.32	\$1,692.58	\$26,652.58	6.8%	\$ 12.81
26	5/1/2019	\$ 12.00	\$24,960.00	DISPATCHERS/COMMUNICATION OFFICER	\$ 1,048.32	\$ 26,008.32	\$1,692.58	\$26,652.58	6.8%	\$ 12.81
33	1/12/2013	\$ 13.00	\$27,040.00	DISPATCHERS/COMMUNICATION OFFICER	\$ 1,135.68	\$ 28,175.68	\$1,692.58	\$28,732.58	6.3%	\$ 13.81
1	3/7/2016	\$ 13.75	\$28,600.00	EVIDENCE TECH	\$ 1,201.20	\$ 29,801.20	\$1,692.58	\$30,292.58	5.9%	\$ 14.56
32	6/12/2000	\$ 14.77	\$30,721.60	COMMUNICATION OFFICER	\$ 1,290.31	\$ 32,011.91	\$1,692.58	\$32,414.18	5.5%	\$ 15.58
43	5/6/2002	\$ 15.61	\$32,468.80	COMMUNICATIONS OFFICERS	\$ 1,363.69	\$ 33,832.49	\$1,692.58	\$34,161.38	5.2%	\$ 16.42
2	2/28/2005	\$ 17.77	\$36,961.60	OFFICE CLERKS, GENERAL	\$ 1,552.39	\$ 38,513.99	\$1,692.58	\$38,654.18	4.6%	\$ 18.58
45	10/7/2021	\$ 14.90	<u>\$ 31,000.00</u>	POLICE CRIME & INTELLIGENCE ANALYST	\$ 1,302.00	\$ 32,302.00	\$1,692.58	\$32,692.58	5.5%	\$ 15.72

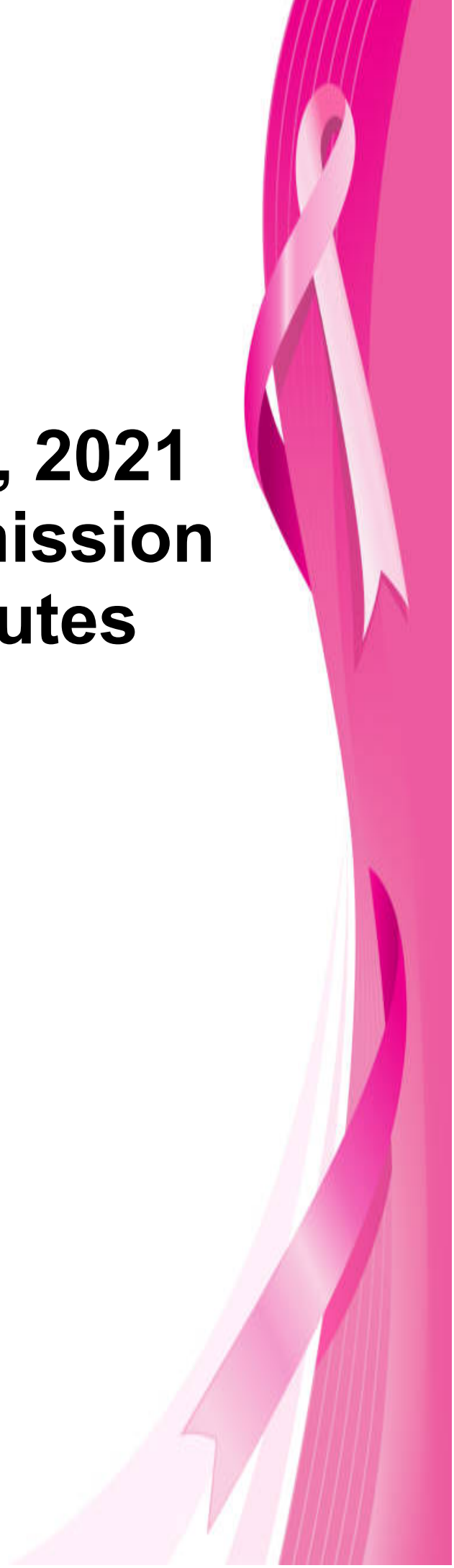
FIRE											
63	12/14/1998	\$	31.25	\$65,000.00	CHIEF	\$ 2,730.00	\$ 67,730.00	\$1,692.58	\$66,692.58	2.6%	\$ 32.06
79	1/21/1997	\$	26.02	\$54,122.64	FIRE MARSHALL	\$ 2,273.15	\$ 56,395.79	\$1,692.58	\$55,815.22	3.1%	\$ 26.83
66	2/22/1995	\$	20.84	\$43,347.20	ADMINISTRATIVE ASSISTANT	\$ 1,820.58	\$ 45,167.78	\$1,692.58	\$45,039.78	3.9%	\$ 21.65
PARK AND REC											
47	6/30/2014	\$	23.42	\$48,713.60	PARKS & RECREATIONS DIRECTOR	\$ 2,045.97	\$ 50,759.57	\$1,692.58	\$50,406.18	3.5%	\$ 24.23
51	12/12/2016	\$	16.83	\$34,999.95	PARKS & RECREATION SUPERVISOR	\$ 1,470.00	\$ 36,469.95	\$1,692.58	\$36,692.53	4.8%	\$ 17.64
3	10/1/2018	\$	14.42	\$29,993.60	ADMINISTRATIVE ASSISTANT	\$ 1,259.73	\$ 31,253.33	\$1,692.58	\$31,686.18	5.6%	\$ 15.23
40	7/8/2019	\$	14.86	\$30,908.80	RECREATION COORDINATOR	\$ 1,298.17	\$ 32,206.97	\$1,692.58	\$32,601.38	5.5%	\$ 15.67
31	12/27/2010	\$	14.00	\$29,120.00	MAINTENANCE WORKER	\$ 1,223.04	\$ 30,343.04	\$1,692.58	\$30,812.58	5.8%	\$ 14.81
2	5/3/2021	\$	11.33	\$23,566.40	MAINTENANCE & REPAIR WORKERS - GENERAL	\$ 989.79	\$ 24,556.19	\$1,692.58	\$25,258.98	7.2%	\$ 12.14
3	9/17/2018	\$	11.33	\$23,566.40	MAINTENANCE & REPAIR WORKERS - GENERAL	\$ 989.79	\$ 24,556.19	\$1,692.58	\$25,258.98	7.2%	\$ 12.14
28	10/6/2014	\$	13.25	\$27,560.00	Maintenance Worker I	\$ 1,157.52	\$ 28,717.52	\$1,692.58	\$29,252.58	6.1%	\$ 14.06
PUBLIC WORKS											
1	11/30/1999	\$	32.14	\$66,851.20	PUBLIC WORKS DIRECTOR	\$ 2,807.75	\$ 69,658.95	\$1,692.58	\$68,543.78	2.5%	\$ 32.95
75	5/13/2002	\$	24.25	\$50,440.00	PUBLIC WORKS ASSIST DIRECTOR	\$ 2,118.48	\$ 52,558.48	\$1,692.58	\$52,132.58	3.4%	\$ 25.06
4	8/9/2021	\$	11.33	\$23,566.40	MAINTENANCE AND REPAIR WORKER, GENERAL	\$ 989.79	\$ 24,556.19	\$1,692.58	\$25,258.98	7.2%	\$ 12.14
5	1/8/2018	\$	11.33	\$23,566.40	MAINTENANCE & REPAIR WORKERS - GENERAL	\$ 989.79	\$ 24,556.19	\$1,692.58	\$25,258.98	7.2%	\$ 12.14
6	2/17/2020	\$	11.33	\$23,566.40	MAINTENANCE AND REPAIR WORKER, GENERAL	\$ 989.79	\$ 24,556.19	\$1,692.58	\$25,258.98	7.2%	\$ 12.14
7	6/7/2021	\$	11.33	\$23,566.40	MAINTENANCE AND REPAIR WORKER, GENERAL	\$ 989.79	\$ 24,556.19	\$1,692.58	\$25,258.98	7.2%	\$ 12.14
8	10/7/2021	\$	11.33	\$23,566.40	MAINTENANCE AND REPAIR WORKER, GENERAL	\$ 989.79	\$ 24,556.19	\$1,692.58	\$25,258.98	7.2%	\$ 12.14
9	5/14/2018	\$	11.33	\$23,566.40	MAINTENANCE WORKER I	\$ 989.79	\$ 24,556.19	\$1,692.58	\$25,258.98	7.2%	\$ 12.14
62	4/15/2019	\$	11.59	\$24,107.20	MAINTENANCE AND REPAIR WORKER, GENERAL	\$ 1,012.50	\$ 25,119.70	\$1,692.58	\$25,799.78	7.0%	\$ 12.40
63	8/5/2019	\$	11.59	\$24,107.20	MAINTENANCE & REPAIR WORKERS - GENERAL	\$ 1,012.50	\$ 25,119.70	\$1,692.58	\$25,799.78	7.0%	\$ 12.40
25	1/8/2018	\$	11.85	\$24,648.00	MAINTENANCE & REPAIR WORKERS - GENERAL	\$ 1,035.22	\$ 25,683.22	\$1,692.58	\$26,340.58	6.9%	\$ 12.66
1	8/17/2020	\$	12.50	\$26,000.00	MAINTENANCE AND REPAIR WORKER, GENERAL	\$ 1,092.00	\$ 27,092.00	\$1,692.58	\$27,692.58	6.5%	\$ 13.31
39	5/14/2018	\$	15.00	\$31,200.00	Equipment Operator	\$ 1,310.40	\$ 32,510.40	\$1,692.58	\$32,892.58	5.4%	\$ 15.81
40	5/14/2018	\$	15.00	\$31,200.00	MAINTENANCE WORKER I	\$ 1,310.40	\$ 32,510.40	\$1,692.58	\$32,892.58	5.4%	\$ 15.81
41	10/7/2021	\$	15.00	\$31,200.00	EQUIPMENT OPERATOR	\$ 1,310.40	\$ 32,510.40	\$1,692.58	\$32,892.58	5.4%	\$ 15.81
42	10/7/2021	\$	15.00	\$31,200.00	EQUIPMENT OPERATOR	\$ 1,310.40	\$ 32,510.40	\$1,692.58	\$32,892.58	5.4%	\$ 15.81
43	2/25/2013	\$	15.51	\$32,260.80	INMATE SUPERVISOR	\$ 1,354.95	\$ 33,615.75	\$1,692.58	\$33,953.38	5.2%	\$ 16.32
53	12/13/2017	\$	16.00	\$33,280.00	MAINTENANCE & REPAIR WORKERS - GENERAL	\$ 1,397.76	\$ 34,677.76	\$1,692.58	\$34,972.58	5.1%	\$ 16.81
54	4/19/2021	\$	16.00	\$33,280.00	SMALL ENGINE MECHANICS	\$ 1,397.76	\$ 34,677.76	\$1,692.58	\$34,972.58	5.1%	\$ 16.81
57	9/10/2012	\$	16.54	\$34,403.20	HEAVY EQUIPMENT OPERATOR	\$ 1,444.93	\$ 35,848.13	\$1,692.58	\$36,095.78	4.9%	\$ 17.35
95	3/31/1987	\$	17.80	\$37,024.00	TRADES WORKER II	\$ 1,555.01	\$ 38,579.01	\$1,692.58	\$38,716.58	4.6%	\$ 18.61
61	7/30/2018	\$	18.94	\$39,395.20	PUBLIC WORK SUPERVISOR	\$ 1,654.60	\$ 41,049.80	\$1,692.58	\$41,087.78	4.3%	\$ 19.75
1	12/16/2013	\$	21.85	\$45,448.00	MECHANIC III	\$ 1,908.82	\$ 47,356.82	\$1,692.58	\$47,140.58	3.7%	\$ 22.66
UTILITIES											
58	7/11/2016	\$	17.55	\$36,504.00	ADMINISTRATIVE ASSISTANT	\$ 1,533.17	\$ 38,037.17	\$1,692.58	\$38,196.58	4.6%	\$ 18.36
1	5/17/2021	\$	11.25	\$23,400.00	METER READER - UTILITIES	\$ 982.80	\$ 24,382.80	\$1,692.58	\$25,092.58	7.2%	\$ 12.06
10	10/7/2021	\$	11.50	\$23,920.00	UTILITIES SERVICE TECH	\$ 1,004.64	\$ 24,924.64	\$1,692.58	\$25,612.58	7.1%	\$ 12.31
64	9/28/2017	\$	19.50	\$40,560.00	UTILITIES SERVICE TECH	\$ 1,703.52	\$ 42,263.52	\$1,692.58	\$42,252.58	4.2%	\$ 20.31
18	11/12/2020	\$	11.70	\$24,336.00	METER READER - UTILITIES	\$ 1,022.11	\$ 25,358.11	\$1,692.58	\$26,028.58	7.0%	\$ 12.51
19	7/15/2020	\$	11.70	\$24,336.00	METER READER - UTILITIES	\$ 1,022.11	\$ 25,358.11	\$1,692.58	\$26,028.58	7.0%	\$ 12.51
20	10/5/2020	\$	11.70	\$24,336.00	METER READER - UTILITIES	\$ 1,022.11	\$ 25,358.11	\$1,692.58	\$26,028.58	7.0%	\$ 12.51
21	9/1/2020	\$	11.70	\$24,336.00	UTILITIES SERVICE TECH	\$ 1,022.11	\$ 25,358.11	\$1,692.58	\$26,028.58	7.0%	\$ 12.51
34	8/17/2017	\$	12.98	\$26,998.40	TREE TRIMMER HELPER	\$ 1,133.93	\$ 28,132.33	\$1,692.58	\$28,690.98	6.3%	\$ 13.79
29	8/27/2007	\$	14.91	\$31,012.80	STOREKEEPER - UTILITIES	\$ 1,302.54	\$ 32,315.34	\$1,692.58	\$32,705.38	5.5%	\$ 15.72
41	1/3/2017	\$	15.60	\$32,448.00	UTILITIES SERVICE TECH	\$ 1,362.82	\$ 33,810.82	\$1,692.58	\$34,140.58	5.2%	\$ 16.41
46	8/7/2017	\$	16.00	\$33,280.00	LINEMAN HELPER/LABORER	\$ 1,397.76	\$ 34,677.76	\$1,692.58	\$34,972.58	5.1%	\$ 16.81

47	5/22/2017	\$	16.29	\$33,883.20	TREE TRIMMER	\$	1,423.09	\$	35,306.29	\$1,692.58	\$35,575.78	5.0%	\$	17.10
1	5/22/2017	\$	16.62	\$34,569.60	UTILITIES SERVICE TECH	\$	1,451.92	\$	36,021.52	\$1,692.58	\$36,262.18	4.9%	\$	17.43
2	9/24/2019	\$	16.64	\$34,611.20	LINEMAN HELPER/LABORER	\$	1,453.67	\$	36,064.87	\$1,692.58	\$36,303.78	4.9%	\$	17.45
30	2/26/2018	\$	17.39	\$36,171.20	LINEMAN	\$	1,519.19	\$	37,690.39	\$1,692.58	\$37,863.78	4.7%	\$	18.20
1	11/19/2002	\$	18.72	\$38,937.60	SENIOR UTILITIES SERVICE TECH	\$	1,635.38	\$	40,572.98	\$1,692.58	\$40,630.18	4.3%	\$	19.53
84	2/29/2016	\$	19.28	\$40,102.40	LINEMAN	\$	1,684.30	\$	41,786.70	\$1,692.58	\$41,794.98	4.2%	\$	20.09
1	2/20/2018	\$	20.81	\$43,284.80	LINEMAN	\$	1,817.96	\$	45,102.76	\$1,692.58	\$44,977.38	3.9%	\$	21.62
1	3/4/2019	\$	20.94	\$43,555.20	WATER & SEWER SUPERINTENDENT	\$	1,829.32	\$	45,384.52	\$1,692.58	\$45,247.78	3.9%	\$	21.75
1	10/5/2020	\$	24.00	\$49,920.00	SUPERINTENDENT GAS	\$	2,096.64	\$	52,016.64	\$1,692.58	\$51,612.58	3.4%	\$	24.81
5	8/3/2020	\$	24.96	\$51,916.80	LINEMAN	\$	2,180.51	\$	54,097.31	\$1,692.58	\$53,609.38	3.3%	\$	25.77
6	8/18/1986	\$	25.49	\$53,019.20	SENIOR LINEMAN	\$	2,226.81	\$	55,246.01	\$1,692.58	\$54,711.78	3.2%	\$	26.30
7	9/29/2021	\$	25.96	\$53,996.80	GRANT WRITER	\$	2,267.87	\$	56,264.67	\$1,692.58	\$55,689.38	3.1%	\$	26.77
65	8/1/2007	\$	26.09	\$54,267.20	ASSISTANT DIRECTOR - UTILITIES	\$	2,279.22	\$	56,546.42	\$1,692.58	\$55,959.78	3.1%	\$	26.90
66	11/3/1997	\$	26.17	\$54,433.60	LINEMAN FOREMAN	\$	2,286.21	\$	56,719.81	\$1,692.58	\$56,126.18	3.1%	\$	26.98
55	5/24/1982	\$	35.09	\$72,987.20	DIRECTORS - ALL OTHER	\$	3,065.46	\$	76,052.66	\$1,692.58	\$74,679.78	2.3%	\$	35.90
69	5/10/2021	\$	19.25	\$40,040.00	SENIOR UTILITIES SERVICE TECH	\$	1,681.68	\$	41,721.68	\$1,692.58	\$41,732.58	4.2%	\$	20.06
1	4/21/2014	\$	31.11	\$64,708.80	SUPERVISOR - UTILITIES (UNDERGROUND)	\$	2,717.77	\$	67,426.57	\$1,692.58	\$66,401.38	2.6%	\$	31.92

CURRENT SALARY AS OF 09/30/2021 **\$3,747,845.04**

4.2% SALARY RAISE	\$157,409.49	Increased Salary with 4.2% raise for each non-union employee	\$3,905,254.53	\$157,409.49
Number of Non-union employees (except City Clerk)	93	Fringe Benefits	\$	67,686.08
Raise per non-union employee	\$1,692.58	Total Increase Value	\$	225,095.57
	\$3,905,254.53	Value of 15% Included in Budget	\$	(82,352.04)
		Amount Needed for Non-Union	\$	142,743.53

**September 28, 2021
Regular Commission
Meeting Minutes**



Corrected Copy

CITY COMMISSION
Tuesday, September 28, 2021
6:19 P.M. (Eastern)

REGULAR MEETING
QUINCY, FLORIDA 32351

CITY COMMISSION REGULAR MEETING MINUTES

The City of Quincy City Commission met in a regular in-person meeting on Tuesday, September 28, 2021, with **Mayor Ronte Harris** presiding and the following

Commissioners present:

Mayor Pro-Tem Keith A. Dowdell
Commissioner Angela G. Sapp
Commissioner Freida Bass-Prieto
Commissioner Anessa A. Canidate

City Staff and Guests:

Jack L. McLean Jr., City Manager
Marcia Carty, Finance Director
Gary Roberts, City Attorney
Janice Shackelford Clemons, City Clerk
DeCody Fagg, Parks and Recreations Director
Reggie Bell, Public Works Director
Ann Sherman, Director of Human Resources and Customer Service
Anthony Baker, Interim Fire Chief
Vancheria Starling, Executive Assistant to the City Manager
Robin Ryals, Utilities Director
Rob Nixon, CRA Manager
Charles Hayes, Procurement Officer
Jim Southerland Sr., WQTN-13 Administrator
James McKenzie, IT Administrator
Robert Mixson, Interim Police Chief

Craig Hutson, Exceleron Representative

The regular in-person meeting was recorded, televised, and transmitted through the City of Quincy's Facebook page and TV Channel (WQTN-13). (Note: Digital formatted documents/media are public records.)

Called to Order:

Mayor Ronte Harris called the regular Commission meeting to order at 6:19 pm., with the Rev. Robin Ryals providing the invocation. Mayor Ronte Harris led the reciting of the Pledge of Allegiance and requested a roll call.

Approval of Agenda

Mayor Pro-Tem Dowdell offered a motion to approve the amended agenda as printed. Commissioner Canidate seconded the motion.

Public Hearings and Ordinances as Scheduled or Agendaed

1. Ordinance 1122-2021 – Millage Rate on Second Reading
 - Jack L. McLean Jr., City Manager
 - Marcia Carty, Finance Director
2. Ordinance 1123-2021 – The Fiscal Year 2021-2022 Budget on Second Reading
 - Jack L. McLean Jr., City Manager
 - Marcia Carty, Finance Director

Summary of the Discussion by Staff and the Commission

Item #1: Ordinance No. 1122-2021 - Millage Rate

Ordinance No. 1122-2021

AN ORDINANCE DETERMINING THE AMOUNT AND FIXING THE RATE OF TAXATION AND STATING THE ANNUAL LEVY FOR THE CITY OF QUINCY FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2021 AND ENDING SEPTEMBER 30, 2022, AND SETTING THE PERCENTAGE BY WHICH THE MILLAGE RATE IS TO BE LEVIED.

Mayor Pro-Tem Dowdell offered a motion to read Ordinance No. 1122-2021 by title only on the second read. Commissioner Sapp seconded the motion. Mayor Harris instructed the City Clerk, Janice Shackelford Clemons, to poll the Commission.

Commissioner	Vote
Mayor Harris	Yes
Commissioner Sapp	Yes
Commissioner Bass-Prieto	Yes
Mayor Pro Tem Dowdell	Yes
Commissioner Canidate	Yes

The Motion Carried 5 to 0.

Mayor Harris stated that this is a public hearing and called upon staff to summarize Ordinance No. 1122-2021. Finance Director Marcia Carty stated that the millage rate increase is 5.2470. Finance Director Marcia Carty stated that the revenue would be \$1,336,000.00.

Mayor Harris opened the public hearing per public opportunity to speak on the approval of Ordinance No. 1122-2021. (Pursuant to Sec. 286.0114, Fla. Stat.) and subject to the limitations of Sec. 286.0114(3) (a), (Fla. Stat.) - second reading.

Mayor Harris asked if there were any public comments to be heard on Ordinance No. 1122-2021. Mayor Harris closed the public hearing after recognizing that there were no

public comments to be heard on Ordinance No. 1122-2021. Mayor Harris turned Ordinance No. 1122-2021 over to the Commission for consideration.

Mayor Pro-Tem Dowdell offered a motion to approve Ordinance No. 1122-2021 on the second read. Commissioner Sapp seconded the motion. Mayor Harris directed the City Clerk Janice Shackelford to poll the Commission.

Commissioner	Vote
Mayor Harris	Yes
Commissioner Sapp	Yes
Commissioner Bass-Prieto	Yes
Mayor Pro Tem Dowdell	Yes
Commissioner Canidate	Yes

The Motion Carried 5 to 0.

Item #2: Ordinance No. 1123-2021, Fiscal Year Budget 2021-2022

Ordinance No. 1123-2021

AN ORDINANCE MAKING APPROPRIATIONS FOR THE EXPENDITURES AND OBLIGATIONS OF THE CITY OF QUINCY FOR THE FISCAL YEAR BEGINNING ON OCTOBER 1, 2021 AND ENDING SEPTEMBER 30, 2022; DESIGNATING THE SOURCES AND REVENUES AND SAID APPROPRIATIONS, AND PROVIDING AN EFFECTIVE DATE.

Commissioner Sapp offered a motion to read Ordinance No. 1123-2021 by title only on the second read. Mayor Pro-Tem Dowdell seconded the motion. Mayor Harris instructed the City Clerk, Janice Shackelford Clemons, to poll the Commission.

Commissioner	Vote
Mayor Harris	Yes
Commissioner Sapp	Yes
Commissioner Bass-Prieto	Yes
Mayor Pro Tem Dowdell	Yes
Commissioner Canidate	Yes

The Motion Carried 5 to 0.

Mayor Harris stated that this is a public hearing and called upon the staff to provide a summary of Ordinance No. 1123-2021. Finance Director Marcia Carty stated that the first read of the fiscal year 2021-2022 budget was passed on September 14, 2021, with the following changes:

- Increase the City Clerk's salary by \$4000 (with related changes in fringe benefits.)
- Review and correct the amount in salaries & wages in the Building & Planning Department to include the positions of Director, Administrative Assistant, and the Code Enforcement Officer (eliminating the temporary Code Enforcement and Permitting Technician positions.)
- Increase the Electric Fund by the anticipated surcharge revenues, which is \$981,660. This money must be placed in a reserve account in the Electric Fund line item and not touched unless approved by the Commission.
- Finance Director Marcia Carty provided details of the overall appropriated expenditures, reserves, transfers, and balances.

Mayor Harris opened the public hearing per public opportunity to speak on the approval of Ordinance No. 1123-2021. (Pursuant to Sec. 286.0114, Fla. Stat. and subject to the limitations of Sec. 286.0114(3) (a), (Fla. Stat.) - second reading.

Mayor Harris asked if there were any public comments to be heard on Ordinance No. 1123-2021.

Public Comments

- Dr. Robert Peoples, 237 N. Lowe St., Quincy, FL 32351. Spoke on the budget and raises for the Commission. **Stated his concerns about using contingency and reserves funds for raises. Concerned with citizens not being able to pay their utility bill and infrastructure. Stated that he did not have a problem with the Commission getting a raise and wants to see some fruits of our labor.**
- Rev. Charles Morris, 23201 Blue Star Hwy, Quincy, FL 32351. Spoke on the budget and raises for the Commission. **Stated that he would like to see a plan for economic development and general welfare for those who call Quincy home. Stated to the Commission doom to you for lining your pockets with a 122% raise when the city cannot provide employees with a 5% raise.**
- Reggie Bell and the Public Works Staff, 105 N. 9th St., Quincy, FL 32351. Spoke on employee and Commission raises. **Stated that he was not here to speak on employee grieves. Stated that the budget overcompensates Commissioners and under pays employees. Stated that he would like for the Commission to reconsider giving themselves a 122% raise. Stated that the raise proposed for employees is a slap in the face. Stated that employees work hard to ensure the city is kept running and stay afloat.**
- Marion Vaughn, 503 Rosewood St., Quincy, 32351. Spoke on the budget and Commission raises. **Thanked the Commissioners that did not vote on the 122% raise. Believes that Commissioners should get a raise but commensurate with raises most people get. Asked that Commission to reconsider giving themselves an enormous raise and give more to the city workers.**
- Julie Baroody, 910 Sunset Drive, Quincy, FL 32351. Spoke on the budget and Commission raises. **Moved by the comments of Reggie Bell and the employees that stood with him. Stated that a rule of thumb is not giving yourselves more than you give to the workers. Commented on redistricting and hopes that it is in the budget.**

- Paula Phillips, 816 Sunset Dr., Quincy, FL 32351. Spoke on the budget and Commission raises. Stated that the Commission has turned a ten hour a month job into a full-time position with health insurance and retirement. Stated that this is too much on the backs of a city with 8000 residents. Commented on paying the police more money, cutting of maintenance, gasoline, and non-profits from the budget, not allowing children to be exposed to the arts. Stated how sad and embarrassed it is for the Commission to give themselves a 122% raise and only give the workers 1.5%.
- Marilyn Wood, 1747 Inlet St., Quincy, FL 32351. Spoke on the flooding issue on her street. Addressed an old flooding problem on her street that has not been fixed. Stated that the flooding has damaged her property. Spoke with her commissioner and the city manager and hopes to get this issue resolved. Hopes that the Commission would reconsider their raise. Stated that the employees work hard.

Mayor Harris closed the public hearing after recognizing that there were no other public comments to be heard on Ordinance No. 1123-2021 and turned Ordinance No. 1123-2021 over to the Commission for consideration.

Mayor Pro-Tem Dowdell stated:

- The Commission did not make the budget, nor did the Commission recommend the 1.5% employee raise.
- The budget and recommendation of employee raises came from the City Manager.
- The Commission does not give out raises to employees.
- The Commission can give salary increases to the City Manager, City Clerk, City Attorney, and the CRA Manager.

Mayor Pro-Tem Dowdell offered a motion to approve the FY 2021-2022 Budget – Ordinance No. 1123-2021 - that passed on first reading on September 14, 2021, with the following modifications:

- Increase the City Clerk's wages by \$4,000 with the related changes in Fringe Benefits
- Correct the amount in salaries & wages in the Building & Planning Department to include the positions of the Director, Administrative Assistant, and the Code Enforcement Officer and eliminate the Temporary Code Enforcement Position and Permitting Technician.
- Increase the Electric Fund by the anticipated surcharge revenues. This amount is \$981,660, and place \$981,660 into the CONTINGENCY RESERVE account in the Electric Fund not to be touched unless approved by the Commission.

- CONTINGENCY RESERVE: Amend the \$84,555 (unallocated), the \$36,223 (Fringe Benefits), and the \$26,668 (Fire Department) and place these funds in the CONTINGENCY RESERVE line item in the City Commission Budget.
- Approve five post-budget workshops.

Commissioner Bass-Prieto commented on the following:

- \$900,000 is not our money and is going into a contingency reserve to pay-off the loan our citizens have been paying for the pass 3 years.
- This is money we can not take without defaulting on our loans.
- Not once were employee raises mentioned in the nine workshops held.
- Stated that the \$150,000 located in the budget by her is enough money to fund the dire needs.
- The budget should be finalized tonight with the employee raises and dire needs funded.
- The only thing guaranteed in this budget is that the Commission will get a 122% raise.

With no further discussion, Mayor Harris instructed City Clerk Janice Shackelford-Clemons to poll the Commission.

Commissioner	Vote
Mayor Harris	Yes
Commissioner Sapp	No
Commissioner Bass-Prieto	No
Mayor Pro Tem Dowdell	Yes
Commissioner Canidate	Yes

The Motion Carried 3 to 2.

- Mayor Harris stated to Public Works Director Reggie Bell that his statement would not go unnoticed. Mayor Harris reiterated that it is the responsibility of the City Manager to provide the Commission with a budget that includes employee raises.
- Mayor Harris stated that he believes that money is in the budget to give employees a better raise. Mayor Harris noted that the Commission is given a large number of last-minute documents to review before meetings.
- Mayor Harris stated that the dire needs list is misrepresented.

- Mayor Harris stated that the Commission is pumping the brakes to slow down the train to get a better understanding of how money is being allocated and spent.
- Mayor Harris stated that he and the City Manager had numerous conversations in his office regarding mistreatment of employees, employee raises, salaries of persons with college degrees, etc.
- Mayor Harris stated that he desires to end the Hurricane Michael surcharge.

Special Presentations

3. Special Presentations

- Darron Rayburn, Exceleron Representative

Item #3: Special Presentations

Summary of the Discussion by Staff and the Commission

Human Resources Director Ann Sherman stated that the Point and Pay system was introduced to the City of Quincy's customers in 2012.

Human Resources Director Ann Sherman noted the following;

- Two vendors Utility Hawk and Exceleron made a presentation to staff.
- Exceleron will license to the City of Quincy its proprietary prepay account management software with integrated payments.
- The MyUsage Prepay will replace Point and Pay.
- Credit Card Debit Fee is \$2.50 per transaction.
- ACH Fee is \$1.95 per transaction.
- Looking at options for placing KISOK machines in the business around the City, like Walmart and/or CVS Pharmacy.
- Services for Exceleron services are in the current budget.
- The system can be up and running in a minimum of 30-60 days.

Human Resources Director Ann Sherman stated that based on the presentations and review of each proposal, the staff is recommending Exceleron to provide the total package.

With no further discussion, Commissioner Sapp offered a motion to allow staff to enter an agreement with Exceleron. Mayor Pro-Tem Dowdell seconded the motion.

Note: The Exceleron zoom presentation from Exceleron Representative Craig Hutson was inaudible.

Proclamations

4. ~~Proclamation Honoring Mrs. Rosetta Anderson~~
~~• Mayor Ronte Harris, District 3~~
5. Proclamation – Fire Safety Week October 3-9, 2021
 - Mayor Ronte Harris, District 3

Summary of the Discussion from Staff and the Commission.

Item #5: Proclamation

Mayor Harris read the Proclamation for Fire Safety Week October 3-9, 2021, and presented it to Fire Chief Anthony Baker.

Fire Chief Anthony Baker noted:

- That working smoke detectors will save lives.
- Smoke detectors are free and available at the fire station for pick-up and,
- thanked the Commission for honoring Fire Safety Week.

Items for Consent by the Commission

6. Approval of Minutes of September 14, 2021, Budget Hearing
 - Janice Shackelford, City Clerk
7. Approval of Minutes of September 14, 2021, Regular Meeting
 - Janice Shackelford, City Clerk
8. Human Resources Monthly Report
 - Jack L. McLean Jr., City Manager
 - Ann Sherman, Human Resources Director
9. Customer Service Monthly Reports: Jump Start | Fresh Start | Net New Customers Deposit Report
 - Jack L. McLean Jr., City Manager
 - Ann Sherman, Human Resources Director
10. Grants Monthly Report
 - Jack L. McLean Jr., City Manager
 - Dr. Beverly Nash, Grant Writer
11. Police Monthly Reports: Traffic Report | Monthly Crime Report
 - Jack L. McLean Jr., City Manager
 - Robert Mixson, Interim Police Chief
12. Fire Monthly Reports: Monthly Activity Report | District Calls
 - Jack L. McLean Jr., City Manager
 - Anthony Baker, Fire Chief
13. Finance Monthly Reports: P-Card Statements | Allocations | Arrearage Report | Cash Requirements | Financial Report | Budget Transfer
 - Jack L. McLean Jr., City Manager
 - Marcia Carty, Finance Director
14. Florida's Edward Byrne Memorial Justice Assistance Grant Program (JAG)

- Jack L. McLean Jr., City Manager
- Robert Mixson, Interim Police Chief

15. Request to Purchase New Transformer

- Jack L. McLean Jr., City Manager
- Robin Ryals, Utilities Director

Summary of the Discussion from Staff and the Commission

Mayor Pro-Tem Dowdell offered a motion to approve the Items for Consent #6, 7, 9, 10, 11, 12, 14, and 15. Commissioner Sapp seconded the motion.

Commissioner	Vote
Mayor Harris	Yes
Commissioner Sapp	Yes
Commissioner Bass-Prieto	Yes
Mayor Pro Tem Dowdell	Yes
Commissioner Canidate	Yes

The Motion Carried 5 to 0.

Pulled items for consent:

- Item #8 – Human Resources Monthly Report
- Item #13 – Finance Monthly Reports: P-Card Statements | Allocations | Arrearage Report | Cash Requirements | Financial Report | Budget Transfer

Item #8: Human Resources Monthly Report

Mayor Harris asked for clarification on Human Resources Report that lists James McKenzie as resigned.

Human Resources Director Ann Sherman stated that James McKenzie accepted the IT Administrator's position but decided to work pro bono for the City instead.

Item #13: Finance Monthly Reports

Commissioner Bass-Prieto commented on:

- How it was so expensive to attend the Florida League of Cities.
- Suggested a workshop on the usage of the P-Card.

With no further discussion, Commissioner Sapp offered a motion to approve Items #8 and 13. Mayor Pro-Tem Dowdell seconded the motion.

Commissioner	Vote
Mayor Harris	Yes
Commissioner Sapp	Yes

Commissioner Bass-Prieto	Yes
Mayor Pro Tem Dowdell	Yes
Commissioner Canidate	Yes

The Motion Carried 5 to 0.

Public Opportunity to Speak on Commission Propositions – (Pursuant to Sec. 286.0114, Fla. Stat. and subject to the limitations of Sec. 286.0114(3)(a), Fla. Stat)

None

Resolutions

None

Reports, Requests, and Communications by the City Manager

16. Request to Replace and Pay

- Jack L. McLean Jr., City Manager
- Ann Sherman, Human Resources/Customer Service Director

17. Utility Coupon Relief Initiative

- Jack L. McLean Jr., City Manager
- Ann Sherman, Human Resources/Customer Service Director

Summary of the Discussion by Staff and the Commission

Item #16: Request to Replace Point and Pay

Agenda Item #16 was voted on and passed 5-0 during the Special Presentation by Exceleron On Utility Payment Pre-Paid Options, under Agenda Item #3.

Item #17: Utility Coupon Relief Initiative

- Human Resources Director Ann Sherman stated that the third round for the \$30 coupon initiative is in the current budget.
- Human Resources Director Ann Sherman noted that this program provides residential utility customers assistance with their utility payments.
- Finance Director Marcia Carty stated that the current balance in the line item for the coupon initiative is \$96,000, of which \$83,000 would go to the coupon initiative.
- Human Resources Director Ann Sherman noted that staff recommends Option 1.

With no further discussion, Mayor Pro-Tem Dowdell offered a motion to approve the coupon program. Commissioner Sapp seconded the motion.

Commissioner	Vote
Mayor Harris	Yes
Commissioner Sapp	Yes

Commissioner Bass-Prieto	Yes
Mayor Pro Tem Dowdell	Yes
Commissioner Canidate	Yes

The Motion Carried 5 to 0.

Reports by Boards and Committees

None

Other Items Requested to Be Agendaed by Commission Member(s), the City Manager, and Other City Officials

18. Rescind the Vote on Pine Lake Apartments
- Gary A. Roberts, City Attorney

Summary of Discussion by the City Attorney and the Commission

Mayor Harris provided the background for rescinding the vote.

- The matter came before the Commission on August 10 to consider if the City of Quincy should sign off on verification forms from the Florida Housing Finance Corporation.
- The Commission voted 3-2 not to allow City officials to sign off on the verification forms.
- The City Attorney, on August 19, 2021, gave a written opinion that not signing off on the verification forms places the City at risk for litigation.
- On August 20, 2021, a Special Meeting was held, and the Commissioners, based on new information, voted to allow the City Manager to sign off on the verification forms.

Mayor Pro-Tem Dowdell offered a motion to rescind the vote taken on August 10, 2021. Commissioner Sapp seconded the motion.

Commissioner	Vote
Mayor Harris	Yes
Commissioner Sapp	Yes
Commissioner Bass-Prieto	Yes
Mayor Pro Tem Dowdell	Yes
Commissioner Canidate	Yes

The Motion Carried 5 to 0.

Comments

City Manager, Jack L. McLean Jr.

- Stated that the 1.5% adjustment was made throughout the budget.
- Stated that the 1.5% decision was made based on revenue projections.
- Stated that \$100,000 was moved from the crime prevention line item to the Commission salary line item.
- Stated that there are rules on personnel raises.
- Adjustments in pay have been limited in number.
- Domination of meetings.
- Allow women more opportunity to express themselves.

City Clerk, Janice Shackelford-Clemons

- No comments

City Attorney, Gary Roberts

- No comments

Commission

Commissioner Bass-Prieto

- Announced Shaw Quarters Day, October 23, 2021.
- Announced the opening of the new restaurant, the Chop House.
- Gave each Commissioner a copy of Navigating the Council-Manager Relationship material.
- Stated that the Commission had control over the employee raises and should have added more money to the proposed 1.5%.

Commissioner Sapp

- Thanked the City Manager for placing the crime prevention initiative in the budget.
- Stated that cameras are installed at the Gadsden Arms Apartments and will be installed throughout the City.
- Spoke on the rash of gunfire.
- Caution citizens to be careful going out late at night.
- Thanked the Public Works Department for all the hard work.
- Stated that the boom truck is broken.
- Stated that the employees need more money.
- Reminded the Commission on how meetings should be conducted.
- Stated that women are overlooked to speak during meetings.

Commissioner Canidate

- No comments

Mayor Pro Tem Dowdell

- No comments

Mayor Harris

- Reminded the Commission of the workshop scheduled for Thursday, September 30.
- Stated that the Commission needs to pump the brakes.
- Stated that agenda items are being shoved down the Commission's throat at the last minute.
- Commented on the dire needs list.
- Stated that there are other items in the budget that need addressing.
- Disturbed that he could not end the Hurricane Michael surcharge.

Public Comments

None

The adjournment was motioned by Mayor Harris and seconded by Commissioner Sapp at 8:45 pm.

Please Note: The City Commission places the official copies of Commission Meeting Minutes on file with the City Clerk's Office upon approval.

Submitted by Janice Shackelford Clemons, City Clerk

APPROVED:

Ronte Harris, Mayor and Presiding
Officer of the City Commission and
of the City of Quincy, Florida

ATTEST:

Janice Shackelford Clemons, City Clerk per
Clerk of the of Quincy, Florida
Clerk of the City Commission thereof

Public Comments

Dr. Robert Peoples, 237 N. Lowe St., Quincy, FL 32351. Spoke on the budget and raises for the Commission. (32:45)

Concerned about using reserves for raises when there are needs that should be addressed such as citizens who cannot pay utility bills and infrastructure. If the Commission passes this raise, he wants to see some fruits of our labor.

Rev. Charles Morris, 23201 Blue Star Hwy, Quincy, FL 32351. Spoke on the budget and raises for the Commission. (34:36)

Would like to see a plan for economic development and general welfare for all of those who call Quincy their home. Spoke against Commission's 122% raises when city cannot give our essential employees 5%. Quoted Isaiah 5.20-23

Reggie Bell and the Public Works Staff, 105 N. 9th St., Quincy, FL 32351. Spoke on employee and Commission raises. (38:23)

Came before the Commission as a citizen to speak on behalf of a group about the budget. The budget overcompensates Commissioners and underpays city workers. He humbly asked that the Commission reconsider the motion that gives the Commission 122 increase%, because it is just wrong. Staff feels mistreated and misled because at every Employee Appreciation Day at the Recreation Department, Commissioners tell the manager to give employees a raise. It feels like a slap in the face. How can you tell employees who actually do the work that (1.5%) is all we are worth? We are losing employees to other municipalities because they can make more money. Public works has saved the city hundreds of thousands of dollars renovating the Police Department, Net Quincy, and Police Substation without getting any extra money. Please don't approve that 122% raise because that is not fair to the employees.

Marion Vaughn, 503 Rosewood St., Quincy, 32351. Spoke on the budget and Commission raises. (49:00)

Wants to thank the Commissioners who voted not raise their salaries 122%. Not saying Commission should not get a raise, you probably should get a raise, but it

should be commensurate with raises most people get. Pleads that all of you to look at yourself and asks if this is something that should be done. When you hear the people that came before me, consider them, and give yourself a little less and give them a little more. We are going to hope that you give the workers in Quincy a raise that is commensurate with what they are doing.

Julie Baroody, 910 Sunset Drive, Quincy, FL 32351. Spoke on the budget and Commission raises. (52:17)

Was incredibly moved by Mr. Reggie Bell and all the city workers who came before the Commission. Think a rule of thumb should be, don't give yourselves more than you give them. Reminded the Commission it is time to redistrict and hopes it in the budget

Paula Phillips, 816 Sunset Dr., Quincy, FL 32351. Spoke on the budget and Commission raises. (53:33)

You all have turned a ten hour a month job into a full-time position with health insurance and retirement. That is too much on the backs of a city of 8000 people in one of the poorest counties in the state. What about the Police Department? Don't we need to pay them a little more so they will stay here? What about this maintenance and gasoline budget that y'all are cutting out? Who's going to pay for the gasoline, the flat tires, and the maintenance? What about the non-profits who serve the neediest of our citizens and bring people into our city? We don't want the kids here in Gadsden County to be exposed to the Arts? What about those workers you are giving a 1.5% raise and you are getting a 122%? That is just sad, and you should all be embarrassed about that!

Marilyn Wood, 1747 Inlet St., Quincy, FL 32351. Spoke on the flooding issue on her street. (56:13)

She wants to address the old problem of flooding. Was told some time ago that the problem had been fixed, but it has not. The flooding has created damage to her home. Spoke with her commissioner and the city manager and looks forward to getting this resolved. She hopes to hear from someone with the city soon. Her bedroom floor has a hole, and all the other floors are either sinking or rising. As for the raises, she never received a raise in that amount and asks the commission to reconsider, because these people (city employees) work hard.

Commissioner Bass-Prieto is recognized 1:11:00

- *The \$900,000.00 going into a reserve is not our money. We have a million-dollar Hurricane Michael due that money is going into a contingency reserve for to pay off the loan our citizens have been paying on for 3 years. That is not money we can take without defaulting on our loan.*
- *We have had 9 workshops and not once was employee salary mentioned.*
- *I found the \$150,000.00 in the budget so let's take that money and fund our dire needs.*
- *Let's complete this budget tonight and fund our dire needs and our employee salaries, because if we don't, there is no guarantee they will be funded down the road. The only thing guaranteed in this budget is that the Commission will get 122% raise.*