

AGENDA

COMMITTEE OF THE WHOLE WORKSHOP BOARD OF COUNTY COMMISSIONERS

Board Chambers
Suite 100
Ernie Lee Magaha Government Building - First Floor
221 Palafox Place

July 18, 2013 9:00 a.m.

Notice: This meeting is televised live on ECTV and recorded for rebroadcast on the same channel. Refer to your cable provider's channel lineup to find ECTV.

Call to Order

(PLEASE TURN YOUR CELL PHONE TO THE SILENCE OR OFF SETTING.)

- 2. Was the meeting properly advertised?
- 3. <u>Legislative Update (NO BACKUP PROVIDED INFORMATION REPORT ONLY)</u> (Richard Gentry 30 min)
 - A. Board Discussion
 - B. Board Direction
- 4. <u>Bill Williams, SCG Governmental Affairs, LLC, RESTORE Lobbyist Contract</u> (Bill Williams 15 min)
 - A. Board Discussion
 - B. Board Direction
- 5. <u>4-H Option (NO BACKUP PROVIDED INFORMATION REPORT ONLY)</u>

(Dr. Nick Place - 20 min)

- A. Board Discussion
- B. Board Direction
- 6. <u>County Administrator Candidates and Selection Process</u>

(Tom Turner - 20 min)

- A. Board Discussion
- B. Board Direction

7. <u>Animal Transparency Act and Animal Control Penalty Fee Revision</u> (Marilyn Wesley/Delfi Messinger/Sandra Slay - 30 min)

A. Board Discussion

B Board Direction

8. <u>Dog Park Ordinance for Pensacola Beach and Perdido Key Beach</u>

(Alison Rogers/Michael Rhodes/Tim Day/Buck Lee - 30 min)

- A. Board Discussion
- B. Board Direction

9. <u>Pensacola Bay Center Financing Options (REFERRED FROM THE 05-09-2013 COMMITTEE OF THE WHOLE WORKSHOP)</u>

(Amy Lovoy - 30 minutes)

- A. Board Discussion
- B. Board Direction

10. <u>First Transit and Union Escambia County Area Transit Employees</u>

(Tom Turner/George Touart - 45 min)

- A. Board Discussion
- B. Board Direction

11. <u>Perdido Key Eminent Domain</u>

(Alison Rogers - 30 min)

- A. Board Discussion
- B. Board Direction

12. <u>Potential Sites for a Community Center in the Brownsville Area (REFERRED FROM THE 06-10-2013 BOARD OF COUNTY COMMISSIONERS' MEETING)</u>

(Keith Wilkins - 15 minutes)

- A. Board Discussion
- B. Board Direction

13. Additional Strategies for Code Enforcement-Nuisance Abatement Lien Collection Policy (REFERRED FROM THE 06-10-2013 COMMITTEE OF THE WHOLE WORKSHOP)

(Amy Lovoy/Dianne Taylor - 20 min)

- A. Board Discussion
- B. Board Direction

14. <u>Access Easement Across the County's Mobile Highway Pit Property</u>

(George Touart - 20 min)

- A. Board Discussion
- B. Board Direction

15. Additional Storage Space for the Board of County Commissioners' and the Supervisor of Elections' Offices (NO BACKUP PROVIDED)

(George Touart - 10 min)

- A. Board Discussion
- B. Board Direction

16. <u>Adjourn</u>

Committee of the Whole 3.

Meeting Date: 07/18/2013

Issue: Legislative Update

From: George Touart, Interim County Administrator

Information

Recommendation:

Legislative Update (NO BACKUP PROVIDED - INFORMATION REPORT ONLY)

(Richard Gentry - 30 min)

A. Board Discussion

B. Board Direction

Committee of the Whole

Meeting Date: 07/18/2013

Issue: Bill Williams, SCG Governmental Affairs, LLC, RESTORE Lobbyist Contract

From: George Touart, Interim County Administrator

Information

Recommendation:

Bill Williams, SCG Governmental Affairs, LLC, RESTORE Lobbyist Contract

(Bill Williams - 15 min)
A. Board Discussion
B. Board Direction

Attachments

02-21-2013 BCC Minutes Page Regarding Lobbyist Services

4.

PUBLIC FORUM WORK SESSION AND REGULAR BCC MEETING MINUTES - Continued

COUNTY ADMINISTRATOR'S REPORT – Continued

III. FOR DISCUSSION

1. West Florid Public Library Board of Governance

Motion made by Commissioner Robinson, seconded by Commissioner Barry, and carried unanimously, appointing Frances Yeo and Rodney L. Kendig to serve an initial three-year term, effective March 1, 2013, through April 30, 2016, and appointing Rodney P. Guttmann, Ph.D., to serve an initial two-year term, effective March 1, 2013, through April 30, 2015, to the West Florida Public Library Board of Governance (Library Board of Governance), from the following list of ten applicants:

- A. Alexa Canady-Davis, M.D.
- B. David J. Bryant
- C. Frances Yeo
- D. Grant Erbach
- E. Joe Vinson
- F. Lynne C. Tobin
- G. Rodney P. Guttmann, Ph.D.
- H. Rodney L. Kendig
- I. Steve Marvin
- J. Tristessa C. Osborne*

*Ineligible for appointment as a non-resident of Escambia County, Section 1-20(c)(1), Escambia County Code of Ordinances.



2. Lobbyist Services

Motion made by Commissioner Robertson, seconded by Commissioner Barry, and carried unanimously, awarding, and authorizing the Interim County Administrator to sign, the *Agreement for Lobbyist Services* for the Deepwater Horizon Oil Spill and RESTORE Act, PD 12-13.009, to SCG Governmental Affairs, LLC (Southern Consulting Group), for a period of 6 months, for a fee of \$4,000 per month, with options to extend for a maximum period of 36 months (Funding: Fund 001, General Fund, Cost Center 110201, Object Code 53101), as amended to reflect that the Lobbyist will also work with the Florida Oil Spill Response Commission.

Speaker(s):

Bill Williams

Committee of the Whole 5.

Meeting Date: 07/18/2013 Issue: 4-H Option

From: George Touart, Interim County Administrator

Information

Recommendation:

4-H Option (NO BACKUP PROVIDED - INFORMATION REPORT ONLY)

(Dr. Nick Place - 20 min)
A. Board Discussion
B. Board Direction

Committee of the Whole

Meeting Date: 07/18/2013

Issue: County Administrator Candidates and Selection Process

From: Thomas Turner, Department Director

Information

Recommendation:

County Administrator Candidates and Selection Process

(Tom Turner - 20 min)
A. Board Discussion
B. Board Direction

Attachments

CA Selection Committee Candidates

6.



Board of County Commissioners • Escambia County, Florida

Tom Turner, Human Resources Director Human Resources Department

MEMORANDUM

TO: Board of County Commissioners

FROM: Tom G. Turner, Director, Human Resources Department

DATE: July 16, 2013

RE: County Administrator Selection Committee

The following five candidates were selected by the County Administrator Selection Committee:

Lyndon L. Bonner

David P. Fanslau

Kenneth C. Griffin

Ronald H. Rabun

George F. Touart

TGT:mp

Committee of the Whole 7.

Meeting Date: 07/18/2013

Issue: Animal Transparency Act and Animal Control Penalty Fee Revision

From: Marilyn Wesley, Department Director

Information

Recommendation:

<u>Animal Transparency Act and Animal Control Penalty Fee Revision</u> (Marilyn Wesley/Delfi Messinger/Sandra Slay - 30 min)

A. Board DiscussionB. Board Direction

Attachments

Animal Transparency Act with County Legal Draft

Animal Transparency Act and Animal Control Fee Revisions Presentation

Examples of Animal Shelter Graphs

CHAPTER 2013-32

Committee Substitute for Committee Substitute for Senate Bill No. 674

An act relating to animal shelters and animal control agencies; amending s. 823.15, F.S.; declaring legislative priorities relating to the importation and uncontrolled breeding of dogs and cats; requiring that each public or private animal shelter, humane organization, or animal control agency operated by a humane society or by a county, municipality, or other incorporated political subdivision prepare and maintain specified records; specifying the information that must be included in the records; providing a maximum fee for copies of such records; providing an effective date.

Be It Enacted by the Legislature of the State of Florida:

- Section 1. Subsection (1) of section 823.15, Florida Statutes, is amended, present subsections (2) and (3) are redesignated as subsections (3) and (4), respectively, and a new subsection (2) is added to that section, to read:
- 823.15 Dogs and cats released from animal shelters or animal control agencies; sterilization requirement.—
- (1) The Legislature has determined that the importation of dogs and cats into, and the uncontrolled breeding of dogs and cats in, this state pose risks to the well-being of dogs and cats, the health of humans and animals, and the agricultural interests in this state. Importation of dogs and cats from outside the United States could result in the transmission of diseases that have been eradicated in the United States to dogs and cats, other animals, and humans living in this state. Uncontrolled breeding The Legislature has determined that uncontrolled breeding of dogs and cats in the state results in the birth production of many more puppies and kittens than are needed to provide pet animals to new owners or to replace pet animals that which have died or become lost or to provide pet animals for new owners. This leads to many dogs, cats, puppies, and kittens being unwanted, becoming strays and suffering privation and death, being impounded and destroyed at great expense to the community, and constituting a public nuisance and public health hazard. It is therefore declared to be the public policy of the state that every feasible means be used to reduce the incidence of birth of reducing the production of unneeded and unwanted puppies and kittens be encouraged. Determining which programs result in improved adoption rates and in reduced euthanasia rates for animals in shelters and animal control agencies is crucial to this effort.
- (2)(a) Each public or private animal shelter, humane organization, or animal control agency operated by a humane organization or by a county, municipality, or other incorporated political subdivision, shall prepare and maintain the following records and make them available for public inspection

and dissemination for the 3 preceding years. The following data will be available on a monthly basis commencing July 31, 2013:

- 1. The total number of dogs and cats taken in by the animal shelter, humane organization, or animal control agency, divided into species, in the following categories:
 - a. Surrendered by owner;
 - b. Stray;
 - c. Impounded;
 - d. Confiscated;
 - e. Transferred from within Florida;
 - f. Transferred into or imported from out of the state; and
 - g. Born in shelter.

Species other than domestic cats and domestic dogs should be recorded as "other."

- 2. The disposition of all animals taken in by a public or private animal shelter, humane organization, or animal control agency operated by a humane society or by a county, municipality, or other incorporated political subdivision, divided into species. These data must include dispositions by:
 - a. Adoption;
 - b. Reclamation by owner;
 - c. Death in kennel;
 - d. Euthanasia at the owner's request;
- e. Transfer to another public or private animal shelter, humane organization, or animal control agency operated by a humane society or by a county, municipality, or other incorporated political subdivision;
 - f. Euthanasia;
 - g. Released in field/Trapped, Neutered, Released (TNR);
 - h. Lost in care/missing animals or records; and
 - i. Ending inventory/shelter count at end of the last day of the month.
- 3. A public or private animal shelter, humane organization, or animal control agency operated by a humane society, or by a county, municipality, or other incorporated political subdivision which routinely euthanizes dogs based on size or breed alone must provide a written statement of such policy.

Dogs euthanized due to breed, temperament, or size must be recorded and included in the calculation of the total euthanasia percentage.

(b) Records of a public animal shelter, humane organization, or animal control agency operated by a humane society must be made available to the public pursuant to provisions in chapter 119.

Section 2. This act shall take effect July 1, 2013.

Approved by the Governor April 24, 2013.

Filed in Office Secretary of State April 24, 2013.

RESOLUTION NUMBER R2013-

A RESOLUTION OF THE BOARD OF COUNTY COMMISSIONERS OF ESCAMBIA COUNTY, FLORIDA AUTHORIZING THE REVISION OF FEES FOR CERTAIN CIVIL INFRACTION PENALTIES IMPOSED PURSUANT TO CHAPTER 10 OF THE ESCAMBIA COUNTY CODE OF ORDINANCES RELATING TO ANIMALS; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, pursuant to Chapters 125, 767, and 828, Florida Statutes, the Board of County Commissioners for Escambia County, Florida, has established regulations in the interest of the public health, safety and welfare to provide protection for, regulate and control animals in Escambia County; and

WHEREAS, the Board of County Commissioners previously enacted a fee schedule for animal services and penalties by adopting Resolution R95-127 on May 23, 1995, by adopting Resolution R2007-165 on September 6, 2007, by adopting Resolution R2009-03 on January 8, 2009, and by adopting Resolution R2012-130 on September 11, 2012; and

WHEREAS, the Board of County Commissioners is authorized to adopt a new fee schedule pursuant to Section 10-6(a), Escambia County Code of Ordinances; and

WHEREAS, the Board of County Commissioners finds that in order to advance the health, safety and general welfare of the citizens of Escambia County, a revised fee schedule increasing certain civil infraction penalties is necessary to ensure compliance with Chapter 10 of the Escambia County Code of Ordinances relating to animals.

NOW, THEREFORE BE IT RESOLVED BY THE BOARD OF COUNTY COMMISSIONERS OF ESCAMBIA COUNTY, FLORIDA, AS FOLLOWS:

Section 1. That the Board of County Commissioners finds the above recitals to be true and correct and incorporated herein by reference.

Section 2. That through Animal Services and Animal Control, the Board of County Commissioners shall assess fees in accordance with the fee schedule attached hereto as Exhibit A.

Section 3. That the prior resolutions and fee schedules adopted by the Board of County Commissioners in R95-127, R2007-165, R2009-03, and R2012-130 are hereby superseded.

Section 4. That this resolution and fee schedule shall become effective upon adoption by the Board of County Commissioners.

| ADOPTED this day of | , 2013. |
|---------------------|---------|
|---------------------|---------|

BOARD OF COUNTY COMMISSIONERS ESCAMBIA COUNTY, FLORIDA

| | | By: | |
|---------|----------------------------|--------------------|----------|
| | | Gene M. Valentino, | Chairman |
| | | | |
| | | BCC Approved: | |
| | | | |
| ATTEST: | Pam Childers | | |
| | Clerk of the Circuit Court | | |
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RESOLUTION NUMBER R2013-___ EXHIBIT A ANIMAL SERVICES & ANIMAL CONTROL FEES/PENALTIES

| 1. | Annual Animal License Tags: | |
|----|--|-------------------|
| | Altered Animal | \$ 11.00 |
| | - Senior Citizen (over 60 years of age) rate Unaltered Animal | 7.00 30.00 |
| | - Senior Citizen (over 60 years of age) rate | 12.00 |
| | Duplicate Tag | 6.00 |
| | Juvenile animal (6 months of age or less) | 12.00 |
| | Dangerous/Vicious Dog Registration (annual renewal) | 200.00 |
| 2. | Padamation of Impounded Animala | |
| ۷. | Redemption of Impounded Animals: Micro-chip Implantation (mandatory for all redeemed animals) | \$15.00 |
| | Licensed Animals: | Ψ10.00 |
| | - 1st Offense | 15.00 |
| | - 2nd Offense | 25.00 |
| | - 3rd Offense (fee plus mandatory spay/neuter) | 35.00 |
| | Unlicensed Animals: - 1st Offense | 35.00 |
| | - 1st Offense | 35.00 8. 60.00 |
| | - 3rd Offense (fee plus mandatory court appearance and spay/neuter) | 85.00 |
| | | 3504 |
| 3. | Service Fees: | |
| | Pickup of Owner's Animal or Carcass - Per call (Includes up to 3 animals per call) | \$ 35.00 |
| | Each additional animal per call | 10.00 |
| | Animal brought to Shelter for Euthanasia | 25.00 |
| | Animal brought to Shelter for Disposal of carcass | 10.00 |
| | Chemical immobilization (darting or similar by Animal Control) | 50.00 |
| | Boarding Fees – Routine: | 7.00 |
| | - Cat - Dog | 7.00 10.00 |
| | Boarding Fees – Quarantine, Legal Hold, Dangerous/Vicious or other: | 10.00 |
| | - Cat | 10.00 |
| | - Dog | 15.00 |
| | | |
| 4. | Adoption of Animals: Cat (3 years of age or less): | |
| | - *Adoption Fee (includes micro-chip, administrative fee, other | \$40.00 |
| | veterinary care and altering as necessary) | Ψ10.00 |
| | - Cat Vaccine | 5.00 |
| | - De-wormer | 5.00 |
| | Cat (over 3 years of age): | #00.00 |
| | *Adoption Fee (includes micro-chip, administrative fee, other veterinary care and altering as necessary) | \$20.00 |
| | - Cat Vaccine | 5.00 |
| | - De-wormer | 5.00 |
| | Dog (3 years of age or less): | |
| | - *Adoption Fee (includes micro-chip, administrative fee, other | 80.00 |
| | veterinary care and altering as necessary) - Bordatella Vaccine | E 00 |
| | Bordatella Vaccine Parvo/Distemper (DA2PP) Vaccine | 5.00 5.00 |
| | - De-wormer | 5.00 |
| | Dog (over 3 years of age): | _ |
| | | |

| | veterinary care and altering as necessary) | 10.00 |
|-----|--|--------------------|
| | - Bordatella Vaccine | 5.00 |
| | - Parvo/Distemper (DA2PP) Vaccine | 5.00 |
| | - De-wormer | 5.00 |
| | Adoption Services: | 0.00 |
| | - Heartworm Test | 10.00 |
| | - Feline Leukemia Test | 10.00 |
| | - Cardboard Carrier | 5.00 |
| | - Caluboard Carrier | 3.00 |
| | *Reduced pricing or special adoption fee rates may be offered for select ani various times during the year. | mals at |
| 5. | Micro-chip Implantation: Mandatory for all impoundments, quarantined, and dangerous/vicious animals (included in adoption fee; optional for those qualifying for low cost spay/neuter services) | 15.00 |
| 6. | Low Cost Spay/Neuter and Rabies Vaccination Fees (for qualifying indiv | viduals): |
| | Cat Spay | \$ 20.00 |
| | Cat Neuter | 10.00 |
| | Dog Spay | 25.00 |
| | Dog Neuter | 15.00 |
| | Dog Spay (over 40 lbs) | 30.00 |
| | Rabies Vaccine | 15.00 |
| 7. | Civil Infraction Penalties: | |
| | *For each civil infraction, a \$5.00 surcharge shall be applied pursuant | to sec. 10-23. |
| 2.0 | Owner LVI - Date - | |
| a. | General Violations: | ¢ 50.00 |
| | 1st Offense 2nd Offense | \$ 50.00 150.00 |
| | 3rd Offense (fine plus mandatory court appearance) | 300.00 |
| | ord Offense (fine plus mandatory court appearance) | 300.00 |
| b. | Failure to alter adopted animal: | |
| ν. | 1st Offense | \$ 50.00 |
| | 2nd Offense | 100.00 |
| | 3rd Offense (fine plus mandatory court appearance and name placed on | 200.00 |
| | "no-adoption list") | |
| | | |
| C. | Interference w/Animal Control Officer: | |
| | 1st Offense | \$ 150.00 |
| | 2nd Offense | 300.00 |
| | 3rd Offense (fine plus mandatory court appearance) | 500.00 |
| -1 | Delegating of Animals | |
| d. | Poisoning of Animal: | 0450.00 |
| | 1st Offense 2nd Offense | \$150.00 |
| | | 300.00 500.00 |
| | 3rd Offense (fine plus mandatory court appearance) | 300.00 |
| e. | Concealment of animals; Scientific experimentation and related acts: | |
| | 1st Offense | \$150.00 |
| | 2nd Offense | 300.00 |
| | 3rd Offense | 500.00 |
| | | |

- *Adoption Fee (includes micro-chip, administrative fee, other

40.00

f. Cruelty / neglect (per household):

1st Offense 2nd Offense \$150.00 300.00 3rd Offense (mandatory court appearance for criminal Animal Impounded charges)

g.

Designated dangerous/vicious animal: 1st Offense \$250.00 2nd Offense Animal Impounded

Unprovoked biting, attacking or wounding of another animal or human:

1st Offense \$150.00 2nd Offense 300.00 3rd Offense 500.00



Animal Transparency Act and Animal Control Penalty Fee Revisions

Department of Community Affairs

Animal Services Division

Community Corrections DepartmentCode Enforcement/Animal Control Division

July 18, 2013
BCC Committee of the Whole Workshop



- Recently passed legislation (Chapter 2013-32) that amends F.S. 823.15, formalizing the Legislature's stance against uncontrolled breeding of dogs and cats
- Specifies and denotes the preparation, recording, maintenance, and dissemination of a plethora of public animal shelter data
- Also requires a written policy statement for euthanasia of certain breeds



The Act specifies:

Public Animal Shelters shall provide

- Total number of Dogs and Cats taken in in the following categories:
 - * Surrendered by owner
 - * Stray
 - * Impounded
 - * Confiscated
 - Transferred from within Florida
 - * Transferred into or imported from out of state
 - * Born in shelter



- Disposition of all Animals
 - * Adoption
 - * Reclamation by owner
 - * Death in kennel
 - * Euthanasia at the owner's request
 - * Transfer to another public or private entity
 - * Euthanasia
 - * Released in field/Trapped, Neutered, Released (TNR)
 - Lost in care/missing animal record
 - * Ending inventory/shelter count at the end of the last day of the month



- Breed Specific Euthanization
 - *Prior Shelter Practice Non Adoptions on Certain Breeds Listed
 - * Pit Bull
 - * Rottweillier
 - * Chow
 - * Wolf Hybrid
 - * Doberman
 - * Akitas
 - **These breeds have always been available to Rescue organizations but not available for public adoption.



New Breed Specific Policy:

The Animal Services Shelter Manager and staff will assess all animals entering the Shelter population for public adoption suitability and not discriminate towards any breeds. A checklist of suitability criteria will be developed and maintained as part of the permanent record for every animal adopted from the Escambia County Animal Shelter.



Animal Behavioral Assessment

All healthy dogs, no matter the breed, must be behaviorally assessed by trained staff, as to suitability to be a pet before they are placed in adoption. The most important consideration is a dog that is, or might have a tendency to become aggressive towards people, other dogs, or other animals. Other considerations are the adaptability in a household (destructive behavior, separation anxiety, noise phobia, fence climbing, etc). It is understood that some dogs that do not assess well at the shelter may still be candidates for transfer to rescue organizations. There are 4 stages of assessments.



Animal Behavioral Assessment (cont.)

Stage One:

The dog is confined in a kennel. Observations on posture (tail, ears, crouching, jumping, etc), vocalization, approach, or retreat, are noted, as well as reaction to a stare. If possible, this observation should be conducted twice, by two different people. These results are compared to comments that may have been left by a former owner (INTAKE information).

Stage Two:

If the dog shows positive, friendly signs, it is taken outside to determine sociability around other dogs (in kennels), ability to lead on a leash or be held and restrained. Reaction to touch and petting to body, ears, tail, and extremities are assessed, along with any indication that the dog knows commands.



Animal Behavioral Assessment (cont.)

Stage Three:

The dog is taken to a quiet, empty room where it is assessed by two people to determine response to novel situation, response to physical examination, resource interest and guarding, food aggression, and other tests that will be adapted from professional systems used at other shelters.

Stage Four:

If the dog is placed in adoption, there will be a daily observation from outside the kennels to determine if there are changes in comportment related to territoriality, or stress of confinement. If this is the case, the dog will be re-assessed, starting with Stage One. In addition, cat-testing, individual (family) dog introduction through the perimeter fence, and sociability with children will be available as requested by potential adopters.



COMPLIANCE:

- The majority of the required records have already been generated by the Animal Shelter monthly for the last 2 years
- The Division will coordinate with the Information Technology Department for dissemination of the data via the County's website
- The Act is effective as of July 1st with changes to be implemented by July 31st



Animal Control – Penalty Fee Revisions

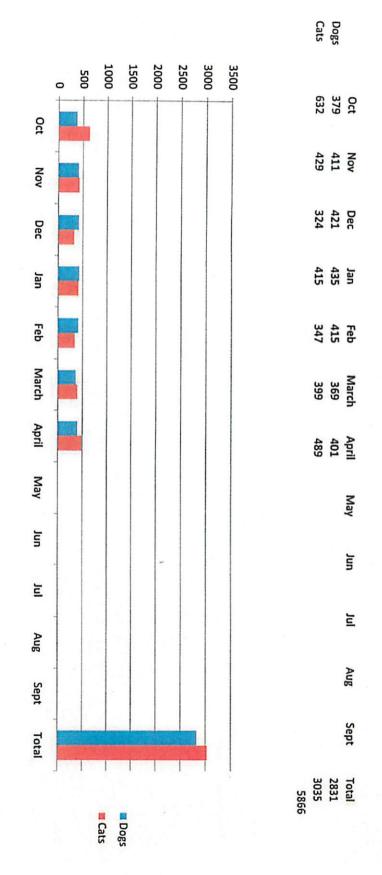
- Items
 - 7a
 - 7c
 - 7h

Action Required –

Schedule a public hearing for adoption of this Resolution



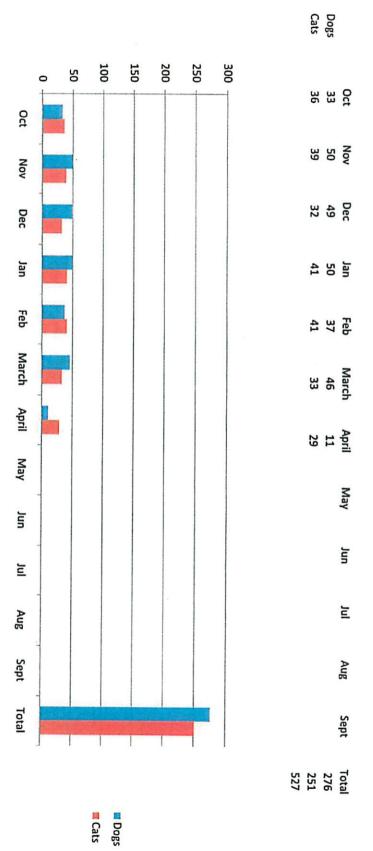
Animal Shelter Intake FY 2013

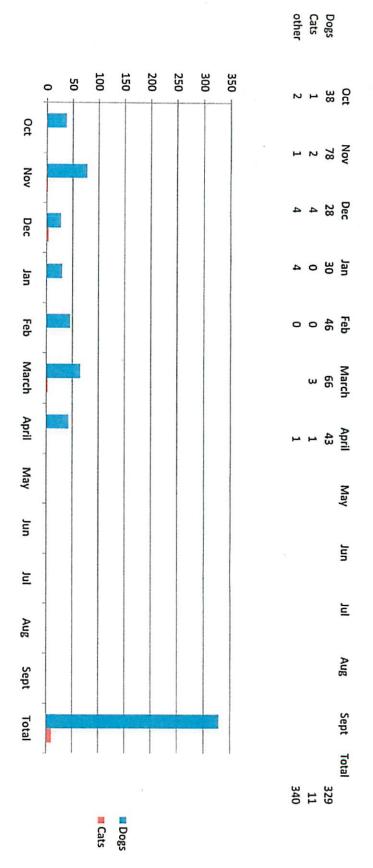


Dog/Cat Adoptions FY 2013

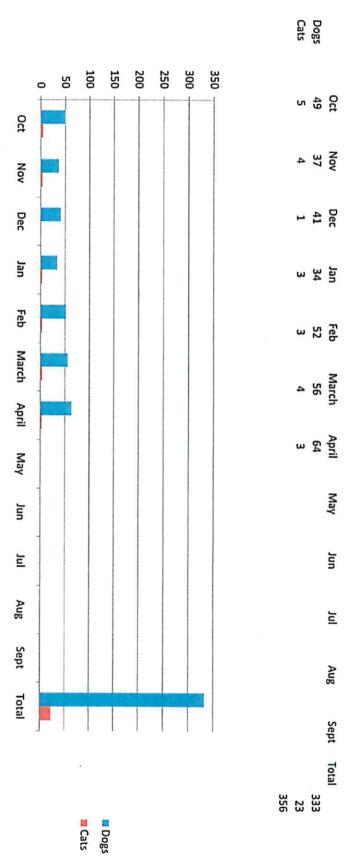


Low Cost Spay/Neuter FY 2013

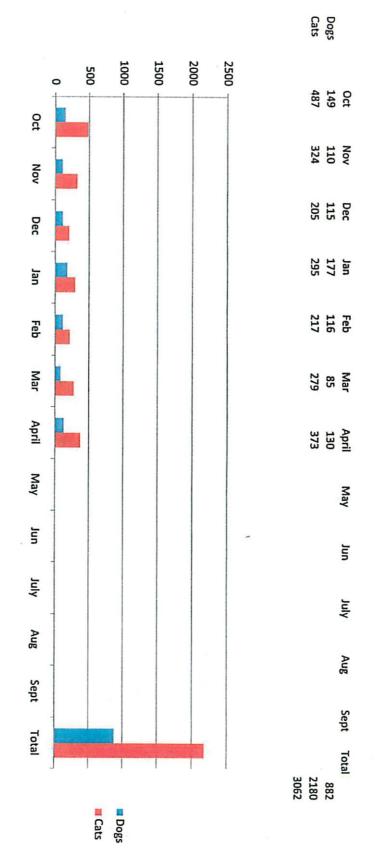




Return to Owners FY 2013



Dog/Cat Euthanasia FY 2013



Committee of the Whole

Meeting Date: 07/18/2013

Issue: Dog Park Ordinance for Pensacola Beach and Perdido Key Beach

From: Alison Rogers, County Attorney

Information

Recommendation:

<u>Dog Park Ordinance for Pensacola Beach and Perdido Key Beach</u> (Alison Rogers/Michael Rhodes/Tim Day/Buck Lee - 30 min)

A. Board DiscussionB. Board Direction

Attachments

Perdido Dog Parks - PowerPoint

Dog Park Ordinance 2013-7

8.

ESCAMBIA COUNTY- PERDIDO









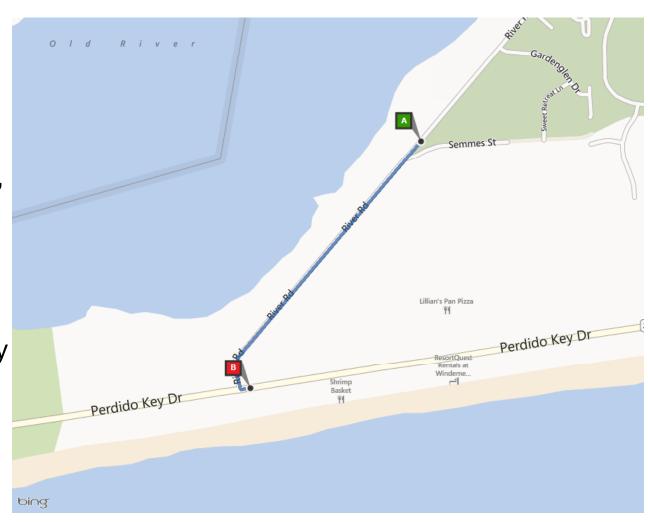


DOG PARKS

NEW ADDITIONS

Two Public Dog Beaches Open In Perdido Key:

- A. River Road Park, 14484 River Road, Perdido Key, FL 32507
- B. Perdido Key Gulf Access #3,14767 Perdido Key Dr., Perdido Key,FL 32507



Perdido Key Dog Park Signs

located along Gulf Access #3 ~ Dog friendly beaches!







River Road Dog Park Entrance



ESCAMBIA COUNTY DOG PARK RULES

HOURS OF OPERATION

OCTOBER 1ST THROUGH APRIL 30TH - SUNRISE UNTIL 10:00AM MAY 1ST THROUGH SEPTEMBER 30TH - 6:00AM UNTIL 10:00AM



LEASHING

OCTOBER 1ST THROUGH APRIL 30TH - DOGS ARE PERMITTED WITHIN THE PARK WITHOUT A LEASH. DOGS MUST REMAIN UNDER THE CONTROL AND SUPERVISION OF THE HANDLER AT ALL TIMES.

MAY 1ST THROUGH SEPTEMBER 30TH - DOGS MUST BE FASTENED TO A SUITABLE LEASH NOT TO EXCEED 8 FEET IN LENGTH. THE LEASH MUST BE HELD BY THE HANDLER AT ALL TIMES.

GENERAL PARK RULES

- INDIVIDUALS ARE ADVISED TO USE THIS FACILITY AT THEIR OWN RISK.
- CHILDREN UNDER 8 YEARS OF AGE ARE NOT PERMITTED IN THE DOG PARK.
- CHILDREN AGES 9-15 YEARS OF AGE MUST BE ACCOMPANIED BY AN ADULT.
- ENTERING THE DOG PARK DURING CLOSED HOURS IS PROHIBITED.
- DOG PARK GATES MUST REMAIN CLOSED AT ALL TIMES.
- DOGS ARE NOT PERMITTED OUTSIDE THE DOG PARK.
- DOGS EXHIBITING AGGRESSIVE BEHAVIOR MUST BE IMMEDIATELY REMOVED FROM PARK.
- ALL DOGS MUST BE LICENSED IN ESCAMBIA COUNTY WITH PROOF OF CURRENT VACCINATIONS.
- ALL DOGS MUST HAVE THE PROPER LICENSE TAGS AFFIXED TO COLLAR OR HARNESS AT ALL TIMES.
- EACH HANDLER IS LIMITED TO A MAXIMUM OF TWO DOGS.
- THE FOLLOWING SHALL BE PROHIBITED: DOGS LESS THAN 4 MONTHS OF AGE, DOGS IN HEAT, DOGS WITH EXTERNAL OR INTERNAL PARASITES, DOGS WEARING SPIKED, CHOKE OR PRONG COLLARS.
- HANDLERS MUST CARRY SUITABLE MATERIALS WITH WHICH TO REMOVE ANY FECAL MATTER DEPOSITED BY A DOG.
- ANY WASTE MUST BE PLACED IN THE APPROPRIATE WASTE RECEPTACLES.
- THE FOLLOWING SHALL BE STRICTLY PROHIBITED: GLASS CONTAINERS AND ALCOHOLIC BEVERAGES, PROFANITY, ABUSIVE LANGUAGE, AND DISRUPTIVE BEHAVIOR DESTRUCTION OF PROPERTY OR VEGETATION, LITTERING
- ESCAMBIA COUNTY RETAINS THE RIGHT TO CLOSE THIS FACILITY OR OTHERWISE RESTRICT ITS USE UNDER ANY CIRCUMSTANCES. PERSONS WHO VIOLATE THE RULES OR DISPLAY INAPPROPRIATE BEHAVIOR MAY BE PROHIBITED FROM USING THE FACILITY.
- ESCAMBIA COUNTY IS NOT RESPONSIBLE FOR LOST OR STOLEN ITEMS.
- FOR MORE INFORMATION, PLEASE CONTACT THE ESCAMBIA COUNTY PARKS AND RECREATION DEPARTMENT AT (850) 475-5220.
- TO REPORT ILLEGAL ACTIVITIES OR EMERGENCIES, CALL THE ESCAMBIA COUNTY SHERIFF'S DEPARTMENT AT (850) 436-9620 OR DIAL 911.

SECTION 10-26 ESCAMBIA COUNTY CODE OF ORDINANCES

For More Information About Perdido Key Dog Parks:

Escambia County Parks & Recreation Department (850) 475-5220

Visit us online at www.myescambia.com

2/21/2013 5:32 pm PH

ORDINANCE NUMBER 2013-7

AN ORDINANCE OF ESCAMBIA COUNTY, FLORIDA AMENDING VOLUME 1, CHAPTER 10, ARTICLE I, SECTION 10-11 OF THE ESCAMBIA COUNTY CODE OF ORDINANCES RELATING TO ANIMAL CONTROL; CREATING VOLUME 1, CHAPTER 10, ARTICLE I, THE ESCAMBIA COUNTY CODE OF SECTION 10-25 OF ORDINANCES TO **ESTABLISH** TWO PUBLIC **PARKS** ON PENSACOLA BEACH SPECIFICALLY DESIGNATED FOR DOGS; CREATING VOLUME 1, CHAPTER 10, ARTICLE I, SECTION 10-26 OF THE ESCAMBIA COUNTY CODE OF ORDINANCES TO ESTABLISH PARKS ON PERDIDO KEY SPECIFICALLY DESIGNATED FOR DOGS; PROVIDING FOR LEGISLATIVE INTENT; PROVIDING FOR HOURS OF OPERATION: REQUIRING THE POSTING OF SIGNS; PROVIDING FOR ENFORCEMENT AND PENALTIES; PROVIDING FOR REPEAL; PROVIDING FOR SEVERABILITY: PROVIDING FOR INCLUSION IN THE CODE; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, pursuant to Chapter 125, Florida Statutes, the County is authorized to establish regulations in the interest of the public health, safety and welfare to regulate land use planning and development in the County; and

WHEREAS, the Board of County Commissioners finds that the County's ordinances relating to animal control require amendment to promote the health, safety and welfare of the public by providing protection for, regulation and control of animals on public beaches in the County; and

WHEREAS, the Board of County Commissioners further finds that the proposed amendment modifying the provision relating to animal control, creating a provision to establish two public parks on Pensacola Beach specifically designated for dogs, and creating a provision to establish public parks on Perdido Key specifically designated for dogs serves an important public purpose.

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF COUNTY COMMISSIONERS OF ESCAMBIA COUNTY, FLORIDA:

<u>Section 1.</u> That Volume 1, Chapter 10, Article I, Section 10-11 of the Escambia County Code of Ordinances is hereby amended to read as follows:

Sec. 10-11. Animal Control.

(a) Generally. Animals are prohibited from roaming freely on any public or private property without the consent of the owner or lessee unless such animal is specifically excepted as further set out in this section.

- (b) Public places. Animals are prohibited from public places in the county such as airports, hotels, restaurants, theaters, public conveyances, grocery stores, or other establishments serving food, beverages or staple foods, and at public gatherings such as outdoor festivals, fairs, etc. Animals so found, whether roaming or on direct control by the owner, may be impounded.
 - (1) It shall be unlawful for the owner of an animal to allow his animal in public places of the county such as school grounds, school bus stops, public parks, beaches, and playgrounds.
 - (2) It shall be unlawful for the owner of an animal to allow his animal, whether roaming at large or on a leash or otherwise under his control, on public bathing beaches or recreational areas on that portion of Santa Rosa Island owned by and under the jurisdiction of the county or the Santa Rosa Island Authority, or on that portion of any beach, public or private, lying seaward of the coastal construction setback line for land southward of the right-of-way of State Road 292 or lying seaward of the line of vegetation for land northward of the right-of-way for State Road 292 on the portion of the county known as Perdido Key which is bordered to the west by the Alabama state line, to the south by the waters of the Gulf of Mexico, to the east by the property of the U.S. Government, and to the north by the waters of the Intracoastal Waterway.
 - (3) Provided, however, no animal owner shall be prohibited from permitting his animal within 50 feet of a building which the animal owner owns or leases.
- (c) Exceptions. These restrictions relating to public places, schools, parks, beaches and recreational areas shall not apply to:
 - (1) Animals utilized by law enforcement agencies, while engaged in law enforcement activity.
 - (2) Animals trained to assist the blind or hearing impaired, provided such animal is in the company of such person.
 - (3) The showing and training of dogs and the use of animals in educational presentations in appropriate locations of auditoriums, schools, parks, parking lots, armories, theaters, and similar public or privately owned areas.
 - (4) The transportation of animals by airlines at the airport in the county.
 - (5) Special events as authorized by a vote of the majority of the board of county commissioners with any conditions set forth by the board as reasonable under the circumstances.
 - (6) Designated portions of Santa Rosa Island owned by and under the jurisdiction of the county or the Santa Rosa Island Authority as provided in section 10-25.
 - (7) Designated portions of Perdido Key under the jurisdiction of the county as provided in section 10-26.

- (d) Female animals in season. The owner of any female animal in heat shall keep such animal confined in a building or secure enclosure, veterinary hospital, or boarding kennel in such a manner that such female animal cannot come in contact with another animal, except for intentional breeding purposes. An owner who does not keep the female animal confined while in season shall be guilty of a civil infraction and punished as provided in section 10-23. This section shall not apply to female animals entered in organized shows.
- (e) Animal nuisances prohibited. Any animal or animals which shall do any of the following are declared to be an animal nuisance:
 - (1) Molests passersby or passing vehicles.
 - (2) Attacks other animals.
 - (3) Trespasses on school grounds.
 - (4) Is repeatedly at large.
 - (5) Damages private or public property.
 - (6) Defecates or urinates upon the property of others.
 - (7) Repetitively barks, whines, howls or otherwise produces any noise in an excessive, continuous or untimely fashion for a period of five minutes or more except that caused by intentional human provocation.
 - (8) Has a communicable or contagious disease that is untreated or does not respond to treatment.
 - (9) Causes or emits an offensive odor which can be detected off the property of its owner.
 - (10) Is kept in a manner which causes a breeding place for flies, lice, fleas or other vermin or disease.
 - (11)Unreasonably interferes with a person's use and enjoyment of his property.

Any person who keeps, harbors, or maintains an animal nuisance, as defined above, shall be guilty of a civil infraction and punishable as provided in section 10-23.

- (f) Removal of canine waste and requirement for possession of device for removal in the county.
 - (1) It shall be the duty of each person who is in the company of or responsible for a dog on areas other than the property of such person to remove any feces left by his dog on any yard, sidewalk, gutter, street, right-of-way, or other public or private place.
 - (2) It shall further be the duty of any person while in direct control of a dog to have in his possession a plastic bag or "pooper scooper" or other such device sufficient for his use in the removal of canine waste.

- (3) Violators of this section shall be guilty of a civil infraction and punishable pursuant to section 10-23.
- (4) This section may be enforced by the county sheriff or county animal control officers. The provisions of Rule 3.125, Florida Rules of Criminal Procedure, providing that violators of county ordinances may be served with a notice to appear, shall be applicable to violations of this section. Failure of a person receiving a notice to appear to comply with the requirements on the notice shall be deemed a separate violation of this chapter for which a warrant for the violator's arrest may be issued.

(g) Animal enclosures.

- (1) The owner or keeper of an animal enclosure shall not sell, trade or give away any dog or cat, over four months of age, unless the dog or cat has been vaccinated. Appropriate records shall be maintained in accordance with F.S. § 828.31 (Laws of Fla., ch. 93-13(1993)).
- (2) Animal control shall be permitted to inspect any animal enclosure, animal records, and all animals and the premises where such animals are kept at any reasonable time during normal business hours where the officer has probable cause to believe a violation of this chapter exists to ensure compliance with all provisions of this chapter.
- <u>Section 2</u>. That Volume 1, Chapter 10, Article I, Section 10-25 of the Escambia County Code of Ordinances is hereby created to read as follows:
- (1) Short Title. This section shall be known as the "Pensacola Beach Dog Park Ordinance."
- (2) Legislative Intent. The intent of this section is to establish two parks on Pensacola Beach where dogs are permitted subject to the regulations provided herein that will promote a pet-friendly atmosphere while enhancing the health, safety and welfare of the public by providing protection for, regulation and control of animals on designated public beaches in Escambia County.
 - (3) Dog parks, requirements, hours.
- (a) Except as specifically provided herein, it shall be unlawful for the owner of an animal to allow his animal, whether roaming at large or on a leash or otherwise under his control, on public bathing beaches or recreational areas on that portion of Santa Rosa Island owned by and under the jurisdiction of the county or the Santa Rosa Island Authority.
- (b) Dogs shall be permitted on that portion of Pensacola Beach on the Gulf of Mexico adjacent to Parking Lot B ("Park West") extending south from the dune vegetation line to the Gulf of Mexico and 100 yards to the west of the dune walkover

and Parking Lot E ("Park East") extending south from the dune vegetation line to the Gulf of Mexico and 150 feet to the east and 150 feet to the west of the dune walkover.

- (c) From May 1st through September 30th, the hours of operation shall be from 7:00 a.m. until 10:00 a.m. CST. From October 1st through April 30th, the hours of operation shall be from the time of sunrise until 10:00 a.m. CST.
- (d) The Santa Rosa Island Authority shall provide appropriate signage designating the park boundaries and rules of operation.
- (e) All dogs shall be prohibited from roaming freely within the boundaries of the park. Each dog must be fastened to a suitable leash of dependable strength not to exceed eight (8) feet in length, and the leash must be held at all times by the person maintaining supervision and control over the dog.
- (f) Any person having a dog on the beach during the above enumerated hours must carry with and on such person suitable materials with which to remove from the beach any fecal matter deposited by the dog. Any fecal matter must be removed immediately upon its deposit by the person maintaining supervision and control over the dog.
- (g) Each dog must have the proper license tags affixed to its collar or harness at all times.
- (h) No person maintaining supervision and control over a dog on the beach may deliberately disobey a reasonable command to ensure compliance with the rules and regulations provided in this section. A reasonable command shall only be made by the executive director, the director of public safety, the water safety supervisor and senior lifeguards of the Santa Rosa Island Authority while in the performance of their official duties. A reasonable command shall be preceded by a verbal warning to cease the prohibited activity and such person shall be permitted a reasonable opportunity to comply with the warning. A reasonable command shall be made in the presence of the county sheriff or his or her deputies.
- (i) The executive director and the director of public safety of the Santa Rosa Island Authority shall have the authority to close the parks when deemed necessary to ensure the health, safety and welfare of the general public.
- (4) Enforcement and penalty. This section may be enforced by the county sheriff and his or her deputies or county animal control officers as provided in this chapter. Violators of this section shall be guilty of a civil infraction and punishable pursuant to section 10-23.
- (5) Sunset provision. This provision shall stand repealed six (6) months from the date of enactment unless reviewed and saved from repeal through reenactment by the Board of County Commissioners.

- <u>Section 3</u>. That Volume 1, Chapter 10, Article I, Section 10-26 of the Escambia County Code of Ordinances is hereby created to read as follows:
- (1) Short Title. This section shall be known as the "Perdido Key Dog Park Ordinance."
- (2) Legislative Intent. The intent of this section is to establish parks on Perdido Key where dogs are permitted subject to the regulations provided herein that will promote a pet-friendly atmosphere while enhancing the health, safety and welfare of the public by providing protection for, regulation and control of animals on designated beaches in Escambia County.
 - (3) Dog parks, requirements, hours.
- (a) Except as specifically provided herein, it shall be unlawful for the owner of an animal to allow his animal, whether roaming at large or on a leash or otherwise under his control, on public bathing beaches or recreational areas on that portion of any beach, public or private, lying seaward of the coastal construction setback line for land southward of the right-of-way of State Road 292 or lying seaward of the line of vegetation for land northward of the right-of-way for State Road 292 on the portion of the county known as Perdido Key which is bordered to the west by the Alabama state line, to the south by the waters of the Gulf of Mexico, to the east by the property of the U.S. Government, and to the north by the waters of the Intracoastal Waterway.
- (b) Dogs shall be permitted on those designated portions of Perdido Key on the Gulf of Mexico identified as Gulf Access Point #3 and Access Point #4 adjacent to Tot Park (River Road). Effective ninety days after the date of enactment, dogs shall also be permitted on those designated portions of Perdido Key on the Gulf of Mexico identified as Gulf Access Point #1 (Sandy Key), Gulf Access Point #2, and Access Point #5 (Kayak Launch-River Road).
- (c) From May 1st through September 30th, the hours of operation shall be from 6:00 a.m. until 10:00 a.m. CST. From October 1st through April 30th, the hours of operation shall be from the time of sunrise until 10:00 a.m. CST.
- (d) The County shall provide appropriate signage designating the park boundaries and rules of operation.
- (e) From May 1st through September 30th, all dogs shall be prohibited from roaming freely within the boundaries of the park when sea turtle or shorebird surveyors find evidence of nesting within the park boundaries. Each dog must be fastened to a suitable leash of dependable strength not to exceed eight (8) feet in length, and the leash must be held at all times by the person maintaining supervision and control over the dog. From October 1st through April 30th, all dogs may roam freely within the boundaries of the park.

- (f) Any person having a dog on the beach during the above enumerated hours must carry with and on such person suitable materials with which to remove from the beach any fecal matter deposited by the dog. Any fecal matter must be removed immediately upon its deposit by the person maintaining supervision and control over the dog.
- (g) Each dog must have the proper license tags affixed to its collar or harness at all times.
- (h) No person maintaining supervision and control over a dog on the beach may deliberately disobey a reasonable command to ensure compliance with the rules and regulations provided in this section. A reasonable command shall only be made by county animal control officers while in the performance of their official duties. A reasonable command shall be preceded by a verbal warning to cease the prohibited activity and such person shall be permitted a reasonable opportunity to comply with the warning. A reasonable command shall be made in the presence of the county sheriff or his or her deputies.
- (i) The director of public safety shall have the authority to close the parks when deemed necessary to ensure the health, safety and welfare of the general public.
- (4) Enforcement and penalty. This section may be enforced by the county sheriff and his or her deputies or county animal control officers as provided in this chapter. Violators of this section shall be guilty of a civil infraction and punishable pursuant to section 10-23.
- (5) Sunset provision. This provision shall stand repealed six (6) months from the date of enactment unless reviewed and saved from repeal through reenactment by the Board of County Commissioners.

Section 4. Severability.

If any section, sentence, clause or phrase of this Ordinance is held to be invalid or unconstitutional by any Court of competent jurisdiction, then said holding shall in no way affect the validity of the remaining portions of this Ordinance.

Section 5. Inclusion in the Code.

It is the intention of the Board of County Commissioners that the provisions of this ordinance shall become and be made a part of the Escambia County Code; and that the sections of this Ordinance may be renumbered or relettered and the word "ordinance" may be changed to "section", "article", or such other appropriate word or phrase in order to accomplish such intentions.

| Section 6. Effective Date. This Ordinance shall become effe | ective upon | n filing with the [| Department of State. |
|---|-------------|---|---------------------------|
| DONE AND ENACTED THIS 21s | LEDAY OF_ | Pebruary | , 2013 |
| | | OF COUNTY CO IA COUNTY, FI | OMMISSIONERS LORIDA |
| | BY: | well-log Valentino, Chai | auto rman |
| ATTEST: PAM CHILDERS Clerk to the Circuit Court | | 1 | Date Executed 2-22-2013 |
| BY: Deputy Clerk CHAL) BY: Deputy Clerk CHAL) Filed with Department of State: March | l | This document and legal suffice By Title ACA Date 2/2 | approved as to form iency |

Effective: March 1, 2013

Committee of the Whole 9.

Meeting Date: 07/18/2013

Issue: Pensacola Bay Center Financing Options

From: Amy Lovoy, Department Head

Information

Recommendation:

Pensacola Bay Center Financing Options (REFERRED FROM THE 05-09-2013 COMMITTEE OF THE WHOLE WORKSHOP)

(Amy Lovoy - 30 minutes)

A. Board Discussion

B. Board Direction

Attachments

Bay Center Capital Financing

Pensacola Bay Center

Capital Improvements Financing Strategies

Local Option Sales Tax

- ▶ \$3,500,000 from LOST reserves.
- Phases II and III to be built into the project plan for the next LOST extension.
- In addition allocate \$1,000,000 per year to keep pace with depreciation on the facility in the next round of LOST.
- LOST extension subject to voter approval

5th Cent Tourist Tax

- Levy a 5th Cent Tourist Development Tax
- Would raise about \$1,700,000 annually
- Utilize proceeds to fund the capital improvements at the Bay Center
- Requires adoption of an Ordinance with a supermajority vote of the Board.

Tourist Development Tax Loan

- The current Tourist Development Tax Loan has a debt service schedule that requires an annual payment of \$804,000 for 3 years commencing in 2017.
- Extend this debt for 20 years with the same payment. (Would raise about \$10,100,000 in loan proceeds.)
- Utilize proceeds for capital improvements at the Bay Center.

Downtown Improvement Board

- Raise the millage rate in the Downtown Improvement Board area.
- Each mill raises \$163,239
- Each mill would generate about \$2,200,000 in bond proceeds (for a 20 year note)

Committee of the Whole 10.

Meeting Date: 07/18/2013

Issue: First Transit and Union Escambia County Area Transit Employees

From: George Touart, Interim County Administrator

Information

Recommendation:

First Transit and Union Escambia County Area Transit Employees

(Tom Turner/George Touart - 45 min)

A. Board DiscussionB. Board Direction

Attachments

ECAT Employee Comparison

Summary of ECAT Employee Meetings



BOARD OF COUNTY COMMISSIONERS ESCAMBIA COUNTY, FLORIDA

Management & Budget Services 221 Palafox Place Pensacola, FL 32502 (850) 595-4960 (850) 595-4910 www.myescambia.com

The Office of Management & Budget was asked to calculate the cost of making all employees of First Transit working at Escambia County Area Transit (ECAT) County employees. Without further direction or information this analysis was performed using the following assumptions:

- All full-time employees except the three employees included in the County/First Transit
 management contract will become full-time County employees at the same rate of pay
 as current entitled to the same benefits as other County employees.
- All part-time drivers and Road Supervisors will receive the same health and retirement benefits as full-time.
- All other part-time positions will remain part-time and receive no benefits as is current.
- There will be no net increase in personnel as a result of changes in annual/sick leave accrual rates.
- There will be no decrease in employees as a result of the transition.

The primary difference in cost is the increase in life/health/dental insurance and the change from a 401k defined contribution plan to the Florida Retirement System (FRS). The annual increases are estimated at about \$54,000 and \$143,000 respectively. The total estimated increase is approximately \$197,000; however, if any of the base assumptions change, the cost will necessarily change as well.

Cost of Converting ECAT Employees

First Transit Costs

| Co | unty | Costs |
|----|------|-------|
| | | |

| Driver (First Transit) \$ 16.47 \$ 1,938.89 \$ 397.56 | | | Medical/ | Contrib. | |
|--|------------------------|----------|-------------|-----------|--|
| Driver (First Transit) | Job Title | Pay Rate | Month | /Month | |
| Technician 19.09 642.22 9.47 | Driver (First Transit) | \$ 16.47 | \$ 1,938.89 | \$ 397.56 | |
| Technician 19.09 642.22 9.47 | Driver (First Transit) | 12.35 | 642.22 | 9.47 | |
| Rep Customer Service | , | | | 9.47 | |
| Rep Customer Service | Driver (First Transit) | 16.47 | 642.22 | 9.47 | |
| Dispatcher (Transit) | , | 8.52 | 0.00 | 0.00 | |
| Supv Road | | 16.97 | | | |
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| Supv Road 16.97 629.92 129.70 Clerk Office 14.00 0.00 0.00 Technician I 17.45 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 12.35 642.22 9.47 Supv Road 19.91 1,299.15 300.21 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) | Driver (First Transit) | 16.47 | | | |
| Supv Road 16.97 629.92 129.70 Clerk Office 14.00 0.00 0.00 Technician I 17.45 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 12.35 642.22 9.47 Supv Road 19.91 1,299.15 300.21 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) | , , | | | 9.47 | |
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| Technician I 17.45 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 12.35 642.22 9.47 Supv Road 19.91 1,299.15 300.21 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 642.22 9.47 Driver (First Transit) 16.47 1,279.39 397.56 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transi | <u>'</u> | | | | |
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| Technician I 20.22 1,938.89 397.56 Driver (First Transit) 12.35 642.22 9.47 Supv Road 19.91 1,299.15 300.21 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 642.22 9.47 Driver (First Transit) 16.47 0.22 1,938.89 397.56 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 0.00 0.00 | | | | | |
| Driver (First Transit) 12.35 642.22 9.47 Supv Road 19.91 1,299.15 300.21 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 642.22 9.47 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk | , , | 20.22 | 1,938.89 | 397.56 | |
| Supv Road 19.91 1,299.15 300.21 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 642.22 9.47 Driver (First Transit) 16.47 1,279.39 397.56 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver | | | | | |
| Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 1,279.39 397.56 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 <t< td=""><td>, ,</td><td></td><td></td><td>300.21</td></t<> | , , | | | 300.21 | |
| Driver (First Transit) 16.47 642.22 9.47 Technician I 20.22 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 1,279.39 397.56 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 <t< td=""><td>_ ·</td><td></td><td></td><td></td></t<> | _ · | | | | |
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| Technician I 20.22 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 1,279.39 397.56 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 < | , , | 16.47 | | 9.47 | |
| Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 1,279.39 397.56 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 1,938.89 397.56 | , , | 20.22 | 642.22 | | |
| Driver (First Transit) 16.47 1,279.39 397.56 Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 | Driver (First Transit) | | 642.22 | 9.47 | |
| Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 | Driver (First Transit) | 16.47 | 642.22 | 9.47 | |
| Technician I 20.22 1,938.89 397.56 Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 | ` ' | 16.47 | 1,279.39 | 397.56 | |
| Driver (First Transit) 16.47 0.00 0.00 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | | | | | |
| Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 <tr< td=""><td>Driver (First Transit)</td><td></td><td></td><td></td></tr<> | Driver (First Transit) | | | | |
| Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 12.35 0.00 0.00 Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 <td>,</td> <td></td> <td></td> <td></td> | , | | | | |
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| Driver (First Transit) 16.47 0.00 0.00 Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | ' | | | | |
| Clerk Office 13.46 1,185.69 204.88 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | , | | | | |
| Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | , , | | | | |
| Driver (First Transit) 16.47 642.22 9.47 Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | | | | | |
| Technician Facilities 13.00 629.92 129.70 Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | , | | | | |
| Driver (First Transit) 9.00 0.00 0.00 Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | , | | | | |
| Driver (First Transit) 12.35 642.22 9.47 Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | | | | | |
| Driver (First Transit) 16.47 1,938.89 397.56 Driver (First Transit) 16.47 642.22 9.47 | , | | | | |
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| Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 | , | | · | | |
| Driver (First Transit) 16.47 642.22 9.47 Driver (First Transit) 16.47 642.22 9.47 | , | | | | |
| Driver (First Transit) 16.47 642.22 9.47 | , | | | | |
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| <u>'</u> | , | | | | |
| Technician I 20.22 642.22 9.47 | | | | | |

| Health | Retirement |
|------------------|------------------|
| 708.33 | 198.41 |
| 708.33 | 148.78 |
| 708.33 | 229.97 |
| 708.33 | 198.41 |
| | |
| 708.33 | 204.43 |
| 700.00 | 100.44 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| | |
| 708.33 | 198.41 |
| 708.33 | 147.81 |
| 708.33 | 148.78 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 204.43 |
| | |
| 708.33 | 210.21 |
| 708.33 | 198.41 |
| 708.33 | 243.58 |
| 708.33 | 148.78 |
| 708.33 | 239.85 |
| 708.33 | 148.78 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 243.58 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 243.58 |
| 708.33 | 198.41 |
| 708.33 | 108.42 |
| 708.33 | 198.41 |
| 708.33 | 148.78 |
| 708.33 | 198.41 |
| 708.33 | 162.15 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 156.61 |
| 708.33 | 108.42 |
| 708.33 | 148.78 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 708.33 | 148.78 243.58 |
| 100.33 | 243.38 |
| | |

Cost of Converting ECAT Employees

First Transit Costs County Costs

Medical/ Contrib

| | | Medical/ | Contrib. |
|--|----------|----------|----------|
| Job Title | Pay Rate | Month | /Month |
| Dispatcher (Transit) | 16.97 | 575.08 | 83.61 |
| Driver (First Transit) | 16.47 | 642.22 | 9.47 |
| Driver (First Transit) | 16.47 | 642.22 | 9.47 |
| Rep Customer Service | 8.52 | 642.22 | 9.47 |
| Driver (First Transit) | 16.47 | 642.22 | 9.47 |
| Driver (First Transit) | 12.35 | 642.22 | 9.47 |
| Rep Customer Service | 8.52 | 642.22 | 9.47 |
| Driver (First Transit) | 16.47 | 0.00 | 0.00 |
| Supv Road | 19.98 | 629.92 | 129.70 |
| Driver (First Transit) | 16.47 | 642.22 | 9.47 |
| Driver (First Transit) | 12.35 | 0.00 | 0.00 |
| Driver (First Transit) | 16.47 | 0.00 | 0.00 |
| Driver (First Transit) | 12.35 | 642.22 | 9.47 |
| Dispatcher (Transit) | 16.97 | 0.00 | 0.00 |
| Driver (First Transit) | 16.47 | 642.22 | 9.47 |
| Office Manager | 18.00 | 0.00 | 0.00 |
| Technician I | 18.16 | 0.00 | 0.00 |
| Technician I | 17.45 | 1,938.89 | 397.56 |
| Driver (First Transit) | 16.47 | 642.22 | 9.47 |
| Driver (First Transit) | 16.47 | 1,279.39 | 397.56 |
| Driver (First Transit) | 16.47 | 0.00 | 0.00 |
| Oriver (First Transit) | 16.47 | 642.22 | 9.47 |
| Technician I | 18.16 | 642.22 | 9.47 |
| Driver (First Transit) | 12.35 | 642.22 | 9.47 |
| Technician I | 17.45 | 642.22 | 9.47 |
| Driver (First Transit) | 12.35 | 0.00 | 0.00 |
| Driver (First Transit) | 16.47 | 642.22 | 9.47 |
| Driver (First Transit) | 16.47 | 1,938.89 | 397.56 |
| Service Employee | 13.42 | 642.22 | 9.47 |
| Driver (First Transit) | 16.47 | 642.22 | 9.47 |
| Technician I | 19.09 | 1,938.89 | 397.56 |
| Driver (First Transit) | 16.47 | 0.00 | 0.00 |
| Clerk Parts (Transit) | 13.86 | 629.92 | 129.70 |
| Dispatcher (Transit) | 16.97 | 575.08 | 83.61 |
| Dispatcher (Transit) Driver (First Transit) | 12.35 | 642.22 | 9.47 |
| Driver (First Transit) | 12.35 | 642.22 | 9.47 |
| Driver (First Transit) | 12.35 | 0.00 | 0.00 |
| Driver (First Transit) | 12.35 | 642.22 | 9.47 |
| Driver (First Transit) Driver (First Transit) | 16.47 | 642.22 | |
| , , | | | 9.47 |
| Technician I | 17.45 | 642.22 | 9.47 |
| Driver (First Transit) | 16.47 | 1,279.39 | 397.56 |
| Oriver (First Transit) | 16.47 | 642.22 | 9.47 |
| Oriver (First Transit) | 16.47 | 642.22 | 9.47 |
| Oriver (First Transit) | 16.47 | 642.22 | 9.47 |
| Service Employee | 9.82 | 0.00 | 0.00 |
| Driver (First Transit) | 12.35 | 0.00 | 0.00 |
| Driver (First Transit) | 13.99 | 642.22 | 9.47 |
| Technician I | 18.16 | 642.22 | 9.47 |
| Driver (First Transit) | 12.35 | 642.22 | 9.47 |

| | , 000.0 |
|--------|------------|
| | |
| Health | Retirement |
| 708.33 | 204.43 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 102.64 |
| 708.33 | 198.41 |
| 708.33 | 148.78 |
| 708.33 | 102.64 |
| 708.33 | 198.41 |
| 708.33 | 240.69 |
| 708.33 | 198.41 |
| | |
| 708.33 | 148.78 |
| 708.33 | 198.41 |
| 708.33 | 148.78 |
| 708.33 | 204.43 |
| 708.33 | 198.41 |
| | |
| 708.33 | 218.77 |
| 708.33 | 210.21 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 218.77 |
| 708.33 | 148.78 |
| 708.33 | 210.21 |
| 708.33 | 148.78 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 161.67 |
| 708.33 | 198.41 |
| 708.33 | 229.97 |
| 708.33 | 198.41 |
| 708.33 | 166.97 |
| 708.33 | 204.43 |
| 708.33 | 148.78 |
| 708.33 | 148.78 |
| 708.33 | 148.78 |
| 708.33 | 148.78 |
| 708.33 | 198.41 |
| | 210.21 |
| 708.33 | |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| 708.33 | 198.41 |
| | |
| 708.33 | 148.78 |
| 708.33 | 168.53 |
| 708.33 | 218.77 |
| 708.33 | 148.78 |
| | |

Yearly salary

| Parts manager | 41,100.72 | 629.92 | 129.70 | 708.33 | 238.04 |
|---------------|-----------|--------|--------|--------|--------|

Cost of Converting ECAT Employees

First Transit Costs

| Health | Retirement |
|--------|------------|
| 708.33 | 267.58 |
| 708.33 | 434.38 |
| 708.33 | 263.52 |
| 708.33 | 268.16 |
| 708.33 | 212.99 |

County Costs

| | | Medical/ | Contrib. |
|----------------------------|-----------|----------|----------|
| Job Title | Pay Rate | Month | /Month |
| Marketing manager | 46,200.00 | 629.92 | 129.70 |
| Asst. Gen. Mgr Operations | 75,000.00 | 629.92 | 129.70 |
| Sr. Asst. Mgr. Maintenance | 45,499.92 | 629.92 | 129.70 |
| Service Mgr. Maintenance | 46,300.80 | 1,299.15 | 300.22 |
| Building/Grounds manager | 36,774.48 | 629.92 | 129.70 |
| Asst. Mgr. Maintenance | 39,499.92 | 0.00 | 0.00 |
| Safety manager | 48,235.20 | 0.00 | 0.00 |

Monthly Total Annualized Total \$ 67,729.85 \$ 7,731.61 \$812,758.20 \$92,779.32 \$ 72,250.00 \$ 19,706.23 \$867,000.00 \$ 236,474.75

Estimated Cost Differential

\$ 197,937.23

First Transit Notes

Union 401K contributions - is matched dollar-for-dollar up to 4.5% of an employees pay

Non-union 401K contributions - is matched 50 cents on the dollar up to 6% of the employees contribution Cost of 401K contributions amount to 8 - 10,000/month.

Dental coverage costs about \$5,000/month.

Vision coverage costs about \$ 1,000/month.

Life/ADD insurance costs about \$ 900/month.

Disability insurance costs about \$2,500/month.

Summary of ECAT Employee Meetings

Background

On March 22, 2013, I began meeting with ECAT employees primarily at the Rosa Parks terminal on Fairfield. I met one employee in my office and talked to at least two others via telephone. I conducted unstructured interviews after I provided a brief explanation of the reason for the meeting. I generally opened the discussion by an open ended question such as "tell me what your impressions are of ECAT since First Transit assumed the contract?" From this point I would follow up to gain better clarification of comments. I conducted at least 56 interviews over six different days at times ranging from 7:30 a.m. to 7:30 p.m. I was not able to talk to every employee and not every employee wanted to talk to me. Most meetings were conducted in either the driver or mechanic break rooms. A union representative, Gerri Bell, accompanied me on the first two or three days. At least two employees provided me their concerns and views in writing.

Summary of Predominate Concerns

It is clear that the <u>transition from Veolia to First Transit</u> was neither smooth nor seamless. Not having a more structured conversion to the First Transit benefit plans may have led to some employees not fully understanding the requirements to obtain insurance coverage for their spouses and dependents. However, it is <u>very</u> clear that most employees that needed this coverage were able to follow the enrollment directions and obtain coverage. Some employees, for reasons likely known only to them, did not follow the instructions and did not successfully enroll in the benefit plans. An open enrollment plan offered in August resolved many but not all of the initial issues.

<u>Issues of pay inaccuracies</u> were raised from time to time. Initial claims were the employees would have to wait two weeks to get paid correctly. It appears this is not entirely true. One situation that was raised was addressed by providing the employee \$500 from petty cash to provide funds until a corrected check was delivered three days later on Monday. Other cases I heard were resolved with corrected checks as soon as the same payday.

It is also clear that the relationship between the General Manager and the union representatives is non-existent. It appears that the initial meeting to address contract issues began a downward slide that has continued with mutual distrust. The union suspects First Transit is seeking to terminate the union officers and point to a ULP (Unfair Labor Practice) settlement and required posting as proof of their claim. Management denies this motive.

Generally, the <u>focus of complaints is made toward the "middle management" group.</u> This group comprises most if not all of the first line supervisors who for the most part, also worked for Veolia. Claims of favoritism, harassment, unfair discipline and less than cordial interactions are made. From management's view, this group is holding

1 TGT

employees accountable to perform their jobs efficiently and effectively. The frequent goal of many of the employees I interviewed was to rid ECAT of all current middle management with one or two possible exceptions. This desire continues up the chain to the General Manager in operations. In maintenance, it is directed more toward two Assistant Managers. There appeared to be more positive comments by a fairly substantial margin regarding the Assistant General Manager of Maintenance. Essentially no comments were made regarding the Assistant General Manager of Finance. It must be stated again, that the middle management is essentially the same as under Veolia, however, many employees were of the impression First Transit would remove most of these employees. This has not happened.

Several employees expressed their <u>unhappiness on the termination of two middle</u> <u>managers in late 2012.</u> Many claimed they were the only two they could respect and work with. The terminations surrounded their provision of information apparently to the union before, if ever, to management regarding an alleged disturbance at the transfer area at the Rosa Parks building between two drivers. One of the drivers was a union officer.

The employees seemed to be universally <u>dissatisfied with the level of health benefits</u> provided. It appears they are offered a Health Savings Account with a \$5000 deductible. The HSA account is funded at \$600 per year. This plan is similar to the county's HSA plan but county employees are offered two other options.

Operational issues that were mentioned include <u>tight routes</u>. Drivers voiced concern that on some routes, there was insufficient time to use a restroom or eat as they returned to the transfer areas at the Rosa Parks facility. Comments were made that certain routes were too heavily used to be accommodated in a single bus and help or additional capacity was not always available. The drivers were not happy that a new route, 59A, was instituted between the NAS and Cordova Mall. This route is financed by a grant but the drivers view it as a waste of resources as its passenger load is small.

Some mechanics were <u>not happy that First Transit uses nationally negotiated contracts</u> that may not allow continuity with past vendors. Some work procedures changed for ostensibly safety reasons. Examples provided included outsourcing tire replacement and towing rather than pushing buses. These changes are questioned as this is not how it used to be done.

Not all employees interviewed were upset with First Transit. I would estimate that about 10% to 20% of the employees interviewed fell into this category. Some voiced support for what the management was trying to do to improve service and routes. Others commented that the union just wants to run the transit company. Some said that middle management was doing their job in holding employees accountable for their work and disagreed that the group was harassing or badgering staff. Some employees expressed concerns about so-called reverse racism but without specificity.

2 TGT

Conclusion

Right or wrong, a large percentage of current ECAT employees are very unhappy with their situation under First Transit. The opinions are deeply seated and somewhat selfpropagating.

The county does not currently have staff with the profound knowledge to successfully, competently and compliantly operate a public transit system. A former General Manager under Veolia that has been promoted by the union as a person that could solve all the ills, was terminated from Veolia when he was apparently found to have had substantial work performed on his personal boat by ECAT staff. As a public entity that needs to maintain the public trust, his re-employment may be problematic. Further, if wholesale changes are made in middle management, a gap will be evident in operating the transit system with accountability and effective supervision.

The current estimate of increased costs to assume the management of ECAT is approximately \$194,000 after factoring in increased Florida Employees' Retirement System employer contributions. An operational analysis to determine possible cost savings and other possible cost increases related to direct assumption of management has not been undertaken to date.

The Board of County Commissioners will decide the direction to be taken with ECAT. The Interim County Administrator will make a recommendation to the Commissioners Board public discussion currently planned for the June 13 Committee of the whole.

3 TGT

Committee of the Whole 11.

Meeting Date: 07/18/2013

Issue: Perdido Key Eminent Domain
From: Alison Rogers, County Attorney

Information

Recommendation:

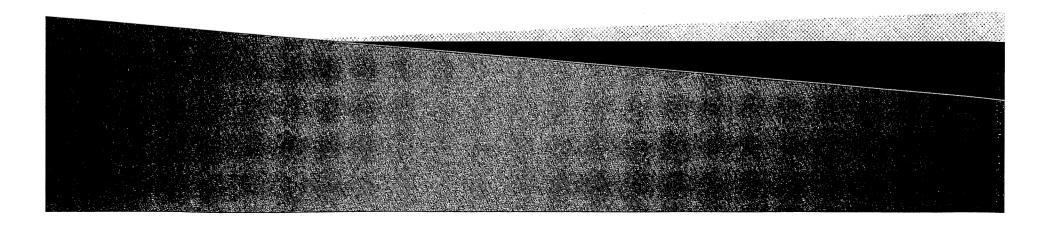
Perdido Key Eminent Domain (Alison Rogers - 30 min) A. Board Discussion B. Board Direction

Attachments

Eminent Domain: Perdido Key Easements

Perdido Key Easements

Eminent Domain



Issues

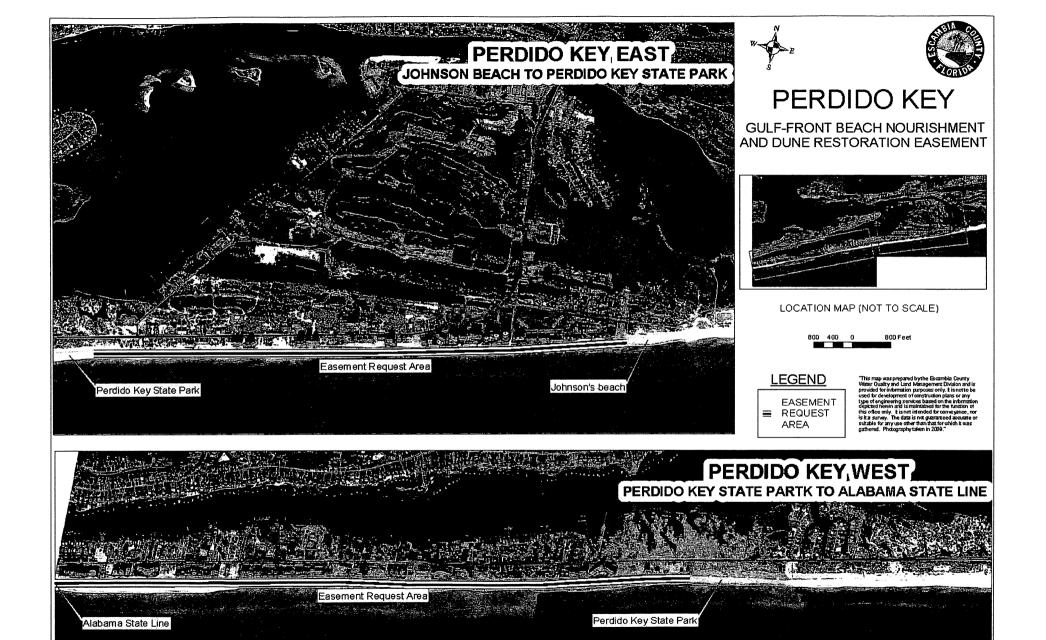
- 1) Duration and Scope of easement
- 2) Method of Eminent Domain
- 3) Entire Key or phases?
- 4) Potential Costs

- 1) Duration and Scope of easement?
 - a) Permanent?
 - b) Re-notice all property owners who have agreed to a 15-year easement?
 - c) Scope: Grantor retains right to exclude general public; but gives County right to enter property for beach restoration and nourishment, erosion control and environmental monitoring.

- 2) Eminent domain
 - a) Slow take: County only entitled to easement after compensation decided, or

- 2) Eminent domain
 - b) Quick take: County takes easement upon deposit with Court of good faith estimate of compensation; up to parcel owners to object to good faith estimate.

- 3) Extent of Easement Takings
 - a) Entire Key, or
 - b) Phases with East first, then West sides of the Key (as shown in the next slide).



Board Direction

4) Potential Costs

- a) Appraiser's Fees for County.
- b) Compensation to be Paid to Parcel Owners.
- c) Retain Eminent Domain Counsel for County.
- d) Statutory Costs: parcel owner's appraiser and engineering expert fees; attorney's fees if benefits obtained are greater than that offered by County.

Committee of the Whole 12.

Meeting Date: 07/18/2013

Issue: Potential Sites for a Community Center in the Brownsville Area

From: Keith Wilkins, Department Director

Information

Recommendation:

Potential Sites for a Community Center in the Brownsville Area (REFERRED FROM THE 06-10-2013 BOARD OF COUNTY COMMISSIONERS' MEETING)

(Keith Wilkins - 15 minutes)

A. Board DiscussionB. Board Direction

Attachments

Brownsville Presentation



Site Selection for a Brownsville Community Center

Escambia County Community Redevelopment Agency Community & Environment Department

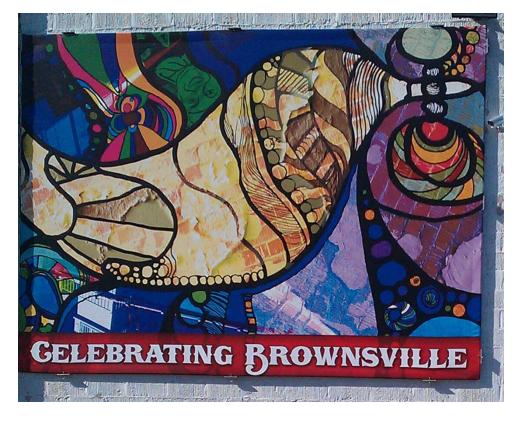


Redevelopment Plan Objective

Provide facilities and

programs for the:

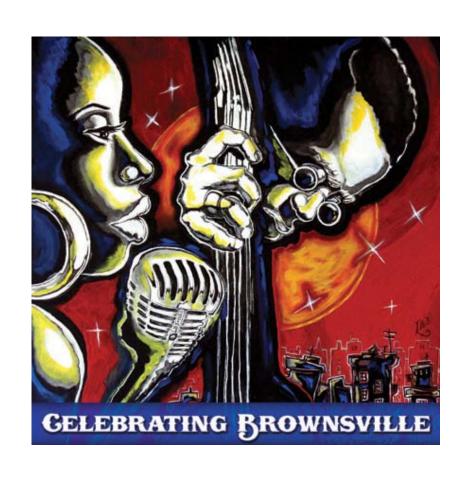
- Elderly
- Children
- Teens
- Young Families
- Parents





Redevelopment Plan Strategy

- Promote home ownership
- Prevent crime
- Adult classes
- Senior programs
- Community meeting place
- Career building classes





Committee of the Whole 13.

Meeting Date: 07/18/2013

Issue: Additional Strategies for the Code Enforcement-Nuisance Abatement Lien

Collection Policy

From: Amy Lovoy

Information

Recommendation:

Additional Strategies for Code Enforcement-Nuisance Abatement Lien Collection Policy (REFERRED FROM THE 06-10-2013 COMMITTEE OF THE WHOLE WORKSHOP) (Amy Lovoy/Dianne Taylor - 20 min)

A. Board Discussion

B. Board Direction

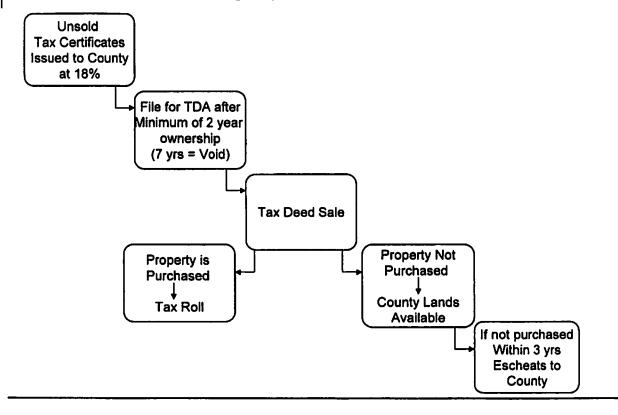
Attachments

July 18, 2013, Backup

CE-NA LIEN COLLECTION POLICY

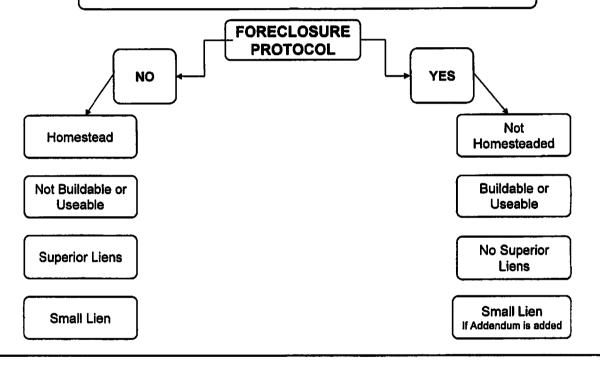
ADDITIONAL STRATEGIES

LIFE OF A COUNTY TAX CERTIFICATE



CE-NA LIEN COLLECTION POLICY

Day 30 - 1st Collection Letter -> Day 90 - 2nd Collection Letter
Day 120 - List of Unpaid Properties sent to County for Foreclosure



EXAMPLES OF SUPERIOR LIENS

- Taxes
- General Lien Rule: "First in Time, First in Line"
 - The priority order in which liens on property are honored and paid
- Mortgages
- Lis Pendens/Foreclosures
- Federal Tax Liens
- Judgments

ADDITIONAL STATEGIES

End of Life Strategy for CE Liens

- Will re-record older Code Enforcement Liens if they meet the Foreclosure Protocol
- Cost: \$41-\$63 per lien
 - Print Original lien: \$2.00 for Certification and \$1.00 for each page of lien
 - □ Re-recording of lien: \$10.00 for the first page & \$8.50 for each additional page
 - If additional indexing is needed, \$1.00 charge per name over 4 names

Add Addendum to CE-NA Lien Collection Policy

 Property owner will be responsible for legal fees once the foreclosure process has began.

Board of County Commissioners Escambia County, Florida

Title: Code Enforcement/Nuisance Abatement Lien Collection Policy,

Section III, Part H.3

Date Adopted:

June 19, 2008

Effective Date:

May 19, 2011 As Amended

Reference:

Policy Amended: July 9, 2009, May 19, 2011

A. Purpose: To provide a systematic method of collecting code enforcement/nuisance abatement liens.

- B. 1. Process: As soon as the violation is abated, Code Enforcement will forward a notice of the lien to the Clerk of the Circuit Court.
 - 2. For liens sent by Code Enforcement or for liens currently in place as of July 1, 2008, the Clerk of the Circuit Court will send the first of two (2) letters. The first letter will notify the property owner of the lien, request payment and offer to set up a partial payment plan. The Clerk of the Circuit Court will charge the payer a fee of \$25 to set up the partial payment plan.

The partial payment plan terms shall be as follows:

- a. For liens less than or equal to \$1,200 the payment plan may extend to a maximum of one (1) year.
- b. For liens greater than \$1,200 and less than or equal to \$5,000 the payment plan may extend to a maximum of two (2) years.
- c. For liens greater than \$5,000 and less than or equal to \$10,000 the payment plan may extend to a maximum of three (3) years.
- d. For liens greater than \$10,000 the payment plan may extend to a maximum of five (5) years

The realization that certain set partial payment plans are unattainable for some citizens needs to be addressed. Upon recommendation from the Clerk of the court, a longer payment process will be added which will not extend beyond 10 years. The County administrator or his designee will give final approval.

- * In all cases full lien must be satisfied when subject parcel is sold.
- 3. On day 90, the Clerk of the Circuit Court will send the second of two (2) letters. This letter will again request payment, offer to set up a partial payment plan and inform the property owner the subject property may be sent to foreclosure. For any payments received prior to foreclosure, the Clerk of the Circuit Court will receive a 20% commission. The remaining funds will be remitted to the County.
- 4. On day 120, the Clerk of the Circuit Court will send the County a list of properties for which

they have not received payment. The County can then choose which properties (if any) upon which to foreclose based on the following criteria:

- a. Property must be non-homesteaded.
- b. The subject lot must be buildable and have no obvious environmental liabilities.
- c. If the value of the property exceeds the lien, the property will be referred to a contracted firm to determine if there is enough equity in the property after paying other liens, judgments or debts recorded on the parcel to move to foreclosure.
- d. If the value of the property is less than the lien, the County will perform a title search to determine other outstanding obligations recorded against the referenced parcel. If the County's lien(s) is the sole or superior obligation the parcel will be referred for foreclosure.
- e. If the County holds a tax certificate on a parcel with a code enforcement lien, the County may choose to exercise its option under Florida Statutes 197.502(7) to purchase the tax deed by making the minimum required bid rather than submitting the parcel for foreclosure.
- 5. Once the County owns the subject parcel, it may be sold at auction to the highest and most responsive bidder. In this context, the most responsive bidder shall mean a qualified bidder who has no record of code enforcement violations in Escambia County.
 - Subject parcels may be excluded from auction for an overriding County interest such as urban infill projects. These parcels will be determined by the Board of County Commissioners on a case-by-case basis.
- 6. If a Code Enforcement lien is paid on a subject parcel during the process of foreclosure in addition to the legal foreclosure costs, a Reinstatement Processing Fee will be added to cover the following expenses:
 - Assemble foreclosure legal cost fees
 - Gather and update lien cost information
 - Collect and process payment
 - Disburse payment into several different cost centers (Clerk & County)
 - Administer foreclosure legal payment

The cost of this processing fee will be 5% of the Code Enforcement hard costs or \$275.00 whichever is higher. The Clerk will receive \$100 per processing fee to cover their administrative costs. The remaining amount will go into the General Fund.

7. The price of a County property that has not sold within a four (4) month period will be discounted 10%. If the property still does not sell, it will be discounted 10% every four (4) months until a sale is achieved.

Committee of the Whole 14.

Meeting Date: 07/18/2013

Issue: Access Easement Across the County's Mobile Highway Pit Property

From: George Touart, Interim County Administrator

Information

Recommendation:

Access Easement Across the County's Mobile Highway Pit Property

(George Touart - 20 min)

A. Board Discussion

B. Board Direction

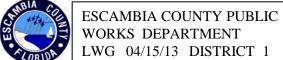
Attachments

Aerial View of Mobile Highway Map

Portion of Plat Easement

COUNTY PROPERTY / MOBILE HIGHWAY







WALTERS LAND SURVEYING, INC. **DEVELOPER:** SPRINGFIELD - UNIT FIVE **ENGINEER:** MITCHELL COMPANY, INC. AN ALABAMA CORPORATION A PROFESSIONAL SERVICE ORGANIZATION GECI & ASSOCIATES ENGINEERS, INC. 3298 SUMMIT BOULEVARD NUMBER 18 TELEPHONE NO. PENSACOLA, FL 32503-4350 (850) 453-2292 5 SOUTH PALAFOX PLACE 7604 West Fairfield Driv (850) 453-4443 (850) 433-6400 Pensacola, FL. 32506 PENSACOLA, FL 32501 (850) 432-2929 GRAPHIC SCALE A PLANNED UNIT DEVELOPMENT BEING A REPLAT OF LOT 35 BLOCK À AND **DEDICATION:** KNOW ALL MEN BY THESE PRESENTS THAT THE MITCHELL COMPANY INC., AN ALABAMA CORPORATION, OWNER OF THE LAND HEREIN DESCRIBED AND DESIGNATED AS SPRINGFIELD — UNIT FIVE; HEREBY DEDICATES TO THE PUBLIC ALL STREETS, ROADS, DRIVES, UTILITY LOT 1 BLOCK J OF SPRINGFIELD - UNIT TWO AS RECORDED IN PLAT BOOK 16 PAGE 44, EASEMENTS, DRAINAGE EASEMENTS, AND PARCEL "B" (STORMWATER RETENTION POND) AS DESIGNATED ON THIS PLAT. FURTHER DEIDICATES POINT OF COMMENCEMENT PARCEL "O-I" TO THE HOMEOWNERS ASSOCIATION. S.E. CORNER OF SPRINGFIELD FURTHER DEDICATES TO THE SPRINGFIELD HOMEDWHER ASSOCIATION, INC. THE 10' DETENTION SWALE EASEMENT AS DESIGNATED N00'06'08"W PON THIS PLAT. 654.44 RONALD G. TUTTLE SENIOR VICE-PRESIDENT NOTARY PUBLIC BEFORE THE SUBSCRIBER PERSONALLY APPEARED RONALD G. TUTTLE, SENIOR VICE-PRESIDENT OF MITCHELL COMPANY, INC. KNOWN TO ME TO BE THE INDIVIDUAL DESCRIBED IN AND WHO EXECUTED THE FOREGOING INSTRUMENT AND ACKNOWLEDGED TO ME THAT HE ON BEHALF MITCHELL COMAPNY INC., EXECUTED THE SAME FOR THE USES AND PURPOSES HEREIN SET FORTH, AND WHO (*) IS PERSONALLY KNOWN TO ME OR WHO () HAS PRODUCED . GIVEN UNDER MY HAND AND OFFICIAL SEAL THIS 13TH DAY OF Thomas C. Marke Thomas O. Marks COMMISSION NO. DD124572 MY COMMISSION EXPIRES 9-14-226 NOTARY PUBLIC, STATE OF FLORIDA THOMAS OLIVER MARKS MY COMMISSION # DD 124572 EXPIRES SEPTEMBER 14, 2006 MOTARY I.D. NO. 345166 CERTIFICATE OF APPROVAL OF I. ERNIE LEE MAGAHA, CLERK OF THE CIRCUIT COURT OF ESCAMBIA COUNT FLORIDA, HEREBY CERTIFY THAT THE WITHIN PLAT COMPLIES WITH ALL THE REQUIREMENTS OF THE PLAT ACT (CHAPTER 177, SECTIONS 177.11 THROUGH 177.151 OF THE JULY 1, 1998 ACTS OF THE FLORIDA LEGISLATURE) AND THE SAME WAS FILED FOR RECORD ON THE SAME WAS FILED FOR RECORD ON

THE 10th DAY OF SEPT. 2003, AND

FILED IN PLAT BOOK 5236 AT PAGE 1687 OF SAID COUNTY

ERNIE LEE MAGAHA
CLERK OF THE CIRCUIT COURT CERTIFICATE OF APPROVAL OF COUNTY COMMISSIONERS: ~4.49' [©] , ERNIE LEE MAGAHA, CLERK OF THE CIRCUIT COURT OF ESCAMBIA COUNTY FLORIDA, HEREBY CERTIFY THAT THE WITHIN PLAT BEING PRESENTED TO THE BOARD OF COUNTY COMMISSIONERS OF SAID COUNTY AT THEIR MEETING HELD ON THE 475 DAY OF SEPT. 2003; WAS n.w. Corner springfield unit : s.e. Corner springfield unit 4 APPROVED FOR FILING BY SAID BOARD, AND I, AS SAID CLERK OF THE CIRCUIT COURT, WAS INSTRUCTED TO SO CERTIFY HEREON. SPRINGFIELD - UNIT THREE CLERK OF THE CIRCUIT COURT (PLAT BOOK 16, PAGE 55) CERTIFICATE OF ATTORNEY I, AS A MEMBER OF THE FLORIDA BAR ASSOCIATION, AND ON BEHALF OF THE OWNERS, HEREBY CERTIFY THAT I HAVE EXAMINED THE PLAT HEREON AND THE ACCOMPANYING DOCUMENTS AND HAVE FOUND THEM TO BE IN PROPER LEGAL FORM AND TO MEET ALL THE REQUIREMENTS OF THE FLORIDA PLAT ACT AND ALL PROVISIONS OF ARTICLE 4 OF THE ESCAMBIA COUNTY LAND DEVELOPMENT CODE, AS AMENDED. SIGNED THIS 13 TO MY OF AUGUST, 2003.

ATTORNEY JOHN W. MONROE, JR. ENGINEERS CERTIFICATE: I, STEVE A. GECI HEREBY CERTIFY THAT I AM THE ENGINEER OF RECORD FOR SPRINGFIELD UNIT FIVE SUBDIVISION. STEVE A. GECI, P.E., FLORIDA ENGINEERING # 33658 SURVEYOR'S CERTIFICATE: CORRECT REPRESENTATION OF THE LAND SURVEYED; THAT THE SURVEY WAS MADE UNDER MY RESPONSIBLE DIRECTION AND SUPERVISION; THAT THIS PLAT COMPLIES WITH ALL THE PROVISIONS OF THE FLORIDA PLAT ACT, CHAPTER 177, SECTION 177.011 — 177.181, FLORIDA STATUTES; THAT HE BOUNDARY INFORMATION ON THIS PLAT COMPLIES WITH THE MINIMUM TECHNICAL STANDARDS SET FORTH BY THE FLORIDA BOARD OF LAND SURVEYORS, PURSUANT TO CHAPTER 61G17-6, FLORIDA ADMINISTRATIME CODE AND SECTION 472.027, FLORIDA STATUTES; THAT PERMANENT EFERENCE MONUMENTS HAVE BEEN PLACED AS REQUIRED BY THE LAND DEVELOPMENT CODE OF ESCAMBIA COUNTY, FLORIDA; AND THAT SAID LAND (R.L.S. NO.4400, L.B. NO. 6861) THIS PLAT, AS RECORDED IN ITS GRAPHIC FORM, IS THE OFFICIAL DEPICTION OF THE SUBDIVIDED LANDS DESCRIBED HEREIN AND 7604 WEST FAIRFIELD DRIVE PENSACOLA, FL 32506 THERE MAY BE ADDITIONAL RESTRICTIONS AFFECTING THIS PROPERTY THAT MAY BE FOUND IN THE PUBLIC RECORDS OF ESCAMBIA

Committee of the Whole 15.

Meeting Date: 07/18/2013

Issue: Additional Storage Space for the Board of County Commissioners' and the

Supervisor of Elections' Offices

From: George Touart, Interim County Administrator

Information

Recommendation:

Additional Storage Space for the Board of County Commissioners' and the Supervisor of Elections' Offices (NO BACKUP PROVIDED)

(George Touart - 10 min)

A. Board Discussion

B. Board Direction