

City of Coral Gables City Commission Meeting
Agenda Item F-4
June 14, 2016
City Commission Chambers
405 Biltmore Way, Coral Gables, FL

City Commission

Mayor Jim Cason
Commissioner Pat Keon
Commissioner Vince Lago
Vice Mayor Frank Quesada
Commissioner Jeannett Slesnick

City Staff

City Manager, Cathy Swanson-Rivenbark
City Attorney, Craig E. Leen
City Clerk, Walter J. Foeman
Deputy City Clerk, Billy Urquia
Assistant City Manager/Director of Public Safety, Frank Fernandez
Chief of Police, Edward Hudak

Public Speaker(s)

Maria Cruz
John Baublitz

Agenda Item F-4 [0:00:00 a.m.]
Discussion regarding Police hiring and recruitment.

Mayor Cason: Is there going to be much discussion under K, individual things?

Commissioner Keon: No, but two things...

Mayor Cason: If not, then let's see if we can finish this up by --

Unidentified Speaker: We'll be quick.

Mayor Cason: This item, F-4, by 5:30, and then any questions we have, we can be out of here by a quarter to six. City Manager.

City Manager Swanson-Rivenbark: Commissioner Lago had asked for an update on the Police hiring and recruitment. And so, Elsa Jaramillo-Velez is on vacation. Human Resources is the group that is responsible for recruitment. You allowed the hiring of a Human Resource analyst for only public safety, and we're going to give you the update on what's happening. But in the beginning, I'd like to run the video that CGTV has done.

Mayor Cason: And then we have just one point that the City Clerk said we need to review I-9. City Clerk.

City Attorney Leen: Certainly, Mr. Clerk.

Mayor Cason: Would you explain why we need to redo I-9 again?

City Attorney Leen: Yes. Can you -- so the Clerk has told me that we need to -- he would like us to do an effective date on I-9, related to the run-off. I guess what you mean, Mr. Clerk, is this run-off procedure, if it's approved, going to apply in next April's election?

City Clerk Foeman: Yes. I need to know if it's going to impact on the following election cycle or right away because it impacts on my budget.

City Attorney Leen: I want you to know that I interpret the Commission's action to apply to the April election because the Charter amendment will be in effect during that election.

City Clerk Foeman: Okay, well, my budget will increase two-fold. Instead of 122,000, if there's a run-off, it's another stand-alone election, so, you know, it's double. That's why I was trying to get clarification.

City Attorney Leen: Well, I mean, so you heard...

Mayor Cason: You can do a bake sale. No, I'm just kidding.

Commissioner Keon: What?

Commissioner Slesnick: Do a bake sale.

Mayor Cason: Alright.

City Attorney Leen: So everyone understands that.

Mayor Cason: So your budget will increase.

City Clerk Foeman: Yes.

Mayor Cason: It will affect both.

Commissioner Keon: Yeah, it would apply the next session, yes, so next election.

Mayor Cason: Okay, go ahead with your film.

City Manager Swanson-Rivenbark: We'll save the video for the end...

Mayor Cason: Okay.

City Manager Swanson-Rivenbark: As the dessert.

Mayor Cason: Alright.

City Manager Swanson-Rivenbark: So, with that, I'll call Assistant City Manager/Director of Public Safety Frank Fernandez. You'll recall that I established -- we had two assistant City Managers. We've always had that in the City of Coral Gables. Hearing the concern that the Commission had regarding citywide public safety, I revised one of the assistant City Manager job descriptions to be exclusively for public safety. But for public safety, that means Police, Fire, Emergency Management, IT and Human Resources. So, together with that, in addition to lead negotiator for union contracts, which you saw today resulted in a very successful contract, we have a Public Safety director that has the expertise and the leadership that I needed in order to present that for the Commission and the citywide concern. So, with that, if you can give that presentation.

Assistant City Manager Fernandez: Yes, I do have a presentation, so I'm sure they'll bring it up. There it is. So, I was asked by the City Manager, through Commissioner Lago, to present a recap of the last presentation we did to Commission, which mentions about the revised and proposed hiring practices, policing initiatives and the latest crime statistics, so I'll go through this as quickly as possible. So, basically what you see before you here is patrol staffing. Going back to 2003, you'll see that we have 72 officers assigned to patrol today, which is the highest number of patrol officers that you've had in the last three years as far back as we're going in the statistics to 2003.

Mayor Cason: Three or thirteen?

Assistant City Manager Fernandez: I'm sorry, 13, I apologize.

Mayor Cason: Okay.

Assistant City Manager Fernandez: 2013. So, we show 72. So, to ensure that we sustain that, we -- the Chief issued a directive recently and that indicates that if we do fall below 72 officers, that then we will transfer someone from another unit in the department or division to Patrol to make sure that we sustain those 72 officers in Patrol to minimize the overtime and the double shifts, as we recall from last previous conversation. This will be sustained through a permanent policy by the end of the month. They're just going through the language now revising it. And the Chief and the Fire Chief were here earlier today. Unfortunately, they had to step out. I think they're on the way back. We weren't sure when it was going to come up. This chart here basically indicates how many we've hired -- and let me just open up my chart here because I can't see that far. So, this one here, if you look to the far right, how many officers we've had vacancies for in 2011, all the way to 2016. So, in '11, you had 12 vacancies by the end of the year; in '13, 20; in '14, 13; '15, 16. And so far this year, we've had 11. We've actually filled, as of today, we have 10 vacancies. So, from the last time we met, when we had 16, we -- today, we have 10 vacancies, so that's a great significant accomplishment. On the bottom, you'll see the projections on the right for the hired; on the left, for the vacancies. So, these are numbers that are really meeting the objectives and the goals that we had for hiring and there is momentum. We currently have six background investigators -- actually, five; one that we hired, but they'll be starting very, very soon, so that's an additional resource that we have to continue to augment the strategy we're putting forward. The recruitment efforts you asked about, these are our outreach services. We go to FIU, Miami Police Department Academy. We recruit there, Miami Dade College, a number of other areas, Miami Veterans Affairs. And we're also reaching out to SOUTHCAM, which is a recommendation that came up from the Commission, so we're following up with that. Continuing on the recruitment effort, you'll see local universities and we just recently held an open house. And we're going to hold another one on July 21 to continue those efforts. One was on the weekend. This one will be during a week day to make sure that we capitalize on every opportunity to reach those individuals that are interested in becoming part of our public safety team. This is a recruitment brochure that you've seen before, again professionalize what we do, and to make sure that they have something to take away when they go to these recruitment drives to ensure that they know that Coral Gables is a great place to work. It also outlines here the starting salary for both certified and non-certified, and also when

they come out of the academy. Now, moving forward our recruitment efforts, this is where we advertise. We've talked about this before. This is a recap. The International Association of Chiefs of Police, the Miami Herald, the Police Executive Research Forum, which is a police think tank in DC, Miami-Dade Chiefs of Police, and other additional websites that we advertise in, very, very similar to other cities and we have benchmarked that across. As I move on to Fire in terms of our recruitment, we're doing very, very well in Fire. I think Fire is going to lead in terms of our strategy. Our strategy going forward will be a succession plan. What that means is that we're going to hire at the attrition rate. So, whoever we know is going to be in the DROP or leaving the City as we're talking about DROP, we're going to hire that person months in advance so we could train him, get him on board and then we have a smooth transition that gives us a succession plan. Today, this is alive and well. And moving very, very quickly through Fire, we just recently -- as you know, you went to the graduation. Eleven firefighters graduated. Two of those eleven are actually supplements to two that will be leaving in the next two months as a result of the DROP. We're looking to, in August, have another academy, a fire academy with nine firefighters. Those are in anticipation of the next four months in advance of firefighters that'll be leaving. So, again, this is the strategy we're looking for. Once we get to zero in Police, we worked it out with Budget to make sure that we could hire as well without -- with the funding that we have available to make sure that we have a succession plan in place. So, just to recap, we do have two additional firefighters. This is a picture of the 11 that were just recently graduated. And then moving on, I was asked to talk about our strategy or initiatives. So, really, it's an emerging tactic that we have developed in terms of strategies, and you'll see some of them here. Process improvements, harvested data, predictive analytics, really drilling down into the analytics and the data to have a predictable analysis of what's going on in the City and being, you know, smart at what we do in analyzing necessity to give that information to the officers so that they can act appropriately. In terms of our outcome we're trying to achieve, it's predicting the likelihood of a particular crime recurring in conjunction with factors, events, weather, location, dates, et cetera. This is what data mining is all about. And we do this in an effort to reduce crime and maintain it at a national low standard as with national trends. Going on to the public safety strategies, you'll see that they're all related to process improvements, utilizing a force multiplier approach by utilizing all other city government entities, if you will, resources,

and then field strategies. These field strategies are both internal and external. These direct strategies that you see up here, it's a layering approach. So, it's neighborhood team leaders, we're staffing all 12 zones, park and walks, waypoint checks. What that means -- and you'll see an example of it in a minute -- that just means that we have all other City field departments know where the department has a chronic crime issue or concern. So, they get to go by there and check it to make sure if they see something, they say something. And again, we've heard it recently with the Orlando incident regarding the See Something, Say Something campaign. This is what it's all about here in Coral Gables as well. Our Fire Department, for example, when they leave for a fire call, on the way back to the station, they all have waypoint checks for all three stations and they go by these locations. And again, it's the layering approach to show the support we have. The essence of the layering approach is this picture you see in front of you. The center will depict a patrol officer. And around him is all the support that that patrol officer receives. So, picture, as we talked about in the last presentation as staff came forward and presented, a patrol officer is the basic fundamental service that a resident gets. So, we do the layering and that strategy, that support for that officer. So, when that officer is out or on an arrest at the Dade County Jail, out to lunch, out to back up another officer, that there's someone there keeping an eye on the neighborhood to sustain that vigilance and sustain that security. So, these are all the supports, whether it's a machine, an instrument, a neighborhood safety aide. And you see them all depicted here; CCTV, bike patrols, the Crime Intelligence Center, with the cameras, the license plate readers, the waypoint checks in the Fire Department, Code Enforcement doing waypoint checks, building officials. Everyone is getting on board on this and it's a holistic approach to supporting that one element, which is that patrol officer out in the field. Depicting some of the -- picture that patrol car in the middle and this is the support around him for each neighborhood. That is our operating strategy. Crime analysis, I've talked about, is something we're getting very deep into in terms of our strategy. This is really predicting the future through analytics. This is gaining data and analyzing it and making it actionable information for officers. I could tell you that the Police Department, working along with Fire and all the other entities are doing a great job with IT to make sure that that information becomes readily available in a timely manner so that it becomes actionable information. This is an example you saw before at the last Commission meeting that was presented by staff regarding

some of the analytic reports that we put out. So, again, it gave that officer a better situational awareness of what's going on in and around his particular area of responsibility. These are waypoint checks. This is what it looks like. So, Code Enforcement, Development Services, any field-directed service through the City, receive these on a weekly basis and it tells them where to go and what the reference is, if they're breaking into cars or there's vandalism, graffiti, whatever it may be, they know what to look for. And again, it's that See Something, Say Something part of that campaign. We've also talked about the neighborhood team leaders, neighborhood team policing. You've heard about that before. These are brochures that they're putting on, the three officers that it's a pilot program for the three neighborhoods. We're looking to extend in the future as staffing becomes available. The neighborhood safety aides will be patrolling in these type of geo vehicles. This is a GEM. It is an electric vehicle, so it's geo-friendly. We're reducing our carbon footprint across the City, but also making it a very friendly environment for people to approach. And again, these are just for eyes and ears out in the community, and they'll be very, very helpful to detect and deter crime, but also will be trained in first-aid, first responder. They'll have an automatic external defibrillator. They'll be trained by the Fire Department, so they'll serve a fire and police dual service. Some of the problem-solving initiatives that we've talked about in the past is looking at that holistic approach to meetings. So, we have a problem-solving initiative meeting where the Manager's there with us, all department directors. And we look at the global picture of crime, disorder, or any type of chronic issues. It could be in a park, it could be in a parking lot. We're drilling down into those issues with all departments so they have situational awareness and this is an example of that. Again, the See Something, Say Something you see right in the middle there, that is encouraging staff to report, to look and they really are better educated and better informed through the analytics and through IT to make sure that this information gets to them and they could respond to it. You've seen the City vehicles -- the new electric vehicles. These vehicles are equipped with a little yellow light on top. Again, that's just for presence. That's that eyes and ears that we have out there. They're doing their -- meeting their responsibilities, but also keeping a watchful eye for public safety. We talked about a force multiplier. Basically, what that means is capitalizing all of our equipment, speed trailers, message boards, internal and external resources, looking at our partners in the community, such as security companies, Waste Pro, everyone who's out there

partnering up in terms of public safety to keep an eye out. In terms of additional force multipliers, we've talked about the cameras. These are license plate readers, as well as CCTV, our pan, tilt and zoom cameras that will be viewed at our Crime Intelligence Center. These LPRs will detect a vehicle tag at several locations that we'll show you in a minute. And what they do is they detect any type of car stolen, used in a crime, and automatically, within seconds, alerts our dispatcher and our Crime Intelligence Center so they could then relay that information to the officers. The cameras are the eye in the sky that keep a watchful eye. Each camera has the equivalent to a force multiplier of ten. We could basically say in some studies that if you look at a camera, it would take ten officers to that work of that one camera in terms of vigilance, so it is a good force multiplier for us. This next slide here shows the area -- and you've seen this many times before -- where these cameras will be deployed throughout the City. This is phase one. What we're looking at is a geo fence around the city to kind of protect the outside border. We're also working with the adjacent cities to share this information with them while they share it with us. As an example, Pinecrest has communicated to us that they're looking at putting in cameras as well. We will share our feed with them, and they will share their feed with us, so it's a good force multiplier even for other cities.

Mayor Cason: As we discussed before on cameras, you and I, I think looking forward to even go farther than the cameras we have, the idea of seeing if we can find citizens who would volunteer to allow us to put, on their property at strategic locations, cameras that could either feed into the Center or have a 24-hour tape, so if something happened, you could go back and look at it. And either we could buy the cameras or they could -- I mean, there's a way it shouldn't be very expensive to...

Commissioner Lago: To my understanding...

Mayor Cason: Really add to that.

Commissioner Lago: My understanding is several residents have already expressed interest in providing that. Well, I've spoken to two.

City Manager Swanson-Rivenbark: And they have cameras already...

Commissioner Lago: Yeah, they have cameras already.

City Manager Swanson-Rivenbark: And they're willing to put it on -- shine it onto the public street because we're not shining it into people's homes.

Mayor Cason: Rhgt.

City Manager Swanson-Rivenbark: And then we can collect it and use it.

Commissioner Lago: Mr. Fernandez, quick question. When do we expect to have the neighborhood service aides in play and also the CCTV implementation?

Assistant City Manager Fernandez: Sure. I'll give you an update on that. The first individual that will be hired of the neighborhood safety aide is in the final stages of being processed through background, so that should be very soon. The vehicles are currently purchased. They are at the fleet maintenance yard. They're being equipped and they're being labeled, so this should be very, very soon, within the next month, I would assume, just on a rough scale estimate, about a month or so we should be operational and we'll definitely do a nice ceremony to launch that initiative. In terms of the delivery of cameras from private property, you know, it's -- I'm going to mirror it off of London, what they call Operation Rainbow. And basically, you think back to the July 7 bombing of the double-decker buses, if you remember back in -- many years ago. They traced those terrorists back three miles from the initial blast of the double-decker bus and most of it was from private cameras from bars and pubs and other places that were linked into that Crime Intelligence Center. So, we're going to mirror that operation here. So, anyone who has a private camera that's viewing the public area -- we cannot view private property -- we would like to get that feed. We are working with the City Attorney on developing MOUs so that people can sign off and we have legal authority to view that camera. We're looking at key

locations where we may need to install a camera on that private property to view that particular location. So, it's definitely a well worth initiative, and we look to have a private partnership there with the community. Going back to the presentation, the Crime Intelligence Center, you'll see here -- you've seen this before. I think many of you have visited already. This is what it looks like. In the center, you'll see that we're actually tracking the traffic as we go forward. This is an emerging strategy. It is being developed. But the cameras -- you asked how long before they get rolled out -- the company is on board. They're out in the field. They're getting their permits, so in the next month, you should see the first camera being rolled out. And then this intelligence center becomes live. Right now what you're seeing in here -- many of you have visited this already -- are actually cameras that we have in the City, but we looked to install the cameras that are out on the street and the license plate readers. In the middle, we're actually tapping into a different source to look at traffic in terms of how it's coming in, how it's being reported through social media so we can act accordingly to deploy resources as needed. Some of the other initiatives that we've talked about -- and actually, I didn't get to discuss this at the last meeting because it was actually on the agenda for the City Attorney -- but he's put together a lot of legislative agendas before you to add onto that toolbox. Even today, he added one more tool to our toolbox, and that's what we're looking to do, working on partnerships citywide with the City Attorney and staff to make this whole holistic approach much better in terms of public safety for the residents of Coral Gables.

City Manager Swanson-Rivenbark: But see how many legislative items Craig has developed and you all have passed to help assist in the public safety response, so it's really been effective.

Assistant City Manager Fernandez: Moving on to Fire and some of the initiatives, you mentioned before about our strategies in Fire. You've mentioned about the delay. And in one particular case, it was a 12-minute delay that caused a terrible tragedy, unfortunately. So, we're looking at how to refine that. We're looking at a pilot program just to open up a fourth rescue station or a gap so that is in the process now of being reviewed and analyzed and assessed but that's moving forward. And we also looked at what are our response capabilities now, what are our unit availability time. So, if you look at this chart here, it depicts in red the number of false

alarm calls, smoke detectors, if you will, that go off and we're responding to them. So, Chief Lowman's done a really good job of looking at -- at assessing it, and we're seeing a downward trend because of some of the initiatives that he's put forward and some of the strategies and policies. So, now instead of you pulling a whole company out, if it's a repeat call, they're sending only an engine out, which, again, allows for unit availability, decreasing our response time for Fire as we go along, so that's another initiative that we're putting forward. We're also -- we've embarked on a fourth rescue to augment what we're doing in terms of making sure that we don't have that 12-minute response time in our gap areas. These are some of the public safety strategies that are depicted in the flyer. It is just a snapshot of many that you've seen here today. And the last thing that I was asked to talk about today are crime statistics. So, this depicts here last year 2015. We see a 15 percent reduction in property crimes, or nonviolent crimes, if you will, and about a 1 percent reduction in violent crimes. And just to kind of make it holistic for you, total UCR for last year, you'll see going down with a downward trend. It is consistent with the national trend, so that's a good thing. It's even broken down even further in terms of violent crimes. You'll see that it's a slight reduction, but any reduction is a good reduction. We're at least maintaining that level of service and sustaining it across several years. In terms of property crimes, our number-one crime, as you all know, is cars getting broken into, but that is reflected in the total nonviolent crimes here, and we see a significant decline last year from all those numbers.

Mayor Cason: On the vehicle crimes, I asked my intern to look at the last two months of vehicle burglaries. They're down; they're 87. It was only \$8,900 value, so it's very small items they're taking. Basically, it was about 50/50 for locked and unlocked vehicles. So, again, if we want to get that down, people should not leave anything in their car and lock their vehicles.

Assistant City Manager Fernandez: Right. And this display (AUDIO INTERRUPTION) it's about 50/50, you're right, on locked and unlocked vehicles. How the public can help us out -- and we ask everyone to spread that message -- lock your vehicles. Don't leave it unlocked. It makes it a lot more difficult for them, and it makes it better for us to secure Coral Gables. And moving forward, this is a chart that I'm sure many of you have seen. It depicts the current trend.

So, we talked about last year, what's it look like so far this year. You see the trend going down over time for both vehicle burglaries, which is depicted on that blue line at the top. And on the bottom are burglaries in purple. Those are the ones that are declining as well. So, home residential are dropping. Vehicle burglaries are dropping. We average about 15 car break-ins a week. Last week we had less than half of that, so their strategies are working. The holistic approach is working. You know, we continue to sustain it. HR has done a good job at looking at a recruitment drive of bringing those strategies up, so I think we're right on line with what you were asking for in terms of a strategy to fight crime, as been outline here today, and strategies for hiring police officers and firefighters. We're sustaining that at a higher level in Fire, and we're hoping to sustain that as well in Police as we move forward.

City Manager Swanson-Rivenbark: Can you show the video?

Mayor Cason: And we've taken out of the recruitment pamphlet the question of speeding tickets, right?

Assistant City Manager Fernandez: Yes. Our standards do remain the same, as a guideline.

Mayor Cason: Right.

Assistant City Manager Fernandez: In the website and also on those pamphlets, we did take it out, in an abundance of caution, not to deter anyone from applying, so that has been removed.

Mayor Cason: Good.

City Manager Swanson-Rivenbark: And then, Mr. Mayor, if we can, we have a video that CGTV developed.

Mayor Cason: Okay.

City Manager Swanson-Rivenbark: And if we can have them show it.

(AUDIOVISUAL PRESENTATION MADE)

Commissioner Keon: How nice.

Mayor Cason: Very good. Last question, on marine patrol, can you give us the statistics on what other cities have in the way of boats and how we are?

Assistant City Manager Fernandez: Yeah, the main authority on the water is the Florida Fish and Wildlife Commission. They typically deploy about two boats per day. Miami-Dade has three boats countywide. Miami Beach has one; the City of Miami has two. We typically have one, depending on staffing.

Mayor Cason: Okay.

Assistant City Manager Fernandez: It could be more, but typically, it's going to be one.

Mayor Cason: Okay. I just want to put that in perspective.

Commissioner Lago: I think we need to -- I mean, again, I'm speaking without full knowledge in reference to we have a boat on the water every day. But I think that we -- maybe in the near future we can sit down and discuss that because I've spoken to -- especially my appointment to -- who is now the chairman of the -- excuse me, I apologize. What is...

Commissioner Keon: Waterway Board.

Commissioner Lago: The Water Board.

Commissioner Keon: Waterway.

Commissioner Lago: Waterway Board, excuse me, and he brought that up to my attention. So, I think that maybe we can discuss that.

Mayor Cason: When we do that, would you come back with the actual crimes on the waterway so we can put in perspective what's happening and...

Commissioner Lago: Yeah.

Mayor Cason: Because it's all a question of...

Commissioner Lago: I didn't have the...

Mayor Cason: You know, where is the best place to put -- yeah.

Commissioner Lago: Yeah, and he asked me about that and I didn't really have the information to provide him at that moment, so...

Vice Mayor Quesada: I'd also like all the Waterway Committee members to do, if it's possible, with Marine Patrol, maybe a ride along so they can understand a little bit. They get that perspective. I know we're short on time.

Mayor Cason: Very. We've got five minutes.

Vice Mayor Quesada: Okay, we have five minutes. I know there's still a lot to do. I had some questions -- I don't know if I should get into it or not. I'm feeling from the Mayor that maybe I shouldn't.

Mayor Cason: I mean, we had three hours last time on this, so we've got another hour now, but go ahead if you can do some quick...

Commissioner Lago: My biggest concern -- I'm happy -- thank you for the presentation. And obviously, we see where the crime statistics are headed. My biggest concern was the issue of hiring. And I wanted to make sure that we had a firm grip on the issue of hiring and that we weren't turning anyone away who was interested and had the qualifications to represent this community as a either policeman or firefighter based on, you know, one or two traffic citations. Taking that away from the pamphlet and also using your discretion and staff's discretion to make that decision on whether someone is qualified and not taking into account, you know, just a hard test, which is three tickets, you know, I think is in the best interest of the City because you could have someone who's incredibly qualified and based on the fact that they have, you know, one or two citations...

Mayor Cason: So, you heard us.

Commissioner Lago: Immediately...

Mayor Cason: And you took it out.

Commissioner Lago: Disqualifies them. And I think that we should be a little more flexible. Now, again, like I mentioned before on the issue of the drug testing, I'm not flexible. In reference to a major traffic citations, I'm not flexible. But in reference to minor, I think that we need to have a little bit of flexibility.

Mayor Cason: Vice Mayor.

Vice Mayor Quesada: Well, I wanted to see the chart with the first one that you had listed on the screen because we hadn't seen that presentation.

City Manager Swanson-Rivenbark: As they're getting that, I'll also remind you, you all asked us to look at code enforcement on the water and the issue of layering and how code enforcement

can help police. You're going to see in the discussion in our new budget needs, the Code Enforcement officer on the water.

Mayor Cason: That's good.

Vice Mayor Quesada: It's tough to read. Can I see the one that you have? Do you mind?

Assistant City Manager Fernandez: Yeah, absolutely.

Vice Mayor Quesada: I just wanted to see because I -- since we haven't seen it, I just wanted to...

Commissioner Keon: They showed us that the last time, in the last presentation.

Vice Mayor Quesada: Is it the same one?

Commissioner Keon: Yeah.

City Manager Swanson-Rivenbark: This is the one that we...

Commissioner Keon: It was in the last presentation they did.

Mayor Cason: Same chart.

Commissioner Keon: Mr. Fernandez, I know that -- I saw that we have a request for -- public record request with regard to hiring from one of the networks. Why does this continue to be an issue? We have spent multiple hours here. You have been very, very open about what we're doing. We have done a very public recruiting. We talked about what things we needed to do. Why -- what is this? What is happening? Because you know what it is, I don't hear from anybody, so you know, are there -- Maria, I know, has voiced an opinion. Other than that,

nobody has asked me about this at all, other than they've seen what we're doing. an di -- you know, we spend an incredible amount of time going over the same thing over...

Mayor Cason: Over and over and over.

Commissioner Keon: And over and over again, and I'm not hearing it from residents. What I'm hear -- I'm hearing -- I heard it from Maria, you know. I hear it -- it keeps being repeated in a newsletter from a local organization here in the City, but I don't -- what is the issue?

Assistant City Manager Fernandez: Commissioner...

Commissioner Keon: What is driving this?

Assistant City Manager Fernandez: I could tell you, look, I'm here to coach, guide, mentor and direct and instill my experience...

Commissioner Keon: Yeah.

Assistant City Manager Fernandez: To add value to the overall staff. The staff's doing a really good job of meeting the strategic vision of the City Manager. We were asked to put together a strategy for recruitment. We've done that. We were asked to hire more officers because I came in here with a significant number of vacancies, and we reduced that number -- like today, we're down to ten vacancies. We take out the eight that were added to the budget in 2013 and 2014, which the department never had or worked with, if you will, and we're really only down to two vacancies from the highest number. It takes time to build it up.

Commissioner Keon: Yes.

Assistant City Manager Fernandez: And you see it time and time again in cities where they stop hiring where something happened. To build that momentum back up, it takes time. The

momentum's kicked in now, which is why you're seeing these numbers rolling out. And they'll continue to roll out. You asked for a crime strategy. The staff got together and developed a crime strategy. You asked for additional resources out in the field. We're adding additional resources.

Mayor Cason: We created a crime...

Assistant City Manager Fernandez: We're trying to meet all of the expectations -- I'm sorry, I apologize -- that the Manager has instilled upon us, in particular, me, in terms of the vision for public safety. We've added a global view, a holistic view of public safety, including almost everyone in the entire city, including the City Manager when she's out there, to be our eyes and ears. The idea is to get everyone involved, not just the -- the police officers are not the only one responsible for public safety. Everyone has an added value interest in public safety. If you look at what happened in Orlando, if you look at the FBI director in Washington talking about if you see something, say something. Our homeland security cannot be solid unless every citizen gets involved. We're not only here in Coral Gables getting every citizen involved. We're getting every staff member to think about public safety as a certain part of their day. So, the motive behind this -- I deal with facts. I deal with reality. The Manager presented me with a challenge. We delivered holistically as a team, and I believe your staff and I believe your standards will be put forward and we have guiding principles to make sure the right people get selected to be police officers.

Commissioner Keon: Yeah, and why is there opposition to hiring the best of the best?

Assistant City Manager Fernandez: I don't know, ma'am. That question, you know, that's something that -- there's a number of factors that -- I don't get involved in that type of stuff.

Mayor Cason: We've determined that we want the best of the best, and if people...

Commissioner Keon: We want the best of the best.

Mayor Cason: Want less, then that's -- elect somebody else.

Assistant City Manager Fernandez: Let me be transparent. I've given you...

Commissioner Keon: Okay, yeah.

Assistant City Manager Fernandez: The strategies, I've given you the policies. It's all transparent, nothing (INAUDIBLE)...

Mayor Cason: And I think the key thing is this, we racked our brains to try to come up with ordinances which are -- nobody else has. We have plenty of money for overtime. We have -- we've gone to the highest we can do in technology. I think the point is, if anybody can think of anything else that we could be doing...

Commissioner Keon: Call us.

Mayor Cason: And come let us know. We created the committee to help Chief Hudak looking to both tell people what we're doing and ask for ideas, so I can't think of anything else.

Commissioner Lago: If I may.

Commissioner Keon: Thank you.

Commissioner Lago: I just wanted to just dovetail off of what Commissioner Keon said. The reason why I put this as a discussion item -- and I was very clear with the Assistant City Manager and the City Manager was because I want to put this to rest. You know, my biggest concern and I think the Commission's concern was the issue of the minor glitch in regards to hiring. You know, you have the lowest crime rates in 15 years in the City of Coral Gables. You know, these are spectacular numbers. The City financially and the City in regards to crime is the

best it's been. There is no better day than today, and we should be very proud of that. Instead of going around and doing some of the things that Commissioner Keon mentioned are going on in the City, you know, I think what we need to do is we need to, again, like always, have a public discussion, put the facts, certified numbers on the table. Allow for anyone who needs -- who would like to say something to make it on the public record and move forward. But the idea -- I also got the newsletter. To me, it's baffling how they want to point the finger at one thing, but they don't want to discuss what is the number-one goal, and that is the reduction of crime, the lowest crime numbers in 15 years. Imagine, if we're at full staffing, what we could achieve. Imagine -- that's why I'm so adamant about the CCTV implementation and the neighborhood services aides.

Commissioner Slesnick: You know...

Commissioner Lago: This is what the...

Commissioner Slesnick: It does help...

Commissioner Lago: Residents in this city deserve.

Commissioner Slesnick: It does help that our...

Commissioner Lago: That's why we're here.

Commissioner Slesnick: Economy's much better.

Commissioner Keon: But you know what...

Mayor Cason: Well, it's going down all over the country. Before -- you mentioned it. This is not just a Coral Gables trend, so it will be unusual to see it going the other direction.

Commissioner Lago: But hold on. But let me be clear. Let me answer Commissioner Slesnick's comment. I rode with the City of Miami last Friday from 5 to 2am, and I rode with the City of Miami the previous Friday from 5 to 2am. I don't care what anybody tells me, crime is up. You can tell across the board that crime is down all over the United States, but in certain areas of this community, there is crime. And obviously, we're doing a good job in making sure that we protect the residents here. And I, like Commissioner Keon mentioned, want to hire the best. And if we have a minor, little glitch that we need to fix to make sure that we hire the best and not, again, focus on not hiring somebody because they have a parking ticket, you know, let's try to work at that. But we need to look at the bigger picture. The bigger picture is crime is down. That's a big deal.

Commissioner Keon: And you know, and the other issue of -- if the issue is that the Manager has decided to have a team around her of a Public Safety director and another Assistant City Manager that is in charge of Building and whatever, you know what, that's a decision that rightfully is the City Manager's. This is to the entire public. That is a decision that is rightfully the City Manager's decision as to who she hires, who she empowers and what that job description is. And for both of the Assistant City Managers, there are very, very clear job descriptions. And then who the Chief of Police is is the Chief of Police. Who the Fire Chief is is the Fire Chief. Their duties and responsibilities are very clearly delineated. And I'm going to tell you, this Commission, because we took it off the ballot even, has the ability to have a say in what's in that. And as far as I know, everyone is very supportive. Every elected official here is supportive of the structure of our government, the people that are in place and the job descriptions that are there. So, if this has something to do with personnel, you know, it isn't...

Mayor Cason: It isn't something we can discuss.

Commissioner Keon: It's really not an issue that anything is going to happen. So, it is what it is...

City Manager Swanson-Rivenbark: Commissioner...

Commissioner Keon: And move on.

City Manager Swanson-Rivenbark: We talked about momentum. And I did attend the open house. We have been the assistant -- the public safety analyst went with two police officers to the University of Central Florida. They are out there working and momentum is building, and it is our absolute intention to fully recruit staff and then continue filling because we need to anticipate. It takes time to put somebody through academy.

Commissioner Keon: Absolutely.

City Manager Swanson-Rivenbark: Some people are coming in what they call laterally, and then they'll go to field training, but it does take time. And so we've already worked with Budget on -- as this momentum continues to build with quality candidates, we're going to fill more than what is vacant in anticipation. And it's that momentum that you should never stop. You should never -- you should always fill the attrition. And for some reason a while back, they stopped. But we are fully engaged now. I attend the final sign-offs, where there are four background investigators, the Chief of Police, the HR director, the Assistant Chief, the sergeant that is in charge of backgrounds, they're all around the table and they talk in great detail on each individual final candidate. They've gone through psych. They've gone through poly. They've gone through every aspect of it, and then I go around the table before -- I'm the final signature -- is there anything about this applicant that would cause you to pause, and they don't get to come to that level without that full vetting of a team of about ten to twelve people.

Commissioner Keon: Yeah. I'm not concerned. And I really think if someone has a problem with the structure that we have here within our government, you know what, one of us -- if somebody on this dais has a problem with it, you ought to bring it up. You know, we have discussion items. You should bring it up.

Mayor Cason: Alright.

Vice Mayor Quesada: Well, I have a -- I know we're out of time.

Mayor Cason: Yes.

Vice Mayor Quesada: And I guess I'll just say this. You know, there are some issues that I want to address that I, you know, want to meet...

Commissioner Keon: Okay.

Vice Mayor Quesada: With the Manager and the Assistant City Manager on it, and if we got to bring it back, we'll bring it back.

Mayor Cason: No. This -- I mean, we're going to be having discussions over the...

Commissioner Lago: That's why I put it as my -- as a discussion item.

Commissioner Keon: I'd like it to...

Commissioner Slesnick: Frank...

Commissioner Keon: Lay it to rest.

Commissioner Lago: And if we need to bring it up again, I'll bring it up again. Again, we have somebody who would like to...

Commissioner Slesnick: How many people are in the new class that are counted as part of that number that you say we're not down? You say we're only short ten people, but does that include the people that are in class right now going to the training?

Assistant City Manager Fernandez: Yeah. That's looking at the budgeted positions. So, we're budgeted for 192 officers, and looking at the budgeted positions, we're down to 10 vacancies. Now, we account for -- in that number, we count people in the field training program, the academy, the ones that are about to be in the orientation, so those are all accounted in there. Some of them are people that we actually signed off on the Manager's signature to go ahead and hire.

Commissioner Slesnick: But see...

Assistant City Manager Fernandez: I can tell you right now we have...

Commissioner Slesnick: So they're in training right now?

Assistant City Manager Fernandez: We have four field training and six are at the orientation of the academy, and then we have one on disability, two on light duty, and five deployed to the military.

City Manager Swanson-Rivenbark: Now the military...

Assistant City Manager Fernandez: All in that number.

City Manager Swanson-Rivenbark: Does not count -- military we address by overtime because those positions are reserved and protected for the officers that are fighting out of the country.

Commissioner Keon: Is that within the ten? No.

Commissioner Slesnick: No, no. That's the people that aren't there.

Assistant City Manager Fernandez: Ten we don't have.

Commissioner Keon: Okay.

City Manager Swanson-Rivenbark: And that's why we've addressed overtime the way that we have.

Assistant City Manager Fernandez: Ten that we're looking to hire. And there are people in the pipeline now that are being processed to fill those positions.

Commissioner Slesnick: And do you really have a 19-year-old that's going through training now?

Assistant City Manager Fernandez: Yes, ma'am. There is a 19-year-old did apply, came out of the Miami Police High School...

Commissioner Slesnick: I mean, I thought it was 21 that you had in your last...

Assistant City Manager Fernandez: It is 21. Now we did recently change it to 21; previously, it was 19. Staff met and decided to bring it up to 21 with the HR director. I concur on their decision to bring it up to 21. I think it's a good idea. But there is a 19-year-old who, at first glance, you might think that she's too young, but the Manager will tell you that the overwhelming response from staff was that she is mature beyond her years. She comes from the second graduating class of the High School for Law Enforcement in downtown Miami. That's where we went recruiting. So, part of our recruiting strategy was to go there. And their emphasis, through Miami-Dade County School Board, is to develop kids through high school to look at a career in forensics, become a lawyer, become a, you know, firefighter, something in public safety. So, the superintendent thought about these ideas to develop these technical schools, if you will, high schools so it gears them towards maybe not college, but maybe another type of technical skill or a professional field in government.

Commissioner Slesnick: So she hasn't been to any college at all?

Assistant City Manager Fernandez: No, ma'am, not at all. She has -- I take it back. She does have the requirements for the college. Yes, she does.

Mayor Cason: The 54...

Assistant City Manager Fernandez: She has to have the credits, yes.

Commissioner Slesnick: The AA degree?

Assistant City Manager Fernandez: Yes.

Mayor Cason: Fifty-four hours. Alright. I think -- thank you. We've got -- exactly at 6, we're going to end. Maria Cruz, you want to have something -- you say you...

Maria Cruz: Oh, yes.

Mayor Cason: To provide information. I hope it's information about the hiring practice and not the structure of the City.

City Attorney Leen: Mr. Mayor, may I just -- may I add something I -- remember I asked for the executive session regarding FPL?

Mayor Cason: Right.

Commissioner Keon: Yes.

City Attorney Leen: Are you okay if I just read the case number real fast, just...

Mayor Cason: Yeah, yeah, go ahead.

City Attorney Leen: I just needed to get a copy of it. It's -- so I'm asking for the executive session of Miami-Dade County v. in re: State of Florida Siting Board, 3D14-1451, 1465, 1466, 1467 in the Third District Court of Appeal. Thank you.

Mayor Cason: Okay. Three minutes.

Ms. Cruz: I always get the shorter time. It's okay.

Mayor Cason: Three minutes is what we always give to -- for...

Ms. Cruz: I am here and I'm just going to make a statement. And hopefully, I will not have to come back because there's -- if you -- no one will see what they do not want to see. Okay, it's obvious that we do not want to see that we have a problem. We keep talking about numbers that do not necessarily match what other people say are the numbers. We talk about a 19-year-old that doesn't like to drive because she gets stressed in driving, so she only drives the weekend, but she's going to make a wonderful police officer. Okay, those are facts, okay. So, having said that, it's okay. It's very clear to me -- and I've only lived in this city since 1976 -- that we always hire the best of the best. We never had to say that we were sorry that we hired someone, okay...

Commissioner Keon: Yes, we have.

Ms. Cruz: Okay, so what is this thing of we have done. I mean, we're looking for the best of the best. We always look for the best of the best. Our police officers were always the best of the best, so what has changed? They're still the best of the best. We want the best of the best. We didn't have to change anything because we were getting the best of the best anyway. And those statistics that you have there are from people that were hired before this new plan. They were here already. They work very well. They're best of the best, so what is the new thing? Nothing. We have just added stuff that supposedly is going to make it better, but when you get the best,

how can you get better than best? I don't know. Maybe my English makes it a problem to understand. And if at all possible, I would like to see your hard copy because I saw something when you were going through it. In a minute, I will tell you what I saw.

Mayor Cason: Okay.

Ms. Cruz: Thank you.

Mayor Cason: Thank you.

John Baublitz: May I have three minutes? Three minutes.

Mayor Cason: And please, don't do the union negotiations here.

Mr. Baublitz: There's no negotiations, just three minutes. Mayor and Commissioners, I appreciate the time. But I don't mind having these discussions. These discussions are good, but we got to get the numbers right, and unfortunately, these numbers aren't right and it's not the big picture. We're budgeted for 193. We had 21 vacancies. Hearing today, we hired six. There's still 15 people down. Four of those people I know are going to the academy. They're not going to be here for a whole year. Once they -- the six months they start in the academy and the three months riding assignment.

Commissioner Lago: Let me ask you a question. Are they considered hired?

Mr. Baublitz: They're considered hired. And I'll give you those numbers, but here's the problem. We have seven people leaving this year for retirement, so now we're back up to 22.

Commissioner Keon: No. I'm sorry.

Mr. Baublitz: We're treading water. We're not getting too many laterals. One of the laterals ...

Mayor Cason: What is your solution?

Mr. Baublitz: That I know...

Mayor Cason: What's your solution?

Mr. Baublitz: My solution is we have to...

Mayor Cason: Other than union negotiations. Other than that, which you raised the last time.

Mr. Baublitz: (AUDIO INTERRUPTION). We need to stop changing all the policies with the hiring. There have been some issues that have been a part of the -- unfortunately have led to some internal investigations that I can't talk about right now. But there have been a lot of changes to how we hire and where we hire. The driving one is just one of a few, but that has continually slowed down the process. Now, we slowed down the process to the point where we weren't hiring, but then we just hired six. Now, I know one of them is a transfer, a lateral from UM. We're not attracting laterals because of some of the requirements, the letters for -- that a candidate must present as far as background references. Now, it's hard for them to do that. There are other issues here other than, yes, negotiations is always going to be a part of it. I mean, you have to be competitive. We're not getting the number of applicants that we're used to. We've -- you know, and we talked about having 72 people on patrol. We have 72 people on patrol because the Chief just moved the SIT team and the neighborhood team policing over back into Patrol. So, that number of 72 just happened. We talked about the Chief putting out the directive saying that if that number goes under the 72, that we'll bring people from other units. That's a problem. And why would he do that? Why was that done? That was done because they see a problem coming. They see that officers are retiring and leaving, and we're not hiring fast enough. So, now we've got to pull members from either the detective bureau, from (INAUDIBLE) resource, from Marine Patrol, and bring them into those -- back to Patrol. So, that makes those units short, so you have people working harder or on overtime or taking more

cases. So, the citizens aren't getting the quality of work they're used to. Don't ask me; ask the Chief. How many people are we down in each unit? Are we down on people in CID? Yes. Marine Patrol? Yes. YRU? We haven't filled one of those positions probably for a good five, six years. We're short. These aren't just the union coming up here and saying, hey, let's negotiate. Let's get some things done. These are real issues. We talked about how many officers were being held over on overtime. It was told to you that that wasn't -- it was exaggerated, so we did a 119 request, a public records request for all the rosters. We sat down and went through them. Between people being held over, people volunteering for overtime and the task force, it was like 539 8-hour shifts, from January to May. That's a lot of extra shifts. That's a lot of coverage that needed to happen. If we're fully staffed, if we have 72 officers, the most that we've had since 2013, why did you have to fill it with an additional 539 8-hour shifts?

Commissioner Keon: They were full shifts?

Mr. Baublitz: Huh?

Commissioner Keon: They were full shifts they worked?

Mr. Baublitz: Eight-hour shifts, yes, ma'am. I have it here. Anybody wants to see it, I'll be happy to sit down with you. There are issues here. There have been issues here. And I just ask you to take a deeper look. I mean, the presentation here was nice. Ask how many people showed up to the job fair. For the position of police officer in the City of Coral Gables...

Mayor Cason: How would you have had more people come to the job fair? What would your solution have been?

Mr. Baublitz: I know we've had job fairs in the past where we had better than 100 people show up.

Mayor Cason: So, your solution...

Mr. Baublitz: And we had 13 to 20 show up for this one. That's an issue.

City Manager Swanson-Rivenbark: Excuse me, though...

Commissioner Keon: I think unemployment is down.

City Manager Swanson-Rivenbark: With respect, we had -- in the past we had a lot of people come, but we didn't get a result of a hire as a result of the 100 people that were there. But this meeting, this time, we had a total of -- there were first -- I think the end result was about 20 because I left when there was like 14, but there as a state trooper that was wanting to lateral over. There were people that were certified already wanting to come. There was a person whose father was a 30-year retired NYPD who has put himself through academy. There were very motivated -- now, will they all get it? No, but at least it was -- we've decided, as a part of this collective strategy, we need to go after quality rather than quantity because 100 people is not going to result in 100 hires.

Mayor Cason: Alright. I think at...

Mr. Baublitz: No.

Mayor Cason: This point, we've -- this is a policy discussion and...

Mr. Baublitz: I have to...

City Attorney Leen: I'm the parliamentarian. The Mayor is in charge...

Mr. Baublitz: No, I'm not going to stop. I have to finish.

Mayor Cason: We are going to be continuing this discussion in the future. I think...

City Attorney Leen: You'll be ejected. Stop it.

Mayor Cason: We've made it clear that our policy is to do everything possible to hire high-quality people...

Mr. Baublitz: I think I have every right to respond to what the City Manager just said.

Mayor Cason: Well, look...

Mr. Baublitz: Just give me -- just let me respond to that and I'll call it a day.

Mayor Cason: And then that's -- last thing and that's it because...

Mr. Baublitz: Fair.

Mayor Cason: We're getting into union discussions. I know your position.

Mr. Baublitz: Their own -- it's not...

Mayor Cason: If we just give you more money and...

Mr. Baublitz: Union discussions, sir.

City Attorney Leen: Okay, but let's be clear. The Mayor is responsible...

Mr. Baublitz: He allowed me to answer the one more question.

City Attorney Leen: Is in charge of this meeting. He is the Chair.

Mr. Baublitz: Let me answer the question.

City Attorney Leen: And it's against our rules of procedure to argue...

Mayor Cason: Very short.

City Attorney Leen: With the Mayor.

Mr. Baublitz: Very short. She said she -- there was 20 applicants. Their own numbers is that we wanted to hire one out of twenty. Now, I'm used to this department, when people apply -- and I -- and going back in the history, hundreds of people would apply for three, four positions. If we're now going to be excited that we got 20 people to come to a job fair, then we're in bigger trouble than I thought.

Mayor Cason: My suggestion is that...

Mr. Baublitz: Thank you very much, sir.

Mayor Cason: The union work with the Police Chief in trying to find more people to apply because it's not that we don't want...

Mr. Baublitz: We've done every attempt to work with him, sir...

Commissioner Keon: Right.

Mr. Baublitz: With no response.

Commissioner Keon: I think it's that important. But what I would like to add to Chief Hudak, I think that -- are there officers over the last two or three years that you either are glad that they left?

Commissioner Slesnick: One comment, one sentence.

Commissioner Keon: Are there officers that we've had over the last two or three years that they were terminated or you're very happy that they left on their own?

Police Chief Hudak: Since my employment (INAUDIBLE)...

Commissioner Keon: Not -- okay.

Police Chief Hudak: Well, I mean...

Commissioner Keon: I know since I've been in office, so for three years.

Police Chief Hudak: Yes. There have been officers since 2014 that have been let go.

Commissioner Keon: That are not the best of the best.

Police Chief Hudak: That have been let go at my level because they did not complete their probation as close as four days...

Commissioner Keon: There you go.

Police Chief Hudak: Before their termination, so...

Commissioner Keon: So, as hard as we try, we didn't -- even then, we didn't always get the best of the best.

Police Chief Hudak: Correct.

Commissioner Keon: It's just -- you know, it's something we strive for.

Mayor Cason: A never-ending...

Commissioner Keon: Thank you.

Mayor Cason: It's a quest...

Commissioner Keon: They -- yeah.

Mayor Cason: To get the best of the best. We're not always going to get them.

Commissioner Keon: No. Thank you.

Mayor Cason: You had one last comment.

Commissioner Slesnick: Just for the good of the order, the University of Miami baseball team is going to the World Series. Congratulations.

Mayor Cason: Congratulations to them.

Commissioner Slesnick: And to University of Florida.

Commissioner Keon: Yes.

Vice Mayor Quesada: Boo.

Mayor Cason: If -- thank you very much.

Commissioner Lago: Chief, I appreciate it.

Mayor Cason: Anything else? I would like to...

Commissioner Lago: I have...

Commissioner Keon: I would (INAUDIBLE) -- I would like -- and I think I spoke to the City Attorney. I'd like to see the annexation report on the next agenda in July so that we can move that -- move it forward. I would like to give some direction or someone to give -- or have a conversation with the Board of Architects of a need to really consider compatibility please when you are -- pay more attention to compatibility in a neighborhood with the things that you're approving. Thank you.

Mayor Cason: Commissioner Lago, your point, quickly.

Commissioner Lago: Leslie Pantin, my appointment to the Communications Board has to step down. I am nominating his sister, who has a communications background. Alexandra Pantin. I have her resume here.

Vice Mayor Quesada: Gables resident?

Commissioner Lago: Yes, Gables resident.

Vice Mayor Quesada: So moved.

Commissioner Slesnick: Second.

Mayor Cason: Vice Mayor makes the motion. Commissioner Slesnick seconds it. City Clerk.

Commissioner Keon: Yes.

Commissioner Lago: Yes.

Vice Mayor Quesada: Yes.

Commissioner Slesnick: Yes.

Mayor Cason: Yes.

(Vote: 5-0)

Commissioner Lago: Last thing, I asked the City Manager...

Mayor Cason: So ordered.

Commissioner Lago: I asked the City Manager, please, and staff, I need you to take a look at -- I've already gotten two complaints and I went to visit one on San Amaro. We're having issues with peacocks, so we need to make a decision. Are we going to go the route of the City of Miami in Coconut Grove, where peacocks are going to run rampant in the city...

Commissioner Keon: Peafowl are protected.

Commissioner Lago: Okay, I understand that.

Commissioner Keon: You cannot touch them.

Commissioner Lago: But we're not touching them. What I'm saying is there's different options. You can either take them -- you can catch them. You can take them to a sanctuary.

Vice Mayor Quesada: Next agenda.

Commissioner Lago: They -- I'm just saying just to look into it. They scratch cars. They damage paint.

City Manager Swanson-Rivenbark: Thank you for bringing it up, sir.

Commissioner Lago: We got to make a decision what we want to do. I got to answer to residents.

City Manager Swanson-Rivenbark: No, I understand. I had not received that notice, but we'll work on the peacocks.

Mayor Cason: Meeting adjourned. Thank you.