

MINUTES
CITY COUNCIL MEETING
February 1, 2021
3000 Bellemead Drive, Daytona Beach Shores, FL 32118

1. CALL TO ORDER BY MAYOR

Present: Mayor Nancy Miller, Vice Mayor Mel Lindauer, Councilmember Richard Frizalone, Councilmember Michael Politis, Councilmember Richard Bryan

Staff: City Manager Michael T. Booker, City Clerk Cheri Schwab, City Attorney John Cary, City Planner Stewart Cruz, Finance Director Kurt Swartzlander, and Public Safety Director Stephan Dembinsky.

2. NEW BUSINESS:

A. Presentation by Director Stephan Dembinsky

Mayor Miller stated that Public Safety recruitment and retention was a council goal for 2021. Director Dembinsky began by stating that nationwide, there is an average of 20% vacancy in all departments. For his department, there are various reasons for personnel leaving that range from retirements, new recruits not completing the FTO program, other agencies offering better pay and benefits, to career changes. A chart was shown that listed the starting rate of pay for Law Enforcement Officers. The city is currently in 8th place within Volusia County. All other agencies except Ponce Inlet also offer take home cars. Most other agencies also have union representation. The Director noted that other agencies offer a signing bonus.

Director Dembinsky proposed an increase in the starting rate by \$1.70 per hour with starting pay at \$20.58 as of April 1, 2021. He would like this applied to all sworn officers except the Director. He would also like to implement a take-home car policy for the officers by purchasing an additional two cars per year. He briefly explained his proposals for retention that included: increase in triple pay, longevity pay, specialty unit differential pay and a cross training bonus. those could be implemented with next budget year.

Finance Director Kurt Swartzlander stated that the salary costs of \$100,000 could be found in the existing budget but he would need to create a budget amendment for the vehicles. There was a brief discussion between the council and staff on leasing vs purchasing vehicles. The entire council recognized that the department does need to hire additional officers to fully staff each shift. CMBR Bryan distributed information he received from a 2016 California salary study and research from the City of Indian River Shores, another agency who utilizes triple trained officers. After a brief discussion, the council gave their consent to increase the starting salary for an officer with a single certification and to place a budget amendment on an upcoming agenda for additional vehicles.

3. ADJOURNMENT:

The meeting ended at 1:20 pm.

**MAYOR
NANCY MILLER**

**CITY MANAGER
MICHAEL T. BOOKER**

ATTEST:

CITY CLERK, CHERI SCHWAB