

CHARTER REVIEW COMMITTEE REPORT

I. INTRODUCTION AND THANK YOU

II. ACKNOWLEDGEMENT OF COMMITTEE MEMBERS AND STAFF

Nathan Hightower - Chair
Bill Jonson - Vice Chair
Gladys Andrews
Cory Chase
Ryan Cotton
Karen Cunningham
Kathy Milam
Travis Norton
Mike Riordon
Patricia Rodriguez
Jonathan Wade

Staff: Rosemarie Call
Nicole Sprague

City Attorney: David Margolis

III. CHAIRMAN'S REFLECTIONS ON PROCESS

- A. Selected members provided the variety of backgrounds and constituents found in the Clearwater community.
- B. Many members had prior experience on a Charter Review committee and or city standing committee which can be good and bad.
- C. All committee members participated in discussions and all had ample opportunity to offer their opinions.
- D. City staff and City attorney did a good job of supporting the committee.
- E. Consensus of committee was to encourage more involvement from younger members of the community.

IV. SUGGESTIONS FOR THE FUTURE

- 1. Early explanation of the timeline for referendum preparation and submittal to council.
- 2. Early provision of topics the sitting council would like the committee to consider.
- 3. Earlier start on efforts to recruit members to enhance the pool of applicants.

4. Council patience to allow committee to do its work.
5. Each individual council member attends at least one meeting.
6. Consider frequency of the Charter Review process.

V. CHARTER REVIEW COMMITTEE ACTIONS AND RECOMMENDATIONS

1. Amend Section 2.07(b)3 to read as follows: "Fails to attend three ~~six~~ consecutive regular council meetings of the ~~council~~, unless such absence is excused by the council."
2. Increase the mayor's salary to \$49,000 and increase a councilmember's salary to \$41,000 with an annual cost of living adjustment.
3. Retain the frequency of charter review to every 5 years to allow for more citizen involvement.
4. Retain the current voting system in place and to take no action to change it.
5. Recommend that the City investigate districting with the support of an outside consultant.
6. Recommend that the Council membership be increased to seven members in an effort to have more inclusion in decision making.
7. Suggest that the council provide an opinion consistent with the CNC's report, Leveling the Playing Field.
8. Recommend Council consider adopting a procedure or rule to include quarterly council effectiveness discussions in the annual agenda calendar.
9. Amend Section 2.01(c)1 to read:

Section 2.01(c)1 "Each October at a public meeting, present a report on the evaluation of the performance of the city manager and city attorney including the following steps. Each year the Council shall adopt annual key performance indicators/objectives separately for the city manager and the city attorney positions. Then each councilmember shall present in October a written evaluation report for each officer which shall include, at a minimum, performance comments against the common Council adopted key performance indicators/objectives for that position.

10. Voted unanimously to write a letter to City Council expressing the Committee's dissatisfaction with Council not waiting for completion of discussion and recommendations from the Charter Review Committee, knowing that election process discussions are in process.

11. Recommend to Council that it discuss continuing education for new Councilmembers from Florida League of Cities and FEMA.
12. Amend Charter Section 3.02(b) by adding the following verbiage: If the majority, but not four council members, votes to remove the city manager, then the city manager shall be placed on paid administrative leave until the second meeting vote. During this period the longest serving assistant city manager shall function as the acting city manager.
13. Amend the Charter to add the following Preamble: We the people of the City of Clearwater, under the constitution and laws of the state of Florida, in order to form a more perfect City, with high performing government, which affords equity and inclusion, economic opportunity, foster community well-being, environmental stewardship and superior public service, do hereby adopt this charter and confer upon the City the following powers, subject to the following restrictions, and prescribed by the following procedures and government structure.
14. There was consensus to have the City Attorney draft language recommending that Council evaluate and discuss the base salary levels of the mayor and councilmembers every two years.

VI. THE OFFICIAL COMMITTEE RECORD OF ACTION IS ATTACHED HERETO AS AN EXHIBIT

VII. INVITE OTHER MEMBERS OF THE COMMITTEE IN ATTENDANCE TO SPEAK