CITY OF CEDAR KEY WORKSHOP – May 15, 2025
COMPARITIVE ANALYSIS OF THE TOTAL COST OF CITY EMPLOYEES
AND DISCUSSION ON BUILDING DEPARTMENT CHANGES

NOTE to all attendees, this workshop is for data and information sharing/gathering/review and evaluation to target areas needing deeper attention by the Commission. It is not an evaluation of any one employee or the commissions of past, but more an assessment of where we are now, for solutions going forward. Second, we will be targeting ways to improve the building Department.

1. **Introduction**

2. **Checks and Balances – A look at the total cost of the City's employees and how our costs compare, by position, to the national average and other comparable cities.**
   a. Presentation of Data -
      i. Total cost for City employees – per employee, per department.
      ii. Cost of City employees as compared to other cities and the national average.
   b. Short Discussion – Commissioners
      i. Identify areas of concern derived from the data, if any, to be addressed in the future by the Commission.
      ii. Propose solutions to any areas of concern – quick information sharing at this point.
   c. Public Comment on the first part of the workshop.

3. **Building Department – How can our Building Department better serve our community?**
   a. Identify Struggles/Problem – (i.e. permit process takes too long, etc.) For purposes of this workshop, we are listing struggles *in broad strokes only* brought forth by Commissioners and the public. A Citizen Satisfaction Survey will be available for all to provide more personal feedback and follow-up.
   b. Identify solutions and classify them as immediate, short-term, or long-term –
      i. Suggestions from research.
      ii. Other solution ideas – Commissioners, then public comment.
   c. Larger Organizational solutions – Discussion on the following:
      i. County take over permitting for the City.
      ii. Hire a full-time building inspector.
      iii. Remain with JPI but create and communicate clear performance expectations and establish accountability benchmarks, and implement other targeted solutions.
      iv. Other ideas.
   d. Public Comment