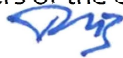




# Interoffice Memorandum

FROM THE OFFICE OF THE  
CITY MANAGER

TO: The Honorable Mayor and Members of the City Commission  
FROM: Robert J. Bradshaw, City Manager   
RE: Department Activity Report  
DATE: January 24, 2014

The information that follows is intended to keep the Commission abreast of the on-going activities, issues, programs and services within the City.

## City Manager's Office

### City Manager

- The City Manager and Deputy City Manager met with the Building Official and Building Administrator to discuss a business plan.
- The Deputy City Manager and Marina Manager met with the City Attorney to discuss a lease agreement.
- The City Manager met with Commissioner Perona to discuss the agenda for the January 21, 2014 City Commission meeting.
- The City Manager participated in the conference call for a FCCMA legislative committee meeting.
- The City Manager attended the FPUA Board meeting on January 21, 2014.
- The Deputy City Manager held a Fort Pierce Redevelopment Agency Board meeting on January 21, 2014.
- The Deputy City Manager, City Engineer and Planning Manager attended a meeting with the County and FDOT regarding the Port of Fort Pierce / 2<sup>nd</sup> Street.
- The Deputy City Manager met with both GIS Analysts to discuss backup documentation for the next scheduled CRA Advisory Committee meeting.
- The Deputy City Manager attended an Economic Development Team meeting on January 22, 2014.
- The Deputy City Manager and Executive Assistant participated in the City Hall Fitness Challenge.
- The City Manager attended the hearing on Australian Properties v. City of Fort Pierce on January 23 and January 24.
- The Deputy City Manager met with Commissioner Alexander as a follow-up to the FPRA meeting.
- The Deputy City Manager met with a representative of IRSC to discuss the economic development profile brochure.

**City Clerk's Office**

- Gave assistance and answered questions to the walk-in public on various aspects of Business Tax Receipts which included but not limited to:
  - New Applications: 16                      Renewals: 58                      Transfers: 4
- Gave assistance and answered questions to the walk-in contractors on various aspects of Contractor's Licensing which included but not limited to:
  - New Applications: 9                      Renewals: 9
- Gave assistance and answered questions from the public who have contacted office by telephone.
- Gave assistance and answered questions received by the public via e-mail through the City's web-page.
- Assisted the public by researching and providing copies of various requested public records.
- Assisted the public, various departments, newspaper and other government entities by providing DVD copies of various commission meetings.
- Assisted public by processing and providing receipt for animal registrations payment.
- Assisted Code Compliance Manager by processing payment and providing receipt for check received from St. Lucie County Humane Society for animal registrations.
- Assisted Code Compliance Manager by processing payment and providing receipt for check received from St. Lucie County Humane Society for impound fees December 2013.
- On-going updating of contractors' records for current Liability Insurance, Workman Compensation Insurance, and State License information.
- Prepared all necessary paperwork submitted by contractors into packets for the Board of Examiners of Contractors agenda for the January 14, 2014 meeting.
- Attended and recorded the Board of Examiners of Contractors meeting on January 14, 2014.
- Input all necessary information to create an account and competency card for contractors approved by the Board of Examiners of Contractors at the meeting on January 14, 2014.
- Preparation of legal advertisements, letters, resolutions, & ordinances for various departments for upcoming City Commission agenda items.
- Preparation of several Proclamations.
- Attended, recorded and transcribed minutes of the Fort Pierce Redevelopment Agency Meeting held on January 21, 2014.
- Attended, recorded and transcribed minutes of the Fort Pierce City Commission Meeting held on January 21, 2014.
- License/Permit Clerks contacting businesses who did not renew Business Tax by September 30, 2013 to inquire if still in business and notify that Business Tax has expired and must be renewed.
- Revenue Recovery working with Code Enforcement personnel on new businesses within the city limits that have not applied for a Business Tax Receipt.
- Licensing/Permit Clerks and Licensing Specialist/Deputy City Clerk working on revenue recovery project by checking list obtained from Fort Pierce Utilities of commercial utility customers to make sure have Business Tax Receipt for the City.

**City Clerk's Office contd.**

- Licensing/Permit Clerk working with Building Department Permit Specialist to contact business tax applicants to set up appointments for building inspections and other issues associated with a business tax application.
- Daily balancing process of cash receipts and submittal to Finance Department for bank deposit.
- On-going implementation of computerization of deed, alleyway and right-of-way records.
- On-going implementation of computerization of annexation records.
- On-going implementation of scanning City Commission Agenda Packets onto DVD's.
- On-going implementation of scanning City Commission Meeting minutes, ordinances, resolutions, and the Fort Pierce Redevelopment Meeting minutes into the Optiview system.
- Assisting MIS Department in correcting and adding unit numbers to existing address data base.
- Preparation and delivering to St Lucie County Courthouse recording division various paperwork to be recorded.
- Assisting Finance Department by signing and affixing the City Seal to necessary paperwork associated with release of liens.
- Assisting Planning Department personnel answering questions pertaining to business tax applications.
- Assisted Planning Department personnel by researching and providing copies of various ordinances, rezoning, conditional uses and annexations.
- Assisted Planning Department personnel by researching and providing the cost for legal advertising of various projects they are processing.
- Assisted City Attorney Office by doing research on various city issues.
- License Permit Specialist/Deputy City Clerk working on an on-going record retention projects.
- On-going implementation of updating various forms and having them accessible through the City of Fort Pierce website.
- Licensing/Permit clerk Joyce Kobbe is participating in the 1st "Get Fit Challenge" and also being a member of the Wellness Committee.
- Licensing/Permit Clerk Joyce Kobbe is co-chair of the City's Relay for Life Committee and is organizing a bake sale at City Hall to benefit Relay for Life.
- Assisted Public Works Manager by processing all the necessary paperwork required by the St. Lucie Tax Collector to obtain a City auto tag.
- Licensing/Permit Clerks Joyce Kobbe and Allison Martin attended an hour long seminar with a Nutritionist and Life Coach held on January 21, 2014.
- City Clerk attended Chamber of Commerce Fort Pierce Area Council.
- City Clerk attended EDC Coffee Talk with Pete Tesch.
- City Clerk met with St. Lucie County Supervisor of Elections, Gertrude Walker, and her staff to finalize and confirm 2014 City Election Packet.

**Administrative Services Department**

- Procurement –
  1. Processed RFO 2014-010 King Plant Property Redevelopment. Advertisement dates: 1/22/14, & 1/29/14. Pre-qualification Conference will be held 2/6/2014 @ 10:00 A.M in the 2nd floor conference room.
  2. Processed Bid 2014-013 31 Street Sidewalk Improvement Okeechobee Rd. to Tennessee. Advertisement dates: 1/22/14, 1/29/14 and 2/5/14. Mandatory Pre-Bid Conference will be held 2/7/14 @ 10:00 A.M in the Engineering Conference Room.
  3. Processed purchase orders and fiscal year blanket purchase orders.
  4. Processing and/or completion of awards to vendors/contractors approved by Commission.
  5. Meetings:
    - a) Director of Administrative Services conducted meetings with the Manager of Public Works and the City Clerk Staff regarding personnel issues.
  
- Human Resources –
  1. Coordinated Pre-employment physicals and background checks.
  2. Conducted New Employee Orientations
  3. Completed several Public Records requests.
  4. Advertised Promotional/Employment Opportunities.
  5. Created several Personnel Action forms for employees.
  6. Distributed monthly Reports to each department such as Accrual Register, Time Sheets and payroll register to Police Department.
  7. Processed Purchase Orders and requisitions.
  8. Verified payroll.
  9. Processed January 2014 employee annual evaluations.
  10. Completed Verification of Employment/Loss of Income forms.
  
- Risk Management –
  1. Implemented 60 Day Fitness Challenge, January 14, 2014.
  2. One Hour Session with Nutritionist & Life Coach.
  3. Accident and Injury Reviews.
  4. Audited, Closed, and Processed WC Claims.
  5. Processed Insurance Subrogation.
  6. Consulted with the City Carrier Regarding Liability Claims.
  7. Processed day to day Risk Management Duties.

**Finance Department**

- Preparing Financials for Audit
- Attended Retirement Board meeting.
- Met with Actuary to discuss defined contribution plan.
- Day to Day Operations

**MIS Department**

- Working with SunGard staff on installation of QRep Web and administrative and user training.
- Retrieving and restoring valuable information on several PCs.
- Deploying AppAssure Imaging, Backup, and de-duplication Citywide.
- Working with Facility Maintenance crew on room upgrades.
- Re-cable the Golf Course site and upgraded all POS stations. Also working with the State of Florida to upgrade the bandwidth to this site
- Work with Brevard Business Telephone Systems to remove all hardware and wiring for the old Mitel Telephone systems at City Hall and Public Works. Also old Nortel Telephone system at Indian Hills Golf Club.
- Several locations were affected by lightning strikes and we worked with our cabling vendor for re-cabling at those locations. Ninety five percent of services have been restored.
- Awaiting arrival of new equipment for Commission Broadcasting Room.
- Working on new servers, racks and Intune software citywide.
- Working on citywide installation of AirWatch mobile device management (MDM) application.
- Working with Comcast for moving to the new room in the Commission Chambers to house the Broadcasting equipment.
- Exploring cloud based options for different applications.
- Processing new computer equipment for various departments.
- Working on a pilot program with the Police Department.
- Relocation of several divisions (on-going).
- Upgrading Pervasive application for Marina Program.
- Working with vendor Group Business Software and the migration is seventy percent complete to move Lotus Notes to the cloud.
- Working on Rights issue with NAS (on-going).
- Processing VOIP spread sheets for remaining remote sites (Marina and Sunrise Theatre) and gathering all information required including old numbers to be ported.
- Marina data room is currently being upgraded to handle a new data rack, servers. Transferring data to the new NAS device (on-going).
- Shelter Pro software roll out for Animal Control Officers to be loaded on City's application server.
- Major problems with email due to virus attacks to our system (on-going).
- Servers for Sunrise Theatre are being processed for distribution.
- Testing iPads for use in current environment (Lotus Notes email, and Click2Gov Building permits) and the GPS system.
- Software integrations citywide (on-going).
- Working with AT&T and State of Florida on the fiber optic installation preparation for Public Works/Solid Waste (ongoing).
- Lotus Notes IQsuite e-mail spam, and archiving (ongoing).
- Updating MIS documentation and procedural policies (on-going).
- Received forty four (44) new work orders and completed fifty eight (58) work orders.

**Planning Department**

- Administrative/Meetings –
  1. All Staff members conducted 'Planner of the Day' duties on a rotating basis
  2. Walk-ins/Call-ins
  3. Planning Board minutes for the January 14, 2014 meeting
  4. Technical Review Committee Minutes for the December 19, 2013 meeting
  5. Zoning Verification Letters for 703 South 29th Street and 800 Virginia Avenue
  6. Pre-application meetings for a proposed expansion to Dogs and Cats Forever and a proposed church at 365 North 26th Street
  
- Long Range Planning –
  1. 1110 North 29th Street – Pine Creek Village, Future Land Use Map Amendment – Request for scheduling and property owner notifications
  2. 1110 North 29th Street - Pine Creek Village, Zoning Atlas Amendment (Rezoning) – Request for scheduling and property owner notifications
  3. East side of South 25th Street between Ormond Avenue and Mississippi Avenue – Fort Pierce Family Dollar, Future Land Use Map Amendment – Local Planning Agency (Planning Board) Presentation
  4. East side of South 25th Street between Ormond Avenue and Mississippi Avenue – Fort Pierce Family Dollar, Zoning Atlas Amendment (Rezoning) – Planning Board Presentation
  
- Current Planning –
  1. East side of South 25th Street between Ormond Avenue and Mississippi Avenue – Site Plan – Fort Pierce Family Dollar – Technical Review Committee comments and presentation
  2. 1167 S US HWY 1 - Fort Pierce Shopping Center - Landscape Plan/Easement Coordination
  3. 3700 Okeechobee Road - Annexation - Planning Board
  
- GIS/Mapping –
  1. GIS - Input edits with parcel identification for Annexation Agreements
  2. GIS - Coordination with Property Appraiser regarding CRA tax data
  3. GIS - Continuing effort to align City GIS with County, Property Appraiser data sets
  4. GIS - Research/analysis regarding election districts
  5. Web - Continuing edits, updates of City website
  
- Historic Preservation –
  1. 219 N 2nd Street - Historic Preservation Staff Report
  2. 104 N 2nd Street - COA - Historic Preservation Staff Report
  3. 517 S 8th Street - COA - Garage Demo/Reconstruction Historic Preservation Staff Report

**Building Division**

- 7131 Okeechobee Rd (West Star) - This permit is under review, we will continue to keep you informed of the progress of this project.
- 4150 S 25th Street (Mount Bethel Baptist Church) - Drawings have been submitted project. We will keep you informed of their progress.
- 2000 Hartman Rd (Hartman Medical Center) - The building permit for this project has been issued. We will keep you informed of the progress of this project.
- 4400 S. US Hwy 1 (Acura Dealership) - This permit is under review. We will keep you informed of the progress of this project.
- 1001 N US Hwy 1 (Bowen Medical Center) - The building permit for this project has been issued. We will keep you informed of the progress of this project.
- 110 S Ocean Drive (Inlet Bar and Grill) - Due to the magnitude of the issues surrounding this project, the Building Official has personally communicated with the contractor and owner, giving them specific direction as to how to avoid further delays. This project has been plagued by disorganization and disinformation that have resulted in direct conflict with the SLC Fire Marshal as well as life safety issues as stated in the Florida Building Code. We will keep you informed of our progress in assisting them to bring this project to completion.

**Code Enforcement Division**

- Hearings –
  1. No Code Enforcement Board hearings.
  2. County Court – Judge Yacucci
    - a) COFP v. James R. Lundy III: Refusal to sign AC citation for dangerous dog – pled not guilty – hearing set for March 10th.
- Code Enforcement –
  1. Received 18 complaints
  2. Issued 5 written warnings
  3. Issued 1 citation
  4. Initiated 74 new cases: 17 general violations and 57 lot clearing violations
  5. Conducted 141 follow-up inspections
  6. Closed 50 cases
- Animal Control –
  1. Responded to 74 dispatched calls
  2. Conducted 171 self-initiated calls
  3. Conducted 42 follow-up investigations
  4. Issued 2 citations and 12 written warnings
  5. Completed 5 bite reports
- Income & Expenses –
  1. Processed 40 lien / title search requests.
  2. All lien & fine case folders are being manually reviewed and updated to address past due accounts (on-going).
- Miscellaneous –
  1. Two new code officers, Isaac Saucedo (FT) and Terry Denmark (PT) started work on 1/22/14.
  2. All Code officers and manager attended the nutritionist and life coach seminar.
  3. Two code officers and manager participated in the weigh ins and Wednesday exercise programs with the personal trainer.
  4. Attended the monthly TRC meeting.

**Engineering Department**

- Development Reviews – Intake of four (4) Building Permit, Site Plan, or Certificate of Occupancy reviews.
- Stormwater Division – Negotiations being made with FPUA in regards to a joint project for Boston Avenue between 7th Street and 8th Street. FPUA desires to replace water and sewer in this portion of Boston Avenue. SMU division is investigating the feasibility of partnering with the FPUA to construct needed drainage improvement in this block. Currently developing preliminary engineering design and cost estimates.
- Traffic Control – FDOT has completed final QA/QC for the new coordination plans on State Corridors. Staff is working with FDOT's contractor to revise the signal timing plans for SR 70 and 25th Street as we have discovered a significant increase in traffic volumes since the incorporation of the current timings. City continues maintenance of all signals.
- City Marina Reconstruction - Phase I – Islands- LMAC is at 99% for project completion. LMAC is completing the final construction items need to make substantial completion. Staff continues working with LMAC to resolve potential contractual issues and perceived monetary claims. Staff has initiated dialog with FDEP and Army Corps to help resolve an issue that LMAC has created with installation of non-conforming material on 6 Islands.
- City Marina Reconstruction – Phase II – Docks – RFP 2013-021 City Marina Reconstruction- Phase II construction contract will be on the February 3, 2014 commission agenda for approval.
- S. 21st Street / Havana Ave. Sidewalk Project – Project currently under design. Funding has been approved by FDOT for FY 2015. 90% plans have been submitted to the City and FDOT for review.
- 31st Street Sidewalks from Okeechobee Road to Tennessee Avenue – FDOT approval to proceed with construction has been obtained. The construction bid documents have been sent to the City Attorney's office for review.
- 5th Street Reconstruction from Orange Avenue to Boston Avenue – Construction underway. Final completion is scheduled for April 2014.
- Heathcote Stormwater Improvements – Bids opened on 12/19. Four bid proposals received. Engineering is currently reviewing bid proposals.
- Veterans Memorial Park – Project currently under design.
- Melody Lane Fishing Pier – Awaiting receipt of design consultant's proposal.
- H.D. King Power Plant Clean-up – During soil remediation work at the former power plant site, it was discovered that the tie-backs for the seawall along Moore's Creek in some areas have completely deteriorated. One section of the seawall has shown significant deflection. We have requested a structural engineer to provide the City with a proposal for further evaluation of the seawall and recommended repair alternatives.

**Public Works Department**

- Energy Efficiency & Conservation – ConEdison has completed the Investment Grade Energy Audit and is currently working with the Energy Efficiency & Conservation Team (EECT) to determine feasible energy conservation measures for inclusion in the much anticipated energy savings performance contract. A presentation to the commission is expected in the very near future.
- Single Stream Recycling – Interest and participation in our program continues to grow! Phase II of our Single Stream Program is complete. Implementation of Single Stream Recycling is complete and we have received a request for more dumpsters. Staff anticipates having our four (4) solar powered compactors within the next 30-45 days.
- Phase II Window Retrofit Project – The River Walk windows and doors are complete and look fantastic. Work has begun at the PWD compound and once completed the contractor will be going to the Police Department.
- Get Fit Challenge II – Round II of our PWD fitness challenge has begun! This challenge will only be for 60 days but our group has already pledged to beat our previous total of 154lbs of combined weight loss.

**Police Department**

- Restoring our Village – On January 17, the police department and St. Lucie Health Department co-hosted a presentation by Dr. Nesbitt from the Louisville Metro Health Department on their efforts to combat gang violence from a public health perspective. The session was attended by more than 50 community stakeholders.
- MLK Parade – On January 20, the police department provided security and traffic control for the annual MLK Commemorative Parade. There were no significant traffic or security issues at the event.
- Retirement – Sergeant Dennis McWilliams – On January 17, the police department hosted a retirement celebration for Sergeant Dennis McWilliams, who retired due to a duty related medical disability after nearly 25 years of service.
- Noise Ordinance – On January 16, Lt. Curry met with Assistant City Attorney Karen Emerson regarding the proposed noise ordinance. A few minor revisions are being made and the final ordinance will be resubmitted to the City Attorney's office next week for final approval and submission to the City Commission for Public Hearing.
- Murder Investigation – On January 16, officers responded to the 400 Block of North 18th Street for a home invasion robbery that resulted in three victims being shot. Dontavious Alberry (12/24/1989) and John C. Soloman (5/23/1947) died in the incident. Percell A. Derival (6/22/1989) received a non-fatal gunshot wound. No arrests have been made in this incident, but detectives are still following active leads.
- Murder Investigation – On January 19, officers responded to 22nd and Avenue I for a shooting incident. Raynol Remme Wilson (7/25/97) died in the incident. No arrests have been made in this incident, but detectives are still following active leads.
- Cancer Awareness Fund Raiser – On January 24, the police department hosted a breast cancer awareness event at the police station, wherein about 50 officers shaved their heads in support of one of our employees that is undergoing treatment for breast cancer. \$2,400 was raised and donated to foundations supporting treatment of cancer.

**Urban Redevelopment Department**

- Grants Administrator –
  1. Created PowerPoint overview and presented it to City Commission 1/21
  2. Provided project oversight/guidance for:
    - a) FPAT Grant Awards
    - b) Melody Lane Fishing Pier project
    - c) Highwaymen Heritage Trail - Phase I
    - d) Public Service Agencies / Grant Awards
    - e) Commercial Facade Grant opportunity
  3. Created and submitted HUD quarterly report - SF-425
  4. Collaborated with FPUA to create Weatherization program advertisement
  5. Met with Finance to continue to address IDIS ineligible draw issues
  6. Created and submitted quarterly and close out reports for Land and Water Conservation Fund grant (Jetty Park Expansion)
  7. Completed grant application to TCRPC for Brownfields Assessment funds for 301 Florida Avenue property
  8. Met extensively on the phone with Caesar Ricks and BCAG, LLC providing info that will hopefully result in Mr. Ricks selling his land-locked property
  9. Met with Paul Bertram (Public Works) to gather info on Recycle Bin grant for City parks
  10. Met with Public Service grantees to collect additional materials needed then created contracts for all Public Service grant awardees
  11. Researched and compiled historic info on the Lincoln Park neighborhood
  12. Researched usage stipulations for office space in parking garage; worked with Rebecca Grohall to begin creating displays for windows on 1st floor of building
  13. Reviewed and prepared to write grants to:
    - a) Florida Inland Navigation District - Melody Lane Fishing Pier
    - b) Visit Florida - Promotional brochures to establish the City of Fort Pierce as a tourism destination
    - c) SLCTV - Promotional commercial to establish the City of Fort Pierce as a tourism destination
- Program Analyst –
  1. FEMA
    - a) Marina Project
      - Monitoring time extension
      - Monitoring funding requests
      - Met with Ed Seissiger regarding Phase I and funding
  2. Windows Expansion Project
    - a) Working on request for modification of scope of work
    - b) Preparing second pay application
    - c) Requested first draw from State
  3. NSP: Working on insurance amendment for transfer agreement
  4. Enterprise Zone: Answering emails and phone calls pertaining to tax credits
  5. SHIP
    - a) Working with two applicants for program application
    - b) Met with Diana Weslowski from St. Lucie County regarding file requirements and procedures
  6. H.D. King Power Plant: Finalized voluntary clean up tax credit with Cardno and Staff and mailed in for approval

**Marina**

- Oversee daily operations for City Marina and Fisherman's Wharf Marina.
- Working with seasonal dockage and events (see weekly email "Marina Happenings" newsletter for updates).
- Marina Island Construction estimated completion unknown.
- Consulting on Marina Project.
- Commission approved the rights to negotiate with Bellingham Marine for the new dock system at the City Marina. City Attorney and Engineering Dept. working out contract language.
- Attended second meeting of Waterway Steering committee for Martin and St. Lucie Counties.
- Dredging time frame of Moore's Creek is undetermined. Awaiting Engineering Dept. for date certain.
- Upgrading camera security system throughout marina facility.
- Working with St. Lucie County Tourism Department on the contract for 3 web cams. Contract to be sent to City Attorney's office.
- Working with City staff on installing a Seacoast National Bank ATM machine at City Marina.

**Golf Course**

- Met with Superintendent to access any damage due to the cold weather.
- Met with Treasure & Space Coast radio to record February commercial.
- Met with new mechanic to get progress report on equipment maintenance.

**River Walk Center**

Park Permits	850.00
Programming	1080.77
River Walk Center	1227.72
Special Events	675.00
Garden Center	246.95
Maravilla	100.00
<hr/>	
Total	\$4,180.44

- Contractor should finish up vent window screens next week. All facilities are getting busier now that the holidays are over. A lot more special events are utilizing the River Walk Center/Veteran's Park for their events as well as Fisherman's Wharf. Coming UP is the Pirate's Fest, Treasure Coast Humane Society BBQ Championship, Italian Festival, Sandy Shoes and Taste of the Sea, Hooked on Music, Taste of New Orleans.
- Will need to purchase new chairs and tables to replace the worn and broken.

**Sunrise Theatre**

- Over the past weeks, the following performances and activities were presented in the Sunrise & Black Box Theatre: Fort Pierce Jazz and Blues Society and the Sunrise Theatre co-presented Tuesday Night Jazz Jam evenings on January 7 and 14; Comedy Corner Improv on Saturday, January 11; Tom Jackson Band performed as part of the new On The Verge Concert Series on January 18. Performances on the Sunrise Theatre main stage included the State Ballet Theatre of Russia performed Sleeping Beauty on January 10; Paula Poundstone on January 12; The National Touring Company of Godspell on January 14; Garrison Keillor on January 15; Chris MacDonald's Memories of Elvis on January 17; The National Touring Company of Rock of Ages on January 19.
- Assistance continues with future rental events and co-presentations with various community groups including, but not limited to: BlueBird Educational Productions Selwyn Birchwood on February 7 and Robert Navarro on March 21; Family Meals, Inc. McCartney Mania on March 28; Richard Nader's Doo Wop & Rock n Roll on March 29.
- New shows that have been added to the schedule include Bill Maher on May 17.
- Marketing and show sponsorship negotiations for the 2013/14 Season are ongoing. Booking negotiations and event commitments for the 2013/14 Season continue.
- Budget projections and adjustments for this and next year's fiscal year continue to be reviewed and implemented.