

M I N U T E S

ADMINISTRATIVE WORKSHOP
SOUTH PASADENA, FLORIDA

TUESDAY, JUNE 27, 2023
COMMISSION CHAMBERS - 9:08 A.M.

Mayor Penny called the meeting to order at 9:08 A.M. immediately following the Agenda Meeting and dispensed with opening formalities.

ROLL CALL: COMMISSIONERS GAIL NEIDINGER, BEN THOMAS, VICE MAYOR THOMAS REID, AND MAYOR ARTHUR PENNY. ABSENT: COMMISSIONER LYNDIA THOMPSON. ALSO PRESENT: CITY CLERK CARLEY LEWIS, CITY ATTORNEY JULIA MANDELL, FINANCE DIRECTOR JAMES GRAHAM, PUBLIC WORKS DIRECTOR SHAWN SHIMKO, DEPUTY FIRE CHIEF EMERY CULVERHOUSE, AND COMMUNITY IMPROVEMENT DIRECTOR TERESA SULLIVAN.

The topic scheduled for discussion was the budget.

Vice Mayor Reid spoke regarding the budgeted COLA for firefighters. He stated that the union contract calls for a 4% COLA for the next fiscal year and the Commission has budgeted for a 6% COLA for general employees. He further stated that recruitment is a concern and he has spoken with Finance Director Graham on options for addressing the COLA differential.

Finance Director Graham stated that the cost of the 2% difference would be approximately \$42,000 which includes pension and benefits. He suggested that a one-time payment of \$2,000 be paid to the firefighters in lieu of adjusting their contracted COLA for next year. He noted that adjusting the COLA would compound and increase salaries for future years.

City Attorney Mandell advised that the City's labor attorney should be consulted to ensure that the Commission's decision is implemented in a legally sufficient manner.

Mayor Penny suggested that the one-time payment be offered to new hires as a hiring bonus.

In response to Commissioner Neidinger, Deputy Fire Chief Culverhouse stated that recruitment is very difficult. He spoke in favor of any increase in pay or benefits that would be long-term and help attract applicants. He stated that the COLA increase would be more attractive.

Discussion ensued regarding firefighter pay and recruiting.

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The consensus of the Commission was to adjust the firefighter COLA for FY 2024 from 4% to 6%. The Commission further agreed to offer a \$5,000 signing bonus for firefighter/EMTs and \$7,500 for firefighter/paramedics for the two current vacancies.

Mr. Graham reported that he needs to adjust his computer budget to \$37,130 to account for login security tokens and increased support fees. He noted that all employees will be issued a token that will provide security codes to authenticate users when they log in. He said that he increased the Capital Budget by \$43,000 for playground equipment relating to the mat repairs and added \$22,000 to the Five Year Plan for elevator repairs.

Mr. Graham spoke regarding millage rate calculations and reviewed a handout (attached to Minutes as Exhibit A). He reported that estimates show a 13.25% increase in taxable values for next year. He recommended maintaining the current millage rate of 4.9650. He noted that the roll back rate is 4.446 mills so keeping the current millage rate will be advertised as an increase. He discussed historical budgeted versus actual revenues and expenditures.

Discussion ensued regarding taxable values and millage rate estimates.

The consensus of the Commission was to move forward with a tentative proposed millage rate of 4.965 for the FY 2024 budget.

City Clerk Lewis stated that the millage resolution will be updated to reflect the Commission decision for formal consideration at the upcoming Regular Commission Meeting.

Mr. Graham spoke regarding the Reclaimed Water budget and reviewed a handout (attached to Minutes as Exhibit B). He discussed account contingencies and reserves. He reported that fees to the City went up by 23.8% last year and are going up 15% this year. He recommended increasing reclaimed water rates by 11% to address the external increases. He noted that the City did not raise rates last year.

The consensus of the Commission was to pursue an 11% rate increase for reclaimed water fees.

Mr. Graham spoke regarding the Sewer budget and reviewed a handout (attached to Minutes as Exhibit C). He reported that he was advised to budget for sewer processing fees to the City to increase by 5% but he does not have definite numbers for what

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the increase will be. He spoke regarding historical rate increases and recommended increasing rates 10% to cover external fee increases.

Mayor Penny spoke in favor of setting rates to ensure that the sewer account operates at breakeven.

The consensus of the Commission was for Mr. Graham to determine and pursue a sewer rate increase that would cover external fee increases so that the account operates at breakeven.

Mr. Graham spoke regarding the City's investment accounts.

There being no further discussion, the meeting was adjourned at 10:07 A.M.

Arthur Penny

Arthur Penny, Mayor

ATTEST:

Carley Lewis

Carley Lewis, City Clerk
06-27.23a

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