

## BUDGET WORKSHOP MEETING MINUTES

August 22, 2018

A. Call to Order- The meeting was called to order at 7:30 p.m.

B. Roll Call

In attendance: Mayor Dudley, Councilmember DeSimone, Councilmember Roberts  
Councilmember Troup and Attorney Mora and Manager Campbell

Absent: Vice-Mayor Howell

C. **Proposed Millage Rate Discussion**

Manager Campbell : We are proposing a 1 mill adjustment from 4.75 to 5.75 to utilizing that to fund the additional costs associated with inflation and to look at providing dependent health care for employees.

This will make the Town more competitive among it's neighbors to help retain a good qualified workforce. The average is 50% for dependent care of employees. The cost would equate to half a mill.

Councilmember Roberts: If I agreed to any of it, It would be the employees having the 100%, but not the dependents.

She doesn't believe taxes should be raised for health care.

Councilmember Troup agrees with the 1 mill increase, as does Mayor Dudley and, Councilmember DeSimone. Councilmember Roberts is opposed.

Based on the majority of the members present, there is consensus for staff to move forward with the one mill increase proposed.

D. Proposed Budget Discussion

**Councilmember Roberts** concerns were:

Duties of the CPA, with Paychex being used now.

Town issued phone expense for the Clerk/Administration Specialist

Lieutenant receiving 5% plus 3% Cola.

Cost of gasoline staying the same, with costs increasing and new vehicles purchased

Mayor Dudley: Had the same concerns, but we have never run out of gas, our vehicles are always supplied with it and functioning.

Councilmember Roberts: Did not see an amount budget for activities and supplies, i.e. Egg hunt, crime watch print outs, and the give aways that are supplied to Town residents.

**Manager Campbell:**

CPA helps out with cash receipting and billing. He makes sure everything balances. He provides the additional Government resources we need in the finance arena.

Phone issued is used as portable devices; emails, text, pictures.

Lieutenant's total increase would be 5%.

We do have additional trucks. We look at the 3-year average and it is an estimate. We don't use our vehicles every day. We can always do a mid-year budget transfer if something was to occur and we needed to move some money into the Gasoline account.

**Chief Riley:** portions of our budget that include the printing of material and purchase of small things to support some of the events. The large ones are being donated by business. There is a donation account. It has become a challenge recently, as Winn Dixie and Kmart can only do so much.

Manager Campbell asked if Councilmember Roberts would like that line item increased, it is \$1,100.

Councilmember Roberts stated maybe a little, if the Police Department is not able to get donations/items from businesses. She doesn't think the Police Officers should be paying for the items. She suggested \$1,500.

There was a consensus by Council to increase that budget item to that amount.

Councilmember Troup believes the salary of the Police Department's Administrative Assistant is not high enough, for what she does and her education.

Manager Campbell: The position was reclassified and reorganized, based on the studies done that is the beginning salary for that position.

At the last workshop it was discussed about having the merit increase go into effect on their anniversary date, due to the bulk of other Communities providing their increase that way.

If Council would like we can change that everyone being given their increase on October 1<sup>st</sup>.

Our rates are based on a hybrid between state and local labor market. We are starting to see this year that Pinellas County wages are out pacing the wages elsewhere in the state.

Manager Campbell recommend that the salaries be re-addressed next year.

**Councilmember Roberts:** was concerned our insurance has not been bid on in the last 4 or 5 years and that we might be able to get the insurance at a better or equal cost.

What is the Town getting by providing this insurance cost coverage, as we still have?  
They are using us as a training ground.

Why is there \$40,000 for a playground sun canopy, but we aren't making any money to for the items we want to add on to the park. She stated we need to generate some kind of revenue. No one can rent equipment.

Councilmember Roberts asked to see how much revenue we have generated in rentals.

If there was a staff member on site to empty the trash on the weekend, when a pavilion was rented.

School crossing guard – she believes there is not a need for a crossing guard.

**Manager Campbell:** We are in a municipal pool PRM. They meet on a quarterly basis and they check rates. Just about every municipality is seeing an increase in rates. For what the Town is providing and what the employee has to choose from, it is difficult to compete with.

That is why we brought the additional benefit, to help retain employees. We are never going to compete with the larger municipalities, but some employees like to work for a small Town.

As long as we are able to continue to attract and retain officers for a quality workforce. Our challenge is when we lose multiple officers at once.

**Mayor Dudley:** More and more Municipalities are providing this, due to the sun being damaging. The money does come from Pennies for Pinellas. We are at least offering that service when we can. People are bringing their own equipment and also renting it.

**Manager Campbell:** We have detailed agreements on rentals. There are resident fees and non-resident fees and a staff fee built into our agreements.

The intent of Municipal Government is to cover your costs it's not meant to generate Revenue.

Stated 105 students from Dixie Hollins and 136 students from Blanton reside in Kenneth City.

Mayor Dudley, Councilmember Troup and Councilmember DeSimone agree we should keep the crossing guard

Consensus was given by the Council to maintain the crossing guard in the budget, with Councilmember Roberts opposed.

Consensus was given by the Council to increase the Town's contribution to health insurance to 100%, from 80%, Councilmember Roberts opposed.

Consensus was given by the Council to provide the employee with 50% dependent/child insurance. Councilmember Roberts opposed.

Consensus was given by the Council for 3 Sergeants positions to be added to the Police budget and eliminate the Corporal. All in favor

Consensus was given by the Council to add a full- time code enforcement position to the budget vs a part time position. All in favor

Manager Campbell: We had originally thought about adding another Public Service Employee, but there is not money for the currently. PTEC will send us interns in the interim. We want to reduce the amount of money that we borrow from reserve each year. All these items will increase that.

Consensus was given by the Council to add a Natural Gas line item of \$1,200 for the stove in Community Hall and the generator.

Consensus was given by the Council to change the name of SPCA/Meow Now line item too Other Agency Support, so as not to limit the agencies that donations can be given to.

Consensus was given by the Council to increase the façade grant line item from \$15,000 to \$30,000 with proposed Economic Development Incentives: A proposal to expand the façade grant program, to include demolition, to potentially offset leasing cost for a Commercial Real-estate broker to advertise and promote their property, expanding the guidelines to beautify the signage in front of their business to help businesses.

Consensus was given by the Council to add sufficient funding in the Capital Improvement fund to update the Fire Department building, it has rotten wood which needs repair. The Air Conditioning unit just broke., We are getting out in front of these issues.

Attorney Mora: As the program is expanding and the application materials modified we will review those documents.

Consensus was given by the Council to add a line item in the Capital Improvement to resurface the drive way within Community Hall and Town Hall and the Fire Department, also re-adjust the overall elevation in the driveway.

Consensus was given by the Council to pay 100% of the employees' benefit. The employee can elect a certain plan, and if there is any money left over, they can apply it to other insurance, but there is no cash back.

Councilmember Roberts: Is concerned about the cost to the Town for the additional Health Care.

Consensus was given by the Council to move forward with the proposed Cafeteria Plan.  
Councilmember Roberts was opposed.

Attorney Mora: Referenced the memorandum that the Council received regarding the use of the Public Sign. It is a reminder grounded in case law, that as a Government entity, were the Town to open a public forum it should do so in a content neutral manner, that is consistently applied. There is no obligation to open a public forum, as a Government entity. Attorney Mora is always available for questions.

Adjournment

Motion was made by Councilmember DeSimone to

Seconded: Councilmember Troup

Meeting was adjourned at 7:47 p.m.

Respectfully submitted,

Cindy McCarthy

*Town Clerk*