



HISTORIC TOWN OF EATONVILLE, FLORIDA
TOWN COUNCIL MEETING
NOVEMBER 18, 2025, AT 7:30 PM
Cover Sheet

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ITEM TITLE: Approval of Resolution 2025-34 Freezing The Position of The Deputy Chief Appropriating The Funds To Other Positions That Warrant Adequate Salary and Time In Service (**Councilwoman Randolph**)

TOWN COUNCIL ACTION:

PROCLAMATIONS, AWARDS, AND PRESENTATIONS		Department: LEGISLATIVE (RANDOLPH)
PUBLIC HEARING 1ST / 2ND READING		Exhibits: <ul style="list-style-type: none">• Resolution 2025-34• Page 5 of 11 of the Fiscal Year Budget Proposal• Salaries and Terms of Service
CONSENT AGENDA		
COUNCIL DECISION	YES	
ADMINISTRATIVE		

REQUEST: Request that the Town Council approve the freeze of the position of the Deputy Chief appropriating the funds to other positions that warrant adequate salary and time in service in order to improve value to our employees and their growth.

SUMMARY: The 2025-2026 budget has a line item for the position of Deputy Chief of \$67,694 to include any additional amounts added. This item was discussed on October 7, 2025. No final decision was made upon the request that the administration provide the adjustments based on the information provided. This position has been vacant for over five years or more. Therefore, the funds are to be considered to be utilized elsewhere by a salary review to consider an employee's time in service as one factor among performance, market rates, and job responsibilities as well as increase the entry level of the "boots on the ground" law enforcement officer positions and other town employees identified in this attachment. The town is to ensure that pay reflects an individual's current contributions. If new or recent hires are paid a higher starting salary, a seniority system can result in long-term employees being paid less than newer staff. This pay "compression" can cause resentment, low morale, and economic impact to our employees.

RECOMMENDATION: Recommend Town Council approval to freeze position and salary of the Deputy Chief and that the administration present a proposed salary adjustment within 30 days of approving the resolution (Resolution 2025-34).

FISCAL & EFFICIENCY DATA: N/A