



HISTORIC TOWN OF EATONVILLE, FLORIDA TOWN COUNCIL 1ST BUDGET HEARING (1ST READING) MEETING MINUTES

Tuesday, September 3, 2024, at 5:15 PM

Town Hall (Council Chamber) - 307 E Kennedy Blvd. 32751

SPECIAL NOTICE: These meeting minutes are presented in an abbreviated format intended as a public record discussion of stated meeting according to the Florida's Government-in-the-Sunshine law. Meetings are opened to the public, noticed within reasonable advance notice, and transcribed into minutes for public record. ***Audio Recording are available through the Town's website on the Council Agenda Page.*

CALL TO ORDER AND VERIFICATION OF QUORUM:

Mayor Gardner called meeting to order at 5:15 p.m. with a verification of quorum through roll call by Mrs. Veronica King

PRESENT: (4) Councilwoman Wanda Randolph, Vice Mayor Theo Washington, Councilman Rodney Daniels, Mayor Angie Gardner, **Absent:** Councilman Tarus Mack

STAFF: (8) Demetrus Pressley, **Chief Administrative Officer**, Veronica King, **Town Clerk**, Stanley Murray, **Chief of Police**, Katrina Gibson, **Finance Director**, Valerie Mundy, **Public Works Director**, Clifford Shepard, **Town Attorney**, Cobbin McGee, **Planner Others:** Rachel McCoy, **Finance**, Brittani Gragg, **Executive Assistant**

INVOCATION AND PLEDGE OF ALLEGIANCE:

Moment of silence followed by the Pledge of Allegiance.

SPECIAL NOTE: Mayor Gardner stated a change in the order of the agenda; Consent Agenda would go before the Public Hearing, to pass the mileage rate first.

CONSENT AGENDA:

Mayor Gardner Motions to approve consent agenda approving Resolution #2024-26, Adopting the Proposed Tentative Tax Levy on All Real Property Within the Boundaries of the Town of Eatonville.; Moved by Councilwoman Randolph; Second by Councilman Daniels; **AYE: ALL, MOTION PASSES. Comment:** The mileage is 7.2938, less than the rollback rate of 7.4079 by negative 1.54%. (Preamble and Section 1 of Resolution 2024-26 was read by Town Clerk).

A RESOLUTION OF THE TOWN OF EATONVILLE OF ORANGE COUNTY, FLORIDA, ADOPTING THE TENTATIVE LEVYING OF AD VALOREM TAXES FOR ORANGE COUNTY FOR FISCAL YEAR BEGINNING OCTOBER 1, 2024, AND ENDING SEPTEMBER 30, 2025, PROVIDING FOR AN EFFECTIVE DATE.

PUBLIC HEARING:

Approval of First Reading of Ordinance 2024-4 Approving Fiscal Year 2024 – 2025 Town Budget (Preamble Read by Town Clerk). (**PUBLIC COMMENTS:**) **Ryan Novak** – Total budgeted for this year (not the new budget) was \$6.7 million, actualized at \$5.4 million, the new budget is proposed at \$5.2 million (\$1.5 million less than what was proposed last year), and \$200,000 less than what was actualized last year, likely due to building

permits and the pause on building, looks like a lot of things were just carried over without a comprehensive review, there is a general reserve fund \$496,000 budgeted with no actuals, curious that there is a new budget of a half a million dollars for a general reserve fund that appears to have spent nothing, this is other miscellaneous revenue of \$500,000 budgeted with \$3,000 actualized (pulled back from a half a million down to \$15,0000, the police would like a budget of \$950,000, approximately 18 percent of the total budget or 12 percent actualized this year, New York City spends 8% and Jacksonville (FL) spends 3%, a town the size of Eatonville should be approximately 20 to 25 percent of the total budget, what is currently proposed is 32 percent of the total budget, with a population on the high end of about 2,500, the average per capita spending in Florida is \$468.00 on the higher end of the country, which is about \$1.1 million total, considering salaries and the additional spending our police is about \$1.9 (resulting in the 32%), request that the average be considered at about \$460.00 per capita budget spending on less than 2 square miles. **Joyce Irby** - There are some things that are grossly unfair, some people doing work considered administrative or lower level work and not executive work should not have only a 2 percent raise where there are thousands of dollars being put in other places, the town clerk who is very organized and deals with the Freedom of Information Act requests should not have only a 2 percent raise; it appears to be a competition between people in the community who want to improve things and the administrative side, it is a community, not a business, certain accommodations should be made for people trying to do good things, I am committing to more time, to be an irritant, in a positive way, to make the voices of people who are trying to add value be heard, would like to work together, see collaboration, it seems to be a consciousness of doing things the same as always and taking care of the people we like or who are close to without looking at the competency or the quality of work. **Charles Bargaineer** – Concerned about the amount of expenditure going into this budget, where is the money coming from and how will it be justified; agree with the salaries, is there evaluation system; last year there was a 7 percent increase, employees deserve an increase, most municipalities have a salary range, if you start out at \$20,000, a person does not go from \$20,000 this year to \$50,000 the next year, there should be in increments to include evaluations based on performance, most municipalities give raises based on performance and not just across the board. **Angela Johnson** – Request for the second budget hearing to be moved to 6:30 p.m., residents are a part of the working class, request not to limit the speaking time to three minutes; if the budget is not right, there will be going to have problems; will state and email concerns and will expect a response prior to the second budget hearing, still awaiting information previously requested; **Concerns:** The C.A.O.s. salary is being recommended at a 20 percent increase, what is the justification, key performance indicators, and how do you substantiate and justify a 20 percent increase for the CAO position; recommending a classification change from part time to full time. where the person (HR/Risk) currently is earning \$23.55 per hour (part time), it is being recommended as a full-time position at \$65,000 at \$31.00 per hour at a 30 percent increase, what is the justification; there is an 8 percent increase for another administrative position (Executive Administrative) in the administrative office; there is a recommendation for a community policing coordinator, did not see salary details, asked and have not received information (disappointed), concerned about the integrity of posting the director of recreation position at \$55,000 and then after the position had been posted, interviewed and filled, the salary was walked onto the budget at a meeting to this council stating an hire at \$55,000 with a valued salary range of \$62,565 to \$97,000 (the \$62,000 is less than the salary range which is a 12 percent increase); offering a 2 percent across the board increase for the other employees; the way the budget is looking with a decrease in revenue, it is recommended that there is not a salary increase for any employees. **COUNCIL REVIEW/COMMENTS:** There were several workshops; to keep it moving, the budget review will be facilitated by budget items and different sections.

- The revenue for utility tax is in the water enterprise fund.

- The reinspection fees are when someone pulls a billing permit, a roof permit, a mechanical permit, and if they fail, there is a fee they must pay (starting at \$50.00).
- The fire safety inspection fees go to Orange County, whoever pulls a building permit must pay Orange County, it is no longer in the budget.
- The general fund reserve (page 6) is bringing over \$500,000 still has not closed out the year, will be bring back a budget amendment, there will be changes in the revenues we received and did not receive.
- The 5 percent education fee must be paid to the state, must charge the education fee.
- The general reserve balance should be at least three months of funds to pay the general fund bills, which includes payroll, insurance, expenditures, and bond payment (recommend an increase to one to two million dollars-Councilwoman Randolph). Salary and benefits along come to about \$2.6 million dollars for the current approved budget.
- The Martin Luther King funds come from Orange County (\$7,600), Duke Energy (\$5,000), Waste Connection (\$5,000), and Travel Leisure (\$2,500).
- \$15,000 Miscellaneous is unexpected revenue. (Finance to provide details).
- The general fund reserve can be set up by the Council, or the remaining money can be put into the reserve. (Finance to provide details).
- No Code Violations for there year is a concern (recommend getting a magistrate-Councilwoman Randolph).
- Legal professional services decreased to \$95,000 from the previous budget of \$107,500.
- CPH, Planning Consultant, Universal comes out of Contractual Services (Planning /Code Compliance).
- Police-Contractual Services -the increase is the results of being a liaison through Seminole County with a 15% increase yearly (must be connected to FDLE, cannot operate without them).
- Police Alarm System Monitoring -increase reflects a need to upgrade from a key access to a proxy access system to include town hall.
- Post Office – running a \$25,000 deficit.
- Recreation-car donated from the police department.
- Special Events- RWJF (page 13)-used some funds for the Health and Breast Cancer event approximately \$1,200-\$1,300) – Finance to adjust the expenditures based on the revenue.
- Community Event (Veterans) – adjust an increase amount to \$1000
- TIFF comes from the county in December, January, other finds come in as people pay their taxes.
- Finance to provide information on the projected tax income to be received from developments (there were some increases and there will be additional increases). The valuation of property values went up \$62 million, resulting in a 23 percent increase in the Ad Valorem revenue.
- Water/Sewer- Connection Fees – Enclave did not have to pay funds due to the language in the developer’s agreement (fees was budgeted but nullified due to agreement, fee was unjustifiable without having impact fees).
- Repair/Maintenance Water Lines (page 16) – hired contractors for many water breaks (on Lincoln, West, and Kennedy, town took the costs for lines hit by a company, the town received some reimbursements).

BUDGET HEARING RECESS – Mayor Gardner motions to **RECESS** the budget hearing until after the council workshop; moved Councilwoman Randolph; second by Councilman Daniels: **AYE: ALL, MOTION PASSES.-**
Budget hearing recessed at 6:36PM.

BUDGET HEARING RECONVENES – 1st Budget hearing reconvenes after the council workshop at 7:18PM.

COUNCIL REVIEW/COMMENTS:

- Meter Replacement Program (page17) - still have some commercial meters that must be installed, most of the residential meters are completed, have the meters in stock and staff can do the installation.
- There will be a stormwater study completed to accommodate the growth and the current status of our system, (Washinton) concerned with charging residents stormwater fees and not providing what they are paying for (stormwater services, personnel, and vehicle), this is a department that should have its own personnel aside from public works.

BUDGET HEARING RECESS – Mayor Gardner motions to RECESS the budget hearing until after the council meeting; moved Councilwoman Randolph; second by Councilman Daniels: AYE: ALL, MOTION PASSES.- Budget hearing recessed at 7:28PM.

BUDGET HEARING RECONVENES – 1st Budget hearing reconvenes after the council meeting at 7:48PM.

COUNCIL REVIEW/COMMENTS: (Positions and Salaries) – page 19

- There should not be an increase in salary as proposed (column G) and then an additional 2% or 3% increase for the CAO, HR/Risk FT/Executive Administrative positions (column H and I).
- The proposed 2% or 3% increase (columns H and I) is for all positions.
- CAO to remain the same AT \$90,000 (Councilwoman Randolph)
- HR will cover certifications, training, risk management, insurances, lawsuits.
- The Mayor will confirm the hours of the current HR PT position.
- The current salary for the Utility Billing Specialist is \$38,480
- Grant Coordinator – is managing three grants the Vereen grant, Club grant (\$2 million), and the policing grant, she has been addressing the outstanding issues with the grants, and the required deliverables. There are two new grants - \$2.5 million for technology and \$3 million for the Kennedy Streetscape, federal government has lots of criteria to meet and HUD has standards that are required; the grant coordinator is not doing the CRA side of the grant. Lauire (CRA new staff) is taken on the CRA side of the grants; Some grants are not paying for in house administration, government do not want to fund the town for the purpose of not mixing operation dollars with grant funds.
- (Finance) Councilman Daniels is requesting from Finance more explanation of the Administrative Permit Clerk.
- (Police) The policing grant pays for a new person (employees), not paid through the town.
- (Police) Chief will make all necessary budget adjustments/clarifications for the next budget hearing to include the amount of budgeted positions for Lieutenants, the organizational chart is not consistent with the budget.
- Reserve officers do not get paid, they must do a minimum of 24 hours before they can get paid.
- (Police) There are three divisions (investigations, patrol, and community relations), each have a lieutenant over them.

- (Police) – There is one lieutenant that is current out and on payroll with no salary increase, how long will the lieutenant stay on payroll?
- (Public Works) - 0.33 represent positions that are funded through three departments (General Funds-541, Water/Sewer-536, and Stormwater-538), total for administrative assistant is \$38,481.00
- (Post Office)-concerned about the deficit, finance will come up with options to make the \$17,000 given by the postal service work, consider becoming a self-service postal entity, make the employee a contract employee without benefits, provide more services to attract more businesses; all the monies go to the post office not the town.
- (Community Youth Services) Ground maintenance PT (park ranger) – ensure all parks are cleaned; concerned about how the Recreation Director position was advertised at \$55,000 and later increased at a meeting to \$62,000 without a budget adjustment, research will be done and brought back with information, if there is a correction that needs to be made, a correction will be made; in relation to the salary raise, if an individual is in a probationary period, they do not receive a 2% percent increase.
- The service worker II position has been filled and will be doing a combination of public works and stormwater.
- If someone gets a salary increase, then they do not get a percentage increase.
- Request for clarity on providing either a 2% cola or a 2% on the salary, the 2% cola is to be a one-time payout based on current salary, the 2% increase (not a cola) would include fringe benefits.

COUNCIL ACTIONS/BUDGET AMENDMENTS:

1. Community Event (Veterans) – Motion to adjust Veterans Event to an increase amount of \$900 for a total of \$1000; Moved by Councilwoman Randolph, Second by Councilman Daniels: **AYE: ALL, MOTION PASSES.**
2. CAO salary to remain the same at \$90,000-Motion for CAO salary to remain at \$90,000; Moved by Councilwoman Randolph, **DIES FOR LACK OF SECOND.**
3. CAO salary at \$90,961.00 + 2%-Motion for CAO salary at \$90,961.00 + 2%; Moved by Vice Mayor Washington; Second by Councilman Daniels: **AYE: Vice Mayor Washington, Councilman Daniels NAYE: Mayor Gardner, Councilwoman Randolph, MOTION FAILS.**
4. CAO salary at \$110,000-Motion for CAO salary at \$110,000; **NO ACTION. Comment:** Will remain the same until 2nd budget reading.
5. HR FT salary at \$48,900 - Motion for HR FT salary at \$48,900; Moved by Councilwoman Randolph, Second by Councilman Daniels: **AYE: ALL, MOTION PASSES.**
6. 2% increase to column G (FY24/25 proposed budget) for those with no salary increase-Motion for a 2% increase to column G (FY24/25 proposed budget) for those with no salary increase; Moved by Vice Mayor Washington; Second by Mayor Gardner: **AYE: Vice Mayor Washington, Mayor Gardner; NAYE: Councilman Daniels, Councilwoman Randolph, MOTION FAILS.**
7. 2% increase to column F (FY23/24 approved budget) for those with no salary increase-Motion for a 2% increase to column F (FY23/24 approved); Moved by Councilman Daniels; Second by Vice Mayor Washington: **AYE: Councilman Daniels, Vice Mayor Washington; NAYE: Mayor Gardner, Councilwoman Randolph, MOTION FAILS.**

8. Salary as indicated in column F (FY23/24 approved budget) with no percentage increase -Motion for a Salary as indicated in column F (FY23/24 approved budget) with no percentage increase; Moved by Councilman Daniels; Second by Councilwoman Randolph; **AYE:** Vice Mayor Washington, Councilwoman Randolph **NAYE:** Mayor Gardner, Councilman Daniels, **MOTION FAILS.**

Mayor Gardner Motions to approve Ordinance 2024-4 Approving the First Reading of Fiscal Year 2024-2025 of the Town Budget with the amendments as voted upon and approved; Moved by Vice Mayor Washington; Second by Councilwoman Randolph; **AYE: ALL, MOTION PASSES. Comments:** The 1st reading of the FY24/25 Budget has been approved. The second will take place on September 16, 2024, at 6:30 p.m.

Stated Amendments (2): Veterans Community Event adjusted to an increase amount of \$900 for a total of \$1000 and the HR FT position salary adjusted to \$48,900.

ADJOURNMENT Mayor Gardner Motions for Adjournment of the 1st Budget Hearing; Moved by Councilman Daniels; Second by Vice Mayor Washington; **AYE: ALL, MOTION PASSES. Meeting Adjourned at 9:13 P.M.**

Respectfully Submitted by:

APPROVED

Veronica L King, Town Clerk

Angie Gardner, Mayor