



# HISTORIC TOWN OF EATONVILLE, FLORIDA TOWN COUNCIL 2<sup>ND</sup> BUDGET HEARING (2<sup>ND</sup> READING) MEETING MINUTES

Monday, September 16, 2024, at 6:30 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 6:30 p.m. with a verification of quorum through roll call by Mrs. Veronica King

**PRESENT:** (5) Councilwoman Wanda Randolph, Vice Mayor Theo Washington, Councilman Rodney Daniels, Mayor Angie Gardner, Councilman Tarus Mack

**STAFF:** (6) Veronica King, **Town Clerk**, Katrina Gibson, **Finance Director**, Valerie Mundy, **Public Works Director**, Clifford Shepard, **Town Attorney**, Cobbin McGee, **Planner Others:** Rachel McCoy, **Finance**, (**Absent:** Demetrus Pressley, **Chief Administrative Officer**, Stanley Murray, **Chief of Police**)

## INVOCATION AND PLEDGE OF ALLEGIANCE:

Moment of silence followed by the Pledge of Allegiance.

**BUDGET MESSAGE:** The Mayor presented the Mayor's Budget Message through PowerPoint and provided handouts to the council. It highlighted the progress made since the 2023 Budget Message specific to enhancements to specific departments, creating a better government by improving core services, financial performance, and increased amenities. Many of the mayor's initiatives are education, community safety, parks and recreation for seniors, youth, families, and for youth age up to middle adults. The message provided information on the town's financial position from prior years' challenges and current year's expectations. The message concluded with updates and expectations on infrastructure and upcoming projects specific to affordable housing and civic and developments.

## CONSENT AGENDA:

**Mayor Gardner Motions** to approve consent agenda approving Resolution #2024-29, Adopting the Final Tentative Tax Levy on All Real Property Within the Boundaries of the Town of Eatonville; Moved by Councilwoman Randolph; Second by Vice Mayor Washington; **AYE: ALL, MOTION PASSES. Comment:** (Preamble 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 Second Reading of Ordinance 2024-4 Approving Fiscal Year 2024 – 2025 Town Budget (Preamble Read by Town Clerk). (**PUBLIC COMMENTS**): **Joyce Irby** – Great seeing selective council members at the night market; What are the requirements and prerequisites to some positions? Having read letters questioning the qualifications of one of the town employees, there were concerns that the employee file of Darius Washington did not provide the reference letters, raising concerns that the human resource staff (fiancée) would have something to do with the personnel files as to why the letters are not inside the file (should be looked into and investigated). Expressed concerns of police officers making less than the HR staff and dealing with things no one else wants to deal with; will bring more evidence to the next council meeting that people should know about, staff should not go around making public disparaging remarks about other people who work for the town including council members. There should be more thoughtful ways implored when giving bonuses and lumps of money. **Angela Johnson** – Provided three pages of questions to the clerk and the council, would like questions addressed during the budget review, information has also been provided from the website (employee summary, salary information, and the percentage of the budget that has been spent through July 31<sup>st</sup>. Some expenditures are greater than 83% which is the budget percentage for 10 months into the fiscal year, have concerns about departments recording salaries (individuals are receiving overtime that is being recorded into the salary line, which is difficult in tracking overtime); challenge council to add in the budget for activities for community events, especially when the quads want to partner with the park, recreation, community, and with the youth department; would like to know how the calculations of projected revenue from impact fees over a twenty year period was determine to be \$533,000 (\$20,000/year-seems low); inquire about monies spent on the street repairs (was this related to the water main breaks); oppose the \$20,000 increase for the CAO (21% increase) with no justification, there were no justification provided for all positions being added (no job descriptions); it is the desire to ensure that the council is being good stewards over the finances of the town where the town is high in expenses but low in revenue.

**COUNCIL REVIEW/COMMENTS:** There were several workshops and the first hearing with changes and comments that have been highlighted in the revised proposed budget. The second hearing is not to do another line by line review, but to look at the items voted for amendments. If there are other items to discuss, they can be discussed.

### **RECAP OF CHANGES FROM THE 1<sup>ST</sup> BUDGET HEARING: (By Finance)**

- Finance has provided a replacement sheet (page 8 out of 11), the retirement and insurance were added to the spreadsheet
- The recreation director (page 9 out of 11) will not receive a 2% or 3% increase due to the salary increase during this fiscal year. (This was a correction).
- Community Event (page 3 of 15) The veteran's event was changed to a thousand (\$1000)
- Promotion Activities \$5,000 to be increased between \$10,000-\$15,000
- Instead of combining the veterans with promotional activities, consider leaving the \$1000 for the veteran's banners to go along with the veteran's event (Vice Mayor Washington). Councilman Daniels wants to focus on the cemetery and someone else can do the banners.
- To include in the budget funds for sidewalks on the west side of Kennedy (Do not see it in the budget). (Councilman Mack)
- To include in the budget (create line item) a liaison for the grants, someone who deals solely with grants, recommend Valerie Mundy (Councilman Mack).

- Support people getting paid what they deserve, but also do not want to give percentages or salaries that would not make sense for this time. The sidewalks are a priority over salary increases. (Councilman Mack).
- Looking into options for sidewalks on the west side. The three million is for the streetscape on East Kennedy, going to see if there is an opportunity for sidewalks from Deacon Jones to Keller and segments that included in the roadway widening project. There is a sidewalk plan being worked on and there are opportunities for safety. Estimated cost for sidewalks can be about \$50/foot (\$200-300,000).
- Utility Service Tax (Water) – the amount was moved to the water/sewer (page 5)
- RWJF was adjusted to \$18,000 for the fiscal year (page 6)
- To increase Promotional activities to \$10,000 from contingency line (page 7)
- HR PT was changed to FT with the adjustment in salary
- Special Project (Mayor and Council) will be moved to Promotional (\$400 added within the \$10,000)
- Contractual Service – Special Events is for someone who would coordinate events (page 8)
- Insurance (page 8) – is the general liability, property, and automobile – property insurance went up causing the increase
- Finance Regular Wages (page 8) – includes one increased position and the new grant position (currently not filled) (listed on page 3 of 11)
- Contractual Service -Planning/community development - (page 9) Universal, Planner Consultant , CPH
- Wages – Planning/Community Development - (page 9) - decrease by \$3,000
- Police – Regular Wages increased lieutenant changed to salary based with no overtime.
- Police – Health & Life Insurance – increased because vacant positions were filled
- Police – Contractual Services reflect of the call center (Seminole County database)
- Police – Operating Supplies increased due to increased manpower (page 11)
- Every department will save on health insurance (new insurance plan)
- Public Works – Health & Life Insurance (page 11)-increase for the same reasons as police due to manpower
- Public Material & Supplies (page 12) – for potholes, paving, etc.
- Recreation – (pages 12) Regular wages is full-time staff and Wages (part-time) includes the new grounds maintenance position
- Recreation – Pool maintenance is under contractual services and includes the pool, YMCA, Denton Johnson Center, and the parks (budget line 572-3400). The first year for the pool is at no cost to the town.
- Legal – \$95,000 is an estimate, the cost is based upon hours rendered for service.
- MLK Revenue – (page 13) – includes Orange County, Duke Energy, waste Connection, and Travel Leisure
- Recreation – Operational Supplies (page 13) – \$12,968.14 supplies needed to get the pool reopened to include the pool pump.
- Capital Improvements – (page 14) – Inquired about which grants have award letters been received
- Solid Waste - (page 17) – contract closing is September 30<sup>th</sup>, will come before council in October, have four companies with bids
- Stormwater (page 17) – looking for a vehicle in this fiscal year

## **REVIEW OF SALARIES**

- Records Coordinator (page 19) was approved in the previous fiscal year.
- CAO Salary (page 20) – want to decide on an amount that is fair (Recommend \$100,00-Councilman Mack).

- **(AMENDMENT)** – 2% percent cola across board except for those who are newly promoted (Councilwoman Randolph).
- Support the grant finance position but need justification for the position and a job description (Councilwoman Randolph).
- There has been no demonstration in this budget of any reduction in expenses.
- To finance, in consideration to a balance budget, is the proposed changes (raises) feasible for the town? (Councilman Mack).
- **(AMENDMENT)** Agreement with the salary increase minus the amount the to give to the CAO (Councilman Mack).
- **(AMENDMENT)** Agreement with 2% across the board on column F-current approved salary (Vice Mayor Washington).
- Need new organizational chart because of the new positions.
- Police-the Patrol Office noted as “new position” is filled (prior to budget).
- Police-will look to fill the deputy chief position, in the current fiscal year, the general salary funds (521-1200) for the deputy chief was used towards the pay-back of up to 80 hours of unused vacation time (should have had a justification for using funds for other purposes). Vice Mayor Washington wants to know how much was used of the general salary for this purpose.
- Recreation – Ground Maintenance position, inquired about a justification and job description, will have job description before it is advertised.

#### **COUNCIL ACTIONS/BUDGETAMENDMENTS:**

1. To increase promotional activities to \$10,000 from contingency line – Motion to increase promotional activities to \$10,000 from contingency line; Moved by Councilman Mack, Second by Vice Mayor Washington: **AYE:** Vice Mayor Washington, Councilman Daniels, Mayor Gardner, Councilman Mack **NAYE:** Councilwoman Randolph, **MOTION PASSES.**
2. To move Special Project for both the Mayor and the Council to Promotional Activities adding the \$400 within the \$10,000 – Motion to move Special Project for both the Mayor and the Council to Promotional Activities adding the \$400 within the \$10,000); Moved by Vice Mayor Washington, Second by Councilman Mack: **AYE: ALL, MOTION PASSES.**
3. CAO salary increase to \$100,000-Motion for CAO salary increase to \$100,000; Moved by Councilman Mack; Second by Mayor Gardner: **AYE:** Mayor Gardner, Councilman Mack **NAYE:** Vice Mayor Washington, Councilman Daniels, Councilwoman Randolph, **MOTION FAILS.**
4. 2% COLA across the board as the lump sum-Motion for a 2% COLA across the board as the lump sum; Moved by Councilman Daniels; Second by Councilman Mack: **AYE:** Councilman Daniels, Councilwoman Randolph, Vice Mayor Washington, Councilman Mack; **NAYE:** Mayor Gardner **MOTION PASSES. Comments: (Legal)** COLA, the purpose is maintaining purchasing power in the face of inflation. The increase is typically tied to a specific inflation index. Consumer price index, distribution, or other, often applied equally to all employees regardless of performance. It is not about performance, but about the dollars today that do not keep up with the dollars in the last year. The adjustment essentially means making the same amount in terms of spending power, and that is where you start for next year, it does not go down, it is a raise, but not based on performance but on cost of living. Unless the cost of living were to fall next year, then you could consider the cost-of-living adjustment downward. The salary does not go down the next year to what it was before the 2%. The vote was to offer it as a lump sum as opposed to an increase

in each paycheck. For clarity, if I had \$10,000 and received one percent, I now have \$10,100 starting next year; the 2% COLA will be applied based upon the current salary; clarity, the special event coordinator is already in the budget as a contracted position;

**Mayor Gardner Motions** to approve Ordinance 2024-4 Approving the Second Reading of Fiscal Year 2024-2025 of the Town Budget with the amendments as voted upon approved; Moved by Vice Mayor Washington; Second by Councilman Mack with a question: **Question/Comments:** To all staff members, my position is to make sure that everybody receive what they deserve. I am going to be pushing all initiatives to ensure that we get the money to be able to pay you for what you deserve; **AYE: ALL, MOTION PASSES.** The FY2024-2025 Budget has been passed.

**Stated Amendments (4):** To increase promotional activities to \$10,000 from contingency line; to move special project for both the Mayor and the Council to Promotional Activities adding the \$400 within the \$10,000; for a 2% COLA across the board as the lump sum-Motion for a 2% COLA across the board as the lump sum.

**ADJOURNMENT** Mayor Gardner Motions for Adjournment of the 1<sup>st</sup> Budget Hearing; Moved by Councilman Mack; Second by Vice Mayor Washington; **AYE: ALL, MOTION PASSES. Meeting Adjourned at 9:14 P.M.**

**Respectfully Submitted by:**

**APPROVED**

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**Veronica L King, Town Clerk**

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**Angie Gardner, Mayor**