

DRAFT



TOWN OF HIGHLAND BEACH TOWN COMMISSION SPECIAL / FIRST PUBLIC HEARING BUDGET MEETING MINUTES

TOWN HALL COMMISSION CHAMBERS
3614 S. OCEAN BLVD., HIGHLAND BEACH, FL

Date: September 10, 2026
Time: 5:01 PM

1. CALL TO ORDER

Mayor Moore called the meeting to order at 5:01 P.M.

2. ROLL CALL

Commissioner Jason Chudnofsky
Commissioner Judith Goldberg joined via Zoom
Vice Mayor David Stern
Mayor Natasha Moore
Town Manager Marshall Labadie
Town Clerk Lanelda Gaskins

ABSENT

Commissioner Donald Peters

ADDITIONAL STAFF

Finance Director Consultant David DiLena

3. PLEDGE OF ALLEGIANCE

Town Commission led the Pledge of Allegiance to the United States of America.

4. ADDITIONS, DELETIONS, AND APPROVAL OF THE AGENDA

There were no changes to the agenda.

MOTION: Stern/Chudnofsky - A motion was made and seconded to approve the agenda as presented. The motion passed unanimously 3 to 0.

5. FIRST READINGS / PUBLIC HEARINGS:

A. Resolution No. 2026-014

A Resolution of the Town Commission of the Town of Highland Beach, Florida adopting a Final Millage Rate of 3.4227 Mils for the Town's General Operating Fund for the Fiscal Year beginning October 1, 2026, and ending

September 30, 2027; providing for that the Final Millage Rate of 3.4227 Mils is 4.4143 percent greater than the computed rolled back rate of 3.2780 Mils; providing for severability, conflicts, and an effective date.

Mayor Moore read the title of Resolution No. 2026-014 followed by Finance Director Consultant David DiLena presentation highlighting the

Finance Director Consultant DiLena presented a PowerPoint presentation highlighting the over all budget followed by Town Commission discussions.

Mayor Moore opened the public hearing.

Mr. Richard Greenwald provided comments.

MOTION: Stern/Chudnofsky - A motion was made and seconded to approve Resolution No. 2026-014. Upon Roll Call: Vice Mayor Stern (Yes); Commissioner Chudnofsky (Yes); Commissioner Goldberg (Yes); and Mayor Moore (Yes). The motion passed unanimously, 4 to 0.

B. Resolution No. 2026-015

A Resolution of the Town Commission of the Town of Highland Beach, Florida, adopting a Final Budget for Fiscal Year beginning October 1, 2026, and ending September 30, 2027; determining and fixing the amounts necessary to carry on the government of the Town for the ensuing fiscal year; providing for severality, conflicts, and an effective date.

Mayor Moore read the title of Resolution No. 2026-015 followed by Finance Director Consultant DiLena confirmed that the budget for all funds, shown on page 28 of the presentation, totals approximately \$30.49 million.

MOTION: Stern/Chudnofsky - A motion was made and seconded to approve Resolution No. 2026-014. Upon Roll Call: Vice Mayor Stern (Yes); Commissioner Chudnofsky (Yes); Commissioner Goldberg (Yes); and Mayor Moore (Yes). The motion passed unanimously, 4 to 0.

Mayor Moore opened the public hearing. Hearing none, she closed the public hearing.

6. NEW BUSINESS

A. Resolution No. 2026-013

A Resolution of the Town Commission of the Town of Highland Beach, Florida, adopting a Merit Increase Policy for non-union employees and amending the Town of Highland Beach salary table; and providing an effective date.

Mayor Moore read the title of Resolution No. 2026-013 followed by Town Manager Labadie presentation regarding the merit increase policy.

Mayor Moore opened the item for public comments. Hearing none, she closed public comments.

MOTION: Stern/Chudnofsky - A motion was made and seconded to approve Resolution No. 2026-013. Upon Roll Call: Vice Mayor Stern (Yes); Commissioner Chudnofsky (Yes); Commissioner Goldberg (Yes); and Mayor Moore (Yes). The motion passed unanimously, 4 to 0.

B. Consider a request to reschedule December 1, 2026 Town Commission Regular Meeting to December 8, 2026 at 1:30 P.M.

The Town Commission agreed to reschedule the December 1 2026 Town Commission Regular meeting to December 8, 2026 at 1:30 P.M.

MOTION: Stern/Chudnofsky - A motion was made and seconded to reschedule the December 1, 2026 Town Commission Regular Meeting to December 8, 2026 at 1:30 P.M. Upon Roll Call: Vice Mayor Stern (Yes); Commissioner Chudnofsky (Yes); Commissioner Goldberg (Yes); and Mayor Moore (Yes). The motion passed unanimously, 4 to 0.

C. Ratification of Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Highland Beach Professional Firefighters, Local 5504, IAFF, Inc. (HBPF) effective October 1, 2026 through September 30, 2029, and authorize the Mayor and Town Manager to execute the agreement.

Mayor Moore read the title of this item followed by Town Manager Labadie presentation.

Mayor Moore opened public comments and the following provided comments:

Mr. Richard Greenwald

Hearing no further comments, Mayor Moore closed the public comments.

MOTION: Stern/Chudnofsky - A motion was made and seconded to ratification of Collective Bargaining Agreement (CBA) as presented. Upon Roll Call: Vice Mayor Stern (Yes); Commissioner Chudnofsky (Yes); Commissioner Goldberg (Yes); and Mayor Moore (Yes). The motion passed unanimously. 4 to 0.

7. TOWN MANAGER REVIEW

The Mayor and Commissioners expressed appreciation for the Town Manager Labadie's performance, commending his leadership, professionalism, communication skills, transparency, sound judgment, and positive working relationships with staff. They recognized his efforts in managing Town projects, coordinating with outside agencies, overseeing collective bargaining, and making fiscally responsible decisions.

Mayor Moore recommended a 10% percent salary increase, the maximum permitted under his contract, which Town Commission also supported the 10% increase in salary, which is the highest amount.

MOTION: Stern/Chudnofsky - A motion was made and seconded to give Town Manager Labadie a 10% increase in salary. Upon Roll Call: Vice Mayor Stern (Yes); Commissioner Chudnofsky (Yes); Commissioner Goldberg (Yes) and Mayor Moore (Yes). The motion passed unanimously, 4 to 0.

Town Manager Labadie thanked the Town Commission for their support in recruiting and retaining talented staff and said Highland Beach has been the greatest place to work, great community and residents.

8. COMMISSION MEETINGS

September 24, 2026 Town Commission Special Second Public Hearing Budget Meeting

9. ADJOURNMENT

There being no further business, the meeting was adjourned at 6:19 P.M.

APPROVED: October 20, 2026, Town Commission Meeting

Signed Minutes on file in the
Town Clerk's Office

ATTEST:

Natasha Moore, Mayor

10/20/2026

Lanelda Gaskins, MMC
Town Clerk

Date

Disclaimer: Effective May 19, 2020, per Resolution No. 20-008, all meeting minutes are transcribed as a brief summary reflecting the events of this meeting. Verbatim audio/video

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