



## TOWN OF HIGHLAND BEACH TOWN COMMISSION SPECIAL MEETING MINUTES

LIBRARY COMMUNITY ROOM  
3618 S. OCEAN BLVD.,  
HIGHLAND BEACH, FL

Date: August 24, 2023  
Time: 1:30 PM

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### **1. CALL TO ORDER**

Mayor Moore called the meeting to order at 1:30 P.M.

### **2. ROLL CALL**

Commissioner Judith Goldberg  
Commissioner Donald Peters  
Commissioner Evalyn David  
Vice Mayor David Stern  
Mayor Natasha Moore  
Town Manager Marshall Labadie  
Town Clerk Lanelda Gaskins

### **3. PLEDGE OF ALLEGIANCE**

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

### **4. APPROVAL OF THE AGENDA**

**MOTION:** David/Stern - Moved to approve the agenda as presented, which passed unanimously 5 - 0.

### **5. PRESENTATIONS / PROCLAMATIONS**

A. None.

### **6. PUBLIC COMMENTS**

There were no public comments.

### **7. ANNOUNCEMENTS**

Mayor Moore read the announcements as follows:

**Board Vacancies:**

Board of Adjustment and Appeals  
terms and

Two (2) vacancies, all for three-year

One (1) vacancy for an unexpired term  
ending September 21, 2024

### **Meetings and Events**

August 30, 2023      11:00 A.M.

Natural Resources Preservation  
Advisory Board Regular Meeting

September 04, 2023

Town Hall closed in observance of  
Labor Day

September 05, 2023      1:30 P.M.

Town Commission Meeting

September 05, 2023      5:01 P.M.

Town Commission First Public Hearing  
Budget Meeting

### **Board Action Report**

None

## **8. ORDINANCES**

### **A. Ordinance No. 2023-002 (Second Reading/Public Hearing)**

**An ordinance of the Town of Commission of the Town of Highland Beach, Florida, adopting the current edition of the Florida Fire Prevention Code and providing for local amendments; providing for the repeal of all ordinances in conflict; providing for severability and codification; and providing for an effective date (First Reading was August 1, 2023).**

Mayor Moore read the title of Ordinance No. 2023-002.

**MOTION:** David/Goldberg - Moved to adopt Ordinance No. 2023-002 on the second/final reading. Based upon roll call: Commissioner David (Yes); Commissioner Goldberg (Yes); Commissioner Peters (Yes); Vice Mayor Stern (Yes); and Mayor Moore (Yes). The motion passed unanimously on a 5 to 0 vote.

Mayor Moore opened the item for public hearing. There were no public comments; Mayor Moore closed the public hearing.

## **9. CONSENT AGENDA** (These are items that the Commission typically does not need to discuss individually, and which are voted on as a group.)

A. None.

## **10. UNFINISHED BUSINESS**

### **A. Fire Rescue Implementation Update**

Mayor Moore read the title of Item 10.A.

Town Manager Labadie provided an update on Fire Rescue Implementation as follows:

Recruiting process: First round of fire captain interview had great candidates and the team has narrowed down candidates for a second round. Next phase is driver/engineer firefighter.

The Fire Rescue building is going up. Over the next six weeks the structure will be enclosed, and interior work will begin. They are on schedule and budget.

### **B. FY 2023/2024 Budget Update**

Mayor Moore read the title of Item 10.B.

Finance Director David DiLena, provided a PowerPoint presentation highlighting the Proposed Fiscal Year 2024 Operating Budget such as the 2024 Strategic Project/Initiatives

Following the presentation, the Town Commission and staff discussed the three (3) budget surplus alternatives. Alternative 1: Replenish the reserve sinking fund and keep the millage rate at 3.5875. Alternative 2: Replenish the reserve sinking fund with \$150K and reduce the millage rate from 3.5875 to 3.5581. Alternative 3: Reduce the millage rate from 3.5875 to 3.5140.

Vice Mayor Stern and Commissioner Goldberg were favorable to Alternative 2. Commissioners, David, Peters, and Mayor Moore were favorable to Alternative 1.

**MOTION:** David/Peters - Moved to vote on the proposed 2023-2024 budget with Option No. 1 (Alternative 1). Based on roll call: Commissioner David (Yes); Commissioner Peters (Yes); Commissioner Goldberg (No); Vice Mayor Stern (No); and Mayor Moore (Yes). The motion passed on a 3 to 2 vote with Commissioner Goldberg and Vice Mayor Stern dissenting.

### **C. Discussion of Remaining Budget Schedule**

There was discussion about moving the September 20, 2023 Town Commission Second Public Hearing Budget Meeting to September 21.

It was the consensus of the Town Commission to schedule the Second Public Hearing Budget Meeting on September 21.

**11. NEW BUSINESS**

**A. Consideration to approve the Health Insurance and Other Insurance Programs for Town personnel for Fiscal Year 2024.**

Mayor Moore read the title of Item 11. A.

Human Resources/Risk Manager Director Eric Marmer presented this item.

**MOTION:** David/Goldberg - Moved to approve the Health Insurance Program as presented by Mr. Marmer. Based upon roll call: Commissioner David (Yes); Commissioner Goldberg (Yes); Commissioner Peters (Yes); Vice Mayor Stern (Yes); and Mayor Moore (Yes). The motion passed on a 5 to 0 vote.

**B. Ratification of Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Florida State Lodge Fraternal Order of Police, Inc. (FOP) Town Staff Agreement October 1, 2023 through September 30, 2026.**

Mayor Moore read the title of Item 11.B.

Town Manager Labadie presented this item discussing the changes to the FOP agreement such as the five percent (5%) merit increase and the Juneteenth Federal Holiday. Also, Eric Marmer, Human Resources and Risk Manager commented on the bereavement leave time.

**MOTION:** David/Stern - Moved to ratify the FOP (Florida State Lodge Fraternal Order of Police, Inc.) Agreement with the Town effective October 1, 2023 through September 30, 2026. Based upon roll call: Commissioner David (Yes); Vice Mayor Stern (Yes); Commissioner Goldberg (Yes); Commissioner Peters (Yes); and Mayor Moore (Yes). The motion passed unanimously on a 5 to 0 vote.

**C. Resolution No. 2023-020**

**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 Item 11.C.

Town Manager Labadie presented this item and reviewed the resolution.

**MOTION:** David/Goldberg - Moved to approve Resolution No. 2023-020 as presented. Based upon roll call: Commissioner David (Yes); Commissioner Goldberg (Yes); Commissioner Peters (Yes); Vice

Mayor Stern (Yes); and Mayor Moore (Yes). The motion passed on a 5 to 0 vote.

#### **D. Town Manager Review**

Mayor Moore read the title of Item 11.D.

The Town Commission spoke highly of Town Manager Labadie's performance and accomplishments and suggested Mr. Labadie be awarded the highest merit increase of ten percent (10%) based on his contract.

**MOTION:** David/Stern - Moved to give Town Manager Labadie the highest merit increase. Based upon roll call: Commissioner David (Yes); Vice Mayor Stern (Yes); Commissioner Goldberg (Yes); Commissioner Peters (Yes); and Mayor Moore (Yes). The motion passed unanimously on a 5 to 0 vote.

#### **12. TOWN COMMISSION COMMENTS**

Commissioner Judith M. Goldberg will be participating in the Florida League of Cities Legislative Committee Finance and Taxation meeting on September 8.

Commissioner Donald Peters thanked Finance DiLena for the Budget Presentation and Town Manager Labadie for being the Town Manager.

Commissioner Evalyn David commented on budget season, and thanked Town staff.

Vice Mayor David Stern disclosed that he spoke with Deputy Vice Mayor Rob Long of the City of Delray Beach as it relates to the Fire Department. He had a very positive conversation. Deputy Vice Mayor Long is looking forward to a quick solution and cooperative agreement with the Town. He congratulated Town Manager Labadie on his increase in salary.

Mayor Natasha Moore mentioned she also spoke with the Deputy Vice Mayor Rob Moore of the City of Delray Beach. Deputy Vice Mayor Long expressed his desire for the Delray Beach Fire Rescue Department and the Highland Beach Fire Rescue Department to engage in discussions regarding mutual aid.

Town Manager Labadie will speak with Delray City Manager Moore. He will bring back some options to the Town Commission at a later date.

Mayor Moore attended a Mayor's Roundtable hosted by Congressman Jarred Moskowitz yesterday. During the roundtable, Congressman Moskowitz recommended that municipalities have a contract in place for a "technical assistance vendor" in the event of a catastrophe, such as a hurricane. The benefit of the technical assistance vendor is to help with all the paperwork required by FEMA (Federal Emergency Management Agency). And, they have the established relationships with

FEMA to make sure reimbursements are received as soon as possible. The costs incurred for the technical assistance vendor are reimbursable by FEMA.

**13. TOWN ATTORNEY'S REPORT**

The Town Attorney was not present.

**14. TOWN MANAGER'S REPORT**

Town Manager Labadie thanked the Town Commission for their support.

**15. ADJOURNMENT**

The meeting adjourned at 3:19 P.M.

**APPROVED:** September 05, 2023, Town Commission Meeting.

ATTEST:

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Natasha Moore, Mayor

Transcribed by  
Jaclyn DeHart and Lanelda Gaskins

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Lanelda Gaskins, MMC  
Town Clerk

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09/05/2023  
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 recordings are permanent records and are available on the Town's Media Archives & Minutes webpage: <https://highlandbeach-fl.municodemeetings.com/>.