



## Lake Park Town Commission, Florida

### Regular Commission Meeting Minutes

Wednesday, August 16, 2023

Immediately Following the Community Redevelopment Agency Meeting  
Commission Chamber, Town Hall, 535 Park Avenue, Lake Park, FL 33403

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<b>Roger Michaud</b>	—	<b>Mayor</b>
<b>Kimberly Glas-Castro</b>	—	<b>Vice-Mayor</b>
<b>John Linden</b>	—	<b>Commissioner</b>
<b>Mary Beth Taylor</b>	—	<b>Commissioner</b>
<b>Judith Thomas</b>	—	<b>Commissioner</b>
<b>John D’Agostino</b>	—	<b>Town Manager</b>
<b>Thomas J. Baird, Esq.</b>	—	<b>Town Attorney</b>
<b>Vivian Mendez, MMC</b>	—	<b>Town Clerk</b>

***PLEASE TAKE NOTICE AND BE ADVISED, that if any interested person desires to appeal any decision of the Town Commission, with respect to any matter considered at this meeting, such interested person will need a record of the proceedings, and for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. Persons with disabilities requiring accommodations in order to participate in the meeting should contact the Town Clerk’s office by calling 881-3311 at least 48 hours in advance to request accommodations.***

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#### **CALL TO ORDER/ROLL CALL**

7:40 pm

PRESENT

Mayor Roger Michaud

Vice-Mayor Kimberly Glas-Castro

Commissioner John Linden

Commissioner Mary-Beth Taylor

Commissioner Judith Thomas

#### **PLEDGE OF ALLEGIANCE**

Led by Commissioner Linden

**SPECIAL PRESENTATION/REPORT:**

None

**PUBLIC COMMENT:**

*This time is provided for addressing items that do not appear on the Agenda. Please complete a comment card and provide it to the Town Clerk so speakers may be announced. Please remember comments are limited to a TOTAL of three minutes.*

None

**CONSENT AGENDA:**

*All matters listed under this item are considered routine and action will be taken by one motion. There will be no separate discussion of these items unless a Commissioner or person so requests, in which event the item will be removed from the general order of business and considered in its normal sequence on the agenda. Any person wishing to speak on an agenda item is asked to complete a public comment card located on either side of the Chambers and given to the Town Clerk. Cards must be submitted before the item is discussed.*

Motion to move Item #9, Resolution 38-05-23 to the September 6, 2023 meeting agenda made by Vice-Mayor Glas-Casto, Seconded by Commissioner Thomas.

Voting Aye: All

Motion made to approve all remaining consent items 1 through 8 made by Vice-Mayor Glas-Castro, Seconded by Commissioner Taylor.

Voting Yea: Mayor Michaud, Commissioner Linden, Commissioner Thomas

1. August 2, 2023 Regular Commission Meeting Minutes
2. Resolution 54-08-23 Authorizing and Directing the Mayor to Execute a Contract between the Town of Lake Park and LaPorta Contracting, LLC to provide the Labor and Materials Necessary to Replace the Roof of the Lake Shore Park Tennis Pro Shop.

3. Resolution 55-08-23 Authorizing and Directing the Mayor to Execute an Agreement with Inliner Solutions, LLC to Provide the Town with Stormwater Pipe Cured-in Place Rehabilitation Services.
4. Resolution 56-08-23 Authorizing and Directing the Mayor to Execute a Second Amendment to the Grant Agreement between the State of Florida, Department of State, Division of Historical Resources, and the Town of Lake Park for Town Hall Preservation Work Activities.
5. Resolution 57-08-23 Authorizing and Directing the Mayor to Execute an Agreement Between the Town of Lake Park and LaPorta Contracting, LLC, for the Replacement of the Town Hall Roof.
6. Resolution 58-08-23 Authorizing and Directing the Mayor to Sign the Grant Agreement with Palm Beach County for Funding through the Community Development Block Grant Program for Playground Enhancements and ADA-Compliant Safety Improvements at Ilex Park
7. Resolution 59-08-23 20th Amendment to the Palm Beach Sheriff's Office Service Contract for Community Policing Services.
8. Resolution 60-08-23 Authorizing and Directing the Mayor to Execute a Contract between the Town of Lake Park and Sunshine Land Design, Inc., to Provide Stormwater Improvements and Road Resurfacing Services on Second Street.

Item #9 was pulled from the agenda and moved to the September 6, 2023 meeting agenda as per above recorded vote.

9. Resolution 38-05-23 Providing for a Finding of Necessity and Determining the Existence of Two or More Conditions in a Certain Area of the Town of Lake Park that Meet the Criteria Described in Section 163.340 (8), Florida Statutes; Providing for the Acceptance, Approval and Adoption of the Town of Lake Park Community Redevelopment Agency's Finding of Necessity Study; Finding the Need for a Community Redevelopment Area Under the Provisions of Chapter 163, Part 111, of the Florida Statutes.

**PUBLIC HEARING(S) - ORDINANCE ON FIRST READING:** None

**PUBLIC HEARING(S) - ORDINANCE ON SECOND READING:** None

**NEW BUSINESS:**

10. Discussion Regarding the Evergreen Solutions LLC 2023 Compensation Study for Town Employees.

Town Manager D'Agostino provided a summary of the Compensation Study (Exhibit A) and also provided a sample of some salary adjustments (Exhibit B).

Commissioner Thomas is happy that this is being done. She stated the need for the Town to maintain a good level of service to its residents.

Commissioner Linden stated that the study is geared towards compensating those that make the most. He stated that section 150 was omitted. He believes minimum wage should be \$20 per hour. He feels that he needs more information before he can vote on this and would like to see raises applied evenly among everyone. He asked what the total amount of all raises would be.

Finance Director Jeffrey Duvall stated that it would be approximately \$350,000. Town Manager D'Agostino stated that there are no employees in category 150 which is why it does not appear in the proposal. He also went over some salaries in category 10 line by line to show how everyone would be fairly compensated. Commissioner Linden stated that after hearing all of the salary ranges and positions, that he is good with the lower range numbers except at the higher ranges and has limited confidence in the study. He believes a flat raise across the board would be more suitable. Vice-Mayor Glas-Castro trusts that the numbers in the study are good but her concern is about the financial impact to the town given all the other things the Town is trying to accomplish and would need more information on the pay raises and the budget.

Commissioner Taylor would like to see salaries be higher for lower level workers.

Commissioner Thomas asked how often the Town hires at the minimum of the pay scale.

Town Manager D'Agostino stated that we never hire at the minimum.

She wanted to know, if the Town Manager wanted to hire someone above the minimum, would it have to come before the Commission for approval or would the Town Manager have the discretion to do that on his own. Town Manager D'Agostino stated that his discretion would end at the top of the range for any given position, balanced against what is budgeted for the position. Mayor Michaud stated that he feels staff is very stable at this time, but scales have to be adjusted to reflect the market in order to maintain that stability and to be able to provide enhanced services.

Motion made to accept the Evergreen Compensation Study for implementation when funds become available by Vice-Mayor Glas-Castro,

Seconded by Commissioner Thomas.

Commissioner Linden stated that he does not have enough information to vote. Vice-Mayor Glas-Castro asked to be furnished with documentation showing the impacts on the Town. Commissioner Linden requested clarification on what the Commission was voting on. Vice-Mayor Glas-Castro stated that they are only approving the pay grades, not the individual salaries.

Voting Yea: Mayor Michaud, Commissioner Taylor

Voting Nay: Commissioner Linden

#### 11. Discussion of the Fiscal Year 2023/2024 Draft Budget

Town Manager D'Agostino provided budget highlights (Exhibit C) and the Draft Budget (Exhibit D).

Commissioner Taylor asked about Community Greening. Town Manager D'Agostino explained that this project would provide trees in swale areas. Vice-Mayor Glas-Castro asked how the Commission felt about the 3% reduction in the millage rate. She stated that 3% is only a token decrease. She also is concerned that the budget is not balanced at this point and feels frustrated that there is nothing that can really be cut from the budget. Finance Director Duvall clarified that the budget is balanced but they are not comfortable with the \$355,000 that is going back to reserves.

He stated that they would like to cut an additional \$300,000 from the budget to bring the reserves up to \$650,000. Town Manager D'Agostino stated that due to upcoming increases in revenue for the Town, such as Nautilus 220, the Town would be able to reduce the millage rate even more in the future. Commissioner Thomas expressed a desire to keep the millage rate the same for now knowing that we would be reducing the rate significantly the following year. Commissioner Taylor requested that the Commission "brainstorm" on its own to come up with ideas to create excitement in the Town that wouldn't cost a lot to promote togetherness in the Town. Commissioner Linden doesn't know what he will tell residents who are struggling with inflation that we are issuing pay raises. Finance Director Duvall asked if the Commission had received the status of the American Rescue Plan Act (ARPA) funds. They stated that they had received that. Finance Director Duvall went over some of the anticipated uses for the funds such as the sign out front and audio for the Commission Chamber.

**PUBLIC COMMENT:**

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None

**TOWN ATTORNEY, TOWN MANAGER, COMMISSIONER COMMENTS:**

Town Attorney Baird had no comments.

Town Manager D'Agostino provided comments (Exhibit E). Vice-Mayor Glas-Castro asked about an invitation for the Veteran's Day Parade. Commissioner Linden talked about the Parade and the Town's participation and would facilitate anyone wanting to participate.

Commissioner Thomas asked about the septic to sewer initiative and if there was a reduction in the amount that was promised to us. Town Manager D'Agostino explained that the reduction was based on the Governor's budget needs. She also asked about a property at 1102 and the five year contract with them to remain on the property.

Town Manager D'Agostino advised that those are the correct terms of the contract and stated that it is still a requirement. He advised that the property was purchased in November of 2022 and the town met with the family on several occasions and believes they will complete the project in earnest.

Commissioner Thomas stated they had a great time in Orlando with the League of Cities and she thanked the Town for allowing her to attend. Commissioner Taylor had no comment. Vice-Mayor Glas-Castro had no comment. Mayor Michaud was grateful to be able to attend in Orlando with his fellow Commissioners.

#### **REQUEST FOR FUTURE AGENDA ITEMS:**

Commissioner Linden proposes the Commission time at the beginning of each meeting to openly discuss issues they are hearing from the public. He also spoke about a resident on Teak Drive who would like the Commission to re-visit speed humps to reduce speeds on that road.

Consensus was reached by the Commission to change the agenda moving forward so that Commissioner/Town Manager/Town Attorney Comments and public comments would be heard at the beginning of all Commission meetings and to also remove the 2<sup>nd</sup> public comment section at the end of the agenda.

#### **ADJOURNMENT:**

Motion to adjourn made by Vice Mayor Glas-Castro

Seconded by Commissioner Linden

Voting Aye: All

Meeting Adjourned 9:38 pm

**FUTURE MEETING DATE:** Next Scheduled Commission Meeting will be held on September 5, 2023-  
First Public Budget Hearing.

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Mayor Roger D. Michaud

Town Seal

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Vivian Mendez, Town Clerk

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Laura Weidgans, Deputy Town Clerk

Approved on this \_\_\_\_\_ of \_\_\_\_\_, 2023