



## Town of Lake Park Town Commission

### Agenda Request Form

**Meeting Date: December 20, 2023**

**Agenda Item No.**

**Agenda Title: Compensation for Town Manager**

- |                                     |   |                          |                |
|-------------------------------------|---|--------------------------|----------------|
| <input type="checkbox"/>            | SPECIAL /REPORTS                                    | <input type="checkbox"/> | CONSENT AGENDA |
| <input type="checkbox"/>            | BOARD APPOINTMENT                                   | <input type="checkbox"/> | OLD BUSINESS   |
| <input type="checkbox"/>            | PUBLIC HEARING ORDINANCE ON 1 <sup>st</sup> READING |                          |                |
| <input checked="" type="checkbox"/> | NEW BUSINESS  |                          |                |
| <input type="checkbox"/>            | OTHER: WORKSHOP _____                               |                          |                |

**Approved by Town Manager** **John D'Agostino** Digitally signed by John D'Agostino  
DN: cn=John D'Agostino, o=Town of  
Lake Park, ou=Town Manager,  
email=jdagostino@lakeparkflorida.g  
ov, c=US  
Date: 2023.11.28 17:24:23 -05'00' **Date:** \_\_\_\_\_

**John O. D'Agostino, Town Manager**

Name/Title

<b>Originating Department:</b>  <b>Town Manager</b>	Costs:\$ 0 Funding Source: General Fund Acct. # [ ] Finance _____	<b>Attachments:</b>  •
<b>Advertised:</b> Date: _____ Paper: _____ [ X ] Not Required JOD	All parties with interest in this agenda item are t notified of the meeting date and time.	___ Yes, I Notified everyone OR _ X ___ Not applicable in this case  <b>Please initial one.</b>

**Summary Explanation/Background:** The anniversary date of hire for the Town Manager is May 1, 2015. Over the past several years, the manager has established an aggressive development vision and direction for the Town. Town Commission plays a significant role in the success of such projects as Nautilus 220, Lake Park Innovation Center, Storage and Office Warehouse developments. Many of these projects are either in construction, received a certificate of occupancy or are in the review stages by staff and the Planning and Zoning Board. The Manager has also invested time and energy in improving publically owned buildings, implementing technology upgrades for the Commission Chambers. Spearheaded a P3 development initiative for the upgrade and expansion of the Lake Park Harbour Marina. Increased response time to requests for work orders by supporting the

integration of a web based program for residents to report problems directly to Public Works. Electronic storage of all vital public records according to the State of Florida's requirements to store, retain and maintain public records. I am sure there are a myriad of other initiatives not mentioned herein. My purpose is to provide the Commission with a sampling of initiatives, success and results achieved over the past few years, and throughout my tenure as Town Manager.

The implementation of Green Infrastructure Technologies for run off through the Town's drainage system and the Statewide Innovation Award for Stormwater treatment in the Town of Lake Park. The Town received three separate awards for the Lake Shore Drive Bioswale and smart street design initiative.

Furthermore, staff and I do not settle for cookie cutter solutions, as their manager, I encourage opportunities for staff to think outside of the box providing unique and critical solutions to problems facing our community. I do not micromanage employees, I provide guidance and suggestions when requested by staff members. I facilitate an environment of creativity driven by a desire to improve the condition of our community and leaving the community far better than when I arrived here on May 1, 2015. I have spent over 40 years in the field of public management. During this time I have accumulated a wealth of experience and information which I share with staff on a regular consistant basis.

I appreciate any consideration given to this request for a salary increase. When I started on May 1, 2015, I was making \$117,000 per year. Under that contract, I had a one year term with an additional one year option. On 6/15/2016, The term was changed to a five year contract. On 10/1/2016, my salary increased by 3% to \$120,515. On 10/1/2018, I received a 5% increase resuting in a salary of \$126,541. On Janaury 29, 2020, I received a true-up of vacation time with no change in salary. On 4/21/2021 my salary was increased to \$140,000 with an additional five year agreement. That salary increase was 10.6% increase from my previous salary. My salary as of this meeting remains at \$140,000.

Had I been treated like every employee of the Town in terms of compensation receiving a 2% merit and a 2% COLA, my starting salary of \$117,000 would be \$163,828 today.

**Recommended Motion:** To be determined by the Town Commission upond discussion and motion to approve a yearly salary increase of \_\_\_\_\_.