

Exhibit D

*Spreadsheet of Salaries
for Commissioner +
Mr. Reade*

Sept 4 2025 BUDGET Meeting – Salaries of lowest paid employees attached

At the last budget workshop I shared a hand out with you of the monetary and percentage increase in four of the highest salaries over the past five years. I don't know whether those salaries were reasonable and deserved or not. I was just pointing out what residents see, and get alarmed at. Such as 25% salary increases.

You've also brought up the salaries of the lowest-paid employees, and since you have huge amounts of data to review, I went thru the last 10 years' budgets to get you some of that information. I hope you find it useful.

It was difficult to match up salaries through the years due to position title changes, vacancies & new hires. You'll notice that some positions had a large salary drop between some years and a few had a larger than average increase in other years. I can only guess that these were due to people leaving positions or getting promoted, and new hires.

Just fyi

\$18/ hour equals \$37,550, or \$3120 per month.

\$20/ hour equals \$41,600, or \$3467 per month.

\$25 / hour equals \$52,000 , or \$4333 per month

PBC.gov has this income info on people who qualify for the county Work Force Housing Program

2025 PBC Median Family Income: \$111,800 (per HUD)

WHP Income Category		
Low	60 - 80% of MFI	\$67,080 - \$89,440
Moderate 1	>80 -100% of MFI	>\$89,440 - \$111,800
Moderate 2	>100 -120% of MFI	>\$111,800 - \$134,160
Middle	>120 -140% of MFI	>\$134,160 - \$156,520

Susan LaFontaine, 545 Evergreen Dr

GROUNDS MAINTENANCE		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Crew Leader / Lead Groundskeeper as of 2021											
Maint Wkr II, then Maint Wkr II in 2019 and Groundskeeper as of 2021. ?New person in 2021?		\$30,368	\$30,971	\$31,595	\$32,885	\$34,050	\$34,824	\$35,672	\$36,379	\$42,186	\$41,600
Maint Wkr II / Groundskeeper as of 2021, but ?New personnel in 2021?		\$42,266	\$43,118	\$43,992	\$43,992	\$43,992	\$33,391	\$30,084	\$39,680	\$35,988	\$35,256
Maint Wkr II / Groundskeeper as of 2021 but ?New personnel in 2021 since salary dropped \$ to \$33391		\$34,570	\$35,256	\$36,504	\$37,794	\$39,312	\$29,469	\$28,474	\$28,474	\$35,256	
Part Time Groundskeeper (vacant 2025)		\$23,192	\$26,000	\$29,869	\$30,930	\$31,554	\$27,290	\$31,533	\$31,533	\$34,347	\$34,861
Part Time Groundskeeper (vacant 2025)											\$17,174
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Irrigation Tech II (vacant 2024, 2025)		\$32,552	\$33,862	\$36,067	\$37,523	\$38,854	\$41,039	\$43,326	\$43,326	\$42,077	\$52,000
SANITATION		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$29,869	\$31,075					
Sanit - Equip Op II		\$30,139	\$30,742	\$32,017	\$32,017	\$32,323					
Sanit - Equip Op III		\$41,974	\$41,974	\$41,974	\$37,523	\$39,832					
Sanit - Equip Op III		\$34,216	\$34,902	\$36,067	\$37,523	\$38,272					
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op III		\$34,216	\$34,902	\$36,067	\$36,795	\$39,042					
Sanit-Truck Op II							\$42,624	\$43,472	\$37,869	\$45,022	\$45,032
Sanit-Truck Op II							\$39,520	\$41,138	\$42,203	\$45,022	\$58,531
Sanit-Truck Op II							\$37,877	\$41,371	\$37,869	\$45,022	\$45,022
Sanit-Truck Op I							\$33,738	\$38,295	\$39,062	\$45,702	\$39,333
Sanit-Truck Op I							\$33,738	\$34,094	\$35,464	\$39,324	\$39,333
Sanit-Truck Op I							\$33,783	\$34,412	\$33,076	\$39,324	\$39,333
Sanit-Truck Op I							\$35,319	\$33,738			\$36,754
Sanit-Truck Op Trainee									\$30,912	\$36,751	
STREETS & ROADS		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Streets & Roads Maintenance Worker		\$42,702	\$43,555	\$44,429	\$33,946	\$35,318	\$37,482	\$38,995	\$33,076	\$41,600	\$39,324
MARINA		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Dock Attendant full time		\$21,382	\$31,824	\$33,114	\$33,114						
Dock Attendant full time		\$22,298	\$31,824	\$33,114	\$33,114						
Dock Attendant full time			\$31,824	\$33,114	\$33,114						
Dock Attendant full time #20						\$35,131		\$40,082	\$33,076 vacant	\$39,324	\$40,123
Dock Attendant full time #30						\$35,131		\$41,413	\$36,712	\$43,770	\$39,324
Dock Attendant full time #40						\$33,779		\$37,024	\$35,834	\$39,324 vacant	\$39,324 vacant
Dock Attendant full time #50								\$33,777	\$33,738	\$39,324 vacant	\$39,333 vacant
Dock Attendant full time #70								\$33,114	\$33,738		
Marina Maint Worker II					\$29,120	\$31,200	\$35,003	\$35,703	\$41,330	\$48,173	\$48,173

Lake Park Lowest Salaries FY 2016 - 2025 (data from review of final budgets- "Budgeted", Not "Year to Date")
Hard to exactly match up positions with salaries through the years due to position name changes, new hires, etc. Susan LaFontaine, resident