Town of Lake Park
PUBLIC COMMENT CARD

CIVILITY AND DECORUM

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Meeting Date 8/28/2025

Cards must be submitted before the item is discussed!!
*****Three (3) minute limitation on all comments**

Name: Susan LaFontaine
Address: 545 Evergreen

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following ***Agenda Item***: Budget

I would like to make comments on the following ***Non-Agenda Item(s)***:

Instructions: *Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.*

Exhibit B

Mr Mayor, Vice Mayor, Commissioners,

I appreciate that you have a huge task wading through all of the proposed budget information.

I also want to say that I am not questioning any town employee's performance.

But when I did a quick look through salaries I see some huge increases in the past few years - 25 & 26% jumps. I've attached that data so quickly illustrate this fact. When I compare some current salaries to the Evergreen Solutions compensation study done in 2022, some of those percentage jumps look equitable and some do not. Granted, that study was three years ago.

I also have a question about how the Merit and Cost of Living increases are calculated. Why is the calculation based on what is labeled "**Year to Date Activity/ YTD**" " and not based on last year's budgeted salary amount? **What IS "Year to Date Activity"?** I tried to find it defined in any of the agenda packet documents but couldn't.

For example, the Community Development Director's **budgeted salary** for **FY 2025 was $144,997**. But page 171 of the **FY 2026** Proposed General Fund Expenditure Budget shows that position has a **"current salary**" of more - **$152,318.** And that same amount is described as **Year To Date Activity" on page 190.**

Draw Ask Copilot 171 of 241

Department	Position	Status	Current Salary	Merit Increase 3%	COLA 1.5%	Total Expected Salary
500 - Community Dev	Director - Community Development		$152,318	$4,570	$2,285	$159,173

That Year to Date salary is $7,494 more than what was budgeted for FY 2025. So I ask again – What's the difference between the budgeted salary and the Year to Date Activity amount?

Fund 001 - General Fund		2024-2025 Total Budget	2024-2025 YTD Activity	2025-2026 Total Budget	%
Community Development - 500					
Personnel Expenditures					
001-524-500-11000	Executive Salaries	$ 144,997	$ 152,491	$ 159,173	104.38%

If the YTD amount is a bonus, those should not be included in a position's base salary, according to Investopedia, Forbes and the US Dept of Labor.

Thank you.

Susan LaFontaine

FY year	Position & "Budgeted" Salary	$ Increase from prior year	Percent Increase from prior year
	Town Clerk		
2021	$83,802		
2022	$89,997	$6,195	7.4%
2023	$91,811	$1,814	2.0%
2024	$115,003	$23,192	25.3%
2025	$115,003	$0	0.0%
2026	$130,046	$15,043	13.1%
	Finance Director		
2021	$96,905		
2022	$100,251	$3,346	3.5%
2023	$115,000	$14,749	14.7%
2024	$119,937	$4,937	4.3%
2025	$140,005	$20,068	16.7%
2026	$136,176	-$3,829	-2.7%
	Community Development		
2021	$94,181		
2022	$93,657	-$524	-0.6%
2023	$95,934	$2,277	2.4%
2024	$115,003	$19,069	19.9%
2025	$144,997	$29,994	26.1%
2026	$159,173	$14,176	9.8%
	Chief Public Info Officer(PIO)/Grant Writer		
2021	$93,581		
2022	$99,227	$5,646	6.0%
2023	$99,237	$10	0.0%
2024	$118,739	$19,502	19.7%
2025	$147,888	$29,149	24.5%
2026	$163,955	$16,067	10.9%

These are the "budgeted" amounts, not "YTD Activity" amounts

Evergreen Solutions, LLC

Classification and Compensation Study for the Town of Lake Park

May 15, 2023

In February 2022, Evergreen Solutions ("Evergreen") was retained by the Town of Lake Park ("the Town") to conduct a Classification and Compensation Study for all employees. Evergreen previously conducted a Pay and Compensation Study for the Town in 2019. The purpose of the 2022 study was to update the existing pay plan as well as ensure internal and external equity within the plan. The recommendations offered in this study are intended to meet the Town's desire to attract and retain qualified employees.

Excerpts from pages 25 & 26 from study year 2022:

Classification	Survey Minimum		Survey Midpoint		Survey Maximum	
	Average	% Diff	Average	% Diff	Average	% Diff
Director - Community Development	$104,687.18	-7.9%	$130,244.53	-5.5%	$155,801.88	-3.8%
Director - Finance	$106,794.45	-9.9%	$135,146.51	-9.1%	$163,498.57	-8.7%
Director - Special Events	$70,648.70	31.2%	$87,540.11	33.9%	$104,431.53	35.8%
Grants Writer/Public Information Officer	$65,054.83	39.2%	$85,290.99	36.5%	$105,527.15	34.8%
Planner	$53,345.85	-7.2%	$70,457.45	-10.7%	$87,569.05	-12.9%
Town Clerk	$78,761.80	20.5%	$99,788.60	21.1%	$120,815.39	21.5%

	Department	Position	Status	Current Salary	Merit Increase 3%	COLA 1.5%	Total Expected Salary
Pg 171	500 - Community Dev	Director - Community Development		$152,318	$4,570	$2,285	$159,173

	Department	Position	Status	Current Salary	Merit Increase 3%	COLA 1.5%	Total Expected Salary
Pg 89	150 - Finance	Director - Finance		$130,312	$3,909	$1,955	$136,176

	Department	Position	Status	Current Salary	Merit Increase 3%	COLA 1.5%	Total Expected Salary
Pg 192	600 - Special Events	Director - Special Events		$120,827	$3,625	$1,812	$126,264

	Department	Position	Status	Current Salary	Merit Increase 3%	COLA 1.5%	Total Expected Salary
Pg 65	109 - Communications	Grants Writer/Chief Public Information Offi		$156,894	$4,707	$2,353	$163,955

	Department	Position	Status	Current Salary	Merit Increase 3%	COLA 1.5%	Total Expected Salary
Pg 171	500 - Community Dev	Planner		$69,742	$2,092	$1,046	$72,881
	500 - Community Dev	Planner - PT		$36,837	$1,105	$553	$38,494

	Department	Position	Status	Current Salary	Merit Increase 3%	COLA 1.5%	Total Expected Salary
Pg 47	106 - Town Clerk	Town Clerk		$124,446	$3,733	$1,867	$130,046

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Meeting Date 28 Aug 25 - Budget workshop

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*****Three (3) minute limitation on all comments**

Name: Pablo Perhacs
Address: 221 E Kalmia Dr Lake Park, FL

If you are interested in receiving Town information through Email, please provide your E-mail address: Pablo.perhacs@gmail.com

I would like to make comments on the following ***Agenda Item***:
Salaries

I would like to make comments on the following ***Non-Agenda Item(s)***:

Instructions: *Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.*

Exhibit C

Director - Finance
Director - Information Technology
Director - Library
Director - Marina
Director - Public Works
Director - Special Events
Grant Writer/Chief Public Information Officer
Town Clerk

Only two (2) mandated by Town Charter:

Town Clerk

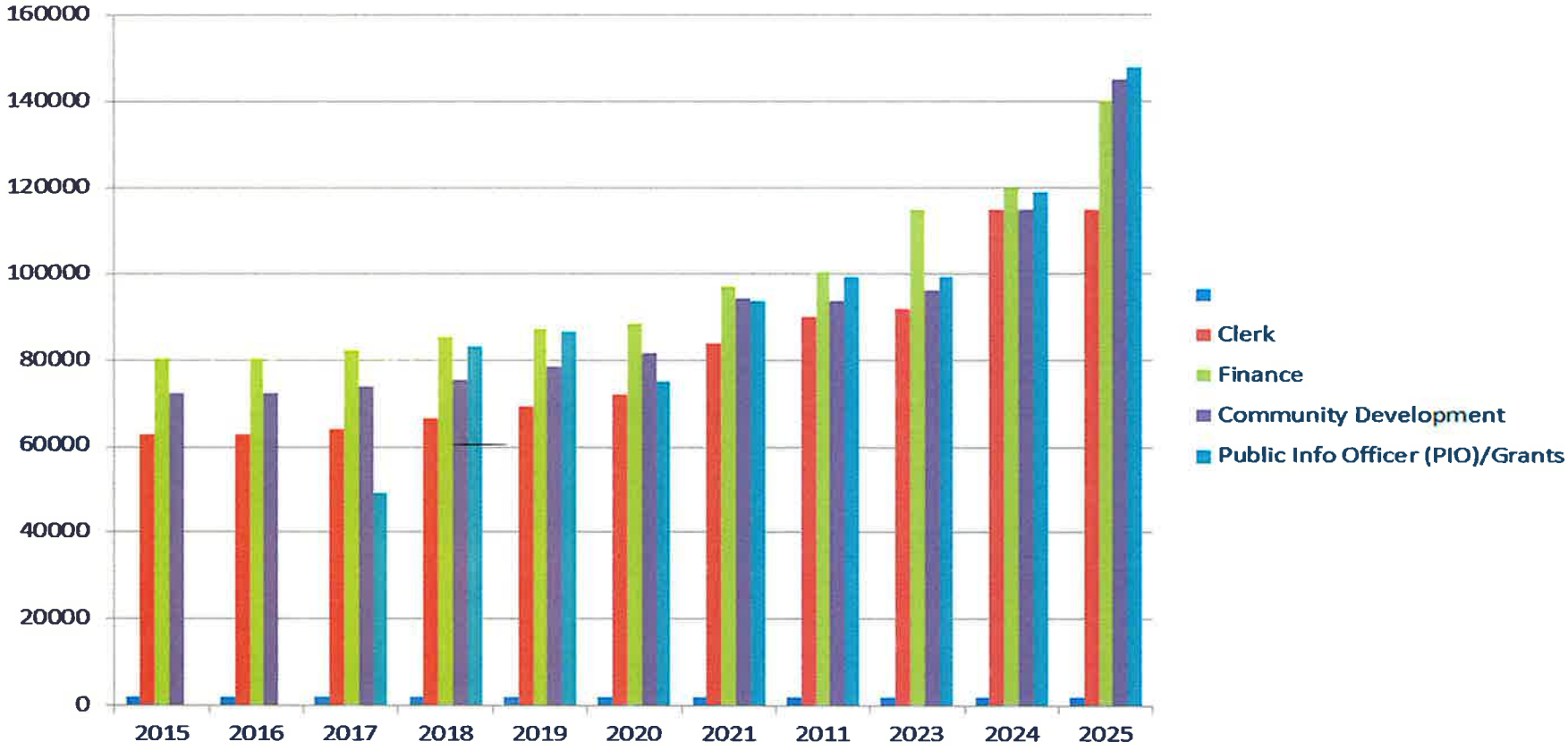
Director – Finance

Two charts compare salary disparities with non-mandated departments.

Director - Community Development

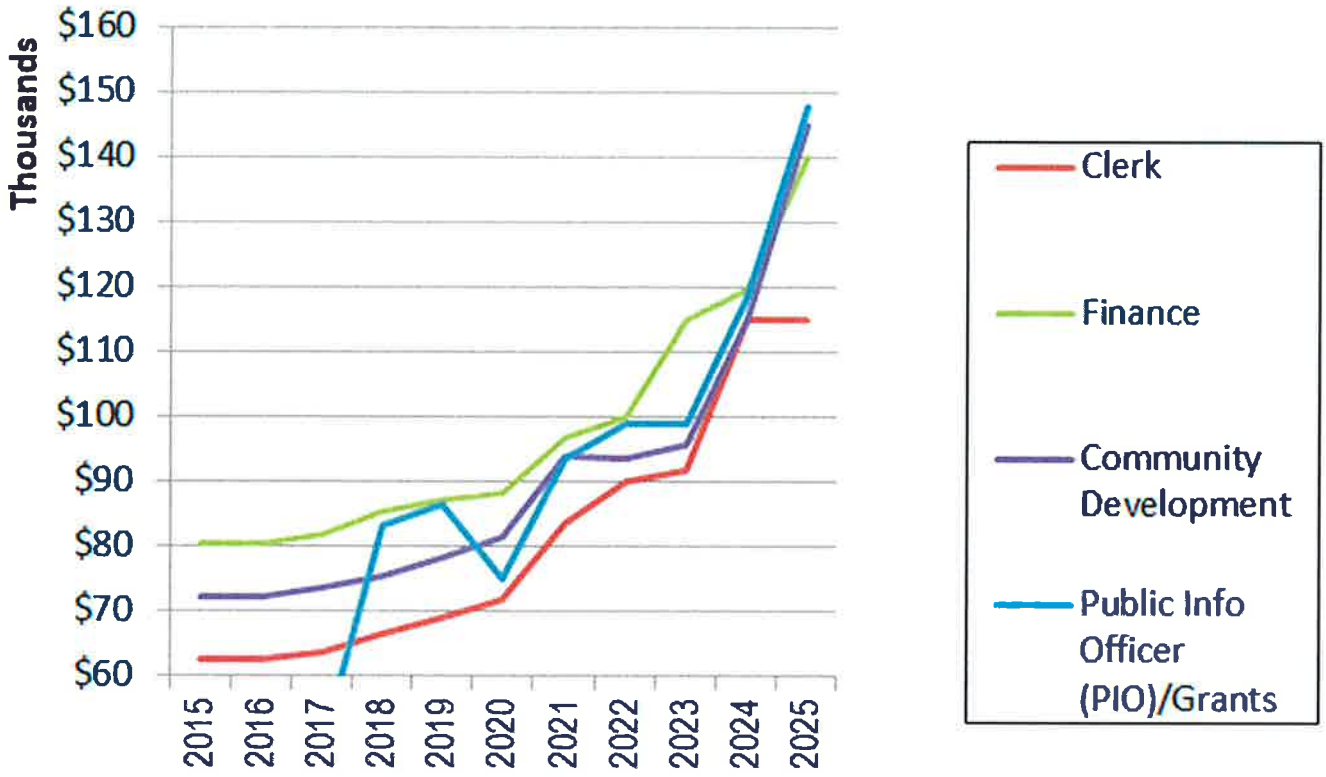
Grant Writer/Chief Public Information Officer

FY 2015 – FY 2025 Salary Increases



Fiscal year	Clerk	Finance	Community Development	Public Info Officer (PIO)/Grants	
2015	$62,641	$80,500	$72,422	$0	No position
2016	$62,629	$80,496	$72,426	$0	
2017	$63,877	$82,098	$73,882	$49,200	Part time, Grants only
2018	$66,477	$85,416	$75,358	$83,200	Full time, PIO & Grants
2019	$69,202	$87,131	$78,416	$86,570	
2020	$72,030	$88,442	$81,598	$75,005	
2021	$83,802	$96,905	$94,181	$93,581	
2022	$89,997	$100,251	$93,657	$99,227	
2023	$91,811	$115,000	$95,934	$99,237	
2024	$115,003	$119,937	$115,003	$118,739	
2025	$115,003	$140,005	$144,997	$147,888	

FY 2015 – FY 2025 Salary Increases



Fiscal year	Clerk	Finance	Community Development	Public Info Officer (PIO)/Grants
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2022	$89,997	$100,251	$93,657	$99,227
2023	$91,811	$115,000	$95,934	$99,237
2024	$115,003	$119,937	$115,003	$118,739
2025	$115,003	$140,005	$144,997	$147,888

No position

Part time, Grants only

Full time, PIO & Grants

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Name: Katia Zhestkova
Address: 1018 7th ST.

If you are interested in receiving Town information through Email, please provide your E-mail address: ekaterina26@hotmail.com

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* Did not speak. Left the meeting.