



**AGENDA
CITY OF HAINES CITY, FLORIDA
CITY COMMISSION WORKSHOP**

August 3, 2017

6:00 PM

Mayor H.L. Roy Tyler

Vice-Mayor Morris West

Commissioner Horace West

Commissioner Don Mason

Commissioner Anne Huffman

COMMISSION CHAMBERS

620 E. Main Street, Haines City, FL 33844

Phone: 863-421-9921

Web: hainescity.com

1. CALL TO ORDER

2. WORKSHOP ITEMS

2.1. HAINES CITY ECONOMIC DEVELOPMENT PRESENTATION

Staff Contact: Linda Bourgeois, City Clerk (863) 421-9921

2.2. CITY COMMISSION COMPENSATION

Staff Contact: Linda Bourgeois, City Clerk (863) 421-9921

3. AGENDA REVIEW

4. ADJOURNMENT

Website Address – hainescity.com

NOTICE – Pursuant to Section 286.0105 of the Florida Statutes, if any person decides to appeal any decision made by the City Commission with respect to any matter considered at this public meeting, such person will need a record of the proceedings and for such purpose, such person may need to ensure that a verbatim record of the proceedings is made, including the testimony and evidence upon which the appeal is to be based.



For special accommodations, please notify the City Clerk's Office at least 72 hours in advance.
Phone: 863-421-9921



Help for the hearing impaired is available through the Assistive Listening System. Receivers can be obtained from the City Clerk's Office.

In accordance with the Americans with Disabilities Act (ADA), persons with a disability, such as a vision, hearing or speech impairment, or persons needing other types of assistance, and who wish to attend City Commission meetings or any other board or committee meeting may contact the City Clerk's Office in writing, or may call 863-421-9921 for information regarding available aids and services.



HAINES CITY

WWW.HAINESCITY.COM

CITY CLERK MEMORANDUM

To: The Honorable Mayor and City Commissioners
From: Linda Bourgeois, City Clerk
Date: August 3, 2017
Subject: City Commission Compensation

Introduction

The intent of this business item is to finalize the direction from the City Commission on compensation and benefits offered to the elected officials in order to bring forward an Ordinance establishing the guidelines for implementation. According to the State of Florida Office of Economic and Demographic Research, 23,252 was the estimated population as of April 1, 2016 for the City of Haines City.

Current City Commission Compensation

Mayor \$7,200
 City Commission \$6,000

Background

At the February 16, 2017 City Commission Workshop, the City Commission provided City Staff direction to bring forward an Ordinance that would have a comparable compensation of that between the City of Lake Wales (\$12,860) and the City of Bartow (\$10,870). In addition, it was also agreed the annual increases should be based upon population.

| Population Group | Minimum | Maximum | Base Salary | Mayor |
|------------------|---------------|---------------|---------------|---------------|
| A | 0 | 4,999 | 6,000 | 7,200 |
| B | 5,000 | 9,999 | 7,020 | 8,424 |
| C | 10,000 | 14,999 | 8,213 | 9,856 |
| D | 15,000 | 19,999 | 9,610 | 11,532 |
| E | 20,000 | 24,999 | 11,243 | 13,492 |
| F | 25,000 | 29,999 | 13,155 | 15,786 |
| G | 30,000 | 34,999 | 15,391 | 18,469 |

| | | | | |
|---|--------|--------|--------|--------|
| H | 35,000 | 39,999 | 18,007 | 21,609 |
| I | 40,000 | 44,999 | 21,069 | 25,282 |
| J | 45,000 | 49,999 | 24,650 | 29,580 |
| K | 50,000 | 54,999 | 28,841 | 34,609 |

The salary adjustment proposed equates to an approximate 5.75 % annual increase since 2002 or 87.39%. The purpose is to bring the compensation in line with similar cities of size and population.

On October 1st of each year, the City of Haines City shall obtain the State of Florida Office of Economic and Demographic Research population estimates. The annual base salary adjustments for the City Commission and Mayor shall be calculated by the population estimate comparative to the above City Population Range Chart.

Organizational Goal(s)

Personnel: Cultivate an environment that will attract, retain and recognize city employees as the organization’s most valuable resource.

Budget Impact

The budget impact is dependent upon the direction provided by the City Commission.

Recommendation

Staff’s recommendation is at the pleasure of the City Commission.

Attachments:

- a) 2016 - 2017 City Commission Survey (PDF)

City of Haines City

2016 Survey Municipalities

| Municipality | 2016 Population | City Commission | Mayor | Millage | General Fund Budget | Form of Government | Commission | Mayor |
|--------------|-----------------|--|--|---------|---------------------|--------------------|--------------|--------------|
| Auburndale | 15,450 | \$5,439 - Base Compensation \$9,737 in Annual Benefits (meidcal, dental, and life) \$300.00 expenses per year \$15,476 per year | \$6,349 -Base Compensation \$9,737 in Annual Benefits (medical, dental, and life) \$600.00 expenses per year \$15,776 per year | 4.2657 | 38,227,313 | Council Manager | \$ 15,476.00 | \$ 15,776.00 |
| Bartow | 18,888 | \$10,870.32 (includes \$300 per month from Airport Authority) | \$10,870.32 (includes \$300 per month from Airport Authority) | 3.8111 | 112,316,818 | Council Manager | \$ 10,870.00 | \$ 10,870.00 |
| Cocoa | 18,313 | \$6,000 - Base Compensation \$8,042 in Annual Benefits (meidcal, vision, dental, and life) \$4,800.00 car allowance, \$300 Cell phone allowance per year per year \$19,142 per year | \$6,600 - Base Compensation \$8,042 in Annual Benefits (meidcal, vision, dental, and life) \$6,000.00 car allowance, \$300 Cell phone allowance per year per year \$20,942 per year | 5.979 | 143,913,023 | Council Manager | \$19,142.00 | \$20,942.00 |
| Clermont | 34,667 | \$6,600 - No benefits offered | \$7,800 - No benefits offered | 4.2061 | 112,900,000 | Council Manager | \$ 6,600.00 | \$ 7,800.00 |

Attachment: 2016 - 2017 City Commission Survey (City Commission Compensation)

| | | | | | | | | |
|----------------|--------|---|--|--------|-----------------------------|-----------------|--------------|--------------|
| Debary | 20,242 | 4800 - No benefits offered | 6000 - No benefits offered | 2.9247 | 25,933,206 | Council Manager | \$ 4,800.00 | \$ 6,000.00 |
| Deland | 31,792 | \$10,712 (hourly rate \$20.60 for 20 hours per payperiod) | \$15,106 (hourly rate of \$29.05 for 20 hours per pay period) | | | | \$ 10,712.00 | \$ 15,106.00 |
| Lake Wales | 15,362 | 4676 - \$8,184 Health - \$12,860 per year | 7014 - \$3,600 Car Allowance \$455.00 Cell Phone - \$19,253 | 7.3273 | 51,280,354 | Council Manager | \$ 12,860.00 | \$ 19,253.00 |
| Leesburg City | 22,000 | \$ 9,336.00 | \$ 13,053.00 | | | | \$ 9,336.00 | \$ 13,053.00 |
| Plant City | 37,840 | \$ 8,253.00 | \$ 10,286.00 | | | | \$ 8,253.00 | \$ 10,286.00 |
| Tarpon Springs | 24,637 | \$8,000 - Base Compensation \$8,309 in Benefits (health, life, and dental) \$17,002 Total | \$13,000 - Base Compensation \$8,309 in Benefits (health, life, and dental) \$21,309 Total | 5.42 | 22,233,597 - (General Fund) | Council Manager | \$ 17,002.00 | \$ 21,309.00 |
| Temple Terrace | 25,820 | \$2,870 - Base Compensation \$600.00 in benefits for travel expenses - \$3,470 per year | \$2,870 - Base Compensation \$600.00 in benefits for travel expenses - \$3,470 per year | | | | \$ 3,470.00 | \$ 3,470.00 |
| Winter Park | 29,308 | \$2,400 - No benefits offered | \$3,000 - No benefits offered | 4.0923 | 158,000,000 | Council Manager | \$2,400.00 | \$ 3,000.00 |

Attachment: 2016 - 2017 City Commission Survey (City Commission Compensation)

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|--------------|--------|---|---|--------------|--------------|
| Winter Haven | 39,524 | \$8,912 - Base Compensation (\$3,203 annual for expenses) \$12,115 | \$8,912 - Base Compensation (\$6,115 annual for expenses) \$15,027 | \$ 12,115.00 | \$ 15,027.00 |
| Haines City | 23,252 | \$ 6,000.00 | \$ 7,200.00 | \$ 10,233.54 | \$ 12,453.23 |