

INDIAN SHORES



19305 Gulf Boulevard, Indian Shores, FL 33785

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*** PUBLIC MEETING ***

ADMINISTRATIVE AND FINANCE COMMITTEE MEETING AGENDA TUESDAY, JULY 8, 2025, BEGINS AT 3:00 P.M. INDIAN SHORES MUNICIPAL CENTER, 4TH FLOOR

ITEM # AGENDA ITEM

- 1.0 Consideration of approving the July 8, 2025, Administrative and Finance Committee Meeting agenda.
- 2.0 Comments from the public on any agenda item.
- 3.0 Consideration of approving the July 31, 2024, Administrative and Finance Committee Meeting minutes. (Ref. pgs.: 1-2)
- 4.0 Recommendation for Council approval of a 2.8% cost of living adjustment (COLA) based upon current CPI-W ending December 31, 2024, in preparation for the FY 2025/2026 budget for staff not covered by the Fraternal Order of Police (union) contract. (Ref. pgs: 3-8)
- 5.0 Recommendation for Council approval of up to a 2.2% salary increase for all non-union personnel effective October 1, 2025. (Ref. pg: 3)
- 6.0 Citizens' comments on any subject.
- 7.0 Committee Members' comments on any subject.
- 8.0 Meeting adjournment.

PLEASE SILENCE ALL CELL PHONES AND LIMIT PUBLIC COMMENTS TO 3 MINUTES.

Freddie Lozano, GFC
Town Clerk

Any person who decides to appeal any decision of the Administrative and Finance Committee respect to any matter considered at any such meeting 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 that testimony and evidence upon which the appeal is to be based.

Any person with a disability requiring reasonable accommodation to participate in this meeting should contact the Town Clerk's office with your request within 24 hours prior to the start of the meeting. Phone 727.595.4020, Fax 727.596.0050.

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*** PUBLIC MEETING ***

ADMINISTRATIVE AND FINANCE COMMITTEE MEETING MINUTES WEDNESDAY, JULY 31, 2024, BEGAN AT 2:04 P.M. INDIAN SHORES MUNICIPAL CENTER, 4TH FLOOR

Those present: Mayor Diantha Schear, Administrative and Finance Committee Citizen Members (CMs) Lori Kauffman and Tom King, and Town Attorney Daniel Lewis

Also present: Town Administrator Tina Porter, Finance Director Susan Scrogham, and Town Clerk Freddie Lozano

Those absent: None

ITEM # AGENDA ITEM

1.0 Consideration of approving the July 31, 2024, Administrative and Finance Committee Meeting agenda.

Motion by Citizen Member (CM) Kauffman – seconded by CM King to approve the Administrative and Finance Committee Meeting agenda for July 31, 2024. All Ayes. Motion carried 3-0.

2.0 Comments from the public on any agenda item. None.

3.0 Recommendation for Council approval of a 3.3% cost of living adjustment (COLA) based upon current CPI-W ending December 31, 2023, in preparation for the FY 2024/2025 budget.

The Administrative and Finance Committee met to consider and approve a 3.3% Cost of Living Adjustment (COLA) based on the CPI-W for the 12-month period ending December 31, 2023, in preparation for the FY 2024-25 budget.

The Finance Director presented a report comparing the Town's historical use of CPI data with practices from neighboring municipalities, and outlined potential merit raise scenarios.

The Town Administrator touched on implementing a structured employee merit evaluation process in the future. Current employee job descriptions and employee evaluation forms must be updated to fairly assess employees for FY 2024-25. Therefore, she recommended using a flat merit increase this year, with a proper merit system to be developed and implemented in FY 2025-2026.

Motion by **CM Kauffman** – seconded by **CM King** to approve the recommendation of Council consideration of the 3.3% COLA. **All Ayes. Motion carried 3-0.**

4.0 Recommendation for Council approval of up to a 3% merit increase for all non-union personnel effective October 1, 2024.

Motion by **CM Kauffman** – seconded by **CM King** to approve the recommendation of Council consideration of the 3% merit increase across-the-board for all non-union employees and implementing a performance-based merit increase process beginning FY 2025-2026. **All Ayes. Motion carried 3-0.**

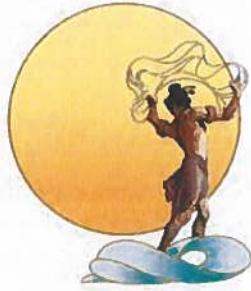
5.0 Citizens' comments on any subject. None.

6.0 Committee Members' comments on any subject. None.

7.0 Meeting adjournment. 2:13 P.M.

Freddie Lozano, CMC
Town Clerk

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MEMORANDUM

To: Honorable Mayor Diantha Schear, Chair and
Administrative & Finance Committee Members

From: Amy Lockhart, CPA
Director of Finance & Personnel

Date: July 8, 2025

Re: Consideration of the Consumer Price Index (CPI) adjustment for the
FY2025-26 Budget

Please find attached a chart displaying the CPI-W history since 1984. The Town has traditionally utilized the CPI numbers as of December 31 for the upcoming fiscal year. The chart includes the year-end CPI-W National Average, the CPI-W approved by the Council, and the variance between the two.

Additionally, and for your information, attached is the December 2024 CPI News Release, which indicates a 2.8% increase. Last year, the Council approved a total 6.3% salary increase (3.3% CPI-W and 3.0% annual), with the option to revisit if inflation continued to rise in order to stay competitive in the current job market.

For the second consecutive year, we are not requesting an annual merit increase. However, we would like to ask for your consideration to add the remaining difference of 2.2% for FY2025-26 to the 2.8% CPI, making a salary increase for all non-union personnel total of 5.0%.

I am seeking your recommendation to bring to the Council a COLA increase of 5.0% for all non-union employees.

TOWN OF INDIAN SHORES

CPI-W History

Year	CPI National Average	CPI Council Approved	Difference
0% - Established			
1984	3.80% *	Salary Plan	N/A
1985	1.10%	2.00%	+ 0.9%
1986	4.40%	4.00%	- 0.4%
1987	4.30%	2.00%	- 2.3%
1988	4.60%	3.00%	- 1.6%
1989	6.10%	4.50%	- 1.6%
1990	5.00%	5.50%	+ 0.5%
1991	3.10%	3.10%	0.0%
1992	3.00%	3.50%	+ 0.5%
1993	2.70%	3.00%	+ 0.3%
1994	2.70%	3.00%	+ 0.3%
1995	2.50%	2.00%	- 0.5%
1996	3.30%	3.00%	- 0.3%
1997	1.60%	0% - (2% to Ret)	N/A
1998	1.90%	Revised Salary Plan	N/A
1999	2.70%	Inc to Retirement	+ 0.3%
2000	3.40%	3.40%	0.0%
2001	1.60%	2.00%	+ 0.4%
2002	2.40%	3.00%	+ 0.6%
2003	1.90%	3.00%	+ 1.1%
2004	3.30%	3.00%	- 0.3%
2005	3.50%	3.50%	0.0%
2006	3.50%	3.50%	0.0%
2007	2.40%	2.50%	+ 0.1%
2008	4.30%	4.30%	0.0%
2009	-0.50%	0.00%	- 0.5%
2010	3.40%	0.00%	- 3.4%
2011	1.70%	0.00%	- 1.7%
2012	3.20%	0.00%	- 3.2%
2013	1.70%	3.00%	+ 1.3%
2014	1.50%	2.00%	+ 0.5%
2015	0.80%	1.00%	+ 0.2%
2016	0.70%	1.50%	+ 0.8%
2017	2.10%	2.00%	- 0.1%
2018	2.10%	2.10%	0.0%
2019	1.90%	1.90%	0.0%
2020	2.30%	2.30%	0.0%
2021	1.40%	1.40%	0.0%
2022	6.30%	6.30%	0.0%
2023	3.30%	3.30%	0.0%
2024	2.80%		

NOTE: CPI -W RATE AS OF DECEMBER 31 FOR THE UPCOMING FISCAL YEAR CPI
EFFECTIVE 10/01 OF THE LISTED YEAR

NEWS RELEASE

BUREAU OF LABOR STATISTICS
U. S. DEPARTMENT OF LABOR



Transmission of material in this release is embargoed until
8:30 a.m. (ET) Wednesday, January 15, 2025

USDL-25-0021

Technical information: (202) 691-7000 • cpi_info@bls.gov • www.bls.gov/cpi
Media contact: (202) 691-5902 • PressOffice@bls.gov

CONSUMER PRICE INDEX – DECEMBER 2024

The Consumer Price Index for All Urban Consumers (CPI-U) increased 0.4 percent on a seasonally adjusted basis in December, after rising 0.3 percent in November, the U.S. Bureau of Labor Statistics reported today. Over the last 12 months, the all items index increased 2.9 percent before seasonal adjustment.

The index for energy rose 2.6 percent in December, accounting for over forty percent of the monthly all items increase. The gasoline index increased 4.4 percent over the month. The index for food also increased in December, rising 0.3 percent as both the index for food at home and the index for food away from home increased 0.3 percent each.

The index for all items less food and energy rose 0.2 percent in December, after increasing 0.3 percent in each of the previous 4 months. Indexes that increased in December include shelter, airline fares, used cars and trucks, new vehicles, motor vehicle insurance, and medical care. The indexes for personal care, communication, and alcoholic beverages were among the few major indexes that decreased over the month.

The all items index rose 2.9 percent for the 12 months ending December, after rising 2.7 percent over the 12 months ending November. The all items less food and energy index rose 3.2 percent over the last 12 months. The energy index decreased 0.5 percent for the 12 months ending December. The food index increased 2.5 percent over the last year.

Chart 1. One-month percent change in CPI for All Urban Consumers (CPI-U), seasonally adjusted, Dec. 2023 - Dec. 2024
Percent change

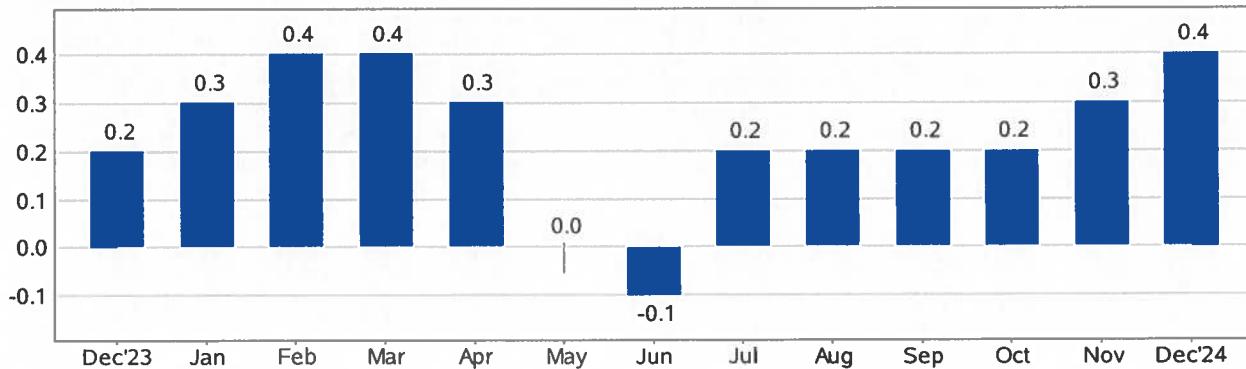


Chart 2. 12-month percent change in CPI for All Urban Consumers (CPI-U), not seasonally adjusted, Dec. 2023 - Dec. 2024
 Percent change

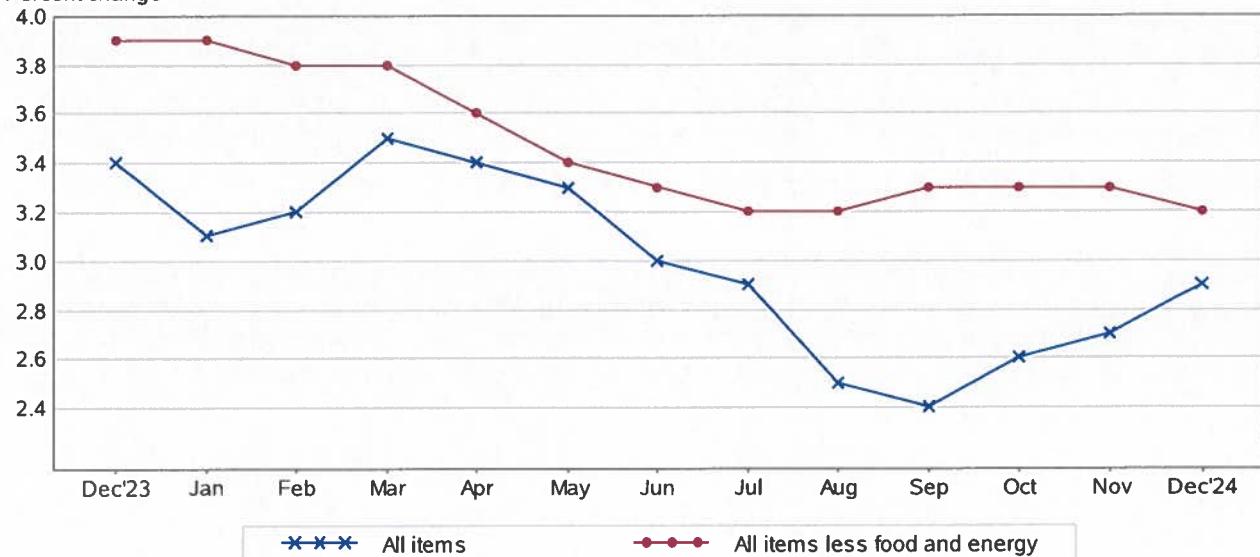


Table A. Percent changes in CPI for All Urban Consumers (CPI-U): U.S. city average

	Seasonally adjusted changes from preceding month							Unadjusted 12-mos. ended Dec. 2024
	Jun. 2024	Jul. 2024	Aug. 2024	Sep. 2024	Oct. 2024	Nov. 2024	Dec. 2024	
All items.....	-0.1	0.2	0.2	0.2	0.2	0.3	0.4	2.9
Food.....	0.2	0.2	0.1	0.4	0.2	0.4	0.3	2.5
Food at home.....	0.1	0.1	0.0	0.4	0.1	0.5	0.3	1.8
Food away from home ¹	0.4	0.2	0.3	0.3	0.2	0.3	0.3	3.6
Energy.....	-2.0	0.0	-0.8	-1.9	0.0	0.2	2.6	-0.5
Energy commodities.....	-3.7	0.1	-0.6	-4.0	-1.0	0.5	4.3	-3.9
Gasoline (all types).....	-3.8	0.0	-0.6	-4.1	-0.9	0.6	4.4	-3.4
Fuel oil.....	-2.4	0.9	-1.9	-6.0	-4.6	0.6	4.4	-13.1
Energy services.....	-0.1	-0.1	-0.9	0.7	1.0	-0.1	0.8	3.3
Electricity.....	-0.7	0.1	-0.7	0.7	1.2	-0.4	0.3	2.8
Utility (piped) gas service.....	2.4	-0.7	-1.9	0.7	0.3	1.0	2.4	4.9
All items less food and energy.....	0.1	0.2	0.3	0.3	0.3	0.3	0.2	3.2
Commodities less food and energy commodities.....	-0.1	-0.3	-0.2	0.2	0.0	0.3	0.1	-0.5
New vehicles.....	-0.2	-0.2	0.0	0.2	0.0	0.6	0.5	-0.4
Used cars and trucks.....	-1.5	-2.3	-1.0	0.3	2.7	2.0	1.2	-3.3
Apparel.....	0.1	-0.4	0.3	1.1	-1.5	0.2	0.1	1.2
Medical care commodities ¹	0.2	0.2	-0.2	-0.7	-0.2	-0.1	0.0	0.5
Services less energy services.....	0.1	0.3	0.4	0.4	0.3	0.3	0.3	4.4
Shelter.....	0.2	0.4	0.5	0.2	0.4	0.3	0.3	4.6
Transportation services.....	-0.5	0.4	0.9	1.4	0.4	0.0	0.5	7.3
Medical care services.....	0.2	-0.3	-0.1	0.7	0.4	0.4	0.2	3.4

¹ Not seasonally adjusted.

Food

The index for food increased 0.3 percent in December, after rising 0.4 percent in November. The food at home index also rose 0.3 percent over the month. Four of the six major grocery store food group indexes increased in December. The index for cereals and bakery products rose 1.2 percent over the month, after falling 1.1 percent in November. The meats, poultry, fish, and eggs index increased 0.6 percent in December, as the eggs index rose 3.2 percent. The index for other food at home rose 0.3 percent over the month and the index for dairy and related products increased 0.2 percent.

The nonalcoholic beverages index fell 0.4 percent in December, after rising 1.5 percent the previous month. The index for fruits and vegetables declined 0.1 percent over the month, after rising 0.2 percent in November.

The food away from home index rose 0.3 percent in December, as it did in November. The index for limited service meals rose 0.4 percent over the month and the index for full service meals rose 0.2 percent.

The index for food at home rose 1.8 percent over the last 12 months. The meats, poultry, fish, and eggs index rose 4.2 percent over the last 12 months and the nonalcoholic beverages index increased 2.3 percent. Over the same period, the index for other food at home rose 0.8 percent and the index for fruits and vegetables increased 1.0 percent. The dairy and related products index increased 1.3 percent over the year and the cereals and bakery products index rose 0.8 percent over the same period.

The food away from home index rose 3.6 percent over the last year. The index for limited service meals increased 3.7 percent over the last 12 months and the index for full service meals rose 3.6 percent over the same period.

Energy

The energy index increased 2.6 percent in December, after rising 0.2 percent in November. The gasoline index increased 4.4 percent over the month. (Before seasonal adjustment, gasoline prices decreased 1.1 percent in December.) The natural gas index rose 2.4 percent over the month and the index for electricity rose 0.3 percent in December.

The energy index decreased 0.5 percent over the past 12 months. The gasoline index fell 3.4 percent over this 12-month span and the fuel oil index fell 13.1 percent over that period. In contrast, the index for electricity increased 2.8 percent over the last 12 months and the index for natural gas rose 4.9 percent.

All items less food and energy

The index for all items less food and energy rose 0.2 percent in December, after rising 0.3 percent in each of the 4 preceding months. The shelter index increased 0.3 percent in December, as it did in November. The index for owners' equivalent rent also rose 0.3 percent over the month, as did the index for rent. The lodging away from home index fell 1.0 percent in December, after rising 3.2 percent in November.

The medical care index increased 0.1 percent over the month, after rising 0.3 percent in October and November. The index for physicians' services increased 0.1 percent in December and the index for

hospital services rose 0.2 percent over the month. The prescription drugs index was unchanged in December.

The airline fares index rose 3.9 percent in December, after rising 0.4 percent in the previous month. The index for used cars and trucks rose 1.2 percent over the month and the index for new vehicles increased 0.5 percent. Other indexes that increased in December include motor vehicle insurance, recreation, apparel, and education. In contrast, the index for personal care fell 0.2 percent in December after rising 0.4 percent in November. The indexes for communication and alcoholic beverages also declined over the month. The household furnishings and operations index was unchanged in December.

The index for all items less food and energy rose 3.2 percent over the past 12 months. The shelter index increased 4.6 percent over the last year, the smallest 12-month increase since January 2022. Other indexes with notable increases over the last year include motor vehicle insurance (+11.3 percent), medical care (+2.8 percent), education (+4.0 percent), and recreation (+1.1 percent).

Not seasonally adjusted CPI measures

The Consumer Price Index for All Urban Consumers (CPI-U) increased 2.9 percent over the last 12 months to an index level of 315.605 (1982-84=100). For the month, the index was unchanged prior to seasonal adjustment.

The Consumer Price Index for Urban Wage Earners and Clerical Workers (CPI-W) increased 2.8 percent over the last 12 months to an index level of 309.067 (1982-84=100). For the month, the index was unchanged prior to seasonal adjustment.

The Chained Consumer Price Index for All Urban Consumers (C-CPI-U) increased 2.7 percent over the last 12 months. For the month, the index was unchanged on a not seasonally adjusted basis. Please note that the indexes for the past 10 to 12 months are subject to revision.

The Consumer Price Index for January 2025 is scheduled to be released on Wednesday, February 12, 2025, at 8:30 a.m. (ET).