

INDIAN SHORES

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TOWN COUNCIL WORKSHOP MINUTES TUESDAY, JULY 27, 2021, BEGAN AT 4:00 P.M. INDIAN SHORES MUNICIPAL CENTER, 4TH FLOOR

The Workshop convened at 4:00 P.M.

Those present: Mayor Patrick C. Soranno, Vice Mayor Mike Hackerson, Councilor Mike Petruccelli, Councilor Diantha Schear, Councilor Bill Smith, and Attorney Andrew Mai of Persson, Cohen & Mooney, P.A. for Town Attorney Regina Kardash.

Also present: Town Administrator Bonnie Dhonau, Town Clerk Freddie Lozano, Police Chief Rick Swann, and Police Captain Glen Smith.

Those absent: Finance and Personnel Director Susan Scrogam

ITEM # AGENDA ITEM

1.0 Consideration of approving the Town Council Workshop agenda for July 27, 2021.

Motion by **Councilor Schear** – seconded by **Councilor Smith** to approve the Workshop agenda for July 27, 2021.

All ayes. Motion carried 5-0.

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

3.0 Review of Preliminary Budget Considerations for FY 2021/2022 Memo.

Patrick C. Soranno
Mayor

Mike Hackerson
Vice Mayor

Diantha Schear
Councilor

Michael (Mike) Petruccelli
Councilor

William F. (Bill) Smith
Councilor

Bonnie Dhonau
Town Administrator

Richard (Rick) Swann
Chief of Police

Susan L. Scrogam
Director of Finance
and Personnel

Freddie G. Lozano
Town Clerk

Regina Kardash, Esq.
Town Attorney

- **Budget History**
- **Millage Rate History**
- **2021 Budget Calendar**
- **Annual Maintenance Contracts**
- **Insurance**
- **Employee Benefits**
- **Salary and Classification Plan**

Ms. Dhonau provided an overview of Ms. Scrogam's memorandum on the bulleted budget items on the agenda. The budget was prepared based on the 1.8700% millage rate that the Council authorized at a previous meeting. She noted a 1.4% increase in employee health insurance through Public Risk Management Health Trust with enhanced benefits such as lower copays and better coverage. There will also be a \$7,700 per year savings in ancillary services by switching from the standard plan and going into the pool with vision, dental life and disability insurance. A 14% increase in payroll over the last year mainly due to the Police Department combined with one liability claim resulted in a 24% increase in property and casualty insurance. There are no changes in employee benefits. The memorandum also includes the salary and classification plan showing the proposed 1.4% CPI increase.

Councilor Petruccelli asked if there is an overage in the budget due to Red Tide.

Ms. Dhonau replied that she budgets approximately \$10,000 to \$11,000 per year for beach maintenance in the event something like a Red Tide occurs. There has been no significant financial impact to the budget yet.

Vice Mayor Hackerson mentioned the approved 1.4% CPI as it relates to the salary classification plan and noted two employees that he thought should be bumped up to the mid-salary level. He named Building Clerk Bill Jones for being a solid worker even throughout all the recent operational changes. He also named Public Services Supervisor Michael Scrogam who has many of years of experience and is also a licensed electrician.

Ms. Dhonau mentioned that the Town is due for a salary survey in spring when salaries, job descriptions, and date of hire will be evaluated and compared to the local and state labor markets to determine right-sizing. She also noted that when the approved salary increases (CPIW plus Merit

Increase totaling 5.4%) go into effect on October 1, Mr. Scrogam's salary will be \$1,000 over the mid-range and Vice Mayor Hackerson is fine with that. Mr. Jones will still be under the mid-range by \$2,000. She also considered the part-time employees and agreed with Mayor Soranno who commented on possibly moving the salary survey earlier in the fiscal year rather than waiting until next spring.

Conversation ensued on the good staff that the Town currently has and the difficulties and cost of hiring new employees.

With regards to the Budget Calendar, she reached out to the Property Appraiser's Office and the Florida Department of Revenue (E-TRIM) to see about changing the Town's Budget Hearings to September 8 for the first hearing and the second hearing on September 22 to which they said yes to both dates provided that there are no conflicts with the County or School Board.

Council consensus was reached to schedule the hearings on those dates.

Ms. Dhonau also noted that the operating department expenses were held to a 3.54% increase with an overall budget increase of approximately 8%. \$156,000 from the general operating fund this year will be transferred to help fund some of the large capital projects rather than utilizing funds from the reserves in the capital fund. The amount that will be taken out of reserves in the capital fund is approximately \$129,000.

She also pointed out that the revenue of \$836,000 for Gulf Boulevard Beautification, a portion of which is \$336,000 of Penny III monies, was budgeted because expenditures made and billed to the County this fiscal year will not be received until the next fiscal year.

4.0 Review of tentative General Fund budget.

There were no questions or discussions on this item.

5.0 Review of tentative Road and Bridge budget.

There were no questions or discussions on this item.

6.0 Review of tentative Capital Improvement budget.

Ms. Dhonau listed some of the Capital Improvement projects included in this budget: retiling of second floor lobby and Police Department locker room, recarpeting the EOC (Emergency Operations Center), replacement of three refrigerators, replacement of outside air Unit 3 HVAC, work on the overhead Sallyport door, building a mezzanine in the Public Services Department building for more storage, solar lighting on Whispering Pines and 2nd Street, turtle lighting, bicycle racks, and holiday décor.

Conversation ensued on turtle lighting that is included in the Utility Expense and Road and Bridge funds.

She responded to Councilor Schear's inquiry regarding the difference between the Local Ordinance Violation Fines of \$29,000 from FY19/20 and \$100 from FY20/21 saying that this was the result of a settlement reached with a local business.

Adding onto the topic of fines, **Vice Mayor Hackerson** suggested installing signs on the beach that clearly state the fine amount of \$100 followed by the violation type of no dogs, electric bikes, etc., so people are clearly aware of the ramifications.

Council was satisfied with the proposed budget.

7.0 Discussion on Town Staff Holiday Party.

The original suggestion was to have a combined Town Staff/Volunteer/ISPOA (Indian Shores Property Owners Association) Holiday Party. At a recent meeting, ISPOA decided that they would like to have their own party. With this new development, Town Staff will have their own party that is limited only to the staff, Council Members, Police Department, Town Attorney, Building Official, Town Engineer, Auditor, Newspaper Correspondent, and their plus ones. Mr. Lozano will contact Salt Rock Grill to see if they can accommodate approximately 76 people on Saturday, December 4th. Councilor Schear will speak with ISPOA to determine if they would like to hire the band that she already reserved for the Town Staff and Volunteer Holiday Party.

8.0 Council Members' comments on any subject. None.

9.0 Workshop adjournment.

5:05 P.M.



Freddie Lozano
Town Clerk