CITY COMMISSION BUDGET PUBLIC HEARING OF LAKE BUTLER, FLORIDA

September 12, 2024

5:00PM

City Hall Lake Butler

200 SW 1st Street

Lake Butler, Florida 32054

MEETING MINUTES – CITY COMMISSION BUDGET PUBLIC HEARING

1. **Call to order – Roll Call, Opening Prayer, Pledge of Allegiance.**
2. Admin Content *If a person decides to appeal a decision made with respect to any matter at this neeting or hearing, he or she will need a record of the proceedings and may need to ensure that a verbatim record is made.*

Mayor Hendrix called the meeting to order at 5:00pm.

In Attendance:

City Commission –Commissioner Redman, Commissioner Stephenson, Commisioner Sirmones, Mayor Hendrix,

Vice Mayor Huggins, attended via Teams Meeting.

City Staff –City Manager Hayes, Finance Director Mecusker, Administrative Assistant Evernden.

Absent: City Attorney Maines

Opening Prayer was led by Commissioner Redman.

Pledge of Allegiance was led by Mayor Hendrix.

1. **Approval of The Agenda Format.**
2. Motion to approve the agenda format.

A motion to approve the Agenda Format was made by Commissioner Redman. Motion seconded by Vice-Mayor Huggins. Unanimous approval.

1. **Public Hearing for TRIM – Millage – Fiscal Year 2024-2025**
2. Open Public Hearing for Millage for FY 2024-2025.
3. Public Comments

No Public Comments.

1. Close Public Hearing for Millage for FY 2024-2025.
2. **Public Hearing for 2024-2025 Fiscal Year Annual Operating Budget:**

**Ordinance No. 2024-08**

1. Open Public Hearing for 2024-2025 Fiscal Year Annual Operating Budget.
2. Public Comments

No Public Comments.

1. Close Public Hearing for 2024-2025 Fiscal Year Annual Operating Budget.
2. Staff recommends approval of first reading of Ordinance No. 2024-08

Commissioner Redman asked if there were any additional changes and Mayor Hendrix stated the changes made were the updates from the August 27, 2024, Fourth Budget Workshop that was requested by the Board and no other changes would have been made.

Vice-Mayor Huggins asked if he could make comments and Mayor Hendrix explained anything pertaining to the 2024-2025 Budget can be discussed.

Vice-Mayor Huggins stated that he wanted to discuss the raises, and he wanted to explain that when he said he was opposed to the increases/raises previously what he was getting at was that everyone on the team deserved an increase but was there a guideline that was in place on how each team member would receive the pay increase.

Mayor Hendrix recognized Vice Mayor Huggins being opposed to the pay increase and went on to explain that it was a consensus of the board for a 5% increase this year because the city did not have evaluations in place this year and staff did not receive an increase last year. Mayor Hendrix explained that the staff receiving the $1 increase to be in compliance with the minimum wage may not be off their 6-month probationary period, but this will be done to make sure we stay in compliance with the minimum wage laws. Mayor Hendrix stated that everybody else would get 5% with the exception of 3 staff members that are Exempt Status and they will get the 5% increase now but come January 1, 2025, they will be increased the difference to make sure they are at the $58, 263.00 which is a Federal Mandate.

Vice Mayor Huggins stated what he was getting at with the pay increases was that he is not opposed to anyone getting an increase but there are employees with less than 6 months with the city getting the 5% and it should be prorated and everywhere he has checked this increase would be prorated.

Vice Mayor Huggins stated that he feels like there should be something in place, when we are dealing with citizens’ money, that a six-month employee should not be entitled to the same cost of living increase as an employee that has been here a year or more. We should have a balance.

Mayor Hendrix stated that the county is giving a 3% increase across the board to their employees regardless of time employed and the city is looking at this as a cost of living raise and they would not receive the increase until they are off their 6-month probation. Mayor Hendrix stated that the increase is prorated if you think about it because employees don’t receive the increase until they are off probation which is what the board agreed to.

City Manager Hayes stated to Vice Mayor Huggins that 2 meetings ago when they were discussing about the evaluations, she had brought up that the evaluations need to be in place because when the city starts giving certain staff 2% and others 3% you have to have something in place to justify the variations.

Vice Mayor Huggins stated he was sorry to interrupt but he did remember that conversation but had never given City Manager Hayes an answer about that he had given her an answer to something else. Vice Mayor Huggins stated he is not opposed to staff getting the increase, he just feels that later down the line the city needs to have something in place for a prorated amount and this is something we can discuss at a later date. Vice Mayor Huggins stated that everyone is doing a great job and City Manager Hayes is doing a great job.

Mayor Hendrix stated that the evaluations would be where the City Manager has the say in the increases not the Board based on performance. Mayor Hendrix stated no one got a raise last year.

Vice Mayor Huggins stated that no one got a raise last year because of the previous administration’s misuse of funds.

Mayor Hendrix stated we will not be doing the step plan moving forward and the evaluations are in the updated Personnel Policy that is being worked on with City Manager Hayes.

Motion to approve Ordinance No. 2024-08 (reference Annual Operating Budget) to be read by title only, read by Mayor Hendrix was made by Commissioner Redman. Seconded by Commissioner Sirmones, all in favor, the motion passed unanimously.

1. **Public Hearing Adjournment**

A motion to adjourn the meeting was made by Commissioner Redman. Motion seconded by Commissioner Stephenson. Unanimous approval.

Meeting Adjourned at 6:16 pm.