

**MINUTES
CITY OF LAKE ALFRED
CITY COMMISSION MEETING
MONDAY, AUGUST 3, 2015
7:30 P.M.
CITY HALL**

Call to Order: Mayor Charles Lake

Invocation and Pledge of Allegiance: Pastor Mike Jones

Roll Call: Those in attendance were Mayor Charles Lake, Vice Mayor Nancy Daley, Commissioner John Duncan, Commissioner Jack Dearmin, Commissioner Albertus Maultsby, City Manager Ryan Leavengood, Assistant City Attorney Seth Claytor, and City Clerk Ameer Bailey.

Staff attendance: Public Works Director John Deaton, Finance Director Amber Deaton, Community Development Director Valerie Ferrell, Fire Chief Chris Costine, Police Chief Art Bodenheimer, and Parks and Recreation Superintendent Richard Weed.

CITY MANAGER ANNOUNCEMENTS

City Manager Leavengood stated that Mackay Gardens and Lakeside Preserve will host a free community gardening workshop on August 6th at 10 am, a guided nature walk on August 8th at 8 am, and Astronomy Night on August 15th from 7-10 pm. Contact the Parks and Recreation Department for more details or to sign-up for one of these events.

The tax free school supply days will be August 7th – 16th then students return to public schools on Monday, August 24, 2015.

The SPCA Wellness Wagon will be at the Lake Alfred Public Library on August 8th from 8 till 10:30 am, offering vaccines, heartworm testing & deworming for every pet without the cost of a vet visit. Then the Mobile Career Source will visit on Tuesday, Aug 11th from 9 am till 3 pm to aide in job searches, resume writing, or interviewing skills.

The Lake Alfred Library is also hosting a Back to School Carnival on Thursday, August 20th from 6 pm till 8 pm. The event will be held on the Lake Alfred tennis courts across the street from the library. Please join staff for carnival games, face painting & lots of fun!

As a reminder the City Commission dates in September have been changed to the 2nd and 4th Wednesday of the month (September 9th and 23rd to meet the Florida Statue requirement for the annual budget hearings.

A Commission Announcement section was added to the consent agenda, which lists public meeting at which two or more City Commissioners or Planning Board Members may appear to discuss issues that may come before the City Commissioners. The current events include the

Water Summit on August 10th at Lake Eva in Haines City and the Florida League of Cities Annual Conference.

Vice Mayor Daley asked if the announcement items should be read otherwise how the public will know what is on the list.

Mayor Lake asked if Vice Mayor Daley was asking if the announcements should be listed in another location.

City Manager Leavengood stated that the agenda is a public document that is available to the public and meets the notice requirements for the Commissioners attending different events. This is a step towards more openness since they were not listed before. Typical items such as the Chamber events and the Ridge League of Cities events which are also covered in the City Manager Announcements.

City Clerk Ameé Bailey stated the announcements are also on the website.

CITY ATTORNEY ANNOUNCEMENTS

No announcements.

RECOGNITION OF CITIZENS

There were no citizen statements.

PROCLAMATION: WATER QUALITY MONTH

Mayor Lake read the proclamation for the August as Water Quality Month. The proclamation urged all citizens to evaluate the impact of their individual household and business and to take steps toward protecting and conserving water in our community.

CONSENT AGENDA:

Commissioner Maultsby moved to approve the consent agenda (minutes and announcements); seconded by **Commissioner Dearmin** and the motion was approved by unanimous voice call vote.

MAYOR LAKE	AYE
VICE MAYOR DALEY	AYE
COMMISSIONER DEARMIN	AYE
COMMISSIONER DUNCAN	AYE
COMMISSIONER MAULTSBY	AYE

AGENDA

1.) PLANNING BOARD APPOINTMENT

City Manager Leavengood stated the Planning Board was established to assure development compliance with the City’s Comprehensive Plan and the Unified Land Development Code. The Board is made up of seven regular board members and two alternate board members. The members are appointed by the City Commission and serve a term of three years. With the succession of Joseph Hults and Judy Schelfo, there are two (2) available alternate member positions. If the proposed appointment of Mr. Noone is approved, there will be one (1) remaining alternate position open. Staff recommends approval of Matthew Noone as an alternate member of the Planning Board.

Commissioner Maultsby asked if Mr. Noone accepted.

Mayor Lake stated he had personal spoke with Mr. Noone and spoke with him about serving and stated he would be an asset to the Planning Board.

Mayor Lake moved to approve Matthew Noone as an alternate member of the Planning Board; seconded by **Commissioner Dearmin**. The motion was approved by unanimous voice call vote. There were no public comments.

MAYOR LAKE	AYE
VICE MAYOR DALEY	AYE
COMMISSIONER DEARMIN	AYE
COMMISSIONER DUNCAN	AYE
COMMISSIONER MAULTSBY	AYE

2.) FIRE AUTOMATIC AID AGREEMENT

City Manager Leavengood stated in 2012 the Lake Alfred Fire Department operated with three (3) firefighters scheduled on each shift (3 full-time) with a 2-person minimum. In 2013, following an ISO audit, the Fire Department increased staffing to a four (4) firefighter minimum in order to maintain the protection rating and the reduction of cost to residents’ homeowner’s insurance (3 Full-time, 1 volunteer/part-time).

In December of 2014, the City received notification from the County of their intention to end Fire Outside Protection Area (OPA) agreements with all of the cities. The City of Lake Alfred currently receives \$190,895 annually from the OPA agreement that pays the City to provide fire protection to the unincorporated area outside of Lake Alfred. The area generally reaches from Hwy 17/92 north to I-4. Most calls are from the subdivisions adjacent to the City (Swiss and Gulf, Sweet Water, and Marianna Acres) and few calls are received from the Green Swamp area. The OPA dollars were based on the amount raised from the County Fire Assessment fee in the OPA area. The money was split 50/50. The funding the City receives from this agreement (\$190,895) is equivalent to nearly one third (28%) of our Fire Department’s \$682,320 operating budget and is equal to 1.5 mils worth of ad valorem property tax revenue.

With the elimination of the OPA agreement, the county is proposing to add a 2-person engine to their current EMS station in Lake Alfred (next to Gardner Park) and to replace its current paramedic crew with a 2-person dual certified paramedic/firefighter crew. This staffing change will effectively put a County 4-person firefighter shift at the EMS station in Lake Alfred.

City staff has met several times and worked through this issue with County management to generate the proposed agreement. The primary components of the proposed agreement include:

- Polk County Fire Rescue (PCFR):
 - A PCFR 2-person engine crew will respond on first alarm to fire calls within the city limits of Lake Alfred.
 - PCFR Paramedics will continue to respond to Lake Alfred calls. (Residents pay for this portion of the service through taxes to the county already).
 - PCFR will provide funding to the City in the amount of \$60,000, \$40,000, and \$20,000 over the next three fiscal years in consideration for the City's response with Tanker/Boat (staff negotiated, stop gap funding discussed below).
 - PCFR will backfill Lake Alfred Fire Department when we are on response with Tanker/Boat (staff negotiated).

The tanker and boat area includes the previous OPA area along with Polk City. It also extends east to Hwy 27. These areas generally do not have fire hydrants. If City staff is out on a call in these areas PCFR will back fill the City station to ensure that there are 4 people ready to respond to a call. The Fire Officer in charge is also responsible for ensuring the stations are staffed if the firefighters on duty have been called out to a location for an extended period of time.

- Lake Alfred Fire Department (LAFD):
 - A LAFD 2-person engine crew will respond on first alarm to fire calls in the former Outside Protection Area.
 - LAFD will respond to serious medical calls (Delta & Echo) in the former Outside Protection Area (staff negotiated).
 - Through October 1, 2018, the LAFD tanker and rescue boat will respond to areas outside of the City (larger than the OPA area).

As a result of the automatic aid agreement the City will be credited with the County's 2-person engine crew for response to fire calls within the City for ISO purposes. Combined with the City 2-person engine crew, the City will meet the 4-person minimum response required by the ISO to maintain the current protection rating (why we originally went from a 2 person minimum to a 4 person minimum back in 2013). This will allow for a staff reduction of 1 full time firefighter per shift (3 total) resulting in a cost savings of approximately \$130,000 leaving a \$60,000 deficit from the loss of the OPA funding (190k – 130k = 60k). Due to the significance of a \$60,000 impact to the City's budget (0.47 mil equivalent), City staff has negotiated a phase out of the funding gap to allow the City to absorb the deficit over a three year period (\$60k, \$40k, \$20k, \$0).

The proposed agreement does not come without its concerns. We informed the County of the fiscal impact and the City staff's unwillingness to achieve the cost savings through staff reduction layoffs. In response to this concern, the County agreed to hire on up to three LAFD firefighters by October 1, 2015. Of the three, one has taken employment with the City of Winter Haven. Two firefighters are in the County's hiring process and anticipate state dates with the County by the end of September. Following several meetings with the Chief, the LAFD officers and personnel identified several additional concerns including:

- Availability of the County's 2-person engine crew to respond to a Lake Alfred fire if they are constantly out of station on other fire/medical calls in the County.
- With the LAFD staff being reduced to 2 per shift; our reduced ability to respond to multiple or additional service calls. Mitigating circumstances to this concern:
 - We have operated on 2-person shifts in the past.
 - Greater emphasis and dependency on fire officer calling for mutual aid and/or to backfill the station.
 - (Staff negotiated) the LAFD will no longer responding to less serious medical calls in the County (Mariana Acres, Sweetwater, Swiss & Golf) which should result in a significant decrease in our call volume to help offset the staff reduction (90%+ of our annual service calls are for medical).

On balance, with the removal of the OPA funding, the proposed agreement allows the City to maintain the current level of service to the citizens without having to implement a fire assessment fee. One additional, but important side note is that with the improving economy and with the healthcare reform rules on benefits and hours worked, the City would not have been able to sustain the 4th firefighter (and our ISO rating) on each shift with volunteer or part time firefighters. The City would have needed to either drop back to the 3-person shift (and lose the ISO rating) or hire on the additional full time shift at a cost of approximately \$130,000. That additional expense combined with the loss of the OPA funding would have totaled \$320,000 per year, the equivalent of 2.51 mils of ad valorem revenue, or (assuming 1,800 improved parcels in the City) an approximate \$177 per residence fire assessment fee just to maintain the current service level (without an associated ad valorem reduction).

City staff, including the City Manager, Fire Chief, and Fire Captains will monitor the call volume (inside and outside the city), response rates from the county engine (including time in station), and back fill/mutual aid requests in order to assess the long term viability of this agreement and our respective staffing and service level. If in the future the agreement does not work, The City can add additional firefighter. Staff recommends approval of the Fire Automatic Aid Agreement with Polk County.

Commissioner Dearmin stated that a lot of work had been put into the agreement and that the City was not losing the Fire Department. He stated he was proud of the City Manager and the Fire staff in their efforts towards reaching an agreement with Polk County. He was also happy that the City does not need to add fire assessment fee.

Mayor Lake stated he agreed that a lot of work went into the agreement. He also asked what will happen after the end of the agreement.

City Manager Leavengood stated that the impact to the budget is minimized by the phase out of the funding. The three-year phase out allows the City to continue funding other projects and items like the Holiday Light repayment will be complete in three years. Additional funds are in contingency.

Vice Mayor Daley stated she was pleased with the inter-governmental cooperation. She also asked about a couple of areas on the map.

City Manager Leavengood stated that the map came from PCFR and is just a planning tool. The Fire Department received a gridded map with more detail to determine funding and service areas. The basic area is the old OPA. Also the City will only be responding to the higher level medical calls. For the record, this is not an effort to consolidate the Fire Department. Rather it strengthens the Fire Department by creating partnerships and maintain the City operations. The City will remain sustainable.

Vice Mayor Daley moved to approve the Fire Automatic Aid Agreement with Polk County; seconded by **Commissioner Dearmin**. The motion was approved by unanimous voice call vote. There were no public comments.

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3.) BUDGET PRESENTATION: REVENUE & PAYROLL

City Manager Leavengood stated the previously approved FY 15/16 second year budget has been moved forward to create the basis for the upcoming FY 15/16 operating budget. Changes in revenue made from the current FY 14/15 Budget year to the upcoming FY 15/16 Budget have been highlighted and are based on anticipated revenues or experience changes based on the current and previous fiscal years. Changes to the proposed FY 15/16 operating payroll section from the previously approved second year FY 15/16 payroll section have been highlighted and include a proposed 2% cost of living adjustment (COLA) and other position targeted increases based upon the salary survey and proposed payroll goals and objectives.

Following all highlighted and proposed changes the FY 15/16 & FY 16/17 budgets are balanced with a

General Fund	2015/2016	2016/2017
Revenues	4,210,552	4,283,749
Expenditures	4,194,249	4,267,707
Contingency	16,303	16,042
Enterprise Fund		
Revenues	2,236,000	2,236,000
Expenditures	2,226,417	2,217,974
Contingency	9,583	18,026
Stormwater		
Revenues	55,000	55,000
Expenditures	40,890	40,890
Contingency	14,110	14,110
Total	\$6,501,552	\$6,574,749

general fund contingency of \$16,303 and \$16,042 in each respective budget year and an enterprise fund contingency of \$9,583 and \$18,026 in each respective year. These numbers already include the reduction from the Fire Automatic Aide Agreement previously discussed.

The 15/16 and 16/17 budget revenues are based on previous experience. Numbers that are in white were previous approved for the 15/16 budget and then extended into the 16/17 budget. A value in green denotes an increase in the revenue or decrease in expenditure while the orange denotes a decrease in revenue or increase in the expenditure. Most items are increases such as the ad valorem, growth / new construction related items, revenue from investments, and state revenue sharing. The CRA was added to the budget this year. The Local Communication Tax was decreased as discussed, but is still a significant revenue source. The Street Light Maintenance shows as zero because the contract ended. However this is a good loss of revenue since the expenditures were greater than the revenue. The SRO increased base on a COLA for those positions by the School Board. The Fire Automatic Aide Agreement is shown as \$60,000 and \$40,000 loss in revenue. There was a corresponding decrease in expenditures in payroll. The Franchise fees were re-structured. Increase in sanitation are due to growth and experience. Fines are shown as a decrease and fines revenues from traffic tickets are minimal.

Chief Art Bodenheimer stated police fines are citations which were less due to staff training. The other part is from fines due to adjudication.

City Manager Leavengood stated that rentals at Mackay have been steadily increasing due to improvements, staffing and the citizen committee efforts. The Parks and Recreation Board changed the cancelation fees which may increase that revenue item. The rentals agreements for the cell towers favor the cell companies. The only time these can be changed is at renewal. The City lost \$30,000 when Nextel came off the tower and \$10,000 from the loss of the T-Mobile lease. In the future staff will aggressively renegotiate with the companies, however they may not need the towers in the future.

Mayor Lake asked what companies remained on the towers.

Finance Director Amber Deaton stated the City lost metro PCS (Merged with T-Mobile). AT&T and Sprint are on the water tower. Verizon is on their own tower with T-Mobile.

City Manager Leavengood stated transfers are where money moves in and out of the budget. For example the \$82,622 Local Option Gas Tax would be moved in from reserves and paired with the current year revenue to fund the bi-annual street resurfacing. The interfund transfer is money from the Enterprise Fund to the General Fund to pay for personnel who operate from both funds such as the Public Works Director and City manager.

City Manager Leavengood reviewed the Pay Study. The pay per position is shown as the base pay for that position, not the pay for the current employee. The LLM Sample is the local labor market which includes Auburndale, Bartow, Haines City, and Winter Haven. This is a change from the previous survey, because the employees wanted to see the comparison to our actual competitors (where staff would go if leaving Lake Alfred). The salary differences will also be larger when compared to a larger city. The +/- 10% Sample includes cities within the state that have a similar populations (4,500-5,500) and similar services. The colored columns show how the base salary compares to the LLM, the +/- 10% Sample, and the combined average. The positions are then ranked based on the percent comparison. In the position is below 70% it is in orange, 70-79% is yellow, and above 80% is green. This coloring is based on one of the proposed payroll goal of having the staff salaries at 80% of the market for starting pay. No City

position is above the market. The study helps to establish framework and set priorities for funding positions.

The Commission stipends were also compared and are shown as at 48% for the Mayor and 39% for the Commissioners. The Charter stated that the Commission does not get COLAs and if an increased is approved the change would not go into effect until the next election in almost two years. The last time the Commission stipends were increased was in 2005. Staff proposed raising the Mayor to \$6,000 and the Commissioners to \$5,000.

City Manager Leavengood presented his new Personnel and Payroll goals and objectives to help retain employees and better compete with the market.

Personnel and Payroll Goals and Objectives

- 2 % COLA in 15/16 and 16/17
- Increase base starting salaries to 80% of the overall market
- Convert non-base salary components from flat fee to scaled % (education, longevity, holiday) to help gain ground on the market
- Establish Service Worker II as baseline
- Explore programs to reduce Health Insurance (self-insured options, health clinics, incentives, and HRA/HAS)
- Increase tuition assistance and expand to student loans
- Take home vehicle policy for the Police Department
- Limited leave buyback program to incentives building sick leave
- Add a Detective position in the Police Department
- Add Service Worker II position in Public Works

15/16 Payroll Highlights

- 2% Cost of Living Adjustment
- 2% Adjustment for:
 - Department Heads (1st of 3rd) (72%-77% of market)
 - Police Officers (2nd of 3rd) (76%)
- 6% Adjustment:
 - P&R Director (64%)
 - Librarian (61%)
 - (3) Firefighter (69%)
 - (2) Service Worker I (77%)

16/17 Payroll Highlights

- Mayor & Commission
 - \$3,600/\$2,400 (48%/39%)
 - Last adjusted in 2005 (went from \$1,800/\$1,200)
 - Proposed: \$6,000/\$5,000 (to 79%/80%)
- 2% Adjustment for:
 - Police Officers (3rd of 3rd) (~78%)
- 6% Adjustment:
 - (3) Firefighter (~75%)

Vice Mayor Daley asked about the additional benefits in comparison other cities. Specifically if other cities were requiring staff to pay into the pension or towards insurance. She would also like to see a Land Steward position to help with grants and event planning at Mackay.

City Manager Leavengood stated that Health Care is a priority and that staff is reviewing the options such as the self-insured options, health clinics, incentives, and HRA/HAS. In addition with the impacts the City may have to evaluate a multi-tiered system where employees can choose a general pan covered by the City or choose to pay more for a better plan. The pension cost are reasonable for the benefit, however the pension cost may increase from retaining employees longer.

Finance Director Amber Deaton stated that employees pay 5% towards their pension which is automatically reduces their pay.

City Manager Leavengood stated if given conceptual approval, the payroll and revenue sections will be included in the preparation of the final budget for consideration in public hearings in September along with any changes that the Commission may determine or that may otherwise be necessary.

Staff recommends approval of the proposed Payroll section, goals & objectives and Revenue Sections to be included in the FY 15/16 Budget for consideration. The City commission has now seen the Capitol budget, operation expenditures, revenue and finally payroll. The proposed budget is balanced, however staff will analyze the budget one last time before the final presentation in September. The budget will not be approved until final approval at second reading in September.

Commissioner Dearmin moved approval of the proposed Payroll section, goals & objectives and Revenue Sections to be included in the FY 15/16 Budget; seconded by **Commissioner Maultsby**. The motion was approved by unanimous voice call vote. There were no public comments.

MAYOR LAKE	AYE
VICE MAYOR DALEY	AYE
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RECOGNITION OF CITIZENS

There were no citizen statements.

COMMISSIONER QUESTIONS AND COMMENTS

Commissioner Maultsby commented on the goal to reach 7,500 people. He would like to have someone come in and help the City reach that goal. Development is occurring in the area, but the City needs additional commercial development.

City Manager Leavengood stated development is increasing especially along the I-4 corridor. Within Lake Alfred we have seen the LGI homes on 557, Track 4, and platting documents are moving thru the Planning Board. The City has acquired the Buchanan building and the goal is to demolish that building and to have people from the Central Florida Development Council here to aide in marketing that property. The Community Redevelopment Agency was established and can act as the City economic development arm to invest fund. Magnolia Ridge is also

developing. Another way to grow the City is annexation. This may be more attractive as the County implements the Fire Fee and homestead may make it a wash for more areas to annex. The staff is working on information for communities and the idea was pitched to Kings Point. Marianna Acres thought they were in the City during the election. Another way to add properties is when the City extends water or sewer services.

Mayor Lake welcomed Matt Noone to the Planning Board. He also mentioned several articles including Ron Tackle Box in the Fishing Tackle Retailer, the Citrus Research and Education Center in Florida Trend and Gary's Oyster bar in the Polk Life Magazine. He stated that starting August 17, he will be hosting Monday Morning with the Mayor at the Lake Alfred Diner from 9-10 am. He will bring comments back to the Commission and staff.

Vice Mayor Daley asked if the Commission needed to formally delegate the Mayor as the voting delegate FLC conference.

City Manager Leavengood stated that the Commission passed a resolution that delegated the Mayor.

Vice Mayor Daley stated she had been in contact with Carol Fulks with Discovery High School. They have decided to re-apply in case the November hearing does not rule in their favor. She also contacted Representative Wood and Kelli Stargel to send a letter of support. They could also use the Citizen initiative, petition, or emails. The City sent a letter with the previous application. The Mackay fact finding committee is working on a priority list to improve the property which will be presented to the To the Commission soon. She stated she is looking forward to the Water Summit and FLC Conference and it is a great opportunity. Lastly she thanked staff for their work on the budget.

Commissioner Duncan thanked everyone for their hard work.

Commissioner Dearmin thanked everyone for their hard work on the budget and is looking forward to next week.

With there being no further business to discuss, Mayor Lake adjourned the meeting at 9:13 pm.

Respectfully Submitted,



Ameé N. Bailey
City Clerk

ACCT. #	ACCOUNT DESCRIPTION	FY 12/13 ACTUAL	FY 13/14 ACTUAL	FY 14/15 BUDGET	2015 APRIL - EXP	EXP %	FY 15/16 PROP.	FY 16/17 PLANNED
401.000- UTILITY BILLING RECEIPTS								
343.302	Water Revenue	592,836	592,180	600,000	356,230	59%	605,000	605,000
343.303	Water Billing Adj.	(4,844)	(1,932)	-	(922)	0%	-	-
343.308	Temp Water Service	2,550	1,950	2,000	1,600	80%	2,000	2,000
343.305	Irrigation	122,217	121,969	125,000	77,913	62%	130,000	130,000
343.500	Sewer Revenue	1,186,311	1,213,240	1,200,000	751,727	63%	1,250,000	1,250,000
343.503	Sewer Adjustment	(1,568)	(749)	-	(449)	0%	-	-
343.550	Tap Fees	1,950	5,700	1,500	10,950	730%	8,000	8,000
343.304	Turn On Fee	21,015	20,955	21,000	16,190	77%	22,000	22,000
365.000	Scrap Metal	6,849	423	10,000	259	3%	2,000	2,000
365.100	Hay Proceeds	-	1,632	1,000	-	0%	1,000	1,000
369.000	Non Payment Fees	33,352	34,209	35,000	22,503	64%	35,000	35,000
369.200	Miscellaneous	68,996				0%	-	-
343.314	Water Meter Fee	12,500	38,625	12,000	79,500	663%	40,000	40,000
343.310	NSF Check Fee	1,150	1,620	1,500	440	29%	1,500	1,500
343.306	Late Fees	50,180	50,387	51,000	29,501	58%	51,000	51,000
343.312	Turn Off Fee	16,870	15,730	16,000	9,160	57%	16,000	16,000
343.317	Service Work Orders	295	932	500	-	0%	500	500
343.311	Write Off Accounts Collect	(9,047)	2,773	2,000	1,810	91%	2,000	2,000
361.000	Interest - Bank	5,529	9,217	8,000	9,936	124%	15,000	15,000
361.100	Interest on Investments	4,962	1,198	-	606	0%	-	-
384.100	Wastewater Reserve	-	-	30,000	-	0%	-	-
349.110	Cash Over/Short	53				0%	-	-
TOTAL UTILITY REVENUES		2,112,156	2,110,059	2,116,500	1,366,954	65%	2,181,000	2,181,000
401.000- STORMWATER								
343.900	Stormwater	55,808	54,964	55,000	32,628	59%	55,000	55,000
381.538	Storm Water Reserve	-	-	-	-	0%	-	-
TOTAL STORMWATER		55,808	54,964	55,000	32,628	59%	55,000	55,000
TOTAL OPERATING RECEIPTS		2,167,964	2,165,023	2,171,500	1,399,582	64%	2,236,000	2,236,000

ACCT. #	ACCOUNT DESCRIPTION	FY 12/13 ACTUAL	FY 13/14 ACTUAL	FY 14/15 BUDGET	2015 APRIL - EXP	EXP %	FY 15/16 PROP.	FY 16/17 PLANNED
REVENUES								
 Increase Revenue/Decrease Expenditure				 Decrease Revenue/Increase Expenditure				
001.000- TAXES								
311.110	Ad Valorem Taxes - (M)	926,120	956,105	968,250	925,471	96%	1,039,941	1,050,340
311.120	CRA - Tax Increment County	-	-	-	-		9,580	9,580
311.121	CRA - Tax Increment City	-	-	-	-		10,585	10,585
312.300	9th Cent Gas Tax - (M)	23,115	20,584	20,000	13,779	69%	20,000	20,000
312.410	Local Option Gas Tax - (M/S)	119,669	124,688	124,240	74,500	60%	132,149	133,470
312.420	5th Cent Gas Tax - (M/S)	72,999	79,406	76,780	46,774	61%	82,622	82,622
312.520	Casualty Insurance Tax -(A)	32,268	32,629	31,535	-	0%	31,535	31,535
314.100	Electric Service Tax - (M)	295,925	296,385	290,000	171,246	59%	295,000	297,950
314.300	Water Service Tax - (M)	45,737	47,253	48,000	29,142	61%	48,000	48,000
312.510	Insurance Premium Tax - (A)	23,713	26,877	21,000	-	0%	21,000	21,000
314.800	Propane Service Tax - (M)	11,121	12,148	13,000	7,117	55%	13,000	13,000
315.000	Local Comm Tax - (M/S)	142,488	126,061	125,830	71,403	57%	122,075	122,075
335.180	Half-Cent Sales Tax - (M/S)	262,033	275,804	282,475	166,253	59%	301,101	304,112
TOTAL TAXES		1,955,188	1,997,940	2,001,110	1,505,685	75%	2,126,588	2,144,270
001.000- LICENSES AND PERMITS								
321.110	Business Tax	10,553	9,471	12,000	2,442	20%	12,000	12,000
322.025	Remittance Fee	1,022	5,148	1,000	7,952	795%	1,000	1,000
322.200	Education Fee	1,233	1,383	1,000	1,155	116%	1,000	1,000
322.100	Alarm Permit	150	75	125	100	80%	125	125
349.322	Building Inspections	630	525	600	525	88%	600	600
322.300	Archive Fee	1,233	1,383	1,000	1,155	116%	1,000	1,000
354.000	Liens - Violation of Ordinance	1,687	13,990	10,000	3,947	39%	10,000	10,000
354.100	Lien Searches	2,415	2,135	2,000	1,625	81%	2,000	2,000
322.000	Building Permits	39,511	87,738	45,000	132,608	295%	85,000	85,000
TOTAL LICENSES AND PERMITS		58,434	121,848	72,725	151,509	208%	112,725	112,725

001.000- INTERGOVERNMENTAL

335.120 State Revenue Sharing -(M/S)	108,676	119,826	123,695	67,247	54%	130,347	131,650
335.122 8th Cent Motor Fuel Tax - (M/S)	44,432	48,990	50,570	27,494	54%	58,927	59,516
335.140 Mobile Home Licenses - (M)	14,820	14,733	15,000	14,940	100%	15,000	15,000
335.150 Alcohol Beverage Lic - (Q)	1,785	1,736	3,000	98	3%	3,000	3,000
331.100 Grant - Florida Grants	59,850	36,584	-	-	0%	-	-
334.220 Grant - Police Dept.	9,491	7,200	10,190	-	0%	-	-
331.200 Grant - Police	1,000	10,819	-	-	0%	-	-
334.260 Right of Way Maint - (Q)	22,737	30,315	30,000	15,158	51%	30,000	30,000
334.710 Signal Maint -(A)	2,782	2,865	2,700	-	0%	-	-
334.952 Street Lights Maint -(A)	17,054	20,642	20,640	-	0%	21,000	21,000
331.540 Grant	-	1,961	-	-	0%	-	-
337.210 SRO Supplement -(Q)	92,266	97,103	100,650	56,616	56%	102,000	102,000
338.350 Library Cooperative -(Q)	33,731	25,702	25,000	14,587	58%	25,000	25,000
342.340 Fire Automatic Aid - (Q)	184,807	190,806	190,805	143,937	75%	60,000	40,000
	=====	=====	=====	=====	=====	=====	=====
TOTAL INTERGOVERNMENTAL	593,431	609,282	572,250	340,077	59%	445,274	427,167

ACCT. #	ACCOUNT DESCRIPTION	FY 12/13 ACTUAL	FY 13/14 ACTUAL	FY 14/15 BUDGET	2015 APRIL - EXP	EXP %	FY 15/16 PROP.	FY 16/17 PLANNED
001.000- FRANCHISE FEES								
323.100	Electric FF - (M)	234,530	250,720	240,000	139,565	58%	320,000	320,000
323.400	Gas FF - (M)	23,371	35,915	32,000	8,108	25%	25,000	25,000
323.700	Solid Waste FF - (M)	18,895	20,322	22,000	10,196	46%	20,000	20,000
TOTAL FRANCHISE FEES		276,796	306,957	294,000	157,869	54%	365,000	365,000
001.000- CHARGES FOR SERVICES								
341.200	Zoning Fees	358	2,023	2,500	-	0%	2,500	2,500
341.041	Library Printing	2,304	2,811	3,000	2,019	67%	3,000	3,000
341.050	Misc Services	1,100	942	1,850	620	34%	1,450	1,450
343.800	Cemetery Sales	5,075	17,085	10,000	5,975	60%	10,000	10,000
347.208	Summer Rec Program	26,250	20,910	20,000	3,045	15%	20,000	20,000
TOTAL CHARGES FOR SERVICES		35,087	43,771	37,350	11,659	31%	36,950	36,950
001.000- SANITATION								
343.300	Sanitation - (M)	301,398	305,754	305,000	184,855	61%	320,000	320,000
343.400	Recycling	46,549	47,107	48,000	28,116	59%	48,000	48,000
343.301	Extra Trash Pickup	1,170	1,997	1,500	76	5%	1,500	1,500
343.307	Fuel Adjustment Fee	90,738	94,069	92,000	57,898	63%	97,000	97,000
343.306	Garbage Late Fees	13,175	14,014	13,000	8,549	66%	14,000	14,000
343.901	Sanitation Reserve Fund	48,222	48,597	49,000	29,035	59%	50,000	50,000
343.902	Equipment Reserve Fund	18,767	18,893	19,000	11,285	59%	20,000	20,000
TOTAL SANITATION		520,019	530,431	527,500	319,814	61%	550,500	550,500
001.000- FINES AND FORFEITURES								
351.000	Police Fines - (M)	14,984	11,903	20,000	5,781	29%	12,000	12,000
351.100	Police Education	2,050	759	2,000	515	26%	1,000	1,000
351.200	Forfeiture (Confiscated)	5,209	-	-	-	0%	-	-
351.300	Police Detail	2,295	2,863	3,000	2,470	82%	3,000	3,000
352.000	Library Fines	1,639	1,641	1,500	880	59%	1,500	1,500
349.400	Restitution	1,452	1,630	1,500	1,412	94%	1,500	1,500
TOTAL FINES AND FORFEITURES		27,629	18,796	28,000	11,058	39%	19,000	19,000

ACCT. #	ACCOUNT DESCRIPTION	FY 12/13 ACTUAL	FY 13/14 ACTUAL	FY 14/15 BUDGET	2015 APRIL - EXP	EXP %	FY 15/16 PROP.	FY 16/17 PLANNED
001.000- RENTALS								
362.030	Rental - Highlands	2,675	3,075	3,000	2,525	84%	3,000	3,000
362.032	Rental - Mackay Preserve	14,961	26,747	22,000	18,098	82%	25,000	25,000
362.033	Rental - Cancellation Fee	1,175	1,950	1,000	2,450	245%	2,000	2,000
362.034	Rental - Lions Park	1,500	1,100	1,000	950	95%	1,000	1,000
362.038	Rental - Tower	143,012	138,111	110,000	82,709	75%	100,000	100,000
362.035	Rental - Ball Field	90	-	300	-	0%	300	300
	TOTAL RENTAL	163,413	170,983	137,300	106,732	78%	131,300	131,300
001.000- INTEREST EARNED								
361.000	Interest Income	8,892	8,774	8,000	5,875	73%	9,000	9,000
361.100	Interest - Investments	1,238	446	-	92	0%	-	-
	TOTAL INTEREST EARNED	10,130	9,220	8,000	5,967	75%	9,000	9,000
001.000- MISCELLANEOUS								
365.000	Sale of Surplus Property	14,460	1,234	6,000	584	10%	2,000	2,000
319.100	Motor Fuel Tax Refund - (M)	4,528	5,527	5,000	2,630	53%	5,000	5,000
366.300	Bluegrass Bash	8,023	6,931	7,000	3,412	49%	7,000	7,000
366.400	Recreation Donations	1,000	43	1,000	-	0%	1,000	1,000
369.000	Miscellaneous Income	13,786	1,673	10,000	4,326	43%	7,000	7,000
369.100	Storage	2,200	150	1,000	500	50%	1,000	1,000
369.200	Grillin & Chillin	8,304	7,888	3,000	1,594	53%	3,000	3,000
369.300	Insurance Proceeds	12,396	20,828	9,670	10,707	111%	10,000	10,000
369.400	Event Reimbursement	622	-	1,200	1,475	123%	1,200	1,200
369.500	Ridge League Receipts	3,693	4,574	1,500	-	0%	1,500	1,500
369.600	Veteran's Memorial	31,258	2,200	-	600	0%	-	-
369.700	Centennial Merchandise	-	-	-	2,024	0%	-	-
	TOTAL MISCELLANEOUS	100,270	51,048	45,370	27,852	61%	38,700	38,700
001.000- TRANSFERS								
381.224	Reserve - Rec. Impact Fee	-	-	-	-	0%	-	30,000
381.233	Public Safety Impact Fees	25,475	264,563	-	-	0%	-	-
381.314	Local Option Gas Tax	-	-	73,600	-	0%	-	82,622
381.375	Equipment Reserve	-	-	-	-	0%	45,000	-
381.401	General Fund Reserve	101,912	-	-	-	0%	-	-
381.402	Interfund Transfer	118,236	152,605	239,515	139,717	58%	239,515	245,515
381.403	Cost Allocation	-	176,660	91,000	53,803	59%	91,000	91,000
381.473	Transfer from Sanitation	95,968	249,989	-	-	0%	-	-
	TOTAL TRANSFERS	341,591	843,817	404,115	193,520	48%	375,515	449,137
	TOTAL ALL REVENUES	4,081,988	4,704,093	4,127,720	2,831,742	69%	4,210,552	4,283,749

2015 Lake Alfred Pay Study

Position	DOH	1% COLA for			+/- 10%	10%	Overall	Overall
		FY 14/15	LLM Sample	LLM-C	Sample	C		
Librarian	2/3/2007	\$ 29,693	\$ 50,690	0.59	\$ 46,656	0.64	\$ 49,345	0.61
Parks & Rec. Manager	10/1/2015	\$ 37,487	\$ 64,942	0.58	\$ 48,341	0.78	\$ 59,408	0.64
FF/EMT	10/9/2013	\$ 26,427	\$ 39,820	0.67	\$ 38,233	0.70	\$ 38,762	0.69
FF/EMT	10/1/2012	\$ 26,427	\$ 39,820	0.67	\$ 38,233	0.70	\$ 38,762	0.69
FF/EMT	4/28/2012	\$ 26,427	\$ 39,820	0.67	\$ 38,233	0.70	\$ 38,762	0.69
FF/EMT	12/24/2009	\$ 26,427	\$ 39,820	0.67	\$ 38,233	0.70	\$ 38,762	0.69
FF/EMT	10/30/2014	\$ 26,427	\$ 39,820	0.67	\$ 38,233	0.70	\$ 38,762	0.69
FF/EMT	4/9/2014	\$ 26,427	\$ 39,820	0.67	\$ 38,233	0.70	\$ 38,762	0.69
Police Lieutenant	3/9/1988	\$ 39,736	\$ 57,898	0.69	\$ 56,630	0.71	\$ 57,194	0.70
Police Sergeant	7/24/1995	\$ 35,365	\$ 53,219	0.67	\$ 49,929	0.71	\$ 51,125	0.70
Public Works Director	5/7/2001	\$ 53,176	\$ 78,207	0.68	\$ 72,163	0.74	\$ 74,023	0.72
Fire Capt/EMT	10/4/1999	\$ 35,365	\$ 48,992	0.73	\$ 48,254	0.74	\$ 48,523	0.73
Fire Capt/EMT	5/14/2004	\$ 35,365	\$ 48,992	0.73	\$ 48,254	0.74	\$ 48,523	0.73
Fire Capt/EMT	11/12/1997	\$ 35,365	\$ 48,992	0.73	\$ 48,254	0.74	\$ 48,523	0.73
Building Official*	2/18/2008	\$ 44,647	\$ 67,528	0.67	\$ 55,436	0.81	\$ 61,482	0.73
Admin Assistant	6/7/2012	\$ 23,520	\$ 29,590	0.80	\$ 32,148	0.74	\$ 31,417	0.75
Admin Assistant	10/30/2006	\$ 23,520	\$ 29,590	0.80	\$ 32,148	0.74	\$ 31,417	0.75
Admin. Assistant	10/22/2012	\$ 23,520	\$ 29,590	0.80	\$ 32,148	0.74	\$ 31,417	0.75
Community Develop. Di	10/22/2001	\$ 50,166	\$ 65,826	0.77	\$ 69,209	0.73	\$ 67,705	0.75
Code Enforcement	2/13/2012	\$ 26,427	\$ 36,306	0.73	\$ 34,029	0.78	\$ 34,857	0.76
Fire Chief	1/2/2007	\$ 50,166	\$ 66,555	0.76	\$ 66,227	0.76	\$ 66,336	0.76
Police Officer	1/5/2015	\$ 30,287	\$ 42,440	0.72	\$ 38,861	0.78	\$ 39,962	0.76
Police Officer	12/22/2014	\$ 30,287	\$ 42,440	0.72	\$ 38,861	0.78	\$ 39,962	0.76
Police Officer	8/27/2014	\$ 30,287	\$ 42,440	0.72	\$ 38,861	0.78	\$ 39,962	0.76
Police Officer	8/30/2010	\$ 30,287	\$ 42,440	0.72	\$ 38,861	0.78	\$ 39,962	0.76

2015 Lake Alfred Pay Study

Position	DOH	1% COLA for			+/- 10% Sample	10% C	Overall	Overall C
		FY 14/15	LLM Sample	LLM-C				
Police Officer	4/3/2006	\$ 30,287	\$ 42,440	0.72	\$ 38,861	0.78	\$ 39,962	0.76
Police Officer	4/2/2007	\$ 30,287	\$ 42,440	0.72	\$ 38,861	0.78	\$ 39,962	0.76
Police Officer	9/1/2004	\$ 30,287	\$ 42,440	0.72	\$ 38,861	0.78	\$ 39,962	0.76
SRO	12/12/2011	\$ 30,287	\$ 42,440	0.72	\$ 38,861	0.78	\$ 39,962	0.76
Finance Director	1/11/2005	\$ 53,176	\$ 80,883	0.66	\$ 65,719	0.81	\$ 70,385	0.76
Police Chief	10/12/1987	\$ 53,176	\$ 80,416	0.67	\$ 64,732	0.83	\$ 69,960	0.77
Svc Wkr I	11/12/2014	\$ 19,748	\$ 26,670	0.75	\$ 25,675	0.77	\$ 25,959	0.77
Svc Wkr I	2/9/2015	\$ 19,748	\$ 26,670	0.75	\$ 25,675	0.77	\$ 25,959	0.77
Svc Wkr I	9/30/2013	\$ 19,748	\$ 26,670	0.75	\$ 25,675	0.77	\$ 25,959	0.77
Svc Wkr I	7/21/2014	\$ 19,748	\$ 26,670	0.75	\$ 25,675	0.77	\$ 25,959	0.77
Svc Wkr I	4/1/2014	\$ 19,748	\$ 26,670	0.75	\$ 25,675	0.77	\$ 25,959	0.77
Asst Librarian (P/T)	1/27/2015	\$ 19,748	\$ 25,273	0.79	\$ 24,576	0.81	\$ 25,041	0.79
Asst Librarian (P/T)	1/6/2014	\$ 19,748	\$ 25,273	0.79	\$ 24,576	0.81	\$ 25,041	0.79
Asst Librarian (P/T)	9/18/2009	\$ 19,748	\$ 25,273	0.79	\$ 24,576	0.81	\$ 25,041	0.79
Custodian (SW I)	9/9/1985	\$ 19,748	\$ 25,253	0.79	\$ 25,072	0.79	\$ 25,124	0.79
UB Clerk	7/20/2011	\$ 22,188	\$ 28,581	0.78	\$ 28,283	0.79	\$ 28,375	0.79
UB Clerk	5/3/2010	\$ 22,188	\$ 28,581	0.78	\$ 28,283	0.79	\$ 28,375	0.79
City Manager	3/5/2012	\$ 85,850	\$ 128,850	0.67	\$ 95,154	0.91	\$ 106,386	0.81
Comm. Coord.	5/30/2007	\$ 24,931	\$ 27,417	0.91	\$ 32,039	0.78	\$ 30,884	0.81
Comm. Operator	10/17/2011	\$ 24,931	\$ 27,417	0.91	\$ 32,039	0.78	\$ 30,884	0.81
Comm. Operator	8/16/2010	\$ 24,931	\$ 27,417	0.91	\$ 32,039	0.78	\$ 30,884	0.81
Comm. Operator	8/31/2009	\$ 24,931	\$ 27,417	0.91	\$ 32,039	0.78	\$ 30,884	0.81
Comm. Operator	8/9/2006	\$ 24,931	\$ 27,417	0.91	\$ 32,039	0.78	\$ 30,884	0.81
Svc Wkr II	2/17/2014	\$ 20,932	\$ 26,670	0.79	\$ 25,675	0.82	\$ 25,959	0.81
Svc Wkr II	9/2/2014	\$ 20,932	\$ 26,670	0.79	\$ 25,675	0.82	\$ 25,959	0.81

2015 Lake Alfred Pay Study

Position	DOH	1% COLA for			+/- 10%	10%	Overall	Overall
		FY 14/15	LLM Sample	LLM-C	Sample	C		
Svc Wkr II	6/3/2013	\$ 20,932	\$ 26,670	0.79	\$ 25,675	0.82	\$ 25,959	0.81
Svc Wkr II	11/6/2012	\$ 20,932	\$ 26,670	0.79	\$ 25,675	0.82	\$ 25,959	0.81
Svc Wkr II	3/11/2013	\$ 20,932	\$ 26,670	0.79	\$ 25,675	0.82	\$ 25,959	0.81
Svc Wkr II	4/26/2005	\$ 20,932	\$ 26,670	0.79	\$ 25,675	0.82	\$ 25,959	0.81
Mechanic	9/24/2014	\$ 28,012	\$ 34,588	0.81	\$ 34,367	0.82	\$ 34,441	0.82
Svc Wkr III	9/2/2014	\$ 24,931	\$ 31,964	0.78	\$ 29,421	0.85	\$ 30,203	0.83
Svc Wkr III	2/22/1999	\$ 24,931	\$ 31,964	0.78	\$ 29,421	0.85	\$ 30,203	0.83
Svc Wkr III	11/15/2010	\$ 24,931	\$ 31,964	0.78	\$ 29,421	0.85	\$ 30,203	0.83
Svc Wkr III	7/8/2000	\$ 24,931	\$ 31,964	0.78	\$ 29,421	0.85	\$ 30,203	0.83
PW Superintendent	11/4/2009	\$ 35,365	\$ 43,112	0.83	\$ 42,373	0.84	\$ 42,584	0.84
Utility Superintendent	9/22/2006	\$ 35,365	\$ 40,571	0.88	\$ 43,579	0.82	\$ 42,576	0.84
WW Plant Operator	8/3/2009	\$ 29,693	\$ 36,218	0.82	\$ 35,018	0.85	\$ 35,454	0.84
City Clerk	3/3/2008	\$ 47,326	\$ 55,213	0.86	\$ 56,329	0.85	\$ 56,072	0.85
WW Plant Operator	5/31/2005	\$ 30,287	\$ 36,218	0.84	\$ 35,018	0.87	\$ 35,454	0.86
Finance Clerk	10/22/2012	\$ 26,427	\$ 29,788	0.89	\$ 29,903	0.89	\$ 29,864	0.89
Plant Oper. (P/T)	1/21/2011	\$ 29,693	\$ 29,095	1.03	\$ 31,353	0.95	\$ 30,532	0.98

* Building Official is contracted P/T; salary shown is a grade 15 FTE

(P/T) positions annualized

2015 Lake Alfred Pay Study

Position	DOH	1% COLA for			+/- 10% Sample	10% C	Overall	Overall C
		FY 14/15	LLM Sample	LLM-C				
Mayor		\$ 3,600	\$ 8,573	0.42	\$ 7,284	0.50	\$ 7,628	0.48
Commissioner		\$ 2,400	\$ 7,338	0.33	\$ 5,869	0.41	\$ 6,261	0.39
<u>Staff Proposed FY 16/17</u>								
Mayor		\$ 6,000	\$ 8,573	0.70	\$ 7,284	0.83	\$ 7,628	0.79
Commissioner		\$ 5,000	\$ 7,338	0.69	\$ 5,869	0.86	\$ 6,261	0.80
<u>Secondary Option</u>								
Mayor		\$ 5,400	\$ 8,573	0.63	\$ 7,284	0.75	\$ 7,628	0.71
Commissioner		\$ 3,600	\$ 7,338	0.50	\$ 5,869	0.62	\$ 6,261	0.58