

Requests for Consideration

Respectfully submitted by

Natalie Kahler

Brooksville City Council Member

We want to continue to offer complete, quality services to our residents.

We have three choices:

1. Raise taxes or fees (or create new ones)

- Property (ad valorem)
- fire assessment
- water/sewer rates
- garbage rates
- create business tax
- create new assessments

2. Cut services

3. Get creative in HOW we offer services

The following are many ways we can creatively cut costs, while not cutting services, personnel, or raising taxes.

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1. Urban Senior Job Program

Urban Senior Jobs

Urban Seniors Jobs Program provides job experience to Senior Adults. This Federal grant allows host agencies (like the City of Brooksville) to employ Seniors for 20 hours weekly in a variety of positions for a 6 month period.

I believe this benefits Brooksville's under-resourced Seniors who need assistance re-entering the job market as well as the City of Brooksville, who can fill several vacant positions at no cost to the city.

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SEARCH

URBAN SENIOR JOBS PROGRAM

What is the Urban Seniors Jobs Program (formerly known as the Mature Workers Program)?

Authorized by the Older Americans Act, the Urban Seniors Program (USJP) is a workforce development program that provides subsidized, service-based training for low-income, unemployed persons 55 or older. To learn more, connect via FaceBook.

The goal of the program is to provide workers with on-the-job training to help them develop the skills and confidence to find unsubsidized employment. Participants are placed in a wide variety of community service activities at non-profit and public facilities, including day-care centers, senior centers, schools and hospitals.

Participants work an average of 20 hours a week, and are paid the highest of federal, state or local minimum wage.

USJP Services include:

- Community Service Training and Placement
- Case Management Support
- Individual Employment Plan
- Workforce Fundamentals Workshop
- Job Placement and Retention
- Wages and Fringe Benefits
- Financial Literacy Training
- Business Development

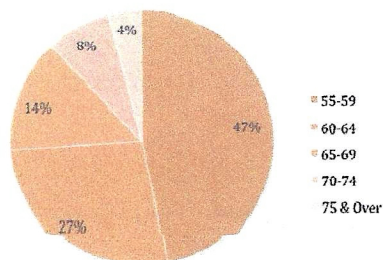
Our Impact

From 2005 to 2015, the National Urban League has served more than 12,000 participants through its Urban Seniors Jobs Program. In 2015, we served approximately 1,300 participants, finishing the program year with a 47 percent entered employment rate (still working the quarter after employment placement) and 73 percent retention rate (still working the 2nd and 3rd quarters after employment placement).

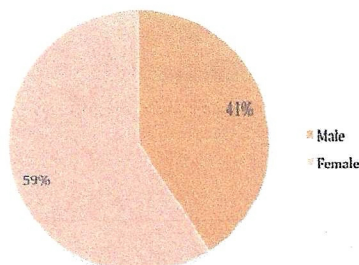
The following are 2015 participant demographics:

Low the Poverty Level – 92 %
Low Employment Prospects – 89%
Receiving Public Assistance – 72%
Highest Education is HIGHER – 71%
Disability – 33%
Homelessness or At-Risk – 24%
Veterans, or Spouses Served – 12%

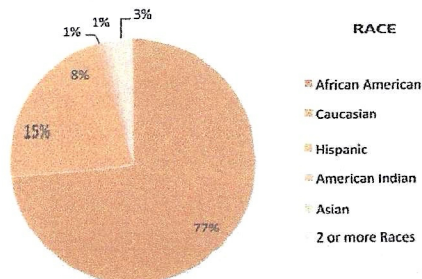
AGE



GENDER



RACE



Pinellas County Urban League expands help

Times staff

Thursday, February 16, 2017 11:42am

The Pinellas County Urban League has expanded into Hernando, Lake, Marion, Pasco, Seminole and Sumter counties.

The local organization is one of seven affiliates of the National Urban League that have been awarded funds through the Department of Labor to provide job training and employment services to seniors.

The Urban Seniors Jobs Program is designed to foster self-sufficiency for unemployed, low-income adults 55 and older. It will provide job skills training through community service at nonprofit and public facilities. Services will include occupational, work skills and aptitude assessments, free physical examinations and job search assistance.

The Pinellas County Urban League received \$1.4 million for a 5-month period that began this month to serve seniors in the six new counties. Total funds through 2020 are expected to reach \$7 million.

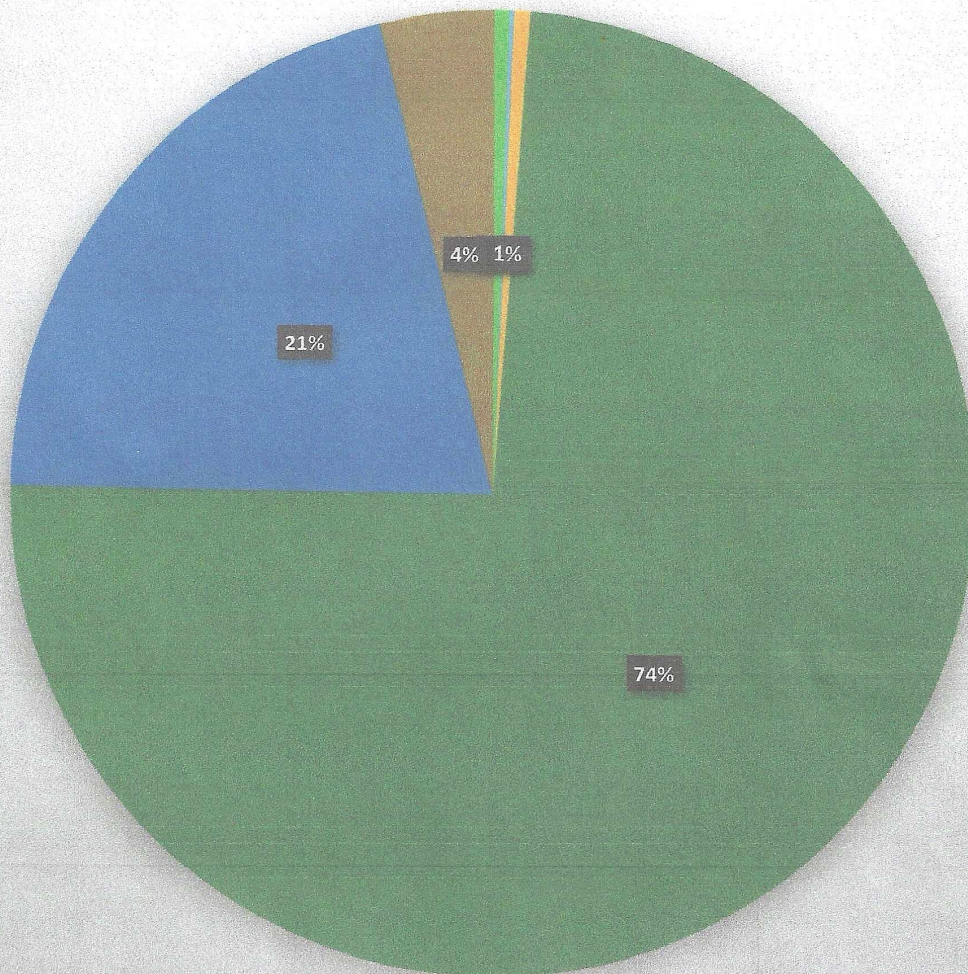
Pinellas County Urban League expands help 02/16/17
Photo reprints | Article reprints

Legal Services

At time of the original publication of this proposal, City of Brooksville was contracting with Hogan Law Firm for many services and several other firms as well. My initial request was that we consider hiring a staff attorney. Instead, Council has just hired a new City Attorney, but I believe it would serve us well to consider our other Legal services and see if changes are needed.

3. Fire Department

2016 Calls



We must recognize we mainly function as an emergency services department. As such, it is imperative that we concentrate our resources towards advance from providing Basic Life Services to becoming an Advanced Life Services department.

2016 Fire Calls:




- Structure: 12
- Vehicle: 4
- Grass: 13
- Combined: 29 calls (less than 1%)

2016 Other Calls:




- Emergency Medical: 1788 (74%)
- Service Call: 505 (21%)
- Vehicle Accident: 92 (4%)

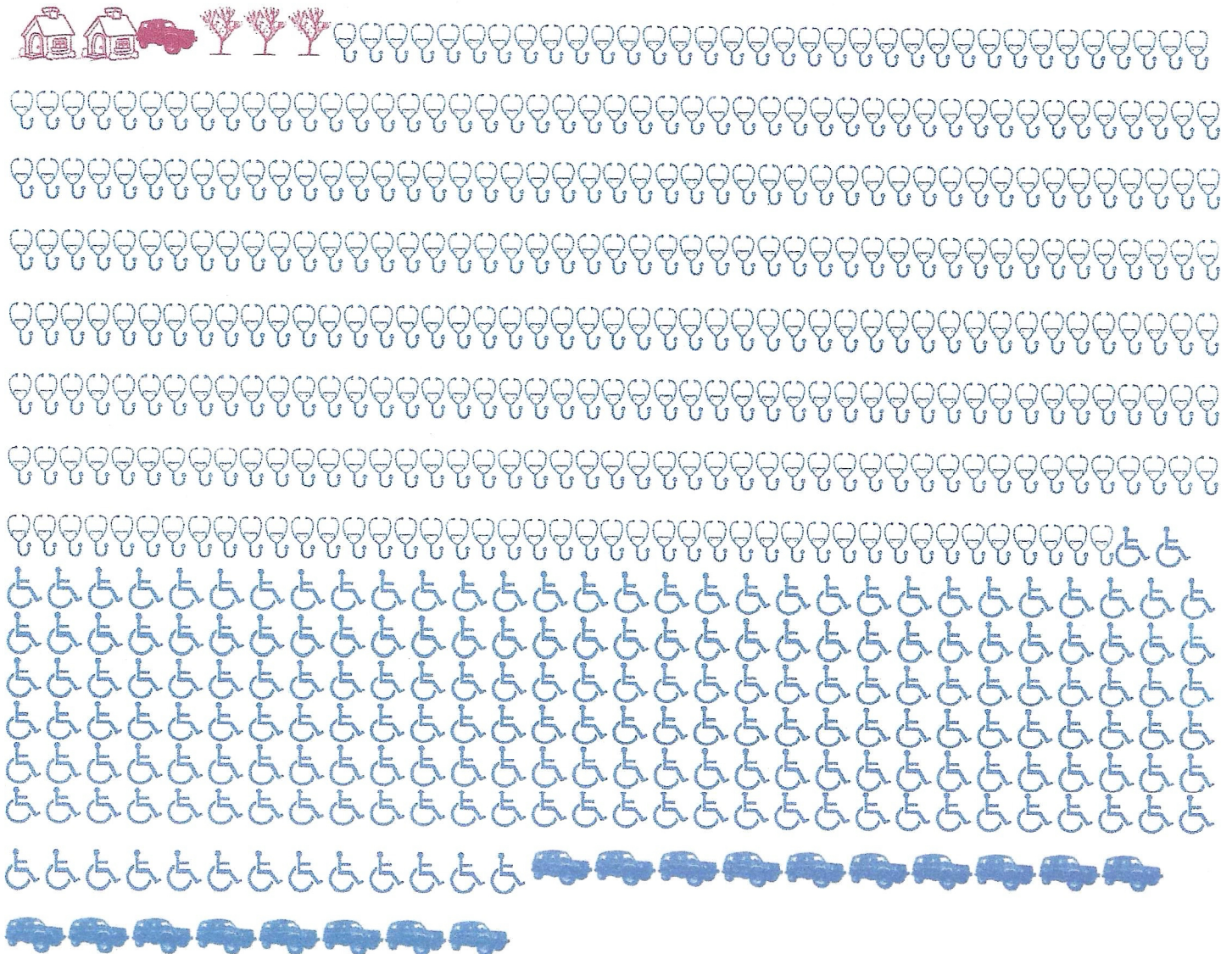
Viewed another Way...
Each icon represents 5 calls

2016 Fire Calls:

- Structure: 
- Vehicle: 
- Grass: 

2016 Other Calls:

- Emergency Medical: 
- Service Call: 
- Vehicle Accident: 



Fire Department

\$1.7 million budget

\$1.28 of budget is personnel

3 current vacancies (2 Captain, 1 Driver Engineer)

By creating a Combination Fire Department (staffed with both paid and volunteers) we can use financial resources to get a paramedic on each shift and bring on volunteers for lower level firefighter positions. The benefits:

- 1) paid staff will fill upper level positions and have incentives to obtain further certifications
- 2) volunteers would most likely be either retired firefighters who would still like to serve occasionally or young firefighters working to gain experience.
- 3) taxpayers will receive a higher level of service at no additional cost

Combination fire department

From Wikipedia, the free encyclopedia

A **combination fire department** is a type of fire department which consists of both career and volunteer firefighters. In the United States, combination fire departments are typically tax-supported in some fashion, and generally have an annual call volume larger than purely volunteer departments but less than career departments.

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- 2 Volunteer Firefighters
- 3 Auxiliary Volunteers
- 4 Junior Firefighter
- 5 Work Environment
- 6 ISO Ratings
- 7 References

Career Staff

The career staff assigned to a volunteer station will handle all aspects of daily operations. This includes but not limited to daily equipment checks, weekly equipment checks, basic maintenance, firehouse maintenance, etc. The career staff at a station typically do not answer to the volunteer chain of command, but the jurisdiction they work for as that is who their pay check comes from. The career staff in a Combination Fire Department staff a station or unit because the volunteers in that station are unable to respond at some or all the hours in a day (volunteer firefighters have traditional jobs/careers that would prevent them from leaving work and responding to every call during working normal business hours). Furthermore, the volunteer organization may not have the manpower to cover all calls and the career staff augments them to provide minimal staffing for preexisting jurisdictional requirements.

Career staff are not in charge of the volunteer fire house. Depending on the staffing requirements, the career staff may be there 24/7, they maintain the station and equipment, but it still belongs to the volunteers.

Volunteer Firefighters

Volunteer firefighters associated with a combination or volunteer department generally respond to the station or directly to an incident, when an emergency call is dispatched. Volunteer firefighters operate in the same range as full-time "career" firefighters, responding to fires and in many communities, vehicle accidents, hazardous materials, confined space, water rescue, ice rescue, and other rescue incidents as well as commonly providing first emergency medical response (prior to the arrival of the ambulances.) Some combination departments require their volunteer firefighters to be trained to the same standards as their full-time counterparts. Often career firefighters, will start with a combination department to acquire experience, training, and then attempt to get hired in the career service.

These days, volunteer firefighters are often compensated in one form or another, and those that are paid are often referred to as part paid or paid on-call firefighters. True volunteer firefighters are few in number, as it is economically unfeasible for fire personnel to be compensated for the amount time required for requisite training and for the personal costs of responding to dispatched calls. True volunteer firefighters are not paid for their time, although the Department of Labor has ruled that under the Fair Labor Standards Act (FLSA), volunteer firefighters can be paid a nominal fee up to 20% of the compensation a full-time firefighter would receive.^[1] These nominal fees can be based per call or shift or other requirements of service but may not be productivity based as in an hourly wage. After a certain number of years of service, some departments offer pension-like programs called Length of Service Award Programs (LOSAP) and some states offer tax breaks to volunteer firefighters. LOSAP, worker's compensation, liability insurance, disability insurance, expense reimbursement, and other benefits can be offered to volunteers without jeopardizing their volunteer status with the Department of Labor. However under FLSA, a firefighter working for an employer as a career firefighter may not volunteer their time as a firefighter or fire marshal for the same employer. A volunteer firefighter may volunteer as a firefighter for the same agency only if they are employed in a different role.

Part paid or paid on-call refers to the fact that some volunteer firefighters are only partly compensated and their stipend or pay often do not fully cover the costs associated with being a firefighter including lost wages from their primary occupation for response to dispatches and training. Their pay may be hourly based and may or may not qualify for volunteer status under FLSA. In addition, many

part paid or paid on-call firefighters with combination departments still volunteer or are unpaid for part or all of the time they spend on training, administrative tasks, equipment maintenance, public education, and fund raising and often cover the cost of supplemental training from their own pockets.

Volunteer firefighters carry radios or fire pagers, primarily the Motorola Minitor, to receive dispatch information where ever they are at the time a call is dispatched. Some combination departments use Nextel cell phones as well as alpha pagers with priority service contracts to dispatch information to volunteer firefighters. Depending on the response structure of the combination department, the volunteer may respond to the station to pick up an apparatus, or go directly to the scene of an incident in their personal vehicle with a full-time firefighter bringing the needed apparatus and equipment to the incident. Some combination departments also use volunteer firefighters to cover unfilled shifts of the full-time firefighters. Most volunteer firefighters live or work in the community they respond to fire dispatches in, and most combination departments have a requirement for residency within the community or within a certain distance of the community, in which they serve. Depending on the department, volunteer firefighters may respond 24/7 to any dispatched incidents or be split into response shifts. Response to incidents may be required during shifts, or a periodic run percentage may be required to maintain active status on a combination or volunteer department.

Auxiliary Volunteers

Sometimes departments have auxiliary which are typically mostly older females. They will typically handle some administrative functions and fund raising operations.

Junior Firefighter

Junior firefighters are youths, typically in high school, sometimes junior high school, that learn about local fire and emergency services. They can receive medical training and fire training. Many programs allow them to respond alongside firefighters to incidents and allow them to serve usually as exterior firefighters, and assisting in emergency medical services that they are trained and qualified for. On a combination department, they can provide a basis from which volunteers are recruited from and provide additional manpower under certain circumstances.

Work Environment

Volunteer firefighters often outnumber career firefighters in a combination fire departments. This makes for a very complicated work environment, as full-time fire personnel typically are unionized employees under contract and volunteers rarely are. Friction is often caused in this environment as the career staff is typically at a station more than the volunteers. This causes the career staff to try and change station SOP's, apparatus equipment locations, furniture placement etc., the volunteers will not always agree.

Another source of friction is often the fact that career staff is in another chain of command. The volunteers cannot be reprimanded by career staff and vice versa. The career staff meets a certain minimum training level and typically completing an academy while volunteers typically have lower minimum requirements. However, in many case, volunteers have been in a department longer than the career staff, but are less trained.

Other issues can stem from inequities or resentment caused by bargained for benefits career firefighters receive under contract including training wages, shorter gear rotations, clothing allowances, and overtime pay. Sometimes starting volunteer firefighters are perceived as using their volunteer positions as stepping stones to full-time career positions.

ISO Ratings

Insurance Services Office (ISO) fire suppression ratings are independent of whether a department is full-time, combination, or volunteer.

References

1. Dodge, G; Mullarkey, M (2006). "Managing Volunteer Firefighters for FLSA Compliance: A Guide for Fire Chiefs and Community Leaders" (http://www.vcos.org/wp-content/uploads/2009/10/FLSASManual_Small.pdf) (PDF). International Association of Fire Chiefs. Retrieved 11 October 2012.

Retrieved from "https://en.wikipedia.org/w/index.php?title=Combination_fire_department&oldid=710529095"

Categories: Fire departments

| SALARY MATRIX (2016-2017) | | | | | | | |
|-------------------------------|-----------|--------------------------|----------------------------|--------------------------|---------------------|-----------------------|---------------------|
| POSITION TITLE | PAY GRADE | HOURLY RATE (MINIMUM) | HOURLY RATE (MID POINT) | HOURLY RATE (MAXIMUM) | ANNUAL (MINIMUM) | ANNUAL (MID POINT) | ANNUAL (MAXIMUM) |
| Electrician/Mechanic | 584 | \$14.53 | \$18.46 | \$22.39 | \$30,226.56 | \$38,394.72 | \$46,562.88 |
| Equipment Operator I | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Equipment Operator II | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Evidence Technician | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Finance Director | 593 | \$26.72 | \$33.95 | \$41.16 | \$55,582.80 | \$70,608.72 | \$85,612.80 |
| Finance Technician | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Fire Captain | 687 | \$14.81 | \$18.81 | \$22.81 | \$43,112.16 | \$54,761.62 | \$66,411.07 |
| Fire Chief | 595 | \$30.60 | \$38.86 | \$47.12 | \$63,641.76 | \$80,829.84 | \$98,017.92 |
| Fire Lieutenant | 685 | \$13.43 | \$17.05 | \$20.69 | \$39,106.70 | \$49,655.42 | \$60,234.72 |
| Firefighter | 683 | \$12.18 | \$15.47 | \$18.76 | \$35,468.16 | \$45,038.45 | \$54,639.31 |
| Front Loader Driver/Collector | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Golf Pro/Pro Shop Manager | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Golf Program Instructor | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Greenskeeper | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Growth Management Planner I | 586 | \$16.64 | \$21.14 | \$25.63 | \$34,616.40 | \$43,963.92 | \$53,311.44 |
| Horticulture Tech | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Human Resources Director | 592 | \$24.98 | \$31.72 | \$38.46 | \$51,957.36 | \$65,978.64 | \$79,999.92 |
| Inmate Supervisor | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Inspector Technician/CAD | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Intern | 575 | \$8.10 | \$10.28 | \$12.47 | \$16,848.00 | \$21,382.40 | \$25,937.60 |
| Maintenance Technician I | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Maintenance Technician II | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Maintenance Technician III | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Mechanic | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Meter Reader | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Network Operations Supervisor | 587 | \$17.81 | \$22.62 | \$27.43 | \$37,040.64 | \$47,043.36 | \$57,046.08 |
| Operations Supervisor | 586 | \$16.64 | \$21.14 | \$25.63 | \$34,616.40 | \$43,963.92 | \$53,311.44 |
| Park Attendant I | 578 | \$9.69 | \$12.31 | \$14.92 | \$20,158.32 | \$25,596.48 | \$31,034.64 |
| Park Attendant II | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Parks & Recreation Director | 591 | \$23.34 | \$29.64 | \$35.95 | \$48,550.32 | \$61,654.32 | \$74,780.16 |

Brooksville Fire Department

Employee Separations

January 1 2013 through June 9 2017

| Name | Separation Reason |
|----------------------|-------------------------|
| Joseph Alaimo | Reserve FF Layoff |
| John Erhard | Reserve FF Layoff |
| Tim LaRoche | Reserve FF Layoff |
| Michael Stucchio | Reserve FF Layoff |
| John Quisenberry | Involuntary Resignation |
| William Kaplan | Involuntary Resignation |
| Samuel Schey | Involuntary Resignation |
| Joseph Keefer | Retired |
| Gerald Ward | Retired |
| Susan McCrary | Retired |
| Tim Mossgrove | Retired |
| Alan Regis | Retired |
| Ryan Aucoin | Voluntary Resignation |
| Devin Faircloth | Voluntary Resignation |
| Christopher Malvesti | Voluntary Resignation |
| Andrew Metzler | Voluntary Resignation |
| Joseph Parsons | Voluntary Resignation |
| William Quinby | Voluntary Resignation |
| Eric Verosic* | Voluntary Resignation |
| Daniel Wintz | Voluntary Resignation |
| Frank Abreu-Llamas | Voluntary Resignation |
| Gabriel Acosta | Voluntary Resignation |
| Brian Serio* | Voluntary Resignation |
| Habib Garcia* | Voluntary Resignation |
| William Brooks* | Voluntary Resignation |
| Daniel Dancsak* | Voluntary Resignation |
| Hillary Sanford | TBD |

- 27 Total employee separations
- 4 Layoffs from eliminating the Reserve Firefighter position
- 3 Involuntary Resignations (Terminations)
- 5 Retirements
- 14 Voluntary Resignations ← 5 to HC
- 1 To be determined

4. Salaries/Positions

Salaries/Positions

1. Several employees do not seem to fit into salary matrix. Some have been addressed since this was first discussed but some still need adjustments to compensation or job descriptions.
2. Through a series of events, it appears that the Memorandum of Understanding established for Chief Turner did not match the financial parameters approved by City Council. Council should either officially approve the current package and make those same benefits to other Department Heads, or make changes to the Memorandum of Understanding while keeping in mind Compensation Discrimination law.
3. Creation of a Public Safety Director would more easily coordinate efforts of our departments. This person would also ensure all policies and procedures are written and followed (similar to how Accreditation process has worked for Police Department). It would seem this would also be helpful in a State of Emergency.

City of Brooksville's Employee Compensation and Classifications

| POSITION TITLE | PAY GRADE | HOURLY RATE (MINIMUM) | HOURLY RATE (MID POINT) | HOURLY RATE (MAXIMUM) | ANNUAL (MINIMUM) | ANNUAL (MID POINT) | ANNUAL (MAXIMUM) |
|-------------------------------------|-----------|--------------------------|----------------------------|--------------------------|---------------------|-----------------------|---------------------|
| Accountant I | 584 | \$14.53 | \$18.46 | \$22.39 | \$30,226.56 | \$38,394.72 | \$46,562.88 |
| Accountant II | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Accounts Payable/Payroll Specialist | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,267.20 | \$35,880.00 | \$43,534.40 |
| Administrative Assistant I | 580 | \$11.09 | \$14.08 | \$17.08 | \$23,063.04 | \$29,287.44 | \$35,533.68 |
| Administrative Assistant II | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Administrative Assistant III | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Administrative Specialist I | 577 | \$9.05 | \$11.50 | \$13.94 | \$18,826.08 | \$23,914.80 | \$29,003.52 |
| Administrative Specialist II | 578 | \$9.69 | \$12.31 | \$14.92 | \$20,158.32 | \$25,596.48 | \$31,034.64 |
| Administrative Specialist III | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Assistant Finance Director | 590 | \$21.82 | \$27.71 | \$33.60 | \$45,383.52 | \$57,635.76 | \$69,888.00 |
| Building Official | 592 | \$24.98 | \$31.72 | \$38.46 | \$51,957.36 | \$65,978.64 | \$79,999.92 |
| Bus Driver | 580 | \$11.09 | \$14.08 | \$17.08 | \$23,063.04 | \$29,287.44 | \$35,533.68 |
| Cemetery Sexton | 584 | \$14.53 | \$18.46 | \$22.39 | \$30,226.56 | \$38,394.72 | \$46,562.88 |
| Chief Accountant | 587 | \$17.81 | \$22.62 | \$27.43 | \$37,040.64 | \$47,043.36 | \$57,046.08 |
| Chief Mechanic | 586 | \$16.64 | \$21.14 | \$25.63 | \$34,616.40 | \$43,963.92 | \$53,311.44 |
| Chief Meter Reader | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| City Clerk | 587A | \$19.23 | \$22.12 | \$28.37 | \$40,000.00 | \$46,000.00 | \$59,000.00 |
| City Manager | 597 | \$33.36 | \$42.37 | \$51.38 | \$69,395.85 | \$88,132.73 | \$106,869.61 |
| Code Enforcement Officer | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Community Development Director | 592 | \$24.98 | \$31.72 | \$38.46 | \$51,957.36 | \$65,978.64 | \$79,999.92 |
| Computer Technician | 578 | \$9.69 | \$12.31 | \$14.92 | \$20,158.32 | \$25,596.48 | \$31,034.64 |
| Construction Project Inspector | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Construction Project Manager | 586 | \$16.64 | \$21.14 | \$25.63 | \$34,616.40 | \$43,963.92 | \$53,311.44 |
| Crew Leader | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Deputy City Clerk | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Detective | 685 | \$18.81 | \$23.88 | \$28.96 | \$39,115.44 | \$49,664.16 | \$60,234.72 |
| Director of Public Works | 593 | \$26.72 | \$33.95 | \$41.16 | \$55,582.80 | \$70,608.72 | \$85,612.80 |
| Dispatcher | 580 | \$11.09 | \$14.08 | \$17.08 | \$23,063.04 | \$29,287.44 | \$35,533.68 |
| Dispatcher (Part-Time) | 580 | \$11.09 | \$14.08 | \$17.08 | \$11,531.52 | \$14,643.72 | \$17,766.84 |
| Dispatcher Supervisor | 584 | \$14.53 | \$18.46 | \$22.39 | \$30,226.56 | \$38,394.72 | \$46,562.88 |
| District Chief | 687 | \$14.81 | \$18.81 | \$22.81 | \$43,126.72 | \$54,774.72 | \$66,422.72 |

City of Brooksville's Employee Compensation and Classifications

| POSITION TITLE | PAY GRADE | HOURLY RATE (MINIMUM) | HOURLY RATE (MID POINT) | HOURLY RATE (MAXIMUM) | ANNUAL (MINIMUM) | ANNUAL (MID POINT) | ANNUAL (MAXIMUM) |
|-------------------------------|-----------|--------------------------|----------------------------|--------------------------|---------------------|-----------------------|---------------------|
| Driver Engineer | 684 | \$12.79 | \$16.24 | \$19.70 | \$37,241.57 | \$47,301.07 | \$57,360.58 |
| Electrician/Mechanic | 584 | \$14.53 | \$18.46 | \$22.39 | \$30,226.56 | \$38,394.72 | \$46,562.88 |
| Environmental Specialist | 577 | \$9.05 | \$11.50 | \$13.94 | \$18,826.08 | \$23,914.80 | \$29,003.52 |
| Equipment Operator I | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Equipment Operator II | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Evidence Technician | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Finance Director | 593 | \$26.72 | \$33.95 | \$41.16 | \$55,582.80 | \$70,608.72 | \$85,612.80 |
| Finance Technician | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Fire Captain | 687 | \$14.81 | \$18.81 | \$22.81 | \$43,112.16 | \$54,761.62 | \$66,411.07 |
| Fire Chief | 595 | \$30.60 | \$38.86 | \$47.12 | \$63,641.76 | \$80,829.84 | \$98,017.92 |
| Fire Lieutenant | 685 | \$13.43 | \$17.05 | \$20.69 | \$39,106.70 | \$49,655.42 | \$60,234.72 |
| Firefighter | 683 | \$12.18 | \$15.47 | \$18.76 | \$35,468.16 | \$45,038.45 | \$54,639.31 |
| Front Loader Driver/Collector | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Golf Pro/Pro Shop Manager | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Golf Program Instructor | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Greenskeeper | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Growth Management Planner I | 586 | \$16.64 | \$21.14 | \$25.63 | \$34,616.40 | \$43,963.92 | \$53,311.44 |
| Horticulture Tech | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Human Resources Director | 592 | \$24.98 | \$31.72 | \$38.46 | \$51,957.36 | \$65,978.64 | \$79,999.92 |
| Inmate Supervisor | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Inspector Technician/CAD | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Intern | 575 | \$8.10 | \$10.28 | \$12.47 | \$16,848.00 | \$21,382.40 | \$25,937.60 |
| Maintenance Technician I | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Maintenance Technician II | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Maintenance Technician III | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Mechanic | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Meter Reader | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Network Operations Supervisor | 587 | \$17.81 | \$22.62 | \$27.43 | \$37,040.64 | \$47,043.36 | \$57,046.08 |
| Operations Supervisor | 586 | \$16.64 | \$21.14 | \$25.63 | \$34,616.40 | \$43,963.92 | \$53,311.44 |
| Park Attendant I | 578 | \$9.69 | \$12.31 | \$14.92 | \$20,158.32 | \$25,596.48 | \$31,034.64 |
| Park Attendant II | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |

City of Brooksville's Employee Compensation and Classifications

| POSITION TITLE | PAY GRADE | HOURLY RATE (MINIMUM) | HOURLY RATE (MID POINT) | HOURLY RATE (MAXIMUM) | ANNUAL (MINIMUM) | ANNUAL (MID POINT) | ANNUAL (MAXIMUM) |
|---|-----------|--------------------------|----------------------------|--------------------------|---------------------|-----------------------|---------------------|
| Parks & Facilities Supervisor | 587 | \$17.81 | \$22.62 | \$27.43 | \$37,040.64 | \$47,043.36 | \$57,046.08 |
| Parks, Facilities & Recreation Director | 591 | \$23.34 | \$29.64 | \$35.95 | \$48,550.32 | \$61,654.32 | \$74,780.16 |
| Planning & Zoning Coordinator | 584 | \$14.53 | \$18.46 | \$22.39 | \$30,226.56 | \$38,394.72 | \$46,562.88 |
| Plant Operator I | 584 | \$14.53 | \$18.46 | \$22.39 | \$30,226.56 | \$38,394.72 | \$46,562.88 |
| Plant Operator II | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Plant Operator III | 586 | \$16.64 | \$21.14 | \$25.63 | \$34,616.40 | \$43,963.92 | \$53,311.44 |
| Police Captain | 592 | \$24.98 | \$31.72 | \$38.46 | \$51,957.36 | \$65,978.64 | \$79,999.92 |
| Police Chief | 595 | \$30.60 | \$38.86 | \$47.12 | \$63,641.76 | \$80,829.84 | \$98,017.92 |
| Police Lieutenant | 689 | \$22.86 | \$29.02 | \$35.20 | \$47,545.68 | \$60,365.76 | \$73,207.68 |
| Police Officer | 685 | \$17.90 | \$22.74 | \$27.57 | \$39,099.06 | \$49,670.71 | \$60,219.43 |
| Police Sergeant | 687 | \$19.74 | \$25.07 | \$30.40 | \$43,112.16 | \$54,761.62 | \$66,388.14 |
| Probationary Firefighter | 679 | \$10.02 | \$12.73 | \$15.44 | \$29,169.50 | \$37,058.11 | \$44,946.72 |
| Program Coordinator | 584 | \$14.53 | \$18.46 | \$22.39 | \$30,226.56 | \$38,394.72 | \$46,562.88 |
| Proshop Attendant | 578 | \$9.69 | \$12.31 | \$14.92 | \$10,079.16 | \$12,798.24 | \$15,517.32 |
| Public Service Aide (NOT FUNDED) | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Public Works Supervisor | 588 | \$19.06 | \$24.20 | \$29.35 | \$39,639.60 | \$50,341.20 | \$61,042.80 |
| Public Works Technician I | 577 | \$9.05 | \$11.50 | \$13.94 | \$18,826.08 | \$23,914.80 | \$29,003.52 |
| Public Works Technician II | 580 | \$11.09 | \$14.08 | \$17.08 | \$23,063.04 | \$29,287.44 | \$35,533.68 |
| Recreation Leader I | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Recreation Leader III | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Redevelopment Coordinator | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Reserve Officer | 682 | \$15.47 | \$19.65 | \$23.82 | \$33,778.84 | \$42,905.77 | \$52,032.71 |
| Resident/Construction Inspector | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Sanitation Collector | 579 | \$10.36 | \$13.17 | \$15.96 | \$21,556.08 | \$27,387.36 | \$33,196.80 |
| Sanitation Operator I | 580 | \$11.09 | \$14.08 | \$17.08 | \$23,063.04 | \$29,287.44 | \$35,533.68 |
| Sanitation Operator II | 581 | \$11.87 | \$15.07 | \$18.27 | \$24,679.20 | \$31,340.40 | \$38,001.60 |
| Sanitation Operator III | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |
| Senior Accountant | 586 | \$16.64 | \$21.14 | \$25.63 | \$34,616.40 | \$43,963.92 | \$53,311.44 |
| Senior Growth Management Planner | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Street & Building Supervisor | 587 | \$17.81 | \$22.62 | \$27.43 | \$37,040.64 | \$47,043.36 | \$57,046.08 |
| Streets Foreman | 583 | \$13.59 | \$17.25 | \$20.93 | \$28,260.96 | \$35,883.12 | \$43,527.12 |

City of Brooksville's Employee Compensation and Classifications

| POSITION TITLE | PAY GRADE | HOURLY RATE (MINIMUM) | HOURLY RATE (MID POINT) | HOURLY RATE (MAXIMUM) | ANNUAL (MINIMUM) | ANNUAL (MID POINT) | ANNUAL (MAXIMUM) |
|-------------------------------------|-----------|--------------------------|----------------------------|--------------------------|---------------------|-----------------------|---------------------|
| Utilities Billing Supervisor | 585 | \$15.55 | \$19.75 | \$23.95 | \$32,345.04 | \$41,081.04 | \$49,817.04 |
| Utilities Specialist | 580 | \$11.09 | \$14.08 | \$17.08 | \$23,063.04 | \$29,287.44 | \$35,533.68 |
| Utilities Superintendent | 591 | \$23.34 | \$29.64 | \$35.95 | \$48,550.32 | \$61,654.32 | \$74,780.16 |
| Warehouse Supervisor | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |
| Water & Wastewater Operator Trainee | 582 | \$12.69 | \$16.13 | \$19.55 | \$26,404.56 | \$33,546.24 | \$40,666.08 |

Note: Pay Grade 587A salary range has been approved by Council on July 6, 2017

REGULAR COUNCIL MEETING MINUTES – SEPTEMBER 21, 2009

CITIZEN INPUT

Mayor Bernardini asked for public input; there was none.

CONSENT AGENDA

Minutes

July 20, 2009 Regular Meeting
August 3, 2009 Regular Meeting

Elevator Upgrade Bid Award

Consideration of bid award to Mowrey Elevator Company for the not-to-exceed \$39,500 and award of the alternate bid to Mowrey for the not-to-exceed amount of \$11,000.

Brooksville Medians US 41/SR50 Bid Award

Consideration of bid award to Paff Landscape, Inc., for the Bid amount of \$56,046.00 and authorize the Mayor to sign the appropriate related documents.

Surplus of Equipment/Vehicle

Consideration to surplus Admin Vehicle and miscellaneous office equipment.

Advisory Board Appointment

Consideration of appointment to the Beautification Board to fill a vacant 4-year term ending December 31, 2012.

Motion:

Motion was made by Vice Mayor Bradburn and seconded by Council Member Johnston for approval of Consent Agenda. Motion carried 5-0.

Council Member Pugh asked if the Elevator bidders references had been contacted yet. City Clerk Peters indicated bidders are not contacted until approved by Council.

City Manager Norman-Vacha explained Mowrey Elevator, the low bidder, has worked with Hernando County Board of County Commissioners. City staff has worked in conjunction with Craig Becker at the County offices to get input on the bid documents. Mr. Becker had positive feedback on Mowrey Elevator.

Council Member Pugh stated his concern that the elevator would not be in use while the upgrade is being performed. City Manager Norman-Vacha indicated there is a room on the first floor that can be utilized if someone is not able to go upstairs and estimated thirty (30) days for completion.

REGULAR AGENDA

City Manager – Employment Agreement

Review and discussion of City Manager Employment Agreement.

Council Member Lewis submitted Attachment A into the record in its entirety and clarified that this discussion only concerns the City Manager and no other City employee. He briefly reviewed the City Manager hiring process that took place in 2007 and stated he wanted to make it perfectly clear that this is not a personal issue. He then proceeded to review the

REGULAR COUNCIL MEETING MINUTES – SEPTEMBER 21, 2009

issues brought forth as listed in Attachment A, stating for the record that he has not once talked to Chief Turner concerning these issues but went through the proper chain of command, that being City Manager Norman-Vacha.

Council Member Lewis felt hiring Police Chief Turner using an MOU to be a Charter violation. Concerning these issues, he indicated he had asked for City Manager Norman-Vacha's resignation, to which she indicated she needed to poll the other Council Members. He felt this to be a violation of the Sunshine Law.

Council Member Pugh, concerning the Charter violations, stated the Memorandum of Understanding (MOU) relating to the Police Chief's hiring did not seem to him to be a contract. Attorney Hogan indicated it is an MOU but it has no term, which does not constitute a contract. In reviewing the Charter, Section 3.04 gives the City Manager authority to hire, fire, etc. and his legal opinion is that it does not violate the Charter and indicated the City Manager is not covered by the Sunshine Law.

Council Member Lewis pointed out that there are similar items in the MOU, as is in the City Manager's contract, and pointed out that Chief Turner was advanced 120 hours of annual leave and 240 hours of sick leave the day he began employment.

Issue No. 2 - Council Member Lewis said an anonymous source told him that Chief Turner's city-issued vehicle was towed in Shreveport, LA, on November 13, 2007. Discussion continued regarding the reported mileage of the Police Chief's vehicle on the fleet gas cards.

Chief Turner indicated he actually moved into the County in January 2008 and drove eighty (80) miles back and forth to work. He stated for the record that he has never been in the State of Louisiana. City Manager Norman-Vacha proceeded to explain the mileage for December, demonstrating work-related usage.

Council Member Lewis alleged unprofessional conduct by the City Manager. Council Member Pugh stated he has no knowledge of this. Concerning evaluations he does not feel any evaluation should start with a line supervisor.

Council Member Lewis alleged the City Manager is improperly utilizing a volunteer to oversee Public Works. Attorney Hogan's legal opinion was that the City Manager did not commit any violation by having Richard Radack fill in as Interim Director of Public Works.

Council Member Pugh felt Council Member Lewis's assertion of a hostile workplace could be contributed to employees being held accountable.

Council Member Johnston indicated he does not believe there has been a violation of the Charter and accepts the Chief's assertion that he has not been in the State of Louisiana. He also agrees that it was allowable for the City Manager to appoint Richard Radack as Interim Director of Public Works.

Vice Mayor Bradburn felt the allegations of Council Member Lewis to be unfounded. She stated that it is acceptable for the City Manager to present a MOU for the hiring of a well-qualified professional such as Chief Turner. Vice Mayor Bradburn pointed out that as Interim City Manager, Steve Baumgartner signed a contract with Interim Police Chief Frank Ross without Council Approval, for which Council Member Lewis had no objection. She pointed out there is no evidence to indicate the Chief of Police was ever in Louisiana. She

REGULAR COUNCIL MEETING MINUTES – SEPTEMBER 21, 2009

feels the person who gave this information should be held accountable for false accusations. She affirmed there is a movement for accountability on employee evaluations which fall solely on the City Manager. She has never witnessed hostility from the City Manager and commended the hard working employees of the City who embrace change. The allegation that it is illegal to allow an associate to act as a department head without an employment agreement or salary is unfounded. The City is at the level of progressive movement due to the professionalism and initiative of the City Manager and she is very pleased with her efforts.

Mayor Bernardini commented that he would have liked the handout at the meeting to have been presented to Council sooner. He relies on the City Attorney's interpretation of the law as far as the MOU goes. He believes the Chief of Police has not been in the State of Louisiana.

Council Member Lewis once again thanked Council for their time. Mayor Bernardini advised that if he or any Council Member feels they are being stalled for information they should bring the issue before Council.

Mayor Bernardini asked for public input.

Geoff Bond, owner of Flagstone Pavers stated it is better dealing with the City Manager than ever before. He believed that it is appropriate to have a MOU for key positions. This was an unsubstantiated allegation for disregard of city-owned assets and the City Manager took acceptance from the Police Chief on the matter. There will be disgruntled employees over change. The president of his company has to sign employee evaluations and feels it is appropriate for the City Manager to do so as well.

Michael Heard stated she is a volunteer and does not want to be paid. She thanked the City Manager for all her support and for being a part of the community.

Paul Douglas expressed his interest on the subject and indicated he has gotten to know both Council Member Lewis and City Manager Norman-Vacha during his dealings with the City. He confirmed the City Manager was always thorough and first checked with the City Attorney before giving him an answer on a matter and believes she would have also done so with the memorandum. He has not seen unprofessional conduct by the City Manager.

Richard Howell, City resident stated he believes the problem has been within City Council for many years making it difficult for any City Manager to do their job.

Alan Garman, resident for twenty (20) years and business owner felt the City to be making strides and urged Council to work with the City Manager so as not to create a City divided.

Dennis Wilfong, volunteer for the City, spoke in favor of City Manager Norman-Vacha on behalf of at least twenty-five (25) business owners.

Laureen Busacca, former Construction Project Manager, expressed there are no City employees present who are speaking in favor of the City Manager. As a former City employee she had no problem being accountable to the taxpayers because she works hard. City employees are for change except for when it hurts them. She indicated morale is down and she cannot sit by any longer and watch it happen.

**Summary of Issues Concerning the City Manager,
brought forward at Council Meeting September 21, 2009**

I sincerely appreciate the opportunity to discuss these issues this evening and concerns that I have regarding certain events involving the City Manager. The issues are strictly pertaining to the actions of the City Manager and no other City employee.

I want to make it clear from the beginning that this is in no way a personal attack on our City Manager. When Ms. Norman Vacha was hired, she was not my first choice. But upon the council's decision to hire her I have supported her 100%. I actually came to her office the first day of her employment with flowers welcoming her to her new position. I have always tried to stay back and allow her to run the City and not interfere unless I felt there was a significant problem that should be addressed for the sole protection of the City of Brooksville. In past conversations Mrs. Norman Vacha has said, "Mr. Lewis you are one of the easiest council members to work with." I explained to her that from time to time I would have questions and whenever I would bring in an issue I would also try to bring in a possible solution. I was even the council member who made a motion for a raise in the City Manager's salary after her first six months being employed with the City. So when Mrs. Norman Vacha responded in our August 28, 2009 meeting with such hostility to me I was completely shocked.

Violation of City Charter

My first and clearly most pressing concern is that the City Manager entered into a contract with our Police Chief that is a clear violation of our City Charter. Ms. Norman Vacha drew up a Memorandum concerning Chief Turner and his employment with the City. Our City Charter Article 5 Section 501 states "Every contract made by the city shall be in writing, approved by the City Council, or its designee, signed by the mayor, or city designee, attested to and the official seal affixed there to by the city official so designated or their successors, otherwise such instruments shall be void." Also, Article 5 Section 503 states "any contract in violation of or in conflict with the charter or any ordinance of the city shall be void."

I was never notified about this written agreement nor was it approved by the City Council in a public meeting. Please note that I do not hold Chief Turner at all responsible for the situation of his contract. Chief Turner had no responsibility to know the Charter and as any incoming employee might do, he asked for certain benefits and concessions.

I know personally that this item was never brought to my attention as a member of the City Council by the City Manager. Due to the strict Sunshine Law regulations I am not aware if other council members were made aware of this agreement. I only came across this agreement while researching the City position on health insurance benefits for employees with spouses whom have coverage outside of the city policy. When I found out that the city did in fact offer this coverage to one employee, I met with the City Manager to discuss my concerns about this agreement/contract understanding that she had entered the city into without following the strict guidelines of the City Charter.

During my discussions with the City Manager I recommended that she consider meeting with that employee and rescinding this contract since it is in fact void. The City Charter also states that this Memorandum is in fact a contract, which falls under our Charter rules. At no time did I ever direct or order the City Manager in any way. I did however stress the importance and my thoughts on this agreement. I felt it was and still is in direct violation of the City Charter.

As of today I still have not received any answer to my suggestions and concerns regarding rescinding the contract.

Disregard for our City owned assets

I received information that one of our City owned Police Cars was out of state sometime between November 2007 and December 2007 and while it was out of state it was impounded in the city of Shreveport, Louisiana. I met with the City Manager on August 6th to discuss this issue about the protection of City assets. I gave the information to the City Manager asking her to let me know if she knew anything about the situation and why would a City car be allowed to be driven out of state for personal use. Her first response was that she did not even think we owned the car in question at that point. I asked her to look into the situation. Her response was that after checking with the Finance Department she found that we did have possession of the vehicle. Then I was told that the phone call came from the dealership and was a mistake as they had received information that the car was stolen. She also stated that it was an incorrect VIN number and had nothing to do with our City car. Mrs. Norman Vacha demanded that I tell her who had provided this information to me. I advised her that I was not going to disclose the source as they felt retribution would be made against them. After denying the incident had even taken place I provided Mrs. Norman Vacha with the telephone number of the agency that had placed the call to the City, the VIN number of the vehicle in question and the exact date of the incident. I was absolutely shocked at her reaction to this information. She was hostile and angry and told me that she had given me an answer but I was obviously not happy with it. At this point Mrs. Norman Vacha contacted the Police Chief and the Police Chief responded that it is "impossible for anyone to run that VIN or tag and have it come back to unit 179, or the Brooksville P.D.". He stated it would say that the VIN was not registered and would give no information.

I believe Mrs. Norman Vacha interpreted my inquiry as an accusation that Police Chief Turner took the car out of state illegally but that was certainly not my issue. As you can clearly see in the Memorandum of Understanding she illegally entered into with him he has the right to "non-restricted use City unmarked Police vehicle". So if Police Chief Turner did in fact take the vehicle out of state he clearly had the right to under the contract the City Manager executed. My concern was that I felt the agreement was a violation of the City Charter and that the allowance of full and unrestricted use of a City vehicle was an unwise decision by our City Manager. As part of this inquiry I requested copies of the mileage reports for the car in question. I requested these reports on August 6th and did not receive them until August 28, 2009. I then requested additional reports for the month of November/December 2007 and January 2008 because they were not

included in the original mileage reports I had requested. I request this second set of reports on August 31, 2009 and did not receive them until September 16, 2009. In the reports it clearly shows that the car in question was driven a significantly higher number of miles then in other months.

Again, I would like to reiterate that if Chief Turner took the car out of state he did nothing wrong according to the contract he and Mrs. Norman Vacha entered into which provides the allowance of unlimited personal use of the City owned car. This also allows Chief Turner to take the car out of state on personal trips without the City having any recourse or action.

Unprofessional Conduct concerning employees

Another concern of mine has been the unprofessional conduct by the City Manager in front of employees. This conduct has included the City Manager yelling, screaming, pulling her hair and ranting in front of the employees. This kind of action only creates a hostile work environment for the entire City. I do not feel this type of behavior does anything but diminish any type of leadership and credibility she may have once had. I do not condone this type of behavior in any way, shape or form any employee working in the City of Brooksville.

Employee Evaluations

Another valid concern of mine is the way the City Manager has been handling the Employee Evaluations. Evaluations from the departments are sent to the office of the City Manager for what Mrs. Norman Vacha calls "a review". I have no concerns or problems with a review process. I do have a problem when the City Manager picks out certain employee reviews and sends them back to the department insisting that the entire evaluation be changed from a positive evaluation to a negative one. Each employee should be evaluated by their supervisor or Department Manager that works with them on a daily basis, not by what the City Manager thinks of the employee.

Allowing an associate to act as a Department Head without an employment agreement or salary

Another concern of mine has been the placement of Mr. Radacky as a temporary Public Works Director. I was concerned with the fact that the City Manager had placed Mr. Radacky into this position without any contract or compensation being assigned. Having an unpaid employee in a position of the Public Works Director which oversees our daily operations of the entire department puts the City in what I see as a libel situation and possibly violation of labor laws. When I asked the City Manager what the agreement was between the City and Mr. Radacky I was told, we will work it out eventually once the ongoing investigation is complete. I have no problem with a temporary Public Works Director but I feel the person should be under a signed set of City rules and an agreement so that his rights and our rights are clearly covered. I appreciate the service Mr. Radacky has provided to the City during this period and feel that he should be paid for his services. I feel that this situation is another example of the City Manager showing a clear lack of judgment. I cannot understand how or why Mr. Radacky would take on this position without a contract or compensation.

Attachments:

- 1 Memo of Understanding dated 9/22/07.
- 2 Memorandum and Mileage Reports dated 8/28/09.
- 3 Memorandum and Mileage Reports for November/December 2007 dated September 9/16/09.

Package Provided by Richard E. Lewis, Council
Member at no cost to the City of Brooksville



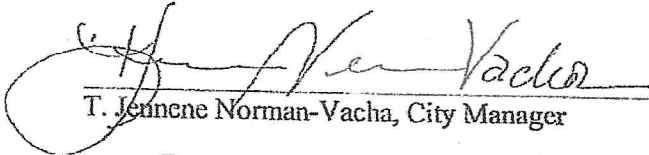
**MEMORANDUM OF UNDERSTANDING
FOR RELOCATION/HIRING TO BROOKSVILLE POLICE CHIEF POSITION**

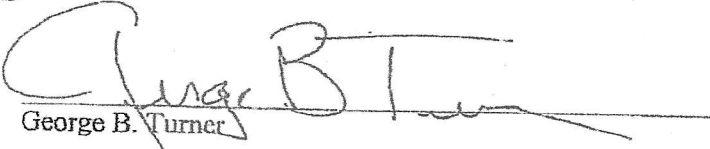
This will confirm understanding for George B. Turner to relocate and accept position of City of Brooksville, Chief of Police, as agreed upon September 22, 2007.

- **Start date:** Date of hire will be Tuesday September 25, 2007.
- **Starting Salary:** \$ 80,000 (plus allowed State incentive, currently \$1,560).
- **Retirement/Pension:** Brooksville Police Pension program, 1% salary contribution. Employer will contributed retirement payment amount that could/would otherwise be contributed to Florida Retirement System (currently 20.9% of salary) and the amount employer pays for other employees to have group medical insurance coverage to an individual retirement account selected by Turner (currently Nationwide Insurance).
- **Group Medical Coverage:** Employer will not provide employee group medical coverage for Turner. Premiums as otherwise paid for other employees will be redirected to Turner's individual retirement account.
- **Dental:** Employer will provide employee group dental coverage as it provides for other employees for Turner. Premiums will be paid as otherwise paid for other employees.
- **Automobile:** Non-restricted use City unmarked Police vehicle.
- **Life Insurance:** Employer will provide employee group life insurance coverage as it provides for other employees for Turner. Premiums will be paid as otherwise paid for other employees.
- **Vacation/Personal Leave:** Upon employment, Turner will be provided with 120 hours balance in vacation/personal leave accrued account. Turner will then accrue vacation/personal leave time, at rate of 120 hours per year from date of employment and through year five (5). At the start of the sixth year of employment, Turner will accrue vacation/personal leave time at the next level above the 120 hours accrual rate, provided within the City Personnel Policy.

Memorandum of Understanding – George B. Turner

- **Sick Leave:** Upon employment, employee will be provided with 240 hours balance in sick accrued account. Turner will not accrue sick leave time until the beginning of the fourth year of employment; at the beginning of the fourth year, Turner will begin accruing sick leave time as per City Personnel Policy.
- **Flex Time:** Flex time recognized. (hours as needed for mission accomplishment)
- **Conference/Training:** Turner will be provided opportunity to participate in/attend regular training/conferences, such as National/State FBINA, Florida Police Chief's, International Chief's, Florida Governor's Hurricane Conference, other regular training as necessary and budgets permit.
- **Membership dues:** Employer will pay annual membership dues for Turner for FBINA, F.P.C.A., I.A.C.P, local Police Chief's Association as budgets permit.
- **Cell Phone:** Stipend provided by Employer for Turner in the amount as would otherwise be paid for City Police Chief cell phone. Phone must be used in conjunction with Chief of Police's position and be available for on-call/contact 24/7.
- **Firearm:** Employer will issue firearm(s), as appropriate for Chief of Police for use in employment functions.
- **Severance:** Employer will provide three (3) months severance (pay and benefits) if Turner is terminated from employment without cause.
- **Moving Expense:** Employer will pay \$ 3,000 for moving expenses upon relocation to the Hernando County/Brooksville area.
- **Clothing Allowance:** Allowance will be paid as otherwise paid for other employees.


T. Jennene Norman-Vacha, City Manager


George B. Turner

City Directors wages and benefits from 1/1/2016 through 12/31/2016

Revised added HRA card of \$500 and City Manager's wages & benefits

| | City Manager | Police | Fire | Parks | Finance | DPW | Development |
|------------------------------------|--------------|--------------|--------------|-------------|-------------|-------------|--------------|
| Wages | \$98,121.37 | \$95,850.17 | \$68,876.32 | \$65,128.90 | \$59,120.82 | \$66,396.47 | \$72,164.72 |
| Health Insurance | \$8,062.12 | \$0.00 | \$8,062.12 | \$8,062.12 | \$2,427.02 | \$0.00 | \$8,062.12 |
| HRA (Health reimbursement Account) | \$500.00 | \$500.00 | \$500.00 | \$500.00 | \$500.00 | \$500.00 | \$500.00 |
| Accidental Death & Dismemberment | \$93.12 | \$87.36 | \$64.26 | \$61.44 | \$63.36 | \$28.08 | \$68.16 |
| Dental Insurance | \$306.24 | \$306.24 | \$306.24 | \$306.24 | \$281.04 | \$306.24 | \$306.24 |
| Life Insurance | \$512.16 | \$480.48 | \$353.43 | \$337.92 | \$348.48 | \$154.56 | \$374.88 |
| Long Term Disability | \$222.24 | \$209.04 | \$153.69 | \$146.40 | \$151.80 | \$149.28 | \$162.48 |
| FRS Retirement Plan | \$20,869.29 | \$0.00 | \$0.00 | \$13,748.41 | \$12,740.65 | \$14,018.29 | \$15,262.26 |
| Police Chief Retirement Flat Rate | \$0.00 | \$8,062.12 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Police Chief Retirement Percentage | \$0.00 | \$20,929.83 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Retirement Police Chapter Plan | \$0.00 | \$22,257.15 | \$0.00 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| Retirement Fire Chapter Plan | \$0.00 | \$0.00 | \$26,386.46 | \$0.00 | \$0.00 | \$0.00 | \$0.00 |
| FICA | \$7,506.21 | \$7,332.47 | \$5,204.34 | \$4,982.43 | \$4,439.93 | \$5,045.81 | \$5,438.74 |
| Workers' Comp | \$334.29 | \$3,205.97 | \$1,611.71 | \$2,894.15 | \$248.84 | \$2,416.83 | \$244.47 |
| Total Wages and Benefits | \$136,527.04 | \$159,220.83 | \$111,518.57 | \$96,168.01 | \$80,321.94 | \$89,015.56 | \$102,584.07 |

Note: 1 Finance Director was on FMLA for part of the year.



Facts About Equal Pay and Compensation Discrimination

The right of employees to be free from discrimination in their compensation is protected under several federal laws, including the following enforced by the U.S. Equal Employment Opportunity Commission: the Equal Pay Act of 1963, Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act of 1967, and Title I of the Americans with Disabilities Act of 1990.

The law against compensation discrimination includes all payments made to or on behalf employees as remuneration for employment. All forms of compensation are covered, including salary, overtime pay, bonuses, stock options, profit sharing and bonus plans, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses, and benefits.

Equal Pay Act

The Equal Pay Act requires that men and women be given equal pay for equal work in the same establishment. The jobs need not be identical, but they must be substantially equal. It is job content, not job titles, that determines whether jobs are substantially equal. Specifically, the EPA provides that employers may not pay unequal wages to men and women who perform jobs that require substantially equal skill, effort and responsibility, and that are performed under similar working conditions within the same establishment. Each of these factors is summarized below:

- **Skill**

Measured by factors such as the experience, ability, education, and training required to perform the job. The issue is what skills are required for the job, not what skills the individual employees may have. For example, two bookkeeping jobs could be considered equal under the EPA even if one of the job holders has a master's degree in physics, since that degree would not be required for the job.

- **Effort**

The amount of physical or mental exertion needed to perform the job. For example, suppose that men and women work side by side on a line assembling machine parts. The person at the end of the line must also lift the assembled product as he or she completes the work and place it on a board. That job requires more effort than the other assembly line jobs if the extra effort of lifting the assembled product off the line is substantial and is a regular part of the job. As a result, it would not be a violation to pay that person more, regardless of whether the job is held by a man or a woman.

- **Responsibility**

The degree of accountability required in performing the job. For example, a salesperson who is delegated the duty of determining whether to accept customers' personal checks has more responsibility than other salespeople. On the other hand, a minor difference in responsibility, such as turning out the lights at the end of the day, would not justify a pay differential.

- **Working Conditions**

This encompasses two factors: (1) physical surroundings like temperature, fumes, and ventilation; and (2) hazards.

- **Establishment**

The prohibition against compensation discrimination under the EPA applies only to jobs within an establishment. An establishment is a distinct physical place of business rather than an entire business or enterprise consisting of several places of business. In some circumstances, physically separate places of business may be treated as one establishment. For example, if a central administrative unit hires employees, sets their compensation, and assigns them to separate work locations, the separate work sites can be considered part of one establishment.

Pay differentials are permitted when they are based on seniority, merit, quantity or quality of production, or a factor other than sex. These are known as "affirmative defenses" and it is the employer's burden to prove that they apply.

In correcting a pay differential, no employee's pay may be reduced. Instead, the pay of the lower paid employee(s) must be increased.

Title VII, ADEA, and ADA

Title VII, the ADEA, and the ADA prohibit compensation discrimination on the basis of race, color, religion, sex, national origin, age, or disability. Unlike the EPA, there is no requirement that the claimant's job be substantially equal to that of a higher paid person outside the claimant's protected class, nor do these statutes require the claimant to work in the same establishment as a comparator.

Compensation discrimination under Title VII, the ADEA, or the ADA can occur in a variety of forms. For example:

- An employer pays an employee with a disability less than similarly situated employees without disabilities and the employer's explanation (if any) does not satisfactorily account for the differential.
- An employer sets the compensation for jobs predominately held by, for example, women or African-Americans below that suggested by the employer's job evaluation study, while the pay for jobs predominately held by men or whites is consistent with the level suggested by the job evaluation study.
- An employer maintains a neutral compensation policy or practice that has an adverse impact on employees in a protected class and cannot be justified as job-related and consistent with business necessity. For example, if an employer provides extra compensation to employees who are the "head of household," i.e., married with dependents and the primary financial contributor to the household, the practice may have an unlawful disparate impact on women.

It is also unlawful to retaliate against an individual for opposing employment practices that discriminate based on compensation or for filing a discrimination charge, testifying, or participating in any way in an investigation, proceeding, or litigation under Title VII, ADEA, ADA or the Equal Pay Act.

5. Water Bills

Water Bills

1. Currently all water bills are due on the 20th of the month. This creates for irregular staffing requirements, handicaps future growth of the city, and inflexibility for our customers. I would like to see us implement one of these options:

- a) Allow customers to choose their own due date (especially helpful for those on fixed incomes).
- b) Divide City into four quadrants and have one quadrant due each week.

2. Currently water is shut off within days following due date. Penalty can be equal to 30% of the water bill. But it does not even cover City expenses. This is bad policy for both customers and City and hurts most those who can least afford it. City should study actual cost and charge that to the customer, but only after a second bill goes unpaid.

Council Information Request

Lyndon Bonner

Mon 9/25/2017 9:44 AM

To: Robert Battista <RBattista@cityofbrooksville.us>; Betty Erhard <BErhard@cityofbrooksville.us>; Joe Bernardini <jbernardini@cityofbrooksville.us>; Natalie Kahler <NKahler@cityofbrooksville.us>; William Kemerer <WKemerer@cityofbrooksville.us>;

Cc: Jennifer Battista <JBattista@cityofbrooksville.us>;

Council:

The email from Mrs. Cosme addresses three questions regarding recent late notices.

Thank you!

Lyndon L. Bonner
Interim City Manager
City of Brooksville, Florida

From: Melissa Cosme
Sent: Monday, September 25, 2017 9:34 AM
To: Richard Radacky; Jim Delach
Cc: Lyndon Bonner; Natalie Kahler
Subject: Re: Water bills

Good morning,

1. How many late notices we sent out this month: 945
2. How many we normally send (not scientific - just estimate) Aug:749 Jul:783 Jun:805 May:683
3. How many water customer accounts we have: Billed 4186 in August

If you have any further questions or concerns please feel free to contact me.

Hope everyone has a wonderful week.

Thanks!!



Melissa Cosme
Melissa Cosme
Utility Billing Supervisor
City of Brooksville
(352)540-3810

From: Richard Radack
Sent: Monday, September 25, 2017 8:50 AM
To: Jim Delach; Melissa Cosme
Cc: Lyndon Bonner; Natalie Kahler
Subject: Fw: Water bills

Melissa,

Please send the information requested by Council Member Kahler. Please note that the information is requested for tonight's meeting.

Richard W. Radack
Director of Public Works
City of Brooksville
352-540-3860
Rradack@cityofbrooksville.us

From: Natalie Kahler
Sent: Monday, September 25, 2017 7:46 AM
To: Lyndon Bonner
Cc: Richard Radack
Subject: Water bills

Mr. Bonner,

In advance of tonight's meetings, I'd like to know

1. how many late notices we sent out this month
2. how many we normally send (not scientific - just estimate)
3. How many water customer accounts we have

Please let me know if this is not easily accessible. I don't want staff spending a bunch of time on this.

Thanks :)

Natalie

Sent from my iPhone

6. Law Enforcement MSTU

Law Enforcement MSTU

City residents are currently double taxed for Law Enforcement – paying the County for Sheriff services and the City for Police services. If County Commission would implement an Municipal Services Taxing Unit (MSTU), the City would be able to eliminate the double tax. This would result in major savings on the overall County tax bill for City residents.

If we opted OUT of Law Enforcement MSTU:

1. City currently uses Sheriff's dispatch and all 911 money goes to Sheriff department to help fund.
 - a. City could contract with Sheriff for dispatch (Sheriff currently employs one extra dispatcher per shift for Brooksville Police Department calls).
 - b. City could handle its own dispatch and use 911 funding to help offset the cost.
2. City Police Department would continue to honor Mutual Aid calls from the Sheriff's department.
3. City Police Department would continue to partner with other agencies (FBI, FHP, FDLE, and other local agencies) as needed.

If we opted INTO Law Enforcement MSTU:

Two options:

- a) City residents continue double taxation to both Sheriff and Police Department.
- b) City dissolves Brooksville Police Department, recognizing we will still have to pay into Police Pension for existing employees and retirees. Even if the city declares bankruptcy, assets would need to be sold off to make pension whole.

At least twenty-one Florida counties fund road patrol services, in whole or in part, through separate taxing units:

- Alachua County - Sheriff MSTU
- Brevard County - Sheriff MSTU
- Broward County - Unincorporated Municipal Services District
- Charlotte County - Charlotte County Public Safety
- Clay County - Sheriff MSTU - Patrol Services
- Collier County - Unincorporated Services MSTU
- DeSoto County - Law Enforcement
- Escambia County - Law Enforcement MSTU
- Glades County - MSTU - Law Enforcement
- Hillsborough County - General Purpose County MSTU
- Lee County - Unincorporated Services MSTU
- Manatee - Unincorporated Municipal Services Taxing Unit
- Marion County - MSTU for Law Enforcement
- Miami-Dade County - Municipal Service Area MSTU
- Monroe County - Local Road Patrol Law Enforcement
- Nassau County - Unincorporated MSTU
- Orange County - Special Tax MSTU ("Sheriff")
- Pinellas County - Unincorporated Services MSTU
- St. Lucie County - Law Enforcement MSTU
- Taylor County - Unincorporated Area Municipal Service Taxing Unit
- Volusia County - Unincorporated Areas Municipal Service District

The following pages are a variety of examples of Counties with MSTUs (information from Florida Department of Revenue). These were chosen to show the variety of ways an MSTU can be implemented. The complete 80 page document is available as a separate PDF.

Table 1
Comparison of Taxes Levied
County and Municipal Governments
Fiscal Years 2015-16 and 2016-17

County: ALACHUA

| Taxing Authority | 2015-16 | | 2016-17 | | | | |
|--------------------------|--------------|----------------|------------------|----------------|--------------|----------------|--|
| | Millage Rate | Taxes Levied | Rolled-Back Rate | | As Adopted | | |
| | | | RBR Rate | Taxes Levied | Millage Rate | Taxes Levied | % Chng. from 2015-16 % Diff. from RBR |
| ALACHUA COUNTY BCC | | | | | | | |
| ALACHUA COUNTY BCC | 8.7950 | \$ 106,448,261 | 8.5920 | \$ 108,524,761 | 8.9290 | \$ 112,781,377 | 5.9% |
| MSTU - SHERIFF/LAW | 2.3283 | \$ 12,460,237 | 2.4313 | \$ 12,671,276 | 2.4342 | \$ 12,686,390 | 1.8% |
| MSTU - UNINCORP | 0.6228 | \$ 3,077,280 | 0.6096 | \$ 3,129,107 | 0.6325 | \$ 3,246,654 | 5.5% |
| MSTU FIRE PROTECTION SEV | 1.5507 | \$ 7,821,033 | 1.5189 | \$ 7,954,814 | 1.7705 | \$ 9,272,498 | 18.6% |
| TOTAL | | \$ 129,806,811 | | \$ 132,279,958 | | \$ 137,986,919 | 6.3% |
| CITY OF ALACHUA | | | | | | | |
| CITY OF ARCHER | 5.9900 | \$ 4,119,687 | 5.8558 | \$ 4,144,741 | 5.9900 | \$ 4,239,728 | 2.9% |
| CITY OF GAINESVILLE | 5.2549 | \$ 183,351 | 5.1786 | \$ 189,268 | 5.2549 | \$ 192,057 | 4.7% |
| CITY OF HAWTHORNE | 4.5079 | \$ 26,008,458 | 4.4057 | \$ 26,588,141 | 4.5079 | \$ 27,204,912 | 4.6% |
| CITY OF HIGH SPRINGS | 5.3194 | \$ 233,639 | 5.4896 | \$ 235,008 | 5.3194 | \$ 227,722 | -2.5% |
| CITY OF NEWBERRY | 6.1326 | \$ 1,421,952 | 6.0785 | \$ 1,469,391 | 6.1326 | \$ 1,482,469 | 4.3% |
| CITY OF WALDO | 3.9500 | \$ 1,320,468 | 3.6998 | \$ 1,383,755 | 5.9089 | \$ 2,209,976 | 67.4% |
| TOWN OF LACROSSE | 7.5180 | \$ 187,106 | 7.6416 | \$ 196,409 | 7.5180 | \$ 193,232 | 3.3% |
| TOWN OF MICANOPY | 5.7173 | \$ 57,579 | 5.8047 | \$ 57,601 | 6.6246 | \$ 65,737 | 14.2% |
| | 5.9283 | \$ 167,074 | 5.9463 | \$ 167,691 | 5.9463 | \$ 167,691 | 0.4% |

Table 1

**Comparison of Taxes Levied
County and Municipal Governments
Fiscal Years 2015-16 and 2016-17**

County: CLAY

| Taxing Authority | 2015-16 | | 2016-17 | | | | |
|----------------------------------|-----------------|-----------------|------------------|-----------------|-----------------|-----------------|-------------------------|
| | Millage Rate | Taxes Levied | Rolled-Back Rate | | As Adopted | | % Diff. from RBR |
| | | | RBR Rate | Taxes Levied | Millage Rate | Taxes Levied | % Chng. from 2015-16 |
| CLAY COUNTY BCC | | | | | | | |
| OTHER COUNTY SERVICES | 5.2349 | \$ 46,100,253 | 5.0414 | \$ 46,904,235 | 5.2349 | \$ 48,704,522 | 5.6% |
| BCC-Challenger Center MSTU | 0.0000 | \$ - | 0.0000 | \$ - | 3.0000 | \$ 4,970 | 3.8% |
| BCC-Fire Control MSTU-8 | 0.5048 | \$ 4,201,279 | 0.4864 | \$ 4,278,654 | 0.5048 | \$ 4,440,511 | 5.7% |
| BCC-Law Enforcement MSTU-4 | 2.2503 | \$ 17,960,973 | 2.1674 | \$ 18,265,683 | 2.2503 | \$ 18,964,320 | 5.6% |
| BCC-Unincorporated Services MSTU | 0.1110 | \$ 878,673 | 0.1069 | \$ 893,527 | 0.1110 | \$ 927,796 | 5.6% |
| TOTAL | | \$ 69,141,178 | | \$ 70,342,099 | | \$ 73,042,120 | 5.6% |
| CITY OF GREEN COVE SPRINGS | 3.6000 | \$ 1,236,189 | 3.5286 | \$ 1,302,451 | 3.6000 | \$ 1,328,805 | 7.5% |
| CITY OF KEYSTONE HEIGHTS | 3.5000 | \$ 192,651 | 3.2588 | \$ 185,445 | 3.7000 | \$ 210,552 | 9.3% |
| TOWN OF ORANGE PARK | 6.1818 | \$ 2,988,964 | 5.9490 | \$ 3,016,503 | 6.1818 | \$ 3,134,546 | 4.9% |

Table 1
Comparison of Taxes Levied
County and Municipal Governments
Fiscal Years 2015-16 and 2016-17

County: MARION

| Taxing Authority | 2015-16 | | | Rollover-Back Rate | |
|-------------------------|-----------------|-----------------|-------------|--------------------|-----------------|
| | Millage Rate | Taxes Levied | RBR Rate | Taxes Levied | Taxes Levied |
| | | | | | |
| MARION COUNTY BCC | | | | | |
| MARION COUNTY BCC | 3.1900 | \$ 47,652,620 | 3.0950 | \$ 48,308,091 | |
| EMS & FIRE PROT/RESC | 0.7700 | \$ 8,353,154 | 0.7456 | \$ 8,463,380 | |
| FINE & FORTITUDE* | 0.5300 | \$ 7,917,206 | 0.5142 | \$ 8,025,855 | |
| HEALTH UNIT* | 0.1200 | \$ 1,792,575 | 0.1164 | \$ 1,816,821 | |
| HILLS OF OCALA | 0.1800 | \$ 18,276 | 0.1746 | \$ 18,605 | |
| LAW ENFORCEMENT | 3.4700 | \$ 36,950,460 | 3.3596 | \$ 37,441,717 | |
| MARION OAKS MSTU | 1.0200 | \$ 400,877 | 0.9717 | \$ 400,978 | |
| RAINBOW LAKES MSTU | 0.4700 | \$ 41,937 | 0.4460 | \$ 42,070 | |
| SILVER SPRGS SHORES STD | 3.0000 | \$ 557,474 | 2.8410 | \$ 556,800 | |
| TOTAL | | \$ 103,684,579 | | \$ 105,074,317 | |
| CITY OF BELLEVUE | 4.5000 | \$ 894,291 | 4.4848 | \$ 921,464 | |
| CITY OF DUNNELLON | 7.5000 | \$ 1,056,209 | 7.3574 | \$ 1,062,626 | |
| CITY OF OCALA | 6.6177 | \$ 26,019,297 | 6.4070 | \$ 26,236,206 | |
| TOWN OF MCINTOSH | 2.3175 | \$ 39,751 | 2.2078 | \$ 39,638 | |

Table 1
Comparison of Taxes Levied
County and Municipal Governments
Fiscal Years 2015-16 and 2016-17

County: MONROE

| Taxing Authority | 2015-16 | | 2016-17 | | | | |
|-----------------------------------|--------------|---------------|------------------|---------------|--------------|---------------|----------------------|
| | Millage Rate | Taxes Levied | Rolled-Back Rate | | As Adopted | | |
| | | | RBR Rate | Taxes Levied | Millage Rate | Taxes Levied | % Chng. from 2015-16 |
| MONROE COUNTY BCC | | | | | | | |
| MONROE COUNTY BCC | 2.9753 | \$ 64,255,385 | 2.8188 | \$ 64,921,353 | 2.8297 | \$ 65,172,397 | 1.4% |
| GEN PURPOSE MSTU | 0.1660 | \$ 1,657,010 | 0.1564 | \$ 1,677,288 | 0.1564 | \$ 1,677,288 | 1.2% |
| Local Road Patrol Law Enforcement | 0.4169 | \$ 4,161,480 | 0.3929 | \$ 4,213,596 | 0.3695 | \$ 3,962,646 | -4.8% |
| LOWER/MID KEYS FIRE/AMB-M | 2.1403 | \$ 10,320,658 | 2.0177 | \$ 10,415,537 | 1.9999 | \$ 10,323,652 | 0.0% |
| TOTAL | | \$ 80,394,533 | | \$ 81,227,773 | | \$ 81,135,983 | 0.9% |
| CITY OF KEY COLONY BEACH | | | | | | | |
| CITY OF KEY WEST | 2.2513 | \$ 1,344,478 | 2.1136 | \$ 1,366,289 | 2.2300 | \$ 1,441,533 | 7.2% |
| CITY OF LAYTON | 2.5908 | \$ 15,815,079 | 2.4896 | \$ 15,963,489 | 2.4896 | \$ 15,963,489 | 0.9% |
| CITY OF MARATHON | 2.5923 | \$ 129,303 | 2.3720 | \$ 129,580 | 2.7517 | \$ 150,323 | 16.3% |
| ISLAMORADA VILLAGE OF ISLANDS | 2.3000 | \$ 4,629,044 | 2.1590 | \$ 4,662,985 | 2.5000 | \$ 5,399,473 | 16.6% |
| | 2.6459 | \$ 7,542,968 | 2.5036 | \$ 7,597,912 | 3.0000 | \$ 9,104,384 | 20.7% |
| | | | | | | | 15.8% |
| | | | | | | | 19.8% |

Table 1
Comparison of Taxes Levied
County and Municipal Governments
Fiscal Years 2015-16 and 2016-17

County: NASSAU

| Taxing Authority | 2015-16 | | 2016-17 | | | | |
|-----------------------------------|--------------|---------------|------------------|---------------|--------------|---------------|----------------------|
| | Millage Rate | Taxes Levied | Rolled-Back Rate | | As Adopted | | |
| | | | RBR Rate | Taxes Levied | Millage Rate | Taxes Levied | % Chng. from 2015-16 |
| NASSAU COUNTY BCC | | | | | | | |
| NASSAU COUNTY BCC | 6.5670 | \$ 44,835,861 | 6.3145 | \$ 45,403,368 | 6.5670 | \$ 47,218,928 | 5.3% |
| Amelia Island Beach Renourishment | 0.0000 | - | 0.0000 | - | 0.1021 | \$ 321,825 | 4.0% |
| MUN SER FUND | 1.6694 | \$ 8,295,151 | 1.6080 | \$ 8,391,049 | 1.6694 | \$ 8,711,454 | 3.8% |
| TOTAL | | \$ 53,131,012 | | \$ 53,794,418 | | \$ 56,252,206 | 5.9% |
| CITY OF FERNANDINA BEACH | | | | | | | 4.6% |
| TOWN OF CALLAHAN | 6.1021 | \$ 10,382,884 | 5.8294 | \$ 10,541,936 | 6.0682 | \$ 10,973,784 | 5.7% |
| TOWN OF HILLIARD | 3.2152 | \$ 233,221 | 3.1561 | \$ 241,849 | 3.1561 | \$ 241,849 | 3.7% |
| | 0.5437 | \$ 42,467 | 0.5316 | \$ 42,608 | 0.5316 | \$ 42,608 | 0.3% |
| | | | | | | | 0.0% |

Table 1
Comparison of Taxes Levied
County and Municipal Governments
Fiscal Years 2015-16 and 2016-17

County: PINELLAS

| Taxing Authority | 2015-16 | | | 2016-17 | | | | | |
|--|--------------|----------------|------------------|----------------|--------------|----------------|----------------------|------------------|--|
| | Millage Rate | Taxes Levied | Rolled-Back Rate | | As Adopted | | | | |
| | | | RBR Rate | Taxes Levied | Millage Rate | Taxes Levied | % Chng. from 2015-16 | % Diff. from RBR | |
| PINELLAS COUNTY BCC | | | | | | | | | |
| PINELLAS COUNTY BCC | 5.2755 | \$ 335,517,695 | 4.9705 | \$ 339,018,152 | 5.2755 | \$ 359,820,996 | 7.2% | 6.1% | |
| BELLEAIR BLUFFS FIRE | 1.7320 | \$ 544,309 | 1.6400 | \$ 543,552 | 1.7320 | \$ 574,044 | 5.5% | 5.6% | |
| CLEARWATER FIRE | 3.2092 | \$ 3,054,385 | 3.0119 | \$ 3,052,815 | 3.2092 | \$ 3,252,795 | 6.5% | 6.6% | |
| DUNEDIN FIRE | 2.9222 | \$ 920,529 | 2.7643 | \$ 920,697 | 2.9222 | \$ 973,288 | 5.7% | 5.7% | |
| EAST LAKE LIBRARY SERVICES | 0.2500 | \$ 646,451 | 0.2403 | \$ 648,359 | 0.2500 | \$ 674,531 | 4.3% | 4.0% | |
| EAST LAKE RECREATION SERVICES DISTRICT | 0.2500 | \$ 646,451 | 0.2403 | \$ 648,359 | 0.2500 | \$ 674,531 | 4.3% | 4.0% | |
| EMERGENCY MED SRVC* | 0.9158 | \$ 54,299,470 | 0.8574 | \$ 54,733,745 | 0.9158 | \$ 58,461,819 | 7.7% | 6.8% | |
| FEATHER SOUND | 0.5000 | \$ 136,512 | 0.4609 | \$ 136,465 | 0.5000 | \$ 148,042 | 8.4% | 8.5% | |
| GANDY FIRE | 2.2977 | \$ 125,015 | 2.2100 | \$ 125,151 | 2.2977 | \$ 130,118 | 4.1% | 4.0% | |
| HEALTH DEPT* | 0.0622 | \$ 3,955,872 | 0.0584 | \$ 3,983,233 | 0.0622 | \$ 4,242,416 | 7.2% | 6.3% | |
| HIGHPOINT FIRE | 2.6700 | \$ 1,879,863 | 2.5049 | \$ 1,881,498 | 2.6700 | \$ 2,005,510 | 6.7% | 6.6% | |
| LARGO FIRE | 3.5609 | \$ 2,005,493 | 3.3838 | \$ 2,000,821 | 3.5609 | \$ 2,105,539 | 5.0% | 5.2% | |
| LIBRARY SERVICES | 0.5000 | \$ 4,797,815 | 0.4746 | \$ 4,804,028 | 0.5000 | \$ 5,061,134 | 5.5% | 5.4% | |
| MUN SRVC TAX DIST | 2.0857 | \$ 32,852,110 | 1.9843 | \$ 33,024,658 | 2.0857 | \$ 34,712,256 | 5.7% | 5.1% | |
| PALM HARBOR COMM SVC | 0.5000 | \$ 1,832,214 | 0.4720 | \$ 1,849,079 | 0.5000 | \$ 1,958,770 | 6.9% | 5.9% | |
| PINELLAS PARK FIRE | 3.0163 | \$ 818,641 | 2.9258 | \$ 820,688 | 3.1976 | \$ 896,928 | 9.6% | 9.3% | |
| PINELLAS PLANNING COUNCIL | 0.0160 | \$ 1,017,588 | 0.0150 | \$ 1,023,091 | 0.0150 | \$ 1,023,091 | 0.5% | 0.0% | |
| SAFETY HARBOR FIRE | 2.8118 | \$ 202,963 | 2.6392 | \$ 203,466 | 2.8118 | \$ 216,772 | 6.8% | 6.5% | |
| SEMINOLE FIRE | 1.9581 | \$ 4,787,681 | 1.8341 | \$ 4,798,034 | 1.9581 | \$ 5,122,420 | 7.0% | 6.8% | |
| SOUTH PASADENA FIRE | 0.9137 | \$ 112,930 | 0.8758 | \$ 113,041 | 0.9137 | \$ 117,932 | 4.4% | 4.3% | |
| TARPON SPRGS FIRE | 2.3745 | \$ 434,939 | 2.2931 | \$ 438,140 | 2.3745 | \$ 453,693 | 4.3% | 3.5% | |
| TIERRA VERDE FIRE | 1.9118 | \$ 1,603,191 | 1.8199 | \$ 1,608,975 | 1.9118 | \$ 1,690,224 | 5.4% | 5.0% | |
| TOTAL | | \$ 452,192,117 | | \$ 456,376,046 | | \$ 484,316,847 | 7.1% | 6.1% | |
| CITY OF BELLEAIR BEACH | 2.0394 | \$ 913,532 | 1.9147 | \$ 913,665 | 2.0394 | \$ 973,170 | 6.5% | 6.5% | |
| CITY OF BELLEAIR BLUFFS | 5.3500 | \$ 981,447 | 5.0008 | \$ 985,737 | 5.3500 | \$ 1,054,570 | 7.5% | 7.0% | |
| CITY OF CLEARWATER | 5.1550 | \$ 45,099,473 | 4.8310 | \$ 45,453,934 | 5.1550 | \$ 48,502,387 | 7.5% | 6.7% | |
| CITY OF DUNEDIN | 4.1345 | \$ 8,235,439 | 3.8678 | \$ 8,305,603 | 4.1345 | \$ 8,878,306 | 7.8% | 6.9% | |

7. Insurance

Long Term Disability

The City currently pays Life Insurance, Long-Term Disability Insurance, and Worker's Compensation Insurance for employees. The Long-Term Disability seems to be a duplication of insurance and an unnecessary (albeit small) expense.

