



AGENDA
CITY OF HAINES CITY, FLORIDA
CITY COMMISSION WORKSHOP

July 17, 2025, 6:00 p.m.
City Hall Commission Chambers
620 E. Main Street, Haines City, FL 33844
Phone: 863-421-9921 Web: hainescity.com

NOTICE – Pursuant to Section 286.0105 of the Florida Statutes, if any person decides to appeal any decision made by the City Commission with respect to any matter considered at this public meeting, such person will need a record of the proceedings and for such purpose, such person may need to ensure that a verbatim record of the proceedings is made, including the testimony and evidence upon which the appeal is to be based.

For special accommodations, please notify the City Clerk's Office at least 72 hours in advance.

Help for the hearing impaired is available through the Assistive Listening System. Receivers can be obtained from the City Clerk's Office. In accordance with the Americans with Disabilities Act (ADA), persons with a disability, such as a vision, hearing or speech impairment, or persons needing other types of assistance, and who wish to attend City Commission meetings or any other board or committee meeting may contact the City Clerk's Office in writing, or may call 863-421-9921 for information regarding available aids and services.

Pages

- 1. CALL TO ORDER**
- 2. PRESENTATIONS AND DISCUSSIONS**
 - 2.a Update from the Economic Development Council**
Staff Contact: James Elensky, City Manager
 - 2.b Commissioner Salary Discussion**
Staff Contact: Finance Director, Omar DeJesus, CPA
- 3. ADJOURNMENT**

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CITY	POPULATION	SALARY
DAVENPORT	21,370	COMM.-\$6504.00 MAYOR-\$8520.00
BARTOW	21,000	\$13,570.00 MAYOR & COMM.
AUBURNDALE	20,186	COMM.-\$6957.00 MAYOR-\$8119.00
LAKE WALES	17,000	COMM.-\$9072.00 MAYOR-\$13,608 (\$300-CAR ALLOWANCE)
LAKE ALFRED	7,000	COMM-\$7500.00 MAYOR-\$9,000.00
DUNDEE	6,000	COMM.-\$4800.00 MAYOR-\$6,000.00
FROSTPROOF	3,200	COMM- \$5400.00 MAYOR-\$6,000.00
LAKE HAMILTON	1,537	COMM-\$1200.00 MAYOR-\$1300.00
	LARGER SURROUNDING CITIES	
LAKELAND	127,000	COMM-\$33,454.55 MAYOR-\$50,181.82

City Commissioner Pay Study

		Annual Salary	Mayor Increase	Annual Salary w/ Benefits		Population Projections	45,000	55,000	60,000	65,000
Haines City		\$ 22,000.00	\$ 4,000.00	\$ 33,873.52						
Proposed For HC	0.00%	\$ 22,000.00	\$ 4,000.00	\$ 33,873.52	5.00%	Adjustment @ 5,000	23,100.00	24,255.00	25,467.75	26,741.14
Top 3 Cities ALL		\$ 19,308.25	\$ 4,498.58	\$ 26,763.45						
Top 3 Cities Polk Average		\$ 14,938.38	\$ 4,978.68	\$ 21,292.74						

County	Municipality	2024 BEBR Population	Annual Salary	Mayor Increase	Annual Salary w/ Benefits	Commissioner Pension Contribution	Pension Multiplier	Vesting Schedule	Health Insurance	If Yes, Health Insurance (ER Monthly)	Dental Insurance	If Yes, Dental Insurance (ER Monthly)
Polk	Haines City	39,514	22,000.00	4,000.00	33,873.52	0.00%	3.00%	20 Consecutive Years	YES	\$ 964.62	YES	\$ 21.01
Polk	Davenport	13,630	6,504.00	2,016.00	18,200.16	N/A	N/A	N/A	YES	\$ 925.52	YES	\$ 40.80
Polk	Auburndale	20,186	6,957.00	1,162.00	14,905.56	0.00%	2.50%	20 Consecutive Years	YES	\$ 633.50	YES	\$ 28.88
Polk	Lake Wales	17,558	14,532.00	11,736.22	25,190.52	N/A	N/A	N/A	YES	\$ 841.92	YES	\$ 39.33
Polk	Bartow	20,502	13,750.00	0.00	13,750.00	N/A	N/A	N/A	NO	\$ -	NO	\$ -
Polk	Winter Haven	57,923	16,533.14	3,199.82	24,937.70	N/A	N/A	N/A	YES	\$ 697.38	YES	
Seminole	Altamonte Springs	47,313	6,000.00	2,000.00	15,496.32	1.00%	1.6-1.685%	6 years	YES	\$ 791.36	YES	\$ -
Lake	Clermont	48,988	8,300.82	1,509.30	8,300.82	N/A	N/A	N/A	NO	\$ -	NO	\$ -
Volusia	Deland	43,185	15,002.00	5,018.00	15,002.00	N/A	N/A	N/A	NO	\$ -	NO	\$ -
Orange	Ocoee	51,186	3,996.00	504.00	21,134.76	0.00%	2.25%	9 Years Credited Service	YES	\$ 1,290.00	YES	\$ 115.00
Hillsborough	Plant City	42,141	9,741.59	0.00	9,741.59	N/A	N/A	N/A	NO	\$ -	NO	\$ -
Osceola	St. Cloud	65,974	26,389.60	5,277.92	40,350.64	3.00%	3%		YES	\$ 1,135.00	YES	\$ 28.42

Average	11,609.65	2,947.57	18,819.10
Polk Average	15,288.45	5,806.89	21,739.75
Polk Top 3 Average	14,938.38	4,978.68	21,292.74
Median	9,741.59	2,000.00	15,496.32
Polk Median	14,141.00	2,607.91	21,568.93
Polk Top 3 Median	16,533.14	5,018.00	24,937.70
Top 3 Average	19,308.25	4,498.58	26,763.45
Bottom 3 Average	5,500.00	1,506.67	18,277.08

*PRR Requested - Pending Response

Marion	Ocala	69,556			
Seminole	Sanford	67,897			
Orange	Ocoee	51,186			
Broward	Oakland Park	46,039			
Orange	Apopka	61,820			
Polk	Lakeland	123,760	33,454.55	16,727.27	33,454.55

City Commissioner Pay Study

N/A

Vision Insurance	If Yes, Vision Insurance (ER Monthly)	Life Insurance	If Yes, Life Insurance Benefit Amount	Other Benefits	COLA or Other Compensation Adjustments
YES	\$ 3.83	YES	\$ 20,000.00		N/A
YES	\$ 8.36	NO	\$ 20,000.00		N/A
NO	\$ -	YES	\$ 10,000.00		
YES	\$ 6.96	NO		\$455 Cell Phone, \$300/mo Car Allowance & \$138.47/per pay for Mayor	
NO	\$ -	NO			Compensation Split (\$8,543.14 City / \$5,207.43)
YES	\$ 3.00	YES	\$ 10,000.00		
YES	\$ -	YES	\$ 6,000.00		
NO	\$ -	NO			
NO	\$ -	NO			
YES	\$ 23.23	YES	1 x Salary w/ Age Reduction	\$325/mo Travel Stipend	No COLA Adjustments
NO	\$ -	NO		No Benefits	N/A
YES	\$ -	NO			Adjusted annually with a calculation based on BEBR population estimates.