



CITY COMMISSION WORKSHOP HAINES CITY, FLORIDA
MINUTES

April 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

Commissioners in Attendance: Vice-Mayor, Morris West
Commissioner, Anne Huffman
Commissioner, Vernel Smith
Commissioner, Kim Downing

Commissioners Absent: Mayor, Omar Arroyo

Staff in Attendance: City Manager, James Elensky
City Attorney, Fred Reilly
Deputy City Clerk, Erica Sanchez

1. CALL TO ORDER

The Mayor called the City Commission Meeting to order at 6:01 on April 17, 2025 in the City Commission Chambers, located at 620 E Main Street, Haines City, FL.

2. PRESENTATIONS AND DISCUSSIONS

2.a Commissioner Compensation Discussion

Attorney Fred Reilly presented this item and provided the following options to the commission:

A. Provide you with copies of Ordinance No. 17-1574 and Ordinance No. 22-2026 concerning compensation for the Mayor and City Commissioners.

B. Request directions from the City Commission concerning the preparation of an Ordinance adjusting the compensation for the Mayor and City Commissioners.

Commissioner Downing noted that the population has doubled since the last increase in 2022, so she supports an increase.

Vice Mayor West asked downing what percentage she was considering increasing.

Commissioner Downing said she didn't have a number but that she had contacted other cities to get their population and salary rates to get a comparison. She found that some cities were smaller and slower to grow but had higher salaries.

Commissioner Smith said one thing he found in doing his research is that our city is unique and noted that in 2022 the bureau of economic and business research had our population at 31,3979 and we are currently at 45,383. This is a 41% increase with 13,000 additional residents. Based on explosion growth and the city's increasing budget, which means more municipal responsibility and decisions to make, they should get an increase of around 3%.

Vice Mayor West read a memo from Linda Bourgeois from 2017 that stated that the city commission would receive a 1.5 percent increase after every 5K in population growth. He questioned if that was repealed.

City Attorney Reilly clarified why the 2022 ordinance was created the way it was and offered options for its modification.

Commissioner Huffman apologized for being tardy and mentioned that she voted for the increase in 2022 and believes an increase is warranted now because the job requires a lot more. She asked her colleagues what number they were considering.

Vice Mayor West mentioned that the City of Bartow receives a cola increase every year along with its employees.

Commissioner Huffman questioned whether they were even making what the city's minimum wage policy suggests and asked how much it would take to get there.

Commissioner Downing said she had considered a minimum of a 5% increase.

Vice Mayor West noted that they are currently at \$12.50 an hour.

Commissioner Huffman recommended a salary of \$15 an hour plus an annual COLA to be in line with the city's minimum wage and said this still keep us under other cities.

Commissioner Downing said that is in line with her calculations.

City Attorney Reilly noted that would bring them to a base salary of \$32,000 plus cola, which he believes is appropriate since it keeps them in line with the employees cost of living.

City Manager Elensky said they are on target with what he was thinking.

Commissioners agreed to work 40 hours per week for a total of \$31,980 annually, plus the annual COLA beginning in October. The increase will begin following the ordinance adoption. with the mayor receiving \$2,000 above the commissioners.

3. AGENDA REVIEW

none

4. ADJOURNMENT

Without any further business the meeting was adjourned at 6:50.

Omar Arroyo, Mayor

Sharon Lauther, MMC, City Clerk