

ORDINANCE NUMBER 25-2109

AN ORDINANCE OF THE CITY OF HAINES CITY, FLORIDA AMENDING ORDINANCE, NO. 22-2026; RELATING TO ARTICLE IV. LEGISLATIVE BRANCH, SECTION 4.04 (COMPENSATION) OF THE CITY CHARTER; PROVIDING FOR INCORPORATION OF RECITALS; PROVIDING FOR THE REESTABLISHMENT OF AN ANNUAL COMPENSATION SCHEDULE FOR THE MAYOR AND CITY COMMISSIONERS; PROVIDING FOR ANNUAL COST-OF-LIVING ADJUSTMENT PROVIDING FOR INSURANCE BENEFITS; PROVIDING FOR ADMINISTRATIVE CORRECTION OF SCRIVENER'S ERRORS; PROVIDING FOR REPEAL OF ALL ORDINANCES IN CONFLICT HEREWITH; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Section 4.04 Compensation: of the City of Haines City Charter states: Sec. 4.04. Compensation.

The commission may determine the annual salary of commissioners by ordinance, but no ordinance increasing such salary shall become effective until the date of commencement of the terms of commissioners elected at the next regular city election, provided that such election follows the adoption of such ordinance by at least six (6) months. Provided, however, that each commissioner shall be entitled to reimbursement for allowable expenses in accordance with the general law of the State of Florida.

WHEREAS, Ordinance No. 22-2026 established the annual base salary for the Mayor to be set at \$26,000 and the annual base salary for a City Commissioner and the Vice Mayor to be set at \$22,000; and

WHEREAS, Ordinance No. 22-2026 provided that the City Commission shall have the option to pay for employee benefits; health, dental, vision, life insurance, and any other benefits offered to full time City personnel; and

WHEREAS, the City Commission desires to provide fair and equitable compensation to the positions of the Mayor and City Commission; and

WHEREAS, according to State of Florida Office of Economic and Demographic Research Population Estimates dated April 1, 2022, the population of the City of Haines City was estimated to be 31,979; and

WHEREAS, according to the State of Florida Office of Economic and Demographic Research Population Estimates dated April 1, 2024, the new estimated population for the City of Haines is 39,514 permanent residents; and

WHEREAS, the City of Haines City has experienced unprecedented growth since 2017. The City of Haines City issued permits for new single-family residences as follows:

<u>Year</u>	<u>Number of permits issued</u>
2017	137
2018	526
2019	810
2020	1,162
2021	1,508
2022	1,060
2023	1,885
2024	1,745

WHEREAS, based on unprecedented growth of the municipality, record inflation and cost of living increases, it is reasonable and prudent to reassess current compensation and set base salary for the Mayor at \$33,980 and the base salary for a City Commissioner and Vice Mayor shall be set at \$31,980; and

WHEREAS, the City Commission has the authority to establish the base salary increase for the Mayor and City Commission, which shall be in accordance with Section 4.04 of the City Charter; and

WHEREAS, the City Commission has made the decision to repeal Ordinance No. 22-2026 in its entirety and replace it with a new ordinance which addresses City Commission compensation.

NOW, THEREFORE, be it enacted by the City of Haines City, Florida, as follows:

Section 1. Incorporation of Recitals. The City Commission finds that the above Recitals are true and correct and such Recitals are incorporated herein by reference.

Section 2. Annual Compensation Schedule: The annual compensation schedule for the Mayor and City Commissioners shall be as follows:

Each member of the city commission shall receive an annual base salary in the amount indicated below:

Commissioner Base Salary	Mayor Base Salary
\$31,980	\$33,980

Section 3. Annual Cost-of-Living Adjustment. The Commissioner Base Salary and Mayor Base Salary shall be automatically adjusted on an annual basis for cost-of-living adjustments (COLA) which are approved by the City Commission for all City Personnel.

Section 4. Insurance Benefits. Each City Commissioner shall have the option to receive insurance benefits such as health, dental, vision, life and have available supplemental insurance in accordance with the benefits received by full time general non-represented employees.

Section 5. Administrative Correction of Scrivener's Errors. The correction of typographical and/or scrivener's errors which do not affect the legislative intent may be authorized by the City Manager or his/her designee, without the need of a public hearing, by filing corrected or re-codified copy of the same with the City Clerk.

Section 6. Repeal of Ordinance in Conflict. All other ordinances of the City of Haines City, Florida, or portions thereof which conflict with this or any part of this Ordinance, including Ordinance No. 22-2026, are hereby repealed.

Section 7. Severability. If any provision or portion of this Ordinance is declared by any court of competent jurisdiction to be void, unconstitutional, or unenforceable, then all

remaining provisions and portions of this Ordinance shall remain in full effect.

Section 8. Effective Date. This Ordinance shall take effect on May 7, 2026 upon it being read and approved in two meetings of the City Commission of the City of Haines City.

INTRODUCED AND PASSED on first reading of the City Commission of the City of Haines City, this 15th day of May, 2025.

ATTEST:

APPROVED:

Sharon Lauther, MMC, City Clerk

Morris L. West, Mayor

APPROVED AS TO FORM AND CORRECTNESS:

Fred Reilly, City Attorney

ADOPTED AND ENACTED on second reading of the City Commission of the City of Haines City, this 5th day of June, 2025.

ATTEST:

APPROVED:

Sharon Lauther, MMC, City Clerk

Morris L. West, Mayor

APPROVED AS TO FORM AND CORRECTNESS:

Fred Reilly, City Attorney