



HAINES CITY

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CITY MANAGER MEMORANDUM

To: The Honorable Mayor and City Commissioners

Through: James R. Elensky, City Manager

From: Fred Reilly, City Attorney

Date: April 24, 2025

Subject: Ordinance No. 25-2109 Adjusting Mayor and City Commissioner Compensation

Executive Summary

Approve Ordinance No. 25-2109 adjusting Mayor and City Commissioner compensation on first reading.
Staff Contact: Fred Reilly, City Attorney

Introduction

The intent of this item is for the City of Haines City, Florida (the “City”) to consider approval of Ordinance No. 25-2109 adjusting Mayor and City Commissioner compensation.

Background

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.

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.

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.

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.

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.



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

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.

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. To comply with Section 4.04, the effective date of the Ordinance must follow the adoption of such ordinance by at least six (6) months after the current regular election (which concludes on May 5, 2026). For simplicity of future payroll calculations, I recommend that the effective date of the Ordinance be May 7, 2026.

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.

Organizational Goal(s)

Quality of Life: Create an environment that enhances the quality of life and benefits the community culturally, recreationally and economically.

Budget Impact

There is no budget impact for fiscal year 2024-2025. The budget impact would be based on the budget for fiscal year 2025-2026.

Recommendation

Staff recommends the City Commission consider approval of Ordinance No. 25-2109 adjusting Mayor and City Commissioner compensation on first reading.