

**CITY COMMISSION WORKSHOP  
TUESDAY, JULY 6, 2017  
6:00 P.M.  
COMMISSION CHAMBERS, CITY HALL  
8 W BROADWAY STREET  
FORT MEADE, FLORIDA 33841**

A Workshop of the Fort Meade City Commission was held at 6:00 PM Thursday, July 6, 2017 at the City Hall Commission Chambers, 8 West Broadway, Fort Meade, Florida.

**1. CALL TO ORDER:**

The Meeting was called to order at 6:01 PM by Mayor Manley.

**2. ROLL CALL:**

Mayor	Barbara Manley	Present
Vice Mayor	Richard Cochrane	Absent
Commissioner	Robert Elliott	Present
Commissioner	Maurice Nelson	Present
Commissioner	James Watts	Absent

**Staff Present**

City Manager	Fred Hilliard	Present
City Attorney	Thomas Cloud	Absent
Deputy City Clerk	Melissa Newman	Present
Public Works Director	Jackie Cannon	Present
Finance Director	Breanna Smith	Present

Also present was PCSO Sgt. Warren Burgess

**3. FY 2017/2018 Budget Work Session:**

**3.A. Proposed Millage Rate**

Mayor Manley stated she would like to start with the maximum millage rate and lower if possible since you can only reduce it and not increase it. Commissioner Elliott stated he agreed with that philosophy.

**3.B. Review meter reader services**

City Manager, Fred Hilliard stated that one of the meter readers is retiring in August and the maintenance staff has already retired, the other meter reader will be moved to the maintenance position so no staff member will be cut.

Alexander contract services propose to read the meter, take pictures of meters, recheck and other services related to meter reading. This will bring all the billing cycles to once a month billing with more accurate reads and a cost savings to the budget at about \$38,000 annually.

### 3.C. You Decide – Employee benefits

A proposal of options to the health insurance with the employee absorbing the 9% increase, city absorbing the 9% increase, the city absorbing the 9% increase in addition to funding the dental and vision at 100% was presented.

Mayor Manley stated that she would like to keep the current rate of employee insurances the same and try to increase the employees' salaries instead. Commissioner Nelson stated she would also like to see the salaries increased. Commissioner Elliott stated he didn't want to see any benefits taken away but agreed with the other commissioners on the salary increase.

Mayor Manley jumped to the pay scale and discussion ensued.

Commissioner Nelson stated that there are employees here that have been with the city many, many years and are extremely low on the pay scale. Ms. Nelson stated that the pay scale needs to totally be reevaluated to adjust the employees to where they need to be.

Mayor Manley requested that all annual reviews are done accordingly.

Mayor Manley recommended and consider the 5% salary increase in October.

Breanna Smith stated that this was information only and a vote would be need on made the July 11, 2017 meeting.

Mr. Hilliard recommended the 5% increase, have a pay study conducted to bring the pay scale up-to-date and leave the insurance contributions at the current rates.

Ms. Nelson stated that with the 5% salary increase the employee could absorb the 9% insurance increase and still come out ahead.

Ms. Nelson stated she would like to see the whole budget before the meeting.

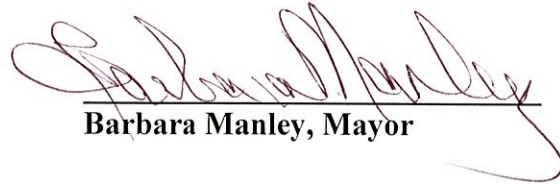
## 4. COMMENTS

None.

**5. ADJOURNMENT**

Motion Commissioner Elliott, second Commissioner Nelson to adjourn the Workshop of the Fort Meade City Commission on Thursday, July 6, 2017 at 6:53 P.M.

**Motion carried with all yeas.**



Barbara Manley, Mayor

**ATTEST:**



Melissa Newman, Deputy City Clerk

