



TOWN OF HIGHLAND BEACH TOWN COMMISSION SPECIAL MEETING MINUTES

**LIBRARY COMMUNITY ROOM, 3618 S. OCEAN
BLVD., HIGHLAND BEACH, FL**

**Date: August 24, 2023
Time: 1:30 PM**

1. CALL TO ORDER

Mayor Moore called the meeting to order at 1:30 P.M.

2. ROLL CALL

Commissioner Judith Goldberg
Commissioner Donald Peters
Commissioner Evalyn David
Vice Mayor David Stern
Mayor Natasha Moore
Town Manager Marshall Labadie
Town Clerk Lanelda Gaskins

3. PLEDGE OF ALLEGIANCE

The Town Commission led the Pledge of Allegiance to the United States of America.

4. APPROVAL OF THE AGENDA

MOTION: David/Stern - Moved to approve the agenda as presented, which passed unanimously 5 - 0.

5. PRESENTATIONS / PROCLAMATIONS

A. None.

6. PUBLIC COMMENTS

Public Comments will be limited to five (5) minutes per speaker.

There were no public comments.

7. ANNOUNCEMENTS

Mayor Moore read the announcements as follows:

Board Vacancies

Board of Adjustment and Appeals Two (2) vacancies, all for three-year terms
and
One (1) vacancy for an unexpired term ending
September 21, 2024

Meetings and Events

August 30, 2023 11:00 A.M. Natural Resources Preservation Advisory Board
Regular Meeting

September 04, 2025 Town Hall closed in observance of Labor Day

September 05, 2023 1:30 P.M. Town Commission Meeting

September 05, 2023 5:01 P.M. Town Commission First Public Hearing Budget
Meeting

Board Action Report

None

8. ORDINANCES (Public Comments will be limited to three (3) minutes per speaker
per item after Commission initial discussion.)

A. Ordinance No. 2023-002 (Second Reading/Public Hearing)

An ordinance of the Town of Commission of the Town of Highland Beach, Florida, adopting the current edition of the Florida Fire Prevention Code and providing for local amendments; providing for the repeal of all ordinances in conflict; providing for severability and codification; and providing for an effective date (First Reading was August 1, 2023).

Mayor Moore read the title of Ordinance No. 2023-002.

MOTION: David/Goldberg - Moved to adopt Ordinance No. 2023-002 on the second/final reading. Based upon roll call: Commissioner David (Yes); Commissioner Goldberg (Yes); Commissioner Peters (Yes); Vice Mayor Stern (Yes); and Mayor Moore (Yes). The motion passed unanimously on a 5 to 0 vote.

Mayor Moore opened the item for public hearing. There were no public comments; Mayor Moore closed the public hearing.

9. CONSENT AGENDA (These are items that the Commission typically does not need to discuss individually, and which are voted on as a group.) Public Comments will be limited to three (3) minutes per speaker per item after Commission initial discussion.

10. UNFINISHED BUSINESS (Public Comments will be limited to three (3) minutes per speaker per item after Town Commission initial discussion.)

A. Fire Rescue Implementation Update

Mayor Moore read the title of Item 10.A.

Town Manager Labadie mentioned that there are financial updates which Finance Director DiLena will present on the next item. First round of fire captain interview with great candidates and the team and widdled down to second interview soon. Next phase is driver/engineer firefighter. The Fire Rescue building is going up. Everything is progressing smoothly ...

provided an update on Fire Rescue Implementation as follows:

B. FY 2023/2024 Budget Update

Mayor Moore read the title of Item 10.B.

Finance Director David DiLena, provided a PowerPoint presentation highlighting the Proposed Fiscal Year 2024 Operating Budget such as the 2024 Strategic Project/Initiatives

Following the presentation the Town Commission and staff discussed the Proposed Tax Rate Options - Alternative 1, 2, and 3.

Vice Mayor Stern and Commissioner Goldberg were favorable to Alternative 2. Commissioners, David, Peters and Mayor Moore were favorable to Alternative 2.

MOTION: David/Peters - Moved vote on the proposed 2023-2024 budget with Alternative 1. Based on roll call: Commissioner David (Yes); Commissioner Peters (Yes); Commissioner Goldberg (No); Vice Mayor Stern (No); and Mayor Moore (Yes). The motion passed on a 3 to 2 vote with Commissioner Goldberg and Vice Mayor Stern dissenting.

Commissioner Peters was in favor of Alternative 1

Commissioner Goldberg was in favor of Alternative 2

C. Discussion of Remaining Budget Schedule

Mayor Moore read the title of Item 10.C.

There was discussion about moving the September 20, 2023 Town Commission Second Public Hearing Budget Meeting to September 21.

It was the consensus of the Town Commission to schedule the Second Public Hearing Budget Meeting on September 21.

11. NEW BUSINESS (Public Comments will be limited to three (3) minutes per speaker per item after Town Commission initial discussion.)

- A. Consideration to approve the Health Insurance and Other Insurance Programs for Town personnel for Fiscal Year 2024.

Mayor Moore read the title of Item 11. A.

Human Resources/Risk Manager Director Eric Marmer presented this item.

MOTION: David/Goldberg - Moved to approve the Health Insurance as presented by Mr. Marmer. Upon roll call: Commissioner David (Yes); Commissioner Goldberg (Yes); Commissioner Peters (Yes); Vice Mayor Stern (Yes); and Mayor Moore (Yes). The motion passed on a 5 to 0 vote.

- B. Ratification of Collective Bargaining Agreement (CBA) between the Town of Highland Beach and the Florida State Lodge Fraternal Order of Police, Inc. (FOP) Town Staff Agreement October 1, 2023 through September 30, 2026.

Mayor Moore read the title of Item 11.B.

Town Manager Labadie presented this item discussing the changes to the FOP agreement such as the five percent (5%) merit increase and the Juneteenth Federal Holiday. Also, Eric Marmer, Human Resources and Risk Manager commented on the bereavement leave time.

MOTION: David/Stern - Moved to ratify the FOP (Florida State Lodge Fraternal Order of Police, Inc.) Agreement with the Town effective October 1, 2023 through September 30, 2026. Based upon roll call: Commissioner David (Yes); Vice Mayor Stern (Yes); Commissioner Goldberg (Yes); Commissioner Peters (Yes); and Mayor Moore (Yes). The motion passed unanimously on a 5 to 0 vote.

- C. Resolution No. 23-020

A Resolution of the Town Commission of the Town of Highland Beach, Florida, adopting a merit increase policy for non-union employees and amending the Town of Highland Beach salary table; and providing an effective date.

Mayor Moore read the title of Item 11.C.

Town Manager Labadie presented this item.

MOTION: David/Goldberg - Moved to approve Resolution No. 2023-020 as presented. Upon roll call: Commissioner David (Yes); Commissioner Goldberg

(Yes); Commissioner Peters (Yes); Vice Mayor Stern (Yes); and Mayor Moore (Yes). The motion passed on a 5 to 0 vote.

D. Town Manger Review

Mayor Moore read the title of Item 11.D.

The Town Commission spoke highly of Town Manager Labadie's performance and accomplishments and suggested Mr. Labadie be awarded the highest merit increase of ten percent (10%) based on his contract.

MOTION: David/Stern - Moved to give Town Manager Labadie the highest merit increase.

12. TOWN COMMISSION COMMENTS

Commissioner Judith M. Goldberg

Will be participating on the Florida League of Cities Legislative Committee on September 8.

Commissioner Donald Peters

Thanked Finance DiLena for the Budget Presentation. He also thanked Town Manager Labadie for being the Town Manager.

Commissioner Evalyn David

Vice Mayor David Stern

He spoke with Deputy Vice Mayor Rob Long of the City of Delray Beach as it relates to the Fire Department. He had a very positive conversation. Looking forward to a quick solution and cooperative agreement with the Town.

Congratulated Town Manager.

Mayor Natasha Moore

mentioned she also spoke with the Deputy Vice Mayor Rob Moore of the City of Delray Beach.

Town Manager Labadie will speak with City Manager Moore of the City of Delray Beach. He will bring back some options to the Town Commission at a later date.

Yesterday she attended a Mayor's Roundtable hosted by Jarred xxx

13. TOWN ATTORNEY'S REPORT

14. TOWN MANAGER'S REPORT

Thanked the Town Commission for their support.

15. ADJOURNMENT

The meeting adjourned at 3:19 P.M.