



Town Council Budget Workshop

**August 25, 2025 at 3:00 PM
Howey-in the-Hills Town Hall
101 N. Palm Ave.,
Howey-in-the-Hills, FL 34737**

Join Zoom Meeting: <https://us06web.zoom.us/j/84349041460?pwd=ujn5ZxuhbbyxPQCE8UI1DbbpmPWJn9.1>
Meeting ID: 843 4904 1460 | **Passcode:** 919696

AGENDA

Call the Town Council Meeting to order
Pledge of Allegiance to the Flag
Invocation by Councilor Reneé Lannamañ

ROLL CALL

Acknowledgement of Quorum Present and Proper Notice Given

WELCOME AND INTRODUCTION OF GUESTS

AGENDA APPROVAL/REVIEW

PUBLIC QUESTION & COMMENT

Any person wishing to address the Mayor and Town Council and who is not on the agenda is asked to speak their name and address. Three (3) minutes is allocated per speaker. The general Public Question & Comment period will be limited to a maximum of thirty (30) minutes unless extended by the Presiding Officer.

NEW BUSINESS

- 1. Discussion: Fiscal Year 2025-2026 Budget**

ADJOURNMENT

To Comply with Title II of the Americans with Disabilities Act (ADA):

Qualified individuals may get assistance through the Florida Relay Service by dialing 7-1-1. Florida Relay is a service provided to residents in the State of Florida who are Deaf, Hard of Hearing, Deaf/Blind, or Speech Disabled that connects them to standard (voice) telephone users. They utilize a wide array of technologies, such as Text Telephone (TTYs) and ASCII, Voice Carry-Over (VCO), Speech to Speech (STS), Relay Conference Captioning (RCC), CapTel, Voice, Hearing Carry-Over (HCO), Video Assisted Speech to Speech (VA-STTS) and Enhanced Speech to Speech.

Howey Town Hall is inviting you to a scheduled Zoom meeting.

Topic: Town Council Budget Workshop

Time: Aug 25, 2025 03:00 PM Eastern Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/84349041460?pwd=ujn5ZxuhbbyxPQCE8UI1DbbpmPWJn9.1>

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Passcode: 919696

One tap mobile

+13052241968,,84349041460#,,, *919696# US

+13017158592,,84349041460#,,, *919696# US (Washington DC)

Join instructions

https://us06web.zoom.us/join/84349041460/invitations?signature=cnzUo3ykU8O2-eAJ871ikYt6hdxLd6o_7NF3oRmI0

Please Note: In accordance with F.S. 286.0105: Any person who desires to appeal any decision or recommendation at this meeting will need a record of the proceedings, and that for such purposes may need to ensure that a verbatim record of the proceedings is made, which includes the testimony and evidence upon which the appeal is based. The Town of Howey-in-the-Hills does not prepare or provide this verbatim record. Note: In accordance with the F.S. 286.26: Persons with disabilities needing assistance to participate in any of these proceedings should contact Town Hall, 101 N. Palm Avenue, Howey-in-the-Hills, FL 34737, (352) 324-2290 at least 48 business hours in advance of the meeting.



3rd FY26 Budget Workshop Executive Summary

Date: August 25, 2025, 3:00 p.m.

The FY26 municipal budget has been drafted with the primary goal of addressing the community's most pressing needs while ensuring fiscal responsibility. This budget reflects our commitment to enhancing public services, promoting sustainable growth, and maintaining the Town's financial health.

The purpose of this 3rd budget workshop is to address employee compensation within the FY 2026 budget. While Council's statutory authority is to approve the overall budget, not individual employee salaries, the salary discussion has become a focal point of public concern. Staff morale and retention are significantly impacted by this process, and clarity in Council's role is essential.

Historically, the Town has budgeted an amount for each department's salaries. Department Directors have then had discretion to allocate within that budget to recognize merit, address compression, and respond to market conditions. This approach balances Council's responsibility for fiscal oversight with management's responsibility for personnel administration.

For this workshop, two salary adjustment alternatives are presented for Council's consideration:

1. 2nd Workshop Proposal (General 7% Departmental Increase) – A general 7% increase for staff across all departments, with 10% for department director salaries and 12% for Police Department supervisors (Corporals and Lieutenant). **Total base salary cost: \$1,639,732; percentage increase over FY25: 7.62%**
2. Tenure-Based Salary Alternative Proposed by Mayor Wells (CPI + Tenure Model) – A base increase of 3% (reflecting current CPI trends), plus an additional 1% for each year of service with the Town, capped at 5%. This approach places greater emphasis on tenure while applying a consistent cost-of-living adjustment. **Total base salary cost: \$1,599,415; percentage increase over FY25: 4.97 %**

The difference in cost between the two proposals above is \$40,317 in base salary, with an additional \$10,911 in other salary-related costs.

Council's decision at this workshop should be framed in terms of budgetary appropriations for departments. The specific implementation and allocation of salary adjustments within that approved framework remains an administrative function carried out by department directors.

The goal of this workshop is to provide clear direction on the overall departmental budget appropriations so that the final budget can be prepared for adoption in September.

Next Steps:

- 1st FY26 Public Hearing on Tentative Budget and Proposed Millage Rate: Wednesday, September 10, 2025 at 5:05 p.m.

- 2nd FY26 Public Hearing on Tentative Budget and Proposed Millage Rate: Wednesday, September 24, 2025 at 5:05 p.m.

Town of Howey-in-the-Hills

LEGISLATION - TOWN COUNCIL

Prev. Monthly	Prev. Ann.	Prop. Monthly	Position/Seat	Prop. Ann. Salary	% Diff.
500.00	6,000.00	600.00	Mayor	\$7,200.00	20.00%
250.00	3,000.00	350.00	Mayor Pro-Tem	\$4,200.00	40.00%
200.00	2,400.00	300.00	Councilman	\$3,600.00	50.00%
200.00	2,400.00	300.00	Councilman	\$3,600.00	50.00%
200.00	2,400.00	300.00	Councilman	\$3,600.00	50.00%
TOTAL	16,200.00			\$22,200.00	

FINANCE - TOWN HALL

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Prop. Ann. Salary	% Diff.
57.026625	118,615.38	58.737424	Town Manager	\$122,173.84	3.00%
41.878125	87,106.50	46.065938	Town Clerk JB	\$95,817.15	10.00%
20.000000	41,600.00	21.400000	Utility Clerk FH (Admin. Asst. II)	\$44,512.00	7.00%
34.082216	25,561.66	34.082216	P/T Finance RC	\$25,561.66	0.00%
24.000000	49,920.00	25.680000	Office Supervisor KB	\$53,414.40	7.00%
18.500000	38,480.00	18.500000	Building Services Clerk (NEW)	\$38,480.00	0.00%
33.658875	70,010.46	36.014996	FINANCE SUPERVISOR OO	\$74,911.19	7.00%
21.000000	43,680.00	22.470000	Exec. Asst. VP	\$46,737.60	7.00%
TOTAL	474,974.00			\$501,607.85	

POLICE DEPT.

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Prop. Ann. Salary	% Diff.
45.673077	95,000.00	50.240385	Chief Thomas	\$104,500.00	10.00%
30.288500	63,000.08	33.923120	Lieutenant Giddens	\$70,560.09	12.00%
25.637200	57,324.78	28.713664	Corporal Hamelink	\$64,203.75	12.00%
22.959864	51,338.26	25.715048	SRO CORPORAL KNOX	\$57,498.85	12.00%
21.500000	48,074.00	23.650000	Garrett	\$52,881.40	10.00%
21.500000	48,074.00	23.650000	Severance	\$52,881.40	10.00%
21.500000	48,074.00	23.650000	SRO PARKER	\$52,881.40	10.00%
21.500000	48,074.00	23.005000	Aiken	\$51,439.18	7.00%
22.470000	50,242.92	24.717000	SRO MONROE	\$55,267.21	10.00%
21.500000	48,074.00	23.005000	Martinez	\$51,439.18	7.00%
15.000000	2,505.00	15.000000	McDonald	\$2,700.00	0.00%
20.000000	3,340.00	20.000000	Valente	\$3,600.00	0.00%
15.000000	7,305.00	15.000000	Heald	\$2,700.00	0.00%
15.000000	7,305.00	15.000000	Bond	\$2,700.00	0.00%
TOTAL	577,731.04			625,252.46	

(from 2nd Workshop, presented at 08.25.2025 3rd Workshop)

Town's

Ins. Contr.

\$0

\$0

\$0

\$0

\$0

\$27,234

\$16,974

\$10,234

\$0

\$10,494

\$10,494

\$10,494

\$0

\$16,980

\$27,240

\$10,500

\$10,500

\$16,980

\$16,980

\$10,240

\$10,240

\$10,240

\$10,240

PUBLIC WORKS/WATER UTILITY

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Prop. Ann. Salary	% Diff.
42.267500	\$87,916.40	46.494250	PW Director MC	\$96,708.04	10.00%
25.554851	\$53,154.09	27.343690	UTIL. SUPER. JS	\$56,874.88	7.00%
19.835393	\$41,257.62	21.223870	MAINT. I MC	\$44,145.65	7.00%
18.243500	\$37,946.48	19.520545	MAINT. I RK	\$40,602.73	7.00%
19.475000	\$40,508.00	20.838250	UTILITY I BB	\$43,343.56	7.00%
19.260000	\$40,060.80	20.608200	ADMIN ASST. III BF	\$42,865.06	7.00%
16.500000	\$34,320.00	17.655000	MAINT II AF	\$36,722.40	7.00%
TOTAL	335,163.39			\$361,262.31	

LIBRARY

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Prop. Ann. Salary	% Diff.
26.923125	\$56,000.10	29.615438	Library Dir.	\$61,600.11	10.00%
15.246000	\$31,711.68	19.250000	Library Asst.	\$40,040.00	26.26%
TOTAL	87,711.78			\$101,640.11	

CODE ENFORCEMENT

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Prop. Ann. Salary	% Diff.
23.100000	48,048.00	24.024000	Code Officer	\$49,969.92	4.00%
TOTAL	48,048.00			\$49,969.92	

Town's

Ins. Contr.

\$19,434

\$10,494

\$10,234

\$10,494

\$27,234

\$10,494

\$10,494

\$10,494

\$10,494

\$10,494

KEY:

NEW

P/T

LEGISLATION - TOWN COUNCIL

Prev. Monthly	Prev. Ann.	Prop. Monthly	Position/Seat	Ann. Tenure Prop.	% Diff.
500.00	6,000.00	600.00	Mayor	\$7,200.00	20.00%
250.00	3,000.00	350.00	Mayor Pro-Tem	\$4,200.00	40.00%
200.00	2,400.00	300.00	Councilman	\$3,600.00	50.00%
200.00	2,400.00	300.00	Councilman	\$3,600.00	50.00%
200.00	2,400.00	300.00	Councilman	\$3,600.00	50.00%
TOTAL	16,200.00			\$22,200.00	

FINANCE - TOWN HALL

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Ann. Tenure Prop.	% Diff.
57.026625	118,615.38	58.737424	Town Manager	\$122,173.84	3.00%
41.878125	87,106.50	44.809594	Town Clerk JB	\$93,203.96	7.00%
20.000000	41,600.00	21.000000	Utility Clerk FH (Admin. Asst. II)	\$43,680.00	5.00%
34.082216	25,561.66	34.082216	P/T Finance RC	\$25,561.66	0.00%
24.000000	49,920.00	25.440000	Office Supervisor KB	\$52,915.20	6.00%
18.500000	38,480.00	18.500000	Building Services Clerk (NEW)	\$38,480.00	0.00%
33.658875	70,010.46	35.005230	FINANCE SUPERVISOR OO	\$72,810.88	4.00%
21.000000	43,680.00	21.630000	Exec. Asst. VP	\$44,990.40	3.00%
TOTAL	474,974.00			\$493,815.94	

POLICE DEPT.

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Ann. Tenure Prop.	% Diff.
45.673077	95,000.00	49.326923	Chief Thomas	\$102,600.00	8.00%
30.288500	63,000.08	31.500040	Lieutenant Giddens	\$65,520.08	4.00%
25.637200	57,324.78	27.688176	Corporal Hamelink	\$61,910.76	8.00%
22.959864	51,338.26	24.796653	SRO CORPORAL KNOX	\$55,445.32	8.00%
21.500000	48,074.00	22.360000	Garrett	\$49,996.96	4.00%
21.500000	48,074.00	22.360000	Severance	\$49,996.96	4.00%
21.500000	48,074.00	22.360000	SRO PARKER	\$49,996.96	4.00%
21.500000	48,074.00	22.145000	Aiken	\$49,516.22	3.00%
22.470000	50,242.92	23.818200	SRO MONROE	\$53,257.50	6.00%
21.500000	48,074.00	22.145000	Martinez	\$49,516.22	3.00%
15.000000	2,505.00	15.000000	McDonald	\$2,700.00	0.00%
20.000000	3,340.00	20.000000	Valente	\$3,600.00	0.00%
15.000000	7,305.00	15.000000	Heald	\$2,700.00	0.00%
15.000000	7,305.00	15.000000	Bond	\$2,700.00	0.00%
TOTAL	577,731.04			599,456.98	

Town's

Ins. Contr.

\$0

\$0

\$0

\$0

\$0

\$27,234

\$16,974

\$10,234

\$0

\$10,494

\$10,494

\$10,494

\$0

PUBLIC WORKS/WATER UTILITY

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Ann. Tenure Prop.	% Diff.
42.267500	\$87,916.40	45.226225	PW Director MC	\$94,070.55	7.00%
25.554851	\$53,154.09	27.599239	UTIL. SUPER. JS	\$57,406.42	8.00%
19.835393	\$41,257.62	21.422224	MAINT. I MC	\$44,558.23	8.00%
18.243500	\$37,946.48	19.338110	MAINT. I RK	\$40,223.27	6.00%
19.475000	\$40,508.00	20.643500	UTILITY I BB	\$42,938.48	6.00%
19.260000	\$40,060.80	20.608200	ADMIN ASST. III BF	\$42,865.06	7.00%
16.500000	\$34,320.00	16.995000	MAINT II AF	\$35,349.60	3.00%
TOTAL	335,163.39			\$357,411.60	

Town's

Ins. Contr.

\$19,434

\$10,494

\$10,234

\$10,494

\$27,234

\$10,494

\$10,494

LIBRARY

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Ann. Tenure Prop.	% Diff.
26.923125	\$56,000.10	28.000050	Library Dir.	\$58,240.10	4.00%
15.246000	\$31,711.68	19.250000	Library Asst.	\$40,040.00	26.26%
TOTAL	87,711.78			\$98,280.10	

\$10,494

\$10,494

CODE ENFORCEMENT

Prev. Hrly.	Prev. Ann.	Prop. Hrly	Position	Prop. Ann. Salary	% Diff.
23.100000	48,048.00	24.255000	Code Officer	\$50,450.40	5.00%
TOTAL	48,048.00			\$50,450.40	

\$10,494

KEY:

NEW

P/T

Name		Hire date	% Raise in FY26
AIKEN, ARIANA	F/T	7/23/25	3
BOHRER, KIMBERLY	F/T	6/17/22	6
BRAUNSTEIN, BRADLEY	F/T	4/18/22	6
BROCK, JOHN	F/T	1/4/21	7
CARTER, MATTHEW	F/T	10/16/17	8
CATES, MORGAN	F/T	12/13/21	7
FULTON, AHMAN	F/T	5/1/25	3
GARRETT, CHADD	F/T	1/3/25	4
GIDDENS, MICHAEL	F/T	8/5/24	4
HAMELINK, JOHN R	F/T	4/6/14	8
HENRY, FAY	F/T	11/7/23	5
KIMMEL, RONALD	F/T	11/2/22	6
KNOX II, GARY S	F/T	5/9/15	8
MALDEN, AMANDA	F/T	1/7/25	4
MARTINEZ, ISABELA	F/T	7/23/25	3
MCDONALD, MATTHEW	F/T	8/28/23	5
MONROE, KEJUAN	F/T	1/26/23	6
OJEDA, OSCAR	F/T	8/12/24	4
O'KEEFE, SEAN	F/T	4/19/21	3
PARKER, CAMERON	F/T	3/22/24	4
PEDANE, VICTORIA	F/T	3/17/25	3
PINO, BRIANNA	F/T	11/8/21	7
SEVERANCE, IVY	F/T	11/13/24	4
SOUTHALL, JAMES	F/T	2/11/08	8
THOMAS, HERBERT R.	F/T	7/22/95	8
VANWAGNER, HANNAH	F/T	1/11/22	26
BOND, JOHHNY	P/T	6/28/21	0
CASSON, RUSSELL	P/T	4/14/14	0
HEALD, MATTHEW	P/T	4/26/17	0
MCDONALD TROY	P/T	4/26/24	0
VALENTE, STEVEN	P/T	1/14/20	0

TOWN COUNCIL	FY21	FY22	FY23	FY24	FY25	Proposed FY26
Mayor	6,000.00	6,000.00	6,000.00	6,000.00	6,000.00	\$7,200.00
Mayor Pro-Tem	3,000.00	3,000.00	3,000.00	3,000.00	3,000.00	\$4,200.00
Councilman	2,400.00	2,400.00	2,400.00	2,400.00	2,400.00	\$3,600.00
Councilman	2,400.00	2,400.00	2,400.00	2,400.00	2,400.00	\$3,600.00
Councilman	2,400.00	2,400.00	2,400.00	2,400.00	2,400.00	\$3,600.00
TOWN HALL/ADMIN	FY21	FY22	FY23	FY24	FY25	Proposed FY26
Town Manager (Town Admin FY21-FY22)	\$100,000.00	\$100,000.00	\$109,999.89	\$114,821.81	118,615.38	\$122,173.84
Town Clerk (FY24 Deputy Town Manager)	\$50,000.00	\$54,995.20	\$60,494.72	\$71,988.80	87,106.50	\$95,817.15
Utility Clerk (Admin. Asst. II)	\$28,080.00	\$35,360.00	\$38,896.00	\$35,360.00	41,600.00	\$44,512.00
P/T Finance	\$19,884.38	\$20,878.59	\$22,966.45	\$24,114.78	25,561.66	\$25,561.66
Office Supervisor				\$45,760.00	49,920.00	\$53,414.40
Building Services Clerk	\$26,000.00	\$35,360.00	\$31,200.00	\$31,720.00		\$38,480.00
FINANCE SUPERVISOR			\$74,999.81	\$66,999.92	70,010.46	\$74,911.19
Admin. Asst. I		\$27,040.00	\$29,744.00	\$31,200.00	36,400.00	
Exec. Asst. (Admin Asst. III)					43,680.00	\$46,737.60
POLICE	FY21	FY22	FY23	FY24	FY25	Proposed FY26
Chief Thomas	\$64,593.20	\$74,282.18	\$81,710.40	\$85,795.84	95,000.00	\$104,500.00
Lieutenant	\$48,880.00	\$52,301.60	\$57,531.76	\$60,403.20	63,000.08	\$70,560.09
Corporal Hamelink	\$44,601.67	\$46,385.55	\$51,024.11	\$53,574.56	57,324.78	\$64,203.75
Corporal Knox	\$41,366.00	\$43,020.64	\$44,720.00	\$46,956.00	51,338.26	\$57,498.85
Officer	\$39,943.12	\$41,540.85	\$45,694.93	\$47,979.68	48,074.00	\$52,881.40
Officer	\$39,130.00	\$40,695.20	\$44,764.72	\$44,720.00	48,074.00	\$52,881.40
SRO		\$40,695.20	\$44,764.72	\$47,002.96	48,074.00	\$52,881.40
Officer	\$39,130.00	\$40,695.20	\$44,764.72	\$47,002.96	48,074.00	\$51,439.18
SRO			\$43,043.00	\$45,195.15	50,242.92	\$55,267.21
Officer	\$39,130.00	\$39,130.00	\$42,260.40	\$45,189.56	48,074.00	\$51,439.18
P/T Captain	\$8,640.00	\$18,750.00	\$20,625.00			
P/T Officer	\$2,505.00	\$2,505.00	\$2,505.00	\$2,505.00	2,505.00	\$2,700.00
P/T Lieutenant	\$2,505.00	\$2,505.00	\$2,505.00	\$2,505.00	3,340.00	\$3,600.00
P/T Officer	\$7,305.00	\$7,305.00	\$7,305.00	\$7,305.00	7,305.00	\$2,700.00
P/T Officer	\$7,305.00	\$7,305.00	\$7,305.00	\$7,305.00	7,305.00	\$2,700.00
P/T Officer	\$7,305.00	\$7,305.00				
PUBLIC SERVICES	FY21	FY22	FY23	FY24	FY25	Proposed FY26
PW Director	\$54,750.00	\$65,000.00	\$71,500.00	\$75,790.00	\$87,916.40	\$96,708.04
UTIL. SUPER.	\$40,196.40	\$43,010.15	\$47,311.16	\$49,676.72	\$53,154.09	\$56,874.88
MAINT. I	\$31,200.00	\$33,384.00	\$36,722.40	\$38,558.52	\$41,257.62	\$44,145.65
MAINT. I			\$32,240.00	\$35,464.00	\$37,946.48	\$40,602.73
UTILITY I			\$34,320.00	\$39,520.00	\$40,508.00	\$43,343.56
ADMIN ASST. III				\$37,440.00	\$40,060.80	\$42,865.06
MAINT II			\$33,280.00	\$34,944.00	\$34,320.00	\$36,722.40
CODE ENFORCEMENT	FY21	FY22	FY23	FY24	FY25	Proposed FY26
Code Officer (P/T)	\$18,200.00					
Code Officer (F/T)		\$37,856.00	\$41,641.60	\$45,760.00	\$48,048.00	\$49,969.92
LIBRARY	FY21	FY22	FY23	FY24	FY25	Proposed FY26
Library Director	\$40,020.00	\$44,000.06	\$48,400.07	\$50,820.12	\$56,000.10	\$61,600.11
Library Asst. (P/T)		\$15,600.00	\$17,160.00			
Library Asst. (F/T)			\$27,456.00	\$28,828.80	\$31,711.68	\$40,040.00

CPI from beginning of FY21 to June 2025

23.88%