



Lake Park Town Commission, Florida

Commission Budget Workshop Minutes

Commission Chamber, Town Hall, 535 Park Avenue, Lake Park, FL 33403
September 04, 2025 6:00 PM

Roger Michaud	—	Mayor
Michael Hensley	—	Vice Mayor
John Linden	—	Commissioner
Michael O'Rourke	—	Commissioner
Judith Thomas	—	Commissioner
Richard J. Reade	—	Town Manager
Thomas J. Baird	—	Town Attorney
Vivian Mendez, MMC	—	Town Clerk

PLEASE TAKE NOTICE AND BE ADVISED, that if any interested person desires to appeal any decision of the Town Commission, with respect to any matter considered at this meeting, such interested person will need a record of the proceedings, and for such purpose, may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. Persons with disabilities requiring accommodations in order to participate in the meeting should contract the Town Clerk's office by calling 881-3311 at least 48 hours in advance to request accommodations.

CALL TO ORDER/ROLL CALL

6:09 P.M.

PRESENT

Mayor Roger Michaud

Vice Mayor Michael Hensley

Commissioner Judith Thomas

Commissioner John Linden

Commissioner Michael O'Rourke

PLEDGE OF ALLEGIANCE

Mayor Michaud led the Pledge of Allegiance.

SPECIAL PRESENTATION/REPORT:

1. FY 2026 Budget Workshop (#3) – Proposed General Fund, Special Revenue, Capital Projects Funds Expenditures, CRA Revenue & Expenditures & 5 Year Capital Improvement Plan

Finance Director Barbara Gould announced that she would be continuing with the budget proposal where they left off at the end of the last budget workshop within the General revenue Fund, budget number 600 Special Events (Exhibit A). She informed the Commission that an additional \$10,000.00 would need to be added for the Town Christmas Tree lighting event, which will no longer be able to be funded by the Community Redevelopment Agency (CRA). In regards to the Library budget, Commissioner Thomas asked what the promotional activities were. Library Director Judith Cooper stated that this expense includes the books for the Extravaganza, Read for the Record, the Love Your Library Event, the summer reading program, outreach programs and promotional materials. In regards to the General Government Budget, Finance Director Gould explained that the wage raises are housed in this section. Commissioner Linden asked about the principal on the CRA projects. Finance Director Gould stated that the Town has elected to pay off this portion of the loan so that the CRA can bond without the debt hanging over their head and to reduce interest costs. Commissioner Linden stated that since the CRA has funds, why it is not paying for this expense. Finance Director Gould explained that the funds for the expense are being passed to the Town from the CRA and the expense is indicated within the CRA proposed budget. She went on to say that, the only way they could receive this loan was for the Town to be responsible for it. Commissioner O'Rourke suggested looking for ways to have enterprise funds self-sustaining. Commissioner Linden asked about funds listed for quarterly newsletters. Finance Director Gould explained that the funds were unused and so they remain in the fund. The Commission had concerns with the two expense items for Johnson Controls. Public Works Director explained that the Town has a performance contract with them and explained how that works. The Commission requested that the interest item be re-named moving forward as it is not truly interest. Public Works Director Morales stated that he would provide the Commission with the report that outlines the details of the costs. Commissioner Linden asked about a reimbursement of Public, Private Partnership (P3) expenditures for close to a half million dollars. Finance Director Gould explained that a public improvement revenue of \$1.8 million was received and

some of the funds used were used incorrectly, so the fund has to be paid back for those funds. Town Manager Reade further explained how the Town received the public improvement funds and the need for the reimbursement. Commissioner Linden stated that the misallocation should have been caught earlier. Commissioner Thomas asked about the operating expenditure of \$102,000.00 in regards to the Streets & Roads budget. Finance Director Gould explained that this amount represents the last of the design work for the oval-about. Commissioner Thomas also asked about the electrical expense and if that was for the light poles. Finance Director Gould confirmed that to be correct. Commissioner Thomas also asked about a maintenance item. Finance Director Gould explained that this was the maintenance fee that the Florida Department of Transportation (FDOT) pays to the Town for US 1. Commissioner Thomas asked who monitors the Geographical Information System (GIS) and how many licenses the Town has. Public Works Director Morales stated that the Town has two main licenses and six users. Commissioner Thomas asked about a vehicle lease amount of \$44,200.00. Finance Director Gould stated that was a pickup truck. Commissioner Linden suggested that for next year, the proposed budget include details to avoid them having to ask questions. Finance Director Gould pointed out to the Commission that they had been using the one-cent sales tax for sidewalk repairs, but those funds will end in December and they have not put any monies aside for sidewalk repairs in Town except within the CRA. The Commission discussed the award for property of the month recipients and agreed that they would like to increase the award amount. Town Manager Reade stated they would bring that back before them for discussion. Commissioner O'Rourke questioned the CRA Bond. Finance Director Gould explained the Bank of America loans that were taken in 2008, which will be paid early. CRA Administrator Allison Justice explained the need for a Financial Consultant in the CRA. She explained that the Financial Consultant assisted in creating the CRA budget as well as the Annual Report. Board Member Linden questioned outsourcing the CRA landscape, since they were so displeased by the previous vendor. Executive Director Reade explained that a cost analysis of contractual services versus bringing services in-house was expected. Board Member Linden questioned the holiday lights contract. CRA Administrator Justice stated that this was the last year of the three-year contract with Brandano Design. This service would need to go back out for bid next year. Finance Director Gould explained that as funding becomes available, staff would begin working through the Capital Improvement Plan (CIP). Commissioner Thomas asked questions regarding the need to store Town permanent records. Town Clerk Mendez explained state law and

the specifics necessary for the appropriate storage of Town permanent records. Public Works Director Morales explained that the trailer was in bad condition and moving of the permanent records would be sooner rather than later due to termite damage. Commissioner O'Rourke suggested adding a new town bus to the CIP. Commissioner Thomas expressed security concerns during the meeting. Public Works Director Morales stated that the Town's consultant would be at a future Commission meeting to present chamber layout options. Finance Director Gould explained that they have included funding to cover potential claim payout and training for the Human Resources department. Mayor Michaud and Town Manager Reade thanked staff for all their efforts in the budget process.

PUBLIC COMMENT:

This time is provided for addressing items that do not appear on the Agenda. Please complete a comment card and provide it to the Town Clerk so speakers may be announced. Please remember comments are limited to a TOTAL of three minutes.

- Michael Steinhauer provided his comments via exhibit B.
- Pablo Perhacs provided his comments via exhibit C.
- Sue Lafontaine provided her comments via exhibit D.
- Mary Beth Taylor provided her comments via exhibit E.

TOWN ATTORNEY, TOWN MANAGER, COMMISSIONER COMMENTS:

Commissioner Linden questioned when he could voice his concerns with budget items. Town Manager Reade explained that during the workshops was the appropriate opportunity to ask questions and suggest changes to the budget.

Town Clerk Mendez stated the schedule for Monday, September 8, 2025 Special Called CRA and First Public Budget Hearing.

ADJOURNMENT:

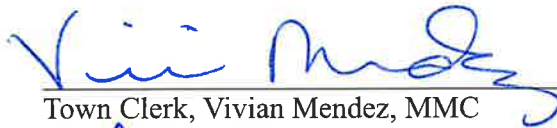
Motion to adjourn made by Commissioner Thomas; Seconded by Commissioner Linden.

Voting Aye: All

8:50 P.M.



Mayor Roger D. Michaud



Town Clerk, Vivian Mendez, MMC



Deputy Town Clerk, Laura Weidgans



Approved on this 8 of October, 2025

Exhibit A

TOWN OF LAKE PARK COMMISSION WORKSHOP



Fiscal Year 2025/2026 Proposed Budget

Thursday, August 28, 2025 – 5:30 P.M.



OVERVIEW

- **Fund 001 – General Fund**
 - General Fund Summary Expenditures
- **Fund 160 – Public Improvement Fund**
 - Public Improvement Fund Summary Revenues & Expenditures
- **Fund 190 – Streets & Roads Fund**
 - Streets & Roads Fund Summary Revenues & Expenditures
- **Fund 301 – Special Projects Fund**
 - Special Projects Fund Summary Revenues & Expenditures



Fund 001 – General Fund





TOWN COMMISSION – 100

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Town Commission - 100													
Total Personnel Expenditures	\$	77,723	\$	74,077	\$	73,984	\$	78,968	\$	87,910	\$	110,957	126.22%
Total Operating Expenditures	\$	79,417	\$	89,673	\$	87,251	\$	156,861	\$	111,801	\$	134,786	120.56%
Town Commission Total Expenditures	\$	157,140	\$	163,750	\$	161,235	\$	235,829	\$	199,711	\$	245,743	123.05%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Includes \$25,000 in Town Grant Funding
- Includes Block Party Grant Funding of \$2,500



TOWN MANAGER – 104

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Town Manager - 104													
Total Personnel Expenditures	\$	289,731	\$	290,719	\$	320,135	\$	262,860	\$	266,494	\$	572,303	214.75%
Total Operating Expenditures	\$	79,977	\$	36,328	\$	48,089	\$	19,582	\$	30,647	\$	26,106	85.18%
Town Manager Total Expenditures	\$	369,708	\$	327,047	\$	368,224	\$	282,442	\$	297,141	\$	598,409	201.39%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Increased Training Budget due to Repurposed Staff Position
- Additional Promotional Expenditures for Lapel Pins, Magnets, etc.



HUMAN RESOURCES – 105

	2021-2022	2022-2023	2023-2024	2024-2025	2024-2025	2025-2026	
	YTD Activity	YTD Activity	YTD Activity	Total Budget	YTD Activity	Total Budget	%
Human Resources - 105							
Total Personnel Expenditures	\$ 235,904	\$ 255,712	\$ 302,246	\$ 292,567	\$ 309,478	\$ 129,901	41.97%
Total Operating Expenditures	\$ 53,052	\$ 54,465	\$ 50,830	\$ 63,900	\$ 22,633	\$ 25,406	112.25%
Human Resources Total Expenditures	\$ 288,956	\$ 310,177	\$ 353,076	\$ 356,467	\$ 332,111	\$ 155,307	46.76%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Reduced Recruitment Costs Using Alternative Hiring Avenues



TOWN CLERK – 106

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Town Clerk - 106													
Total Personnel Expenditures	\$	239,138	\$	200,007	\$	249,297	\$	245,736	\$	252,675	\$	275,395	108.99%
Total Operating Expenditures	\$	118,828	\$	86,755	\$	78,912	\$	76,831	\$	67,201	\$	76,783	114.26%
Town Clerk Total Expenditures	\$	357,966	\$	286,762	\$	328,209	\$	322,567	\$	319,876	\$	352,178	110.10%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Election Costs
- Reduced Legal Advertising



LEGAL – 108

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Legal - 108													
Total Operating Expenditures	\$	214,929	\$	130,170	\$	196,251	\$	223,726	\$	225,099	\$	612,000	271.88%
Legal Total Expenditures	\$	214,929	\$	130,170	\$	196,251	\$	223,726	\$	225,099	\$	612,000	271.88%

Operating Expenditures

- Additional Funds Budgeted for Marina P3 Project



COMMUNICATION & GRANTS – 109

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Communication & Grants - 109													
Total Personnel Expenditures	\$	150,493	\$	162,588	\$	274,033	\$	277,200	\$	287,533	\$	320,097	111.33%
Total Operating Expenditures	\$	34,234	\$	39,226	\$	8,670	\$	6,318	\$	7,878	\$	37,813	480.01%
Communications & Grants Total Expenditures	\$	184,727	\$	201,814	\$	282,703	\$	283,518	\$	295,410	\$	357,910	121.16%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Professional Services - Proposed New Website



INFORMATION TECHNOLOGY – 110

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Information Technology – 110													
Total Personnel Expenditures	\$	156,345	\$	145,030	\$	184,549	\$	218,034	\$	199,671	\$	233,530	116.96%
Total Operating Expenditures	\$	109,167	\$	113,254	\$	252,150	\$	225,221	\$	210,045	\$	202,973	96.63%
Information Technology													
Total Expenditures	\$	265,512	\$	258,283	\$	436,698	\$	443,255	\$	409,716	\$	436,503	106.54%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Reduced Contractual Services from State of Florida Cyber Security Grant Funding



MARINA P3 PROJECT – 115

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Marina P3 Project - 115													
Total Operating Expenditures	\$	-	\$	-	\$	-	\$	-	\$	80,748	\$	10,000	12.38%
Marina P3 Project Total Expenditures	\$	-	\$	-	\$	-	\$	-	\$	80,748	\$	10,000	12.38%



FINANCE – 150

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Finance - 150													
Total Personnel Expenditures	\$	501,805	\$	443,647	\$	509,466	\$	645,446	\$	482,113	\$	732,486	151.93%
Total Operating Expenditures	\$	89,293	\$	102,252	\$	179,785	\$	108,769	\$	211,332	\$	121,224	57.36%
Finance Total Expenditures	\$	591,098	\$	545,898	\$	689,251	\$	754,215	\$	693,445	\$	853,710	123.11%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Professional Fees - Eliminated Renewal of Legacy Software
- Contractual Services - Eliminated Courier Service, Stopping Temporary Service with New Hires
- Training Prioritized



PUBLIC SAFETY – 200

	2021-2022 YTD Activity	2022-2023 YTD Activity	2023-2024 YTD Activity	2024-2025 Total Budget	2024-2025 YTD Activity	2025-2026 Total Budget	%
Public Safety - 200							
Total Operating Expenditures	\$ 3,197,787	\$ 3,410,785	\$ 3,501,610	\$ 4,034,102	\$ 4,033,023	\$ 4,148,236	102.86%
Public Safety Total Expenditures	\$ 3,197,787	\$ 3,410,785	\$ 3,501,610	\$ 4,034,102	\$ 4,033,023	\$ 4,148,236	102.86%

Operating Expenditures

- American Rescue Plan Funds No Longer Available
- Increased Policing Costs – 3%



EMERGENCY MANAGEMENT – 250

	2021-2022 YTD Activity	2022-2023 YTD Activity	2023-2024 YTD Activity	2024-2025 Total Budget	2024-2025 YTD Activity	2025-2026 Total Budget	%
Emergency Management - 250							
Total Operating Expenditures	\$ 8,840	\$ 1,382	\$ 2,336	\$ 2,226	\$ 3,730	\$ 4,202	112.65%
Emergency Management Total Expenditures	\$ 8,840	\$ 1,382	\$ 2,336	\$ 2,226	\$ 3,730	\$ 4,202	112.65%

Operating Expenditures

- Contractual Services Increased Based Cost



PUBLIC WORKS ADMINISTRATION – 400

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Public Works Administration - 400													
Total Personnel Expenditures	\$	441,552	\$	453,169	\$	467,315	\$	560,042	\$	556,860	\$	694,814	124.77%
Total Operating Expenditures	\$	31,871	\$	24,546	\$	27,163	\$	22,900	\$	22,174	\$	21,123	95.26%
Public Works Admin. Total Expenditures	\$	473,423	\$	477,715	\$	494,479	\$	582,942	\$	579,034	\$	715,937	123.64%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Reallocated Costs from Contractual to Operating for Consistency



GROUNDS – 406

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Grounds - 406													
Total Personnel Expenditures	\$	342,324	\$	303,902	\$	348,142	\$	451,447	\$	453,602	\$	539,337	118.90%
Total Operating Expenditures	\$	73,485	\$	153,450	\$	143,317	\$	141,027	\$	190,372	\$	198,843	104.45%
Total Capital Outlay	\$	-	\$	-	\$	19,345	\$	-	\$	-	\$	-	0.00%
Grounds Total Expenditures	\$	415,809	\$	457,352	\$	510,804	\$	592,474	\$	643,973	\$	738,180	114.63%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Contractual Services – Increase Bert Bostrom Field/Grounds Maintenance
- Training Increased for Staff to Care for Bert Bostrom Field



FACILITIES – 408

	2021-2022	2022-2023	2023-2024	2024-2025	2024-2025	2025-2026	
	YTD Activity	YTD Activity	YTD Activity	Total Budget	YTD Activity	Total Budget	%
Facilities - 408							
Total Personnel Expenditures	\$ 156,505	\$ 162,334	\$ 178,235	\$ 315,272	\$ 288,859	\$ 330,506	114.42%
Total Operating Expenditures	\$ 235,631	\$ 290,591	\$ 321,941	\$ 343,552	\$ 365,510	\$ 341,003	93.30%
Total Capital Outlay	\$ 3,507	\$ -	\$ 40,404	\$ -	\$ -	\$ -	0.00%
Facilities Total Expenditures	\$ 395,642	\$ 452,925	\$ 540,580	\$ 658,824	\$ 654,369	\$ 671,509	102.62%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Professional Fee Increase for Pest Removal
- Contractual Services Includes Lower Janitorial & Air Conditioning Expenditures



VEHICLE MAINTENANCE – 410

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Vehicle Maintenance - 410													
Total Personnel Expenditures	\$	191,904	\$	208,642	\$	209,258	\$	232,729	\$	229,200	\$	246,288	107.46%
Total Operating Expenditures	\$	100,665	\$	102,197	\$	170,064	\$	207,955	\$	197,285	\$	176,912	89.67%
Vehicle Maintenance Total Expenditures	\$	292,570	\$	310,840	\$	379,322	\$	440,684	\$	426,485	\$	423,200	99.23%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Reduced Equipment Lease – 1 Code Compliance Lease Transferred to CRA
- Reduced Repair & Maintenance Costs Reflective of Ongoing Expenditures



COMMUNITY DEVELOPMENT – 500

	2021-2022 YTD Activity	2022-2023 YTD Activity	2023-2024 YTD Activity	2024-2025 Total Budget	2024-2025 YTD Activity	2025-2026 Total Budget	%
Community Development – 500							
Total Personnel Expenditures	\$ 618,076	\$ 626,898	\$ 713,988	\$ 754,246	\$ 680,906	\$ 796,926	117.04%
Total Operating Expenditures	\$ 1,704,238	\$ 593,366	\$ 1,093,839	\$ 484,974	\$ 307,000	\$ 645,409	210.23%
Community Development Total Expenditures	\$ 2,322,314	\$ 1,220,264	\$ 1,807,827	\$ 1,239,220	\$ 987,905	\$ 1,442,335	146.00%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Increase Contractual Services for Mobility Plan Update and New Town Impact Fees
- Increase in Building Official/Permitting/Plan Review & Inspection Costs Due to Higher Budgeted Permitting Revenue
- Training Prioritized/Funds Available in Reserve for Building Code Education



SPECIAL EVENTS – 600

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Special Events - 600													
Total Personnel Expenditures	\$	213,198	\$	226,643	\$	299,750	\$	352,272	\$	351,550	\$	395,358	112.46%
Total Operating Expenditures	\$	106,490	\$	266,615	\$	381,083	\$	283,687	\$	288,303	\$	327,294	113.52%
Special Events Total Expenditures	\$	319,687	\$	493,258	\$	680,833	\$	635,959	\$	639,853	\$	722,652	112.94%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Increased Sponsored Event Costs for Haitian Flag Day & Jet Set Summer Soccer Camp
- Reduced Promotional Activity – Lighting for Town Hall Removed
- Funding Available for Chili Cook-Off!



LIBRARY – 700

	2021-2022		2022-2023		2023-2024		2024-2025		2024-2025		2025-2026		
	YTD Activity		YTD Activity		YTD Activity		Total Budget		YTD Activity		Total Budget		%
Library - 700													
Total Personnel Expenditures	\$	338,525	\$	380,472	\$	458,070	\$	503,257	\$	479,998	\$	571,631	119.09%
Total Operating Expenditures	\$	77,380	\$	101,015	\$	140,430	\$	148,057	\$	125,707	\$	163,468	130.04%
Library Total Expenditures	\$	415,905	\$	481,487	\$	598,500	\$	651,314	\$	605,705	\$	735,099	121.36%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Contractual Services- Reduced Janitorial Costs
- Library Materials – Increase in Potential Grants Included in Revenue



GENERAL GOVERNMENT – 900

General Government - 900	2021-2022 YTD Activity	2022-2023 YTD Activity	2023-2024 YTD Activity	2024-2025 Total Budget	2024-2025 YTD Activity	2025-2026 Total Budget	%
Total Personnel Expenditures	\$ -	\$ -	\$ -	\$ 315,438	\$ 315,438	\$ -	0.00%
Total Operating Expenditures	\$ 571,151	\$ 700,904	\$ 337,514	\$ 564,756	\$ 411,053	\$ 277,510	67.51%
Total Debt Service	\$ 580,230	\$ 896,009	\$ 278,294	\$ 278,890	\$ 278,891	\$ 590,720	211.81%
Total Other Uses	\$ 1,021,880	\$ 1,224,829	\$ 1,409,684	\$ 2,233,015	\$ 1,871,692	\$ 3,068,458	163.94%
General Government Total Expenditures	\$ 2,173,261	\$ 2,821,742	\$ 2,025,492	\$ 3,392,099	\$ 2,877,073	\$ 3,936,688	136.83%

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Professional Fees Include Indirect Cost Allocation Review, Quarterly Town Newsletters
- Beautification Reserve for Driveway Grants
- Bank of America Loan Early Repayment (2028)
- Transfer to Public Improvement Fund for Reimbursement of Various Marina P3 2021 – 2024 Expenditures



GENERAL FUND TOTAL EXPENDITURES

	2021-2022 YTD Activity	2022-2023 YTD Activity	2023-2024 YTD Activity	2024-2025 Total Budget	2024-2025 YTD Activity	2025-2026 Total Budget	%
Fund 001 - General Fund							
General Fund Total Expenditures	\$ 12,445,275	\$ 12,351,652	\$ 13,357,431	\$ 15,131,863	\$ 14,304,407	\$ 17,159,798	119.96%
Total General Fund Revenues	\$ 15,456,636	\$ 13,310,122	\$ 13,985,532	\$ 15,131,863	\$ 14,902,004	\$ 17,159,798	115.15%



Fund 160 – Public Improvement Fund





PUBLIC IMPROVEMENT FUND – 160

	2021-2022 YTD Activity	2022-2023 YTD Activity	2023-2024 YTD Activity	2024-2025 Total Budget	2024-2025 YTD Activity	2025-2026 Total Budget	%
Public Improvement Fund - 160							
Total Revenue	\$ 190,140	\$ 274,779	\$ 75,574	\$ -	\$ 9,029	\$ 470,400	5209.88%
Total Operating Expenditures	\$ 636,733	\$ 611,502	\$ 185,200	\$ -	\$ 6,784	\$ 9,893	145.83%
Total Other Uses	\$ 401,935	\$ -	\$ -	\$ -	\$ -	\$ 460,507	---
Public Improvement Fund Total Expenditures	\$ 1,038,668	\$ 611,502	\$ 185,200	\$ -	\$ 6,784	\$ 470,400	6933.96%

Operating Expenditures

- Kelsey Park Master Plan Projects Supplement with US Department of Interior Land & Water Conservation Grant – 50% Match Allowing for \$1,000,000 in Projects



Fund 190 – Streets & Roads Fund





STREETS & ROADS – 190

Streets & Roads Fund - 190	Description	2021-2022 YTD Activity	2022-2023 YTD Activity	2023-2024 YTD Activity	2024-2025 Total Budget	2024-2025 YTD Activity	2025-2026 Total Budget	%
Revenue Total:		\$ 384,283	\$ 398,536	\$ 398,732	\$ 581,138	\$ 351,904	\$ 393,752	111.89%
Total Personnel Expenditures		\$ 145,311	\$ 137,508	\$ 116,747	\$ 63,094	\$ 1,565	\$ 71,070	4541.21%
Total Operating Expenditures		\$ 181,203	\$ 207,243	\$ 228,458	\$ 346,887	\$ 185,765	\$ 242,359	130.47%
Total Capital Outlay		\$ 87,088	\$ 1,938	\$ 16,863	\$ 98,137	\$ 97,428	\$ -	0.00%
Total Other Uses		\$ 112,443	\$ 113,673	\$ 132,299	\$ 73,020	\$ 73,021	\$ 80,323	110.00%
Expense Total:		\$ 526,045	\$ 460,363	\$ 494,367	\$ 581,138	\$ 357,778	\$ 393,752	110.05%
Profit/(Loss)		\$ (141,762)	\$ (61,827)	\$ (95,635)	\$ -	\$ (5,874)	\$ -	



STREETS & ROADS – 190

Personnel Expenditures

- No new positions, three (3) existing positions are being repurposed, 49.3 FTE (full-time equivalents)
- Annual COLA & Merit Increase
- Increase in Employee Benefits (i.e., health, dental, vision, life, disability, etc.)
- New FRS Retirement Cost
- Total personnel expenditures increased 8% over FY 2025 budget

Operating Expenditures

- Increased Electric Cost With New Lighting
- Sidewalk Repairs



Fund 301 – Special Projects Fund





SPECIAL PROJECTS FUND – 301

Operating Expenditures

- Current Known Grant Projects
- PBC Discretionary Surtax Funds Sunset December 2025, Reduced Funding for Capital Projects

THANK YOU

QUESTIONS & COMMENTS



Exhibit B

Testimony Before Lake Park, FL Commission 9/04/2025:

Public Comment on Fiscal Year 2025-2026 Budget Considerations

Michael Steinhauer, 435 Greenbriar Dr. pipestone1992@gmail.com 608-332-5547

I want to thank the Commissioners, Town Manager, and Finance Director for their work spent preparing a proposed budget. Concurrently, I sense you are aware of the growing resident resentment specifically around department head salaries and any considered increases in that sector.

Your responsibility is to be **good stewards of taxpayer dollars**. Every dollar we approve for salaries cannot be used for maintaining infrastructure, supporting public safety, or providing essential services. When many residents are facing **rising costs of living**, from groceries to property taxes, it simply feels burdensome to increase spending on already excessive administrative salaries.

Many hardworking families in this community haven't seen raises that keep pace with inflation, yet we're being asked to approve increases upon residents who feel tapped out.

Furthermore, outside of union contracts, salary increases should be tied directly to **individually measurable performance**. Before considering giving every single town employee a merit increase of 3%, across the board, (and how is that action individualized?), we need clear benchmarks showing how a raise will improve efficiency, accountability, or the quality of services delivered. Otherwise, we risk approving spending without evidence of benefit. Something you never do. The excuse about having to pay excessive wages to attract and retain quality people is old and unproven.

Two ideas come to mind. One, to **freeze all town expenses of any kind for a one-year period** and live off the budget we have had this past year. With Forest Development's future lease and tax payments now uncertain, we cannot plan budget projections around this revenue stream. We lived well enough under the current budget terms. And we can better study competitive salary ranges with more accurate and relevant research, than the one D'Agostino used to justify his generosity to earn loyalty.

Second, I could advocate for **no merit or COLA increases for all employees making above \$100,000**. We would witness a substantial savings for the town with a one-year freeze. No employee making over \$100,000 will resign in protest and find better paying employment.

These ideas position us for a stronger fiscal house, with more accurate budget projections, and to have saved money for projects like a mixed use community center, for example.

Thank you.

Exhibit C

GROUNDS MAINTENANCE										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Crew Leader / Lead Groundskeeper as of 2021	\$30,368	\$30,971	\$31,595	\$32,885	\$34,050	\$34,824	\$35,672	\$36,379	\$42,186	\$41,600
Maint Wrkr III, then Maint Wrkr II in 2019 and Groundskeeper as of 2021. ?New person in 2021?	\$42,266	\$43,118	\$43,992	\$43,992	\$43,992	\$33,391	\$30,084	\$39,680	\$35,988	\$35,256
Maint Wrkr II / Groundskeeper as of 2021, but ?New personnel in 2021?	\$34,570	\$35,256	\$36,504	\$37,794	\$39,312	\$29,469	\$28,474	\$28,474	\$35,256	
Maint Wrkr II / Groundskeeper as of 2021 but ?New personnel in 2021 since salary dropped \$ to \$33391	\$23,192	\$26,000	\$29,869	\$30,930	\$31,554	\$27,290	\$31,533	\$31,533	\$34,347	\$34,861
Part Time Groundskeeper (vacant 2025)										\$17,174
Part Time Groundskeeper (vacant 2025)										\$17,174
Irrigation Tech II (vacant 2024, 2025)	\$32,552	\$33,862	\$36,067	\$37,523	\$38,854	\$41,039	\$43,326	\$43,326	\$42,077	\$52,000
SANITATION										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Sanit - Equip Op II	\$28,704	\$29,286	\$29,869	\$29,869	\$31,075					
Sanit - Equip Op II	\$30,139	\$30,742	\$32,011	\$32,011	\$32,323					
Sanit - Equip Op III	\$41,974	\$41,974	\$41,974	\$37,523	\$39,832					
Sanit - Equip Op III	\$34,216	\$34,902	\$36,067	\$37,523	\$38,272					
Sanit - Equip Op II	\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op II	\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op III	\$34,216	\$34,902	\$36,067	\$36,795	\$39,042	\$42,624	\$43,472	\$37,869	\$45,022	\$45,032
Sanit-Truck Op II						\$39,520	\$41,138	\$42,203	\$45,022	\$58,531
Sanit-Truck Op II						\$37,877	\$41,371	\$37,869	\$45,022	\$45,022
Sanit-Truck Op I						\$33,738	\$38,295	\$39,062	\$45,702	\$39,333
Sanit-Truck Op I						\$33,738	\$34,094	\$35,464	\$39,324	\$39,333
Sanit-Truck Op I						\$33,783	\$34,412	\$33,076	\$39,324	\$39,333
Sanit-Truck Op Trainee						\$35,319	\$33,738	\$30,912	\$36,751	\$36,754
STREETS & ROADS										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Streets & Roads Maintenance Worker	\$42,702	\$43,555	\$44,429	\$33,946	\$35,318	\$37,482	\$38,995	\$33,076	\$41,600	\$39,324
MARINA										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Dock Attendant full time	\$21,382	\$31,824	\$33,114	\$33,114						
Dock Attendant full time	\$22,298	\$31,824	\$33,114	\$33,114						
Dock Attendant full time		\$31,824	\$33,114	\$33,114						
Dock Attendant full time #20					\$35,131		\$40,082	\$33,076 vacant	\$39,324	\$40,123
Dock Attendant full time #30					\$35,131	\$41,413	\$36,712	\$38,189	\$43,770	\$39,324
Dock Attendant full time #40					\$33,779	\$37,024	\$35,834	\$33,076 vacant	\$39,324 vacant	\$39,324 vacant
Dock Attendant full time #50						\$33,777	\$33,738	\$33,738	\$39,324 vacant	\$39,333 vacant
Dock Attendant full time #70						\$33,114	\$33,738			
Marina Maint Worker II				\$29,120	\$31,200	\$35,003	\$35,703	\$41,330	\$48,173	\$48,173

Lake Park Lowest Salaries FY 2016 - 2025 (data from review of final budgets- "Budgeted", Not "Year to Date")
Hard to exactly match up positions with salaries through the years due to position name changes, new hires, etc. Susan LaFontaine, resident

Exhibit D

*Spreadsheet of Salaries
for Commissioner +
Mr. Reade*

Sept 4 2025 BUDGET Meeting – Salaries of lowest paid employees attached

At the last budget workshop I shared a hand out with you of the monetary and percentage increase in four of the highest salaries over the past five years. I don't know whether those salaries were reasonable and deserved or not. I was just pointing out what residents see, and get alarmed at. Such as 25% salary increases.

You've also brought up the salaries of the lowest-paid employees, and since you have huge amounts of data to review, I went thru the last 10 years' budgets to get you some of that information. I hope you find it useful.

It was difficult to match up salaries through the years due to position title changes, vacancies & new hires. You'll notice that some positions had a large salary drop between some years and a few had a larger than average increase in other years. I can only guess that these were due to people leaving positions or getting promoted, and new hires.

Just fyi

\$18/ hour equals \$37,550, or \$3120 per month.

\$20/ hour equals \$41,600, or \$3467 per month.

\$25 / hour equals \$52,000 , or \$4333 per month

PBC.gov has this income info on people who qualify for the county Work Force Housing Program

2025 PBC Median Family Income: \$111,800 (per HUD)

WHP Income Category		
Low	60 - 80% of MFI	\$67,080 - \$89,440
Moderate 1	>80 -100% of MFI	>\$89,440 - \$111,800
Moderate 2	>100 -120% of MFI	>\$111,800 - \$134,160
Middle	>120 -140% of MFI	>\$134,160 - \$156,520

Susan LaFontaine, 545 Evergreen Dr

GROUNDS MAINTENANCE		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Crew Leader / Lead Groundskeeper as of 2021											
Maint Wkr II, then Maint Wkr II in 2019 and Groundskeeper as of 2021. ?New person in 2021?		\$30,368	\$30,971	\$31,595	\$32,885	\$34,050	\$34,824	\$35,672	\$36,379	\$42,186	\$41,600
Maint Wkr II / Groundskeeper as of 2021, but ?New personnel in 2021?		\$42,266	\$43,118	\$43,992	\$43,992	\$43,992	\$33,391	\$30,084	\$39,680	\$35,988	\$35,256
Maint Wkr II / Groundskeeper as of 2021 but ?New personnel in 2021 since salary dropped \$ to \$33391		\$34,570	\$35,256	\$36,504	\$37,794	\$39,312	\$29,469	\$28,474	\$28,474	\$35,256	
Part Time Groundskeeper (vacant 2025)		\$23,192	\$26,000	\$29,869	\$30,930	\$31,554	\$27,290	\$31,533	\$31,533	\$34,347	\$34,861
Part Time Groundskeeper (vacant 2025)											\$17,174
Part Time Groundskeeper (vacant 2025)											\$17,174
Irrigation Tech II (vacant 2024, 2025)		\$32,552	\$33,862	\$36,067	\$37,523	\$38,854	\$41,039	\$43,326	\$43,326	\$42,077	\$52,000
SANITATION		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$29,869	\$31,075					
Sanit - Equip Op II		\$30,139	\$30,742	\$32,017	\$32,017	\$32,323					
Sanit - Equip Op III		\$41,974	\$41,974	\$41,974	\$37,523	\$39,832					
Sanit - Equip Op III		\$34,216	\$34,902	\$36,067	\$37,523	\$38,272					
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op III		\$34,216	\$34,902	\$36,067	\$36,795	\$39,042					
Sanit-Truck Op II							\$42,624	\$43,472	\$37,869	\$45,022	\$45,032
Sanit-Truck Op II							\$39,520	\$41,138	\$42,203	\$45,022	\$58,531
Sanit-Truck Op II							\$37,877	\$41,371	\$37,869	\$45,022	\$45,022
Sanit-Truck Op I							\$33,738	\$38,295	\$39,062	\$45,702	\$39,333
Sanit-Truck Op I							\$33,738	\$34,094	\$35,464	\$39,324	\$39,333
Sanit-Truck Op I							\$33,783	\$34,412	\$33,076	\$39,324	\$39,333
Sanit-Truck Op I							\$35,319	\$33,738			\$36,754
Sanit-Truck Op Trainee									\$30,912	\$36,751	
STREETS & ROADS		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Streets & Roads Maintenance Worker		\$42,702	\$43,555	\$44,429	\$33,946	\$35,318	\$37,482	\$38,995	\$33,076	\$41,600	\$39,324
MARINA		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Dock Attendant full time		\$21,382	\$31,824	\$33,114	\$33,114						
Dock Attendant full time		\$22,298	\$31,824	\$33,114	\$33,114						
Dock Attendant full time			\$31,824	\$33,114	\$33,114						
Dock Attendant full time #20						\$35,131		\$40,082	\$33,076 vacant	\$39,324	\$40,123
Dock Attendant full time #30						\$35,131		\$41,413	\$36,712	\$43,770	\$39,324
Dock Attendant full time #40						\$33,779		\$37,024	\$35,834	\$39,324 vacant	\$39,324 vacant
Dock Attendant full time #50								\$33,777	\$33,738	\$39,324 vacant	\$39,333 vacant
Dock Attendant full time #70								\$33,114	\$33,738		
Marina Maint Worker II					\$29,120	\$31,200	\$35,003	\$35,703	\$41,330	\$48,173	\$48,173

Lake Park Lowest Salaries FY 2016 - 2025 (data from review of final budgets- "Budgeted", Not "Year to Date")
Hard to exactly match up positions with salaries through the years due to position name changes, new hires, etc. Susan LaFontaine, resident

Exhibit E

Comments September 4, 2025
Mary Taylor, 209 Park Ave. LP

Good Evening,

I HAVE NO DOUBT, that the Town Manager and the entire commission have the best interest of the children of this town. I KNOW THAT, although there are differences of opinion how to best serve their needs. Last night I heard enthusiasm when you where talking about the new sod and the need for a sports program in Lake Park. Children, boys, girls, of all ages, even adults need to get out away from screens and AC. This is Florida, fresh air, sea breeze. I want to see the old ball field come alive, with lots of lights and equipment. Please make it happen, soon, now! That has been missing for too long.

I would like to follow up on a comment that I presented last evening about carefully considering spending \$117.230 for a contract to promote the building of a Community Center at Bert Bostrum Park. Today I received several inquires about the expenditure. I agreed with the resident callers that I too thought the \$117,230 was yet another waste of taxpayer money at the same time trying replacing a valuable treasured part of our history, the large athletic park on 7th street. This is a card that George Linley gave me along with the offer to be part of creating a sports program in Lake Park. It has been a while since I meet him, but his help may be beneficial at this time.

Exe. Director

George Linley

561 233 3180

g.linley@palmbeachsports.com

PB County Sports Commissioner



Town of Lake Park
PUBLIC COMMENT CARD

CIVILITY AND DECORUM

The Town of Lake Park is committed to civility and decorum to be applied and observed by its elected officials, advisory board members, employees and members of the public who attend Town meetings. The following rules are hereby established to govern the decorum to be observed by all persons attending public meetings of the Commission and its advisory boards:

- Those persons addressing the Commission or its advisory boards who wish to speak shall first be recognized by the presiding officer. No person shall interrupt a speaker once the speaker has been recognized by the presiding officer. Those persons addressing the Commission or its advisory boards shall be respectful and shall obey all directions from the presiding officer.
- Public comment shall be addressed to the Commission or its advisory board and not to the audience or to any individual member on the dais.
- Displays of disorderly conduct or personal derogatory or slanderous attacks of anyone in the assembly is discouraged. Any individual who does so may be removed from the meeting.
- Unauthorized remarks from the audience, stomping of feet, clapping, whistles, yells or any other type of demonstrations are discouraged.
- A member of the public who engages in debate with an individual member of the Commission or an advisory board is discouraged. Those individuals who do so may be removed from the meeting.
- All cell phones and/or other electronic devices shall be turned off or silenced prior to the start of the public meeting. An individual who fails to do so may be removed from the meeting.

Meeting Date 9/4/2025

Cards must be submitted before the item is discussed!!

***Three (3) minute limitation on all comments

Name: Michael Steinhauer
Address: 435 Greenbrier

If you are interested in receiving Town information through Email, please provide your E-mail address: pipestone1992@gmail

I would like to make comments on the following Agenda Item:
general budget comments

I would like to make comments on the following Non-Agenda Item(s):

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.



Town of Lake Park
PUBLIC COMMENT CARD

CIVILITY AND DECORUM

The Town of Lake Park is committed to civility and decorum to be applied and observed by its elected officials, advisory board members, employees and members of the public who attend Town meetings. The following rules are hereby established to govern the decorum to be observed by all persons attending public meetings of the Commission and its advisory boards:

- Those persons addressing the Commission or its advisory boards who wish to speak shall first be recognized by the presiding officer. No person shall interrupt a speaker once the speaker has been recognized by the presiding officer. Those persons addressing the Commission or its advisory boards shall be respectful and shall obey all directions from the presiding officer.
- Public comment shall be addressed to the Commission or its advisory board and not to the audience or to any individual member on the dais.
- Displays of disorderly conduct or personal derogatory or slanderous attacks of anyone in the assembly is discouraged. Any individual who does so may be removed from the meeting.
- Unauthorized remarks from the audience, stomping of feet, clapping, whistles, yells or any other type of demonstrations are discouraged.
- A member of the public who engages in debate with an individual member of the Commission or an advisory board is discouraged. Those individuals who do so may be removed from the meeting.
- All cell phones and/or other electronic devices shall be turned off or silenced prior to the start of the public meeting. An individual who fails to do so may be removed from the meeting.

Meeting Date

4 Sep 25

Cards must be submitted before the item is discussed!!

***Three (3) minute limitation on all comments

Name:

Pablo Perhacs

Address:

221 E Kalmia Dr

If you are interested in receiving Town information through Email, please provide your E-mail address: pablo.perhacs@gmail.com

I would like to make comments on the following Agenda Item:

Salaries

I would like to make comments on the following Non-Agenda Item(s):

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.



Town of Lake Park
PUBLIC COMMENT CARD

CIVILITY AND DECORUM

The Town of Lake Park is committed to civility and decorum to be applied and observed by its elected officials, advisory board members, employees and members of the public who attend Town meetings. The following rules are hereby established to govern the decorum to be observed by all persons attending public meetings of the Commission and its advisory boards:

- Those persons addressing the Commission or its advisory boards who wish to speak shall first be recognized by the presiding officer. No person shall interrupt a speaker once the speaker has been recognized by the presiding officer. Those persons addressing the Commission or its advisory boards shall be respectful and shall obey all directions from the presiding officer.
- Public comment shall be addressed to the Commission or its advisory board and not to the audience or to any individual member on the dais.
- Displays of disorderly conduct or personal derogatory or slanderous attacks of anyone in the assembly is discouraged. Any individual who does so may be removed from the meeting.
- Unauthorized remarks from the audience, stomping of feet, clapping, whistles, yells or any other type of demonstrations are discouraged.
- A member of the public who engages in debate with an individual member of the Commission or an advisory board is discouraged. Those individuals who do so may be removed from the meeting.
- All cell phones and/or other electronic devices shall be turned off or silenced prior to the start of the public meeting. An individual who fails to do so may be removed from the meeting.

Meeting Date

9/4/2025

Cards must be submitted before the item is discussed!!

***Three (3) minute limitation on all comments

Name:

Susan LaFortaine

Address:

545 Evergreen

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following **Agenda Item**:

Budget - Lowest Paid Employees

I would like to make comments on the following **Non-Agenda Item(s)**:

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.



Town of Lake Park
PUBLIC COMMENT CARD

CIVILITY AND DECORUM

The Town of Lake Park is committed to civility and decorum to be applied and observed by its elected officials, advisory board members, employees and members of the public who attend Town meetings. The following rules are hereby established to govern the decorum to be observed by all persons attending public meetings of the Commission and its advisory boards:

- Those persons addressing the Commission or its advisory boards who wish to speak shall first be recognized by the presiding officer. No person shall interrupt a speaker once the speaker has been recognized by the presiding officer. Those persons addressing the Commission or its advisory boards shall be respectful and shall obey all directions from the presiding officer.
- Public comment shall be addressed to the Commission or its advisory board and not to the audience or to any individual member on the dais.
- Displays of disorderly conduct or personal derogatory or slanderous attacks of anyone in the assembly is discouraged. Any individual who does so may be removed from the meeting.
- Unauthorized remarks from the audience, stomping of feet, clapping, whistles, yells or any other type of demonstrations are discouraged.
- A member of the public who engages in debate with an individual member of the Commission or an advisory board is discouraged. Those individuals who do so may be removed from the meeting.
- All cell phones and/or other electronic devices shall be turned off or silenced prior to the start of the public meeting. An individual who fails to do so may be removed from the meeting.

Meeting Date

9/4/2025

Cards must be submitted before the item is discussed!!

***Three (3) minute limitation on all comments

Name:

Address:

If you are interested in receiving Town information through Email, please provide your E-mail address: _____

I would like to make comments on the following Agenda Item:

ballfield

I would like to make comments on the following Non-Agenda Item(s):

Instructions: Please complete this card, including your name and address; once the card has been completed, give it to the Town Clerk. The Mayor will call your name when it is time for you to speak. Comments are limited to three (3) minutes per individual.

Comments September 4, 2025
Mary Taylor, 209 Park Ave. LP

Good Evening,

I HAVE NO DOUBT, that the Town Manager and the entire commission have the best interest of the children of this town. I KNOW THAT, although there are differences of opinion how to best serve their needs. Last night I heard enthusiasm when you were talking about the new sod and the need for a sports program in Lake Park. Children, boys, girls, of all ages, even adults need to get out away from screens and AC. This is Florida, fresh air, sea breeze. I want to see the old ball field come alive, with lots of lights and equipment. Please make it happen, soon, now! That has been missing for too long.

I would like to follow up on a comment that I presented last evening about carefully considering spending \$117,230 for a contract to promote the building of a Community Center at Bert Bostrum Park. Today I received several inquiries about the expenditure. I agreed with the resident callers that I too thought the \$117,230 was yet another waste of taxpayer money at the same time trying replacing a valuable treasured part of our history, the large athletic park on 7th street. This is a card that George Linley gave me along with the offer to be part of creating a sports program in Lake Park. It has been a while since I met him, but his help may be beneficial at this time.

Exe. Director

George Linley

561 233 3180

g.linley@palmbeachsports.com

PB County Sports Commissioner

Spreadsheet of Salaries
for Commissioner +
Mr. Reade

Sept 4 2025 BUDGET Meeting – Salaries of lowest paid employees attached

At the last budget workshop I shared a hand out with you of the monetary and percentage increase in four of the highest salaries over the past five years. I don't know whether those salaries were reasonable and deserved or not. I was just pointing out what residents see, and get alarmed at. Such as 25% salary increases.

You've also brought up the salaries of the lowest-paid employees, and since you have huge amounts of data to review, I went thru the last 10 years' budgets to get you some of that information. I hope you find it useful.

It was difficult to match up salaries through the years due to position title changes, vacancies & new hires. You'll notice that some positions had a large salary drop between some years and a few had a larger than average increase in other years. I can only guess that these were due to people leaving positions or getting promoted, and new hires.

Just fyi

\$18/ hour equals \$37,550, or \$3120 per month.

\$20/ hour equals \$41,600, or \$3467 per month.

\$25 / hour equals \$52,000 , or \$4333 per month

PBC.gov has this income info on people who qualify for the county Work Force Housing Program

2025 PBC Median Family Income: \$111,800 (per HUD)

WHP Income Category		
Low	60 - 80% of MFI	\$67,080 - \$89,440
Moderate 1	>80 -100% of MFI	>\$89,440 - \$111,800
Moderate 2	>100 -120% of MFI	>\$111,800 - \$134,160
Middle	>120 -140% of MFI	>\$134,160 - \$156,520

Susan LaFontaine, 545 Evergreen Dr

GROUNDS MAINTENANCE		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Crew Leader / Lead Groundskeeper as of 2021											
Maint Wkr II, then Maint Wkr II in 2019 and Groundskeeper as of 2021. ?New person in 2021?		\$30,368	\$30,971	\$31,595	\$32,885	\$34,050	\$34,824	\$35,672	\$36,379	\$42,186	\$41,600
Maint Wkr II / Groundskeeper as of 2021, but ?New personnel in 2021?		\$42,266	\$43,118	\$43,992	\$43,992	\$43,992	\$33,391	\$30,084	\$39,680	\$35,988	\$35,256
Maint Wkr II / Groundskeeper as of 2021 but ?New personnel in 2021 since salary dropped \$ to \$33391		\$34,570	\$35,256	\$36,504	\$37,794	\$39,312	\$29,469	\$28,474	\$28,474	\$35,256	
Part Time Groundskeeper (vacant 2025)		\$23,192	\$26,000	\$29,869	\$30,930	\$31,554	\$27,290	\$31,533	\$31,533	\$34,347	\$34,861
Part Time Groundskeeper (vacant 2025)											\$17,174
Part Time Groundskeeper (vacant 2025)											\$17,174
Irrigation Tech II (vacant 2024, 2025)		\$32,552	\$33,862	\$36,067	\$37,523	\$38,854	\$41,039	\$43,326	\$43,326	\$42,077	\$52,000
SANITATION		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$29,869	\$31,075					
Sanit - Equip Op II		\$30,139	\$30,742	\$32,017	\$32,011	\$32,323					
Sanit - Equip Op III		\$41,974	\$41,974	\$41,974	\$37,523	\$39,832					
Sanit - Equip Op III		\$34,216	\$34,902	\$36,067	\$37,523	\$38,272					
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op II		\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op III		\$34,216	\$34,902	\$36,067	\$36,795	\$39,042					
Sanit-Truck Op II							\$42,624	\$43,472	\$37,869	\$45,022	\$45,032
Sanit-Truck Op II							\$39,520	\$41,138	\$42,203	\$45,022	\$58,531
Sanit-Truck Op II							\$37,877	\$41,371	\$37,869	\$45,022	\$45,022
Sanit-Truck Op I							\$33,738	\$38,295	\$39,062	\$45,702	\$39,333
Sanit-Truck Op I							\$33,738	\$34,094	\$35,464	\$39,324	\$39,333
Sanit-Truck Op I							\$33,783	\$34,412	\$33,076	\$39,324	\$39,333
Sanit-Truck Op I							\$35,319	\$33,738			\$36,754
Sanit-Truck Op Trainee									\$30,912	\$36,751	
STREETS & ROADS		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Streets & Roads Maintenance Worker		\$42,702	\$43,555	\$44,429	\$33,946	\$35,318	\$37,482	\$38,995	\$33,076	\$41,600	\$39,324
MARINA		2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Dock Attendant full time		\$21,382	\$31,824	\$33,114	\$33,114						
Dock Attendant full time		\$22,298	\$31,824	\$33,114	\$33,114						
Dock Attendant full time			\$31,824	\$33,114	\$33,114						
Dock Attendant full time #20						\$35,131		\$40,082	\$33,076 vacant	\$39,324	\$40,123
Dock Attendant full time #30						\$35,131		\$41,413	\$36,712	\$43,770	\$39,324
Dock Attendant full time #40						\$33,779		\$37,024	\$35,834	\$39,324 vacant	\$39,324 vacant
Dock Attendant full time #50								\$33,777	\$33,738	\$39,324 vacant	\$39,333 vacant
Dock Attendant full time #70								\$33,114	\$33,738		
Marina Maint Worker II					\$29,120	\$31,200	\$35,003	\$35,703	\$41,330	\$48,173	\$48,173

Lake Park Lowest Salaries FY 2016 - 2025 (data from review of final budgets- "Budgeted", Not "Year to Date")
Hard to exactly match up positions with salaries through the years due to position name changes, new hires, etc. Susan LaFontaine, resident

GROUNDS MAINTENANCE										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Crew Leader / Lead Groundskeeper as of 2021	\$30,368	\$30,971	\$31,595	\$32,885	\$34,050	\$34,824	\$35,672	\$36,379	\$42,186	\$41,600
Maint Wrkr III, then Maint Wrkr II in 2019 and Groundskeeper as of 2021. ?New person in 2021?	\$42,266	\$43,118	\$43,992	\$43,992	\$43,992	\$33,391	\$30,084	\$39,680	\$35,988	\$35,256
Maint Wrkr II / Groundskeeper as of 2021, but ?New personnel in 2021?	\$34,570	\$35,256	\$36,504	\$37,794	\$39,312	\$29,469	\$28,474	\$28,474	\$35,256	
Maint Wrkr II / Groundskeeper as of 2021 but ?New personnel in 2021 since salary dropped \$ to \$33391	\$23,192	\$26,000	\$29,869	\$30,930	\$31,554	\$27,290	\$31,533	\$31,533	\$34,347	\$34,861
Part Time Groundskeeper (vacant 2025)										\$17,174
Part Time Groundskeeper (vacant 2025)										\$17,174
Irrigation Tech II (vacant 2024, 2025)	\$32,552	\$33,862	\$36,067	\$37,523	\$38,854	\$41,039	\$43,326	\$43,326	\$42,077	\$52,000
SANITATION										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Sanit - Equip Op II	\$28,704	\$29,286	\$29,869	\$29,869	\$31,075					
Sanit - Equip Op II	\$30,139	\$30,742	\$32,011	\$32,011	\$32,323					
Sanit - Equip Op III	\$41,974	\$41,974	\$41,974	\$37,523	\$39,832					
Sanit - Equip Op III	\$34,216	\$34,902	\$36,067	\$37,523	\$38,272					
Sanit - Equip Op II	\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op II	\$28,704	\$29,286	\$29,869	\$31,075	\$31,075					
Sanit - Equip Op III	\$34,216	\$34,902	\$36,067	\$36,795	\$39,042	\$42,624	\$43,472	\$37,869	\$45,022	\$45,032
Sanit-Truck Op II						\$39,520	\$41,138	\$42,203	\$45,022	\$58,531
Sanit-Truck Op II						\$37,877	\$41,371	\$37,869	\$45,022	\$45,022
Sanit-Truck Op I						\$33,738	\$38,295	\$39,062	\$45,702	\$39,333
Sanit-Truck Op I						\$33,738	\$34,094	\$35,464	\$39,324	\$39,333
Sanit-Truck Op I						\$33,783	\$34,412	\$33,076	\$39,324	\$39,333
Sanit-Truck Op Trainee						\$35,319	\$33,738	\$30,912	\$36,751	\$36,754
STREETS & ROADS										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Streets & Roads Maintenance Worker	\$42,702	\$43,555	\$44,429	\$33,946	\$35,318	\$37,482	\$38,995	\$33,076	\$41,600	\$39,324
MARINA										
	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Dock Attendant full time	\$21,382	\$31,824	\$33,114	\$33,114						
Dock Attendant full time	\$22,298	\$31,824	\$33,114	\$33,114						
Dock Attendant full time		\$31,824	\$33,114	\$33,114						
Dock Attendant full time #20					\$35,131		\$40,082	\$33,076 vacant	\$39,324	\$40,123
Dock Attendant full time #30					\$35,131		\$36,712	\$38,189	\$43,770	\$39,324
Dock Attendant full time #40					\$33,779		\$35,834	\$33,076 vacant	\$39,324 vacant	\$39,324 vacant
Dock Attendant full time #50							\$33,777	\$33,738	\$39,324 vacant	\$39,333 vacant
Dock Attendant full time #70							\$33,114	\$33,738		
Marina Maint Worker II				\$29,120	\$31,200	\$35,003	\$35,703	\$41,330	\$48,173	\$48,173

Lake Park Lowest Salaries FY 2016 - 2025 (data from review of final budgets- "Budgeted", Not "Year to Date")
Hard to exactly match up positions with salaries through the years due to position name changes, new hires, etc. Susan LaFontaine, resident

Public Comment on Fiscal Year 2025-2026 Budget Considerations

Michael Steinbauer, 435 Greenbriar Dr. pipestone1992@gmail.com 608-332-5547

I want to thank the Commissioners, Town Manager, and Finance Director for their work spent preparing a proposed budget. Concurrently, I sense you are aware of the growing resident resentment specifically around department head salaries and any considered increases in that sector.

Your responsibility is to be **good stewards of taxpayer dollars**. Every dollar we approve for salaries cannot be used for maintaining infrastructure, supporting public safety, or providing essential services. When many residents are facing **rising costs of living**, from groceries to property taxes, it simply feels burdensome to increase spending on already excessive administrative salaries.

Many hardworking families in this community haven't seen raises that keep pace with inflation, yet we're being asked to approve increases upon residents who feel tapped out.

Furthermore, outside of union contracts, salary increases should be tied directly to **individually measurable performance**. Before considering giving every single town employee a merit increase of 3%, across the board, (and how is that action individualized?), we need clear benchmarks showing how a raise will improve efficiency, accountability, or the quality of services delivered. Otherwise, we risk approving spending without evidence of benefit. Something you never do. The excuse about having to pay excessive wages to attract and retain quality people is old and unproven.

Two ideas come to mind. One, to **freeze all town expenses of any kind for a one-year period** and live off the budget we have had this past year. With Forest Development's future lease and tax payments now uncertain, we cannot plan budget projections around this revenue stream. We lived well enough under the current budget terms. And we can better study competitive salary ranges with more accurate and relevant research, than the one D'Agostino used to justify his generosity to earn loyalty.

Second, I could advocate for **no merit or COLA increases for all employees making above \$100,000**. We would witness a substantial savings for the town with a one-year freeze. No employee making over \$100,000 will resign in protest and find better paying employment.

These ideas position us for a stronger fiscal house, with more accurate budget projections, and to have saved money for projects like a mixed use community center, for example.

Thank you.