



Lake Park Town Commission, Florida

Regular Commission Meeting Minutes

Wednesday, August 16, 2023

Immediately Following the Community Redevelopment Agency Meeting
Commission Chamber, Town Hall, 535 Park Avenue, Lake Park, FL 33403

Roger Michaud	—	Mayor
Kimberly Glas-Castro	—	Vice-Mayor
John Linden	—	Commissioner
Mary Beth Taylor	—	Commissioner
Judith Thomas	—	Commissioner
John D’Agostino	—	Town Manager
Thomas J. Baird, Esq.	—	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 contact the Town Clerk’s office by calling 881-3311 at least 48 hours in advance to request accommodations.

CALL TO ORDER/ROLL CALL

7:40 pm

PRESENT

Mayor Roger Michaud

Vice-Mayor Kimberly Glas-Castro

Commissioner John Linden

Commissioner Mary-Beth Taylor

Commissioner Judith Thomas

PLEDGE OF ALLEGIANCE

Led by Commissioner Linden

SPECIAL PRESENTATION/REPORT:

None

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.

None

CONSENT AGENDA:

All matters listed under this item are considered routine and action will be taken by one motion. There will be no separate discussion of these items unless a Commissioner or person so requests, in which event the item will be removed from the general order of business and considered in its normal sequence on the agenda. Any person wishing to speak on an agenda item is asked to complete a public comment card located on either side of the Chambers and given to the Town Clerk. Cards must be submitted before the item is discussed.

Motion to move Item #9, Resolution 38-05-23 to the September 6, 2023 meeting agenda made by Vice-Mayor Glas-Casto, Seconded by Commissioner Thomas.

Voting Aye: All

Motion made to approve all remaining consent items 1 through 8 made by Vice-Mayor Glas-Castro, Seconded by Commissioner Taylor.

Voting Yea: Mayor Michaud, Commissioner Linden, Commissioner Thomas

1. August 2, 2023 Regular Commission Meeting Minutes
2. Resolution 54-08-23 Authorizing and Directing the Mayor to Execute a Contract between the Town of Lake Park and LaPorta Contracting, LLC to provide the Labor and Materials Necessary to Replace the Roof of the Lake Shore Park Tennis Pro Shop.

3. Resolution 55-08-23 Authorizing and Directing the Mayor to Execute an Agreement with Inliner Solutions, LLC to Provide the Town with Stormwater Pipe Cured-in Place Rehabilitation Services.
4. Resolution 56-08-23 Authorizing and Directing the Mayor to Execute a Second Amendment to the Grant Agreement between the State of Florida, Department of State, Division of Historical Resources, and the Town of Lake Park for Town Hall Preservation Work Activities.
5. Resolution 57-08-23 Authorizing and Directing the Mayor to Execute an Agreement Between the Town of Lake Park and LaPorta Contracting, LLC, for the Replacement of the Town Hall Roof.
6. Resolution 58-08-23 Authorizing and Directing the Mayor to Sign the Grant Agreement with Palm Beach County for Funding through the Community Development Block Grant Program for Playground Enhancements and ADA-Compliant Safety Improvements at Ilex Park
7. Resolution 59-08-23 20th Amendment to the Palm Beach Sheriff's Office Service Contract for Community Policing Services.
8. Resolution 60-08-23 Authorizing and Directing the Mayor to Execute a Contract between the Town of Lake Park and Sunshine Land Design, Inc., to Provide Stormwater Improvements and Road Resurfacing Services on Second Street.

Item #9 was pulled from the agenda and moved to the September 6, 2023 meeting agenda as per above recorded vote.

9. Resolution 38-05-23 Providing for a Finding of Necessity and Determining the Existence of Two or More Conditions in a Certain Area of the Town of Lake Park that Meet the Criteria Described in Section 163.340 (8), Florida Statutes; Providing for the Acceptance, Approval and Adoption of the Town of Lake Park Community Redevelopment Agency's Finding of Necessity Study; Finding the Need for a Community Redevelopment Area Under the Provisions of Chapter 163, Part 111, of the Florida Statutes.

PUBLIC HEARING(S) - ORDINANCE ON FIRST READING: None

PUBLIC HEARING(S) - ORDINANCE ON SECOND READING: None

NEW BUSINESS:

10. Discussion Regarding the Evergreen Solutions LLC 2023 Compensation Study for Town Employees.

Town Manager D'Agostino provided a summary of the Compensation Study (Exhibit A) and also provided a sample of some salary adjustments (Exhibit B).

Commissioner Thomas is happy that this is being done. She stated the need for the Town to maintain a good level of service to its residents.

Commissioner Linden stated that the study is geared towards compensating those that make the most. He stated that section 150 was omitted. He believes minimum wage should be \$20 per hour. He feels that he needs more information before he can vote on this and would like to see raises applied evenly among everyone. He asked what the total amount of all raises would be.

Finance Director Jeffrey Duvall stated that it would be approximately \$350,000. Town Manager D'Agostino stated that there are no employees in category 150 which is why it does not appear in the proposal. He also went over some salaries in category 10 line by line to show how everyone would be fairly compensated. Commissioner Linden stated that after hearing all of the salary ranges and positions, that he is good with the lower range numbers except at the higher ranges and has limited confidence in the study. He believes a flat raise across the board would be more suitable. Vice-Mayor Glas-Castro trusts that the numbers in the study are good but her concern is about the financial impact to the town given all the other things the Town is trying to accomplish and would need more information on the pay raises and the budget.

Commissioner Taylor would like to see salaries be higher for lower level workers.

Commissioner Thomas asked how often the Town hires at the minimum of the pay scale.

Town Manager D'Agostino stated that we never hire at the minimum.

She wanted to know, if the Town Manager wanted to hire someone above the minimum, would it have to come before the Commission for approval or would the Town Manager have the discretion to do that on his own. Town Manager D'Agostino stated that his discretion would end at the top of the range for any given position, balanced against what is budgeted for the position. Mayor Michaud stated that he feels staff is very stable at this time, but scales have to be adjusted to reflect the market in order to maintain that stability and to be able to provide enhanced services.

Motion made to accept the Evergreen Compensation Study for implementation when funds become available by Vice-Mayor Glas-Castro,

Seconded by Commissioner Thomas.

Commissioner Linden stated that he does not have enough information to vote. Vice-Mayor Glas-Castro asked to be furnished with documentation showing the impacts on the Town. Commissioner Linden requested clarification on what the Commission was voting on. Vice-Mayor Glas-Castro stated that they are only approving the pay grades, not the individual salaries.

Voting Yea: Mayor Michaud, Commissioner Taylor

Voting Nay: Commissioner Linden

11. Discussion of the Fiscal Year 2023/2024 Draft Budget

Town Manager D'Agostino provided budget highlights (Exhibit C) and the Draft Budget (Exhibit D).

Commissioner Taylor asked about Community Greening. Town Manager D'Agostino explained that this project would provide trees in swale areas. Vice-Mayor Glas-Castro asked how the Commission felt about the 3% reduction in the millage rate. She stated that 3% is only a token decrease. She also is concerned that the budget is not balanced at this point and feels frustrated that there is nothing that can really be cut from the budget. Finance Director Duvall clarified that the budget is balanced but they are not comfortable with the \$355,000 that is going back to reserves.

He stated that they would like to cut an additional \$300,000 from the budget to bring the reserves up to \$650,000. Town Manager D'Agostino stated that due to upcoming increases in revenue for the Town, such as Nautilus 220, the Town would be able to reduce the millage rate even more in the future. Commissioner Thomas expressed a desire to keep the millage rate the same for now knowing that we would be reducing the rate significantly the following year. Commissioner Taylor requested that the Commission "brainstorm" on its own to come up with ideas to create excitement in the Town that wouldn't cost a lot to promote togetherness in the Town. Commissioner Linden doesn't know what he will tell residents who are struggling with inflation that we are issuing pay raises. Finance Director Duvall asked if the Commission had received the status of the American Rescue Plan Act (ARPA) funds. They stated that they had received that. Finance Director Duvall went over some of the anticipated uses for the funds such as the sign out front and audio for the Commission Chamber.

PUBLIC COMMENT:

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None

TOWN ATTORNEY, TOWN MANAGER, COMMISSIONER COMMENTS:

Town Attorney Baird had no comments.

Town Manager D'Agostino provided comments (Exhibit E). Vice-Mayor Glas-Castro asked about an invitation for the Veteran's Day Parade. Commissioner Linden talked about the Parade and the Town's participation and would facilitate anyone wanting to participate.

Commissioner Thomas asked about the septic to sewer initiative and if there was a reduction in the amount that was promised to us. Town Manager D'Agostino explained that the reduction was based on the Governor's budget needs. She also asked about a property at 1102 and the five year contract with them to remain on the property.

Town Manager D'Agostino advised that those are the correct terms of the contract and stated that it is still a requirement. He advised that the property was purchased in November of 2022 and the town met with the family on several occasions and believes they will complete the project in earnest.

Commissioner Thomas stated they had a great time in Orlando with the League of Cities and she thanked the Town for allowing her to attend. Commissioner Taylor had no comment. Vice-Mayor Glas-Castro had no comment. Mayor Michaud was grateful to be able to attend in Orlando with his fellow Commissioners.

REQUEST FOR FUTURE AGENDA ITEMS:

Commissioner Linden proposes the Commission time at the beginning of each meeting to openly discuss issues they are hearing from the public. He also spoke about a resident on Teak Drive who would like the Commission to re-visit speed humps to reduce speeds on that road.

Consensus was reached by the Commission to change the agenda moving forward so that Commissioner/Town Manager/Town Attorney Comments and public comments would be heard at the beginning of all Commission meetings and to also remove the 2nd public comment section at the end of the agenda.

ADJOURNMENT:

Motion to adjourn made by Vice Mayor Glas-Castro

Seconded by Commissioner Linden

Voting Aye: All

Meeting Adjourned 9:38 pm

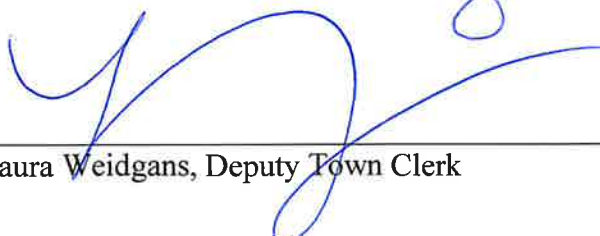
FUTURE MEETING DATE: Next Scheduled Commission Meeting will be held on September 5, 2023-
First Public Budget Hearing.



Mayor Roger D. Michaud



Vivian Mendez, Town Clerk



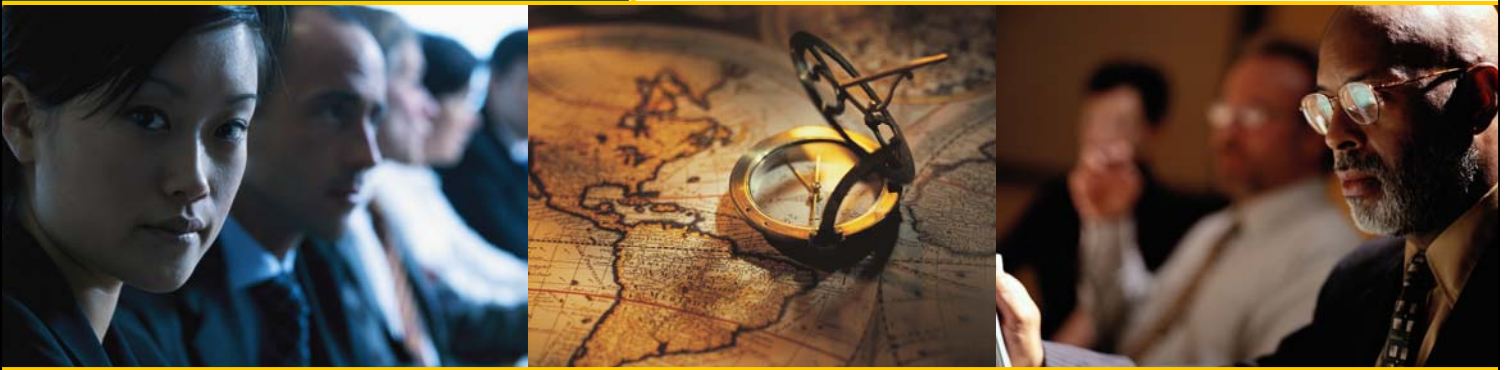
Laura Weidgans, Deputy Town Clerk



Approved on this 6 of September, 2023

Classification and Compensation Study for the Town of Lake Park

FINAL REPORT



Evergreen Solutions, LLC

May 15, 2023

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Chapter 1 - Introduction

In February 2022, Evergreen Solutions (“Evergreen”) was retained by the Town of Lake Park (“the Town”) to conduct a Classification and Compensation Study for all employees. Evergreen previously conducted a Pay and Compensation Study for the Town in 2019. The purpose of the 2022 study was to update the existing pay plan as well as ensure internal and external equity within the plan. The recommendations offered in this study are intended to meet the Town’s desire to attract and retain qualified employees.

Internal equity relates to the fairness of an organization’s compensation practices among its current employees. Specifically, by reviewing the skills, capabilities, and duties of each position, it can be determined whether similar positions are being compensated in a similar manner within the Town. The classification component of this study is aimed at resolving any inconsistencies related to job requirements and providing some clarity to the plan in place.

External equity deals with the differences between what the Town is paying for each classification of employees and what compensation is available in the market place for the same skills, capabilities, and duties.

As part of the study, Evergreen Solutions was tasked with:

- holding a study kick-off meeting;
- analyzing the Town’s current salary structure to determine its strengths and weaknesses;
- conducting employee outreach by interviewing Town leaders and holding focus groups with a representative sample of employees;
- facilitating discussions to develop an understanding of its compensation philosophy;
- collecting classification information through the Job Assessment Tool (JAT) process to analyze the internal equity of the Town’s classification system;
- conducting a market compensation survey to assess external equity (market competitiveness) of the Town’s current pay plan;
- developing recommendations for improvements to classification titles and the creation of new titles, as appropriate;
- developing a competitive compensation structure and slotting classifications into that structure while ensuring internal and external equity;



- developing optional methods for transitioning salaries into the new structure and calculating cost estimates for implementation;
- providing the Town with information and strategies regarding compensation and classification administration;
- preparing and submitting draft and final reports that summarize the study findings and recommendations.

1.1 STUDY METHODOLOGY

To provide relevant information to the Town, Evergreen combined qualitative with quantitative data analysis to produce recommendations that maximize the fairness and competitiveness of the Town's classification structure and practices.

Project activities included:

- conducting a project kick-off meeting;
- providing an orientation session for employees;
- facilitating employee interviews;
- conducting a market compensation survey;
- developing recommendations for compensation management;
- developing detailed implementation recommendations; and
- crafting the draft and final reports including all compensation analysis.

Kickoff Meeting

The kickoff meeting provided an opportunity to discuss the history of the organization, finalize the work plan, and begin the data collection process. Data collection of relevant background material (including existing pay plans, organization charts, policies, procedures, training materials, job descriptions, and other pertinent material) is part of this process.

Assessment of Current Conditions

This analysis provides an overall assessment of the existing pay plans and related data for the Town's employees at the time the study began. The pay plans, the progression of employee salaries through pay grades, employee tenure, and the distribution of employees in the Town are all examined during this process. The findings of this analysis are summarized in **Chapter 2** of this report.

Employee Outreach

During the focus groups, employees were asked about their experience with the Town and to identify any concerns they have about compensation or classification. Feedback received from employees helped to highlight areas where the employees feel attention and consideration are needed. This information, found in **Chapter 3**, provided some basic perceptual background, as well as a starting point for the research process.



Salary Survey

The external market is defined as identified peers with which the Town competes for qualified employees, including those that have similar characteristics, demographics, and service offerings as the target organization. Benchmark positions were identified from each area and level of the organization and include a large cross-section of positions in the Town. Once the target and benchmark information were finalized, a market survey tool was created to solicit salary information from each of the peer organizations.

When the results were received, the data were analyzed, cleaned, and entered to provide aggregate findings. The results of the salary survey are provided in **Chapter 4**.

Job Assessment Tool (JAT) Classification Analysis

Although market data are imperative for determining pay grade value for job titles, they are not the only factor that contributes to recommended placement. In addition to collecting market data, job questionnaire data were used to slot positions. Evergreen's Job Assessment Tool (JAT) was administered to all employees during the study and was available to all employees for a three-week period to allow for sufficient participation. Upon completion of the JAT, supervisors were provided the opportunity to review employee submittals and provide feedback on responses. The JAT provided a score for each Town job title which was used to determine the hierarchy and value of all job titles based on each one's complexities. Each classification's score was based on the employee and supervisor responses to the JAT. The scores allowed for a comparison of classifications in the Town.

Recommendations

The development of recommendations followed agreement on the structure of the compensation and classification system. During this phase, desired range spreads (distance from minimum to maximum) and midpoint progressions (distance from the midpoint of one pay grade to the next) were established. In addition, the Town identified its desired market position and compensation philosophy. Subsequently, the pay plan and job slotting within the system were adjusted to account for this desired position in the market.

As part of the study, job titles for employees were determined to best reflect the roles and responsibilities of each position. With the salary schedules and job titles established, jobs can be slotted into the proposed pay grade structure using market data and feedback from Human Resources staff in the Town.

The final step in the development of recommendations was to identify the costs associated with each step of the analysis. The data from the job slotting were applied to the individual incumbents in the organization. This gave the Town the opportunity to view the total costs associated with the structural changes. Information was then provided to the Town on various ways to implement the proposed structure and possible adjustments that can be made to address any remaining issues. A summary of the findings and the associated recommendations in the study can be found in **Chapter 5**.



1.2 REPORT ORGANIZATION

This report includes the following five chapters:

- Chapter 1 – Introduction
- Chapter 2 – Assessment of Current Conditions
- Chapter 3 – Summary of Employee Outreach
- Chapter 4 – Salary Survey Summary
- Chapter 5 – Recommendations



Chapter 2 – Assessment of Current Conditions

Chapter 2 provides an overall assessment of the compensation system in place for employees of the Town of Lake Park. Data included here reflect the demographics in place at the time of the study and should be considered a snapshot in time. The data provide the baseline for analysis throughout the course of this study, but are not sufficient cause for recommendations in isolation. By conducting this review, Evergreen gained a better understanding of the structure and associated salary practices in place, and identified issues for both further review and potential revision.

2.1 ANALYSIS OF THE PAY PLAN

The Town administers two open range pay plans for its employees. **Exhibit 2A and 2B** provides details related to the value of each pay range at the minimum, the calculated midpoint, and the maximum; the range spread for each (the distance between the pay range minimum and maximum); the midpoint progression (the distance between the midpoint of adjacent pay grades); and the number of employees in each pay grade.

As shown, the pay plan for non-union workers supports 32 employees and features 14 pay grades, whereas the plan for union members include six pay grades for 23 employees. The range spread across all pay grades averages 55 percent. The midpoint progression between the pay grades is variable with calculated values from seven percent to 23 percent.



EXHIBIT 2A
SUMMARIZED PAY PLAN FOR NON-UNION EMPLOYEES

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression	Employees
10N	\$27,000.00	\$34,425.00	\$41,850.00	55%	-	2
40N	\$33,076.16	\$42,172.11	\$51,268.05	55%	23%	3
50N	\$35,391.49	\$45,124.15	\$54,856.81	55%	7%	3
60N	\$37,868.90	\$48,282.85	\$58,696.79	55%	7%	0
70N	\$40,519.72	\$51,662.64	\$62,805.57	55%	7%	6
80N	\$43,356.10	\$55,279.03	\$67,201.95	55%	7%	1
90N	\$46,391.03	\$59,148.56	\$71,906.09	55%	7%	1
100N	\$49,638.40	\$63,288.96	\$76,939.52	55%	7%	4
130N	\$66,068.71	\$84,237.61	\$102,406.50	55%	33%	0
140N	\$72,675.58	\$92,661.36	\$112,647.15	55%	10%	3
150N	\$79,943.14	\$101,927.50	\$123,911.86	55%	10%	3
160N	\$87,937.45	\$112,120.25	\$136,303.05	55%	10%	1
170N	\$96,731.20	\$123,332.28	\$149,933.35	55%	10%	4
180N	\$106,404.32	\$135,665.50	\$164,926.69	55%	10%	1
				55%	11%	32

EXHIBIT 2B
SUMMARIZED PAY PLAN FOR UNION EMPLOYEES

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression	Employees
20U	\$28,890.00	\$36,834.75	\$44,779.50	55%	-	3
40U	\$33,076.16	\$42,172.11	\$51,268.05	55%	14%	9
50U	\$35,391.49	\$45,124.15	\$54,856.81	55%	7%	2
60U	\$37,868.90	\$48,282.84	\$58,696.79	55%	7%	2
70U	\$40,519.72	\$51,662.64	\$62,805.57	55%	7%	1
90U	\$46,391.03	\$59,148.56	\$71,906.09	55%	14%	6
				55%	10%	23



All classifications (job titles) are displayed in **Exhibit 2C**. The total number of unique classifications utilized by the Town is 49 for its 55 employees.

EXHIBIT 2C LIST OF CLASSIFICATIONS

Classification Title	Classification Title
Accountant	Foreman - Sanitation
Accountant, Senior	Foreman - Vehicle Maintenance
Accounting Technician	Grant Writer/Public Information Officer
Assistant Director - Finance	Groundskeeper
Assistant Director - Library	Groundskeeper, Lead
Assistant Town Manager/Director - Human Resources	Irrigation Technician
Camp Counselor	Lead Groundskeeper
Code Compliance Officer	Library Assistant
Community Development Technician	Library Assistant - Children's
Deputy Town Clerk	Maintenance Worker
Director - Community Development	Manager - Capital Projects
Director - Finance	Marina Maintenance Worker II
Director - Information Technology	Marketing Specialist
Director - Library	Mechanic
Director - Marina	Planner
Director - Public Works	Planner - Pt
Director - Special Events	Public Works Operations Manager
Dock Attendant	Recreation Supervisor
Dockmaster	Sanitation Truck Operator I
Events Coordinator	Sanitation Truck Operator II
Executive Assistant	Stormwater Infrastructure Foreman
Facilities Maintenance Worker I	Stormwater Technician I
Facilities Maintenance Worker II	Stormwater Technician II
Foreman - General Infrastructure	Town Clerk
Foreman - Grounds Maintenance	

2.2 SALARY PLACEMENT ANALYSIS

When assessing the effectiveness of a pay plan and associated policies, it is helpful to analyze where employee salaries stand in comparison to their classification's pay range. Identifying areas where there are clusters of employee salaries can illuminate potential pay progression concerns within a pay plan. It should be noted that employees' salaries, and the progression of the same, is associated with an organization's compensation philosophy—specifically, the method of salary progression and the availability of resources. Therefore, the placement of employee salaries should be viewed with this context in mind.

Below and At Minimum and At or Above Maximum

In general, the placement of an employee's salary at a classification's pay range minimum would generally indicate a newer employee or an employee that was recently promoted into a classification who has not had the opportunity or experience needed to progress through the range. In contrast, an employee with a salary at or near the maximum of their pay range is generally an employee with longer tenure who has had the opportunity, experience, and/or performance to progress their salary toward the top of the pay range.

Exhibit 2D displays the percentage of employees whose salaries are at or below their respective pay range minimum and at or above the pay range maximum of their respective pay range maximum. Employees not included in these charts are compensated somewhere between the upper and lower thresholds. The percentages presented are based on the total number of employees in that grade. As shown, zero employees (0.0 percent) have a salary below or at their respective pay range minimum or at the maximum; however, five employees (9.1 percent) have a salary above the maximum.

Below and Above Midpoint

In addition to assessing the number of employee salaries at minimum and maximum, an analysis was conducted to determine the number of employees with salaries below and above pay range midpoint. Employees with salaries close to the midpoint of a pay range typically would be fully proficient in their classification and require minimal supervision to complete their job duties while performing satisfactorily. Within this framework, pay range midpoint is commonly considered to be the salary an individual could reasonably expect for similar work in the market. Therefore, it is important to examine the percentage and number of employees with salaries above and below the calculated midpoint.

Exhibit 2E displays the percentage of employee whose salaries are below or above their respective pay range midpoint. The percentages presented are based on the total number of employees in that grade. As can be seen, 37 employees (67.3 percent) are compensated below their pay range midpoint, and 18 (32.7 percent) are compensated above.



EXHIBIT 2D
BELOW AND AT MINIMUM AND AT OR ABOVE MAXIMUM BY GRADE

Grade	Employees	Below Min		At Min		At Max		Above Max	
		#	%	#	%	#	%	#	%
10N	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%
40N	3	0	0.0%	0	0.0%	0	0.0%	1	33.3%
50N	3	0	0.0%	0	0.0%	0	0.0%	1	33.3%
70N	6	0	0.0%	0	0.0%	0	0.0%	0	0.0%
80N	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%
90N	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%
100N	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%
140N	3	0	0.0%	0	0.0%	0	0.0%	0	0.0%
150N	3	0	0.0%	0	0.0%	0	0.0%	0	0.0%
160N	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%
170N	4	0	0.0%	0	0.0%	0	0.0%	0	0.0%
180N	1	0	0.0%	0	0.0%	0	0.0%	0	0.0%
20U	3	0	0.0%	0	0.0%	0	0.0%	0	0.0%
40U	9	0	0.0%	1	11.1%	0	0.0%	0	0.0%
50U	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%
60U	2	0	0.0%	0	0.0%	0	0.0%	0	0.0%
70U	1	0	0.0%	0	0.0%	0	0.0%	1	100.0%
90U	6	0	0.0%	0	0.0%	0	0.0%	2	33.3%
Total	55	0	0.00%	1	1.8%	0	0.0%	5	9.1%



EXHIBIT 2E
BELOW AND ABOVE MIDPOINT BY GRADE

Grade	Employees	<Mid		Mid>	
		#	%	#	%
10N	2	2	100.0%	0	0.0%
40N	3	1	33.3%	2	66.7%
50N	3	2	66.7%	1	33.3%
70N	6	1	16.7%	5	83.3%
80N	1	0	0.0%	1	100.0%
90N	1	1	100.0%	0	0.0%
100N	4	3	75.0%	1	25.0%
140N	3	2	66.7%	1	33.3%
150N	3	2	66.7%	1	33.3%
160N	1	1	100.0%	0	0.0%
170N	4	4	100.0%	0	0.0%
180N	1	1	100.0%	0	0.0%
20U	3	3	100.0%	0	0.0%
40U	9	9	100.0%	0	0.0%
50U	2	2	100.0%	0	0.0%
60U	2	1	50.0%	1	50.0%
70U	1	0	0.0%	1	100.0%
90U	6	2	33.3%	4	66.7%
Total	55	37	67.3%	18	32.7%



2.3 QUARTILE ANALYSIS

In a quartile analysis, each salary range is divided into four equal segments (quartiles) and employees are assigned a quartile based on where their current salary falls. While there is no best practice for what average tenure should be for each quartile, and other factors outside of the breadth of this analysis can impact placement (e.g. promotional and hiring practices), this analysis is useful in revealing areas of compression within a compensation system when paired with tenure data. Generally, the ideal outcome is for the analysis to show a strong correlation between tenure and quartile, where higher tenure would be experienced in higher quartiles.

Exhibit 2F shows the number of employee salaries that are in each quartile of each pay range. Also, the average overall tenure (i.e. how long an employee has been employed by the Town) by quartile is shown. As displayed, 21 (38.2 percent) employees have salaries in the first quartile of their respective range, 16 (28.1 percent) employees have salaries in the second quartile, nine (16.4 percent) employees have salaries in the third quartile, and nine (16.4 percent) employees have salaries in the fourth quartile. Additionally, tenure for each quartile is as follows: average tenure in the first quartile is 7.8 years, is 4.2 years in the second quartile, is 8.5 years in the third quartile, and is 20.6 years in the fourth quartile. Increases in compensation are to be expected when pay progression is closely tied to years of service.



EXHIBIT 2F QUARTILE ANALYSIS

Grade	Total Employees	Avg. Tenure	1st Quartile			2nd Quartile			3rd Quartile			4th Quartile		
			#	%	Avg. Tenure	#	%	Avg. Tenure	#	%	Avg. Tenure	#	%	Avg. Tenure
10N	2	3.9	2	100.0%	3.9	0	0.0%	-	0	0.0%	-	0	0.0%	-
40N	3	3.0	1	33.3%	3.1	0	0.0%	-	1	33.3%	0.5	1	33.3%	5.4
50N	3	16.7	1	33.3%	9.3	1	33.3%	0.5	0	0.0%	-	1	33.3%	40.2
70N	6	8.5	0	0.0%	-	1	16.7%	0.2	5	83.3%	10.1	0	0.0%	-
80N	1	8.4	0	0.0%	-	0	0.0%	-	0	0.0%	-	1	100.0%	8.4
90N	1	6.0	0	0.0%	-	1	100.0%	6.0	0	0.0%	-	0	0.0%	-
100N	4	6.3	0	0.0%	-	3	75.0%	3.3	1	25.0%	15.3	0	0.0%	-
140N	3	2.3	1	33.3%	5.6	1	33.3%	0.5	0	0.0%	-	1	33.3%	0.6
150N	3	8.1	2	66.7%	11.9	0	0.0%	-	1	33.3%	0.3	0	0.0%	-
160N	1	15.2	1	100.0%	15.2	0	0.0%	-	0	0.0%	-	0	0.0%	-
170N	4	3.4	2	50.0%	6.0	2	50.0%	0.9	0	0.0%	-	0	0.0%	-
180N	1	20.7	1	100.0%	20.7	0	0.0%	-	0	0.0%	-	0	0.0%	-
20U	3	1.1	3	100.0%	1.1	0	0.0%	-	0	0.0%	-	0	0.0%	-
40U	9	5.0	5	55.6%	2.4	4	44.4%	8.4	0	0.0%	-	0	0.0%	-
50U	2	4.0	0	0.0%	-	2	100.0%	4.0	0	0.0%	-	0	0.0%	-
60U	2	8.8	1	50.0%	1.5	0	0.0%	-	1	50.0%	16.1	0	0.0%	-
70U	1	35.8	0	0.0%	-	0	0.0%	-	0	0.0%	-	1	100.0%	35.8
90U	6	26.8	1	16.7%	12.8	1	16.7%	14.3	0	0.0%	-	4	66.7%	33.4
Overall	55	10.2	21	38.2%	7.8	16	29.1%	4.2	9	16.4%	8.5	9	16.4%	20.6



2.4 COMPRESSION ANALYSIS

Comparison with Supervisor Salaries

Compression (when pay differentials are too small to be considered equitable) can be seen as a threat to internal equity and morale. One common form of pay compression can be defined as the lack of variation in salaries between employees with significantly different levels of experience and responsibility. An example of this can be observed when the pay of supervisors and their subordinates are too similar. The following analysis attempts to determine if such compression can be observed in the Town.

Employee salary data were utilized to determine if the employee's salary was either less than 80 percent, less than 95 percent, or more than 95 percent of their supervisor's salary; **Exhibit 2G** shows that 41 (74.5 percent) employee salaries fall below 80 percent of their supervisor's salary, two (3.6 percent) fall below 95 percent, and one (1.8 percent) is greater than 100 percent. This would seem to indicate that no serious compression of salaries is taking place as it relates to supervisor salaries.

**EXHIBIT 2G
EMPLOYEE TO SUPERVISOR SALARY RATIO BY GRADE**

Grade	Less than 80%	80% < X < 95%	95% < X < 100%	Greater than 100%
10N	2	0	0	0
40N	3	0	0	0
50N	3	0	0	0
60N	0	0	0	0
70N	4	0	0	0
80N	1	0	0	0
90N	1	0	0	0
100N	4	0	0	0
130N	0	0	0	0
140N	0	2	0	0
150N	0	0	0	0
160N	0	0	0	0
170N	0	0	0	0
180N	0	0	0	1
20U	3	0	0	0
40U	9	0	0	0
50U	2	0	0	0
60U	2	0	0	0
70U	1	0	0	0
90U	6	0	0	0
Totals	41	2	0	1



Actual Versus Expected Salary Placement

Another form of pay compression can occur when employees have not progressed through their pay range as their years of experience increase. The following analysis examines how far each employee has penetrated into their current pay range and compares it with their expected placement—assuming a 30-year period between minimum and maximum. Generally, the only source of concern would be employees that are more than ten percent below expected placement. Simply having employees in this group does not necessarily mean there are corresponding compression issues, assuming there is a reason for these placements. It is also acknowledged that the Town's compensation practices may differ from progressing employees' salaries based upon tenure.

Exhibit 2H displays the number and percentage of employees whose actual salary placement varies from their expected placement. **Note:** This analysis considers an employee's years of service in their current classification, unlike the quartile analysis, which considers overall years of experience. As can be seen, 28 (50.9 percent) employees have salaries that are within ten percent of their expected salary placement, whereas two (3.6 percent) employees have salaries that are more than ten percent below expected placement and 25 (45.5 percent) employees have salaries that are more than ten percent above.

EXHIBIT 2H
ACTUAL VERSUS EXPECTED PLACEMENT BY GRADE

Grade	Less than -10%	-10 < X < -5%	-5% < X < 5%	5% < X < 10%	Greater than 10%
10N	0	0	2	0	0
40N	0	0	1	0	2
50N	0	1	0	0	2
60N	0	0	0	0	0
70N	0	0	0	2	4
80N	0	0	0	0	1
90N	0	0	1	0	0
100N	0	0	0	1	3
130N	0	0	0	0	0
140N	0	0	1	0	2
150N	1	0	1	0	1
160N	1	0	0	0	0
170N	0	0	2	0	2
180N	0	1	0	0	0
20U	0	0	2	1	0
40U	0	0	6	3	0
50U	0	0	0	1	1
60U	0	0	0	1	1
70U	0	0	0	0	1
90U	0	0	1	0	5
Totals	2	2	17	9	25



2.5 DEPARTMENT/LOCATION DISTRIBUTION

As of February 2022, the Town employed 55 employees across 11 different departments. **Exhibit 2I** depicts the number of classifications that are present in each department, along with the number and overall percentage of total employees by department. As illustrated, the largest department (in terms of employees) is Public Works, with 23 employees representing 41.8 percent of the Town's workforce.

EXHIBIT 2I
EMPLOYEES AND CLASSIFICATIONS BY DEPARTMENT/LOCATION

Department	Employees	Classes	% of Total
Library	4	4	7.3%
Community Development	8	6	14.5%
Marina	6	3	10.9%
Finance	5	5	9.1%
Special Events	2	2	3.6%
Town Manager	1	1	1.8%
Human Resources	2	2	3.6%
Public Works	23	19	41.8%
Town Clerk	2	2	3.6%
Information Technology	1	1	1.8%
Communication & Grants	1	1	1.8%
Total	55	46	100.0%

2.6 SUMMARY

The information contained in this chapter identifies features of the overall structure of the compensation system, as well as the administration of it at the individual employee level. Notably, the following was found:

- **Pay Plan** – The Town administers two open-range pay plans, both with consistent range spreads. The midpoint progression does vary fairly significantly between certain pay grades.
- **Salary Distribution** – It was noted that 67.3 percent of the 55 employees have starting salaries that fall below the midpoint. Additionally, the average tenure between the first and second quartiles decreases from 7.8 years in the first quartile to 4.2 years in the second. This may be indicative of a potential area of salary compression between newly hired and tenured employees.

This analysis serves as a starting point for the development of recommendations in this report. These observations were reviewed and considered in more detail throughout the course of the study. Paired with market data, Evergreen was able to make recommendations that will ensure that the compensation system at the Town is structurally sound, competitive with the market, and equitable.



Chapter 3 - Summary of Employee Outreach

On March 28, 2022, the Evergreen Solutions Team released an employee survey on behalf of the Town of Lake Park. The objective of this survey, which was open for 12 days, was to collect feedback on the strengths and weaknesses of the current compensation and classification plans. As a result, Evergreen received 35 survey responses from employees representing a cross section of departments and classifications as well as management levels.

Additionally, senior manager interviews were held March 9, 2022. The Evergreen team met with 11 department heads and executive-level staff members. These employees were asked to share their concerns with the current compensation and classification structure.

The remainder of this chapter summarizes the comments made by survey and interview participants. It is important to note that the views shared in this summary are not necessarily supported by Evergreen Solutions nor the Town. Evergreen, however, used this information as a basis for further investigation throughout the course of the study. In all instances, Evergreen has removed any information that may identify the commenter.

3.1 GENERAL FEEDBACK

Although the major purpose of the survey and interviews was to discuss compensation and classification, the first three questions asked in the survey received feedback related as to why employees initially came to work for the Town, why they remain employed, and what they feel the Town does well for the employees. The most common replies were as follows.

- **Location** – Location was one of the most common survey responses as to why employees started working as well as remaining with the Town.
- **Job Security/Stability** – Job security and stability were another common survey response as to why employees started working and remain employed with the Town. Survey participants commented that the set schedule was also a huge benefit.
- **Work Enjoyment** – Work enjoyment rank as one of the most common responses to why employees remain with the Town. Staff members mentioned that they like the type of work that they perform and often feel like they are making a difference in their community.
- **Benefits** – The benefits offered by the Town was another top response. Employees commented in the survey that they are very appreciative of the generous package offered by the Town.



- **Coworkers** – Another contributing factor to employee retention are the people who work for the Town. Employees stated that they enjoy working with their colleagues and often described the Town as a “family atmosphere.”

Exhibit 3A shows the aggregate results factors that helped bring current employees to the County.

EXHIBIT 3A
REASONS FOR APPLYING WITH THE ORGANIZATION

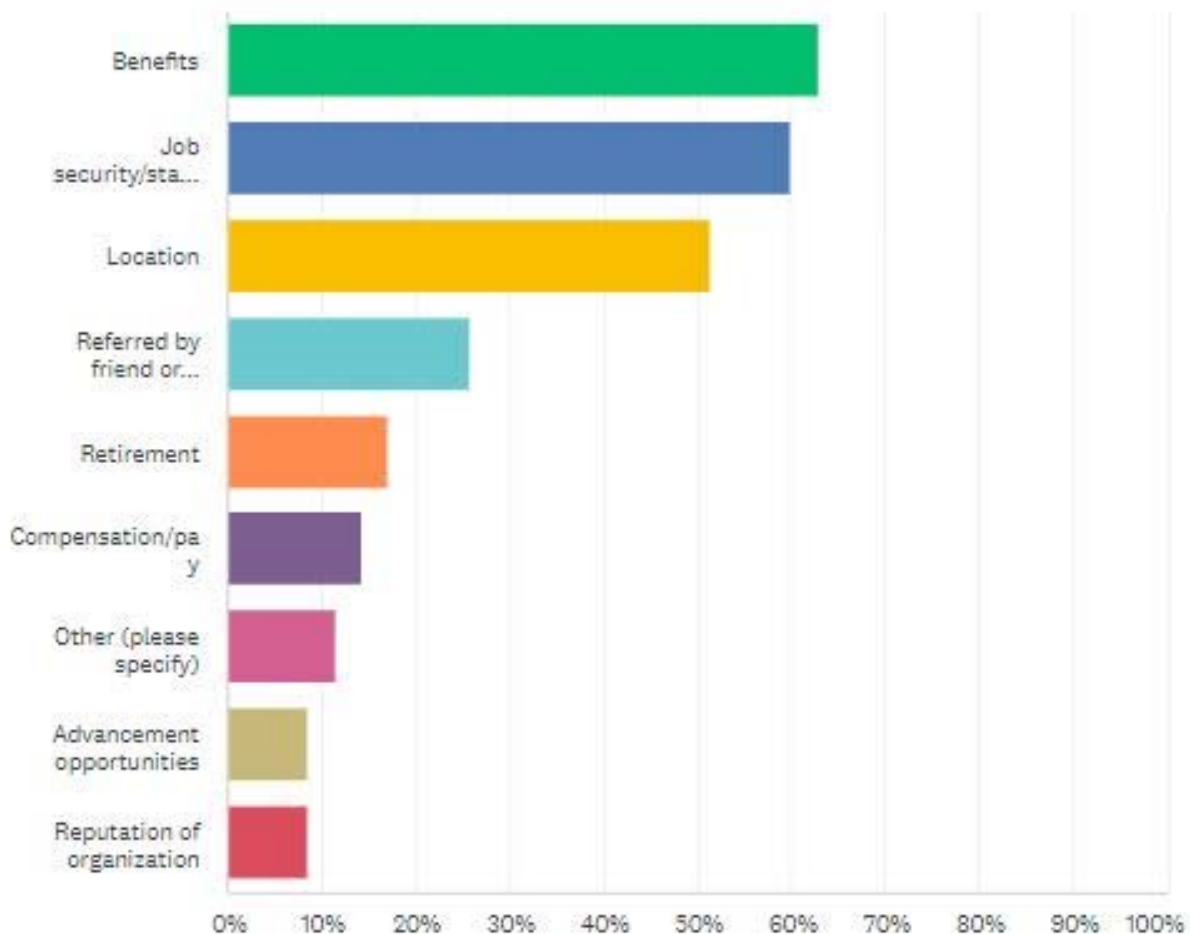
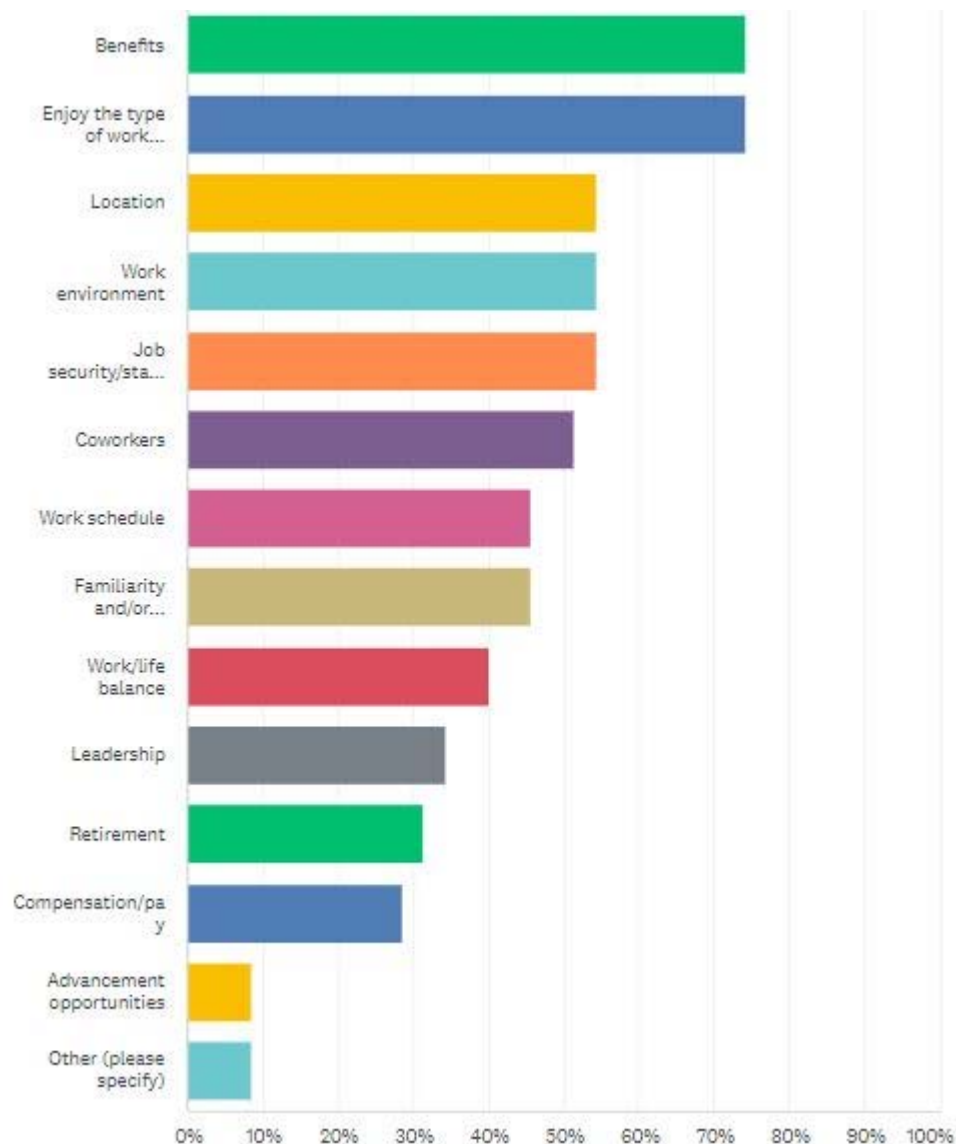


Exhibit 3B shows the aggregate results of factor that have encouraged employees to remain with the County.



EXHIBIT 3B REASONS FOR REMAINING WITH THE ORGANIZATION



3.2 COMPENSATION

Employees were asked about the County's compensation practices, policies, and procedures. The most frequent comments included the following:

- **Familiarity with Compensation System** – Most (37.14 percent) of the survey participants said they were very familiar with the Town's current compensation system.
- **Competitive Salaries** – The majority of survey participants (67.65 percent) felt the Town's salaries are not competitive with other public sector organizations.



- **Raises/Incentive/Paygrade Assignments** – More than half (54.55 percent) of the survey participants stated they feel raises, incentives, and paygrade assignments are not fair/equitable between employees.

3.3 CLASSIFICATION

Participants were asked about any classification concerns. Comments shared by employees related to the County's classification structure include:

- **Job Descriptions** – Many survey respondents participants felt like the job descriptions should be updated to better reflect the duties and responsibilities of the various roles.
- **Job Titles** – A few instances were cited where lower-level classifications were performing the same job as higher-levels of the same position. It was also mentioned that some job titles do not fit the actual work performed by the job.

3.4 SUMMARY

The employee feedback reported above represents common issues that typically exist in many organizations and not just the Town of Lake Park. Although the feedback reflected above generally highlights concerns and issues, it should be noted that the overall feedback was positive. As with any organization, however, employees perceive weaknesses in certain areas related to the current compensation and classification system. In today's working environment with multiple years of reduced funding and in many cases significantly increased expectations and requirements, employee job descriptions and classifications require consistent timely review and revision to allow the organizations to remain competitive and foster its compensation philosophy.



Chapter 4 – Salary Survey Summary

This chapter contains a market analysis in which the Town of Lake Park salary ranges are compared to select peer organizations. Market comparisons provide key information regarding an organization's competitive position. It is important to note that the comparison of the Town's salary ranges does not translate well at the individual employee level. This is because a market range simply provides the thresholds within which an employee's salary should be placed, versus providing any information on where specifically in the range an employee's salary should lay. Employee salary placement in the range is typically determined based on a multitude of variables, such as the incumbent's education level, and prior experience.

The salary survey focused on the average salary ranges offered by the market for 45 classifications. This external equity analysis allowed for a comprehensive examination of the Town's compensation structure. Market comparison analysis is best thought of as a snapshot of current conditions and provides the most up-to-date market information available at the time. In other words, market conditions will generally change over time and in some cases will change very quickly. Therefore, a market survey and analysis should be performed at regular intervals to help maintain market competitiveness.

The Town considered several factors when selecting peers for comparison, including the location, size, and socio-economic factors that impact the Town's ability to recruit and retain highly qualified employees. **Exhibit 4A** shows the 16 unique peers from which Evergreen solicited and obtained full or partial general market salary data for their matching classifications.

The Consumer Price Index (CPI), also referred to as the Cost of Living (COL) Index, shown in the chart is a measure reported by the U.S. Bureau of Labor Statistics, which examines the weighted average of prices of a basket of consumer goods and services, such as transportation, food, and medical care. It is calculated by taking price changes for each item in the predetermined basket of goods and averaging them. Changes in the CPI are used to assess price changes associated with the cost of living. Evergreen used the COL Factor (COL Index for the Town divided by the COL Index for the location) to adjust the salaries to be comparable to the salaries paid by the Town.



EXHIBIT 4A
TARGET MARKET PEERS AND COST OF LIVING FACTORS

Market Peers	Cost of Living Index
Town of Lake Park	115.4
City of Lake Worth	115.4
City of Delray Beach	115.4
Palm Beach Gardens	115.4
City of Rivera Beach	115.4
City of West Palm Beach	115.4
Palm Beach County	115.4
Palm Beach School Board	115.4
Seacoast Utility Authority	115.4
Town of Juno Beach	115.4
Town of Jupiter	115.4
Village of Royal Palm Beach	115.4
Village of Tequesta	115.4
Village of Wellington	115.4
Village of North Palm Beach	115.4
Solid Waste Authority	115.4

From the participating peers, 375 data points were collected for comparative purposes. All salary range data collected were adjusted for cost of living using a national cost of living index factor, which allowed salary dollars from entities outside of the immediate area to more accurately be compared in terms of spending power relative to the Lake Park area.

Exhibit 4B provides a summary of the results of the salary survey of all peer organizations.

These data represent base salary only and are composed of the following information:

- **Market Range Minimum, Midpoint, and Maximum.** The survey range minimum indicates the average minimum salary for each classification provided by peer organizations. Survey range midpoint provides the average midpoint of the peer respondents for each classification surveyed. Survey range maximum provides the average maximum of the survey participants for each classification surveyed.
- **Percent Differentials.** The percent differentials are shown for survey market range minimum, midpoint, and maximum. The differentials specify the variance between the Town's current published salary ranges and the market average shown in the exhibit. A positive differential indicates the Town is above market for that classification at the range minimum, midpoint, or maximum. Information is presented on positions that are above average to provide valuable information regarding the Town's competitive edge in the marketplace for those positions. A negative differential indicates the Town is



below market for that classification, indicating that these salaries are not as competitive.

In the final row of the exhibit, the average percent differentials for the range minimum, midpoint and maximum are provided. This is derived by averaging each classification's percent differential.

- **Survey Average Range Spread.** The range spread which provides the average range width for each classification surveyed is the percentage difference between the average minimum and average maximum salaries of the respondents, relative to the minimum. The average range spread for all the surveyed classifications is provided in the final row of the exhibit.
- **Survey Responses.** The number of survey responses for each classification is provided in the final column, and the average number of responses for the classification category is shown at the bottom along with an overall average for all classification categories.
- **Comparability.** Peers are provided a summary of the job duties and responsibilities for each classification as well as the experience, education and certification requirements required for a match. Based on information provided by the peers, Evergreen uses a general 70 percent match criteria for accepting a peer's proposed classification, based on the similarity of duties and responsibilities as well as the educational, experience and credentialing requirements for the classification. When in doubt, peers are contacted for additional information to ensure comparability.



EXHIBIT 4B
MARKET RESULTS FOR BENCHMARKED POSITIONS

Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
	Average	% Diff	Average	% Diff	Average	% Diff		
Accountant	\$50,512.49	-15.2%	\$66,010.88	-17.7%	\$81,509.27	-19.2%	61.4%	13.0
Accountant Senior	\$58,006.58	-15.5%	\$75,458.22	-17.5%	\$92,909.87	-18.8%	60.2%	10.0
Accounting Technician	\$37,632.59	-6.1%	\$48,793.14	-7.8%	\$59,953.69	-8.9%	59.3%	13.0
Assistant Director – Finance	\$82,846.65	-13.1%	\$105,830.72	-13.3%	\$128,814.79	-13.4%	55.5%	10.0
Assistant Director – Library*	\$98,978.62	-	\$123,723.28	-	\$148,467.94	-	50.0%	1.0
Assistant Town Manger/ Director of Human Resources	\$109,066.71	-2.5%	\$140,709.36	-3.7%	\$172,352.01	-4.4%	58.0%	13.0
Camp Counselor	\$29,399.48	-	\$36,226.28	-	\$43,053.07	-	46.4%	5.0
Code Compliance Officer	\$43,554.33	-7.2%	\$55,853.43	-7.8%	\$68,152.53	-8.2%	56.5%	13.0
Community Development Technician	\$41,586.85	-22.8%	\$53,222.84	-23.2%	\$64,858.82	-23.4%	56.0%	14.0
Deputy Town Clerk	\$55,068.88	-17.1%	\$71,207.44	-18.5%	\$87,346.01	-19.4%	58.6%	9.0
Director - Community Development	\$104,687.18	-7.9%	\$130,244.53	-5.5%	\$155,801.88	-3.8%	48.8%	12.0
Director – Finance	\$106,794.45	-9.9%	\$135,146.51	-9.1%	\$163,498.57	-8.7%	53.1%	15.0
Director - Information Technology	\$106,512.39	-9.6%	\$135,352.26	-9.3%	\$164,192.12	-9.1%	54.2%	13.0
Director – Library*	\$86,384.29	11.3%	\$105,709.90	15.4%	\$125,035.50	18.1%	44.7%	3.0
Director – Marina*	-	-	-	-	-	-	-	0.0
Director - Public Works	\$103,276.20	-6.5%	\$131,998.62	-6.8%	\$160,721.05	-6.9%	55.6%	13.0
Director - Special Events	\$70,648.70	31.2%	\$87,540.11	33.9%	\$104,431.53	35.8%	47.8%	4.0
Dock Attendant*	\$40,632.22	-20.5%	\$51,806.15	-20.5%	\$62,980.08	-20.5%	55.0%	1.0
Dockmaster*	\$45,413.00	-	\$56,770.00	-	\$68,127.00	-	50.0%	1.0
Events Coordinator*	\$54,865.07	-43.2%	\$68,572.42	-41.2%	\$82,279.77	-40.0%	50.0%	7.0
Executive Assistant	\$46,492.99	-13.7%	\$57,902.51	-11.4%	\$69,312.04	-9.8%	49.1%	14.0
Facilities Maintenance Worker I	\$32,814.41	7.6%	\$42,523.43	5.9%	\$52,232.44	4.9%	59.2%	7.0
Facilities Maintenance Worker II	\$41,574.01	-2.6%	\$52,339.76	-1.3%	\$63,105.52	-0.5%	51.8%	4.0
Foreman - General Infrastructure	\$48,865.56	-5.2%	\$64,030.38	-7.9%	\$79,195.21	-9.6%	62.1%	9.0
Foreman - Grounds Maintenance	\$47,913.07	-3.2%	\$62,105.64	-4.9%	\$76,298.21	-5.9%	59.2%	7.0

EXHIBIT 4B (CONTINUED)
MARKET RESULTS FOR BENCHMARKED POSITIONS

Classification	Survey Minimum		Survey Midpoint		Survey Maximum		Survey Avg Range	# Resp.
Foreman – Sanitation	\$48,111.10	-3.6%	\$59,162.54	0.0%	\$70,213.99	2.4%	45.9%	5.0
Foreman - Vehicle Maintenance	\$58,903.47	-23.8%	\$74,103.39	-22.4%	\$89,303.32	-21.6%	51.6%	8.0
Grants Writer/Public Information Officer	\$65,054.83	39.2%	\$85,290.99	36.5%	\$105,527.15	34.8%	62.2%	7.0
Groundskeeper, Lead	\$43,801.20	-27.9%	\$54,984.01	-26.4%	\$66,166.83	-25.4%	51.1%	5.0
Groundskeeper	\$30,886.63	-6.7%	\$39,785.79	-7.7%	\$48,684.94	-8.4%	57.6%	11.0
Irrigation Technician	\$37,863.56	-6.7%	\$49,057.41	-8.4%	\$60,251.25	-9.4%	59.1%	11.0
Library Assistant	\$33,296.04	-20.9%	\$42,721.11	-21.5%	\$52,146.18	-21.9%	56.6%	6.0
Maintenance Worker	\$35,424.29	-6.9%	\$45,399.79	-7.4%	\$55,375.30	-7.7%	56.3%	12.0
Manager - Capital Projects	\$71,693.11	1.4%	\$92,474.84	0.2%	\$113,256.57	-0.5%	58.0%	10.0
Marina Maintenance Worker*	-	-	-	-	-	-	-	0.0
Marketing Specialist*	\$49,754.48	-	\$64,923.32	-	\$80,092.15	-	61.0%	3.0
Mechanic	\$44,681.96	-16.5%	\$54,976.49	-13.0%	\$65,271.03	-10.6%	46.1%	13.0
Planner	\$53,345.85	-7.2%	\$70,457.45	-10.7%	\$87,569.05	-12.9%	64.2%	13.0
Public Works Operations Manager	\$65,727.77	-27.9%	\$84,140.70	-28.3%	\$102,553.63	-28.5%	56.0%	10.0
Recreation Supervisor	\$57,452.65	-	\$72,475.15	-	\$87,497.66	-	52.3%	10.0
Sanitation Truck Operator I	\$31,215.90	5.8%	\$41,074.28	2.6%	\$50,932.66	0.7%	63.2%	4.0
Sanitation Truck Operator II	\$41,697.93	-9.6%	\$53,842.41	-10.9%	\$65,986.88	-11.7%	58.2%	3.0
Stormwater Infrastructure Foreman	\$62,170.63	-29.1%	\$77,873.63	-27.3%	\$93,576.63	-26.2%	50.5%	11.0
Stormwater Technician I	\$43,636.58	-27.5%	\$55,460.42	-27.2%	\$67,284.26	-27.0%	54.2%	9.0
Town Clerk	\$78,761.80	20.5%	\$99,788.60	21.1%	\$120,815.39	21.5%	53.4%	13.0
Overall Average		-8.4%		-8.5%		-8.5%	54.9%	8.3
Outliers Removed*		-9.4%		-9.7%		-9.9%		

*Outliers are defined as benchmarks that possess midpoint differentials of 40% or greater from the Town of Lake Park or received less than four (4) responses. Outliers are removed so that extreme differentials do not skew the average results. Classifications identified as outliers are as follows: Assistant Director – Library, Director – Library, Director – Marina, Dock Attendant, Dockmaster, Events Coordinator, Marina Maintenance Worker, Marketing Specialist, and Sanitation Truck Operator II.

The following subsections discuss the results of the salary survey, based on data provided in Exhibit 4B.

4.1 MARKET MINIMUM

A starting point of the analysis is to compare the peer average market minimum for each classification to range minimums in the Town. Market minimums are generally considered as a starting wage for employees who meet the minimum qualifications for the classification. Those employees with salaries at or near the range minimums are generally new to the role and have not acquired the skills and experience necessary to be fully proficient in their classification.

Utilizing the data gathered in the salary survey for the benchmarked positions with stated salary ranges, the following conclusions can be reached:

- The Town is on average 9.4 percent below market minimum across all job titles surveyed.
- The surveyed Town position differentials ranged from 39.2 percent ahead of the market minimum in the case of the Grants Writer/Public Information Officer position to 29.1 percent below market minimums for the Stormwater Infrastructure Foreman classification.
- Three (3) positions in the Town were found to be greater than 10.0 percent ahead of market minimum.
 - Director, Special Events – 31.2 percent above;
 - Grants Writer/Public Information Officer – 39.2 percent above; and
 - Town Clerk – 20.5 percent above.
- Thirteen (13) Town positions were 10.0 percent or greater below market minimums:
 - Accountant – 15.2 percent below;
 - Accountant Senior – 15.5 percent below;
 - Assistant Director, Finance – 13.1 percent below;
 - Community Development Technician – 22.8 percent below;
 - Deputy Town Clerk – 17.1 percent below;
 - Executive Assistant – 13.7 percent below;
 - Foreman, Vehicle Maintenance – 23.8 percent below;
 - Lead Groundskeeper – 27.9 percent below;
 - Library Assistant – 20.9 percent below;
 - Mechanic – 16.5 percent below;
 - Public Works Operations Manager – 27.9 percent below;
 - Stormwater Infrastructure Foreman – 29.1 percent below; and
 - Stormwater Technician I – 27.5 percent below.



4.2 MARKET MIDPOINTS

This section explores the comparison between the average peer midpoints and Town classification midpoints. Midpoint is frequently considered the point where employees who have achieved full proficiency in their job duties could expect their salaries to be placed. It is considered the best point of comparison for analyzing variance between an organization and their market peers.

Based on the data gathered at the market midpoint of the positions with stated salary ranges, the following can be determined:

- The Town is on average 9.7 percent below market midpoints across all job titles surveyed.
- The surveyed Town position differentials ranged from 36.5 percent ahead of the market midpoint in the case of the Grants Writer/Public Information Officer position to 28.3 percent below market midpoint for the Public Works Operations Manager classification.
- Three (3) positions in the Town were greater than 10.0 percent ahead of market midpoint:
 - Director, Specialist Events – 33.9 percent above;
 - Grants Writer/Public Information Officer – 36.5 percent above; and
 - Town Clerk – 21.1 percent above.
- Fourteen (14) Town positions were 10.0 percent or greater below market midpoints:
 - Accountant – 17.7 percent below;
 - Accountant Senior – 17.5 percent below;
 - Assistant Director, Finance – 13.3 percent below;
 - Community Development Technician – 23.2 percent below;
 - Deputy Town Clerk – 18.5 percent below;
 - Executive Assistant – 11.4 percent below;
 - Foreman, Vehicle Maintenance – 22.4 percent below;
 - Lead Groundskeeper – 26.4 percent below;
 - Library Assistant – 21.5 percent below;
 - Mechanic – 13.0 percent below;
 - Planner – 10.7 percent below;
 - Public Works Operations Manager – 28.3 percent below;
 - Stormwater Infrastructure Foreman – 27.3 percent below; and
 - Stormwater Technician I – 27.2 percent below.



4.3 MARKET MAXIMUMS

In this section, Town salary range maximum values are compared to the survey respondents' average maximums. Market maximums are often utilized to attract highly qualified employees or retain experienced individuals in a classification.

When comparing peer market pay grade maximums and maximums for the Town classifications, the following can be determined:

- The Town is on average 9.9 percent below market maximums across all job titles surveyed.
- The surveyed Town position differentials ranged from 35.8 percent ahead of the market maximum in the case of the Director, Special Events position to 28.5 percent below market maximums for the Public Works Operations Manager classification.
- Three (3) Town positions were greater than 10.0 percent ahead of market maximums.
 - Director, Specialist Events – 35.8 percent above;
 - Grants Writer/Public Information Officer – 34.8 percent above; and
 - Town Clerk – 21.5 percent above.
- Thirteen (13) Town positions were 10.0 percent or greater below market maximums:
 - Accountant – 19.2 percent below;
 - Accountant Senior – 18.8 percent below;
 - Assistant Director, Finance – 13.4 percent below;
 - Community Development Technician – 23.4 percent below;
 - Deputy Town Clerk – 19.4 percent below;
 - Foreman, Vehicle Maintenance – 21.6 percent below;
 - Lead Groundskeeper – 25.4 percent below;
 - Library Assistant – 21.9 percent below;
 - Mechanic – 10.6 percent below;
 - Planner – 12.9 percent below;
 - Public Works Operations Manager – 28.5 percent below;
 - Stormwater Infrastructure Foreman – 26.2 percent below; and
 - Stormwater Technician I – 27.0 percent below.

4.4 MARKET SURVEY CONCLUSION

The standing of individual classifications pay range relative to the market should not be considered a definitive assessment of actual employee salaries being similarly above or below the market; however, such differentials can, in part, explain symptomatic issues with recruitment and retention of employees.



The main summary points of the market study are as follows:

- The Town is approximately 9.4 percent below the public-sector market minimum.
- The Town is approximately 9.7 percent below the public-sector market midpoint.
- The Town is approximately 9.9 percent below the public-sector market maximum.

The results of the market summary chapter are pivotal in the formulation of recommendations by Evergreen Solutions. By establishing the Town's market position relative to its peers, Evergreen is better able to propose recommendations that enable the Town to occupy its desired competitive position. Discussion on the recommended changes to the Town's pay plan can be found in **Chapter 5** of this report.



Chapter 5 - Recommendations

The analysis of the Town's classification and compensation system revealed some areas of opportunity for improvement. Evergreen focused primarily on developing a more competitive pay plan, as well as reviewing and making recommendations to the classification structure. Study recommendations, as well as the findings that led to each, are discussed in this chapter.

5.1 CLASSIFICATION SYSTEM

An organization's classification system establishes how its human resources are employed to perform its core services. The classification system consists of the titles and descriptions of the different classifications, or positions, which define how work is organized and assigned. It is essential that the titles and descriptions of an organization's classifications accurately depict the work being performed by employees in the classifications to ensure equity within the organization and to enable comparisons with positions at peer organizations. The purpose of a classification analysis is to identify such issues as incorrect titles and inconsistent titles across departments.

In the analysis of the Town's classification system, Evergreen collected classification data through the Job Assessment Tool (JAT) and Management Issues Tool (MIT) processes. The JATs, which were completed by employees and reviewed by their supervisors, provided information about the type and level of work being performed for each of the Town's classifications. In addition, the MIT process provided supervisors an opportunity to provide specific recommendations regarding the pay or classification of positions in their areas. Evergreen reviewed and utilized the data provided in the JATs and MITs as a basis for the classification recommendations below.

FINDING

Overall, the classification system utilized by the Town was sound. However, there were a few instances of titles for positions that could be modified.

RECOMMENDATION 1: Revise the titles of some classifications to better reflect job duties.

Exhibit 5A provides a list of the recommended changes to the classification system. The foundation for these recommendations was the work performed by employees as described in their JATs, best practice in the Human Resources field, or based on conversations with the Town's leadership.



EXHIBIT 5A PROPOSED CLASSIFICATION CHANGES

Department	Current Classification Title	Proposed Classification Title
Library	Accounting Technician*	Senior Library Assistant

FINDING

When comparing the Town’s current job descriptions to the work described by employees in the JATs, Evergreen noted some tasks that were missing from the current job descriptions. This can happen over a period of time if the descriptions are not reviewed and updated on a regular basis. Some tasks in one classification are often reassigned to another classification. As such, these changes make it necessary that the Town continues to update its job descriptions periodically to ensure each job description accurately reflects the work performed.

RECOMMENDATION 2: Revise all job descriptions to include updated classification information provided in the JAT, and review job descriptions annually for accuracy.

The process of reviewing and updating the Town’s job descriptions, as well as comments received from employees and supervisors during outreach, revealed that the descriptions may not, in some cases, accurately reflect current work performed. To minimize this becoming a concern again in the future, Evergreen recommends a regular review of these descriptions, including FLSA status determinations.

A review of the employee’s assigned job classification (description) should occur at least annually. Review of the FLSA determination for exempt or non-exempt status as well as other aspects of the job, (such as physical requirements required to perform essential functions) will also ensure consistent, continuous compliance with the Americans with Disabilities Act (ADA) protection. At the time of this report, Evergreen was in the process of revising the job descriptions for all classifications. The descriptions will be provided to the Town under separate cover.

5.2 COMPENSATION SYSTEM

The compensation system analysis consisted of two parts: an external market assessment and an internal equity assessment. During the external market assessment, the Town’s pay ranges for its classifications were compared to the average of the identified market. Details regarding the external market assessment were provided in **Chapter 4** of this report.

During the internal equity assessment, consideration of the relationships between positions and the type of work being performed by the Town employees were reviewed and analyzed. Specifically, a composite score was assigned to each of the classifications that quantified the classification’s level of five separate compensatory factors (leadership, working conditions, complexity, decision-making, and relationships). The level for each factor was determined



based on responses to the JAT. The results of both analyses were utilized when developing the recommendations below.

FINDING

The Town's salary ranges were overall found to be behind the market at the minimum, midpoint, and maximum. Implementing a new competitive pay structure (pay plan) would provide the Town with an improved ability to attract, hire and retain employees.

RECOMMENDATION 3: Update the current open range plan; slot all classifications into the plan based on external and internal equity; and transition employees' salaries into the revised plan.

Exhibit 5B shows an overview of the updated pay plan. As can be seen, the plan includes 18 pay grades with consistent range spreads of 60 percent for each grade.

EXHIBIT 5B PROPOSED PAY PLAN

Grade	Proposed Minimum	Proposed Midpoint	Proposed Maximum	Range Spread	Grade Progression
10	\$32,100.00	\$41,730.00	\$51,360.00	60%	-
20	\$34,347.00	\$44,651.10	\$54,955.20	60%	7.0%
30	\$36,751.29	\$47,776.68	\$58,802.06	60%	7.0%
40	\$39,323.88	\$51,121.04	\$62,918.21	60%	7.0%
50	\$42,076.55	\$54,699.52	\$67,322.48	60%	7.0%
60	\$45,021.91	\$58,528.48	\$72,035.06	60%	7.0%
70	\$48,173.44	\$62,625.48	\$77,077.51	60%	7.0%
80	\$51,545.59	\$67,009.26	\$82,472.94	60%	7.0%
90	\$55,153.78	\$71,699.91	\$88,246.04	60%	7.0%
100	\$59,014.54	\$76,718.90	\$94,423.27	60%	7.0%
110	\$64,915.99	\$84,390.79	\$103,865.59	60%	10.0%
120	\$71,407.59	\$92,829.87	\$114,252.15	60%	10.0%
130	\$78,548.35	\$102,112.86	\$125,677.37	60%	10.0%
140	\$86,403.19	\$112,324.15	\$138,245.10	60%	10.0%
150	\$95,043.51	\$123,556.56	\$152,069.61	60%	10.0%
160	\$104,547.86	\$135,912.22	\$167,276.57	60%	10.0%
170	\$115,002.64	\$149,503.44	\$184,004.23	60%	10.0%
180	\$126,502.91	\$164,453.78	\$202,404.65	60%	10.0%



Evergreen then slotted each proposed classification into the appropriate pay range in the pay plan. Both internal and external equity were analyzed when slotting the classifications. Assigning pay grades to classifications requires a balance of internal equity, desired market position, and recruitment and retention concerns. Thus, market range data shown in **Chapter 4** were not the sole criteria for the proposed pay ranges. Some classifications' grade assignments varied from their associated market range due to the other factors mentioned above. **Exhibit 5C** shows the proposed pay grades for all classifications in both plans.

EXHIBIT 5C PROPOSED PAY GRADES

Pay Grade	Classification Title
10	Camp Counselor
	Library Assistant
	Library Assistant - Children's
20	Groundskeeper
30	Custodian
	Sanitation Truck Operator Trainee
40	Community Development Technician
	Dock Attendant
	Lead Groundskeeper
	Maintenance Worker
	Sanitation Truck Operator I
	Stormwater Technician I
50	Accounting Technician
	Events Coordinator
	Facilities Maintenance Worker I
	Information Technology Library Assistant*
	Irrigation Technician
	Records Technician*
	Senior Library Assistant
60	Mechanic
	Sanitation Truck Operator II
	Stormwater Technician II
70	Code Compliance Officer
	Executive Assistant
	Facilities Maintenance Worker II
	Marina Maintenance Worker II
80	Accountant
	Librarian
	Recreation Supervisor



EXHIBIT 5C (CONTINUED) PROPOSED PAY GRADES

Pay Grade	Classification Title
90	Deputy Town Clerk
	Foreman - General Infrastructure
	Foreman - Grounds Maintenance
	Marketing Specialist
	Sanitation Foreman
	Stormwater Infrastructure Foreman
	Vehicle Maintenance Foreman
100	Accountant, Senior
	Network Technician*
	Operations Manager
	Planner
110	Dockmaster
120	
130	Assistant Director - Library
140	Assistant Director - Finance
	Manager - Capital Projects
150	
160	
170	Director - Community Development
	Director - Finance
	Director - Information Technology
	Director - Library
	Director - Marina
	Director - Public Works
	Director - Special Events
	Grant Writer/Chief Public Information Officer
	Town Clerk
180	Assistant Town Manager/Director - Human Resources

*New position; pending FY24 budget approval

After assigning pay grades to classifications, the next step was to develop appropriate methods (options) for transitioning employees' salaries into the proposed plans. This was done utilizing equitable methods (options) for calculating salaries in the plans and determining whether adjustments were necessary to individual salaries to bring them to their calculated salary. Evergreen calculated several implementation scenarios, described below.

Bring to New Minimum

A calculation is performed so that each employee's salary is adjusted to the minimum of their classification's proposed pay grade. If their salary is already within the proposed pay range, no adjustment is made.



Class Year Parity

This option is intended to re-align an employee's salary within their recommended range based on how long they have worked in their current classification. This is done on the basis of 30-year career trajectory, where an employee with 15 years of experience would be placed at the midpoint, while an employee with 30 or more years would be at the maximum.

Hire Year Parity

This option aims to re-align an employee's salary within their recommended range based on how long they have worked with the Town overall. This is done on the basis of 30 year career trajectory, where an employee with 15 years of experience would be placed at the midpoint, whereas an employee with 30 or more years would be at maximum.

Hybrid Year Parity

A calculation that places employees into their newly recommended ranges based on a hybrid between their time spent in their current classification title and total time with the organization.

Hybrid Year Parity Capped at 15 Percent

A calculation that places employees into their newly recommended ranges based on a hybrid between their time spent in their current classification title and total time with the organization. A cap is then placed on the salary so that no employee whose salary currently falls within the recommend pay grade receives more than a 15 percent adjustment to their existing hourly rate.

Current Range Penetration

A calculation is performed to determine the percentage through the current range an employee's salary falls. The employee's recommended salary calculation will place them at the same percentage through the proposed range. For example, if an individual is 40 percent through their current range, they are brought to 40 percent through the recommended range.

Current Range Penetration Capped at 20 Percent

A calculation is performed to determine the percentage through the current range an employee's salary falls. The employee's recommended salary calculation will place them at the same percentage through the proposed range or at a rate no more than a 20 percent increase to their current hourly rate.

Compa Ratio

A calculation is performed to evaluate an employee's current ratio to their grade midpoint. The ratio is then applied to place employees into their new range at the same ratio vs. the midpoint. For example employees who are at the midpoint now (100% compa ratio) would be place at their new range midpoint.



Discounted Compa Ratio

The same calculation for Compa Ratio is initially performed. A percentage discount is then applied to the individual adjustment as a cost-saving method.

As seen in **Exhibit 5D**, utilizing these approaches would call for adjustments for anywhere between 24 to 53 employees with implementation (salary only) costs ranging from \$196,538.14 to \$793,966.42.

**EXHIBIT 5D
IMPLEMENTATION COSTS**

Implementation Option	Total Implementation Cost	# Employees Receiving Adjustments	Average Salary Adjustment	Average Percentage Adjustment
Bring to New Minimum	\$196,538.14	24	\$8,189.09	11.7%
Class Year Parity	\$414,761.18	36	\$11,521.14	20.8%
Hire Year Parity	\$604,758.01	43	\$14,064.14	20.5%
Current Range Penetration	\$788,959.51	53	\$14,886.03	22.1%
Current Range Penetration Capped at 20%	\$644,450.99	53	\$12,159.45	19.5%
Hybrid Year	\$517,033.14	42	\$12,310.31	14.7%
Compa Ratio	\$793,966.42	52	\$15,268.59	22.7%
Discounted Compa Ratio	\$683,092.29	52	\$13,136.39	19.4%
Hybrid Year Capped at 15%	\$347,252.58	42	\$8,267.92	11.2%

5.3 SYSTEM ADMINISTRATION

The Town's compensation system will continue to require periodic maintenance. The recommendations provided to improve the competitiveness of the plan were developed based on conditions at the time the data were collected. Without proper upkeep, the potential for recruitment and retention issues may increase as the compensation system becomes dated and less competitive.

RECOMMENDATION 4: Conduct small-scale salary surveys as needed to assess the market competitiveness of hard-to-fill classifications and/or classifications with retention issues, and make changes to pay grade assignments if necessary.

While it is unlikely that the pay structure (plan) in total will need to be adjusted for several years, a small number of classifications' pay grades may need to be reassigned more frequently. If the Town is experiencing difficulty high turnover or challenges with recruiting one or more classifications, the Town should collect salary range data from peer organizations to determine whether an adjustment is needed for the pay grade of the classification(s).



RECOMMENDATION 5: Conduct a comprehensive classification and compensation study every three to five years, subject to budget constraints and as market conditions are warranted.

Small-scale salary surveys can improve the market position of specific classifications, but it is recommended that a full classification and compensation study be conducted every three to five years to preserve both internal and external equity. Changes to classification and compensation do occur, and while the increments of change may seem minor, they can compound over time. A failure to react to these changes quickly has the potential to place the Town in less than desirable position for recruiting and retaining quality employees.

RECOMMENDATION 6: Review and revise, as appropriate, existing pay practice guidelines including those for determining salaries of newly hired employees, progressing employee salaries through the pay plans and determining pay increases for employees who have been promoted to a different classification.

The method of moving salaries through the pay plan and setting new salaries for new hires, promotions, and transfers depends largely on an organization's compensation philosophy. It is important for the Town to have established guidelines for each of these situations, and to ensure that they are followed consistently for all employees.

There are several common methods for salary progression including cost of living adjustments (COLA)/across the board and performance-based. It is recommended that the Town evaluate, annually, whether a COLA needs to be applied (to both the pay plan and employees' salaries) to keep up with cost of living. It is also recommended that the Town continuously evaluate its practices to progress employees' salaries, and if necessary, make improvements to preserve equitable pay practices, particularly in the administration of the employee performance evaluation process.

5.4 SUMMARY

The recommendations in this chapter provide an update to the compensation and classification system for the Town's employees. Upon implementation, the Town's competitiveness in the labor market will be improved and it will have a responsive compensation system for several years to come. While the upkeep of this will require work, the Town will find that having a highly competitive compensation system that enhances strong recruitment and employee retention is well worth this commitment.



Sample Salary Adjustments

Exhibit B

Position Title	Pay Grade		Hire Date	Salary		Difference	
	Current	New		Current	New	Amount	Percentage
7004175 LIBRARY ASSISTANT	10	10 FT	01.30.2023	26,998	32,100	5,102	18.90%
7004900 LIBRARY ASSISTANT	10	10 FT	01.27.2015	31,158	35,832	4,674	15.00%
7006925 LIBRARY ASSISTANT - CHILDREN'S	10	10 FT	04.26.2021	29,224	32,100	2,876	9.84%
4061610 GROUNDSKEEPER	20	20 FT	09.05.2019	31,928	35,988	4,060	12.72%
4062810 GROUNDSKEEPER	20	20 FT	06.01.2021	31,200	35,256	4,056	13.00%
4064195 GROUNDSKEEPER	20	20 FT	11.28.2022	31,200	34,347	3,147	10.09%
4067424 LEAD GROUNDSKEEPER	40	40 FT	01.15.2019	38,605	42,186	3,582	9.28%
Irrigation Technician				35,391	42,077	6,686	18.89%
7005500 ACCOUNTING TECHNICIAN	50	50 FT	11.14.2012	39,686	45,639	5,953	15.00%
5005940 CODE COMPLIANCE OFFICER-CRA	70	70 FT	01.17.2023	57,013	57,013	0	0.00%
1500795 ACCOUNTING TECHNICIAN	80	80 FT	12.21.1981	62,799	66,194	3,395	5.41%
4065800 Grounds Maintenance Foreman	90	90 FT	01.06.1982	74,808	86,029	11,221	15.00%
5001300 DIRECTOR - COMMUNITY DEVELOPMENT	160	170 FT	12.04.2006	99,394	115,003	15,609	15.70%
1090315 GRANT WRITER/CHIEF PUBLIC INFORMATION OFFICER	170	170 FT	11.13.2018	105,310	118,739	13,429	12.75%

Budget Highlights

Exhibit C

*Some of the following may need to be revised for the final budget presentation. The current iteration of the Fiscal Year 2023/2024 includes:

- A 3% reduction in the millage rate
- \$1.2 million revenue as required by the P3 Agreement
- Proposed salary study changes
- 4 new positions
 - Record's Technician
 - IT Help desk Technician (6 Months)
 - Receptionist/Cashier
 - Public Works Administrative Assistant
- New paid internship program (1040 hours @ \$12.00/hr.)
- Quoted property, casualty, general liability, workers Compensation, and automobile insurance at a cumulative 106% increase.
- Enhanced banking security including positive pay and ach account lockdown.
- A 3% increase for annual Palm Beach County Sheriff's contract
- Funds for a complete Town code review and rewrite
- Funding for the final Centennial Celebration events
- 3 smart city communication signage platform
- Body cameras for code enforcement
- Sponsored event funding for :
 - Santa's Magical Ride
 - Haitian Flag Day
 - Annual soccer program
 - Historical Society 5k run
 - Community Greening
- A complete library roof replacement
- New security fencing and gating for PBSO parking lot
- New awing for PBSO building / Car Port.
- Funds for Ilex park and playground refurbishment
- Public Works parking lot repaving
- New Commission approved fees for the Marina, Sanitation, and Stormwater enterprise funds
- Replacement of 2 sanitation vehicles(1 frontend loader & 1 side loader)

• 25,000 Community Grant.
301 • Sidewalk repairs - Complete all sidewalk repairs \$275,000 14

Exhibit D



**TOWN OF LAKE PARK
DRAFT BUDGETS
ALL FUNDS 2023/24**

Town of Lake Park Schedule of AdValorem Millage Rates

ROLLED-BACK RATE			
1,030,446,001	2023/24 Taxable Value		
1,000			
4.7702	Millage		
95.0%			
4,669,662			
(1,274,248)	1,274,248	CRA	
3,395,414	3,395,414	General Fund	

MILLAGE RATE OF 5.1870			
1,030,446,001	2023/24 Taxable Value		
1000			
5.1870	Millage		
95%			
5,077,677			
(1,338,794)	1,338,794	CRA	
3,738,883	3,738,883	General Fund	

CURRENT MILLAGE RATE			
1,030,446,001	2023/24 Taxable Value		
1,000			
5.3474	Millage		
95.0%			
5,234,697			
(1,363,634)	1,363,634	CRA	
3,871,063	3,871,063	General Fund	

MILLAGE RATE OF 4.9			
1,030,446,001	2023/24 Taxable Value		
1,000			
4.9000	Millage		
95.0%			
4,796,726			
(1,294,349)	1,294,349	CRA	
3,502,377	3,502,377	General Fund	

MILLAGE RATE OF 5.2			
1,030,446,001	2023/24 Taxable Value		
1000			
5.2000	Millage		
95%			
5,090,403			
(1,340,807)	1,340,807	CRA	
3,749,596	3,749,596	General Fund	

MILLAGE RATE OF 5			
1,030,446,001	2023/24 Taxable Value		
1,000			
5.0000	Millage		
95.0%			
4,894,619			
(1,309,835)	1,309,835	CRA	
3,584,784	3,584,784	General Fund	

MILLAGE RATE OF 5.3			
1,030,446,001	2023/24 Taxable Value		
1000			
5.3000	Millage		
95%			
5,188,296			
(1,356,293)	1,356,293	CRA	
3,832,003	3,832,003	General Fund	

MILLAGE RATE OF 5.1			
1,030,446,001	2023/24 Taxable Value		
1000			
5.1000	Millage		
95%			
4,992,511			
(1,325,321)	1,325,321	CRA	
3,667,190	3,667,190	General Fund	

MILLAGE RATE OF 5.325			
1,030,446,001	2023/24 Taxable Value		
1000			
5.3250	Millage		
95%			
5,212,769			
(1,360,165)	1,360,165	CRA	
3,852,604	3,852,604	General Fund	

Decrease in Revenue			
Millage Rate	General Fund	CRA	
5.3474	-	-	
5.3250	18,459	3,469	
5.3000	39,060	7,341	
5.2000	121,467	22,827	
5.1870	132,180	24,840	
5.1000	203,873	38,313	
5.0000	286,279	53,799	
4.9000	368,686	69,285	
4.7702	475,649	89,386	
(Rolled Back Rate)			

TOWN OF LAKE PARK - ANNUAL BUDGET
GENERAL FUND REVENUE & EXPENSE RECAP
FISCAL YEAR 2023-2024

FUND	001	FUNCTION				
		ACTIVITY				
GF Budget Summary			Approved Budget 2019-2020	Approved Budget 2020-2021	Approved Budget 2021-2022	Proposed Budget 2023-2024
001	Revenue		8,970,345	9,703,864	10,480,281	13,630,593
100	Town Commission		123,798	125,112	151,544	190,043
104	Town Manager		373,698	459,514	335,098	323,617
105	Human Resources		215,686	254,798	265,751	326,469
106	Town Clerk		199,202	222,103	267,401	394,680
108	Town Attorney		161,000	161,000	160,000	188,000
109	Communication & Grants				208,536	375,604
110	Information Technology		200,045	220,189	232,478	484,857
150	Finance and Accounting		506,515	563,941	593,881	688,060
200	Law Enforcement		3,136,251	3,122,501	3,191,247	3,504,215
250	Emergency Management		1,000	1,000	250	2,226
400	Public Works Administration		179,023	366,048	448,524	524,187
406	Public Works - Grounds		397,932	422,634	417,317	649,956
408	Public Works - Facilities		311,552	357,113	357,238	471,307
410	Public Works - Vehicle Maintenance		187,824	268,697	273,449	343,804
500	Community Development		673,281	706,060	837,726	878,154
600	Special Events		274,484	336,746	414,712	609,122
700	Library		383,986	328,391	452,575	629,666
900	Non-Departmental		1,645,068	1,788,017	1,872,554	3,046,626
Total Expenses			8,970,345	9,703,864	10,480,281	13,630,593
Surplus (Deficit)			-	-	-	-

TOWN OF LAKE PARK PROPOSED BUDGET

GENERAL FUND REVENUE

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:131 - Itemized Budget For Year 2024 Version 1
REV 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-311.100	Ad Valorem Taxes	3,276,797.71	3,478,660.00	3,455,654.17	3,738,883.00	
001-311.110	Ad Valorem Taxes - CRA	959,790.00	1,131,188.00	1,162,739.00	1,338,794.00	
001-311.120	Delinquent Taxes	2,506.23-	4,000.00	1,098.33	2,000.00	
001-314.100	Utility Tax - Electric	845,216.02	823,000.00	585,698.13	950,000.00	
001-314.300	Utility Tax - Water	239,322.45	225,000.00	195,349.68	268,000.00	
001-314.400	Utility Tax - Gas	50,999.88	47,000.00	39,895.41	55,000.00	
001-315.100	Communications Service Tax	269,187.75	270,000.00	190,047.77	284,000.00	
001-316.100	Business Tax Receipts	336,848.92	340,000.00	366,298.63	340,000.00	
	1 Business Tax Receipts (New, Renewals and Transfers)				340,000.00	
001-316.110	Zoning Determination Letter Request	1,250.00	1,000.00	875.00	1,000.00	
	1 Zoning Determination Letter Requests				1,000.00	
001-316.120	Bus Tax Zoning Confirmation Fee	19,827.50	20,000.00	16,850.00	20,000.00	
	1 Bus Tax Zoning Certificate				20,000.00	
001-316.130	Out of Town Business Reg/Decal	0.00	0.00	25.00	0.00	
	1 Out of Town				0.00	
001-322.100	Building Permits w/Min. Surcharge	24,060.00	10,000.00	4,080.00	10,000.00	
	1 BPs Minimum Value (up to \$2,499) - retain 30% revenue				10,000.00	
001-322.101	Building Permits-250K-1M	2,639,626.01	200,000.00	73,022.86	100,000.00	
	1 RENAME: BPs \$250K and OVER (retain 50% revenue)				100,000.00	
001-322.110	Building Permits Other	277,686.88	75,000.00	83,063.68	100,000.00	
	1 BPs Other (\$2,500 to \$249,999)				100,000.00	
001-322.111	Administrative Fees-Bldg Permits	15,555.00	4,000.00	4,850.00	4,000.00	
	1 Administrative Fees-Bldg Permits (retain 30% revenue)				4,000.00	
001-322.115	Bldg Permit Appl-Zoning/PW Review	600.00	500.00	300.00	500.00	
	1 BPs for Zoning/PW Review Only				500.00	
001-322.300	Building Code Education Fund	7,389.74	700.00	558.82	0.00	
001-322.500	Special Event Permit - Appl. Fee	2,200.00	1,500.00	1,400.00	1,500.00	
	1 Special Event Permits				1,500.00	
001-322.900	Cost Recovery	58,187.90	60,000.00	48,453.97	50,000.00	

Rept:131 - Itemized Budget For Year 2024 Version 1
REV 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Cost Recovery for Projects (Used to Pay Invoices)				50,000.00	
001-323.100	Franchise Fees - Electric	639,584.41	600,000.00	372,855.84	650,000.00	
001-323.400	Franchise Fees - Gas	12,745.52	10,000.00	4,474.29	8,000.00	
001-323.700	Franchise Fees - Solid Waste	71,505.51	40,000.00	80,247.56	100,000.00	
001-329.100	Alarm Permits	12,800.00	14,000.00	7,800.00	12,000.00	
001-329.110	Reinspect/Reinstmnt Fees	7,500.00	2,500.00	3,187.50	2,500.00	
	1 BPs Reinspect/Reinstmnt Fees				2,500.00	
001-329.152	Penalty-Bldg Permits	5,200.00	6,000.00	7,700.00	7,000.00	
	1 Penalties/Fines on BPs (work without permits)				7,000.00	
001-329.153	Penalty - Surcharges	145.00	150.00	210.50	175.00	
	1 Penalties/Fines Surcharges (charged at 2.5%)				175.00	
001-329.200	Signage Permits	7,000.00	6,000.00	9,250.00	7,000.00	
	1 Signage Permits				7,000.00	
001-329.225	Rental Property Annual Inspections	5,111.06	6,000.00	4,632.55	6,000.00	
	1 RENAME: BTRs Inspections				6,000.00	
001-331.100	American Rescue Plan Funds	2,051,788.20	599,684.00	485,596.97	693,500.00	
	1 Town Code Review and Rewrite				600,000.00	
	2 Centennial Celebration Event				93,500.00	
001-331.500	FEMA/State Hurricane Relief	239.23	0.00	5,824.49	0.00	
001-331.550	Covid Relief	53,982.10	0.00	0.00	0.00	
001-334.700	Grant - State Aid to Libraries	7,873.00	8,000.00	7,281.00	7,500.00	
001-334.710	State Grant - Technology	6,174.00	0.00	0.00	0.00	
001-335.120	State Revenue Sharing	342,811.69	290,000.00	194,126.05	370,000.00	
001-335.150	Alcoholic Beverage Licenses	9,783.56	10,000.00	8,441.09	10,000.00	
001-335.180	Half Cent Sales Tax	908,170.51	890,000.00	646,911.48	954,000.00	
001-335.190	Motor Fuel Tax Refund	4,906.20	4,400.00	1,122.14	3,000.00	
001-338.110	Business Tax - County	21,376.85	20,000.00	7,410.17	20,000.00	
001-341.500	Tax Search	42,050.00	30,000.00	21,209.00	20,000.00	
001-341.900	Copy Charges / Tax Searches	13.00	250.00	0.00	0.00	
001-341.905	Admin Cost - Public Records Request	201.51	0.00	0.00	0.00	
001-342.510	Plan Review Fees Code Sec 33-7	28,200.00	25,000.00	41,460.00	26,000.00	
001-342.520	Bank Registration Fees	150.00	0.00	600.00	100.00	

Rept:131 - Itemized Budget For Year 2024 Version 1
REV 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-344.300	Advertising - Bus Shelters	2,790.00	2,700.00	2,325.00	2,800.00	
001-347.100	Library Copies	275.85	250.00	770.08	300.00	
001-347.200	Recreation - Summer Camp Fees	1,600.00	12,000.00	3,020.00	3,000.00	
001-347.210	Recreation - Miscellaneous	0.00	0.00	300.00	0.00	
001-347.220	Recreation - Tennis Program	8,000.00	19,200.00	0.00	0.00	
001-347.500	Recreation - Facilities Rental	1,925.00	5,000.00	7,320.00	8,000.00	
001-347.905	Recreation - Security	660.00	500.00	2,595.00	3,000.00	
001-347.915	Recreation Program Fees	206.60	0.00	0.00	0.00	
001-347.916	Recreation Vendor Fees	1,573.50	1,400.00	1,529.90	1,600.00	
001-349.100	Service Charge - Dishonored Checks	180.00	200.00	55.00	100.00	
001-351.100	Fines & Forfeitures	23,241.72	22,000.00	10,215.57	15,000.00	
001-352.100	Fines - Library	147.55	200.00	473.15	0.00	
001-354.100	Fines - Code Violations	86,584.06	90,000.00	105,826.42	85,000.00	
	1 Fines - Code Violations				85,000.00	
001-354.105	Fines - Alarm Violations	4,250.00	4,500.00	3,225.00	4,500.00	
001-354.110	Code Violations - Admin Cost	15,294.23	14,000.00	17,380.74	14,000.00	
	1 Code Violations - Administrative Costs				14,000.00	
001-354.135	Parking Violations - Code	1,400.00	2,000.00	1,775.00	2,000.00	
	1 Code Citations				2,000.00	
001-354.210	Code Violations - CIB Fund	21,773.06	18,000.00	26,456.61	22,000.00	
	1 CBIF (Fund from Code Fines)				22,000.00	
001-361.100	Interest Earnings	49,760.07	20,000.00	217,180.04	250,000.00	
001-361.110	Interest Earnings - Tax Collector	271.71	500.00	2,872.04	0.00	
001-361.130	Interest on Assessments	45,810.05	15,000.00	2,669.67	10,000.00	
	1 RENAME: Interest on Code Fines				10,000.00	
001-361.200	Filing Fees	713.10	500.00	481.55	500.00	
001-361.400	Gain or Loss on Sale of Investments	0.00	0.00	84,761.09	0.00	
001-362.100	Rent - P.B.C. Sheriff	130.00	120.00	110.00	120.00	
001-362.121	RENT - CELL TOWER	58,766.11	57,000.00	62,587.64	72,000.00	
001-362.200	Rent - Dunkin Donuts Lot	9,577.43	9,800.00	8,779.31	9,800.00	
	1 Annual Rent due Sept 2023				9,800.00	
001-363.120	Service Charges-Code Violation	0.00	2,000.00	1,198.82	1,500.00	
001-364.100	Sale of Surplus Property	4,678.01	1,500.00	0.00	0.00	

Rept:131 - Itemized Budget For Year 2024 Version 1
REV 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-365.100	Sale of Scrap Material	927.00	500.00	506.60	500.00	
001-366.150	Donations - Summer Camp	0.00	2,500.00	0.00	0.00	
001-366.713	Grant - FMIT Safety	874.00	4,000.00	0.00	4,000.00	
	1 FMIT Grant				4,000.00	
001-369.100	Miscellaneous Revenue	28,982.12	2,000.00	10,045.48	5,000.00	
001-369.130	Seacoast Util. Brd Adv Compensation	3,600.00	3,600.00	3,000.00	3,600.00	
001-369.320	Reimbursement - PBSO Fuel	429.11	1,500.00	150.09	500.00	
001-381.110	Transfer from CRA Fund - ILA 2008	168,780.00	168,690.00	154,632.50	168,597.00	
001-381.130	Transfer from CRA Fund - ILA 2009	7,609.08	54,793.00	50,226.88	0.00	
001-381.401	Transfer from Marina	10,000.00	10,000.00	10,000.00	985,665.00	
	1 Johnson Controls				10,000.00	
	2 Partial Repayment of Due From Marina				975,665.00	
001-381.404	Transfer from Sanitation	0.00	31,436.00	31,436.00	31,436.00	
	1 Repayment for New Sanitation Collection Bins				31,436.00	
001-382.110	Indirect Cost Allocation	539,207.52	354,157.00	232,977.25	386,903.00	
	1 Indirect Cost Allocation				386,903.00	
001-382.190	Indirect Cost Allocation	112,443.12	113,673.00	104,200.25	125,338.00	
001-382.401	Indirect Cost Allocation	337,329.12	397,854.00	364,699.50	438,684.00	
001-382.402	Indirect Cost Allocation	168,664.56	227,345.00	208,399.62	250,676.00	
001-382.404	Indirect Cost Allocation	505,993.80	511,527.00	468,899.75	564,022.00	
001-389.600	Donations - 100 Year Celebration	0.00	0.00	24,967.00	0.00	
001-389.700	Donations - Library	5,351.61	100.00	107.37	0.00	
001-399.999	Balance Brought Forward	0.00	428,839.00	0.00	0.00	
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	TOTAL REVENUES	15,491,149.97	11,864,416.00	10,368,757.00	13,630,593.00	
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TOWN OF LAKE PARK PROPOSED BUDGET

TOWN COMMISSION - 100

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:107 - Itemized Budget For Year 2024 Version 1
TOWN COMMISSION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-51-511-100-11000	Executive Salaries	47,753.56	47,536.00	35,286.97	47,536.00	
	1 Mayor				10,000.00	
	2 Commissioners				37,536.00	
001-51-511-100-21000	FICA	5,472.46	5,717.00	4,067.42	5,447.00	
	1 Mayor				765.00	
	2 Commissioners				2,872.00	
	3 Opt-Out Payments				1,810.00	
001-51-511-100-23150	Opt-Out Payment	23,837.00	27,180.00	17,927.00	23,640.00	
	1 Mayor				4,728.00	
	2 Commissioners				18,912.00	
001-51-511-100-23200	Insurance - Dental	405.72	406.00	101.43	0.00	
001-51-511-100-23300	Insurance - Life	0.00	0.00	58.33	90.00	
	1 Mayor				24.00	
	2 Commissioners				66.00	
001-51-511-100-23400	Insurance - Vision	110.16	110.00	50.49	55.00	
	2 Commissioners				55.00	
001-51-511-100-23500	Disability	0.00	0.00	180.89	265.00	
	1 Mayor				53.00	
	2 Commissioners				212.00	
001-51-511-100-24000	Worker's Compensation Insurance	143.65	139.00	127.38	58.00	
	1 Worker's Compensation Insurance				58.00	
	TOTAL PERSONNEL EXPENSES	77,722.55-	81,088.00-	57,799.91-	77,091.00-	
001-51-511-100-34000	Contractual Services	46,410.00	42,000.00	31,500.00	42,000.00	

Rept:107 - Itemized Budget For Year 2024 Version 1
TOWN COMMISSION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-51-511-100-40000	Travel & Training	21,879.41	21,960.00	17,992.51	28,727.00	
	1 Business Development Board of PBC Gala				1,000.00	
	2 FLC Annual Conference (August)				4,920.00	
	3 FLC IEMO Training				1,000.00	
	4 FLC Legislative Action Days Tallahassee (February)				4,600.00	
	5 FLC Legislative Annual Conference (November)				3,800.00	
	6 FLC Legislative Policy Committee Meeting (Sept.)				2,265.00	
	7 FLC Legislative Policy Committee Meeting (October)				2,265.00	
	8 Florida League of Mayors Regional Meeting				230.00	
	9 Homeless Coalition of PBC Awards Luncheon (Oct.)				125.00	
	10 Homeless Coalition of PBC Mayor's Ball (April)				1,100.00	
	11 Operation Hope Annual Banquet (June)				700.00	
	12 PB North Chamber Business Before or After Hours				600.00	
	13 PBC League of Cities District 1 Luncheon				480.00	
	14 PBC League of Cities Annual Instillation Banquet (May)				900.00	
	15 PBC League of Cities Palm Beach County Days (March)				2,550.00	
	16 Safe Streets Summit (Feb.)				1,736.00	
	17 Treasure Coast Regional Planning Council Monthly Meetings				456.00	
001-51-511-100-41100	Telephone	1,302.80	1,200.00	856.47	1,200.00	
001-51-511-100-41200	Postage & Shipping	121.55	100.00	28.42	5,500.00	
	1 Operating Expense				100.00	
	2 Promotional Initiatives				5,400.00	
001-51-511-100-47000	Printing	0.00	250.00	0.00	100.00	
001-51-511-100-48000	Promotional Activity	754.63	100.00	58.79	325.00	
	1 Diversity Promotion and Inclusion				325.00	
001-51-511-100-48001	Town of Lake Park Grants	0.00	10,000.00	14,126.17	25,000.00	
001-51-511-100-49400	Uniforms & Clothing	232.97	1,000.00	665.30	850.00	
001-51-511-100-51000	Office Supplies	32.64	250.00	32.65	250.00	
001-51-511-100-54200	Memberships, Dues, & Subscriptions	8,683.00	8,593.00	9,074.00	9,000.00	
	1 Florida League of Cities				1,365.00	
	2 Florida League of Mayors				375.00	
	3 National League of Cities				1,240.00	
	4 Palm Beach County League of Cities				5,270.00	
	5 Palm Beach North Chamber of Commerce				750.00	

Rept:107 - Itemized Budget For Year 2024 Version 1
TOWN COMMISSION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
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	TOTAL OPERATING EXPENSES	79,417.00-	85,453.00-	74,334.31-	112,952.00-	
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	TOTAL DEPT EXPENDITURES	157,139.55-	166,541.00-	132,134.22-	190,043.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

TOWN MANAGER - 104

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:108 - Itemized Budget For Year 2024 Version 1
TOWN MANAGER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-51-512-104-11000	Executive Salaries	140,543.28	140,000.00	110,388.40	140,000.00	
	1 Town Manager				140,000.00	
001-51-512-104-12000	Regular Salaries	67,154.80	58,115.00	49,569.43	65,447.00	
	1 Executive Assistant				65,447.00	
001-51-512-104-14000	Overtime Salaries	357.28	800.00	0.00	800.00	
	1 Overtime Salaries				800.00	
001-51-512-104-15000	Special Pay	6,050.00	6,000.00	4,750.00	6,000.00	
	1 Town Manager Car Allowance				6,000.00	
001-51-512-104-21000	FICA	15,125.18	15,676.00	11,670.34	16,237.00	
	1 Town Manager				10,710.00	
	2 Executive Assistant				5,007.00	
	3 Overtime Salaries				61.00	
	4 Town Manager Car Allowance				459.00	
001-51-512-104-22000	Retirement	22,630.80	21,919.00	17,515.85	22,469.00	
	1 Town Manager				17,500.00	
	2 Executive Assistant				4,909.00	
	3 Overtime Salaries				60.00	
001-51-512-104-22100	Town Retirement Matching	3,375.61	2,946.00	2,478.47	3,312.00	
	1 Executive Assistant				3,272.00	
	2 Overtime Salaries				40.00	
001-51-512-104-23100	Health Insurance	31,108.20	30,753.00	28,172.03	41,226.00	
	1 Town Manager				21,503.00	
	2 Executive Assistant				19,723.00	
001-51-512-104-23200	Insurance - Dental	811.44	812.00	608.58	812.00	
	1 Town Manager				406.00	
	2 Executive Assistant				406.00	
001-51-512-104-23300	Insurance - Life	835.20	835.00	507.06	676.00	

Rept:108 - Itemized Budget For Year 2024 Version 1
TOWN MANAGER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Town Manager				554.00	
	2 Executive Assistant				122.00	
001-51-512-104-23400	Insurance - Vision	105.57	110.00	82.62	110.00	
	1 Town Manager				55.00	
	2 Executive Assistant				55.00	
001-51-512-104-23500	Disability	1,411.20	1,412.00	652.05	869.00	
	1 Town Manager				536.00	
	2 Executive Assistant				333.00	
001-51-512-104-24000	Worker's Compensation Insurance	222.25	212.00	194.37	249.00	
	1 Worker's Compensation Insurance				249.00	
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	TOTAL PERSONNEL EXPENSES	289,730.81-	279,590.00-	226,589.20-	298,207.00-	
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001-51-512-104-31000	Professional Services	29,030.11	0.00	0.00	0.00	
001-51-512-104-34000	Contractual Services	4,788.00	0.00	3,500.00	0.00	
001-51-512-104-40000	Travel & Training	919.87	5,320.00	5,111.14	8,875.00	
	1 FCCMA Annual Conference				1,540.00	
	2 FCCMA Fall Symposium				450.00	
	3 FCCMA Winter Institute				820.00	
	4 FLC Annual Conference				1,640.00	
	5 FLC Legislative Action Days (Tallahassee)				1,550.00	
	6 FLC Legislative Policy Committee Meeting				580.00	
	7 PBC Days (Tallahassee)				900.00	
	8 Palm Beach North Chamber Business Before or After Hours				160.00	
	9 PBC League of Cities District I Luncheon (Monthly)				240.00	
	10 Palm Beach North Chamber Valor and Community Service Awards				185.00	
	11 Safe Streets Summit				810.00	
001-51-512-104-41100	Telephone	3,222.00	400.00	2,463.50	2,600.00	
001-51-512-104-41200	Postage & Shipping	538.11	8,305.00	7,885.87	600.00	

Rept:108 - Itemized Budget For Year 2024 Version 1
TOWN MANAGER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Regular Postage				600.00	
001-51-512-104-47000	Printing	69.00	200.00	0.00	200.00	
001-51-512-104-48000	Promotional Activity	9,210.31	5,620.00	4,960.92	8,000.00	
	1 Advertising				1,000.00	
	2 Publix Gift Cards for Staff				6,400.00	
	3 Property of the Month Gift Cards				600.00	
001-51-512-104-48001	TOWN OF LAKE PARK GRANTS	15,000.00	0.00	0.00	0.00	
001-51-512-104-48002	Lake Park Air Purifiers Grant	2,122.62	0.00	0.00	0.00	
001-51-512-104-49400	Uniforms & Clothing	300.00	300.00	6.97-	300.00	
	1 Uniforms				300.00	
001-51-512-104-51000	Office Supplies	1,249.61	500.00	3,666.44	800.00	
001-51-512-104-52100	Gasoline & Diesel Fuel	352.70	300.00	214.37	300.00	
001-51-512-104-54200	Memberships, Dues, & Subscription	13,174.90	3,810.00	3,644.00	3,735.00	
	1 Business Development Board of PBC				2,000.00	
	2 Florida City/County Management Association (FCCMA)				420.00	
	3 International City/County Management Association (ICMA)				1,225.00	
	4 Palm Beach County Management Association (PBCCMA)				40.00	
	5 Palm Beach County Affordable Housing Collaborative				50.00	
	TOTAL OPERATING EXPENSES	79,977.23-	24,755.00-	31,439.27-	25,410.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL DEPT EXPENDITURES	369,708.04-	304,345.00-	258,028.47-	323,617.00-	

TOWN OF LAKE PARK PROPOSED BUDGET

HUMAN RESOURCES - 105

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:109 - Itemized Budget For Year 2024 Version 1
HUMAN RESOURCES 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-51-512-105-11000	Executive Salaries	119,508.98	107,994.00	104,290.35	126,680.00	
	1 HR Director/Asst Town Manager				126,680.00	
001-51-512-105-12000	Regular Salaries	57,831.49	56,909.00	51,586.71	62,042.00	
	1 Executive Assistant				62,042.00	
001-51-512-105-14000	Overtime Salaries	0.00	100.00	0.00	100.00	
	1 Overtime Salaries				100.00	
001-51-512-105-15000	Special Pay	1,226.00	2,720.00	1,070.00	1,720.00	
	1 Telephone Stipend				720.00	
	2 Special Pay - Employee of the Year				1,000.00	
001-51-512-105-21000	FICA	13,187.70	13,313.00	11,926.52	16,756.00	
	1 HR Director/Asst Town Manager				9,691.00	
	2 Executive Assistant				4,746.00	
	3 Overtime Salaries				8.00	
	4 Special Pay				77.00	
	5 Opt-Out				362.00	
	6 Paid Internship				1,872.00	
001-51-512-105-22000	Retirement	13,338.03	12,526.00	11,728.28	14,237.00	
	1 HR Director/Asst Town Manager				9,501.00	
	2 Executive Assistant				4,653.00	
	3 Overtime Salaries				8.00	
	4 Special Pay				75.00	
001-51-512-105-22100	Town Retirement Matching	8,162.86	8,349.00	7,798.65	9,540.00	
	1 HR Director/Asst Town Manager				6,334.00	
	2 Executive Assistant				3,102.00	
	3 Overtime Salaries				4.00	
	4 Special Pay				100.00	
001-51-512-105-23100	Health Insurance	20,005.20	22,006.00	10,524.86	12,628.00	
	1 HR Director/Asst Town Manager				12,628.00	

Rept:109 - Itemized Budget For Year 2024 Version 1
HUMAN RESOURCES 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-51-512-105-23150	Opt-Out Payment	0.00	0.00	3,152.00	4,728.00	
	10 Executive Assistant				4,728.00	
001-51-512-105-23200	Insurance - Dental	811.44	812.00	608.58	812.00	
	1 HR Director/Asst Town Manager				406.00	
	2 Executive Assistant				406.00	
001-51-512-105-23300	Insurance - Life	138.10	108.00	68.58	91.00	
	1 HR Director/Asst Town Manager				30.00	
	2 Executive Assistant				61.00	
001-51-512-105-23400	Insurance - Vision	110.16	110.00	82.62	110.00	
	1 HR Director/Asst Town Manager				55.00	
	2 Executive Assistant				55.00	
001-51-512-105-23500	Disability	1,411.20	1,412.00	646.83	862.00	
	1 HR Director/Asst Town Manager				536.00	
	2 Executive Assistant				326.00	
001-51-512-105-24000	Worker's Compensation Insurance	172.85	163.00	149.38	228.00	
	1 Worker's Compensation Insurance				228.00	
	TOTAL PERSONNEL EXPENSES	235,904.01-	226,522.00-	203,633.36-	250,534.00-	
001-51-512-105-31000	Professional Services	8,018.35	13,000.00	4,436.25	31,960.00	
	1 Sentrylink				2,000.00	
	2 National Student Clearinghouse				1,000.00	
	3 Florida Department of Law Enforcement				2,000.00	
	4 JAG Enterprises (Benefits Workshop)				2,000.00	
	5 Paid Internships				24,960.00	
001-51-512-105-34000	Contractual Services	12,131.00	6,800.00	3,120.00	14,625.00	
	1 New Directions LLC				3,000.00	
	2 Jupiter Medical Center Urgent Care				3,800.00	

Rept:109 - Itemized Budget For Year 2024 Version 1
HUMAN RESOURCES 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	3 Heb B Vaccine				7,825.00	
001-51-512-105-40000	Travel & Training	30.00	2,956.00	765.00	1,021.00	
	1 Governor's Hurricane Conference				521.00	
	2 ICMA Graduate Leadership Program				500.00	
001-51-512-105-40100	TUITION REIMBURSEMENT - GF	2,552.82	0.00	0.00	0.00	
001-51-512-105-41100	Telephone	2.76	336.00	1.61	336.00	
001-51-512-105-41200	Postage & Shipping	207.78	400.00	255.11	800.00	
001-51-512-105-44200	Equipment Leases	2,587.97	2,000.00	2,260.80	2,000.00	
	1 Canon				2,000.00	
001-51-512-105-47000	Printing	67.36	100.00	65.28	100.00	
001-51-512-105-47100	Photocopying	1,891.71	2,000.00	1,992.00	4,000.00	
001-51-512-105-48100	Advertising	20,856.80	10,000.00	16,349.00	16,000.00	
001-51-512-105-49400	Uniforms & Clothing	125.98	200.00	0.00	300.00	
001-51-512-105-51000	Office Supplies	2,561.64	2,000.00	2,155.49	3,000.00	
	1 Office Supplies				3,000.00	
001-51-512-105-54200	Memberships, Dues, & Subscriptions	2,017.90	2,115.00	1,878.00	1,793.00	
	1 ICMA				1,025.00	
	2 Society for Human Resource Management				190.00	
	3 Society for Human Resource Management				190.00	
	4 Palm Beach County City Management Association				40.00	
	5 FCCMA				348.00	
	TOTAL OPERATING EXPENSES	53,052.07-	41,907.00-	33,278.54-	75,935.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	

Rept:109 - Itemized Budget For Year 2024 Version 1
HUMAN RESOURCES 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
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	TOTAL DEPT EXPENDITURES	288,956.08-	268,429.00-	236,911.90-	326,469.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

TOWN CLERK - 106

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:110 - Itemized Budget For Year 2024 Version 1
TOWN CLERK 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-51-512-106-11000	Executive Salaries	115,553.13	91,811.00	74,243.60	115,003.00	
	1 Town Clerk				115,003.00	
001-51-512-106-12000	Regular Salaries	57,447.97	54,184.00	38,132.22	106,160.00	
	1 Deputy Town Clerk				56,160.00	
	3 Records Technician - Vacant				50,000.00	
001-51-512-106-14000	Overtime Salaries	1,371.26	100.00	0.00	100.00	
	1 Overtime Salaries				100.00	
001-51-512-106-15000	Special Pay	726.00	3,720.00	3,570.00	720.00	
	1 Telephone Stipend				720.00	
001-51-512-106-21000	FICA	12,621.37	11,407.00	8,772.49	16,927.00	
	1 Town Clerk				8,798.00	
	2 Deputy Town Clerk				4,296.00	
	3 Records Technician - Vacant				3,825.00	
	4 Overtime Salaries				8.00	
001-51-512-106-22000	Retirement	13,077.93	11,183.00	7,524.75	14,720.00	
	1 Town Clerk				8,625.00	
	2 Deputy Town Clerk				4,212.00	
	3 Records Technician - Vacant				1,875.00	
	4 Overtime Salaries				8.00	
001-51-512-106-22100	Town Retirement Matching	7,983.39	6,777.00	4,727.92	5,754.00	
	1 Town Clerk				5,750.00	
	2 Deputy Town Clerk				0.00	
	4 Overtime Salaries				4.00	
001-51-512-106-23100	Health Insurance	27,707.18	31,248.00	17,911.19	37,884.00	
	1 Town Clerk				12,628.00	
	2 Deputy Town Clerk				12,628.00	
	3 Records Technician - Vacant				12,628.00	
001-51-512-106-23200	Insurance - Dental	811.44	812.00	507.15	1,218.00	

Rept:110 - Itemized Budget For Year 2024 Version 1
TOWN CLERK 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Town Clerk				406.00	
	2 Deputy Town Clerk				406.00	
	3 Records Technician - Vacant				406.00	
001-51-512-106-23300	Insurance - Life	288.00	288.00	152.25	366.00	
	1 Town Clerk				122.00	
	2 Deputy Town Clerk				122.00	
	3 Records Technician - Vacant				122.00	
001-51-512-106-23400	Insurance - Vision	110.16	110.00	68.85	165.00	
	1 Town Clerk				55.00	
	2 Deputy Town Clerk				55.00	
	3 Records Technician - Vacant				55.00	
001-51-512-106-23500	Disability	1,386.24	1,340.00	542.55	898.00	
	1 Town Clerk				516.00	
	2 Deputy Town Clerk				336.00	
	3 Records Technician - Vacant				46.00	
001-51-512-106-24000	Worker's Compensation Insurance	54.36	100.00	91.63	207.00	
	1 Worker's Compensation Insurance				207.00	
	TOTAL PERSONNEL EXPENSES	239,138.43-	213,080.00-	156,244.60-	300,122.00-	
001-51-512-106-31000	Professional Services	65,422.90	13,492.00	32,114.56	20,000.00	
	1 MCCi for Laserfiche				20,000.00	
001-51-512-106-33000	Accounting, Audit & Elections	12,017.05	13,000.00	21,532.35	200.00	
	1 Election				200.00	
001-51-512-106-34000	Contractual Services	5,931.00	3,800.00	2,789.00	3,800.00	
	1 Municode Administrative Fee				300.00	
	2 Municode Hosting Fee				1,000.00	
	3 Supplement of Ordinances				2,500.00	

Rept:110 - Itemized Budget For Year 2024 Version 1
TOWN CLERK 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-51-512-106-40000	Travel & Training	2,140.03	2,823.00	425.02	4,743.00	
	1 Registration for the FACC Fall Academy				400.00	
	2 Lodging for FACC Fall Academy				596.00	
	3 Meals for FACC Fall Academy				236.00	
	4 Mileage for FACC Fall Academy				106.00	
	5 Registration for the FACC Summer Conference				400.00	
	6 Lodging for Summer Conference				756.00	
	7 Meals for Summer Conference				236.00	
	8 Mileage for Summer Conference				118.00	
	9 ICMA Leadership High Performance Academy				1,895.00	
001-51-512-106-41100	Telephone	311.36	300.00	186.26	300.00	
	1 Telephone				300.00	
001-51-512-106-41200	Postage & Shipping	240.91	200.00	127.62	200.00	
	1 Postage				200.00	
001-51-512-106-44200	Equipment Lease	7,136.64	9,500.00	7,856.64	9,500.00	
	1 Large Format Copier				5,500.00	
	2 Regular Format Copier				4,000.00	
001-51-512-106-47000	Printing	932.12	880.00	897.81	880.00	
	1 Board Member Nameplates				150.00	
	2 Elected Official Nameplates				130.00	
	3 Elected Official Business Cards				200.00	
	4 Elected Official Photos				400.00	
001-51-512-106-47100	Photocopying	1,040.66	1,500.00	1,501.25	1,500.00	
	1 Town Clerk's Office				1,500.00	
001-51-512-106-48000	Promotional Activity	3,000.00	400.00	0.00	0.00	
001-51-512-106-48100	Advertising	15,291.34	6,000.00	6,025.50	10,000.00	
	1 Newspaper				10,000.00	
001-51-512-106-49300	Computer Software	2,552.50	14,750.00	14,872.50	40,425.00	
	1 Agenda Management Software				16,525.00	
	2 Agenda Management Software License Fee				1,000.00	

Rept:110 - Itemized Budget For Year 2024 Version 1
TOWN CLERK 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	3 Annual Agenda Software - Meeting Hub				1,000.00	
	4 Annual Agenda Software -				2,550.00	
	5 Annual Agenda Software - Base Fee				6,200.00	
	6 Annual Agenda Software - Work Flow				500.00	
	7 Annual Agenda Software - Other Boards				2,000.00	
	8 MCCi Laserfiche				7,500.00	
	9 Software Licensing MCCi (4 New)				3,150.00	
001-51-512-106-49400	Uniforms & Clothing	306.95	300.00	207.97	300.00	
	1 Town Clerk's Office				300.00	
001-51-512-106-51000	Office Supplies	2,049.57	1,000.00	1,221.12	2,000.00	
	1 Town Clerk's Office				2,000.00	
001-51-512-106-52100	Gasoline & Diesel Fuel	15.00	0.00	0.00	0.00	
	1 Town Vehicle				0.00	
001-51-512-106-54200	Memberships, Dues, & Subscriptions	439.99	650.00	749.45	710.00	
	1 FACC for TC and DTC				150.00	
	2 International Institute of Municipal Clerk's for TC and DTC				290.00	
	3 PBC Municipal Clerk's Association				70.00	
	4 National Notary Association				200.00	
	TOTAL OPERATING EXPENSES	118,828.02-	68,595.00-	90,507.05-	94,558.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	

Rept:110 - Itemized Budget For Year 2024 Version 1
TOWN CLERK 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
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	TOTAL DEBT SERVICE	0.00	0.00	0.00	0.00	
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	TOTAL DEPT EXPENDITURES	357,966.45-	281,675.00-	246,751.65-	394,680.00-	
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TOWN OF LAKE PARK

PROPOSED BUDGET

LEGAL - 108

FISCAL YEAR

October 1, 2023 through September 30, 2024

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
EXPENDITURES						
001-51-514-108-31100	Professional Svc - Town Attorney	212,060.88	160,000.00	92,198.17	187,000.00	
001-51-514-108-31101	Professional Svc - Other Legal	2,867.87	0.00	0.00	1,000.00	
TOTAL PERSONNEL EXPENSES		214,928.75-	160,000.00-	92,198.17-	188,000.00-	
TOTAL OTHER EXPENSES		0.00	0.00	0.00	0.00	
TOTAL DEPT EXPENDITURES		214,928.75-	160,000.00-	92,198.17-	188,000.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

COMMUNICATIONS & GRANTS - 109

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:118 - Itemized Budget For Year 2024 Version 1
GRANTS& COMMUNICATIONS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-51-512-109-11000	Executive Salaries	114,714.47	99,237.00	83,065.60	118,739.00	
	1 Grant Writer/Chief Public Information Officer				118,739.00	
001-51-512-109-12000	Regular Salaries	4,663.76	33,530.00	6,791.87	71,000.00	
	1 Marketing Specialist				71,000.00	
001-51-512-109-15000	Special Pay	726.00	720.00	570.00	1,220.00	
	1 Telephone Stipend				720.00	
	11 Longevity Pay - Grant Writer/Chief Public Info Officer				500.00	
001-51-512-109-21000	FICA	9,029.29	10,127.00	7,136.31	14,554.00	
	1 Grant Writer/Chief Public Information Officer				9,084.00	
	2 Marketing Specialist				5,432.00	
	3 Longevity Pay - Grant Writer/Chief Public Info Officer				38.00	
001-51-512-109-22000	Retirement	8,603.58	8,449.00	6,229.92	12,937.00	
	1 Grant Writer/Chief Public Information Officer				8,905.00	
	2 Marketing Specialist				3,994.00	
	3 Longevity Pay - Grant Writer/Chief Public Info Officer				38.00	
001-51-512-109-22100	Town Retirement Matching	1,147.17	992.00	830.62	1,789.00	
	1 Grant Writer/Chief Public Information Officer				1,781.00	
	2 Longevity Pay - Grant Writer/Chief Public Info Officer				8.00	
001-51-512-109-23100	Health Insurance	10,002.60	18,338.00	8,995.11	39,272.00	
	1 Grant Writer/Chief Public Information Officer				12,628.00	
	2 Marketing Specialist				26,644.00	
001-51-512-109-23150	Opt-Out Payment	0.00	0.00	394.00	0.00	
001-51-512-109-23200	Insurance - Dental	405.72	677.00	304.29	812.00	
	1 Grant Writer/Chief Public Information Officer				406.00	
	2 Marketing Specialist				406.00	
001-51-512-109-23300	Insurance - Life	144.00	265.00	91.35	232.00	
	1 Grant Writer/Chief Public Information Officer				122.00	
	2 Marketing Specialist				110.00	

Rept:118 - Itemized Budget For Year 2024 Version 1
GRANTS& COMMUNICATIONS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-51-512-109-23400	Insurance - Vision	59.67	92.00	41.31	110.00	
	1 Grant Writer/Chief Public Information Officer				55.00	
	2 Marketing Specialist				55.00	
001-51-512-109-23500	Disability	887.64	1,284.00	402.03	872.00	
	1 Grant Writer/Chief Public Information Officer				536.00	
	2 Marketing Specialist				336.00	
001-51-512-109-24000	Worker's Compensation Insurance	108.71	102.00	93.50	230.00	
	1 Worker's Compensation Insurance				230.00	
	TOTAL PERSONNEL EXPENSES	150,492.61-	173,813.00-	114,945.91-	261,767.00-	
001-51-512-109-34000	Contractual Services	0.00	10,000.00	2,988.00	13,500.00	
	1 Consultants				10,000.00	
	2 Archive Social				3,500.00	
001-51-512-109-40000	Travel & Training	30.00	1,422.00	0.00	8,137.00	
	1 Governor's Hurricane Conference				542.00	
	2 Training and Webinars				900.00	
	3 Persuasive Communication (Harvard Executive Education)				4,800.00	
	4 ICMA Leadership High Performance Academy				1,895.00	
001-51-512-109-41200	Postage & Shipping	0.00	1,000.00	0.00	1,000.00	
	1 Mailing for Promotional Initiatives				1,000.00	
001-51-512-109-47000	Printing	0.00	0.00	69.00	0.00	
001-51-512-109-48000	Promotional Activity	33,646.00	20,000.00	30,100.00	89,000.00	
	1 Video Production				14,000.00	
	2 Electronic Marketing Signs				75,000.00	
001-51-512-109-49400	Uniforms & Clothing	0.00	400.00	0.00	400.00	

Rept:118 - Itemized Budget For Year 2024 Version 1
GRANTS& COMMUNICATIONS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Uniforms & Clothing				400.00	
001-51-512-109-51000	Office Supplies	110.56	1,000.00	411.49	1,000.00	
	1 Office Supplies				1,000.00	
001-51-512-109-54200	Memberships, Dues, & Subscriptions	447.92	500.00	761.92	800.00	
	1 Constant Contact				600.00	
	2 Other				200.00	
	TOTAL OPERATING EXPENSES	34,234.48-	34,322.00-	34,330.41-	113,837.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL DEBT SERVICE	0.00	0.00	0.00	0.00	
	TOTAL DEPT EXPENDITURES	184,727.09-	208,135.00-	149,276.32-	375,604.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

INFORMATION TECHNOLOGY - 110

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:112 - Itemized Budget For Year 2024 Version 1
IT 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-51-512-110-11000	Executive Salaries	128,033.05	105,000.00	84,595.60	123,911.00	
	1 Information Technology Director				123,911.00	
001-51-512-110-12000	Regular Salary	0.00	0.00	0.00	27,500.00	
	1 IT Helpdesk Technician (6 months) Vacant				27,500.00	
001-51-512-110-15000	Special Pay	759.23	720.00	570.00	720.00	
	1 DSL Stipend				720.00	
001-51-512-110-21000	FICA	9,846.26	8,033.00	6,471.57	11,583.00	
	1 Information Technology Director				9,479.00	
	2 IT Helpdesk Technician (6 months) Vacant				2,104.00	
001-51-512-110-22000	Retirement	5,193.78	7,875.00	6,344.67	9,293.00	
	1 Information Technology Director				9,293.00	
	2 IT Helpdesk Technician (6 months) Vacant				0.00	
001-51-512-110-22100	Town Retirement Matching	2,194.66	2,625.00	2,114.89	3,098.00	
	1 Information Technology Director				3,098.00	
	2 IT Helpdesk Technician (6 months) Vacant				0.00	
001-51-512-110-23100	Health Insurance	8,335.50	11,003.00	8,565.48	18,942.00	
	1 Information Technology Director				12,628.00	
	2 IT Helpdesk Technician (6 months) Vacant				6,314.00	
001-51-512-110-23150	Opt-Out Payment	630.40	0.00	0.00	0.00	
	1 Information Technology Director				0.00	
001-51-512-110-23200	Insurance - Dental	338.10	406.00	304.29	609.00	
	1 Information Technology Director				406.00	
	2 IT Helpdesk Technician (6 months) Vacant				203.00	
001-51-512-110-23300	Insurance - Life	127.81	144.00	91.35	183.00	
	1 Information Technology Director				122.00	
	2 IT Helpdesk Technician (6 months) Vacant				61.00	

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-51-512-110-23400	Insurance - Vision	50.49	55.00	41.31	83.00	
	1 Information Technology Director				55.00	
	2 IT Helpdesk Technician (6 months) Vacant				28.00	
001-51-512-110-23500	Disability	811.16	888.00	402.03	561.00	
	1 Information Technology Director				536.00	
	2 IT Helpdesk Technician (6 months) Vacant				25.00	
001-51-512-110-24000	Worker's Compensation Insurance	24.64	25.00	22.88	150.00	
	1 Worker's Compensation Insurance				150.00	
	TOTAL PERSONNEL EXPENSES	----- 156,345.08- -----	----- 136,774.00- -----	----- 109,524.07- -----	----- 196,633.00- -----	
001-51-512-110-31000	Professional Services - Adm IT	15,104.14	50,000.00	20,000.00	45,000.00	
	1 Consultant Support for IT Department-160 hours per year				15,000.00	
	2 Vulnerability/Penetration Testing				30,000.00	
001-51-512-110-34000	Contractual Services	53,300.10	60,480.00	64,914.35	64,980.00	
	1 Telvue Channel 18 Comcast and Bulletin Board				2,400.00	
	2 Office 365 Basic Microsoft Email				6,320.00	
	3 CyberSecurity Solarwinds for Work Station Software				3,880.00	
	4 Telvue Media Equipment warranty and support				4,800.00	
	5 Back Up Disaster Recovery Services (BDRS) all locations				5,680.00	
	6 Drop Box Annual Fees-All Senior Staff and Commission				6,000.00	
	7 Lambda Rail Internet Services from Palm Beach County ISS				17,400.00	
	8 Web Hosting Granicus Annual				4,700.00	
	9 Phish Threat-Emails				1,000.00	
	10 365 Email archiving				2,100.00	
	11 Virtual Server on Cloud				6,000.00	
	12 Onsolve - Code Red				4,700.00	
001-51-512-110-40000	Travel & Training	5,167.26	2,500.00	1,629.26	5,395.00	
	1 For Annual Conference FLGISA				3,500.00	

Rept:112 - Itemized Budget For Year 2024 Version 1
IT 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 ICMA Leadership High Performance Academy				1,895.00	
001-51-512-110-41100	Telephone	9,636.15	5,000.00	9,901.34	5,000.00	
	1 Verteks Consultant for VoIP phone support-All departments				5,000.00	
001-51-512-110-41105	Telephone-DSL	0.00	2,200.00	0.00	2,200.00	
	1 Comcast back up Internet at Town Hall				2,200.00	
001-51-512-110-46100	Equipment Maintenance Contract	0.00	2,700.00	283.00	500.00	
	1 For Equipment Maintenance				500.00	
001-51-512-110-49303	Software - Administration	11,367.87	32,449.00	21,960.25	135,249.00	
	1 Software-Cylance Antivirus Antispyware				8,250.00	
	2 Cisco Firewalls Licenses				2,100.00	
	3 Office Software Microsoft and Adobe				3,000.00	
	4 dotGOV domain renewal annual				800.00	
	5 Virtual Meeting- Zoom licenses with Techsoup				500.00	
	6 Tyler				120,000.00	
	7 Cerberus FTP software license				599.00	
001-51-512-110-49306	Software - Finance	9,047.00	0.00	2,470.80	8,000.00	
	1 Legacy ADG				8,000.00	
001-51-512-110-51900	Computer Supplies & Parts	882.35	1,000.00	887.06	1,000.00	
	1 For small items needed such as cables, thump drive, hard dri				1,000.00	
001-51-512-110-52000	Operating Supplies	4,462.36	23,400.00	4,823.25	19,400.00	
	1 For things needed to support users or other departments				2,000.00	
	2 Computer for Marketing Position				0.00	
	3 Back up server for the CLOUD				6,000.00	
	4 Public Library Server				4,000.00	
	5 Computer Lab - Thin Clients				2,400.00	
	6 Computer Spares				5,000.00	
001-51-512-110-54200	Memberships, Dues, & Subscriptions	200.00	1,500.00	200.00	1,500.00	
	1 For Professional Memberships-Annual Fees				1,500.00	

Rept:112 - Itemized Budget For Year 2024 Version 1
IT 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	TOTAL OPERATING EXPENSES	109,167.23-	181,229.00-	127,069.31-	288,224.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL OTHER EXPENSES	0.00	0.00	0.00	0.00	
	TOTAL DEPT EXPENDITURES	265,512.31-	318,003.00-	236,593.38-	484,857.00-	
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TOWN OF LAKE PARK

PROPOSED BUDGET

FINANCE - 150

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:113 - Itemized Budget For Year 2024 Version 1
FINANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-51-513-150-11000	Executive Salaries	114,961.43	115,000.00	98,136.00	119,937.00	
	1 Finance Director				119,937.00	
001-51-513-150-12000	Regular Salaries	265,959.72	229,174.00	169,671.40	316,984.00	
	1 Assistant Finance Director				91,494.00	
	2 Senior Accountant - Vacant				59,015.00	
	3 Accountant				67,205.00	
	4 Accounting Technician				66,194.00	
	5 Receptionist/Cashier - Vacant				33,076.00	
001-51-513-150-14000	Overtime Salaries	0.00	1,000.00	0.00	1,000.00	
	1 Overtime Salaries				1,000.00	
001-51-513-150-15000	Special Pay	4,726.00	2,220.00	1,570.00	1,720.00	
	1 Telephone Stipend				720.00	
	2 Longevity Pay - Accounting Technician				1,000.00	
001-51-513-150-21000	FICA	28,380.22	26,943.00	20,038.61	33,940.00	
	1 Finance Director				9,175.00	
	2 Assistant Finance Director				6,999.00	
	3 Senior Accountant - Vacant				4,515.00	
	4 Accountant				5,141.00	
	5 Accounting Technician				5,064.00	
	6 Receptionist/Cashier - Vacant				2,530.00	
	7 Opt-Out Payment				362.00	
	8 Longevity Pay				77.00	
	9 Overtime Salaries				77.00	
001-51-513-150-22000	Retirement	26,102.19	24,201.00	20,160.55	29,113.00	
	1 Finance Director				8,995.00	
	2 Assistant Finance Director				6,862.00	
	3 Senior Accountant - Vacant				1,861.00	
	4 Accountant				5,040.00	
	5 Accounting Technician				4,965.00	
	6 Receptionist/Cashier - Vacant				1,240.00	
	7 Longevity Pay				75.00	

Rept:113 - Itemized Budget For Year 2024 Version 1
FINANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	8 Overtime Salaries				75.00	
001-51-513-150-22100	Town Retirement Matching	8,820.79	9,152.00	6,238.83	9,361.00	
	1 Finance Director				0.00	
	2 Assistant Finance Director				3,431.00	
	3 Senior Accountant - Vacant				0.00	
	4 Accountant				2,520.00	
	5 Accounting Technician				3,310.00	
	6 Receptionist/Cashier - Vacant				0.00	
	7 Longevity Pay				50.00	
	8 Overtime Salaries				50.00	
001-51-513-150-23100	Health Insurance	43,544.60	36,677.00	27,438.87	63,140.00	
	1 Finance Director				0.00	
	2 Assistant Finance Director				12,628.00	
	3 Senior Accountant - Vacant				12,628.00	
	4 Accountant				12,628.00	
	5 Accounting Technician				12,628.00	
	6 Receptionist/				0.00	
	6 Receptionist/Cashier - Vacant				12,628.00	
001-51-513-150-23150	Opt-Out Payment	3,349.00	5,436.00	3,743.00	4,728.00	
	1 Finance Director				4,728.00	
001-51-513-150-23200	Insurance - Dental	1,656.69	1,353.00	912.87	2,030.00	
	1 Finance Director				0.00	
	2 Assistant Finance Director				406.00	
	3 Senior Accountant - Vacant				406.00	
	4 Accountant				406.00	
	5 Accounting Technician				406.00	
	6 Receptionist/Cashier - Vacant				406.00	
001-51-513-150-23300	Insurance - Life	539.57	540.00	296.91	605.00	
	1 Finance Director				122.00	
	2 Assistant Finance Director				122.00	
	3 Senior Accountant- Vacant				122.00	
	4 Accountant				122.00	
	5 Accounting Technician				30.00	
	6 Receptionist/Cashier - Vacant				87.00	

Rept:113 - Itemized Budget For Year 2024 Version 1
FINANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-51-513-150-23400	Insurance - Vision	220.32	183.00	123.93	275.00	
	1 Finance Director				0.00	
	2 Assistant Finance Director				55.00	
	3 Senior Accountant - Vacant				55.00	
	4 Accountant				55.00	
	5 Accounting Technician				55.00	
	6 Receptionist/Cashier - vacant				55.00	
001-51-513-150-23500	Disability	3,321.92	3,296.00	1,280.43	2,414.00	
	1 Finance Director				536.00	
	2 Assistant Finance Director				447.00	
	3 Senior Accountant - Vacant				371.00	
	4 Accountant				371.00	
	5 Accounting Technician				353.00	
	6 Receptionist/Cashier - Vacant				336.00	
001-51-513-150-24000	Worker's Compensation Insurance	222.25	213.00	195.25	489.00	
	1 Worker's Compensation Insurance				489.00	
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	TOTAL PERSONNEL EXPENSES	501,804.70-	455,388.00-	349,806.65-	585,736.00-	
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001-51-513-150-31000	Professional Services	0.00	4,000.00	0.00	4,000.00	
	1 ADG Legacy				4,000.00	
001-51-513-150-33000	Accounting & Auditing	41,150.00	36,000.00	0.00	45,000.00	
	1 External Auditors				45,000.00	
001-51-513-150-34000	Contractual Services	8,310.55	9,500.00	12,929.14	10,500.00	
	1 Armoured Car Service				6,500.00	
	2 OPEB Report				4,000.00	
001-51-513-150-40000	Travel & Training	5,147.35	5,000.00	1,361.24	8,295.00	

Rept:113 - Itemized Budget For Year 2024 Version 1
FINANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Accountant Senior FGFOA Workshops				1,000.00	
	2 Director Finance GFOA Conference				1,400.00	
	3 Assistant Director Finance FGFOA Conference				1,400.00	
	4 Assistant Director Training Material				1,200.00	
	5 Accountant FABTO Conference				1,400.00	
	6 ICMA Leadership High Performance Academy				1,895.00	
001-51-513-150-41100	Telephone	297.53	200.00	176.89	250.00	
	1 Phone				250.00	
001-51-513-150-41200	Postage & Shipping	4,877.30	5,100.00	2,737.08	4,500.00	
	1 Postage				4,500.00	
001-51-513-150-44200	Equipment Leases	6,749.60	4,010.00	6,061.13	6,759.00	
	1 Canon Copier Lease				2,300.00	
	2 Pitney Bowes				2,754.00	
	3 Postage Machine				1,705.00	
001-51-513-150-47000	Printing	670.74	2,000.00	978.45	2,000.00	
001-51-513-150-47100	Photocopying	1,975.40	2,200.00	1,588.90	1,500.00	
001-51-513-150-49000	Other Current Charges	78.00	400.00	72.09	400.00	
001-51-513-150-49400	Uniforms & Clothing	161.97	500.00	0.00	600.00	
001-51-513-150-49600	Bank Charges / Admin Fees	6,969.40	9,000.00	6,150.98	9,000.00	
001-51-513-150-51000	Office Supplies	6,330.61	7,500.00	2,244.94	8,300.00	
	1 Budget				1,000.00	
	2 Envelopes				700.00	
	3 Paper/Pads, Folders,Labels				1,000.00	
	4 Checks, Bank Bags, Deposit Books				1,500.00	
	5 Business Cards				200.00	
	6 Misc Office Supplies				500.00	
	7 Printer Cartridges				700.00	
	8 Ribbons and Tape				500.00	
	9 Forms - BTRS and Sanitation				900.00	
	10 BTR License Forms				500.00	
	11 Office Chairs/Furniture				800.00	
001-51-513-150-54100	Books & Subscriptions	0.00	400.00	0.00	0.00	
001-51-513-150-54200	Memberships, Dues, & Subscriptions	6,574.95	1,220.00	469.00	1,220.00	

FINANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
1	GFOA Membership				700.00	
2	FGFOA Annual Membership				400.00	
3	FGFOA Palm Beach County Membership				120.00	
	TOTAL OPERATING EXPENSES	89,293.40-	87,030.00-	34,769.84-	102,324.00-	
	TOTAL DEPT EXPENDITURES	591,098.10-	542,418.00-	384,576.49-	688,060.00-	

TOWN OF LAKE PARK PROPOSED BUDGET

PUBLIC SAFETY - 200

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:114 - Itemized Budget For Year 2024 Version 1
LAW ENFORCEMENT 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
EXPENDITURES						
001-52-521-200-34010	Contract PBC Sheriff	1,507,997.00	3,333,263.00	3,333,263.04	3,413,715.00	
001-52-521-200-41100	Telephone	1,147.61	2,000.00	684.42	1,500.00	
001-52-521-200-43000	Utilities	9,793.54	10,000.00	7,375.56	10,000.00	
001-52-521-200-43250	Garbage & Trash	954.89	1,500.00	989.74	1,500.00	
001-52-521-200-43500	SHOT SPOTTER-GUNSHOT DETECTION SYST	77,446.29	68,000.00	72,495.48	76,000.00	
001-52-521-200-52100	Gasoline & Diesel Fuel	447.96	1,500.00	124.27	1,500.00	
001-52-521-200-52700	American Rescue Plan Expense	1,600,000.00	0.00	0.00	0.00	
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	TOTAL EXPENSES	3,197,787.29-	3,416,263.00-	3,414,932.51-	3,504,215.00-	
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	TOTAL DEPT EXPENDITURES	3,197,787.29-	3,416,263.00-	3,414,932.51-	3,504,215.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

EMERGENCY MANAGEMENT - 250

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:134 - Itemized Budget For Year 2024 Version 1
EMERGENCY MANAGEMENT 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-52-525-250-34050	Other Contract Services - Debris	8,840.00	1,976.00	1,382.24	1,976.00	
	1 DI RECOVERY LLC				1,976.00	
001-52-525-250-52000	Operating Supplies	0.00	250.00	0.00	250.00	
	TOTAL EXPENSES	8,840.00-	2,226.00-	1,382.24-	2,226.00-	
	TOTAL DEPT EXPENDITURES	8,840.00-	2,226.00-	1,382.24-	2,226.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

PUBLIC WORKS ADMINISTRATION - 400

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:115 - Itemized Budget For Year 2024 Version 1
PW ADMINISTRATIVE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-53-530-400-11000	Executive Salaries	118,235.80	117,291.00	96,621.08	122,034.00	
	1 Public Works Director				122,034.00	
001-53-530-400-12000	Regular Salaries	172,825.68	120,349.00	99,981.28	158,287.00	
	1 Operations Manager				67,163.00	
	2 Executive Assistant				58,047.00	
	3 Administrative Assistant - Vacant				33,077.00	
001-53-530-400-13000	Other & Part Time Salaries	45,540.81	80,324.00	76,752.46	83,570.00	
	1 Manager - Capital Projects				83,570.00	
001-53-530-400-14000	Overtime Salaries	665.08	1,000.00	565.18	1,000.00	
	1 Overtime Salaries				1,000.00	
001-53-530-400-15000	Special Pay	4,178.00	2,660.00	2,210.00	2,160.00	
	1 Telephone Stipend				2,160.00	
001-53-530-400-21000	FICA	25,105.56	25,271.00	20,630.03	28,639.00	
	1 Public Works Director				9,336.00	
	2 Operations Manager				5,138.00	
	3 Executive Assistant				4,441.00	
	4 Manager - Capital Projects				6,393.00	
	5 Administrative Assistant - Vacant				2,530.00	
	6 Overtime Salaries				77.00	
	7 Opt-Out Payment				724.00	
001-53-530-400-22000	Retirement	17,202.22	17,936.00	14,825.08	19,859.00	
	1 Public Works Director				9,153.00	
	2 Operations Manager				5,037.00	
	3 Executive Assistant				4,354.00	
	4 Manager - Capital Projects				0.00	
	5 Overtime Salaries				75.00	
	6 Administrative Assistant - Vacant				1,240.00	
001-53-530-400-22100	Town Retirement Matching	7,556.31	7,767.00	6,288.72	8,624.00	
	1 Public Works Director				3,051.00	

Rept:115 - Itemized Budget For Year 2024 Version 1
PW ADMINISTRATIVE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 Operations Manager				3,358.00	
	3 Executive Assistant				2,177.00	
	4 Manager - Capital Projects				0.00	
	5 Overtime Salaries				38.00	
001-53-530-400-23100	Health Insurance	35,066.81	37,190.00	27,728.49	46,759.00	
	1 Public Works Director				0.00	
	2 Operations Manager				0.00	
	3 Executive Assistant				12,628.00	
	4 Manager - Capital Projects				21,503.00	
	5 Administrative Assistant - Vacant				12,628.00	
001-53-530-400-23150	Opt-Out Payment	9,534.80	10,872.00	7,486.00	9,456.00	
	1 Public Works Director				4,728.00	
	2 Operations Manager				4,728.00	
001-53-530-400-23200	Insurance - Dental	1,622.88	1,624.00	1,217.16	2,030.00	
	1 Public Works Director				406.00	
	2 Operations Manager				406.00	
	3 Executive Assistant				406.00	
	4 Manager - Capital Projects				406.00	
	5 Administrative Assistant - Vacant				406.00	
001-53-530-400-23300	Insurance - Life	567.62	576.00	333.45	567.00	
	1 Public Works Director				122.00	
	2 Operations Manager				122.00	
	3 Executive Assistant				122.00	
	4 Manager - Capital Projects				79.00	
	5 Administrative Assistant - Vacant				122.00	
001-53-530-400-23400	Insurance - Vision	220.32	220.00	165.24	275.00	
	1 Public Works Director				55.00	
	2 Operations Manager				55.00	
	3 Executive Assistant				55.00	
	4 Manager - Capital Projects				55.00	
	5 Administrative Assistant - Vacant				55.00	
001-53-530-400-23500	Disability	2,770.80	2,772.00	1,277.01	2,028.00	
	1 Public Works Director				536.00	

Rept:115 - Itemized Budget For Year 2024 Version 1
PW ADMINISTRATIVE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 Operations Manager				370.00	
	3 Executive Assistant				326.00	
	4 Manager - Capital Projects				470.00	
	5 Administrative Assistant - Vacant				326.00	
001-53-530-400-24000	Worker's Compensation Insurance	459.40	439.00	402.38	400.00	
	1 Worker's Compensation Insurance				400.00	
	TOTAL PERSONNEL EXPENSES	441,552.09-	426,291.00-	356,483.56-	485,688.00-	
001-53-530-400-34000	Contractual Services	0.00	2,172.00	1,657.54	7,172.00	
	1 Document Shredding Service				200.00	
	2 WO/Asset Management				1,972.00	
	3 Answer Service				5,000.00	
001-53-530-400-40000	Travel & Training	2,596.85	2,450.00	1,724.66	4,345.00	
	1 Misc. Training				500.00	
	2 Safe Streets (PW Dir)				400.00	
	3 FL APWA (PW Dir/Ops Mgr)				1,200.00	
	4 Gov. Hurricane Conf. (PW Dir)				300.00	
	5 Sunpass for Travel				50.00	
	6 ICMA Leadership High Performance Academy				1,895.00	
001-53-530-400-41100	Telephone	2,069.05	1,920.00	1,568.73	2,412.00	
	1 Cell Phones				1,032.00	
	2 Phone Service				600.00	
	3 Cell Service for Tablets				780.00	
001-53-530-400-41200	Postage & Shipping	236.13	500.00	124.01	400.00	
	1 Postage & Shipping				400.00	
001-53-530-400-44200	Equipment Leases	2,359.73	3,000.00	2,523.24	2,800.00	
	1 Canon Copier Lease				2,800.00	

Rept:115 - Itemized Budget For Year 2024 Version 1
PW ADMINISTRATIVE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-53-530-400-47000	Printing	335.78	500.00	175.94	500.00	
	1 Printing Services				500.00	
001-53-530-400-47100	Photocopying	1,175.10	1,200.00	1,589.81	1,300.00	
	1 Copy Charges on Leased Copier				1,300.00	
001-53-530-400-49400	Uniforms & Clothing	356.00	800.00	602.00	800.00	
	1 Logo Wear for PW Admin. Team				800.00	
001-53-530-400-51000	Office Supplies	2,888.28	2,800.00	2,530.56	2,800.00	
	1 Bottle Water Service				1,800.00	
	2 Misc. Office Supplies and Small Office Equipment				1,000.00	
001-53-530-400-52000	Operating Supplies	18,251.95	11,370.00	2,884.15	13,370.00	
	1 Annual Asset Management System Renewal				3,500.00	
	2 Annual GIS License Renewal				2,170.00	
	3 Public Outreach				2,500.00	
	4 Misc. Supplies				3,200.00	
	5 NPWW Outreach				2,000.00	
001-53-530-400-52100	Gasoline & Diesel Fuel	744.50	1,000.00	433.68	1,000.00	
	1 Bd of County Comm.				250.00	
	2 Fuel Allocation				750.00	
001-53-530-400-54200	Memberships, Dues, & Subscriptions	858.00	1,600.00	1,892.83	1,600.00	
	1 FCCMA Membership (PW Dir)				450.00	
	2 APWA Membership (PW Dir/Opr Mgr)				400.00	
	3 ICMA Membership (PW Dir)				400.00	
	4 SWANA Membership (PW Dir/Ops Mgr)				350.00	
	TOTAL OPERATING EXPENSES	31,871.37-	29,312.00-	17,707.15-	38,499.00-	

Rept:115 - Itemized Budget For Year 2024 Version 1
PW ADMINISTRATIVE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL OTHER EXPENSES	0.00	0.00	0.00	0.00	
	TOTAL DEPT EXPENDITURES	473,423.46-	455,603.00-	374,190.71-	524,187.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

GROUND MAINTENANCE - 406

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:116 - Itemized Budget For Year 2024 Version 1
GROUNDS MAINTENANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-57-572-406-12000	Regular Salaries	235,361.32	253,299.00	163,149.92	321,089.00	
	1 Grounds Maintenance Foreman				86,029.00	
	2 Lead Groundskeeper				42,186.00	
	3 Irrigation Technician - Vacant				42,077.00	
	4 Groundskeeper				35,988.00	
	5 Groundskeeper				35,256.00	
	6 Groundskeeper				34,347.00	
	7 Groundskeeper - Vacant				34,347.00	
	8 Projected Salary Increase Funds (3.5%)				10,859.00	
001-57-572-406-14000	Overtime Salaries	208.85	1,500.00	1,455.76	1,500.00	
	1 Overtime Salaries				1,500.00	
001-57-572-406-15000	Special Pay	1,000.00	1,000.00	1,000.00	2,000.00	
	1 Longevity Pay - Grounds Maintenance Foreman				1,000.00	
	2 Longevity Pay - Lead Groundskeeper				500.00	
	3 Longevity Pay - Groundskeeper				500.00	
001-57-572-406-21000	FICA	18,131.94	19,485.00	12,614.37	24,747.00	
	1 Grounds Maintenance Foreman				6,581.00	
	2 Lead Groundskeeper				3,227.00	
	3 Irrigation Technician - Vacant				3,219.00	
	4 Groundskeeper				2,753.00	
	5 Groundskeeper				2,697.00	
	6 Groundskeeper				2,628.00	
	7 Groundskeeper - Vacant				2,628.00	
	8 Overtime Salaries				31.00	
	9 Longevity Pay				153.00	
	10 Projected Salary Increase Funds (3.5%)				830.00	
001-57-572-406-22000	Retirement	16,142.07	19,102.00	11,577.20	21,296.00	
	1 Grounds Maintenance Foreman				6,452.00	
	2 Lead Groundskeeper				3,164.00	
	3 Irrigation Technician - Vacant				1,578.00	
	4 Groundskeeper				2,699.00	
	5 Groundskeeper				2,644.00	

Rept:116 - Itemized Budget For Year 2024 Version 1
GROUND'S MAINTENANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	6 Groundskeeper				2,576.00	
	7 Groundskeeper - Vacant				1,288.00	
	8 Overtime Salaries				30.00	
	9 Longevity Pay				150.00	
	10 Projected Salary Increase Funds (3.5%)				715.00	
001-57-572-406-22100	Town Retirement Matching	4,559.40	4,608.00	4,233.51	6,077.00	
	1 Grounds Maintenance Foreman				4,301.00	
	2 Lead Groundskeeper				633.00	
	3 Irrigation Technician				0.00	
	4 Groundskeeper				0.00	
	5 Groundskeeper				881.00	
	6 Groundkeeper				0.00	
	7 Overtime Salaries				0.00	
	8 Longevity Pay - Grounds Maintenance Foreman				58.00	
	9 Projected Salary Increase Funds (3.5%)				204.00	
001-57-572-406-23100	Health Insurance	58,031.74	70,639.00	39,559.56	88,396.00	
	1 Grounds Maintenance Foreman				12,628.00	
	2 Lead Groundskeeper				12,628.00	
	3 Irrigation Technician - Vacant				12,628.00	
	4 Groundskeeper				12,628.00	
	5 Groundskeeper				12,628.00	
	6 Groundskeeper				12,628.00	
	7 Groundskeeper - Vacant				12,628.00	
001-57-572-406-23200	Insurance - Dental	2,197.65	2,436.00	1,420.02	2,842.00	
	1 Grounds Maintenance Foreman				406.00	
	2 Lead Groundskeeper				406.00	
	3 Irrigation Technician - Vacant				406.00	
	4 Groundskeeper				406.00	
	5 Groundskeeper				406.00	
	6 Groundskeeper				406.00	
	7 Groundskeeper - Vacant				406.00	
001-57-572-406-23300	Insurance - Life	597.60	642.00	304.58	620.00	
	1 Grounds Maintenance Foreman				122.00	
	2 Lead Groundskeeper				93.00	
	3 Irrigation Technician - Vacant				93.00	

Rept:116 - Itemized Budget For Year 2024 Version 1
GROUNDS MAINTENANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	4 Groundskeeper				78.00	
	5 Groundskeeper				78.00	
	6 Groundskeeper				78.00	
	7 Groundskeeper - Vacant				78.00	
001-57-572-406-23400	Insurance - Vision	302.51	330.00	197.37	385.00	
	1 Grounds Maintenance Foreman				55.00	
	2 Lead Groundskeeper				55.00	
	3 Irrigation Technician - Vacant				55.00	
	4 Groundskeeper				55.00	
	5 Groundskeeper				55.00	
	6 Groundskeeper				55.00	
	7 Groundskeeper - Vacant				55.00	
001-57-572-406-23500	Disability	2,145.90	2,292.00	791.01	1,540.00	
	1 Grounds Maintenance Foreman				421.00	
	2 Lead Groundskeeper				209.00	
	3 Irrigation Technician - Vacant				209.00	
	4 Groundskeeper				176.00	
	5 Groundskeeper				175.00	
	6 Groundskeeper				175.00	
	7 Groundskeeper - Vacant				175.00	
001-57-572-406-24000	Worker's Compensation Insurance	3,644.86	3,472.00	3,182.63	7,452.00	
	1 Worker's Compensation Insurance				7,452.00	
	TOTAL PERSONNEL EXPENSES	342,323.84-	378,805.00-	239,485.93-	477,944.00-	
001-57-572-406-34000	Contractual Services	15,115.34	37,332.00	51,045.67	65,332.00	
	1 Monthly Lawn Treatment				1,200.00	
	2 Fertilization Service				7,000.00	
	3 Tree Trimming Service for Flagler Blvd				4,000.00	
	4 Temporary Labor				10,000.00	
	5 Irrigation Water Treatment for Rust				10,600.00	

Rept:116 - Itemized Budget For Year 2024 Version 1
GROUNDS MAINTENANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	6 Easement/ROW Maintenance				10,560.00	
	7 WO/Asset Management				1,972.00	
	8 Irrigation Wet Checks & Maintenance				20,000.00	
001-57-572-406-40000	Travel & Training	390.00	1,000.00	427.26	1,000.00	
	1 MOT Training				300.00	
	2 Misc. Training				700.00	
001-57-572-406-41100	Telephone	1,651.12	1,680.00	1,660.61	1,680.00	
	1 Cell Phones				1,200.00	
	2 Cell Service for Tablet				480.00	
001-57-572-406-43000	Utilitites	10,335.18	11,500.00	7,443.27	11,500.00	
	1 Electric				11,500.00	
001-57-572-406-44100	Rentals	283.49	1,700.00	1,490.73	1,700.00	
	1 Lift Rental for Tree Trimming				500.00	
	2 Power Buggy Rental for Mulch Installation				1,200.00	
001-57-572-406-46000	Repair & Maintenance	5,957.07	31,000.00	42,005.96	31,000.00	
	1 Mower & Small Equipment Repairs				4,000.00	
	2 Irrigation Motor/Pump Repairs				2,000.00	
	3 Replace Irrigation Well - Date Palm Dr				25,000.00	
001-57-572-406-49400	Uniforms & Clothing	5,186.31	7,200.00	1,811.78	7,200.00	
	1 Uniforms				4,200.00	
	2 Safety Shoes & PPEs				3,000.00	
001-57-572-406-52000	Operating Supplies	19,867.72	15,500.00	14,089.42	17,500.00	
	1 Mulch				6,000.00	
	2 Sod				2,000.00	
	3 Mower & Small Equipment Parts				2,500.00	
	4 Irrigation Parts				3,000.00	
	5 Trailer Parts				1,000.00	
	6 Misc. Supplies				3,000.00	
001-57-572-406-52100	Gasoline & Diesel Fuel	13,371.73	12,600.00	7,144.00	12,600.00	

Rept:116 - Itemized Budget For Year 2024 Version 1
GROUNDS MAINTENANCE 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Bd of County Comm.				600.00	
	2 Fuel Allocation				12,000.00	
001-57-572-406-52200	Small Tools & Other	1,326.86	1,500.00	2,449.92	2,000.00	
	1 Replacements Weed Eaters, Blowers, etc.				2,000.00	
	TOTAL OPERATING EXPENSES	73,484.82-	121,012.00-	129,568.62-	151,512.00-	
001-57-572-406-64100	Machinery & Equipment	0.00	23,684.00	0.00	20,500.00	
	1 Scag Mower				20,500.00	
	TOTAL CAPITAL OUTLAY	0.00	23,684.00-	0.00	20,500.00-	
	TOTAL DEBT SERVICE	0.00	0.00	0.00	0.00	
	TOTAL DEPT EXPENDITURES	415,808.66-	523,501.00-	369,054.55-	649,956.00-	

TOWN OF LAKE PARK PROPOSED BUDGET

FACILITIES MAINTENANCE - 408

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:117 - Itemized Budget For Year 2024 Version 1
FACILITIES MAINT. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-54-597-408-12000	Regular Salaries	109,544.02	109,986.00	88,007.20	123,105.00	
	1 Facilities Maintenance Worker II				73,436.00	
	2 Facilities Maintenance Worker I				45,505.00	
	3 Projected Salary Increase Funds (3.5%)				4,164.00	
001-54-597-408-14000	Overtime Salaries	546.61	1,000.00	1,065.79	1,000.00	
	1 Overtime Salaries				1,000.00	
001-54-597-408-15000	Special Pay	1,500.00	1,000.00	1,000.00	1,500.00	
	1 Longevity Pay - Facilities Maintenance Worker II				1,000.00	
	11 Longevity Pay - Facilities Maintenance Worker I				500.00	
001-54-597-408-21000	FICA	8,475.33	8,526.00	6,841.86	9,610.00	
	1 Facilities Maintenance Worker II				5,618.00	
	2 Facilities Maintenance Worker I				3,481.00	
	3 Overtime Salaries				77.00	
	4 Longevity Pay - Facilities Maintenance Worker II				115.00	
	5 Projected Salary Increase Funds (3.5%)				319.00	
001-54-597-408-22000	Retirement	8,339.22	8,359.00	6,764.81	9,421.00	
	1 Facilities Maintenance Worker II				5,508.00	
	2 Facilities Maintenance Worker I				3,413.00	
	3 Overtime Salaries				75.00	
	4 Longevity Pay - Facilities Maintenance Worker II				113.00	
	5 Projected Salary Increase Funds (3.5%)				312.00	
001-54-597-408-22100	Town Retirement Matching	3,408.80	3,391.00	2,732.62	3,874.00	
	1 Facilities Maintenance Worker II				3,672.00	
	2 Facilities Maintenance Worker I				0.00	
	3 Overtime Salaries				23.00	
	4 Longevity Pay - Facilities Maintenance Worker II				50.00	
	5 Projected Salary Increase Funds (3.5%)				129.00	
001-54-597-408-23100	Health Insurance	20,005.20	22,006.00	18,105.28	25,256.00	
	1 Facilities Maintenance Worker II				12,628.00	
	2 Facilities Maintenance Worker I				12,628.00	

Rept:117 - Itemized Budget For Year 2024 Version 1
FACILITIES MAINT. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-54-597-408-23200	Insurance - Dental	811.44	812.00	608.58	812.00	
	1 Facilities Maintenance Worker II				406.00	
	2 Facilities Maintenance Worker I				406.00	
001-54-597-408-23300	Insurance - Life	267.84	268.00	171.32	229.00	
	1 Facilities Maintenance Worker II				122.00	
	2 Facilities Maintenance Worker I				107.00	
001-54-597-408-23400	Insurance - Vision	110.16	110.00	82.62	110.00	
	1 Facilities Maintenance Worker II				55.00	
	2 Facilities Maintenance Worker I				55.00	
001-54-597-408-23500	Disability	997.08	997.00	457.51	609.00	
	1 Facilities Maintenance Worker II				367.00	
	2 Facilities Maintenance Worker I				242.00	
001-54-597-408-24000	Worker's Compensation Insurance	2,499.04	2,382.00	2,183.50	3,062.00	
	1 Worker's Compensation Insurance				3,062.00	
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	TOTAL PERSONNEL EXPENSES	156,504.74-	158,837.00-	128,021.09-	178,588.00-	
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001-54-597-408-31000	Professional Services	215.00	0.00	215.00	0.00	
001-54-597-408-34000	Contractual Services	114,385.45	144,166.00	120,313.97	144,166.00	
	1 Custodial Services & Floor Care				100,346.00	
	2 Annual Elevator Phone Monitoring				700.00	
	3 Annual Elevator Maintenance - Town Hall				4,695.00	
	4 Annual Elevator/Lift Inspection - Town Hall				250.00	
	5 Annual Fire Extinguisher Service - Townwide				1,800.00	
	6 Annual Fuel Tank Certification - Town Hall Generator				500.00	
	7 Annual Termite Protection - Town Hall				900.00	
	8 Annual Termite Protection - Evergreen House				300.00	
	9 Annual Termite Protection - Bostrom Conc. Stand				300.00	
	10 Annual Termite Protection - Library				400.00	

Rept:117 - Itemized Budget For Year 2024 Version 1
FACILITIES MAINT. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	11 Annual Termite Protection - Public Works				600.00	
	12 Quarterly A/C Maintenance - Townwide				5,000.00	
	13 Quarterly Fire Alarm Service - PBSO				6,700.00	
	14 Quarterly Fire Alarm Service - Town Hall				2,750.00	
	15 Burglar Alarm Monitoring - Evergreen House				480.00	
	16 Panic Alarms - Town Hall & Library				2,000.00	
	17 Pest Control Service - Townwide				3,600.00	
	18 Indoor Environmental Assessments				3,000.00	
	19 Johnson Controls - Measurements & Verifications				6,873.00	
	20 Misc. Contractual Services				1,000.00	
	21 WO/Asset Management				1,972.00	
001-54-597-408-34010	Permits & Fee	0.00	150.00	150.00	150.00	
	1 Annual Elevator Permits (2) for Town Hall				150.00	
001-54-597-408-40000	Travel & Training	0.00	1,000.00	298.27	1,000.00	
	1 Misc. Training				1,000.00	
001-54-597-408-41100	Telephone	1,835.29	2,160.00	3,059.66	4,200.00	
	1 Cell Phones				1,600.00	
	2 Cell Service for Tablets				2,600.00	
001-54-597-408-43000	Utilities	61,161.77	57,600.00	48,132.82	57,600.00	
	1 Electric Services				48,000.00	
	2 Water/Sewer Services				9,600.00	
001-54-597-408-43250	Garbage & Trash	4,773.08	8,303.00	7,887.88	8,303.00	
	1 SWA Assessment for Dumpsters at Town Facilities				5,100.00	
	2 Town Hall Sanitation Fees				3,203.00	
001-54-597-408-44100	Rentals	1,064.76	2,000.00	2,339.28	2,500.00	
	1 Rental of Bucket Truck & Lift All				2,000.00	
	2 Misc. Tool Rental				500.00	
001-54-597-408-46000	Repair & Maintenance	24,237.02	42,000.00	23,937.17	42,000.00	
	1 A/C Repairs				5,000.00	
	2 Automatic Gate Repairs				1,500.00	
	3 Electrical/Lighting Repairs				5,000.00	

Rept:117 - Itemized Budget For Year 2024 Version 1
FACILITIES MAINT. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	4 Elevator Repairs				2,500.00	
	5 Environmental Repairs				3,000.00	
	6 Generator Repairs				3,000.00	
	7 Lock Repairs & Keys				3,000.00	
	8 Roof Repairs				5,000.00	
	9 Plumbing Repairs				6,500.00	
	10 Paint/Seal Library Exterior				3,000.00	
	11 Paint/Seal PW Office Exterior				2,000.00	
	12 Pro Shop AC Replacement				2,500.00	
001-54-597-408-49400	Uniforms & Clothing	1,642.78	2,400.00	1,307.55	2,400.00	
	1 Uniforms				1,400.00	
	2 Safety Shoes & PPEs				1,000.00	
001-54-597-408-52000	Operating Supplies	23,024.74	22,000.00	21,513.87	22,000.00	
	1 Consumable Custodial Supplies				8,000.00	
	2 Flag Replacements				2,000.00	
	3 Maintenance/Repairs Parts & Supplies				12,000.00	
001-54-597-408-52100	Gasoline & Diesel Fuel	2,516.24	3,200.00	10,365.84	6,600.00	
	1 Bd of County Comm.				600.00	
	2 Fuel Allocation				6,000.00	
001-54-597-408-52200	Small Tools and Others	774.54	1,800.00	496.25	1,800.00	
	1 Replacement Drills, Ladders, etc.				1,800.00	
	TOTAL OPERATING EXPENSES	235,630.67-	286,779.00-	240,017.56-	292,719.00-	
001-54-597-408-63000	Improvements Other Than Building	0.00	41,000.00	38,854.00	0.00	
001-54-597-408-63001	Improvements Other Than Bldg - MPF	3,507.00	0.00	0.00	0.00	
	TOTAL CAPITAL OUTLAY	3,507.00-	41,000.00-	38,854.00-	0.00	

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
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	TOTAL DEBT SERVICE	0.00	0.00	0.00	0.00	
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	TOTAL DEPT EXPENDITURES	395,642.41-	486,616.00-	406,892.65-	471,307.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

VEHICLE MAINTENANCE - 410

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:119 - Itemized Budget For Year 2024 Version 1
VEHICLE MAINT. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-59-591-410-12000	Regular Salaries	130,553.01	128,500.00	113,109.00	142,138.00	
	1 Vehicle Maintenance Foreman				80,849.00	
	2 Mechanic				56,482.00	
	3 Projected Salary Increase Funds (3.5%)				4,807.00	
001-59-591-410-14000	Overtime Salaries	3,275.41	3,500.00	3,966.64	3,500.00	
	1 Overtime Salaries				3,500.00	
001-59-591-410-21000	FICA	9,148.57	9,838.00	8,078.86	11,141.00	
	1 Vehicle Maintenance Foreman				6,185.00	
	2 Mechanic				4,321.00	
	3 Overtime Salaries				268.00	
	4 Projected Salary Increase Funds (3.5%)				367.00	
001-59-591-410-22000	Retirement	10,067.82	9,645.00	8,823.06	10,923.00	
	1 Vehicle Maintenance Foreman				6,064.00	
	2 Mechanic				4,236.00	
	3 Overtime Salaries				263.00	
	4 Projected Salary Increase Funds (3.5%)				360.00	
001-59-591-410-22100	Town Retirement Matching	3,901.56	3,676.00	3,953.43	4,944.00	
	1 Vehicle Maintenance Foreman				4,042.00	
	2 Mechanic				565.00	
	3 Overtime Salaries				175.00	
	4 Projected Salary Increase Funds (3.5%)				162.00	
001-59-591-410-23100	Health Insurance	30,607.80	33,669.00	27,785.14	39,272.00	
	1 Vehicle Maintenance Foreman				12,628.00	
	2 Mechanic				26,644.00	
001-59-591-410-23200	Insurance - Dental	811.44	812.00	608.58	812.00	
	1 Vehicle Maintenance Foreman				406.00	
	2 Mechanic				406.00	
001-59-591-410-23300	Insurance - Life	288.00	288.00	182.70	244.00	
	1 Vehicle Maintenance Foreman				122.00	

Rept:119 - Itemized Budget For Year 2024 Version 1
VEHICLE MAINT. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 Mechanic				122.00	
001-59-591-410-23400	Insurance - Vision	110.16	110.00	82.62	110.00	
	1 Vehicle Maintenance Foreman				55.00	
	2 Mechanic				55.00	
001-59-591-410-23500	Disability	1,165.08	1,165.00	538.65	718.00	
	1 Vehicle Maintenance Foreman				407.00	
	2 Mechanic				311.00	
001-59-591-410-24000	Worker's Compensation Insurance	1,975.56	1,358.00	1,244.87	2,615.00	
	1 Worker's Compensation Insurance				2,615.00	
	TOTAL PERSONNEL EXPENSES	191,904.41-	192,561.00-	168,373.55-	216,417.00-	
001-59-591-410-34000	Contractual Services	0.00	8,972.00	2,655.18	8,972.00	
	1 Annual Air Compressor Maintenance				1,000.00	
	2 Vehicle Monitoring for the fleet				6,000.00	
	3 WO/Asset Management				1,972.00	
001-59-591-410-34010	Permits & Fees	510.94	700.00	839.92	975.00	
	1 Annual Storage Tank Registration				850.00	
	2 Annual PBC Hazard Waste Permit				125.00	
001-59-591-410-40000	Travel & Training	0.00	0.00	0.00	2,000.00	
	1 Misc. Training				2,000.00	
001-59-591-410-41100	Telephone	1,315.82	1,680.00	1,251.00	1,680.00	
	1 Cell Phones				1,200.00	
	2 Cell Service for Tablet				480.00	
001-59-591-410-44200	Equipment Leases	81,236.96	85,000.00	64,223.15	85,000.00	
	1 Vehicle Leases				85,000.00	

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-59-591-410-46000	Repair & Maintenance	5,546.99	8,500.00	4,742.96	8,500.00	
	1 Car/Truck 2way Radio Repairs				500.00	
	2 Car/Truck Towing Services				1,500.00	
	3 Misc. Car/Truck Repairs & Maintenance				3,000.00	
	4 R&M Tailor- Tow Behind				3,500.00	
001-59-591-410-46300	Vehicle Parts & Supplies	2,747.50	3,000.00	602.75	3,000.00	
	1 Misc. Small Parts for repairs.				3,000.00	
001-59-591-410-49400	Uniforms & Clothing	1,278.37	2,400.00	279.24	2,400.00	
	1 Uniforms				1,400.00	
	2 Safety Shoes & PPEs				1,000.00	
001-59-591-410-52000	Operating Supplies	4,403.21	4,000.00	5,193.59	10,100.00	
	1 Drill Bits, Bolts, Chemicals, etc.				4,500.00	
	2 Flammable/Combustible Cabinets				5,600.00	
001-59-591-410-52100	Gasoline & Diesel Fuel	3,231.28	4,360.00	1,932.15	4,360.00	
	1 Bd of County Comm				360.00	
	2 Fuel Allocation				4,000.00	
001-59-591-410-52200	Small Tools and Others	394.18	400.00	319.94	400.00	
	1 Replacement Drills, Gauges, etc.				400.00	
	TOTAL OPERATING EXPENSES	100,665.25-	119,012.00-	82,039.88-	127,387.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	

Rept:119 - Itemized Budget For Year 2024 Version 1
VEHICLE MAINT. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
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	TOTAL DEPT EXPENDITURES	292,569.66-	311,573.00-	250,413.43-	343,804.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

COMMUNITY DEVELOPMENT - 500

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:120 - Itemized Budget For Year 2024 Version 1
COMMUNITY DEV. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-52-524-500-11000	Executive Salaries	116,529.55	95,934.00	84,932.33	115,003.00	
	1 Community Development Director				115,003.00	
001-52-524-500-12000	Regular Salaries	310,685.73	315,911.00	287,692.13	332,902.00	
	1 Executive Assistant				64,940.00	
	2 Community Development Technician				52,749.00	
	3 Community Development Technician				44,158.00	
	4 Planner				64,434.00	
	5 Code Compliance Officer				58,448.00	
	6 Code Compliance Officer - Vacant				48,173.00	
001-52-524-500-13000	Other & Part Time Salaries	30,896.95	33,045.00	24,846.35	34,377.00	
	1 Planner - PT				34,377.00	
001-52-524-500-14000	Overtime Salaries	547.36	6,000.00	334.93	2,500.00	
	1 Overtime Salaries				2,500.00	
001-52-524-500-15000	Special Pay	3,026.00	720.00	570.00	1,220.00	
	1 Telephone Stipend				720.00	
	2 Longevity Pay - Planner				500.00	
001-52-524-500-21000	FICA	34,320.96	34,494.00	29,610.38	37,880.00	
	1 Community Development Director				8,798.00	
	2 Executive Assistant				4,968.00	
	3 Community Development Technician				4,035.00	
	4 Community Development Technician				3,378.00	
	5 Planner				4,742.00	
	6 Code Compliance Officer				4,471.00	
	7 Code Compliance Officer				4,361.00	
	8 Planner - PT				2,630.00	
	9 Overtime Salaries				459.00	
	10 Longevity Pay - Planner				38.00	
001-52-524-500-22000	Retirement	24,583.61	31,337.00	20,343.03	32,276.00	
	1 Community Development Director				8,625.00	
	2 Executive Assistant				4,871.00	

Rept:120 - Itemized Budget For Year 2024 Version 1
COMMUNITY DEV. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	3 Community Development Technician				3,956.00	
	4 Community Development Technician				3,312.00	
	5 Planner				4,833.00	
	6 Code Compliance Officer				4,384.00	
	7 Code Compliance Officer - Vacant				1,807.00	
	8 Planner - PT				0.00	
	9 Overtime Salaries				450.00	
	10 Longevity Pay - Planner				38.00	
001-52-524-500-22100	Town Retirement Matching	10,394.39	9,408.00	7,856.88	13,223.00	
	1 Community Development Director				5,750.00	
	2 Executive Assistant				3,247.00	
	3 Community Development Technician				1,978.00	
	4 Community Development Technician				0.00	
	5 Planner				1,933.00	
	6 Code Compliance Officer				0.00	
	7 Code Compliance Officer - Vacant				0.00	
	8 Planner - PT				0.00	
	9 Overtime Salaries				300.00	
	10 Longevity Pay - Planner				15.00	
001-52-524-500-23100	Health Insurance	76,953.45	89,234.00	78,882.00	111,287.00	
	1 Community Development Director				12,628.00	
	2 Executive Assistant				12,628.00	
	3 Community Development Technician				26,644.00	
	4 Community Development Technician				12,628.00	
	5 Planner				12,628.00	
	6 Code Compliance Officer				21,503.00	
	7 Code Compliance Officer				12,628.00	
001-52-524-500-23200	Insurance - Dental	2,166.81	2,842.00	1,960.98	2,842.00	
	1 Community Development Director				406.00	
	2 Executive Assistant				406.00	
	3 Community Development Technician				406.00	
	4 Community Development Technician				406.00	
	5 Planner				406.00	
	6 Code Compliance Officer				406.00	
	7 Code Compliance Officer				406.00	

Rept:120 - Itemized Budget For Year 2024 Version 1
COMMUNITY DEV. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-52-524-500-23300	Insurance - Life	916.95	985.00	638.19	799.00	
	1 Community Development Director				122.00	
	2 Executive Assistant				79.00	
	3 Community Development Technician				122.00	
	4 Community Development Technician				110.00	
	5 Planner				122.00	
	6 Code Compliance Officer				122.00	
	7 Code Compliance Officer				122.00	
001-52-524-500-23400	Insurance - Vision	385.56	385.00	316.26	385.00	
	1 Community Development Director				55.00	
	2 Executive Assistant				55.00	
	3 Community Development Technician				55.00	
	4 Community Development Technician				55.00	
	5 Planner				55.00	
	6 Code Compliance Officer				55.00	
	7 Code Compliance Officer				55.00	
001-52-524-500-23500	Disability	3,641.54	3,809.00	1,872.89	2,355.00	
	1 Community Development Director				534.00	
	2 Executive Assistant				326.00	
	3 Community Development Technician				297.00	
	4 Community Development Technician				248.00	
	5 Planner				342.00	
	6 Code Compliance Officer				322.00	
	7 Code Compliance Officer				286.00	
001-52-524-500-24000	Worker's Compensation Insurance	3,027.42	1,902.00	1,743.50	5,904.00	
	1 Worker's Compensation Insurance				5,904.00	
001-52-524-500-26000	Mileage Reimbursement	0.00	450.00	97.60	450.00	
	1 Personal Vehicle Usage for Meetings/Travel/Training&Other				450.00	
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	TOTAL PERSONNEL EXPENSES	618,076.28-	626,456.00-	541,697.45-	693,403.00-	
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Rept:120 - Itemized Budget For Year 2024 Version 1
COMMUNITY DEV. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-52-524-500-31000	Professional Services	5,340.00	9,600.00	4,740.00	12,000.00	
	1 Special Magistrate for Code Hearings				12,000.00	
001-52-524-500-34000	Contractual Services	1,596,994.67	37,650.00	22,959.00	55,445.00	
	1 ESRI(GIS)Annual Maintenance & Additional Consultant Services				3,750.00	
	2 InkForce Annual Software Maintenance (Code Compliance)				9,995.00	
	3 IMS (Building Permits and BTRs) Annual Software Maintenance				2,600.00	
	4 Consultants (CRS \$7K; Other \$10K)				17,000.00	
	5 Historical Properties Master Site File Update				15,000.00	
	6 Electronic Access to P&Z Agenda Packets				7,100.00	
001-52-524-500-34200	Contractual Svc - Cost Recovery	56,889.65	60,000.00	46,001.97	30,000.00	
	1 Cost Recovery for Project Reviews- for Pass Through Invoices				30,000.00	
001-52-524-500-34300	Contractual Svc-Code Violations	0.00	5,000.00	350.00	5,000.00	
	1 Code Compliance Abatelements (CBIF can be used for others)				5,000.00	
001-52-524-500-34320	Holding Costs - 1100 2nd Court	1,415.07	0.00	3,300.23	0.00	
001-52-524-500-34910	Legal Advertising	6,029.72	1,100.00	862.60	2,100.00	
	1 Legal Ads for Town Initiated Items (LEGAL Ads Only)				2,100.00	
001-52-524-500-40000	Travel & Training	15.00	3,500.00	4,177.75	5,895.00	
	1 FRA OR Florida APA				2,000.00	
	2 Conference/Training for Code Officers				500.00	
	3 FABTO/BTR Training for Technicians				1,500.00	
	4 ICMA Leadership High Performance Academy				1,895.00	
001-52-524-500-40030	Training - Bldg Code Education Fund	0.00	500.00	0.00	500.00	
	1 FBC Training pursuant to Surcharges collected per FSS				500.00	
001-52-524-500-41100	Telephone	3,661.43	4,000.00	2,392.97	4,000.00	
	1 All Department Telephones				4,000.00	
001-52-524-500-41200	Postage & Shipping	7,051.57	10,000.00	4,617.81	7,000.00	
	1 P&S for Code Notices & Planning Projects (some have escrow)				7,000.00	
001-52-524-500-44200	Equipment Leases	3,110.76	3,111.00	3,369.99	3,111.00	

Rept:120 - Itemized Budget For Year 2024 Version 1
COMMUNITY DEV. 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Canon Copier				3,111.00	
001-52-524-500-47000	Printing	2,028.38	5,000.00	963.15	8,000.00	
	1 Dept Needs for Outside Printing Services/Special Outreach				5,000.00	
	2 Annual CRS/Community-Wide Outreach				3,000.00	
001-52-524-500-47100	Photocopying	3,060.63	2,500.00	1,656.49	2,500.00	
	1 Department Photocopying Needs (some costs are recovered)				2,500.00	
001-52-524-500-48100	Advertising	2,672.35	2,000.00	0.00	2,000.00	
	1 Advertising(In-house,NOT Legal)-workshops, initiatives, etc.				2,000.00	
001-52-524-500-49400	Uniforms & Clothing	756.32	1,350.00	778.88	26,350.00	
	1 Primarily Code Officer Shirts (3 x \$200 each)				450.00	
	2 Uniform & Clothing				900.00	
	3 Body Worn Cameras for Code Officers				25,000.00	
001-52-524-500-51000	Office Supplies - Bldg	3,049.56	7,000.00	3,310.63	7,000.00	
	1 Office Supplies-all three Divisions(incl. furniture needs)				7,000.00	
001-52-524-500-51011	CBIF Grants	9,000.00	10,000.00	2,718.75	10,000.00	
	1 Pass-Thru Account-Assistance Funds for Property Improvements				10,000.00	
001-52-524-500-52100	Gasoline & Diesel Fuel	1,392.50	1,500.00	1,057.01	1,500.00	
	1 Gasoline for Code vehicles				1,500.00	
001-52-524-500-54200	Memberships, Dues, & Subscriptions	1,770.00	2,350.00	1,475.00	2,350.00	
	1 APA Annual Planning Dues for Director and Planners				1,200.00	
	2 FACE Annual Dues for Code Officers (3)				150.00	
	3 Intergovernmental Plan Amendment Review Committee Dues				1,000.00	
	TOTAL OPERATING EXPENSES	1,704,237.61-	166,161.00-	104,732.23-	184,751.00-	

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
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	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
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	TOTAL DEPT EXPENDITURES	2,322,313.89-	792,617.00-	646,429.68-	878,154.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

SPECIAL EVENTS - 600

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:121 - Itemized Budget For Year 2024 Version 1
SPECIAL EVENTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-57-572-600-11000	Executive Salaries	115,412.00	77,085.00	63,951.60	115,003.00	
	1 Special Events Director				115,003.00	
001-57-572-600-12000	Regular Salaries	50,298.36	61,988.00	60,411.17	97,077.00	
	1 Recreation Supervisor				55,000.00	
	2 Events Coordinator - Vacant				42,077.00	
001-57-572-600-13000	Other & Part Time Salaries	6,405.28	18,692.00	19,321.57	18,692.00	
	1 Camp Counselor				4,673.00	
	2 Camp Counselor				4,673.00	
	3 Camp Counselor				4,673.00	
	4 Camp Counselor				4,673.00	
001-57-572-600-14000	Overtime Salaries	538.98	11,624.00	627.93	11,624.00	
	1 Staff - Sunset Celebration				4,480.00	
	2 Staff - Easter Egg Hunt				384.00	
	3 Staff - Memorial Day Ceremony				320.00	
	4 Staff - Veteran's Day Event				800.00	
	5 Staff - Holiday Tree Lighting				640.00	
	6 Staff - Facility Rentals				5,000.00	
001-57-572-600-15000	Special Pay	726.00	720.00	570.00	720.00	
	1 Telephone Stipend				720.00	
001-57-572-600-21000	FICA	13,572.78	13,376.00	11,326.32	18,908.00	
	1 Special Events Director				8,798.00	
	2 Recreation Supervisor				4,208.00	
	3 Events Coordinator				3,219.00	
	4 Camp Counselor				358.00	
	5 Camp Counselor				358.00	
	6 Camp Counselor				358.00	
	7 Camp Counselor				358.00	
	8 Staff - Sunset Celebration				343.00	
	9 Staff - Easter Egg Hunt				29.00	
	10 Staff - Memorial Day Ceremony				24.00	
	11 Staff - Veteran's Day Event				61.00	

Rept:121 - Itemized Budget For Year 2024 Version 1
SPECIAL EVENTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	12 Staff - Holiday Tree Lighting				49.00	
	13 Staff - Facility Rentals				383.00	
	14 Opt-Out Payment				362.00	
001-57-572-600-22000	Retirement	3,666.70	9,676.00	7,294.10	15,200.00	
	1 Special Events Director				8,625.00	
	2 Recreation Supervisor				4,125.00	
	3 Events Coordinator - Vacant				1,578.00	
	4 Staff - Sunset Celebration				336.00	
	5 Staff - Easter Egg Hunt				29.00	
	6 Staff - Memorial Day Ceremony				24.00	
	7 Staff - Veteran's Day Event				60.00	
	8 Staff - Holiday Tree Lighting				48.00	
	9 Staff - Facility Rentals				375.00	
001-57-572-600-22100	Town Retirement Matching	2,493.21	2,929.00	2,398.19	4,313.00	
	1 Special Events Director				4,313.00	
	2 Recreation Supervisor				0.00	
	3 Events Coordinator - Vacant				0.00	
001-57-572-600-23100	Health Insurance	10,836.15	14,671.00	13,044.55	25,256.00	
	1 Recreation Supervisor				12,628.00	
	2 Events Coordinator				12,628.00	
001-57-572-600-23150	Opt-Out Payment	4,767.40	5,436.00	3,743.00	4,728.00	
	1 Special Events Director				4,728.00	
001-57-572-600-23200	Insurance - Dental	811.44	947.00	743.82	1,218.00	
	1 Special Events Director				406.00	
	2 Recreation Supervisor				406.00	
	3 Events Coordinator				406.00	
001-57-572-600-23300	Insurance - Life	272.88	334.00	208.32	346.00	
	1 Special Events Director				122.00	
	2 Recreation Supervisor				122.00	
	3 Events Coordinator				102.00	
001-57-572-600-23400	Insurance - Vision	114.75	128.00	105.57	165.00	
	1 Special Events Director				55.00	

Rept:121 - Itemized Budget For Year 2024 Version 1
SPECIAL EVENTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 Recreation Supervisor				55.00	
	3 Events Coordinator				55.00	
001-57-572-600-23500	Disability	1,301.05	1,341.00	618.68	996.00	
	1 Special Events Director				451.00	
	2 Recreation Supervisor				309.00	
	3 Events Coordinator				236.00	
001-57-572-600-24000	Worker's Compensation Insurance	2,103.95	2,006.00	1,838.87	5,094.00	
	1 Worker's Compensation Insurance				5,094.00	
001-57-572-600-25100	Unemployment Compensation	123.32-	0.00	0.00	0.00	
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	TOTAL PERSONNEL EXPENSES	213,197.61-	220,953.00-	186,203.69-	319,340.00-	
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001-57-572-600-31000	Professional Services	0.00	0.00	130.00	0.00	
001-57-572-600-34000	CONTRACTUAL SERVICES	140.00	3,600.00	3,845.55	1,250.00	
	1 Custom Cleaning - Sunset Celebration Cleaning Service				1,250.00	
001-57-572-600-40000	Travel & Training	0.00	400.00	2,665.00	1,895.00	
	1 ICMA Leadership High Performance Academy				1,895.00	
001-57-572-600-41100	Telephone	1,964.13	2,000.00	1,723.33	2,000.00	
001-57-572-600-41200	Postage & Shipping	58.28	200.00	181.90	500.00	
001-57-572-600-43000	Utilities	46,587.48	30,000.00	38,180.97	55,000.00	
	1 Seacoast - Parks				42,000.00	
	2 FPL - Parks				13,000.00	
001-57-572-600-43250	Garbage & Trash	3,340.06	5,000.00	3,461.96	6,000.00	
	1 Solid Waste Authority				6,000.00	
001-57-572-600-44100	Rentals	1,415.00	1,000.00	0.00	1,500.00	
001-57-572-600-44200	Equipment Leases	2,747.04	2,747.00	2,747.04	4,787.00	
	1 Canon Copier				2,747.00	

Rept:121 - Itemized Budget For Year 2024 Version 1
SPECIAL EVENTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 Cannon Copier (800 Park)				2,040.00	
001-57-572-600-46000	Repair & Maintenance	0.00	1,000.00	0.00	1,000.00	
001-57-572-600-47000	Printing	2,204.23	500.00	201.95	1,000.00	
001-57-572-600-47100	Photocopying	501.06	600.00	767.27	1,000.00	
001-57-572-600-48000	Promotional Activity	3,307.12	0.00	4,626.00	1,000.00	
001-57-572-600-48046	Sunset Celebration	9,702.62	20,600.00	12,777.94	25,500.00	
	1 Banners				1,000.00	
	2 Decorations				1,000.00	
	3 Entertainment				12,000.00	
	4 Marketing				1,000.00	
	5 Photography/Videography				1,000.00	
	6 Stage & Lighting				7,000.00	
	7 Tent				2,500.00	
001-57-572-600-48056	PROMOTIONAL - EASTER EGG HUNT	3,998.10	3,500.00	4,871.68	5,000.00	
	1 Banners				1,500.00	
	2 Decorations				100.00	
	3 DJ/Sound System				400.00	
	4 Easter Eggs				1,500.00	
	5 Easter Bunny Costume Rental				200.00	
	6 Food & Drinks				100.00	
	7 Marketing				100.00	
	8 Photography/Videography				150.00	
	9 Tents				950.00	
001-57-572-600-48057	VETERAN'S DAY EVENT	0.00	4,000.00	750.00	1,500.00	
001-57-572-600-48058	Centennial Celebration	0.00	200,000.00	70,159.92	93,500.00	
	5 Time Capsule Ceremony				5,000.00	
	6 Celebration Final Event				73,500.00	
	7 Celebration Gala				15,000.00	
001-57-572-600-48100	Advertising	297.00	400.00	0.00	400.00	
	1 Direct Mail				100.00	
	2 Newspaper				100.00	
	3 Magazines				100.00	
	4 Radio				100.00	
001-57-572-600-49400	Uniforms & Clothing	643.85	600.00	570.08	600.00	

Rept:121 - Itemized Budget For Year 2024 Version 1
SPECIAL EVENTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Special Events Director				200.00	
	2 Recreation Supervisor				200.00	
	3 Events Coordinator				200.00	
001-57-572-600-51000	Office Supplies	343.29	1,000.00	892.25	1,000.00	
001-57-572-600-52000	Operating Supplies	4,429.19	4,000.00	12,111.22	6,500.00	
	1 Food & Drinks for Misc. Town Events				3,000.00	
	2 Decorations for Misc. Town Events				500.00	
	3 Tablecloth Cleaning				2,500.00	
	4 Facility Rental Supplies				500.00	
001-57-572-600-52100	Gasoline & Diesel Fuel	272.94	1,000.00	254.42	1,000.00	
001-57-572-600-52200	Small Tools & Others	961.22	1,500.00	0.00	1,500.00	
	1 Chairs				250.00	
	2 Tables				250.00	
	3 Tents				500.00	
	4 Playground Equipment				500.00	
001-57-572-600-54200	Memberships, Dues, & Subscriptions	160.00	350.00	645.95	350.00	
	1 Florida Parks & Recreation Association				350.00	
001-57-572-600-57220	Program Exp - Summer Camp	0.00	6,500.00	3,273.28	6,500.00	
	1 Field Trips				5,000.00	
	2 Food & Drinks				500.00	
	3 Camp T-Shirts				500.00	
	4 Office Supplies				100.00	
	5 Arts & Crafts				200.00	
	6 Sports Equipment				200.00	
001-57-572-600-57235	Sponsored Event Expense	18,037.83	23,000.00	29,354.14	59,500.00	
	1 Town Sponsored Events				5,000.00	
	2 Santa's Magical Ride & Decorating Contest				2,000.00	
	3 Recreation Programs				5,000.00	
	4 Haitian Flag Day Event				10,000.00	
	5 Soccer Program				15,000.00	
	6 Historical Society 5K				7,500.00	
	7 Community Greening				15,000.00	

Rept:121 - Itemized Budget For Year 2024 Version 1
SPECIAL EVENTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-57-572-600-57245	Back to School Extravaganza	5,379.43	4,500.00	0.00	5,000.00	
	1 Backpacks & School Supplies				1,000.00	
	2 Banners				1,000.00	
	3 Decorations				250.00	
	4 DJ/Sound System				400.00	
	5 Food & Drinks				500.00	
	6 Marketing				150.00	
	7 Photography/Videography				150.00	
	8 Game & Activities				400.00	
	9 Tents				1,150.00	
001-57-572-600-57250	After School - Youth Activities Pro	0.00	5,000.00	0.00	5,000.00	
	1 Food & Drinks				500.00	
	2 Marketing				500.00	
	3 Office Supplies				200.00	
	4 Sports Equipment				300.00	
	5 Sports Providers				3,000.00	
	6 T-Shirts				500.00	
	TOTAL OPERATING EXPENSES	106,489.87-	322,997.00-	194,191.85-	289,782.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL DEBT SERVICES	0.00	0.00	0.00	0.00	

Rept:121 - Itemized Budget For Year 2024 Version 1
SPECIAL EVENTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
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	TOTAL DEPT EXPENDITURES	319,687.48-	543,950.00-	380,395.54-	609,122.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

LIBRARY - 700

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:122 - Itemized Budget For Year 2024 Version 1
LIBRARY 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-57-571-700-11000	Executive Salaries	113,752.36	84,240.00	70,759.12	115,003.00	
	1 Library Director				115,003.00	
001-57-571-700-12000	Regular Salaries	138,407.36	185,550.41	144,990.74	224,219.00	
	1 Library Assistant - Children's Services - Vacant				32,100.00	
	2 Library Assistant				35,832.00	
	3 Library Assistant				32,100.00	
	4 Accounting Technician				45,639.00	
	5 Assistant Library Director				78,548.00	
001-57-571-700-13000	Other & Part Time Salaries	558.10	0.00	0.00	0.00	
001-57-571-700-14000	Overtime Salaries	19.86	0.00	0.00	0.00	
001-57-571-700-15000	Special Pay	1,526.00	720.00	570.00	720.00	
	1 Telephone Stipend				720.00	
001-57-571-700-21000	FICA	19,355.55	21,337.00	16,268.57	26,313.00	
	1 Library Director				8,798.00	
	2 Library Assistant - Children's Services - Vacant				2,456.00	
	3 Library Assistant				2,741.00	
	4 Library Assistant				2,456.00	
	5 Accounting Technician				3,491.00	
	6 Assistant Library Director				6,009.00	
	7 Opt-Out Payment				362.00	
001-57-571-700-22000	Retirement	13,282.77	19,506.00	15,534.45	24,238.00	
	1 Library Director				8,625.00	
	2 Library Assistant - Children's Services - Vacant				1,204.00	
	3 Library Assistant				2,687.00	
	4 Library Assistant				2,408.00	
	5 Accounting Technician				3,423.00	
	6 Assistant Library Director				5,891.00	
001-57-571-700-22100	Town Retirement Matching	5,436.82	5,194.00	4,775.17	7,607.00	
	1 Library Director				2,588.00	
	2 Library Assistant - Children's Services - Vacant				0.00	
	3 Library Assistant				1,344.00	

Rept:122 - Itemized Budget For Year 2024 Version 1
LIBRARY 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	4 Library Assistant				0.00	
	5 Accounting Technician				1,711.00	
	6 Assistant Library Director				1,964.00	
001-57-571-700-23100	Health Insurance	37,109.64	59,636.00	46,854.86	70,235.00	
	1 Library Director				12,628.00	
	2 Library Assistant - Children's Services				12,628.00	
	3 Library Assistant				12,628.00	
	4 Library Assistant				12,628.00	
	5 Assistant Library Director				19,723.00	
001-57-571-700-23150	Opt-Out Payment	4,767.40	5,436.00	3,743.00	4,728.00	
	1 Accounting Technician				4,728.00	
001-57-571-700-23200	Insurance - Dental	1,420.02	2,030.00	1,352.40	2,030.00	
	1 Library Director				406.00	
	2 Library Assistant - Children's Services				406.00	
	3 Library Assistant				406.00	
	4 Library Assistant				406.00	
	5 Accounting Technician				0.00	
	6 Assistant Library Director				406.00	
001-57-571-700-23300	Insurance - Life	495.36	653.00	379.11	552.00	
	1 Library Director				122.00	
	2 Library Assistant - Children's Services				71.00	
	3 Library Assistant				76.00	
	4 Library Assistant				66.00	
	5 Accounting Technician				95.00	
	6 Assistant Library Director				122.00	
001-57-571-700-23400	Insurance - Vision	179.45	275.00	183.60	275.00	
	1 Library Director				55.00	
	2 Library Assistant - Children's Services				55.00	
	3 Library Assistant				55.00	
	4 Library Assistant				55.00	
	5 Accounting Technician				0.00	
	6 Assistant Library Director				55.00	
001-57-571-700-23500	Disability	2,095.44	2,590.00	1,099.38	1,500.00	

Rept:122 - Itemized Budget For Year 2024 Version 1
LIBRARY 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Library Director				483.00	
	2 Library Assistant - Children's Services				161.00	
	3 Library Assistant				172.00	
	4 Library Assistant				86.00	
	5 Accounting Technician				219.00	
	6 Assistant Library Director				379.00	
001-57-571-700-24000	Worker's Compensation Insurance	118.47	139.00	127.38	411.00	
	1 Worker's Compensation Insurance				411.00	
	TOTAL PERSONNEL EXPENSES	338,524.60-	387,306.41-	306,637.78-	477,831.00-	
001-57-571-700-31000	Professional Services	0.00	0.00	0.00	1,000.00	
	1 Can We Talk?				1,000.00	
001-57-571-700-34000	Contractual Services	15,105.22	36,259.00	39,473.01	55,100.00	
	1 Bibliotheca Cloud Library Annual Subscription				2,000.00	
	2 Brain Fuse				2,000.00	
	3 DipJar annual fee				0.00	
	4 Janitorial Services				24,000.00	
	5 Mango Languages				3,200.00	
	6 OCLC Cat Express				400.00	
	7 OCLC WORLDCAT Share Services				600.00	
	8 Overdrive annual content subscription				3,000.00	
	9 Palm Beach County Library Cooperative Movie License				100.00	
	10 SEFLIN Bywater-Koha Aspen Annual Support and hosting				5,000.00	
	11 SEFLIN DEI Analysis Subscription				1,500.00	
	11 SEFLIN dues				2,400.00	
	13 SEFLIN Overdrive magazines				950.00	
	14 SEFLIN Palace Project				300.00	
	15 Transparent Languages for Library				1,000.00	
	16 Open+ Count from Bibliotheca				2,600.00	
	17 UniFi+ Count from Bibliotheca				6,050.00	

Rept:122 - Itemized Budget For Year 2024 Version 1
LIBRARY 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-57-571-700-40000	Travel & Training	136.25	2,145.00	170.10	4,595.00	
	1 American Library Assoc Annual or MidWinter Conf				1,000.00	
	2 American Library Assoc online training for staff				900.00	
	3 Florida Library Association Annual Conference				500.00	
	4 Offsite training for staff				300.00	
	5 ICMA Leadership High Performance Academy				1,895.00	
001-57-571-700-41100	Telephone	296.42	370.00	176.74	300.00	
	1 Monthly Telephone fees for service				300.00	
001-57-571-700-41200	Postage & Shipping	79.76	100.00	1.77	3,300.00	
	1 Postage				3,300.00	
001-57-571-700-44200	Equipment Leases	2,778.00	2,250.00	2,567.73	1,850.00	
	1 Canon printer for staff				1,850.00	
001-57-571-700-46000	Repair & Maintenance	15.00	0.00	0.00	0.00	
001-57-571-700-46100	Equipment Maintenance Contract	6,082.65	11,400.00	11,978.28	11,800.00	
	1 Bibliotheca Annual Support & Maintenance				6,500.00	
	2 Krayon Laptop Kiosk Remote Admin Annual Service				200.00	
	3 Laptops Anytime Annual Hardware Svc Agreement				5,100.00	
001-57-571-700-47000	Printing	1,300.17	400.00	1,578.35	2,850.00	
	1 Business Cards				250.00	
	2 Canon printing				1,400.00	
	3 Universal Minuteman				1,200.00	
001-57-571-700-48000	PROMOTIONAL ACTIVITY	2,366.04	6,053.08	4,847.58	11,100.00	
	1 Little Free Library Program				3,000.00	
	2 Love Your Library				200.00	
	3 Outreach Programs / Materials				1,000.00	
	4 Promotional Materials				2,500.00	
	5 Programming - speaker or performer				2,400.00	
	6 Read for the Record				1,000.00	
	7 Summer Reading and Discovery Program				1,000.00	
001-57-571-700-49400	Uniforms & Clothing	701.61	1,244.50	932.23	1,200.00	
	1 Staff shirts or sweaters with logo				1,200.00	

Rept:122 - Itemized Budget For Year 2024 Version 1
LIBRARY 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-57-571-700-51000	Office Supplies	853.97	1,075.00	1,048.58	1,500.00	
	1 Necessary office supplies - pens, calendars, folders, etc.				1,500.00	
001-57-571-700-52000	Operating Supplies	10,885.54	4,593.09	4,682.21	5,600.00	
	1 Supplies for programs				500.00	
	2 RFID Tags				2,500.00	
	3 Library Patron Cards				600.00	
	4 Material processing costs - Labels, Tags, Covers, etc.				2,000.00	
001-57-571-700-52700	Library Technology Software	635.76	4,130.00	1,759.90	8,950.00	
	1 Affinity update				3,000.00	
	2 Farronics - Deepfreeze maintenance				300.00	
	3 Farronics - Deep Freeze for public computers				600.00	
	4 Foxit Editor software assurance for laptops				700.00	
	5 Foxit Software Assurance for public computers				1,350.00	
	5 Laptops Anytime Annual Software Lic Agreement				3,000.00	
001-57-571-700-54200	Memberships, Dues, & Subscriptions	9,481.03	10,080.00	9,185.51	14,090.00	
	1 American Library Association Institutional dues				800.00	
	2 Association for Rural and Small Libraries (organizational)				200.00	
	3 Barrons				60.00	
	4 Booklist				175.00	
	5 Cengage - Gale				2,000.00	
	6 Craft and Hobby				1,000.00	
	7 Florida Library Association Institutional dues				800.00	
	8 Hornbook				200.00	
	9 Library Journal				250.00	
	10 Mometrix				250.00	
	11 New York Times				1,500.00	
	12 Newsbank - America's News				2,500.00	
	13 Palm Beach County Library Association				140.00	
	14 Palm Beach Post				1,000.00	
	15 ProLiteracy Membership				40.00	
	16 PosterMyWall annual Subscription				150.00	
	17 School Library Journal				250.00	
	18 South Florida Business Journal				600.00	
	19 Sun Sentinel				1,000.00	

Rept:122 - Itemized Budget For Year 2024 Version 1
LIBRARY 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	20 Tech-Talk				275.00	
	21 Wall Street Journal				700.00	
	22 Zoom				200.00	
001-57-571-700-56000	Library Materials	26,662.66	21,650.91	17,757.08	28,600.00	
	1 Books				20,000.00	
	2 DVDs and Blu-Ray				1,000.00	
	3 E-books				2,500.00	
	4 Hoopla				3,000.00	
	5 Kanopy				1,500.00	
	6 LOTE Online for Kids				600.00	
	TOTAL OPERATING EXPENSES	77,380.08-	101,750.58-	96,159.07-	151,835.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL OTHER EXPENSES	0.00	0.00	0.00	0.00	
	TOTAL DEPT EXPENDITURES	415,904.68-	489,056.99-	402,796.85-	629,666.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

NON-DEPARTMENTAL - 900

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:123 - Itemized Budget For Year 2024 Version 1
NON-DEPARTMENTAL 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	EXPENDITURES					
001-51-589-900-12600	Wage Adjustment 1	0.00	107,329.00	0.00	105,173.00	
	1 Projected Salary Increase Funds (3.5 %)				89,721.00	
	2 FICA on Projected Salary Increase				6,863.00	
	3 Retirement on Projected Salary Increase				6,249.00	
	4 Town Retirement Match				2,340.00	
001-51-589-900-31000	Professional Services	0.00	300,000.00	0.00	600,000.00	
	1 Town Code Review and Rewrite				600,000.00	
001-51-589-900-45000	Insurance	116,679.77	103,008.00	94,424.00	211,210.00	
001-51-589-900-45120	Insurance-Storage Tank	2,683.04	2,391.00	2,191.75	2,614.00	
001-51-589-900-49500	Insurance Claims Deductibles	0.00	0.00	9,999.00	0.00	
001-51-589-900-52500	Critical Expenses	572.23	0.00	0.00	0.00	
001-51-589-900-52700	American Rescue Plan Expense	451,788.20	305,600.00	851,032.06	0.00	
	TOTAL OPERATING EXPENSES	571,723.24-	818,328.00-	957,646.81-	918,997.00-	
001-51-589-900-71000	Principal - Series 2009	11,542.00	12,132.00	0.00	12,751.00	
	1 Bond 2009 Roof Replacement				7,084.00	
	2 2009 Bond Fuel Tanks				5,667.00	
001-51-589-900-71010	Principal - CRA Projects 2008	133,040.62	137,924.00	137,923.20	142,985.00	
	1 CRA 2008 A Alleyway Improvements				69,129.00	
	2 CRA 2008 Property Acquisition				73,856.00	
001-51-589-900-71020	Principal - FF Pension Settlement	99,593.67	103,249.00	103,248.76	0.00	
001-51-589-900-71030	Principal - CRA Projects 2009	177,908.00	49,594.00	0.00	0.00	
001-51-589-900-71040	Principal-Johnson Controls Sterling	56,999.06	60,094.00	60,094.00	63,331.00	
001-51-589-900-72000	Interest - Series 2009	1,861.32	1,273.00	635.76	652.00	
001-51-589-900-72010	Interest - CRA Projects 2008	35,738.67	30,767.00	16,648.69	25,613.00	
001-51-589-900-72020	Interest - FF Pension Settlement	5,616.77	1,895.00	1,894.61	0.00	
001-51-589-900-72030	Interest - CRA Projects 2009	7,669.23	5,198.00	1,795.32	0.00	

Rept:123 - Itemized Budget For Year 2024 Version 1
NON-DEPARTMENTAL 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
001-51-589-900-72040	Interest-Johnson Controls Sterling	50,260.94	48,181.00	48,180.00	45,987.00	
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	TOTAL DEBT SERVICE	580,230.28-	450,307.00-	370,420.34-	291,319.00-	
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001-51-589-900-91110	Transfer to CRA - Current Year	959,790.00	1,162,739.00	1,162,739.00	1,338,794.00	
001-51-589-900-91601	Contribution - Police Actuary	62,090.00	62,090.00	0.00	62,090.00	
001-51-589-900-99901	Contingency	0.00	100,000.00	0.00	100,000.00	
001-51-589-900-99907	Transfer to Fund Balance	0.00	0.00	0.00	335,426.00	
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	TOTAL OTHER EXPENSES	1,021,880.00-	1,324,829.00-	1,162,739.00-	1,836,310.00-	
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	TOTAL DEPT EXPENDITURES	2,173,833.52-	2,593,464.00-	2,490,806.15-	3,046,626.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

INSURANCE FUNDS

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:125 - Itemized Budget For Year 2024 Version 1
INSURANCE FUND 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
REVENUES						
150-341.001	Contributed Revenue - General Fund	134,140.22	118,050.00	108,213.27	239,289.00	
150-341.110	Contribution from CRA	0.00	981.00	899.25	2,738.00	
150-341.190	Contributed Revenue - Strts & Roads	5,909.68	8,720.00	7,994.25	19,337.00	
150-341.401	Contributed Revenue - Marina Fund	64,799.39	63,692.00	58,383.38	123,312.00	
150-341.402	Contributed Revenue-Stormwater	8,481.76	13,376.00	12,261.26	27,164.00	
150-341.404	Contributed Revenue - Sanitation Fd	74,484.08	72,575.00	66,528.00	136,069.00	
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	TOTAL REVENUE	287,815.13	277,394.00	254,279.41	547,909.00	
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EXPENDITURES						
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	TOTAL PERSONNEL EXPENSES	0.00	0.00	0.00	0.00	
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150-51-589-900-24000	Worker's Compensation Insurance	49,388.00	46,379.00	58,466.00	66,967.00	
150-51-589-900-45000	Insurance Expense - Prop/Liab	171,272.00	194,329.00	196,688.00	442,592.00	
150-51-589-900-45120	Insurance - Storage Tank Liability	0.00	2,391.00	2,391.00	2,614.00	
150-51-589-900-45500	Ins Exp-Marina Operator Liability	8,450.00	9,295.00	9,760.00	10,736.00	
150-51-589-900-49500	Insurance Claim Deductibles	56,021.59	25,000.00	1,778.53	25,000.00	
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	TOTAL OPERATING EXPENSES	285,131.59-	277,394.00-	269,083.53-	547,909.00-	
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Rept:125 - Itemized Budget For Year 2024 Version 1
INSURANCE FUND 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL DEBT SERVICE	0.00	0.00	0.00	0.00	
	TOTAL OTHER EXPENSES	0.00	0.00	0.00	0.00	
	TOTAL OPERATING EXP	0.00	0.00	0.00	0.00	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL DEBT SERVICE - CO-OP	0.00	0.00	0.00	0.00	
	TOTAL OTHER EXPENSES	0.00	0.00	0.00	0.00	

Rept:125 - Itemized Budget For Year 2024 Version 1
INSURANCE FUND 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	TOTAL DEPT EXPENDITURES	285,131.59- -----	277,394.00- -----	269,083.53- -----	547,909.00- -----	
	NET INCOME	2,683.54 =====	0.00 =====	14,804.12- =====	0.00 =====	

TOWN OF LAKE PARK PROPOSED BUDGET

STREETS & ROADS FUND

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:126 - Itemized Budget For Year 2024 Version 1
STREETS & RDS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
REVENUES						
190-312.410	Local Option Gas Tax	180,029.88	162,238.00	123,460.90	185,000.00	
190-312.420	New Local Option Gas Tax	82,088.37	74,488.00	56,108.27	84,000.00	
190-335.122	State Revenue Sharing (Fuel Tax)	94,345.88	65,415.00	54,752.94	107,000.00	
190-336.100	DOT Lighting Maint. 405121-1-72-16	27,819.00	27,009.00	29,608.41	30,000.00	
190-361.100	Interest Earnings	0.00	0.00	32.58	0.00	
190-369.100	Miscellaneous Revenue	0.24	0.00	0.00	0.00	
190-399.999	Balance Carryforward	0.00	179,168.00	0.00	0.00	
	TOTAL REVENUE	384,283.37	508,318.00	263,963.10	406,000.00	
EXPENDITURES						
190-54-541-190-12000	Regular Salaries	102,775.78	108,483.00	71,819.89	130,061.00	
	1 General Infrastructure Foreman				84,063.00	
	2 Maintenance Worker				41,600.00	
	3 Projected Salary Increase Funds (3.5%)				4,398.00	
190-54-541-190-14000	Overtime Salaries	660.64	400.00	1,384.68	400.00	
	1 Overtime Salaries				400.00	
190-54-541-190-15000	Special Pay	1,000.00	1,000.00	1,000.00	1,000.00	
	1 Longevity Pay - General Infrastructure Foreman				1,000.00	
190-54-541-190-21000	FICA Taxes	7,915.63	8,800.00	5,616.98	10,079.00	
	1 General Infrastructure Foreman				6,431.00	
	2 Maintenance Worker				3,182.00	
	3 Overtime Salaries				23.00	
	4 Longevity Pay - General Infrastructure Foreman				77.00	
	5 Projected Salary Increase Funds (8.5%)				366.00	
190-54-541-190-22000	Retirement	7,832.72	6,953.00	4,719.48	9,853.00	

Rept:126 - Itemized Budget For Year 2024 Version 1
STREETS & RDS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 General Infrastructure Foreman				6,305.00	
	2 Maintenance Worker				3,120.00	
	3 Overtime Salaries				23.00	
	4 Longevity Pay - General Infrastructure Foreman				75.00	
	5 Projected Salary Increase Funds (3.5%)				330.00	
190-54-541-190-22100	Town Matching Retirement	3,823.40	3,765.00	3,146.32	4,420.00	
	1 General Infrastructure Foreman				4,203.00	
	2 Longevity Pay - General Infrastructure Foreman				50.00	
	3 Overtime Salaries				20.00	
	4 Projected Salary Increase Funds (3.5%)				147.00	
190-54-541-190-23100	Health Insurance	16,671.00	22,006.00	12,422.14	25,256.00	
	1 General Infrastructure Foreman				12,628.00	
	2 Maintenance Worker				12,628.00	
190-54-541-190-23200	Insurance - Dental	676.20	812.00	371.91	812.00	
	1 General Infrastructure Foreman				406.00	
	2 Maintenance Worker				406.00	
190-54-541-190-23300	Insurance - Life	170.52	209.00	76.46	186.00	
	1 General Infrastructure Foreman				79.00	
	2 Maintenance Worker				107.00	
190-54-541-190-23400	Insurance - Vision	87.21	110.00	55.08	110.00	
	1 General Infrastructure Foreman				55.00	
	2 Maintenance Worker				55.00	
190-54-541-190-23500	Disability	922.36	1,047.00	347.59	653.00	
	1 General Infrastructure Foreman				411.00	
	2 Maintenance Worker - vacant				242.00	
190-54-541-190-24000	Worker's Compensation Insurance	2,775.63	2,645.00	2,424.62	6,879.00	
	1 Worker's Compensation Insurance				6,879.00	
	TOTAL PERSONNEL EXPENSES	145,311.09-	156,230.00-	103,385.15-	189,709.00-	

Rept:126 - Itemized Budget For Year 2024 Version 1
STREETS & RDS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
190-54-541-190-31000	Professional Services	46,720.07	58,369.00	101,430.64	60,250.00	
	1 DOT CDL Physicals				250.00	
	2 Engineering Services				50,000.00	
	3 Mailing Services for Notifications				3,000.00	
	4 Pavement Management Update				6,000.00	
	5 Language Translation Services				1,000.00	
190-54-541-190-34000	Contractual Services	0.00	1,972.00	1,010.65	1,972.00	
	1 WO/Asset Management				1,972.00	
190-54-541-190-40000	Travel & Training	454.00	650.00	0.00	650.00	
	1 MOT Training				150.00	
	2 Misc. Training				500.00	
190-54-541-190-41100	Telephone	1,490.39	2,640.00	792.72	2,640.00	
	1 Cell Phones				1,200.00	
	2 Cell Service for Tablet				480.00	
	3 Cellular Service for Street Cameras (4)				960.00	
190-54-541-190-43000	Utilities - Electric	87,063.23	66,000.00	66,227.70	66,000.00	
	1 Electric for Street Lighting				66,000.00	
190-54-541-190-44100	Rentals	570.32	4,000.00	1,275.12	4,000.00	
	1 Rental of Bucket Truck, Compactors, etc.				4,000.00	
190-54-541-190-44200	Equipment Leases	5,688.60	6,300.00	4,266.45	6,300.00	
	1 Vehicle Leases				6,300.00	
190-54-541-190-45000	Insurance - Liability,Property, etc	3,134.05	6,076.00	5,569.63	12,458.00	
	1 Insurance				12,458.00	
190-54-541-190-46000	Repairs & Maintenance	1,833.91	3,000.00	2,972.22	3,000.00	
	1 Tractor, New Holland & Trailers Repairs				2,000.00	
	2 Misc. Equipment Repairs				1,000.00	

Rept:126 - Itemized Budget For Year 2024 Version 1
STREETS & RDS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
190-54-541-190-46300	Vehicle Parts & Supplies	210.73	3,250.00	0.00	3,250.00	
	1 Fuel Cards for Vehicles & Equipment				250.00	
	2 Trailer Tires & Parts				1,500.00	
	3 Misc. Vehicle & Large Equipment Parts				1,500.00	
190-54-541-190-46600	Traffic Signs & Signals	19,551.33	46,850.50	28,927.95	25,000.00	
	1 Street & Enforcement Signs				20,000.00	
	2 Sign Posts, Hardware & Concrete				5,000.00	
190-54-541-190-47000	Printing	0.00	3,675.00	3,671.95	0.00	
190-54-541-190-49400	Uniforms & Clothing	2,030.17	2,400.00	1,224.82	2,400.00	
	1 Uniforms				1,400.00	
	2 Safety Shoes & PPEs				1,000.00	
190-54-541-190-51000	Office Expense	0.00	1,000.00	529.47	1,000.00	
	1 Office Supplies				1,000.00	
190-54-541-190-52000	Operating Supplies	9,121.46	15,995.00	5,076.83	21,670.00	
	1 Electrical Parts for Street Lights				6,000.00	
	2 Asphalt for Potholes				3,000.00	
	3 Traffic Cones & Barricades				3,000.00	
	4 Annual Asset Management System Renewal				3,500.00	
	5 Annual GIS License Renewal				2,170.00	
	6 Misc. Parts & Supplies				4,000.00	
190-54-541-190-52100	Gasoline & Diesel Fuel	3,334.75	3,300.00	2,240.95	3,300.00	
	1 Fuel Allocation				3,300.00	
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	TOTAL OPERATING EXPENSES	181,203.01-	225,477.50-	225,217.10-	213,890.00-	
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190-54-541-190-63020	Improvements - Roads	24,162.50	6,937.50	1,937.50	10,000.00	
	1 Road Striping				10,000.00	

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
190-54-541-190-63050	Improvements - Sidewalks	59,929.63	0.00	0.00	0.00	
190-54-541-190-63055	Improvements - Street Lights	2,996.11	6,000.00	0.00	6,000.00	
	1 New Street Light Installations				6,000.00	
	TOTAL CAPITAL OUTLAY	87,088.24-	12,937.50-	1,937.50-	16,000.00-	
	TOTAL DEBT SERVICE	0.00	0.00	0.00	0.00	
190-54-541-190-99190	Indirect Cost Allocation	112,443.12	113,673.00	104,200.25	125,338.00	
	TOTAL OTHER EXPENSES	112,443.12-	113,673.00-	104,200.25-	125,338.00-	
	TOTAL DEPT EXPENDITURES	526,045.46-	508,318.00-	434,740.00-	544,937.00-	
	NET INCOME	141,762.09-	0.00	170,776.90-	138,937.00-	

TOWN OF LAKE PARK

PROPOSED BUDGET

SPECIAL PROJECTS FUND

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:127 - Itemized Budget For Year 2024 Version 1
SPECIAL PROJECTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
REVENUES						
301-337.316	GRANT - PBC R2007-2154/SLVR BCH LTS	3,463.24	3,379.00	3,319.09	0.00	
301-337.327	GRANT - CDBG FY 2020-21	25,510.35	0.00	86,074.65	0.00	
301-337.330	Lake Shore Drive Line Item Appropri	0.00	0.00	5,122.80	0.00	
301-337.332	Lake Shore Drive 4337-149-R	0.00	0.00	3,223.35	0.00	
301-337.715	Grant - Historical Resources	0.00	325,000.00	81,250.00	0.00	
301-338.100	PBC Discretionary Surtax	853,455.66	700,000.00	589,952.68	795,000.00	
301-369.200	Donation - Lake Shore Playground	0.00	0.00	40,000.00	0.00	
301-399.999	Balance Brought Forward	0.00	143,023.00	0.00	34,000.00	
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	TOTAL REVENUE	882,429.25	1,171,402.00	808,942.57	829,000.00	
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EXPENDITURES						
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301-52-521-301-63100	PBC Discretionary Surtax Projects	109,932.13	1,171,957.00	392,370.72	829,000.00	
	1 Replace Security Camera System				80,000.00	
	2 Library Roof				266,000.00	
	3 BPSO Fencing				100,000.00	
	4 PW Visitor Parking				26,000.00	
	5 Repair/Replacement of Sidewalks				275,000.00	
	6 Matching Funds for Ilex Park & Playground				48,000.00	
	7 PBSO Awning				34,000.00	
301-54-541-301-63823	GRANT - CDBG FY 2020-21	80,835.00	555.00-	55,433.00	0.00	
301-54-541-301-64100	Machinery & Equipment	0.00	0.00	40,000.00	0.00	
301-55-552-301-31020	PBC R2010-1486 Silver Beach Road	3,299.31	0.00	2,591.69	0.00	

Rept:127 - Itemized Budget For Year 2024 Version 1
SPECIAL PROJECTS 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
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	TOTAL OPERATING EXPENSES	194,066.44-	1,171,402.00-	490,395.41-	829,000.00-	
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	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
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	TOTAL OTHER EXPENSES	0.00	0.00	0.00	0.00	
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	TOTAL DEPT EXPENDITURES	194,066.44-	1,171,402.00-	490,395.41-	829,000.00-	
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	NET INCOME	688,362.81	0.00	318,547.16	0.00	
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TOWN OF LAKE PARK PROPOSED BUDGET

MARINA FUND

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:128 - Itemized Budget For Year 2024 Version 1
MARINA

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
REVENUES						
401-331.100	American Rescue Plan Funds	0.00	0.00	138,382.07	0.00	
401-347.500	Facilities Rental	8,640.00	8,640.00	7,920.00	8,640.00	
401-347.512	Wet Slips	1,013,513.51	960,000.00	828,209.50	1,378,275.00	
401-347.610	Ramp Fees	33,540.41	31,000.00	27,999.22	33,000.00	
401-347.611	Trailer Storage	15,961.69	0.00	0.00	0.00	
401-347.612	Parking Fees - Overnight	39,719.52	30,000.00	33,072.95	30,000.00	
401-347.614	UTILITY CHARGES - TRANSIENT	4,679.45	3,000.00	4,440.08	4,000.00	
401-347.616	Utility Charges	114,445.71	115,000.00	92,530.45	118,000.00	
401-347.618	Pump Out	495.00	300.00	315.00	300.00	
401-347.619	Water Tank Refill	260.00	300.00	190.00	300.00	
401-349.900	Collection Fees	0.00	0.00	0.00	1,200,000.00	
401-359.100	Interest/Finance Charges	148.39	500.00	4.58	200.00	
401-361.120	Sales Tax Commissions	360.00	200.00	240.00	200.00	
401-369.106	Laundry Vending	366.75	300.00	273.25	300.00	
401-369.150	Merchandise	2,594.75	2,000.00	2,205.85	2,000.00	
401-369.200	Gasoline Sales	467,884.64	587,250.00	276,898.79	548,100.00	
401-369.201	Diesel	207,295.17	311,750.00	117,574.89	290,000.00	
401-381.160	Transfer from Public Improvement Fu	401,935.44	0.00	0.00	0.00	
401-389.190	Miscellaneous Revenue	0.60	300.00	24.57	50.00	
401-389.200	Cash Over/Short	0.39-	0.00	3.00	0.00	
401-399.999	BALANCE BROUGHT FORWAR	0.00	433,598.00	0.00	0.00	
TOTAL REVENUE		2,311,840.64	2,484,138.00	1,530,284.20	3,613,365.00	
EXPENDITURES						
401-57-579-800-11000	Executive Salaries	117,888.71	118,082.00	78,756.62	125,000.00	
	1 Marina Director				125,000.00	
401-57-579-800-12000	Regular Salaries	161,500.81	242,688.00	125,079.68	288,824.00	
	1 Dock Attendant				39,324.00	
	2 Dock Attendant				43,770.00	

Rept:128 - Itemized Budget For Year 2024 Version 1
MARINA

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	3 Dock Attendant - vacant				39,324.00	
	4 Dock Attendant - Vacant				39,324.00	
	5 Marina Maintenance Worker II				48,173.00	
	6 Dock Master				64,916.00	
	7 Projected Salary Increase Funds (3.5%)				13,993.00	
401-57-579-800-14000	Overtime Salaries	17,782.18	10,000.00	7,179.65	10,000.00	
	1 Overtime Salaries				10,000.00	
401-57-579-800-15000	Special Pay	726.00	1,220.00	1,220.00	1,220.00	
	1 Telephone Stipend				720.00	
	2 Longevity Pay - Dock Master				500.00	
401-57-579-800-16000	Compensated Vacation Leave	7,896.79-	0.00	0.00	0.00	
401-57-579-800-21000	FICA	22,430.01	28,398.00	15,662.28	32,821.00	
	1 Marina Director				9,563.00	
	2 Dock Attendant				3,008.00	
	3 Dock Attendant				3,348.00	
	4 Dock Attendant - vacant				3,008.00	
	5 Dock Attendant - Vacant				3,008.00	
	6 Marina Maintenance Worker II				3,685.00	
	7 Dock Master				4,966.00	
	8 Overtime Salaries				765.00	
	9 Longevity - Dock Master				38.00	
	10 Projected Salary Increase Funds (3.5%)				1,070.00	
	11 Opt-Out Payment				362.00	
401-57-579-800-22000	Retirement	22,325.29	23,104.00	11,551.40	26,147.00	
	1 Marina Director				8,594.00	
	2 Dock Attendant				2,949.00	
	3 Dock Attendant				3,283.00	
	4 Dock Attendant - Vacant				1,475.00	
	5 Dock Attendant - Vacant				1,475.00	
	6 Marina Maintenance Worker II				1,807.00	
	7 Dock Master				4,869.00	
	8 Overtime Salaries				750.00	
	9 Longevity Pay				38.00	
	10 Projected Salary Increase Funds (3.5%)				907.00	

Rept:128 - Itemized Budget For Year 2024 Version 1
MARINA

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
401-57-579-800-22100	Town Retirement Matching	4,033.54	2,399.00	2,383.10	4,180.00	
	1 Marina Director				0.00	
	2 Dock Attendant				0.00	
	3 Dock Attendant				1,641.00	
	4 Dock Attendant - vacant				0.00	
	5 Dock Attendant - Vacant				0.00	
	6 Marina Maintenance Worker II				0.00	
	7 Dock Master				2,048.00	
	8 Overtime Salaries				330.00	
	9 Longevity Pay				19.00	
	10 Projected Salary Increase Funds (3.5%)				142.00	
401-57-579-800-23100	Health Insurance	51,080.07	82,779.00	39,766.86	98,659.00	
	1 Marina Director				26,644.00	
	2 Dock Attendant - vacant				12,628.00	
	3 Dock Attendant				0.00	
	4 Dock Attendant				12,628.00	
	5 Dock Attendant				12,628.00	
	6 Marina Maintenance Worker II				12,628.00	
	7 Dock Master				21,503.00	
401-57-579-800-23150	Opt-Out Payment	2,600.40	0.00	3,152.00	4,728.00	
	10 Opt-Out Payment				4,728.00	
401-57-579-800-23200	Insurance - Dental	1,791.93	2,774.00	1,081.92	2,436.00	
	1 Marina Director				406.00	
	2 Dock Attendant - vacant				406.00	
	3 Dock Attendant				0.00	
	4 Dock Attendant				406.00	
	5 Dock Attendant				406.00	
	6 Marina Maintenance Worker II				406.00	
	7 Dock Master				406.00	
401-57-579-800-23300	Insurance - Life	537.84	807.00	292.14	703.00	
	1 Marina Director				122.00	
	2 Dock Attendant				93.00	
	3 Dock Attendant				95.00	
	4 Dock Attendant - vacant				83.00	

Rept:128 - Itemized Budget For Year 2024 Version 1
MARINA

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	5 Dock Attendant				83.00	
	6 Marina Maintenance Worker II				105.00	
	7 Dock Master - Vacant				122.00	
401-57-579-800-23400	Insurance - Vision	257.04	376.00	133.11	330.00	
	1 Marina Director				55.00	
	2 Dock Attendant				0.00	
	3 Dock Attendant				55.00	
	4 Dock Attendant - vacant				55.00	
	5 Dock Attendant				55.00	
	6 Marina Maintenance Worker II				55.00	
	7 Dock Master				55.00	
401-57-579-800-23500	Disability	2,264.58	3,371.00	803.14	1,919.00	
	1 Marina Director				536.00	
	2 Dock Attendant				213.00	
	3 Dock Attendant				219.00	
	4 Dock Attendant - vacant				186.00	
	5 Dock Attendant				186.00	
	6 Marina Maintenance Worker II				237.00	
	7 Dock Master				342.00	
401-57-579-800-24000	Worker's Compensation Insurance	4,676.98	4,223.00	3,871.12	10,199.00	
	1 Worker's Compensation Insurance				10,199.00	
401-57-579-800-25100	Unemployment Compensation	1,925.00-	0.00	0.00	0.00	
	TOTAL PERSONNEL EXPENSES	400,073.59-	520,221.00-	290,933.02-	607,166.00-	
401-57-579-800-31000	Professional Services	256,719.33	0.00	273.85	0.00	
401-57-579-800-31100	Professional Svc. - Town Attorney	0.00	2,000.00	0.00	2,000.00	
401-57-579-800-34000	Contractual Services	130,738.44	113,796.00	108,900.44	126,095.00	
	1 CWA Landscape & Trees				51,600.00	
	2 Pest Control				1,250.00	
	3 Janitorial Svcs.				6,700.00	

Rept:128 - Itemized Budget For Year 2024 Version 1
MARINA

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	4 Passport Labs				600.00	
	5 Dockmaster Support				5,355.00	
	6 United Special Svcs.				59,000.00	
	7 ALFI				300.00	
	8 Onsite Wastewater				840.00	
	9 Sea Spill				450.00	
401-57-579-800-34911	Merchandise	1,880.81	1,000.00	1,309.06	1,000.00	
401-57-579-800-40000	Travel & Training	135.63	3,000.00	20.00	5,000.00	
	1 AMI AMM Course Tyler Dec 3-8, 2023				3,795.00	
	2 Misc				1,205.00	
401-57-579-800-41100	Telephone	5,642.63	5,600.00	4,296.35	5,600.00	
401-57-579-800-41200	Postage & Shipping	381.66	200.00	2.85	200.00	
401-57-579-800-43000	Utilities	92,709.71	75,000.00	69,396.87	96,700.00	
401-57-579-800-43250	Garbage & Trash	20,642.01	28,000.00	21,647.42	25,000.00	
401-57-579-800-44100	Rentals	800.00	500.00	0.00	0.00	
401-57-579-800-44200	Equipment Leases	7,350.72	5,840.00	6,438.79	6,000.00	
401-57-579-800-45000	Insurance	51,672.45	50,173.00	45,991.88	102,876.00	
401-57-579-800-45400	Insurance-Liquor Liability	0.00	1,366.00	0.00	1,400.00	
401-57-579-800-45500	INS - EXP MARINA OPERATOR LIABILITY	8,449.96	9,295.00	8,520.38	10,736.00	
401-57-579-800-46000	Repair & Maintenance	48,757.14	81,000.00	27,534.26	81,000.00	
	1 103 Building				3,000.00	
	2 105 Building				28,000.00	
	3 North Docks				15,000.00	
	4 South Docks				15,000.00	
	5 Other				10,000.00	
	7 Replace (2) Pumpout Stations				10,000.00	
401-57-579-800-46100	Equipment Maintenance Contract	2,096.99	2,000.00	1,404.41	2,000.00	
401-57-579-800-46500	Hurricane Irma	11,984.67	0.00	0.00	0.00	
401-57-579-800-46600	Signs & Signals	1,186.00	1,200.00	439.29	1,200.00	
401-57-579-800-47000	Printing	637.10	500.00	303.59	500.00	
401-57-579-800-47100	Photocopying	243.90	500.00	252.00	500.00	
401-57-579-800-48000	Promotional Activity	0.00	3,000.00	0.00	0.00	
401-57-579-800-48100	Advertising	6,990.00	4,000.00	5,435.00	4,000.00	
401-57-579-800-49400	Uniforms & Clothing	322.36	2,500.00	1,933.04	2,500.00	
401-57-579-800-49600	Bank Charges / Admin Fees	73,287.05	42,000.00	53,254.40	70,000.00	

Rept:128 - Itemized Budget For Year 2024 Version 1
MARINA

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
401-57-579-800-51000	Office Supplies	2,234.47	1,500.00	433.99	1,500.00	
401-57-579-800-52000	Operating Supplies	16,560.45	20,591.27	22,069.82	15,000.00	
	1 Misc				15,000.00	
401-57-579-800-52100	Gasoline & Diesel Fuel	1,685.56	300.00	204.48	300.00	
401-57-579-800-52110	Gasoline	320,428.31	405,000.00	182,178.30	378,000.00	
401-57-579-800-52120	Diesel Fuel	139,989.16	215,000.00	81,069.73	200,000.00	
401-57-579-800-52200	Small Tools & Others	587.11	500.00	257.48	500.00	
401-57-579-800-52700	American Rescue Plan Expense	0.00	137,639.00	138,382.07	0.00	
401-57-579-800-54200	Memberships, Dues, & Subscriptions	717.88	500.00	468.42	500.00	
401-57-579-800-59000	Depreciation Expense	524,306.49	0.00	0.00	0.00	
	TOTAL OPERATING EXPENSES	1,729,137.99-	1,213,500.27-	782,418.17-	1,140,107.00-	
401-57-579-800-61510	Grant-PBC Property Acq.-115 Fed Hwy	2,400,000.00	0.00	0.00	0.00	
401-57-579-800-63000	Improvement Other Than Bldg	0.00	0.00	0.00	92,000.00	
	1 Phase 2 of Piling Replacement				92,000.00	
401-57-579-800-64100	Machinery & Equipment	8,925.75	0.00	0.00	0.00	
	TOTAL CAPITAL OUTLAY	2,408,925.75-	0.00	0.00	92,000.00-	
401-57-579-800-71000	Principal	0.00	247,448.00	47,447.86	267,030.00	
	1 BANK OF NEW YORK 1.0				215,000.00	
	2 BANK OF AMERICA 2.4				33,986.00	
	3 BANK OF AMERICA 3.2				18,044.00	
401-57-579-800-72000	Interest	102,291.66	92,115.00	46,614.76	79,213.00	
	1 BANK OF NEW YORK 1.0				69,763.00	

Rept:128 - Itemized Budget For Year 2024 Version 1
MARINA

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 BANK OF AMERICA 2.4				4,647.00	
	3 BANK OF AMERICA 3.2				4,803.00	
401-57-579-800-73200	Other Debt Service Cost	3,860.16	3,000.00	1,030.83	3,500.00	
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	TOTAL DEBT SERVICE	106,151.82-	342,563.00-	95,093.45-	349,743.00-	
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	TOTAL GRANTS & AIDS	0.00	0.00	0.00	0.00	
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401-57-579-800-99110	Transfer to General Fund	10,000.00	10,000.00	10,000.00	985,665.00	
	1 Payment for Johnson Controls				10,000.00	
	2 Partial Repayment of Due-to General Fund				975,665.00	
401-57-579-800-99401	Indirect Cost Allocation	337,329.12	397,854.00	364,699.50	438,684.00	
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	TOTAL OTHER	347,329.12-	407,854.00-	374,699.50-	1,424,349.00-	
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	TOTAL DEPT EXPENSES	4,991,618.27-	2,484,138.27-	1,543,144.14-	3,613,365.00-	
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	NET INCOME	2,679,777.63-	0.27-	12,859.94-	0.00	
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TOWN OF LAKE PARK PROPOSED BUDGET

STORMWATER FUND

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:129 - Itemized Budget For Year 2024 Version 1
STORMWATER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
REVENUES						
402-311.120	Delinquent Stormwater Assessments	547.15	0.00	145.50	0.00	
402-331.100	American Rescue Plan Revenue	109,436.50	95,000.00	136,648.45	0.00	
402-334.460	State Grant - DEP	30,000.00	0.00	0.00	0.00	
402-337.330	Lake Shore Drive Grant	1,313,919.48	0.00	311,059.80	0.00	
402-361.100	Interest Income	60.76	0.00	529.80	0.00	
402-363.120	Stormwater Assessments	950,907.43	1,071,306.00	985,435.94	2,046,663.00	
402-364.100	Sale of Surplus Property	13,213.24	0.00	0.00	0.00	
402-369.100	Miscellaneous Revenue	0.74	0.00	0.00	0.00	
402-399.999	Balance Brought Forward	0.00	480,562.00	0.00	0.00	
TOTAL REVENUE		2,418,085.30	1,646,868.00	1,433,819.49	2,046,663.00	
EXPENDITURES						
402-53-538-402-12000	Regular Salaries	93,176.97	173,844.00	77,784.89	205,164.00	
	1 Stormwater Infrastructure Foreman				62,704.00	
	2 Stormwater Technician I				45,479.00	
	3 Stormwater Technician II - Vacant				45,022.00	
	4 Stormwater Technician II - Vac				45,022.00	
	5 Projected Salary Increase Fund (3.5%)				6,937.00	
402-53-538-402-14000	Overtime Salaries	247.63	2,500.00	2,560.05	2,918.00	
	1 Overtime Salaries				2,918.00	
402-53-538-402-15000	Special Pay	0.00	0.00	0.00	3,000.00	
	10 Longevity Pay - Stormwater Infrastructure Foreman				2,000.00	
	20 Longevity Pay - Stormwater Technician I				1,000.00	
402-53-538-402-16000	Compensated Vacation Leave	745.66	0.00	0.00	0.00	
402-53-538-402-21000	FICA Taxes	5,685.60	13,490.00	4,931.66	16,115.00	
	1 Stormwater Infrastructure Foreman				4,797.00	

Rept:129 - Itemized Budget For Year 2024 Version 1
STORMWATER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 Stormwater Technician I				3,479.00	
	3 Stormwater Technician II - vacant				3,444.00	
	4 Stormwater Technician II - vacant				3,444.00	
	5 Overtime Salaries				191.00	
	6 Longevity Pay				230.00	
	7 Projected Salary Increase Funds (3.5%)				530.00	
402-53-538-402-22000	Retirement	7,013.30	10,293.00	6,115.16	12,305.00	
	1 Stormwater Infrastructure Foreman				4,703.00	
	2 Stormwater Technician				3,411.00	
	3 Stormwater Technician II - vacant				1,688.00	
	4 Stormwater Technician II - vacant				1,688.00	
	5 Overtime Salaries				188.00	
	6 Longevity Pay				225.00	
	7 Projected Salary Increase Fund (3.5%)				402.00	
402-53-538-402-22100	Town Retirement Matching	3,103.66	3,298.00	2,669.89	4,432.00	
	1 Stormwater Infrastructure Foreman				3,135.00	
	2 Stormwater Technician I				910.00	
	3 Stormwater Technician II - vacant				0.00	
	4 Stormwater Technician II - vacant				0.00	
	5 Overtime Salaries				125.00	
	6 Longevity Pay				120.00	
	7 Projected Salary Increase Funds (3.5%)				142.00	
402-53-538-402-23100	Health Insurance	34,808.88	58,462.00	34,671.74	71,623.00	
	1 Stormwater Infrastructure Foreman				26,644.00	
	2 Stormwater Technician I				19,723.00	
	3 Stormwater Technician II - vacant				12,628.00	
	4 Stormwater Technician II - vacant				12,628.00	
402-53-538-402-23200	Insurance - Dental	811.44	1,556.00	608.58	1,624.00	
	1 Stormwater Infrastructure Foreman				406.00	
	2 Stormwater Technician I				406.00	
	3 Stormwater Technician II - vacant				406.00	
	4 Stormwater Technician II - vacant				406.00	
402-53-538-402-23300	Insurance - Life	256.32	480.00	165.50	422.00	
	1 Stormwater Infrastructure Foreman				122.00	

Rept:129 - Itemized Budget For Year 2024 Version 1
STORMWATER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	2 Stormwater Technician I				100.00	
	3 Stormwater Technician II - vacant				100.00	
	4 Stormwater Technician II - vacant				100.00	
402-53-538-402-23400	Insurance - Vision	110.16	212.00	82.62	220.00	
	1 Stormwater Infrastructure Foreman				55.00	
	2 Stormwater Technician I				55.00	
	3 Stormwater Technician II - vacant				55.00	
	4 Stormwater Technician II - vacant				55.00	
402-53-538-402-23500	Disability	865.80	1,594.00	400.15	985.00	
	1 Stormwater Infrastructure Foreman				307.00	
	2 Stormwater Technician I				226.00	
	3 Stormwater Technician II - vacant				226.00	
	4 Stormwater Technician II - vacant				226.00	
402-53-538-402-24000	Worker's Compensation Insurance	4,988.13	4,750.00	4,354.13	9,477.00	
	1 Worker's Compensation Insurance				9,477.00	
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	TOTAL PERSONNEL EXPENSES	151,813.55-	270,479.00-	134,344.37-	328,285.00-	
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402-53-538-402-31000	Professional Services	31,616.59	338,663.78	334,797.04	106,211.00	
	1 DOT Physicals				375.00	
	2 NPDES Assessment (Regulatory Requirement)				6,500.00	
	3 Water Quality Monitoring Report (Regulatory Requirement)				8,500.00	
	4 Pollutant Loading Analysis (Regulatory Requirement)				7,000.00	
	5 Evaluation & Response Plan (Regulatory Requirement)				9,975.00	
	6 Annual ESU Re-Certification				8,000.00	
	7 Engineering Services for Misc. Projects				64,861.00	
	8 Translation Services				1,000.00	
402-53-538-402-34000	Contractual Services	15,727.78	65,072.00	15,395.12	74,025.00	
	1 TVing/Cleaning Stormwater Pipes/Basins				58,953.00	
	2 Water Sample Testing				5,000.00	

Rept:129 - Itemized Budget For Year 2024 Version 1
STORMWATER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	3 Vehicle Camera Monitoring				2,100.00	
	4 Recurring Maintenance LSD Pumps				6,000.00	
	5 WO/Asset Management				1,972.00	
402-53-538-402-34010	Permit Fees - NPDES	4,250.00	4,250.00	4,486.13	4,500.00	
	1 Annual NPDES MS4 Group Program				4,500.00	
402-53-538-402-40000	Travel & Training	1,717.00	1,800.00	774.00	1,854.00	
	1 Stormwater Operator Re-Certification				900.00	
	2 MOT Training				300.00	
	3 Misc. Training				654.00	
402-53-538-402-41100	Telephone	1,457.40	1,230.00	1,227.30	1,880.00	
	1 Cell Phones				800.00	
	2 Cell Service for Tablets				780.00	
	3 Air Card				300.00	
402-53-538-402-41200	Postage & Shipping	602.85	500.00	66.00	515.00	
	1 Postage for Informational Mailings.				515.00	
402-53-538-402-43000	Utilities	2,827.39	12,600.00	2,117.76	14,553.00	
	1 Electric for Stormwater Pump Stations				11,553.00	
	2 Water for VacCon & Sweeper				3,000.00	
402-53-538-402-44100	Rentals	0.00	1,500.00	98.31	1,545.00	
	1 Misc. Tool/Equipment Rental				1,545.00	
402-53-538-402-44200	Equipment Leases	5,521.50	6,000.00	4,720.14	32,662.00	
	1 Vehicle Lease for Van #551 Replacement				12,660.00	
	2 Vehicle Lease for New Truck w/Crane				20,002.00	
402-53-538-402-45000	Insurance-Liability, Property, Etc	3,493.63	8,626.00	7,907.13	17,687.00	
	1 Insurance				17,687.00	
402-53-538-402-46000	Repairs & Maintenance	30,961.30	373,317.43	137,196.23	367,000.00	
	1 Stormwater Pipe/Basin Joint Repairs				165,000.00	
	2 Stormwater Pipe Depression Repairs				165,000.00	
	3 Sweeper, VacCon, & Lg. Equipment Repairs				25,000.00	

Rept:129 - Itemized Budget For Year 2024 Version 1
STORMWATER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	4 Vehicle Camera Installations for 3 Units				12,000.00	
402-53-538-402-46080	Repairs & Maintenance - Lines	0.00	0.00	0.00	390,247.00	
	1 311 9th ST RCP Exfiltration				200,000.00	
	2 310 4th ST CIPP Lining				40,000.00	
	3 704 W Jasmine DR CIPP Lining				25,000.00	
	4 410 6th ST CIPP Lining				20,000.00	
	5 Seminal Rd				105,247.00	
402-53-538-402-46300	Vehicle Parts & Supplies	2,802.51	5,000.00	6,963.47	5,000.00	
	1 Sweeper, VacCon, & Lg. Equipment Parts				5,000.00	
402-53-538-402-47000	Printing	0.00	2,410.00	2,889.81	3,800.00	
	1 Printing Services				3,800.00	
402-53-538-402-48100	Advertising	0.00	0.00	1,666.81	0.00	
402-53-538-402-49400	Uniforms	2,040.33	2,400.00	1,059.34	2,472.00	
	1 Uniforms				1,472.00	
	2 Safety Shoes & PPEs				1,000.00	
402-53-538-402-51000	Office Supplies	657.33	1,000.00	966.83	1,030.00	
	1 Office Supplies				1,030.00	
402-53-538-402-52000	Operating Supplies	17,945.54	24,493.33	17,569.24	22,990.00	
	1 Sod for Swale Restorations				7,370.00	
	2 Traffic Cones & Barricades				2,000.00	
	3 Supplies needed for Inspecting/Making Small Repairs				1,800.00	
	4 Misc. Parts & Supplies				2,000.00	
	5 Annual Admin. Tax Roll Cost				150.00	
	6 Annual Asset Management System Renewal				3,500.00	
	7 Annual GIS License Renewal				2,170.00	
	8 SCBA Unit				4,000.00	
402-53-538-402-52100	Gasoline & Diesel Fuel	8,833.30	8,400.00	6,769.02	10,000.00	
	1 Fuel Allocation				10,000.00	
402-53-538-402-52200	Small Tools & Others	198.00	500.00	0.00	515.00	
	1 Misc. Small Tools				515.00	

Rept:129 - Itemized Budget For Year 2024 Version 1
STORMWATER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
402-53-538-402-52700	American Rescue Plan Expenses	0.00	25,275.00	137,177.20	0.00	
402-53-538-402-54200	Memberships, Dues, & Subscriptions	500.00	10,500.00	778.05	10,815.00	
	1 FL Stormwater Assoc. Annual Renewal				500.00	
	2 Sunshine 811 Service				10,315.00	
402-53-538-402-59000	Depreciation Expense	188,187.74	0.00	0.00	0.00	
	TOTAL OPERATING EXPENSES	319,340.19-	893,537.54-	684,624.93-	1,069,301.00-	
402-53-538-402-63010	Improvements - Drainage	0.00	75,000.00	0.00	75,000.00	
	1 Drainage Projects				75,000.00	
402-53-538-402-64100	Machinery & Equipment	0.00	125,000.00	0.00	208,500.00	
	1 New Holland Skid Steer/Loader (#62)				75,000.00	
	2 60" Bad Boy Maverik H/D Riding Mower				12,000.00	
	3 36" Bad Boy Walk Behind Mower w/attachment				7,000.00	
	4 20' Enclosed Lawn Trailer				15,000.00	
	5 Misc. Grounds Maintenance Tools				10,000.00	
	6 4" Gas Powered De-Watering Pump				4,000.00	
	7 Stormwater Pumping Station Monitoring				8,000.00	
	8 VacCon Replacement 500ft. Jet Hose				2,500.00	
	9 MadVac Elec. Litter Vacuum (50% Split w/Grounds)				75,000.00	
	TOTAL CAPITAL OUTLAY	0.00	200,000.00-	0.00	283,500.00-	
402-53-538-402-71000	Principal	0.00	51,916.00	51,916.15	208,506.00	
	1 Street Sweeper - Principal Payment 5 of 5				53,681.00	
	2 Vac Con Truck #52 - Principal Payment 1 of 4				154,825.00	

Rept:129 - Itemized Budget For Year 2024 Version 1
STORMWATER 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
402-53-538-402-72000	Interest	0.00	0.00	3,590.31	0.00	
402-53-538-402-72100	Interest	4,728.38	3,590.00	0.00	37,134.00	
	1 Street Sweeper - Interest Payment 5 of 5				1,825.00	
	2 Vac Con Truck #52 - Interest Payment 1 of 4				35,309.00	
	TOTAL DEBT SERVICE	4,728.38-	55,506.00-	55,506.46-	245,640.00-	
402-53-538-402-99402	Indirect Cost Allocation	168,664.56	227,345.00	208,399.62	250,676.00	
	TOTAL OTHER EXPENSES	168,664.56-	227,345.00-	208,399.62-	250,676.00-	
	TOTAL DEPT EXPENDITURES	644,546.68-	1,646,867.54-	1,082,875.38-	2,177,402.00-	
	NET INCOME	1,773,538.62	0.46	350,944.11	130,739.00-	
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TOWN OF LAKE PARK PROPOSED BUDGET

SANITATION FUND

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	REVENUES					
404-311.120	Delinquent Refuse Assessments	0.00	0.00	227.84	0.00	
404-343.410	Commercial Assessment - SWA	89,250.80	0.00	71,023.08	0.00	
404-343.420	Commercial User Fees - TLP	934,716.11	1,117,400.00	956,600.52	2,375,540.00	
	1 Commercial User Fees				1,715,716.00	
	2 MultiFamily User Fees				659,824.00	
404-343.500	Residential Assessments - SWA	845,786.54	990,000.00	668,800.70	884,845.00	
404-343.510	Residential User Fees - TLP	860.71	5,000.00	2,127.49	2,000.00	
404-343.610	Recycling Income	4,662.03	2,000.00	0.00	2,000.00	
404-349.100	Service Charge - Dishonored Checks	0.00	0.00	80.89	0.00	
404-354.100	Penalties	17,175.00	14,000.00	15,906.50	14,000.00	
404-361.100	Interest Earnings	2,689.93	0.00	10,108.51	0.00	
404-361.110	Interest Earnings - Tax Collector	0.00	0.00	397.07	0.00	
404-364.100	Sale of Surplus Property	6,476.79	0.00	56,543.04	0.00	
404-365.100	Sale of Scrap Material	0.00	0.00	229.50	0.00	
404-369.100	Miscellaneous Revenue	78.78	0.00	10,261.04	0.00	
404-369.200	Container Proceeds	1,471.34	0.00	0.00	0.00	
404-369.300	Locking Device Proceeds	195.00	500.00	200.00	0.00	
404-369.400	Service Reinstatement Fees	100.00	0.00	100.00	0.00	
404-399.999	Balance Brought Forward	0.00	317,993.00	0.00	0.00	
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	TOTAL REVENUE	1,901,741.61	2,446,893.00	1,792,606.18	3,278,385.00	
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	EXPENDITURES					
404-53-534-404-12000	Regular Salaries	285,045.49	347,047.00	227,905.43	462,192.00	
	1 Sanitation Foreman				84,136.00	
	2 Sanitation Foreman				66,262.00	
	3 Sanitation Truck Operator II - vacant				45,022.00	
	4 Sanitation Truck Operator II - Vacant				45,022.00	
	5 Sanitation Truck Operator II - vacant				45,022.00	
	6 Sanitation Truck Operator I				45,702.00	

Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	7 Sanitation Truck Operator I				39,324.00	
	8 Sanitation Truck Operator I - Vacant				39,324.00	
	9 Sanitation Truck Operator Trainee				36,751.00	
	10 Projected Salary Increase Funds (3.5%)				15,627.00	
404-53-534-404-13000	Other & Part Time Salaries	86.21	0.00	0.00	0.00	
404-53-534-404-14000	Overtime Salaries	13,086.22	18,000.00	19,640.32	20,041.00	
	1 Overtime Salaries				20,041.00	
404-53-534-404-15000	Special Pay	0.00	3,000.00	3,000.00	1,000.00	
	1 Longevity Pay - Sanitation Foreman				1,000.00	
404-53-534-404-16000	Compensated Vacation Leave	2,550.34-	0.00	0.00	0.00	
404-53-534-404-21000	FICA	21,833.87	31,739.00	18,697.41	36,806.00	
	1 Sanitation Foreman				6,436.00	
	2 Sanitation Foreman				5,069.00	
	3 Sanitation Truck Operator II - Vacant				3,444.00	
	4 Sanitation Truck Operator II - vacant				3,444.00	
	5 Sanitation Truck Operator II - Vacant				3,444.00	
	6 Sanitation Truck Operator I				3,496.00	
	7 Sanitation Truck Operator I				3,008.00	
	8 Sanitation Truck Operator I - Vacant				3,008.00	
	9 Sanitation Truck Operator Trainee				2,811.00	
	10 Overtime Salaries				1,377.00	
	11 Longevity Pay - Sanitation Foreman				77.00	
	12 Projected Salary Increase Funds (3.5%)				1,192.00	
404-53-534-404-22000	Retirement	17,202.87	25,877.00	13,004.74	27,916.00	
	1 Sanitation Foreman				6,310.00	
	2 Sanitation Foreman				4,970.00	
	3 Sanitation Truck Operator II - Vacant				1,688.00	
	4 Sanitation Truck Operator II - vacant				1,688.00	
	5 Sanitation Truck Operator II - Vacant				1,688.00	
	6 Sanitation Truck Operator I				3,428.00	
	7 Sanitation Truck Operator I				2,949.00	
	8 Sanitation Truck Operator I - Vacant				1,475.00	
	9 Sanitation Truck Operator Trainee - Vacant				1,378.00	
	10 Overtime Salaries				1,350.00	

Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	11 Longevity Pay - Sanitation Foreman				77.00	
	12 Projected Salary Increase Funds (3.5%)				915.00	
404-53-534-404-22100	Town Retirement Matching	8,264.46	9,172.00	8,199.49	10,665.00	
	1 Sanitation Foreman				4,207.00	
	2 Sanitation Foreman				3,313.00	
	3 Sanitation Truck Operator II - Vacant				0.00	
	4 Sanitation Truck Operator II - vacant				0.00	
	5 Sanitation Truck Operator II - Vacant				0.00	
	6 Sanitation Truck Operator I				1,714.00	
	7 Sanitation Truck Operator I				184.00	
	8 Sanitation Truck Operator I - Vacant				0.00	
	9 Sanitation Truck Operator Trainee				0.00	
	10 Overtime Salaries				900.00	
	11 Longevity Pay - Sanitation Foreman				50.00	
	12 Projected Salary Increase Funds (3.5%)				297.00	
404-53-534-404-23100	Health Insurance	66,317.49	114,211.00	57,270.48	122,527.00	
	1 Sanitation Foreman				12,628.00	
	2 Sanitation Foreman				21,503.00	
	3 Sanitation Truck Operator II - Vacant				12,628.00	
	4 Sanitation Truck Operator II				12,628.00	
	5 Sanitation Truck Operator II - Vacant				12,628.00	
	6 Sanitation Truck Operator I				12,628.00	
	7 Sanitation Truck Operator I				12,628.00	
	8 Sanitation Truck Operator I - Vacant				12,628.00	
	9 Sanitation Truck Operator Trainee				12,628.00	
404-53-534-404-23150	Opt-Out Payment	1,418.40	0.00	0.00	0.00	
404-53-534-404-23200	Insurance - Dental	2,130.03	3,654.00	1,724.31	3,654.00	
	1 Sanitation Foreman				406.00	
	2 Sanitation Foreman				406.00	
	3 Sanitation Truck Operator II - Vacant				406.00	
	4 Sanitation Truck Operator II				406.00	
	5 Sanitation Truck Operator II - Vacant				406.00	
	6 Sanitation Truck Operator I				406.00	
	7 Sanitation Truck Operator I				406.00	
	8 Sanitation Truck Operator I - Vacant				406.00	
	9 Sanitation Truck Operator Trainee				406.00	

Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
404-53-534-404-23300	Insurance - Life	658.56	1,041.00	419.54	910.00	
	1 Sanitation Foreman				122.00	
	2 Sanitation Foreman				122.00	
	3 Sanitation Truck Operator II - Vacant				100.00	
	4 Sanitation Truck Operator II				122.00	
	5 Sanitation Truck Operator II - Vacant				100.00	
	6 Sanitation Truck Operator I				100.00	
	7 Sanitation Truck Operator I				83.00	
	8 Sanitation Truck Operator I - Vacant				83.00	
	9 Sanitation Truck Operator Trainee				78.00	
404-53-534-404-23400	Insurance - Vision	289.17	495.00	218.25	495.00	
	1 Sanitation Foreman				55.00	
	2 Sanitation Foreman				55.00	
	3 Sanitation Truck Operator II - Vacant				55.00	
	4 Sanitation Truck Operator II				55.00	
	5 Sanitation Truck Operator II - Vacant				55.00	
	6 Sanitation Truck Operator I				55.00	
	7 Sanitation Truck Operator I				55.00	
	8 Sanitation Truck Operator I - Vacant				55.00	
	9 Sanitation Truck Operator Trainee				55.00	
404-53-534-404-23500	Disability	2,539.09	3,778.00	1,166.00	2,337.00	
	1 Sanitation Foreman				421.00	
	2 Sanitation Foreman				342.00	
	3 Sanitation Truck Operator II - Vacant				249.00	
	4 Sanitation Truck Operator II				298.00	
	5 Sanitation Truck Operator II - Vacant				249.00	
	6 Sanitation Truck Operator I				229.00	
	7 Sanitation Truck Operator I				186.00	
	8 Sanitation Truck Operator I - Vacant				186.00	
	9 Sanitation Truck Operator Trainee				177.00	
404-53-534-404-24000	Worker's Compensation Insurance	22,170.24	21,129.00	19,368.25	15,258.00	
	1 Worker's Compensation Insurance				15,258.00	
404-53-534-404-25100	Unemployment Compensation	260.48-	0.00	0.00	0.00	

Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	TOTAL PERSONNEL EXPENSES	438,231.28-	579,143.00-	370,614.22-	703,801.00-	
404-53-534-404-31000	Professional Services	19,596.50	60,734.00	61,486.30	11,163.00	
	1 DOT CDL Physicals				1,125.00	
	2 Post Accident Testing				500.00	
	3 Translation Services				1,000.00	
	4 Misc. Professional Services				8,538.00	
404-53-534-404-34000	Contractual Services	104,091.03	44,902.00	168,635.67	46,898.00	
	1 Vehicle Camera Monitoring				5,800.00	
	2 GPS Vehicle Trackers				6,300.00	
	3 Temporary Labor				5,000.00	
	4 Monthly Comm. Tower Rental				13,550.00	
	5 Annual Tower Maintenance Cost				2,500.00	
	6 Weekly Truck Washing Service				9,980.00	
	7 WO/Asset Management				1,972.00	
	8 Misc. Contractual Services				1,796.00	
404-53-534-404-34310	Disposal Fees - Garbage	276,901.92	315,000.00	178,979.94	247,067.00	
	1 Disposal Fees				414,067.00	
	2 Disposal Fee Credit				167,000.00-	
404-53-534-404-34910	Bad Debt Expense	2,345.20	0.00	0.00	0.00	
404-53-534-404-40000	Travel & Training	843.00	1,000.00	843.00	1,030.00	
	1 SWANA Training				700.00	
	2 Misc. Training				330.00	
404-53-534-404-41100	Telephone	2,837.47	2,280.00	1,224.66	2,348.00	
	1 Service for Cell Phones/Tablets				2,348.00	
404-53-534-404-41200	Postage & Shipping	2,048.43	1,600.00	1,213.85	1,666.00	
	1 Postage for Mailings				1,666.00	
404-53-534-404-44100	Rentals	5,075.00	20,000.00	40,018.00	20,600.00	

Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Sanitation Vehicle Rentals				20,600.00	
404-53-534-404-44200	Capital Leases	5,431.68	6,000.00	9,463.76	9,245.00	
	1 Vehicle Leases				9,245.00	
404-53-534-404-45000	Insurance	52,313.84	51,447.00	47,159.75	121,311.00	
	1 Insurance				121,311.00	
404-53-534-404-46000	Repair & Maintenance	134,690.66	160,137.45	131,849.92	178,150.00	
	1 Used Oil/Filter Service				1,500.00	
	2 2way Radio Repairs				1,000.00	
	3 Minor Bodywork Repairs				1,500.00	
	4 Towing				3,000.00	
	5 In-the-field Tire Repairs				3,000.00	
	6 Engine Cleaning				2,400.00	
	7 Contractual Vehicle Repairs				140,000.00	
	8 Vehicle Camera Installation for 3 units				13,600.00	
	9 Sanitation Fleet Vinyl Wraps				12,150.00	
404-53-534-404-46300	Vehicle Parts & Supplies	89,197.10	127,379.00	124,624.32	131,200.00	
	1 FIA Fuel Cards				2,500.00	
	2 2way Radio Parts				1,000.00	
	3 Replacement Tires				45,000.00	
	4 Misc. Parts & Supplies				73,821.00	
	5 Vehicle Camera Systems - New (2)				8,879.00	
404-53-534-404-47000	Printing	2,158.00	2,850.00	3,622.75	3,800.00	
	1 Mailing/Printing Services				3,800.00	
404-53-534-404-48100	Advertising	16,369.55	8,650.00	10,014.41	9,373.00	
	1 Newspaper Job Announcements				9,373.00	
404-53-534-404-49400	Uniforms & Clothing	8,571.47	10,800.00	3,546.24	11,124.00	
	1 Uniforms				6,500.00	
	2 Safety Shoes & PPEs				4,624.00	
404-53-534-404-51000	Office Supplies	771.13	1,000.00	220.00	1,030.00	
	1 Office Supplies				1,030.00	

Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
404-53-534-404-52000	Operating Supplies	14,985.15	20,403.33	20,816.57	21,015.00	
	1 Annual Admin Tax Roll Cost				150.00	
	2 Misc. Supplies for Carts & Dumpsters				8,195.00	
	3 Annual Asset Management System Renewal				3,500.00	
	4 Annual GIS License Renewal				2,170.00	
	5 General				7,000.00	
404-53-534-404-52100	Gasoline & Diesel Fuel	93,251.04	83,300.00	53,530.50	90,735.00	
	1 Bd of County Comm.				3,735.00	
	2 Fuel Allocation				87,000.00	
404-53-534-404-52200	Small Tools & Others	903.92	500.00	1,361.26	515.00	
	1 Replacement Drills, etc. for Dumpster Locks/Wheels				515.00	
404-53-534-404-52400	Containers	53,516.91	120,000.00	91,901.48	167,600.00	
	1 Replacement Carts & Dumpster Refurbishments				75,000.00	
	2 Commercial Dumpsters for New Business				70,600.00	
	3 Decorative Garbage Cans for Parks				22,000.00	
404-53-534-404-54200	Memberships, Dues & Subscriptions	223.00	500.00	402.00	515.00	
	1 APWA Certification				515.00	
404-53-534-404-59000	Depreciation Expense	150,123.27	0.00	0.00	0.00	
	TOTAL OPERATING EXPENSES	1,036,245.27-	1,038,482.78-	950,914.38-	1,076,385.00-	
404-53-534-404-63101	Improvements-Dumpster Enclosure	0.00	5,000.00	0.00	5,000.00	
	1 Dumpster Enclosures				5,000.00	
404-53-534-404-64100	Machinery & Equipment	5,390.00	153,000.00	135,120.00	8,400.00	
	1 Onboard Software Scan Tool				8,400.00	

Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	TOTAL CAPITAL OUTLAY	5,390.00-	158,000.00-	135,120.00-	13,400.00-	
		-----	-----	-----	-----	
404-53-534-404-71000	Principal	0.00	122,987.00	128,681.00	510,502.00	
	1 2019 ASL #58 - Payment 5 of 5				61,080.00	
	2 2022 Grapple #68 - Payment 2 of 3				63,300.00	
	3 2023 FEL #70 - Payment 1 of 4				75,377.00	
	4 2023 ASL #72 - Payment 1 of 4				81,745.00	
	5 2024 FEL #44 Payment 1 of 3				109,912.00	
	6 2024 FEL #44 Payment 1 of 3				119,088.00	
404-53-534-404-72000	Interest	11,847.64	5,256.00	5,042.74	84,879.74	
	1 2019 ASL #58 - Payment 5 of 5				2,574.00	
	2 2022 Grapple #68 - Payment 2 of 3				5,042.74	
	3 2023 FEL #70 - Payment 1 of 4				19,749.00	
	4 2023 ASL #72 - Payment 1 of 4				21,418.00	
	5 2024 FEL #44 Payment 1 of 3				17,325.00	
	6 2024 ASL #51 Payment 1 of 3				18,771.00	
		-----	-----	-----	-----	
	TOTAL DEBT SERVICE	11,847.64-	128,243.00-	133,723.74-	595,381.74-	
		-----	-----	-----	-----	
404-53-534-404-99110	Transfer to General Fund	0.00	31,435.00	31,436.00	31,435.00	
	1 Principal General Fund				25,862.00	
	2 Interest to General Fund				5,573.00	
404-53-534-404-99404	Indirect Cost Allocation	505,993.80	511,527.00	468,899.75	564,022.00	
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	TOTAL OTHER EXPENSES	505,993.80-	542,962.00-	500,335.75-	595,457.00-	
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Rept:130 - Itemized Budget For Year 2024 Version 1
SANITATION 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	TOTAL DEPT EXPENDITURES	1,997,707.99- -----	2,446,830.78- -----	2,090,708.09- -----	2,984,424.74- -----	
	NET INCOME	95,966.38- =====	62.22 =====	298,101.91- =====	293,960.26 =====	

TOWN OF LAKE PARK PROPOSED BUDGET

COMMUNITY REDEVELOPMENT FUND

FISCAL YEAR

October 1, 2023 through September 30, 2024

Rept:124 - Itemized Budget For Year 2024 Version 1
CRA 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
REVENUES						
110-311.115	Ad Valorem Taxes - County	517,894.00	631,382.00	621,952.00	730,947.00	
110-369.100	Miscellaneous Income	400,000.00	0.00	0.00	0.00	
110-381.001	Transfer from General Fund	959,790.00	1,162,739.00	1,162,739.00	1,338,794.00	
110-399.999	Balance Brought Forward	0.00	93,412.00	0.00	1,555,578.00	
	TOTAL REVENUE	1,877,684.00	1,887,533.00	1,784,691.00	3,625,319.00	
EXPENDITURES						
110-55-552-520-12000	Regular Salaries	0.00	81,040.00	0.00	57,013.00	
	1 Code Compliance Officer				57,013.00	
110-55-552-520-21000	FICA	0.00	6,200.00	0.00	4,361.00	
	1 Code Compliance Officer				4,361.00	
110-55-552-520-22000	Retirement	0.00	3,040.00	0.00	4,276.00	
	1 Code Compliance Officer				4,276.00	
110-55-552-520-23100	Health Insurance	0.00	22,006.00	0.00	12,628.00	
	1 Code Compliance Officer				12,628.00	
110-55-552-520-23200	Dental	0.00	812.00	0.00	406.00	
	1 Code Compliance Officer				406.00	
110-55-552-520-23300	Insurance - Life	0.00	288.00	0.00	122.00	
	1 Code Compliance Officer				122.00	
110-55-552-520-23400	Insurance - Vision	0.00	110.00	0.00	55.00	
	1 Code Compliance Officer				55.00	
110-55-552-520-23500	Disability	0.00	1,000.00	0.00	316.00	

Rept:124 - Itemized Budget For Year 2024 Version 1
CRA 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	1 Code Compliance Officer				316.00	
110-55-552-520-2400	Worker's Compensation Insurance	0.00	981.00	0.00	0.00	
110-55-552-520-24000	Worker's Compensation Insurance	0.00	0.00	899.25	698.00	
		-----	-----	-----	-----	
	TOTAL PERSONNEL EXPENSES	0.00	115,477.00-	899.25-	79,875.00-	
		-----	-----	-----	-----	
110-55-552-520-31000	Professional Services	73,347.69	109,412.09	153,378.45	25,000.00	
	1 Marketing				25,000.00	
110-55-552-520-31100	Professional Svc - Town Attorney	10,200.00	40,000.00	21,900.00	32,000.00	
110-55-552-520-34000	Contractual Services	180,800.31	114,870.00	107,667.04	306,070.00	
	1 Landscape Services				95,000.00	
	2 Landscape Services Contingency Tree Trimming				10,700.00	
	3 Johnson Controls				1,930.00	
	4 Holiday Displays Including Electrical Upgrades				120,000.00	
	5 Signage				75,000.00	
	6 Custodial Services				3,440.00	
	7 EV Chargers including Electrical Upgrades				0.00	
110-55-552-520-34010	Contract PBC Sheriff	127,980.00	138,000.00	75,125.00	133,680.00	
110-55-552-520-40000	Travel & Training	2,854.57	2,500.00	2,395.41	3,500.00	
110-55-552-520-41200	Postage & Shipping	1.73	2,500.00	11.14	6,000.00	
	1 Outreach				6,000.00	
110-55-552-520-43000	Utilities	18,343.69	15,000.00	10,952.75	15,000.00	
110-55-552-520-44100	Equipment Rentals	8,827.80	0.00	714.08	1,000.00	
110-55-552-520-45000	Insurance	5,783.00	6,566.00	6,566.00	12,000.00	
110-55-552-520-46000	Repair and Maintenance	4,403.22	4,000.00	1,529.16	2,000.00	
110-55-552-520-47000	Printing	0.00	1,000.00	0.00	1,000.00	
110-55-552-520-48005	Tree Lighting	3,607.63	6,700.00	6,013.17	6,700.00	
	1 Banners				1,000.00	
	2 Decorations				500.00	
	3 DJ/Sound System				800.00	

Rept:124 - Itemized Budget For Year 2024 Version 1
CRA 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	4 Marketing				300.00	
	5 Photography/Videography				300.00	
	6 Portable Light Towers				1,000.00	
	7 Portable Restrooms				500.00	
	8 Stage				500.00	
	9 Santa Suite Rental				300.00	
	10 Tents				1,500.00	
110-55-552-520-48100	Advertising	151.41	2,500.00	98.88	2,500.00	
110-55-552-520-48101	Office Supplies	0.00	100.00	0.00	100.00	
110-55-552-520-48102	SEASONAL RENTALS	2,537.00	26,000.00	26,000.00	29,900.00	
	1 Rental of Menorah and Kinara				2,400.00	
	2 Rental of Holiday Tree				17,000.00	
	3 Pole Decorations and Wraps				10,500.00	
110-55-552-520-52000	Operating Expenses	13,788.99	7,500.00	993.48	2,000.00	
110-55-552-520-54200	Memberships, Dues, & Subscriptions	1,045.00	1,045.00	1,045.00	1,045.00	
	1 Department of Economic Opportunity District Annual Fees				175.00	
	2 Florida Redevelopment Association				870.00	
	TOTAL OPERATING EXPENSES	453,672.04-	477,693.09-	414,389.56-	579,495.00-	
110-55-552-520-63000	Improvement Other Than Bldg	14,058.00	329,500.00	98,912.42	432,000.00	
	1 To Complete Scope for Landscape Upgrades				200,000.00	
	2 Septic to Sewer Matching Funds				200,000.00	
	3 New LPR Camera System				32,000.00	
	TOTAL CAPITAL OUTLAY	14,058.00-	329,500.00-	98,912.42-	432,000.00-	
	TOTAL DEBT SERVICE	0.00	0.00	0.00	0.00	

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
110-55-552-520-82111	Grant - Business Development	82,869.00	387,223.00	293,998.72	422,871.00	
	1 Oceana (2 of 5)				200,000.00	
	2 Other				222,871.00	
110-55-552-520-82118	Grants and Incentives	0.00	0.00	0.00	1,555,578.00	
	1 Previously Approved/Suggested Programs				1,555,578.00	
110-55-552-520-91010	Transfer to Gen Fund - ILA 2008	168,780.00	168,690.00	154,632.50	168,597.00	
110-55-552-520-91030	Transfer to Gen Fund - ILA 2009	7,609.08	54,793.00	50,226.88	0.00	
110-55-552-520-99110	Indirect Cost Allocation	539,207.52	354,157.00	232,977.25	386,903.00	
	TOTAL OTHER EXPENSES	798,465.60-	964,863.00-	731,835.35-	2,533,949.00-	
	TOTAL CAPITAL OUTLAY	0.00	0.00	0.00	0.00	
	TOTAL DEBT SERVICE	0.00	0.00	0.00	0.00	

Rept:124 - Itemized Budget For Year 2024 Version 1
CRA 8-16-23

G/L Account	Description	2022 Actual	2023 Budget	2023 YTD+Enc	2024 Budget	Notes
	TOTAL OTHER EXPENSES	0.00	0.00	0.00	0.00	
	TOTAL DEPT EXPENDITURES	1,266,195.64-	1,887,533.09-	1,246,036.58-	3,625,319.00-	
	NET INCOME	611,488.36	0.09-	538,654.42	0.00	



TOWN MANAGER COMMENTS

Exhibit E

TOWN COMMISSION MEETING Wednesday, August 16, 2023

COMMUNITY DEVELOPMENT

- Town Staff will need to select a new date for the Stakeholder Meeting with multi-family property owners to discuss the bulk trash matter. Originally, this was slated for August 31 however, the Sanitation Division is working through other initiatives that both Community Development and Public Works can present at a future stakeholder meeting. Once a new date is selected, the Commission will be made aware.
- Engenuity is working through Phases 2 and 3 of the Septic to Sewer initiative. Their contracted completion date is October 31 and so far, they have completed a comprehensive survey of properties that they will present to staff in an internal meeting later this month. Property investigations are ongoing.
- Oceana (1301 10th Street) is on track and moving forward. The demolition was previously completed ahead of schedule and their master construction permit is in review and scheduled to be issued before the September 15 deadline.
- Nautilus 220 is a few weeks ahead of schedule and moving full steam ahead. A few weeks ago they were approaching the 80% mark in terms of executed sale contracts.
- Community Development received a site plan application for the northeast corner of Park Ave/10th Street (named Residences at 10th and Park Ave) proposing a mixed-use project at the maximum allowable stories of 16 per the adopted land development regulations (including the 4 story parking exemption) along with ground floor non-residential uses and 596 residential units (in their first submittal round). Staff issued the first round of comments and the applicant is currently working through these comments.
- Regarding the mixed-use project on the southeast corner of Park Ave/10th Street (Kelsey on Park/The Adler), Staff has not yet received a submittal pursuant to the comments issues back on January 30, 2023. We were recently informed that this project will be submitted sometime this month, or early September since it is being substantially redesigned to meet the comments.
- A stakeholder/community meeting for the master planning of Bert Bostrom Park will be coordinated by staff in November 2023. We will update the Commission when a date is selected.

- 1100 2nd Court is close to finalizing their construction plans for the home rebuild and the owners hope to be able to submit for permits this month or next month. The storage issues have been cleared and the owners are monitoring the property to ensure the outside is maintained as neat as possible prior to construction commencing.

HUMAN RESOURCES

Job Openings:

The Town is currently advertising to fill the following positions:

- Irrigation Technician – Hourly rate \$17.01 to \$26.37. Deadline for receipt of applications is 5:00 p.m. on **August 25, 2023**
- Stormwater Technician II – Hourly rate \$18.21 to \$28.22. Deadline for receipt of applications is 5:00 p.m. on **August 30, 2023**
- Dock Attendant – Hourly rate \$15.90 to \$24.65. Deadline for receipt of applications is 5:00 p.m. on **August 30, 2023**

To view the complete job posting for the above position or to download an employment application, please visit the Town's official website at www.lakeparkflorida.gov . For additional information please contact the Town's Human Resources Department at 561-881-3300 and choose Option 8.

SPECIAL EVENTS

Sunset Celebration

Sunset Celebration will be held on **Friday, August 25** from 6:00 p.m. – 9:00 p.m. at the Lake Park Harbor Marina. This month's event will feature live entertainment from Mischief Band! There will be a full bar, happy hour prices, and a variety of food and craft vendors. For more information, contact the Special Events Department at 561-840-0160.

PBC Veterans Day Committee

The PBC Veterans Day Committee has reached out to the Town to see if the Commission would like to participate in their annual parade. This year's event will be held on **Sunday, November 5** beginning at 2:00 p.m. The parade will travel east on Clematis Street and end at Centennial Square.

SUNSET CELEBRATION

FREE MUSIC CONCERT

FEATURING



**LIVE MUSIC * HAPPY HOUR * FOOD VENDORS
FREE ADMISSION & PARKING**

FRIDAY, AUGUST 25

6:00 PM - 9:00 PM

LAKE PARK HARBOR MARINA

105 LAKE SHORE DRIVE

LAKE PARK, FL 33403

NO OUTSIDE FOOD OR DRINKS

**FOR MORE INFORMATION
CALL 561-840-0160 OR EMAIL
SPECIALEVENTS@LAKEPARKFLORIDA.GOV**

