

CITY COMMISSION WORKSHOP MINUTES

November 7, 2019

Mayor LaCascia called the Workshop to order at 6:00 p.m.

Those present recited the Pledge of Allegiance led by Mayor Joe LaCascia.

Present: Mayor Joe LaCascia, Vice Mayor Don Kimsey, Commissioner Wayne Harper and City Manager Patricia Jackson

Absent: Commissioner Mike Blethen, City Attorney Tom Cloud

Agenda Review - City Commission Meeting – November 7, 2019

Mayor LaCascia stated the purpose of the Workshop is to discuss items being presented on the Regular Meeting Agenda and address any questions or concerns and ultimately be able to proceed in a more efficient manner at the Regular Meeting.

Prior to the order of business, Mayor LaCascia discussed the records request from Commissioner Blethen. The information requested was previously provided to the City Commission. Reiterating the importance of being mindful of staffs time, and the money wasted printing documents that were already distributed.

ORDER OF BUSINESS

City Manager Jackson's Salary and Employment Contract

Mayor LaCascia opened the discussion sharing information from the Florida League of Cities table of salaries for the City Managers and City Clerks in Polk County.

Mayor LaCascia provided a brief history back to 2011 when Mrs. Jackson came to Polk City and her salary at that time; compared to former City Manager Cori Carrier's salary ten years ago of \$80,000, versus Mrs. Jackson's current salary of \$86,000.

Commissioner Harper spoke in regards to the positive direction the City has gone into since Mrs. Jackson came on board. Would like to keep Mrs. Jackson in Polk City. He does not think \$100,000 is out of line at this time.

Vice Mayor Kimsey is in favor of increasing Mrs. Jackson's salary.

Mayor LaCascia stated the Commission has to come up with a plan to retain Mrs. Jackson, thus the importance of this dialogue.

Commissioner Carroll stated he is in favor of a five year plan.

Mayor LaCascia wants more than five years as Polk City is growing. Recommending ten years. Brief discussion regarding different cities and population size.

Commissioner Carroll stated Mrs. Jackson has brought Polk City back to life.

Commissioner Harper stated the audits are a positive reflection on the work of the City Manager.

Mayor LaCascia discussed figures for the raise. Five percent (5%) would take her to \$92,250 which should go to \$100,000 for starters. Then 2.5% automatic increases for the next seven (7) years.

Vice Mayor Kimsey stated this would be a \$13,000 raise.

The 2.5% comes in October 2020 which will be \$102,000 approximately.

Commissioner Harper asked if there was money in the budget to increase salary for her Assistant?

City Manager Jackson stated we can find the money.

City Manager Jackson spoke about other City Manager contracts and in particular on her bereavement and vacation days.

The City Manager salary will be presented on the Regular meeting Agenda in November.

Vice Mayor Kimsey is not in favor of building up sick and vacation.

The only action of the City Commission can take is to pay City Manager Jackson out for her vacation.

The increase should be based on merit as well.

Put in the contract for a \$100,000 and a 2.5 % merit after evaluation.

Commissioner Harper discussed Mrs. Jackson's most recent evaluation.

Mayor LaCascia briefly discussed the City Clerk position.

City Manager Jackson stated if Polk City wants to hire a City Clerk, the Charter would need to be changed because the two offices were combined a few years ago.

Mayor LaCascia wants to creep upon the \$50,000 for saving money for the City Clerk work. Save \$7,000 for seven years

City Manager Jackson proposed \$110,000 and a 2.5% increase per year.

After lengthy discussion, the final proposal \$100,000 now and \$7,000 until 2026 with 2.5% per year.

City Manager Jackson stated there is \$53,826 in Reserves now.

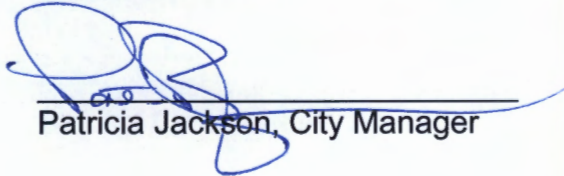
Commissioner Harper spoke about the car allowance

The car allowance is adequate.

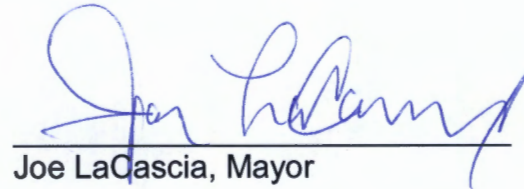
City Attorney Cloud will provide a draft contract to reflect the updates.

The \$107,000 will be effective October 1, 2019 (retroactive).

ADJOURNMENT – 8:26 pm



Patricia Jackson, City Manager



Joe LaCascia, Mayor