

Town of Pomona Park – Special Town Council Meeting Minutes
Tuesday, August 28, 2019 (5:30pm)

Mayor Joseph Svingala presided. Council present were Dr. Robert Warren, CarrieAnn Evans, James Griffin and Victor Szatkowski were all present. Patricia Bergquist and Patricia Mead were absent.

Mayor Joseph Svingala led in the pledge to the pledge to the flag. Mayor Svingala called the meeting to order at 5:30 pm and welcomed everyone.

Budget Discussions:

Clerk Fontana explained that the council needs to discuss the wage increases for the Town employees so that we can finalize the budget. Council was provided a list of proposed wage increases, wage survey for towns and cities in Putnam. Council reviewed all positions wages. The Council increases would be doubling what they currently are, Mayor would be \$800 a month and the Council would be at \$400 a month per request by the Mayor. Mayor requested a Motion. Councilman Griffin said most of us are retired, we are not here for the money. Discussion ensued about when this would go into effect, which would be after the next election in January of 2021. It has to be done by Ordinance.

Discussion ensued on the proposed \$22.50 an hour for the Town Clerk. Councilman Griffin made a Motion that the Town Clerk receive \$22.50 an hour, 2nd by Councilman Szatkowski. Council discussed that they want to bring the Clerk's salary up to what it should be since retention has been an issue. Mayor explained that he called the League of Cities to get temporary Clerk help and they quoted him \$50 to \$75 an hour. Councilwoman Evans disagreed with the amount. Mayor stated that for what Donna does, her expertise, what she puts into it and how she feels about her job, it's a bargain. Councilman Warren asked Clerk what her expectations were. Clerk explained that she took a pay cut to take this job, explained some of the errors that she's already uncovered from previous Clerks and her goal to make the Town Hall a functioning office if a disaster occurs that would be able to assist the citizens, EOC, I came up with a checklist of pre-hurricane duties for the maintenance staff, etc. Motion passed with 4 in favor and 1 opposed (Councilwoman Evans).

Discussion ensued regarding raising the Assistant Clerk wages from \$14 an hour to \$16 an hour. Clerk explained that we want to promote retention of employees because we are going to be spending a lot of money on training. You have to look at all of the benefits that the other municipalities have compared to ours. Judy and Mayor felt like Kelly should make more than the maintenance staff due to the level of her responsibilities. Councilman Warren made a Motion for Assistant Clerk to receive \$16 an hour, 2nd by Councilman Griffin. Motion passed with 4 in favor and 1 opposed (Councilwoman Evans).

Discussion ensued regarding the Maintenance Supervisor wage increase from \$15 to \$22.50 an hour. Bruce is a rare find with his expertise, an exception that you should pay the extra for. You are not setting a precedent, because when he leaves you would not pay his replacement that amount. Mayor said Bruce and Donna are finds that everybody would like to have in Pomona Park. Don't think Crescent City, Welaka, Palatka, Interlachen, they all would want these 2

individuals and that's why we're trying to make sure they don't get them and that's why we are being competitive. Art Blount said, don't forget the maintenance staff, the Town has never looked so good. Councilman Griffin made a Motion to pay the Maintenance Supervisor \$22.50 per hour, 2nd by Councilman Warren. Motion passed with 4 in favor and 1 opposed (Councilwoman Evans).

Maintenance staff wages, Carl is proposed from \$15 to \$16 and Al is proposed from \$12 to \$14. There was discussion concerning the pay rate in comparison to other towns and ours is higher than all of the others. This is why we need to come up with pay ranges, minimum to maximum and once they meet that maximum then you would give them a bonus which is a standard business practice. Councilman Warren made a Motion to increase Carl's pay by \$1 an hour, 2nd by Councilman Griffin. The Motion was unanimously approved.

Mayor said Al was hired part time and it was \$11 an hour. He went full time and after 90 days he received a \$1 raise approved by the Council. Bruce was gone for the summer, Al has taken over Bruce's position with help from Jeff. He's at \$12, Bruce wants him to go to \$15 an hour. That's his supervisor's evaluation. To me, I respect Bruce's decision. Councilman Griffin made a Motion to increase Al's his pay from \$12 to \$14 an hour, 2nd by Councilman Warren. Motion passed with 4 in favor and 1 opposed (Mayor Svingala).

Mayor Svingala gave Clerk Donna a 90 day evaluation and requested that the Council increase her pay by \$1 an hour. Councilman Griffin made a Motion to increase the Clerk's pay by \$1 an hour, 2nd by Councilman Szatkowski. Motion was unanimously approved.

Hurricane Preparedness, Clerk explained that she provided a list of items for the Maintenance Staff to check and Jeff printed it up as a checklist and added more items. Discussion ensued on preparations the Town staff is doing for Hurricane Dorian. Clerk posted evacuation route and shelter locations on Facebook page and has it at the Town Hall. Councilwoman Evans recommended a full building generator for the Town Hall. Clerk explained that I already have the pricing, including installation and natural gas hookup for the budget. Councilwoman Evans suggested a generator for the Community Center also for post storm assistance.

Councilman Griffin made a Motion to adjourn.

Adjourned 7:29 pm

