

TOWN OF WINDERMERE

Town Council Workshop Minutes

April 28, 2015

CALL TO ORDER:

Present were Mayor Gary Bruhn, Council Members Jim O'Brien, Molly Rose, Robert McKinley, Richard Gonzalez and John Armstrong. Town Manager Robert, Police Chief Dave Ogden and Town Clerk Dorothy Burkhalter were also present.

1. OPEN FORUM/PUBLIC COMMENT:

There were no public speakers.

2. GENERAL ITEMS FOR CONSIDERATION:

i. Compensation Study Report – Don Burris

Mr. Don Burris, with Burris & Associates introduced himself. He then reviewed job descriptions, labor market data, compensation programs, benefit review, police department review, officer pay structure and suggested actions. Discussion was regarding comparable municipalities, population, salaries. Mr. Burris stated he would contact the City of Ocoee for a comparison. Manager Smith stated that the Police Administration Assistant, the Administration Assistant and the Town Clerk needed immediate an increase. He stated that the Administration Assistant would go to minimum and the Town Clerk to the minimum but due to the length of service, the market average can be used. Manager Smith also commented on the police department and turned the discussion over to Chief Ogden. Chief Ogden presented his Compensation Study & Professional Officer Development Program. He stated that the Deputy Chief and Sergeants needed adjustments as soon as possible. Chief Ogden then commented on the retirement plan, competitive pay plan, officers' priorities, PODP Special Order 1.0, compensation, officer levels 1-3 and costs, pay grades, officer step program, Sergeant step plan, Deputy Chief position, current starting salaries, longevity pay, and retirement options. Discussion was made regarding immediate increase for Police Administration Assistance, Administration Assistant and Town Clerk. Manager Smith stated yes and it would be effective beginning this new pay week. Positions needing further review were Deputy Chief, two Sergeants and the Detective. Member Gonzalez requested a spread sheet. Mayor Bruhn reviewed the discussion as Manager Smith will place this item on the next Council Meeting regarding the seven employees and the financial impact. He then stated the remaining items will be discussed in budget meetings.

A break began at 7:46pm. The meeting reconvened at 7:52pm

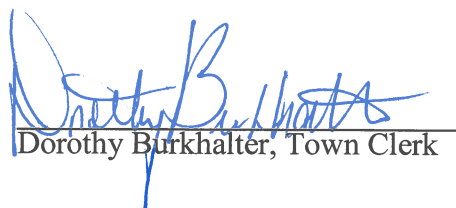
ii. Town of Windermere Future Annexations - Manager Smith


Mayor Bruhn reported on an Annexation meeting that he and Manager Smith attended at Orange County. Discussion was made regarding MSTU, millage rates, and automatic aid. Manager Smith reported on future annexations. He stated that he would like direction as to which way the Council would like to move forward. Manager Smith requested that the Mayor and Council outline areas on maps that they would consider for annexation. He then stated that he would forward the maps to Wade Trim for compilation.

iii. FY 14/15 Budget Mid-Year Report – Manager Smith

Manager Smith reviewed the six month financial report. He reviewed in detail, the revenues and the expenditures. Member Rose suggested having the interior of the Town Hall painted. Further discussion was made.

Mayor Bruhn adjourned the workshop at 9:14pm.


Dorothy Burkhalter, Town Clerk


Gary Bruhn, Mayor