



MAYOR AND COUNCIL OF THE TOWN OF WINDERMERE

Mayor Jim O'Brien

Council Members

Andy Williams

Tony Davit

Mandy David

Molly Rose

Tom Stroup

Agenda

Agenda

September 11, 2023

7:00 PM

****TENTATIVE BUDGET HEARING FOR FISCAL YEAR 2023-2024****

RESCHEDULED FROM 9/6 DUE TO NO QUORUM

WINDERMERE TOWN HALL

520 MAIN STREET

WINDERMERE, FL 34786

JOIN ZOOM MEETING (COPY/PASTE INTO BROWSER): [HTTPS://ZOOM.US/](https://zoom.us/)

MEETING ID: 812 6342 6788

PASSCODE: 959602

ONE TAP MOBILE: +1-305-224-1968 // 81263426788#

PLEASE TURN OFF ALL CELL PHONES AND PAGERS

PLEASE NOTE: IN ACCORDANCE WITH F.S. 286.26: Person with disabilities needing assistance to participate in any such proceedings should contact the Office of the Clerk at least 48 hours beforehand at (407) 876-2563.

Pursuant to Resolution No. 2005-12 adopted on December 13, 2005, the following Civility Code shall govern all proceedings before the Town of Windermere Town Council:

1. All electronic devices, including cell phones and pagers, shall be either turned off or otherwise silenced.
2. Prolonged conversation shall be conducted outside Council meeting hall.
3. Whistling, heckling, gesturing, loud conversations, or other disruptive behavior is prohibited.
4. Only those individuals who have signed the speaker list and/or/who have been recognized by the Mayor (or Chair) may address comments to the Council.
5. Comments at public hearings shall be limited to the subject being considered by the Council
6. Comments at Open Forums shall be directed to Town issues.
7. All public comments shall avoid personal attacks and abusive language
8. No person attending a Town Council meeting is to harass, annoy, or otherwise disturb any other person in the room.

Any member of the public whose behavior is disruptive and violates the Town of Windermere Civility Code is subject to removal from the Town Council meeting by an officer and such other actions as may be appropriate. PLEASE NOTE: IN ACCORDANCE WITH F.S. 286.0105: Any person who desires to appeal any decision at this meeting will need a record of this proceeding. For this, such person may need to ensure that a verbatim record of such proceeding is made which includes the

AGENDA

- **THE HEARING IS CALLED TO ORDER BY THE MAYOR**
- **FLAG SALUTE**

1. OPEN FORUM / PUBLIC COMMENT (3-Minute Limit)

2. NEW BUSINESS

a. Financial

- i. Presentation of Fiscal Year 2023 - 2024 Budget (Attachment)

b. Council Actions

- i. Motion to tentatively adopt proposed millage rate of 3.7425 mills per thousand
- ii. Motion to consent to balanced proposed budget:
 1. Revenues - \$16,377,888.00
 2. Expenses - \$16,377,888.00
- iii. Motion to set date, time, and location of Final Budget Hearing:
September 18, 2023 - 6:00 pm
Town Hall - 520 Main Street, Windermere, FL 34786

iv. Motion to approve Solid Waste Assessment: \$389,962.00

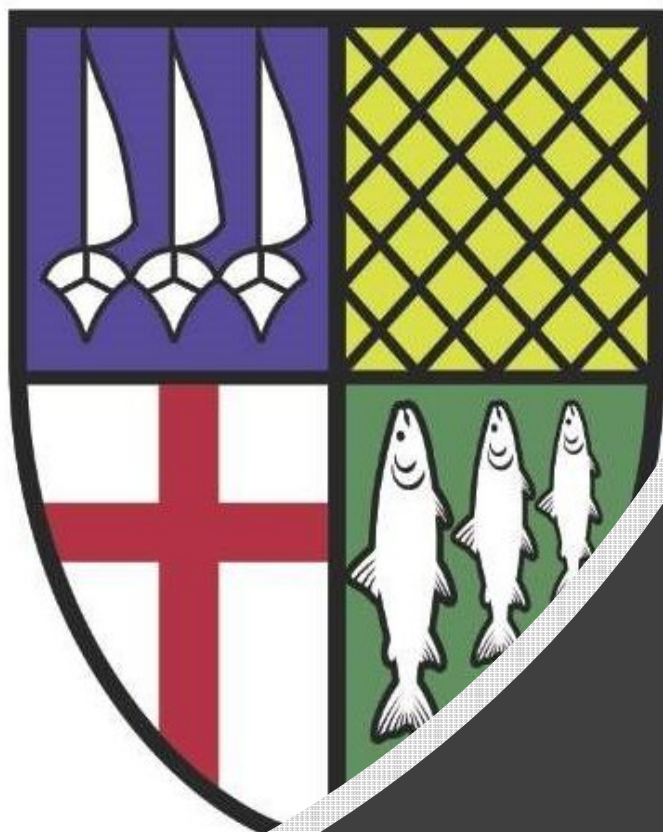
v. Motion to approve Stormwater Fund Assessment Roll: \$359,747.00

vi. Motion to approve Fire Assessment: \$847,341.00

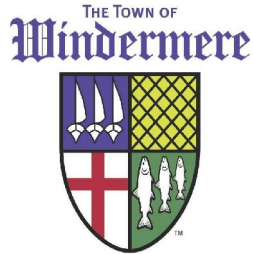
vii. Motion to approve The Willows Street Light Assessment: \$16,822.00

3. ADJOURN

THE TOWN OF
Windermere



FY 23/24 Draft
Budget



Purpose & Intent



Mission:

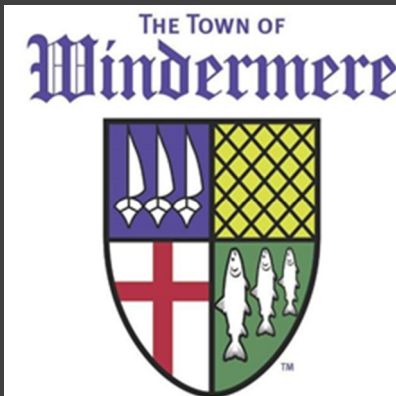
Preserving the level of service and quality of life that the Town Residents and our Customers are accustomed all while maintaining the Town's financial viability.

How do we get there?

Conservative Estimates of Revenue
Control Spending
Better Planning
State & Federal Appropriations
Federal Grants

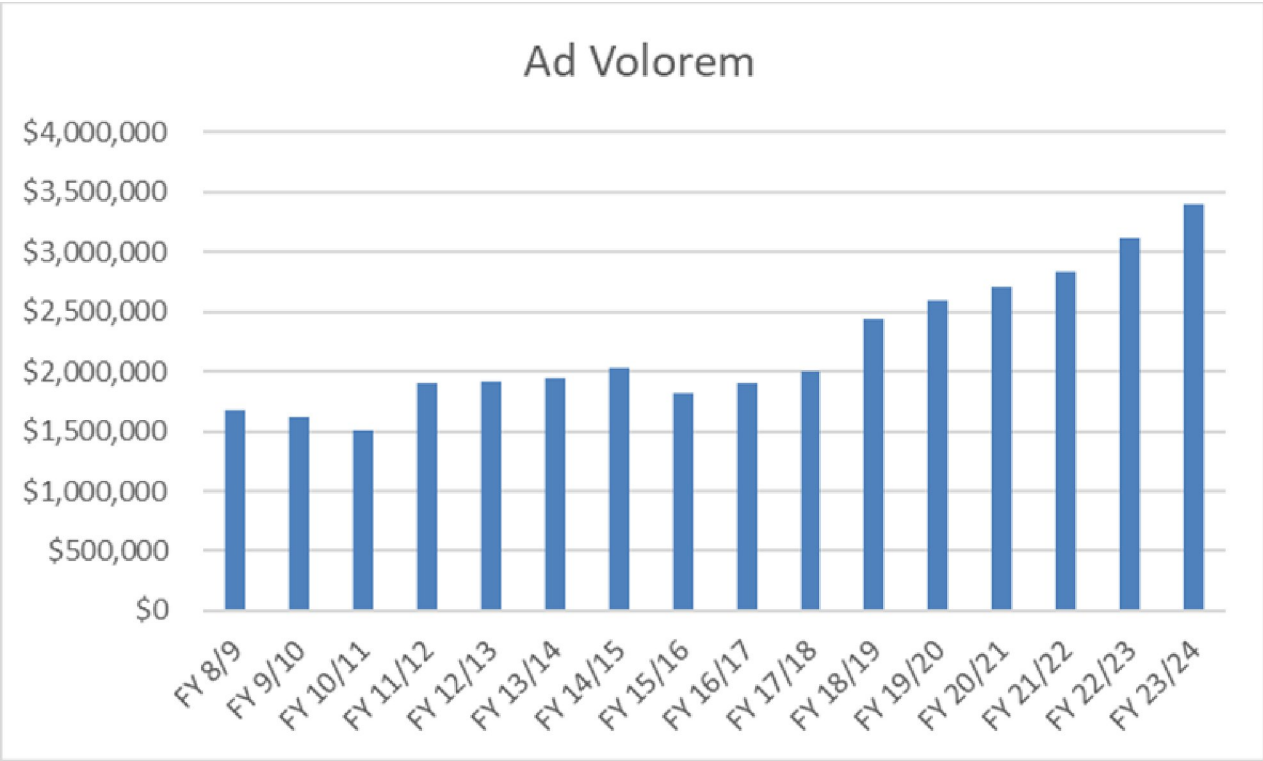
FY 22/23 Revenues

Ad Valorem Tax Rate



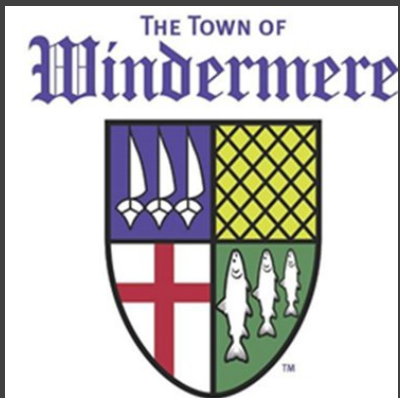
Year	Rate	Revenue
08/09	3.228	\$1,676,783
09/10	3.228	\$1,626,192
10/11	3.228	\$1,513,192
11/12	3.7896	\$1,904,059
12/13	3.7896	\$1,922,168
13/14	3.7896	\$1,940,594
14/15	3.7896	\$2,023,388
15/16	3.25	\$1,815,762
16/17	3.25	\$1,902,240
17/18	3.25	\$2,006,829
18/19	3.7425	\$2,433,876
19/20	3.7425	\$2,591,469
20/21	3.7425	\$2,704,312
21/22	3.7425	\$2,827,428
22/23	3.7425	\$3,115,509
23/24	3.7425	\$3,391,806

Ad Valorem Revenue



Ad Valorem Comparison:

Based on FY
22/23 Rates



Taxing Authority	Tax Rate
Orange County	4.4347 (MSTU FIRE 2.2437 MSTU OCSO 1.8043 Garbage Assessment)
Apopka	4.1876 (SW Assessment)
Belle Isle	4.4018
Eatonville	7.2938
Maitland	4.3453 (+.2370 Debt Service 2004)
Oakland	6.5
Ocoee	5.05 (Garbage/Fire/SW Assessments)
Orlando	6.650 (SW Assessment)
Windermere	3.7425 (Garbage/Fire/SW Assessments)
Winter Garden	4.5
Winter Park	4.0923 (+.2891 Debt Service 2011 & 2017)
Edgewood	5.25 (Garbage Assessment)



THE TOWN OF
Windermer



2023 Estimated Taxable Value

Orange County Property Appraiser Info

OCPA provide us with the 23/24 Taxable Value Estimate of \$953,993,989.

This is higher than 22/23 \$876,281,334 (\$77,712,655).

FY 23/24 Millage Rates

Allowable Millage Rates

Maintain Existing

$\$953,993,989 / 1,000 \times 3.7425 = \$ @ 95\% =$
 $\$3,391,806$

Current Year Rolled Back Rate

$\$953,993,989 / 1,000 \times 3.4593 = \$3,300,151.41 @$
 $95\% = \$3,135,144$

Maximum Millage Allowable

$\$953,993,989 / 1,000 \times 3.7892 = \$3,614,874 @$
 $95\% = \$3,434,130$



THE TOWN OF
Windermere



FY 23/24 Estimated Revenues

With the various factors that may impact the numerous revenue sources for the Town of Windermere, as we always do, we have been very conservative with the estimates.

Staff typically uses the past to predict the future where appropriate. Typically utilizing the last 10 years of numbers and estimating means and escalators while taking out the anomalies.

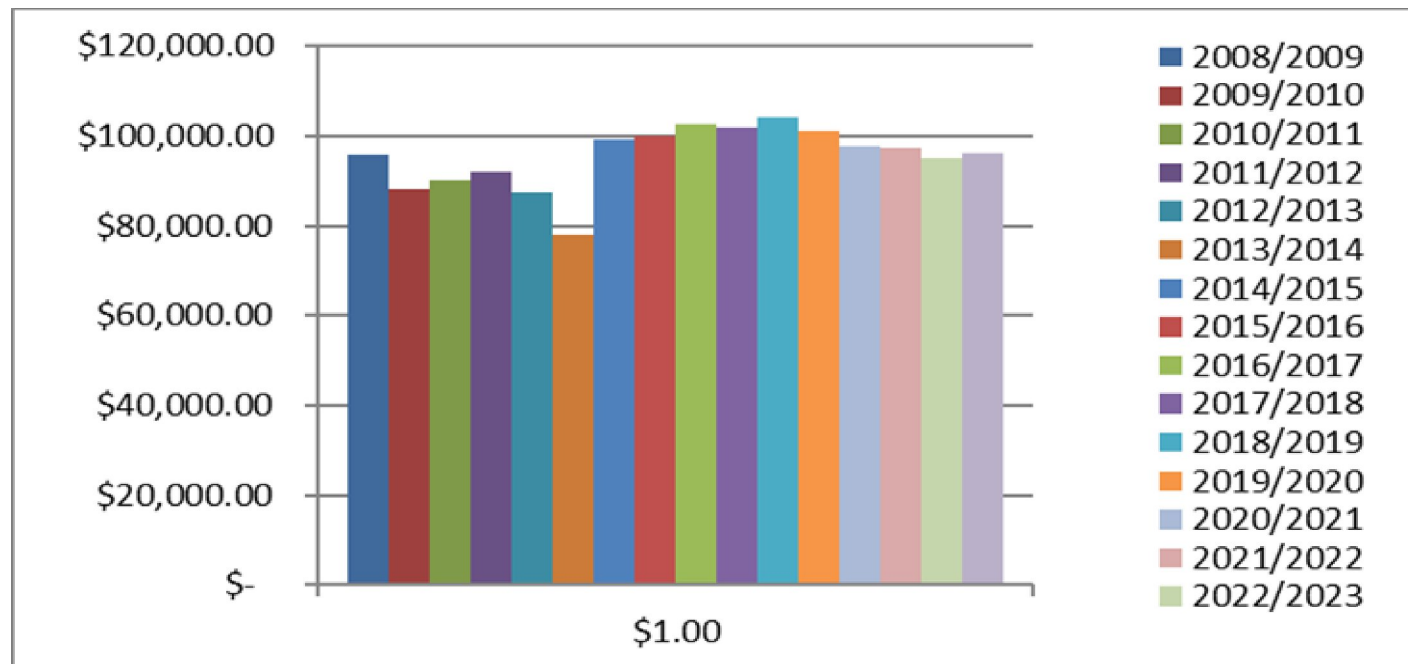
Department of Revenue estimates do not come out until after the presentation becomes public and will be amended if staff agrees with the calculations.

THE TOWN OF
Windermere



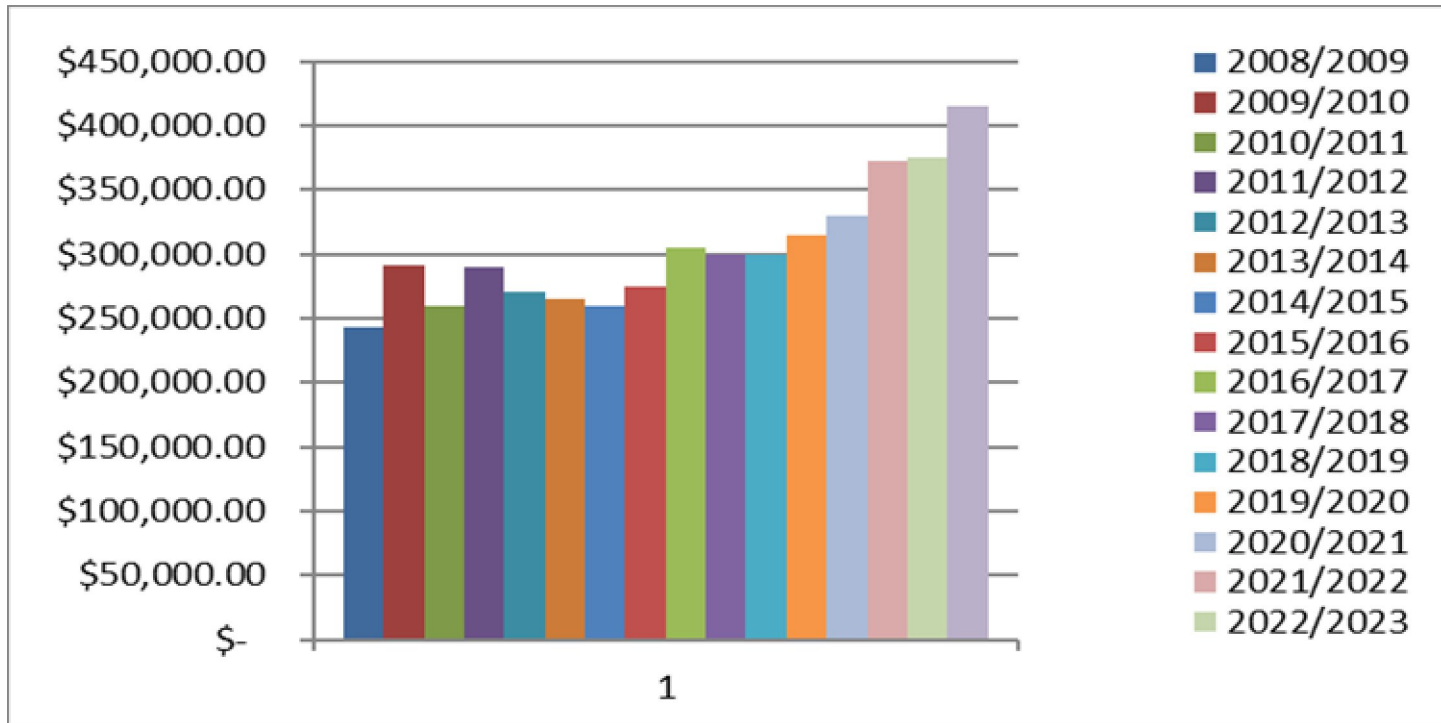


Local Option Gas Tax



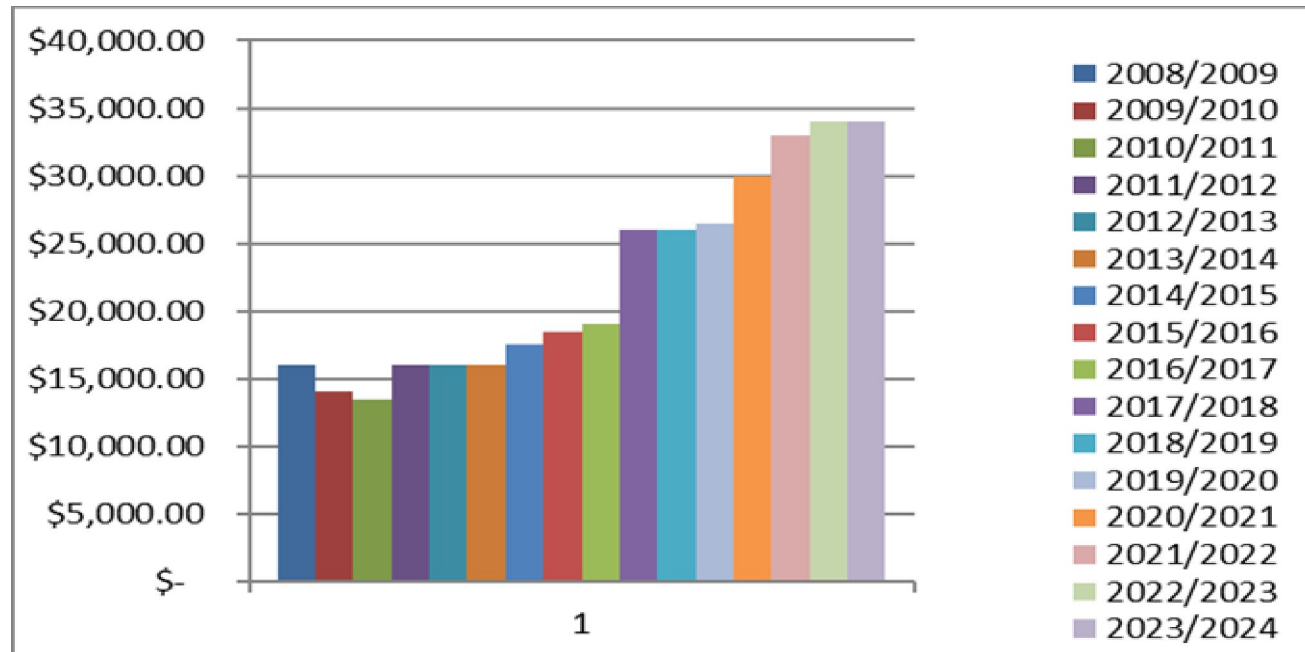


Utility Tax Duke

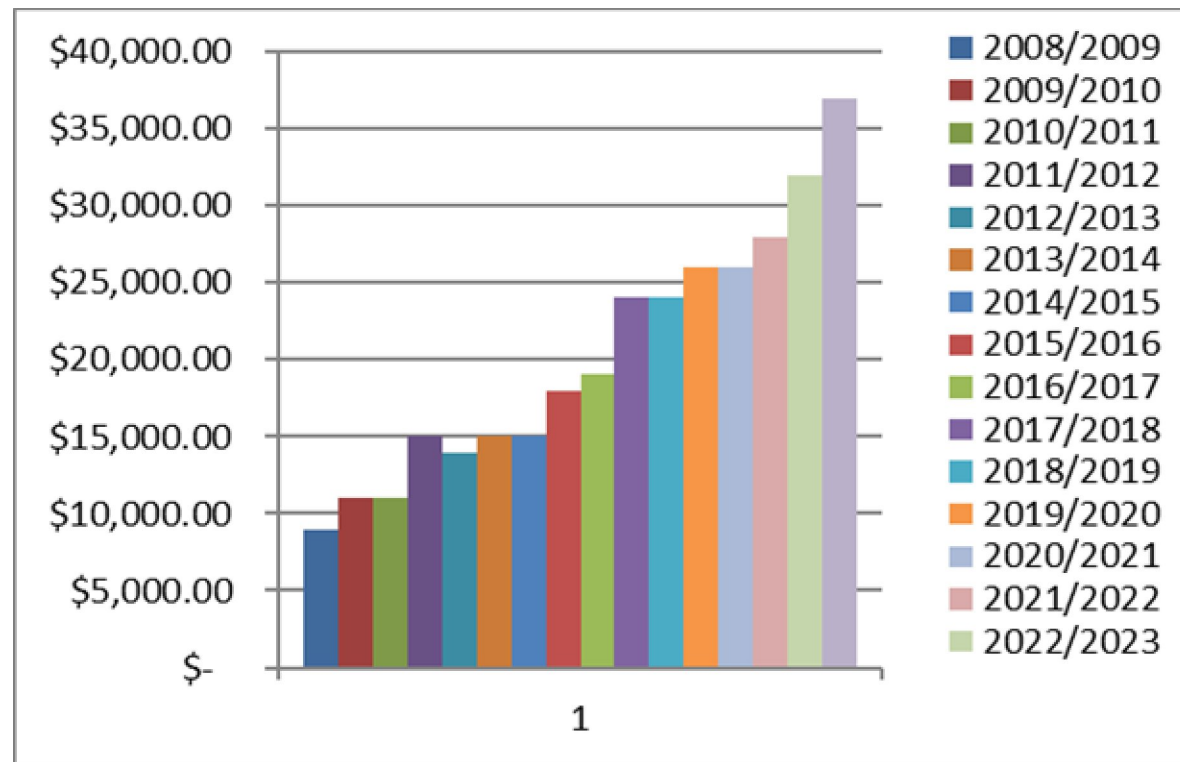




Utility Tax Water

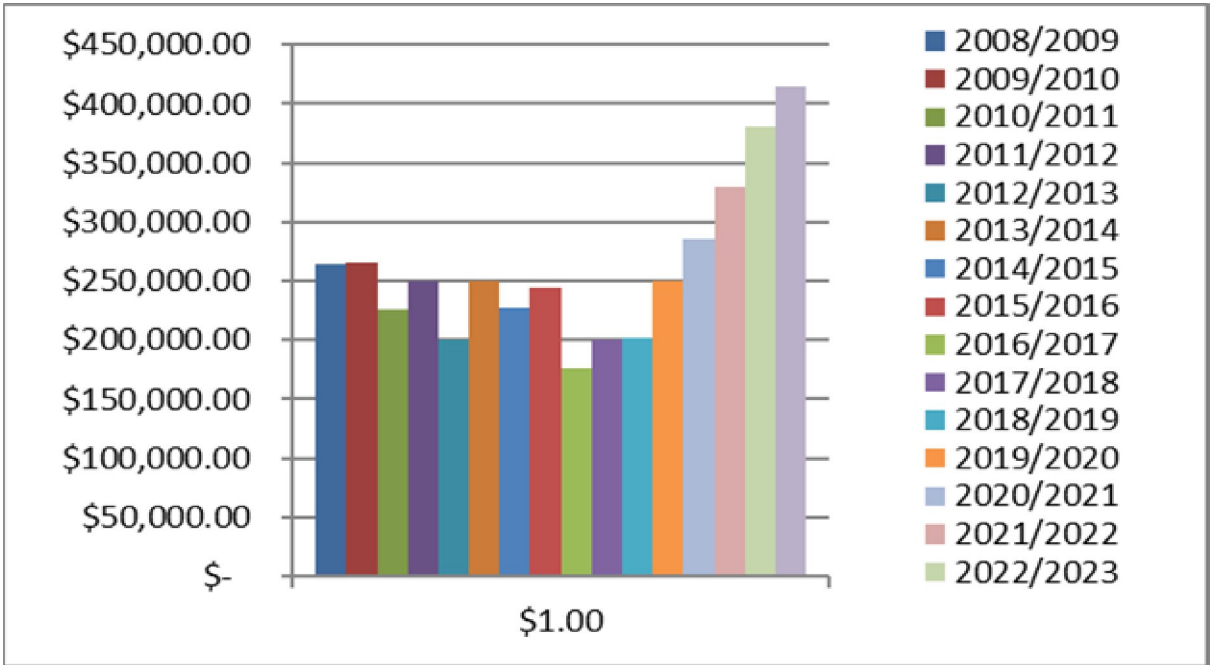


Utility Tax Lake Apopka Gas

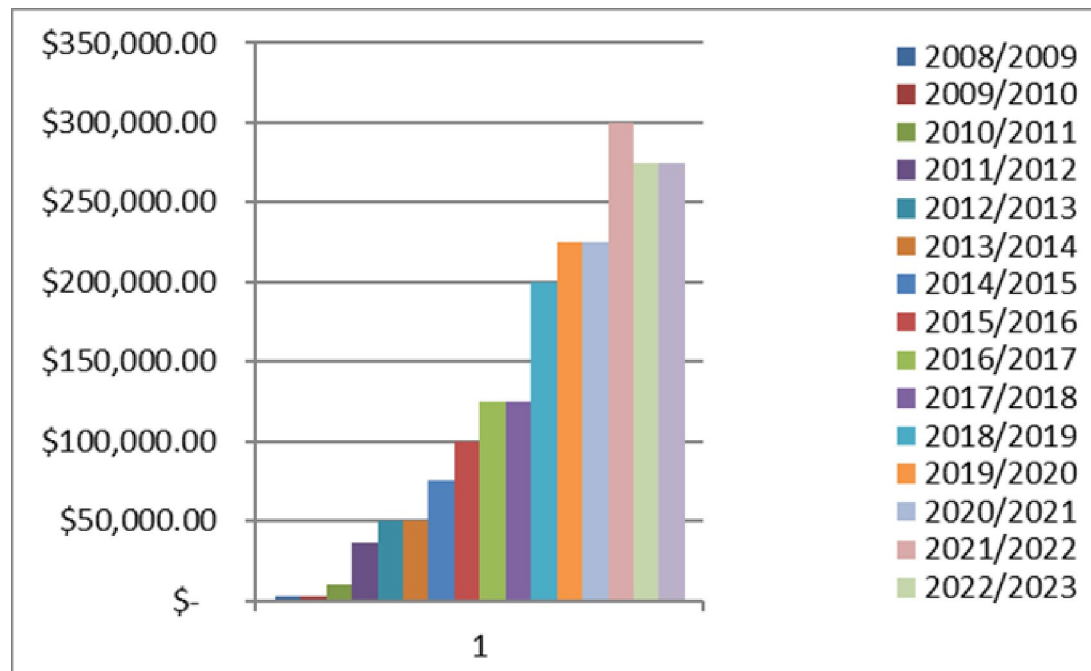




Communications Service Tax

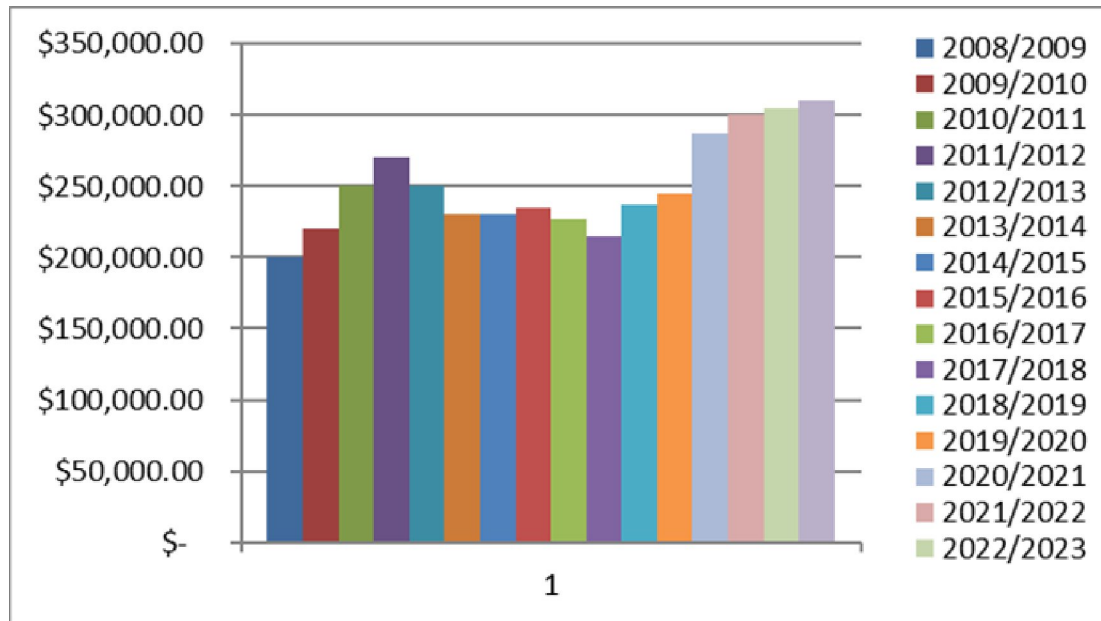


Building Permits



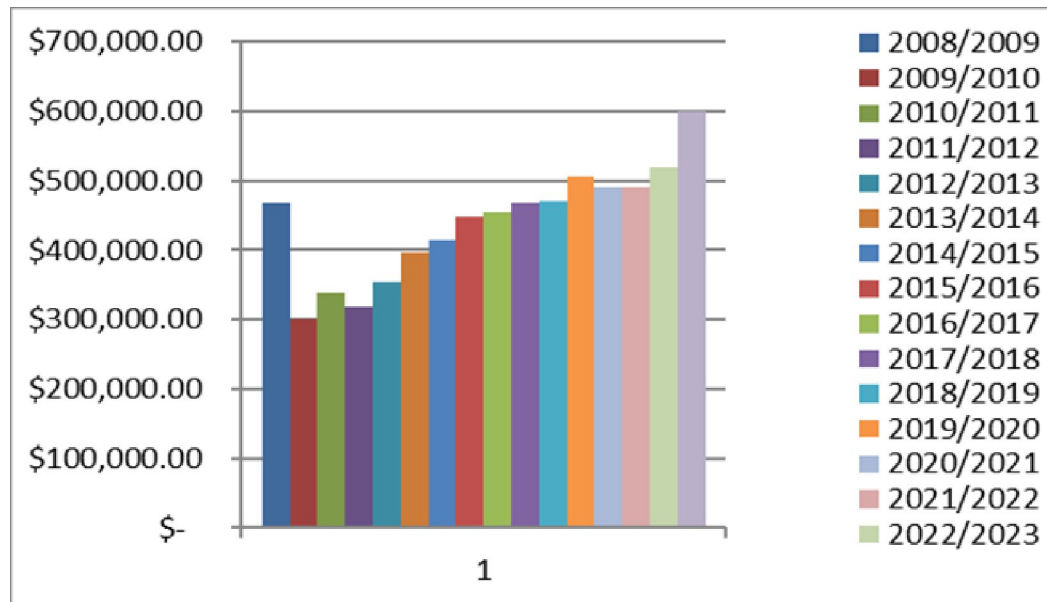


Franchise Fee DUKE





½ Cent Sales Tax





FY 23/24 Estimated Revenues



Account	FY 21/22	FY 22/23	FY 23/24	Difference
Ad Valorem	\$ 2,847,321.00	\$ 3,115,509.00	\$ 3,391,806.00	\$ 276,297.00
Local Option Gas Tax	\$ 91,386.00	\$ 97,170.00	\$ 96,000.00	\$ (1,170.00)
Utility Tax Duke	\$ 372,000.00	\$ 375,000.00	\$ 415,000.00	\$ 40,000.00
Utility Tax Water	\$ 33,000.00	\$ 34,000.00	\$ 34,000.00	\$ -
Utility Tax Lk. Apopka Gas	\$ 28,000.00	\$ 32,000.00	\$ 37,000.00	\$ 5,000.00
Communication Serv. Tax	\$ 330,000.00	\$ 380,000.00	\$ 415,000.00	\$ 35,000.00
Local Business Tax	\$ 9,500.00	\$ 9,500.00	\$ 10,000.00	\$ 500.00
Building Permits	\$ 300,000.00	\$ 275,000.00	\$ 275,000.00	\$ -
Zoning/Plans Review	\$ 25,000.00	\$ 20,000.00	\$ 35,000.00	\$ 15,000.00
Franchise Duke	\$ 300,000.00	\$ 305,000.00	\$ 310,000.00	\$ 5,000.00
Franchise Lk. Apopka Gas	\$ 14,750.00	\$ 16,250.00	\$ 21,000.00	\$ 4,750.00
Code Enforcement Actions/Assessments	\$ 9,170.42	\$ 2,720.55	\$ 5,000.00	\$ 2,279.45



FY 23/24 Estimated Revenues



Account	FY 21/22	FY 22/23	FY 23/24	Difference
Willows MSTU	\$ 12,990.24	\$ 16,372.80	\$ 16,822.00	\$ 449.20
Fire Assessment	\$ 716,803.35	\$ 785,631.73	\$ 847,341.00	\$ 61,709.27
Sunset Bay Repaving Assessment - SW	\$ 11,547.00	\$ 11,547.00	\$ 11,547.00	\$ -
Park/Tennis Pass	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -
State Grant-Police JAG/DUI	\$ 20,000.00	\$ 10,000.00	\$ 15,000.00	\$ 5,000.00
State Grant - FRDAP Funding	\$ -	\$ -	\$ -	\$ -
Revenue Sharing	\$ 137,000.00	\$ 138,347.00	\$ 140,000.00	\$ 1,653.00
1/2 Cent Sales Tax	\$ 490,000.00	\$ 520,000.00	\$ 600,000.00	\$ 80,000.00
OCPS Agreement	\$ 62,500.00	\$ 62,500.00	\$ 62,500.00	\$ -
Police Service	\$ 6,000.00	\$ 6,000.00	\$ 7,000.00	\$ 1,000.00
Police Off Duty	\$ 35,000.00	\$ 35,000.00	\$ 45,000.00	\$ 10,000.00
Solid Waste	\$ 335,274.95	\$ 371,476.54	\$ 389,962.00	\$ 18,485.46



FY 23/24 Estimated Revenues



Account	FY 21/22	FY 22/23	FY 23/24	Difference
HPB Revenue	\$ 44,000.00	\$ 44,000.00	\$ 30,000.00	\$ (14,000.00)
DBC Revenue	\$ -		\$ -	\$ -
Tree Board Committee Revenue	\$ 45,000.00	\$ 45,000.00	\$ 30,000.00	\$ (15,000.00)
P&R Committee	\$ 60,000.00	\$ 60,000.00	\$ 75,000.00	\$ 15,000.00
Garden Club Donation	\$ 500.00	\$ 500.00	\$ 500.00	\$ -
Pancake Breakfast	\$ -	\$ -	\$ -	\$ -
Fines/Bonds	\$ 15,000.00	\$ 15,000.00	\$ 15,000.00	\$ -
Tree Mitigation Fund	\$ 10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -
Miscellaneous	\$ 25,000.00	\$ 25,000.00	\$ 20,000.00	\$ (5,000.00)
Windermere Wine & Dine	\$ 200,000.00	\$ 200,000.00	\$ 200,000.00	\$ -
Newsletter Ads	\$ 3,600.00	\$ 2,750.00	\$ 2,000.00	\$ (750.00)
Sponsorships (lunch, etc.)	\$ 750.00	\$ 750.00	\$ 750.00	\$ -



FY 23/24 Estimated Revenues



Account	FY 21/22	FY 22/23	FY 23/24	Difference
Police Mileage	\$ 3,000.00	\$ 1,000.00	\$ 1,000.00	\$ -
Police Off Duty/Admin	\$ 3,500.00	\$ 3,500.00	\$ 4,500.00	\$ 1,000.00
Interest	\$ 15,000.00	\$ 10,000.00	\$ 12,000.00	\$ 2,000.00
Rent	\$ 35,000.00	\$ 15,000.00	\$ 15,000.00	\$ -
Auction/Surplus - sale of Equipment	\$ 15,000.00	\$ 5,000.00	\$ 72,500.00	\$ 67,500.00
P&R Holiday Movie Night Donations	\$ -	\$ -	\$ -	\$ -
Bullet Proof Vest	\$ -	\$ -	\$ -	\$ -
PGIT Grant	\$ 5,000.00	\$ 5,000.00	\$ 5,000.00	\$ -
American Rcovery Act	\$ 745,000.00	\$ 1,557,510.00	\$ 1,391,295.00	\$ (166,215.00)
Sucharges	\$ 4,300.00	\$ 5,000.00	\$ 6,500.00	\$ 1,500.00
Federal Appropriation SRC	\$ -	\$ 760,000.00	\$ 760,000.00	\$ -
ROW Use Agreements	\$ -	\$ -	\$ 1,000.00	\$ 1,000.00



FY 23/24 Estimated Revenues



Account	FY 21/22	FY 22/23	FY 23/24	Difference
ABT License	\$ -	\$ -	\$ 244.00	\$ 244.00
Mobile Home Licensing	\$ -	\$ -	\$ 130.00	\$ 130.00
State Appropriations Roads	\$ -	\$ -	\$ 1,500,000.00	\$ 1,500,000.00
State Appropriations Multi Modal	\$ -	\$ -	\$ 1,000,000.00	\$ 1,000,000.00
State Appropriations Potable Water	\$ -	\$ -	\$ 3,081,000.00	\$ 3,081,000.00
State Appropriations Wastewater Study	\$ -	\$ -	\$ 375,000.00	\$ 375,000.00
Stormwater Transfer (HMGP Projects)	\$ -	\$ -	\$ 131,703.00	\$ 131,703.00
Total	\$ 7,426,892.96	\$ 9,394,034.62	\$ 15,930,100.00	\$ 6,536,065.00



FY 23/24 Estimated Revenues



- ARPA Funds: Revenues balance out the remaining revenues for listed projects. 10% of monies received will be used as a match for the HMGP projects. The balance will be used to supplement potable water projects.
- Federal Appropriation SRC: Safe Routes to School Program. Revenue balance out for listed project
- Building Services: 80/20 split with PDCS
- Rent: Rent may be impacted should the Town Council move forward with improvements this FY
- General Revenues and Stormwater Revenues will both be utilized for the HMGP grants local match.
- Grants: Revenues do not include current grants the Town is seeking: BCLAC, Healthy West Orange, State and Federal.
- Auction/Surplus: We will be selling the larger dump truck and buying a smaller one.
- State Appropriations: \$1,000,000 towards Phase 1 of the Ward Trail, \$375,000 for the Town's Wastewater Study. \$3,081,000 towards the Towns Central Phase Potable Water Project and \$1,500,000 toward the Windermere Rd/Main St Intersection Improvements.

Many Thanks to our Local, State and Federal Elected Officials for their hard work in getting the Town of Windermere over \$6,716,000 in project appropriations over the last fiscal year.

Congresswoman Val Demings
State Senator Dennis Baxley
State Representative Carolina Amesty

FY 23/24 Expenditure Highlights



- Fire Service Agreement: \$800,000 with new interlocal including Fire EMS
- \$216,145 Main St. Loan Debt Service. Final Payment October-2024
- \$25,000 P&R CIP (FY 18/19 Commitment)
- Town of Windermere Potable Water Central Phase Project
- Town of Windermere Ward Trail Phase 1 with Pedestrian Bridge
- \$100,000 Sidewalk Repairs/Extensions (FY 18/19 Commitment)
- West Second Avenue Potable Water, Road and Stormwater Improvements
- Bessie Basin Potable Water and Stormwater Improvements
- Butler Basin Potable Water and Stormwater Improvements
- Town of Windermere Wastewater Study
- Possible Improvements to Town Hall (Historical rehabilitation)
- Windermere Rd/Main St. Intersection Improvements
- Town of Windermere Centennial Celebration Planning



LEGISLATIVE

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Travel/Per Diem	\$ 1,000.00	\$ 1,000.00	\$ 2,000.00	\$ 1,000.00
Communication Services	\$ -	\$ -	\$ -	\$ -
Misc. Expense & Other Current	\$ 500.00	\$ 500.00	\$ 500.00	\$ -
Office Supplies	\$ 200.00	\$ 200.00	\$ 200.00	\$ -
Subscriptions/Dues/Training	\$ 4,400.00	\$ 4,400.00	\$ 4,221.00	\$ 550.00
Metro Plan	\$ 224.00	\$ 224.00	\$ 224.00	\$ -
Luncheons	\$ 2,300.00	\$ 2,300.00	\$ 2,050.00	\$ -
Special Events	\$ 208,750.00	\$ 212,750.00	\$ 241,250.00	\$ 25,500.00
Employee Appreciation	\$ 5,000.00	\$ 5,000.00	\$ 6,000.00	\$ 1,000.00
DC Police Memorial	\$ 2,000.00	\$ 2,000.00	\$ 5,000.00	\$ 4,000.00
Lobbyist	\$ -	\$ -	\$ -	\$ -
Total	\$ 224,374.00	\$ 228,374.00	\$ 261,445.00	\$ 32,050.00



LEGISLATIVE HIGHLIGHTS

- Centennial Celebration Planning
- 10 yr. Anniversary of Officer Robbie German EOW DC Trip
- Increased Budget for Holiday Hoopla
- Windermere Wine and Dine
- Increased Budget for Armed Forces Apperception Day





ADMINISTRATION

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Salaries	\$ 233,000.00	\$ 242,600.80	\$ 258,815.00	\$ 16,214.20
Overtime	\$ 250.00	\$ 5,000.00	\$ 5,000.00	\$ -
FICA Expenses	\$ 14,446.00	\$ 15,041.25	\$ 16,046.53	\$ 1,005.28
FICA Medicare	\$ 3,378.50	\$ 3,517.71	\$ 3,752.82	\$ 235.11
Retirement	\$ 19,200.00	\$ 23,660.08	\$ 25,281.50	\$ 1,621.42
Health Insurance	\$ 28,998.72	\$ 28,998.72	\$ 27,140.00	\$ 1,858.00
Vision	\$ 104.00	\$ 157.20	\$ 201.00	\$ 44.00
Dental	\$ 640.00	\$ 961.20	\$ 996.00	\$ 35.00
\$25,000 Life/AD&D	\$ 243.00	\$ 243.00	\$ 243.00	\$ -
Professional Services	\$ -	\$ 5,000.00	\$ -	\$ (5,000.00)
Legal Fees	\$ 84,000.00	\$ 85,000.00	\$ 100,000.00	\$ 15,000.00
Postage/Transport Fees	\$ 250.00	\$ 350.00	\$ 150.00	\$ (200.00)
Communication Services	\$ 22,870.96	\$ 112,695.79	\$ 169,546.00	\$ 56,850.21



ADMINISTRATION

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Plaques/awards	\$ 200.00	\$ 750.00	\$ 650.00	\$ (100.00)
Office Supplies	\$ 1,000.00	\$ 2,000.00	\$ 2,000.00	\$ -
Subscriptions/Dues/Training	\$ 1,500.00	\$ 2,500.00	\$ 2,500.00	\$ -
Travel and Per Diem	\$ -	\$ -	\$ -	\$ -
Newsletter Mailout	\$ 9,000.00	\$ 9,000.00	\$ 11,000.00	\$ 2,000.00
Luncheons	\$ 1,500.00	\$ 2,000.00	\$ 1,500.00	\$ (500.00)
Seminars	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -
Misc. Expn. & Other Current	\$ 2,500.00	\$ 5,500.00	\$ 5,000.00	\$ (500.00)
Operating Supplies	\$ -	\$ -	\$ -	\$ -
Cap Improvement-Building	\$ -	\$ -	\$ -	\$ -
Cap Equipment -Other	\$ -	\$ -	\$ -	\$ -
Cap Improvement-Machinery	\$ -	\$ -	\$ -	\$ -
Total	\$ 425,081.18	\$ 546,975.75	\$ 631,822.00	\$ 84,847.00



ADMINISTRATION

- Health Insurance: Town pays \$9,047.00/ Annually per Employee. Employee pays for Spouse and Dependent(s) coverage.
- Dental Insurance: Town pays \$332/Annually per Employee
- Vision Insurance: Town pays \$67/Annually per Employee
- AD&D: Town pays \$81/Annually per Employee
- Communications: All expenditures for IT related items will be billed to the Administrative Department
- Salaries: Increased with COLA or approved increase. Increases trickle down to FICA, FICA Med and Retirement.



CLERK

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Salaries	\$ 79,567.50	\$ 81,946.80	\$ 90,000.00	\$ 8,053.20
Overtime	\$ -	\$ -	\$ -	\$ -
FICA Expenses	\$ 4,933.19	\$ 5,080.70	\$ 5,580.00	\$ 499.30
FICA Medicare	\$ 1,513.73	\$ 1,188.23	\$ 1,305.00	\$ 116.77
Retirement	\$ 7,956.75	\$ 8,194.68	\$ 9,000.00	\$ 805.32
Health Insurance	\$ 9,666.24	\$ 9,666.24	\$ 9,047.00	\$ (619.44)
Dental	\$ 320.00	\$ 320.40	\$ 332.00	\$ 12.00
Vision	\$ 52.40	\$ 52.40	\$ 67.00	\$ 15.00
Life & AD&D	\$ 81.00	\$ 81.00	\$ 81.00	\$ -
Travel/Per Diem	\$ 250.00	\$ 250.00	\$ 250.00	\$ -
Professional Services	\$ 18,336.82	\$ 7,750.00	\$ 7,250.00	\$ (500.00)
Postage/Transport Fees	\$ 500.00	\$ 500.00	\$ 500.00	\$ -
Communications	\$ 2,448.00	\$ -	\$ -	\$ -



CLERK

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Misc. Expn. & Other Current	\$ 250.00	\$ 500.00	\$ 500.00	\$ -
Office Supplies	\$ 600.00	\$ 700.00	\$ 700.00	\$ -
Advertising	\$ 5,000.00	\$ 2,500.00	\$ 2,500.00	\$ -
Operating Supplies	\$ -	\$ -	\$ -	\$ -
Elections	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -
Subscriptions/Dues/Training	\$ 2,995.00	\$ 2,995.00	\$ 3,245.00	\$ 250.00
Capital Expenditures - Other	\$ -		\$ -	\$ -
Cap Improvement-Machinery	\$ -		\$ -	\$ -
Total	\$ 137,470.63	\$ 124,725.45	\$ 133,357.00	\$ 8,631.00



FINANCE

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Salaries	\$ 119,567.50	\$ 129,336.68	\$ 123,600.00	\$ (5,736.68)
Overtime	\$ -	\$ -	\$ -	\$ -
FICA Expenses	\$ 7,413.19	\$ 8,018.87	\$ 7,663.00	\$ (356.00)
FICA Medicare	\$ 1,733.73	\$ 1,875.38	\$ 1,792.00	\$ (83.00)
Retirement	\$ 11,956.75	\$ 12,993.67	\$ 12,360.00	\$ (633.67)
Health Insurance	\$ 19,332.48	\$ 19,332.48	\$ 18,094.00	\$ (1,239.00)
Dental	\$ 640.80	\$ 640.80	\$ 664.00	\$ 23.00
Vision	\$ 104.80	\$ 104.80	\$ 134.00	\$ 29.00
Life AD&D	\$ 162.00	\$ 162.00	\$ 162.00	\$ -
Travel and Per Diem	\$ 500.00	\$ 500.00	\$ 500.00	\$ -
Professional Services	\$ 18,000.00	\$ 20,000.00	\$ 25,000.00	\$ 5,000.00
Other Contractual Services	\$ 16,150.00	\$ 19,650.00	\$ 19,650.00	\$ -
Town Fire Service Fee	\$ -	\$ -	\$ -	\$ -



FINANCE

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Fire Restricted Reserve	\$ 53,740.85	\$ 102,677.00	\$ 47,341.00	\$ (55,336.00)
Postage/Transport Fees	\$ 1,000.00	\$ 750.00	\$ 1,000.00	\$ 250.00
Utilities	\$ 140,000.00	\$ 175,424.00	\$ 174,772.00	\$ (652.00)
Rental & Leasing	\$ 7,100.00	\$ 8,900.00	\$ 12,173.00	\$ 3,273.00
General Insurance	\$ 80,000.00	\$ 165,000.00	\$ 203,064.00	\$ 38,064.00
A3 Bond	\$ -	\$ -	\$ -	\$ -
Executive Travel Accident Cov	\$ 420.00	\$ 420.00	\$ 420.00	\$ -
Communications	\$ 6,108.10	\$ -	\$ -	\$ -
Misc. Expn. & Other Current	\$ 750.00	\$ 750.00	\$ 500.00	\$ (250.00)
Office Supplies	\$ 1,750.00	\$ 1,250.00	\$ 1,250.00	\$ -
Operating Supplies	\$ 750.00	\$ 750.00	\$ 1,100.00	\$ 350.00
Subscriptions/Dues/Training	\$ 3,150.00	\$ 3,150.00	\$ 3,700.00	\$ 550.00
Tuition Reimbursement	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -



FINANCE

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Solid Waste	\$ 335,274.95	\$ 342,392.92	\$ 364,903.00	\$ 22,510.00
Cap Improvement-Building	\$ -		\$ -	\$ -
Cap Improvement-Other	\$ -		\$ -	\$ -
Capital Equipment - Other	\$ 400.00		\$ -	\$ -
HR Related Expenses	\$ -		\$ -	\$ -
Total	\$ 829,005.15	\$ 1,017,078.60	\$ 1,022,842.00	\$ (5,763.00)

- Fire Restricted Reserves will fund new Fire Services Agreement, New Tanker for Ocoee and stop gap should annexation occur.
- General Insurance Increased
- Since the Town is cashless the Credit Card Swipe Lease has increased
- Decrease is due to the increase in Fire Services Agreement vs. the Fire Restricted Reserve from last FY



DEVELOPMENT SERVICES

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Prof Services - Planning & Zoning Admin	\$ 70,000.00	\$ 75,000.00	\$ 100,000.00	\$ 5,000.00
Prof Services - Planning & Zoning	\$ -	\$ -	\$ -	\$ -
Building Inspection Fees	\$ 240,000.00	\$ 220,000.00	\$ 220,000.00	\$ (20,000.00)
Postage/Transport Fees	\$ -	\$ -	\$ -	\$ -
Misc. Expn. & Other Current	\$ -	\$ -	\$ -	\$ -
EAP Report	\$ -	\$ -	\$ -	\$ -
Total	\$ 310,000.00	\$ 295,000.00	\$ 320,000.00	\$ (15,000.00)

- Wade Trim Planning Consultant. Portions of work paid out of zoning deposits.
- PDCS: 80/20 split of anticipated Building Permit Costs.



PUBLIC WORKS

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Debt Service Main St	\$ 216,145.00	\$ 216,145.00	\$ 216,145.00	\$ -
Debt Service - New Town Facilities	\$ 327,000.00	\$ 327,000.00	\$ 327,000.00	\$ -
Salaries	\$ 206,167.60	\$ 213,517.74	\$ 257,832.00	\$ 44,314.00
Unemployment	\$ -	\$ -	\$ -	\$ -
Overtime	\$ 2,000.00	\$ 2,000.00	\$ 2,000.00	\$ -
FICA Expenses	\$ 12,782.39	\$ 13,328.10	\$ 15,986.00	\$ 2,657.00
FICA Medicare	\$ 2,989.43	\$ 3,096.01	\$ 3,739.00	\$ 643.00
Retirement	\$ 20,556.76	\$ 21,291.77	\$ 25,723.00	\$ 4,431.00
Health Insurance	\$ 38,664.96	\$ 38,644.96	\$ 45,234.00	\$ 6,589.00
Dental	\$ 1,281.60	\$ 1,281.60	\$ 1,660.00	\$ 379.00
Vision	\$ 209.60	\$ 209.60	\$ 335.00	\$ 125.00
Life & AD&D	\$ 243.00	\$ 243.00	\$ 243.00	\$ -
Professional Services	\$ 131,800.00	\$ 181,550.00	\$ 537,745.00	\$ 356,195.00



PUBLIC WORKS

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Postage/Transport Fees	\$ 150.00	\$ 150.00	\$ 150.00	\$ -
Misc. Facility/Building Repairs	\$ 14,452.00	\$ 19,100.00	\$ 19,100.00	\$ -
Communications	\$ 4,896.00	\$ -	\$ -	\$ -
Repair and Maintenance	\$ 113,500.00	\$ 109,000.00	\$ 114,000.00	\$ 5,000.00
Travel and Per Diem	\$ -	\$ -	\$ -	\$ -
Misc. Expn. & Other Current	\$ 2,500.00	\$ 2,500.00	\$ 5,000.00	\$ 2,500.00
Office Supplies	\$ 300.00	\$ 500.00	\$ 500.00	\$ -
Uniforms	\$ 5,500.00	\$ 5,500.00	\$ 5,500.00	\$ -
Streets & Roads Repairs	\$ 8,000.00	\$ 10,000.00	\$ 10,000.00	\$ -
Street & Roads CIP	\$ 400,000.00	\$ 1,048,554.66	\$ 5,721,843.00	\$ 4,673,288.34
Subscriptions/Dues/Training	\$ 3,500.00	\$ 3,800.00	\$ 3,800.00	\$ -
Operating Supplies	\$ 75,700.00	\$ 79,650.00	\$ 77,250.00	\$ (2,400.00)



PUBLIC WORKS

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Rental & Leasing	\$ 81,029.28	\$ 19,958.98	\$ 28,602.00	\$ 8,643.02
Cap Improvement-Machinery				\$ -
Capital Enhancement - Other	\$ 11,500.00	\$ -	\$ 25,000.00	\$ 25,000.00
Parks & Recreation Dept	\$ 36,000.00	\$ 36,000.00	\$ 43,500.00	\$ 7,500.00
Capital Improvements PW Water Design	\$ 152,000.00	\$ -		\$ -
Capital Improvements P&R	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00	\$ -
PW New Facility	\$ 207,500.00	\$ -	\$ -	\$ -
American Recovery Act	\$ 750,000.00	\$ 1,948,650.00	\$ 1,391,295.00	\$ (557,355.00)
Capital Improvement Multi Modal	\$ 130,000.00	\$ 950,000.00	\$ 1,950,000.00	\$ 1,000,000.00
Total	\$ 2,981,367.62	\$ 5,276,671.42	\$ 10,854,181.00	\$ 5,577,510.00



PUBLIC WORKS

- Purchase of smaller dump truck. Would not require CDL
- Full Time Administrative Assistant
- Professional Services: KHA Misc., Galura Engineering Misc., John Fitzgibbon General Engineering Services, Janitorial, Lawn Maintenance, Lakefront Maintenance and Pest Control.
- Projects:
 - West Second Ave
 - Bessie Basin
 - Butler Basin
 - Windermere Rd/Main Intersection
 - Town Hall
 - Wastewater Study
 - Ward Trail Phase 1 including pedestrian bridge



POLICE DEPARTMENT



Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Salaries	\$ 908,762.11	\$ 891,518.90	\$ 1,015,904.00	\$ 124,386.00
Shift Differential	\$ -	\$ 13,250.00	\$ 13,250.00	\$ -
Staff Change Savings	\$ (8,500.00)	\$ -	\$ -	\$ -
Staff Matrix Change (\$1,500)	\$ 3,000.00	\$ 3,000.00	\$ 3,000.00	\$ -
Reserve Officers	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	\$ -
Police Off Duty	\$ 35,000.00	\$ 35,000.00	\$ 45,000.00	\$ 10,000.00
Unemployment	\$ -	\$ -	\$ -	\$ -
Overtime	\$ 30,000.00	\$ 30,000.00	\$ 20,000.00	\$ (10,000.00)
Incentive Pay	\$ 10,200.00	\$ 10,200.00	\$ 10,200.00	\$ -
FICA Expenses	\$ 56,343.25	\$ 55,274.17	\$ 62,986.00	\$ 7,712.00
FICA Medicare	\$ 13,177.05	\$ 12,927.02	\$ 14,731.00	\$ 1,802.00
Retirement	\$ 168,420.29	\$ 165,021.07	\$ 189,052.00	\$ 24,030.00
Workers Comp	\$ -	\$ -	\$ -	\$ -



POLICE DEPARTMENT



Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Health Insurance	\$ 135,327.36	\$ 144,933.60	\$ 144,749.00	\$ (185.00)
Dental	\$ 4,806.00	\$ 4,806.00	\$ 5,313.00	\$ 507.00
Vision	\$ 786.00	\$ 786.00	\$ 1,071.00	\$ 285.00
Life/AD&D	\$ 1,458.00	\$ 1,458.00	\$ 1,458.00	\$ -
Professional Services	\$ 4,340.00	\$ 1,840.00	\$ 2,240.00	\$ 400.00
Postage/Transport Fees	\$ 650.00	\$ 650.00	\$ 300.00	\$ (350.00)
Other Contractual Services	\$ -	\$ -	\$ -	\$ -
Fire Rescue Service Fee	\$ 663,062.50	\$ 682,954.37	\$ 800,000.00	\$ 117,045.63
Repair and Maintenance	\$ 25,214.14	\$ 25,514.00	\$ 27,514.00	\$ 2,000.00
Communications	\$ 81,828.00	\$ 72,735.40	\$ 95,094.00	\$ 22,359.00
Misc. Expn. & Other Current	\$ 8,000.00	\$ 8,000.00	\$ 8,000.00	\$ -
Travel and Per Diem	\$ -	\$ -	\$ 500.00	\$ 500.00
Office Supplies	\$ 4,000.00	\$ 4,000.00	\$ 5,000.00	\$ 1,000.00



POLICE DEPARTMENT



Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Magic Program	\$ 1,200.00	\$ 1,200.00	\$ -	\$ (1,200.00)
Operating Supplies	\$ 70,500.00	\$ 75,000.00	\$ 69,250.00	\$ (5,750.00)
Subscriptions/Dues	\$ 5,000.00	\$ 5,000.00	\$ 6,450.00	\$ 1,450.00
Rental & Leasing	\$ 72,729.05	\$ 49,143.06	\$ 49,231.00	\$ 88.00
Police DC Memorial (German)	\$ 2,000.00	\$ 2,000.00	\$ 5,000.00	\$ 3,000.00
Honor Guard Uniforms	\$ 2,000.00	\$ 2,000.00	\$ 1,000.00	\$ (1,000.00)
Training	\$ 5,000.00	\$ 15,000.00	\$ 10,000.00	\$ (5,000.00)
Cap Improvement-Equipment	\$ 12,000.00	\$ 45,000.00	\$ 500.00	\$ (44,500.00)
Accreditation Items	\$ 10,278.00	\$ 15,000.00	\$ 15,000.00	\$ -
CFIX Contribution	\$ -	\$ -	\$ -	\$ -
Total	\$ 2,334,581.75	\$ 2,381,211.59	\$ 2,629,793.00	\$ 248,821.00



POLICE DEPARTMENT



FY 23/24 Pay Raise Proposal

Chief David A. Ogden

Statement

I am writing to propose a salary increase for the officers of the Windermere Police Department (WPD) to ensure competitive compensation and retain the dedicated personnel that has contributed to the success of our department. This proposal will look at the current salary gap, address compression issues for current employees and create a step plan for the future.

Over the past ten years, the WPD has achieved remarkable success, met or surpassed all measurable goals, and provided exceptional service to our residents at a higher level than other police agencies in the region. I am proud to mention that we are currently the only police agency in central Florida with a fully staffed workforce operating at 100% capacity.



POLICE DEPARTMENT



However, despite our achievements, we have observed a salary disparity between our officers and those of other local agencies. In 2013, the starting salary for a Windermere Police Officer was raised to \$40,500, which remained stagnant until 2019. Meanwhile, other agencies have consistently increased their starting salaries each year, with many now offering beginning salaries in the range of \$50,000 to \$55,000 and anticipating increases for the next fiscal year.

To bridge this gap and ensure that our officers are justly compensated for their skills and dedication, I propose raising the starting pay for Windermere Police Department officers to \$54,000. This increase will bring our salaries in line with the market average and better reflect the value of our officers' contributions to the community.



POLICE DEPARTMENT



It is important to note that the dedication of our officers goes beyond their scheduled shifts. WPD officers work mandated 84-hour two-week pay periods, with overtime accrual commencing only after the 84th hour. Our officers work an additional 104 hours per year, which is not compensated with overtime, as many other agencies provide. When we calculate the extra hours, there's a larger gap in starting pay.

Investing in our officers demonstrates that we value them, their overall wellness, and the well-being of our community. By attracting and retaining the best talent, we can continue to deliver the highest standard of service that Windermere residents have come to expect from their police department.

Honor, Integrity, Service



POLICE DEPARTMENT



Vision

For WPD to be recognized as top of the competitive pay scale for small agencies in central Florida.

Mission

Research current competitive salaries of police officers and create a new starting salary and commensurate pay plan step increase that will entice longevity of service for our police officers. Address compression issues for senior officers while implementing the new step plan.

Goal

Bring the starting salary of the WPD to a competitive starting rate of \$54,000 per year. Senior officers, supervisors, and management positions will be adjusted to reflect their responsibilities.



POLICE DEPARTMENT



Current Starting Comparison

- Maitland \$55K (Proposal \$58)
- FDLE \$55,000 (Approved July 1)
- FWC \$55,000 (Approved July 1)
- Orlando PD \$52.2 (Oct. \$54,813 plus contract)
- OCSO \$52,200 – 54,000 (3-4% increase for next three years. Academy plus 5K)
- Apopka \$51,000 (Proposal \$54K)
- Winter Park \$53,800
- Lake County Sheriff's Office \$51,000 (anticipating going up)
- UCF \$50,000
- Longwood PD \$50,044 (4% raise for Oct. 1 submitted)
- Mount Dora PD \$49,700 (In budget contracts now for an increase)
- Winter Garden \$49, 200 (80 hours. Uncertain proposed update request)
- Clermont PD \$49,000 (Contract has begun for new starting salary)
- Oakland PD \$48,000 (Proposal 15% increase would be \$55,200)
- Melbourne PD \$48,214
- Ocoee \$47,000 (Going to 50K per contract)
- Titusville PD \$46,500
- Fruitland Park PD \$46,300
- Orange City PD \$45,929
- Edgewood \$44,900 (negotiating 50K)
- Sanford Airport \$44,835
- Windermere \$44,640 (84 hours)
- Bell Isle \$44,124 (Proposal 15% increase to \$50,742.93)
- Eatonville PD \$41,600

Note* The aforementioned starting comparisons were provided by the heads of the agencies or a representative in the case of FDLE and FWC. Some of the proposals have yet to be approved. In some cases, contracts are already stipulated for pay increases for an enumerated period in the future.



POLICE DEPARTMENT



- Salaries increased and compression issues resolved
- Purchase of 1 more vehicle
- Staff will look at an increase in Off Duty Pay
- Accreditation Manager Retained
- Fire Service Rescue Fee Increased per Interlocal
- Winter Garden Dispatch Fee increased 5%
- 365 Labs Software \$25,259
- DC Memorial Cost Increase for 10 yr. EOW Anniversary



CODE ENFORCEMENT

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Special Magistrate	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00	\$ -
Compliance Actions	\$ 7,500.00	\$ 7,500.00	\$ 5,000.00	\$ (2,500.00)
Postage/Transport	\$ 500.00	\$ 500.00	\$ 500.00	\$ -
Communications	\$ 1,502.76	\$ 2,520.00	\$ -	\$ (2,520.00)
Misc	\$ 200.00	\$ 200.00	\$ 200.00	\$ -
Code Officer	\$ 12,500.00	\$ 12,500.00	\$ 13,000.00	\$ 500.00
Total	\$ 25,702.76	\$ 26,720.00	\$ 22,200.00	\$ (4,520.00)



BOARDS & COMMITTEES

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Long Range Planning	\$ -	\$ -	\$ -	-
Parks & Recreation	\$ 60,000.00	\$ 60,000.00	\$ 75,000.00	\$ 15,000.00
Tree Board	\$ 45,000.00	\$ 45,000.00	\$ 30,000.00	\$ (15,000.00)
Historical Preservation	\$ 44,000.00	\$ 44,000.00	\$ 30,000.00	\$ (14,000.00)
Elders	\$ 4,000.00	\$ 5,000.00	\$ 6,000.00	\$ 1,000.00
DRB	\$ -	\$ -	\$ -	-
DBC	\$ -	\$ -	\$ -	-
WAYS	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00	-
Contingency/Reserves	\$ -	\$ -	\$ -	-
Total Expenditures	\$ 154,500.00	\$ 155,500.00	\$ 142,500.00	\$ (13,000.00)

- All Revenues will offset expenditures to go to the respective reserves
- WAYS Committee will resume in FY 23/24



STORMWATER

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Salaries	\$ 34,320.00	\$ 35,349.60	\$ 38,242.00	\$ 2,892.00
Overtime	\$ 250.00		\$ -	\$
FICA Expenses	\$ 2,127.84	\$ 2,191.68	\$ 2,371.00	\$ 179.00
FICA Medicare	\$ 497.64	\$ 512.57	\$ 555.00	\$ 42.00
Retirement	\$ 3,432.00	\$ 3,534.96	\$ 3,824.00	\$ 289.00
Workers Comp Insurance	\$ 342.77	\$ 3,443.05	\$ 3,725.00	\$ 282.00
Health Insurance	\$ 3,342.77	\$ 9,666.24	\$ 9,047.00	\$ (619.00)
Dental	\$ 320.04	\$ 320.40	\$ 332.00	\$ 12.00
Vision	\$ 52.40	\$ 52.40	\$ 67.00	\$ 15.00
AD&D	\$ 81.00	\$ 81.00	\$ 81.00	\$ -
Professional Services	\$ 136,000.00	\$ 211,000.00	\$ 141,000.00	\$ (70,000.00)
Rental & Leasing	\$ 16,030.00	\$ 13,158.98	\$ 28,601.00	\$ 15,442.00



STORMWATER

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
Communication Services	\$ -	\$ -	\$ -	\$ -
Operating Supplies	\$ 200.00	\$ 200.00	\$ 200.00	\$ -
Town Property Assessment	\$ -		\$ -	\$ -
Stormwater Projects	\$ 112,063.96	\$ 78,491.34	\$ 131,703.00	\$ 53,211.00
Contingency	\$ 25,000.00		\$ -	\$
Capital Improvements	\$ 7,500.00	\$ -	\$ -	\$
Total	\$ 341,560.42	\$ 358,002.22	\$ 359,747.00	\$ 1,745.00

- Stormwater Project Costs to be allocated to HMGP Projects
- Staff is working with BCLAC on updating the Town's Stormwater Master Plan. This will require an adjustment to the Stormwater Assessment for FY 24/25
- Professional Services: KHA Misc., Galura Engineering Misc., John Fitzgibbon General Engineering. NPDES Compliance, Sweeping, Vacuuming and Swale Maintenance.
- Selling dump truck and purchasing smaller truck



REVENUE VS. EXPENDITURES

Line Item	FY 21/22	FY 22/23	FY 23/24	Difference
General Fund Revenues	\$ 7,426,892.96	\$ 9,394,034.62	\$ 15,930,100.00	\$ 6,536,065.00
Stormwater Revenues	\$ 350,884.25	\$ 358,002.22	\$ 359,747.00	\$ (1,745.00)
Total Revenues	\$ 7,426,892.96	\$ 9,752,036.84	\$ 16,289,847.00	\$ 6,537,810.00
General Fund Expenditures	\$ 7,426,083.09	\$ 10,053,277.81	\$ 16,018,140.00	\$ 5,965,103.00
Stormwater Expenditures	\$ 350,884.25	\$ 358,002.22	\$ 359,747.00	\$ 1,745.00
Total Expenditures	\$ 7,776,967.34	\$ 10,411,280.03	\$ 16,377,877.00	\$ 5,966,597.00
Reserve Allocation			\$	\$ 88,041.00

- For FY 22/23: The Town did not need to dip into reserves. This was due to the delay in receiving HMGP Grant Monies and Project Approvals. This was the same for FY 21/22.



REVENUE VS. EXPENDITURES

- With the HMGP, ARPA and Multi Modal Path projects intended to be constructed in FY 23/24, the Town will need to tap into their reserves by \$88,041.00.
- The current Reserves after this FY will be @ \$1,500,000 with the balance if used would be \$1,411,959.00
- Industry Standard a @ 20-25%
- With the use of Reserves, the Town Reserves would still be @ this threshold utilizes a typical budget year.
- Due to Charter restrictions on loan and debt service, the Town is required to save money over various Fiscal Years to cover the costs of most it not all capital improvement projects.

Questions?



Council Actions



1. Motion to Tentatively Adopt Proposed Millage Rate of 3.7425 mills per thousand.

2. Motion to Consent to Balanced Proposed Budget

Revenues: \$16,377,888.00

Expenditures: \$16,377,888.00

3. Motion to Set Date, Time, and Place of Budget Hearings

September 6, 2023: 6pm Tentative Budget Hearing

September 18, 2023: 6pm Final Budget Hearing



Council Actions



4. Motion to Approve Solid Waste Assessment: \$389,962.00
5. Motion to Approve Stormwater Fund Assessment Roll: \$359,747.00
6. Motion to Approve Fire Assessment: \$847,341.00
5. Willows Street Light Assessment: \$16,822.00