

**CITY OF ANNA MARIA  
CITY COMMISSION  
FIFTH BUDGET WORK SESSION  
JULY 27, 2006  
6:30 P.M.**

**CALL TO ORDER**

**PLEDGE TO THE FLAG**

**ROLL CALL:** Mayor SueLynn, Commissioner Christine Tollette, Commissioner Dale Woodland, Commission Chair John Quam, Deputy Commission Chair Linda Cramer, Commissioner Duke Miller

**Also present:** City Clerk Alice Baird, Deputy City Clerk Diane Percycoe

**Press:** Sun, Islander

**1. 2006 / 2007 Budget Review**

Chair John Quam announced that this meeting had been called to review changes to the reserve calculations, as well as to discuss the proposed salary increases.

Mayor SueLynn asked Deputy City Clerk Diane Percycoe to take the floor to discuss the spreadsheets she had prepared for today's meeting. The Deputy City Clerk indicated that she had presented for attachment to the Mayor's memo to the Commission, for review, the several variations of the proposed City staff salary increases prepared to date [please see attached], with changes highlighted in purple. Deputy City Clerk Percycoe confirmed that there were no questions regarding her recalculation of the Contingency Reserves from Draft #4 of the budget [please see attached].

Relative to the proposed salary increase spreadsheets, Deputy City Clerk Diane Percycoe indicated that *Spreadsheet #1* showed an increase of 3.5% for department heads, with 5% increases for salaried and hourly staff. She noted that the bottom row on each spreadsheet showed the amount of money that would need to be added to the budget. The Deputy City Clerk observed that *Spreadsheet #2* showed an increase of 5% for the Building Official and hourly employees, and a 3.5% increase for all other salaried staff. *Spreadsheet #3* showed a 3.5% increase for department heads, a \$2.00 per hour increase for the Deputy City Clerk, and a \$1.00 per hour increase for the Clerk's Office Administrative Assistant. Deputy City Clerk Percycoe continued with an explanation of *Spreadsheet #4*, showing a 3.5% increase for department heads, with the exception of the Building Official at 5%; an increase for hourly employees and the two Administrative Assistants of \$1.00 per hour, and \$2.00 for the Deputy City Clerk. In conclusion, she drew attention to the last page, summarizing the bottom lines for each spreadsheet scenario.

Commissioner Cramer confirmed with the Deputy Clerk that any of the increases adopted would reduce the general reserve fund accordingly.

Commissioners Quam, Woodland, and Miller indicated that they would support the scenario and budget increase shown in *Spreadsheet #2*. Commissioner Woodland expressed the desire to take the required \$3,537.71 from elsewhere in the budgeted expenses, rather than from reserves.

Commissioner Miller stated that he would not ever like to see salary increases come before the Commission again without completed personnel reviews, which he said were the responsibility of the administrative office.

Commissioners Tollette and Cramer indicated that they would support the scenario and budget increase shown in *Spreadsheet #3*. Commissioner Cramer agreed that personnel reviews would be desirable as backup in the future, and that this was something the Commission and the City administration could continue to work toward. She said, however, for the time being, that \$2.00 per hour and \$1.00 per hour were not unreasonable amounts to propose for an increase.

Chair John Quam said that he could not see any basis or backup to support *Spreadsheet #3*, and determine who should receive \$2.00 or \$1.00 per hour. He noted that the staff had requested 3.5%, and that now the Commission was considering up to a 5% increase. Commissioner Quam indicated that for next year, staff salaries ought to be compared with those of neighboring cities, and that changes could be made accordingly. The Commissioner expressed the opinion that this was not the right time to adjust individual salaries, but rather the time to increase compensation overall.

Commissioner Tollette said that she felt the fact that the Mayor was promoting the increases spoke volumes as to how her staff had performed. The Commissioner indicated that she would like to see the Commission approve *Spreadsheet #3*, based on the Mayor's recommendation, and be looking for access to personnel performance appraisals for future budgets. Commissioner Quam reiterated his reasons for feeling that an arbitrarily directed \$2.00 or \$1.00 hour increase would be unfounded. Commissioner Cramer said that dividing the necessary budget increase among eight employees did not yield a large increase per person.

Mayor SueLynn indicated that she had received salary information for the employees in Bradenton Beach, and that she had been unable to obtain the same information from Holmes Beach. She noted that, based on prior years' published information, in general, salaries in Anna Maria were far behind those in neighboring cities. She clarified for Chair Quam that, because of Commission resistance to salary increases in prior years, this year, instead of again comparing salaries with the other cities, staff felt that a 3.5% proposed increase was perhaps the best approach.

Since Commissioners Woodland, Miller, and Quam confirmed their support for *Spreadsheet #2*, and Commissioners Cramer and Tollette maintained their support for *Spreadsheet #3*, it was the Commissions decision to approve *Spreadsheet #2* [and a corresponding budget increase of \$3,537.71].

Commissioner Miller suggested looking in the Expense area of the budget to reduce line items relating to computer equipment and software upgrades.

**PUBLIC COMMENT**

None offered.

**PRESS COMMENT**

None offered.

**ADJOURNMENT**

**MOTION: Commissioner Quam moved to adjourn the meeting, seconded by Commissioner Cramer.**

**Vote: All Ayes. Motion carried.**

The meeting adjourned at 6:52 p.m.