



# Town of Belleair

901 Ponce de Leon Blvd.  
Belleair, FL 33756

## Meeting Minutes Finance Board

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Thursday, June 24, 2021

4:00 PM

Town Hall

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**Welcome. We are glad to have you join us. If you wish to speak, please wait to be recognized, then step to the podium and state your name and address. We also ask that you please turn-off all cell phones.**

Meeting was called to order at 4:05 PM with Chairman Olson presiding.

Others present:  
Mayor Wilkinson

Staff:  
Stefan Massol  
Ashley Bernal  
JP Murphy  
Richard Cristini

### ROLL CALL

**Present** 6 - Chairman Tom Olson, Vice Chairman Dan Hartshorne, Kevin Piccarreto, John Hail, James Ingersoll, and Kate Fisher  
**Absent** 1 - John Prevas

### CITIZENS COMMENTS

No Citizens Comments

### APPROVAL OF MINUTES

[21-0150](#) Approval of March 18, 2021 and May 20, 2021 Meeting Minutes

**Dan Hartshorne moved to approve the minutes of the meetings of March 18th and May 20th.  
Seconded by John Hail.**

**Aye:** 6 - Chairman Olson, Vice Chairman Hartshorne, Piccarreto, Hail, Ingersoll, and Fisher

**Absent:** 1 - Prevas

### GENERAL AGENDA

[21-0171](#) Election of Officers

Mr. Ingersoll suggested to continue with the officers that are currently in place.

**Mr. Ingersoll moved that the current officers be returned to office for the next fiscal year.  
Seconded by Kevin Piccarreto.**

**Aye:** 6 - Chairman Olson, Vice Chairman Hartshorne, Piccarreto, Hail, Ingersoll, and Fisher

**Absent:** 1 - Prevas

[21-0157](#) Pay and Other Compensation Study - Preliminary Findings

Stefan Massol - Director of Support Services - stated that Evergreen Solutions looked at pay and compensation across fifteen cities to identify where the Town of Belleair fits in considering the pay and compensation the Town currently provides.

Angele Yazbec - Evergreen Solutions - provided an overview of the study process that was used to identify comparable compensation packages and salaries; spoke on the different options of pay plans that are to be presented to the Town; described the current structure of pay plans that the Town of Belleair administers; appears to be a stable growth in salary ranges, though that does not necessarily mean that it is competitive.

Ms. Yazbec continued to explain how the Town wished to be competitive, equitable, and flexible with pay plans. Mr. Olson inquired as to what the quartiles are defined by, to which Ms. Yazbec responded that it is based on the distribution of pay. Mr. Murphy also explained that Commission wished to lead with 50% quartile (which is why there is a 50-65% focus).

Ms. Yazbec explained the compensation review collected data from 15 peers, which averaged a match of 7.9 for each classification; stated that the minimum salaries could be raised to be a slightly more competitive, which as the survey continues into the next percentile, it lags even further behind. She noted the retirement plan contributions were competitive with the market.

Proposed pay plans:

Non-exempt: The open range design contains 13 pay grades with a range spread of 55%; pay plans are based on internal and external equity.

Exempt: This open range design also has a 55% range spread. Both of these options will have measurable increases at the end of their ranges because that is a more competitive output.

Ms. Yazbec stated proposed methodology for current range penetration places salaries in new structure at a similar place to where they are currently; reviewed the estimated annualized salary costs, which depend on which option is chosen.

JP Murphy spoke on the adjustment methodology and how a direction has yet to be chosen; commented on inflation due to some positions that have been included; some of the recommendations have been inflated because of larger cities, where they are inappropriately placed for a town the size of Belleair. Mr. Murphy also ensured that every full time employee will be brought to \$15/hour.

Ms. Fisher inquired as to when this data was collected, as the pay data has changed drastically with COVID. Mr. Murphy explained that, in the public sector, data will usually only change yearly or on the start of the fiscal year. The data from this study is related to the most current fiscal year (November - December of 2021 is when it was collected); further discussed range penetration and salary ranges for police department; discussed issues with hiring in solid waste.

Ms. Fisher again spoke on how things are different, and voiced her concern that these impacts may continue to change by the time October rolls around. Mr. Murphy stated that there will be a frequent review of salaries in order to ensure that people are where they should be. Evaluating the scales of a third of the work force over 3 years allows the town to stay fresh.

Mr. Piccarreto commented on the inclusion of cities such as Largo or Clearwater in this study. Mr. Murphy explained that the significant difference will help the Town stay competitive, especially with the private sector and many of the jobs are very analogous from town to town.

Mr. Hartshorne spoke on the continuously challenging rising wages across the country.

Mr. Murphy addressed questions regarding the policy on cost of living increases, which is not always pursued due to budgetary constraints; spoke on range penetration model appearing to make the most sense; questioned if board has a different approach.

Mr. Olson asked about an implementation period, to which Mr. Murphy stated there are different models presented by Evergreen, but staff is working to implement it as of October 2021. Mr. Murphy recommends the hybrid approach, where the lower percentile of pay plans receive the highest increases, where as the higher end/contract employees receive a smaller increase.

Mr. Ingersoll recommended focusing on the areas that are hurting, as opposed to across the board. Mr. Murphy echoed this intent.

Mr. Murphy explained the placeholders for the salary increases. Recommendation: Range penetration for non-exempt, range penetration capped at midpoint, contractual negotiated flat percentage increase.

Mr. Piccarreto stated the plan will either happen now or not, two or three years of implementation is not sustainable.

**James Ingersoll moved to accept the amended staff recommendation with a maximum at 50% utilizing data at 65%. Seconded by Dan Hartshorne.**

**Aye:** 6 - Chairman Olson, Vice Chairman Hartshorne, Piccarreto, Hail, Ingersoll, and Fisher

**Absent:** 1 - Prevas

#### [21-0178](#) 2021-22 Budget Status Update.

Mr. Murphy stated this is our fourth year of programmatic based budgeting; opened the conversation by explaining that there was a surplus, but there is now a \$15k deficit; staff is confident in the closure of this deficit; this is also a great year for Ad Valorem revenue.

Mr. Murphy stated there has been a significant increase in the new property values, which Belleair was second in the county. Additionally, value of tangible personal property increased by 73.68%. Discussed infrastructure projects and government funding. The official estimates for property values will be released July 1.

## OTHER BUSINESS

Mr. Richard Cristini spoke on the GASB standards, as well as an analytic that was released on governmental accounting for General Funds. GASB is now proposing to remove measurable assets and utilizing only available assets recorded, which could

heavily impact the reporting of the General Fund balance. They are planning on utilizing short term, mid term, and long term assets.

**STAFF REPORT**

Mr. Massol stated there was a positive meeting with the Public Risk Management boards, which resulted in a slightly lower number for property and casualty insurance, as well as health deductions; spoke on the current fleet replacement plan.

Discussion ensued regarding fleet management and replacement of vehicles.

**COMMISSION ADVISOR REPORT**

Mayor Wilkinson spoke on his return to the board; welcomed Kate Fisher; dedication for Mayor Katica on May 12th at 9:30 AM; RFP out for a new Town Attorney; no commission meeting for the first Tuesday in July; thanks the Finance Board for their service; happy July 4th.

Mr. Hartshorne inquired as to RO options, to which Mayor Wilkinson explained that all three options are still on the table with them.

Mr. Murphy stated that he is still procuring information from the County.

Discussion ensued regarding RO and value of well fields.

Mayor Wilkinson stated that he was open to all three options.

**ADJOURNMENT**

Meeting adjourned in due form at 5:33 PM.

**APPROVED:**

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**Chairman**