

**BUDGET WORKSHOP MEETING MINUTES**  
**SEMINOLE CITY COUNCIL**  
**July 12, 2025**

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The Budget Workshop of the Seminole City Council was held on Saturday, July 12, 2025, in the City Hall, City Council Chambers, 9199 - 113th Street North, Seminole, Florida.

Mayor Waters called the meeting to order at 9:01 a.m.

**PRESENT**

Mayor Leslie Waters, Vice Mayor Chris Burke, Councilor Thom Barnhorn, Councilor Ray Beliveau, Councilor Jim Quinn, Councilor Al Shields, City Manager Ann Toney-Deal, Assistant City Manager/CFO Vince Tenaglia, and Executive Assistant to the City Manager Natasha Epperly.

Not present, Councilor Trish Springer and City Clerk Ann Marie Mancuso.

**OTHERS PRESENT**

Public Works Director Rodney Due, Library Director Glenn Ferdman, Recreation Director Becky Gunter, Human Resources Director Erica Ottmann, Fire Chief Bill Schobel, and Community Development Director Wesley Wright.

Mayor Waters recognized City Manager Ann Toney-Deal. City Manager Toney-Deal stated that during the Human Resources Budget there will be discussion on the recommended employee benefits and the new insurance rates, approved at the July 8, 2025, City Council Meeting.

**POWERPOINT PRESENTATION**

Assistant City Manager/CFO Vince Tenaglia presented a PowerPoint slide and provided a review of the upcoming budget calendar, with proposed City Council budget meetings on Monday, September 8, 2025, and Monday, September 22, 2025. Assistant City Manager Tenaglia gave a summary of the General Fund, Penny for Pinellas Fund, CIP Fund, and ARPA Funds. He also discussed the reallocation of budget funds to specific departments to include department specific fees to cover indirect fees such as the building permit fee, fire service fee, paid to the County, and the proposed stormwater fee.

**1. CITY COUNCIL**

The City Council budget included a slight salary increase, due to a Council policy for the City Council salary to increase with the annual employee merit increase amount of 5%, which is proposed to be 5% for Fiscal Year 2026, and effective October 1, 2025. The City Council budget also had a slight increase in dues and membership due to rising membership costs.

The budget for "Aid to Private Organizations" was set at \$27,200, due to the FY 2024-2025 City Council Budget Workshop where Council agreed, by consensus, that the non-profit grant organization budget should be set at 10% of the total City Council Budget. Discussion ensued

regarding the total funding amount that should be allocated to applicants that directly impact Seminole residents. Mayor Leslie Waters recognized the Seminole Historical Society President, Michele Abramo, to provide remarks on behalf of the Seminole Historical Society's FY 2025-2026 funding request. Discussion continued regarding funding amounts for non-profit grant applicants, and Council agreed, by consensus, to increase the total funding amount to \$30,000. Council agreed to advance Vice Mayor Chris Burke's proposed funding amounts for the non-profit grant applicants. The proposed funding amounts are as follows:

GRANT APPLICATION	AMOUNT RECEIVED FY 2024-2025	AMOUNT REQUESTED FY 2025-2026	PROPOSED FY 2025-2026
Chamber of Commerce	10,000	30,000	15,000
Adoption Related Services of Pinellas*	0	3,000	0
Bauder Elementary School**	0	750	500
Oakhurst Elementary School**	0	750	500
Orange Grove Elementary School	750	750	500
Seminole Elementary School	750	1,000	500
Starkey Elementary School	750	750	500
Horses for Handicapped Foundation of Pinellas County	500	1,000	500
Interfaith Food Pantry	1,500	2,000	1,000
Keep Pinellas Beautiful	750	750	0
Neighborhood Care Network	3,000	15,879	1,000
Operation Military Matters	500	4,500	500
Pinellas Hope – Catholic Charities	2,500	3,000	1,000
Pinellas Safe Harbor – PCSO	2,500	2,500	1,000
Seminole Historical Society	1,000	8,320	4,000
Society for the Prevention of Cruelty Against Animals (SPCA)	1,000	2,000	1,000
Miscellaneous	3,800		2,500
<b>Total</b>	<b>29,300</b>	<b>76,949</b>	<b>30,000</b>

\*New Applicant

\*\*Recurring Applicant that did not apply for FY 2024-2025

Vice Mayor Burke inquired about the increase in operating supplies, specifically the iPad replacement line item. Assistant City Manager Tenaglia stated that IT scheduled the iPads to be replaced and all new iPads will have cellular capabilities, and if enabled the cost of cellular capabilities will come from that Councilor's discretionary spending.

Vice Mayor Burke discussed the City Council's base salary and suggested it is not comparable to surrounding cities within the County. Mayor Waters requested staff prepare an updated City Council salary survey with all City Councils in Pinellas County.

Mayor Waters called for a break at 10:30 a.m.  
Meeting resumed at 10:45 a.m.

## **2. CITY MANAGER**

There was a change in the City Manager's budget due to the reallocation of 15% of the Executive Assistant to the City Manager's salary to the City Clerk's budget. These funds have been moved to reflects the recent change made to the job description of Executive Assistant to the City Manager to include some City Clerk related duties.

Mayor Waters suggested the City Manager's salary increase to be consistent with City Managers who have the same expertise and manage cities of a similar size. The City Manager agreed to have the Human Resource Director prepare a survey of Pinellas County City Manager salaries and years as City Manager, for Council review for her annual evaluation in August.

## **3. CITY ATTORNEY**

The City Attorney's budget increased due to a retainer increase and the reallocation of all City Attorney related fees under the City Attorney's budget.

## **4. CITY CLERK**

The City Clerk's budget increased to include 15% of the Executive Assistant to the City Manager's salary to align with the recent job description change.

The City Clerk's budget also included \$15,600 for election expenditures should there be a contested City Council race.

## **5. COMMUNITY DEVELOPMENT**

The Community Development budget increased to reflect all costs associated with enforcing the Building Code. Building fees were adjusted in Fiscal Year 2025 to offset this expense.

Discussion ensued regarding the increase in Inspection Services.

## **6. ADMINISTRATIVE SERVICES**

Administrative Services decreased its staff by 0.87 FTE and the Department intends to remain at this reduced staff level for Fiscal Year 2026.

The IT Division budget included funding for two major projects to upgrade all office products to cloud based services and to upgrade the City website. The budget also included increased funds for cybersecurity due to decreased available funds from the State of Florida.

## **7. HUMAN RESOURCES**

The City Manager's budget cover letter outlined the recommended pay increase of \$1 per hour or 2% of salary raise, whichever is greater for all employees not covered by the Collective Bargaining Agreement.

Discussion ensued regarding the Human Resources staffing decrease due to the use of a new software program; NeoGov.

## **8. FIRE RESCUE**

The Fire Rescue budget includes funding for the remaining 50% cost associated with one new seat (3 positions), which was first approved in Fiscal Year 2025.

Mayor Waters called for a break at 11:54 a.m.

Meeting resumed at 12:04 p.m.

## **9. LAW ENFORCEMENT**

The proposed Law Enforcement contract, with the Pinellas County Sheriff's Office (PCSO), included a 7.5% increase. Discussion ensued regarding the PCSO total service expenditure increases between 7-8% per year for FY 2024 through FY 2026, compared to the previous annual increases of between 2-4% per year for FY 2017 through FY 2023. City Manager Toney-Deal agreed to communicate with PCSO to determine the reason for the FY 2025-2026 7.5% Law Enforcement services contract increase.

## **10. LIBRARY**

The Library budget included a 7% increase, mainly due to proposed salary increases.

The Library will receive \$323,000 through the Pinellas Public Library Cooperative (PPLC) in FY 2025-2026. The funding total is in part determined based on a calculation of the Library's usage and future funding may include the consideration of the Library's digital resources.

The Friends of the Seminole Library has committed to donate \$32,500 to the Library in FY 2025-2026.

## **11. PUBLIC WORKS**

The Public Works budget includes a 21% decrease due to the proposed CIP schedule.

The Stormwater Division budget is funded at \$1.6 million and will serve as an enterprise fund because, if approved, the proposed stormwater fee is expected to produce revenue of \$1.7 million. The stormwater infrastructure improvements CIP projects include some funds for a 72nd terrace underdrain, CIPP 48" pipe at Baywood park drive, installation of a 24"/30" culvert pipe on

Johnson Road, and Lake Pearl. The City applied for a federal grant, the Hazard mitigation Grant Program (HMGP), which if approved, would fund up to 75% of the Lake Pearl project.

Discussion ensued about the CIP fleet additions of a street sweeper and Jet-vac.

The Parks Division budget included an increase in median maintenance. This increase is due to the current contract's expiration in December 2025, and the expectation that a new contract will be two to three times more expensive.

## **12. RECREATION**

The Recreation Departments budget includes a decrease of 41% due to \$2.3 million for the Recreation Center project, having been included in the prior year budget.

Discussion ensued regarding the special events budget increase to cover the rising expense of music performers for Music in the Park. Recreation Director Becky Gunter shared a flyer for the 2025 Music in the Park Series. To assist with the expense of performers, the Recreation Department imposed a \$3 special event parking fee to recoup the cost of performers at events last year, and will continue to do so for the 2025 season.

Discussion ensued about the CIP project for exterior renovations to the Parkview Room.

## **13. NON-DEPARTMENTAL**

The Non-departmental budget item included funding that may be used for CIP projects that exceed their allocated budget. FY 2025-2026 is the second year of building a CIP contingency fund.

## **14. LONG-RANGE OPERATING FINANCIAL PLANS**

The long-range plans show all balanced funds and include the five-year CIP projects.

## **15. CAPITAL IMPROVEMENTS PLAN**

The CIP includes projected funding amounts for projects through 2030. The CIP projects are consistent with the CIP projects discussed during the departmental budgets.

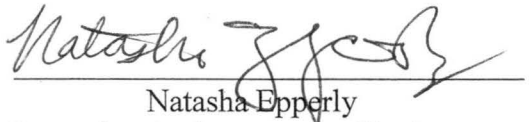
Vice Mayor Burke asked about the exclusion of CIP funding for Waterfront Park. Assistant City Manager Tenaglia explained that Waterfront park is currently funded at \$350,000: \$75,000 for a Veteran's Memorial, \$250,000 for a gazebo pavilion, and \$25,000 for a repair fund. The Waterfront Park line item also incorporates \$150,000 of anticipated grant funding.

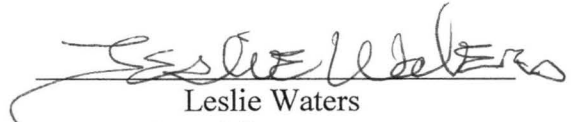
City Manager Toney-Deal stated that CIP funds not spent in their designated year will roll-over to the next year and will remain in the CIP fund unless Council directs otherwise.

Vice Mayor Burke asked why \$300,000 is included for the Repetto property, City Manager Toney-Deal stated the funding is carrying forward for any future renovations that Council directs.

Mayor Waters adjourned the meeting at 1:47 p.m.

Date Approved: August 12, 2025

  
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Natasha Epperly  
Executive Assistant to the City Manager

  
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Leslie Waters  
Mayor