

BUDGET WORKSHOP MEETING MINUTES
SEMINOLE CITY COUNCIL
July 17, 2026

The Budget Workshop of the Seminole City Council was held on Friday, July 17, 2026, in the City Hall, City Council Chambers, 9199 - 113th Street North, Seminole, Florida.

Mayor Waters called the meeting to order at 9:03 a.m.

PRESENT

Mayor Leslie Waters, Vice Mayor Chris Burke, Councilor Thom Barnhorn, Councilor Ray Beliveau, Councilor Al Shields, Councilor Trish Springer, Councilor Kadi Hendricks Tubbs. City Manager Ann Toney-Deal, Finance Director Mike Munger and City Clerk Ann Marie Mancuso.

OTHERS PRESENT

Public Works Director Rodney Due, Interim Library Director Leanna Kiggins, 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 a Proposed Balanced Budget has been presented to Council for the budget workshop.

She stated that the Revenue estimates are not final, as the information from the State will arrive in approximately a month. She also stated that a Salary and Compensation Study will be presented at a City Council Workshop. Such is done every three (3) to five (5) years, and there will be some classification and salary changes recommended. These changes will be brought before City Council for approval, and those changes will be reflected in the budget before the final budget hearing. Also, for Council's consideration is \$1.00 per hour or 2% (whichever is greater) raise for each employee which was included in the departmental budget, and funding for a 5% merit and pay classification adjustments was shown in the non-departmental budget. The Council's merit will also be 5%.

Ad Valorem Taxes are estimated to be 15.9%. If Amendment 3 passes, then the City Manager will advance to City Council a recommendation for a non-ad valorem assessment for fire in the City of Seminole. A discussion came up in reference to the Public Policy Management Associate position. The contract on this position has expired; this position will be eliminated.

There were discrepancies with the line item detail and the total column not adding up throughout the budget. Finance Director Mike Munger will make corrections and update the proposed budget.

1. CITY COUNCIL

The City Council budget included a salary increase, due to Council Ordinance No. 18-2021 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 2027, and effective October 1, 2026, for Council.

There was discussion regarding funding amounts for non-profit grant applicants, and Council agreed, by consensus, to the proposed funding amounts as follows:

GRANT APPLICATION	AMOUNT RECEIVED FY 2025-2026	AMOUNT REQUESTED FY 2026-2027	PROPOSED FY 2026-27
Chamber of Commerce	\$7,500	\$15,000	\$185 Non-Profit Membership Dues (move to Membership line item)
Bauder Elementary School	\$1,000	\$1,000	\$1,000
Oakhurst Elementary School	\$1,000	\$1,000	\$1,000
Orange Grove Elementary School	\$1,000	\$750	\$750
Seminole Elementary School	\$1,000	\$1,000	\$1,000
Starkey Elementary School	\$1,000	\$750	\$750
Horses for Handicapped Foundation of Pinellas County	\$1,000	\$1,000	\$1,000
Interfaith Food Pantry	\$2,000	\$2,000	\$2,000
Keep Pinellas Beautiful	\$500	\$750	\$750
Neighborhood Care Network	\$2,000	\$14,941	\$3,000
Operation Military Matters	\$1,000	\$4,500	Application Withdrawn
Pinellas Hope – Catholic Charities	\$1,000	\$10,000	\$2,500
Pinellas Safe Harbor – PCSO	\$1,000	\$2,500	\$2,500
Seminole Historical Society	\$5,000	\$5,000	\$5,000
Society for the Prevention of Cruelty Against Animals (SPCA)	\$1,000	\$1,000	\$1,000
Homeless Emergency Project**	\$0	\$7,500	\$0
Miscellaneous	\$3,000	-	\$7,750
Total*	\$30,000	\$68,691	\$30,000

**New Applicant

It was the consensus of the Council to not renew the National League of Cities Membership.

Vice Mayor Burke stated that the Council salary, other than the yearly Merit increase has not been updated in quite a few years, and he suggested that a total of \$8400 be put in the budget and discussions can take place at a later date before budget adoption. It was the consensus of the Council to put \$8400 in the budget for a proposed Council Salary. City Manager Toney-Deal asked Council from which line item they would like to deduct \$8400. It was the consensus of the Council to take it from the cancelled National League of Cities Membership fee of \$1805; the Supplemental Discretionary amount of \$2,000; and possibly from the City Manager's Contingency line item.

Council directed staff not to notify non-profits of their proposed awards until after the November Election.

2. CITY MANAGER

The proposed budget had a change in the City Manager's budget due to the reallocation of part of the Executive Assistant to the City Manager's salary and Education pay to the City Clerk's budget. These funds have been moved to reflect the recent change made to the job description of Executive Assistant to the City Manager to include some City Clerk related duties.

3. CITY ATTORNEY

There was no change to the City Attorney's budget.

4. CITY CLERK

The City Clerk's budget increased to include part of the Executive Assistant to the City Manager's salary and Education Pay to align with the recent job description change.

5. COMMUNITY DEVELOPMENT

The Community Development budget increased to reflect \$4,500 for GIS Support Services.

6. ADMINISTRATIVE SERVICES

Administrative Services decreased due to the Senior Accountant's position moving from full-time to part-time. There was also an increase in training and education; the Finance Director will be taking classes for his GFOA certification.

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.

There was a slight increase in dues and memberships, due to membership renewals.

There was discussion of a possible Department Director retreat allocation of \$7,500. Human Resources Director Erica Ottmann clarified that the allocation is for a future Directors Retreat, with all Directors.

There was an increase in software for upgrades in software programs.

Ms. Ottmann distributed a salary survey for Mayor and Council salaries.

8. FIRE RESCUE

The Fire Rescue budget reflected year two (2) of the Fire Union Collective Bargaining Agreement. The \$1 per hour or 2%, raise whichever is greater, will only pertain to non-union Fire Employees.

There was an increase in the Fire budget, as the new fire station funding is included in the FY27 budget, along with new staff vehicles. There will be a funding agreement with the County; the County will pay 71% and the City will pay 29% of the new fire station and 100% for the new EMS positions.

On page 86, line item #1722-5444 should be \$10,000.

9. LAW ENFORCEMENT

The proposed Law Enforcement contract, with the Pinellas County Sheriff's Office (PCSO), included a 6% increase for Law Enforcement Services and 4% for Contractual Services.

10. LIBRARY

City Manager Toney-Deal stated that one of the recommendations from the Pay and Classification Study is to increase the minimum and maximum pay range for the Library Director.

11. PUBLIC WORKS

The Public Works budget included a 100% increase in Professional Services; this includes:

- Architectural
- Engineering
- Arborist
- Surveys

Two (2) new trucks will be purchased; a dump truck and a new utility truck. A new camera will be purchased for the Stormwater Division. New bathroom floors will be completed at Blossom Lake Park.

12. RECREATION

The Recreation Department budget included an increase in costs for Sports Officials and Instructors. The interview with architects for the new Recreation Center will take place this year.

Council by consensus approved the 5% merit increase.

Mayor Waters adjourned the meeting at 3:44 p.m.

Date Approved: 7-28-2026

Ann Marie Mancuso

Ann Marie Mancuso, MMC
City Clerk

Leslie Waters
Leslie Waters
Mayor

