

WORKSHOP MEETING MINUTES
SEMINOLE CITY COUNCIL
August 11, 2026

The Workshop of the Seminole City Council on Tuesday, August 11, 2026, in the City Hall, City Council Chambers, 9199 - 113th Street North, Seminole, Florida.

Mayor Waters called the meeting to order at 7:19 p.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, and City Clerk Ann Marie Mancuso.

A. Proposed City of Seminole Classification and Compensation Plan.

City Manager Toney-Deal stated that every 3 to 5 years the City completes a comprehensive Compensation and Classification review. Human Resources Director Erica Ottmann presented a compensation and classification review for non-union, non-exempt and exempt employees. She stated that a few positions have been eliminated, there have been a few title changes, and the majority of the positions have had the pay ranges (minimum and maximum) increased and there were two positions that have been identified for an equity adjustment. Ms. Ottmann stated that although the pay ranges increased, it does not mean that the rate of pay for each position is going to increase. City Manager Toney-Deal stated that the lump sum payout for employees capping out of the maximum pay grade will be eliminated beginning October 1, 2026. She also reminded Council that the 5% merit and the additional \$1 per hour or 2% (whichever is greater) has already been included in the proposed 2027 budget, as was agreed by consensus by Council at the budget workshop.

B. City Manager Salary Survey.

Human Resources Director Erica Ottmann stated that the City Manager's salary is not included in the Pay Plan review. A separate salary survey was completed for this position. Like all employees, the City Manager will be eligible for the 5% merit increase at the time of her evaluation. The City Council can also choose to adjust her salary at that time as well.

Elected Officials Salary and Benefits Survey.

A survey was completed for the Mayor and Councilors, which also includes benefits received. City Manager Toney-Deal stated that as per Ordinance, Council shall receive the 5% merit

increase as of October 1, 2026. Vice Mayor Burke stated that he cannot understand why Council salaries are all the same amount, regardless of how long each Council member has served. City Manager Toney-Deal stated she is not aware of Councilors/Commissioners having graduated salaries. City Manager Toney-Deal also stated that if Council would like to see a pay increase, along with the 5% merit, then Council would have to have two (2) Public Hearings as set by Ordinance.

It was a consensus of the Council to move forward with the Compensation and Classification pay plan as presented.

Mayor Waters adjourned the meeting at 8:06 p.m.

Date Approved: August 25, 2026

Ann Marie Mancuso

Minutes prepared by City Clerk
Ann Marie Mancuso, MMC

Leslie Waters
Leslie Waters, Mayor

