



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Irina Kukharensko, CPA, Interim Finance Director, Finance Department

**SUBJECT:** Budget Memorandum No. 1: Taxable value increase breakdown

**DATE:** June 26, 2025

Jerome Fletcher

Juliana B. Bellia

Irina Kukharensko

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Date: 2025.07.16 09:56:50-04'00'  
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Date: 2025.06.27 14:08:15 -04'00'

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Date: 2025.06.27 12:43:10 -04'00'

**Question or issue:** Of that taxable value increase, how much came from new residential growth, new commercial growth, and how much of it is actually an increase in the property assessed that taxable value current residents?

**Response:** The Sarasota County Property Appraiser advised that they do not break down the increase in taxable value between residential and commercial growth, nor do they separate the portion attributable to changes in the taxable value of existing properties.

The total increase in ad valorem revenue over the FY25 budget is \$2,850,930, with \$3,001,219 attributed to new construction. Since new construction exceeds the total increase, some existing properties are seeing a decrease in taxable value. This indicates that the revenue increase is entirely due to new growth, not higher assessments on existing properties.

**Financial Impact:** The City Manager's Recommended Budget for FY26 reflects an increase in ad valorem revenue of \$2,850,930 compared to the FY25 budget, representing an 8.68% increase. These figures are preliminary and may change slightly once the updated assessed values are received from the Sarasota County Property Appraiser.



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**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Irina Kukharensko, CPA, Interim Finance Director, Finance Department

**SUBJECT:** Budget Memorandum No. 2: Assessed value in comparison to market

**DATE:** June 26, 2025

Jerome Fletcher

Juliana B. Bellia

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Date: 2025.06.27 14:08:37 -04'00'

Irina Kukharensko

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Date: 2025.06.27 12:47:01 -04'00'

**Question or issue:** How the assessed values of our properties track or don't track to what's happening in the market?

**Response:** In the current market, various data sources (see below) indicate that home values in North Port have declined by approximately 3% to 9% over the past year. Assessed property values are capped at annual increases of 10% for non-homesteaded properties and 3% or the Consumer Price Index (whichever is lower) for homesteaded properties. These limitations reduce how closely assessed values can reflect real-time market trends.

As a result, assessed values tend to lag behind market conditions. While this provides stability in the tax base, it does not reflect actual shifts in property market values. Current estimates from the Sarasota County Property Appraiser indicate that some existing properties are experiencing a decrease in assessed value, which somewhat aligns with the recent softening of the local market.

Source: <https://rocket.com/homes/market-reports/fl/north-port>  
<https://www.zillow.com/home-values/13031/north-port-fl/>  
<https://www.redfin.com/city/12742/FL/North-Port/housing-market>

**Financial Impact:** Not applicable



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Irina Kukharensko, CPA, Interim Finance Director, Finance Department

**SUBJECT:** Budget Memorandum No. 3: Taxable value in comparison to other municipalities

**DATE:** June 26, 2025

Jerome Fletcher

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Yarborough  
Date: 2025.07.07 17:04:59 -04'00'

Juliana B. Bellia

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Bellia  
Date: 2025.06.27 14:13:06 -04'00'

Irina Kukharensko

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Date: 2025.06.27 12:51:05 -04'

**Question or issue:** In previous years with compared our taxable value to that of the other municipalities in the county and Sarasota, I'd be interested to see that again.

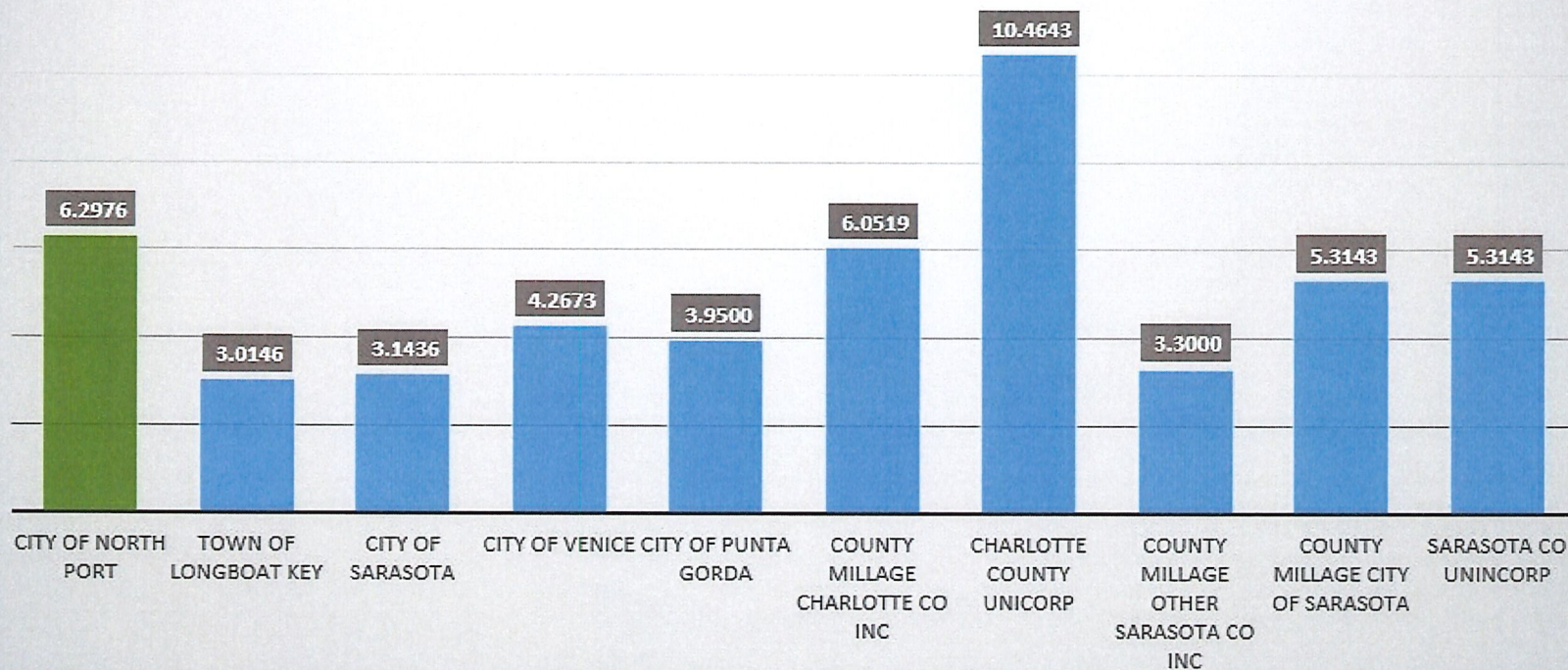
**Response:** The attached slides from the Budget Assumptions meeting provide comparisons to other municipalities for the effective millage rate and taxable value.

**Financial Impact:** Not applicable



# Local Municipalities & Counties

Effective Millage Rate Per \$1,000

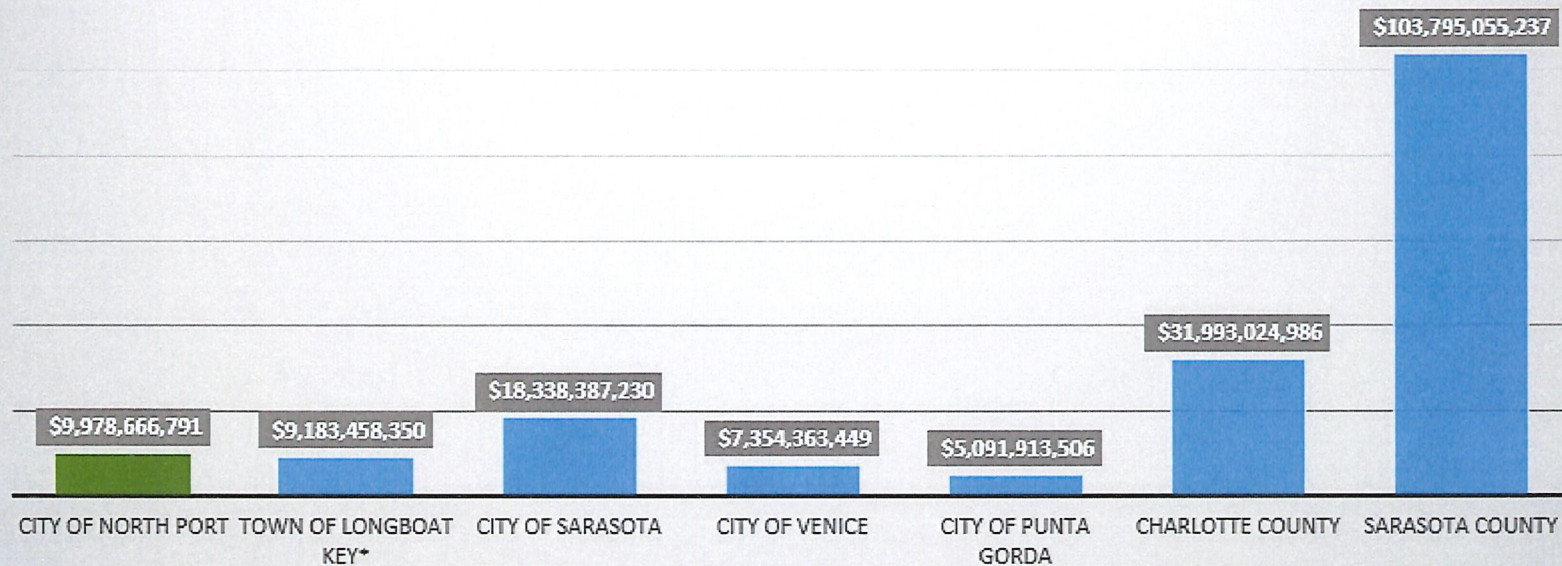




# Local Municipalities & Counties

## 2024 Taxable Value in \$

*\*Includes property located in Manatee County*

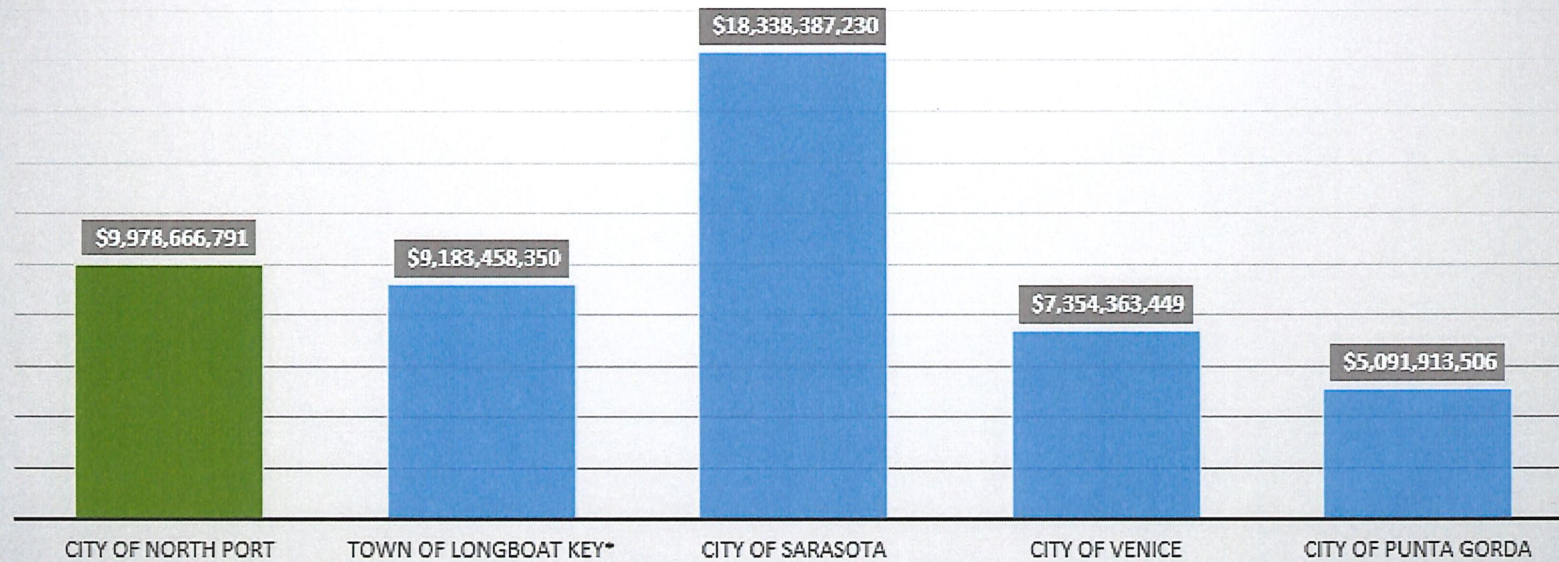




# Local Municipalities

## 2024 Taxable Value in \$ - Municipalities Only

*\*Includes property located in Manatee County*

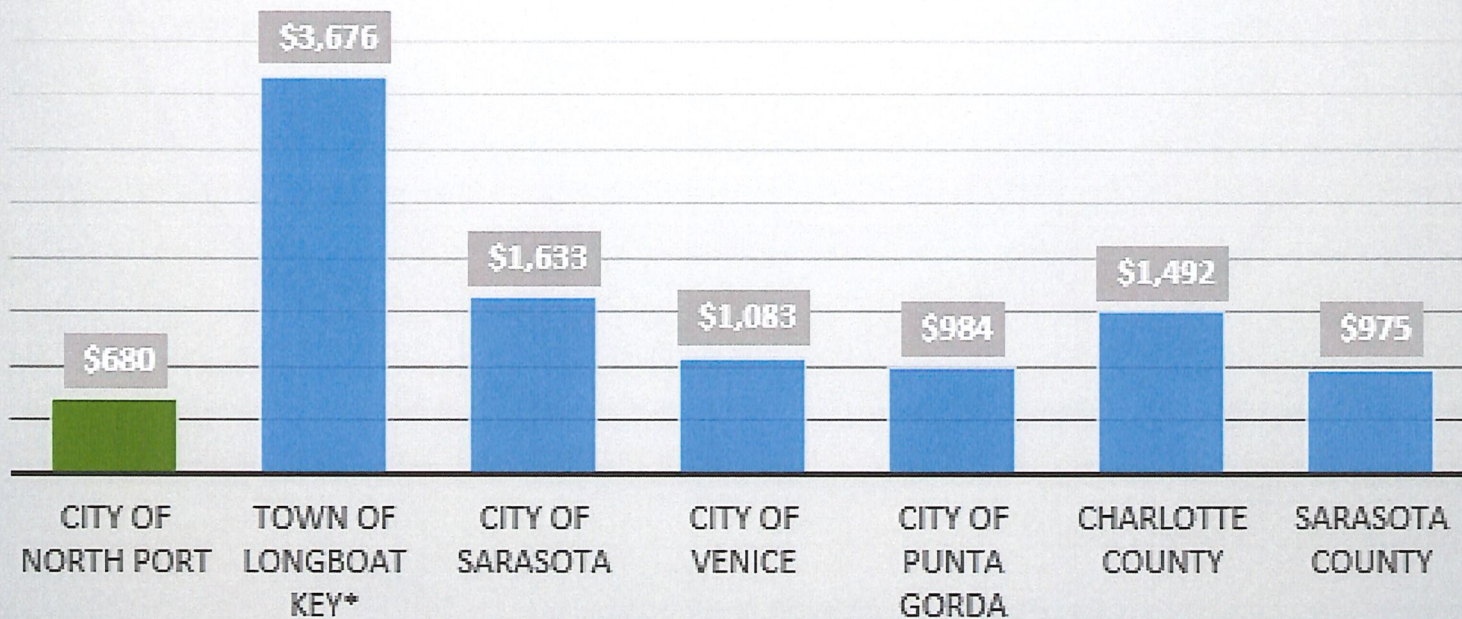




# Local Municipalities & Counties

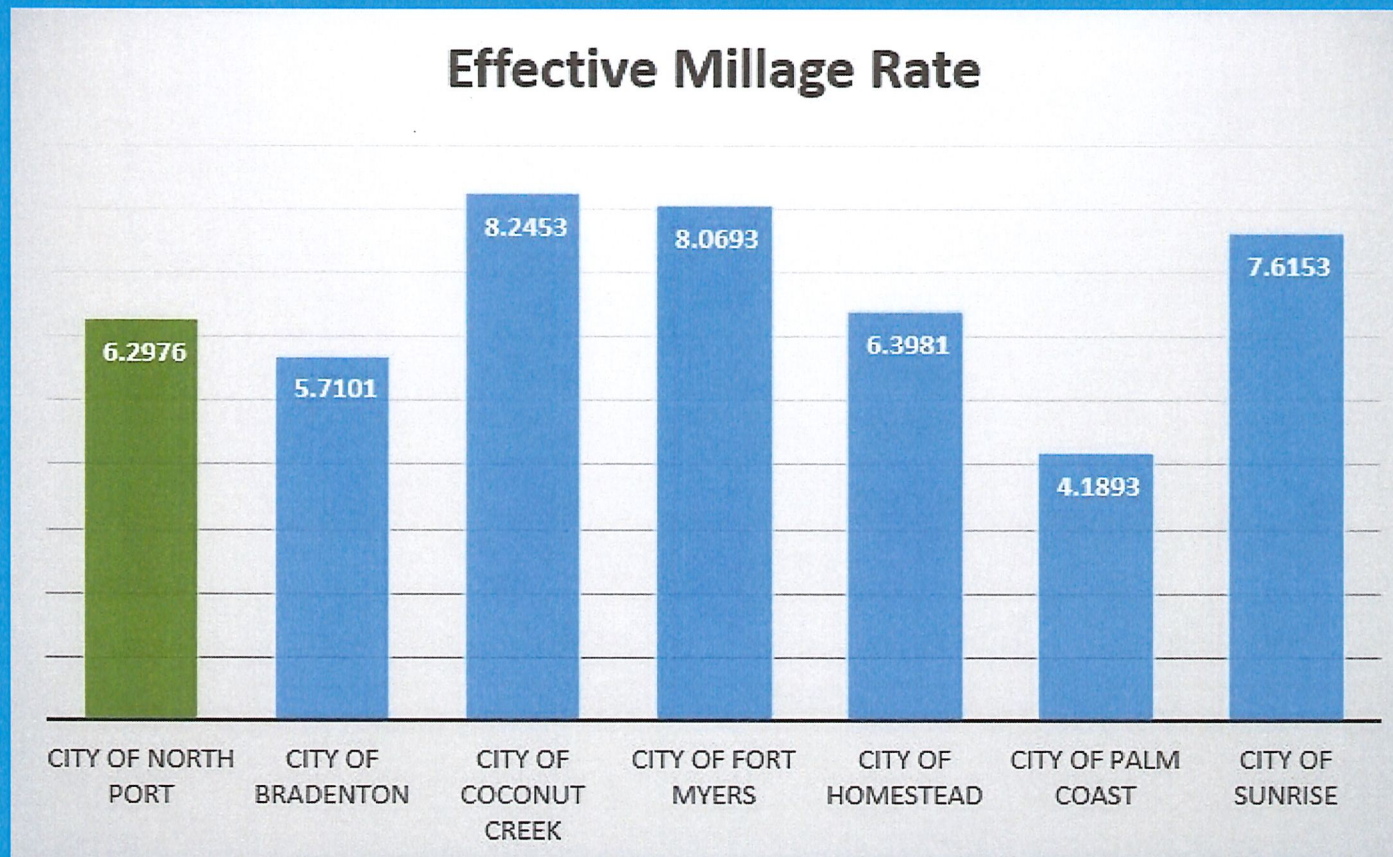
## Per Capita Revenue Estimate Based on Effective Millage Rate

*\*Includes property and 2,741 residents located in Manatee County*





# Peer Municipalities







## MEMORANDUM City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Irina Kukharensko, CPA, Interim Finance Director, Finance Department Irina Kukharensko

**SUBJECT:** Budget Memorandum No. 4: Merit increases for new positions

**DATE:** June 26, 2025

Jerome Fletcher

Juliana B. Bellia

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Yarborough  
Date: 2025.07.07 16:55:22 -04'00'

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Bellia  
Date: 2025.06.27 14:23:15 -04'00'

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Date: 2025.06.27 12:54:10 -04'00'

**Question or issue:** Question relative to General Fund Key Changes: The 3.5% does include the 15 new full-time employees or is it simply the adjustment for our current employee base?

**Response:** The 3.5% merit increase reflected in the General Fund Key Changes applies only to employees who were hired prior to the start of new fiscal year. Employees who are hired in Fiscal Year 2026 are not included in this calculation, as they will not be eligible for a merit increase until they reach their one-year employment anniversary.

**Financial Impact:** The merit increase is applied solely to the existing employee base, and there is no financial impact in FY26 for the 3.5% merit increase related to the 15 new full-time employees, as they are not yet eligible.



## MEMORANDUM

### City Manager's Office

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**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Christine V. McDade, Human Resources Director, Human Resources

**SUBJECT:** Budget Memorandum No. 5: Salary Comparison to Neighboring Communities

**DATE:** July 9, 2025

Jerome Fletcher

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Jason Yarborough

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Yarborough  
Date: 2025.07.15 12:09:59 -0400

Juliana B. Bellia

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Juliana B. Bellia  
Date: 2025.07.09  
14:45:20 -0400

Christine  
McDade

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Christine McDade  
Date: 2025.07.09  
14:26:30 -0400

**Question or issue:** How are our neighboring communities looking and what kind of raises are they considering? Are we going to be ahead or fall behind (Regarding 4.5%)?

**Response:** Like the City of North Port, many local governments are in the budget process and have not been given final direction and/or approval about salary increases for FY 26.

Charlotte County, one of our greatest competitors for job applicants, completed a pay study and presented the findings this month. Their Human Resources Department recommended salaries changes as described below:

- All employees will receive a \$2.00/hour increase as a Cost-of-Living Adjustment (COLA).
- Charlotte County's entry level positions will increase from \$15.50/hour to \$17.45/hour.
- Some employees may receive an additional market-based adjustment, if their role was found to be significantly out of alignment with current market benchmarks.
- They use a pay-for-performance program which will also result in a wage increase.

These numbers are recommendations at this time. Like many of our neighbors, their Fiscal Team is reviewing and recalculating many scenarios based on economic indicators.

The latest information from Sarasota County, another regional competitor, has their County employees receiving a 4% wage increase in FY 26.

In FY 25, the City of North Port's lowest paid position in the current pay plan has a starting salary of \$16.09/hour. Human Resources is starting the procurement process to secure a compensation and classification study. A comprehensive compensation and classification study helps an employer ensure internal equity, market competitiveness, and compliance with labor regulations. It provides a clear framework for aligning job roles, pay structures, and performance, supporting fair and consistent compensation decisions. Ultimately, it helps attract, retain, and motivate talent while promoting transparency and organizational effectiveness.

**Financial Impact:**

N/A








## MEMORANDUM


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**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager  Jerome Fletcher Digitally signed by Jerome Fletcher  
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Date: 2025.07.01 10:41:00  
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**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager  Jason Yarborough Digitally signed by Jason Yarborough  
Date: 2025.07.01 10:41:00  
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**THROUGH:** Juliana B. Bellia, Assistant City Manager  Juliana B. Bellia Digitally signed by Juliana B. Bellia  
Date: 2025.06.30 14:40:47 -04'00'

**FROM:** Christine V. McDade, Human Resources Director, Human Resources  Christine McDade Digitally signed by Christine McDade  
Date: 2025.06.27 15:58:20 -04'00'

**SUBJECT:** Budget Memorandum No. 6: 1% Adjustment Due to Minimum Wage Increase

**DATE:** June 27, 2025

**Question or issue:** Question regarding the continued addition of 1% cost of living adjustment: That is the minimum wage increase that was passed late or is it COLA?

**Response:** During the Budget Workshop held on July 20, 2021, there was a consensus by Commission to raise the CPI 1.0%. Adding the additional 1% was the City's effort to keep the City's lowest paid positions ahead of the State of Florida's minimum wage which is to reach \$15/hour effective September 30, 2026. Human Resources recommended this 1% increase be applied to the City's pay plan which has been done annually since October 1, 2021. It has been a part of the recommended budget which is approved during the budget process.

Amendment 2, Florida's move to increase minimum wage, was passed by Florida voters at the November 30, 2020, General Election.

**Financial Impact:**

N/A



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**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager **Jason Yarborough**  
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Date: 2025.07.01 10:43:42 -0400

**THROUGH:** Juliana B. Bellia, Assistant City Manager **Juliana B. Bellia**  
Digitally signed by Juliana B. Bellia  
Date: 2025.06.24 15:30:55 -0400

**FROM:** Alaina Ray, AICP, Development Services Director **Alaina Ray, AICP**  
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AICP  
Date: 2025.06.24 15:30:55 -0400

**SUBJECT:** Budget Memorandum No. 7: Projected Development in Activity Centers 6 and 10

**DATE:** June 24, 2025

**Question or issue:** Curious on what the suspected reason for lack of development is; "I highly suspect it is the infrastructure we don't have."

**Response:** Projected development in Activity Centers 6 and 10 is dependent upon availability of water and wastewater services. The City would need to extend the needed water/wastewater infrastructure to the general area, and then developers would be responsible for meeting concurrency requirements for infrastructure proximate to their property.

**Financial Impact:** Without municipal services, development in these Activity Centers will be sporadic and will not reflect the full potential of the designated land use, and tax revenue would not reach projected levels. Extension of municipal water/wastewater infrastructure will require action by and initial investment from the City, through a Capital Improvement Project, Public Private Partnership, Special Assessment District, or other appropriate method.





## MEMORANDUM

### City Manager's Office

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**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager **Jerome Fletcher**  
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North Port, ou=City Manager's Office, c=FL  
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Date: 2025.07.14 14:17:32 -04'00'  
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**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager **Jason Yarborough**  
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Date: 2025.07.01  
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**THROUGH:** Juliana B. Bellia, Assistant City Manager **Juliana B. Bellia**  
Digitally signed by Juliana B. Bellia  
Date: 2025.06.27 14:11:53  
-04'00'

**FROM:** Scott Titus, Fire Chief, Fire Rescue **Scott Titus**  
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Date: 2025.06.26 13:57:42  
-04'00'

**SUBJECT:** Budget Memorandum No. 8: Ambulance Funding Source

**DATE:** June 25, 2025

**Question or issue:** General fund for ambulances: Why aren't we buying ambulances from Fire Rescue Budget?

**Response:** The short answer is "No". Florida case law provides that emergency medical services, equipment and facilities primarily benefit primarily benefit persons and not real property and therefore may not be funded through a special assessment. There are two limited statutory exceptions to this prohibition by which independent fire control districts governed by chapter 191, Florida Statutes, and certain counties may assess for emergency medical services and facilities, but neither exception would apply to the City of North Port or a dependent special district created by the City to facilitate the provision and/or funding of fire and emergency services.- Chis Roe, Bryant Olive Miller March 10, 2022. (See attached Exhibit "A" for full legal response)

**Financial Impact:** Because fire protection assessment revenues are legally restricted to fire-related expenses, the Fire Rescue Budget cannot allocate funds for ambulance purchases. This necessitates securing alternative funding sources—such as the General Fund Renewal and Replacement Fund or EMS-specific revenues—to maintain and replace ambulance vehicles. Failure to comply with these statutory requirements could result in legal challenges, loss of funding, and disruptions in both fire protection and emergency medical services. Properly segregating funding ensures financial compliance while supporting the operational readiness of both fire and EMS resources.



# *City of North Port*

## Office of the City Attorney

### Response to Request for Legal Services

To: Division Chief Nicholas Herlihy, Fire Rescue District

From: Michael Golen, Assistant City Attorney

Copy: A. Jerome Fletcher, City Manager  
Jason Yarborough, Assistant City Manager  
Julie Bellia, Assistant City Manager  
Amber L. Slayton, City Attorney  
Chief Scott Titus, Fire Rescue District

Date: March 11, 2022

RE: Request for Legal Services – Use of Fire Special Assessments for Ambulances

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Pursuant to the above-referenced Request for Legal Services, you have inquired as to whether it is legally permissible to utilize Fire District Funds (Non-Ad Valorem Assessments) from a special purpose dependent fire rescue district to purchase Advanced Life Support (ALS) transport ambulances and whether Fire Rescue District revenues can be used to purchase ambulances.

On February 10, 2022, our office confirmed with you that Fire Rescue assessments may not be used to purchase ambulances. Per your request, a full legal analysis was drafted related to your questions. Attached is a memo from outside contract counsel addressing the legal analysis in response to your inquiries.

Please let me know if there are any questions, comments, or concerns. If none, no further action will be taken on this Request for Legal Services. The file will be closed.



## MEMORANDUM

TO: Amber Slayton, City Attorney, City of North Port  
Michael Golen, Assistant City Attorney  
FROM: Chris Roe, Bryant Miller Olive  
DATE: March 10, 2022  
SUBJECT: Use of special assessments to fund emergency medical services

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**Question Presented:** Can cities or dependent special districts utilize a special assessment to fund the provision of emergency medical services, facilities or vehicles such as ambulances?

**Short answer:** No. Florida case law provides that emergency medical services, equipment and facilities primarily benefit persons and not real property and therefore may not be funded through a special assessment. There are two limited statutory exceptions to this prohibition by which independent fire control districts governed by chapter 191, Florida Statutes, and certain counties may assess for emergency medical services and facilities, but neither exception would apply to the City of North Port or a dependent special district created by the City to facilitate the provision and/or funding of fire and emergency services.

**Discussion:**

In Lake County v. Water Oak Management Corp., 695 So. 2d 667, 669 (Fla. 1997), the Florida Supreme Court described the two-prong test for determining whether a special assessment is valid: “(1) whether the services at issue provide a special benefit to the assessed property; and (2) whether the assessment for the services is properly apportioned.”

In determining “whether a special benefit is conferred to property by the services for which the assessment is imposed, the test is not whether the services confer a “unique” benefit or are different in type or degree from the benefit provided to the community as a whole; rather the test is whether there is a *logical relationship* between the services provided and the benefit to real property.” Lake County, 695 So.2d at 669 (internal citations omitted).

The Court in Lake County found that traditional fire protection services (which include “fire suppression activities, first-response medical aid [*i.e.*, ‘initial medical care’], educational programs and inspections”) convey the special benefit necessary to support special assessment.



In City of North Lauderdale v. SMM Properties, 825 So. 2d 343 (Fla. 2002), the Florida Supreme Court considered whether emergency medical services (EMS) could likewise be funded through special assessment. The Court, relying on the test for determining whether the first prong of the Lake County test is satisfied, applied the "logical relationship" test and found that the emergency medical services do not enhance the use and enjoyment of, or otherwise convey special benefit to, real property but instead provide a personal benefit to people. The Court in North Lauderdale distinguished the city's program from the program at issue in Lake County in that the program in Lake County was funding only first response medical aid and not emergency medical services.

The North Lauderdale case and various statutory definitions provide guidelines to follow when determining whether which public safety services can be funded by a special assessment:

(1) *Traditional fire protection services can be funded by special assessment.* As the name implies these are the historic services provided in the protection of property and suppression of fire in structures and on land. This also includes duties such as fire inspections and extrications.

(2) *First response medical aid can be funded by special assessment.* Pursuant to Florida law, "first response medical aid" is considered one of the routine duties of a firefighter, and firefighters are required to take 40 hours of training of first response medical aid in order to become certified fire fighters under state laws and rules. Sections 401.435(1), 633.35(2), Florida Statutes; Fla. Admin. Code Ann. r. 69A-37.055. First response medical aid is routinely provided by policemen, firefighters, lifeguards, etc., as necessary on-scene patient care before emergency medical technicians or paramedics arrive.

(3) *Basic Life Support is a form of EMS and therefore cannot be funded by fire assessment.*

(4) *Advanced Life Support is a form of EMS and therefore cannot be funded by special assessment.*

(5) *Transport is typically a function of EMS and therefore transport vehicles such as ambulances cannot be funded by a special assessment.*

The term "emergency medical services" is an umbrella term which is defined as "the activities or services to prevent or treat a sudden critical illness or injury and to provide emergency medical care and prehospital emergency medical transportation to sick, injured, or otherwise incapacitated persons in this state." Section 401.107(3), Florida

Statutes. EMS generally includes basic life support (BLS) and advanced life support (ALS).

Pursuant to section 401.23(7), Florida Statutes, *basic life support* means "any emergency medical service which uses only basic life support techniques. BLS means treatment of medical emergencies by a qualified person through the use of techniques such as patient assessment, cardiopulmonary resuscitation (CPR), splinting, obstetrical assistance, bandaging, administration of oxygen, application of medical antishock trousers, administration of a subcutaneous injection using a premeasured autoinjector of epinephrine to a person suffering an anaphylactic reaction, and other techniques described in the *Emergency Medical Technician Basic Training Course Curriculum of the United States Department of Transportation*. The term "basic life support" also includes other techniques which have been approved and are performed under conditions specified by rules of the department.

*Advanced life support* includes any emergency medical transport or nontransport service which uses advanced life support techniques. Section 401.23 defines ALS as "assessment or treatment by a person qualified under this part through the use of techniques such as endotracheal intubation, the administration of drugs or intravenous fluids, telemetry, cardiac monitoring, cardiac defibrillation, and other techniques described in the EMT-Paramedic National Standard Curriculum or the National EMS Education Standards, pursuant to rules of the department," and *advanced life support service* as any emergency medical transport or nontransport service which uses advanced life support techniques.

The prohibition on assessment funding of EMS presents challenges for assessment-funded municipal fire rescue departments which offer both traditional fire protection services and emergency medical services, particularly where there is integration of equipment, facilities or staff such as through cross-training and dual qualification of firefighting personnel. To ensure compliance with North Lauderdale, integrated departments relying on assessments for a portion of their annual funding should carefully review their proposed annual budget and eliminate from assessed costs any expenses or line item expenditures associated with EMS. In instances where a given expenditure or expense category has both fire and EMS components, the holding in North Lauderdale warrants a conservative approach whereby costs which are not clearly and solely related to traditional fire protection or first response medical aid are excluded from the amount to be assessed and funded by other legally available revenues of the city. The budget analysis can be painstaking and is often conducted or facilitated on a city's behalf



by a methodology consultant familiar with the EMS prohibition who is engaged by the city to assist with development or administration of the assessment program.

Exceptions:

Two limited exceptions exist by which certain local governments may fund EMS with special assessments. Section 125.271, Florida Statutes<sup>i</sup> provides that a county within a "*rural area of opportunity*" as designated by the Governor, and certain other small population or grandfathered counties, may "fund the costs of emergency medical services through the levy of a special assessment that apportions the cost among the property based on a reasonable methodology that charges a parcel in proportion to its benefits." It is clear that the statute, adopted in 2002, was intended to address the then-pending North Lauderdale case, and paragraph (4) indicates as much. The statute addresses the eventual holding in North Lauderdale regarding lack of special benefit to property by providing that the authorization therein "shall be construed to be a general law authorization pursuant to ss. 1 and 9<sup>ii</sup> of Art VII of the State Constitution." Those constitutional provisions provide that the legislature may authorize by general law the levy of "other taxes" besides ad valorem taxes. Accordingly, the authorization for EMS assessments under section 125.271 is, by its terms, a general law authorization for the imposition of a tax (couched in the terminology and framework of an assessment) to fund EMS.

The other exception appears in section 191.009, Florida Statutes, which pertains solely to independent fire control districts. Subparagraph (2)(a)<sup>iii</sup> includes a general grant of authority for the levy of assessments by fire control districts (most if not all of which also have an express grant of authority for the levy of assessments in their respective special law charters). Subparagraph (2)(b) authorizes the funding of emergency medical services through assessments imposed by independent fire control districts, subject to a corresponding reduction in any ad valorem taxes previously imposed by the fire control district to fund EMS.

Subparagraph (2)(b) authorizing was adopted in 2013 and therefore well after the ruling in North Lauderdale. Unlike section 125.271, the text does not include reference to the statute being a general law authorization for the levy of a tax, and in fact it appears to directly contradict North Lauderdale by providing that EMS does benefit real property to the same extent as fire services. Nonetheless, section 191.009(2)(b) can be read as a general law authorization for the imposition of a tax solely by independent fire control districts, as contemplated by section 9 of Article VII.

Neither statutory exception to the EMS prohibition would apply to assessments imposed by the City of North Port, or to the North Port Fire Rescue District. Based on the District's webpage<sup>iv</sup>, the District is a dependent special district created by City Ordinance 83-149, to facilitate the delivery and/or funding of fire protection services. The District is therefore not an independent fire control district within the meaning of Chapter 191, Florida Statutes, and as such may not rely on the grant of authority in section 191.009(2) for the levy of assessments to fund emergency medical services.

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<sup>i</sup> **125.271 Emergency medical services; county emergency medical service assessments. —**

(1) As used in this section, the term “county” means:

(a) A county that is within a rural area of opportunity as designated by the Governor pursuant to s. 288.0656;

(b) A small county having a population of 75,000 or fewer on the effective date of this act which has levied at least 10 mills of ad valorem tax for the previous fiscal year; or

(c) A county that adopted an ordinance authorizing the imposition of an assessment for emergency medical services prior to January 1, 2002.

Once a county has qualified under this subsection, it always retains the qualification.

(2) A county may fund the costs of emergency medical services through the levy of a special assessment that apportions the cost among the property based on a reasonable methodology that charges a parcel in proportion to its benefits.

(3) The authorization provided in this section shall be construed to be general law authorization pursuant to ss. 1 and 9 of Art. VII of the State Constitution.

(4) All special assessments for emergency medical services levied by a county prior to the effective date of this section are ratified and validated in all respects if they would have been valid had this section been in effect at the time they were levied; however, this subsection shall not validate assessments in counties with litigation challenging the validity of an assessment pending on January 1, 2002.

**History.**—s. 1, ch. 2002-37; s. 23, ch. 2014-218.

<sup>ii</sup> **SECTION 9. Local taxes. —**

(a) Counties, school districts, and municipalities shall, and special districts may, be authorized by law to levy ad valorem taxes and may be authorized by general law to levy other



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taxes, for their respective purposes, except ad valorem taxes on intangible personal property and taxes prohibited by this constitution.... (underline added)

iii **191.009 Taxes; non-ad valorem assessments; impact fees and user charges.—**

...

(2) **NON-AD VALOREM ASSESSMENTS.—**

(a) A district may levy non-ad valorem assessments as defined in s. 197.3632 to construct, operate, and maintain those district facilities and services provided pursuant to the general powers listed in s. 191.006, the special powers listed in s. 191.008, any applicable general laws of local application, and a district's enabling legislation. The rate of such assessments must be fixed by resolution of the board pursuant to the procedures contained in s. 191.011. Non-ad valorem assessment rates set by the board may exceed the maximum rates established by special act, county ordinance, the previous year's resolution, or referendum in an amount not to exceed the average annual growth rate in Florida personal income over the previous 5 years. Non-ad valorem assessment rate increases within the personal income threshold are deemed to be within the maximum rate authorized by law at the time of initial imposition. Proposed non-ad valorem assessment increases that exceed the rate set the previous fiscal year or the rate previously set by special act or county ordinance, whichever is more recent, by more than the average annual growth rate in Florida personal income over the last 5 years, or the first-time levy of non-ad valorem assessments in a district, must be approved by referendum of the electors of the district. The referendum on the first-time levy of an assessment shall include a notice of the future non-ad valorem assessment rate increases permitted by this act without a referendum. Non-ad valorem assessments shall be imposed, collected, and enforced pursuant to s. 191.011.

(b)1. The non-ad valorem assessments in paragraph (a) may be used to fund emergency medical services and emergency transport services. However, if a district levies a non-ad valorem assessment for emergency medical services or emergency transport services, the district shall cease collecting ad valorem taxes under subsection (1) for that particular service.

2. It is recognized that the provision of emergency medical services and emergency transport services constitutes a benefit to real property the same as any other improvement performed by a district, such as fire suppression services, fire protection services, fire prevention services, emergency rescue services, and first response medical aid.

iv <https://www.cityofnorthport.com/government/city-services/fire-rescue/special-district-information>



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Chuck Speake, Director, Department of Public Works

**SUBJECT:** Budget Memorandum No. 09: Solid Waste Transfer Station

**DATE:** June 27, 2025

**Jerome Fletcher**  
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Date: 2025.07.16 14:18:29-04'00'  
Foxit PDF Reader Version: 2025.1.0

**Jason Yarborough**  
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Date: 2025.07.01 10:50:28 -04'00'

**Juliana B. Bellia**  
Digitally signed by Juliana B. Bellia  
Date: 2025.06.30 14:33:20 -04'00'

**Chuck Speake**  
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Date: 2025.06.27 15:57:06 -04'00'

**Question or issue:** 75% increase in transfer station, is that in the cost of building that versus the 40 million that we were already asking for?

**Response:** To clarify, the original referendum referenced that \$14 million, not \$40 million, was needed for the Solid Waste Transfer Station. The FY2025 CIP SW22TS for the Solid Waste Transfer Station included a cost of \$9,275,310 based on early estimates. During a Commission Workshop Meeting on January 6, 2025, staff provided a presentation outlining the infrastructure projects deemed essential for growth, health, welfare and the financial stability for the City Commission's consideration for development of a referendum question. The presentation included the Solid Waste Transfer Station (CIP SW22TS) with the updated estimated cost \$15M, noting that approximately \$2.5 million was already funded within the project.

It's important to note that this increase is not tied to a change in the scope of the building but rather reflects more detailed cost assessments, inflationary adjustments, and updated construction and material cost forecasts which change quickly in today's construction climate. The Solid Waste Division will continue to work with the engineers and consultants to define a scope with a not to exceed cost that aligns as closely as possible with the \$15 Million project cost while providing a facility that will meet the growing needs of the city.

**Financial Impact:** Currently the financial impact is directly related to the past and future funds allocated to the project in the Solid Waste District's Budget. Funds will continue to be requested for the project in out years based on an upcoming methodology to support the "pay as you go" strategy until the project is fully funded.





## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Christine V. McDade, Human Resources Director, Human Resources

**SUBJECT:** Budget Memorandum No. 10: Health Center Projection of \$1.2 million

**DATE:** July 1, 2025

Jerome  
Fletcher

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DN: cn=City Manager's Office, cn=City of North Port,  
c=US, email=jfletcher@northport.gov  
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Jason Yarborough

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Jason Yarborough  
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17:14:30 -04'00'

Juliana B.

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B. Bellia  
Date: 2025.07.07 00:33:34  
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Christine  
McDade

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Christine McDade  
Date: 2025.07.02  
14:14:55 -04'00'

**Question or issue:** The health center is projected to be 1.2 million, is that all we need?

**Response:** The funds have already been budgeted for the buildout and the startup operational costs in this current Fiscal Year. The operational costs were estimated by our third-party administrator to be \$1.2 million annually.

**Financial Impact:** \$1.2 million annually out of the funds that are part of the annual line item for health insurance costs.



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Christine V. McDade, Human Resources Director, Human Resources

**SUBJECT:** Budget Memorandum No. 11: Health Insurance Cost Following Opening of Healthcare Center

**DATE:** July 1, 2025

Jerome  
Fletcher

Digitally signed by Jerome Fletcher  
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*Jason Yarborough*

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Date: 2025.07.07  
17:04:19 -04'00'

Christine  
McDade

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Christine McDade  
Date: 2025.07.02  
14:21:15 -04'00'

**Question or issue:** Will we know how much insurance will be after the health care center is up and running?

**Response:** We will not know the savings and a positive turnaround for 2 -3 years after the employee health center opens. An Employee Healthcare Center Utilization and Outcomes Report will be provided annually to Commission.

**Financial Impact:** TBD during annual budget process





## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Christine V. McDade, Human Resources Director, Human Resources

**SUBJECT:** Budget Memorandum No. 12: Maybe develop a model to share with employees since insurance cost will increase every year.

**DATE:** July 1, 2025

Jerome  
Fletcher

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DN: cn=A. Jerome Fletcher II, o=City of  
NorthPort, ou=Human Resources, email=jerome.fletcher@northport.fl.gov  
Reason: I am the author of this document  
Date: 2025.07.15 14:20:36-0400  
Post PDF Reader Version: 2025.1.0

Jason Yarborough

Digitally signed by Jason  
Yarborough  
Date: 2025.07.07 17:05:50  
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Juliana B. Bellia  
Date: 2025.07.07  
00:37:09 -04'00'

Christine  
McDade

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Christine McDade  
Date: 2025.07.02 14:24:14  
-04'00'

**Question or issue:** Maybe develop a model to share with employees since insurance cost will increase every year.

What is next year there is an increase of 20%? That is taxpayers dollars.

**Response:** Currently, employees who do not meet the incentives will pay a percentage of their coverage by way of a biweekly deduction to their paycheck. Please see chart below.

#### Medical Insurance – Aetna Select Plan

26 Payroll Deductions - Per Pay Period Cost

Tier of Coverage	Employee Cost 100% Completed Incentive & Non-Tobacco User	Employee Cost Completed Incentive or Non-Tobacco User	Employee Cost Without Completed Incentive and Tobacco User
Employee Only	\$0	\$27.17	\$57.92
Employee + Spouse	\$160.53	\$187.70	\$229.04
Employee + Children	\$132.02	\$159.19	\$198.65
Employee + Family	\$325.55	\$352.71	\$404.95

#### Medical Insurance – Aetna POS II Plan

26 Payroll Deductions - Per Pay Period Cost

Tier of Coverage	Employee Cost 100% Completed Incentive & Non-Tobacco User	Employee Cost Completed Incentive or Non-Tobacco User	Employee Cost Without Completed Incentive and Tobacco User
Employee Only	\$1.22	\$28.39	\$59.23
Employee + Spouse	\$163.06	\$190.23	\$231.74
Employee + Children	\$134.32	\$161.49	\$201.11
Employee + Family	\$329.43	\$356.60	\$409.09

#### Medical Insurance – Aetna POS II with HSA Plan

26 Payroll Deductions - Per Pay Period Cost

Tier of Coverage	Employee Cost 100% Completed Incentive & Non-Tobacco User	Employee Cost Completed Incentive or Non-Tobacco User	Employee Cost Without Completed Incentive and Tobacco User
Employee Only	\$0	\$26.37	\$56.21
Employee + Spouse	\$84.98	\$111.35	\$146.80
Employee + Children	\$69.89	\$96.25	\$130.71
Employee + Family	\$172.34	\$198.71	\$239.93



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager Jerome Fletcher

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager Digitally signed by Jason Yarborough  
Date: 2025.07.01 10:51:50 -04'00'

**THROUGH:** Juliana B. Bellia, Assistant City Manager Digitally signed by Juliana B. Bellia  
Date: 2025.06.30 14:32:15 -04'00'

**FROM:** Christine V. McDade, Human Resources Director, Human Resources

**SUBJECT:** Budget Memorandum No. 13: Employees Paying for Single Coverage

**DATE:** June 27, 2025

Digitally signed by  
Christine McDade  
Date: 2025.06.27  
15:47:24 -04'00'

**Question or issue:** How many employees are not in compliance (insurance)? How many employees are non-smokers and single?

**Response:** In FY 25, we have 88 employees who did not complete their physical and/or who are smokers and, therefore, pay for some of their premium for Single Coverage.

**Financial Impact:**

N/A





## MEMORANDUM

### Office of the City Manager

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Todd R. Garrison, Chief of Police

**SUBJECT:** Budget Memorandum No. 14 – Police Personnel

**DATE:** June 26, 2025

Jerome  
Fletcher

Juliana B.

Bellia

Todd R.

Garrison

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North Port, CN=Jerome Fletcher, E=jfletcher@  
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Reason: I am the author of this document

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Date: 2025.07.16 14:44:52-04'00'

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Yarborough

Date: 2025.07.01

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Digitally signed by Juliana

B. Bellia

Date: 2025.06.30

Digitally signed by Todd

R. Garrison

Date: 2025.06.26

17:04:57 -04'00'

#### Question or issue:

How many of those positions are open and how long would it take to fill them?

#### Response:

As of June 25, 2025, the department has a total of 5 open positions for Professional Staff. The typical hiring timeline for Professional Staff, from the posting date to the first day of work, is roughly 2 months. For sworn personnel, the timeline is approximately 3 months from posting to starting date. On average, the department aims to hire between 5 to 6 personnel simultaneously.

From January to July 2025, the department successfully hired 17 personnel, which includes both replacements and new roles.

In 2024, the department brought on board 36 personnel, inclusive of replacements and new positions.

Similarly, in 2023, 36 personnel were hired, which also includes replacements and new roles.

In 2022, there were 19 hires, counting both replacements and new positions.

Overall, from January 2022 to June, 2025, the department has onboarded 108 personnel. Of these, 60 were filled through attrition, while 48 were for newly created positions.



## MEMORANDUM

### Office of the City Manager

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Todd R. Garrison, Chief of Police

**SUBJECT:** Budget Memorandum No. 15 – Proposal 3144 Community Service Aides

**DATE:** June 26, 2025

**Jerome Fletcher**  
Digitally signed by Jerome Fletcher  
DN: OU=City Manager's Office, O=City of North Port, CN=Jerome Fletcher, E=jfletcher@northportfl.gov  
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Yarborough  
Date: 2025.07.16 15:50:32 -04'00'  
Juliana B. Bellia  
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Date: 2025.07.16 15:48:19 -04'00'  
Todd R. Garrison  
Digitally signed by Todd R. Garrison  
Date: 2025.06.26 17:05:32 -04'00'

#### Question or issue:

Is there a direct correlation between the number of hours that community service aides work and the off load of our sworn staff?

#### Response:

There is a direct correlation between the number of hours our Community Service Aides (CSAs) work and the amount of workload offloaded from our sworn officers.

CSAs are specifically tasked with handling non-criminal, non-emergency responsibilities—such as traffic crash reports, found property, abandoned vehicle investigations, and administrative duties—that would otherwise require a sworn officer to respond. The more hours CSAs are available, the more of these lower-priority calls and tasks they can absorb. This directly increases the capacity of our sworn personnel to focus on high-priority calls for service, proactive policing, and community engagement.

For every shift a CSA works, we are effectively reducing the number of non-enforcement calls that would tie up a sworn unit, which in turn improves response times for critical incidents and overall operational efficiency.

#### Financial Impact:

As the demand for service continues to grow with our population, maximizing the use of CSAs becomes an increasingly important part of sustaining public safety without immediately adding sworn positions.





**MEMORANDUM**  
**Office of the City Manager**

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Todd R. Garrison, Chief of Police

**SUBJECT:** Budget Memorandum No. 16 – Police Coverage in Respect to Density

**DATE:** June 26, 2025

**Jerome  
Fletcher**

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DN: OU=City Manager's Office, O=City of  
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Date: 2025.07.16 14:45:42-04'00'

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Yarborough  
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10:54:29 -04'00'

**Juliana B.  
Bellia**

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B. Bellia  
Date: 2025.06.30  
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**Todd R.  
Garrison**

Digitally signed by  
R. Garrison  
Date: 2025.06.26  
17:06:12 -04'00'

**Question or issue:**

How much credence is given to density?

**Response:**


For law enforcement services, we emphasize call volume for placement of police services. Simply relying on density itself does not provide an accurate picture of the number of officers needed for the area itself. We evaluate call volume, response times, and the availability of officers to engage in other responsibilities.





## MEMORANDUM


### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager  Digitally signed by Jerome Fletcher  
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First PDF Reader Version: 2023.1.0

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager  Digitally signed by Jason Yarborough  
Date: 2025.07.07 17:18:04 -0400

**THROUGH:** Juliana B. Bellia, Assistant City Manager  Digitally signed by Juliana B. Bellia  
Date: 2025.07.07 15:47:25 -0400

**FROM:** Heather Faust, MMC, City Clerk 

**SUBJECT:** Budget Memorandum No. 17

**DATE:** July 3, 2025

**Question or issue:** What would the deputy clerk intake on an annual basis (job description, salary)?

**Response:** Please see the attached job description for the Deputy City Clerk. The annual amount that the Deputy City Clerk would be receiving on April 1, 2026, that is in the budget (which could be changed by any number of factors) would be \$89,862.

**Financial Impact:** The current annual salary of the Assistant City Clerk is \$69,548.54. On April, 1, 2026, the Assistant City Clerk will be promoted to a Deputy City Clerk and will be compensated with an annual salary of \$89,862. This is an increase of \$20,313.46 which is included in the City Clerk's Department Fiscal Year 2026 budget.

Should you have any questions or desire any additional information, please do not hesitate to contact me.



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Eric Ryan, M.S., PMP, CISSP, CGCIO, Information Technology Manager

**SUBJECT:** Budget Memorandum No. Q18: IT Manager to Director Salary

**DATE:** June 25, 2025

Jerome  
Fletcher

Digitally signed by Jerome Fletcher  
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NorthPort, ou=Jerome Fletcher, e=  
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Date: 2025.07.16 14:48:15 CDT  
First PDF Reader Version: 2025.1.9

*Jason Yarborough*

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Yarborough  
Date: 2025.07.01 11:01:23  
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Juliana B.  
Bellia

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Juliana B. Bellia  
Date: 2025.06.27  
14:05:22 -04'00'

Eric Ryan

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ou=IT, ou=City of NorthPort, o=City of  
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Location:  
Date: 2025.06.25 15:18:21 CDT  
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#### Question or issue:

Requesting the IT manager to director salary considering it was miscalculated with the wrong retirement plan. Please update the proper number since the budget is showing a \$70,000 increase.

#### Response:

The salary of the IT manager (pay grade 708) to director (pay grade 711) will increase \$14,940.

#### Financial Impact:

Total impact to the budget will be an increase of \$53,760 which includes a salary increase of \$14,940, FICA of \$1,140, and contributions to Florida Retirement System (FRS) of \$37,680.





**MEMORANDUM**  
City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Sandy Pfundheller, CPRE, Parks & Recreation Director

**SUBJECT:** Budget Memorandum No. 19: Annexation Process – Ensuring Taxpayer Equity in Warm Mineral Springs Park Access

**DATE:** June 26, 2025

Jerome  
Fletcher

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c=US

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Yarborough  
Date: 2025.07.15 12:06:55  
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*JBB*

*Sandy Pfundheller*

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DN: cn=Sandy Pfundheller, o=City of North Port,  
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**Question or issue:** Annexation process: Taxpayers should get the biggest discount.

**Response:** In FY 25, residency parameters for Warm Mineral Springs Park were revised to limit resident rate eligibility exclusively to North Port residents, removing Sarasota County residents from the previous broader definition. In response to community feedback from park patrons, staff are now proposing the creation of a new Sarasota County rate category that would make the park more accessible to nearby households, encourage local tourism, and maintain North Port resident status as the most heavily discounted group.


This proposed rate structure will be presented to City Commission for consideration at the July 8, 2025, City Commission Regular Meeting as part of the annual Citywide Fee Ordinance agenda item. Also under consideration is a phased adjustment to the multi-visit admission pass fees to address current disparities in discount levels and improve cost recovery. Pending Commission approval, the new rate structure can be incorporated into the second reading of the annual Citywide Fee Ordinance being presented during the September 9, 2025, City Commission Regular Meeting with an effective date of October 1, 2025.


**Financial Impact:** Although there is currently no mechanism to track non-resident visitors within Sarasota County specifically, the proposed adjustments are projected to generate an additional \$514,237 in revenue over the course of the next three years. These funds will be reinvested into infrastructure upgrades and long-term capital improvements within the Warm Mineral Springs Fund 125.





**MEMORANDUM**  
City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager  Digitally signed by Jerome Fletcher  
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**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager  Digitally signed by Jason Yarborough  
Date: 2025.07.01  
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**THROUGH:** Juliana B. Bellia, Assistant City Manager 

**FROM:** Sandy Pfundheller, CPRE, Parks & Recreation Director  Digitally signed by Sandy Pfundheller  
DN: cn=Sandy Pfundheller, ou=Parks & Recreation, cn=CPRE, email=s.pfundheller@northport.gov, Reason: I am the author of this document

**SUBJECT:** Budget Memorandum No. 20: Taxpayer Cost Concerns – Maximizing Revenue Potential at the Aquatic Center While Enhancing Community Value

**DATE:** June 26, 2025

**Question or issue:** Money issue for taxpayers: Maybe mitigate cost (Aquatic Center), what can we utilize this facility for to gain more revenue?

**Response:** To help mitigate ongoing operational costs, the Parks & Recreation Department has recently implemented several seasonal schedule adjustments to enhance operational efficiency, maximize pool usage, and create opportunities for additional revenue generation. Initiatives include flexible weather-based hours and designated flex days to offset weather related closures along with revised weekend hours to support evening access and rental opportunities.

In addition, and subsequent to City Commission discussion related to the Willdan User Fee Study presented in March of 2025, a range of fee adjustments for programs, rentals, and daily admissions are also planned to improve cost recovery. These changes are included in the annual Citywide Fee Ordinance being presented for first reading during the July 8, 2025, City Commission Regular Meeting. Pending approval, second reading is scheduled for September 9, 2025, and fees will become effective October 1, 2025.

**Financial Impact:** While the exact revenue from weather-responsive scheduling is difficult to quantify, the improved operational flexibility, expanded public access, and increased after-hours rental availability will enhance the Aquatic Center's role as a regional attraction, drawing both residents and visitors. Furthermore, updated FY26 projections include an increase of \$89,000 in revenue as a result of the fee adjustments which will help offset operational costs and decrease general fund subsidies.





## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Irina Kukharensko, CPA, Interim Finance Director, Finance Department

**SUBJECT:** Budget Memorandum No. 21: Florida Retirement System (FRS)

**DATE:** June 26, 2025

Jerome Fletcher

Juliana B. Bellia

Irina Kukharensko

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DN: OU=City Manager's Office, O=City of North Port, CN=Jerome Fletcher, E=fletcher@northportfl.gov  
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Date: 2025.07.16 14:54:44-0400  
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Date: 2025.07.01 11:06:15 -04'00'

Digitally signed by Juliana B. Bellia  
Date: 2025.06.27 14:03:00 -04'00'

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Date: 2025.06.27 12:57:07 -04'00'

**Question or issue:** FRS: What percent actually goes into the employee specific retirement fund and how much goes into the overall program?

**Response:** FRS contribution rates are set based on the State Fiscal Year (July 1 – June 30). The FRS Employer Contribution rates are the same whether employee elects FRS Pension Plan or the FRS Investment plan. However, there is a difference in how that contribution is deposited, depending on whether the employee is in the FRS Pension Plan or the FRS Investment Plan:

- FRS Pension Plan – This is a defined benefit plan. Both employee and employer contributions are pooled into the FRS Trust Fund. There are no individual investment accounts for Pension Plan members. Instead, these pooled contributions are used to pay retirement benefits based on a formula that considers years of service, final average compensation, and a benefit multiplier.
- FRS Investment Plan – This is a defined contribution plan. Both employee contributions and a portion of employer contributions are deposited into an individual investment account for the member. The remaining portion of the employer contributions is used to fund FRS system-wide obligations, such as the unfunded actuarial liability of the legacy Pension Plan, the Health Insurance Subsidy program, plan administration, and educational costs.

Below is how contributions are allocated for both the Regular Class and the Senior Management Service Class (SMSC) under the FRS Investment Plan, using rates effective July 1, 2024:

#### Regular Class:

- The employee contribution rate is 3%, which is all deposited into the employee's individual Investment Plan account.
- The employer contribution rate is 13.63%, with 8.3% going into the employee's individual Investment Plan account and the remaining 5.33% covering other FRS system-wide obligations.

#### Senior Management Service Class (SMSC):

- The employee contribution rate is 3%, which is all deposited into the employee's individual Investment Plan account.





## MEMORANDUM

### City Manager's Office

- The employer contribution rate is 34.52%, with 9.67% going into the employee's individual Investment Plan account and the remaining 24.85% covering other FRS system-wide obligations.

**Financial Impact:** Not applicable



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Alaina Ray, AICP, Development Services Director

**SUBJECT:** Budget Memorandum No. Q22: Projected Population

**DATE:** June 24, 2025

Jerome  
Fletcher

Digitally signed by Jerome Fletcher  
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North Port, cn=Jerome Fletcher, E=  
fletcher@northport.gov  
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Juliana B.  
Bellia

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Alaina Ray, AICP

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AICP  
Date: 2025.06.24 15:33:20 -04'00'

**Question or issue:** What's our current resident count? What are we thinking from a growth perspective? Thinking of our strategic planning report we got earlier this year, we had certain growth assumptions, what are we thinking over the next 5 years?

**Response:** Official 2025 population projections for Florida's cities and counties will be released by the Bureau of Economic and Business Research (BEBR) on August 31, 2025. A conservative growth rate of 4% over the 2024 population count would place North Port's current population at approximately 93,615. Based on this same 4% growth rate, the population by 2030 would be approximately 113,897.

**Financial Impact:** N/A



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Scott Titus, Fire Chief, Fire Rescue **Scott Titus**

**SUBJECT:** Budget Memorandum No. 23: Ambulance Renewal and Replacement Fund Balance

**DATE:** June 25, 2025

Jerome  
Fletcher

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Port, ou=Jerome Fletcher, e=jfletcher@  
northportfl.gov  
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*Jason Yarborough*

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Date: 2025.06.27 14:44:23 -04'00'

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Date: 2025.06.26 13:57:12  
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**Question or issue:** How much do we have in savings for the ambulances in the Fire Department?

**Response:** Currently, the balance in the General Fund Renewal and Replacement Fund designated for vehicles, to include ambulances (and equipment), and the General Fund portion of staff vehicles (and equipment), is \$1,068,557. As a relevant reference, the most recently purchased Ambulance with equipment was \$575,974.00.

**Financial Impact:** Without dedicated funding, the Fire Department would be unable to replace their aging fleet of ambulances and staff vehicles, and would begin to experience increased maintenance costs, reduced reliability, adverse patient outcomes, and service interruptions. Refusal to plan for emergency response vehicle replacements in a responsible, forward-looking manner, would negatively impact emergency response times and patient outcomes. This would also place continually increasing risk on both public and responder safety.

Additionally, failing to contribute incremental amounts each year toward these replacements significantly increases the financial burden when a full replacement is ultimately required. Strategic annual contributions help build the necessary reserves over time, minimizing the impact to any single budget cycle and allowing for more predictable and responsible financial planning.





## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Alaina Ray, AICP, Development Services Director

**SUBJECT:** Budget Memorandum No. Q24: Conservation Land

**DATE:** June 24, 2025

Jerome  
Fletcher

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North Port, CN=Jerome Fletcher, E=  
jfletcher@northportfl.gov  
Reason: I am the author of this document  
Location:  
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Yarborough  
Date: 2025.07.01 11:11:22  
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Juliana B. Bellia

Digitally signed by Juliana B. Bellia  
Date: 2025.06.24 17:20:53 -0400

Alaina Ray, AICP

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AICP  
Date: 2025.06.24 15:35:06 -04'00'

**Question or issue:** How much of the 34% is conservation land?

**Response:** Approximately 34% of all land within North Port's city limits is designated as Conservation, Open Space, and Parks. Most of this land is designated as Conservation, with about 25.85% of all land within North Port's city limits designated Conservation.

**Financial Impact:** N/A



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Eric Ryan, M.S., PMP, CISSP, CGCIO, Information Technology Manager

**SUBJECT:** Budget Memorandum No. Q25: Virtual Infrastructure Project

**DATE:** June 25, 2025

Jerome  
Fletcher

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Juliana B.  
Bellia

Eric Ryan

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Port, ou=City Manager's Office, email=jfletcher@northportfl.gov  
Reason: I am the author of this document  
Date: 2025.07.01 11:00:33-0400  
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Date: 2025.06.27 14:47:35  
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DN: cn=Information Technology Manager, o=City of North Port, ou=City Manager's Office, email=eryan@northportfl.gov  
Reason: I have reviewed this document  
Date: 2025.06.25 15:53:38-04'00'  
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#### Question or issue:

Requesting details on the Virtual Infrastructure Replacement project.

#### Response:

Our virtual infrastructure replacement project follows a five-year lifecycle and encompasses the complete server and storage systems at both City Hall and our disaster recovery (DR) site. This environment forms the backbone of all in-house data storage and applications essential to City operations.

Having this infrastructure deployed at both City Hall and the DR site is critical for operational resilience. In the event of a hardware failure, software issue, or power-related outage at City Hall, the City must be able to fail over to the disaster recovery site to maintain continuity of services. This dual-location setup ensures that core systems remain available, and the City stays operational during unexpected disruptions.

This infrastructure supports a range of critical systems, including the city-wide phone system, door access controls, procurement systems, real-time data replication for disaster recovery, public-facing applications such as Accela, public safety needs for Fire Rescue, security monitoring, and software deployments.

Maintaining this infrastructure under active support is essential for ensuring vendor assistance, timely security updates, and the overall stability and security of the City's technology environment. As part of our strategic IT lifecycle management, we plan and execute replacements proactively to avoid unplanned downtime and performance degradation.



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## MEMORANDUM

### City Manager's Office

Where possible, IT evaluates whether components can be extended beyond their standard lifecycle and incorporates that flexibility into our planning. However, due to the pace of technological change and vendor support cycles, some details cannot be fully determined until closer to implementation.

#### **Financial Impact:**

Total impact to the budget is \$333,330 to Repair and Replace fund 321. If this proposal is not funded in the current fiscal year, IT will request \$500,000 in the next two fiscal years to meet the total estimated project cost of \$1,000,000.





## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Irina Kukharensko, CPA, Interim Finance Director, Finance Department

**SUBJECT:** Budget Memorandum No. 26: COLA explanation

**DATE:** June 26, 2025

Jerome Fletcher

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Date: 2025.07.01 11:13:02 -04'00'

Juliana B. Bellia

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Date: 2025.06.27 14:50:40 -04'00'

Irina Kukharensko

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Date: 2025.06.27 12:59:10 -04

**Question or issue:** COLA – detailed explanation

**Response:** The following outlines the Cost-of-Living Adjustment (COLA) and additional compensation increases for each employee group, effective October 1, 2025, as outlined in current Collective Bargaining Agreements (CBAs) and prior commission-approved actions:

#### Police Benevolent Association (PBA)

- COLA: 2.5% increase to base wages.
- Professional Development Plan (PDP): 3% for Level I, 4% for Level II, or 6% for Level III. For budgeting purposes, an average of 5% was assumed.

#### International Association of Fire Fighters (IAFF)

- Professional Development Plan (PDP): Employees advancing per PDP criteria will move to the next classification level with corresponding wage adjustments as outlined in the CBA Appendix B.

#### American Federation of State, County and Municipal Employees (AFSCME)

- COLA: 2.5% increase.
- Market Adjustment: 2.5% increase.
- Merit: 2% increase upon attaining a proficient or higher rating on the evaluation date.

#### Non-Union & Exempt Employees

- COLA: up to 1.5% increase based on Tampa-St. Petersburg-Clearwater CPI-W January-to-January change.
- Minimum Wage Adjustment: 1% increase.
- Merit: Between 3% and 4%, based on performance on the evaluation date. For budgeting purposes, an average of 3.5% was assumed.



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Chuck Speake, Public Works Director, Public Works

**SUBJECT:** Budget Memorandum No. 27: High Water Vehicles

**DATE:** June 25, 2025

Jerome  
Fletcher

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Bellia  
Date: 2025.06.27 14:07:57  
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Chuck Speake

Digitally signed by Jerome Fletcher  
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CN=Jerome Fletcher, E=jfletcher@northportfl.gov  
Reason: I am the author of this document  
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Date: 2025.07.16 15:17:24 -04'00'  
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Yarborough  
Date: 2025.07.01 11:14:33 -04'00'

Digitally signed by Chuck Speake  
Date: 2025.06.26 09:40:48 -04'00'

#### Question or Issue:

How many high-water vehicles does the City currently have, and how are they utilized across departments?

#### Response:

The City currently has access to four (4) high water vehicles, though only two (2) are City-owned.

Two (2) of the vehicles are on loan from the State Forestry Division. These are 1978 military surplus vehicles, which pose maintenance challenges due to their age and the limited availability of parts. They are primarily utilized by the Fire Department during emergency situations for rescue and recovery operations and are serviced by Fleet Management as needed.

Public Works, Road and Drainage Division has one (1) high-water truck. This is a FY2024 surplus vehicle that was repurposed and retro fitted to be a high-water vehicle rather than auctioned. This vehicle is used by Public Works staff to navigate flooded or off-road areas when necessary to address drainage issues and during emergency situations for rescue and recovery.

Additionally, the Police Department has a Lenco BearCat, which can function as a high-water vehicle during emergency situations. However, it is primarily deployed as a SWAT asset.

#### Financial Impact:

The financial impact of the high-water vehicles is their individual repair and maintenance costs to the assigned Department.





## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager **Jerome Fletcher**  
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email=jfletcher@northport.gov  
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**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager **Jason Yarborough**  
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Yarborough  
Date: 2025.07.01 11:15:41 -04'00'

**THROUGH:** Juliana B. Bellia, Assistant City Manager **Juliana B. Bellia**  
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Date: 2025.06.27 14:09:57 -04'00'

**FROM:** Scott Titus, Fire Chief, Fire Rescue **Scott Titus**  
Digitally signed by Scott Titus  
Date: 2025.06.26 13:56:26  
-04'00'

**SUBJECT:** Budget Memorandum No. 28: Fire Rescue District Fund Balance

**DATE:** June 25, 2025

**Question or issue:** Million in Fire reserves, why not reduce that so we can reduce the 10% increase for Fire rates?

**Response:** This question was asked at the "Not to Exceed" rate hearing and it was explained that we were not setting the rate, we were asking for a maximum rate increase of 10% to be allowed until we receive updated numbers from the Property Appraisers office. Prior to setting the rates for next year, we will have updated revenue numbers and finalized our budget for next year. We also stressed the importance of adherence to our long term planning model. Last year, our forecasted prediction was that we would need an 8% rate increase this year and we are hopeful to end up there so long as there are no drastic changes.

The reserve balance above the 20% required in the Fire Rescue District fund balance is strategically managed to help offset the significant operating costs associated with bringing new fire stations and personnel online in future years. This proactive approach is essential to smooth increases over time and avoid sharp spikes in assessment rates.

If we reduce the sufficiency plan recommended reserve fund balance to achieve a lower recommended rate increase, increase, we risk not having sufficient funds for personnel and operating expenses when those stations open. Reducing a singular year burden to make increases more "palatable" only looks good for the current year and does not consider the impact on fiscal sufficiency. It is a less efficient use of money over time and increases future revenue needs to "catch-up". By following the plan, we are steadily building the fund balance now, to ensure a stable and manageable financial path forward. Responsible and demonstrated financial planning protects service levels and residents from larger, sudden rate increases in the future; this planning and execution model also allows us to be more responsive to economic changes beyond our control.

**Financial Impact:** Utilization of fund balance reserves in opposition to the budget recommendations developed in our financial sufficiency model leads to inefficiencies and reduces the likelihood of successfully managing economic and financial influences beyond our control. This action would result in negative public safety consequences and reduce efficiency and effectiveness of our fire and emergency medical service responses and outcomes.





## MEMORANDUM

### Office of the City Manager

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Todd R. Garrison, Chief of Police

**SUBJECT:** Question from Outside of Workshops Budget Memorandum No. 29 – Value of Having Speed Cameras

**DATE:** June 26, 2025

Jerome  
Fletcher

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DN: OU=City Manager's Office, O=City of  
North Port, CN=Jerome Fletcher, E=fletcher@  
northportfl.gov  
Reason: I am the author of this document  
Location: Digitally signed by Jason  
Yarborough  
Date: 2025.07.16 10:22:05 -0400  
For: B. Bellia  
Date: 2025.07.01  
11:16:54 -04'00'

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B. Bellia  
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R. Garrison  
Date: 2025.06.26  
17:07:05 -04'00'

#### Question or issue:

Speed cameras: the value of having the speed cameras, specifically if there is a requirement by the school district or other regulations.

#### Response:

Thank you for your question regarding the value of speed cameras, particularly in relation to school zones and any requirements that may exist.

Speed cameras are a proven tool to enhance public safety—especially in designated school zones where the protection of children is paramount. Their presence serves as both a deterrent and an enforcement mechanism, encouraging drivers to reduce speed in areas where vulnerable populations are present.

In Florida, the use of speed detection systems in school zones is authorized under state law. Specifically, Florida Statute 316.0776 allows local governments to use automated speed enforcement in school zones under certain conditions, including proper signage, hours of operation, and verification by a law enforcement officer before a citation is issued. While there is no *requirement* from the school district to install these systems, many districts and municipalities choose to implement them in coordination to improve safety.

In North Port, we view these cameras as part of a broader strategy to reduce traffic-related injuries and fatalities. They not only enforce compliance but also promote long-term behavioral change among drivers. When combined with visible signage, community awareness, and targeted enforcement, they create a safer environment for students, parents, and school staff.

If you have further questions about how or where these systems are deployed, we're happy to provide additional information.



## MEMORANDUM

### Office of the City Manager

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Todd R. Garrison, Chief of Police

**SUBJECT:** Question from Outside of Workshops Budget Memorandum No. 30 – Drones

**DATE:** June 26, 2025

**Jerome Fletcher**  
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DN: OU=City Manager's Office, O=City of North Port, CN=Jerome Fletcher, E=jfletcher@northportfl.gov  
Reason: I am the author of this document  
Location: North Port, FL  
Date: 2025.07.01 11:19:05 -04'00'

**Juliana B. Bellia**  
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Date: 2025.06.27 18:25:46 -04'00'

**Todd R. Garrison**  
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Date: 2025.06.26 17:07:38 -04'00'

#### Question or issue:

Drones: explanation of the uses (all departments, not just PD)

#### Response:

The North Port Police Department utilizes drones as a valuable tool to enhance public safety, improve operational efficiency, and support officer safety in the field.

Our drones are primarily used for:

- Search and Rescue: Quickly covering large or difficult-to-access areas to locate missing persons, including endangered adults, children, or individuals with special needs.
- Traffic Crash Reconstruction: Capturing aerial imagery and data to assist with major crash scene documentation and analysis.
- Crime Scene Documentation: Providing overhead perspectives and detailed imagery of crime scenes for investigative and evidentiary purposes.
- Tactical Operations: Supporting SWAT or other high-risk operations with real-time aerial surveillance, helping to identify threats and improve officer safety.
- Disaster Response: Assessing storm damage, flooding, or hazardous conditions in areas that may be unsafe or inaccessible for ground units.

All drone operations conducted by the Police Department comply with FAA regulations, state law, and department policy, including privacy and data retention standards. Our program is operated by certified law enforcement personnel and is used exclusively to support public safety functions.



## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Chuck Speake, Director, Department of Public Works

**SUBJECT:** Budget Memorandum No. 30: Explanation of Drone Use, Department of Public Works

**DATE:** June 25, 2025

Jerome  
Fletcher

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DN: OU=City Manager's Office, O=City of North Port,  
CN=Jerome Fletcher, E=jfletcher@northportfl.gov  
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Date: 2025.06.27 16:26:15  
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Chuck Speake

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Date: 2025.06.26 09:44:24  
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**Question or issue:** Explanation of drone use by the Department of Public Works.

**Response:** The Department of Public Works, Road and Drainage Division has one Field Supervisor who is a licensed drone operator and one drone. This drone is used regularly to perform inspections of waterways and water control structures to verify issues reported by residents and to identify issues during investigations of drainage issues in inaccessible areas. These types of inspections, prior to purchasing the drone, would require the launching of an airboat crew, which would impact the normal nuisance vegetation spraying cycles by pulling them off their normal duties. The addition of the drone greatly reduces the investigation time of these types of issues and provides for detailed photos and video of the drainage issues to assist the Road and Drainage Division in preparing a plan to address the problem. The drone is also an important part of our emergency response following severe storms and hurricanes providing a fast, efficient means of inspecting flooded areas, as well as the stormwater system for any major blockages or damage to the supporting infrastructure without risking staff or vehicles.

**Financial Impact:** The Road and Drainage District pays the Field Supervisor who operates the drone \$150 monthly in certification pay for acquiring and maintaining the drone license from the United States of America, Department of Transportation, Federal Aviation Administration.





## MEMORANDUM

### City Manager's Office

**TO:** The Honorable Mayor and City Commission

**THROUGH:** A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

**THROUGH:** Jason Yarborough, ICMA-CM, Deputy City Manager

**THROUGH:** Juliana B. Bellia, Assistant City Manager

**FROM:** Eric Ryan, M.S., PMP, CISSP, CGCIO, Information Technology Manager

**SUBJECT:** Budget Memorandum No. Q31: Question regarding proceeds from the sale of old IT equipment.

**DATE:** July 10, 2025

Jerome  
Fletcher

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DN: OU=City Manager's Office, O=City of North Port,  
CN=Jerome Fletcher, E=jfletcher@northport.gov  
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Date: 2025.07.11 10:46:26-0400  
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Yarborough  
Date: 2025.07.15 14:22:15 -0400

Juliana B. Bellia

Digitally signed by Juliana B. Bellia  
Date: 2025.07.10 13:25:03 -0400

Eric Ryan

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Date: 2025.07.10 10:05:13 -0400

#### Question or issue:

Requesting details on proceeds from the sale of old IT equipment.

#### Response:

Below is a listing of auction proceeds from the past 5 years. IT equipment was a portion of two of those auctions with proceeds totaling \$9,230.

Date	Amount	IT Equipment (Y/N)	IT Auction Proceeds
6/5/2025	\$ 422,330.00	N	
4/15/2025	\$ 441,310.00	N	
1/28/2025	\$ 398,250.00	N	
10/4/2024	\$ 5,500.00	N	
7/23/2024	\$ 243,115.00	Y	\$ 1,145.00
5/14/2024	\$ 200,100.00	Y	\$ 8,085.00
1/12/2024	\$ 1,000.00	N	
9/28/2023	\$ 668,570.00	N	
3/31/2023	\$ 313,188.50	N	
7/15/2022	\$ 400,700.00	N	
9/1/2021	\$ 500.00	N	
6/29/2021	\$ 4,525.00	N	
5/5/2021	\$ 395,700.00	N	
1/14/2021	\$ 76,100.00	N	



## MEMORANDUM

### City Manager's Office

11/20/2020	\$ 36,990.00	N	
9/21/2020	\$ 39,900.00	N	
7/3/2020	\$ 21,050.00	N	

#### Financial Impact:

Total impact to the budget was \$9,230. This amount will have little impact on the funding toward the virtual infrastructure project.



Outlook

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Re: Budget Questions

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From Jerome Fletcher <jfletcher@northportfl.gov>

Date Sun 6/15/2025 9:31 PM

To Demetrius Petrow <dpetrow@northportfl.gov>

Cc Jason Yarborough <jyarborough@northportfl.gov>; Julie Bellia <jbellia@northportfl.gov>; Irina Kukhareenko <ikukhareenko@northportfl.gov>; Lisa Herrmann <lherrmann@northportfl.gov>; Christine McDade <cmcdade@northportfl.gov>; Heather Faust <hfaust@northportfl.gov>; Tricia Wisner <twisner@northportfl.gov>; Todd Garrison <tgarrison@northportpdf.gov>; Christopher Morales <cmorales@northportpdf.gov>; Kaitlyn Griffin <kgriffin@northportfl.gov>; Lori Hollingshead <lhollingshead@northportfl.gov>

2 attachments (782 KB)

Re: Budget questions ; CTRF Memo May 2024.pdf;

Good Evening Commissioner Petrow, pursuant to your request, and thanks to my team for pulling this information together today, the following information below (and two attachments) provide responses to your inquiries regarding the City Manager's Fiscal Year 2026 Budget:

1. **Question:** On the page 6 of the big folder  
Budget proposal # 2930  
FY2026 cost is \$929,000 for two positions  
Why is that number this high for two equipment operators?

**Response:** The \$929,000 includes two garbage trucks: a \$350,000 rear loader for commercial use and a \$440,000 side loader for residential use. The total annual salary and benefits for each Solid Waste Equipment Operator I position are about \$67,480. Therefore, the majority of the cost is for equipment not salaries. Additional information about Proposal 2930 can be found on page 182 of the large binder. Please note the all Solid Waste costs are funded by Solid Waste District non ad-valorem assessments and not the General Fund.

2. **Question:** Page 85 of the detailed folder  
Construction traffic rd fees is increased by 15%  
Why is it? To slow down the development or get more money and how do we come up with this number and who pays for that? Who will be affected?

**Response:** The 15% increase in the current Construction Traffic Road Fee is intended to better align with recovering the City's cost to rehabilitate roadways damaged by heavy construction vehicles used in commercial and residential construction. The fee is designed to help the city handle growth, not to slow it down. The fee increases are based on the Construction Traffic Road Fee Assessment Methodology Study completed by Stantec in 2022. These costs are paid by the developers similar to impact fees.

3. **Question:** Road and Drainage district: street light maintenance \$50,000. Don't think we had it this high (325% hike)



Compared to these agencies, North Port ranks 3rd to 4th in starting salary, competing especially with larger Departments that draw from the same hiring pool.

While some smaller agencies have raised pay or adjusted pensions to stay competitive, the City of North Port has also completed a regional compensation study to ensure fair and consistent wages across Departments. Our Officers benefit not only from base salary but also overtime and incentive pay, common in 24/7 public safety roles.

The City remains committed to supporting and compensating officers fairly, recognizing both the complexity of the role and the vital service they provide.

7. **Question:** Do you have any say into city attorney/city clerk budget as a CM?

**Response:** The City Manager's Department and Finance Department reviews the City Attorney's Office and City Clerk's budgets to ensure their budgets are calculated properly and balanced. In addition, the City Manager's Department makes sure there is proper coordination with the Human Resources Department and Finance Department for any requests for full-time employees and reclassifications of existing personnel.

8. **Question:** Planning and zoning salaries hike for about 24%. What is the explanation on that? (page 18 of the small book

**Response:** Planning and Zoning salaries in Fiscal Year 2025 were reduced by \$142,080 as a result of transferring budget for Request for Proposal (RFP) planning services due to a staff shortage, with only one Planner out of five positions filled, and the need to maintain compliance with statutory review deadlines. Once that amount is added back, the increase in salaries in FY26 compared to FY25 averages 8.8%. The distribution for the Assistant Development Services Director in Fiscal Year 2025 is split 50/50 in Building and Economic Development. In Fiscal Year 2026, the distribution is changing to 50/50 Planning and Zoning and Code Enforcement. Also, a Planner I position that is 75/25 in Building and Planning & Zoning in Fiscal Year 2025 will be 100% Planning & Zoning in Fiscal Year 2026.

9. **Question:** Nothing personal but the salary increase for CM (executive all three positions is almost 10%) does not give me % per position...  
Anyway we can see the % per position?  
In addition I think there is a mistake in the book:

From the salary report 4/17/2025

These are number

CM \$247,778.91

DCM \$209,708.93

ACM \$196,560.83

Totaling to \$654,048.67

BUT

The budget books says \$626,020 for 2025

Why is there a discrepancy?

It means a lot as to see if the hike was 5% or 10% or somewhere in between...

**Response:** Below are the salary numbers per our payroll records and Fiscal Year 2026 budget calculations:

The difference between a salary report on 4/17/25 and the Fiscal Year 2025 budget is due mainly to the 15% increase for the City Manager as directed by the City Commission effective