

23718 W US HWY 27
High Springs, Florida 32643



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**CITY COMMISSION MEETING
AGENDA
CITY HALL
23718 W US HWY 27
HIGH SPRINGS, FL 32643**

SEPTEMBER 21, 2026

6:30 PM

**MAYOR ANDREW MILLER
VICE MAYOR WAYNE BLOODSWORTH, JR.
COMMISSIONER TRISTAN GRUNDER
COMMISSIONER CHAD HOWELL
COMMISSIONER KATHERINE WEITZ**

CALL TO ORDER AND ROLL CALL

INVOCATION AND PLEDGE OF ALLEGIANCE

APPROVAL OF AGENDA:

APPROVAL OF CONSENT AGENDA:

SPECIAL PRESENTATIONS

BUDGET

- 1. DISCUSS, CONSIDER AND ACT ON RESOLUTION 2026-AA, A RESOLUTION OF THE CITY OF HIGH SPRINGS, FLORIDA; DETERMINING THE AMOUNT OF AND FIXING THE FINAL RATE OF AD VALOREM TAXATION FOR FISCAL YEAR 2026/2027; AND PROVIDING FOR CONFLICTS, SEVERABILITY AND AN EFFECTIVE DATE.**
- 2. DISCUSS, CONSIDER AND ACT ON ORDINANCE 2026-07, AN ORDINANCE ADOPTING THE 2026/2027 FISCAL YEAR BUDGET OF THE CITY OF HIGH SPRINGS, FLORIDA; PROVIDING AN EFFECTIVE DATE.**

UNFINISHED BUSINESS

CITIZEN REQUESTS AND COMMENTS – FOR ISSUES NOT ON AGENDA (PLEASE STATE NAME FOR THE RECORD – LIMIT COMMENTS TO 5 MINUTES)

COMMISSIONER RESPONSE

NEW BUSINESS

- 1. DISCUSS, CONSIDER AND ACT ON RESOLUTION 2026-CC, A RESOLUTION SETTING THE MONTHLY SALARY FOR THE OFFICE OF CITY COMMISSIONER AND MAYOR; PROVIDING AN EFFECTIVE DATE.**
- 2. DISCUSS, CONSIDER AND ACT ON RESOLUTION 2026-DD, RENEWING THE SUNRISE CONSULTING GROUP SERVICES AND PERFORMANCE AGREEMENT.**
- 3. DISCUSS, CONSIDER AND ACT ON THE PBA AGREEMENT/CONTRACT BETWEEN THE FLORIDA POLICE BENEVOLENT ASSOCIATION AND THE CITY OF HIGH SPRINGS.**

CITY ATTORNEY REPORT/UPDATE

CITY MANAGER REPORT/UPDATE

COMMISSION COMMENTS AND CONCERNS

MOTION TO ADJOURN.

IF A PERSON DECIDES TO APPEAL ANY DECISION MADE BY THE CITY COMMISSION WITH RESPECT TO ANY MATTER CONSIDERED DURING THIS MEETING, HE OR SHE WILL NEED TO ENSURE THAT A VERBATIM RECORD OF THE PROCEEDINGS IS MADE, WHICH RECORD INCLUDES THE TESTIMONY AND EVIDENCE UPON WHICH THE APPEAL IS TO BE BASED. THE PUBLIC HEARING(S) MAY BE CONTINUED TO ONE OR MORE FUTURE DATES. ANY INTERESTED PARTY SHALL BE ADVISED THAT THE DATE, TIME, AND PLACE OF ANY CONTINUATION OF THE PUBLIC HEARING SHALL BE ANNOUNCED DURING THE PUBLIC HEARING AND THAT NO FURTHER NOTICE CONCERNING THE MATTER WILL BE PUBLISHED. IN ACCORDANCE WITH THE AMERICAN WITH DISABILITIES ACT, ANY PERSON WITH DISABILITIES NEEDING ANY SPECIAL ACCOMMODATION TO PARTICIPATE IN CITY MEETINGS SHOULD CONTACT THE OFFICE OF THE CITY CLERK AT 386.454.1416, EXT. 6 AT LEAST 48 HOURS PRIOR TO THE MEETINGS. IF YOU ARE HEARING OR SPEECH IMPAIRED, PLEASE CONTACT THE FLORIDA RELAY SERVICE AT 1.800.855.8770 (VOICE) OR 1.800.955.8771 (TTY).



BUDGET



Commission Agenda Item Request Form

MEETING DATE: SEPTEMBER 21, 2026

SUBJECT: FINAL FY27 MILLAGE RATE

AGENDA SECTION: BUDGET

DEPARTMENT: FINANCE

PREPARED BY:

RECOMMENDED ACTION: APPROVE RESOLUTION

Summary

On July 23, 2026, the City Commission adopted Resolution 2026-S approving the proposed millage rate and establishing the maximum millage rate allowed for FY27. On September 10, 2026, the city Commission adopted Resolution 2026-Z adopting the tentative millage rate of 7.24 mills. This is the second and final hearing to adopt the final millage rate of 7.24 for FY27 .

ATTACHMENT:

Final Millage Rate Resolution 2026-AA

REVIEWED BY CITY MANAGER:

RESOLUTION 2026-AA

A RESOLUTION OF THE CITY OF HIGH SPRINGS, FLORIDA; DETERMINING THE AMOUNT OF AND FIXING THE FINAL RATE OF AD VALOREM TAXATION FOR FISCAL YEAR 2026/2027; AND PROVIDING FOR CONFLICTS, SEVERABILITY AND AN EFFECTIVE DATE.

BE IT RESOLVED BY THE CITY COMMISSION OF THE CITY OF HIGH SPRINGS, FLORIDA AS FOLLOWS:

SECTION ONE. That the final millage for Fiscal Year 2026/2027 is fixed at 7.24 mills which is a 8.94% increase from the current rolled-back rate of 6.6458 mills.

SECTION TWO. MILLAGE RATE. That there shall be levied and collected by the City of High Springs, Florida for the Fiscal Year 2026/2027 upon all **NON-EXEMPT TAXABLE PROPERTY** within the corporate limits of said City, a final tax rate of 7.24 mills on each dollar of non-exempt appraised value for the purpose of realizing a sum sufficient to fund the budget and meet and defray the necessary operating expenses of said City for the ensuing Fiscal Year.

SECTION THREE. CONFLICTS. All Resolutions or parts of Resolutions in conflict with any of the provisions of this Resolution are hereby repealed.

SECTION FOUR. SEVERABILITY. If any section or portion of a section of this Resolution proves to be invalid, unlawful, or unconstitutional, it shall not be held to invalidate or impair the validity, force or effect of any other section or part of this Resolution.

SECTION FIVE. EFFECTIVE DATE. This Resolution shall become effective immediately upon passage and adoption on this 21st day of September 2026.

CITY OF HIGH SPRINGS, FLORIDA

ATTEST:

Andrew Miller, Mayor

Angela Stone
City Clerk



Commission Agenda Item Request Form

MEETING DATE: SEPTEMBER 21, 2026

SUBJECT: DISCUSS, CONSIDER AND ACT ON ORDINANCE 2026-07, AN ORDINANCE ADOPTING THE 2026/2027 FISCAL YEAR BUDGET OF THE CITY OF HIGH SPRINGS, FLORIDA; PROVIDING AN EFFECTIVE DATE.

AGENDA SECTION: BUDGET

DEPARTMENT: FINANCE

PREPARED BY:

RECOMMENDED ACTION: APPROVE ORDINANCE 2026-07

Summary

The City Commission approved Ordinance 2026-07 on first reading on September 10, 2026. This item is the second reading of Ordinance 2026-07 for final approval of the FY27 Budget.

ATTACHMENT: PROPOSED FY27 BUDGET, ORDINANCE 2026-07

REVIEWED BY CITY MANAGER:

ORDINANCE 2026 - 07

**AN ORDINANCE OF THE CITY OF HIGH SPRINGS,
FLORIDA, ADOPTING THE FISCAL YEAR 2026/2027
BUDGET OF THE CITY OF HIGH SPRINGS; REPEALING
ALL ORDINANCES IN CONFLICT AND PROVIDING AN
EFFECTIVE DATE.**

WHEREAS, the High Springs City Commission shall, under the authority of Section 166.241(2), Florida Statutes, and Section 5.04 of the Charter of the City of High Springs, adopt an annual budget for the City of High Springs;

WHEREAS, a proposed balanced budget was presented, received, and discussed in advertised public meetings; and

WHEREAS, the City Commission has determined the level of taxation for Fiscal Year 2026/2027 and the necessary expenditures for Fiscal Year 2026/2027.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF HIGH SPRINGS:

Section 1. The Budget for the City of High Springs, Florida, for the fiscal year October 1, 2026, through September 30, 2027, as attached hereto and incorporated herein, is hereby adopted.

Section 2. This ordinance shall be posted on the City's website within five (5) days of adoption.

Section 3. All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict.

Section 4. This ordinance shall take effect on October 1, 2026.

DONE THE FIRST READING, by the City Commission of the City of High Springs, Florida, at a regular meeting, this ____ day of _____, 2026.

DONE, THE PUBLIC NOTICE, on the publicly accessible website of Alachua County, as authorized by sections 50.011 and 50.0311, Florida Statutes, and City of High Springs Resolution Number 2025-E, by the City Clerk of the City of High Springs, Florida, on the ____ day of _____, 2026.

DONE THE SECOND READING, AND ADOPTED ON FINAL PASSAGE, by an affirmative vote of a majority of a quorum present of the City Commission of the City of High Springs, Florida, at a regular meeting, this ____ day of _____, 2026.

**BY THE MAYOR OF THE CITY OF HIGH
SPRINGS, FLORIDA**

K. Andrew Miller, Mayor

**ATTEST, BY THE CLERK OF THE
CITY COMMISSION OF THE CITY
OF HIGH SPRINGS, FLORIDA**

Angela Stone, City Clerk

**APPROVED AS TO FORM AND
LEGALITY:**

Danielle C. Adams, Esq., City Attorney *or*
Kiersten N. Ballou, Esq., City Attorney

FY27 Adopted Budget

Fund, Function, Department	Revenue	Expense
001 - General Fund	8,078,847.00	8,078,847.00
31 - Taxes	5,165,452.00	
00 - Non-Departmental	5,165,452.00	
32 - Permits, Fees & Special Assessments	604,082.00	
00 - Non-Departmental	604,082.00	
33 - Intergovernmental Revenue	696,000.00	
00 - Non-Departmental	696,000.00	
34 - Charges For Services	325,252.00	
00 - Non-Departmental	295,652.00	
51 - Parks & Rec	29,600.00	
35 - Fines & Forfeitures	29,500.00	
00 - Non-Departmental	28,000.00	
10 - Police Department	1,500.00	
36 - Miscellaneous Revenue	1,239,061.00	
00 - Non-Departmental	1,212,061.00	
33 - Facilities	27,000.00	
38 - Other Sources	19,500.00	
00 - Non-Departmental	19,500.00	
51 - General Government		2,721,082.00
01 - City Commission		239,803.00
02 - City Clerk		237,060.00
03 - Finance		449,140.00
04 - City Attorney		88,225.00
05 - City Manager		480,682.00
07 - Human Resources		39,750.00
08 - License & Billing		248,945.00
10 - Police Department		245,723.00
13 - Planning, Codes & Development		165,902.00
26 - Information Technology		270,480.00
33 - Facilities		159,224.00
51 - Parks & Rec		96,148.00
52 - Public Safety		3,001,620.00
10 - Police Department		3,001,620.00
53 - Physical Environment		70,205.00
28 - Other Physical Environment - Cemetery		70,205.00
54 - Transportation		
30 - Roads & Streets		
55 - Economic Environment		26,837.00
56 - Other Culture Rec/Farmer's Market		26,837.00
57 - Culture & Recreation		426,171.00

Fund, Function, Department	Revenue	Expense
51 - Parks & Rec		426,171.00
58 - Other Uses - Transfers		1,832,932.00
58 - Transfers		1,832,932.00
100 - Misc Special Revenue Fund	33,500.00	33,500.00
33 - Intergovernmental Revenue		
10 - Police Department		
34 - Charges For Services	19,500.00	
28 - Other Physical Environment - Cemetery	19,500.00	
36 - Miscellaneous Revenue	14,000.00	
10 - Police Department	14,000.00	
52 - Public Safety		14,000.00
10 - Police Department		14,000.00
58 - Other Uses - Transfers		19,500.00
28 - Other Physical Environment - Cemetery		19,500.00
101 - Impact Fee Fund	238,180.00	238,180.00
32 - Permits, Fees & Special Assessments	93,099.00	
00 - Non-Departmental	35,088.00	
15 - Transportation	21,931.00	
22 - Public Works - Water	2,500.00	
24 - Public Works Wastewater	21,200.00	
51 - Parks & Rec	12,380.00	
38 - Other Sources	145,081.00	
00 - Non-Departmental	46,672.00	
15 - Transportation	45,575.00	
22 - Public Works - Water	3,750.00	
24 - Public Works Wastewater	27,840.00	
51 - Parks & Rec	21,244.00	
51 - General Government		81,760.00
00 - Non-Departmental		81,760.00
53 - Physical Environment		55,290.00
22 - Public Works - Water		6,250.00
24 - Public Works Wastewater		49,040.00
54 - Transportation		67,506.00
15 - Transportation		67,506.00
57 - Culture & Recreation		33,624.00
51 - Parks & Rec		33,624.00
103 - Building Department Fund	337,353.00	337,353.00
32 - Permits, Fees & Special Assessments	102,100.00	
18 - Building	102,100.00	
38 - Other Sources	235,253.00	
18 - Building	235,253.00	
52 - Public Safety		337,353.00
18 - Building		337,353.00

Fund, Function, Department	Revenue	Expense
104 - ARPA - Revenue Recovery		
38 - Other Sources		
00 - Non-Departmental		
51 - General Government		
00 - Non-Departmental		
05 - City Manager		
33 - Facilities		
52 - Public Safety		
10 - Police Department		
11 - Fire		
58 - Other Uses - Transfers		
00 - Non-Departmental		
11 - Fire		
13 - Planning, Codes & Development		
105 - Fire Control Fund	2,597,916.00	2,597,916.00
32 - Permits, Fees & Special Assessments	1,417,014.00	
11 - Fire	1,417,014.00	
33 - Intergovernmental Revenue	200,000.00	
11 - Fire	200,000.00	
34 - Charges For Services	650.00	
11 - Fire	650.00	
36 - Miscellaneous Revenue		
11 - Fire		
38 - Other Sources	980,252.00	
11 - Fire	980,252.00	
51 - General Government		73,819.00
11 - Fire		73,819.00
52 - Public Safety		2,524,097.00
11 - Fire		2,524,097.00
108 - CRA Fund	862,000.00	862,000.00
31 - Taxes	175,000.00	
38 - Community Redevelopment Agency	175,000.00	
36 - Miscellaneous Revenue	12,000.00	
38 - Community Redevelopment Agency	12,000.00	
38 - Other Sources	675,000.00	
38 - Community Redevelopment Agency	675,000.00	
51 - General Government		8,000.00
38 - Community Redevelopment Agency		8,000.00
55 - Economic Environment		854,000.00
38 - Community Redevelopment Agency		854,000.00
120 - Priest Theatre Grant	-	
33 - Intergovernmental Revenue	175,000.00	
00 - Non-Departmental	175,000.00	

Fund, Function, Department	Revenue	Expense
38 - Other Sources	(175,000.00)	
00 - Non-Departmental	(175,000.00)	
52 - Public Safety		
52 - Non-Departmental		
140 - Infrastructure Surtax 1/2 Cent Roads	485,000.00	485,000.00
31 - Taxes	485,000.00	
00 - Non-Departmental	485,000.00	
38 - Other Sources		
00 - Non-Departmental		
51 - General Government		
00 - Non-Departmental		
54 - Transportation		485,000.00
30 - Roads & Streets		485,000.00
141 - Infrastructure Surtax 1/2 Cent WSPP	485,000.00	485,000.00
31 - Taxes	485,000.00	
51 - Parks & Rec	485,000.00	
38 - Other Sources		
00 - Non-Departmental		
51 - Parks & Rec		
57 - Culture & Recreation		485,000.00
51 - Parks & Rec		485,000.00
149 - Gas Tax Fund	618,564.00	618,564.00
33 - Intergovernmental Revenue	300,000.00	
15 - Transportation	300,000.00	
34 - Charges For Services	26,000.00	
15 - Transportation	26,000.00	
38 - Other Sources	292,564.00	
15 - Transportation	292,564.00	
54 - Transportation		618,564.00
30 - Roads & Streets		618,564.00
58 - Other Uses - Transfers		
15 - Transportation		
402 - Water Utility Enterprise Fund	1,302,400.00	1,302,400.00
34 - Charges For Services	1,266,400.00	
22 - Public Works - Water	1,266,400.00	
36 - Miscellaneous Revenue	36,000.00	
22 - Public Works - Water	36,000.00	
51 - General Government		183,114.00
22 - Public Works - Water		183,114.00
53 - Physical Environment		1,119,286.00
22 - Public Works - Water		1,119,286.00
410 - Sewer Utility Enterprise Fund	3,952,443.00	3,952,443.00
33 - Intergovernmental Revenue	1,650,000.00	

Fund, Function, Department	Revenue	Expense
24 - Public Works Wastewater	1,650,000.00	
34 - Charges For Services	2,152,580.00	
24 - Public Works Wastewater	2,152,580.00	
36 - Miscellaneous Revenue		
24 - Public Works Wastewater		
38 - Other Sources	149,863.00	
24 - Public Works Wastewater	149,863.00	
51 - General Government		622,012.00
24 - Public Works Wastewater		622,012.00
53 - Physical Environment		3,330,431.00
24 - Public Works Wastewater		3,330,431.00
425 - Solid Waste Utility Enterprise Fund	1,861,200.00	1,861,200.00
34 - Charges For Services	1,861,200.00	
23 - Public Works - Solid Waste	1,861,200.00	
53 - Physical Environment		1,861,200.00
23 - Public Works - Solid Waste		1,861,200.00
Grand Total	20,852,403.00	20,852,403.00

FY27 Departmental Budget

Department	FY27 Budget Amount
00 - Non-Departmental	81,760.00
Operating Expense	81,760.00
01 - City Commission	239,803.00
Personal Services	46,003.00
Operating Expense	193,800.00
02 - City Clerk	237,060.00
Personal Services	207,942.00
Operating Expense	29,118.00
03 - Finance	449,140.00
Personal Services	307,972.00
Operating Expense	141,168.00
04 - City Attorney	88,225.00
Operating Expense	88,225.00
05 - City Manager	480,682.00
Personal Services	277,457.00
Operating Expense	203,225.00
07 - Human Resources	39,750.00
Operating Expense	39,750.00
08 - License & Billing	248,945.00
Personal Services	218,627.00
Operating Expense	30,318.00
10 - Police Department	3,261,343.00
Personal Services	2,322,332.00
Operating Expense	693,288.00
Debt Service	245,723.00
11 - Fire	2,597,916.00
Personal Services	1,974,389.00
Operating Expense	549,708.00
Capital Outlay	
Debt Service	73,819.00
13 - Planning, Codes & Development	165,902.00
Personal Services	77,424.00
Operating Expense	58,978.00
Capital Outlay	29,500.00
15 - Transportation	67,506.00
Operating Expense	67,506.00
18 - Building	337,353.00
Personal Services	226,412.00
Operating Expense	110,941.00
22 - Public Works - Water	1,308,650.00
Personal Services	292,575.00
Operating Expense	832,961.00
Debt Service	183,114.00

Department	FY27 Budget Amount
23 - Public Works - Solid Waste	1,861,200.00
Personal Services	17,116.00
Operating Expense	1,844,084.00
24 - Public Works Wastewater	4,001,483.00
Personal Services	492,602.00
Operating Expense	1,236,869.00
Capital Outlay	1,650,000.00
Debt Service	622,012.00
25 - Impact Fees	
Operating Expense	
26 - Information Technology	270,480.00
Operating Expense	262,480.00
Capital Outlay	8,000.00
28 - Other Physical Environment - Cemetery	89,705.00
Personal Services	62,408.00
Operating Expense	27,297.00
30 - Roads & Streets	1,103,564.00
Personal Services	329,929.00
Operating Expense	773,635.00
Capital Outlay	
33 - Facilities	159,224.00
Personal Services	57,459.00
Operating Expense	101,765.00
Capital Outlay	
38 - Community Redevelopment Agency	862,000.00
Personal Services	153,906.00
Operating Expense	708,094.00
Capital Outlay	
51 - Parks & Rec	1,040,943.00
Personal Services	264,523.00
Operating Expense	680,272.00
Debt Service	96,148.00
Grants & Aids	
52 - Non-Departmental	
Capital Outlay	
56 - Other Culture Rec/Farmer's Market	26,837.00
Personal Services	24,887.00
Operating Expense	1,950.00
58 - Transfers	1,832,932.00
Operating Expense	1,832,932.00
Grand Total	20,852,403.00

FY27 City of High Springs Adopted Budget - Detail

Sum of FY27 Budget Amount					
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue / Expense
					Revenue Expense
001 - General Fund	31 - Taxes	00 - Non-Departmental	001-00-00-311-000-00-00	AdValoremDelinquentTaxes	
			001-00-00-311-000-00-01	Ad Valorem Taxes	4,341,452.00
				(blank)	
			001-00-00-314-100-00-03	Utility Tax-Clay Electric	120,000.00
			001-00-00-314-100-00-05	Utility Tax-Duke Energy	456,000.00
			001-00-00-314-400-00-00	OtherGasUtilitySvcTax	
			001-00-00-314-408-00-00	GRU Gas-Franchise Fee	4,000.00
			001-00-00-314-415-00-00	Gas Utility Tax - Suburban Propane	6,000.00
			001-00-00-314-419-00-00	Gas Utility Tax - Misc	4,000.00
			001-00-00-315-100-00-00	TelecommunicationsSvcTax	234,000.00
	32 - Permits, Fees & Special Assessments	00 - Non-Departmental	001-00-00-321-000-00-00	Business Licenses	4,992.00
			001-00-00-322-900-00-01	Driveway Permits Residential	1,490.00
			001-00-00-322-900-00-02	Right of Way Permit	
			001-00-00-323-100-00-51	Clay Electric-FranchiseFee	90,000.00
			001-00-00-323-100-00-54	Duke Energy Franchise Fee	505,000.00
			001-00-00-323-400-00-00	GRU Gas-Franchise Fee	2,000.00
			001-00-00-329-200-00-00	Tree Removal Permit	
			001-00-00-329-500-00-79	Vacant Property Registration	600.00
	33 - Intergovernmental Revenue	00 - Non-Departmental	001-00-00-335-120-00-00	State Revenue Sharing Proceeds	250,000.00
			001-00-00-335-140-00-00	Mobile Home Licenses-All FY	1,500.00
			001-00-00-335-150-00-00	Alcoholic Beverage Lic-All FY	5,000.00
			001-00-00-335-450-00-00	Refund of Motor Fuel Taxes	4,500.00
			001-00-00-335-700-00-00	StateRevSharing-Cultural Rec	435,000.00
	34 - Charges For Services	00 - Non-Departmental	001-00-00-341-100-00-49	Filing Fee City Election	
			001-00-00-341-900-00-00	Tag Agency Commissions	56,000.00
			001-00-00-341-900-01-00	Notary Services	
			001-00-00-342-100-00-00	Police Svcs - SRO	179,652.00
			001-00-00-347-200-00-02	Soccer Fees	
			001-00-00-347-200-00-55	Parks&Rec Sponsor Fee	
			001-00-00-347-200-00-86	Volleyball Fees	
			001-00-00-349-000-00-00	Zoning Fees	20,000.00
			001-00-00-349-000-00-96	Lien Search Fee	5,000.00
			001-00-00-349-000-00-97	Police Billable Duty Rev	35,000.00
		51 - Parks & Rec	001-51-00-347-101-20-00	Volleyball Service Charge	10,000.00
			001-51-00-347-102-20-00	Soccer Service Charge	18,100.00

Sum of FY27 Budget Amount					Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense
001 - General Fund	34 - Charges For	51 - Parks & Rec	001-51-00-347-103-20-00	Softball Service Charge	500.00	
			001-51-00-347-104-20-00	Baseball Service Charge	1,000.00	
	35 - Fines & Forfeitures	00 - Non-Departmental	001-00-00-351-000-05-00	Traffic Fines	25,000.00	
			001-00-00-351-100-00-00	CourtFines&Forfeitures-All FY		
			001-00-00-356-200-00-00	RedSpeed Crossing Guard Rev		
			001-00-00-359-000-00-00	2ndDollar Training-Police		
			001-00-00-359-112-00-00	Misc Revenue - Police Reports & Services	3,000.00	
		10 - Police Department	001-10-00-359-000-00-00	2nd Dollar Training	1,500.00	
	36 - Miscellaneous Revenue	00 - Non-Departmental	001-00-00-361-000-00-01	AdValoremTax Interest		
			001-00-00-361-100-00-00	Interest Earned-Bank Accounts	6,000.00	
			001-00-00-362-000-00-20	Rentals-Post Office	6,000.00	
			001-00-00-362-000-00-94	Rentals-Farmer's Market	10,000.00	
			001-00-00-362-000-00-95	Rentals-Civic Center		
			001-00-00-362-119-00-00	Miscellaneous Rents		
			001-00-00-369-000-90-00	Indirect Cost Revenue from Other Funds	1,190,061.00	
			001-00-00-369-900-00-93	Other Misc Rev		
		33 - Facilities	001-33-00-362-000-00-00	Rentals		
				Rentals	27,000.00	
	38 - Other Sources	00 - Non-Departmental	001-00-00-381-114-00-00	Interfund Transfer-Cemetery Tr	19,500.00	
			001-00-00-381-118-00-00	Transfer from Transportation		
			001-00-00-381-120-00-00	Transfer in to GF from ARPA		
	51 - General Government	01 - City Commisision	001-01-01-511-000-12-00	RegularSalaries - City Comm		42,642.00
			001-01-01-511-000-21-00	FICA - City Comm		3,261.00
			001-01-01-511-000-24-00	Workers Comp - City Comm		100.00
			001-01-01-511-000-30-00	Training&Travel-City Comm		
			001-01-01-511-000-40-00	Travel & Per Diem		4,000.00
			001-01-01-511-000-45-00	Insur-Pub Officials CComm		180,000.00
			001-01-01-511-000-49-29	Mayor'sYouthCouncil-CComm		2,000.00
			001-01-01-511-000-51-00	Office Supplies - City Comm		100.00
			001-01-01-511-000-52-00	Operating Supplies City Comm		2,000.00
			001-01-01-511-000-54-00	Dues & Memberships City Comm		1,500.00
			001-01-01-511-000-55-00	Training & Educational Costs		4,200.00
		02 - City Clerk	001-02-01-511-000-54-80	Software Subscriptions		5,500.00
			001-02-01-511-000-55-00	Training & Educational Costs		1,650.00
			001-02-01-512-000-12-00	Reg Salaries-City Clerk		134,670.00
			001-02-01-512-000-14-00	Overtime-City Clerk		1,000.00
			001-02-01-512-000-21-00	FICA-City Clerk		10,303.00
			001-02-01-512-000-22-00	Retirement-City Clerk		43,902.00
			001-02-01-512-000-23-00	Life&Health Insur - City Clerk		17,725.00

Sum of FY27 Budget Amount						Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense	
001 - General Fund	51 - General	02 - City Clerk	001-02-01-512-000-24-00	Workers Comp - City Clerk		242.00	
			001-02-01-512-000-25-00	Unemployment - City Clerk		100.00	
			001-02-01-512-000-30-00	Training&Travel-CityClerk			
			001-02-01-512-000-31-00	Prof Svcs-City Clerk			
			001-02-01-512-000-31-07	ContrSvc Municode City Clerk			
			001-02-01-512-000-40-00	Travel & Per Diem		1,500.00	
			001-02-01-512-000-44-44	Copier Lease-City Clerk		1,368.00	
			001-02-01-512-000-46-00	Repair & Maint - City Clerk		250.00	
			001-02-01-512-000-48-00	Legal Ads - City Clerk		1,500.00	
			001-02-01-512-000-49-00	Other Current Charges		200.00	
			001-02-01-512-000-49-49	City Election Exp - CityClerk		15,000.00	
			001-02-01-512-000-51-00	Office Supp-City Clerk		500.00	
			001-02-01-512-000-52-00	Operating Supp-City Clerk		1,000.00	
			001-02-01-512-000-54-00	Dues&Membership-CityClerk		650.00	
		03 - Finance	001-03-01-513-000-12-00	Reg Salaries - Finance		212,326.00	
			001-03-01-513-000-14-00	Overtime - Finance		1,000.00	
			001-03-01-513-000-21-00	FICA/MED - Finance		16,243.00	
			001-03-01-513-000-22-00	Retirement - Finance		47,866.00	
			001-03-01-513-000-23-00	Life & Health Ins - Finance		30,055.00	
			001-03-01-513-000-24-00	Workers Comp - Finance		382.00	
			001-03-01-513-000-25-00	Unemployment - Finance		100.00	
			001-03-01-513-000-31-00	Prof Svcs - Finance			
			001-03-01-513-000-32-00	Contract Svcs - Finance		120,000.00	
			001-03-01-513-000-44-44	Copier Lease - Finance		1,368.00	
			001-03-01-513-000-46-89	Financial Software		15,000.00	
			001-03-01-513-000-51-00	Office Supplies - Finance		400.00	
			001-03-01-513-000-52-00	Operating Supplies - Finance		3,000.00	
			001-03-01-513-000-52-21	Property Tax City Owned Prop		1,200.00	
			001-03-01-513-000-54-00	Dues & Membership - Finance		200.00	
		04 - City Attorney	001-04-01-514-000-31-00	Prof Svcs - City Attorney		83,225.00	
			001-04-01-514-000-31-18	ProSvc - NonRoutine City Atty		5,000.00	
		05 - City Manager	001-05-01-512-000-12-00	Regular Salaries - City Mgr		193,675.00	
			001-05-01-512-000-14-00	Overtime - City Mgr		1,000.00	
			001-05-01-512-000-21-00	FICA/MED - City Mgr		14,816.00	
			001-05-01-512-000-22-00	Retirement - City Mgr		50,306.00	
			001-05-01-512-000-23-00	Life&Health Insurance City Mgr		17,211.00	
			001-05-01-512-000-24-00	Workers Comp - City Mgr		349.00	
			001-05-01-512-000-25-00	Unemployment - City Mgr		100.00	
			001-05-01-512-000-26-00	Car Allowance - City Mgr			
			001-05-01-512-000-30-00	Training & Travel - City Mgr			
			001-05-01-512-000-31-00	Prof Svcs - City Mgr		33,600.00	
			001-05-01-512-000-40-00	Travel & Per Diem		2,000.00	

Sum of FY27 Budget Amount					Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense
001 - General Fund	51 - General	05 - City Manager	001-05-01-512-000-41-25	Comm Services - Wireless		960.00
			001-05-01-512-000-44-44	Copier Lease - City Mgr		1,368.00
			001-05-01-512-000-46-00	Repairs & Maint - City Mgr		300.00
			001-05-01-512-000-46-89	Annual Software		
			001-05-01-512-000-49-00	Employee Mtgs - City Mgr		250.00
			001-05-01-512-000-51-00	Office Supplies - City Mgr		500.00
			001-05-01-512-000-52-22	Operating Supplies - City Mgr		3,000.00
			001-05-01-512-000-54-00	Dues & Membership - City Mgr		1,335.00
			001-05-01-512-000-54-80	Software Subscriptions		8,000.00
			001-05-01-512-000-55-00	Training & Educational Costs		2,000.00
			001-05-01-512-000-99-24	Unallocated Expense		149,912.00
		07 - Human Resources	001-07-01-513-000-30-00	Training & Travel - HR		-
			001-07-01-513-000-30-01	Training - Mandated		1,000.00
			001-07-01-513-000-31-00	Professional Svcs - HR		7,500.00
			001-07-01-513-000-40-00	Travel & Per Diem		200.00
			001-07-01-513-000-44-44	Copier Lease-HR		100.00
			001-07-01-513-000-46-00	Repair & Maint-HR		100.00
			001-07-01-513-000-46-89	Payroll Software Expense		26,000.00
			001-07-01-513-000-48-00	Legal Advertisement-HR		400.00
			001-07-01-513-000-49-77	Employee Engagement - HR		500.00
			001-07-01-513-000-49-78	Employee Appreciation - HR		500.00
			001-07-01-513-000-51-00	Office Supplies - HR		300.00
			001-07-01-513-000-52-00	Operating Supplies - HR		1,500.00
			001-07-01-513-000-54-00	Dues & Membership - HR		600.00
			001-07-01-513-000-54-80	Software Subscriptions		750.00
			001-07-01-513-000-55-00	Training & Educational Costs		300.00
		08 - License & Billing	001-08-01-519-000-12-00	Reg Salaries Lic & Billing		126,464.00
			001-08-01-519-000-13-00	Internship - Lic & Billing		23,400.00
			001-08-01-519-000-14-00	Overtime-Lic & Billing		1,500.00
			001-08-01-519-000-21-00	FICA/MED-Lic & Billing		9,675.00
			001-08-01-519-000-22-00	Retirement-Lic & Billing		17,187.00
			001-08-01-519-000-23-00	Life & HealthIns-Lic & Billing		40,074.00
			001-08-01-519-000-24-00	Worker's Comp- Lic & Billing		227.00
			001-08-01-519-000-25-00	Unemployment - Lic & Billing		100.00
			001-08-01-519-000-42-00	Postage		20,000.00
			001-08-01-519-000-44-44	Copier Lease-Lic & Billing		1,368.00
			001-08-01-519-000-45-00	Insurance		3,000.00
			001-08-01-519-000-46-00	Repair & Maint- Lic & Billing		100.00
			001-08-01-519-000-51-00	Office Supplies -Lic & Billing		250.00
			001-08-01-519-000-52-00	Operating Supplies - L&B		5,600.00
		10 - Police Department	001-10-01-517-000-71-00	Vehicle Leases - Principal PD		215,723.00
			001-10-01-517-000-72-00	Vehicle Leases - Interest PD		30,000.00

Sum of FY27 Budget Amount					
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue / Expense
					Revenue Expense
001 - General Fund	51 - General	13 - Planning, Codes & Development	001-13-01-515-000-12-00	Reg Salaries-Planning & Codes	52,270.00
			001-13-01-515-000-14-00	Overtime - Planning & Codes	500.00
			001-13-01-515-000-15-00	Longevity Pay-Planning & Codes	
			001-13-01-515-000-21-00	FICA/MED - Planning & Codes	3,999.00
			001-13-01-515-000-22-00	Retirement - Planning & Codes	7,103.00
			001-13-01-515-000-23-00	Life&HealthInsPlanning & Codes	13,358.00
			001-13-01-515-000-24-00	Workers Comp-Planning & Codes	94.00
			001-13-01-515-000-25-00	Unemployment-Planning & Codes	100.00
			001-13-01-515-000-30-00	Training & Travel - Planning	
			001-13-01-515-000-30-01	Travel & Training - Codes	
			001-13-01-515-000-31-00	Professional Svcs - Planning	
			001-13-01-515-000-31-31	Operating Expenses - Codes	
			001-13-01-515-000-34-00	Contractual Services Planning	12,200.00
			001-13-01-515-000-34-01	Contractual Services Codes	41,500.00
			001-13-01-515-000-41-25	Wireless Planning & Codes	1,578.00
			001-13-01-515-000-42-00	Postage - Planning	50.00
			001-13-01-515-000-42-01	Postage & Certif Mail - Codes	200.00
			001-13-01-515-000-48-00	Legal Ads - Planning & Codes	1,000.00
			001-13-01-515-000-52-00	Operating Supplies Planning	150.00
			001-13-01-515-000-54-00	Dues & Mmbrshp Planning Codes	200.00
			001-13-01-515-000-54-80	Software Subscriptions	2,100.00
			001-13-01-515-000-62-32	LDC Re-Write	29,500.00
		26 - Information Technology	001-26-01-516-000-31-81	ProSvc- IT Consulting - IT	108,000.00
			001-26-01-516-000-41-25	Communications - Wireless	42,000.00
			001-26-01-516-000-41-28	Communication Svc - IT	25,840.00
			001-26-01-516-000-41-85	Email Exp - IT	8,450.00
			001-26-01-516-000-41-89	Other Licenses - IT	
			001-26-01-516-000-45-00	Cyber Liability Insurance	1,946.00
			001-26-01-516-000-46-83	Maint Agreement Computers- IT	51,144.00
			001-26-01-516-000-46-89	Annual Software Maintenance IT	
			001-26-01-516-000-48-00	Web Page Expense	100.00
			001-26-01-516-000-52-00	Operating Supplies - IT	3,500.00
			001-26-01-516-000-54-80	Software Subscriptions	21,500.00
			001-26-01-516-000-64-69	Computers & Printers - IT	8,000.00
		33 - Facilities	001-33-01-519-000-12-00	Reg Salaries-Facilities	45,581.00
			001-33-01-519-000-14-00	Overtime-Facilities	500.00
			001-33-01-519-000-21-00	FICA/MED-Facilities	3,487.00
			001-33-01-519-000-22-00	Retirement-Facilities	6,194.00
			001-33-01-519-000-23-00	Life&HealthIns-Facilities	771.00
			001-33-01-519-000-24-00	Worker's Comp-Facilities	876.00
			001-33-01-519-000-25-00	Unemployment-Facilities	50.00
			001-33-01-519-000-34-00	ContrSvc Elevator maint/insp	4,500.00

Sum of FY27 Budget Amount					Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense
001 - General Fund	51 - General	33 - Facilities	001-33-01-519-000-41-25	Wireless-Facilities		370.00
			001-33-01-519-000-43-00	Utilities - Facilities		24,000.00
			001-33-01-519-000-45-00	Prop&GenLiabIns-Facilities		50,045.00
			001-33-01-519-000-46-56	Rep&Maint-Facilities		11,000.00
			001-33-01-519-000-46-60	Rep&MaintVehicles - Facilities		1,000.00
			001-33-01-519-000-51-00	Office Sup-Facilities		100.00
			001-33-01-519-000-52-00	Operating Supp-Facilities		8,700.00
			001-33-01-519-000-52-36	Fuel & Oil-Facilities		1,550.00
			001-33-01-519-000-52-38	EmployeeUniform-Facilities		500.00
		51 - Parks & Rec	001-51-01-517-000-71-06	Canoe Outpost Debt - Principal		92,000.00
			001-51-01-517-000-72-06	Canoe Outpost Debt - Interest		4,148.00
	52 - Public Safety	10 - Police Department	001-10-01-521-000-12-00	Regular Salaries Police		1,408,000.00
			001-10-01-521-000-14-00	Overtime - Police		75,000.00
			001-10-01-521-000-14-01	Billable Overtime Worked PD		
			001-10-01-521-000-15-00	Longevity Pay - Police		2,000.00
			001-10-01-521-000-21-00	FICA/MED - Police		104,897.00
			001-10-01-521-000-22-00	Retirement - Police		474,155.00
			001-10-01-521-000-23-00	Life & Health Ins - Police		209,365.00
			001-10-01-521-000-24-00	Workers Comp - Police		47,915.00
			001-10-01-521-000-25-00	Unemployment - Police		1,000.00
			001-10-01-521-000-30-00	Training & Travel - Police		
			001-10-01-521-000-34-11	Red Speed Magistrate		1,000.00
			001-10-01-521-000-34-28	Alachua County Dispatch CCC		280,000.00
			001-10-01-521-000-40-00	Travel & Per Diem		2,000.00
			001-10-01-521-000-41-25	Wireless - Police		15,600.00
			001-10-01-521-000-41-28	Communication - TRS County		13,200.00
			001-10-01-521-000-41-85	Email Expense		8,100.00
			001-10-01-521-000-41-89	Police Software Licenses		
			001-10-01-521-000-43-00	Utilities - Police		10,370.00
			001-10-01-521-000-44-44	Copier Lease - Police		1,368.00
			001-10-01-521-000-45-00	Prop & Liab Insurance Police		120,000.00
			001-10-01-521-000-46-00	Repair & Maint. Ops - Police		5,000.00
			001-10-01-521-000-46-60	Repair & Maint Vehicles Police		50,000.00
			001-10-01-521-000-46-89	Police Software Maintenance		
			001-10-01-521-000-51-00	Office Supplies - Police		1,500.00
			001-10-01-521-000-52-00	Operating Supplies - Police		15,900.00
			001-10-01-521-000-52-36	Fuel & Oil - Police		78,000.00
			001-10-01-521-000-52-38	Employee Uniforms - Police		11,700.00
			001-10-01-521-000-54-00	Dues & Membership - Police		500.00
			001-10-01-521-000-54-80	Software Subscriptions		61,880.00
			001-10-01-521-000-55-00	PoliceTraining - Police		3,170.00

Sum of FY27 Budget Amount					
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue / Expense
					Revenue Expense
001 - General Fund	53 - Physical Environment	28 - Other Physical Environment - Cemetery	001-28-01-539-000-12-00	Reg Salaries-Cemetery	38,750.00
			001-28-01-539-000-14-00	Overtime-Cemetery	350.00
			001-28-01-539-000-21-00	FICA/MED-Cemetery	2,965.00
			001-28-01-539-000-22-00	Retirement-Cemetery	5,266.00
			001-28-01-539-000-23-00	Life& Health Ins-Cemetery	11,211.00
			001-28-01-539-000-24-00	Worker's Comp-Cemetery	3,816.00
			001-28-01-539-000-25-00	Unemployment-Cemetery	50.00
			001-28-01-539-000-41-25	Wireless-Cemetery	486.00
			001-28-01-539-000-43-00	Utility Svcs-Cemetery	561.00
			001-28-01-539-000-46-00	Repair & Maint-Cemetery	200.00
			001-28-01-539-000-46-60	Repair&Maint-Veh-Cemetery	250.00
			001-28-01-539-000-46-63	Rep& Maint-Equip-Cemetery	200.00
			001-28-01-539-000-46-65	Tree Maintenance-Cemetery	3,000.00
			001-28-01-539-000-52-00	Operating Supp-Cemetery	200.00
			001-28-01-539-000-52-36	Fuel & Oil-Cemetery	2,300.00
			001-28-01-539-000-52-38	EmployeeUniforms-Cemetery	600.00
	54 - Transportation	30 - Roads & Streets	001-30-01-541-000-12-00	Reg Salaries - Roads & Streets	
			001-30-01-541-000-14-00	Overtime-Roads & Streets	
			001-30-01-541-000-21-00	FICA/MED-Roads & Streets	
			001-30-01-541-000-22-00	Retirement-Roads&Streets	
			001-30-01-541-000-23-00	Life&HealthIns-Road&Street	
			001-30-01-541-000-24-00	Worker'sComp-Roads&Streets	
			001-30-01-541-000-25-00	Unemployment-Roads&Streets	
			001-30-01-541-000-34-00	Contract Svc-Roads&Streets	
			001-30-01-541-000-41-25	Wireless-Roads & Streets	
			001-30-01-541-000-43-00	Utilities - Roads & Streets	
			001-30-01-541-000-44-84	Rental Equip - Roads & Streets	
			001-30-01-541-000-45-00	Prop&Liablns - Roads & Streets	
			001-30-01-541-000-46-00	Repair&Maint- Roads&Streets	
			001-30-01-541-000-46-17	Rd&SidewalkRepair-Roads&Sts	
			001-30-01-541-000-46-60	Rep&Maint-Veh-Road&Street	
			001-30-01-541-000-46-63	Rep&Maint-Equip-Roads & Street	
			001-30-01-541-000-46-65	Rep&Maint-Tree-Road & Street	
			001-30-01-541-000-51-00	Office Supp-Roads&Streets	
			001-30-01-541-000-52-00	Op Supp-Roads & Streets	
			001-30-01-541-000-52-14	Tools-Roads&Streets	
			001-30-01-541-000-52-36	Fuel&Oil-Roads & Streets	
			001-30-01-541-000-52-38	Employ Uniform-Road & Street	
			001-30-01-541-641-00-00	Machinery & Equipment-Roads&St	

Sum of FY27 Budget Amount						Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense	
001 - General Fund	55 - Economic Environment	56 - Other Culture Rec/Farmer's Market	001-56-01-559-000-12-00	Reg Salaries-Farmer'sMrkt FY22		20,455.00	
			001-56-01-559-000-21-00	FICA/MED-Farmer's Mrkt FY22		1,565.00	
			001-56-01-559-000-22-00	Retirement-Farmer's Mrkt FY22		2,780.00	
			001-56-01-559-000-24-00	Worker's Comp-Farmer'sMrktFY22		37.00	
			001-56-01-559-000-25-00	Unemployment-Farmer'sMrkt FY22		50.00	
			001-56-01-559-000-43-00	Utility Svc-Farmer's Mrkt FY22		1,900.00	
			001-56-01-559-000-52-00	OperatingSupp-Farmer'sMrktFY22		50.00	
	57 - Culture & Recreation	51 - Parks & Rec	001-51-01-572-000-12-00	Reg Salaries-Parks & Rec		177,160.00	
			001-51-01-572-000-14-00	Overtime-Parks & Rec		2,000.00	
			001-51-01-572-000-15-00	Longevity Pay		500.00	
			001-51-01-572-000-21-00	FICA/MED-Parks & Rec		13,553.00	
			001-51-01-572-000-22-00	Retirement-Parks & Rec		24,076.00	
			001-51-01-572-000-23-00	Life&HealthIns-Parks&Rec		39,675.00	
			001-51-01-572-000-24-00	Worker's Comp-Parks & Rec		7,459.00	
			001-51-01-572-000-25-00	Unemployment-Parks & Rec		100.00	
			001-51-01-572-000-30-00	Training&Travel-Parks&Rec			
			001-51-01-572-000-34-00	Contract Svcs-Parks & Rec		5,240.00	
			001-51-01-572-000-41-25	Wireless-Parks & Rec			
			001-51-01-572-000-43-00	Utilities-Parks & Rec		47,000.00	
			001-51-01-572-000-45-00	Prop&GenLiabIns-Parks&Rec		33,888.00	
			001-51-01-572-000-46-56	Rep&Maint-Parks/Facilities		6,000.00	
			001-51-01-572-000-46-60	Repair&Maint-Veh-Parks&Rec		4,200.00	
			001-51-01-572-000-46-63	Repair & Maint Equipment P&R		4,500.00	
			001-51-01-572-000-46-65	Tree Maintenance Parks & Rec		5,000.00	
			001-51-01-572-000-52-00	OpSup-Park Maint-Parks&Rec		6,000.00	
			001-51-01-572-000-52-04	OpSup-CommGarden-Parks&Rec		120.00	
			001-51-01-572-000-52-13	OpSup-Recreation-Parks&Rec		5,000.00	
			001-51-01-572-000-52-33	Uniforms-Sports-Parks&Rec		200.00	
			001-51-01-572-000-52-36	Fuel & Oil-Parks & Rec		14,400.00	
			001-51-01-572-000-52-38	Employee Uniform-Parks&Rec		500.00	
			001-51-01-572-000-82-00	Aid toPrivate Org. Sponsorship			
			001-51-01-572-101-52-00	Volleyball Expenses		10,000.00	
			001-51-01-572-102-52-00	Soccer Expenses		18,100.00	
			001-51-01-572-103-52-00	Softball Expenses		500.00	
			001-51-01-572-104-52-00	Baseball Expenses		1,000.00	
	58 - Other Uses - Transfers	58 - Transfers	001-58-01-581-911-20-00	Transfer to CRA TIF		175,000.00	
			001-58-01-581-911-40-00	Transfer to Fire Control Fund		980,252.00	
			001-58-01-581-911-XX-XX	Transfer to Building		235,253.00	
				Transfer to Gas Tax		292,564.00	

Sum of FY27 Budget Amount					Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense
001 - General Fund	58 - Other Uses -	58 - Transfers	001-58-01-581-911-XX-XX	Transfer to Wastewater		149,863.00
100 - Misc Special Revenue Fund	33 - Intergovernmental Revenue	10 - Police Department	100-10-00-334-201-20-00	FY26 FDLE 3X191 Drones		
	34 - Charges For Services	28 - Other Physical Environment - Cemetery	100-28-00-343-800-00-00	CemeteryFee-Cemetery	19,500.00	
	36 - Miscellaneous Revenue	10 - Police Department	100-10-00-366-000-00-00	Holiday Cheer Donations Recvd	10,000.00	
			100-10-00-366-561-00-00	National Night Out Donations	4,000.00	
	52 - Public Safety	10 - Police Department	100-10-01-521-201-64-00	FY26 FDLE 3X191 Drones		
			100-10-01-521-560-52-06	HoliChrDonatnExp-PoliceSRFFY22		10,000.00
			100-10-01-521-561-52-00	National Night Out Expenses		4,000.00
	58 - Other Uses - Transfers	28 - Other Physical Environment - Cemetery	100-28-01-581-000-00-00	Transfer to General Fund		19,500.00
101 - Impact Fee Fund	32 - Permits, Fees & Special Assessments	00 - Non-Departmental	101-00-00-324-110-00-05	RESIDENTIAL GenGov Impact Fees	30,960.00	
			101-00-00-324-120-00-05	Commercial GenGov Impact Fee	4,128.00	
		15 - Transportation	101-15-00-324-310-00-11	Resident Transportation Impact	16,870.00	
			101-15-00-324-320-00-11	Commercial Transport Impact	5,061.00	
		22 - Public Works - Water	101-22-00-324-210-00-35	Water Impact Fee	2,500.00	
		24 - Public Works Wastewater	101-24-00-324-210-00-35	Wastewater Impact Fee	21,200.00	
		51 - Parks & Rec	101-51-00-324-610-00-19	Residential Parks Impact Fee	12,380.00	
	38 - Other Sources	00 - Non-Departmental	101-00-00-389-000-00-05	Beginning Fund Balance	46,672.00	
		15 - Transportation	101-15-00-389-000-00-11	Beginning Fund Balance	45,575.00	
		22 - Public Works - Water	101-22-00-389-000-00-00	Beginning Fund Balance	3,750.00	
		24 - Public Works Wastewater	101-24-00-389-000-00-00	Beginning Fund Balance	27,840.00	
		51 - Parks & Rec	101-51-00-389-000-00-19	Beginning Fund Balance	21,244.00	
	51 - General Government	00 - Non-Departmental	101-00-01-519-000-99-45	Unallocated Expense		81,760.00
	53 - Physical Environment	22 - Public Works - Water	101-22-01-533-000-99-24	Unallocated Expense		6,250.00
		24 - Public Works Wastewater	101-24-01-535-000-99-24	Unallocated Expense		49,040.00
	54 - Transportation	15 - Transportation	101-15-01-541-000-99-45	Unallocated Expense		67,506.00
	57 - Culture & Recreation	51 - Parks & Rec	101-51-01-572-000-99-45	Unallocated Expense		33,624.00
103 - Building Department Fund	32 - Permits, Fees & Special Assessments	18 - Building	103-18-00-322-000-00-00	Building Fees	100,000.00	
			103-18-00-322-000-00-43	Building Surcharge		
			103-18-00-329-000-01-00	Re-Inspection Fees	2,000.00	

Sum of FY27 Budget Amount						Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense	
103 - Building	32 - Permits, Fees &	18 - Building	103-18-00-329-000-05-00	Permit Reinstatement Fee	100.00		
	38 - Other Sources	18 - Building	103-18-00-381-000-XX-XX	Transfer in from General Fund	235,253.00		
			103-18-00-382-000-00-00	Beginning Fund Balance			
			103-18-00-389-000-00-00	Beginning Fund Balance			
	52 - Public Safety	18 - Building	103-18-01-524-000-12-00	Reg Salaries		162,061.00	
			103-18-01-524-000-14-00	Overtime		200.00	
			103-18-01-524-000-21-00	FICA/MED		13,393.00	
			103-18-01-524-000-22-00	Retirement		23,790.00	
			103-18-01-524-000-23-00	Life&HealthIns		26,716.00	
			103-18-01-524-000-24-00	Worker's Comp		152.00	
			103-18-01-524-000-25-00	Unemployment		100.00	
			103-18-01-524-000-34-00	Contracted Services		33,000.00	
			103-18-01-524-000-40-00	Travel & Per Diem		500.00	
			103-18-01-524-000-41-00	Communication Services			
			103-18-01-524-000-41-25	Comm Services - Wireless		960.00	
			103-18-01-524-000-43-00	Utility Services		4,000.00	
			103-18-01-524-000-44-44	Copier Lease		3,000.00	
			103-18-01-524-000-44-50	Building Lease		12,000.00	
			103-18-01-524-000-45-00	Property & Liability Insurance		3,000.00	
			103-18-01-524-000-46-00	Repairs & Maintenance		1,000.00	
			103-18-01-524-000-46-60	Rerpairs & Maint - Vehicles		2,200.00	
			103-18-01-524-000-46-89	(blank)			
			103-18-01-524-000-49-05	Indirect Costs		33,931.00	
			103-18-01-524-000-51-00	Office Supplies		1,000.00	
			103-18-01-524-000-52-00	Operating Supplies		3,250.00	
			103-18-01-524-000-52-36	Fuel & Oil		2,000.00	
			103-18-01-524-000-52-38	Employee Uniforms		500.00	
			103-18-01-524-000-54-00	Subscription & Membership		500.00	
			103-18-01-524-000-54-80	Software Subscriptions		9,600.00	
			103-18-01-524-000-55-00	Training & Educational Costs		500.00	
			103-18-01-524-000-99-24	Unallocated Expense		-	
104 - ARPA - Revenue Recovery	38 - Other Sources	00 - Non-Departmental	104-00-00-382-101-00-00	Appropriation of Prior Year Funds			
	51 - General Government	00 - Non-Departmental	104-00-01-519-000-99-45	Unallocated Expense			
		05 - City Manager	104-05-01-512-000-00-00	City Manager Contingency			
		33 - Facilities	104-33-01-519-000-64-70	Purchase Veh for Custodial			
	52 - Public Safety	10 - Police Department	104-10-01-521-000-46-00	Bulletproof Glass Police Lobby			
			104-10-01-521-002-64-70	Red Dot Firearms			
		11 - Fire	104-11-01-522-000-62-24	Fire Station Remediation Proj			
	58 - Other Uses - Transfers	00 - Non-Departmental	104-00-01-581-000-00-00	Transfer to General Fund			

Sum of FY27 Budget Amount					Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense
104 - ARPA - Revenue	58 - Other Uses -	00 - Non-Departmental	104-00-01-581-000-XX-XX	Transfer to Fund 410		
		11 - Fire	104-11-01-581-100-00-00	Txfr to Fire 5500 Truck Purch		
		13 - Planning, Codes & Development	104-13-01-581-000-00-00	Transfer from ARPA for LDC		
105 - Fire Control Fund	32 - Permits, Fees & Special Assessments					
		11 - Fire	105-11-00-329-100-00-00	Fire Inspection Fees	3,000.00	
			105-11-00-329-500-00-00	Fire Assessment Revenue	1,414,014.00	
	33 - Intergovernmental Revenue	11 - Fire	105-11-00-338-000-00-00	Alachua County Agmt Revenue	200,000.00	
	34 - Charges For Services	11 - Fire	105-11-00-342-200-00-00	Fire Plan Review Fees	650.00	
	36 - Miscellaneous Revenue	11 - Fire	105-11-00-361-100-00-00	Interest-Fire		
			105-11-00-369-900-00-00	Misc Fire Revenue		
			105-11-00-369-900-00-02	Fire Billable Services		
	38 - Other Sources	11 - Fire	105-11-00-381-100-00-00	Trxfr in from General Fund	980,252.00	
			105-11-00-381-200-00-00	Txfr frm ARPA 5500 Truck Purch	-	
	51 - General Government	11 - Fire	105-11-01-517-000-72-00	HeavyRescue &Pumper LeaseToOwn		73,819.00
	52 - Public Safety	11 - Fire	105-11-01-522-000-00-68	Fire Volunteer Stipend		1,000.00
			105-11-01-522-000-12-00	Regular Salaries		1,062,000.00
			105-11-01-522-000-14-00	Overtime		165,000.00
			105-11-01-522-000-15-00	Longevity		2,000.00
			105-11-01-522-000-21-00	FICA/MED		94,019.00
			105-11-01-522-000-22-00	Retirement		457,000.00
			105-11-01-522-000-23-00	Life & HealthInsurance		140,870.00
			105-11-01-522-000-24-00	Workers Comp		52,000.00
			105-11-01-522-000-25-00	Unemployment		500.00
			105-11-01-522-000-30-00	Training & Travel		
			105-11-01-522-000-31-00	Medical Director - Prof Svcs		12,000.00
			105-11-01-522-000-31-42	Fire Assessment Study Prof Svc		20,000.00
			105-11-01-522-000-40-00	Travel & Per Diem		2,000.00
			105-11-01-522-000-41-25	Wireless-Fire		4,000.00
			105-11-01-522-000-41-28	CommunicatnSvc-Fire		13,200.00
			105-11-01-522-000-42-00	Postage		878.00
			105-11-01-522-000-43-00	Utilities		14,180.00
			105-11-01-522-000-44-44	Copier Lease		1,368.00
			105-11-01-522-000-45-00	Property & Liability Insurance		25,000.00
			105-11-01-522-000-46-16	Repair & Maint - Building		10,240.00
			105-11-01-522-000-46-60	Repair & Maint - Vehicles		15,000.00
			105-11-01-522-000-46-63	Repair & Maint - Equipment		15,000.00

Sum of FY27 Budget Amount						Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense	
105 - Fire Control	52 - Public Safety	11 - Fire	105-11-01-522-000-46-89	Email Licenses		3,500.00	
			105-11-01-522-000-49-05	Indirect Costs		338,859.00	
			105-11-01-522-000-49-39	ALS State License			
			105-11-01-522-000-51-00	OfficeSupplies		500.00	
			105-11-01-522-000-52-00	Operating Supplies		14,730.00	
			105-11-01-522-000-52-36	Fuel		21,000.00	
			105-11-01-522-000-52-37	Narcotic/Meds		500.00	
			105-11-01-522-000-52-38	Employee Uniforms		4,000.00	
			105-11-01-522-000-52-89	Software Agreement			
			105-11-01-522-000-54-00	Subscription & Dues		470.00	
			105-11-01-522-000-54-80	Software Subscriptions		29,283.00	
			105-11-01-522-000-55-00	Training & Educational Costs		4,000.00	
			105-11-01-522-000-64-70	Machiner&Equip Bunker Gear			
			105-11-01-522-000-99-24	Unallocated Expense		-	
			105-11-01-522-001-64-70	FY2025 Truck Purchases			
108 - CRA Fund	31 - Taxes	38 - Community Redevelopment Agency	108-38-00-311-000-00-58	TIF From Alachua County	175,000.00		
	36 - Miscellaneous Revenue	38 - Community Redevelopment Agency	108-38-00-361-100-00-00	Interest			
			108-38-00-362-000-00-00	Rents and Royalties	12,000.00		
	38 - Other Sources	38 - Community Redevelopment Agency	108-38-00-381-000-00-52	Transfer in from General Fund	175,000.00		
			108-38-00-382-000-00-00	Beginning Fund Balance			
			108-38-00-389-000-00-00	Beginning Fund Balance	500,000.00		
	51 - General Government	38 - Community Redevelopment Agency	108-38-01-513-000-32-00	Accounting & Auditing		8,000.00	
	55 - Economic Environment	38 - Community Redevelopment Agency	108-38-01-552-000-00-92	Commercial Grant Program		40,000.00	
			108-38-01-552-000-00-93	Residential Grant Program		20,000.00	
			108-38-01-552-000-12-00	Reg Salaries		101,693.00	
			108-38-01-552-000-14-00	Overtime		500.00	
			108-38-01-552-000-21-00	FICA/MED		7,780.00	
			108-38-01-552-000-22-00	Retirement		13,821.00	
			108-38-01-552-000-23-00	Life&HealthIns		26,202.00	
			108-38-01-552-000-24-00	Worker's Comp		3,810.00	
			108-38-01-552-000-25-00	Unemployment		100.00	
			108-38-01-552-000-30-00	(blank)			
			108-38-01-552-000-31-00	(blank)		50,000.00	
			108-38-01-552-000-31-01	(blank)			
			108-38-01-552-000-34-61	(blank)			
			108-38-01-552-000-34-65	(blank)			
			108-38-01-552-000-34-71	(blank)			
			108-38-01-552-000-41-25	(blank)			
			108-38-01-552-000-43-00	Utilities		1,334.00	

Sum of FY27 Budget Amount					
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue / Expense
					Revenue Expense
108 - CRA Fund	55 - Economic	38 - Community Redevelopment Agency	108-38-01-552-000-45-00	Property & Liability Insurance	10,042.00
			108-38-01-552-000-46-00	Repairs & Maintenance	50,000.00
			108-38-01-552-000-48-00	Promotional Activities	2,000.00
			108-38-01-552-000-49-05	Indirect Costs	
			108-38-01-552-000-49-65	(blank)	
			108-38-01-552-000-51-00	Office Supplies	500.00
			108-38-01-552-000-52-00	Operating Supplies	10,000.00
			108-38-01-552-000-52-36	Fuel & Oil	1,000.00
			108-38-01-552-000-52-38	Employee Uniforms	500.00
			108-38-01-552-000-54-00	Memberships & Subscriptions	1,000.00
			108-38-01-552-000-62-26	(blank)	
			108-38-01-552-000-62-32	(blank)	
			108-38-01-552-000-99-24	Unallocated Expense	513,718.00
120 - Priest Theatre Grant	33 - Intergovernmental Revenue	00 - Non-Departmental	120-00-00-334-000-00-00	Priest Theater State Appropri	175,000.00
	38 - Other Sources	00 - Non-Departmental	120-00-00-389-000-00-00	Beginning Fund Balance	(175,000.00)
	52 - Public Safety	52 - Non-Departmental	120-52-01-520-000-62-24	Buildings	
140 - Infrastructure Surtax 1/2 Cent Roads	31 - Taxes	00 - Non-Departmental	140-00-00-312-630-00-00	Infrastr Tax 1/2c Revenue	485,000.00
	38 - Other Sources	00 - Non-Departmental	140-00-00-382-000-00-00	Appropriation of prior yr fund	
			140-00-00-389-000-00-00	Beginning Fund Balance	
	51 - General Government	00 - Non-Departmental	140-00-01-519-000-99-45	Unallocated Expense	
	54 - Transportation	30 - Roads & Streets	140-30-01-541-000-99-45	Unallocated Expense	485,000.00
141 - Infrastructure Surtax 1/2 Cent WSPP	31 - Taxes	51 - Parks & Rec	141-51-00-312-180-00-00	WSPP 1/2c Tax Wild Spaces	485,000.00
	38 - Other Sources	00 - Non-Departmental	141-00-00-389-000-00-00	Beginning Fund Balance	
		51 - Parks & Rec	141-51-00-382-000-00-00	Approp Prior Year Funds	
	57 - Culture & Recreation	51 - Parks & Rec	141-51-01-572-000-46-65	Tree Maint Canoe Outpost	
			141-51-01-572-000-62-00	WSPP Projects	
			141-51-01-572-000-62-26	building improvements	
			141-51-01-572-000-62-32	Field Constr @ Sports Cmplx	
			141-51-01-572-000-64-00	WSPP Equipment	
			141-51-01-572-000-99-45	Unallocated Expense	485,000.00
			141-51-01-572-001-45-00	Flood Insurance Canoe Outpost	
			141-51-01-572-002-62-32	Impr other than bldg	
			141-51-01-572-005-62-32	Catherine Taylor Park CC WSPP	

Sum of FY27 Budget Amount						
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue / Expense Revenue	Expense
149 - Gas Tax Fund	33 - Intergovernmental Revenue	15 - Transportation	149-15-00-335-460-00-00	LocOptGasTax	300,000.00	
	34 - Charges For Services	15 - Transportation	149-15-00-344-900-00-48	FDOTStLightMaint rev	26,000.00	
	38 - Other Sources	15 - Transportation	149-15-00-381-000-XX-XX	Transfer in from General Fund	292,564.00	
	54 - Transportation	30 - Roads & Streets	149-30-01-541-000-12-00	Reg Salaries - Roads & Streets		209,888.00
			149-30-01-541-000-14-00	Overtime-Roads & Streets		1,000.00
			149-30-01-541-000-21-00	FICA/MED-Roads & Streets		16,058.00
			149-30-01-541-000-22-00	Retirement-Roads&Streets		28,523.00
			149-30-01-541-000-23-00	Life&HealthIns-Road&Street		58,889.00
			149-30-01-541-000-24-00	Worker'sComp-Roads&Streets		15,471.00
			149-30-01-541-000-25-00	Unemployment-Roads&Streets		100.00
			149-30-01-541-000-34-00	Contract Svc-Roads&Streets		5,800.00
			149-30-01-541-000-41-25	Wireless-Roads & Streets		1,689.00
			149-30-01-541-000-43-00	Utilities - Roads & Streets		75,264.00
			149-30-01-541-000-44-84	Rental Equip - Roads & Streets		1,000.00
			149-30-01-541-000-45-00	Prop&LiabIns - Roads & Streets		12,700.00
			149-30-01-541-000-46-00	Repair&Maint- Roads&Streets		25,000.00
			149-30-01-541-000-46-17	Rd&SidewalkRepair-Roads&Sts		
			149-30-01-541-000-46-60	Rep&Maint-Veh-Road&Street		12,000.00
			149-30-01-541-000-46-63	Rep&Maint-Equip-Roads & Street		15,800.00
			149-30-01-541-000-46-65	Rep&Maint-Tree-Road & Street		32,000.00
			149-30-01-541-000-49-05	Indirect Costs		80,682.00
			149-30-01-541-000-51-00	Office Supp-Roads&Streets		200.00
			149-30-01-541-000-52-00	Op Supp-Roads & Streets		5,000.00
			149-30-01-541-000-52-14	Tools-Roads&Streets		1,500.00
			149-30-01-541-000-52-36	Fuel&Oil-Roads & Streets		18,000.00
			149-30-01-541-000-52-38	Employ Uniform-Road & Street		2,000.00
			149-30-01-541-000-99-24	Unallocated Expense		-
			149-30-01-541-641-00-00	Machinery & Equipment-Roads&St		
	58 - Other Uses - Transfers	15 - Transportation	149-15-01-581-000-00-00	Transfer to the General Fund		
402 - Water Utility Enterprise Fund	34 - Charges For Services	22 - Public Works - Water	402-22-00-343-300-00-00	Water Service Fee Revenue	1,224,000.00	
			402-22-00-343-300-00-76	Irrigation Meter Charges	4,000.00	
			402-22-00-343-300-00-78	Cutoff Charges-Water		
			402-22-00-343-300-00-82	Penalties Water	22,800.00	
			402-22-00-343-300-00-88	Meter Install Revenue	15,600.00	
	36 - Miscellaneous Revenue	22 - Public Works - Water	402-22-00-361-100-00-00	Interest-Water	35,000.00	

Sum of FY27 Budget Amount						Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense	
402 - Water Utility	36 - Miscellaneous	22 - Public Works - Water	402-22-00-369-900-00-00	Misc Revenue Water	1,000.00		
	51 - General Government	22 - Public Works - Water	402-22-01-517-000-71-01	Well #3 Debt - Principal		72,000.00	
			402-22-01-517-000-71-02	AMI Debt - Principal		71,000.00	
			402-22-01-517-000-72-01	Well #3 Debt - Interest		10,754.00	
			402-22-01-517-000-72-02	AMI Debt - Interest		29,360.00	
	53 - Physical Environment	22 - Public Works - Water	402-22-01-533-000-12-00	Reg Salaries Exp		177,468.00	
			402-22-01-533-000-14-00	Overtime Exp		25,000.00	
			402-22-01-533-000-15-00	Longevity Pay Exp		1,000.00	
			402-22-01-533-000-21-00	FICA/MED Exp		13,577.00	
			402-22-01-533-000-22-00	Retirement Exp		24,117.00	
			402-22-01-533-000-23-00	Life & Health Insurance		45,545.00	
			402-22-01-533-000-24-00	Workers' Comp Exp		5,768.00	
			402-22-01-533-000-25-00	Unemployment Exp		100.00	
			402-22-01-533-000-30-00	Training&TravelExp			
			402-22-01-533-000-31-00	Professional Services Two Fold		6,000.00	
			402-22-01-533-000-31-01	Credit Card Fee Expense		5,000.00	
			402-22-01-533-000-32-00	Auditing		8,000.00	
			402-22-01-533-000-34-00	Lab Testing (non Health Dept)		8,000.00	
			402-22-01-533-000-34-80	Water Testing - Health Depart.		5,400.00	
			402-22-01-533-000-40-00	Travel & Per Diem			
			402-22-01-533-000-41-25	Wireless - City Cell Phones		5,139.00	
			402-22-01-533-000-41-28	Comms - SCADA & Call Center		9,700.00	
			402-22-01-533-000-42-00	Postage		2,500.00	
			402-22-01-533-000-43-00	Utilities		38,074.00	
			402-22-01-533-000-45-00	Property & Liability Insurance		41,333.00	
			402-22-01-533-000-46-00	Repair & Maint System T&D		35,000.00	
			402-22-01-533-000-46-16	Water Plant Repair & Maint.		6,500.00	
			402-22-01-533-000-46-59	Water Plant Generator Maint.		4,400.00	
			402-22-01-533-000-46-60	Repair & Maintenance Vehicles		10,000.00	
			402-22-01-533-000-46-63	Repair & Maintenance Equipment		3,000.00	
			402-22-01-533-000-46-89	Annual Software Maintenance			
			402-22-01-533-000-46-90	AMI Annual Maintenance Fee		78,000.00	
			402-22-01-533-000-49-05	Indirect Costs		127,500.00	
			402-22-01-533-000-51-00	Office Supplies		250.00	
			402-22-01-533-000-52-00	Operating Supplies		46,268.00	
			402-22-01-533-000-52-14	Tools		6,000.00	
			402-22-01-533-000-52-36	Fuel		21,000.00	
			402-22-01-533-000-52-38	Employee Uniforms		1,400.00	
			402-22-01-533-000-52-74	Chemicals		25,000.00	
			402-22-01-533-000-52-88	New Construction - New Meter		7,000.00	

Sum of FY27 Budget Amount					
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue / Expense
					Revenue Expense
402 - Water Utility	53 - Physical	22 - Public Works - Water	402-22-01-533-000-54-00	Subscriptions & Memberships	500.00
			402-22-01-533-000-54-80	Software Subscriptions	350.00
			402-22-01-533-000-55-00	Training & Educational Costs	500.00
			402-22-01-533-000-99-24	Unallocated Expense	324,897.00
410 - Sewer Utility Enterprise Fund	33 - Intergovernmental Revenue	24 - Public Works Wastewater	410-24-00-334-800-00-00	DEP Grant WWTP Expansion	850,000.00
			410-24-00-334-810-00-00	FDEP CR236 Septic Phase Out	800,000.00
	34 - Charges For Services	24 - Public Works Wastewater	410-24-00-343-500-00-00	Sewer Service Fee Revenue	2,050,580.00
			410-24-00-343-500-00-34	Grinder Pump Replace Fee Rev	10,000.00
			410-24-00-343-500-00-47	Sewer Connection Fee Revenue	12,000.00
			410-24-00-343-500-00-62	Grinder Installation Fee Rev	80,000.00
	36 - Miscellaneous Revenue	24 - Public Works Wastewater	410-24-00-361-100-00-00	Interest Earned Revenue	
	38 - Other Sources	24 - Public Works Wastewater	410-24-00-381-000-XX-XX	Transfer in from General Fund	149,863.00
			410-24-00-381-114-00-00	Transfer from ARPA to Sewer	
			410-24-00-389-000-10-00	Beginning Retained Earnings	
	51 - General Government	24 - Public Works Wastewater	410-24-01-517-000-00-08	Series2003BBondsUSDAPrincipal	
			410-24-01-517-000-00-09	Series2003B Bonds USDAInterest	
			410-24-01-517-000-00-41	Series2003ABondsUSDAPrincipal	
			410-24-01-517-000-00-42	Series 2003A Bonds Interest	
			410-24-01-517-000-00-91	Series2009BondsUSDAPrincipal	
			410-24-01-517-000-00-92	Series2009 USDA Bonds Interest	
			410-24-01-517-000-71-01	Mower Max Lease	63,871.00
			410-24-01-517-000-71-02	AMI 2022 Debt Service	71,000.00
			410-24-01-517-000-71-03	Series2009BondsUSDAPrincipal	131,800.00
			410-24-01-517-000-71-04	Series2003ABondsUSDAPrincipal	28,713.00
			410-24-01-517-000-71-05	Series2003BBondsUSDAPrincipal	29,885.00
			410-24-01-517-000-72-02	AMI Debt - Interest	29,360.00
			410-24-01-517-000-72-03	Series2009 USDA Bonds Interest	202,142.00
			410-24-01-517-000-72-04	Series 2003A Bonds Interest	31,968.00
			410-24-01-517-000-72-05	Series2003B Bonds USDAInterest	33,273.00
	53 - Physical Environment	24 - Public Works Wastewater	410-24-01-535-000-12-00	RegSalaries	307,670.00
			410-24-01-535-000-14-00	Overtime	30,000.00
			410-24-01-535-000-15-00	Longevity Pay	1,500.00
			410-24-01-535-000-21-00	FICA/MED	23,538.00
			410-24-01-535-000-22-00	Retirement	41,812.00
			410-24-01-535-000-23-00	Life&HealthIns	76,425.00
			410-24-01-535-000-24-00	Workers' Comp	11,557.00

Sum of FY27 Budget Amount					Revenue / Expense	
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue	Expense
410 - Sewer Utility	53 - Physical	24 - Public Works Wastewater	410-24-01-535-000-25-00	Unemployment		100.00
			410-24-01-535-000-30-00	Training & Travel		
			410-24-01-535-000-31-00	Professional Services -TwoFold		6,500.00
			410-24-01-535-000-31-01	Credit Card Fee Expense		5,000.00
			410-24-01-535-000-32-00	Auditing		8,000.00
			410-24-01-535-000-34-00	Lab Testing		10,500.00
			410-24-01-535-000-34-80	Sludge Hauling		50,000.00
			410-24-01-535-000-40-00	Travel & Per Diem		500.00
			410-24-01-535-000-41-25	Wireless - Cell phones		1,250.00
			410-24-01-535-000-41-28	Communications - Call Center		4,500.00
			410-24-01-535-000-43-00	Utilities		120,000.00
			410-24-01-535-000-45-00	Property & Liability Insurance		65,477.00
			410-24-01-535-000-46-00	Rep&MaintSewerPlant&CollectSys		50,000.00
			410-24-01-535-000-46-01	LiftStnGeneratorsPropane&Maint		25,000.00
			410-24-01-535-000-46-34	Rep&MaintCustomer GrinderPumps		180,000.00
			410-24-01-535-000-46-60	Repair & Maintenance Vehicles		24,000.00
			410-24-01-535-000-46-63	Repair & Maintenance Equipment		2,000.00
			410-24-01-535-000-49-05	Indirect Costs		370,402.00
			410-24-01-535-000-52-00	Operating Supplies		21,000.00
			410-24-01-535-000-52-14	Tools		10,000.00
			410-24-01-535-000-52-36	Fuel & Oil		10,000.00
			410-24-01-535-000-52-38	EmployeeUniforms		4,000.00
			410-24-01-535-000-52-53	Grinder Pumps&Kits NewInstalls		190,000.00
			410-24-01-535-000-52-74	Chemicals		26,000.00
			410-24-01-535-000-54-00	Subscriptions&Memberships		850.00
			410-24-01-535-000-54-80	Software Subscriptions		350.00
			410-24-01-535-000-55-00	Training & Educational Costs		2,500.00
			410-24-01-535-000-99-24	Unallocated Expense		-
			410-24-01-535-100-62-32	FDEP CR236 Septic Phase Out		800,000.00
			410-24-01-535-200-62-32	WWTP & Wetland expansion SRWMD		850,000.00
425 - Solid Waste Utility Enterprise Fund	34 - Charges For Services	23 - Public Works - Solid Waste	425-23-00-343-400-00-00	Collection Fees	1,836,000.00	
			425-23-00-343-400-00-82	Penalties	25,200.00	
	53 - Physical Environment	23 - Public Works - Solid Waste	425-23-01-534-000-12-00	Regular Salaries		13,445.00
			425-23-01-534-000-21-00	FICA/MED		1,029.00
			425-23-01-534-000-22-00	Retirement		1,827.00
			425-23-01-534-000-23-00	Life & Health Insurance		771.00
			425-23-01-534-000-24-00	Workers' Comp		24.00
			425-23-01-534-000-25-00	Unemployment		20.00
			425-23-01-534-000-31-00	Garbage Collection Contract		1,561,068.00

Sum of FY27 Budget Amount					
Fund + Name	Function + name	Dept + Name	Account Number	Description	Revenue / Expense
					Revenue Expense
425 - Solid Waste	53 - Physical	23 - Public Works - Solid Waste	425-23-01-534-000-32-00	Auditing	8,000.00
			425-23-01-534-000-44-00	Postage	2,500.00
			425-23-01-534-000-49-05	Indirect Costs	238,687.00
			425-23-01-534-000-52-00	Operating Supplies	1,000.00
			425-23-01-534-000-52-36	Fuel & Oil	1,560.00
			425-23-01-534-000-99-24	Unallocated Expense	31,269.00
430 - Water Impact Fee FY22	32 - Permits, Fees & Special Assessments	22 - Public Works - Water	430-22-00-324-210-00-35	Water Impact Fee Rev	
	53 - Physical Environment	22 - Public Works - Water	430-22-01-533-000-99-24	Unallocated Expense	
435 - Wastewater Impact Fee FY22	32 - Permits, Fees & Special Assessments	25 - Impact Fees	435-25-00-324-210-00-35	WasteWtrImpFeeRev-ImpctFeeFY22	
	53 - Physical Environment	25 - Impact Fees	435-25-01-535-000-99-24	Unallocated Expense	
Grand Total					20,852,403.00 20,852,403.00

[illegible]



NEW BUSINESS

ITEM #1



Commission Agenda Item Request Form

MEETING DATE: SEPTEMBER 21, 2026

SUBJECT: DISCUSS, CONSIDER AND ACT ON RESOLUTION 2026-CC, A RESOLUTION SETTING THE MONTHLY SALARY FOR THE OFFICE OF CITY COMMISSIONER AND MAYOR; PROVIDING AN EFFECTIVE DATE.

AGENDA SECTION: NEW BUSINESS

DEPARTMENT: COMMISSION

PREPARED BY: CITY CLERK

RECOMMENDED ACTION: APPROVE RESOLUTION SETTING COMMISSION SALARY

Summary

THIS RESOLUTION SETS THE SALARY FOR THE COMMISSION FOR FISCAL YEAR 2026/2027.

ATTACHMENTS: RESOLUTION 2026-CC

REVIEWED BY CITY MANAGER:

RESOLUTION 2026-CC

**A RESOLUTION SETTING THE MONTHLY SALARY FOR THE
OFFICE OF CITY COMMISSIONER AND MAYOR; PROVIDING AN
EFFECTIVE DATE**

WHEREAS, the Charter of the City of High Springs, Section 2.03 “Compensation of the Commission” provides that the Mayor and Commissioners shall receive a reasonable monthly salary as determined annually by resolution of the City Commission; and

WHEREAS, the Commission has determined that the present salaries of the Mayor and Commissioners are reasonable; and

WHEREAS, the City Commission has adopted a budget for fiscal year 2026 – 2027, and budgeted an appropriate amount for payment of the salaries of the Mayor and Commissioners, which amount should not reserve these offices for only the wealthy who can afford to donate their time; and which amount should attract a diverse group of candidates for elected office that may include those that need financial compensation so as to be able to afford time away from their businesses, job and/or child care responsibilities.

**NOW THEREFORE BE IT RESOLVED BY THE HIGH SPRINGS CITY
COMMISSION THAT:**

SECTION ONE. COMMISSION COMPENSATION. The monthly salary of City Commissioners and Vice Mayor for fiscal year 2026-2027 shall be \$695.25 and the monthly salary of the Mayor shall be \$772.50.

SECTION TWO. EFFECTIVE DATE. This resolution shall be effective immediately upon passage.

PASSED in regular session of the High Springs City Commission this 21ST day of September 2026.

CITY OF HIGH SPRINGS, FLORIDA

ATTEST:

K. ANDREW MILLER, MAYOR

ANGELA STONE, CITY CLERK

(Municipal Seal)



NEW BUSINESS

ITEM #2



Agenda Item Request Form

MEETING DATE: SEPTEMBER 21, 2026

**SUBJECT: DISCUSS, CONSIDER AND ACT ON RESOLUTION 2026-DD.
RENEWING THE SUNRISE CONSULTING GROUP SERVICES AND
PERFORMANCE AGREEMENT.**

AGENDA SECTION: NEW BUSINESS

DEPARTMENT: CITY MANAGER

PREPARED BY: EXECUTIVE ASSISTANT, ASHLEY MAULDIN

ACTION RECOMMENDED: APPROVAL

Summary

SUNRISE CONSULTING GROUP PROVIDES THE CITY OF HIGH SPRINGS COMPREHENSIVE STATE GOVERNMENT CONSULTATION SERVICES OF A LOBBYIST AND ASSISTS IN THE CREATION OF, AND ADVOCACY FOR, THE LEGISLATIVE AND REGULATORY PRIORITIES OF THE CITY.

ATTACHMENTS: RESOLUTION 2026-DD, SERVICES AND PERFORMANCE AGREEMENT

**RESOLUTION NO 2026 - DD
CITY OF HIGH SPRINGS, FLORIDA**

**A RESOLUTION OF THE CITY OF HIGH SPRINGS, FLORIDA
APPROVING THAT CERTAIN AGREEMENT BETWEEN THE CITY
AND SUNRISE CONSULTING GROUP FOR CONSULTING
SERVICES; MAKING CERTAIN FINDINGS OF FACT IN SUPPORT
OF THE CITY APPROVING SAID AGREEMENT; DIRECTING THE
CITY MANAGER TO EXECUTE AND BIND THE CITY TO SAID
AGREEMENT; REPEALING ALL PRIOR RESOLUTIONS IN
CONFLICT; AND PROVIDING AN EFFECTIVE DATE.**

WHEREAS, on or about September 5, 2023, the City of High Springs entered into a Services and Performance Agreement with Sunrise Consulting Group (“Vendor”) for consulting services (hereinafter “FY2024 Agreement”); and

WHEREAS, Paragraph 1 of the FY2024 Agreement provides that the Agreement may be renewed for successive periods upon written agreement of the parties; and

WHEREAS, the Vendor and the City desire to renew that certain contract for consulting services for the fiscal year 2026 by adopting the terms of the proposed contract with Vendor in the form of the Exhibit attached hereto (the “Agreement”); and

WHEREAS, engaging the Vendor’s services is in the public interest and in the interests of the City; now therefore

BE IT RESOLVED by the City Commission of the City of High Springs, Florida:

1. Engaging the Vendor to provide the products and services in the Agreement to provide consulting services is in the public or community interest and for public welfare; and
2. In furtherance thereof, the Agreement in the form of the Exhibit attached hereto should be and is approved by the City Commission of the City of High Springs; and
3. The City Manager of the City of High Springs is authorized to execute on behalf of and bind the City to the terms of the Agreement; and
4. The City Manager of the City of High Springs is directed to execute on behalf of and bind the City to the terms of the Agreement; and
5. All prior resolutions of the City Commission of the City of High Springs in conflict with this resolution are hereby repealed to the extent of such conflict; and
6. This resolution shall become effective and enforceable upon final passage by the City Commission

of the City of High Springs.

APPROVED AND ADOPTED, by an affirmative vote of a majority of a quorum present of the City Commission of the City of High Springs, Florida, at a regular meeting, this ____ day of September, 2026.

BY THE MAYOR OF THE CITY OF HIGH
SPRINGS, FLORIDA

Kejana “Andrew” Miller, Mayor

ATTEST, BY THE CLERK OF THE CITY
COMMISSION OF THE CITY OF HIGH
SPRINGS, FLORIDA:

Angela Stone, City Clerk

APPROVED AS TO FORM AND LEGALITY:

Kiersten Ballou, Danielle Adams, City Attorney

SERVICES AND PERFORMANCE AGREEMENT

THIS Services and Performance Agreement (“Agreement”) is entered into as of the date last signed below between Sunrise Consulting Group (“SCG”), of 5957 Riviera Lane, New Port Richey, Florida 34655; and the City of High Springs, Florida (“City”), a political subdivision of the State of Florida, of 23718 W US Hwy 27, High Springs FL 32643.

WHEREAS, the City is engaging the consulting services of SCG as further described herein.

ACCORDINGLY, the parties agree:

1. **Engagement Period.** The City hereby engages SCG for state government consulting services for a period of 12 months (the “Engagement Period”) commencing on October 1st, 2026, and expires on September 30th, 2027. Thereafter, the Agreement may be renewed for successive periods upon written agreement of the parties.
2. **Performance of Duties.** SCG’s duties will include, but are not limited to, the following:
 - Providing comprehensive state government consultation services of a lobbyist and assisting in the creation of, and advocacy for, the legislative and regulatory priorities of the City.
 - Assisting the City in creating and evaluating priorities and strategies for the successful advocacy of the City’s positions.
 - Identifying the key issues and challenges the City encounters, and assisting in creating strategies to address issues and challenges.
 - Devising an advocacy strategy tailored for the City’s unique issues.
 - Keeping the City’s executive staff and elected leadership apprised of all pending legislative bills that relate to the priorities of the City.
 - Working to draft, file, and advocate for legislation on behalf of the City.
 - Coordinating meetings for the City with legislators, legislative staff, and relevant executive branch decision makers.
 - Supporting the City’s executive staff and elected leadership during internal meetings, as needed.
 - Tracking legislation and budgetary items that are important to the City.
 - Provide the City with a report for each week of Florida’s legislative session with items relevant to the City’s advocacy goals.

Communication: SCG will be available to meet with the City, in person, at least annually. SCG will also use email, zoom, telephone, or additional in-person meetings to communicate with the City. SCG may ask to schedule a zoom meeting or a conference call as information becomes available or develops regarding updated information on any impacts concerning the City. SCG shall promptly communicate with the City when important information becomes available.

Commitments. SCG will not make, agree to, or execute any agreements or commitments on behalf of the City without the prior consent of the City.

3. **Compensation.** SCG shall receive the following during the Engagement Period:

- a) Retainer: SCG's compensation for the agreement period commencing on October 1st, 2026, and expiring at midnight on October 1st, 2027, will be \$2,800 USD per calendar month. The date in which this agreement becomes effective or terminates, there shall be an appropriate proration of the monthly fee on the basis of the number of days that the agreement is in effect during such month.
- b) Payment: SCG shall send an invoice on the first day of each month. **Invoices shall be emailed to the contact provided by the City.** Payment shall be made by the City no later than thirty days upon receipt. All payments shall be remitted to Sunrise Consulting Group at 5957 Riviera Lane, New Port Richey, Florida 34655.
- c) Monthly Costs: Out-of-pocket costs directly attributable to the performance of this work may be billed in addition to the retainer. These costs may include travel and other expenses incurred on behalf of the City. No monthly costs in addition to the retainer payment provided for in 3(a) will be invoiced without the City's prior written approval.

4. **Representations and Warranties.** SCG represents and warrants the following:

- a) Direct Conflict with Other Clients: SCG shall not retain a client during our engagement period that has a direct adversarial conflict of interest with the priorities of the City. At the execution of this Agreement, SCG warrants that it does not have any clients that have a conflict of interest with the City.
- b) Compliance with Law: SCG shall at all times comply with applicable laws and regulations in the performance of its duties, including but not limited to laws related to state lobbyist registration.

5. **Confidentiality.** During and after the Engagement Period, (i) SCG shall not divulge, directly or indirectly, any secret or confidential information or knowledge (whether oral, written or electronic) pertaining to the business of the City, or its subsidiaries, obtained by SCG while engaged by the City and (ii) shall use such information or knowledge solely for the representation of the City in SCG's performance of services under this Agreement. Upon the conclusion of the engagement, if requested by the City, SCG shall return to the City all documents provided by the City to SCG.

6. **Cancellation.** Either party may terminate this Agreement for convenience upon 30 days' notice to the party.

7. **Modification.** No provision of this Agreement can be modified or amended, waived, or discharged unless such modification or amendment, waiver, or discharge is agreed to in writing by both parties.

Parties may renegotiate the terms of SCG's engagement at any time, but changes must be in writing, attached to the Agreement, and signed by both parties.

8. **Assignment.** No party may assign its rights without the written consent of the other party except that the City may assign this Agreement to any successor to the City's stock, business, or assets. The non-assigning party will not unreasonably withhold consent.
9. **Disputes.** This agreement shall be construed and governed in accordance with the laws of the State of Florida. Venue for any dispute arising herefrom shall be in the appropriate state court in Leon County, Florida.
10. **Delegation.** No party may delegate its performance without the written consent of the other party.
11. **Personnel.** SCG will assign Andrew Kael for the engagement provided herein. Staff in addition to Andrew Kael may be assigned at SCG's discretion. There shall not be any substitution of personnel without the prior written consent of the City.
12. **Time is of the Essence.** Time is of the essence with respect to SCG's performance of its services hereunder.
13. **Notices.** All required notices, requests, demands, and other communications shall be made in writing as necessary and shall be either personally delivered, mailed certified or registered mail (postage prepaid, return receipt requested), or sent via nationally recognized overnight delivery service, to either the City or SCG, as appropriate, at the addresses stated in hereinafter, and shall be deemed to have been given on the date of actual delivery.

City:

The City of High Springs, Florida.
Attention: **Jennifer Applebee**
23718 W US Hwy 27
High Springs, FL 32643

SCG:

Sunrise Consulting Group
Attention: **Shawn Foster**
5957 Riviera Lane
New Port Richey, FL 34655

14. **Entire Agreement.** This Agreement reflects the entire understanding between the parties. Any written, printed, or other materials which the City provides to SCG that are not incorporated in this Agreement do not constitute a term or condition of this Agreement.

[SIGNATURES APPEAR ON FOLLOWING PAGE]

IN WITNESS THEREOF, the parties hereto have executed this Agreement of as the date written above.

The City of High Springs, Florida.

By: _____

Name: Jennifer Applebee

Title: Interim City Manager

DATE



PRESIDENT

Sunrise Consulting Group

September 14th, 2026

DATE



NEW BUSINESS

ITEM #3



Commission Agenda Item Request Form

***MUST BE SUBMITTED TO THE CITY CLERK'S OFFICE BY NOON ON THE
TUESDAY PRIOR TO THE COMMISSION MEETING***

MEETING DATE: September 21, 2026 @ 6:30pm

SUBJECT:

**Florida Police Benevolent Bargaining Agreement between the City of High Springs,
Florida.**

AGENDA SECTION:

New Business

DEPARTMENT:

Police Department

PREPARED BY:

Chief Antoine Sheppard

A handwritten signature in blue ink, appearing to be "AS", enclosed within a blue circular scribble.

RECOMMENDED ACTION: Approval for signature and execution of Agreement.

Summary

The agenda item listed encompasses a Bargaining Agreement/Contract between the City of High Springs and the Florida Police Benevolent Union on behalf of the High Springs Police Officers.

Purpose

Consider approval of negotiated amendments to the Collective Bargaining Agreement between the City of High Springs and the Police Benevolent Association (PBA), including revisions to Articles 8, 26, and 32.

Summary of Negotiated Changes

The proposed agreement includes changes related to paid time off incentives, wages, step increases, and the term of the collective bargaining agreement.

ARTICLE 8 – LEAVES OF ABSENCE

Section 3(G) – PTO Incentive

Proposed Language:

G. Employees will earn three (3) hours of PTO incentive for not calling out eight (8) hours or less before their scheduled shift begins during a three-month period, based on the calendar quarter.

Calendar quarters will be:

January 1 through March 31

April 1 through June 30

July 1 through September 30

October 1 through December 31

An employee may earn a maximum of twelve (12) hours of PTO incentive per calendar year.

Change from Current Provision:

The existing provision allowing employees to earn ten (10) hours during each six-month period, up to twenty (20) hours annually, will be replaced with the quarterly three-hour incentive, with a maximum of twelve (12) hours annually.

ARTICLE 26 – WAGES

Section 1 – Establishment of a Step Plan

Effective October 1, 2022, a step plan is established for all bargaining unit members, as reflected in Appendix A attached to this Article.

For the term of this Agreement, bargaining unit members will have their salaries adjusted based upon their years of service in their grade, as reflected in Appendix B, except as otherwise modified by Section 2 for Fiscal Year 2026-2027.

Effective October 1, 2022, if the City hires a bargaining unit member with previous law enforcement experience, the bargaining unit member may be given, at the discretion of the City, one (1) year of credit for each two (2) years of prior law enforcement service.

Additionally, the City may award current bargaining unit members additional steps based upon previous law enforcement experience.

If a bargaining unit member serves in an acting position immediately prior to promotion into that position, the acting time shall count toward the employee's total years of service in that position.

Section 2 – Wage Increases (COLA)

For Fiscal Year 2026-2027, the parties agree that Appendix B will not be adjusted and no Cost-of-Living Adjustment (COLA) will be provided.

For Fiscal Year 2026-2027, bargaining unit members will also forego the automatic two-percent (2%) step increase otherwise provided under the wage schedule.

For Fiscal Years 2027-2028 and 2028-2029, the parties shall reopen this Article to determine the current market rate and whether a COLA or other wage adjustment is appropriate.

ARTICLE 32 – TERM OF AGREEMENT

Section 1

This Agreement shall become effective October 1, 2026, and shall remain in effect through September 30, 2029.

For Fiscal Years 2027-2028 and 2028-2029, each party shall have the right to reopen up to two (2) Articles in addition to Article 26.

Negotiated Concessions / Fiscal Impact

As part of the proposed agreement, sworn PBA bargaining unit members have agreed to significant wage concessions for Fiscal Year 2026-2027.

These concessions include:

No general wage increase or COLA for Fiscal Year 2026-2027.

Waiver of the automatic two-percent (2%) contractual step increase for Fiscal Year 2026-2027.

Modification of the PTO incentive program from a potential twenty (20) hours annually to a maximum of twelve (12) hours annually.

The waiver of the contractual two-percent (2%) step increases alone is anticipated to result in approximately \$15,000 to \$20,000 in personnel cost savings to the City, attributable to concessions made by sworn PBA bargaining unit members.

Requested Action

Approve the negotiated amendments to Articles 8, 26, and 32 of the Collective Bargaining Agreement between the City of High Springs and the Police Benevolent Association and authorize the appropriate City officials to execute the agreement following ratification.

ATTACHMENTS:

Yes – Articles of Contract, Pay Grade, etc.

REVIEWED BY CITY MANAGER: _____

**Agreement Between the Florida Police Benevolent Association
and the City of High Springs**

The Florida Police Benevolent Association (on behalf of the Officers' and Sergeants' Collective Bargaining Agreement) and the City of High Springs hereby mutually agree that the following Articles of the Collective Bargaining Agreement (2023 - 2026) will not contain any changes and will remain status quo and accepted for the PBA Collective Bargaining Agreement in effect from 2026 – 2029:

- PREAMBLE
- 1 RECOGNITION
- 2 NON-DISCRIMINATION
- 3 GRIEVANCE AND ARBITRATION PROCEDURE
- 4 DUES DEDUCTION
- 5 EMPLOYEE-MANAGEMENT COMMITTEE
- 6 PERSONNEL RECORDS
- 7 SENORITY AND PERSONNEL REDUCTION
- 9 PROBATIONARY PERSONNEL
- 10 BULLETIN BOARDS
- 11 VOTING / POLITICAL ACTIVITY
- 12 INTERNAL INVESTIGATIONS AND OBLIGATIONS
- 13 LEGAL BENEFITS
- 14 RULES AND REGULATIONS
- 15 TEMPORARY ASSIGNMENT TO A HIGHER CLASSIFICATION
- 16 TRAINING
- 17 ASSOCIATION REPRESENTATIVE
- 18 EDUCATIONAL ASSISTANCE
- 19 WORKER'S COMPENSATION
- 20 INSURANCE / RETIREMENT
- 21 HOURS OF WORK AND OVERTIME
- 22 VACCINATIONS
- 23 CORRECTIVE ACTION
- 24 HOLIDAYS
- 25 MANAGEMENT RIGHTS
- 27 SAVINGS CLAUSE
- 28 SEVERABILITY CLAUSE
- 29 STRIKES AND LOCKOUTS
- 30 AGENCY ASSIGNED VEHICLES
- 31 CLOTHING AND UNIFORM ALLOWANCE
- APPENDIX B

For the City

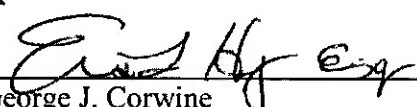


Chief Antoine Sheppard
City's Chief Labor Negotiator

Date

Sept 4, 2026

For PBA



George J. Corwine
PBA's Chief Labor Negotiator

Date

Sept. 4, 2026

ARTICLE 8
LEAVES OF ABSENCE

1. Leave of Absence Without Pay

A. The City Manager may grant any employee a leave of absence without pay upon the recommendation of the Chief of Police. Failure of any employee to return to duty upon expiration of his leave of absence shall constitute the resignation of that employee. Holiday pay, PTO, and any other benefits on time spent in the employee of the City shall not accrue during a leave of absence without pay, provided, however that the employee may maintain his health insurance coverage by paying the total cost of his group insurance premium. Pay or other increases for which an employee may become eligible based on whole, or in part, on length of service with the City shall not be credited during any period of leave of absence without pay in excess of twenty-one (21) calendar days.

An employee shall return from a leave of absence at the employee's rank and rate of pay at the time of the commencement of the leave.

B. A leave of absence without pay taken during the probationary period shall extend such probationary period the length of time necessary to equal the leave. The employee shall return to the position upon expiration of the leave of absence and may return at a date prior to the expiration of leave of absence with the approval of the Chief of Police.

2. Bereavement Leave

A. The Chief of Police shall grant an employee up to three (3) consecutive work days without charge to sick leave, annual leave, holiday time or other accumulated time, due to a death in his/her immediate family. The term "immediate family" shall mean father, mother, spouse, child, step-child, step-father, step-mother, brother, sister, aunt, uncle, grandparent or grandchild of an employee or an employee's spouse. In the event that a funeral takes place outside the State of Florida, the Chief of Police may grant an additional two (2) work days of bereavement leave.

B. The Chief of Police may grant an employee reasonable time off to attend the funeral of a person who is not a member of the employee's immediate family but with whom the employee had a special relationship. Time off under this paragraph will be charged against the employee's accumulated PTO time, or if there is not adequate PTO time will be charged as leave without pay.

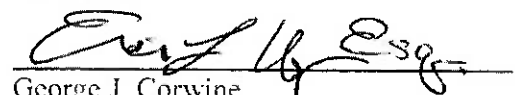
C. All bereavement leave must be pre-approved by the Chief of Police or his designee prior to being taken. Within thirty (30) calendar days from the date the employee returns to work from a death in the family or as otherwise provided herein, the Chief of Police or his designee may

For the City


Chief Antoine Sheppard
City's Chief Labor Negotiator

Date

For PBA


George J. Corwine
PBA's Chief Labor Negotiator

Date

request the employee to provide a copy of the death certificate, obituary notice or other documented proof of the deceased person. Failure to produce upon request a death certificate, obituary notice or other documented proof of the deceased person will result in the employee reimbursing the City for any paid leave taken under this article. Any employee found to have falsified his/her application for the use of bereavement leave will be disciplined up to and including termination.

3. Paid Time Off

A. Paid time off (PTO) provides all full-time staff employees with paid time away from work that can be used for vacation, personal time, personal illness or time off to care for dependents. PTO must be scheduled in advance and have approval from the Chief of Police, except in the case of illness or emergency. The PTO policy takes the place of sick leave, personal time, floating holiday and vacation.

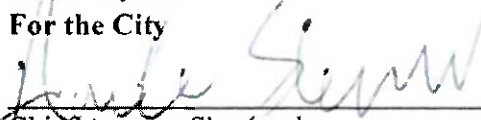
B. All accrued sick time that current employees have earned at the time of transition to PTO will be placed in individual sick banks for each employee. Employees can use their individual sick leave bank for extended sick leave absences (more than three days) only, and they can use it for their own illness or for a FMLA leave for a dependent's illness. Upon cessation of employment by resignation, retirement, or death, the employee or employee's estate shall be compensated for unused accumulated sick leave in accordance with the following schedule at the rate of pay in effect at the time of cessation:

1. Resignation after 15 years of continuous service up to 360 hours.
2. Retirement and/or death after five years of continuance service up to 720 hours.

C. Employees who are terminated voluntarily without a two-week notice and employees who are terminated involuntarily for any reason are not entitled to payment for accrued, unused PTO unless approved by the City Manager. Employees who resign or retire will be paid for all unused, accrued PTO up to 800 hours. Pay will be automatically reduced for any unearned PTO that has been taken. PTO cannot be paid out while employed unless specified in subsection D below. It is expected that a terminating employee will work the entire time designated by his or her notice, at the convenience of the City, without using PTO.

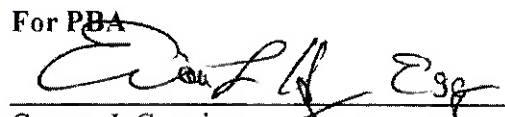
D. If a member has 300 hours of PTO or more on December 1 of each calendar year, the member may sell back up to 50 hours of PTO, at a rate of 80%, to be paid on the first non-payroll Thursday in December, subject to the availability of funding from the City. The member must notify the City in writing of their request to sell their PTO no later than December 1 of each calendar year.

For the City


Chief Antoine Sheppard
City's Chief Labor Negotiator

Date

For PBA


George J. Corwine
PBA's Chief Labor Negotiator

Date

E. A maximum of 800 hours PTO can be carried over to the next calendar year. The total number of hours carried over from one year to the next can never exceed 800. Any PTO in excess of 800 hours will be lost if it is unused in the calendar year, unless extenuating business circumstances have prevented the employee from taking scheduled PTO. In such cases, PTO may be carried over and taken in the first half of the next year with the approval of the Chief of Police and the City Manager.

F. The Chief of Police, or their designee, shall determine when paid time off shall be granted for the Department. The City Manager shall have authority to approve or disapprove leave for the Chief of Police.

G. Employees will earn ~~ten (10)~~ three (3) hours of PTO incentive for not calling out eight hours or less before their shift starts in a ~~six-month~~ three-month period of time, based on ~~based on the calendar quarter (ex. January 1st to March 31st)~~ January 1st to June 30th and July 1st to December 31st. An employee can earn up to a maximum of ~~20~~ 12 hours per year.

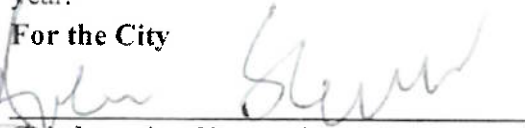
H. All regular full-time employees covered by this article shall earn PTO in accordance with the following schedule:

Years of Service	Bi-Weekly Accrual	PTO Hours Per Year
Less than One Year	5.70 hours	148 hours
One to Five Years	7.85 hours	204 hours
Five to Eleven Years	8.77 hours	228 hours
Eleven to Twenty Years	10.31 hours	268 hours
Over Twenty Years	11.85 hours	308 hours

4. Military Leave

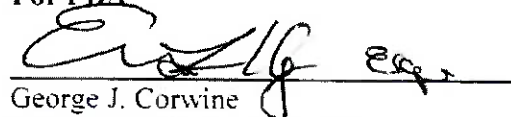
An employee within the bargaining unit who is commissioned reserve officer or reserve enlisted personnel in the United States Military, Naval Service, Coast Guard or member of the Florida State National Guard shall be granted a leave of absence from his/her respective duties in accordance with the terms of Chapter 115 and 250, Florida Statutes, during such instances when they are ordered to military service or field training. Accordingly, an employee who is called to perform active military service shall be granted a leave of absence for said service as specified in the state statute, and the first thirty (30) calendar days of any such leave will be without loss of pay. An employee who is ordered to field training in an active or inactive duty training status shall be granted a leave of absence as specified in the state statute for such service, and shall suffer no loss of pay for a period not to exceed two-hundred forty (240) working hours in any one (1) fiscal year.

For the City


Chief Antoine Sheppard
City's Chief Labor Negotiator

9-4-2026
Date

For PBA


George J. Corwine
PBA's Chief Labor Negotiator

Sept 4, 2026
Date

121
122 An employee who obtains leave under this section of this Article shall be required to submit
123 an appropriate form to the Chief of Police as well as submit an order or statement from the
124 appropriate military commander as evidence of any such duty.

125
126 An employee serving on a military leave of absence will retain seniority and continuous
127 service rights.

128
129 5. Family and Medical Leave

130
131 A member of the bargaining unit shall be entitled to family and medical leave to the same
132 extent and in the same manner as all city employees.

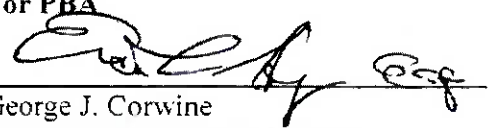
For the City


Chief Antoine Sheppard
City's Chief Labor Negotiator

Date

9-4-2026

For PBA


George J. Corwine
PBA's Chief Labor Negotiator

Date

Sept 4, 2026

ARTICLE 26
WAGES

Section 1 – Establishment of a Step Plan

Effective October 1, 2022, a step plan is established for all bargaining unit members, as reflected in Appendix A, attached to this article. For the term of this Agreement, all members will have their salaries adjusted based on their years of service in their grade, as reflected in the Appendix B, attached to this Agreement.

Effective October 1, 2022, if the City hires a bargaining unit member with previous law enforcement experience, the bargaining unit member may be given, at the discretion of the City, one (1) year of credit for each two (2) years of law enforcement service. Additionally, the City may award current bargaining unit members additional steps based on their previous experience.

If a bargaining unit member serves in an acting position immediately prior to their promotion into that position, the acting time shall count towards their total years of service.

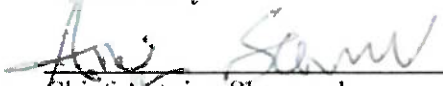
Section 2 – Wage Increases (COLA)

1. For Fiscal Year 2026-2027, the parties agree to NOT adjust Appendix B (provide a COLA). 2025-2026, the parties agree that ~~all bargaining unit members shall be moved to their step based on their years of service in rank as of October 1, 2025, and compensated as outlined in Appendix A, attached to this Agreement.~~
2. For Fiscal Years 2027-2028 and 2028-2029, the parties shall reopen this article to determine the current market rate and COLA, if applicable.

Section 3 – Training Pay (DOR)

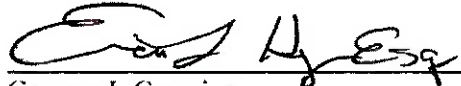
Bargaining unit members assigned to complete a Daily Observation Report on a Police Officer/Police Sergeant Trainee will be compensated at the rate of fifteen dollars (\$15) per report.

For the City


Chief Antoine Sheppard
City's Chief Labor Negotiator

9-4-2026
Date

For PBA


George J. Corwine
PBA's Chief Labor Negotiator

Sept. 4, 2026
Date

PBA/City of High Springs
UNION Proposal – Article #32
DATE: September 4th, 2026
Page 1 of 1

ARTICLE 32
TERM OF AGREEMENT

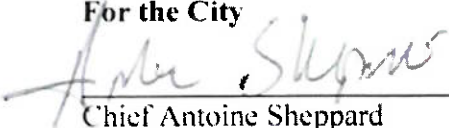
Section 1

This Agreement is effective October 1, ~~2023~~ 2026, and will remain in effect through September 30, 2026. The City and the Association agree that for the Fiscal Years 2027-2028 and 2028-2029 ~~2025—2026~~, each party has the right to reopen up to two (2) articles in addition to Article 26.

Section 2 - Memorandum of Understanding/Settlements

The parties recognize that during the term of this Agreement situations may arise which require that terms and conditions not specifically and clearly set forth in the Agreement must be clarified or amended. Under such circumstances, the Association is specifically authorized by bargaining unit members to enter into the settlement of grievance disputes or memorandum of understanding that clarifies or amends this Agreement, without having to be ratified by bargaining unit members.

For the City


Chief Antoine Sheppard
City's Chief Labor Negotiator

Date

Sept 4, 2026

For PBA


George J. Corwine
PBA's Chief Labor Negotiator

Date

Sept 4, 2026

Collective Bargaining Agreement

Between

North Central Florida Police Benevolent Association

A Chapter of the
Florida Police Benevolent Association



and the

High Springs Police Department



October 1, 2026 to September 30, 2029

Officers and Sergeants
Collective Bargaining Agreement

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PREAMBLE

This Agreement is entered into by the City of High Springs, Florida (hereinafter referred to as the "City"), and the North Central Florida Police Benevolent Association, Inc. (hereinafter referred to as the "P.B.A." or the "Association").

ARTICLE 1 RECOGNITION

The City hereby recognizes the Florida Police Benevolent Association, Inc. P.B.A. as the exclusive bargaining representative for all matters affecting wages, hours, and working conditions for those employees in the bargaining unit certified by the Public Employees Relations Commission.

For purposes of this Agreement, this Agreement covers only full-time, sworn law enforcement officers who hold a rank below Lieutenant, and all full-time sworn and unsworn dispatchers employed by the City. Specifically excluded are: sworn law enforcement officers holding the rank of Police Lieutenant or higher, including the Chief of Police, and all other City and Police Department employees.

ARTICLE 2 NON-DISCRIMINATION

The City agrees not to interfere with the right of any eligible employee to become a member of the Association. There shall be no discrimination against an employee by reason of race, creed, color, handicap, national origin, sex, marital status, Association members or activity or lack of Association membership or activity.

ARTICLE 3 GRIEVANCE AND ARBITRATION PROCEDURE

In a mutual effort to provide a harmonious working relationship between the parties to this Agreement, agreed and understood that there will be a procedure for the resolution of grievances between the parties and that the procedure set forth in this Article shall cover grievances involving the application or interpretations of this Agreement, and grievances involving discharge, suspension, demotion, or any other discipline of a nature more severe than and including a written reprimand. Other less severe discipline is merely supervisory in nature and will not be subject to the grievance process.

Every effort will be made by all parties to settle any grievance as expeditiously as possible. Any grievance not answered by management within the prescribed time limits shall automatically advance to the next higher step. Should the grieving party fail to observe the time limits as set forth in the steps of this Article for submitting or appealing a grievance or a decision based on a

submitted grievance, the grievance shall be considered conclusively abandoned. Business days shall mean Monday through Friday, excluding Saturdays, Sundays and Holidays.

Any written grievance must state the particular article which was violated and state how that particular article was violated. Failure to state these particular matters will result in a denial of the grievance by the City. Any written decision which denies a grievance in Steps 1, 2 and 3 must include a reason for the denial.

Grievances shall be presented in the following manner:

Step 1: Chief of Police

The employee shall first present the grievance to the Chief of Police within ten (10) working days of the occurrence of the event(s) which gave rise to the grievance. If the event which gave rise to the grievance occurred at a time when the employee was on annual leave, sick leave, or other compensated leave, the ten (10) working day period shall commence running immediately upon the employee's return from such compensated leave. The first step shall be informal and may be presented verbally by the employee. The P.B.A. representative may be present to represent the employee. The Chief of Police shall render his decision in writing within ten (10) working days, and must document the date on which he received the grievance, the substance of the grievance, the date(s) on which the supervisor met with the employee, the persons present at the meeting(s) between the supervisor and the employee, and the his ultimate determination regarding the grievance.

Step 2: City Manager

If the grievance is not resolved at Step 1, the employee or the employee's P.B.A. representative acting with the employee's consent may proceed to Step 2 by submitting a written grievance as set forth in this Article, to the City Manager within ten (10) working days after receipt of the decision at Step 1. The written grievance shall be discussed by and between the employee and/or the employee's P.B.A. representative and the City Manager within ten (10) working days after the submission of the written grievance at Step 2. The City Manager shall within ten (10) working days after the discussion render his decision in writing and provide a copy of the decision to the employee. Where a grievance is general in nature, in that it applies to a number of employees rather than a single employee, or if the grievance is directly between the Association and the City, such grievance shall be presented by the Association's Representative, in writing as set forth in this Article, directly to the City Manager, at Step 2 within ten (10) working days of the occurrence of the event(s) or when the Association first became aware or should have become aware of the event(s). This is the final step in a dismissal hearing for an employee serving a probationary period and is the final step in a grievance based on a written reprimand.

Step 3: Arbitration

If the grievance is not resolved at Step 2, the Association, consistent with the provisions of this Article, may submit the grievance to Arbitration by delivering written notice of intent to appeal to the other party no later than fifteen (15) working days after receipt of the decision at Step 2.

The notice of intent to appeal must state the particular article which was violated and state how that particular article was violated or the notice will be null and void. If the grievance is not appealed to arbitration within said fifteen (15) working days, the City Manager's Step 2 decision shall be final and binding upon the aggrieved employee or the Association as the case may be.

Within fifteen (15) working days after the grievance is submitted to arbitration, the parties shall jointly request the Federal Mediation and Conciliation Service, the sole function of that body being to assist in the selection of the arbitrator, to furnish a panel of seven (7) impartial arbitrators particularly skilled in matters involving local government employee relations. Both the Association and the City shall have the right to strike three (3) names in alternating fashion from the panel, leaving the seventh (7) name as the Arbitrator who will hear the case. A coin toss shall determine who shall strike a name first.

Where there is a threshold issue regarding arbitrability, it is understood that in such cases the Arbitrator will be resolved separate and apart from the merits of the grievance at the same arbitration hearing.

On the substantive issues, the arbitrator shall issue his written not later than thirty (30) calendar days from the date of the closing of the hearings or the submission of briefs, whichever is later. The decision shall set forth the arbitrator shall confine his decision to the particular provision of this Agreement as set forth in the written grievance at Step 2. The arbitrator shall fashion an appropriate remedy for violation of the particular provisions contained in this Agreement, but shall have no authority to change, amend, add to, subtract from, ignore, or otherwise alter or supplement this Agreement or any part thereof or amendment thereto. The arbitration hearing shall be conducted in accordance with the Rules of Procedure promulgated by the Federal Mediation and Conciliation Service.

The decision of the arbitrator, if made in accordance with his jurisdiction and authority under this Agreement, shall be final and binding upon the City, the Association, and the members of the bargaining unit.

Each party shall bear the expense of its own witness and of its own representatives for purposes of the arbitration hearing. The impartial arbitrator's fee and related expense of obtaining a hearing room, if any, shall be paid equally by the City and the P.B.A. Any party desiring a transcript of the hearing shall bear the cost of such transcript unless both parties mutually agree to share said cost.

Copies of the arbitrator's award shall be furnished to both parties within thirty (30) days of the close of the arbitration hearing. The arbitrator's award shall be final and binding on the parties for awards where there is no unbudgeted monetary cost to the City. For those awards where there is an unbudgeted monetary cost to the City, the decision of the arbitrator shall be advisory in nature to the City Commission, who shall make the final determination as to the grievance.

Where any provision of this Agreement involves responsibility on the part of the Association which, in the view of the City, it is not properly carried out, the City may present the issue to the Association as a grievance. If such grievance cannot be resolved by discussion between

the City and the Association on an informal basis, the grievance shall be initiated at Step 2 of this procedure by the Chief of Police City Manager and submitted in writing to the President of the Association. If not resolved within twenty (20) working days following receipt by the Association of the written grievance, the City may submit the grievance to Arbitration under the provision of this Article.

All above mentioned time frames may be extended in writing by mutual agreement.

ARTICLE 4 DUES DEDUCTION

Any member of the Bargaining Unit may have his membership dues deducted from his wages. Dues shall be deducted twice a month and shall thereafter be transmitted to the P.B.A. accompanied by a list of those employees' names whose dues are included.

ARTICLE 5 EMPLOYEE-MANAGEMENT COMMITTEE

There shall be an Employee-Management Committee consisting of the following Association and management representatives:

- A: Two (2) representatives of the Association and
- B: The Chief of Police and the City Manager.

The Employee-Management Committee shall meet quarterly on dates mutually agreed upon by the participants. The function of the Committee shall be to discuss general matters pertaining to employee relations and Departmental operations. Additional meetings may be held by mutual agreement of the parties.

The Committee shall not engage in collective bargaining or resolution of grievances.

ARTICLE 6 PERSONNEL RECORDS

Each employee covered by this Agreement shall have the right to inspect his official personnel file, provided, however, that such inspection shall take place during working hours at the location where the official personnel file is kept. The employee shall have the right to make duplicate copies of any items contained in his official personnel file.

Employees shall have the right to file a written response to any corrective action report documenting either a verbal reprimand or written reprimand or other document which is in the employee's official personnel file or internal investigations file as a result of supervisory action or citizen complaint. At the employee's request, any such written response shall be included in the

employee's official personnel file or internal investigations file together with the corrective action report or other document against which it is directed.

To the extent permitted by law and in order to protect the privacy and promote the safety of individual police officers, the City agrees not to directly or indirectly furnish the news media or public with any employee's home address, telephone number, photograph, and/or personnel records except that which is required per applicable current Florida State Statutes. However, an employee may consent in writing to having his photograph used as a trading card or on the Department web site.

ARTICLE 7 SENIORITY AND PERSONNEL REDUCTION

Seniority

Seniority shall mean an employee's continuous accumulated paid services with the City Police Department, which shall be computed from the employee's date of employment or re-employment. Seniority shall accumulate during all City authorized and approved leaves of absence, such as due to injury, illness, vacation, or any leave. However, seniority shall not accumulate during either leaves or absence without pay or suspensions without pay if the leave or suspension is in excess of four (4) continuous months.

Vacations

Vacation periods for each calendar year shall be drawn by employees on the basis of seniority.

Layoff and Recall

In the event the City determines that a reduction in the workforce (layoff) is necessary, the City will ameliorate the impact of such action in the following manner:

A. Sworn Employees

In the event of a layoff for any reason, probationary employees do not have recall rights and will be laid off first. Following probationary employees, employees will be laid off in the inverse order of their seniority. Should there be a tie in seniority, the employee with the lowest average score of the past two (2) performance evaluations shall be laid off first.

Any employee to be laid off, who has advanced to his present classification from a lower classification, in which he held a permanent appointment, shall be given a position in a lower classification and his seniority in the lower classification shall be established according to the date of his permanent appointment to that classification. No new employee shall be hired in any classification until all employees on layoff status in that classification have had an opportunity to return to work. A laid off employee shall have recall rights to the law enforcement classification

he held before the onset of the layoff procedure for a period of twelve (12) months following layoff. Employees shall be called back from layoff with seniority being the determining factor.

An employee shall be notified of his recall to work by certified mail return receipt requested, mailed to his address maintained in the records of the official personnel file. The recall notice must be answered by the employee in writing within ten (10) calendar days of the employee's receipt of the recall letter. Recall will be at the employee's last rate of pay and rank classification prior to the layoff. Upon recall, all credit for seniority shall be restored. Failure to respond to recall within the time stipulated shall result in the employee's loss of recall rights with the City.

B. Non-sworn Employees

If the City determines to cease the dispatch function of the Police Department, the City will provide all effected employee(s) with: (1) ninety (90) days written notice prior to the cessation of the dispatch function, (2) severance pay which shall be equal to the lesser of: (a) one (1) week of pay for each full year of employment with the City or (b) twelve (12) weeks of pay, and (3) a recommendation to the private or public entity that will assume dispatch operations and functions to interview the affected employee(s).

If the City determines to reduce the workforce of the dispatch function of the Police Department, probationary employees do not have recall rights and will be laid off first. Layoff and Recalls shall follow the same applicability as in Section A above.

C. Bargaining Unit Employees

An employee who is laid off pursuant to this Article, provided the insurance carrier concurs, shall be given the opportunity to continue insurance coverage in existing programs to the extent allowed and subject to the conditions of state and federal laws, including, but not limited to, the Consolidated Omnibus Budget Reconciliation Act (COBRA). An employee who is laid off shall be considered to be terminated and shall be paid for all earned but unused vacation time.

ARTICLE 8 LEAVES OF ABSENCE

1. Leave of Absence Without Pay

A. The City Manager may grant any employee a leave of absence without pay upon the recommendation of the Chief of Police. Failure of any employee to return to duty upon expiration of his leave of absence shall constitute the resignation of that employee. Holiday pay, PTO, and any other benefits on time spent in the employee of the City shall not accrue during a leave of absence without pay, provided, however that the employee may maintain his health insurance coverage by paying the total cost of his group insurance premium. Pay or other increases

for which an employee may become eligible based on whole, or in part, on length of service with the City shall not be credited during any period of leave of absence without pay in excess of twenty-one (21) calendar days.

An employee shall return from a leave of absence at the employee's rank and rate of pay at the time of the commencement of the leave.

B. A leave of absence without pay taken during the probationary period shall extend such probationary period the length of time necessary to equal the leave. The employee shall return to the position upon expiration of the leave of absence and may return at a date prior to the expiration of leave of absence with the approval of the Chief of Police.

2. Bereavement Leave

A. The Chief of Police shall grant an employee up to three (3) consecutive work days without charge to sick leave, annual leave, holiday time or other accumulated time, due to a death in his/her immediate family. The term "immediate family" shall mean father, mother, spouse, child, step-child, step-father, step-mother, brother, sister, aunt, uncle, grandparent or grandchild of an employee or an employee's spouse. In the event that a funeral takes place outside the State of Florida, the Chief of Police may grant an additional two (2) work days of bereavement leave.

B. The Chief of Police may grant an employee reasonable time off to attend the funeral of a person who is not a member of the employee's immediate family but with whom the employee had a special relationship. Time off under this paragraph will be charged against the employee's accumulated PTO time, or if there is not adequate PTO time, will be charged as leave without pay.

C. All bereavement leave must be pre-approved by the Chief of Police or his designee prior to being taken. Within thirty (30) calendar days from the date the employee returns to work from a death in the family or as otherwise provided herein, the Chief of Police or his designee may request the employee to provide a copy of the death certificate, obituary notice or other documented proof of the deceased person. Failure to produce upon request a death certificate, obituary notice or other documented proof of the deceased person will result in the employee reimbursing the City for any paid leave taken under this article. Any employee found to have falsified his/her application for the use of bereavement leave will be disciplined up to and including termination.

3. Paid Time Off

A. Paid time off (PTO) provides all full-time staff employees with paid time away from work that can be used for vacation, personal time, personal illness or time off to care for dependents. PTO must be scheduled in advance and have approval from the Chief of Police, except in the case of illness or emergency. The PTO policy takes the place of sick leave, personal time, floating holiday and vacation.

B. All accrued sick time that current employees have earned at the time of transition to PTO will be placed in individual sick banks for each employee. Employees can use their

individual sick leave bank for extended sick leave absences (more than three days) only, and they can use it for their own illness or for a FMLA leave for a dependent's illness. Upon cessation of employment by resignation, retirement, or death, the employee or employee's estate shall be compensated for unused accumulated sick leave in accordance with the following schedule at the rate of pay in effect at the time of cessation:

1. Resignation after 15 years of continuous service up to 360 hours.
2. Retirement and/or death after five years of continuance service up to 720 hours.

C. Employees who are terminated voluntarily without a two-week notice and employees who are terminated involuntarily for any reason are not entitled to payment for accrued, unused PTO unless approved by the City Manager. Employees who resign or retire will be paid for all unused, accrued PTO up to 800 hours. Pay will be automatically reduced for any unearned PTO that has been taken. PTO cannot be paid out while employed unless specified in subsection D below. It is expected that a terminating employee will work the entire time designated by his or her notice, at the convenience of the City, without using PTO.

D. If a member has 300 hours of PTO or more on December 1 of each calendar year, the member may sell back up to 50 hours of PTO, at a rate of 80%, to be paid on the first non-payroll Thursday in December, subject to the availability of funding from the City. The member must notify the City in writing of their request to sell their PTO no later than December 1 of each calendar year.

E. A maximum of 800 hours PTO can be carried over to the next calendar year. The total number of hours carried over from one year to the next can never exceed 800. Any PTO in excess of 800 hours will be lost if it is unused in the calendar year, unless extenuating business circumstances have prevented the employee from taking scheduled PTO. In such cases, PTO may be carried over and taken in the first half of the next year with the approval of the Chief of Police and the City Manager.

F. The Chief of Police, or their designee, shall determine when paid time off shall be granted for the Department. The City Manager shall have authority to approve or disapprove leave for the Chief of Police.

G. Employees will earn three (3) hours of PTO incentive for not calling out sick eight hours or less before their shift starts in a three-month period of time, based on each calendar quarter (ex. January 1st to March 31st). An employee can earn up to a maximum of 12 hours per year.

H. All regular full-time employees covered by this article shall earn PTO in accordance with the following schedule:

Years of Service	Bi-Weekly Accrual	PTO Hours Per Year
Less than One Year	5.70 hours	148 hours
One to Five Years	7.85 hours	204 hours
Five to Eleven Years	8.77 hours	228 hours
Eleven to Twenty Years	10.31 hours	268 hours
Over Twenty Years	11.85 hours	308 hours
4. Military Leave		

An employee within the bargaining unit who is commissioned reserve officer or reserve enlisted personnel in the United States Military, Naval Service, Coast Guard or member of the Florida State National Guard shall be granted a leave of absence from his/her respective duties in accordance with the terms of Chapter 115 and 250, Florida Statutes, during such instances when they are ordered to military service or field training. Accordingly, an employee who is called to perform active military service shall be granted a leave of absence for said service as specified in the state statute, and the first thirty (30) calendar days of any such leave will be without loss of pay. An employee who is ordered to field training in an active or inactive duty training status shall be granted a leave of absence as specified in the state statute for such service, and shall suffer no loss of pay for a period not to exceed two-hundred forty (240) working hours in any one (1) fiscal year.

An employee who obtains leave under this section of this Article shall be required to submit an appropriate form to the Chief of Police as well as submit an order or statement from the appropriate military commander as evidence of any such duty.

An employee serving on a military leave of absence will retain seniority and continuous service rights.

5. Family and Medical Leave

A member of the bargaining unit shall be entitled to family and medical leave to the same extent and in the same manner as all city employees.

ARTICLE 9 PROBATIONARY PERSONNEL

A. Initial Probation

Each newly hired or rehired employee in the bargaining unit shall serve a probationary period not to exceed 365 days during which time the employee shall not be entitled to any seniority rights but shall be subject to all of the terms and conditions of this Agreement. Upon completion of said 365 days, the employee shall be known as a regular, full-time member and seniority rights shall accrue from the commencement of the probationary period.

An employee, while on initial probation, shall be entitled to any merit increase, across-the-board increase, percentage increase or bonus provided for during the term of this Agreement which occurred during the employee's probationary period.

An employee who does not satisfactorily complete his/her initial probation shall be terminated and shall have the right to grieve whether or not the termination was justified. Such grievance may only be processed up to Step 2 of the grievance procedure, as set forth in this Agreement, and the decision at that step shall be final.

B. Promotional Probation

An employee who is promoted shall serve a probationary period of six (6) months, during which time the employee shall accrue seniority rights with the Department but not at the promoted classification. Upon completion of said six (6) months, the employee shall be entitled to accrue seniority rights at the promoted classification retroactive to the commencement of the promotion.

An employee returned to the rank held prior to probation within the first ninety (90) days of probation shall have the right to grieve the decision, and the grievance will be limited to and may only be processed up to Step 2 of the Grievance procedure, as set forth in this Agreement, and the decision at that step shall be final. An employee returned to the rank held prior to probation after the ninetieth (90th) day of probation shall have the right to grieve the decision, and the grievance will not be limited to Step 2 of the grievance procedure set forth in this Agreement.

ARTICLE 10 BULLETIN BOARDS

Where a bulletin board is available, the City agrees to provide space on such bulletin board for Association use. Where a bulletin board is not available, the City agrees to provide such a board.

The City shall permit the Association to post notices of the Association's business and matters relating to the administration of this Agreement.

ARTICLE 11 VOTING/POLITICAL ACTIVITY

During a primary, general or special election, an employee who is a registered voter and whose hours of work do not allow sufficient time for voting shall be allowed necessary time off with pay for this purpose. Where the polls are open two hours before or after hours after the employee's regular scheduled work period, it shall be considered sufficient time for voting.

Employees will be allowed to engage in the full range of political activities guaranteed to all citizens while off duty and not in uniform.

ARTICLE 12 INTERNAL INVESTIGATIONS AND OBLIGATIONS TO THE PUBLIC

The parties recognize that the security of the City and its citizens depends to a great extent upon the manner in which the employees covered by this Agreement perform their various duties. Further, the parties recognize that the performance of such duties involves these employees in all manner of contacts and relationships, questions may arise or complaints may be made concerning the actions of employees covered by this Agreement. Investigation of such questions and complaints must necessarily be conducted by, or under the direction of, Departmental supervisory officials whose primary concern must be the security of the City and preservation of the public interest.

In order to maintain the security of the City and protect the interests of its citizens, the parties agree that the City must have the right to conduct investigations of citizen complaints and matters of internal security. In the event an employee becomes the subject of a formal Departmental or City investigation arising from a citizen complaint or allegation, the Department or the City, whichever is appropriate, shall notify the employee of the complaint. Upon the conclusion of the formal investigation the employee will be notified of the disposition of the complaint.

Any investigative interrogation of a sworn employee covered by this Agreement relative to a citizen's complaint and/or matter of internal security shall be conducted pursuant to and in strict conformity with the provisions of Chapter 112, Part VI, Florida State Statutes, including, but not limited to:

A. The interrogation shall be conducted at a reasonable hour, preferably at a time when the employee is on duty, unless the seriousness of the investigation is of such a degree that immediate action is required.

B. The employee under investigation shall be informed of the nature of the investigation prior to any interrogation and shall be informed of the name(s) of the complainant(s). All identifiable witnesses shall be interviewed whenever possible, and the specific alleged violation(s) of City and/or Department policies prior to the beginning of the investigative interview of the accused officer.

C. The charge "conduct unbecoming an officer" can be used provided it is qualified by "in that he/she and state the violation of the Rules and Regulations."

D. The employee under investigation shall be informed of the rank, name, and command of the officer in charge of the investigation, the interrogating officer, and all persons present during the interrogation. All questions directed to the employee under interrogation shall be asked by and through one (1) interrogator during any one (1) investigative interrogation, unless specifically waived by the officer under investigation.

E. Interrogation sessions shall be for reasonable periods and shall be timed to allow for such rest periods as are reasonably necessary. All interrogations must be held at the

headquarters of the High Springs Police Department unless the employee is unable to come to the headquarters or both parties agree to some other location.

F. At the request of any employee under investigation, he shall have the right to be represented by counsel or any other representative of his choice who shall be present at all times during such interrogation.

G. The formal interrogation of an employee, including all recess periods, shall be recorded, and there shall be no unrecorded questions or statements.

H. If the employee under interrogation is under arrest or is likely to be placed under arrest as a result of the interrogation, he shall be completely informed of all his rights prior to the commencement of the interrogation.

I. No employee shall be ordered to submit to any device designed to measure the truth of his responses during questioning; provided, however, that there shall be no restriction on the right of any employee to submit to such device on a voluntary basis. There shall be no reference for refusing to take a polygraph entered into any City record or notes unless the employee volunteered or agreed to take a polygraph and then refused.

J. During interrogations the employee shall not be subjected to offensive language or threats of transfer, dismissal, or other disciplinary action. The interrogator does not have the right to make a promise of reward as incentive to answering questions.

K. During interrogations, questions shall be limited to the circumstances surrounding the allegations, which are the subject of the investigations.

L. In the interest of internal security and fairness to the employee under investigation, the City insofar as is legally permissible, agrees to make no public statements concerning the alleged violation or the validity of the allegations under investigation until such time as the investigation has been completed and the findings of the investigation published. In the event the employee under investigation, or any organization or person representing said employee makes public statements concerning the allegations under investigation, the City shall have the right to respond in any manner it deems appropriate.

M. An employee under investigation may obtain a copy of any written statement he has executed.

N. The findings of the investigations shall be labeled "Unfounded" (did not occur), "No Conclusion" (unable to determine guilty or not guilty), "Sustained" (guilty as charged) or "Not Sustained" (not guilty). No other terminology may be used.

In investigations involving sworn or non-sworn personnel, where an employee is to be interrogated concerning an alleged violation of the Rules and Regulations of the City or the Department which, if proven, may result in discipline to the employee which is greater than a written reprimand, the employee shall be afforded a reasonable opportunity and facilities to contact

and consult privately with an attorney of his/her choosing or a representative may be present during the interrogation. Where the attorney or P.B.A. representative is not immediately available and condition permit, the interrogation will be postponed for one twenty-four (24) hour period.

No employee will be compelled to speak or testify, or be questioned by any non-governmental agency.

In case where the City chooses to relieve any member of the bargaining unit from duty pending an investigation or other administrative determination, the following conditions will prevail:

1. The employee will remain on full salary and allowances and shall not lose any benefits during this period of time. Matters should be settled within a two (2) week time frame. Neither the employer nor the employee may unduly delay the hearing.

2. In the event the employee has been charged criminally with the filing of any criminal traffic violation, any misdemeanor or any felony, the employee will be put on administrative leave without pay pending the conclusion of the investigation or by approval of the City Manager. The City reserves the right and may, under circumstances, place the employee on administrative duties pending the conclusion or dismissal of the charge filed. If the employee is found not guilty or if the charges are dropped, the employee will be paid their base salary without interest for the time they were on leave without pay and there will be no loss of seniority or benefits for that period of time.

Only "sustained" findings following an investigation will be inserted in an employee's personnel record; however, a separate Internal Affairs file may be kept on employees containing all complaints lodged and all findings made. Unless there is a recurrence of the same infraction within one (1) calendar year, the prior infraction will not be used for progressive disciplinary purposes.

The City shall not discharge or discipline any employee without just cause and due process. The City agrees that no that adverse action will be taken against any employee who exercises the rights provided for in this Article.

ARTICLE 13 LEGAL BENEFITS

The City will defend employees against any legal actions taken against them as a result of their actions while acting in the scope of their employment, unless such employee acted in bad faith or with malicious purpose or in a manner exhibiting wanton and willful disregard of human rights, safety or property (i.e. in the line of duty) and will initiate any proper and appropriate counter suits.

The City agrees to indemnify all employees against judgments levied against them as a result of their actions while acting in the scope of their employment, unless the employee acted in

bad faith or with malicious purpose of in a manner exhibiting wanton and willful disregard of human rights, safety or property.

ARTICLE 14 RULES AND REGULATIONS

The City's Personnel Rules and Regulations and the Police Department's Rules, Regulations, Directives, Orders and Standard Operating Procedures shall be applicable to all members to the extent they do not conflict with this Agreement.

Prior to the City implementing any change to its Personnel Rules and Regulations, the P.B.A. shall be provided five (5) days' notice and an opportunity to discuss such change(s). However, under emergencies classified as such by the City Manager, changes may be made without notice until the situation is resolved, wherein the change would be made without notice until the situation is resolved, wherein the change would be noticed with an opportunity to discuss as provided for in this Paragraph.

The City agrees to meet with the Association within sixty (60) days after the implementation of this Agreement for the purpose of discussing new rules and regulations.

The City will provide each newly-hired or rehired employee with a copy of all of the City's Personnel Rules and Regulations and the Police Department's Rules, Regulations, Directives, Orders and Standard Operating Procedures.

It shall be understood that the Chief of Police may modify, change, remove or add to any Department Rule, Regulation, Directive, Order, or Standard Operating Procedure as long as it does not conflict with any of the provisions of this Agreement.

Any changes to a member's compensation, terms and conditions of employment or benefits, which are not resolved after meeting and conferring shall be subject to impact bargaining.

ARTICLE 15 TEMPORARY ASSIGNMENT TO A HIGHER CLASSIFICATION

Employees temporary filling, or interacting capacity a position in higher rank shall receive a rate of the base salary of the higher classification or five percent (5%) higher than the employee's base rate of pay, whichever is greater, after serving in that capacity for at least forty (40) hours.

ARTICLE 16 TRAINING

A. Where the City requires an employee to attend supervisory training and/or training in specialized techniques, the City will make every reasonable effort to facilitate the employee

attending such training during his normal working hours. In the event the City is unable to schedule the employee to attend such training during his normal working hours, the employee shall be required to attend such training during his off-duty hours; provided, however, that the time spent by the employee in such training during his off-duty hours shall be compensated in accordance with hours of work and overtime.

B. All sworn officers will be required to train and qualify with their duty weapon, and any other authorized weapon, on an annual basis. The training will be conducted by a certified firearms instructor. All ammunition and safety equipment required for authorized training and qualification will be furnished by the City. Any employee required to attend such training during their off-duty hours will be compensated in accordance with hours of work and overtime. An employee will be required to post a score of at least eighty percent (80%) of the HSPD 50 handgun qualification course, attached to this Agreement as Appendix "A." to qualify. An employee who fails on a third attempt to qualify with his/her duty weapon shall be reassigned to a non-sworn capacity until the employee posts a qualifying score with no reduction in pay.

The City shall provide to each sworn officer upon written request fifty (50) rounds of .40 caliber handgun ammunition per quarter to be utilized to assist with necessary skill handling and shooting proficiency. The employee shall be required to shoot the ammunition within the quarter that the ammunition is received. An employee may shoot the ammunition while on-duty provided the employee receives approval in advance from their immediate supervisor.

Transportation to the pistol range or transportation to any required and scheduled training shall be provided by the Police Department. In the event such transportation is not available, the employee shall be entitled to applicable travel time and mileage allowance, at the current rate established by the State of Florida.

The Employee Management Committee shall discuss and make recommendations concerning which manuals will be used, what weapons or equipment shall be carried and qualified, and what other equipment or weapons may be carried after qualification. These recommendations shall be forwarded to the Chief for consideration and approval where appropriate.

ARTICLE 17 ASSOCIATION REPRESENTATIVE

The Association shall be represented by its President or his designee.

An employee representative of the Association shall be permitted reasonable access to all Police Department work locations at reasonable times to handle specific grievances and matters of interpretation of this Agreement. The Association shall inform the City of the identity of its representative at least forty-eight (48) hours prior to obtaining access provided in this Paragraph, unless the parties agree otherwise.

The City shall on or about October 1st annually provide the Association with a complete roster of the name, rank, position and date of hire for each police officer and communications employee. The Association will, upon receipt of the roster, furnish the City with a list of current members of the bargaining unit, or submit a statement verifying that the membership of the unit contains no persons not included in the City's roster.

One (1) employee representative of the Association who is engaged in the negotiation of the successor contract shall be allowed to attend the negotiation sessions that occur within his/her normal duty hours without loss of pay or benefits.

ARTICLE 18 EDUCATIONAL ASSISTANCE

Section 1. "Educational Assistance Plan"

The City of High Springs' educational assistance plan is designed to assist the City employees in obtaining additional training and educational in law enforcement related subjects to prepare them for advancement.

Section 2. "Reimbursement"

As money is available and budgeted, each employee shall be reimbursed, up to \$1,500 each fiscal year, upon successful completion of each course, if the following criteria are met:

- A. The employee has successfully completed the probationary period.
- B. The employee has submitted an application for tuition assistance to the Chief of Police prior to registering for the course. Application forms may be obtained from the Personnel Department.
- C. The employee has received an approved application form from the Chief of Police or his designee prior to registering for the course.
- D. The employee satisfactorily completed the course with a grade of "C" or better.
- E. The employee is still employed by the City of High Springs Police Department at the time application for reimbursement is submitted.
- F. The employee submits the approved application form, accompanied by the tuition receipt and evidence of satisfactory completion of the course with a letter grade of "C" or better or a grade of "Satisfactory" where a letter grade is unavailable to the Chief of Police or his designee for reimbursement. At the time of submission, the employee must certify that he/she did not and will not receive any funds for reimbursement for any course from any source other than the City of High Springs, i.e. G.I. Bill, federal grant, etc.

An employee whose employment is terminated voluntarily or involuntarily within one (1) year of being reimbursed for a course will be required to reimburse the City for the prorated amount of reimbursement based on a twelve (12) month schedule, and such reimbursement may be deducted by the City from the employee's pay or accrued leave.

An employee found to have falsified an application for reimbursement will be disciplined up to and including termination.

Subject to the above criteria being met, an employee shall be reimbursed for tuition and books based on the following schedule:

Letter Grade "A" or "B"	100%
Letter Grade "C" or "Satisfactory"	50%

Any grade below a letter grade of "C" or a course graded "unsatisfactory" will not entitle to any reimbursement.

ARTICLE 19 WORKERS' COMPENSATION BENEFITS

An employee who is covered by Chapter 440, Florida Statutes, Workers' Compensation, and in accordance with the provisions set forth there under, incurs an injury or illness while on duty, and directly related to work performed for the Police Department, shall be authorized to receive all of the benefits under said statutory scheme to the full extent allowed by the law to the same extent provided for all City employees whichever is greater.

ARTICLE 20 INSURANCE/RETIREMENT

The City agrees to furnish all full-time bargaining unit members with a major medical, surgical, hospitalization and group insurance plan.

The City agrees to pay the entire premium for the employee's coverage. The employee shall be responsible for payment of the premium for the employee's spouse and/or dependents, if desired.

The City agrees to enroll all members of the bargaining unit in the Florida Retirement System (FRS), upon application to and acceptance by FRS. If determined eligible by FRS, employees who were enrolled in the City of High Springs/Florida League of Cities Police and Firefighters' Pension Trust, may purchase coverage in FRS, retroactive to the date of their employment.

ARTICLE 21 HOURS OF WORK AND OVERTIME

The following provisions shall govern hours of work and overtime:

A. A normal work period for members covered by this Agreement shall depend on their schedule. There shall be two (2) normal shifts, eight (8) and twelve (12) hour shifts.

B. Those employees assigned to work an eight (8) hour shift shall be scheduled to work ten (10) eight (8) hour shifts per two (2) week pay period. Any hours worked in excess of those hours shall be compensated at the rate of time and a half (1 1/2) their regular straight time.

C. Those employees assigned to work twelve (12) hour shifts shall be scheduled to work six (6) twelve (12) hour shifts and one (1) eight (8) hour shift per two (2) week period. Any hours worked in excess of those hours shall be compensated at time and a half (1 1/2).

D. Dispatchers shall bid on their shifts once annually at the beginning of each calendar year, which shall be done on the basis of seniority. Four (4) of the shifts will be 12-hour shifts and will be the same as the police officers. There will be an additional "cover" shift that will run either 1600-2400 (4 pm-12 am) or 1700-0100 (5 pm-1 am) for Tuesday through Sunday. In order to compensate for the four (4) hours of automatic overtime that this 12-hour shift creates, the communications supervisor will work one late date (Wednesday) from 1100-1900 (11 am-7 pm), allowing the dayshift dispatcher to go home at 1500 (3 pm) and work an eight (8) hour day. Additionally, the nightshift dispatcher's work schedule will require one eight (8) hour work day per pay period (Tuesday through Sunday) beginning at 2300 (11 pm) with the "cover" shift dispatcher working those hours. Days off shall be rotated quarterly (e.g., From January through March, a day shift dispatcher will have Saturday and Sunday off; from April through June, the days off shall rotate to Monday and Tuesday; etc. This shall apply to the other two (2) shifts in the same manner). Notwithstanding the foregoing, at any time that the City has less than four (4) full time dispatchers employed and working a full-time schedule, the Chief of Police or his designee may schedule dispatchers in a manner that, in his discretion, provides the maximum coverage and benefit to the City.

E. Each year, starting on the pay period which starts after January 1st, bargaining unit members assigned to twelve (12) hour shifts will re-bid for one of the two (2) twelve (12) hour shifts. Placement on the shifts will be determined by seniority and will last for the calendar year. The City may create a twelve (12) hour relief shift with hours based on the needs of the Department. The bidding and placement described in this paragraph is only for one (1) of the two (2) twelve (12) hour shifts. The Chief of Police or his designee reserves the right, in his discretion, to make team and squad assignments.

F. Those members with a rank of Sergeant or above or a supervisor will be exempt from the bid process and may be placed on a shift and rotated as the need arises.

G. If an employee covered by this Agreement is called out to work at a time outside their normal working hours, they shall receive a minimum of two (2) hours pay or actual time worked, whichever is greater.

H. The above mentioned minimum call-out compensation shall apply to required off-duty appearances as a subpoenaed witness to attend any court, deposition, or other legal matters on pending criminal, civil or traffic cases where the employee is involved in their official police capacity. Any fees in connection with the appearance before any court or for the purpose of taking depositions shall be retained by the employee. Any mileage fees shall be paid to the City if a City vehicle was used for travel.

I. In the event an employee is off duty and placed on "stand-by" in anticipation of a disaster or similar circumstances, that employee will be paid one half of their base pay rate for those hours on stand-by. Only the Chief of Police or his designee can place an employee on stand-by.

J. A seventy-two (72) hour notice shall be given to the employee prior to any change in a scheduled work shift in excess of three (3) working days unless there is an emergency as classified by the City Manager.

K. For purposes of determining overtime, hours worked shall not include time off taken for vacation, sick leave, bereavement leave, or time taken off for holiday leave but shall include time spent in training, travel to and from court, and time actually working a shift.

L. Extra duty assignments of a nature other than working over at the end of a shift or coming in early for a shift will be assigned by rotation on the basis of seniority, starting with the employee having the greatest seniority. Should an employee be offered an overtime or extra duty assignment and decline that assignment, their name will be placed on the bottom of the list. In certain cases, an employee may wish to not work extra duty or overtime assignments. In that situation, an employee may request, in writing, to have their name removed from the list.

M. No employee shall work more than sixteen (16) hours per day, sixty (60) hours per week or one hundred-twenty (120) hours per pay period without permission from the Chief of Police or his designee.

N. Shift Coverage – When a bargaining unit member works a shift outside of their normal shift schedule, the bargaining unit member shall be paid at the rate of time and one-half (1.5x) their base hourly rate regardless of whether the member met the rules for overtime compensation or not as outlined in Section B and C of this article. This section is intended for bargaining unit members who have, or will use, vacation time during the pay period.

ARTICLE 22 VACCINATIONS

The City shall furnish all members of the bargaining unit with the full extent of vaccinations and blood-borne pathogen protection required by Florida law or provided to all general employees, whichever is greater.

ARTICLE 23 CORRECTIVE ACTION

It shall be the duty of each member to maintain high standards of cooperation, efficiency and integrity in his or her conduct and work performance with the City in keeping with the Oath of Office; the laws of the United States, the State of Florida and the City of High Springs; provision(s) of Departmental or City Rule(s) or Regulation(s) and Standard Operating Procedure(s) and other directive(s).

The City has the right to take corrective action against an employee for unsatisfactory work, misconduct or for other just cause. "Corrective action" shall mean disciplinary action including, but not limited to, written reprimand, suspension or discharge.

The City follows a system of progressive discipline in that the City imposes a level of discipline necessary to correct undesirable behavior. Actions taken may increase in severity if the original offense is not corrected or if a subsequent offense arises. Progressive discipline assures that discipline is administered consistently and in a non-discriminatory manner.

Based on the severity of the offense, disciplinary action imposed by the City for the first or subsequent offenses may include a suspension without pay, a reduction in salary, demotion or discharge.

Actions that may result in the immediate removal of an employee from the work site include, but are not limited to: criminal misconduct, arrest for domestic violence, assault, battery, theft, insubordination, sabotage, any threat to the safety of employees or the public and/or suspected drug or alcohol use on the job.

Disciplinary actions are as follows:

1. Written Reprimand: Issued by management when counseling has not resulted in a satisfactory change in the employee's conduct or work performance or when counseling is not deemed by management to be sufficiently severe for the offense.
2. Suspension: Issued by management for the good of the City or for other just cause or when a written reprimand has not resulted in a satisfactory change in the employee's conduct or work performance or when a written reprimand is not deemed by management

to be sufficiently severe for the offense. A suspension is an involuntary removal from the work site which includes loss of pay for the time specified.

3. Discharge: Issued by management for just cause or when previous disciplinary actions have failed to bring a satisfactory change in the employee's conduct or work performance, or when a suspension is not deemed by management to be sufficiently severe for the offense. A specific reason for discharge is not required for an initial probationary employee who fails to meet probationary standards. A discharge is a permanent separation from and termination of employment with the City.

4. Other types of disciplinary action may be appropriate including, but not limited to, reduction in pay or reduction in classification (i.e. demotion).

An employee being considered for discipline that constitutes anything greater than a written reprimand shall receive notice of being considered for such discipline at least twenty-four (24) hours in advance of such action being taken in writing unless conditions as deemed by the Police Chief exist which would require immediate action or circumstances by the affected employee exist which would require immediate action or circumstances by the affected employee exist which make such advance notice impossible.

Administrative leave or a suspension with pay may be utilized for the purpose of an investigatory procedure or pending investigation. The determination of whether an employee shall be placed on administrative leave or suspended with pay shall be made by the Police Chief or his designee, in his sole discretion.

Appeal and grievance rights or employees are provided in other articles within this Agreement.

ARTICLE 24 HOLIDAYS

The City recognizes the following as paid holidays for bargaining unit employees:

New Year's Day---January 1
Martin Luther King, Jr. Birthday---Third Monday in January
President's Day – Third Monday in February
Memorial Day---Last Monday in May
Independence Day---July 4
Labor Day---First Monday in September
Veterans' Day---November 11
Thanksgiving Day---Fourth Thursday in November
Day after Thanksgiving---Fourth Friday in November
Christmas Eve---December 24
Christmas Day---December 25
New Year's Eve---December 31

1. Each member of the bargaining unit will receive ten (10) hours holiday pay for each holiday listed above at his/her regular rate of pay.
2. An employee who works on a holiday will be paid at a rate equal to one and one-half (1 1/2) times his/her regular hourly rate. For calculation of hours worked at the overtime rate, the holiday shall start and end at midnight and hours worked between those time periods will be counted at time and a half (1 1/2) regardless of the employee's shift starting and ending times.
3. An employee who is scheduled to work and who wishes to take the holiday off, must obtain the approval of the Chief of Police or his designee.
4. If a holiday falls while an employee is on vacation, it will be paid as a holiday and not charged to vacation time for that day. Holidays that fall during scheduled vacation may be filled by the City.
5. Bargaining unit employees who are working and/or on standby will receive one (1) day off for each nonscheduled "emergency day off" granted by the City Manager or the Mayor to non-bargaining unit employees who are paid. Said day off must be scheduled with the approval of the Chief of Police.
6. Each bargaining unit employee will receive one ten (10) hour Personal Holiday each calendar year. The Personal Holiday will be available to the member each January 1 and must be used by each December 31 of each year or the Personal Holiday will be forfeited.

ARTICLE 25 MANAGEMENT RIGHTS

The Association agrees that the City has and will continue to retain, whether exercised or not, the sole and unquestioned right to operate and manage its affairs in all respects; and the powers and authority which the City has not officially abridged, delegated or modified by the express provisions of this Agreement are retained by the City. The rights of the City, through its management officials, including, but not limited to its Police Chief and City Manager, shall include, but shall not be limited to: the right to determine the organization of City government; to determine the purpose of each of its constituent agencies; to exercise control and discretion over the organization and efficiency of the City; to set standards for services to be offered to the public; to direct the employees of the City, including the right to assign work and overtime; to hire, examine, classify, promote, train, transfer, assign, and schedule employees in positions with the City; to suspend, demote, discharge, or take other disciplinary action against employees for just cause; to increase, reduce, change, modify, or alter the composition and size of the workforce, including the right to relieve employees of duties because of lack of work, funds or other reasons; to determine the location, methods, means, and personnel by which operations are to be conducted, including the right to determine if goods or services are to be made or purchased; to establish, modify, combine or abolish job classifications; to change or eliminate

existing methods, equipment or facilities; and to establish, implement and maintain an effective internal security program.

The City has the sole authority to determine the purpose and mission of the City, to prepare and submit budgets to be adopted by the City Commission and to expend monies appropriated by the Commission as it shall deem advisable.

Those inherent managerial functions, prerogatives and policy-making rights which the City has not expressly modified or restricted by a specific provision of this Agreement are not in any way, directly or indirectly, subject to the grievance procedure contained herein.

If it is determined by the City that emergency conditions exist, including, but not limited to: riots, civil disorders, hurricane or severe weather condition, catastrophes or disorders, the provisions of this Agreement may be suspended by the City during the time of the declared emergency, provided that wage rates, overtime, and other monetary benefits shall not be suspended.

Any changes to a member's wage, terms and conditions of employment or benefits shall be subject to impact bargaining.

ARTICLE 26 WAGES

Section 1 – Establishment of a Step Plan

Effective October 1, 2022, a step plan is established for all bargaining unit members, as reflected in Appendix A, attached to this article. Effective October 1, 2022, all members will have their salaries adjusted based on their years of service in their grade, as reflected in the Appendix B, attached to this article.

Effective October 1, 2022, if the City hires a bargaining unit member with previous law enforcement experience, the bargaining unit member may be given, at the discretion of the City, one (1) year of credit for each two (2) years of law enforcement service. Additionally, the City may award current bargaining unit members additional steps based on their previous experience.

If a bargaining unit member serves in an acting position immediately prior to their promotion into that position, the acting time shall count towards their total years of service.

Section 2 – Wage Increases

1. For Fiscal Year 2024-2025, the parties agree that bargaining unit members will NOT advance one step in the established Step Plan; however, the Step Plan will receive a five percent (5%) Cost of Living Adjustment (COLA). This will result in each employee receiving five percent (5%) pay increase across the board.

2. For Fiscal Year 2025-2026, the parties agree that all bargaining unit members shall be to their step based on their years of service in rank as of October 1, 2025, and compensated as outlined in Appendix A, attached to this Agreement.

Section 3 – Training Pay (DOR)

Bargaining unit members assigned to complete a Daily Observation Report on a Police Officer/Police Sergeant Trainee will be compensated at the rate of fifteen dollars (\$15) per report.

ARTICLE 27 SAVINGS CLAUSE

All job benefits hereto enjoyed by the employees who are not specifically provided for or abridged by the Collective Bargaining Agreement shall continue under conditions that they had previously been granted. The Agreement will not deprive any employee of any benefits or protection granted by the laws of the State of Florida, the ordinances of the City of High Springs, or the personnel rules and regulations of High Springs not in conflict with this Agreement.

ARTICLE 28 SEVERABILITY CLAUSE

Should any provision of this Collective Bargaining Agreement or any part thereof, be rendered or declared invalid by reason of any existing or subsequently enacted legislation, or by any decree of accord of competent jurisdiction, all other articles and sections of this Agreement shall remain in full force and effect for the duration of this Agreement.

Should any article be rendered invalid, it shall be re-negotiated within sixty (60) days.

ARTICLE 29 STRIKES AND LOCKOUTS

There will be no strikes, work stoppages, picket lines, slow downs, boycotts, or concealed failure or refusal to perform assigned work by the employees or the Association and there will be no lockouts by the City for the duration of this Agreement. The Association supports the City fully in maintaining normal operations.

Any employee who participates in or promotes a strike, work stoppage, picket line, slow down, boycott, or concealed failure or refusal to perform assigned work may be disciplined or discharged by the City and only the question of whether he did in fact participate in or promote such action shall be subject to grievance and arbitration procedure.

It is recognized by the parties that the City is responsible for and engaged in activities which are the basis of the health and welfare of the citizens. Accordingly, it is understood and

agreed that in the event of any violation(s) of this section, the City shall be entitled to seek and obtain immediate injunctive relief.

"Picketing" as used herein shall mean any action which has the effect of preventing employees from reporting to or continuing work or preventing the public from entering public facilities.

ARTICLE 30 AGENCY ASSIGNED VEHICLES

A. The Chief of Police reserves the right to establish the availability of vehicles, positional assignments, the process by which vehicle assignment will be made, to monitor the program to ensure compliance with the policies governing the use of the Department vehicles, and to suspend or terminate an assignment or the program. In this regard, the Chief of Police may require that a vehicle assigned to an employee pursuant to Paragraph B be called in as a pool vehicle.

B. Subject to the language in Paragraph A, an employee is authorized to drive his/her agency-assigned vehicle to and from the employee's home so long as the employee either holds the rank of Sergeant or the employee's homestead is within thirty miles of the City limits. The employee may also use the vehicle for training, court appearances, special details and other needs as designated or approved by the Chief of Police

C. Notwithstanding the language in Paragraph A, an employee assigned as the K-9 Handler shall be issued a vehicle and is authorized to drive the vehicle to and from the employee's home as well as to training, court appearances, special details and other needs as designated or approved by the Chief of Police.

D. An employee shall be allowed to use an agency vehicle for all off-duty work that is law enforcement related, provided that the off-duty work has been approved in advance by the Chief of Police.

ARTICLE 31 CLOTHING AND UNIFORM ALLOWANCE

A. For the fiscal year beginning October 1, 2023, and through the term of this Agreement, the member of the bargaining unit assigned as a detective shall be paid the lump sum of \$500 for a clothing allowance.

B. All sworn officers shall be given a shoe allowance of \$150 per year payable on October 1st.

C. Uniformed employees will be issued two (2) new shirts and two (2) new trousers per year, if requested.

ARTICLE 32
TERM OF AGREEMENT

Section 1

This Agreement is effective October 1, 2026, and will remain in effect through September 30, 2029. The City and the Association agree that for the Fiscal Years 2027-2028 and 2028-2029, each party has the right to reopen up to two (2) articles in addition to Article 26.

Section 2 - Memorandum of Understanding/Settlements

The parties recognize that during the term of this Agreement situations may arise which require that terms and conditions not specifically and clearly set forth in the Agreement must be clarified or amended. Under such circumstances, the Association is specifically authorized by bargaining unit members to enter into the settlement of grievance disputes or memorandum of understanding that clarifies or amends this Agreement, without having to be ratified by bargaining unit members.

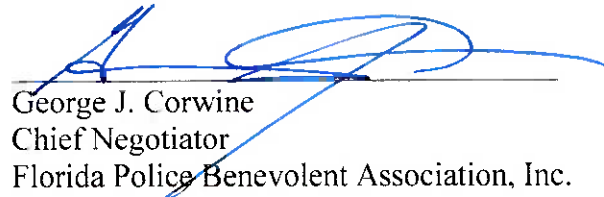
IN WITNESS HEREOF, the parties have signed this **AGREEMENT** to be effective as of October 1, 2026.

APPROVED BY THE CITY OF HIGH SPRINGS

Jennifer Applebee, Interim City Manager

Date

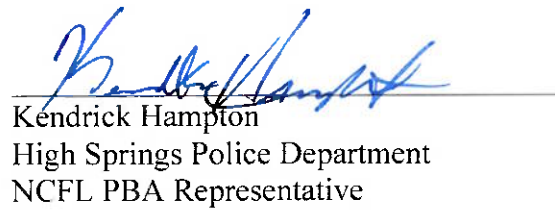
APPROVED FOR THE FLORIDA POLICE BENEVOLENT ASSOCIATION, INC.



George J. Corwine
Chief Negotiator
Florida Police Benevolent Association, Inc.

Sept 10, 2026

Date



Kendrick Hampton
High Springs Police Department
NCFL PBA Representative

9/10/26

Date

Appendix A

Appendix A	
Officer & Sergeant	

Completed Years in Rank as of October 1, 2024										
Rank	Base	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year
Officer	\$ 43,965	\$ 45,174	\$ 46,416	\$ 47,693	\$ 49,004	\$ 50,352	\$ 51,737	\$ 53,159	\$ 54,621	\$ 56,123
Sergeant	\$ 56,350	\$ 57,970	\$ 59,637	\$ 61,352	\$ 63,115	\$ 64,930	\$ 66,797	\$ 68,717	\$ 70,693	\$ 72,725

Rank	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
Officer	\$ 57,667	\$ 59,253	\$ 60,882	\$ 62,556	\$ 64,277	\$ 66,044	\$ 67,860	\$ 69,727	\$ 71,644	\$ 73,614	\$ 75,639
Sergeant	\$ 74,816	\$ 76,967	\$ 79,180	\$ 81,456	\$ 83,798	\$ 86,207	\$ 88,686	\$ 91,236	\$ 93,859	\$ 96,557	\$ 99,333

Completed Years in Rank as of October 1, 2025										
Rank	Base	1 Year	2 Year	3 Year	4 Year	5 Year	6 Year	7 Year	8 Year	9 Year
Officer	\$ 47,359	\$ 48,662	\$ 50,000	\$ 51,210	\$ 52,446	\$ 53,723	\$ 55,034	\$ 56,382	\$ 57,767	\$ 59,189
Sergeant	\$ 58,000	\$ 59,668	\$ 61,383	\$ 63,148	\$ 64,963	\$ 66,831	\$ 68,752	\$ 70,729	\$ 72,762	\$ 74,854

Rank	Year 10	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
Officer	\$ 60,651	\$ 62,153	\$ 63,697	\$ 65,283	\$ 66,912	\$ 68,586	\$ 70,307	\$ 72,074	\$ 73,890	\$ 75,757	\$ 77,674
Sergeant	\$ 77,006	\$ 79,220	\$ 81,498	\$ 83,841	\$ 86,251	\$ 88,731	\$ 91,282	\$ 93,906	\$ 96,606	\$ 99,384	\$ 102,241

**Florida Police Benevolent Association, Inc.
High Springs PD Agreement**

Date: 9/10/26

Contract Ratification Vote

Official Vote Ratification Tally Sheet

Number of Ballots Cast: 8

Ballots Cast For Agreement: 8

Ballots Cast Against Agreement: 0

Challenged Ballots: 0

Comments:

Representatives for the PBA:

Sam P. Baffin

Kevin K. Hampton FL PBA