



FOR IMMEDIATE RELEASE

Tuesday, September 05, 2023

Public Notice:
First Budget Hearing FY 2024

Public Notice

First Budget Hearing FY 2024
scheduled for
Tuesday, September 05, 2023 at 5:01 p.m.

**Due to a lack of quorum
Has been Continued to:
Monday, September 11, 2023 at 5:01 p.m.**

at

Village Hall
9080 Bay Drive
Indian Creek, Florida 33154

Village Government

Mayor Bernard Klepach
Vice Mayor Javier Holtz
Council Members:
Irma Braman
Robert Diener
Irwin E. Tauber

Indian Creek Village Hall
9080 Bay Drive
Indian Creek, Florida 33154
www.indiancreekvillage.org

AGENDA



1st BUDGET HEARING FY2024

Tuesday, September 05, 2023

5:01 p.m.

CONTINUATION:

Monday, September 11, 2023

5:01 p.m.

Indian Creek Village Hall

9080 Bay Drive

Indian Creek, FL 33154

FIRST BUDGET HEARING FY2024
CONTINUATION: MONDAY, SEPTEMBER 11, 2023
5:01 PM
AT VILLAGE HALL
9080 BAY DRIVE, INDIAN CREEK, FL 33154
<https://us02web.zoom.us/j/83947313186>
Meeting ID: 83947313186

1. **CALL TO ORDER/ROLL CALL OF MEMBERS**
2. **PUBLIC COMMENTS:** *Any person wishing to address the Council, should state their name, and address, prior to making the statement, for the record.*
3. **BUDGET ITEMS** **TAB 1**
 - A. **A RESOLUTION OF INDIAN CREEK VILLAGE, FLORIDA, ADOPTING THE PROPOSED MILLAGE RATE OF THE VILLAGE FOR THE FISCAL YEAR COMMENCING OCTOBER 1, 2023 THROUGH SEPTEMBER 30, 2024, PURSUANT TO FLORIDA STATUTE 200.065 (TRIM BILL); SETTING A DATE FOR A FINAL PUBLIC HEARING TO ADOPT THE MILLAGE RATE; PROVIDING FOR AN EFFECTIVE DATE. (Resolution # 853)**
 - B. **ORDINANCE** **TAB 2**

FIRST READING:
AN ORDINANCE OF THE VILLAGE OF INDIAN CREEK FLORIDA ADOPTING THE BUDGET FOR THE FISCAL YEAR COMMENCING OCTOBER 1, 2023 THROUGH SEPTEMBER 30, 2024, PURSUANT TO FLORIDA STATUTE 200.065 (TRIM BILL); PROVIDING FOR AN EFFECTIVE DATE. (Ordinance # 235)
(SECOND READING SCHEDULED ON SEPTEMBER 27, 2023)
4. **RESOLUTIONS:** **TAB 3**
 - A. **A RESOLUTION OF THE VILLAGE COUNCIL OF INDIAN CREEK VILLAGE, FLORIDA, ADOPTING A PAY PLAN FOR THE 2024 FISCAL YEAR COMMENCING OCTOBER 1, 2023, AND ENDING SEPTEMBER 30, 2024; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE. (Resolution # 854)**
5. **SCHEDULE OF FUTURE MEETINGS:**
 - A. SECOND BUDGET HEARING
Wednesday, September 27, 2023.
6. **ADJOURNMENT**



INDIAN CREEK VILLAGE VIRTUAL MEETING INSTRUCTIONS

The meeting agenda is available online at:
www.indiancreekfl.gov

The Village's First Budget Hearing will be held on:
Tuesday, September 11, 2023, at 5:01 P.M.
to discuss the
Proposed FY 2024 Budget

Elected officials and Village staff will participate in person and through video conference.
Members of the public may call into the virtual public meeting by following these instructions:

CALL INTO THE VIRTUAL PUBLIC MEETING

Dial **1-929-205-6099** then input the Meeting ID: 839 4731 3186
There is no participant ID. Or click on the link below:
<https://us02web.zoom.us/j/83947313186>

Any person requiring special accommodations to access this proceeding is asked to advise the Village at least 2 days before the proceeding by contacting the Village Clerk at 305-865-4121 rprado@icvps.org

PUBLIC COMMENTS WILL BE ACCEPTED BY THE FOLLOWING MEANS:

EMAILED COMMENTS: Members of the public may email their public comments to the Village in advance of the meeting. Please email the Village Clerk at rprado@icvps.org by 12:00 p.m. on the day of the meeting with the subject line "PUBLIC COMMENT" and the following information in the body of the email: Your Name, Address, if you are a hired Consultant or Village Employee, and/or if you are engaged in Lobbying Activities and/or representing an organization. Please limit your comments to no more than 350 words. Public comments received via email may be read into the record during the public comment portion of the agenda, if any.

LIVE REMOTE & TELEPHONE COMMENTS: *If there is a public comment portion of the agenda or the Village Council opens a matter for public comment, live remote public comments will be accepted as follows:*

By telephone: To ask to speak during the meeting, please press *9 on your telephone. You will be called on to speak during public comments and identified by the last 4 digits of your telephone number or by name.

Please be sure to be in a quiet area to avoid unnecessary noise.

During the virtual meeting, when your name is called, you will be unmuted, and you may deliver your comments. Please provide the following information before delivering your comments: Your Name, Address, if you are a hired Consultant or Village Employee, and/or if you are engaged in Lobbying Activities and/or representing an organization.

A time limit may be imposed for each speaker during public comments. Your cooperation is appreciated in observing the time limit.

TAB 1

RESOLUTION NO. 2023-853

A RESOLUTION OF INDIAN CREEK VILLAGE, FLORIDA, ADOPTING THE PROPOSED MILLAGE RATE OF THE VILLAGE FOR THE FISCAL YEAR COMMENCING OCTOBER 1, 2023, THROUGH SEPTEMBER 30, 2024, PURSUANT TO FLORIDA STATUTE 200.065 (TRIM BILL); SETTING A DATE FOR A FINAL PUBLIC HEARING TO ADOPT THE MILLAGE RATE; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Village determined the “Proposed Millage Rate” for the fiscal year commencing October 1, 2023, and further scheduled the first public hearing required by Section 200.065 of the Florida Statutes to be held on September 11, 2023, at 5:01 p.m.; and

WHEREAS, the Property Appraiser has properly noticed the first public hearing scheduled for September 11, 2022, at 5:01 p.m. to be held using communications media technology as required by Chapter 200 of the Florida Statutes.

WHEREAS, the first public hearing, as required by Section 200.065(2)(c), was held by the Village Council on September 11, 2023, commencing at 5:01 p.m., as previously noticed, and the public and all interested parties had the opportunity to address their comments to the Village Council and the Village Council has considered the comments of the public regarding the proposed millage rate and has complied with the “TRIM” requirements of the Florida Statutes.

NOW, THEREFORE, BE IT RESOLVED BY THE VILLAGE COUNCIL OF INDIAN CREEK VILLAGE:

Section 1. Recitals Adopted. That the above-stated recitals are hereby adopted and confirmed.

Section 2. Adoption of Tentative Millage Rate. That the tentative millage rate for Indian Creek Village for the fiscal year commencing October 1, 2023, through September 30, 2024, be and is hereby fixed at the rate of 6.3000 mills, which is \$6.300 dollars per \$1,000.00 of

assessed property value within Indian Creek Village, and which is 6.80% greater than the rolled-back rate of 5.8988 mills.

Section 3. **Announcement of Final Public Hearing.** That a second public hearing to finalize the budget and adopt a millage rate for the fiscal year commencing October 1, 2023, through September 30, 2024, be and is hereby set for **Wednesday, September 27, 2023, at 5:01 p.m.**

Section 4. **Directions to Clerk.** That the Village Clerk be and is hereby directed to advertise said public hearing as required by law.

Section 5. **Effective Date.** That this Resolution shall be effective immediately upon adoption.

PASSED and ADOPTED this 11th day of September 2023.

BERNARD KLEPACH, MAYOR

ATTEST:

ROSEANN PRADO, VILLAGE CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:

WEISS SEROTA HELFMAN COLE & BIERMAN, P.L.
VILLAGE ATTORNEY

TAB 2

Memorandum

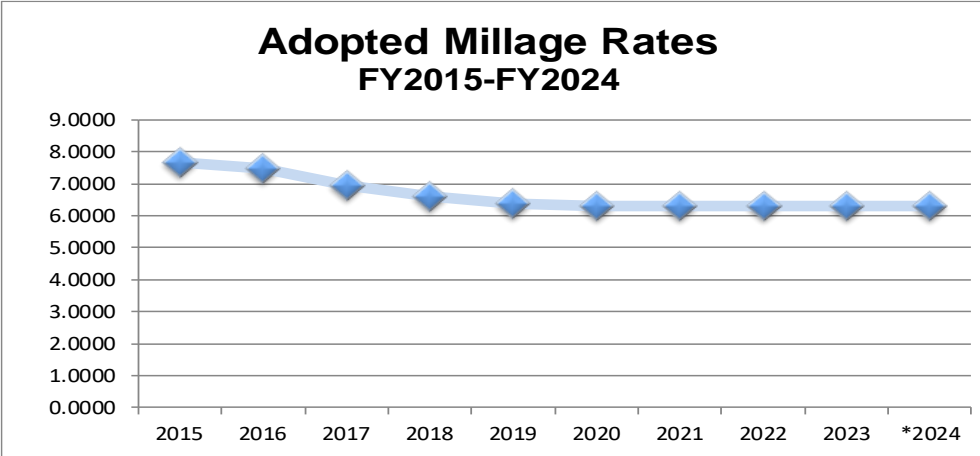
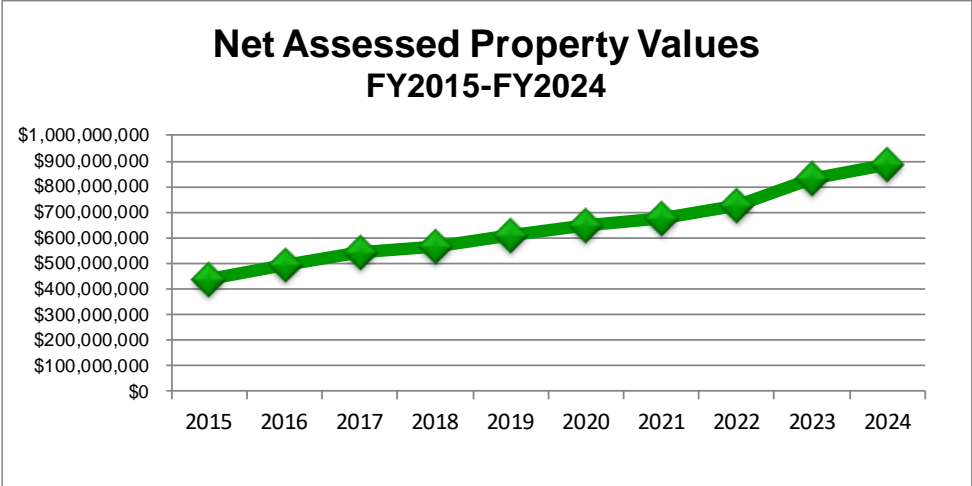


To: Guillermo Olmedillo, Village Manager
From: Beatrice Good, Finance Director
Date: 08/28/2023
Re: FY2024 Proposed Budget

The proposed village-wide budget for fiscal year 2024 totals \$7,693,419, a 2.3% increase over the current budget. Below are the contributing factors:

General Fund, \$
Revenues

- Certified taxable property values totaled \$879,929,431, the highest in Village history. This one-year increase amounts to \$53,002,384 when compared to the previous years' final values.
- Consequently, adopted millage rates have been reduced and stabilized at a rate of 6.3000 mills per \$1,000 of taxable value for the fifth consecutive year. The charts below reflect the historic progression:



- Ad valorem taxes, the main revenue source within the General Fund, generate \$5,296,568, when calculated at the current millage rate of 6.3000. *This rate is 6.80% over the roll back rate of 5.8988 mills.*
- For the second year, a Roadway Improvement Special Assessment in the amount of \$942,894 has been budgeted to service the annual principal and interest on the corresponding 15-year loan.
- State and local tax revenue was adjusted per estimates provided by the Department of Revenue. Combined electric franchise fees, an annual inter-fund transfer and miscellaneous revenue sources total \$118,387.
- Budgeted revenues exceed expenditures by \$730,530. These excess funds are in addition to the current unassigned fund balance of \$4,666,687 and are available for future Village needs.

Expenditures – by function

- Personnel costs increased by 4% and total **\$3,133,200** (Administration \$445,773, and Public Safety \$2,814,755 respectively). Staffing consists of the following 18-fulltime positions: Manager, Clerk, Facilities Coordinator, Chief of Police, Captains (2), Sergeants (2), Officers (6), and Public Service Aides (4). Based on the 7% Consumer Price Index reported by the Bureau of Labor Statistics for the Miami/Fort Lauderdale/West Palm Beach area for June 2023, a 5% Cost of Living increase has been incorporated for staff as well as a 5% Step increase for five (5) eligible members. Additionally, officers, public service aides and clerks are being provided a monthly fuel/toll stipend of \$300 per officer and \$200 per aide. Employee benefits produced a 5% cost savings as a result of alternative healthcare options.
- Operations & Maintenance expenses were increased by 7% and total **\$1,215,699**. Service contracts, vehicle fuel, utilities, operating supplies and education and training have been adjusted to capture current inflationary costs.
- Capital Outlay includes **\$20,000** for the purchase of replacement marine engines which will be offset with the use of restricted law enforcement reserve funds.
- Debt Service is budgeted at **\$941,092** as required to service the semi-annual interest and principal payment due for the roadway improvement loan. This is offset by the previously mentioned special assessment revenue.
- Contingency funds budgeted total **\$275,000** and are earmarked as follows: \$200,000 for estimated roadway maintenance costs, and \$75,000 for disaster recovery within the public safety department.

Federal Forfeiture, \$100,700

- Federal Seizure Proceeds are the only revenue source in this fund and have been estimated.
- Expenditures have been limited to professional fees and police equipment. As of July 2023, the revolving promissory note (City National Bank line of credit) obtained to complete the perimeter project has been fully repaid prior to the January 2024 maturity date.

Building Fund, \$321,000

- Building Permit fees are the only revenue source in this fund and have been adjusted based on current and projected activity levels.
- Expenditures include one (1) full-time administrative salary (Permit/Deputy Clerk) plus benefits, contractual building official and inspection services, and related document and plan scanning and storage fees.

Stormwater Fund, \$186,050

- Proposed rates remain the same.
- Expenditures include engineering fees, repairs and maintenance and an annual operating transfer to the General Fund.
- Budgeted revenues exceed expenditures, generating a surplus of \$26,800 which will be reserved for the future needs of the stormwater utility.

Water Utility Fund, \$642,820

- Water utility rates have been increased by 11.78% to capture current Miami-Dade wholesale rates.
- Expenditures include engineering fees, bulk water purchase from Miami-Dade, water quality monitoring, repairs and maintenance and an annual operating transfer to the General Fund.

Organizational Chart



VOTERS

VILLAGE COUNCIL

VILLAGE ATTORNEY
Stephen Helfman

VILLAGE MANAGER
Guillermo Olmedillo

VILLAGE CLERK
Roseann Prado

DEPUTY CLERK/PERMITS CLERK
Lorelei Narmore

FACILITIES COORDINATOR
Brian Sprouse

STORMWATER
CDM Engineering

WATER
CDM Engineering

FINANCE
Beatrice Good

PUBLIC SAFETY CHIEF
John J. Bernardo

BUILDING PERMITTING
Calvin Giordano & Associates

PATROL

INVESTIGATIONS

PLATOON A

PLATOON B

SQUAD 1

SQUAD 2

SQUAD 3

SQUAD 4

CAPTAIN
McDonald

CAPTAIN
Greenberg

SERGEANT
A. Martinez

SERGEANT
Post

OFFICER
Navarro

OFFICER
J. Martinez

OFFICER
Cevallos

OFFICER
Arzola

PSA
Agramonte

PSA
Cerna

PSA
Ruiz

PSA
Dumas

OFFICER
Flex Shift
Kratman

OFFICER
Flex Shift
Patino

**TASK FORCE AGENT/
RESERVE OFFICER**
Hernandez

**TASK FORCE AGENT/
RESERVE OFFICER**
Alfaro

**TASK FORCE AGENT/
RESERVE OFFICER**
Fernandez

BUILDING OFFICIAL

**STRUCTURAL
INSPECTORTOR**

**MECHANICAL
INSPECTORTOR**

**PLUMBING
INSPECTORTOR**

**ELECTRICAL
INSPECTORTOR**

ORDINANCE NO. 235

AN ORDINANCE OF THE VILLAGE OF INDIAN CREEK FLORIDA, APPROVING AND ADOPTING THE BUDGET FOR THE FISCAL YEAR COMMENCING OCTOBER 1, 2023, THROUGH SEPTEMBER 30, 2024; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS the Village Manager presented to the Village Council a “Tentative General Fund Operating Budget” for the fiscal year commencing October 1, 2023, and ending September 30, 2024, and the Village Council scheduled the first public hearing required by Section 200.065(2)(c) of the Florida Statutes to be held on September 05, 2023; and

WHEREAS, the Property Appraiser has properly noticed the public hearing scheduled for September 05, 2023, at 5:01 p.m., to be held using communications media technology as required by Chapter 200 of the Florida Statutes.

WHEREAS, after being duly noticed in accordance with Florida law, on September 05, 2023, the Village Council held a public hearing on the tentative budget and proposed millage rate, and a second public hearing on September 22, 2023, to finalize the budget for the Fiscal Year beginning October 1, 2023, and ending September 30, 2024 and adopt a millage rate; and

WHEREAS all interested parties have had the opportunity to address their comments to the Village Council and the Village Council has had an opportunity to amend the tentative budget and has complied with the “TRIM” requirements of the Florida Statutes.

NOW, THEREFORE, BE IT ORDAINED BY THE VILLAGE COUNCIL OF INDIAN CREEK VILLAGE:

Section 1. Recitals Adopted. That the above-stated recitals are hereby adopted and confirmed.

Section 2. **Adopting Final Budget.** That the Village’s Budget for the fiscal year commencing October 1, 2023, and ending September 30, 2024, attached hereto, and incorporated herein as Exhibit “A,” is hereby approved and adopted as Indian Creek Village’s final budget for the Fiscal Year 2023-2024 (the “Budget”).

Section 3. **Severability.** That the provisions of this Ordinance are declared to be severable and if any section, sentence, clause, or phrase of this Ordinance shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, sentences, clauses, and phrases of this Ordinance but they shall remain in effect, it being the legislative intent that this Ordinance shall stand notwithstanding the invalidity of any part.

Section 4. **Effective Date.** That this Ordinance shall be effective immediately upon adoption on second reading and shall be applicable from and after October 1, 2023, for fiscal year 2023-2024.

PASSED on the first reading on the 11th day of September 2023.

PASSED AND ADOPTED on the second reading on the 27th day of September 2023.

BERNARD KLEPACH
MAYOR

ATTEST:

ROSEANN PRADO, VILLAGE CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:

WEISS SEROTA HELFMAN COLE & BIERMAN, P.L.
VILLAGE ATTORNEY



Indian Creek Village

Proposed Budget

Fiscal Year

2023-2024

Indian Creek Village

Proposed Budget - Fiscal Year 2024

General Fund Summary

Description	FY2021	FY2022	FY2023	FY2024	variance	
	Actuals	Actuals	Adopted	Proposed	%	Amount
AD-VALOREM TAXES	\$4,150,204	\$4,456,157	\$4,979,349	\$5,296,568	6%	\$317,219
SPECIAL ASSESSMENT	\$0	\$0	\$942,894	\$942,894	0%	\$0
STATE AND LOCAL TAXES	\$18,832	\$20,896	\$20,675	\$22,087	7%	\$1,412
FRANCHISE FEES	\$49,290	\$52,547	\$50,000	\$51,250	3%	\$1,250
FEDERAL GRANTS	\$24,056	\$44,576	\$0	\$0	0%	\$0
STATE & LOCAL FINES/FORFEITURES	\$67,005	\$34,783	\$550	\$550	0%	\$0
CHARGES FOR SERVICES	\$16,576	\$9,160	\$7,000	\$17,000	143%	\$10,000
OTHER REVENUE	\$53,542	\$70,988	\$7,500	\$27,500	267%	\$20,000
OPERATING TRANSFERS - IN	\$85,000	\$85,000	\$85,000	\$85,000	0%	\$0
LOAN PROCEEDS	\$1,020,000	\$3,687,555	\$0	\$0	0%	\$0
Total Revenues	\$5,505,029	\$8,461,662	\$6,092,968	\$6,442,849	6%	\$349,881
PERSONNEL	\$2,627,558	\$3,079,749	\$3,133,200	\$3,260,528	4%	\$127,328
OPERATIONS & MAINTENANCE	\$911,646	\$1,021,676	\$1,134,035	\$1,215,699	7%	\$81,665
CAPITAL OUTLAY	\$351,139	\$120,167	\$0	\$20,000	100%	\$20,000
DEBT SERVICE	\$496	\$234,905	\$954,260	\$941,092	-1%	(\$13,168)
CONTINGENCY	\$186,478	\$146,714	\$75,000	\$275,000	267%	\$200,000
Total Expenditures	\$4,077,317	\$4,603,211	\$5,296,495	\$5,712,319	8%	\$415,825
OTHER SOURCES/(USES):						
RESTRICTED Law Enforcement Funds	\$0	\$0	\$43,500	(\$20,000)		
UNASSIGNED Available Funds	\$1,295,986	\$3,858,451	\$752,973	\$750,530		
Total Other Sources/(Uses)	\$1,427,712	\$3,858,451	\$796,473	\$730,530		
Excess Revenue/Expenditures	\$0	\$0	\$0	\$0		

Indian Creek Village
Proposed Budget - Fiscal Year 2024
Federal Forfeiture Fund

General Ledger Code/Description	FY2021	FY2022	FY2023	FY2024	variance
	Actual	Actual	Adopted	Proposed	
358 - FEDERAL SEIZURE PROCEEDS	\$177,529	\$713,896	\$472,635	\$100,000	-373%
361 - INTEREST INCOME	\$732	\$996	\$1,000	\$700	-43%
Total Revenues	\$178,261	\$714,892	\$473,635	\$100,700	-370%
31 - PROFESSIONAL SERVICES	\$19,840	\$0	\$0	\$23,100	100%
32 - ACCOUNTING & AUDITING	\$8,756	\$8,756	\$7,000	\$7,000	0%
44 - RENTALS & LEASES	\$46,755	\$41,636	\$39,135	\$31,400	-20%
64 - POLICE EQUIPMENT	\$0	\$0	\$0	\$39,200	100%
66 - PERIMETER PROJECT	\$1,804	\$603,720	\$427,500	\$0	-100%
Total Expenditures	\$77,154	\$654,112	\$473,635	\$100,700	-370%
OTHER SOURCES/(USES):					
RESTRICTED FUND BALANCE	\$101,107	\$60,780	\$0	\$0	
Excess Revenue/Expenditures	\$0	\$0	\$0	\$0	

Indian Creek Village
Proposed Budget - Fiscal Year 2024
Building Fund

	FY2021	FY2022	FY2023	FY2024	
General Ledger Code/Description	Actual	Actual	Adopted	Proposed	variance
322 - BUILDING PERMITS	\$307,162	\$1,181,630	\$190,000	\$320,000	68%
361 - INTEREST INCOME	\$54	\$153	\$150	\$1,000	567%
Total Revenues	\$307,216	\$1,181,783	\$190,150	\$321,000	69%
12 - CLERK	\$64,489	\$61,575	\$65,000	\$72,189	11%
12 - INSPECTORS (In House)	\$27,815	\$31,747	\$29,205	\$0	-100%
16 - OTHER PAYS	\$0	\$0	\$0	\$6,731	100%
21 - PAYROLL TAXES	\$7,061	\$6,920	\$7,208	\$6,037	-16%
22 - RETIREMENT CONTRIBUTIONS	\$7,739	\$8,082	\$7,800	\$8,663	11%
23 - LIFE/HEALTH/DISABILITY INSURANCE	\$9,776	\$9,642	\$14,865	\$17,665	19%
24 - WORKERS COMPENSATION	\$3,207	\$3,565	\$3,540	\$3,215	-9%
31 - PROFESSIONAL SERVICES	\$36,564	\$44,889	\$37,000	\$160,000	332%
32 - ACCOUNTING & AUDITING	\$4,494	\$0	\$7,500	\$14,500	93%
41 - COMMUNICATIONS & POSTAGE	\$1,931	\$1,655	\$3,790	\$4,000	6%
43 - UTILITIES	\$643	\$0	\$840	\$5,000	495%
44 - DOCUMENT STORAGE	\$6,489	\$2,756	\$6,500	\$8,000	23%
47 - PRINTING & SCANNING	\$2,402	\$4,796	\$4,000	\$10,000	150%
51 - OFFICE SUPPLIES	\$2,880	\$3,560	\$2,902	\$5,000	72%
Total Expenditures	\$175,490	\$179,187	\$190,150	\$321,000	69%
Other Sources/(Uses):					
Restricted Fund Balance	\$131,726	\$1,002,596	\$0	\$0	
Excess Revenue/Expenditures	\$0	\$0	\$0	\$0	

Indian Creek Village
Proposed Budget - Fiscal Year 2024
Stormwater Fund

General Ledger Code/Description	FY2021 Actuals	FY2022 Actuals	FY2023 Adopted	FY2024 Proposed	variance
343 - STORMWATER FEES	\$186,117	\$181,844	\$183,550	\$183,550	0.00%
361 - INTEREST INCOME	\$5,209	\$3,352	\$2,500	\$2,500	0.00%
Total Revenues	\$191,326	\$185,196	\$186,050	\$186,050	0.00%
31 - PROFESSIONAL FEES	\$21,589	\$22,608	\$45,000	\$90,000	50.00%
46 - REPAIRS & MAINTENANCE	\$15,120	\$17,721	\$22,000	\$25,000	12.00%
49 - LICENSES & PERMITS	\$1,359	\$0	\$1,400	\$3,250	56.92%
59 - DEPRECIATION	\$5,895	\$5,895	\$6,000	\$6,000	0.00%
91 - ADMINISTRATIVE FEES	\$35,000	\$35,000	\$35,000	\$35,000	0.00%
Total Expenditures	\$78,963	\$81,224	\$109,400	\$159,250	31.30%
OTHER SOURCES/(USES):					
NET POSITION	\$112,363	\$103,972	\$76,650	\$26,800	
Excess Revenue/Expenditures	\$0	\$0	\$0	\$0	

Indian Creek Village
Proposed Budget - Fiscal Year 2024
Water Utility Fund

	FY2021	FY2022	FY2023	FY2024	
General Ledger Code/Description	Actuals	Actuals	Adopted	Proposed	variance
343 - WATER SERVICE CHARGE	\$527,755	\$442,338	\$540,833	\$604,547	11.78%
341 - DERM SERVICE CHARGE	\$32,432	\$24,316	\$32,450	\$36,273	11.78%
361 - INTEREST INCOME	\$4,013	\$2,512	\$4,000	\$2,000	-50.00%
Total Revenues	\$564,200	\$469,166	\$577,283	\$642,820	11.35%
31 - PROFESSIONAL FEES	\$20,109	\$30,073	\$35,200	\$41,547	18.03%
34 - CONTRACTUAL SERVICES	\$287,427	\$430,567	\$280,000	\$450,000	60.71%
46 - REPAIRS & MAINTENANCE	\$32,004	\$73,489	\$55,000	\$55,000	0.00%
49 - DERM SERVICE CHARGE	\$32,434	\$24,316	\$32,450	\$36,273	11.78%
59 - DEPRECIATION	(\$10,079)	\$3,280	\$24,000	\$10,000	-58.33%
64 - CAPITAL OUTLAY	\$0	\$0	\$10,000	\$0	-100.00%
91 - OPERATING TRANSFER - OUT	\$50,000	\$50,000	\$50,000	\$50,000	0.00%
Total Expenditures	\$411,896	\$611,724	\$486,650	\$642,820	32.09%
OTHER SOURCES/(USES):					
NET POSITION	\$152,305	(\$142,558)	\$90,633	\$0	
Excess Revenue/Expenditures	\$0	\$0	\$0	\$0	

TAB 3

RESOLUTION NO. 2023-854

A RESOLUTION OF THE VILLAGE COUNCIL OF INDIAN CREEK VILLAGE, FLORIDA, ADOPTING A PAY PLAN FOR THE FISCAL YEAR 2024 COMMENCING OCTOBER 1, 2023, AND ENDING SEPTEMBER 30, 2024; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Village Council has reviewed and desires to adopt the Pay Plan attached hereto as Exhibit “A” for the fiscal year 2024 (the “Plan”) to establish graded service pay plans for certain classified positions and identify educational stipends for those employed by Indian Creek Village; and

WHEREAS the Village Council finds that this Resolution is in the best interest and welfare of the residents of the Village.

NOW, THEREFORE, BE IT RESOLVED BY THE VILLAGE COUNCIL OF INDIAN CREEK VILLAGE, FLORIDA, AS FOLLOWS:

Section 1. **Recitals Adopted.** That each of the above-stated recitals are hereby adopted, confirmed, and incorporated herein.

Section 2. **Pay Plan Adopted.** That the Village Council hereby adopts the Plan for the fiscal year 2024 attached as Exhibit “A” to this Resolution.

Section 3. **Severability.** That the provisions of this Resolution are declared to be severable and if any section, sentence, clause, or phrase of this Resolution shall for any reason be held to be invalid or unconstitutional, such decision shall not affect the validity of the remaining sections, sentences, clauses, and phrases of this Resolution but they shall remain in effect, it being the legislative intent that this Resolution shall stand notwithstanding the invalidity of any part.

Section 4. **Effective Date.** That this Resolution shall become effective on October 1, 2023.

PASSED and ADOPTED this 11th day of September 2023.

ATTEST:

BERNARD KLEPACH, MAYOR

ROSEANN PRADO, VILLAGE CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY:

WEISS SEROTA HELFMAN COLE & BIERMAN, P.L.
VILLAGE ATTORNEY

EXHIBIT "A"
Indian Creek Village- Fiscal Year 2024 Pay Plan
Effective October 1, 2023, to September 30, 2024

Section 1. The Hourly Pay Merit Plan for non-salaried Members of the Village Services shall be as follows:

STEP A	STEP B	STEP C	STEP 1	STEP 2
\$24.99	\$26.235	\$27.547	\$28.925	\$30.371

STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
\$31.89	\$33.48	\$35.16	\$36.92	\$38.76

STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
\$40.70	\$42.73	\$44.87	\$47.12	\$49.47

STEP 13	STEP 14	STEP 15	STEP 16
\$51.94	\$54.54	\$57.27	\$60.13

Section 2.
Positions Assigned to Duties Within the Village- Hourly

The Pay Range for the following hourly positions assigned to duties WITHIN the Village are:

*Pursuant to the Village’s Policy and Personnel Procedures Manual all Sworn Uniform Personnel is eligible to receive holiday pay and overtime

Public Safety Aide *from* STEP A to STEP B @ 6 months
Public Safety Aide *from* STEP B to STEP C @ 1 year
Public Safety Aide *from* STEP C to STEP 1 @ 2 year

**Anniversary Eligibility at 6 months & 1 year & 2 year*

Probationary Police Officer *from* STEP 1 to STEP 2 @ 6 months
Probationary Police Officer *from* STEP 2 to STEP 3 @ 1.5 year
Probationary Police Officer *from* STEP 3 to STEP 4 @ 2 year

**Anniversary Eligibility at 6 months & 1.5 year & 2 year*

Security Systems Administrator *from* STEP 5 to STEP 6 @ 6 months
Security Systems Administrator *from* STEP 6 to STEP 7 @ 1.5 year
Security Systems Administrator *from* STEP 7 to STEP 8 @ 2 year

**Anniversary Eligibility at 6 months & 1.5 year & 2 year*

Police Officer	<i>from</i>	STEP 5	to	STEP 6	@	3 year
Police Officer	<i>from</i>	STEP 6	to	STEP 7	@	4 year
Police Officer	<i>from</i>	STEP 7	to	STEP 8	@	5 year
Police Officer	<i>from</i>	STEP 8	to	STEP 9	@	6 year
Police Officer	<i>from</i>	STEP 9	to	STEP 10	@	7 year

**Anniversary Eligibility at 3 year & 4 year & 5 year & 6 year & 7 year*

Police Sergeant	<i>from</i>	STEP 11	to	STEP 12	@	1 year
Police Sergeant	<i>from</i>	STEP 12	to	STEP 13	@	2 year
Police Sergeant	<i>from</i>	STEP 13	to	STEP 14	@	3 year
Police Sergeant	<i>from</i>	STEP 14	to	STEP 15	@	4 year

**Anniversary Eligibility at 1 year & 2 year & 3 year & 4 year*

Police Captain *from* STEP 15 to STEP 16 @ 4 year

**Anniversary Eligibility at 4 year at 2.5% hourly increase from Step 15 to Step 16.*

Section 3.

**Positions Assigned to Duties Outside the Village- Hourly
(Task Force Assignments)**

The Pay Range for the following hourly positions assigned to duties OUTSIDE the Village (Task Force) are:

* All Non-Sworn Personnel is not eligible to receive holiday pay or overtime.

Task Force Agent Step 6 to Step 10

Section 4.

All employees are eligible to receive the following monthly stipends:

Emergency Medi-Tech.	\$300
Associate degree	\$100
Bachelor's degree	\$200
Graduate degree	\$300