

AGENDA



1st BUDGET HEARING

Tuesday, September 10, 2024

5:01 p.m.

Indian Creek Village Hall

9080 Bay Drive

Indian Creek, FL 33154

**FIRST BUDGET HEARING
TUESDAY, SEPTEMBER 10, 2024**

5:01 PM

AT VILLAGE HALL

9080 BAY DRIVE, INDIAN CREEK, FL 33154

<https://us02web.zoom.us/j/83702477370>

Meeting ID: 837 0247 7370

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, 2024 THROUGH SEPTEMBER 30, 2025, 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 # 859)

B. ORDINANCE - FIRST READING

TAB 2

AN ORDINANCE OF THE VILLAGE OF INDIAN CREEK FLORIDA ADOPTING THE BUDGET FOR THE FISCAL YEAR COMMENCING OCTOBER 1, 2024 THROUGH SEPTEMBER 30, 2025, PURSUANT TO FLORIDA STATUTE 200.065 (TRIM BILL); PROVIDING FOR AN EFFECTIVE DATE. (Ordinance # 238)

(SECOND READING SCHEDULED ON SEPTEMBER 26, 2024)

4. RESOLUTIONS:

TAB 3

A. A RESOLUTION OF THE VILLAGE COUNCIL OF INDIAN CREEK VILLAGE, FLORIDA, ADOPTING A PAY PLAN FOR THE 2025 FISCAL YEAR COMMENCING OCTOBER 1, 2024, AND ENDING SEPTEMBER 30, 2025; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE. (Resolution # 860)

5. SCHEDULE OF FUTURE MEETING:

A. SECOND BUDGET HEARING

Thursday, September 26, 2024 at 5:01 p.m.

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 10, 2024, at 5:01 P.M.
to discuss the
Proposed FY 2025 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:
There is no participant ID. Or click on the link below:
<https://us02web.zoom.us/j/83702477370>

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 or via email:
rprado@indiancreekvillagefl.gov.

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@indiancreekvillagefl.gov 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. 2024-859

**A RESOLUTION OF INDIAN CREEK VILLAGE, FLORIDA,
ADOPTING THE PROPOSED MILLAGE RATE OF THE
VILLAGE FOR THE FISCAL YEAR COMMENCING
OCTOBER 1, 2024, THROUGH SEPTEMBER 30, 2025,
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, 2024, and further scheduled the first public hearing required by Section 200.065 of the Florida Statutes to be held on September 10, 2024, at 5:01 p.m.; and

WHEREAS, the Property Appraiser has properly noticed the first public hearing scheduled for September 10, 2024, 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 10, 2024, 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, 2024, through September 30, 2025, be and is hereby fixed at the rate of 5.9000 mills, which is \$5.90 dollars per \$1,000.00 of

assessed property value within Indian Creek Village, and which is 13.50% greater than the rolled-back rate of 5.1981 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, 2024, through September 30, 2025, be and is hereby set for **Thursday, September 26, 2024, 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 10th day of September 2024.

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: August 23, 2024
Re: FY2025 Proposed Budget

The proposed village-wide budget for Fiscal Year 2025 totals \$10,190,936, a 38.5% increase over the current budget. Below are the contributing factors:

General Fund Budget, \$8,783,927

- Current year taxable property values have been certified at \$1,004,399,227. This 13.50% increase over the previous year generates \$5,629,658 of Ad-Valorem Tax revenue when calculated at 5.9000 mills, which creates an additional \$669,379 in revenue over the rolled-back rate of 5.1981.
- The Village has been awarded a \$2,000,000 grant from the Florida Department of Environmental Protection Resilient Florida Program for Phase I of the Septic to Sewer Conversion Project. This budget reflects a corresponding expense in the same amount.
- *Personnel* costs increased by 5% and total \$3,417,302. 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 3.5% Consumer Price Index reported by the Bureau of Labor Statistics for the Miami/Fort Lauderdale/West Palm Beach area for June 2024, a 3% Cost of Living increase has been incorporated for staff as well as a 5% Step increase for five eligible members.
- *Operations & Maintenance* expenses were increased by 15% and total \$1,631,367. Service contracts, vehicle fuel, utilities, operating supplies and education and training have been adjusted to capture current costs.
- *Capital Outlay* has been budgeted at \$20,000 for equipment upgrades.
- *Debt Service* is budgeted at \$944,728 as required to service the semi-annual interest and principal payment due for the roadway improvement loan. This is offset by the special assessment revenue.
- *Contingency* funds budgeted total \$100,000 and are earmarked for disaster recovery.
- *Septic to Sewer Conversion Project – Phase I* has been budgeted at \$2,000,000 for the initial phase of the project and will be reimbursed with a grant from the FDEP Resilient Florida Program.

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.

Building Fund, \$390,000

- 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 full-time administrative salary: Permit/Deputy Clerk, plus benefits, contractual building official and inspection services, and related office expenses.

Stormwater Fund, \$187,710

- Proposed rates remain the same.
- Expenditures include engineering fees, repairs and maintenance and an annual operating transfer to the General Fund.

Water Utility Fund, \$728,600

- Water utility rates 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

FACILITIES COORDINATOR
Brian Sprouse

STORMWATER
CDM Engineering

WATER
CDM Engineering

FINANCE
Beatrice Good

PUBLIC SAFETY CHIEF
John J. Bernardo

VILLAGE CLERK
Roseann Prado

PATROL

INVESTIGATIONS

DEPUTY CLERK/PERMITS CLERK
Lorelei Narmore

PLATOON A

PLATOON B

**TASK FORCE AGENT/
RESERVE OFFICER**
Hernandez

**TASK FORCE AGENT/
RESERVE OFFICER**
Alfaro

**TASK FORCE AGENT/
RESERVE OFFICER**
Fernandez

BUILDING PERMITTING
Calvin Giordano & Associates

BUILDING OFFICIAL

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

ORDINANCE NO. 2024-238

**AN ORDINANCE OF THE VILLAGE OF INDIAN CREEK
FLORIDA, APPROVING AND ADOPTING THE BUDGET FOR
THE FISCAL YEAR COMMENCING OCTOBER 1, 2024,
THROUGH SEPTEMBER 30, 2025; 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, 2024, and ending September 30, 2025, 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 10, 2024; and

WHEREAS, the Property Appraiser has properly noticed the public hearing scheduled for September 10, 2024, 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 10, 2024, the Village Council held a public hearing on the tentative budget and proposed millage rate, and a second public hearing on September 26, 2024, to finalize the budget for the Fiscal Year beginning October 1, 2024, and ending September 30, 2025, 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, 2024, and ending September 30, 2025, attached hereto, and incorporated herein as Exhibit "A," is hereby approved and adopted as Indian Creek Village's final budget for the Fiscal Year 2024-2025 (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, 2024, for fiscal year 2024-2025.

PASSED on first reading on the 10th day of September 2024.

PASSED AND ADOPTED on the second reading on the 26th day of September 2024.

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 2024-2025

BUDGET SUMMARY

Indian Creek Village - Fiscal Year 2025

***THE PROPOSED OPERATING BUDGET EXPENDITURES OF INDIAN CREEK VILLAGE ARE 38.5%
MORE THAN LAST YEARS TOTAL OPERATING EXPENDITURES.**

General Fund	5.9000				
ESTIMATED REVENUES	GENERAL FUND	SPECIAL REVENUE FUNDS	ENTERPRISE FUNDS	TOTAL ALL FUNDS	
Taxes:	Millage per \$1000				
Ad Valorem Taxes	5.9000	5,629,658	0	0	5,629,658
Franchise Fees		64,000	0	0	64,000
Special Assessment		942,894	0	0	942,894
State Shared Revenue		20,825	0	0	20,825
Grants		2,000,000	0	0	2,000,000
Charges for Services		0	0	912,810	912,810
Licenses & Permits		0	389,000	0	389,000
Fines & Forfeitures		550	100,000	0	100,550
Other Revenue		41,000	1,700	3,500	46,200
TOTAL SOURCES		8,698,927	490,700	916,310	10,105,936
Transfers In		85,000	0	0	85,000
Fund Balance/Reserves/Net Assets		0	0	0	0
TOTAL REVENUES, TRANSFER & BALANCES		\$8,783,927	\$490,700	\$916,310	\$10,190,936
EXPENDITURES					
General Government		1,179,725	0	0	1,179,725
Public Safety		3,988,943	100,700	0	4,089,643
Debt Service		944,728	0	0	944,728
Capital Outlay		2,000,000	0	0	2,000,000
Protective Inspections		0	389,898	0	389,898
Utility Operations		0	0	801,230	801,230
TOTAL EXPENDITURES		\$8,113,396	\$490,598	\$801,230	\$9,405,224
Transfers Out		0	0	85,000	85,000
Fund Balance/Reserves/Net Assets		670,531	102	30,080	700,712
TOTAL APPROPRIATED EXPENDITURES		\$8,783,927	\$490,700	\$916,310	\$10,190,936
TRANSFERS, RESERVES & BALANCES					
The tentative, adopted, and/or final budgets are on file in the office of the above referenced taxing authority as a public record.					

Must show at least 95% Ad Valorem Proceeds for each millage

Indian Creek Village
Proposed Budget - Fiscal Year 2025
General Fund

Description	FY2023	FY2024	FY2025	variance	
	Actuals	Adopted	Proposed	%	Amount
AD-VALOREM TAXES	\$4,979,349	\$4,960,278	\$5,629,658	13%	\$669,379
SPECIAL ASSESSMENT	\$939,607	\$942,894	\$942,894	0%	\$0
STATE AND LOCAL TAXES	\$22,027	\$22,087	\$20,825	-6%	(\$1,262)
FRANCHISE FEES - ELECTRIC	\$60,507	\$51,250	\$64,000	25%	\$12,750
STATE AND FEDERAL GRANTS	\$0	\$0	\$2,000,000	100%	\$2,000,000
STATE & LOCAL FINES/FOREFEITURES	\$52,709	\$550	\$550	0%	\$0
OTHER REVENUE	\$107,785	\$44,500	\$41,000	-8%	(\$3,500)
OPERATING TRANSFERS IN	\$512,665	\$85,000	\$85,000	0%	\$0
Total Revenues	\$6,674,649	\$6,106,559	\$8,783,927	44%	\$2,677,367
PERSONNEL	\$3,031,852	\$3,253,028	\$3,417,302	5%	\$164,274
OPERATIONS & MAINTENANCE	\$1,143,098	\$1,423,200	\$1,631,367	15%	\$208,166
CAPITAL OUTLAY	\$114,040	\$20,000	\$20,000	0%	\$0
DEBT SERVICE	\$1,637,184	\$941,092	\$944,728	0%	\$3,636
CONTINGENCY	\$20,744	\$75,000	\$100,000	33%	\$25,000
SEPTIC TO SEWER CONVERSION PROJECT	\$0	\$0	\$2,000,000	100%	\$2,000,000
Total Expenditures	\$5,946,918	\$5,712,320	\$8,113,396	42%	\$2,401,075
OTHER SOURCES/(USES):					
RESTRICTED Law Enforcement Funds	\$43,500	(\$20,000)	\$0		
UNASSIGNED Available Funds	\$684,230	\$414,239	\$670,531		
Total Other Sources/(Uses)	\$727,730	\$394,239	\$670,531		
Excess Revenue/Expenditures	\$0	\$0	\$0		

Fund Balance @ 09/30/23 = \$3.6m

Indian Creek Village
Proposed Budget - Fiscal Year 2025
Federal Forfeiture Fund

	FY2023	YTD	FY2024	FY2025	
General Ledger Code/Description	Actual	Actual	Adopted	Proposed	variance
358 - FEDERAL SEIZURE PROCEEDS	\$189,846	\$383,018	\$100,000	\$100,000	0%
361 - INTEREST INCOME	\$711	\$607	\$700	\$700	0%
Total Revenues	\$190,557	\$383,626	\$100,700	\$100,700	0%
31 - PROFESSIONAL SERVICES	\$0	\$17,718	\$0	\$21,250	100%
32 - ACCOUNTING & AUDITING	\$7,000	\$6,417	\$7,000	\$7,000	0%
44 - RENTALS & LEASES	\$29,523	\$7,728	\$31,400	\$43,000	37%
64 - POLICE EQUIPMENT	\$0	\$1,650	\$39,200	\$29,450	-25%
66 - PERIMETER PROJECT	\$432,742	\$162,000	\$0	\$0	0%
Total Expenditures	\$469,265	\$195,513	\$77,600	\$100,700	23%
OTHER SOURCES/(USES):					
RESTRICTED FUND BALANCE	(\$278,708)	\$188,113	\$23,100	\$0	
Excess Revenue/Expenditures	\$0	\$0	\$0	\$0	

* fund balance @ 09/30/23 = \$227k

Indian Creek Village
Proposed Budget - Fiscal Year 2025
Building Fund

General Ledger Code/Description	FY2023	FY2024	FY2025	
	Actual	Adopted	Proposed	variance
322 - BUILDING PERMITS	\$1,846,521	\$320,000	\$389,000	22%
361 - INTEREST INCOME	\$341	\$1,000	\$1,000	0%
Total Revenues	\$1,846,862	\$321,000	\$390,000	21%
12 - PERMIT CLERK	\$68,250	\$72,189	\$79,008	9%
16 - OTHER PAYS	\$0	\$6,731	\$7,931	18%
21 - PAYROLL TAXES	\$7,114	\$6,037	\$6,651	10%
22 - RETIREMENT CONTRIBUTIONS	\$8,225	\$0	\$9,481	100%
23 - LIFE/HEALTH/DISABILITY INSURANCE	\$13,901	\$17,665	\$18,828	7%
24 - WORKERS COMPENSATION	\$1,913	\$3,215	\$3,500	9%
31 - PROFESSIONAL SERVICES	\$79,132	\$160,000	\$160,000	0%
32 - ACCOUNTING & AUDITING	\$5,000	\$14,500	\$14,500	0%
41 - COMMUNICATIONS & POSTAGE	\$1,549	\$4,000	\$4,000	0%
43 - UTILITIES	\$0	\$5,000	\$5,000	0%
44 - DOCUMENT STORAGE	\$607	\$0	\$8,000	100%
45 - COMMERCIAL LIABILITY INSURANCE	\$0	\$0	\$3,000	100%
47 - PRINTING & SCANNING	\$7,440	\$10,000	\$15,000	50%
51 - OFFICE SUPPLIES	\$1,896	\$5,000	\$5,000	0%
64 - CAPITAL OUTLAY - EQUIPMENT	\$0	\$0	\$50,000	0%
Total Expenditures	\$226,422	\$304,337	\$389,898	28%
Other Sources/(Uses):				
Restricted Fund Balance	\$1,620,440	\$16,663	\$102	
Excess Revenue/Expenditures	\$0	\$0	\$0	

*balance @ 09/30/23 = \$3.972m

Indian Creek Village
Proposed Budget - Fiscal Year 2025
Stormwater Fund

	FY2023	FY2024	FY2025	
General Ledger Code/Description	Actuals	Adopted	Proposed	variance
343 - STORMWATER FEES	\$183,391	\$183,550	\$186,710	1.69%
361 - INTEREST INCOME	\$3,435	\$2,500	\$1,000	-150.00%
Total Revenues	\$186,825	\$186,050	\$187,710	0.88%
31 - PROFESSIONAL FEES	\$24,722	\$90,000	\$90,000	0.00%
46 - REPAIRS & MAINTENANCE	\$18,529	\$25,000	\$28,500	12.28%
49 - LICENSES & PERMITS	\$1,659	\$2,350	\$2,350	0.00%
59 - DEPRECIATION	\$5,895	\$6,000	\$6,000	0.00%
91 - ADMINISTRATIVE FEES	\$35,000	\$35,000	\$35,000	0.00%
Total Expenditures	\$85,805	\$158,350	\$161,850	2.16%
OTHER SOURCES/(USES):				
NET POSITION	\$101,020	\$27,700	\$25,860	
Excess Revenue/Expenditures	\$0	\$0	\$0	

Indian Creek Village
Proposed Budget - Fiscal Year 2025
Water Utility Fund

General Ledger Code/Description	FY2023 Actuals	FY2024 Adopted	FY2025 Proposed	variance
343 - WATER SERVICE CHARGE	\$604,393	\$604,547	\$685,000	13.31%
341 - DERM SERVICE CHARGE	\$36,264	\$36,273	\$41,100	13.31%
361 - INTEREST INCOME	\$2,868	\$2,000	\$2,500	25.00%
Total Revenues	\$643,524	\$642,820	\$728,600	13.34%
31 - PROFESSIONAL FEES	\$55,227	\$41,547	\$38,500	-7.33%
34 - CONTRACTUAL SERVICES	\$441,982	\$450,000	\$535,000	18.89%
46 - REPAIRS & MAINTENANCE	\$17,356	\$55,000	\$54,280	-1.31%
49 - DERM SERVICE CHARGE	\$36,264	\$36,273	\$41,100	13.31%
59 - DEPRECIATION	\$5,419	\$10,000	\$5,500	-45.00%
91 - OPERATING TRANSFER - OUT	\$50,000	\$50,000	\$50,000	0.00%
Total Expenditures	\$606,247	\$642,820	\$724,380	12.69%
OTHER SOURCES/(USES):				
NET POSITION	\$37,278	\$0	\$4,220	
Excess Revenue/Expenditures	\$0	\$0	\$0	

TAB 3

RESOLUTION NO. 2024-860

A RESOLUTION OF THE VILLAGE COUNCIL OF INDIAN CREEK VILLAGE, FLORIDA, ADOPTING A PAY PLAN FOR THE FISCAL YEAR 2025 COMMENCING OCTOBER 1, 2024, AND ENDING SEPTEMBER 30, 2025; 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 2025 (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 2025 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, 2024.

PASSED and ADOPTED this 10th day of September 2024.

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 2025 Pay Plan
Effective October 1, 2024, to September 30, 2025

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
\$25.74	\$27.023	\$28.374	\$29.792	\$31.282

STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
\$32.85	\$34.49	\$36.21	\$38.02	\$39.92

STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
\$41.92	\$44.02	\$46.22	\$48.53	\$50.96

STEP 13	STEP 14	STEP 15	STEP 16
\$53.50	\$56.18	\$58.99	\$60.51

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	<i>from</i>	STEP A	<i>to</i>	STEP B	@	6 months
Public Safety Aide	<i>from</i>	STEP B	<i>to</i>	STEP C	@	1 year
Public Safety Aide	<i>from</i>	STEP C	<i>to</i>	STEP 1	@	2 year

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

Probationary Police Officer	<i>from</i>	STEP 1	<i>to</i>	STEP 2	@	6 months
Probationary Police Officer	<i>from</i>	STEP 2	<i>to</i>	STEP 3	@	1.5 year
Probationary Police Officer	<i>from</i>	STEP 3	<i>to</i>	STEP 4	@	2 year

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

Security Systems Administrator	<i>from</i>	STEP 5	<i>to</i>	STEP 6	@	6 months
Security Systems Administrator	<i>from</i>	STEP 6	<i>to</i>	STEP 7	@	1.5 year
Security Systems Administrator	<i>from</i>	STEP 7	<i>to</i>	STEP 8	@	2 year

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

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

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

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

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

Police Captain	<i>from</i>	STEP 15	<i>to</i>	STEP 16	<i>@</i>	4 year
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**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
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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