MINUTES OF THE SPECIAL COMMISSION MEETING
TOWN OF LADY LAKE, FLORIDA

November 15, 2023

The special meeting of the Lady Lake Town Commission was held in the Commission Chambers at Lady Lake Town Hall, 409 Fennell Blvd., Lady Lake, Florida with Mayor Rietz presiding. The meeting convened at 3:00 p.m.

CALL TO ORDER

Mayor Rietz

ROLL CALL

Commissioner (Ward)	Present
Kussard (One)	YES
Gourlie (Two)	YES
Freeman (Three)	YES
Rietz (Five)	YES

STAFF PRESENT

William Lawrence, Town Manager; Tamika DeLee, Human Resources Director; Elisha Pappacoda, Communications Director; Aly Herman, Library Director; Dawn Woods, Finance Department; Nancy Wilson, Town Clerk

Brain Koji – Labor Attorney

NEW BUSINESS

Consideration of changes to the Collective Bargaining Agreement between the Town of Lady Lake and the Police Benevolent Association

Town Manager Lawrence said a signed copy of the Memorandum of Agreement between the Town of Lady Lake and the Florida Police Benevolent Association is in front of each commissioner. This MOA has amended Article 14 – Wages, and states that effective the first full pay period after ratification, the minimum and maximum pay ranges set forth will be increased by 30% and will be applied to all bargaining unit members' base hourly rate.

The commissioners thanked the police officers for their service, and all agreed that they deserved the 30% increase. Commissioner Kussard commented that the town lost a lot of personnel due to low salaries and thanked those who stuck it out.

Commissioner Gourlie made a motion to approve the thirty percent increase to all bargaining unit members' base pay; Commissioner Kussard seconded. Motion carried 4-0.

Commissioner (Ward)	Present
Kussard (One)	YES
Gourlie (Two)	YES
Freeman (Three)	YES
Rietz (Five)	YES

Motion carried 4-0.

PUBLIC COMMENTS

Chief Hunt thanked the commission for their continued support, adding that Rob Tempesta and Jason Brough have been the glue keeping things together. They are currently eight bodies short in the department and he is hoping to fill their vacancies with the wage increase, the new platform for hiring and the recruitment video. He is humbled and thankful.

Mark Austin said he has been a police officer in Lady Lake for 2.5 years. He came on his day off so he could personally thank the commission and let them know how much the wage increase and their concern means to him. It is so much more than just the money. The pay increase will help us bring on more officers and the odds of coming home at night will improve. Lives will be improved, and families will sleep more soundly.

ADJOURN

There being no further business, the meeting adjourned at 3:04 p.m.

Nancy Wilson, Town Clerk

Ed Freeman, Mayor