



City of Tarpon Springs, Florida

Board of Commissioners
324 East Pine Street
Tarpon Spring, Florida 34689
(727) 938-3711

<http://www.ctsfl.us/agenda.htm>

BUDGET WORK SESSION AGENDA TUESDAY, JULY 15, 2025 6:30 PM - CITY HALL AUDITORIUM

CALL TO ORDER

ROLL CALL

AGENDA ITEMS

1. Budget Advisory Committee Presentation
2. Compensation Study Results
3. Proposed Budget FY 2026 Overview
4. Department Budgets - General Fund
5. Miscellaneous

ADJOURNMENT



Budget Advisory Committee

July 8, 2025

The Honorable Mayor and Board of Commissioners
324 East Pine Street
Tarpon Springs, Florida 34689

Dear Mayor and Commissioners:

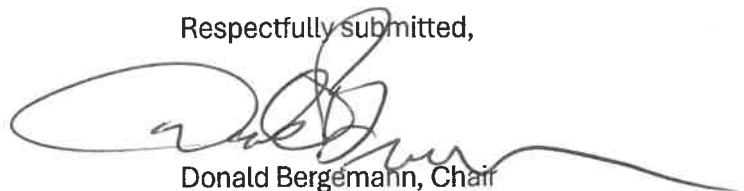
The Budget Advisory Committee has completed its review of the proposed FY 2026 draft budget. The Committee held four meetings, which included presentations from all departments; as well, discussing a salary increase for the Mayor and Commissioners, and the millage rate.

The Committee has made the following recommendations for your consideration:

1. The Committee recommends creating a Fund Balance Minimum Policy for the Marina and Golf Course; and
2. The Committee recommends increasing the Commissioner Salary to \$11,500 per year and the Mayor Salary to \$15,500 per year, effective October 1, 2025; and
3. The Committee supports reviewing the Mayor and Commission salary, with other regional areas every three years; and
4. The Committee recommends the millage rate be kept at 5.37.

The Committee appreciates the opportunity to serve and provide input on the budget.

Respectfully submitted,



Donald Bergemann, Chair



Memorandum

Date: July 8, 2025
To: Mayor & Board of Commissioners
Through: Tabatha Adkins, Human Resources Director
From: Charles Rudd, City Manager
Subject: FY 2026 Pay Plan & Organizational Changes/Re-Structuring

BACKGROUND

Each year as part of the budget development process the City evaluates:

1. The need for annual COLA (Cost of Living Adjustments)
2. Department re-organizations which may include internal re-alignments, reporting structures, and reclassifications of individual pay ranges.
3. Unique pay adjustments for individual positions where necessary to keep pace with other pay/hiring trends and to address ongoing compression issues.

This year, with direction of the Board of Commissioners, the City engaged with Management Advisory Group International, Inc. (MAG) to perform a comprehensive review and update of the City's current pay plan, position classifications, overall organizational structure, and job descriptions. Senior management staff actively participated in reviewing the proposed plan and advising the consultant. The final draft of the Pay and Classification Plan (redacted to protect employee information) is attached for reference.

The resulting Pay and Classification Plan , Organizational Reporting Structure, Department re-organizations (which may also include pay adjustments), new position requests (funded and unfunded) are presented for discussion in the overall FY 2026 Budget

PAY AND CLASSIFICATION PLAN OVERVIEW

The report includes 13 distinct sections, which may be grouped into three broad implementation areas:

- Philosophy & Introduction (Sections 1, 2)
 - *No Action Required*
- Compensation & Reward policy recommendations (Sections 3,4,5,6)
 - *Review and implement in conjunction with an overall review of City Policies & Rules*
- Recommended job classifications, pay plan, cost implementation plan, and FLSA recommendations (Sections 8,9,10,11,13)
 - *Implement concurrent with the FY 2026 Budget*

- Organizational analysis & recommendations (Section 12)
 - *Implement concurrent with the FY 2026 Budget*

PAY BAND STRUCTURE & MARKET COMPARISONS

MAG has established the pay plan structure for the City with pay ranges of 60% from minimum to maximum. There is a 5% differential between each pay grade. Municipalities & Counties surveyed for comparison were Dunedin, Pinellas Park, Largo, Apopka, Plant City, Ocoee, Winter Garden, Pinellas County, & Pasco County. O*NET Online was also utilized to obtain private sector comparison data.

MAJOR FINDINGS

- Based upon market review, the City's current pay plan is, on average, approximately 9% under market based upon salary range midpoint and *13.8% below at entry level*.
- Compression issues associated with hiring new employees at or near the same salary as long tenured employees
- Existing salary range "pay bands" too narrow
- City Manager Span of Control

PAY PLAN IMPLEMENTATION COSTS:

Implementation of the new pay plan includes adopting new job classifications & pay bands and implementing resulting pay changes as follows:

- All current employees (unless there are unique circumstances identified by Human Resources) will receive a 3% Cost of Living Adjustment on October 1, 2025
 - **\$509,837** current estimate cost
 - 299 employees
- Any employee below the minimum of their proposed pay grade range after the COLA is adjusted to their new minimum
 - **\$347,204** current estimated cost
 - 110 employees
- Those current employees whose pay is below their designated target salary, based upon time in current position, are provided an additional adjustment to further address internal salary compression.
 - **\$151,226** current estimated cost
 - 167 employees

- **Total Proposed Pay Plan Implementation costs: \$1,008,267**
 - Proposed Pay Plan implementation is fully accounted for in the FY 2026 Draft Budget
 - Total cost includes approximately \$80,000 in potential payroll cost increases which are associated with positions that are **currently vacant**.
 - The Finance Department has evaluated the actual cost of the initial implementation at approximately \$922,939, which equates to a 5.37% increase over the current payroll.
 - By way of comparison the average annual percentage payroll increases over the last 5 years are:
 - 2021 3%
 - 2022 3%
 - 2023 5%
 - 2024 5%
 - 2025 5%

PROPOSED RE-ORGANIZATION AND NEW POSITIONS:

In addition to evaluating the City's pay plan, MAG also evaluated the current organizational structure. Every employee was provided an opportunity to participate in a position questionnaire to identify their current job duties and how their actual work aligned with their job classification/position description. MAG also conducted formal interviews with the City management team and all department heads, using a prescribed format to discuss organization structure, service delivery, staffing levels and unmet needs.

The most significant major finding in terms of organizational structure was the very broad span of control for the City Manager, with 13 department heads and top staff reporting directly to the City Manager. MAG's recommendation in the report reduces the number of direct reports to the City Manager through a revised reporting structure which includes a Deputy City Manager and two Assistant City Managers. This proposed span of control is within the range found in other municipalities studied.

Additional details of these proposed organizational changes are provided below (See attached Organizational Chart for reference), along with other proposed re-alignments and new position requests that are included in the FY 2026 Proposed Budget:

- **City Manager:** Direct reports will include Deputy City Manager, Assistant City Manager (2), Police, Finance, Procurement, Information Technology, Human Resources, Economic Development, PIO Marketing
- **Deputy City Manager:** Serves as the City Manager's "second in command" and is the primary Acting City Manager in his absence. This position will also directly supervise the following departments; Library, Cultural and Civic Services, & Fire Department. Fire Chief Scott Young will assume this position, in addition to his current position as Fire Chief.

- **Assistant City Manager (Infrastructure):** Acting City Manager, as needed. This position will also directly supervise the following departments; Public Services, Project Administration, Public Works. Project Administration Director Bob Roberston will assume this position, in addition to his current position as Project Administration Director.
- **Assistant City Manager (Community Development):** Acting City Manager, as needed. This position will directly supervise Planning & Zoning, Building, and Code Enforcement. Planning & Zoning Director Renea Vincent will assume this position in addition to her current position as Planning & Zoning Director.
- **Building Development:**
 - Development Services Technician moving from part-time to full-time (accounted for in Pay Plan)
- **Library:**
 - Moved from Cultural & Civic Services to independent department consistent with other municipalities
- **Public Services:**
 - Utility Billing / Meter Readers transferred from Finance to Public Services
- **Public Works**
 - Create two hybrid Assistant Director positions
 - Add Yard Waste Facility Operator position
- **Cultural & Civic Services**
 - Transfer two positions (Theatre Technicians) from IT to Cultural Services (no additional associated costs). These positions were temporarily assigned to IT in 2019
- **Information Technology**
 - New Information Technology Specialist position
- **Planning Department**
 - **Arborist position** moved from Building Department to Planning and Zoning Department (no additional associated costs)
- **Police Department**
 - New Dispatcher position
 - Code Enforcement moving under ACM position
- **Code Enforcement**
 - A new part-time Code Enforcement Supervisor Position will be established
 - Division will report to ACM for Community Development
- **Human Resources**
 - New part-time Administrative Assistant

SUMMARY TABLE OF ORGANIZATION CHANGES & NEW POSITION COSTS (BUDGETED)

<u>Organizational Changes and New Positions (Budgeted)</u>		
Organizational Re-Alignment Costs		
DCM, ACM Hybrid Position Costs	\$	45,251
Part-time Code Enforcement Supervisor	\$	40,114
Sub Total	\$	85,365
Other Funded Position Requests		
Public Works Assistant Director Hybrid Positions (2)	\$	25,488
IT Specialist	\$	32,234
Police Dispatcher (1)	\$	31,403
PT Admin position HR	\$	17,244
Yard Waste Operator	\$	46,575
Building Dev Services Tech move from Temporary to Full Time	\$	25,684
Sub Total	\$	178,628
TOTAL COST	\$	263,993

SUMMARY TABLE OF POSITION REQUESTS NOT CURRENTLY FUNDED IN FY 2026 BUDGET

<u>Additional Position Requests (Unfunded)</u>		
Position Requests	Department/Div	Costs**
Procurement Stores Clerk (Part time)	Procurement	\$ 18,045
Production Assistant	Cultural & Civic Services	\$ 20,889
Police Dispatcher (1)	Police	\$ 31,403
Convert Traffic and Signage Tech to Senior Tech	PW/Fleet	\$ 4,498
Parks and Parkway Tech I (2 positions)	PW/Parks & Parkways	\$ 72,178
Emergency Mgmt. Assistant	Fire	\$ 30,862
Fire Inspector	Fire	\$ 32,405
IT Cyber Security Analyst	Information Technology	\$ 33,198
IT Applications Analyst	Information Technology	\$ 33,198
ADDITIONAL UNFUNDED TOTAL		\$ 276,675
** Estimates shown are half-year funding		

REVISED & NEW JOB DESCRIPTIONS

The consultant has produced updated job descriptions for all existing positions, as well as new job descriptions, as requested by the City. The job descriptions have been reviewed by each Department Director and the Human Resources Director.

RECOMMENDATIONS:

Review and provide direction on:

- Classification and Compensation Study with Organizational Review Final Report
 - Implementation costs of Proposed Pay Plan and Position Classifications
- Proposed Organization alignment changes and associated implementation costs
- Additional Funded Position Requests
- Unfunded Position Requests

ATTACHMENTS

- Classification and Compensation Study with Organizational Review Final Report
(redacted, full report available via public records request).
- Recommended Organizational Structure (Org Charts)

2025 PAY AND CLASSIFICATION PLAN

CITY OF TARPON SPRINGS

BACKGROUND

- Management Advisory Group International, Inc. (MAG)
- Comprehensive review and update of the City's current pay, position classifications & overall organizational structure
 - Job analysis of included classifications based on Current Job Profile Questionnaires (internal relationships); and
 - Market analysis (external competitiveness)
 - Cities of Dunedin, Pinellas Park, Largo, Apopka, Plant City, Ocoee, Winter Garden,
 - Pinellas County, Pasco County
 - O*NET Online (aggregated salary information for the local area from the Federal Dept. of Labor, Bureau of Labor statistics to obtain private sector)

STUDY OUTLINE

Section 1: Proposed Compensation Philosophy

Section 2: Introduction and Approach

Section 3: Selected Compensation Policies

Section 4: Total Rewards

Section 5: Proposed Retention Incentive Pay Policy

Section 6: Premium Pay Policies

- Section 7: Salary Survey Summary
- Section 8: Proposed Pay Plan
- Section 9: Alphabetical Classification List
- Section 10: Classification Comparison List
- Section 11: Implementation Cost Detail Report
- Section 12: Organizational Analysis Review
- Section 13: FLSA Recommendations

IMPLEMENTATION CONCURRENT WITH FY 2026 BUDGET (OCTOBER 1, 2025)

Section 8:
Proposed Pay Plan

Section 9:
Alphabetical
Classification List

Section 10:
Classification
Comparison List

Section 11:
Implementation
Cost Detail Report

Section 12:
Organizational
Analysis Review

Section 13: FLSA
Recommendations

PLAN SECTIONS FOR FUTURE REVIEW AND IMPLEMENTATION

Section 3: Selected
Compensation Policies

Section 4: Total Rewards

Section 5: Proposed
Retention Incentive Pay
Policy

Section 6: Premium Pay
Policies

SECTIONS 3-6 ARE ADDITIONAL
POLICY RECOMMENDATIONS
WHICH WILL BE EVALUATED
CONCURRENTLY WITH AN
OVERALL REVIEW OF CITY
POLICIES & RULES

PAY PLAN MAJOR FINDINGS



Based upon market review, the City's current pay plan is, on average, approximately 9% under market based upon salary range midpoint and 13.8% below based upon entry level.



Compression issues



Existing salary range "pay bands" too narrow



City Manager Span of Control

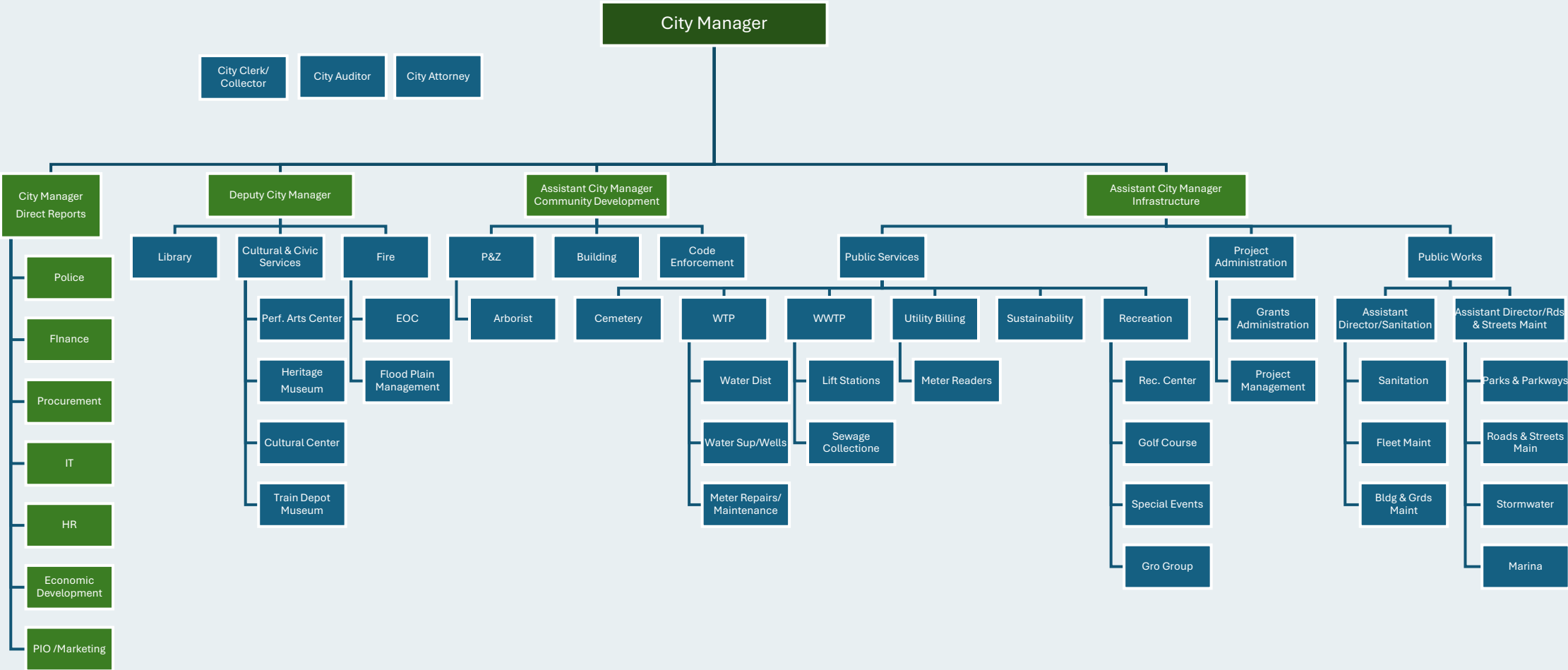
PROPOSED PAY PLAN COST IMPLEMENTATION

Summary for City of Tarpon Springs FL

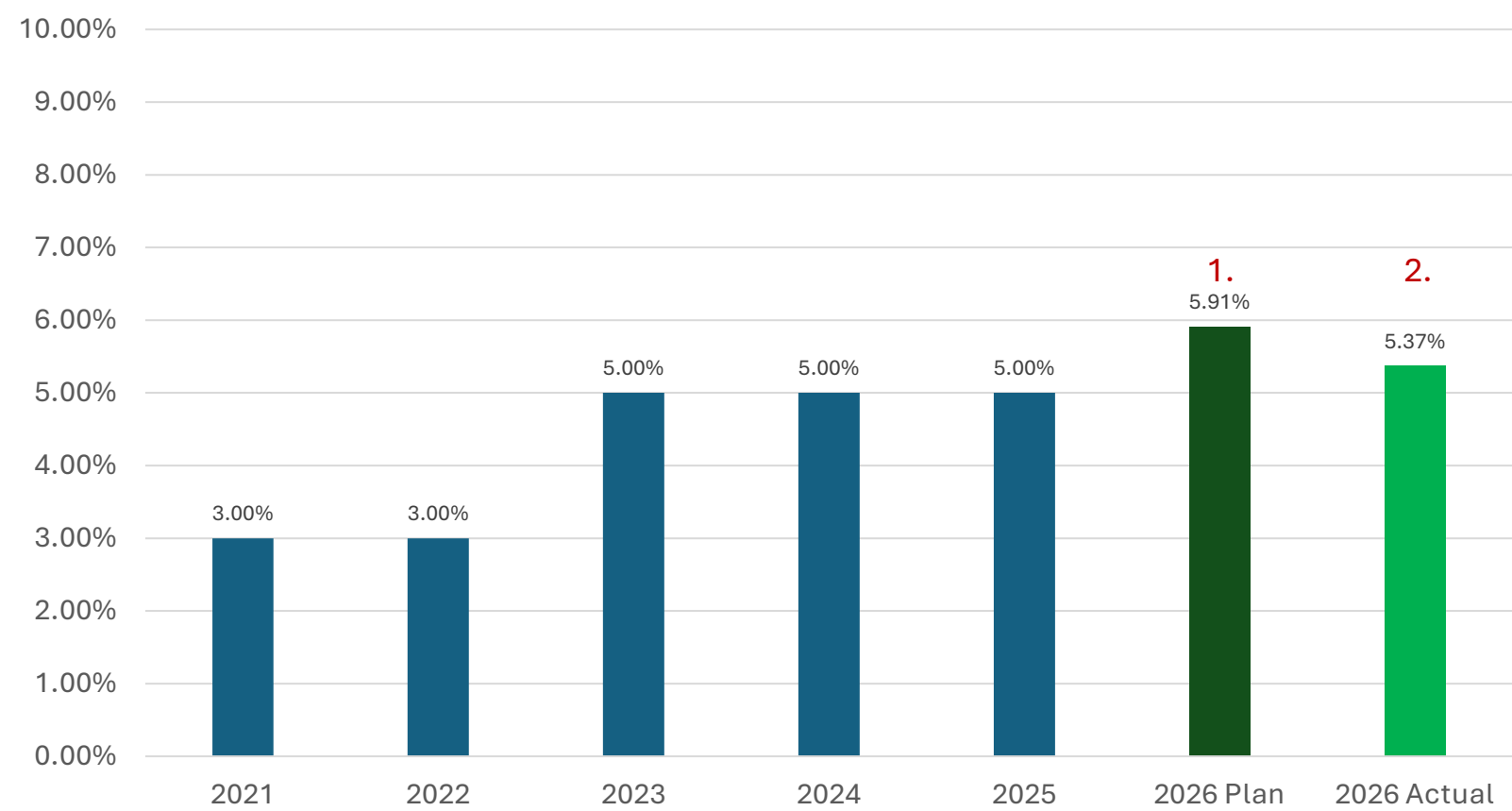
Current Payroll	\$17,050,188	# Positions	301
Flat 3% Adjustment	\$509,837	# Positions Adjusted (any type)	299 # Not Adj 2
Adjustment To Minimum	\$347,204	# Adjusted To Minimum	110
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0
Adjustment For Compression	\$151,226	# Adjusted For Compression	167
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,008,267		
Proposed Payroll	\$18,058,454	% Change in Total Payroll	5.91% **
FICA Rate: 0			
Proposed Payroll plus FICA	\$18,058,454		

**** INCLUDES APPROXIMATELY \$80,000 IN PAYROLL COST INCREASES ASSOCIATED WITH VACANT POSITIONS
(Per Finance Department, Actual Implementation Cost for Current Payroll is 5.37%)**

DETAILED REPORTING STRUCTURE



ANNUAL PAYROLL INCREASE PERCENTAGES



- 1. Reduction for vacant positions
- 2. Includes budgeted positions for organization changes and new positions (no impact on unreserved fund balance)

SUMMARY RECOMMENDATIONS

➤ APPROVE PAY PLAN IMPLEMENTATION

- Adopt new recommended pay ranges
- Accept new position descriptions
- Approve organization re-structuring & organizational chart(s)

➤ APPROVE FY 2026 BUDGETED PAYROLL CHANGES

- Pay plan implementation adjustments (cola, adjustments to minimum, adjustments for compression)
- Other organizational pay adjustments and new positions

Classification and Compensation Study
With Organizational Review
Final Report
for
City of Tarpon Springs, FL



June 17, 2025



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Spartanburg, SC 29301
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MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

June 15, 2025

Charles Rudd
City Manager
City of Tarpon Springs, FL
324 East Pine Street
Tarpon Springs, FL 34689
Phone: 1.727.938.3711
[Email: charlesrudd@ctsfl.us](mailto:charlesrudd@ctsfl.us)

Dear Charles,

Management Advisory Group International, Inc. (MAG) is pleased to present this *Final Compensation & Classification Study Report* to the City of Tarpon Springs.

This report has been developed based on:

- Job analysis of included classifications based on Current Job Profile Questionnaires (internal relationships); and
- Market analysis (external competitiveness)

The Final Report is organized into the following Sections:

- Section 1: Proposed Compensation Philosophy
- Section 2: Introduction and Approach
- Section 3: Selected Compensation Policies
- Section 4: Total Rewards
- Section 5: Proposed Retention Incentive Pay Policy
- Section 6: Premium Pay Policies
- Section 7: Salary Survey Summary
- Section 8: Proposed Pay Plan
- Section 9: Alphabetical Classification List
- Section 10: Classification Comparison List



MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

- Section 11: Implementation Cost Detail Report
- Section 12: Organizational Analysis Review
- Section 13: FLSA Recommendations

Please note than sections 1, 3, 4, 5, and 6 are presented as “Best Practice” guidelines to assist the City with maintaining the study. The City reserves the right to adopt as is, alter, or outright reject the information. The guidelines should not be interpreted as an attempt by MAG to write or revise any existing policies.

MAG would like to express our thanks to all employees and staff who have participated in this important project.

Sincerely,

Dr. Russell H. Campbell

Dr. Russell H. Campbell, Ed.D., MPA
Chief Administrative Officer
Management Advisory Group, Inc.
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City of Tarpon Springs, FL
Classification & Compensation Study Final Report

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Transmittal Letter

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SECTION 1.0
Proposed Compensation Philosophy

1.0 – Proposed Compensation Philosophy

The City of Tarpon Springs, FL strives to provide exemplary service to the community by being a model for 21st Century municipal government operations. Recognizing the importance of our workforce of resolute and talented professional staff, we are committed to promoting organizational and community values that include **exceptional service to the public; consistent and excellent performance; innovation; good fiscal, social, and environmental stewardship; and ethical behavior.**

To achieve and maintain our ambitious standards of service and performance, the City must continue to attract and retain well-qualified staff who exemplify the organization's values. A public service environment that is attractive to such individuals depends upon many factors, including pride, teamwork, a competitive compensation program, and non-monetary benefits such as recognition in the workplace for accomplishments, professional development and opportunities for promotion and a positive work environment. The City is committed to being an "employer of choice" as part of an overall strategy of attracting and retaining talent that will uphold the City's organizational values.

The compensation program is committed to retaining and attracting high-skilled, high-performing staff capable of delivering the highest standards of public service to our community. The City expects all staff to consistently perform to those ambitious standards in their work performance, customer service, ethics, and passion for public service. The City strives to administer pay and benefits in a way that is fair and transparent to all, that provides equal pay for equal work, and that does not take into consideration race, ethnicity, religion, sex, gender, sexual orientation, gender identity or expression, or other factors unrelated to work performance.

In order to provide competitive, sustainable, and responsible compensation, the City will consider the following:

Total compensation which consists of but is not limited to direct compensation, e.g., salary; and indirect compensation such as health insurance, retirement, professional development, work life balance policy & programs, and time-off benefits.

In evaluating competitive compensation, the City will consider:

- A. Financial sustainability as reflected by the City's financial forecasts and revenue projections, competing service priorities, long-term liabilities, capital improvement and other asset requirements, and fund reserve levels.
- B. The "relevant labor market" which may vary depending upon classification but is primarily defined by geographic region (local and/or state-wide) and key markets (private and non-profit agencies) and if applicable, private sector when readily available and effectively comparable.
- C. "Internal Relationships" refers to the relative value of classifications to one another as determined by the City.

- D. The City will compare responsibilities, skill level, knowledge, ability, and judgment to determine similarity, and evaluate the equity of pay differentials.
- E. Other relevant factors may include unforeseen economic, regulatory, or service changes.
- F. Transparency with the community, recognizing that taxpayers and ratepayers fund all employee compensation and deserve commensurate value from all those who work for the City. This includes not only disclosure of the components of workforce compensation, but adequate advance notice of material policy changes in order to participate effectively in decision-making that affects the City's finances.

Ideally, every three to five years, the City will evaluate its compensation structure, programs, and policies to assess market competitiveness, effectiveness and compliance with applicable State and federal law. This is with the understanding that more frequent adjustments to the compensation structure may be needed as a result of intermittent evaluations or other factors already cited. This will be accomplished by working with the City's Human Resources staff to fairly approve compensation and benefits, utilizing all the resources and tools available to the City.

SECTION 2.0

Introduction and Approach

2.0 – Introduction & Approach

Introduction

The City of Tarpon Springs contracted with Management Advisory Group International, Inc. (MAG) to conduct a compensation survey and assessment for all current City job classifications. This report presents the findings and recommendations of the study. MAG's findings and recommendations are based on:

- Current organizational structure
- Discussions with Administration and review of current compensation practices
- Feedback from Department Heads
- Job analysis & Review based on employee completed Job Profile Questionnaires (JPQs)
- Internal Equity and External labor market data

The goal of the City for this project was to provide the foundation for an appropriate classification and compensation system and pay plan based on current compensation levels for similar public sector employers, and local market competitors. In response, MAG has developed a proposed pay plan and developed salary adjustment recommendations for current incumbents in City classifications.

Project Focus

The objectives of the study were to:

- Conduct a review of all City job titles
- Review salary and compensation data from similar/competitor organizations
- Develop a revised classification plan
- Develop a revised compensation and pay plan
- Provide options for the City's consideration to find a reasonable and cost-effective way to transition to the new plan(s)

A list of project tasks and activities is indicated below by Exhibit 2-1.

EXHIBIT 2-1

City of Tarpon Springs, FL

PROJECT TASKS

Project Initiation – Developed project proposal, work plan and timeline. Discussed with City administration and revised project work plan.

Initial Meetings – Discussed with employees, City leadership and key management to clearly define the scope, goal(s), and objective(s) for the proposed study.

Developed/Distributed Salary Survey Instrument – Conducted a salary survey to gather compensation information from target organizations for selected City benchmark classifications.

Collected/Analyzed Compensation Data – Collected and reviewed compensation data from published data sources to augment salary market survey.

Conducted Job Analysis – Performed analysis of compensable factors based on Job Profile Questionnaires.

Developed Revised Pay Plan – Developed a preliminary proposed pay plan based on the results of the market salary survey, job analysis, and internal/external equity considerations.

Developed Salary Adjustment Recommendations – Developed salary adjustment recommendations for all City classifications based on the revised pay plan(s) and employee classification, current salary, and longevity in current position.

Developed & Submitted Draft Report – Developed and submitted a Draft Report for City review integrating the job analysis, proposed pay and classification plan, salary survey, and implementation recommendations.

Revised Draft Report – Incorporated the City's technical review of materials.

Develop & Submit Final Report – Submitted a Final Report upon final review.

Exhibit 2-2 illustrates a flow-chart process used for developing a proposed pay and classification plan.

EXHIBIT 2-2
City of Tarpon Springs, FL
PROJECT FLOWCHART



Approach Overview

To begin the study, MAG requested and reviewed preliminary information from the City. At this time, MAG conducted initial discussions with administration and tailored several instruments to be used in conducting the compensation and classification analysis, including:

- Job Profile Questionnaires (JPQs)
- A review of current labor market data (Market Survey), which included several data sources comparable to the City

The study methodology included:

- Collection of current personnel, human resources, and organizational background information
- Identification and selection of comparable agencies for the market data
- Identification of classification benchmarks
- Conducting a salary survey for selected positions
- Analysis with recommendations concerning the relative ranking of City positions to develop a classification plan to ensure internal equity

MAG developed job profiles for classifications covered in the study, based on the factors below, to identify an appropriate pay range. The development of a job profile typically includes numerous factors, such as:

- Involvement with Data, People, and Assets
- Experience/Vocational Requirements
- Educational/Vocational Requirements
- Mathematical Requirements
- Communications Requirements
- Judgment Requirements
- Impact of Decisions
- Complexity of Work
- Safety of Others Responsibilities
- Physical Requirements
- Equipment Usage
- Unavoidable Hazards

Initial Meetings and Orientation

Upon acknowledgement to proceed, the project team communicated with staff to discuss the study's objectives, along with the strengths and needs of the current organizational compensation management systems. City management provided input regarding the City's preferences and needs for the systems to be developed. MAG's representatives requested documentation about current compensation and classification programs, reviewed and discussed with management these systems, and developed an understanding of concerns to be addressed.

The project team also discussed with staff an overview of the scope, content, and methodology of the study, encouraged employee cooperation and commitment, and established appropriate time limits for completing and returning necessary forms.

MAG staff serve as a facilitator to bring these primary source data together in a meaningful way, organize it into a pay plan or plans, depending on the needs of the organization and to support and assist the organization with making crucial decisions regarding overall hierarchical placement of jobs.

The study results and outcomes are not the result of decisions made in isolation by the consultant but are the result of the consultants working to bring together all of the different viewpoints of the stakeholders, assisting and supporting in ordering responsibilities of the work into a compensation and classification plan that serves as a starting point for making current and future placement decisions.

Market Review

The City of Tarpon Springs employs a wide range of jobs that contain a mix of work responsibilities found in both the public and private sectors. The market data utilized for selected benchmark positions reflected the variety of duties and responsibilities in which City employees engage. Market data is one of the key components of a classification and compensation study, as well as one of the more difficult and sensitive activities in the study process.

In a collaborative effort with the Human Resources staff of the City, MAG developed a list of target organizations to be surveyed. Upon approval of the target list, the survey instrument, and the benchmark classifications, MAG reviewed the market and performed the technical analysis and evaluation of the collected data.

Organizations typically included as targets in a salary survey are those that are:

- Competing with the City for employees, for either lower level or higher-level positions
- Geographically situated in such a fashion as to automatically be considered a competitor
- Structured similarly to the City, or providing similar types of services
- Attractive to highly valued employees for one reason or another

Surveyed:

1. City of Dunedin, FL
2. City of Pinellas Park, FL
3. City of Largo, FL
4. City of Apopka, FL
5. City of Plant City, FL
6. City of Ocoee, FL
7. City of Winter Garden, FL
8. Pinellas County, FL
9. Pasco County, FL
10. O*NET

****Note:** O*NET Online (aggregated salary information for the local area from the Federal Dept. of Labor, Bureau of Labor statistics to obtain private sector.

Benchmark Classes

The job classes included as benchmarks in the survey were clearly and concisely described. All classes had a clear and identifiable relationship with other City classes and were representative of the various functional areas within the various work areas/units within the City .

In the survey instrument, benchmark jobs were carefully described in a class profile. In addition to the statement of job duties and responsibilities, specific information pertaining to the education requirements and work experience needed for the class was included. The respondents matching class title, annual minimum and maximum salary, duty days, and annual hours were also included in the survey.

The data from the survey were used to assist with the classification of the various jobs within the pay structure. It is important to note, however, that the market study simply serves as an indicator of market trends and the internal job analysis is the most critical element in determining pay grade assignments.

Proposed Pay Plans

Based on the uniqueness and diversity of positions within the City, MAG has proposed a single unified pay plan. Employees performing the same duties were placed in the same class and pay grade, regardless of the number of hours (PT/FT).

Implementation Costs

MAG's implementation options and recommendations consider the following:

- Current salary
- Current job title or rank
- Length of time in current position (based on promotion date)
- Information from Administration, Department Head Interviews, and comments from initial draft

No employee should receive any additional salary adjustments once their salary has reached the maximum of the range. The recommendation is to freeze the salary until market data supports an increase in pay range maximum. Progressive governments often coordinate with MAG on an annual basis to refresh their market competitive position to ensure that they do not "lose ground" from a compensation perspective.

Pay Plan Structure

MAG has established the pay plan structure for the City with pay ranges of 60% from minimum to maximum. There is a 5% differential between each pay grade. The structure recommended is transparent, permits employees to have a perspective that provides some security, but it is still wholly dependent on the City's ability to fund future structure adjustments.

Plan Implementation

MAG recommends that the new compensation structure goes into effect as soon as feasible along with the recommended salary adjustments. First, all current employees receive a 3% Cost-of-Living Adjustment (COLA). Then, any employee below the minimum of their proposed pay grade range after the COLA are brought up to that level. Finally, those current employees whose pay is below their designated target salary are provided an additional "equity" adjustment to reach the target salary, which is designed to spur individual movement within their respective pay ranges, address salary compression, and serves as a hedge against inflation.

Please note that the system is hardwired to prevent any employee whose current salary exceeds the maximum of their proposed pay grade from receiving any type of adjustment. **However, MAG strongly recommends that anyone above the maximum receive the 3% adjustment because a COLA is theoretically not considered a pay raise, but, rather, a hedge against the increased cost of living.** MAG suggests that the new compensation structure go into effect at the start of the upcoming fiscal year.

The total cost summaries for each department are noted in Sections 11.

Annualized Implementation Cost: \$1,008,267 or a 5.91% increase to current payroll.

****Note: Total Cost Numbers do not include Fringe Benefit Costs.**

Salary Compression

Salary compression, also known as wage or pay compression, is a pay differential that results from various causes, but that is often deemed unfair or unequal by members of the workforce within the organization. It is an issue that many management and human resources professionals deal with on a regular basis. There are numerous reasons for these kinds of differentials that occur, and they often seem justified at the outset. However, over time wage compression can lead to low morale and hurt feelings within the ranks of previously loyal employees.

Examples of Salary Compression

Salary compression is not a new concept. For example, it's a widespread practice for an organization to offer a higher starting salary to sought after employees who may be "rock stars" or as someone who has a great deal to offer the organization. Higher pay is used as an incentive to lure the candidate.

It is also seen when viewing fixed salaried professionals like managers and supervisors versus hourly employees who are eligible for rewards like shift differentials and overtime pay. Sometimes pay inequities are seen after a consolidation of two or more functional areas that were run very differently from one another previously. Wage compression can also occur in an organization with a sizable percentage of low wage earners when the low wage rates are increased; as new hires come on, they are earning the same amount as those who may have been with the organization for years.

Impact of Wage Compression

Impacts of wage compression can be seen on a one-to-one level or across entire organizations. Those whose pay is compressed, or who are receiving less money, are likely to be affected by low morale. They will feel discouraged, naturally. It doesn't make sense to continue working just as hard when their efforts are not perceived as being compensated. This can lead to a more noticeable problem of deficient performance in employees, which hurts the bottom line and affects everyone. There may also be retention issues related to salary compression.

Those who feel slighted are more likely to look for alternate employment. High turnover rates are costly to any organization. It may also be harder to recruit from within for higher level positions if employees see no economic benefit in accepting the added responsibility and work of a promotion.

Purpose of the Implementation Plan

The foundation of the implementation calculation is one that is forward looking and does not look back on how current salaries came about. Transition to a new plan is not meant to change every pay decision, promotion or other legal changes in salary that have occurred over the tenure of the employee; nor is it meant to pretend the new pay structure should be retroactive in concept to the day an employee was hired.

To the extent that any uniform formula may result in unintended consequences, there may be isolated instances where administrative adjustments would be needed in order to address an inequity that is not readily apparent. This is not intended to address internal inequities perceived by employees, which might result from previous pay structures or previous pay decisions.

MAG assumes that all previous salary changes were based on information that was considered valid and appropriate at the time the decision was made.

SECTION 3.0

Selected Compensation Policies

3.0 – Selected Compensation Policies

As part of the overall study, Management Advisory Group typically offers observations and recommendations regarding best practices in compensation policies. These observations are not meant to replace existing policies, but to provide a fresh look and compare Tarpon Springs compensation policies against “best practices.” An objective statement of compensation policies also includes the expressed outcome to attract, reward, and retain qualified employees who can help the City achieve its mission. In support of the vision statement, MAG observations may assist the City as it strives to provide a total compensation program that enables the City to:

- Attract and retain a high-quality and diverse workforce
- Reward and retain qualified employees
- Provide a fair and consistent framework for assigning jobs
- Maintain salary structures at competitive market levels
- Ensure fair and consistent pay practices
- Comply with applicable laws and regulations
- Operate within the constraints of fiscal resources
- Be an employer that inspires excellence

As an employer, the City embraces a fair and equitable compensation plan to support the achievement of the following goals.

1. The City strives to provide a total compensation program that is fiscally sound, equitable and competitive in the defined marketplace.
2. Both benchmarking of selected classifications and consideration of the job profile is used as a best practice for compensation of similar positions.
3. Competitive ranges are established for all positions to provide the flexibility needed to adapt to market changes, maintain internal equity and address the needs of the City that will ensure an elevated level of service to the community.
4. Starting pay for new employees is based upon education and work experience related to positional requirements as well as market conditions.
5. Pay adjustments, other than allowances and supplements, are provided to employees when appropriate to address equity, market responsiveness, and consistency in the administration of the City’s compensation program.
6. Employees are eligible for pay increases resulting from true promotions and reclassifications.
7. Part-time/temporary employees may not be eligible for the same benefits as full-time employees.
8. Fair Labor Standards requirements will be applied fairly and consistently to applicable positions.

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9. Benefit plans and other non-cash compensation plans are reviewed periodically for competitiveness, cost effectiveness, and their value to employees and the City.
10. Pay ranges for the City job groups are reviewed as needed, but not less than every five years.

Compensation Policies:

The following recommendations cover recommendations for both the implementation of the plan, as well as the on-going administration of the plan.

Numerous opportunities exist for varied work experience and career advancement within the City. The following outlines how associated pay changes can be administered based on the category of change. All final decisions on the pay administration are subject to approval by the City Manager based on feedback from Human Resources. In all instances of employee/job reassignment, the employee would be placed in the range, not to exceed the maximum of the range unless specifically stated. Unless otherwise stated, any change in pay will be effective with the next full pay period.

A. Reclassification

1. When a job has been reclassified to a higher pay grade, the employee's salary shall increase at least 5% in the new pay grade that includes the new salary but is not more than the maximum salary of the new pay grade.

If the reclassification results in an upgrade of one pay grade, the employee's pay will be moved upward by 5%. An upgrade of two or more pay grades will increase the employee's pay by an additional 2.5% increase for each additional pay grade, up to a maximum of 20%.

For general reclassifications done as a result of an internal or external compensation study, or as a result of a normal budget process review, if the employee has been in the position since on, or before, the first day of the fiscal year, the effective date of any approved change will be the first day of the fiscal year, or the effective date of implementation as approved by the City Commission.

Otherwise, for an individual reclassification, done outside the normal budget cycle, the effective date of the pay increase will be consistent with the next full pay period.

Reclassification or changes in pay grade, whether resulting from an internal or external compensation study or individual change in pay grade, shall **not be** retroactive with respect to calculating the new salary.

Internal Equity Adjustments as a result of the implementation of a system-wide study shall not be subject to the same guidelines as the "Reclassification" guideline. Internal Equity Adjustments can be the result of the application of a formula, applied to all positions in the same pay plan, and are done to ensure that employees' salaries are internally equitable and are not done to reflect an individual "job audit" of a single member incumbent.

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Internal Equity Adjustments are also not tied to performance measures. ***The leadership may determine an Internal Equity Adjustment strategy that is separate and apart from the guidelines that cover reclassification.***

Internal Equity Adjustments, resulting from an internal or external comprehensive review, can be to a higher, or lower, pay grade and are not considered a reclassification, promotion, or demotion.

2. When a job has been reclassified to a lower pay grade, the affected employee(s) shall have their pay adjusted accordingly. The employee's salary will be placed within the salary range of the lower grade. The effective date will be the day following the City Commission's adoption date of the budget and the change will be reflected in the next full pay period. If, after the pay grade adjustment, the employee(s) salary is greater than the maximum salary of the new pay range, the employee will continue to be paid at the higher rate of pay, the salary would be "frozen," and the employee is typically ineligible for any pay adjustment until the range "catches up" with the salary and allows for movement.

B. Promotion

1. When an employee is promoted, as a result of a job change or job progression, to a higher pay grade position, within the same, or to a different, salary schedule, the salary placement within the new pay grade shall be determined as follows: *apply 5% on the salary of the previous grade/schedule and salary for promotions of one pay grade, and an additional 2.5% for each additional pay grade up to a maximum of 20%.* The resulting pay will be no less than the minimum of the new pay grade and no less than a 5% salary increase, but not more than the maximum salary of the assigned pay grade. The effective date will be the day of approval.
2. There may be times when the uniqueness of an individual job and level or necessary skills required by the City, and not just possessed by the incumbent, may require a higher salary schedule placement than stipulated in this section. Under such circumstances, the City Manager *may approve a higher salary step within the assigned pay grade.*

C. Lateral Transfer

A lateral transfer occurs when an employee is transferred from one job class to another in the same pay grade. When there is no change in pay grade there shall be no adjustment in base salary. A lateral transfer is not considered a reclassification or a promotion.

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Years of Experience	Starting Pay Guidelines
1 to < 3	Pay Grade Minimum
3 to < 5	Pay Grade Minimum Plus 3%
5 to < 7	Pay Grade Minimum Plus 6%
7 to < 11	Pay Grade Minimum Plus 9%
11 to < 15	Pay Grade Minimum Plus 12%
15 to < 20	Pay Grade Minimum Plus 15%
20 or more	Pay Grade Minimum Plus 20%

3. Internal Equity is an equally important consideration in filling a vacant position. Before a salary offer is made, Human Resources will also consider the current salaries, level of education, relevant licenses/certifications, and length of service in the same/similar job class or classes of current incumbents. It is the policy of the City to make every effort to avoid inverted salary relationships by bringing in newly hired employees at a salary that exceeds the current salaries of comparably placed existing employees in the same/similar job class.
4. The Human Resources department may additionally consider a higher salary offer if the open position is determined to be a “hard to fill” position.
5. “Hard to fill” positions will be designated as such by the Human Resources Department and will be based on the length of time the position has remained unfilled, the difficulty to recruit, the “mission critical” nature of the work and the market conditions of the position, at the time of a vacancy.
6. Hiring Range is typically considered that the span in salary between the minimum of the range and the market point for most positions. For Directorships or Assistant Director-level positions, the qualifications of the applicant and/or the needs of the City should include the discretion to hire anywhere within the range. However, consideration should still be given to existing salaries of other employees who are in directly comparable leadership positions.

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Future Salary Adjustment Recommendations

The cost to implement and maintain the compensation system should be driven by changes in the labor market and/or internal relationships and should be applied globally to the system, which, in turn, adjusts each salary range. Compensation systems that are well maintained address *two primary issues* on an annual basis:

- The cost to maintain competitiveness within the system
- The cost to adjust individual salaries

From time to time, the City may determine the need to adjust pay grades/ranges based on some factor, such as the Employment Cost Index (ECI) to maintain competitiveness at salary range minimums and hiring rates, as well as accommodate current incumbent pay progression within the grades. Ideally, funding permitting, the City should conduct a salary/market review periodically to assess market conditions and ensure a competitive posture in personnel recruitment and retention. At this time, a more detailed comparison to the external market, as well as to immediate competitors can be made using a comprehensive methodology such as that used in this review. MAG recommends that any adjustments to the pay plan be based on 50% of the approved COLA determined by the City Commission. For example, if the City Commission approves a 6% COLA, the pay ranges on all pay plans should increase by 3%. This will assist employee movement through their designated pay range because their actual increase is greater than the increase to the pay ranges.

Proposed Compensation Plan

Regardless of an organization's philosophy concerning advancement opportunities afforded to employees, it is essential that movements in the economy, and more specifically, the labor market in which the City competes, be addressed at the system level. Accordingly, salary administration procedures should take priority based on funding levels and the City's philosophy on pay.

Career Path vs Career Ladders

Career Path vs Career Ladder What is the Difference?

A career path is a track of employment with a progression of acquired education, experience, achievement, and responsibility, moving through job positions within a professional field or organization. For example, an analytical career path, a managerial track career path, or a quality management career path.

A Career Path is designed to encourage students to enter a certain field of study (e.g., public health laboratory science) and to demonstrate the possibilities within that field of study.

A career path for a field of study in laboratory science can begin with a position as a laboratory aide, then a laboratory technician, followed by a laboratory scientist.

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This career path then opens a wealth of interrelated laboratory science tracks, and a professional can move from one track to another over the course of a career.

A series of steps within a job classification, each with increasing responsibility as expertise is developed, allowing for recognition of professional growth. The steps on the career ladder may require competition for advancement. For example, progressing through the federal GS system, or moving from laboratory scientist I to laboratory scientist II to laboratory scientist III.

A Career Ladder is designed to encourage and assist staff to further their professional development and to reward them for their commitment to professional growth and excellence without moving to a new career path.

Employee Performance and Compensation in the Public Sector

The theory of pay for performance is unquestioned. The practice is universal in the private sector and important to the growth of the U.S. economy. Rewarding superior performance has gained acceptance in all aspects of life. It's now a global practice.

Government is different from the private sector in three key respects though. Two of those differences—the fact that performance ratings and pay increases are not confidential, and that changes to the system inevitably involve politics—are likely to prompt resistance to program changes.

A third difference is that in the private sector, pay for performance triggers continuous attention to performance metrics. For many organizations, the incentives that motivate are the prospect of year-end bonuses and gains from stock ownership. Both reinforce the importance of organizational success. In business, financial rewards are solidly entrenched.

The transition to pay for performance in government should be managed as organizational change since it redefines the role of managers and their relationship with staff. Managers who have relied on micromanagement will need to relinquish control. Performance-related pay makes no sense where employees are tightly controlled. The problem of inflated performance ratings will have to end. It also changes employee jobs and career expectations. The highest hurdle promises to be creating performance processes that generate credible and defensible year-end ratings.

Recognizing star performers as well as those whose performance is unacceptable is important to every employer. That's obviously central to pay for performance.

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As a general proposition, we believe there are four fundamental requirements for an effective performance-based pay system:

1. Performance expectations are clearly defined and understood
2. Performance is measured accurately and communicated effectively by well-intentioned, trained Managers
3. The process is managed consistently across the organization
4. Differences in performance can result in meaningful differences in compensation outcomes

Government's purpose is to provide critical services requiring collective support through political processes. Effectiveness and cost control are the primary measures of success. In contrast, private sector organizations must create profit to exist, so their standards are different.

Although the transition to a pay for performance system is challenging, and requires a fundamental shift in thought processes and operations, it is an effective way of managing limited financial resources and rewarding key performers within government.

Alternative Approaches to Compensation: Skilled -Based & Competency-Based Pay

Traditional pay structures within organizations have traditionally been focused on the assigned job. Wages have been based on position and seniority and influenced by factors like the minimum wage and negotiation. Although skills and competence have been reflected indirectly, pay systems have not been designed to encourage the development of individuals. With technological advancements and the focus on productivity and quality, many organizations now recognize the need to focus on individual contributions.

Skill-based Pay

Skill-based systems have long been used to define jobs within the trades. Increasing skill levels are the determining factor in describing positions like apprentice, journeyman, and expert craftsman. Other examples of skill-based pay systems can be found among white-collar jobs where the organization is providing a career progression based on increasing technical skill as an alternative to being promoted through various management levels.

Competency Based Pay

The term competency-based pay describes a system where rewards are based on the use of competence without consideration for results. The premise is that individual performance depends on having relevant competencies and higher levels of competence will produce superior performance. A competency base pay system focuses on individuals.

In practice, competency-based systems are seldom used in a pure form. Competency may be one of the factors determining pay, but performance may also be a factor.

Application

While both skill- and competency-based pay systems are focused on individuals rather than jobs, how the individual is evaluated for pay purposes is different. Skill-based systems are better defined, having been used for years as the basis for defining certain jobs. Pay is based on skills verified by some type of assessment or certification. These pay systems have been applied both to blue-collar and white-collar jobs. In contrast, competency-based pay systems have been applied as components of a pay system and so far, have been applied to individuals at professional or management levels.

Trends

The tendency toward leaner organizations over the past few decades has contributed to the development of pay systems that favor employees with a broad base of skills and competencies. Some of the results related to this trend include reduced staffing levels and expectations of higher performance by individuals.

SECTION 4.0

Total Rewards

4.0 – Introduction to Total Rewards

Total Rewards

Total rewards are the monetary and non-monetary returns provided to employees in exchange for their time, talents, efforts, and results. It involves the deliberate integration of five key elements that effectively attract, motivate, and retain the talent required to achieve desired business results. The five key reward elements are:

- Remuneration/Compensation
- Benefits
- Work-Life
- Performance and Recognition
- Development and Career Opportunities

These elements represent the “tool kit” from which an organization chooses to offer and align a value proposition that creates value for both the organization and the employee. An effective total rewards strategy is the art of combining these five elements into tailored packages designed to achieve optimal motivation. This results in satisfied, engaged, and productive employees, who in turn create desired business performance and results. In this successful exchange relationship, the employee provides time, talent, effort, and results --- and the employer provides a total rewards package that is perceived as valuable by the employee.

The Context for Total Rewards

Total rewards operate in the context of an overall organizational strategy, organizational culture, and human resources strategy. Indeed, an organization’s exceptional culture or external brand value may be considered a critical component of the total employment value proposition. In addition, other external influences on an organization that affect total rewards design include:

- Legal/regulatory issues
- Cultural influences and practices
- Competition
- Labor market

Total Reward Definitions and Examples

Remuneration/Compensation

Pay provided by an employer to an employee for services rendered (i.e., time, effort, and skill).

Remuneration/Compensation comprises four core elements:

- Fixed pay – Also known as “base or basic pay,” fixed pay is nondiscretionary compensation that does not vary according to performance or results achieved. It usually is determined by the organization’s pay philosophy and structure.
- Variable pay – Also known as “pay at risk,” variable pay changes directly with the level of performance or results achieved. It is a one-time payment and must be re-established and re-earned each performance period.
- Short-term incentive pay – A form of variable pay; short-term incentive pay is designed to focus and reward performance over a period of one year or less.
- Long-term incentive pay – A form of variable pay; long-term incentive pay is designed to focus and reward performance over a period longer than one year.

Benefits

Programs an employer uses to supplement the cash compensation that employees receive. These programs are designed to protect the employee and his or her family from financial risks and can be categorized into the following elements:

- Social Insurance
- Unemployment
- Worker’s Compensation
- Social Security
- Disability (occupational)

Group Insurance

- Medical
- Dental
- Vision
- Prescription Drug
- Mental Health
- Life Insurance
- Accidental Death and Dismemberment Insurance (AD&D)
- Disability

Pay for Time Not Worked

These programs are designed to protect the employee's income flow when not actively engaged at work.

- At work (breaks, clean-up time, uniform changing time)
- Away from work (vacation, government holidays, company holidays, personal days)

Work-Life

A specific set of organizational practices, policies, and programs, plus a philosophy, which actively supports efforts to help employees achieve success at both work and home. There are seven major categories of organizational support for work-life effectiveness in the workplace. These categories encompass compensation, benefits, and other human resources programs.

In combination, they address the key intersections of the worker, his or her family, the community, and the workplace. The seven categories are:

- Workplace flexibility
- Paid and unpaid time off
- Health and well-being
- Caring for dependents
- Financial support
- Community involvement
- Management involvement/culture change interventions

Performance & Recognition

Performance: A key component of organizational success, alignment of organizational, team and individual performance is assessed in order to understand what was accomplished, and how it was accomplished. Performance involves the alignment of organizational, team and individual effort toward the achievement of business goals and organizational success.

Performance planning is a process whereby expectations are established linking the individual with team and organizational goals. Care is taken to ensure goals at all levels are aligned, and there is a clear line of sight from performance expectations of individual employees all the way up to the organizational objectives and strategies set at the highest levels of the organization.

Performance is the manner of demonstrating a skill or capacity.

Performance feedback communicates how well people do a job or task compared to expectations, performance standards and goals. Performance feedback can motivate employees to improve performance.

Recognition acknowledges or gives special attention to employee actions, efforts, behavior, or performance. It meets an intrinsic psychological need for appreciation of one's efforts and can support business strategy by reinforcing certain behaviors (e.g., extraordinary accomplishments) that contribute to organizational success. Whether formal or informal, recognition programs acknowledge employee contributions immediately after the fact, usually without predetermined goals or performance levels that the employee is expected to achieve. Awards can be cash or non-cash (e.g., verbal recognition, trophies, certificates, plaques, dinners, tickets, etc.). The value of recognition plans is that they:

- Reinforce the value of performance improvement
- Foster continued improvement, although it is not guaranteed
- Formalize the process of showing appreciation
- Provide positive and immediate feedback
- Foster communication of valued behavior and activities

Development and Career Opportunities

Development: A set of learning experiences designed to enhance employees' applied skills and competencies. Development engages employees to perform better and engages leaders to advance their organization's people strategies.

Career Opportunities: A plan for employees to advance their career goals and may include advancement into a more responsible position in an organization. The organization supports career opportunities internally so that talented employees are deployed in positions that enable them to deliver their greatest value to the organization. Development and career opportunities include the following:

Learning Opportunities

- Tuition assistance
- Corporate universities
- Innovative technology training
- Attendance at outside seminars, conferences, virtual education, etc.
- Self-development tools and techniques
- On-the-job learning; rotational assignments at a progressively higher level
- Sabbaticals with the express purpose of acquiring specific skills, knowledge, or experience
- Coaching/Mentoring
- Leadership training
- Access to experts/information networks association memberships, attendance and/or presentation at conferences
- Exposure to resident experts
- Formal or informal mentoring programs in or outside one's own organization

Advancement Opportunities

Internships

- Apprenticeships with experts
- International assignments
- Internal job postings
- Job advancement/promotion
- Career ladders and pathways
- Succession planning
- Providing defined and respectable “on and off ramps” throughout the career life cycle

An Integrated Total Rewards Strategy

Culture

Culture consists of the collective attitudes and behaviors that influence how individuals behave. Culture determines how and why a company operates in the manner that it does. Typically, it is comprised of a set of often unspoken expectations, behavioral norms, and performance standards to which the organization has become accustomed. Culture change is difficult to achieve because it involves changing attitudes and behaviors by altering their fundamental beliefs and values. Organizational culture is subject to internal and external influences; thus, culture is depicted as a contextual element of the total rewards model, overlapping within and outside the organization.

Environment

The environment is the total cluster of observable physical, psychological, and behavioral elements in the workplace. It is the tangible manifestation of organizational culture. Environment sets the tone, as everyone who enters the workplace reacts to it, either consciously or unconsciously. Because they are directly observable and often measurable, specific elements of the environment can be deliberately manipulated or changed. The external environment in which an organization operates can influence the internal environment; thus, environment is depicted as a contextual element of the total rewards model, overlapping within and outside the organization.

Attraction

The ability of an organization to attract the right kind of talent necessary to achieve organizational success. The attraction of an adequate (and perpetual) supply of qualified talent is essential for the organization’s survival, and it is one of the key planks of business strategy. One way an organization can address this issue is to determine which “attractors” within the total rewards program brings the kind of talent that will drive organizational success. A deliberate strategy to attract the quantity and quality of employees needed to drive organizational success is one of the key planks of business strategy.



Retention

An organization's ability to keep employees who are valued contributors to organizational success for as long as is mutually beneficial. Desired talent can be retained on staff by using a dynamic blend of elements from the total rewards package as employees move through their career lifecycles. However, not all retention is desirable, which is why a formal retention strategy with appropriate steps is essential.

Motivation

The ability to cause employees to behave in a way that achieves the highest performance levels. Motivation is comprised of two types:

- **Intrinsic Motivation** is linked to factors that include an employee's sense of achievement, respect for the whole person, trust, appropriate advancement opportunities and others, intrinsic motivation consistently results in higher performance levels.
- **Extrinsic Motivation** is most frequently associated with rewards that are tangible, such as compensation and benefits.

There are also defined levels of intensity regarding motivation:

- *Satisfaction* – how much I like things here.
- *Commitment* – how much I want to be here.
- *Engagement* – how much I will actually do to improve business results.

SECTION 5.0
Proposed Retention Incentive Pay Policy

5.0 – Proposed Retention Incentive Pay Policy

Purpose

The purpose of the Retention Incentive Pay Policy is to recognize those employees who have faithfully served the citizens of the City of Tarpon Springs with their continued service as employees of the City.

Rules for Longevity Pay

- A. Only full-time regular and part-time regular employees will be eligible to receive retention pay. Part-time regular employees will receive retention pay that will be prorated based on the number of hours the employee normally works compared to a 40-hour week.
- B. Employees will be recognized for continued service to the City based on the number of completed years that the employee has worked for the City. The calculation payout is based on the employee's anniversary date.
- C. Only continuous unbroken years of service will be credited when determining the amount of retention pay an employee is to receive.
- D. Employees who leave employment with the City, but are reinstated within thirty (30) calendar days of their date of termination will not have this period considered as a break in service for the purpose of determining the amount of retention pay.
- E. The following amounts of retention pay will be given to eligible employees based on the number of completed years of service to the City:

Retention Incentive Pay Scale			
Years of Service	Amount	Years of Service	Amount
1	\$200	11	\$1,350
2	\$250	12	\$1,500
3	\$350	13	\$1,750
4	\$500	14	\$1,900
5	\$650	15	\$2,050
6	\$750	16	\$2,200
7	\$850	17	\$2,350
8	\$950	18	\$2,500
9	\$1,050	19	\$2,700
10	\$1,200	20 +	\$3,000

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- F. The retention pay will be paid as a lump sum on the employee's anniversary date. The employee will be responsible for all applicable taxes associated with the retention pay.
- G. Continuation of retention pay distributions are contingent upon the approval of funding for this program by the City Council through the annual budget process.

SECTION 6.0

Premium Pay Policies

6.0 – Premium Pay Policies

The City of Tarpon Springs may develop written plans to provide additional compensation for nonexempt employees who work non-standard shifts or who are subject to call back. Such plans may include shift differentials, on-call pay, call-back pay, and/or premium pay. The City recognizes that certain work-related circumstances call for compensation in the form of premium pay in addition to an individual's base salary.

Shift Differential

A shift differential is a fixed amount of money expressed on a cents per hour basis. Shift differentials are provided for each hour actually worked to supplement base pay. Shift differentials apply only to the hours actually worked and are included in the regular rate of pay in the calculation of overtime. Pay rate increases are not applied to shift differentials. The shift differential may cause the hourly base pay rate to exceed the pay range maximum of the salary range without violating applicable Human Resources Policies and Procedures on wage and salary administration. **The rate of pay for shift differential is \$1.25 per hour.**

On-Call Pay

Employees are on call when they are scheduled to respond if called back to perform work. Unless another amount is approved in accordance with this procedure, employees on call are paid one hour of straight time for each on-call period up to 24 hours. Such pay is for the inconvenience of being on call and is not for actual hours worked. On-call pay is included in the computation of the employee's regular rate of pay, but it is not considered hours worked for the purpose of calculating overtime. Employees scheduled to be on call should be given advance notice when practical. Regardless of whether a written plan is in place, all employees entitled to on-call pay under federal, or state law will be compensated for such a time. Supervisors must notify the Department of Human Resources if employees not covered by a written plan are required to be on-call. **Call-Back Pay Call-back pay is to compensate employees for the interruption and inconvenience when they are required to report to work at an unexpected time or day. Employees who are called back to work will be paid for a minimum of three hours, regardless of the number of hours worked. An employee who works more than three hours when called back will be paid based on actual hours worked. Travel time is not considered hours worked. Overtime pay will be based solely on actual hours worked.** Call-back pay does not apply to scheduled work hours. Employees who are required to return to work two hours or less before their normal shift time and who continue working into the normal shift or who are held over beyond their normal shift are not considered called back and will be paid only for actual hours worked. Each employee is required to report to work when called back unless excused by the supervisor on duty. Employees may not evade contact or fail to respond when contacted.

Premium Pay

The City may develop premium pay plans to provide additional compensation for exempt employees to ensure continuity of services during emergencies, unusual circumstances, late shift work schedules, weekend work, and holidays. Premium pay is at the rate of at least one and one-half times the employee's regular rate of pay. Employees will not receive both premium pay and overtime pay (nonexempt) for the same hours of work regardless of the total number of hours the employee works during the week.

Education, Licensure & Certification Pay

The purpose of this policy is to provide guidance regarding additional compensation to eligible staff employees of the City who (after their employment date and completion of their Introductory Period) attain additional job-related or job-enhancing degrees from regionally accredited colleges and universities and/or job-related or job-enhancing professional certifications and licensures from appropriate agencies.

The City encourages and rewards continuing education among its employees. Therefore, budget permitting, all regular staff who have satisfactory job performance may be considered for a salary increase upon completion of additional job-related or job-enhancing degrees from regionally accredited colleges and universities and/or upon receiving select job-related or job-enhancing certifications or licensures. These certifications/licensures are frequently from nationally recognized certifying or licensing organizations. Regular part-time staff should receive a prorated amount based upon their full-time equivalency (FTE). For example, an eligible part-time employee of 0.50 FTE may be eligible for an amount equal to 50% of the \$3,500 for a Master's degree.

*Prior to enrolling in a degree, certification, or licensure program, the employee must receive appropriate approval by using a **Request for Compensation for Additional Degrees, Certifications, and Licensures form**. Failure to do so in advance may result in denial of the request.*

Once the degree, certification, or licensure has been obtained, the employee should provide documentation of such accomplishment to their respective department. At that time, a Personnel Action form should be submitted, along with a copy of the approved *Compensation for Additional Degrees, Certifications, and Licensures Form*, and the appropriate documentation from the employee to increase the employee's base salary. The Personnel Action form should only include the increase as it pertains to this policy and should not include other raises and/or merit increases. An increase in an employee's base salary should not be included using the budget process.

6.0 City of Tarpon Springs, FL

If an employee has an approved *Compensation for Additional Degrees, Certifications, and Licensures Form* and transfers to another department, the employee must seek full approval from the new department in order for the salary increase to be paid. The new department is not required to approve the form and/or salary increase.

Increases, to the extent permitted under the City budget, will be effective the first of the month following the completion of the degree, certification, or licensure.

Degree

- **Associates: \$2,000**
- **Bachelors: \$3,000**
- **Masters: \$3,500**

Certification/Licensure

- **Certification: \$1,000**
- **Licensure: \$1,000**

The types of certifications and licensures that may be rewarded are typically those that are nationally recognized across a wide variety of industries. These require continuing education to maintain the certification or licensure or have an expiration date. Although it is not possible to list all the designations, examples include Operators, Certified Public Accountant, Professional Engineer, Skilled-Craft Occupations, and Professional Architect.

SECTION 7.0
Salary Survey Summary



Salary Survey Results for TARPON SPRINGS, FL

Job Class Title	Averages For Each Job Class				TARPON SPRINGS							
	Min	Mid	Max	Range Width	Min		Mid		Max		Range Width	
RECREATION WORKER	\$31,081	\$38,298	\$45,514	46.4%	\$33,534	7.3%	\$44,438	13.8%	\$55,343	17.8%	65.0%	
SCHOOL CROSSING GUARD-PT	\$34,430	\$39,307	\$44,183	28.3%	\$31,937	-7.8%	\$42,322	7.1%	\$52,707	16.2%	65.0%	
UTILITY BILLING TECHNICIAN I	\$36,046	\$41,454	\$46,862	30.0%	\$33,534	-7.5%	\$44,438	6.7%	\$55,343	15.3%	65.0%	
CUSTODIAN-FULL TIME	\$34,053	\$42,447	\$50,842	49.3%	\$33,534	-1.5%	\$44,438	4.5%	\$55,343	8.1%	65.0%	
RECREATION LEADER-PART-TIME	\$35,591	\$43,968	\$52,344	47.1%	\$31,937	-11.4%	\$42,322	-3.9%	\$52,707	0.7%	65.0%	
TECHNICIAN I	\$37,870	\$45,947	\$54,025	42.7%	\$33,534	-12.9%	\$44,438	-3.4%	\$55,343	2.4%	65.0%	
LIBRARY ASSISTANT	\$37,690	\$46,017	\$54,343	44.2%	\$31,937	-18.0%	\$42,322	-8.7%	\$52,707	-3.1%	65.0%	
METER TECHNICIAN	\$39,146	\$47,996	\$56,846	45.2%	\$36,972	-5.9%	\$48,993	2.0%	\$61,015	6.8%	65.0%	
BUILDING DEVELOPMENT TECH	\$39,881	\$49,431	\$58,982	47.9%	\$35,210	-13.3%	\$46,659	-5.9%	\$58,108	-1.5%	65.0%	
OPERATOR TRAINEE	\$39,967	\$49,505	\$59,044	47.7%	\$38,820	-3.0%	\$51,443	3.8%	\$64,066	7.8%	65.0%	
WASTEWATER SERVICE WORKER	\$40,893	\$49,639	\$58,386	42.8%	\$36,972	-10.6%	\$48,993	-1.3%	\$61,015	4.3%	65.0%	
POLICE RECORDS CENTER TECHNICIAN	\$40,347	\$50,046	\$59,746	48.1%	\$38,820	-3.9%	\$51,443	2.7%	\$64,066	6.7%	65.0%	
WATER SUPPLY PROTECT SPEC I	\$41,787	\$50,149	\$58,510	40.0%	\$36,972	-13.0%	\$48,993	-2.4%	\$61,015	4.1%	65.0%	
BUILDING DEV PERMIT TECH I	\$39,986	\$50,642	\$61,299	53.3%	\$40,762	1.9%	\$54,015	6.2%	\$67,269	8.9%	65.0%	
HEAVY EQUIPMENT OPERATOR	\$41,438	\$51,564	\$61,690	48.9%	\$40,762	-1.7%	\$54,015	4.5%	\$67,269	8.3%	65.0%	
COLLECTION CLERK I	\$42,082	\$51,944	\$61,806	46.9%	\$35,210	-19.5%	\$46,659	-11.3%	\$58,108	-6.4%	65.0%	
TRAFFIC & SIGNAGE TECHNICIAN	\$41,337	\$52,097	\$62,856	52.1%	\$40,762	-1.4%	\$54,015	3.6%	\$67,269	6.6%	65.0%	
WASTEWATER COLLECTION TECH I	\$42,135	\$52,312	\$62,489	48.3%	\$40,762	-3.4%	\$54,015	3.2%	\$67,269	7.1%	65.0%	
WATER DISTRIBUTION TECH I	\$43,845	\$53,987	\$64,129	46.3%	\$40,762	-7.6%	\$54,015	0.1%	\$67,269	4.7%	65.0%	
MARKETING & EVENTS SPECIALIST	\$44,632	\$54,257	\$63,881	43.1%	\$38,820	-15.0%	\$51,443	-5.5%	\$64,066	0.3%	65.0%	
WATER SUPPLY PROTECT SPEC III	\$45,968	\$55,162	\$64,355	40.0%	\$42,800	-7.4%	\$56,716	2.7%	\$70,632	8.9%	65.0%	
WASTE WATER PLANT OPERATOR "C"	\$45,166	\$56,565	\$67,963	50.5%	\$42,800	-5.5%	\$56,716	0.3%	\$70,632	3.8%	65.0%	
MAINT MECHANIC I / UTILITIES	\$46,368	\$56,952	\$67,537	45.7%	\$40,762	-13.8%	\$54,015	-5.4%	\$67,269	-0.4%	65.0%	
ACCOUNTING TECHNICIAN	\$44,550	\$57,058	\$69,566	56.2%	\$47,186	5.6%	\$62,528	8.7%	\$77,871	10.7%	65.0%	
CREWLEADER	\$45,096	\$58,018	\$70,940	57.3%	\$42,800	-5.4%	\$56,716	-2.3%	\$70,632	-0.4%	65.0%	
CODE ENFORCEMENT OFFICER	\$45,825	\$58,290	\$70,755	54.4%	\$40,762	-12.4%	\$54,015	-7.9%	\$67,269	-5.2%	65.0%	
WATER DISTRIB LEAD TECHNICIAN	\$48,166	\$59,391	\$70,616	46.6%	\$47,185	-2.1%	\$62,528	5.0%	\$77,871	9.3%	65.0%	
UTILITIES OPERATION SPECIALIST	\$47,247	\$59,570	\$71,893	52.2%	\$47,185	-0.1%	\$62,528	4.7%	\$77,871	7.7%	65.0%	
YARD WASTE FACILITY OPERATOR	\$45,972	\$59,827	\$73,681	60.3%	\$42,800	-7.4%	\$56,716	-5.5%	\$70,632	-4.3%	65.0%	
PUB SVS/PROJECT EXEC ASSISTANT	\$46,579	\$60,095	\$73,612	58.0%	\$47,186	1.3%	\$62,528	3.9%	\$77,871	5.5%	65.0%	
FLEET TECHNICIAN	\$47,458	\$60,341	\$73,223	54.3%	\$47,185	-0.6%	\$62,528	3.5%	\$77,871	6.0%	65.0%	
WASTEWATER PLANT OPERATOR 'B'	\$48,027	\$61,169	\$74,311	54.7%	\$47,186	-1.8%	\$62,528	2.2%	\$77,871	4.6%	65.0%	
WATER PLANT OPERATOR "B"	\$49,412	\$61,969	\$74,525	50.8%	\$38,820	-27.3%	\$51,443	-20.5%	\$64,066	-16.3%	65.0%	
LIBRARIAN I	\$51,284	\$63,395	\$75,506	47.2%	\$42,800	-19.8%	\$56,716	-11.8%	\$70,632	-6.9%	65.0%	
PROJECT INSPECTOR	\$51,276	\$63,881	\$76,485	49.2%	\$47,185	-8.7%	\$62,528	-2.2%	\$77,871	1.8%	65.0%	
LEAD MAINTENANCE MECHANIC/UTIL	\$52,162	\$64,150	\$76,137	46.0%	\$49,546	-5.3%	\$65,656	2.3%	\$81,765	6.9%	65.0%	

Salary Survey Results for TARPON SPRINGS, FL

Job Class Title	Averages For Each Job Class				TARPON SPRINGS							
	Min	Mid	Max	Range Width	Min	Mid	Max	Range Width	Min	Mid	Max	Range Width
AUDIO-VISUAL COORDINATOR	\$50,904	\$64,588	\$78,273	53.8%	\$52,023	2.2%	\$68,939	6.3%	\$85,854	8.8%	65.0%	
ENVIRONMENTAL INSPECTOR	\$52,653	\$65,175	\$77,697	47.6%	\$47,185	-11.6%	\$62,528	-4.2%	\$77,871	0.2%	65.0%	
CRIME ANALYST	\$50,383	\$65,555	\$80,726	60.2%	\$47,186	-6.8%	\$62,528	-4.8%	\$77,871	-3.7%	65.0%	
PAYROLL COORDINATOR	\$50,593	\$66,619	\$82,646	63.4%	\$52,023	2.7%	\$68,939	3.4%	\$85,854	3.7%	65.0%	
GIS MAPPING TECH	\$53,386	\$67,001	\$80,616	51.0%	\$52,023	-2.6%	\$68,939	2.8%	\$85,854	6.1%	65.0%	
DEVELOPMENT INSPECTOR I	\$52,880	\$67,203	\$81,525	54.2%	\$49,546	-6.7%	\$65,656	-2.4%	\$81,765	0.3%	65.0%	
CONSTRUCTION FIELD INSPECTOR	\$53,360	\$67,434	\$81,508	52.8%	\$47,185	-13.1%	\$62,528	-7.8%	\$77,871	-4.7%	65.0%	
INSTRUMENTATION TECH / W W DIV	\$53,960	\$67,944	\$81,928	51.8%	\$47,185	-14.4%	\$62,528	-8.7%	\$77,871	-5.2%	65.0%	
EXECUTIVE OFFICE MANAGER	\$53,976	\$68,127	\$82,278	52.4%	\$52,023	-3.8%	\$68,939	1.2%	\$85,854	4.2%	65.0%	
EXECUTIVE ASSISTANT	\$53,198	\$68,302	\$83,406	56.8%	\$47,186	-12.7%	\$62,528	-9.2%	\$77,871	-7.1%	65.0%	
WATER PLANT OPERATOR 'A'	\$54,897	\$68,855	\$82,814	50.9%	\$47,185	-16.3%	\$62,528	-10.1%	\$77,871	-6.3%	65.0%	
SUSTAINABILITY COORDINATOR	\$54,422	\$69,161	\$83,900	54.2%	\$52,023	-4.6%	\$68,939	-0.3%	\$85,854	2.3%	65.0%	
LEAD WASTEWATER PLANT OP "A"	\$52,956	\$69,637	\$86,318	63.0%	\$49,546	-6.9%	\$65,656	-6.1%	\$81,765	-5.6%	65.0%	
SENIOR PROCUREMENT ANALYST	\$55,984	\$70,650	\$85,317	52.4%	\$49,546	-13.0%	\$65,656	-7.6%	\$81,765	-4.3%	65.0%	
RECREATION SUPERVISOR	\$58,794	\$73,967	\$89,139	51.6%	\$49,546	-18.7%	\$65,656	-12.7%	\$81,765	-9.0%	65.0%	
PLANS EXAMINER	\$57,939	\$74,032	\$90,126	55.6%	\$57,356	-1.0%	\$76,005	2.6%	\$94,654	4.8%	65.0%	
FACILITIES MAINT SUPERVISOR	\$58,410	\$74,680	\$90,949	55.7%	\$47,185	-23.8%	\$62,528	-19.4%	\$77,871	-16.8%	65.0%	
INFO TECHNOLOGY SPECIALIST	\$59,343	\$75,206	\$91,070	53.5%	\$60,222	1.5%	\$79,805	5.8%	\$99,387	8.4%	65.0%	
PARKS MAINTENANCE SUPERVISOR	\$59,216	\$75,470	\$91,725	54.9%	\$57,356	-3.2%	\$76,005	0.7%	\$94,654	3.1%	65.0%	
HR/RISK MANAGEMENT COORDINATOR	\$59,758	\$75,890	\$92,022	54.0%	\$60,222	0.8%	\$79,805	4.9%	\$99,387	7.4%	65.0%	
DEPUTY CITY CLERK	\$59,811	\$76,544	\$93,277	56.0%	\$63,234	5.4%	\$83,795	8.7%	\$104,355	10.6%	65.0%	
CHIEF WATER PLANT OPERATOR	\$60,120	\$76,824	\$93,528	55.6%	\$57,356	-4.8%	\$76,005	-1.1%	\$94,654	1.2%	65.0%	
SOLID WASTE SUPERVISOR	\$61,345	\$76,992	\$92,640	51.0%	\$54,624	-12.3%	\$72,385	-6.4%	\$90,147	-2.8%	65.0%	
BUDGET/FINANCIAL ANALYST	\$61,116	\$77,048	\$92,979	52.1%	\$54,624	-11.9%	\$72,385	-6.4%	\$90,147	-3.1%	65.0%	
POLICE DISPATCH SUPERVISOR	\$61,771	\$77,910	\$94,049	52.3%	\$47,185	-30.9%	\$62,528	-24.6%	\$77,871	-20.8%	65.0%	
CHIEF WASTEWATER PLANT OPERATOR	\$60,986	\$78,143	\$95,300	56.3%	\$57,356	-6.3%	\$76,005	-2.8%	\$94,654	-0.7%	65.0%	
UTILITIES MAINT SUPERVISOR	\$61,858	\$79,620	\$97,381	57.4%	\$60,222	-2.7%	\$79,805	0.2%	\$99,387	2.0%	65.0%	
STREETS AND STORMWATER SUPERVISOR	\$64,257	\$81,778	\$99,299	54.5%	\$63,234	-1.6%	\$83,795	2.4%	\$104,355	4.8%	65.0%	
ENVIRONMENTAL COMPLIANCE OFFICER	\$66,851	\$83,796	\$100,742	50.7%	\$57,356	-16.6%	\$76,005	-10.3%	\$94,654	-6.4%	65.0%	
GRANT PROJECT SPECIALIST	\$67,442	\$84,285	\$101,127	49.9%	\$60,222	-12.0%	\$79,805	-5.6%	\$99,387	-1.8%	65.0%	
FLEET MANAGER	\$69,337	\$88,461	\$107,584	55.2%	\$57,356	-20.9%	\$76,005	-16.4%	\$94,654	-13.7%	65.0%	
IT SYSTEM ADMINISTRATOR	\$70,353	\$90,118	\$109,884	56.2%	\$66,396	-6.0%	\$87,984	-2.4%	\$109,573	-0.3%	65.0%	
GIS ADMINISTRATOR	\$71,522	\$91,314	\$111,106	55.3%	\$63,234	-13.1%	\$83,795	-9.0%	\$104,355	-6.5%	65.0%	
RECREATION SUPERINTENDENT	\$72,883	\$92,561	\$112,239	54.0%	\$66,396	-9.8%	\$87,984	-5.2%	\$109,573	-2.4%	65.0%	
PRINCIPAL PLANNER	\$73,426	\$93,389	\$113,352	54.4%	\$63,234	-16.1%	\$83,795	-11.5%	\$104,355	-8.6%	65.0%	

Salary Survey Results for TARPON SPRINGS, FL

Job Class Title	Averages For Each Job Class			TARPON SPRINGS							
	Min	Mid	Max	Range Width	Min		Mid		Max		Range Width
EMS COORDINATOR/FLOODPLAIN ADMINISTRATOR	\$74,795	\$93,731	\$112,666	50.6%	\$66,396	-12.7%	\$87,984	-6.5%	\$109,573	-2.8%	65.0%
ECONOMIC DEVELOPMENT MANAGER	\$73,842	\$93,857	\$113,872	54.2%	\$69,714	-5.9%	\$92,383	-1.6%	\$115,051	1.0%	65.0%
ACCOUNTING MANAGER	\$74,450	\$96,803	\$119,156	60.0%	\$63,234	-17.7%	\$83,795	-15.5%	\$104,355	-14.2%	65.0%
WATER DIVISION MANAGER	\$76,327	\$96,824	\$117,321	53.7%	\$66,396	-15.0%	\$87,984	-10.0%	\$109,573	-7.1%	65.0%
FACILITIES MANAGEMENT SUPERINT	\$77,982	\$98,513	\$119,044	52.7%	\$63,234	-23.3%	\$83,795	-17.6%	\$104,355	-14.1%	65.0%
PROJECT ASSISTANT DIRECTOR	\$78,656	\$99,015	\$119,374	51.8%	\$76,861	-2.3%	\$101,853	2.8%	\$126,846	5.9%	65.0%
CYBER SECURITY ENGINEER	\$79,174	\$99,706	\$120,239	51.9%	\$73,201	-8.2%	\$97,003	-2.8%	\$120,804	0.5%	65.0%
WASTEWATER DIVISION MANAGER	\$78,716	\$100,529	\$122,342	55.4%	\$66,396	-18.6%	\$87,984	-14.3%	\$109,573	-11.7%	65.0%
DEPUTY BUILDING OFFICIAL	\$82,725	\$105,689	\$128,652	55.5%	\$69,714	-18.7%	\$92,383	-14.4%	\$115,051	-11.8%	65.0%
DISTRICT CHIEF	\$85,516	\$107,086	\$128,655	50.4%	\$80,703	-6.0%	\$106,944	-0.1%	\$133,185	3.4%	65.0%
FIRE CAPTAIN/FIRE MARSHALL	\$86,460	\$109,315	\$132,170	52.9%	\$76,861	-12.5%	\$101,853	-7.3%	\$126,846	-4.2%	65.0%
GOLF COURSE MANAGER	\$87,942	\$109,928	\$131,914	50.0%	\$63,234	-39.1%	\$83,795	-31.2%	\$104,355	-26.4%	65.0%
ASSISTANT FINANCE DIRECTOR	\$89,517	\$114,526	\$139,534	55.9%	\$76,861	-16.5%	\$101,853	-12.4%	\$126,846	-10.0%	65.0%
PROJECT ADMIN DIRECTOR	\$92,198	\$114,929	\$137,660	49.3%	\$88,976	-3.6%	\$117,908	2.5%	\$146,839	6.3%	65.0%
IT ASSISTANT DIRECTOR	\$90,410	\$116,010	\$141,610	56.6%	\$76,861	-17.6%	\$101,853	-13.9%	\$126,846	-11.6%	65.0%
UTILITIES SUPERINTENDENT	\$92,540	\$117,316	\$142,093	53.5%	\$80,703	-14.7%	\$106,944	-9.7%	\$133,185	-6.7%	65.0%
DIRECTOR OF PLANNING & ZONING	\$96,911	\$123,846	\$150,781	55.6%	\$88,976	-8.9%	\$117,908	-5.0%	\$146,839	-2.7%	65.0%
PROCUREMENT SERVICES DIRECTOR	\$97,740	\$125,105	\$152,470	56.0%	\$84,739	-15.3%	\$112,293	-11.4%	\$139,847	-9.0%	65.0%
BUILDING DEVELOPMENT DIRECTOR	\$99,094	\$126,815	\$154,536	55.9%	\$88,976	-11.4%	\$117,908	-7.6%	\$146,839	-5.2%	65.0%
POLICE MAJOR	\$99,080	\$128,241	\$157,403	58.9%	\$84,739	-16.9%	\$112,293	-14.2%	\$139,847	-12.6%	65.0%
DEPUTY FIRE CHIEF	\$102,371	\$131,369	\$160,368	56.7%	\$84,739	-20.8%	\$112,293	-17.0%	\$139,847	-14.7%	65.0%
CITY CLERK	\$101,650	\$134,024	\$166,398	63.7%	\$98,075	-3.6%	\$129,983	-3.1%	\$161,890	-2.8%	65.1%
ASSISTANT CHIEF OF POLICE	\$103,555	\$136,192	\$168,830	63.0%	\$88,976	-16.4%	\$117,908	-15.5%	\$146,839	-15.0%	65.0%
LIBRARY DIRECTOR	\$115,245	\$143,972	\$172,699	49.9%	\$66,396	-73.6%	\$87,984	-63.6%	\$109,573	-57.6%	65.0%
HUMAN RESOURCES DIRECTOR	\$116,869	\$151,144	\$185,418	58.7%	\$88,976	-31.3%	\$117,908	-28.2%	\$146,839	-26.3%	65.0%
INFO TECHNOLOGY DIRECTOR	\$117,562	\$154,312	\$191,062	62.5%	\$88,976	-32.1%	\$117,908	-30.9%	\$146,839	-30.1%	65.0%
FINANCE DIRECTOR	\$120,227	\$155,569	\$190,911	58.8%	\$98,075	-22.6%	\$129,983	-19.7%	\$161,890	-17.9%	65.1%
PUBLIC WORKS DIRECTOR	\$119,969	\$157,626	\$195,283	62.8%	\$84,739	-41.6%	\$112,293	-40.4%	\$139,847	-39.6%	65.0%
FIRE CHIEF	\$124,434	\$160,853	\$197,273	58.5%	\$98,075	-26.9%	\$129,983	-23.7%	\$161,890	-21.9%	65.1%
CHIEF OF POLICE	\$122,439	\$162,833	\$203,228	66.0%	\$98,075	-24.8%	\$129,983	-25.3%	\$161,890	-25.5%	65.1%
PUBLIC SERVICES DIRECTOR	\$127,779	\$165,700	\$203,621	59.4%	\$88,976	-43.6%	\$117,908	-40.5%	\$146,839	-38.7%	65.0%
CITY ATTORNEY	\$145,734	\$185,094	\$224,454	54.0%							
CITY MANAGER	\$161,303	\$204,854	\$248,405	54.0%	\$123,933	-30.2%	\$164,231	-24.7%	\$204,530	-21.5%	65.0%
Survey Averages	\$66,520	\$84,447	\$102,373	52.61%	\$58,446	-13.81%	\$77,452	-9.03%	\$96,457	-6.13%	65.04%

SECTION 8.0

Proposed Pay Plan

Proposed Pay Plans
City of Tarpon Springs FL

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
UNIFIED						
200		\$29,690	\$38,591	\$47,493	\$14.27	\$18.55
430	GOLF COURSE ATTENDANT					
450	GOLF COURSE FOOD & BEV ATTENDANT					
202		\$32,734	\$42,547	\$52,361	\$15.74	\$20.46
460	GOLF COURSE OPERATOR					
203		\$34,370	\$44,674	\$54,979	\$16.52	\$21.48
510	GRO GROUP/ HORTICULTURE INSTRUCTOR					
204		\$36,089	\$46,908	\$57,728	\$17.35	\$22.55
230	CUSTODIAN					
990	PARKS & PARKWAYS TECHNICIAN I					
930	RECREATION WORKER					
950	SCHOOL CROSSING GUARD					
970	STORES CLERK					
1030	TICKET SERVICES REP					
205		\$37,893	\$49,254	\$60,614	\$18.22	\$23.68
9028	DEVELOPMENT SERVICES TECHNICIAN					
670	LIBRARY ASSISTANT II					
9021	MARINA TECHNICIAN I					
99020	PARKS & PARKWAYS TECHNICIAN II					
900	RECREATION LEADER					
890	RECREATION LEADER/GRO GROUP					
9025	SOLID WASTE TECHNICIAN I					
99017	STORMWATER TECHNICIAN I					
99018	STREETS TECHNICIAN I					
206		\$39,788	\$51,716	\$63,645	\$19.13	\$24.86
120	CEMETERY SERVICE WORKER I					
1010	CITY BUILDING & GROUNDS TECHNICIAN III					
9022	MARINA TECHNICIAN II					
780	PATRON SERVICES COORDINATOR					
9023	SOLID WASTE TECHNICIAN II					
1000	STORMWATER TECHNICIAN II					
99019	STREETS TECHNICIAN II					
1070	UTILITY BILLING TECHNICIAN I					
207		\$41,777	\$54,302	\$66,827	\$20.09	\$26.11
160	COLLECTION CLERK I					
9027	PRODUCTION ASSISTANT					
1140	WASTEWATER SERVICE WORKER					
1240	WATER SERVICE WORKER					
208		\$43,866	\$57,017	\$70,168	\$21.09	\$27.41
90	BUILDING DEV PERMIT TECH I					
9032	CEMETARY SERVICE WORKER II					
170	COLLECTION CLERK II					
180	COLLECTION SPECIALIST					
740	GRAPHICS DESIGN & MARKETING COORD.					
750	METER TECHNICIAN					
810	POLICE RECORDS CENTER TECHNICIAN					
1040	TRAFFIC & SIGNAGE TECHNICIAN					
1080	UTILITY BILLING TECHNICIAN II					

Proposed Pay Plans
City of Tarpon Springs FL

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
UNIFIED						
209		\$46,059	\$59,868	\$73,677	\$22.14	\$28.78
50	ASSISTANT GOLF PROFESSIONAL					
140	CODE ENFORCEMENT CLERK					
220	CRIME SCENE TECH, PROPERTY CLK					
300	DIGITAL EVIDENCE TECHNICIAN					
530	HEAVY EQUIPMENT OPERATOR					
730	MAINTENANCE RECORDS TECHNICIAN					
770	PARKS MAINT COORDINATOR					
1100	WASTEWATER COLLECTION TECH I					
1130	WASTEWATER DIVISION COORDINATOR					
1290	YARD WASTE FACILITY OPERATOR					
210		\$48,362	\$62,861	\$77,361	\$23.25	\$30.22
580	LAW ENFORCE SUPPORT SPECIALIST					
700	MAINT MECHANIC I / UTILITIES					
960	SENIOR TECHNICIAN					
1090	WASTEWATER PLANT OPERATOR "C"					
1160	WATER DISTRIBUTION TECH I					
1190	WATER DIVISION COORDINATOR					
1230	WATER PLANT OPERATOR 'C'					
760	WATER/WASTEWATER OPERATOR TRAINEE					
211		\$50,781	\$66,005	\$81,229	\$24.41	\$31.73
30	ACCOUNTING TECHNICIAN I					
150	CODE ENFORCEMENT OFFICER					
200	CREWLEADER					
99016	HEAVY EQUIPMENT CREWLEADER					
640	LIBRARIAN I					
710	MAINT MECHANIC II/ UTILITIES					
9024	SOLID WASTE CREWLEADER					
1110	WASTEWATER COLLECTION TECH II					
1170	WATER DISTRIBUTION TECH II					
212		\$53,320	\$69,305	\$85,290	\$25.63	\$33.32
40	ACCOUNTING TECHNICIAN II					
1920	COMMUNICATIONS DISPATCHER					
190	CONSTRUCTION FIELD INSPECTOR					
210	CRIME ANALYST					
270	CULTURAL SERVICES ADMINISTRATOR					
400	FIRE SUPPORT COORDINATOR					
410	FLEET OPERATIONS COORDINATOR					
420	FLEET TECHNICIAN					
500	GOLF SHOP SUPERVISOR					
610	LEAD WASTEWATER PLANT OPERATOR 'B'					
650	LIBRARIAN II					
720	MAINT MECHANIC III / UTILITIES					
820	PROJECT INSPECTOR					
860	REC PROGRAM & ATHLETIC COORDINATOR					
880	RECORDS/SOFTWARE SPECIALIST					
99014	SENIOR STORMWATER TECHNICIAN					
99015	SENIOR STREETS TECHNICIAN					
213		\$55,986	\$72,770	\$89,554	\$26.92	\$34.99

Proposed Pay Plans
City of Tarpon Springs FL

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
UNIFIED						
213		\$55,986	\$72,770	\$89,554	\$26.92	\$34.99
20	ACCOUNTING SPECIALIST					
70	BILL TECH II/DIVISION COORDINATOR					
80	BUILD DEV MUNICIPAL ARBORIST					
280	DEVELOPMENT INSPECTOR I					
320	ENVIRONMENTAL INSPECTOR					
380	FACILITIES MAINT SUPERVISOR					
560	INSTRUMENTATION TECH / W W DIV					
570	INSTRUMENTATION TECH/WATER DIV					
110	LEAD CEMETERY OPERATOR					
690	LIBRARY OPERATIONS COORDINATOR					
870	REC SPECIAL EVENTS & VOL COORDINATOR					
1120	WASTEWATER COLLECTION TECH III					
1180	WATER DISTRIBUTION TECH III					
1280	WW COLLECTION LEAD TECHNICIAN					
214		\$58,785	\$76,408	\$94,032	\$28.26	\$36.73
830	EXEC ASSISTANT - PUB SVS/PROJECT					
340	EXECUTIVE ASSISTANT					
350	EXECUTIVE ASSISTANT - BLDG DEV					
840	EXECUTIVE ASSISTANT - PUBLIC WORKS					
360	EXECUTIVE ASSISTANT P & Z					
1270	LEAD METER REPAIR TECHNICIAN					
1810	SENIOR PROCUREMENT ANALYST					
60	THEATER PRODUCTION TECHNICIAN					
1220	WATER PLANT OPERATOR 'B'					
215		\$61,724	\$80,229	\$98,734	\$29.68	\$38.57
10	ACCOUNTING COORDINATOR					
99011	CODE ENFORCEMENT SUPERVISOR					
370	EXECUTIVE OFFICE MANAGER					
480	GIS MAPPING TECH					
1570	GOLF COURSE ASSISTANT MANAGER					
1620	HUMAN RESOURCES SPECIALIST					
590	LEAD MAINTENANCE MECHANIC/UTIL					
9033	LEAD WASTEWATER COLLECTIONS TECHNICIAN					
1150	LEAD WATER DISTRIB TECHNICIAN					
790	PAYROLL COORDINATOR					
800	POLICE DISPATCH SUPERVISOR					
1800	RECREATION SUPERVISOR					
99004	SPECIALS EVENTS COORDINATOR					
9026	THEATER PRODUCTION TECHNICIAN SENIOR					
1060	UTILITIES OPERATION SPECIALIST					
9031	WATER PLANT OPERATOR "A"					
216		\$64,810	\$84,240	\$103,670	\$31.16	\$40.50
1340	BUDGET/FINANCIAL ANALYST					
330	ENVIRONMENTAL SCIENTIST					
600	LEAD WASTEWATER PLANT OPERATOR "A"					
1210	LEAD WATER PLANT OPERATOR 'A'					
217		\$68,051	\$88,452	\$108,854	\$32.72	\$42.53
1360	CEMETERY SUPERVISOR					

Proposed Pay Plans
City of Tarpon Springs FL

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
UNIFIED						
217		\$68,051	\$88,452	\$108,854	\$32.72	\$42.53
290	DEVELOPMENT INSPECTOR IV					
1690	PARKS MAINTENANCE SUPERVISOR					
1710	PLANS EXAMINER					
1820	SOLID WASTE SUPERVISOR					
980	SUSTAINABILITY PROGRAM MANAGER					
1860	UTILITIES CUSTOMER SVC MANAGER					
218		\$71,453	\$92,875	\$114,297	\$34.35	\$44.65
1840	CULTURAL & CIVIC SVCS ASSIST DIR.					
310	ENVIRONMENTAL COMPLIANCE OFFICER					
1590	GRANT PROJECT SPECIALIST					
1600	HR/RISK MANAGEMENT COORDINATOR					
550	INFO TECHNOLOGY SPECIALIST					
99003	PIO/MARKETING SPECIALIST					
219		\$75,026	\$97,519	\$120,012	\$36.07	\$46.88
1310	ACCOUNTING MANAGER					
1380	CHIEF WASTEWATER PLANT OPERATOR					
130	CHIEF WATER PLANT OPERATOR					
99013	CRA MANAGER					
1530	FACILITIES MANAGEMENT SUPERINT					
1560	FLEET MANAGER					
470	GIS ADMINISTRATOR					
1580	GOLF COURSE MANAGER					
9029	INFO. TECHNOLOGY SPEC./LASO					
1730	PRINCIPAL PLANNER					
1830	STREETS AND STORMWATER SUPERVISOR					
1870	UTILITIES MAINT SUPERVISOR					
1900	WATER CONVEYANCE SUPERVISOR					
220		\$78,777	\$102,395	\$126,012	\$37.87	\$49.23
1520	EMC/FLOODPLAIN ADMINISTRATOR					
1660	IT SYSTEM ADMINISTRATOR					
1700	PLANNING SUPERVISOR					
221		\$82,716	\$107,514	\$132,313	\$39.77	\$51.69
1890	WASTEWATER DIVISION MANAGER					
1910	WATER DIVISION MANAGER					
222		\$86,852	\$112,890	\$138,928	\$41.76	\$54.27
260	CYBER SECURITY ENGINEER					
1460	DEPUTY BUILDING OFFICIAL					
223		\$91,195	\$118,535	\$145,875	\$43.84	\$56.99
1790	ASSISTANT DIR. RECREATION SERVICES					
1480	DEPUTY CITY CLERK					
1510	ECONOMIC DEVELOPMENT MANAGER					
390	FIRE CAPTAIN/FIRE MARSHALL					
1500	FIRE DISTRICT CHIEF					
99006	HUMAN RESOURCES ASSISTANT DIRECTOR					
1650	IT ASSISTANT DIRECTOR					
99005	PLANNING & ZONING ASSISTANT DIRECTOR					
99012	PROCUREMENT ASSISTANT DIRECTOR					
1760	PROJECT ADMIN ASSISTANT DIRECTOR					

(Move to 227)

**Proposed Pay Plans
City of Tarpon Springs FL**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Hrly Max</i>
UNIFIED						
223		\$91,195	\$118,535	\$145,875	\$43.84	\$56.99
1770	PUBLIC SERVICES ASSISTANT DIRECTOR					
99007	PUBLIC WORKS ASSISTANT DIRECTOR					
1880	UTILITIES SUPERINTENDENT					
226		\$105,569	\$137,219	\$168,868	\$50.75	\$65.97
1470	FIRE DEPUTY CHIEF					
1720	POLICE MAJOR					
227		\$110,848	\$144,080	\$177,312	\$53.29	\$69.27
1320	ASSISTANT CHIEF OF POLICE					
1390	CITY CLERK/COLLECTOR					
1330	FINANCE ASSISTANT DIRECTOR					
1640	INTERNAL AUDITOR					
228		\$116,390	\$151,284	\$186,177	\$55.96	\$72.73
1350	BUILDING DEVELOPMENT DIRECTOR					
1450	CULTURAL & CIVIC SVS DIRECTOR					
1490	DIRECTOR OF PLANNING & ZONING					
99001	ECONOMIC DEVELOPMENT DIRECTOR					
1610	HUMAN RESOURCES DIRECTOR					
1670	LIBRARY DIRECTOR					
1740	PROCUREMENT SERVICES DIRECTOR					
1750	PROJECT ADMIN DIRECTOR					
1780	PUBLIC SERVICES DIRECTOR					
850	PUBLIC WORKS DIRECTOR					
99002	RECREATION DIRECTOR					
230		\$128,320	\$166,790	\$205,260	\$61.69	\$80.19
1370	CHIEF OF POLICE					
1540	FINANCE DIRECTOR					
1550	FIRE CHIEF					
1630	INFO TECHNOLOGY DIRECTOR					
232		\$141,473	\$183,886	\$226,300	\$68.02	\$88.41
99008	ASSISTANT CITY MANAGER					
234		\$155,974	\$202,734	\$249,495	\$74.99	\$97.47
99009	DEPUTY CITY MANAGER					
236		\$171,961	\$223,515	\$275,069	\$82.67	\$107.46
1400	CITY MANAGER					

197 Active Proposed Classes in the UNIFIED Pay Plan

SECTION 9.0

Alphabetical Classification List

Proposed Class List By Title

City of Tarpon Springs FL

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
A							
ACCOUNTING COORDINATOR	10	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
ACCOUNTING MANAGER	1310	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
ACCOUNTING SPECIALIST	20	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
ACCOUNTING TECHNICIAN I	30	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>1</u>
ACCOUNTING TECHNICIAN II	40	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
ASSISTANT CHIEF OF POLICE	1320	UNIFIED	227	\$110,848	\$144,080	\$177,312	<u>2</u>
ASSISTANT CITY MANAGER	99008	UNIFIED	232	\$141,473	\$183,886	\$226,300	<u>0</u>
ASSISTANT DIR. RECREATION SERVICES	1790	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>1</u>
ASSISTANT GOLF PROFESSIONAL	50	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>1</u>
B							
BILL TECH II/DIVISION COORDINATOR	70	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
BUDGET/FINANCIAL ANALYST	1340	UNIFIED	216	\$64,810	\$84,240	\$103,670	<u>1</u>
BUILD DEV MUNICIPAL ARBORIST	80	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
BUILDING DEV PERMIT TECH I	90	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>3</u>
BUILDING DEVELOPMENT DIRECTOR	1350	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>1</u>
C							
CEMETARY SERVICE WORKER II	9032	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>1</u>
CEMETERY SERVICE WORKER I	120	UNIFIED	206	\$39,788	\$51,716	\$63,645	<u>1</u>
CEMETERY SUPERVISOR	1360	UNIFIED	217	\$68,051	\$88,452	\$108,854	<u>1</u>
CHIEF OF POLICE	1370	UNIFIED	230	\$128,320	\$166,790	\$205,260	<u>1</u>
CHIEF WASTEWATER PLANT OPERATOR	1380	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
CHIEF WATER PLANT OPERATOR	130	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
CITY BUILDING & GROUNDS TECHNICIAN III	1010	UNIFIED	206	\$39,788	\$51,716	\$63,645	<u>1</u>
CITY CLERK/COLLECTOR	1390	UNIFIED	227	\$110,848	\$144,080	\$177,312	<u>1</u>
CITY MANAGER	1400	UNIFIED	236	\$171,961	\$223,515	\$275,069	<u>1</u>
CODE ENFORCEMENT CLERK	140	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>1</u>
CODE ENFORCEMENT OFFICER	150	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>1</u>
CODE ENFORCEMENT SUPERVISOR	99011	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>0</u>
COLLECTION CLERK I	160	UNIFIED	207	\$41,777	\$54,302	\$66,827	<u>2</u>
COLLECTION CLERK II	170	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>1</u>
COLLECTION SPECIALIST	180	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>1</u>
COMMUNICATIONS DISPATCHER	1920	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>5</u>
CONSTRUCTION FIELD INSPECTOR	190	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>

Proposed Class List By Title

City of Tarpon Springs FL

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
CRA MANAGER	99013	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>0</u>
CREWLEADER	200	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>1</u>
CRIME ANALYST	210	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
CRIME SCENE TECH, PROPERTY CLK	220	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>1</u>
CULTURAL & CIVIC SVCS ASSIST DIR.	1840	UNIFIED	218	\$71,453	\$92,875	\$114,297	<u>1</u>
CULTURAL & CIVIC SVS DIRECTOR	1450	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>2</u>
CULTURAL SERVICES ADMINISTRATOR	270	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
CUSTODIAN	230	UNIFIED	204	\$36,089	\$46,908	\$57,728	<u>5</u>
CYBER SECURITY ENGINEER	260	UNIFIED	222	\$86,852	\$112,890	\$138,928	<u>1</u>

D

DEPUTY BUILDING OFFICIAL	1460	UNIFIED	222	\$86,852	\$112,890	\$138,928	<u>1</u>
DEPUTY CITY CLERK	1480	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>1</u>
DEPUTY CITY MANAGER	99009	UNIFIED	234	\$155,974	\$202,734	\$249,495	<u>0</u>
DEVELOPMENT INSPECTOR I	280	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>2</u>
DEVELOPMENT INSPECTOR IV	290	UNIFIED	217	\$68,051	\$88,452	\$108,854	<u>2</u>
DEVELOPMENT SERVICES TECHNICIAN	9028	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>1</u>
DIGITAL EVIDENCE TECHNICIAN	300	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>1</u>
DIRECTOR OF PLANNING & ZONING	1490	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>1</u>

E

ECONOMIC DEVELOPMENT DIRECTOR	99001	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>0</u>
ECONOMIC DEVELOPMENT MANAGER	1510	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>1</u>
EMC/FLOODPLAIN ADMINISTRATOR	1520	UNIFIED	220	\$78,777	\$102,395	\$126,012	<u>1</u>
ENVIRONMENTAL COMPLIANCE OFFICER	310	UNIFIED	218	\$71,453	\$92,875	\$114,297	<u>1</u>
ENVIRONMENTAL INSPECTOR	320	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
ENVIRONMENTAL SCIENTIST	330	UNIFIED	216	\$64,810	\$84,240	\$103,670	<u>1</u>
EXEC ASSISTANT - PUB SVS/PROJECT	830	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>1</u>
EXECUTIVE ASSISTANT	340	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>3</u>
EXECUTIVE ASSISTANT - BLDG DEV	350	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>1</u>
EXECUTIVE ASSISTANT - PUBLIC WORKS	840	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>1</u>
EXECUTIVE ASSISTANT P & Z	360	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>1</u>
EXECUTIVE OFFICE MANAGER	370	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>

F

FACILITIES MAINT SUPERVISOR	380	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
FACILITIES MANAGEMENT SUPERINT	1530	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>

Proposed Class List By Title

City of Tarpon Springs FL

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
FINANCE ASSISTANT DIRECTOR	1330	UNIFIED	227	\$110,848	\$144,080	\$177,312	<u>1</u>
FINANCE DIRECTOR	1540	UNIFIED	230	\$128,320	\$166,790	\$205,260	<u>1</u>
FIRE CAPTAIN/FIRE MARSHALL	390	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>1</u>
FIRE CHIEF	1550	UNIFIED	230	\$128,320	\$166,790	\$205,260	<u>1</u>
FIRE DEPUTY CHIEF	1470	UNIFIED	226	\$105,569	\$137,219	\$168,868	<u>2</u>
FIRE DISTRICT CHIEF	1500	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>3</u>
FIRE SUPPORT COORDINATOR	400	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
FLEET MANAGER	1560	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
FLEET OPERATIONS COORDINATOR	410	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
FLEET TECHNICIAN	420	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>4</u>

G

GIS ADMINISTRATOR	470	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
GIS MAPPING TECH	480	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
GOLF COURSE ASSISTANT MANAGER	1570	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
GOLF COURSE ATTENDANT	430	UNIFIED	200	\$29,690	\$38,591	\$47,493	<u>15</u>
GOLF COURSE FOOD & BEV ATTENDANT	450	UNIFIED	200	\$29,690	\$38,591	\$47,493	<u>5</u>
GOLF COURSE MANAGER	1580	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
GOLF COURSE OPERATOR	460	UNIFIED	202	\$32,734	\$42,547	\$52,361	<u>1</u>
GOLF SHOP SUPERVISOR	500	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
GRANT PROJECT SPECIALIST	1590	UNIFIED	218	\$71,453	\$92,875	\$114,297	<u>1</u>
GRAPHICS DESIGN & MARKETING COORD.	740	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>1</u>
GRO GROUP/ HORTICULTURE INSTRUCTOR	510	UNIFIED	203	\$34,370	\$44,674	\$54,979	<u>1</u>

H

HEAVY EQUIPMENT CREWLEADER	99016	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>1</u>
HEAVY EQUIPMENT OPERATOR	530	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>8</u>
HR/RISK MANAGEMENT COORDINATOR	1600	UNIFIED	218	\$71,453	\$92,875	\$114,297	<u>1</u>
HUMAN RESOURCES ASSISTANT DIRECTOR	99006	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>0</u>
HUMAN RESOURCES DIRECTOR	1610	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>1</u>
HUMAN RESOURCES SPECIALIST	1620	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>2</u>

I

INFO TECHNOLOGY DIRECTOR	1630	UNIFIED	230	\$128,320	\$166,790	\$205,260	<u>1</u>
INFO TECHNOLOGY SPECIALIST	550	UNIFIED	218	\$71,453	\$92,875	\$114,297	<u>2</u>
INFO. TECHNOLOGY SPEC./LASO	9029	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
INSTRUMENTATION TECH / W W DIV	560	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>

Proposed Class List By Title

City of Tarpon Springs FL

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
INSTRUMENTATION TECH/WATER DIV	570	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
INTERNAL AUDITOR	1640	UNIFIED	227	\$110,848	\$144,080	\$177,312	<u>1</u>
IT ASSISTANT DIRECTOR (Move to 227)	1650	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>1</u>
IT SYSTEM ADMINISTRATOR	1660	UNIFIED	220	\$78,777	\$102,395	\$126,012	<u>1</u>

L

LAW ENFORCE SUPPORT SPECIALIST	580	UNIFIED	210	\$48,362	\$62,861	\$77,361	<u>1</u>
LEAD CEMETERY OPERATOR	110	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
LEAD MAINTENANCE MECHANIC/UTIL	590	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
LEAD METER REPAIR TECHNICIAN	1270	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>1</u>
LEAD WASTEWATER COLLECTIONS TECHNICIAN	9033	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
LEAD WASTEWATER PLANT OPERATOR 'B'	610	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
LEAD WASTEWATER PLANT OPERATOR "A"	600	UNIFIED	216	\$64,810	\$84,240	\$103,670	<u>4</u>
LEAD WATER DISTRIB TECHNICIAN	1150	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
LEAD WATER PLANT OPERATOR 'A'	1210	UNIFIED	216	\$64,810	\$84,240	\$103,670	<u>3</u>
LIBRARIAN I	640	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>1</u>
LIBRARIAN II	650	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>3</u>
LIBRARY ASSISTANT II	670	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>11</u>
LIBRARY DIRECTOR	1670	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>1</u>
LIBRARY OPERATIONS COORDINATOR	690	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>

M

MAINT MECHANIC I / UTILITIES	700	UNIFIED	210	\$48,362	\$62,861	\$77,361	<u>1</u>
MAINT MECHANIC II/ UTILITIES	710	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>4</u>
MAINT MECHANIC III / UTILITIES	720	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
MAINTENANCE RECORDS TECHNICIAN	730	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>1</u>
MARINA TECHNICIAN I	9021	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>1</u>
MARINA TECHNICIAN II	9022	UNIFIED	206	\$39,788	\$51,716	\$63,645	<u>1</u>
METER TECHNICIAN	750	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>3</u>

P

PARKS & PARKWAYS TECHNICIAN I	990	UNIFIED	204	\$36,089	\$46,908	\$57,728	<u>10</u>
PARKS & PARKWAYS TECHNICIAN II	99020	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>3</u>
PARKS MAINT COORDINATOR	770	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>1</u>
PARKS MAINTENANCE SUPERVISOR	1690	UNIFIED	217	\$68,051	\$88,452	\$108,854	<u>1</u>
PATRON SERVICES COORDINATOR	780	UNIFIED	206	\$39,788	\$51,716	\$63,645	<u>1</u>
PAYROLL COORDINATOR	790	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>

Proposed Class List By Title

City of Tarpon Springs FL

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
PIO/MARKETING SPECIALIST	99003	UNIFIED	218	\$71,453	\$92,875	\$114,297	<u>0</u>
PLANNING & ZONING ASSISTANT DIRECTOR	99005	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>0</u>
PLANNING SUPERVISOR	1700	UNIFIED	220	\$78,777	\$102,395	\$126,012	<u>1</u>
PLANS EXAMINER	1710	UNIFIED	217	\$68,051	\$88,452	\$108,854	<u>1</u>
POLICE DISPATCH SUPERVISOR	800	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
POLICE MAJOR	1720	UNIFIED	226	\$105,569	\$137,219	\$168,868	<u>1</u>
POLICE RECORDS CENTER TECHNICIAN	810	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>2</u>
PRINCIPAL PLANNER	1730	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>2</u>
PROCUREMENT ASSISTANT DIRECTOR	99012	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>0</u>
PROCUREMENT SERVICES DIRECTOR	1740	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>1</u>
PRODUCTION ASSISTANT	9027	UNIFIED	207	\$41,777	\$54,302	\$66,827	<u>1</u>
PROJECT ADMIN ASSISTANT DIRECTOR	1760	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>1</u>
PROJECT ADMIN DIRECTOR	1750	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>1</u>
PROJECT INSPECTOR	820	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>2</u>
PUBLIC SERVICES ASSISTANT DIRECTOR	1770	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>1</u>
PUBLIC SERVICES DIRECTOR	1780	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>1</u>
PUBLIC WORKS ASSISTANT DIRECTOR	99007	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>0</u>
PUBLIC WORKS DIRECTOR	850	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>1</u>

R

REC PROGRAM & ATHLETIC COORDINATOR	860	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
REC SPECIAL EVENTS & VOL COORDINATOR	870	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
RECORDS/SOFTWARE SPECIALIST	880	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
RECREATION DIRECTOR	99002	UNIFIED	228	\$116,390	\$151,284	\$186,177	<u>0</u>
RECREATION LEADER	900	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>7</u>
RECREATION LEADER/GRO GROUP	890	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>1</u>
RECREATION SUPERVISOR	1800	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
RECREATION WORKER	930	UNIFIED	204	\$36,089	\$46,908	\$57,728	<u>1</u>

S

SCHOOL CROSSING GUARD	950	UNIFIED	204	\$36,089	\$46,908	\$57,728	<u>6</u>
SENIOR PROCUREMENT ANALYST	1810	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>2</u>
SENIOR STORMWATER TECHNICIAN	99014	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
SENIOR STREETS TECHNICIAN	99015	UNIFIED	212	\$53,320	\$69,305	\$85,290	<u>1</u>
SENIOR TECHNICIAN	960	UNIFIED	210	\$48,362	\$62,861	\$77,361	<u>3</u>
SOLID WASTE CREWLEADER	9024	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>1</u>

Proposed Class List By Title

City of Tarpon Springs FL

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
SOLID WASTE SUPERVISOR	1820	UNIFIED	217	\$68,051	\$88,452	\$108,854	<u>1</u>
SOLID WASTE TECHNICIAN I	9025	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>0</u>
SOLID WASTE TECHNICIAN II	9023	UNIFIED	206	\$39,788	\$51,716	\$63,645	<u>2</u>
SPECIALS EVENTS COORDINATOR	99004	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>0</u>
STORES CLERK	970	UNIFIED	204	\$36,089	\$46,908	\$57,728	<u>2</u>
STORMWATER TECHNICIAN I	99017	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>0</u>
STORMWATER TECHNICIAN II	1000	UNIFIED	206	\$39,788	\$51,716	\$63,645	<u>1</u>
STREETS AND STORMWATER SUPERVISOR	1830	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
STREETS TECHNICIAN I	99018	UNIFIED	205	\$37,893	\$49,254	\$60,614	<u>3</u>
STREETS TECHNICIAN II	99019	UNIFIED	206	\$39,788	\$51,716	\$63,645	<u>1</u>
SUSTAINABILITY PROGRAM MANAGER	980	UNIFIED	217	\$68,051	\$88,452	\$108,854	<u>1</u>
T							
THEATER PRODUCTION TECHNICIAN	60	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>1</u>
THEATER PRODUCTION TECHNICIAN SENIOR	9026	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
TICKET SERVICES REP	1030	UNIFIED	204	\$36,089	\$46,908	\$57,728	<u>3</u>
TRAFFIC & SIGNAGE TECHNICIAN	1040	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>1</u>
U							
UTILITIES CUSTOMER SVC MANAGER	1860	UNIFIED	217	\$68,051	\$88,452	\$108,854	<u>1</u>
UTILITIES MAINT SUPERVISOR	1870	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
UTILITIES OPERATION SPECIALIST	1060	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
UTILITIES SUPERINTENDENT	1880	UNIFIED	223	\$91,195	\$118,535	\$145,875	<u>1</u>
UTILITY BILLING TECHNICIAN I	1070	UNIFIED	206	\$39,788	\$51,716	\$63,645	<u>1</u>
UTILITY BILLING TECHNICIAN II	1080	UNIFIED	208	\$43,866	\$57,017	\$70,168	<u>1</u>
W							
WASTEWATER COLLECTION TECH I	1100	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>2</u>
WASTEWATER COLLECTION TECH II	1110	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>2</u>
WASTEWATER COLLECTION TECH III	1120	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
WASTEWATER DIVISION COORDINATOR	1130	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>1</u>
WASTEWATER DIVISION MANAGER	1890	UNIFIED	221	\$82,716	\$107,514	\$132,313	<u>1</u>
WASTEWATER PLANT OPERATOR "C"	1090	UNIFIED	210	\$48,362	\$62,861	\$77,361	<u>5</u>
WASTEWATER SERVICE WORKER	1140	UNIFIED	207	\$41,777	\$54,302	\$66,827	<u>2</u>
WATER CONVEYANCE SUPERVISOR	1900	UNIFIED	219	\$75,026	\$97,519	\$120,012	<u>1</u>
WATER DISTRIBUTION TECH I	1160	UNIFIED	210	\$48,362	\$62,861	\$77,361	<u>2</u>
WATER DISTRIBUTION TECH II	1170	UNIFIED	211	\$50,781	\$66,005	\$81,229	<u>4</u>

Proposed Class List By Title

City of Tarpon Springs FL

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
WATER DISTRIBUTION TECH III	1180	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>1</u>
WATER DIVISION COORDINATOR	1190	UNIFIED	210	\$48,362	\$62,861	\$77,361	<u>1</u>
WATER DIVISION MANAGER	1910	UNIFIED	221	\$82,716	\$107,514	\$132,313	<u>1</u>
WATER PLANT OPERATOR "A"	9031	UNIFIED	215	\$61,724	\$80,229	\$98,734	<u>1</u>
WATER PLANT OPERATOR 'B'	1220	UNIFIED	214	\$58,785	\$76,408	\$94,032	<u>3</u>
WATER PLANT OPERATOR 'C'	1230	UNIFIED	210	\$48,362	\$62,861	\$77,361	<u>1</u>
WATER SERVICE WORKER	1240	UNIFIED	207	\$41,777	\$54,302	\$66,827	<u>4</u>
WATER/WASTEWATER OPERATOR TRAINEE	760	UNIFIED	210	\$48,362	\$62,861	\$77,361	<u>1</u>
WW COLLECTION LEAD TECHNICIAN	1280	UNIFIED	213	\$55,986	\$72,770	\$89,554	<u>0</u>
Y							
YARD WASTE FACILITY OPERATOR	1290	UNIFIED	209	\$46,059	\$59,868	\$73,677	<u>3</u>

197 Job Classes

SECTION 10.0
Class Comparison List

Class Comparison List By Pay Plan

City of Tarpon Springs FL

Proposed Pay Plan: UNIFIED

Grade	Proposed Class Title	Original Title	Working Title	Annual Range		
				Min	Mid	Max
200				\$29,690	\$38,591	\$47,493
	GOLF COURSE ATTENDANT	G/C ATTENDANT TEMP		27,040	28,080	29,120
	GOLF COURSE ATTENDANT	G/C ATTENDANT TP P/T SEASONAL		27,040	28,080	29,120
	GOLF COURSE ATTENDANT	GOLF COURSE ATTENDANT		27,040	28,080	29,120
	GOLF COURSE FOOD & BEV ATTENDANT	G/C FOOD & BEV ATTENDANT PT		27,040	27,352	27,664
202				\$32,734	\$42,547	\$52,361
	GOLF COURSE OPERATOR	GC/SHOP OPERATOR PT		28,288	32,968	37,648
203				\$34,370	\$44,674	\$54,979
	GRO GROUP/ HORTICULTURE INSTRUCTOR	GRO GROUP/ HORTICULTURE INSTRU		31,937	42,322	52,707
204				\$36,089	\$46,908	\$57,728
	CUSTODIAN	CUSTODIAN-FULL TIME		33,533	44,438	55,342
	CUSTODIAN	CUSTODIAN-PT TEMP/CITY BLDGS		33,533	44,438	55,342
	CUSTODIAN	CUSTODIAN-TEMP/NOT BUDGETED		33,533	44,438	55,342
	PARKS & PARKWAYS TECHNICIAN I	TECHNICIAN I		33,533	44,438	55,342
	RECREATION WORKER	RECREATION WORKER		33,533	44,438	55,342
	SCHOOL CROSSING GUARD	SCHOOL CROSSING GUARD-PT		31,937	42,322	52,707
	STORES CLERK	STORESCLERK		33,533	44,438	55,342
	TICKET SERVICES REP	TICKET SERVICES REP		31,937	42,322	52,707
205				\$37,893	\$49,254	\$60,614
	DEVELOPMENT SERVICES TECHNICIAN	DEVELOPMENT SERVICES TECHNICIAN		0	0	0
	LIBRARY ASSISTANT II	LIBRARY ASSISTANT II		31,937	42,322	52,707
	LIBRARY ASSISTANT II	LIBRARY ASSISTANT II		31,937	42,322	52,707
	MARINA TECHNICIAN I	TECHNICIAN I		33,533	44,438	55,342
	PARKS & PARKWAYS TECHNICIAN II	TECHNICIAN II		35,209	46,658	58,108
	RECREATION LEADER	RECREATION LEADER-PART-TIME		31,937	42,322	52,707
	RECREATION LEADER	RECREATION LEADER-TEMP SUMMER		31,937	42,322	52,707
	RECREATION LEADER/GRO GROUP	RECREATION LEADER/GRO GROUP PT		31,937	42,322	52,707
	STREETS TECHNICIAN I	TECHNICIAN I		33,533	44,438	55,342
206				\$39,788	\$51,716	\$63,645

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Class Comparison List By Pay Plan City of Tarpon Springs FL

Proposed Pay Plan: UNIFIED

<i>Grade</i>			<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
206			\$39,788	\$51,716	\$63,645
CEMETERY SERVICE WORKER I	CEMETERY SERVICE WORKER		36,971	48,993	61,014
CITY BUILDING & GROUNDS TECHNICIAN III	TECHNICIAN III		36,971	48,993	61,014
MARINA TECHNICIAN II	TECHNICIAN II		35,209	46,658	58,108
PATRON SERVICES COORDINATOR	PATRON SERVICES COORDINATOR		35,209	46,658	58,108
SOLID WASTE TECHNICIAN II	TECHNICIAN II		35,209	46,658	58,108
STORMWATER TECHNICIAN II	TECHNICIAN II		35,209	46,658	58,108
STREETS TECHNICIAN II	TECHNICIAN II		35,209	46,658	58,108
UTILITY BILLING TECHNICIAN I	UTILITY BILLING TECHNICIAN I		33,533	44,438	55,342
207			\$41,777	\$54,302	\$66,827
COLLECTION CLERK I	COLLECTION CLERK I		35,209	46,658	58,108
PRODUCTION ASSISTANT	PRODUCTION ASSISTANT		0	0	0
WASTEWATER SERVICE WORKER	WASTEWATER SERVICE WORKER		36,971	48,993	61,014
WATER SERVICE WORKER	WATER SERVICE WORKER		36,971	48,993	61,014
208			\$43,866	\$57,017	\$70,168
BUILDING DEV PERMIT TECH I	BUILDING DEV PERMIT TECH I		40,761	54,015	67,268
BUILDING DEV PERMIT TECH I	BUILDING DEVELOPMENT TECH		35,209	46,658	58,108
CEMETARY SERVICE WORKER II	CEMETERY SERVICE WORKER		36,971	48,993	61,014
COLLECTION CLERK II	COLLECTION CLERK II		36,971	48,993	61,014
COLLECTION SPECIALIST	COLLECTION SPECIALIST		36,971	48,993	61,014
GRAPHICS DESIGN & MARKETING COORD.	MARKETING & EVENTS SPECIALIST		38,819	51,442	64,065
METER TECHNICIAN	METER TECHNICIAN		36,971	48,993	61,014
POLICE RECORDS CENTER TECHNICIAN	POLICE RECORDS CENTER TECHNICI		38,819	51,442	64,065
TRAFFIC & SIGNAGE TECHNICIAN	TRAFFIC & SIGNAGE TECHNICIAN		40,761	54,015	67,268
UTILITY BILLING TECHNICIAN II	UTILITY BILLING TECHNICIAN II		38,819	51,442	64,065
209			\$46,059	\$59,868	\$73,677
ASSISTANT GOLF PROFESSIONAL	ASSISTANT GOLF PROFESSIONAL		38,819	51,442	64,065
CODE ENFORCEMENT CLERK	CODE ENFORCEMENT CLERK		38,819	51,442	64,065
CRIME SCENE TECH, PROPERTY CLK	CRIME SCENE TECH, PROPERTY CLK		42,799	56,716	70,632
DIGITAL EVIDENCE TECHNICIAN	DIGITAL EVIDENCE TECHNICIAN		42,799	56,716	70,632
HEAVY EQUIPMENT OPERATOR	HEAVY EQUIP OPER/TEMP PT		40,761	54,015	67,268

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Class Comparison List By Pay Plan City of Tarpon Springs FL

Proposed Pay Plan: UNIFIED

			<i>Annual Range</i>		
<i>Grade</i>			<i>Min</i>	<i>Mid</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
209			\$46,059	\$59,868	\$73,677
HEAVY EQUIPMENT OPERATOR	HEAVY EQUIPMENT OPERATOR		40,761	54,015	67,268
MAINTENANCE RECORDS TECHNICIAN	MAINTENANCE RECORDS TECHNICIAN		40,761	54,015	67,268
PARKS MAINT COORDINATOR	PARKS MAINT COORDINATOR		40,761	54,015	67,268
WASTEWATER COLLECTION TECH I	WASTEWATER COLLECTION TECH I		40,761	54,015	67,268
WASTEWATER DIVISION COORDINATOR	WASTEWATER DIVISION COORDINATO		40,761	54,015	67,268
YARD WASTE FACILITY OPERATOR	YARD WASTE FACILITY OPERATOR		42,799	56,716	70,632
210			\$48,362	\$62,861	\$77,361
LAW ENFORCE SUPPORT SPECIALIST	LAW ENFORCE SUPPORT SPECIALIST		40,761	54,015	67,268
MAINT MECHANIC I / UTILITIES	MAINT MECHANIC I / UTILITIES		40,761	54,015	67,268
SENIOR TECHNICIAN	SENIOR TECHNICIAN		42,799	56,716	70,632
WASTEWATER PLANT OPERATOR "C"	LEAD WASTEWATER PLANT OPERATOR "C"		47,185	62,528	77,871
WASTEWATER PLANT OPERATOR "C"	WASTE WATER PLANT OPERATOR "C"		42,799	56,716	70,632
WASTEWATER PLANT OPERATOR "C"	WW COLLECTION LEAD TECHNICIAN		47,185	62,528	77,870
WATER DISTRIBUTION TECH I	WATER DISTRIBUTION TECH I		40,761	54,015	67,268
WATER DISTRIBUTION TECH I	WATER SUPPLY PROTECT SPEC I		36,971	48,993	61,014
WATER DIVISION COORDINATOR	WATER DIVISION COORDINATOR		40,761	54,015	67,268
WATER PLANT OPERATOR 'C'	WATER PLANT OPERATOR 'C'		38,819	51,442	64,065
WATER/WASTEWATER OPERATOR TRAINEE	OPERATOR TRAINEE		38,819	51,442	64,065
211			\$50,781	\$66,005	\$81,229
ACCOUNTING TECHNICIAN I	ACCOUNTING TECHNICIAN		47,185	62,528	77,871
CODE ENFORCEMENT OFFICER	CODE ENFORCEMENT OFFICER		40,761	54,015	67,268
CREWLEADER	CREWLEADER		42,799	56,716	70,632
HEAVY EQUIPMENT CREWLEADER	HEAVY EQUIPMENT OPERATOR		40,761	54,015	67,268
LIBRARIAN I	LIBRARIAN I		42,799	56,716	70,632
MAINT MECHANIC II/ UTILITIES	MAINT MECHANIC I / UTILITIES		40,761	54,015	67,268
MAINT MECHANIC II/ UTILITIES	MAINT MECHANIC II/ UTILITIES		42,799	56,716	70,632
SOLID WASTE CREWLEADER	CREWLEADER		42,799	56,716	70,632
WASTEWATER COLLECTION TECH II	WASTEWATER COLLECTION TECH II		42,799	56,716	70,632
WATER DISTRIBUTION TECH II	WATER DISTRIBUTION TECH II		42,799	56,716	70,632

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Class Comparison List By Pay Plan City of Tarpon Springs FL

Proposed Pay Plan: UNIFIED

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mid</i>	<i>Max</i>
211				\$50,781	\$66,005	\$81,229
	WATER DISTRIBUTION TECH II	WATER SUPPLY PROTECT SPEC II		38,819	51,442	64,065
212				\$53,320	\$69,305	\$85,290
	ACCOUNTING TECHNICIAN II	ACCOUNTING TECHNICIAN II		47,185	62,528	77,870
	COMMUNICATIONS DISPATCHER	COMMUNICATIONS DISPATCHER		47,185	62,528	77,871
	CONSTRUCTION FIELD INSPECTOR	CONSTRUCTION FIELD INSPECTOR		47,185	62,528	77,870
	CRIME ANALYST	CRIME ANALYST		47,185	62,528	77,871
	CULTURAL SERVICES ADMINISTRATOR	DEPARTMENT ADMINISTRATOR		35,209	46,658	58,108
	FIRE SUPPORT COORDINATOR	FIRE SUPPORT COORDINATOR		38,819	51,442	64,065
	FLEET OPERATIONS COORDINATOR	FLEET OPERATIONS COORDINATOR		47,185	62,528	77,871
	FLEET TECHNICIAN	FLEET TECHNICIAN		47,185	62,528	77,870
	GOLF SHOP SUPERVISOR	GOLF SHOP SUPERVISOR		35,209	46,658	58,108
	LEAD WASTEWATER PLANT OPERATOR 'B'	LEAD WASTEWATER PLANT OP 'B'		47,185	62,528	77,870
	LIBRARIAN II	LIBRARIAN II		49,545	65,655	81,765
	LIBRARIAN II	LIBRARIAN II		49,545	65,655	81,765
	MAINT MECHANIC III / UTILITIES	MAINT MECHANIC III / UTILITIES		47,185	62,528	77,871
	PROJECT INSPECTOR	PROJECT INSPECTOR		47,185	62,528	77,870
	REC PROGRAM & ATHLETIC COORDINATOR	REC PROGRAM&ATHLETIC COORDINAT		42,799	56,716	70,632
	RECORDS/SOFTWARE SPECIALIST	RECORDS/SOFTWARE SPECIALIST		47,185	62,528	77,871
	SENIOR STORMWATER TECHNICIAN	SENIOR TECHNICIAN		42,799	56,716	70,632
	SENIOR STREETS TECHNICIAN	SENIOR TECHNICIAN		42,799	56,716	70,632
213				\$55,986	\$72,770	\$89,554
	ACCOUNTING SPECIALIST	ACCOUNTING SPECIALIST		49,545	65,655	81,765
	BILL TECH II/DIVISION COORDINATOR	BILL TECH II/DIVISION COORDINA		47,185	62,528	77,871
	BUILD DEV MUNICIPAL ARBORIST	BUILD DEV MUNICIPAL ARBORIST		47,185	62,528	77,871
	DEVELOPMENT INSPECTOR I	DEVELOPMENT INSPECTOR I		49,545	65,655	81,765
	ENVIRONMENTAL INSPECTOR	ENVIRONMENTAL INSPECTOR		47,185	62,528	77,870
	FACILITIES MAINT SUPERVISOR	FACILITIES MAINT SUPERVISOR		47,185	62,528	77,870
	INSTRUMENTATION TECH / W W DIV	INSTRUMENTATION TECH / W W DIV		47,185	62,528	77,870
	INSTRUMENTATION TECH/WATER DIV	INSTRUMENTATION TECH/WATER DIV		47,185	62,528	77,870

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Class Comparison List By Pay Plan City of Tarpon Springs FL

Proposed Pay Plan: UNIFIED

<i>Grade</i>			<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
213			\$55,986	\$72,770	\$89,554
LEAD CEMETERY OPERATOR	CEMETERY LEAD OPERATOR		47,185	62,528	77,870
LIBRARY OPERATIONS COORDINATOR	LIBRARY OPERATIONS COORDINATOR		47,185	62,528	77,871
REC SPECIAL EVENTS & VOL COORDINATOR	REC SPECIAL EVENTS&VOL COORDIN		42,799	56,716	70,632
WASTEWATER COLLECTION TECH III	WASTEWATER COLLECTION TECH III		47,185	62,528	77,871
WATER DISTRIBUTION TECH III	WATER DISTRIBUTION TECH III		47,185	62,528	77,871
214			\$58,785	\$76,408	\$94,032
EXEC ASSISTANT - PUB SVS/PROJECT	PUB SVS/PROJECT EXEC ASSISTANT		47,185	62,528	77,871
EXECUTIVE ASSISTANT	EXECUTIVE ASSISTANT		47,185	62,528	77,871
EXECUTIVE ASSISTANT - BLDG DEV	EXECUTIVE ASSISTANT - BLDG DEV		47,185	62,528	77,871
EXECUTIVE ASSISTANT - PUBLIC WORKS	PUBLIC WKS EXECUTIVE ASSISTANT		47,185	62,528	77,871
EXECUTIVE ASSISTANT P & Z	EXECUTIVE ASSISTANT P & Z		47,185	62,528	77,871
LEAD METER REPAIR TECHNICIAN	WATER SUPPLY PROTECT SPEC III		42,799	56,716	70,632
SENIOR PROCUREMENT ANALYST	SENIOR PROCUREMENT ANALYST		49,545	65,655	81,765
THEATER PRODUCTION TECHNICIAN	AUDIO-VISUAL COORDINATOR		52,022	68,938	85,854
WATER PLANT OPERATOR 'B'	UTIL OPERATOR/WATER PLANT OP C		42,799	56,716	70,632
WATER PLANT OPERATOR 'B'	WATER PLANT OPERATOR "B"		0	0	0
WATER PLANT OPERATOR 'B'	WATER PLANT OPERATOR 'B'		47,185	62,528	77,871
215			\$61,724	\$80,229	\$98,734
ACCOUNTING COORDINATOR	ACCOUNTING COORDINATOR		52,022	68,938	85,854
EXECUTIVE OFFICE MANAGER	EXECUTIVE OFFICE MANAGER		52,022	68,938	85,854
GIS MAPPING TECH	GIS MAPPING TECH		52,022	68,938	85,854
GOLF COURSE ASSISTANT MANAGER	GOLF COURSE ASSISTANT MANAGER		49,545	65,655	81,765
HUMAN RESOURCES SPECIALIST	HUMAN RESOURCES ASSISTANT		36,971	48,993	61,014
HUMAN RESOURCES SPECIALIST	HUMAN RESOURCES SPECIALIST		52,022	68,938	85,854
LEAD MAINTENANCE MECHANIC/UTIL	LEAD MAINTENANCE MECHANIC/UTIL		49,545	65,655	81,765
LEAD WASTEWATER COLLECTIONS TECHNICIAN	Lead Wastewater Collections Technician		49,545	65,655	81,765

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Class Comparison List By Pay Plan City of Tarpon Springs FL

Proposed Pay Plan: UNIFIED

<i>Grade</i>			<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
215			\$61,724	\$80,229	\$98,734
LEAD WATER DISTRIB TECHNICIAN	WATER DISTRIB LEAD TECHNICIAN		47,185	62,528	77,870
PAYROLL COORDINATOR	PAYROLL COORDINATOR		52,022	68,938	85,854
POLICE DISPATCH SUPERVISOR	POLICE DISPATCH SUPERVISOR		47,185	62,528	77,870
RECREATION SUPERVISOR	RECREATION SUPERVISOR		49,545	65,655	81,765
THEATER PRODUCTION TECHNICIAN SENIOR	AUDIO-VISUAL COORDINATOR		52,022	68,938	85,854
UTILITIES OPERATION SPECIALIST	UTILITIES OPERATION SPECIALIST		47,185	62,528	77,870
WATER PLANT OPERATOR "A"	WATER PLANT OPERATOR "B"		0	0	0
216			\$64,810	\$84,240	\$103,670
BUDGET/FINANCIAL ANALYST	BUDGET/FINANCIAL ANALYST		54,623	72,385	90,146
ENVIRONMENTAL SCIENTIST	ENVIRONMENTAL SCIENTIST		57,355	76,004	94,653
LEAD WASTEWATER PLANT OPERATOR "A"	LEAD WASTEWATER PLANT OP "A"		49,545	65,655	81,765
LEAD WATER PLANT OPERATOR 'A'	LEAD WATER PLANT OPERATOR 'A'		49,545	65,655	81,765
LEAD WATER PLANT OPERATOR 'A'	WATER PLANT OPERATOR 'A'		47,185	62,528	77,870
217			\$68,051	\$88,452	\$108,854
CEMETERY SUPERVISOR	CEMETERY SUPERVISOR		57,355	76,004	94,653
DEVELOPMENT INSPECTOR IV	DEVELOPMENT INSPECTOR I		49,545	65,655	81,765
DEVELOPMENT INSPECTOR IV	DEVELOPMENT INSPECTOR IV		57,355	76,004	94,653
PARKS MAINTENANCE SUPERVISOR	PARKS MAINTENANCE SUPERVISOR		57,355	76,004	94,653
PLANS EXAMINER	PLANS EXAMINER		57,355	76,004	94,653
SOLID WASTE SUPERVISOR	SOLID WASTE SUPERVISOR		54,623	72,385	90,146
SUSTAINABILITY PROGRAM MANAGER	SUSTAINABILITY COORDINATOR		52,022	68,938	85,854
UTILITIES CUSTOMER SVC MANAGER	UTILITIES CUSTOMER SVC MANAGER		57,355	76,004	94,653
218			\$71,453	\$92,875	\$114,297
CULTURAL & CIVIC SVCS ASSIST DIR.	TARPON ARTS MANAGER		63,233	83,794	104,355
ENVIRONMENTAL COMPLIANCE OFFICER	ENVIRONMENTAL COMPLIANCE OFFIC		57,355	76,004	94,653
GRANT PROJECT SPECIALIST	GRANT PROJECT SPECIALIST		60,222	79,804	99,386
HR/RISK MANAGEMENT COORDINATOR	HR/RISK MANAGEMENT COORDINATOR		60,222	79,804	99,386
INFO TECHNOLOGY SPECIALIST	INFO TECHNOLOGY SPECIALIST		60,222	79,804	99,386
219			\$75,026	\$97,519	\$120,012

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Class Comparison List By Pay Plan City of Tarpon Springs FL

Proposed Pay Plan: UNIFIED

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mid</i>	<i>Max</i>
219				\$75,026	\$97,519	\$120,012
	ACCOUNTING MANAGER	ACCOUNTING MANAGER		63,233	83,794	104,355
	CHIEF WASTEWATER PLANT OPERATOR	CHIEF WASTEWATER PLANT OPERATO		57,355	76,004	94,653
	CHIEF WATER PLANT OPERATOR	CHIEF WATER PLANT OPERATOR		57,355	76,004	94,653
	FACILITIES MANAGEMENT SUPERINT	FACILITIES MANAGEMENT SUPERINT		63,233	83,794	104,355
	FLEET MANAGER	FLEET MANAGER		57,355	76,004	94,653
	GIS ADMINISTRATOR	GIS ADMINISTRATOR		63,233	83,794	104,355
	GOLF COURSE MANAGER	GOLF COURSE MANAGER		63,233	83,794	104,355
	INFO. TECHNOLOGY SPEC./LASO	INFO TECHNOLOGY SPECIALIST		60,222	79,804	99,386
	PRINCIPAL PLANNER	PRINCIPAL PLANNER		63,233	83,794	104,355
	STREETS AND STORMWATER SUPERVISOR	STREETS AND STORMWATER SUPERVI		63,233	83,794	104,355
	UTILITIES MAINT SUPERVISOR	UTILITIES MAINT SUPERVISOR		60,222	79,804	99,386
	WATER CONVEYANCE SUPERVISOR	WATER CONVEYANCE SUPERVISOR		60,222	79,804	99,386
220				\$78,777	\$102,395	\$126,012
	EMC/FLOODPLAIN ADMINISTRATOR	EMC/FLOODPLAIN ADMINISTRATOR		66,395	87,984	109,572
	IT SYSTEM ADMINISTRATOR	IT SYSTEM ADMINISTRATOR		66,395	87,984	109,572
	PLANNING SUPERVISOR	PLANNING SUPERVISOR		66,395	87,984	109,572
221				\$82,716	\$107,514	\$132,313
	WASTEWATER DIVISION MANAGER	WASTEWATER DIVISION MANAGER		66,395	87,984	109,572
	WATER DIVISION MANAGER	WATER DIVISION MANAGER		66,395	87,984	109,572
222				\$86,852	\$112,890	\$138,928
	CYBER SECURITY ENGINEER	CYBER SECURITY ENGINEER		73,201	97,002	120,804
	DEPUTY BUILDING OFFICIAL	DEPUTY BUILDING OFFICIAL		69,714	92,382	115,051
223				\$91,195	\$118,535	\$145,875
	ASSISTANT DIR. RECREATION SERVICES	RECREATION SUPERINTENDENT		66,395	87,984	109,572
	DEPUTY CITY CLERK	DEPUTY CITY CLERK		63,233	83,794	104,355
	ECONOMIC DEVELOPMENT MANAGER	ECONOMIC DEVELOPMENT MANAGER		69,714	92,382	115,051
	FIRE CAPTAIN/FIRE MARSHALL	FIRE CAPTAIN/FIRE MARSHALL		76,860	101,853	126,846
	FIRE DISTRICT CHIEF	DISTRICT CHIEF		80,703	106,944	133,185
	IT ASSISTANT DIRECTOR	IT ASSISTANT DIRECTOR	Move this position to 227 (no additional pay adjustment)	76,860	101,853	126,846
	PROJECT ADMIN ASSISTANT DIRECTOR	PROJECT ASSISTANT DIRECTOR		76,860	101,853	126,846

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Class Comparison List By Pay Plan City of Tarpon Springs FL

Proposed Pay Plan: UNIFIED

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mid</i>	<i>Max</i>
223				\$91,195	\$118,535	\$145,875
	PUBLIC SERVICES ASSISTANT DIRECTOR	PUBLIC SERVICES ASSISTANT DIRECTOR		80,703	106,944	133,185
	UTILITIES SUPERINTENDENT	UTILITIES SUPERINTENDENT		80,703	106,944	133,185
226				\$105,569	\$137,219	\$168,868
	FIRE DEPUTY CHIEF	DEPUTY CHIEF		84,739	112,293	139,847
	POLICE MAJOR	POLICE MAJOR		84,739	112,293	139,847
227				\$110,848	\$144,080	\$177,312
	ASSISTANT CHIEF OF POLICE	ASSISTANT CHIEF OF POLICE		88,975	117,907	146,839
	ASSISTANT CHIEF OF POLICE	POLICE MAJOR		84,739	112,293	139,847
	CITY CLERK/COLLECTOR	CITY CLERK/COLLECTOR		98,074	129,982	161,890
	FINANCE ASSISTANT DIRECTOR	ASSISTANT FINANCE DIRECTOR		76,860	101,853	126,846
	INTERNAL AUDITOR	INTERNAL AUDITOR		98,074	129,982	161,890
228				\$116,390	\$151,284	\$186,177
	BUILDING DEVELOPMENT DIRECTOR	BUILDING DEVELOPMENT DIRECTOR		88,975	117,907	146,839
	CULTURAL & CIVIC SVS DIRECTOR	CULTURAL & CIVIC SVS DIRECTOR		88,975	117,907	146,839
	CULTURAL & CIVIC SVS DIRECTOR	TARPON ARTS MANAGER		63,233	83,794	104,355
	DIRECTOR OF PLANNING & ZONING	DIRECTOR OF PLANNING & ZONING		88,975	117,907	146,839
	HUMAN RESOURCES DIRECTOR	HUMAN RESOURCES DIRECTOR		88,975	117,907	146,839
	LIBRARY DIRECTOR	LIBRARY DIRECTOR		66,395	87,984	109,572
	PROCUREMENT SERVICES DIRECTOR	PROCUREMENT SERVICES DIRECTOR		84,739	112,293	139,847
	PROJECT ADMIN DIRECTOR	PROJECT ADMIN DIRECTOR		88,975	117,907	146,839
	PUBLIC SERVICES DIRECTOR	PUBLIC SERVICES DIRECTOR		88,975	117,907	146,839
	PUBLIC WORKS DIRECTOR	PUBLIC WORKS DIRECTOR		84,739	112,293	139,847
230				\$128,320	\$166,790	\$205,260
	CHIEF OF POLICE	CHIEF OF POLICE		98,074	129,982	161,890
	FINANCE DIRECTOR	FINANCE DIRECTOR		98,074	129,982	161,890
	FIRE CHIEF	FIRE CHIEF		98,074	129,982	161,890
	INFO TECHNOLOGY DIRECTOR	INFO TECHNOLOGY DIRECTOR		88,975	117,907	146,839
236				\$171,961	\$223,515	\$275,069
	CITY MANAGER	CITY MANAGER		123,933	164,231	204,529

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SECTION 11.0

Implementation Cost Report

Implementation Report - Introduction

Implementation reports provide detailed and summarized information about implementation costs.

The results provided in the implementation reports are dependent upon the settings that are established and stored for each report, allowing numerous implementation costs. There is no limit to the number of implementation scenarios that can be stored.

In the detail section of each implementation report, two rows are used to display data for each employee. The top row displays the employee's current Class, Grade and Salary information, while the second row displays the proposed Class, Grade and Salary. In addition, the details of important dates, seven different adjustments to current salary, the employee's FTE, Position # and Name are also displayed. For privacy, each of the items that can be shown in the report, can also be hidden.

When step plans are being considered, the implementation report can show the cost difference between using open range calculations and step calculations in the same plan.

Implementation reports can also display or hide all detail, and print only the summary data desired. Available summaries include a summary for each department, each pay plan, and for the total organization.

The report settings used to prepare each implementation report are shown at the beginning of each implementation report, to allow verification of the assumptions used when the report was prepared.

SAMPLE Implementation Report Settings Screen (example only - not live settings)

Implementation Scenarios

Valued Client

Implementation Scenarios Editing

Report Format

- ☒ Draft
- ☐ Summary Only
- ☒ Show Department Summary
- ☒ Show Pay Plan Summary
- ☒ Show Grand Totals Summary

Implementation Costs Annualized
Implementation Costs Hourly
☒ Implementation Costs by Job Class

Report Settings

Report Name: Implementation Report

Specify Pay Plan: [Dropdown]

Calculation Method: Open Range Increment Step by: 0

Calculation Parameters

Set Years to Reach Grade Market to: 5 # Adjustments: 3

Set Years to Reach Grade Maximum to: 10

Set Maximum Adjustment to the Range: Maximum

Set Allowable Experience Days Using: Experience Date

Set Maximum Years of Service Cap to: 99 year(s) of service

Calculate Adj. Above Min after the first: 1 year(s) of service

Include Organizational Experience adj: [] Include Stipends: []

Allow 1 Additional day over-mkt adjustment for every: 0 day(s) of service

Implementation: 7/1/2004

Flat Percent Adjustment Management

Calculate a Flat % Adjustment of: 0

Calculate % Using Current Salary: []

Apply Flat % Adjustment: []

- ☒ Before Min Adj
- ☐ After Step
- ☐ After Min Adj
- ☐ After Merit
- ☐ After Market
- ☐ After Bonus
- ☐ After Max

Display on Implementation report

Original Class	Proposed Class	Identity	Adjustments	Dates
☒ Class Title	☒ Class Title	☒ Employee Name	☐ Flat %	☒ Hire Date
☒ Class Code	☒ Class Code	☒ Position Control Number	☐ Step	☒ Promotion Date
☒ Grade	☒ Grade	☒ FTE	☒ Minimum	☒ Experience Date
☒ Salary Range	☒ Salary Range	☐ Days	☒ Market	☐ % Change
☒ Step	☐ Step	☐ Duty Days	☒ Maximum	☒ % Change
☒ Base Salary	☒ Base Salary	☒ Experience Days Allowed		

REDACTED TO ONLY SHOW DEPARTMENT SUMMARIES

Report Settings

Report Name: Implementation Report		1
Print As Plan Type Open Range		Increment Current Step by 0
		☐ Summary Only ☒ Show Department Summary ☐ Show Pay Plan Summary ☒ Show Grand Totals Summary
Calculation Parameters		
Set Years to Reach Grade Market to	7	# Adjustments
Set Years to Reach Grade Maximum to	30	4
Set Maximum Adjustment to the Range	Maximum	
Set Allowable Experience Days Using	Promotion Date	
Set Maximum Years of Service Cap to	100	year(s) of service
Calculate Adj. Above Min after the first	1	year(s) of service
Include Organizational Experience adj	☐	Include Stipends ☐
Allow 1 additional day adjustment for	0	Day(s) Organization Experience
Implementation: 10/1/2025 Flat Percent Adjustment Management Calculate a Flat % Adjustment of 3 % Calculate % Using Current Salary ☒ Apply Flat % Adjustment ☒ Before Min Adj ☐ After Step ☐ After Min Adj ☐ After OrgExp ☐ After Market ☐ After Assignment ☐ After Max		

Standard Annual Work Days 260

Standard Annual Work Hours 2080

Standard Hours / Day 8

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: CEMETERY Dep't Code: 14-6

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for CEMETERY

Current Payroll		\$198,464	# Positions	4	
Flat 3% Adjustment	\$5,954		# Positions Adjusted (any type)	4	# Not Adj 0
Adjustment To Minimum	\$5,227		# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$3,149		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$14,329				
Proposed Payroll		\$212,793	% Change	7.22%	

REDACTED TO ONLY SHOW DEPARTMENT SUMMARIES

City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: CITY BUILDINGS & GROUNDS Dep't Code: 12-3

Unit Name: Unit Code:

										Experience		Adjustments				Compa Ratio	Position #
Original	Class		Grade				Step	FTE	Hire Date	Promotion	Salary	Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#		Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for

Current Payroll									\$503,289	# Positions	12						
Flat 3% Adjustment									\$15,099	# Positions Adjusted (any type)	12	# Not Adj	0				
Adjustment To Minimum									\$2,089	# Adjusted To Minimum	4						
Adjustment Towards Mkt Point									\$0	# Adjusted Towards Mid Pt	0						
Adjustment For Compression									\$6,564	# Adjusted For Compression	8						
Adjustment To Step									\$0	# Adjusted To Step	0						
OrgExp Adjustment									\$0	# OrgExp Adjustments	0						
Stipends / Supplements									\$0	# Assignment	0						
Total Applied Adjustments									\$23,751								
Proposed Payroll									\$527,040	% Change	4.72%						

REDACTED TO ONLY SHOW DEPARTMENT SUMMARIES

City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: CITY BUILDINGS & GROUNDS Dep't Code: 12-3

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for CITY BUILDINGS & GROUNDS

Current Payroll		\$503,289	# Positions	12	
Flat 3% Adjustment	\$15,099		# Positions Adjusted (any type)	12	# Not Adj 0
Adjustment To Minimum	\$2,089		# Adjusted To Minimum	4	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$6,564		# Adjusted For Compression	8	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$23,751				
Proposed Payroll	\$527,040	% Change	4.72%		

REDACTED TO ONLY SHOW DEPARTMENT SUMMARIES

City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: CITY CLERK Dep't Code: 9-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for CITY CLERK

Current Payroll		\$363,764	# Positions	4	
Flat 3% Adjustment	\$10,913		# Positions Adjusted (any type)	4	# Not Adj 0
Adjustment To Minimum	\$9,765		# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$8,380		# Adjusted For Compression	4	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$29,057				
Proposed Payroll	\$392,821	% Change	7.99%		

REDACTED TO ONLY SHOW DEPARTMENT SUMMARIES

City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: CITY MANAGER Dep't Code: 2-2

Unit Name: Unit Code:

Original	Class							Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
														Hire Date	Promotion		Flat %	Mid	Step	% Chg		
														Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name								

Summary for CITY MANAGER

Current Payroll		\$232,967	# Positions	2	
Flat 3% Adjustment	\$6,989		# Positions Adjusted (any type)	2	# Not Adj 0
Adjustment To Minimum	\$17,461		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$0		# Adjusted For Compression	0	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$24,450				
Proposed Payroll		\$257,417	% Change	10.49%	

REDACTED TO ONLY SHOW DEPARTMENT SUMMARIES

City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: CODE ENFORCEMENT Dep't Code: 10-11

Unit Name: Unit Code:

Original	Class							Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
														Hire Date	Promotion		Flat %	Mid	Step	% Chg		
														Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name								

Summary for CODE ENFORCEMENT

Current Payroll		\$95,078	# Positions	2	
Flat 3% Adjustment	\$2,852		# Positions Adjusted (any type)	2	# Not Adj 0
Adjustment To Minimum	\$4,367		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$560		# Adjusted For Compression	1	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$7,779				
Proposed Payroll		\$102,857	% Change	8.18%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: COLLECTION CENTER Dep't Code: 9-3

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for COLLECTION CENTER

Current Payroll									\$173,380	# Positions						4	
Flat 3% Adjustment									\$5,201	# Positions Adjusted (any type)						4	# Not Adj 0
Adjustment To Minimum									\$4,561	# Adjusted To Minimum						2	
Adjustment Toward Mid									\$0	# Adjusted Toward Mid Pt						0	
Adjustment For Compression									\$2,356	# Adjusted For Compression						3	
Adjustment To Step									\$0	# Adjusted To Step						0	
OrgExp Adjustment									\$0	# OrgExp Adjustments						0	
Stipends / Supplements									\$0	# Assignment						0	
Total Applied Adjustments									\$12,119								
Proposed Payroll									\$185,498	% Change						6.99%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: CULTURAL SERVICES Dep't Code: 16-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for CULTURAL SERVICES

Current Payroll		\$323,247	# Positions	8	
Flat 3% Adjustment	\$9,697		# Positions Adjusted (any type)	8	# Not Adj 0
Adjustment To Minimum	\$43,051		# Adjusted To Minimum	3	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$1,117		# Adjusted For Compression	4	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
 Total Applied Adjustments	 \$53,865				
Proposed Payroll		\$377,112	% Change	16.66%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: ECONOMIC DEVELOPMENT Dep't Code: 2-3

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for ECONOMIC DEVELOPMENT

Current Payroll		\$231,505	# Positions	3	
Flat 3% Adjustment	\$6,329		# Positions Adjusted (any type)	3	# Not Adj 0
Adjustment To Minimum	\$6,813		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$53		# Adjusted For Compression	1	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$13,195				
Proposed Payroll		\$244,700	% Change	5.70%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: FINANCIAL ADMINISTRATION Dep't Code: 3-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for FINANCIAL ADMINISTRATION

Current Payroll		\$524,698	# Positions	7	
Flat 3% Adjustment	\$15,741		# Positions Adjusted (any type)	7	# Not Adj 0
Adjustment To Minimum	\$392		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$3,293		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$19,426				
Proposed Payroll	\$544,124		% Change	3.70%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: FIRE DEPARTMENT/EMERGENCY MANAG/PUBLIC SAFETY FIRE Dep't Code: 11-5

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for FIRE DEPARTMENT/EMERGENCY MANAG/PUBLIC SAFETY FIRE

Current Payroll		\$89,696	# Positions	1	
Flat 3% Adjustment	\$2,691		# Positions Adjusted (any type)	1	# Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$0		# Adjusted For Compression	0	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$2,691				
Proposed Payroll		\$92,387	% Change	3.00%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: FIRE/CIVIL DEFENSE Dep't Code: 11-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for FIRE/CIVIL DEFENSE

Current Payroll		\$976,560	# Positions	9	
Flat 3% Adjustment	\$29,297		# Positions Adjusted (any type)	9	# Not Adj 0
Adjustment To Minimum	\$624		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$2,184		# Adjusted For Compression	2	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$32,105				
Proposed Payroll	\$1,008,664	% Change	3.29%		

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: GOLF COURSE - FOOD SERVICE Dep't Code: 49-3

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for GOLF COURSE - FOOD SERVICE

Current Payroll		\$64,064	# Positions	5	
Flat 3% Adjustment	\$1,922		# Positions Adjusted (any type)	5	# Not Adj 0
Adjustment To Minimum	\$4,357		# Adjusted To Minimum	5	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$1,604		# Adjusted For Compression	5	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$7,884				
Proposed Payroll		\$71,948	% Change	12.31%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: GOLF COURSE - GREENS OPERATIONS Dep't Code: 49-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for GOLF COURSE - GREENS OPERATIONS

Current Payroll	\$450,085	# Positions	20
Flat 3% Adjustment	\$12,894	# Positions Adjusted (any type)	19 # Not Adj 1
Adjustment To Minimum	\$29,602	# Adjusted To Minimum	18
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0
Adjustment For Compression	\$6,427	# Adjusted For Compression	17
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$48,923		
Proposed Payroll	\$499,008	% Change	10.87%

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: HARBORMASTER Dep't Code: 10-6

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for HARBORMASTER

Current Payroll									\$82,710	# Positions						2	
Flat 3% Adjustment									\$2,481	# Positions Adjusted (any type)						2	# Not Adj 0
Adjustment To Minimum									\$1,282	# Adjusted To Minimum						1	
Adjustment Toward Mid									\$0	# Adjusted Toward Mid Pt						0	
Adjustment For Compression									\$395	# Adjusted For Compression						1	
Adjustment To Step									\$0	# Adjusted To Step						0	
OrgExp Adjustment									\$0	# OrgExp Adjustments						0	
Stipends / Supplements									\$0	# Assignment						0	
Total Applied Adjustments									\$4,159								
Proposed Payroll									\$86,868	% Change							5.03%

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: HUMAN RESOURCES Dep't Code: 5-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for HUMAN RESOURCES

Current Payroll		\$301,379	# Positions	4	
Flat 3% Adjustment	\$9,041		# Positions Adjusted (any type)	4	# Not Adj 0
Adjustment To Minimum	\$13,507		# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$2,339		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
 Total Applied Adjustments	 \$24,887				
Proposed Payroll		\$326,267	% Change	8.26%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: INTERNAL AUDIT Dep't Code: 4-2

Unit Name: Unit Code:

Original									Experience			Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	Hire Date	Promotion	Salary	Flat %	Mid	Step	% Chg		
	Title	Code	Min	Mid	Max	#		Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for INTERNAL AUDIT

Current Payroll		\$122,058	# Positions	1	
Flat 3% Adjustment	\$3,662		# Positions Adjusted (any type)	1	# Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$0		# Adjusted For Compression	0	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
 Total Applied Adjustments	 \$3,662				
Proposed Payroll		\$125,720	% Change	3.00%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: LIBRARY Dep't Code: 15-2

Unit Name: Unit Code:

Original	Class							Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
														Hire Date	Promotion		Flat %	Mid	Step	% Chg		
														Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name								

Summary for LIBRARY

Current Payroll		\$732,062	# Positions	17	
Flat 3% Adjustment	\$21,962		# Positions Adjusted (any type)	17	# Not Adj 0
Adjustment To Minimum	\$29,091		# Adjusted To Minimum	9	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$20,319		# Adjusted For Compression	12	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$71,371				
Proposed Payroll		\$803,433	% Change	9.75%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: MANAGEMENT INFORMATION SERVICES Dep't Code: 3-4

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for MANAGEMENT INFORMATION SERVICES

Current Payroll	\$871,850	# Positions	11	
Flat 3% Adjustment	\$26,156	# Positions Adjusted (any type)	11	# Not Adj 0
Adjustment To Minimum	\$13,894	# Adjusted To Minimum	3	
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$7,094	# Adjusted For Compression	5	
Adjustment To Step	\$0	# Adjusted To Step	0	
OrgExp Adjustment	\$0	# OrgExp Adjustments	0	
Stipends / Supplements	\$0	# Assignment	0	
 Total Applied Adjustments	 \$47,143			
Proposed Payroll	\$918,993	% Change	5.41%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: METER READERS Dep't Code: 3-33

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for METER READERS

Current Payroll		\$183,977	# Positions	4	
Flat 3% Adjustment	\$5,519		# Positions Adjusted (any type)	4	# Not Adj 0
Adjustment To Minimum	\$6,785		# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$5,334		# Adjusted For Compression	4	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$17,639				
Proposed Payroll		\$201,616	% Change	9.59%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: METER REPAIR/MAINTENANCE Dep't Code: 43-4

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for METER REPAIR/MAINTENANCE

Current Payroll									\$85,772	# Positions	2						
Flat 3% Adjustment									\$2,573	# Positions Adjusted (any type)	2	# Not Adj	0				
Adjustment To Minimum									\$10,798	# Adjusted To Minimum	2						
Adjustment Toward Mid									\$0	# Adjusted Toward Mid Pt	0						
Adjustment For Compression									\$311	# Adjusted For Compression	1						
Adjustment To Step									\$0	# Adjusted To Step	0						
OrgExp Adjustment									\$0	# OrgExp Adjustments	0						
Stipends / Supplements									\$0	# Assignment	0						
Total Applied Adjustments									\$13,682								
Proposed Payroll									\$99,454	% Change	15.95%						

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Proposed Pay Plan UNIFIED

Dep't Name: NON-DEPARTMENTAL/ W/S Dep't Code: 88-3

Unit Name: Unit Code:

										Experience		Adjustments				Compa Ratio	Position #
Original	Class		Grade				Step	FTE	Hire Date	Promotion	Salary	Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#		Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for NON-DEPARTMENTAL/ W/S

Current Payroll		\$328,163	# Positions	5	
Flat 3% Adjustment	\$9,845		# Positions Adjusted (any type)	5	# Not Adj 0
Adjustment To Minimum	\$7,336		# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$4,063		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$21,244				
Proposed Payroll		\$349,407	% Change	6.47%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: PARKS & PARKWAYS Dep't Code: 14-3

Unit Name: Unit Code:

Original									Experience			Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	Hire Date	Promotion	Salary	Flat %	Mid	Step	% Chg		
	Title	Code	Min	Mid	Max	#		Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for

Current Payroll									\$703,490	# Positions	15						
Flat 3% Adjustment									\$21,105	# Positions Adjusted (any type)	15	# Not Adj	0				
Adjustment To Minimum									\$699	# Adjusted To Minimum	2						
Adjustment Towards Mkt Point									\$0	# Adjusted Towards Mid Pt	0						
Adjustment For Compression									\$1,565	# Adjusted For Compression	5						
Adjustment To Step									\$0	# Adjusted To Step	0						
OrgExp Adjustment									\$0	# OrgExp Adjustments	0						
Stipends / Supplements									\$0	# Assignment	0						
Total Applied Adjustments									\$23,369								
Proposed Payroll									\$726,859	% Change	3.32%						

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: PARKS & PARKWAYS Dep't Code: 14-3

Unit Name: Unit Code:

										Experience		Adjustments				Compa Ratio	Position #
Original	Class		Grade				Step	FTE	Hire Date	Promotion	Salary	Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#		Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for PARKS & PARKWAYS

Current Payroll		\$703,490	# Positions	15	
Flat 3% Adjustment	\$21,105		# Positions Adjusted (any type)	15	# Not Adj 0
Adjustment To Minimum	\$699		# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$1,565		# Adjusted For Compression	5	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$23,369				
Proposed Payroll		\$726,859	% Change	3.32%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: PLANNING Dep't Code: 8-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for PLANNING

Current Payroll		\$484,340	# Positions	5	
Flat 3% Adjustment	\$14,530	# Positions Adjusted (any type)	5	# Not Adj	0
Adjustment To Minimum	\$985	# Adjusted To Minimum	1		
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0		
Adjustment For Compression	\$298	# Adjusted For Compression	1		
Adjustment To Step	\$0	# Adjusted To Step	0		
OrgExp Adjustment	\$0	# OrgExp Adjustments	0		
Stipends / Supplements	\$0	# Assignment	0		
Total Applied Adjustments	\$15,813				
Proposed Payroll	\$500,153	% Change	3.26%		

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: POLICE DEPARTMENT Dep't Code: 10-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for POLICE DEPARTMENT

Current Payroll		\$1,273,182	# Positions	23	
Flat 3% Adjustment	\$38,195		# Positions Adjusted (any type)	23	# Not Adj 0
Adjustment To Minimum	\$6,847		# Adjusted To Minimum	4	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$9,931		# Adjusted For Compression	13	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$54,973				
Proposed Payroll	\$1,328,155	% Change	4.32%		

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: PROJECT ADMINIS/PROJECT ADMINIS/GENERAL GOVERNMENT Dep't Code: 50-1

Unit Name: Unit Code:

Original								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE	Hire Date	Promotion	Salary	Flat %	Mid	Step	% Chg		
	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for PROJECT ADMINIS/PROJECT ADMINIS/GENERAL GOVERNMENT

Current Payroll		\$461,205	# Positions	5	
Flat 3% Adjustment	\$13,836		# Positions Adjusted (any type)	5	# Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$0		# Adjusted For Compression	0	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
 Total Applied Adjustments	 \$13,836				
Proposed Payroll		\$475,042	% Change	3.00%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: PROTECTIVE INSPECTIONS Dep't Code: 12-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for PROTECTIVE INSPECTIONS

Current Payroll		\$729,655	# Positions	11	
Flat 3% Adjustment	\$21,890		# Positions Adjusted (any type)	11	# Not Adj 0
Adjustment To Minimum	\$6,068		# Adjusted To Minimum	3	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$2,459		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$30,416				
Proposed Payroll		\$760,071	% Change	4.17%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: PURCHASING Dep't Code: 3-3

Unit Name: Unit Code:

Original	Class							Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
														Hire Date	Promotion		Flat %	Mid	Step	% Chg		
														Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name								

Summary for PURCHASING

Current Payroll		\$251,900	# Positions	3	
Flat 3% Adjustment	\$7,557		# Positions Adjusted (any type)	3	# Not Adj 0
Adjustment To Minimum	\$8,135		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$2,564		# Adjusted For Compression	1	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$18,256				
Proposed Payroll		\$270,156	% Change	7.25%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: PW Administration Dep't Code: 40-1A

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for PW Administration

Current Payroll		\$135,623	# Positions	1	
Flat 3% Adjustment	\$4,069		# Positions Adjusted (any type)	1	# Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$0		# Adjusted For Compression	0	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$4,069				
Proposed Payroll		\$139,692	% Change	3.00%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: RECREATION Dep't Code: 14-2

Unit Name: Unit Code:

Original									Experience			Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	Hire Date	Promotion	Salary	Flat %	Mid	Step	% Chg		
	Title	Code	Min	Mid	Max	#		Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for

Current Payroll									\$481,869	# Positions	14						
Flat 3% Adjustment									\$14,011	# Positions Adjusted (any type)	13	# Not Adj	1				
Adjustment To Minimum									\$3,099	# Adjusted To Minimum	3						
Adjustment Towards Mkt Point									\$0	# Adjusted Towards Mid Pt	0						
Adjustment For Compression									\$12,895	# Adjusted For Compression	11						
Adjustment To Step									\$0	# Adjusted To Step	0						
OrgExp Adjustment									\$0	# OrgExp Adjustments	0						
Stipends / Supplements									\$0	# Assignment	0						
Total Applied Adjustments									\$30,006								
Proposed Payroll									\$511,875	% Change	6.23%						

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: ROADS & STREETS Dep't Code: 41-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for ROADS & STREETS

Current Payroll		\$431,066	# Positions	9	
Flat 3% Adjustment	\$12,932		# Positions Adjusted (any type)	9	# Not Adj 0
Adjustment To Minimum	\$3,532		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$5,495		# Adjusted For Compression	2	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
 Total Applied Adjustments	 \$21,959				
Proposed Payroll		\$453,025	% Change	5.09%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: SEWAGE COLLECTION Dep't Code: 46-2

Unit Name: Unit Code:

Original								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE	Hire Date	Promotion	Salary	Flat %	Mid	Step	% Chg		
	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for SEWAGE COLLECTION

Current Payroll		\$320,378	# Positions	7	
Flat 3% Adjustment	\$9,611		# Positions Adjusted (any type)	7	# Not Adj 0
Adjustment To Minimum	\$10,302		# Adjusted To Minimum	4	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$2,672		# Adjusted For Compression	5	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
 Total Applied Adjustments	 \$22,586				
Proposed Payroll		\$342,963	% Change	7.05%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: SEWAGE LIFT STATIONS Dep't Code: 46-4

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for SEWAGE LIFT STATIONS

Current Payroll		\$466,267	# Positions	8	
Flat 3% Adjustment	\$13,988		# Positions Adjusted (any type)	8	# Not Adj 0
Adjustment To Minimum	\$1,321		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$3,392		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$18,701				
Proposed Payroll	\$484,968	% Change		4.01%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: SEWAGE TREATMENT Dep't Code: 46-3

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for SEWAGE TREATMENT

Current Payroll	\$1,173,591	# Positions	17	
Flat 3% Adjustment	\$35,208	# Positions Adjusted (any type)	17	# Not Adj 0
Adjustment To Minimum	\$5,795	# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$2,687	# Adjusted For Compression	4	
Adjustment To Step	\$0	# Adjusted To Step	0	
OrgExp Adjustment	\$0	# OrgExp Adjustments	0	
Stipends / Supplements	\$0	# Assignment	0	
 Total Applied Adjustments	 \$43,689			
Proposed Payroll	\$1,217,280	% Change	3.72%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: SOLID WASTE/SANITARY LAND Dep't Code: 41-5

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for SOLID WASTE/SANITARY LAND

Current Payroll	\$222,405	# Positions	4	
Flat 3% Adjustment	\$6,672	# Positions Adjusted (any type)	4	# Not Adj 0
Adjustment To Minimum	\$1,579	# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$2,510	# Adjusted For Compression	2	
Adjustment To Step	\$0	# Adjusted To Step	0	
OrgExp Adjustment	\$0	# OrgExp Adjustments	0	
Stipends / Supplements	\$0	# Assignment	0	
 Total Applied Adjustments	 \$10,761			
Proposed Payroll	\$233,166	% Change	4.84%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: STORM WATER/STORM WATER PRO/PHYSICAL ENVIRONMENT FL Dep't Code: 48-2

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for STORM WATER/STORM WATER PRO/PHYSICAL ENVIRONMENT FL

Current Payroll	\$388,063	# Positions	7	
Flat 3% Adjustment	\$11,642	# Positions Adjusted (any type)	7	# Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0	
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$3,267	# Adjusted For Compression	4	
Adjustment To Step	\$0	# Adjusted To Step	0	
OrgExp Adjustment	\$0	# OrgExp Adjustments	0	
Stipends / Supplements	\$0	# Assignment	0	
 Total Applied Adjustments	 \$14,909			
Proposed Payroll	\$402,972	% Change	3.84%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: UTILITIES ADMINISTRATION Dep't Code: 40-1

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for UTILITIES ADMINISTRATION

Current Payroll		\$405,650	# Positions	5	
Flat 3% Adjustment	\$12,170		# Positions Adjusted (any type)	5	# Not Adj 0
Adjustment To Minimum	\$4,888		# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$1,493		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$18,551				
Proposed Payroll	\$424,201	% Change	4.57%		

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: UTILITIES CUSTOMER SERV Dep't Code: 3-32

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Proposed	Title		Code	Min	Mid	Max	#	

Summary for UTILITIES CUSTOMER SERV

Current Payroll		\$204,915	# Positions	4	
Flat 3% Adjustment	\$6,147		# Positions Adjusted (any type)	4	# Not Adj 0
Adjustment To Minimum	\$5,437		# Adjusted To Minimum	1	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$1,552		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$13,137				
Proposed Payroll		\$218,052	% Change	6.41%	

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: VEHICLE MAINTENANCE Dep't Code: 41-7

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for VEHICLE MAINTENANCE

Current Payroll		\$369,587	# Positions	6	
Flat 3% Adjustment	\$11,088	# Positions Adjusted (any type)	6	# Not Adj	0
Adjustment To Minimum	\$6,538	# Adjusted To Minimum	2		
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0		
Adjustment For Compression	\$540	# Adjusted For Compression	2		
Adjustment To Step	\$0	# Adjusted To Step	0		
OrgExp Adjustment	\$0	# OrgExp Adjustments	0		
Stipends / Supplements	\$0	# Assignment	0		
Total Applied Adjustments	\$18,166				
Proposed Payroll	\$387,753	% Change	4.92%		

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: WATER DISTRIBUTION Dep't Code: 43-3

Unit Name: Unit Code:

Original	Class		Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
								Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for

Current Payroll									\$580,915	# Positions	12						
Flat 3% Adjustment									\$17,427	# Positions Adjusted (any type)	12	# Not Adj	0				
Adjustment To Minimum									\$25,227	# Adjusted To Minimum	10						
Adjustment Towards Mkt Point									\$0	# Adjusted Towards Mid Pt	0						
Adjustment For Compression									\$5,073	# Adjusted For Compression	12						
Adjustment To Step									\$0	# Adjusted To Step	0						
OrgExp Adjustment									\$0	# OrgExp Adjustments	0						
Stipends / Supplements									\$0	# Assignment	0						
Total Applied Adjustments									\$47,728								
Proposed Payroll									\$628,643	% Change	8.22%						

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: WATER/WATER TREATMENT/PHYSICAL ENVIRONMENT W-S Dep't Code: 43-5

Unit Name: Unit Code:

Original	Class		Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
								Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn	Employee Name	

Summary for

Current Payroll									\$787,097	# Positions	13						
Flat 3% Adjustment									\$23,613	# Positions Adjusted (any type)	13	# Not Adj	0				
Adjustment To Minimum									\$41,799	# Adjusted To Minimum	8						
Adjustment Towards Mkt Point									\$0	# Adjusted Towards Mid Pt	0						
Adjustment For Compression									\$11,629	# Adjusted For Compression	10						
Adjustment To Step									\$0	# Adjusted To Step	0						
OrgExp Adjustment									\$0	# OrgExp Adjustments	0						
Stipends / Supplements									\$0	# Assignment	0						
Total Applied Adjustments									\$77,041								
Proposed Payroll									\$864,138	% Change	9.79%						

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City of Tarpon Springs FL Implementation Report

Proposed Pay Plan UNIFIED

Dep't Name: YARD WASTE Dep't Code: 41-9

Unit Name: Unit Code:

Original	Class							Grade			Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
													Hire Date	Promotion		Flat %	Mid	Step	% Chg		
													Exper.Date	Days All'd		Min	Comp	OrgExp	Asgn		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Exper.Date	Days All'd	Min	Comp	OrgExp	Asgn	Employee Name							

Summary for YARD WASTE

Current Payroll		\$244,225	# Positions	5	
Flat 3% Adjustment	\$7,327		# Positions Adjusted (any type)	5	# Not Adj 0
Adjustment To Minimum	\$3,951		# Adjusted To Minimum	2	
Adjustment Toward Mid	\$0		# Adjusted Toward Mid Pt	0	
Adjustment For Compression	\$5,662		# Adjusted For Compression	3	
Adjustment To Step	\$0		# Adjusted To Step	0	
OrgExp Adjustment	\$0		# OrgExp Adjustments	0	
Stipends / Supplements	\$0		# Assignment	0	
Total Applied Adjustments	\$16,940				
Proposed Payroll		\$261,165	% Change	6.94%	

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City of Tarpon Springs FL Implementation Report

Summary for City of Tarpon Springs FL

Current Payroll	\$17,050,188	# Positions	301
Flat 3% Adjustment	\$509,837	# Positions Adjusted (any type)	299 # Not Adj 2
Adjustment To Minimum	\$347,204	# Adjusted To Minimum	110
Adjustment Toward Mid	\$0	# Adjusted Toward Mid Pt	0
Adjustment For Compression	\$151,226	# Adjusted For Compression	167
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$1,008,267		
Proposed Payroll	\$18,058,454	% Change in Total Payroll	5.91%
FICA Rate: 0			
Proposed Payroll plus FICA	\$18,058,454		

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SECTION 12.0

Organizational Analysis Review

12.0 Organizational Analysis Review

The City has sought consulting assistance to conduct an Organizational Analysis Review. This work effort is part of the scope of work in the RFP.

The City requested a review of the City's organizational structure as compared to best practices of local governments for efficiency and effectiveness, to make recommendations to modify the organizational structure for improvements in efficiency and/or effectiveness based on review and findings.

MAG conducted formal interviews with the City management team and all department heads, using a prescribed format to discuss organizational structure, service delivery, staffing levels, and any unmet needs.

The most significant major finding in terms of organizational structure was that the span of control for the City Manager was too broad, with 13 department heads and top staff reporting directly to the City Manager. MAG's recommendation in the report reduces the number of direct reports to the City Manager to 10, consolidating a few of the departments, and retitling others. This span of control is within the range found in other municipalities studied. Also of significance is a recommendation for a Deputy City Manager over selected functions, and two (2) Assistant City Manager positions over community development and infrastructure functions.

Current Organization Structure

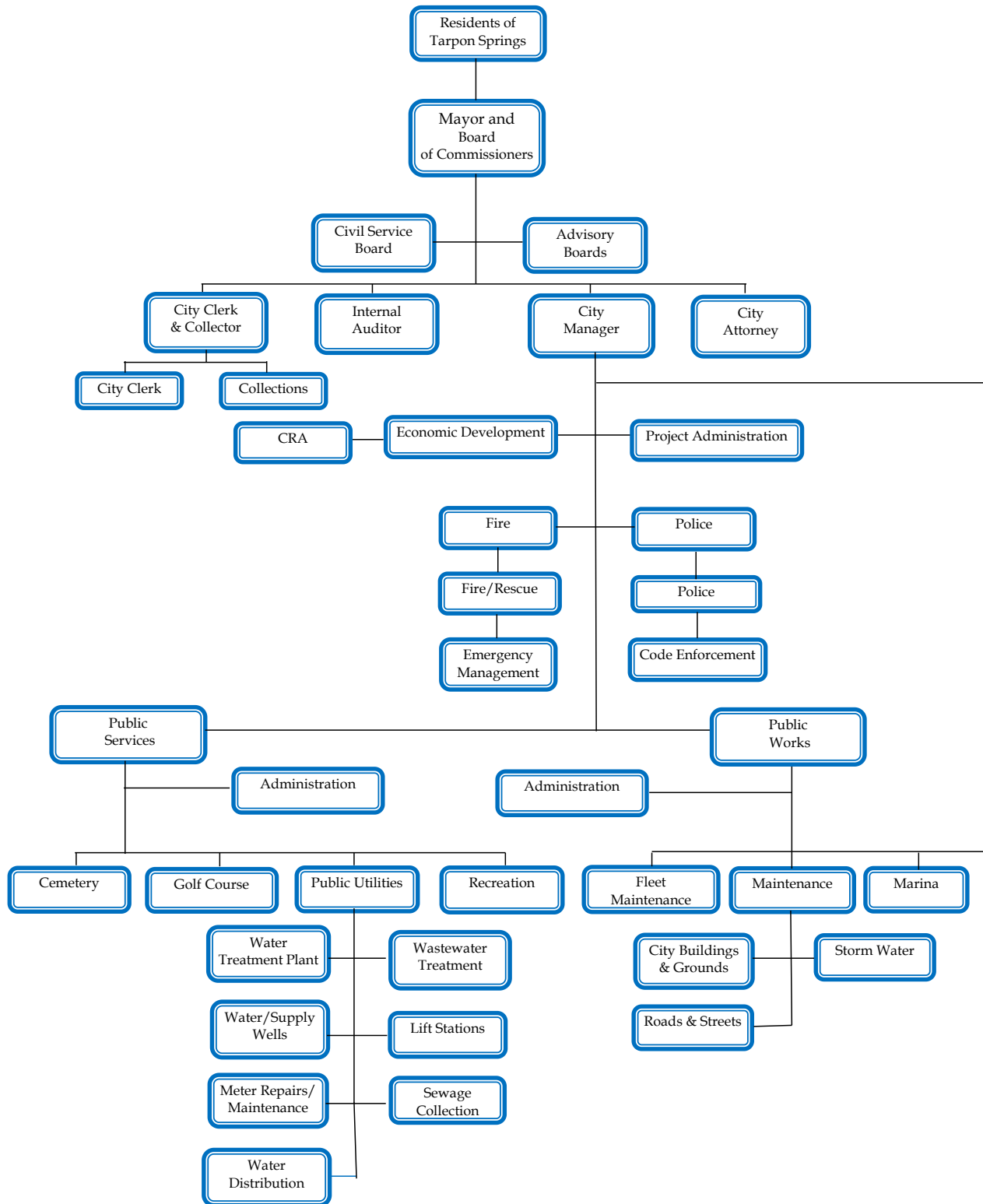
The current organizational structure provided by the City indicates 13 direct reports to the City Manager position. They include:

- Economic Development Director;
- Project Administration (Project Administrator title);

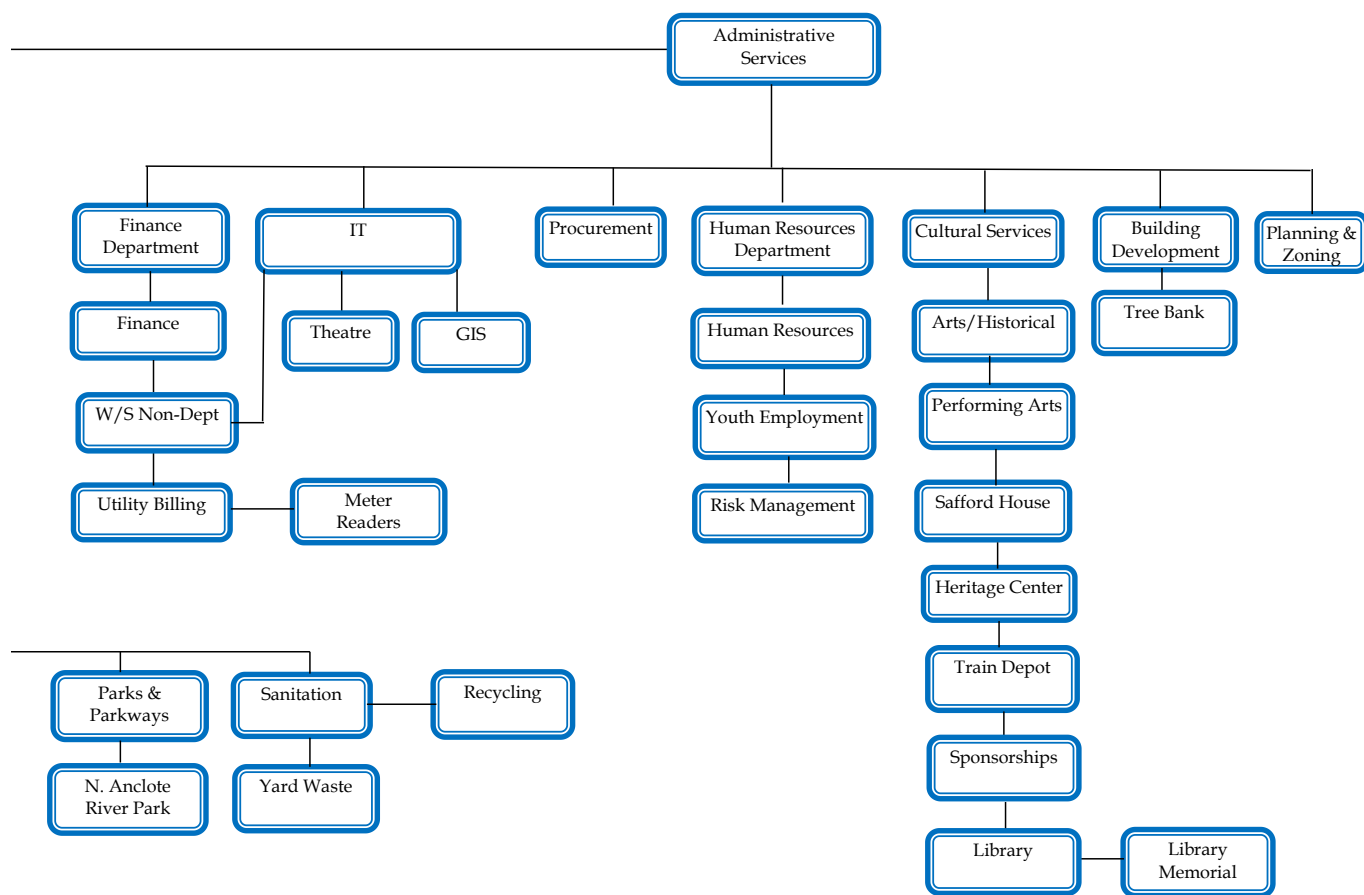
- Fire, which includes Emergency Management;
- Police, which includes Code Enforcement;
- Public Services, which includes Public Utilities, Recreation, Golf Course, and Cemetery;
- Public Works, which includes Maintenance (City Buildings and Grounds, Storm Water, and Roads and Streets), Fleet Maintenance, and Marina;
- Finance;
- IT;
- Procurement;
- Human Resources;
- Cultural Services;
- Building Development; and,
- Planning and Zoning.

The last seven (7) departments and functions in the above list show in the current organization chart provided as if they report to “Administrative Services”. However, there is no position of Administrative Services Director or equivalent. So, all of those positions actually report directly to the City Manager (as confirmed by the department heads and job questionnaires completed).

The organizational chart on the following page reflects the current organization structure. It covers two (2) pages. MAG is recommending an organization structures for consideration in the pages to follow the current organizational chart.



*City of Tarpon Springs, Florida
Organizational Chart
by Department
FY 2022*



Recommended Organizational Structuring

Following additional staff input, MAG is providing, on the following page, a recommended structure for the City's consideration. It reduces the number of reporting relationships from the current 13 to 10. This is partly achieved through consolidating selected functions under two (2) Assistant City Manager (ACM) positions and a Deputy City Manager (DCM).

Similar to the current structure are:

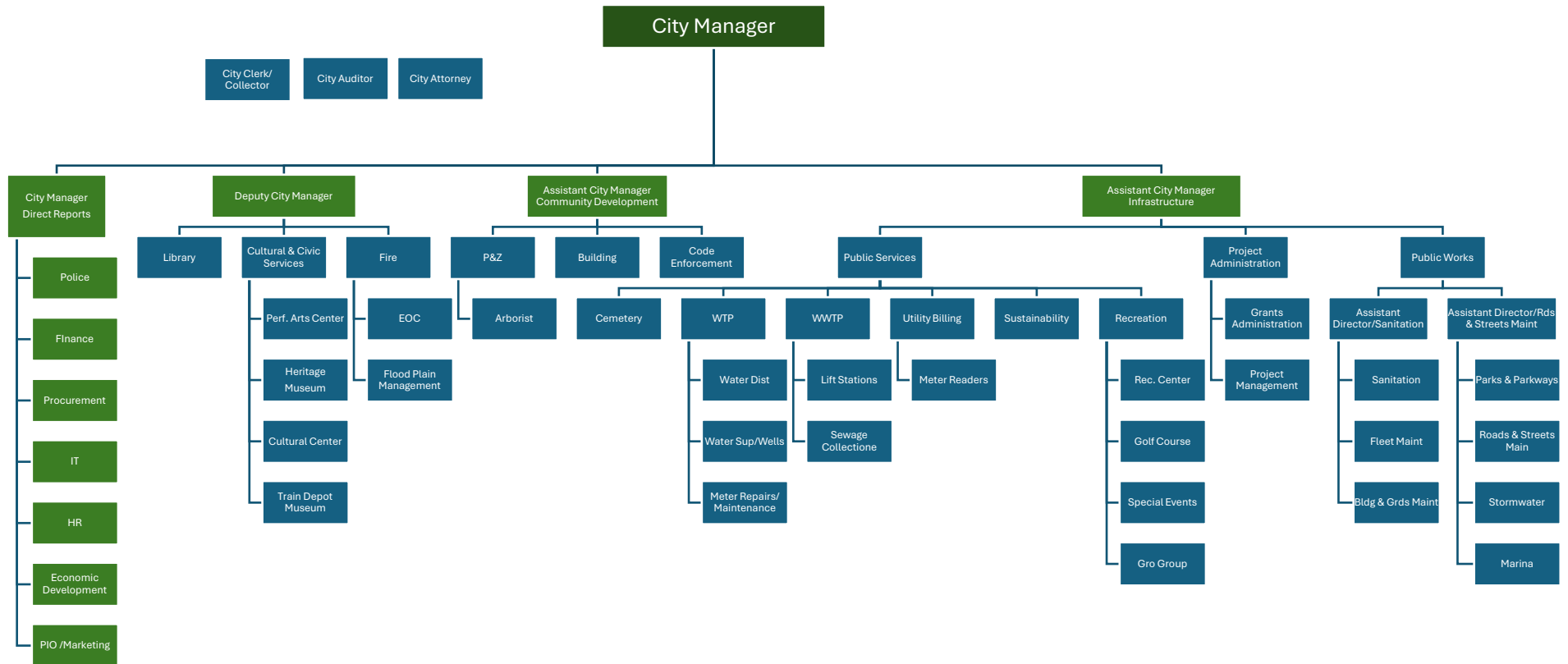
- the direct reporting to the City Manager for Police, Finance, Procurement, IT, HR, Economic Development, and PIO (new).

Differences from the current structure include:

- creation of a Deputy City Manager over Fire, Library, and Cultural and Civic Services;
- movement of the Golf Course as part of Recreation;
- creation of a PIO/Marketing position;
- movement of Project Administration under an Assistant City Manager for Infrastructure Services; and,
- creation of an Assistant City Manager/Community Development over Building, Planning and Zoning and Code Enforcement.

This structure reduces the number of direct reports, consolidates similar functions, creates a few new positions (ACM, DCM, PIO), and is similar to the organizational approaches found in many agencies.

Recommended Organizational Structure



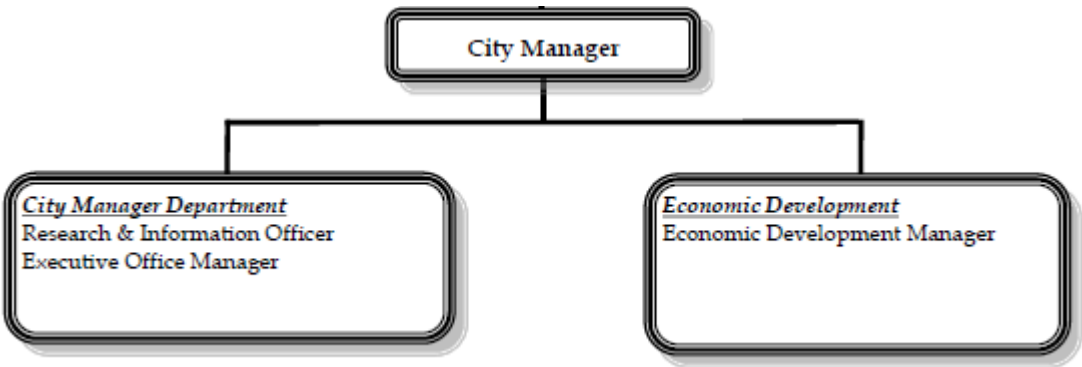
Departmental Comments and Recommendations

Office of the City Manager:

The City Manager has been with the City a short time and is determining the strengths of management staff quickly.

Because of the City Manager’s background, there is a preference for direct supervision of the Economic Development Manager.

The current org chart for this office is as follows:



A Public Information Officer/Marketing Specialist position is suggested for the City, as a direct report to the City Manager.

No other positions are suggested for the Office of the City Manager.

Departmental Comments and Recommendations

Police Department

The department has made efforts in the challenge to recruit minority and female candidates, and should work extensively with HR and the City Manager to accomplish that objective.

The current shift scheduling for Police Officers is 42 hours, according to contract. There are several options that can be evaluated (beyond this scope) through an outside study. The number of Police Officers appears to be sufficient at this time. For scheduling alternatives, an outside, independent review of shift scheduling should be considered.

Dispatch is a PSAP (Public Safety Answering Point), with six (6) Dispatchers. This allows for essentially one (1) and sometimes two (2) on duty at any one time. The Department has sought additional Dispatch positions to enable staffing at least two (2) at any one time. This would require an additional 3-4 positions. An additional 1-2 Dispatchers would allow for two (2) on staff during peak periods of calls for service (CFS). While calls for service have remained relatively stable over the last few years, the work demands and requirements for Dispatchers have increased.

The Information Technology position is technically under the IT Department, although it is funded by Police and is shown in the organizational chart. This appears to have worked out so far.

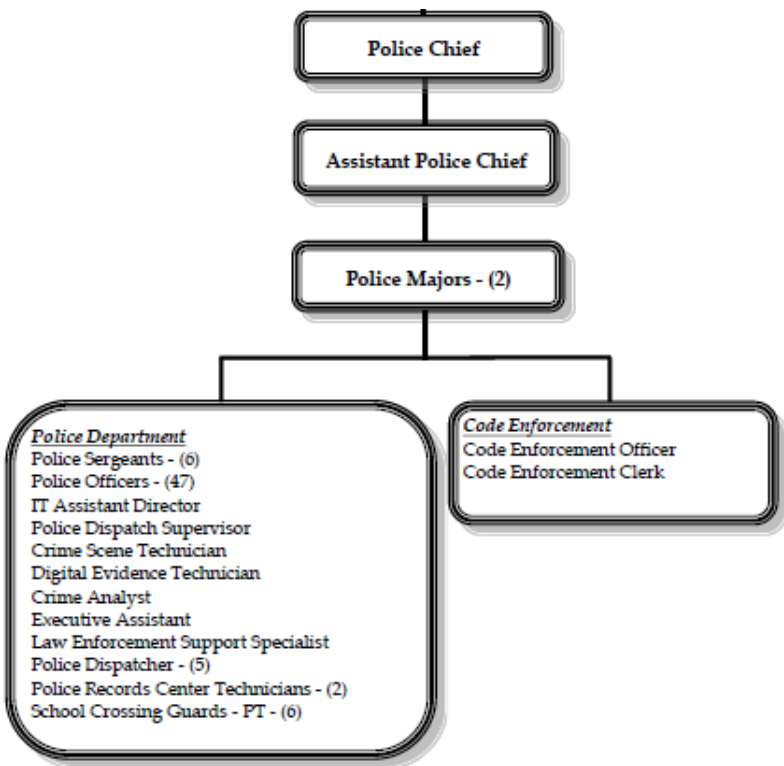
Code Enforcement is currently within the Police Department. While this is a practice among some municipalities, typically, the code enforcement function is located in a building, planning and zoning environment. MAG recommends that Code Enforcement be moved from the Police Department to a reporting relationship to an Assistant City Manager (ACM)

Departmental Comments and Recommendations

Police Department

In addition, future consideration should be provided to establishing a marine unit within the Police Department. That would require a boat (not just a Zodiac or Jon Boats), and one (1) to two (2) Police Officer positions. Perhaps alternative scheduling options discussed above would enable the City to staff a marine unit during daytime or peak hours.

Below is the current organizational chart for the Police Department. The Police Chief should report directly to the City Manager.



Departmental Comments and Recommendations

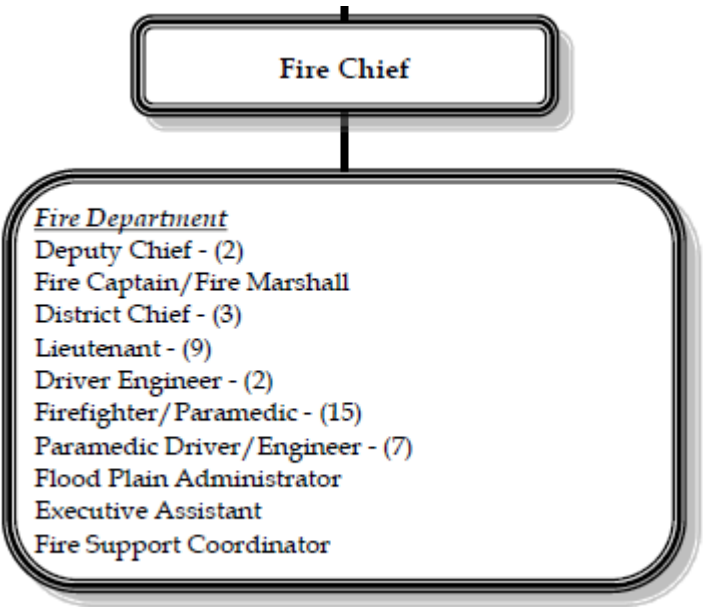
Fire Department

Similar to many other municipalities, the Fire Department has had challenges hiring certified Firefighters and Paramedics. MAG’s compensation recommendations should be helpful on this issue. The City is fortunate that there has been limited turnover in the Fire Department, even as the number of annual calls has increased in recent years.

The staffing levels in the department appear to be sufficient, with the number of stations and shifts to be covered. Future considerations should include an EMS/Operations Chief (as a third Deputy) to help manage the increasing volume of EMS focused responsibilities.

No other staffing recommendations are made at this time. Within five (5) years, an outside review should be considered to determine whether a fourth fire station is needed. That would imply 12-15 new positions, if it is determined to be necessary.

The current organization is noted below. The Fire Chief should report directly to the Deputy City Manager.



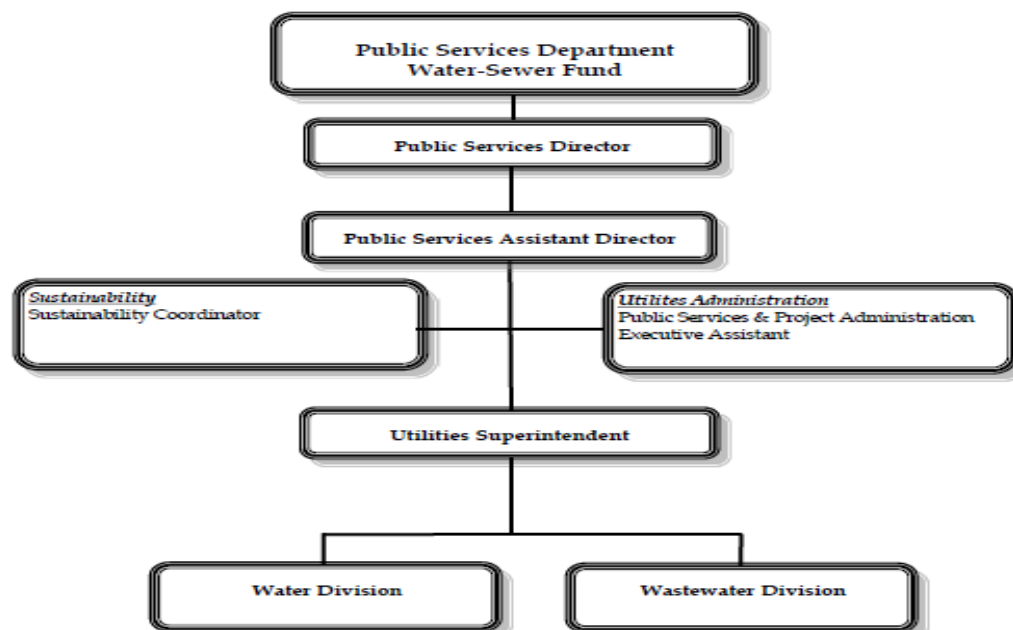
Departmental Comments and Recommendations

Public Services Department

This department includes several functions, including public utilities, cemetery, golf course, and recreation.

The City has the same challenge as many other municipalities in the recruitment of qualified Plant Operator positions. MAG's compensation recommendations should be helpful in that regard.

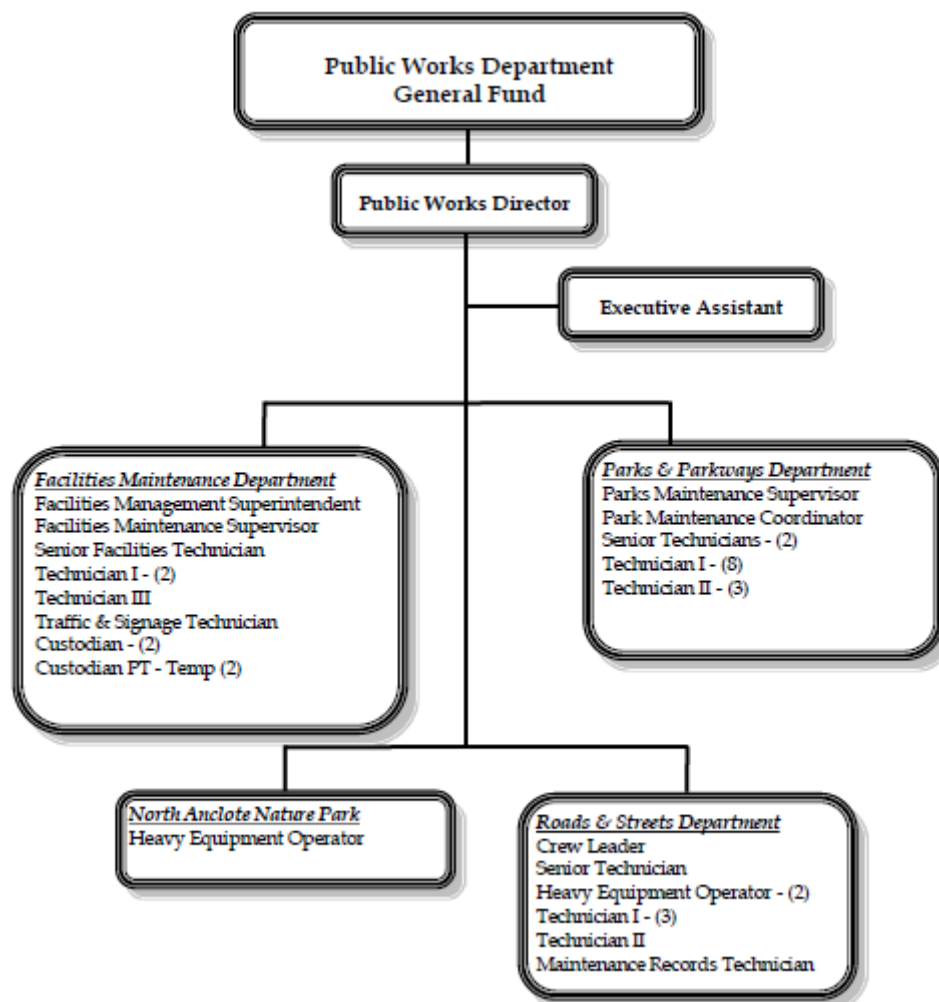
Staffing levels have remained stable over the last several years and appear to be sufficient to accomplish stated goals. In the future, consideration should be given to adding an Environmental Manager and an Engineer position.



Departmental Comments and Recommendations

Public Works Department

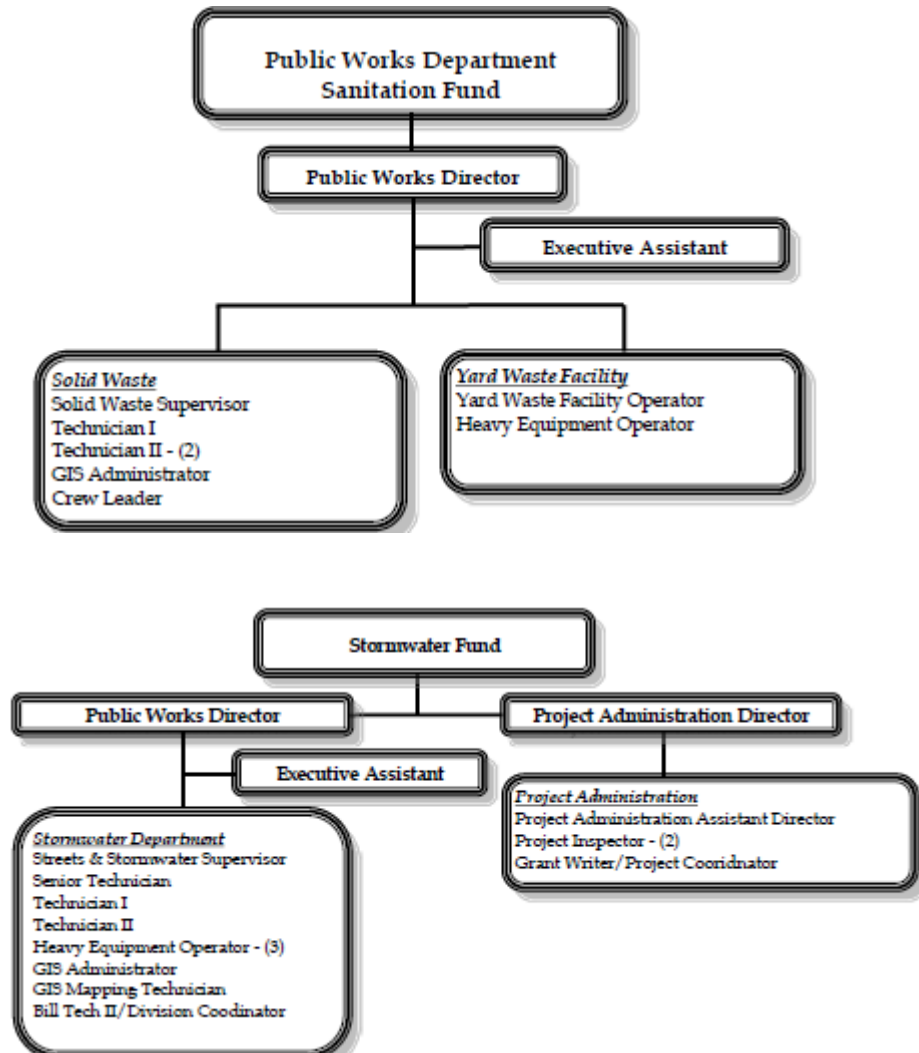
Current functions in Public Works (as part of Public Services) include Fleet Maintenance, Maintenance (of buildings, grounds, roads), Marina, Parks, and Sanitation. MAG suggests that Public Works remain under an ACM. Staffing-wise, consideration should be given to establishing another Mechanic position. Current organization charts include:



Departmental Comments and Recommendations

Public Works Department

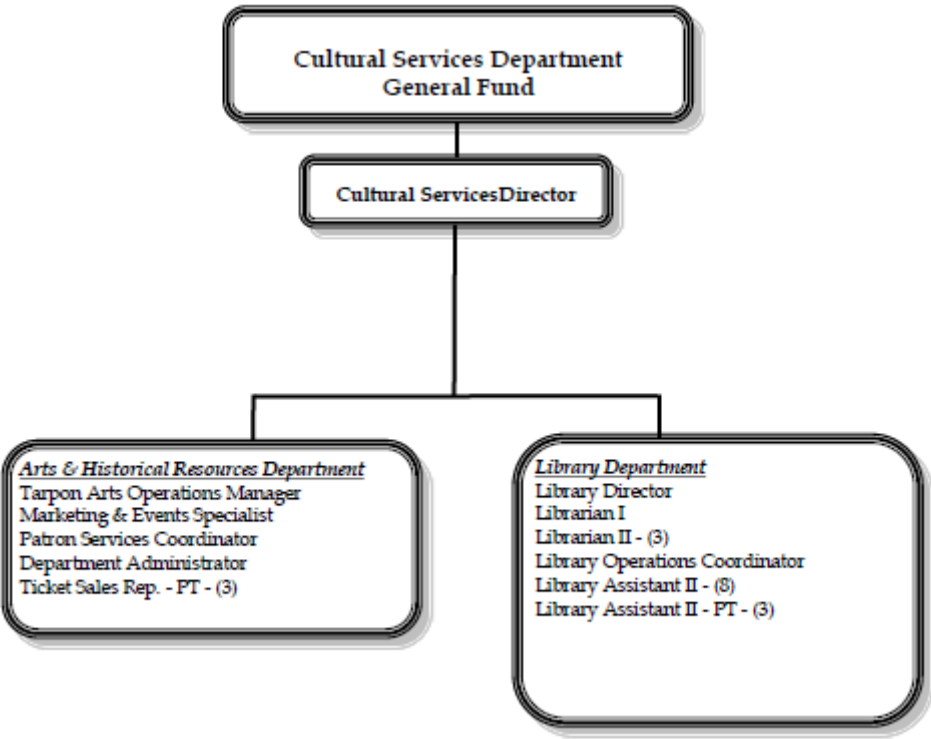
Current organization charts include:



Departmental Comments and Recommendations

Cultural Services

This department provides a variety of services, and reports directly to the City Manager. The recommended chart establishes the department under a DCM. This is a very active department. Staffing, although a challenge to manage hours, is adequate for the current number of events. If the number of events is increased, consideration should be given to adding a Production Technician. The current organization appears as follows:



Departmental Comments and Recommendations

Building Department

This department is currently a standalone department reporting directly to the City Manager. MAG’s organizational option suggests that this department report to an Assistant City Manager, who would supervise related functions to improve coordination of related activities.

Demands on the department have increased in the last several years, although the staffing level has remained stable. If handling of business tax receipts was made the responsibility of the City Auditor, and handling of public information requests for permits was made the responsibility of the City Clerk’s Office, the staffing level in the Building Department could remain the same. If these responsibilities remain in Building, consideration should be given to establishing an additional Technician.

The current organization follows:



Departmental Comments and Recommendations

Planning and Zoning Department

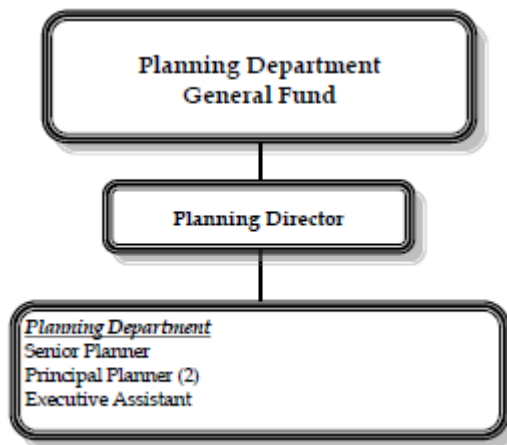
This department is currently a standalone department reporting directly to the City Manager. MAG's organizational option suggests that this department report to an Assistant City Manager, who would supervise re-lated functions to improve coordination of related activities.

Demands on the department have remained fairly stable in the last several years, and the staffing level has remained the same. The work is not entry level due to its complexity and public interactions and Board support. Staff is supported by professional consulting assistance. No additional positions are recommended.

Managing the Strategic Plan should be moved from the Planning Director to the Assistant City Manager position.

Records management in this department should be addressed internally to ensure good retention and management.

Below is the current organization (although the Senior Planner was re-classified to a Planning Supervisor):



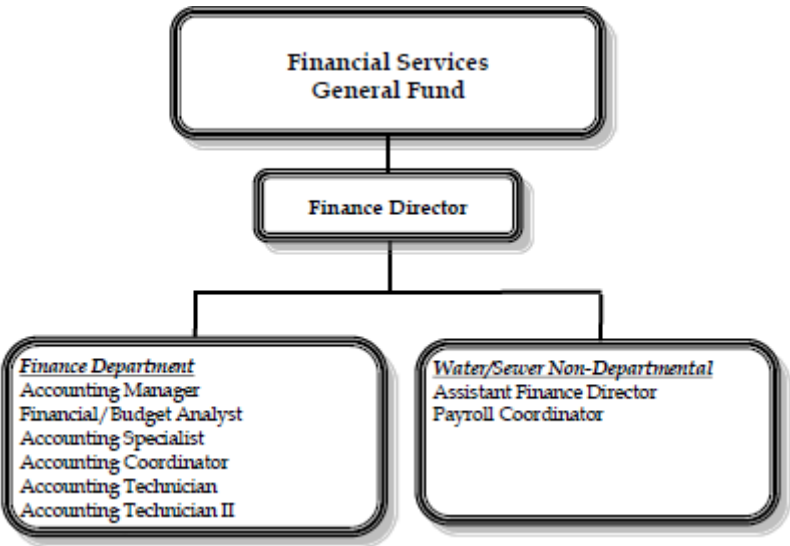
Departmental Comments and Recommendations

Finance Department

This department reports directly to the City Manager. MAG’s recommendation is to maintain that relationship.

Recruiting for the Assistant Finance Director has required hiring well into the range. The Accounting Manager position is vacant and may also require hiring into the pay range. Within five (5) years, the City may want to consider establishing a Payroll Manager position.

The current organization follows:

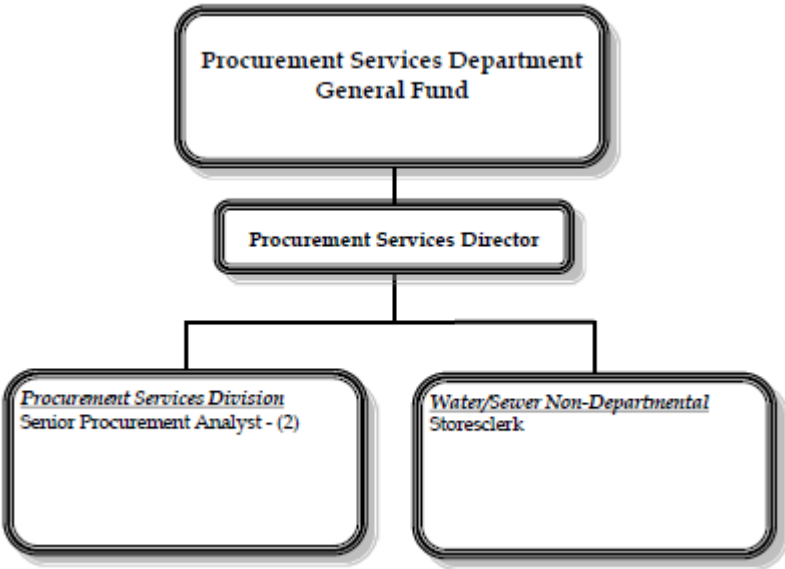


Departmental Comments and Recommendations

Procurement Department

This department is a standalone department that reports directly to the City Manager.

The staffing level is normal for a municipality the size of Tarpon Springs, although future staffing may require a Stores Clerk position.



Departmental Comments and Recommendations

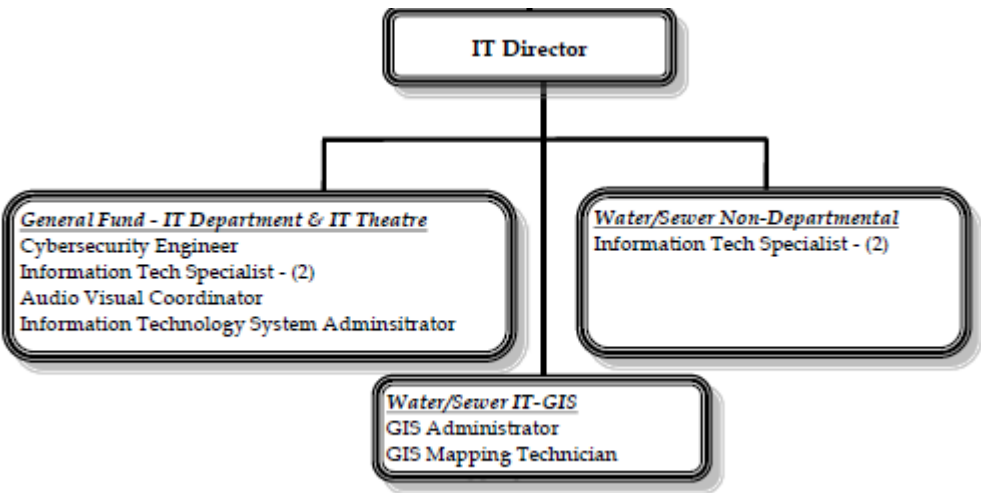
Information Technology Department

This department is a standalone department that reports directly to the City Manager.

The staffing level is slightly low for a municipality the size of Tarpon Springs and the increasing demands of data management and cybersecurity issues. An IT System Administrator was added in FY 2025.

Hiring qualified candidates is a challenge for Information Technology. That trend of competing with the private sector will continue, however, MAG’s compensation recommendation should be helpful.

Over the next five (5) years, additional staffing to support cybersecurity issues, data management, and cloud-based services will be necessary.



Departmental Comments and Recommendations

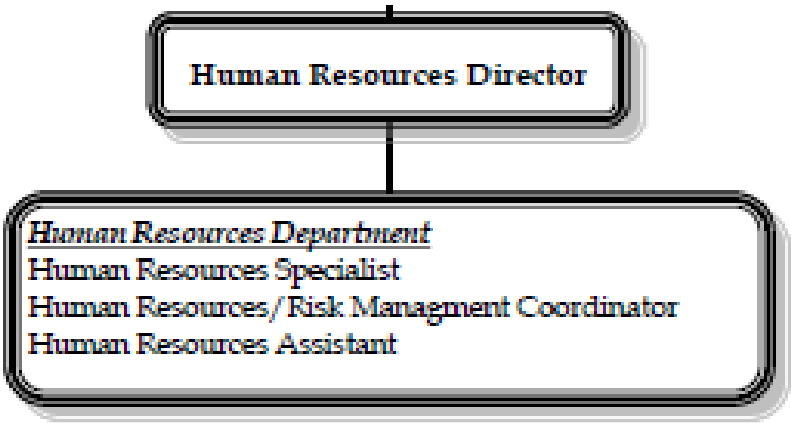
Human Resources Department

This department reports directly to the City Manager. MAG's recommendation is to maintain that relationship. Typically, municipalities prefer to have HR as a direct report to the City Manager due to its organization wide function, sensitivity, and personnel management.

There are currently four (4) positions in Human Resources. This level of staffing is normal for a city with an employment level similar to Tarpon Springs.

Human Resources should be tasked with overseeing the implementation of the classification and compensation study.

No other staffing recommendations are provided.



SECTION 13.0

FLSA Recommendations

Proposed Class FLSA Recommendations List

City of Tarpon Springs FL

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
ACCOUNTING COORDINATOR	10	☐		215	UNIFIED
ACCOUNTING MANAGER	1310	☒		219	UNIFIED
ACCOUNTING SPECIALIST	20	☐		213	UNIFIED
ACCOUNTING TECHNICIAN I	30	☐		211	UNIFIED
ACCOUNTING TECHNICIAN II	40	☐		212	UNIFIED
ASSISTANT CHIEF OF POLICE	1320	☒		227	UNIFIED
ASSISTANT CITY MANAGER	99008	☒		232	UNIFIED
ASSISTANT DIR. RECREATION SERVICES	1790	☒		223	UNIFIED
ASSISTANT GOLF PROFESSIONAL	50	☐		209	UNIFIED
BILL TECH II/DIVISION COORDINATOR	70	☐		213	UNIFIED
BUDGET/FINANCIAL ANALYST	1340	☒		216	UNIFIED
BUILD DEV MUNICIPAL ARBORIST	80	☐		213	UNIFIED
BUILDING DEV PERMIT TECH I	90	☐		208	UNIFIED
BUILDING DEVELOPMENT DIRECTOR	1350	☒		228	UNIFIED
CEMETARY SERVICE WORKER II	9032	☐		208	UNIFIED
CEMETERY SERVICE WORKER I	120	☐		206	UNIFIED
CEMETERY SUPERVISOR	1360	☒		217	UNIFIED
CHIEF OF POLICE	1370	☒		230	UNIFIED
CHIEF WASTEWATER PLANT OPERATOR	1380	☒		219	UNIFIED
CHIEF WATER PLANT OPERATOR	130	☒		219	UNIFIED
CITY BUILDING & GROUNDS TECHNICIAN III	1010	☐		206	UNIFIED
CITY CLERK/COLLECTOR	1390	☒		227	UNIFIED
CITY MANAGER	1400	☒		236	UNIFIED
CODE ENFORCEMENT CLERK	140	☐		209	UNIFIED
CODE ENFORCEMENT OFFICER	150	☐		211	UNIFIED
CODE ENFORCEMENT SUPERVISOR	99011	☒		215	UNIFIED
COLLECTION CLERK I	160	☐		207	UNIFIED
COLLECTION CLERK II	170	☐		208	UNIFIED
COLLECTION SPECIALIST	180	☐		208	UNIFIED
COMMUNICATIONS DISPATCHER	1920	☐		212	UNIFIED
CONSTRUCTION FIELD INSPECTOR	190	☐		212	UNIFIED
CRA MANAGER	99013	☒		219	UNIFIED
CREWLEADER	200	☐		211	UNIFIED
CRIME ANALYST	210	☐		212	UNIFIED
CRIME SCENE TECH, PROPERTY CLK	220	☐		209	UNIFIED
CULTURAL & CIVIC SVCS ASSIST DIR.	1840	☒		218	UNIFIED
CULTURAL & CIVIC SVS DIRECTOR	1450	☒		228	UNIFIED
CULTURAL SERVICES ADMINISTRATOR	270	☐		212	UNIFIED
CUSTODIAN	230	☐		204	UNIFIED
CYBER SECURITY ENGINEER	260	☒		222	UNIFIED
DEPUTY BUILDING OFFICIAL	1460	☒		222	UNIFIED
DEPUTY CITY CLERK	1480	☒		223	UNIFIED
DEPUTY CITY MANAGER	99009	☒		234	UNIFIED
DEVELOPMENT INSPECTOR I	280	☐		213	UNIFIED
DEVELOPMENT INSPECTOR IV	290	☐		217	UNIFIED
DEVELOPMENT SERVICES TECHNICIAN	9028	☐		205	UNIFIED
DIGITAL EVIDENCE TECHNICIAN	300	☐		209	UNIFIED
DIRECTOR OF PLANNING & ZONING	1490	☒		228	UNIFIED
ECONOMIC DEVELOPMENT DIRECTOR	99001	☒		228	UNIFIED

Sunday, June 15, 2025

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Proposed Class FLSA Recommendations List

City of Tarpon Springs FL

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
ECONOMIC DEVELOPMENT MANAGER	1510	☒		223	UNIFIED
EMC/FLOODPLAIN ADMINISTRATOR	1520	☒		220	UNIFIED
ENVIRONMENTAL COMPLIANCE OFFICER	310	☒		218	UNIFIED
ENVIRONMENTAL INSPECTOR	320	☐		213	UNIFIED
ENVIRONMENTAL SCIENTIST	330	☒		216	UNIFIED
EXEC ASSISTANT - PUB SVS/PROJECT	830	☐		214	UNIFIED
EXECUTIVE ASSISTANT	340	☐		214	UNIFIED
EXECUTIVE ASSISTANT - BLDG DEV	350	☐		214	UNIFIED
EXECUTIVE ASSISTANT - PUBLIC WORKS	840	☐		214	UNIFIED
EXECUTIVE ASSISTANT P & Z	360	☐		214	UNIFIED
EXECUTIVE OFFICE MANAGER	370	☐		215	UNIFIED
FACILITIES MAINT SUPERVISOR	380	☒		213	UNIFIED
FACILITIES MANAGEMENT SUPERINT	1530	☒		219	UNIFIED
FINANCE ASSISTANT DIRECTOR	1330	☒		227	UNIFIED
FINANCE DIRECTOR	1540	☒		230	UNIFIED
FIRE CAPTAIN/FIRE MARSHALL	390	☐		223	UNIFIED
FIRE CHIEF	1550	☒		230	UNIFIED
FIRE DEPUTY CHIEF	1470	☒		226	UNIFIED
FIRE DISTRICT CHIEF	1500	☒		223	UNIFIED
FIRE SUPPORT COORDINATOR	400	☐		212	UNIFIED
FLEET MANAGER	1560	☒		219	UNIFIED
FLEET OPERATIONS COORDINATOR	410	☐		212	UNIFIED
FLEET TECHNICIAN	420	☐		212	UNIFIED
GIS ADMINISTRATOR	470	☒		219	UNIFIED
GIS MAPPING TECH	480	☐		215	UNIFIED
GOLF COURSE ASSISTANT MANAGER	1570	☒		215	UNIFIED
GOLF COURSE ATTENDANT	430	☐		200	UNIFIED
GOLF COURSE FOOD & BEV ATTENDANT	450	☐		200	UNIFIED
GOLF COURSE MANAGER	1580	☒		219	UNIFIED
GOLF COURSE OPERATOR	460	☐		202	UNIFIED
GOLF SHOP SUPERVISOR	500	☐		212	UNIFIED
GRANT PROJECT SPECIALIST	1590	☒		218	UNIFIED
GRAPHICS DESIGN & MARKETING COORD.	740	☐		208	UNIFIED
GRO GROUP/ HORTICULTURE INSTRUCTOR	510	☐		203	UNIFIED
HEAVY EQUIPMENT CREWLEADER	99016	☐		211	UNIFIED
HEAVY EQUIPMENT OPERATOR	530	☐		209	UNIFIED
HR/RISK MANAGEMENT COORDINATOR	1600	☒		218	UNIFIED
HUMAN RESOURCES ASSISTANT DIRECTOR	99006	☒		223	UNIFIED
HUMAN RESOURCES DIRECTOR	1610	☒		228	UNIFIED
HUMAN RESOURCES SPECIALIST	1620	☒		215	UNIFIED
INFO TECHNOLOGY DIRECTOR	1630	☒		230	UNIFIED
INFO TECHNOLOGY SPECIALIST	550	☐		218	UNIFIED
INFO. TECHNOLOGY SPEC./LASO	9029	☐		219	UNIFIED
INSTRUMENTATION TECH / W W DIV	560	☐		213	UNIFIED
INSTRUMENTATION TECH/WATER DIV	570	☐		213	UNIFIED
INTERNAL AUDITOR	1640	☒		227	UNIFIED
IT ASSISTANT DIRECTOR	1650	☒		223	UNIFIED
IT SYSTEM ADMINISTRATOR	1660	☒		220	UNIFIED
LAW ENFORCE SUPPORT SPECIALIST	580	☐		210	UNIFIED

Sunday, June 15, 2025

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Proposed Class FLSA Recommendations List

City of Tarpon Springs FL

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
LEAD CEMETERY OPERATOR	110	☐		213	UNIFIED
LEAD MAINTENANCE MECHANIC/UTIL	590	☐		215	UNIFIED
LEAD METER REPAIR TECHNICIAN	1270	☐		214	UNIFIED
LEAD WASTEWATER COLLECTIONS TECHN	9033	☐		215	UNIFIED
LEAD WASTEWATER PLANT OPERATOR 'B'	610	☐		212	UNIFIED
LEAD WASTEWATER PLANT OPERATOR "A"	600	☐		216	UNIFIED
LEAD WATER DISTRIB TECHNICIAN	1150	☐		215	UNIFIED
LEAD WATER PLANT OPERATOR 'A'	1210	☐		216	UNIFIED
LIBRARIAN I	640	☒		211	UNIFIED
LIBRARIAN II	650	☒		212	UNIFIED
LIBRARY ASSISTANT II	670	☐		205	UNIFIED
LIBRARY DIRECTOR	1670	☒		228	UNIFIED
LIBRARY OPERATIONS COORDINATOR	690	☐		213	UNIFIED
MAINT MECHANIC I / UTILITIES	700	☐		210	UNIFIED
MAINT MECHANIC II/ UTILITIES	710	☐		211	UNIFIED
MAINT MECHANIC III / UTILITIES	720	☐		212	UNIFIED
MAINTENANCE RECORDS TECHNICIAN	730	☐		209	UNIFIED
MARINA TECHNICIAN I	9021	☐		205	UNIFIED
MARINA TECHNICIAN II	9022	☐		206	UNIFIED
METER TECHNICIAN	750	☐		208	UNIFIED
PARKS & PARKWAYS TECHNICIAN I	990	☐		204	UNIFIED
PARKS & PARKWAYS TECHNICIAN II	99020	☐		205	UNIFIED
PARKS MAINT COORDINATOR	770	☐		209	UNIFIED
PARKS MAINTENANCE SUPERVISOR	1690	☒		217	UNIFIED
PATRON SERVICES COORDINATOR	780	☐		206	UNIFIED
PAYROLL COORDINATOR	790	☐		215	UNIFIED
PIO/MARKETING SPECIALIST	99003	☒		218	UNIFIED
PLANNING & ZONING ASSISTANT DIRECTO	99005	☒		223	UNIFIED
PLANNING SUPERVISOR	1700	☒		220	UNIFIED
PLANS EXAMINER	1710	☐		217	UNIFIED
POLICE DISPATCH SUPERVISOR	800	☐		215	UNIFIED
POLICE MAJOR	1720	☒		226	UNIFIED
POLICE RECORDS CENTER TECHNICIAN	810	☐		208	UNIFIED
PRINCIPAL PLANNER	1730	☒		219	UNIFIED
PROCUREMENT ASSISTANT DIRECTOR	99012	☒		223	UNIFIED
PROCUREMENT SERVICES DIRECTOR	1740	☒		228	UNIFIED
PRODUCTION ASSISTANT	9027	☐		207	UNIFIED
PROJECT ADMIN ASSISTANT DIRECTOR	1760	☒		223	UNIFIED
PROJECT ADMIN DIRECTOR	1750	☒		228	UNIFIED
PROJECT INSPECTOR	820	☐		212	UNIFIED
PUBLIC SERVICES ASSISTANT DIRECTOR	1770	☒		223	UNIFIED
PUBLIC SERVICES DIRECTOR	1780	☒		228	UNIFIED
PUBLIC WORKS ASSISTANT DIRECTOR	99007	☒		223	UNIFIED
PUBLIC WORKS DIRECTOR	850	☒		228	UNIFIED
REC PROGRAM & ATHLETIC COORDINATOR	860	☐		212	UNIFIED
REC SPECIAL EVENTS & VOL COORDINATO	870	☐		213	UNIFIED
RECORDS/SOFTWARE SPECIALIST	880	☐		212	UNIFIED
RECREATION DIRECTOR	99002	☒		228	UNIFIED
RECREATION LEADER	900	☐		205	UNIFIED

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Proposed Class FLSA Recommendations List

City of Tarpon Springs FL

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
RECREATION LEADER/GRO GROUP	890	☐		205	UNIFIED
RECREATION SUPERVISOR	1800	☒		215	UNIFIED
RECREATION WORKER	930	☐		204	UNIFIED
SCHOOL CROSSING GUARD	950	☐		204	UNIFIED
SENIOR PROCUREMENT ANALYST	1810	☒		214	UNIFIED
SENIOR STORMWATER TECHNICIAN	99014	☐		212	UNIFIED
SENIOR STREETS TECHNICIAN	99015	☐		212	UNIFIED
SENIOR TECHNICIAN	960	☐		210	UNIFIED
SOLID WASTE CREWLEADER	9024	☐		211	UNIFIED
SOLID WASTE SUPERVISOR	1820	☒		217	UNIFIED
SOLID WASTE TECHNICIAN I	9025	☐		205	UNIFIED
SOLID WASTE TECHNICIAN II	9023	☐		206	UNIFIED
SPECIALS EVENTS COORDINATOR	99004	☐		215	UNIFIED
STORES CLERK	970	☐		204	UNIFIED
STORMWATER TECHNICIAN I	99017	☐		205	UNIFIED
STORMWATER TECHNICIAN II	1000	☐		206	UNIFIED
STREETS AND STORMWATER SUPERVISOR	1830	☒		219	UNIFIED
STREETS TECHNICIAN I	99018	☐		205	UNIFIED
STREETS TECHNICIAN II	99019	☐		206	UNIFIED
SUSTAINABILITY PROGRAM MANAGER	980	☒		217	UNIFIED
THEATER PRODUCTION TECHNICIAN	60	☐		214	UNIFIED
THEATER PRODUCTION TECHNICIAN SENIO	9026	☐		215	UNIFIED
TICKET SERVICES REP	1030	☐		204	UNIFIED
TRAFFIC & SIGNAGE TECHNICIAN	1040	☐		208	UNIFIED
UTILITIES CUSTOMER SVC MANAGER	1860	☒		217	UNIFIED
UTILITIES MAINT SUPERVISOR	1870	☒		219	UNIFIED
UTILITIES OPERATION SPECIALIST	1060	☐		215	UNIFIED
UTILITIES SUPERINTENDENT	1880	☒		223	UNIFIED
UTILITY BILLING TECHNICIAN I	1070	☐		206	UNIFIED
UTILITY BILLING TECHNICIAN II	1080	☐		208	UNIFIED
WASTEWATER COLLECTION TECH I	1100	☐		209	UNIFIED
WASTEWATER COLLECTION TECH II	1110	☐		211	UNIFIED
WASTEWATER COLLECTION TECH III	1120	☐		213	UNIFIED
WASTEWATER DIVISION COORDINATOR	1130	☐		209	UNIFIED
WASTEWATER DIVISION MANAGER	1890	☒		221	UNIFIED
WASTEWATER PLANT OPERATOR "C"	1090	☐		210	UNIFIED
WASTEWATER SERVICE WORKER	1140	☐		207	UNIFIED
WATER CONVEYANCE SUPERVISOR	1900	☒		219	UNIFIED
WATER DISTRIBUTION TECH I	1160	☐		210	UNIFIED
WATER DISTRIBUTION TECH II	1170	☐		211	UNIFIED
WATER DISTRIBUTION TECH III	1180	☐		213	UNIFIED
WATER DIVISION COORDINATOR	1190	☐		210	UNIFIED
WATER DIVISION MANAGER	1910	☒		221	UNIFIED
WATER PLANT OPERATOR "A"	9031	☐		215	UNIFIED
WATER PLANT OPERATOR 'B'	1220	☐		214	UNIFIED
WATER PLANT OPERATOR 'C'	1230	☐		210	UNIFIED
WATER SERVICE WORKER	1240	☐		207	UNIFIED
WATER/WASTEWATER OPERATOR TRAINEE	760	☐		210	UNIFIED
WW COLLECTION LEAD TECHNICIAN	1280	☐		213	UNIFIED

Sunday, June 15, 2025

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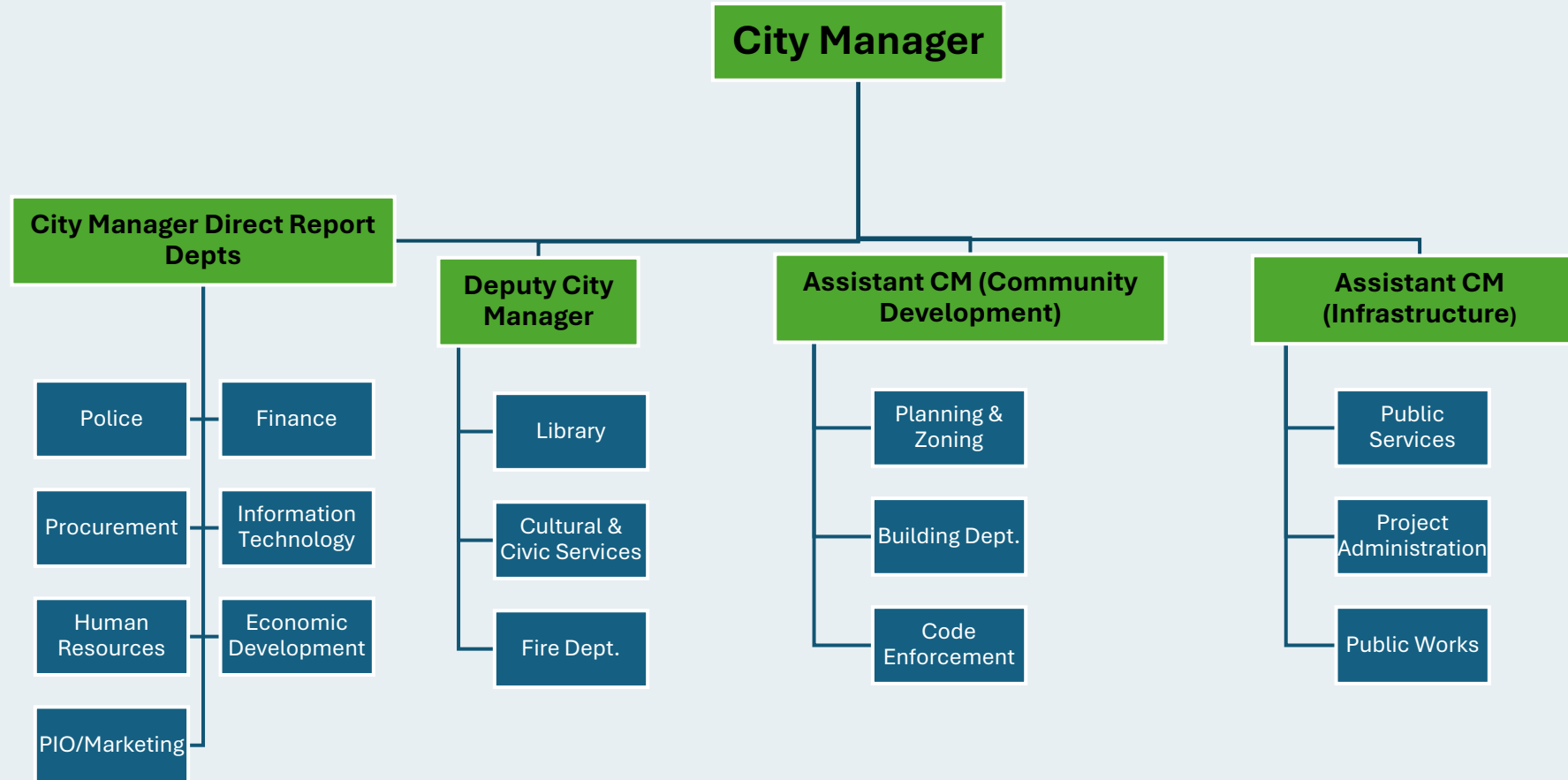
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Proposed Class FLSA Recommendations List

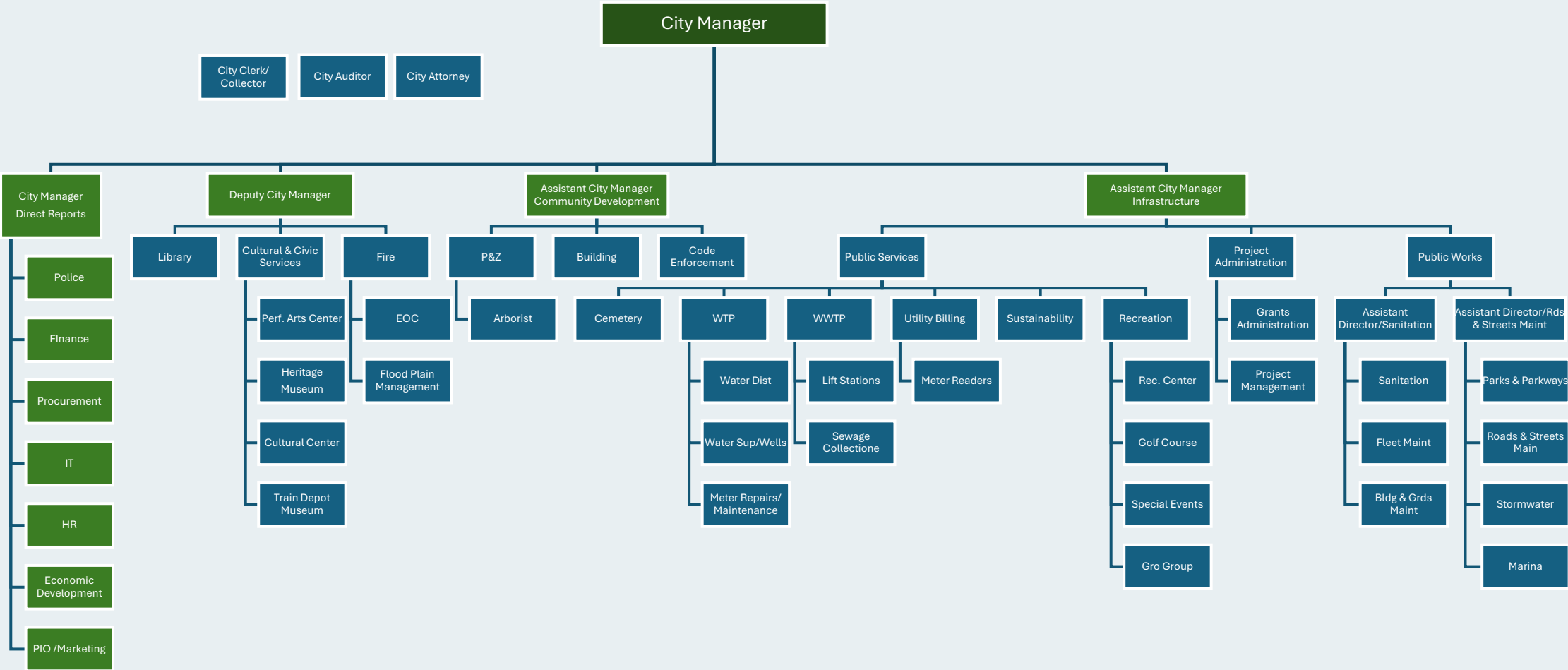
City of Tarpon Springs FL

Proposed Class Title	Code	Exempt	Occ Category	Proposed Grade	Proposed Pay Plan
YARD WASTE FACILITY OPERATOR	1290	☐		209	UNIFIED

RECOMMENDED REPORTING STRUCTURE (OVERVIEW)



DETAILED REPORTING STRUCTURE





CITY OF TARPON SPRINGS, FLORIDA

BUDGET WORKSHOP

FY 2026 PROPOSED BUDGET

JULY 15, 2025

FY 2026 PROPOSED BUDGET

The Budget Process to date:

- All Funds have been balanced, General Fund balanced with no use of unassigned fund balance (unrestricted reserves), tenth straight year.
- City Manager met with Department Heads
- Budget Advisory Committee reviewed the Budget with Department Heads
- Budget Public Hearing was on June 17, which included the survey results and citizen requests for the budget.

FY 2026 PROPOSED BUDGET

Items in Process that effect the Budget:

- Compensation Study
- Stormwater Revenue Sufficiency Study
- Water & Sewer Revenue Sufficiency Study
- Capital Projects

FY 2026 PROPOSED BUDGET

Total City Budget and Largest Funds:

Total City Budget						
	FY 2026	Percent of	FY 2025	Budget		
	Proposed	FY 2026	Approved	Increase	Percent	Main Reason for
	Budget	Budget	Budget	(Decrease)	Changes	Increase (Decrease)
Total City	\$ 119,280,121		\$ 86,155,894	\$ 33,124,227	38.4%	
Largest Funds						
General Fund	\$ 37,487,051	37.33%	\$ 36,047,675	\$ 1,439,376	3.99%	Pay/Benefit increases; Funding 1% Reserve
Water-Sewer Fund	\$ 36,825,280	36.67%	\$ 26,236,577	\$ 10,588,703	40.4%	Capital Projects based on proposed CIP
Sanitation Fund	\$ 8,588,885	8.55%	\$ 8,266,311	\$ 322,574	3.9%	Contract increase 3% maximum
Penny Fund	\$ 13,984,291	13.93%	\$ 4,585,522	\$ 9,398,769	205.0%	Capital Projects based on proposed CIP
CRA Fund	\$ 3,466,719	3.45%	\$ 1,013,703	\$ 2,453,016	242.0%	Capital Projects Orange St & CRA Master Plan
Stormwater Fund	\$ 5,657,097	5.63%	\$ 2,164,450	\$ 3,492,647	161.4%	Stormwater Plan Projects & Annual Pipelining
Golf Course Fund	\$ 6,788,076	6.76%	\$ 2,240,083	\$ 4,547,993	203.0%	New Clubhouse
Total	\$ 112,797,399	112.33%	\$ 80,554,321	\$ 32,243,078		
Total Proposed Budget						
Percent Increases by Fund						

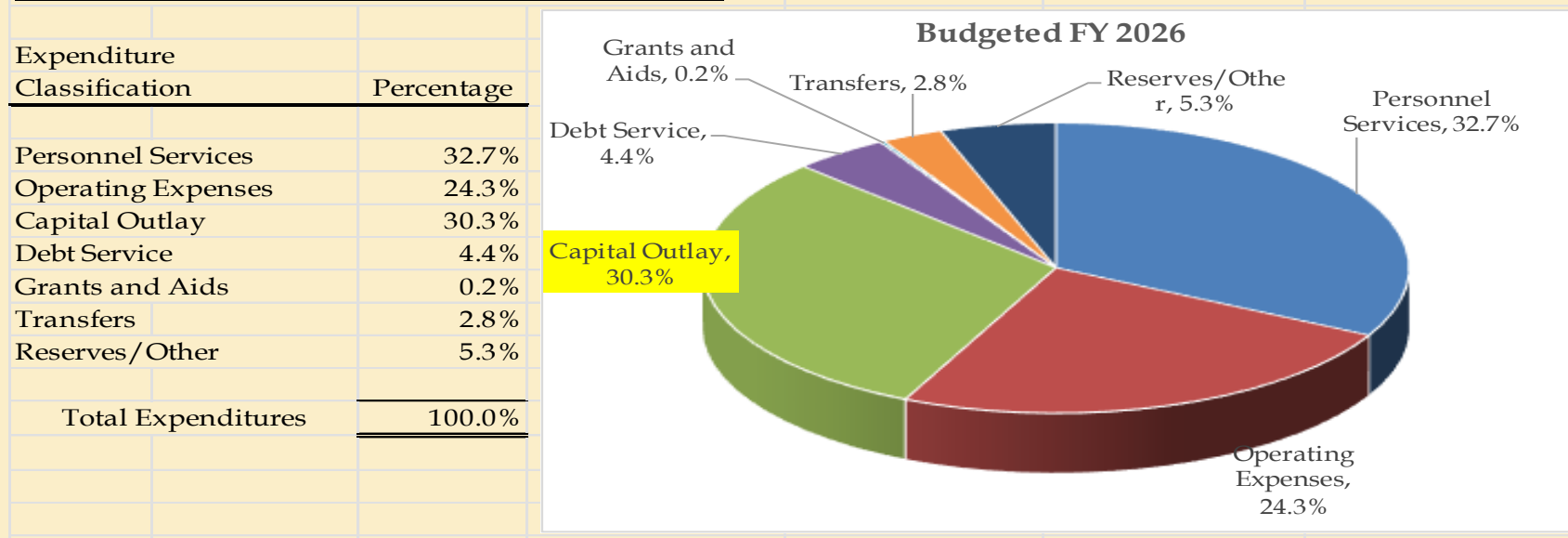
FY 2026 PROPOSED BUDGET

Total City Expenditures FY 2026

COMPARISON BY CATEGORY

Expenditure Classification	Budgeted FY 2025	Budgeted FY 2026	Dollar Change	Percentage Change
Personnel Services	36,984,288	38,900,887	1,916,599	5.2%
Operating Expenses	28,071,476	29,035,791	964,315	3.4%
Capital Outlay	13,827,081	36,145,941	22,318,860	161.4%
Debt Service	2,418,822	5,237,691	2,818,869	116.5%
Grants and Aids	165,500	253,000	87,500	52.9%
Transfers	3,057,593	3,331,918	274,325	9.0%
Reserves/Other	1,631,134	6,374,893	4,743,759	290.8%
Total Expenditures	\$ 86,155,894	\$ 119,280,121	\$ 33,124,227	38.4%

PERCENTAGE OF EXPENDITURES BY CATEGORY



FY 2026 PROPOSED BUDGET

Revenue Summary

City of Tarpon Springs - Fiscal Year 2026

				Budgeted	Budgeted		Percent	
				FY 2025	FY 2026	Variance	Variance	Description
<u>Estimated Revenues:</u>								
Taxes								
Ad Valorem				15,617,138	16,236,221	619,083	4.0%	4.07% Property Tax Value increase
Utility Taxes				4,031,898	4,038,826	6,928	0.2%	FY 2025 Electric 2% high
Communication Service Taxes				974,745	969,871	(4,874)	-0.5%	FY 2025 1% high
Sales & Use Taxes				4,130,038	4,226,536	96,498	2.3%	Majority is Penny tax increase
Permits and Fees				3,664,218	3,725,714	61,496	1.7%	Majority is Electric Franchise Fee increase
Intergovernmental				5,014,490	10,230,980	5,216,490	104.0%	W/S Electric Grant \$2m; Craig Park \$2m-Sustainability Grant \$400k
Charges for Services				39,014,967	40,998,451	1,983,484	5.1%	Majority is increase for Enterprise Funds
Fines and Forfeitures				126,527	128,803	2,276	1.8%	Small increase Court and Code fines
Interest				1,232,145	1,106,928	(125,217)	-10.2%	Rate of return decrease
Miscellaneous				854,520	3,858,604	3,004,084	351.6%	W/S PFAS Settlement Water-Sewer Fund
Non-Revenues								
Transfers				3,057,593	3,331,918	274,325	9.0%	Majority is increase in Sidewalk Improvement fund to \$300,000
Loan Proceeds				4,000,000	22,293,165	18,293,165	457.3%	Multiple Capital Projects Financing
Internal Services				3,031,498	3,198,239	166,741	5.5%	Vehicle Maint and Risk Mgt personnel and operating increase
Total Revenues				84,749,777	114,344,256	29,594,479	34.9%	
Cash & Restricted Balances								
Brought Forward (Appropriated)				1,406,117	4,935,865	3,529,748	251.0%	Increase in Impact and CRA funds
Total Estimated Revenues				\$ 86,155,894	\$ 119,280,121	33,124,227	38.4%	

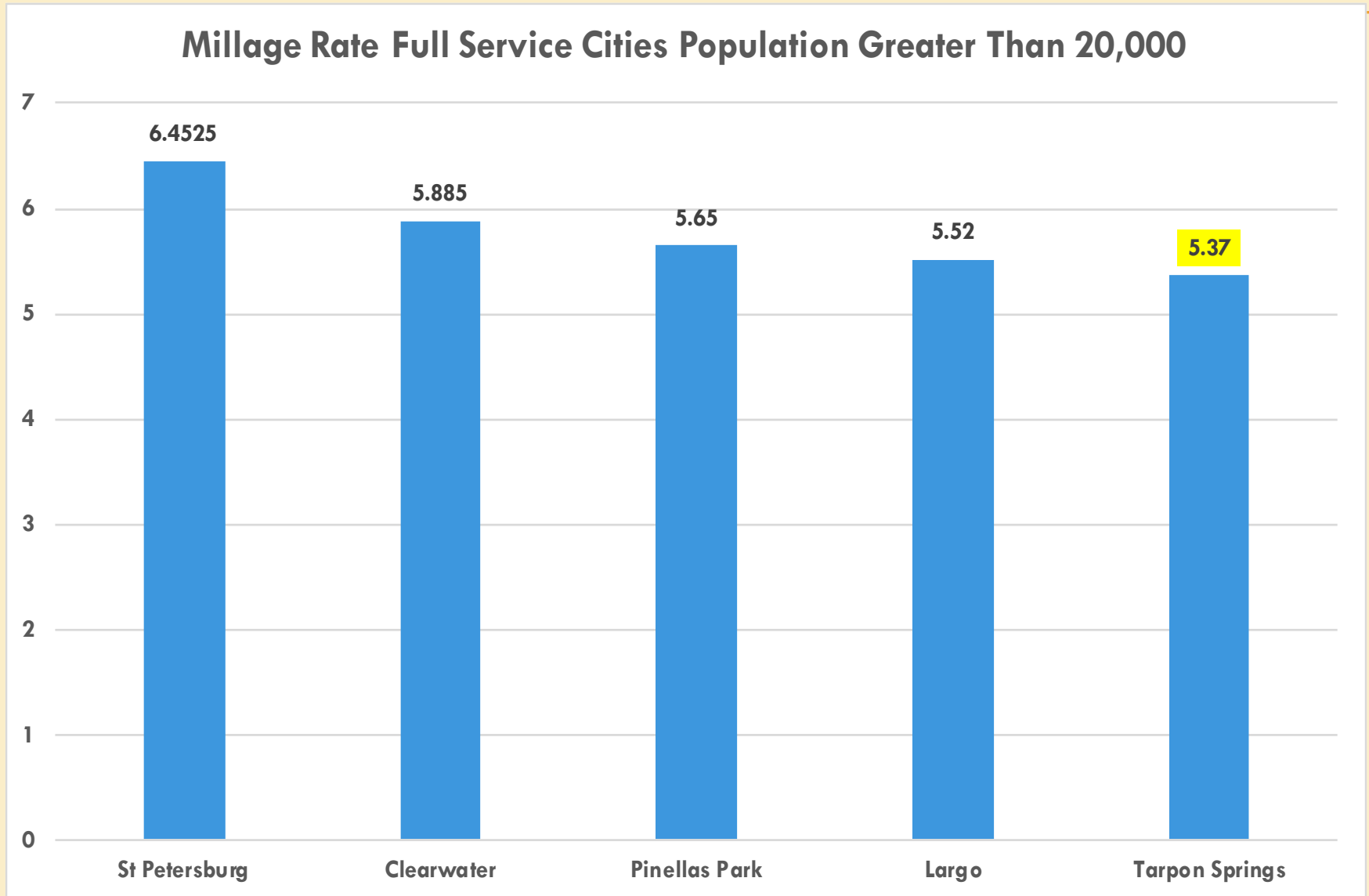
GENERAL FUND

Highlights of General Fund Budget:

- Millage maintained at 5.37
- Property Taxable Value increase of 4.07%
- Funded Police and Fire Union Contracts third and final year
- Funded Police and Fire Pensions as required per Actuary
- Funded General Employees Compensation Study

FY 2026 PROPOSED BUDGET-GENERAL FUND

MILLAGE RATES FULL SERVICE CITIES POPULATION GREATER THAN 20,000



New Positions in General Fund:

Funded from 10/1/25:

PT Code Enforcement Supervisor

FT Building Department Technician from PT

Funded for half year from 4/1/26:

Police Dispatcher

PT HR Administrative Assistant

IT Specialist

Other Additions to General Fund Budget:

- Funded additional Marketing
- Funded Economic Development Sponge Docks
- Funding for additional Training of Employees

FY 2026 PROPOSED BUDGET-GENERAL FUND EXPENDITURE SUMMARY

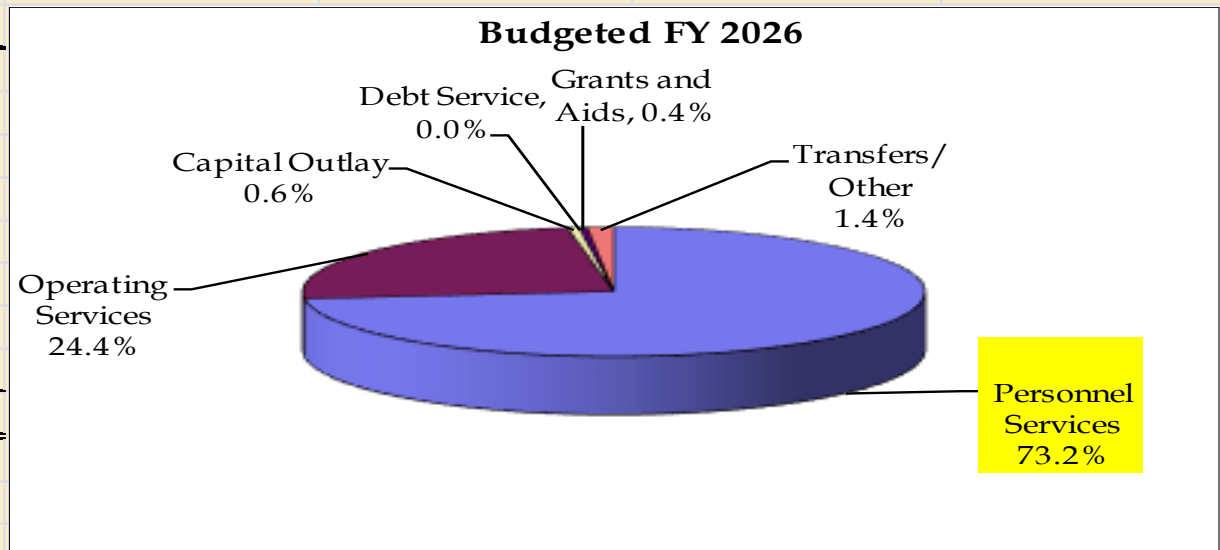
General Fund Expenditures

COMPARISON BY CATEGORY

Expenditure Classification	Budgeted FY 2025	Budgeted FY 2026	Dollar Change	Percentage Change
Personnel Services	25,795,989	27,425,385	1,629,396	6.32 %
Operating Services	9,281,974	9,135,655	(146,319)	-1.58 %
Capital Outlay	353,111	238,011	(115,100)	-32.60 %
Debt Service	-	-	-	0.00 %
Grants and Aids	65,500	153,000	87,500	133.59 %
Transfers/Other	551,101	535,000	(16,101)	-2.92 %
Total Expenditures	\$ 36,047,675	\$ 37,487,051	\$ 1,439,376	3.99 %

PERCENTAGE OF EXPENDITURES BY CATEGORY

Expenditure Classification	Percentage
Personnel Services	73.2 %
Operating Services	24.4 %
Capital Outlay	0.6 %
Debt Service	0.0 %
Grants and Aids	0.4 %
Transfers/Other	1.4 %
Total Expenditures	100.0 %



FY 2026 PROPOSED BUDGET-GENERAL FUND REVENUE SUMMARY

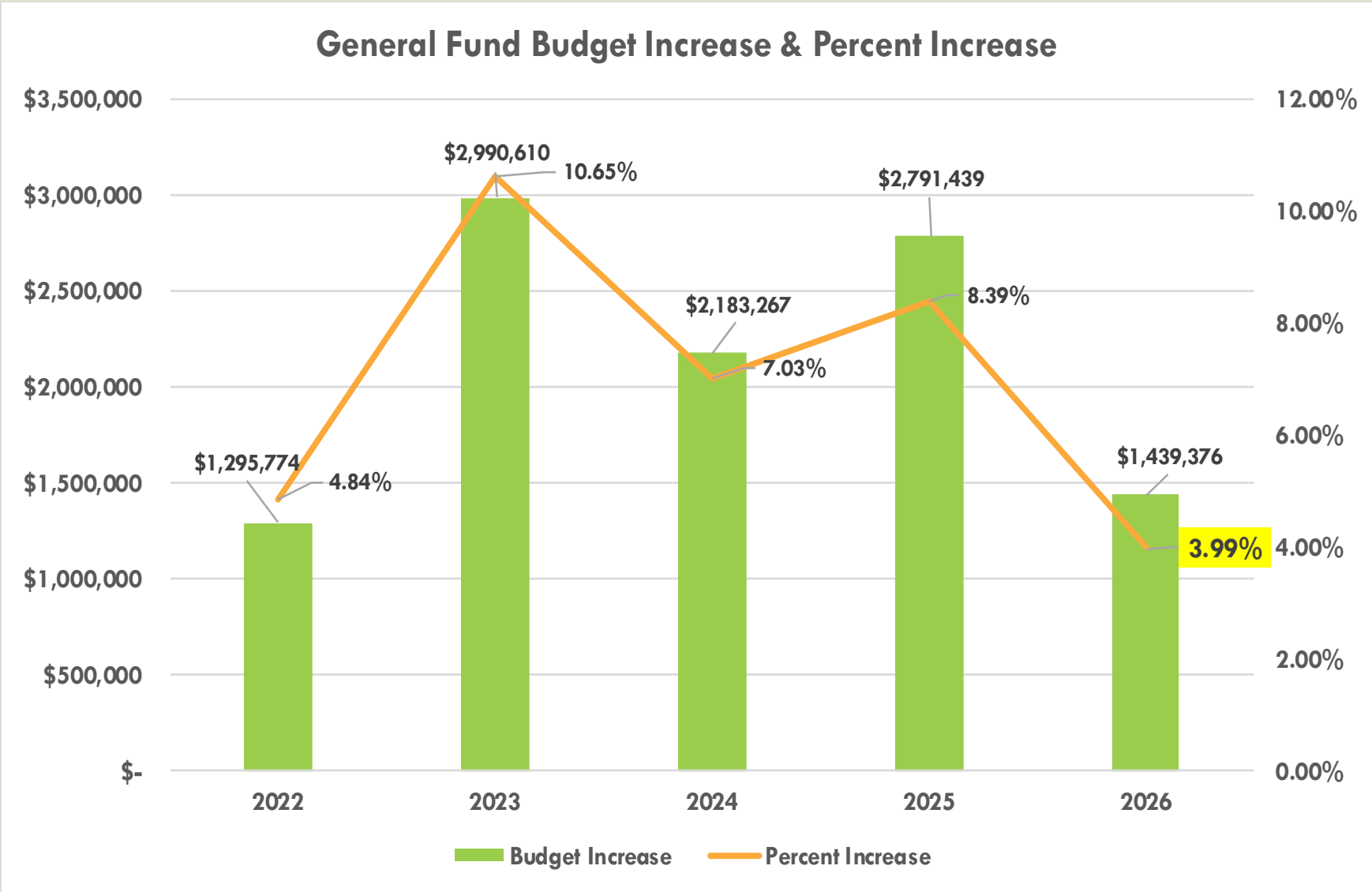
General Fund Revenue Summary

SUMMARY BY SOURCE

Source		Budgeted FY 2025	Budgeted FY 2026	Variance	Percent Variance
Taxes					
Ad Valorem		15,088,885	15,685,853	596,968	4.0%
Utility Taxes		4,031,898	4,038,826	6,928	0.2%
Communication Service Taxes		974,745	969,871	(4,874)	-0.5%
Local Business Taxes		119,898	108,121	(11,777)	-9.8%
Total Taxes		20,215,426	20,802,671	587,245	2.9%
Permits and Fees		3,079,808	3,160,946	81,138	2.6%
Intergovernmental		4,165,604	3,891,114	(274,490)	-6.6%
Charges for Services		3,847,146	4,417,430	570,284	14.8%
Fines and Forfeitures		119,227	121,803	2,576	2.2%
Interest		411,751	383,815	(27,936)	-6.8%
Miscellaneous		814,520	811,354	(3,166)	-0.4%
Non-Revenue					
Transfers		2,807,593	2,906,918	99,325	3.5%
Debt Proceeds		-	-		
Reserves:					
Unassigned		-	-	-	0.0%
Restricted		586,600	991,000	404,400	68.9%
Total Reserves		586,600	991,000	404,400	68.9%
Total Non-Revenue		3,394,193	3,897,918	503,725	14.8%
Total		\$ 36,047,675	\$ 37,487,051	1,439,376	3.99%

FY 2026 PROPOSED BUDGET-GENERAL FUND

BUDGET INCREASE HISTORY



FY 2026 PROPOSED BUDGET-GENERAL FUND

SUMMARY BY FUND AND DEPARTMENT

Expenditure		Budgeted	Budgeted	Dollar	Percentage	
Classification		FY 2025	FY 2026	Change	Change	Description
General Fund						
City Commission		169,213	155,216	(13,997)	-8.3%	Mayor no Health Benefits
City Manager		510,688	687,399	176,711	34.6%	Compensation Study Increase, Marketing, Economic Development Sponge Docks
Finance		615,461	583,262	(32,199)	-5.2%	Compensation Study Increase offset by Operating decrease
Procurement Services		293,800	308,432	14,632	5.0%	Compensation Study Increase
Information Technology		1,187,293	1,042,085	(145,208)	-12.2%	Compensation Study Increase, IT Tech Department to Cultural
Internal Audit		89,275	90,616	1,341	1.5%	Compensation Study Increase
Human Resources		374,811	407,422	32,611	8.7%	Compensation Study Increase, HR Software 50%
City Attorney		255,000	255,000	-	0.0%	
Planning		883,170	1,010,224	127,054	14.4%	Compensation Study Increase, Code Enforcement Department from Police
City Clerk		480,730	527,143	46,413	9.7%	Compensation Study Increase, Election Cost Increase
Police		11,576,513	12,263,112	686,599	5.9%	Union wage increase, Police Pension contribution increase, Compensation Study Increase
Fire		7,577,452	7,933,737	356,285	4.7%	Union wage increase, Fire Pension contribution increase, Compensation Study Increase
Building Development		1,453,255	1,388,878	(64,377)	-4.4%	Tree Grant and Capital FY 2025, Compensated Study Increase
Public Services		1,736,655	1,632,678	(103,977)	-6.0%	Community Center Grant FY 2025, Compensated Study Increase
Public Works		4,160,521	4,170,908	10,387	0.2%	Compensation Study Increase
Cultural/Civic Services		2,722,014	1,274,131	(1,447,883)	-53.2%	Library to its own Department, Compensated Study Increase
Library		-	1,800,112	1,800,112	100.0%	New Library Department
Project Administration		188,799	195,091	6,292	3.3%	Compensation Study Increase
Non-Departmental		1,773,025	1,761,605	(11,420)	-0.6%	
Total General Fund		\$ 36,047,675	\$ 37,487,051	1,439,376	3.99%	

FY 2026 BUDGET PROCESS TIMETABLE

- July 15, 2025 First Budget Workshop with BOC
- July 22, 2025 City Commission establishes maximum millage rate
- July 29, 2025 Second Budget Workshop with BOC
- August 7, 2025 Third Budget Workshop “BOC” if necessary
- Sept. 3, 2025 First Public Hearing on Tentative Millage and Budget
- Sept. 17, 2025 Second and Final Public Hearing

City of Tarpon Springs, Florida

Proposed Budget

As of July 10, 2025

Fiscal Year 2025-2026

City of Tarpon Springs, Florida
Annual Budget
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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

001-GENERAL FUND			ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2026 Bud to FY 2025 Ori Bud							
TAXES									
311.10-00	CURRENT	13,894,871	15,075,908	15,075,908	14,527,904	15,672,227		596,319	
311.20-00	DELINQUENT	27,156	12,977	12,977	5,874	13,626		649	
314.10-00	ELECTRIC-DUKE ENERGY	2,894,491	2,975,767	2,975,767	1,545,930	2,946,009		29,758-	
314.30-00	WATER	911,271	897,289	897,289	599,544	933,181		35,892	
314.40-00	NATURAL GAS	113,068	112,236	112,236	57,650	112,797		561	
314.80-00	PROPANE BOTTLED GAS	41,739	46,606	46,606	34,954	46,839		233	
315.00-00	COMMUNICATION SERVICE TAX	957,290	974,745	974,745	589,229	969,871		4,874-	
316.01-00	BUSINESS TAX	102,134	117,962	117,962	97,025	106,166		11,796-	
316.03-00	BUSINESS TAX PENALTIES	2,545	1,936	1,936	4,833	1,955		19	
*	TAXES	18,944,565	20,215,426	20,215,426	17,462,941	20,802,671		587,245	
PERMITS AND FEES									
322.01-00	BUILDINGS	461,419	476,812	476,812	524,494	491,116		14,304	
322.02-00	PLUMBING	12,936	19,783	19,783	11,105	18,794		989-	
322.03-00	ELECTRICAL	12,655	22,037	22,037	8,989	17,630		4,407-	
322.04-00	H.A.R.V.	27,075	43,075	43,075	21,200	36,614		6,461-	
322.05-00	GAS	2,795	3,835	3,835	1,740	3,816		19-	
323.10-00	ELECTRICITY	2,227,053	2,290,156	2,290,156	1,219,370	2,370,311		80,155	
323.40-00	GAS	94,934	113,553	113,553	46,150	111,282		2,271-	
329.01-00	SIGNS	2,295	3,788	3,788	1,554	3,769		19-	
329.02-00	DEMOLITION	710	1,127	1,127	815	1,116		11-	
329.03-01	COURTESY INSPECTIONS	960	1,331	1,331	720	1,318		13-	
329.03-02	FEES/SERVICES	420	221	221	605	243		22	
329.03-03	ENGINEERING COPIES		468	468		463		5-	
329.03-06	SITE REINSPECTION FEE	40							
329.03-08	TECHNOLOGY FEE	3,916	10,920	10,920	6,650	10,811		109-	
329.03-11	EXPIRED PERMIT FEE	11,700	8,717	8,717	14,550	9,589		872	
329.03-12	CHANGE OF CONTRACTOR		26	26	25	26			
329.03-14	BUILDING STAFF FEES		148	148		149		1	
329.04-00	TREE REMOVAL	9,550	8,811	8,811	3,450	8,899		88	
329.04-03	TREE BANK	147,388	75,000	75,000	19,303	75,000			
329.10-00	SECURE BALLOT LICENSE	100							
*	PERMITS AND FEES	3,015,946	3,079,808	3,079,808	1,880,721	3,160,946		81,138	
INTERGOVERNMENTAL									
331.20-03	BULLETPROOF VEST	3,130	5,000	5,000	6,673	5,000			
331.20-26	JAG SCANNER	4,120							
331.20-27	JAG DEFIBRILLATORS	3,980							
331.20-28	FIRE DECON GRANT				5,941				
331.50-28	FEMA-4734-HURR IDALIA	167,069							
331.50-29	FEMA-4828-HURR HELENE			247,189					
331.50-30	FEMA-4834-HURR MILTON			741,708					
331.70-16	NEA				10,000				
331.70-17	COMM CTR IMPR CD24TSCC		100,000	100,000				100,000-	
334.20-12	FDOT-HIGH VISABILITY ENF				354				
334.20-14	DRONE REPLACEMENT PRG				12,369				
334.20-15	FDOT DUI PATROL SATURATIO				1,207				
334.50-29	CULTURAL RESOURCES SURVEY	25,000	25,000	25,000				25,000-	
334.50-30	CULTURAL SURVEY 2024	37,500							
334.50-31	HURRICANE IDALIA	2,025							
334.70-16	ARTS CELEBRATION	36,136	30,000	30,000		25,000		5,000-	

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

001-GENERAL FUND		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to	FY 2025 Ori Bud
335.12-01	SALES TAX	997,182	1,011,837	1,011,837	581,432	991,600	20,237-	
335.12-02	EIGHT CENT MOTOR FUEL TAX	216,493	237,444	237,444	127,631	225,572	11,872-	
335.14-00	MOBILE HOME LICENSES	20,632	20,978	20,978	15,843	20,873	105-	
335.15-00	ALCOHOL BEVERAGE LICENSES	38,425	36,073	36,073	38,557	36,434	361	
335.18-01	HALF-CENT SALES TAX	2,084,763	2,171,936	2,171,936	1,207,395	2,085,059	86,877-	
335.23-00	FIREFIGHTERS SUPP. COMP.	12,738	12,373	12,373	3,420	12,497	124	
335.49-01	MOTOR FUEL TAX REBATE	8,815	11,703	11,703	5,766	11,644	59-	
335.49-02	TRAFFIC SIGNAL MAINT-FDOT	44,398	45,700	45,700		47,083	1,383	
335.49-03	STREET LIGHT MAINT-FDOT	98,377	95,511	95,511	101,329	101,328	5,817	
337.20-20	FMT-SEI-FIRE				6,000			
337.50-03	TAMPABAY REG PL COUNCIL	8,781						
338.90-01	LIBRARY COOPERATIVE	348,298	346,152	346,152	228,365	311,537	34,615-	
339.01-00	HOUSING AUTHORITY	22,084	15,897	15,897		17,487	1,590	
339.02-00	WALMART COMM GRANT				4,000			
339.03-00	SUGA IT AWARD			25,780				
339.06-00	POLICE CHIEFS ASSN	10,000						
*	INTERGOVERNMENTAL	4,189,946	4,165,604	5,180,281	2,356,281	3,891,114	274,490-	
CHARGES FOR SERVICES								
342.10-00	POLICE SERVICES	3,488	1,831	1,831		1,849	18	
342.10-01	SCHOOL RESOURCE OFFICER	422,117	421,961	421,961	212,185	430,400	8,439	
342.10-04	OUTSIDE DUTY	79,369	98,630	98,630	58,350	93,699	4,931-	
342.10-07	STATE-CRASH TICKETS	5,348	5,911	5,911	1,890	5,793	118-	
342.20-00	FIRE PROTECTION SERVICES	525,890	489,638	489,638	351,533	527,298	37,660	
342.40-00	EMERGENCY SERVICE FEES	2,102,304	1,984,503	1,984,503	1,679,529	2,469,294	484,791	
342.40-01	WATER RESCUE PROGRAM	15,000	15,000	15,000		15,000		
342.40-02	DIVE TEAM EQUIPMENT	15,000	15,000	15,000		15,000		
342.90-03	CME TRAINING	54,007	58,143	58,143	27,774	57,562	581-	
342.90-04	CPR FEES	114						
342.90-05	LEARNING MGT SYSTEM	2,227	1,772	1,772	2,227	1,790	18	
343.80-04	BURIAL FEES	5,905	7,400	7,400	1,570	6,660	740-	
343.80-05	ENTOMBMENT FEES	63,635	70,173	70,173	52,653	79,471	9,298	
347.10-00	LIBRARY FEES	8,008	9,301	9,301	4,957	8,836	465-	
347.29-00	OTHER PARK & RECREAT FEES	1,075	1,224	1,224	850	1,236	12	
347.29-01	RECREATION LESSONS	36,702	32,702	32,702	20,777	33,029	327	
347.29-02	NON-RESIDENT FEE	9,062	7,945	7,945	6,491	8,024	79	
347.29-03	RECREATION CAMPS	42,729	35,423	35,423	19,795	36,840	1,417	
347.29-04	RECREATION EVENTS	450	7,441	7,441	170	5,953	1,488-	
347.29-05	RECREATION ATHLETICS	19,343	24,334	24,334	10,367	21,901	2,433-	
347.29-06	OTHER SALES	576	29	29	370	44	15	
347.29-07	WEIGHT ROOM	1,458	2,235	2,235	1,557	2,213	22-	
347.29-08	ADVERTISING		381	381		191	190-	
347.29-09	MISC TAXABLE SALES	45	22	22		22		
347.29-10	REC BUILDING SUPERVISOR	6,765	7,058	7,058	4,614	6,987	71-	
347.29-11	BALL FIELD ELECTRIC FEES	189	549	549	520	522	27-	
347.29-12	RESIDENT ACTIVITY CARD	1,748	2,156	2,156	1,348	2,113	43-	
347.29-14	PLANT SALES	386	465	465	9	419	46-	
347.31-02	MUSEUM STORE SALES	809	91	91	636	94	3	
347.39-02	TICKET SALES	237,558	227,320	262,320	135,614	261,600	34,280	
347.39-06	CONCESSIONS-SODA/COFFEE	92	50	50	200	60	10	
347.39-07	CONCESSIONS-WATER	1,470	1,404	1,404	1,500	1,474	70	
347.39-08	CONCESSIONS-CANDY	928	842	842	705	859	17	

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

001-GENERAL FUND		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to Ori Bud
347.39-09	CHIPS	168	100	100	251	120	20
347.39-10	BEER				589	400	400
347.39-11	WINE				825	800	800
347.40-02	SNOW PLACE	8,733	8,544	8,544	9,354	9,398	854
347.40-03	OFF DUTY EMPLOYEES	2,091	2,984	2,984	691-	2,686	298-
349.03-00	PLAN CHECKING FEES	237,348	251,970	251,970	340,700	257,009	5,039
349.03-01	FIRE	2,474	1,433	1,433	1,940	1,576	143
349.04-00	PLANNING - SITE PLAN FEES	10,535	9,120	9,120	8,625	8,938	182-
349.04-01	FIRE	190	413	413	110	392	21-
349.04-02	LEGAL ADVERTISING	1,832	1,592	1,592	1,824	1,624	32
349.04-03	POSTAGE - NOTIFICATION	563	1,314	1,314	267	1,248	66-
349.05-00	PAYROLL ADMIN. FEES	636	553	553		564	11
349.06-00	CITY CLERK FEES/CHARGES	10,240	18,478	18,478	6,269	16,630	1,848-
349.06-02	ADMIN - CODE ENFORCEMENT	1,250	275	275	100	283	8
349.07-00	TRANS. IMPACT ADMIN. FEES	2,241	9,196	9,196	26,266	9,104	92-
349.08-03	SAFFORD TOURS	4,208	4,693	4,693	4,852	4,740	47
349.08-04	HERITAGE TOURS	8,202	1,864	1,864	4,396	2,050	186
349.09-00	FL FBC ADMIN. FEES	993	1,039	1,039	861	1,018	21-
349.10-00	BLDG/CODE ENFORCE FEES	1,175	1,280	1,280	765	1,267	13-
349.11-00	FL BCAT ADMIN FEE	1,340	1,364	1,364	1,188	1,350	14-
*	CHARGES FOR SERVICES	3,958,016	3,847,146	3,882,146	3,006,680	4,417,430	570,284
FINES AND FORFEITS							
351.10-00	COURT FINES	44,042	36,190	36,190	33,879	38,000	1,810
354.01-00	CODE ENFORCE. BRD FINES	122,277	81,966	81,966	50,813	82,786	820
354.03-00	PROSECUTION/ABATEMENT CHG	999	1,071	1,071	287	1,017	54-
*	FINES AND FORFEITS	167,318	119,227	119,227	84,979	121,803	2,576
MISCELLANEOUS							
361.10-00	INTEREST ON INVESTMENTS	10,245-	411,751	511,497	5,304	383,815	27,936-
361.10-05	UNREAL/REAL GAIN (LOSS)	382,228			27,738		
361.10-12	INTEREST-SAVANNAH COVE	50,118					
361.10-24	BOA	865			753		
361.10-29	INTEREST-HOSPITAL	173,120					
361.20-00	STATE BOARD INTEREST	87,139			121,988		
361.32-00	TAX COLLECTOR	58			47		
361.40-01	FEDERAL FARM CREDIT BANK	13,575			4,700		
361.40-02	FEDERAL HOME LOAN BANK	264,074			181,650		
361.40-03	FEDERAL NATL MORTGAGE ASC	25,750			25,750		
361.40-04	FEDERAL HOME LOAN MTG COR	207,875			75,000		
361.50-01	TREASURY BILLS	24,725			15,625		
362.02-00	BUILDINGS AND OFFICE	175,347	300,000	300,000	300,000	300,000	
362.04-02	SAVANNAH COVE	42,141	73,500	73,500	49,000	73,500	
362.04-05	DENTAL CLINIC	4,000	4,000	4,000	4,200	4,200	200
362.08-00	RECREATION FAC. & EQUIP	10,927	18,300	18,300	8,556	16,470	1,830-
362.09-00	CULTURAL CENTER		749	749		524	225-
362.10-00	HERITAGE CENTER	500	255	255	600	281	26
362.11-01	MAMAS GREEK CUISINE	720	720	720	480	720	
364.10-00	CEMETERY LOTS	56,715	96,593	96,593	28,270	77,274	19,319-
364.10-01	MAUSOLEUM	8,943	12,295	12,295	10,783	12,541	246
364.10-02	COLUMBARIUM	19,195	17,961	17,961	5,235	17,063	898-
364.41-00	SURPLUS EQUIP/FURNITURE	20,638	53,351	53,351	32,581	48,016	5,335-

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

001-GENERAL FUND		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE FY 2026	PROJ Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION							FY 2026 Bud to FY 2025 Ori Bud	
365.10-00	SCRAP SALES	10,316	26,762	26,762	7,992	18,733		8,029-	
366.90-02	FIRE DEPARTMENT	2,850	500	500	980	500			
366.90-03	RECREATION	22,161	9,200	9,200	10,511	20,000		10,800	
366.90-04	LIBRARY	40,545	17,500	17,500	89,124	20,000		2,500	
366.90-05	COMMUNITY CENTER		1,000	1,000		1,000			
366.90-06	CULTURAL AFFAIRS	25,225	20,000	35,000	22,082	20,000			
366.90-23	SAFFORD HOUSE	63	75	75	54	75			
366.90-52	HERITAGE MUSEUM	504	208	208	179	208			
366.90-59	FIREWORKS	5,000							
366.90-63	FOURTH OF JULY DONATIONS				5,000	5,000		5,000	
366.90-73	COPS & KIDS DONATION	17,950	10,000	10,000	12,702	10,000			
366.90-87	SPONSORSHIP DONATIONS	26,500	31,953	31,953	1,325	31,953			
366.90-88	POLICE-THANKS-SHOPWCOP	18,652			12,671				
366.91-01	SIDEWALKS	4,844							
367.01-00	SIGNS	194	100	100		101		1	
369.02-01	FEDERAL EXCISE TAX	16,280	18,623	18,623		18,251		372-	
369.30-01	INSURANCE		15,000	15,000		15,000			
369.30-02	OTHER	5,995			30,449				
369.39-00	REIMBURSEMENT				883				
369.40-01	POLICE DEPT	25,740	10,000	10,000	1,019	10,000			
369.40-04	FIRE DEPARTMENT	1,991			5,609	5,000		5,000	
369.40-05	PARKS & PARKWAYS	543			888	1,000		1,000	
369.40-06	ROADS AND STREETS				21,771				
369.40-10	CITY BUILDINGS & GROUNDS	4,971							
369.40-25	RECREATION	614							
369.40-29	STREET LIGHTS	6,544	8,000	58,000	22,757	6,000		2,000-	
369.40-30	DECOR LIGHTS-SIGNAGE	3,500							
369.40-35	HURRICANE DAMAGE				13,539				
369.90-00	OTHER MISC. REVENUE	8,415	5,000	5,000	3,448	5,000			
369.90-10	MAILING CHARGE	216			104	175		175	
369.90-27	PURCHASING CARD REBATE	38,462	45,000	45,000	34,101	42,000		3,000-	
369.90-30	FEDERAL REIMBURSEMENT	22,113	17,875	17,875	23,485	18,769		894	
369.90-40	VENDOR REBATES	15,622			319	2,000		2,000	
369.90-42	HOME DEPOT REBATE				117				
369.90-50	ADVERTISING REIMBURSEMENT	22,815				10,000		10,000	
* MISCELLANEOUS		1,907,033	1,226,271	1,391,017	1,219,369	1,195,169		31,102-	
NON-REVENUES									
381.11-06	LOCAL OPTION GAS TAX	200,000	200,000	200,000	133,333	200,000			
381.11-63	EMPLOYEE BEN COST DEFFERA	50,000	50,000	50,000				50,000-	
382.44-01	SANITATION	496,218	643,294	643,294	428,863	684,368		41,074	
382.44-02	WATER-SEWER FUND	1,479,979	1,742,432	1,742,432	1,161,621	1,818,346		75,914	
382.44-06	STORM WATER	164,069	171,867	171,867	114,578	204,204		32,337	
389.01-03	CARRYOVER-TREE BANK		146,000	146,000		3,000		143,000-	
389.01-05	CARRYOVER-PERPETUAL CARE		160,600	160,600		118,000		42,600-	
389.01-07	INSURANCE/OTHER		70,000	70,000		70,000			
389.01-08	DONATIONS		10,000	10,000				10,000-	
389.01-10	MANAGEMENT DESIGNATIONS		200,000	395,871		200,000			
389.01-12	COMPENSATED ABSENCES			322,636					
389.01-13	PUBLIC SAFETY			54,000					
389.01-14	PERP EXCL EASE			720,000		600,000		600,000	
389.02-00	CARRYOVER-ENCUMBRANCES			262,814					

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

001-GENERAL FUND		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori Bud	
389.03-00	CARRYOVER-DONATIONS			373,734				
*	NON-REVENUES	2,390,266	3,394,193	5,323,248	1,838,395	3,897,918		503,725
**	GENERAL FUND	34,573,090	36,047,675	39,191,153	27,849,367	37,487,051		1,439,376

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 0102-CITY COMMISSION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
11-00 EXECUTIVE SALARIES	42,583	45,000	45,000	29,667	45,000		
12-00 REGULAR SALARIES & WAGES	37,345	41,484	41,484	27,922	42,723		1,239
14-00 OVERTIME PAY	1,579		160	1,358			
21-00 FICA TAXES	6,272	5,694	5,707	4,213	5,789		95
22-00 RETIREMENT CONTRIBUTION	3,503	3,734	3,748	2,635	3,845		111
23-00 LIFE & HEALTH INSURANCE	43,927	66,897	66,897	40,278	52,104		14,793-
24-00 WORKER'S COMPENSATION	80	104	104	81	105		1
* Personnel Services	135,289	162,913	163,100	106,154	149,566		13,347-
40-00 TRAVEL PER DIEM	1,404	1,500	1,500	213	1,200		300-
42-00 FREIGHT & POSTAGE SERVICE	239	300	300	255	300		
44-00 RENTS & LEASES	146	100	100	27	100		
47-00 PRINTING & BINDING	391	800	800	1,049	800		
51-00 OFFICE SUPPLIES	282	300	300	116	300		
52-00 OPERATING SUPPLIES	1,414	1,200	1,200	1,188	1,200		
52-11 Fuel	174						
54-00 BOOKS-PUBL-SUBSCRIPTIONS	266	1,300	1,300	860	950		350-
55-00 TRAINING	1,225	800	800	25	800		
* Operating Expenditures	5,541	6,300	6,300	3,734	5,650		650-
** CITY COMMISSION	140,830	169,213	169,400	109,888	155,216		13,997-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 0102 CITY COMMISSION	LINE 40 00 TRAVEL PER DIEM	FOR BOC TRAVEL TO HISTORIC PRESERVATION, LEGISLATIVE EVENTS, AND OTHER CONFERENCES.....	1,200
		TOTAL	1,200
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE.....	100
		TRANSPORTING AS REQUIRED FOR MAYOR/BOC.....	200
		TOTAL	300
	LINE 44 00 RENTALS AND LEASES	BOC CAR RENTAL.....	100
		TOTAL	100
	LINE 47 00 PRINTING AND BINDING	PRINTING OF PROCLAMATION FORMS AND SPECIAL LETTERHEAD FOR MAYOR/BOC.....	400
		BUSINESS CARDS FOR NEW BOC AND NOTE CARDS.....	400
		TOTAL	800
	LINE 51 00 OFFICE SUPPLIES	GENERAL OFFICE SUPPLIES.....	300
		TOTAL	300
	LINE 52 00 OPERATING SUPPLIES	OTHER SUPPLIES & EQUIPMENT AS NEEDED FOR OFFICE THROUGHOUT YEAR.....	1,200
		TOTAL	1,200
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	BOOKS, PUBLICATIONS, SUBSCRIPTIONS, AND REGISTRATIONS FOR MAYOR/BOC.....	500
		NFBPA.....	250
		FL BLACK CAUCUS OF LOCAL OFFICIALS.....	200
		TOTAL	950
	LINE 55 00 TRAINING	TRAINING.....	450
		FLORIDA ANNUAL CONFERENCE REGISTRATION.....	350
		TOTAL	800

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0102 CITY COMMISSION	COMMISSIONER #1	KOULIAS, PANAGIOTIS	8,000					612		11,579	10	20,200
		COMMISSIONER #2	DIDONATO, FRANK	8,000					374		11,579	10	19,962
		COMMISSIONER #3	EISNER, MICHAEL	8,000					409		11,579	10	19,997
		COMMISSIONER #4	BANTHER, DAVID	8,000					131		11,579	10	19,719
		EXECUTIVE OFFICE MANAGER	HICKEY, PATRICIA		42,723				3,268	3,845	5,789	51	55,677
		MAYOR	KOULIANOS, JOHN	13,000					995			16	14,010
		TOTAL		45,000	42,723				5,789	3,845	52,104	105	149,567
		COUNT 6											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance
						FY 2026 Bud to FY 2025 Ori Bud
001-GENERAL FUND						
0202-CITY MANAGER						
11-00 EXECUTIVE SALARIES	156,999	152,781	252,219	205,952	171,954	19,173
12-00 REGULAR SALARIES & WAGES	87,961	115,765	60,002	27,922	122,720	6,955
14-00 OVERTIME PAY	3,219		6,944	8,141		
21-00 FICA TAXES	18,969	18,201	18,757	19,151	19,098	897
22-00 RETIREMENT CONTRIBUTION	8,058	10,419	11,045	8,572	27,061	16,642
23-00 LIFE & HEALTH INSURANCE	33,250	36,049	36,049	27,192	35,204	845-
24-00 WORKER'S COMPENSATION	260	322	322	252	361	39
* Personnel Services	308,716	333,537	385,338	297,181	376,398	42,861
40-00 TRAVEL PER DIEM	4,706	4,000	4,000	8,498	7,000	3,000
41-00 COMMUNICATION SERVICES	546	780	780	478	780	
42-00 FREIGHT & POSTAGE SERVICE	29	50	50	13	50	
44-00 RENTS & LEASES	21	1,500	1,500	21	100	1,400-
45-00 INSURANCE	1,615	1,780	1,780	1,335	1,961	181
46-04 VEHICLE MAINT. REPAIRS	9,755	3,083	3,083			3,083-
47-00 PRINTING & BINDING				210		
48-00 PROMOTIONAL ACTIVITIES					30,000	30,000
51-00 OFFICE SUPPLIES	162	200	200	49	200	
52-00 OPERATING SUPPLIES	1,407	1,500	1,500	2,142	8,950	7,450
52-11 VEHICLE FUEL	2,638	2,577	2,577	1,188		2,577-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	445	700	700	1,200	700	
55-00 TRAINING	676	700	700	417	700	
* Operating Expenditures	22,000	16,870	16,870	15,552	50,441	33,571
** CITY MANAGER	330,716	350,407	402,208	312,732	426,839	76,432

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 0202 CITY MANAGER	LINE 40 00 TRAVEL PER DIEM	CITY MANAGER CAR ALLOWANCE.....	6,000
		CONFERENCES, MILEAGE, LODGING, & TRAVEL PER DIEM..	1,000
		TOTAL	7,000
	LINE 41 00 COMMUNICATION SVC	TELEPHONE & CELLULAR CHARGES.....	780
		TOTAL	780
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, COURIER SERVICE & MAILING CHARGES.....	50
		TOTAL	50
	LINE 44 00 RENTALS AND LEASES	WATER DISPENSER.....	100
		TOTAL	100
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	1,961
		TOTAL	1,961
	LINE 48 00 PROMOTIONAL ACTIVIT.	MARKETING.....	30,000
		TOTAL	30,000
	LINE 51 00 OFFICE SUPPLIES	MISC OFFICE SUPPLIES.....	200
		TOTAL	200
	LINE 52 00 OPERATING SUPPLIES	OFFICE SUPPLIES AS NEEDED.....	500
		STUDIOPC FOR PIO.....	4,500
		GIMBAL FOR PIO.....	150
		IPHONE PRO 16.....	1,500
		DRONE LICENSE.....	2,300
		TOTAL	8,950
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	FCCMA MEMBERSHIP, BOOKS, PUBLICATIONS, AND MISCELLANEOUS MEMBERSHIPS.....	700
		TOTAL	700
	LINE 55 00 TRAINING	FLORIDA LEAGUE OF CITIES CONF REGISTRATION.....	350
		FL CITY & COUNTY MANAGER ANNUAL CONFERENCE.....	350
		TOTAL	700

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0202 CITY MANAGER	CITY MANAGER	RUDD, CHARLES	171,954					9,789	16,016	17,836	214	215,809
		EXECUTIVE OFFICE MANAGER	HICKEY, PATRICIA		42,723				3,268	3,845	5,789	51	55,677
		PIO/MARKETING	VAN LOO, JORDAN		79,997				6,040	7,200	11,579	96	104,912
		TOTAL		171,954	122,720				19,098	27,061	35,204	361	376,398
		COUNT 3											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
001-GENERAL FUND						
0203-ECONOMIC DEVELOPMENT						
12-00 REGULAR SALARIES & WAGES	105,924	112,604	112,604	74,492	116,043	3,439
14-00 OVERTIME PAY	1,429		6,802	4,458		
21-00 FICA TAXES	8,210	8,606	9,151	6,039	8,869	263
22-00 RETIREMENT CONTRIBUTION	10,060	10,458	11,071	7,375	10,768	310
23-00 LIFE & HEALTH INSURANCE	16,951	18,374	18,374	12,496	17,836	538-
24-00 WORKER'S COMPENSATION	104	139	139	109	144	5
* Personnel Services	142,678	150,181	158,141	104,969	153,660	3,479
40-00 TRAVEL PER DIEM	5,543	5,000	5,000	3,073	4,600	400-
41-00 COMMUNICATION SERVICES	541	600	600	459	600	
48-00 PROMOTIONAL ACTIVITIES		200	200			200-
51-00 OFFICE SUPPLIES				8		
52-00 OPERATING SUPPLIES	342	2,600	2,600	2,574	100	2,500-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,696	1,200	1,200	689	1,200	
55-00 TRAINING		500	500	330	400	100-
* Operating Expenditures	8,122	10,100	10,100	7,133	6,900	3,200-
83-00 OTHER GRANTS AND AIDS					100,000	100,000
* Grants & Aids					100,000	100,000
** ECONOMIC DEVELOPMENT	150,800	160,281	168,241	112,102	260,560	100,279

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0203 ECONOMIC DEVELOPMENT	LINE 40 00 TRAVEL PER DIEM	LOCAL MILEAGE REIMBURSEMENT AND TRAVEL TO	1,000
		SEMINARS OR CONFERENCES.....	3,600
		CAR ALLOWANCE DIRECTOR \$300 MONTH.....	
		TOTAL	4,600
	LINE 41 00 COMMUNICATION SVC	CELL PHONE & LONG DISTANCE CHARGES.....	600
		TOTAL	600
	LINE 52 00 OPERATING SUPPLIES	MISCELLANEOUS SUPPLIES FOR OFFICE.....	100
		TOTAL	100
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	PROFESSIONAL MEMBERSHIPS:	
		INTERNATIONAL COUNCIL OF SHOPPING CENTERS (ICSC).	150
		FLORIDA ECONOMIC DEVELOPMENT COUNCIL (FEDC).....	375
		INTERNATIONAL ECONOMIC DEVELOPMENT COUNCIL (IEDC)	345
		REFERENCE MATERIALS.....	330
	TOTAL	1,200	
	LINE 55 00 TRAINING	FLORIDA ECONOMIC DEVELOPMENT COUNCIL (FEDC)	
		CONFERENCE & ICSC WEST FLORIDA EXCHANGE.....	400
	TOTAL	400	
	LINE 83 00 OTHER GRANTS/AIDS	ECONOMIC DEVELOPMENT SPONGE DOCKS.....	100,000
		TOTAL	100,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0203 ECONOMIC DEVELOPME	ECONOMIC DEVELOPMENT MANAGER	LEMMONS, KAREN G		116,043				8,869	10,768	17,836	144	153,659
		TOTAL			116,043				8,869	10,768	17,836	144	153,659
		COUNT 1											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
001-GENERAL FUND						
0302-FINANCE						
11-00 EXECUTIVE SALARIES	136,223	142,072	142,072	96,718	148,699	6,627
12-00 REGULAR SALARIES & WAGES	292,960	382,625	382,625	212,622	393,515	10,890
14-00 OVERTIME PAY	12,447	1,000	6,160	10,546	1,000	
21-00 FICA TAXES	32,748	37,283	37,697	23,796	38,212	929
22-00 RETIREMENT CONTRIBUTION	39,747	47,312	47,778	28,790	48,889	1,577
23-00 LIFE & HEALTH INSURANCE	83,811	96,905	96,905	61,255	93,530	3,375-
24-00 WORKER'S COMPENSATION	487	631	631	494	652	21
* Personnel Services	598,423	707,828	713,868	434,220	724,497	16,669
40-00 TRAVEL PER DIEM	3,798	2,500	2,500	739	2,000	500-
41-00 COMMUNICATION SERVICES	350	400	400	194	300	100-
42-00 FREIGHT & POSTAGE SERVICE	3,963	3,000	3,000	2,839	2,500	500-
44-00 RENTS & LEASES	39	1,600	1,600	21	100	1,500-
46-00 REPAIRS & MAINTENANCE	501	1,300	1,300	195	500	800-
49-01 INTERDEPT ALLOCATION	150,157-	115,867-	115,867-	77,245-	155,635-	39,768-
51-00 OFFICE SUPPLIES	1,176	1,100	1,100	845	1,100	
52-00 OPERATING SUPPLIES	11,191	11,100	11,100	2,770	5,400	5,700-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,200	1,000	1,000	1,085	1,000	
55-00 TRAINING	1,639	1,500	1,500	1,724	1,500	
* Operating Expenditures	126,300-	92,367-	92,367-	66,833-	141,235-	48,868-
** FINANCE	472,123	615,461	621,501	367,386	583,262	32,199-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0302 FINANCE

LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR NAVILINE USER GROUP TRAINING REQUIRED FOR CITY SOFTWARE SYSTEMS, REQUIRED GOVERNMENTAL AUDITING AND ACCOUNTING CONFERENCES & SEMINARS NECESSARY TO MAINTAIN LICENSES & CERTIFICATIONS..	2,000
	TOTAL	2,000
LINE 41 00 COMMUNICATION SVC	TELEPHONE CHARGES.....	300
	TOTAL	300
LINE 42 00 FREIGHT & POSTAGE SVC	CERTIFIED MAIL AND FEDERAL EXPRESS FOR THE CITY: STATE ANNUAL REPORT, STATE FORMS FOR THE BUDGET, COMPREHENSIVE ANNUAL FINANCIAL REPORT, AND COURIER SERVICE.....	500 2,000
	POSTAGE ALLOCATION.....	
	TOTAL	2,500
LINE 44 00 RENTALS AND LEASES	WATER DISPENSER.....	100
	TOTAL	100
LINE 46 00 REPAIR AND MAINT.	MAINTENANCE FOR PRINTERS; INCLUDING CHECK PRINTERS INCLUDES ALL TONER AND REPAIRS.....	500
	TOTAL	500
LINE 49 01 OTHER CURRENT CHARGES	INTERDEPARTMENT ALLOCATION: LIBRARY.....	63,596- 92,039-
	FIRE.....	
	TOTAL	155,635-
LINE 51 00 OFFICE SUPPLIES	STATIONERY, ENVELOPES, PENS, PENCILS, DIVIDERS AND OTHER PAPER STOCK FOR BUDGET BOOKS & CAFR REPORT.	1,100
	TOTAL	1,100
LINE 52 00 OPERATING SUPPLIES	FILE FOLDERS, COMPUTER BINDERS, SPIRAL BINDERS, AND BUDGET COVERS, COPIES, A/P CHECKS, PAYROLL CHECKS, DIRECT DEPOSIT PRESSURE SEAL PAPER, W-2 AND 1099 FORMS, GFOA CERTIFICATION FEES, TONER AND PAPER FOR PRINTERS, ETC.....	5,400
	TOTAL	5,400
LINE 54 00 BOOKS-PUBL-SUBSCRIP.	MEMBERSHIPS NECESSARY TO RECEIVE LOWER COST ON EDUCATIONAL TRAINING AND TO SUBMIT FOR BUDGET AND CAFR AWARDS AND REFERENCE MATERIALS.....	1,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0302 FINANCE	LINE 55 00 TRAINING		TOTAL	1,000
		CONFERENCES AND SEMINARS NECESSARY TO MAINTAIN		
		PROFESSIONAL LICENSES AND CERTIFICATIONS.....		1,500
			TOTAL	1,500

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL	
001 GENERAL FUND	0302 FINANCE	ACCOUNTING COORDINATOR	SEILAGYI, CAROL		75,046		250		5,238	6,777	11,579	90	98,981	
		ACCOUNTING MANAGER	SMITH, SHANE		75,650				5,787	6,808	11,579	91	99,915	
		ACCOUNTING SPECIALIST	CRAMER, LISA		66,789		250		5,128	6,034	17,836	81	96,117	
		ACCOUNTING TECHNICIAN	ORTIZ, PEGGY		54,787		250		3,693	4,954	11,579	66	75,328	
		ACCOUNTING TECHNICIAN II	CLAYTON, SARAH		57,970		250		4,454	5,240	17,041	70	85,024	
		FINANCE DIRECTOR	HARRING, RON	148,699					9,404	13,383	17,836	178	189,500	
		FINANCIAL/BUDGET ANALYST	VACANT, FIN ANALYST		63,274				4,508	5,695	6,081	76	79,633	
		TOTAL			148,699	393,515		1,000		38,212	48,889	93,530	652	724,498
		COUNT 7												

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 0303-PROCUREMENT SERVICES	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
11-00 EXECUTIVE SALARIES	97,781	105,102	105,102	69,529	118,955		13,853
12-00 REGULAR SALARIES & WAGES	140,426	146,798	146,798	97,113	151,195		4,397
21-00 FICA TAXES	18,113	19,017	19,017	12,689	20,384		1,367
22-00 RETIREMENT CONTRIBUTION	21,438	22,671	22,671	14,998	24,314		1,643
23-00 LIFE & HEALTH INSURANCE	33,683	36,489	36,489	24,326	34,736		1,753-
24-00 WORKER'S COMPENSATION	234	302	302	236	324		22
* Personnel Services	311,675	330,379	330,379	218,891	349,908		19,529
40-00 TRAVEL PER DIEM	881	2,500	2,500	633	3,750		1,250
42-00 FREIGHT & POSTAGE SERVICE	10	100	100	10	50		50-
44-00 RENTS & LEASES	556	1,070	1,070	324	570		500-
46-00 REPAIRS & MAINTENANCE		200	200		10,658		10,458
49-01 INTERDEPT ALLOCATION	61,495-	47,164-	47,164-	31,443-	62,404-		15,240-
51-00 OFFICE SUPPLIES	6	200	200		100		100-
52-00 OPERATING SUPPLIES	7,948	2,350	2,350	147	2,000		350-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,959	900	900	1,245	800		100-
55-00 TRAINING	1,779	3,265	3,265	909	3,000		265-
* Operating Expenditures	48,356-	36,579-	36,579-	28,175-	41,476-		4,897-
68-00 INTANGIBLE ASSETS	19,998		19,998	19,998			
* Capital Outlay	19,998		19,998	19,998			
** PROCUREMENT SERVICES	283,317	293,800	313,798	210,714	308,432		14,632

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0303	PROCUREMENT SERVICES	LINE 40 00 TRAVEL PER DIEM	NIGP, FAPPO & TAMPA BAY PURCHASING CO-OP MEETINGS. TRAVEL COSTS FOR FUNCTIONS HAVE INCREASED FOR LOCATIONS OUTSIDE THE OF THE CITY LIMITS.....	3,750
			TOTAL	3,750
		LINE 42 00 FREIGHT & POSTAGE SVC	FEDERAL EXPRESS, UPS, OVERNIGHT MAIL, ETC. WHILE WE DO MORE ELECTRONICALLY, WE STILL REQUIRE MAIL SERVICES FOR THOSE COMPANIES AND OTHER AGENCIES THAT ONLY ACCEPT ORIGINAL COPIES.....	50
			TOTAL	50
		LINE 44 00 RENTALS AND LEASES	WATER DISPENSER RENTAL.....	570
			TOTAL	570
		LINE 46 00 REPAIR AND MAINT.	EXTRA COPY CHARGES..... E-PROCUREMENT SOLICITATION SOFWTARE 55%.....	100 10,558
			TOTAL	10,658
		LINE 49 01 OTHER CURRENT CHARGES	INTERDEPARTMENT ALLOCATION: LIBRARY..... FIRE.....	26,826- 35,578-
			TOTAL	62,404-
		LINE 51 00 OFFICE SUPPLIES	OFFICE SUPPLIES, PENS, PAPER, PENCILS, BUSINESS CARDS, ENVELOPES, STATIONERY, FILE FOLDERS, ETC..	100
			TOTAL	100
		LINE 52 00 OPERATING SUPPLIES	MISCELLANEOUS SMALL OFFICE EQUIPMENT, FIXED ASSET PROPERTY TAGS & SUPPLIES, PRINTER & INK PRINTER PAPER..... NIGP CODES FOR BONFIRE PLATFORM.....	1,000 1,000
			TOTAL	2,000
		LINE 54 00 BOOKS-PUBL-SUBSCRIP.	NIGP, FAPPO, NIGP-TAMPA BAY CHAPTER FEES.....	800
			TOTAL	800
		LINE 55 00 TRAINING	PURCHASING SEMINARS, CERTIFICATIONS, AND MISC..... FAPPO CONFERENCES & FALL WORKSHOPS..... NIGP ANNUAL FORUM.....	800 1,200 1,000
			TOTAL	3,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0303 PROCUREMENT SERVIC	PROCUREMENT SERVICES DIRECTOR	LEWIS, JANINA	118,955					9,072	10,706	11,579	143	150,454
		SENIOR PROCUREMENT ANALYST	HALL, PATRICIA		76,086				5,567	6,848	11,579	92	100,172
		SENIOR PROCUREMENT ANALYST	SADAY, ANELA		75,109				5,745	6,760	11,579	90	99,283
		TOTAL		118,955	151,195				20,384	24,314	34,736	324	349,909
		COUNT 3											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 0304-INFORMATION TECH SERVICE	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
11-00 EXECUTIVE SALARIES	120,900	135,891	135,891	89,897	143,562		7,671
12-00 REGULAR SALARIES & WAGES	127,694	200,189	200,189	110,587	240,087		39,898
14-00 OVERTIME PAY	6,256	12,500	23,479	15,148	12,500		
15-00 SPECIAL PAY	10,798	14,625	14,625	7,225	4,875		9,750-
21-00 FICA TAXES	19,653	26,456	27,336	16,589	29,117		2,661
22-00 RETIREMENT CONTRIBUTION	23,908	32,689	33,678	20,057	36,092		3,403
23-00 LIFE & HEALTH INSURANCE	41,670	51,253	51,253	33,938	51,494		241
24-00 WORKER'S COMPENSATION	260	436	436	341	481		45
* Personnel Services	351,139	474,039	486,887	293,783	518,208		44,169
31-00 PROFESSIONAL SERVICES		20,000	42,050	17,650	20,000		
34-00 OTHER CONTRACTUAL SERVICE		800	800				800-
40-00 TRAVEL PER DIEM	2,428	2,500	2,500	481	2,500		
41-00 COMMUNICATION SERVICES	18,686	20,000	20,000	12,719	20,000		
42-00 FREIGHT & POSTAGE SERVICE	34	50	50		50		
44-00 RENTS & LEASES	371	1,600	1,600	332	475		1,125-
45-00 INSURANCE	3,141	3,462	3,462	2,597	3,814		352
46-00 REPAIRS & MAINTENANCE	123,978	446,762	452,245	273,256	466,718		19,956
48-00 PROMOTIONAL ACTIVITIES	67			529			
49-01 INTERDEPT ALLOCATION	102,017-	181,967-	181,967-	121,311-	147,668-		34,299
51-00 OFFICE SUPPLIES		150	150		100		50-
52-00 OPERATING SUPPLIES	126,528	119,913	119,913	64,261	136,913		17,000
54-00 BOOKS-PUBL-SUBSCRIPTIONS	2,000	975	975	505	975		
55-00 TRAINING	13,218		25,780	22,880	20,000		20,000
* Operating Expenditures	188,434	434,245	487,558	273,899	523,877		89,632
64-00 MACHINERY & EQUIPMENT	38,800						
* Capital Outlay	38,800						
71-00 PRINCIPAL	214,142						
72-00 INTEREST	33,046						
* Debt Services	247,188						
** INFORMATION TECH SERVICES	825,561	908,284	974,445	567,683	1,042,085		133,801

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0304 INFORMATION TECHNOLOGY	LINE 31 00 PROFESSIONAL SVC	IT PENETRATION AUDIT.....	20,000
		TOTAL	20,000
	LINE 40 00 TRAVEL PER DIEM	TRAVEL TO TRAINING SEMINARS.....	2,500
		TOTAL	2,500
	LINE 41 00 COMMUNICATION SVC	CELLULAR SERVICE/MIFI DEVICES.....	20,000
		TOTAL	20,000
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE.....	50
		TOTAL	50
	LINE 44 00 RENTALS AND LEASES	WATER COOLER.....	100
		SAFE DEPOSIT	375
		TOTAL	475
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	3,814
		TOTAL	3,814
	LINE 46 00 REPAIR AND MAINT.	CROWDSTRIKE AND FALCON.....	5,000
		FIREWALL MAINTENANCE.....	7,315
		I5 NAVILINE FINANCIAL SYSTEM MAINTENANCE.....	174,506
		ONBASE DOCUMENT MANAGEMENT MAINTENANCE.....	21,890
		VOIP/TEAMS.....	2,761
		MICROSOFT LICENSES O365.....	72,050
		MICROSOFT AZURE CLOUD.....	27,500
		NETMOTION VPN SECURITY.....	24,200
		ADOBE.....	15,950
		NAVILINE FUSION.....	920
		NEOGOV & POWER DMS.....	25,000
		SELECTRON IVR.....	15,950
		ZOOM.....	8,682
		XIMA PHONE SYSTEM.....	600
		IT HELPDESK BMC TRACKIT.....	3,200
		DELL SERVER MAINTENANCE.....	11,000
		VNC.....	2,640
		AVAYA IP OFFICE CITY PHONE SYSTEM.....	804
		CIVIC AGENDA, WEB, SECLICKFIX.....	46,750
		TOTAL	466,718
	LINE 49 01 OTHER CURRENT CHARGES	INTERDEPARTMENT ALLOCATION:	
		LIBRARY.....	147,668-
		TOTAL	147,668-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0304	INFORMATION TECHNOLOGY	LINE 51 00 OFFICE SUPPLIES	OFFICE SUPPLIES AS NEEDED.....	100
			TOTAL	100
		LINE 52 00 OPERATING SUPPLIES	MISC CABLES/SWITCHES/MONITORS/PHONES.....	32,900
			COMPUTERS/UNIFORMS/FIREWALL BOXES.....	32,013
			FIBER OPTIC UPGRADES.....	15,000
			REPLACEMENT DATA/VOIP/CAMERAS.....	15,000
			CLUSTER UPS.....	12,000
			NETWORK CORE SWITCHES.....	30,000
			TOTAL	136,913
		LINE 54 00 BOOKS-PUBL-SUBSCRIP.	BOOKS SUBSCRIPTIONS.....	975
			TOTAL	975
		LINE 55 00 TRAINING	TRAINING.....	20,000
			TOTAL	20,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0304 INFORMATION TECHNOLOGY	CYBER SECURITY ENGINEER	OUVERSON, DANIEL		47,050				3,599	4,234	5,789	56	60,729
		I.T. DIRECTOR	LINTON, SUZANNE	143,562					9,429	12,920	23,361	172	189,444
		INFO TECHNOLOGY SPECIALIST	ADD PERS REQ, IT SPEC		12,316				942	1,108	1,728	15	16,110
		INFO TECHNOLOGY SPECIALIST	JUMP, MARC		35,724		5,000	1,950	3,256	3,841	5,849	51	55,672
		INFO TECHNOLOGY SPECIALIST	WILCOX, JAYME		57,221		7,500	2,925	5,175	6,088	8,684	81	87,674
		IT SYSTEM ADMINISTRATOR	CASE, ANDREW		87,776				6,715	7,900	6,081	106	108,578
		TOTAL		143,562	240,087		12,500	4,875	29,117	36,092	51,494	481	518,207
		COUNT 6											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 0402-INTERNAL AUDITOR	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
11-00 EXECUTIVE SALARIES	64,846	67,132	72,608	46,992	69,143		2,011
21-00 FICA TAXES	4,744	5,014	5,014	3,447	5,044		30
22-00 RETIREMENT CONTRIBUTION	5,837	6,042	6,042	4,229	6,223		181
23-00 LIFE & HEALTH INSURANCE	8,858	9,606	9,606	6,566	9,373		233-
24-00 WORKER'S COMPENSATION	61	81	81	63	83		2
* Personnel Services	84,346	87,875	93,351	61,298	89,866		1,991
40-00 TRAVEL PER DIEM		250	250				250-
51-00 OFFICE SUPPLIES		50	50	85	50		
52-00 OPERATING SUPPLIES		500	500		300		200-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	190	200	200	190	200		
55-00 TRAINING	99	400	400		200		200-
* Operating Expenditures	289	1,400	1,400	275	750		650-
** INTERNAL AUDITOR	84,635	89,275	94,751	61,573	90,616		1,341

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0402 INTERNAL AUDIT	LINE 51 00 OFFICE SUPPLIES	OFFICE SUPPLIES.....	50
		TOTAL	50
	LINE 52 00 OPERATING SUPPLIES	OPERATING SUPPLIES.....	300
		TOTAL	300
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	REQUIRED PUBLICATIONS.....	200
		TOTAL	200
	LINE 55 00 TRAINING	TRAINING.....	200
		TOTAL	200

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0402 INTERNAL AUDIT	INTERNAL AUDITOR	POULOS, BILLY	69,143					5,044	6,223	9,373	83	89,865
		TOTAL		69,143					5,044	6,223	9,373	83	89,865
		COUNT 1											

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CITY OF TARPON SPRINGS, FLORIDA
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001-GENERAL FUND 0502-HUMAN RESOURCES	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
11-00 EXECUTIVE SALARIES	133,787	141,103	194,909	120,167	128,752		12,351-
12-00 REGULAR SALARIES & WAGES	168,520	176,379	176,379	118,352	205,517		29,138
14-00 OVERTIME PAY	1,445	500	1,464	1,033	500		
21-00 FICA TAXES	22,670	22,857	22,935	17,972	24,907		2,050
22-00 RETIREMENT CONTRIBUTION	27,338	28,619	28,706	21,343	29,410		791
23-00 LIFE & HEALTH INSURANCE	49,761	53,955	48,955	35,190	51,657		2,298-
24-00 WORKER'S COMPENSATION	297	382	382	299	402		20
* Personnel Services	403,818	423,795	473,730	314,356	441,145		17,350
31-00 PROFESSIONAL SERVICES	10,397	5,500	5,500	3,816	5,000		500-
34-00 OTHER CONTRACTUAL SERVICE		1,000	1,000		300		700-
40-00 TRAVEL PER DIEM		150	150		500		350
41-00 COMMUNICATION SERVICES	350	350	350	194	350		
42-00 FREIGHT & POSTAGE SERVICE	647	400	400	332	500		100
44-00 RENTS & LEASES	217	800	800	140	200		600-
47-00 PRINTING & BINDING				36			
48-00 PROMOTIONAL ACTIVITIES				65	250		250
49-00 OTHER CURRENT CHARGES		300	300	875	300		
49-01 INTERDEPT ALLOCATION	65,558-	71,784-	71,784-	47,856-	82,123-		10,339-
51-00 OFFICE SUPPLIES	596	500	500	291	500		
52-00 OPERATING SUPPLIES	7,151	3,300	3,300	5,095	3,500		200
55-00 TRAINING		500	5,500	3,851	2,000		1,500
* Operating Expenditures	46,200-	58,984-	53,984-	33,161-	68,723-		9,739-
68-00 INTANGIBLE ASSETS					25,000		25,000
* Capital Outlay					25,000		25,000
** HUMAN RESOURCES	357,618	364,811	419,746	281,195	397,422		32,611

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0502 HUMAN RESOURCES	LINE 31 00 PROFESSIONAL SVC	PRE-EMPLOYMENT BACKGROUND CHECKS; MEDICAL SUPPORT SERVICES INCLUDING DRUG SCREENING.....	5,000
		TOTAL	5,000
	LINE 34 00 OTHER CONTRACT SVC	APPLICANT TRACKING SYSTEM, TEMPORARY STAFFING SERVICES.....	300
		TOTAL	300
	LINE 40 00 TRAVEL PER DIEM	TRAVEL TO WORKSHOPS, TRAINING SESSIONS AND MEETINGS.....	500
		TOTAL	500
	LINE 41 00 COMMUNICATION SVC	TELEPHONE AND FAX CHARGES.....	350
		TOTAL	350
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, SHIPPING AND COURIER SERVICES.....	500
		TOTAL	500
	LINE 44 00 RENTALS AND LEASES	WATER COOLER.....	200
		TOTAL	200
	LINE 48 00 PROMOTIONAL ACTIVIT.	PROMOTIONAL ACTIVITIES.....	250
		TOTAL	250
	LINE 49 00 OTHER CURRENT CHARGES	RECRUITMENT FOR JOB OPENINGS, ADVERTISING.....	300
		TOTAL	300
	LINE 49 01 OTHER CURRENT CHARGES	INTERDEPARTMENT ALLOCATION: LIBRARY.....	19,553-
		FIRE.....	62,570-
		TOTAL	82,123-
	LINE 51 00 OFFICE SUPPLIES	COPIER PAPER, ENVELOPES, FILE FOLDERS, PENS, TESTING MAERIALS.....	500
		TOTAL	500
	LINE 52 00 OPERATING SUPPLIES	COMPUTER SOFTWARE, CALCULATORS, SOFTWARE.....	1,000
		MISCELLANEOUS OFFICE SUPPLIES.....	2,500
		TOTAL	3,500

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0502 HUMAN RESOURCES	LINE 55 00 TRAINING	EDUCATION REIMBURSEMENT, WORKSHOPS, SEMINARS.....	2,000
		TOTAL	2,000
	LINE 68 00 INTANGIBLE ASSETS	HRIS SOFTWARE 50%GF/50%WS.....	25,000
		TOTAL	25,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0502 HUMAN RESOURCES	ADMIN ASSISTANT	ADD PERS REQ, ADM ASST		8,000				612			10	8,622
		HR/RISK MANAGEMENT COORD	GOLDSTEIN, LYNN		72,717				5,563	6,545	11,579	87	96,491
		HUMAN RESOURCES ASSISTANT	BASS, SAVANNAH		62,400		500		4,812	5,661	11,579	75	85,027
		HUMAN RESOURCES DIRECTOR	ADKINS, TABATHA	128,752					9,146	11,588	11,579	154	161,219
		HUMAN RESOURCES SPECIALIST	KOZIOL, MICHELE		62,400				4,774	5,616	16,921	75	89,785
		TOTAL		128,752	205,517		500		24,907	29,410	51,657	402	441,144
		COUNT 5											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
							FY 2026 Bud to FY 2025 Ori	Bud
001-GENERAL FUND								
0505-YOUTH EMPLOYMENT PROGRAM								
13-00	OTHER SALARIES & WAGES	11,492			3,666			
21-00	FICA TAXES	879			280			
*	Personnel Services	12,371			3,946			
34-00	OTHER CONTRACTUAL SERVICE		10,000	10,000		10,000		
*	Operating Expenditures		10,000	10,000		10,000		
**	YOUTH EMPLOYMENT PROGRAM	12,371	10,000	10,000	3,946	10,000		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0505	YOUTH EMPLOYMENT PROGRAM	LINE 34 00 OTHER CONTRACT SVC	YOUTH EMPLOYMENT.....	10,000
			TOTAL	10,000

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
0702-CITY ATTORNEY							FY 2026 Bud to FY 2025 Ori	Bud
31-01	CITY ATTORNEY-RETAINER		100,000	100,000		100,000		
31-02	CITY ATTORNEY-LITIGATION	139,936	60,000	60,000	7,738	60,000		
31-05	CODE ENFORCEMENT	9,543	25,000	25,000	6,596	25,000		
31-06	MUNICIPALITY/GENERAL	225,394	60,000	60,000	143,915	60,000		
31-07	LEGAL-LABOR ATTORNEY	40,057	10,000	10,000	7,061	10,000		
*	Operating Expenditures	414,930	255,000	255,000	165,310	255,000		
**	CITY ATTORNEY	414,930	255,000	255,000	165,310	255,000		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0702 CITY ATTORNEY	LINE 31 01 PROFESSIONAL SVC	RETAINER.....	100,000
		TOTAL	100,000
	LINE 31 02 PROFESSIONAL SVC	LITIGATION.....	60,000
		TOTAL	60,000
	LINE 31 05 PROFESSIONAL SVC	CODE ENFORCEMENT.....	25,000
		TOTAL	25,000
	LINE 31 06 PROFESSIONAL SVC	MUNICIPAL GENERAL.....	60,000
		TOTAL	60,000
	LINE 31 07 PROFESSIONAL SVC	LABOR ATTORNEY.....	10,000
		TOTAL	10,000

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 0802-PLANNING	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
11-00 EXECUTIVE SALARIES	132,279	141,103	141,103	93,345	158,416	17,313	
12-00 REGULAR SALARIES & WAGES	329,618	343,238	343,238	231,294	354,827	11,589	
14-00 OVERTIME PAY	2,818	1,500	11,546	10,046	1,500		
21-00 FICA TAXES	34,670	35,766	36,570	24,975	36,903	1,137	
22-00 RETIREMENT CONTRIBUTION	41,825	43,725	44,631	30,122	46,327	2,602	
23-00 LIFE & HEALTH INSURANCE	67,021	72,569	72,569	48,839	69,733	2,836-	
24-00 WORKER'S COMPENSATION	447	583	583	456	618	35	
* Personnel Services	608,678	638,484	650,240	439,076	668,324	29,840	
31-00 PROFESSIONAL SERVICES	162,412	170,000	175,337	62,874	85,000	85,000-	
40-00 TRAVEL PER DIEM	1,817	9,200	9,200	1,188	6,000	3,200-	
41-00 COMMUNICATION SERVICES	963	1,100	1,100	701	1,100		
42-00 FREIGHT & POSTAGE SERVICE	7,806	5,500	8,997	2,444	5,500		
44-00 RENTS & LEASES		1,300	1,300			1,300-	
47-00 PRINTING & BINDING	2,280	3,000	3,031	234	3,000		
48-00 PROMOTIONAL ACTIVITIES	857	1,000	1,000	838	1,000		
49-00 OTHER CURRENT CHARGES	12,111	12,000	12,000	8,022	12,000		
51-00 OFFICE SUPPLIES	320	350	350	376	350		
52-00 OPERATING SUPPLIES	4,163	4,090	4,090	4,251	1,000	3,090-	
54-00 BOOKS-PUBL-SUBSCRIPTIONS	3,855	30,946	30,946	2,153	17,550	13,396-	
55-00 TRAINING	2,135	6,200	6,200	555	4,000	2,200-	
* Operating Expenditures	198,719	244,686	253,551	83,634	136,500	108,186-	
** PLANNING	807,397	883,170	903,791	522,711	804,824	78,346-	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0802 PLANNING	LINE 31 00 PROFESSIONAL SVC	ENGINEERING DEV REVIEW/PLAT.....	25,000
		GENERAL SERVICES TASK TECHNICAL ASSISTANCE FOR THE	
		LAND DEVELOPMENT CODE.....	50,000
		MICROFICHE CONVERSION.....	10,000
		TOTAL	85,000
	LINE 40 00 TRAVEL PER DIEM	TRAVEL COST FOR CONFERENCE (2 NATIONAL)	1,200
		TRAVEL COST FOR CONFERENCE (2 STATE) \$1200 EST....	1,200
		LODGING 3 NIGHTS X 4 CONFERENCES \$1200.....	3,600
		TOTAL	6,000
	LINE 41 00 COMMUNICATION SVC	PHONE.....	480
		HOTSPOT.....	620
		TOTAL	1,100
	LINE 42 00 FREIGHT & POSTAGE SVC	PUBLIC HEARING POST CARDS AND MAILERS FOR PUBLIC	
		ENGAGEMENT.....	5,500
		TOTAL	5,500
	LINE 47 00 PRINTING AND BINDING	PRINTING OF POSTCARDS AND PUBLIC HEARING.....	1,000
		FLIERS FOR PUBLIC ENGAGEMENT.....	2,000
		TOTAL	3,000
	LINE 48 00 PROMOTIONAL ACTIVIT.	PROMOTIONS FOR EVENTS.....	1,000
		TOTAL	1,000
	LINE 49 00 OTHER CURRENT CHARGES	LEGAL ADS FOR PUBLIC HEARINGS REQUIRED FOR	
		ORDINANCE CHANGES.....	12,000
		TOTAL	12,000
	LINE 51 00 OFFICE SUPPLIES	OFFICE SUPPLIES.....	350
		TOTAL	350
	LINE 52 00 OPERATING SUPPLIES	OPERATING EXPENSES.....	500
		POLL EVERYWHERE SOFTWARE.....	500
		TOTAL	1,000
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	AMERICAN PLANNING ASSOCIATION MEMBERSHIPS.....	3,500
		ONLINE TRAINING SUBSCRIPTIONS.....	1,000
		ICMA MEMBERSHIPS.....	200
		NATIONAL TRUST FOR HISTORIC PRESERVATION.....	250
		CONNECT TARPON SPRINGS WEBSITE.....	12,600

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0802 PLANNING	LINE 55 00 TRAINING		TOTAL	17,550
		SUPPLEMENTAL TRAINING.....		200
		APA CONFERENCE NATIONAL ONLINE.....		900
		APA CONFERENCE FLORIDA X2.....		800
		CNU CONFERENCE.....		1,600
		SPC TUITION REIMBURSEMENT.....		500
			TOTAL	4,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0802 PLANNING	DIRECTOR OF PLANNING & ZONING	VINCENT, RENEA	158,416					9,644	14,257	11,699	190	194,206
		EXECUTIVE ASSISTANT	CREIGHTON, KIM		59,093		1,500		4,636	5,453	17,041	73	87,796
		PLANNING SUPERVISOR	MCNEESE, PATRICIA		102,544				7,844	9,229	17,836	123	137,576
		PRINCIPAL PLANNER	KEEN, ALEXANDRA		95,410				7,299	8,587	11,579	114	122,988
		PRINCIPAL PLANNER	LANFORD, CAROLINE		97,781				7,480	8,800	11,579	118	125,758
		TOTAL		158,416	354,827		1,500		36,903	46,327	69,733	618	668,324
		COUNT 5											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 0902-CITY CLERK	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
11-00 EXECUTIVE SALARIES	200,582	203,306	213,593	141,139	213,782		10,476
12-00 REGULAR SALARIES & WAGES	94,928	99,358	99,358	66,729	115,003		15,645
14-00 OVERTIME PAY	3,284	700	700	2,566	700		
21-00 FICA TAXES	22,144	21,038	21,038	15,645	22,387		1,349
22-00 RETIREMENT CONTRIBUTION	26,892	27,303	27,303	18,939	29,653		2,350
23-00 LIFE & HEALTH INSURANCE	50,018	54,204	54,204	36,516	52,125		2,079-
24-00 WORKER'S COMPENSATION	278	364	364	285	396		32
* Personnel Services	398,126	406,273	416,560	281,821	434,046		27,773
31-00 PROFESSIONAL SERVICES	1,142	14,381	56,381	17,719	20,680		6,299
34-00 OTHER CONTRACTUAL SERVICE	5,226	8,398	8,398	8,424	10,398		2,000
40-00 TRAVEL PER DIEM		400	400		400		
41-00 COMMUNICATION SERVICES	422	400	400	194	400		
42-00 FREIGHT & POSTAGE SERVICE	1,078	17,194	17,194	11,547	28,694		11,500
44-00 RENTS & LEASES	6,903	12,401	12,401	12,385	14,342		1,941
46-00 REPAIRS & MAINTENANCE	2,088	2,500	2,500	1,394	2,500		
48-00 PROMOTIONAL ACTIVITIES	4,265	1,500	1,500	1,119	1,500		
49-00 OTHER CURRENT CHARGES	6,979	2,500	2,500	9,598	2,500		
51-00 OFFICE SUPPLIES	679	800	800	362	800		
52-00 OPERATING SUPPLIES	4,028	11,566	11,566	6,078	8,466		3,100-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,703	1,967	1,967	1,170	1,967		
55-00 TRAINING	174	450	450		450		
* Operating Expenditures	34,687	74,457	116,457	69,989	93,097		18,640
** CITY CLERK	432,813	480,730	533,017	351,810	527,143		46,413

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0902 CITY CLERK	LINE 31 00 PROFESSIONAL SVC	RECORDING AND PROCESSING OFFICIAL DOC (SIMPLIFILE)	3,470
		ELECTION POLLWORKERS.....	17,210
		TOTAL	20,680
	LINE 34 00 OTHER CONTRACT SVC	CODE BOOKS REVISION/SUPPLEMENTS/ON-LINE HOST/	
		ORD. BANK.....	7,300
		HISTORIC PRESERVATION RECORDS/PHOTOS, ETC.....	1,073
		MOVING COMPANY FOR ELECTION EQUIPMENT.....	2,025
		TOTAL	10,398
	LINE 40 00 TRAVEL PER DIEM	STAFF SEMINARS, TRAININGS, & MILEAGE.....	400
		TOTAL	400
	LINE 41 00 COMMUNICATION SVC	PHONE & INTERNET SERVICES.....	400
		TOTAL	400
	LINE 42 00 FREIGHT & POSTAGE SVC	MESSENGER SERVICES, POSTAGE, FED EX ETC (DELINQUENT NOTICES, LIENS, SATISFACTIONS, MAIL BALLOT AND REPLACEMENT KITS, FIRST CLASS POSTAGE PER CHARTER REQUIREMENT TO EACH REGISTERED VOTER (EST. 20,000 X .56 MINIMUM) .	28,694
		TOTAL	28,694
	LINE 44 00 RENTALS AND LEASES	VOTING EQUIPMENT RENTAL PER VOTER CHARGE.....	8,625
		POLLING PLACE RENTALS.....	2,210
		STATE STORAGE FEES, MICROFILE.....	455
		KONICA PRINTER.....	3,022
		WATER COOLER RENTAL.....	30
		TOTAL	14,342
	LINE 46 00 REPAIR AND MAINT.	RECORDS MANAGEMENT EQUIPMENT, MISC REPAIRS.....	900
		MIS EQUIPMENT MAINTENANCE, VAULTS, LOCKS, ETC.....	600
		KONICA MAINTENANCE FEES/COPY CHGS.....	1,000
		TOTAL	2,500
	LINE 48 00 PROMOTIONAL ACTIVIT.	AWARDS, PLAQUES, CERTIFICATES, KEY TO THE CITY, ETC.... (FOR SP. PRESENTATIONS BY BOC).....	1,500
		TOTAL	1,500
	LINE 49 00 OTHER CURRENT CHARGES	LEGAL ADVERTISEMENTS, HEARING NOTICES.....	2,500
		TOTAL	2,500

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 0902 CITY CLERK	LINE 51 00 OFFICE SUPPLIES	COPY PAPER, MISC OFFICE SUPPLIES, COIN ENVELOPES...	300
		ARCHIVAL FOLDERS AND MISC. ACID FREE PRODUCTS.....	500
		TOTAL	800
	LINE 52 00 OPERATING SUPPLIES	RECORDING DEVICES, COMPUTER EQUIPMENT, ELECTION	
		EXPENSES (BALLOTS), GOLD EMBOSSED SEALS, WATER	
		(AUD. COOLER).....	6,966
		QUALIFYING NOTICE (CHARTER REQ. APPROX. 20,000	
		VOTERS).....	1,500
		TOTAL	8,466
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	MEMBERSHIP FEES:	
		SOCIETY OF FL. ARCHIVIST - DUE DEC.....	50
		INSTITUTE OF MUNICIPAL CLERKS/IIMC DUE FEB.....	420
		PINELLAS COUNTY MUNICIPAL CLERKS ASSOC DUE AUG...	100
		FL. ASSOC OF CITY CLERKS DUE MAY.....	200
		ARMA ASSOC OF RECORDS MGR. DUE MARCH.....	430
		FL. RECORD MGMT ASSOC DUE OCT.....	360
		FLORIDA STATUTES.....	225
		ELECTION, GOVERNMENT GUIDES, NOTARY RENEWALS.....	182
		TOTAL	1,967
	LINE 55 00 TRAINING	WORKSHOPS & SEMINARS.....	200
		CLERK CERTIFICATION SEMINARS & WORKSHOPS.....	250
		TOTAL	450

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE NAME	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	0902 CITY CLERK	CITY CLERK/COLLECTOR	JACOBS, IRENE S	149,739					9,518	13,476	11,579	180	184,492
		DEPUTY CITY CLERK	MANOUSOS, KATHERINE M	64,043					4,601	5,764	5,789	77	80,274
		EXECUTIVE ASSISTANT	RENARDO, CAROL M		60,840		700		4,377	5,539	16,921	74	88,451
		RECORDS/SOFTWARE SPECIALIST	JAMES, MATTHEW		54,163				3,891	4,874	17,836	65	80,829
		TOTAL		213,782	115,003		700		22,387	29,653	52,125	396	434,046
		COUNT 4											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1002-POLICE	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
11-00 EXECUTIVE SALARIES	135,599	140,378	140,378	98,265	144,581		4,203
12-00 REGULAR SALARIES & WAGES	5,466,378	5,761,292	5,987,139	3,973,007	6,112,478		351,186
13-00 OTHER SALARIES & WAGES	72,440	62,287	62,287	63,925	64,818		2,531
14-00 OVERTIME PAY	700,558	475,029	666,874	587,617	475,029		
15-00 SPECIAL PAY	76,214	95,300	95,300	49,810	91,400		3,900-
15-01 OFF DUTY ASSIGNMENTS	73,615	74,263	74,263	53,927	74,263		
21-00 FICA TAXES	453,629	464,782	480,131	336,489	489,779		24,997
22-00 RETIREMENT CONTRIBUTION	1,174,906	950,982	979,759	945,465	1,315,208		364,226
23-00 LIFE & HEALTH INSURANCE	951,282	1,037,310	1,037,310	705,577	1,014,702		22,608-
24-00 WORKER'S COMPENSATION	116,288	150,648	150,648	117,862	158,137		7,489
* Personnel Services	9,220,909	9,212,271	9,674,089	6,931,944	9,940,395		728,124
31-00 PROFESSIONAL SERVICES	120,217	130,300	130,300	43,916	135,700		5,400
34-00 OTHER CONTRACTUAL SERVICE	102,857	116,462	116,462	80,788	128,858		12,396
40-00 TRAVEL PER DIEM	41,256	59,200	59,200	37,175	45,700		13,500-
41-00 COMMUNICATION SERVICES	139,468	161,400	161,400	108,853	185,100		23,700
42-00 FREIGHT & POSTAGE SERVICE	2,208	1,900	1,900	1,817	2,200		300
43-01 WATER/SEWER SERVICE	8,963	1,999	1,999	2,128	2,439		440
43-02 ELECTRIC SERVICE	81,874	91,744	91,744	54,959	77,506		14,238-
44-00 RENTS & LEASES	1,946	12,900	12,900	792	13,200		300
45-00 INSURANCE	200,108	220,284	220,284	166,046	242,265		21,981
46-00 REPAIRS & MAINTENANCE	151,623	255,580	226,580	110,280	292,070		36,490
46-04 VEHICLE MAINT. REPAIRS	487,757	380,917	380,917	353,986	404,009		23,092
47-00 PRINTING & BINDING	4,618	6,900	6,900	1,163	6,900		
48-00 PROMOTIONAL ACTIVITIES	7,019	6,000	6,000	4,927	6,000		
49-00 OTHER CURRENT CHARGES	5,500	24,250	24,250	4,000	17,250		7,000-
49-01 INTERDEPT ALLOCATION	32,422-	36,988-	36,988-	24,659-	48,742-		11,754-
51-00 OFFICE SUPPLIES	3,205	4,500	4,500	947	4,500		
52-00 OPERATING SUPPLIES	454,929	421,250	458,950	207,528	420,625		625-
52-11 VEHICLE FUEL	216,450	211,135	211,135	137,969	205,817		5,318-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	21,961	72,120	72,120	61,895	120,620		48,500
55-00 TRAINING	18,112	45,500	45,500	17,309	50,700		5,200
* Operating Expenditures	2,037,649	2,187,353	2,196,053	1,371,820	2,312,717		125,364
63-00 IMPROVEMENTS O/T BUILDING	15,702		10,468	10,468			
64-00 MACHINERY & EQUIPMENT	55,572						
* Capital Outlay	71,274		10,468	10,468			
** POLICE	11,329,832	11,399,624	11,880,610	8,314,232	12,253,112		853,488

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1002 POLICE DEPT.	LINE 15 00 SPECIAL PAY	ANNUAL BOOT ALLOWANCE.....	5,700
		OFFICER CLOTHING ALLOWANCE/PBA CONTRACT 48@400	19,600
		DETECTIVE CLOTHING ALLOWANCE 8@\$600.....	4,800
		STATE OF FLORIDA SALARIED INCENTIVE 57 OFFICERS @ \$1000 EACH.....	57,000
		ON CALL PAY (1) PROPERTY/EVIDENCE \$75/WEEK.....	3,900
		CHIEF CLOTHING ALLOWANCE PER CONTRACT.....	1,000
		IT ENTERPRISE ADMIN ON-CALL \$75/WEEK.....	3,900
		TOTAL	95,900
	LINE 31 00 PROFESSIONAL SVC	PROMOTIONAL EXAMS BY INDEPENDENT CERTIFIED PROFESS	2,000
		BLOOD ALCOHOL & DRUG SCREENING FOR DUI'S	3,500
		OSHA REQUIRED HEPATITIS B VACCINATION.....	900
		MEDICAL EXAMS FOR PRISONERS.....	500
		INTERVIEW TRANSCRIPTION.....	2,000
		PSYCHOLOGICAL/POLYGRAPH EXAMS FOR OFFICERS AND DIS	3,500
		PSYCH EXAMS FOR DET/JUVENILE CASES.....	400
		OTHER MEDICAL TEST/EXAMS FOR EMPLOYEES FROM HAZARD	500
		POLICE PHYSICALS(\$570) NEW HIRES (\$950/EA).....	36,000
		ARMS REPORTING SERVICE.....	38,400
		MENTAL HEALTH SERVICES.....	48,000
		TOTAL	135,700
	LINE 34 00 OTHER CONTRACT SVC	LEXIS NEXIS RISK DATA MANAGEMENT.....	2,200
		CLEAR (WEST, A THOMAS REUTERS BUSINESS).....	5,900
		SHERIFF CHARGES FOR P.J.A.C.	7,500
		INTOX TESTING SHERIFF'S OFFICE.....	2,000
		AT&T LANGUAGE LINE @ 10.00 PER MONTH.....	800
		ADT SECURITY MONITORING EVIDENCE ROOMS & COPS/KIDS	3,300
		CLEANING/JANITORIAL AMERICAN FACILITY.....	24,000
		FLOOR CLEANING SERVICES.....	2,000
		STERI-SAFE BIOHAZARD DISPOSAL.....	2,000
		SHREDDING SERVICE 6-8 X PER YEAR.....	2,000
		CRIME SCENE SERVICE FROM PINELLAS COUNTY.....	20,500
		LATENT FINGERPRINTS PREPAID FOR (80).....	8,000
		P.R.I.M.E. CONTRACTED SERVIES.....	48,658
		TOTAL	128,858
	LINE 40 00 TRAVEL PER DIEM	LODGING FOR SEMINARS FOR CONFERENCES AND CLASSES..	20,000
		MEALS +5%	18,000
		MILEAGE, TOLLS, PARKING, & MISC. TRAVEL COSTS +5%.	1,500
		SUNPASS, TOLLS.....	1,200
		CIVILIAN PER DIEM/HOTEL.....	5,000
		TOTAL	45,700
	LINE 41 00 COMMUNICATION SVC	11 BASIC SERVICE LINES AT THE POLICE DEPARTMENT...	5,500
		STATE OF FLORIDA & SUNCOM BILLING.....	10,000

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001 1002 POLICE DEPT.	LINE 41 00 COMMUNICATION SVC	CELLULAR PHONES FOR CHIEF, TAC, CRIME SCENE, DETEC	40,800
		VERIZON ROUTERS (60).....	24,000
		VERIZON MIPI/AIRCARDS (15).....	7,700
		BRIGHTHOUSE INTERNET SERVICE TO P.S.F./CABLE.....	14,500
		VERIZON DSL SHARED WITH FD VISA PAYMENTS.....	1,000
		BRIGHTHOUSE INTERNET CONNECT (CAD) PAID TO PCSO PR	59,000
		VERIZON EXTRA CELL (THROWBALL).....	1,000
		AT&T HOT SPOTS	9,500
		SPECTRUM BRIGHTHOUSE CABLE/PD ONLY.....	2,500
		SPECTRUM FIBER CIRCUIT PD/PD SPLIT.....	9,600
		TOTAL	185,100
	LINE 42 00 FREIGHT & POSTAGE SVC	FREIGHT AND POSTAGE SERVICE.....	1,400
		FEDEX.....	800
		TOTAL	2,200
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	2,439
		TOTAL	2,439
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	77,506
		TOTAL	77,506
	LINE 44 00 RENTALS AND LEASES	TOSHIBA COLORED COPIERS (3).....	4,050
		LEASED MILTI FUNCTIONAL PRINTERS (4).....	1,000
		WATER COOLER RENTAL.....	290
		COPS AND KIDS PRINTER (1).....	260
		LIVE SCAN PDLE MANDATE.....	300
		CAR RENTAL.....	300
		RENTAL EQUIPMENT.....	2,000
		RANGE FEES/RENTAL OF FACILITY.....	3,500
		OFFSITE TEXT STORAGE.....	1,500
		TOTAL	13,200
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	238,189
		AS&D STATUTORY INSURANCE.....	4,076
		TOTAL	242,265
	LINE 46 00 REPAIR AND MAINT.	CJIS, 911, UNIDATA (ACISS PCSO).....	65,670
		DIGITAL ALLY MAINTENANCE.....	3,000
		MAINTAIN 12 FIRE EXTINGUISHERS @ 20.00.....	1,200
		TINT METER CALIBRATION.....	1,050
		RADAR/LASER REPAIR & CALIBRATION INCL. INTOX & SPEEDO	7,000
		MAINTAINANCE FOR COPY RECORDS	900
		PRINTER PAGE OVERAGES (MFPS).....	1,950
		PRINTER OVERAGES TOSHIBA (ADMIN/DETECTIVES).....	2,000

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001 1002 POLICE DEPT.	LINE 46 00 REPAIR AND MAINT.	COPS AND KIDS PRINTER OVERAGE.....	500
		MOTOROLA/SUNCOAST MAINTENANCE CONTRACT.....	27,000
		MOTOROLA/SUNCOAST PTP LINK.....	9,000
		MOTOROLA MAINTENANCE ON DISPATCH CONSOLES.....	23,000
		WASH AND CLEANING OF POLICE VEHICLES.....	6,000
		BICYCLE MAINTENANCE.....	1,000
		WEAPONS REPAIR.....	600
		BUILDING SURVEILLANCE CAMERA	4,000
		SALLY PORT DOORS MAINTENANCE.....	4,500
		BUILDING SECURITY LOCKS (CAM CONNECTIONS) FD SPLIT	9,000
		PLUMBING REPAIRS.....	3,000
		E.O.C. REPAIRS.....	2,000
		GYM EQUIPMENT MAINTENANCE FD SPLIT.....	500
		GENERAL MAINTENANCE TO BUILDING PAINT, WALL REPAIR	10,000
		WATCHGUARD VEH CAMERA HARDWARE MAINTENANCE.....	10,000
		WATCHGUARD VEH CAMERA SOFTWARE MAINTENANCE.....	12,000
		WATCHGUARD BODY CAM SOFTWARE MAINTENANCE.....	15,000
		GPS GATE SERVER ANNUAL RENEWAL.....	12,000
		CRADLE POINT NET CLOUD ANNUAL RENEWAL.....	15,000
		DIVE EQUIPMENT MAINTENANCE.....	1,500
		FTO SOFTWARE HOSTING (ANNUAL) LEFTA.....	1,000
		FTO SOFTWARE IT SUPPORT (ANNUAL) LEFTA.....	1,000
		DISPATCH FTO SOFTWARE SUPPORT.....	750
		DISPATCH FTO SOFTWARE HOSTING.....	500
		911 PSAP MAINTENANCE.....	1,500
		PUBLIC SAFETY LANDSCAPE MAINTENANCE 50/50 SPLIT	
		PD/FD.....	2,500
		DELL MAINTENANCE	1,000
		WEBSITE HOSTING.....	600
		IAPRO MAINTENANCE.....	1,800
		BLUE TEAM MAINTENANCE.....	1,400
		CROSS MATCH MAINTENANCE FOR FINGERPRINT.....	1,400
		MAINTENANCE FOR E-SIGN FD SPLIT.....	250
		MESSAGE BOARD ANNUAL MAINTENANCE (7).....	10,000
		BOAT MAINTENANCE.....	5,000
		DISPATCH RE-WIRE FOR NEW CONSOLES.....	15,000
		TOTAL	292,070
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	404,009
		TOTAL	404,009
	LINE 47 00 PRINTING AND BINDING	BUSINESS CARDS.....	900
		24 HOUR WARNING STICKERS.....	200
		FIR CARDS.....	50
		MISC FORMS.....	500
		NIGHT EYE CARDS.....	2,000
		FINGERPRINT CARDS.....	250
		PRINTING VICTIM'S RIGHTS BROCHURES.....	3,000

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001 1002 POLICE DEPT.	LINE 48 00 PROMOTIONAL ACTIVIT.	TOTAL	6,900
		RECRUITMENT ITEMS.....	3,000
		MARKETING.....	2,500
		BOOKS FOR COPS AND KIDS CLASSES.....	500
		TOTAL	6,000
	LINE 49 00 OTHER CURRENT CHARGES	CONFIDENTIAL DRUG MONEY.....	10,000
		ST.PETE TIMES LEGAL ADS.....	250
		PASS CONTRIBUTION.....	5,000
		REWARD MONEY.....	2,000
		TOTAL	17,250
	LINE 49 01 OTHER CURRENT CHARGES	INTERDEPARTMENT ALLOCATION:	
		FIRE.....	48,742-
		TOTAL	48,742-
	LINE 51 00 OFFICE SUPPLIES	ENVELOPES, STATIONERY, BINDERS, NOTEBOOKS, MESSAGE, PADS, PENS, PENCILS, HIGHLIGHTERS, FILE FOLDERS, LABEL COPY PAPER.....	2,500 2,000
		TOTAL	4,500
	LINE 52 00 OPERATING SUPPLIES	REPLACEMENT PATROL UNIFORMS.....	27,000
		DRESS UNIFORMS.....	5,000
		UNIFORMS FOR NEW OFFICERS.....	5,000
		BULLET PROOF VESTS (REPLACEMENTS NEW HIRES).....	5,025
		BULLET PROOF VESTS (EXPIRED).....	11,000
		VEST CARRIERS/REPLACEMENT PRIOR TO 5YRS.....	2,500
		OUTER VEST CARRIERS FOR OFFICERS.....	4,500
		BIKE OFFICER UNIFORMS.....	600
		BIKE EQUIPMENT.....	1,200
		TAC SHIRTS. POLOS FOR DETECT/K9/SRO.....	2,500
		TAC PANTS/SHIRTS/POLOS NEW HIRE/TRAINING.....	2,500
		PANTS FOR DET/K9/SRO.....	1,500
		AIRFORCE CAPS AND BADGES.....	800
		BALLISTIC HELMETS NEW HIRE/REPLACEMENT.....	34,200
		TRAFFIC VESTS.....	300
		WINTER JACKETS.....	3,000
		WHISTLE/CHAINS.....	200
		LEATHER KEEPERS.....	200
		HANDCUFFS.....	300
		HANDCUFF CASES.....	2,500
		ASP BATONS.....	500
		ASP CASES.....	100
		TRAUMA KITS.....	4,500
		FLASHLIGHT FOR BELT (EA OFFICER).....	800
		GOGGLES.....	350

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001 1002 POLICE DEPT.

LINE 52 00 OPERATING SUPPLIES

RAINSUITS.....	500
HOLSTERS.....	500
MAGAZINE HOLDERS.....	2,500
MAGAZINES.....	800
STREAM LIGHT GUN LIGHTS.....	800
RADIO CASES.....	5,500
MISC.UNIFORM EXPENSES.....	5,000
COLLAR BRASS.....	400
NAMETAGS.....	400
BADGES.....	1,400
POLICE ID CARDS.....	300
AWARDS PLAQUES.....	600
UNIFORM COMMENDATION AWARD.....	500
OC SPRAY REPLACE.....	500
SHIRT PATCHES.....	2,000
SHIRT EMBROIDERY (YOUNG GUNS).....	4,000
NEW UNIFORM SHIRTS EMBROIDERED YOUNG GUNS.....	4,000
SEWING PATCHES/HEMMING/TAILOR.....	400
REPLACEMENT PORTABLE RADIO BATTERIES.....	3,000
REPLACEMENT PORTABLE RADIO ANTENNAS.....	800
REPLACEMENT LAPEL MICS/ADAPTERS.....	1,500
OSHA HAZARDOUS WASTE KITS.....	200
OSHA MOUTH VALVES.....	200
OSHA MATERIALS FOR TRAINING, BAGS, MAT.....	500
DUI CARDS, MOUTH PIECES/SOLUTION.....	500
DVD'S FOR CRIME SCENE DUI INVESTS.....	500
CD'S FOR CRIME/INTERNAL INVESTS.....	500
COMPUTER SUPPLIES, UPS/CABLES/CONNECTORS.....	3,000
TONER, PRINTER INK.....	300
CRIME SCENE PROCESSING MATERIALS.....	15,000
RANGE QUALIFICATION AMMO (STATE MANDATED).....	34,000
RANGE FEES AND MATERIALS.....	3,000
SIMUNITION AMMO(STATE MANDATED TRAINING).....	4,000
SERVICE AMMO.....	5,000
FLARES.....	500
TRAFFIC CONES 18".....	400
TRAFFIC CONES 36" (DILINEATOR).....	500
NEW TINT METERS.....	150
INVERTED SPRAY.....	2,000
CRIME PREVENTION PLAQUES, RIBBONS, STICKERS.....	4,000
SIGNS, CERTIFICATE, FRAMES, JUV.PRINT CARDS.....	750
COPS CLASS MATERIALS.....	1,000
EQUIPMENT REIMBURSEMENT PER PBA CONTRACT.....	1,000
TAG TRANSFER/RENEWALS.....	5,000
OFFICE SUPPLIES.....	2,500
BATTERIES/PATROL.....	1,500
DISPOSABLE GLOVES FOR OFFICERS/BOOKING.....	2,000
TASER CARTRIDGES/INCLUDED TRAINING CARTRIDGES.....	500
GYM EQUIPMENT.....	1,000
EOC EQUIPMENT FD SPLIT.....	2,500
EMERGENCY SUPPLIES.....	

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001 1002 POLICE DEPT.	LINE 52 00 OPERATING SUPPLIES	HONOR GUARD.....	2,500
		DIVE TEAM SUPPLIES.....	5,000
		DUI/DRE SUPPLIES,DRUG RECOGNITION EXPERT.....	2,000
		THI SUPPLIES.....	5,000
		ZEPHYRHILLS WATER.....	1,600
		STATE ACCREDITATION FEE FL PAC/FULL COMPLIANCE....	600
		ACCREDITATION ANNUAL SOFTWARE FEE.....	400
		ACCREDITATION EXPENSES.....	1,000
		MISC POLICE EQUIPMENT.....	6,000
		GRAPHICS FOR BUILDING.....	1,000
		DETECTIVE MAJOR INVESTIGATION/CID SUPPLIES.....	4,000
		COPS AND KIDS YOUTH CENTER BUDGET.....	30,000
		DISPATCH SHIRTS/CERTIFICATIONS/SUPPLIES.....	2,000
		TRACS PRINTERS CHARGERS /INSIGHT PUBLIC SECTOR...	3,600
		HOMELESS OUTREACH.....	250
		SRO/SCHOOL SAFETY NEEDS.....	2,000
		GREEK EASTER/EPIPHANY.....	2,500
		DRONE SUPPLIES.....	2,000
		COMPUTER/PERIPHERALS.....	25,000
		UNIFORMS /NON SWORN.....	2,500
		PPE KITS.....	2,000
		WATCHGUARD IN CAMERA SUPPLIES.....	3,500
		CAMERA ACCESS SD AND CF CARDS/FLASH DRIVES.....	3,500
		GUN BELTS.....	5,000
		VOLUNTEERS INPOLICING (VIP).....	2,500
		RESERVE OFFICERS.....	2,500
		LAW ENFORCEMENT RECOGNITION WEEK.....	2,500
		CITY SPONSORED SPECIAL EVENTS.....	5,000
		REPLACEMENT AED CARTRIDGES FOR PATROL.....	2,500
		INTOXILIZER/STATE MANDATED UPGRADE.....	15,000
		EPIPHANY MEALS FOR OFFICERS.....	2,500
		PROMOTION/AWARD /NEW HIRE CEREMONIES.....	1,500
		CITYWIDE DOCUMENT SHRED DAY.....	1,500
		MOVIE IN THE PARK.....	1,000
		SNOWPLACE FOOD FOR VOLUNTEERS/PARTOL.....	700
		DRONE.....	18,000
		POUCHES FOR OVERVESTS.....	5,000
		FULL FACE RESPIRATORS FOR NEW HIRES.....	2,000
		FUEL CHARGES FOR GENERATOR PD/FD SPLIT.....	2,000
		TOTAL	420,625
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	205,817
		TOTAL	205,817
LINE 54 00 BOOKS-PUBL-SUBSCRIP.		(60) METRO DADE BOOKS FOR OFFICERS.....	3,000
		PROFESSIONAL MEMBERSHIPS.....	3,500
		PROF.SUBSCRIPTIONS(LANGUAGE LINE \$40 CRIME DEX\$80)	120
		POWER DMS& POWER DETAILS (ANNUAL SUBSCRIPTION)...	6,000
		THI SUBSCRIPTION CRASH DATA RETRIEVAL CDR (899)...	

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001 1002 POLICE DEPT.	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	DRE SOFTWARE SUBSCRIPTION.....	6,000
		DRONE SOFTWARE SUBSCRIPTION.....	4,000
		BOOKS.....	1,000
		REDACTION SOFTWARE LICENSE FOR BODY CAMS.....	9,000
		1033 PROGRAM ANNUAL SUBSCRIPTION.....	1,000
		TASER ANNUAL FEE.....	40,000
		FLOCK CAMERA ANNUAL SUBSCRIPTION (17)CAMERAS.....	47,000
		TOTAL	120,620
	LINE 55 00 TRAINING	CHIEFS CONFERENCES IACP,PERF FL.POLICE CHIEFS ETC.	2,000
		EDUCATIONAL REIMBURSEMENT.....	1,500
		COMPUTER BASED IN-SERVICE TRAINING.....	5,000
		ONLINE CLASSES (ST.PETE COLLEGE).....	5,000
		REGISTRATION FEES TO SCHOOLS AND CONFERENCES.....	17,000
		PD ACADEMY SPONSORSHIP (3).....	15,000
		TRAINING FOR NON SWORN.....	4,200
		TEAM BUILDING TRAINING.....	1,000
		TOTAL	50,700

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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1002 POLICE DEPT.	ASSISTANT CHIEF OF POLICE	MATHIS, TAUREAN		139,942			1,500	9,398	29,703	11,579	3,607	195,729
		CHIEF OF POLICE	YOUNG, JEFFREY P	144,581				2,100	9,272	11,699	11,699	3,817	171,468
		CRIME ANALYST	ROSS, JANE		58,490				4,191	5,264	11,579	70	79,594
		CRIME SCENE TECH, PROPERTY CLK	JOHNSON, CASEY		48,485			3,900	4,008	4,715	11,579	1,336	74,022
		DIGITAL EVID TECH	MCDONALD, APRIL		46,675				3,571	4,201	11,579	56	66,081
		EXECUTIVE ASSISTANT	WEBSTER, SILVA		63,003				4,820	5,670	11,579	75	85,147
		IT ASSISTANT DIRECTOR	ELLIS, FRANK		116,355				8,901	10,472	17,836	140	153,704
		LAW ENFORCE SUPPORT SPECIALIST	TANJUTCO-HULL, RAQUEL		52,978				3,531	4,768	17,716	63	79,056
		POLICE DISPATCH SUPERVISOR	CLARK, GREG		64,168				4,909	5,775	11,579	77	86,508
		POLICE DISPATCHER	ADD PERS REQ, COMM DISP		23,920				1,830	2,153	3,456	29	31,387
		POLICE DISPATCHER	ANGELIADIS, CHRISTINA		57,068				4,365	5,136	11,579	69	78,217
		POLICE DISPATCHER	DWYER, BRIAN		59,929				4,568	5,393	11,579	72	81,541
		POLICE DISPATCHER	HERTZOG, KATHRYN P		54,644				4,180	4,918	17,716	66	81,523
		POLICE DISPATCHER	MERCIER KENNEDY, LISA		57,024				4,104	5,132	17,041	69	83,371
		POLICE DISPATCHER	STEWART, HOLLEE P		54,294				4,135	4,886	11,579	65	74,959
		POLICE MAJOR	CRAWFORD, JEFFREY		133,266			2,129	9,097	28,433	17,836	3,453	194,214
		POLICE MAJOR	GIBSON, JOHN		133,266			2,129	8,925	28,433	23,361	3,453	199,567
		POLICE OFFICER	BERNER, BLAKE		77,410		10,107	2,973	6,329	19,003	23,361	2,308	141,491
		POLICE OFFICER	BIRD, LARRY W		106,711		10,107	2,973	8,409	25,156	23,361	3,054	179,773
		POLICE OFFICER	BOONE, ANTHONY		104,108		10,107	2,973	8,965	24,610	17,836	2,988	171,587
		POLICE OFFICER	BRISENO, NATHANIEL		77,410		10,107	2,973	6,922	19,003	11,579	2,308	130,302
		POLICE OFFICER	BROWN, JEFFREY		85,447		10,107	2,973	6,660	20,691	11,699	2,513	140,089
		POLICE OFFICER	CUBE, KYANA		73,506		10,107	2,973	6,624	18,183	11,579	2,208	125,180
		POLICE OFFICER	DIEBEL, JOHN R		106,711		10,107	3,173	7,923	25,198	17,836	3,060	174,008
		POLICE OFFICER	FAUGNO, SCOTT		85,447		10,107	2,973	7,537	20,691	11,579	2,513	140,846
		POLICE OFFICER	GASSEN, STEPHEN		106,711		10,107	2,973	9,084	25,156	17,836	3,054	174,921
		POLICE OFFICER	GEER, MATTHEW T		106,711		10,107	2,973	7,952	25,156	16,921	3,054	172,875
		POLICE OFFICER	GIBSON, STEPHEN		89,773		10,107	2,973	7,868	21,599	17,041	2,623	151,984
		POLICE OFFICER	HALABI, JAMIL		89,773		10,107	2,973	7,239	21,599	11,579	2,623	145,893
		POLICE OFFICER	HURLEY, KAYLA		79,346		10,107	2,973	7,070	19,410	11,579	2,357	132,841
		POLICE OFFICER	INSALACO, KAILI		79,346		10,107	2,973	5,745	19,410	11,579	2,357	131,516
		POLICE OFFICER	KOSCINSKI, DAMIEN		77,410		10,107	2,973	6,922	19,003	11,579	2,308	130,302
		POLICE OFFICER	LOCASCIO, AMBERE		83,362		10,107	2,973	6,706	20,253	17,041	2,459	142,901
		POLICE OFFICER	MACISAAC, SCOTT C		101,570		10,107	2,973	7,531	24,077	11,699	2,923	160,879
		POLICE OFFICER	MARINELLI, MATTHEW		71,926		10,107	2,973	5,950	17,852	11,579	2,168	122,555
		POLICE OFFICER	MARTIN-KEMP, DANIELLE		68,299		10,107	2,973	5,706	17,090	11,579	2,075	117,829
		POLICE OFFICER	MELTON, JOHN		104,108		10,107	3,173	8,042	24,652	23,361	2,994	176,437
		POLICE OFFICER	MORENO, LUIS		77,410		10,107	2,973	5,808	19,003	23,361	2,308	140,970
		POLICE OFFICER	NGUYEN, THANH T		106,711		10,107	2,973	8,431	25,156	11,579	3,054	168,011
		POLICE OFFICER	O' NEILL, KEVIN		89,773		10,107	2,973	6,955	21,599	11,699	2,623	145,729
		POLICE OFFICER	PALMER, LEEANN		92,017		10,107	2,973	6,967	22,070	11,699	2,680	148,514
		POLICE OFFICER	PARKER, DIANA		75,523		10,107	2,973	6,205	18,607	11,579	2,259	127,253
		POLICE OFFICER	PATTON, KEVIN		94,318		10,107	2,973	7,559	22,553	17,041	2,739	157,290
		POLICE OFFICER	REYES, MARIO		83,362		10,107	2,973	6,788	20,253	11,579	2,459	137,521
		POLICE OFFICER	RODRIGUEZ, RACHEL		77,410		10,107	2,973	6,922	19,003	11,579	2,308	130,302
		POLICE OFFICER	RONDOS, ROBERT		101,570		10,107	2,973	8,771	24,077	11,699	2,923	162,119
		POLICE OFFICER	ROSE, BRITNEY		89,773		10,107	2,973	7,868	21,599	11,579	2,623	146,522

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FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1002 POLICE DEPT.	POLICE OFFICER	RYBENSKI, ADAM		77,410		10,107	2,973	6,368	19,003	23,361	2,308	141,531
		POLICE OFFICER	SCARPATI, LARA L		96,676		10,107	3,173	7,723	23,091	11,579	2,804	155,151
		POLICE OFFICER	SCHALLES, CHRISTOPHER		73,506		10,107	2,973	5,523	18,183	11,579	2,208	124,080
		POLICE OFFICER	SMITH, JUSTIN E		99,092		10,107	3,173	7,909	23,598	11,579	2,866	158,323
		POLICE OFFICER	SMITH, KEVIN		85,447		10,107	2,973	7,537	20,691	11,579	2,513	140,846
		POLICE OFFICER	SPARKS, JOSHUA		92,017		10,107	2,973	7,366	22,070	11,579	2,680	148,792
		POLICE OFFICER	THEIL, RYAN E		99,092		10,107	2,973	7,375	23,556	23,361	2,861	169,325
		POLICE OFFICER	TRINIDAD, MICHAEL		92,017		10,107	2,973	6,899	22,070	17,041	2,680	153,788
		POLICE OFFICER	VACANT, POLICE OFF 1		69,964		10,107	2,973	5,823	17,439	6,081	2,117	114,506
		POLICE OFFICER	VACANT, POLICE OFF 2		69,964		10,107	2,973	5,297	17,439	6,081	2,117	113,979
		POLICE OFFICER	VACANT, POLICE OFF 3		69,964		10,107	2,973	5,059	17,439	6,081	2,117	113,741
		POLICE OFFICER	VACANT, POLICE OFF 4		69,964		10,107	2,973	5,823	17,439	6,081	2,117	114,506
		POLICE OFFICER	VOLKER, WILLIAM C		106,711		10,107	2,973	7,909	25,156	23,361	3,054	179,272
		POLICE OFFICER	WALGUARNERY, CHRISTIAN M		106,711		10,107	3,173	8,161	25,198	17,041	3,060	173,451
		POLICE OFFICER	WARWICK, ANDREW H		106,711		10,107	3,173	8,428	25,198	11,579	3,060	168,255
		POLICE OFFICER	WOOD, NICHOLAS		89,773		10,107	2,973	7,868	21,599	11,579	2,623	146,522
		POLICE OFFICER	WYATT, KAYLA		73,506		10,107	2,973	5,572	18,183	11,579	2,208	124,128
		POLICE RECORDS CENTER TECHNICI	LEMMON, ALYSSA		49,067				3,434	4,416	11,579	59	68,555
		POLICE RECORDS CENTER TECHNICI	NAVAS, ALEXIS		44,304				3,389	3,987	11,579	53	63,312
		POLICE SERGEANT	ANDERSON, DEREK		126,897			2,329	8,573	27,137	23,361	3,295	191,593
		POLICE SERGEANT	CRAIG, CHRISTINE		106,817			2,129	7,075	22,878	23,361	2,778	165,039
		POLICE SERGEANT	GOMEZ, ROBERT		117,836			2,129	7,921	25,192	11,579	3,059	167,717
		POLICE SERGEANT	MILLER, JACOB		117,836			2,129	8,378	25,192	17,041	3,059	173,636
		POLICE SERGEANT	SAPINO, MARK		117,836			2,129	9,086	25,192	17,041	3,059	174,344
		POLICE SERGEANT	SPATZ, JOHN		126,897			2,129	9,059	27,095	11,579	3,290	180,048
		SCHOOL CROSSING GUARD-PT	GOMEZ, ELENA			11,802			903			301	13,006
		SCHOOL CROSSING GUARD-PT	KOURSISOTIS, KONSTANTINO			10,560			808			269	11,637
		SCHOOL CROSSING GUARD-PT	ROSS, SHIELA			11,154			853			284	12,292
		SCHOOL CROSSING GUARD-PT	STAVROPOULOS, HARRY			10,632			813			271	11,716
		SCHOOL CROSSING GUARD-PT	TOLEDO, CARMEN			10,056			769			256	11,081
		SCHOOL CROSSING GUARD-PT	VAYOS, ALEXANDRIA			10,614			812			271	11,697
		TOTAL		144,581	6,112,478	64,818	475,029	165,663	489,779	1,315,208	1,014,702	158,137	9,940,395
		COUNT 78											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1011-CODE ENFORCEMENT	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to	FY 2025 Ori Bud
12-00 REGULAR SALARIES	87,612	95,078	95,078	62,898	134,056		38,978
14-00 OVERTIME PAY	2,906	1,000	2,739	4,938	1,000		
21-00 FICA TAXES	6,373	7,350	7,490	4,459	10,332		2,982
22-00 RETIREMENT CONTRIBUTION	6,680	8,647	8,804	6,105	9,347		700
23-00 LIFE & HEALTH INSURANCE	28,227	36,049	36,049	28,869	41,197		5,148
24-00 WORKER'S COMPENSATION	7,462	760	760	595	1,188		428
* Personnel Services	132,260	148,884	150,920	107,864	197,120		48,236
34-00 OTHER CONTRACTUAL SERVICE		4,000	4,000				4,000-
40-00 TRAVEL PER DIEM	767	1,000	1,500	1,487	1,000		
41-00 COMMUNICATION SERVICES	444	800	800	324	600		200-
42-00 FREIGHT & POSTAGE SERVICE	1,966	4,000	4,000	961	2,000		2,000-
44-00 RENTS & LEASES		400	400				400-
46-00 REPAIRS & MAINTENANCE		150	150				150-
47-00 PRINTING & BINDING	75	500	500	58	250		250-
51-00 OFFICE SUPPLIES	244	800	800	59	300		500-
52-00 OPERATING SUPPLIES	857	1,850	1,350	270	1,200		650-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	85	655	655		500		155-
55-00 TRAINING	200	3,850	3,850	615	2,430		1,420-
* Operating Expenditures	4,638	18,005	18,005	3,773	8,280		9,725-
** CODE ENFORCEMENT	136,898	166,889	168,925	111,636	205,400		38,511

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1011 CODE ENFORCEMENT	LINE 40 00 TRAVEL PER DIEM	TRAVEL PER DIEM & LODGING.....	1,000
		TOTAL	1,000
	LINE 41 00 COMMUNICATION SVC	AIR CARD/CELL PHONES.....	600
		TOTAL	600
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE.....	2,000
		TOTAL	2,000
	LINE 47 00 PRINTING AND BINDING	BUSINESS CARDS/CODE MANUALS.....	100
		DOOR HANGER PRINTING.....	150
		TOTAL	250
	LINE 51 00 OFFICE SUPPLIES	PENS, NOTEBOOKS, PAPER, ETC.....	300
		TOTAL	300
	LINE 52 00 OPERATING SUPPLIES	24 HR REMOVAL, CARDBOARD NOTICE, DOOR HANGERS, ETC.	300
		STAKES AND SIGNS FOR NOH/ABATEMENT.....	300
		CODE ENFORCEMENT CITATIONS-COUNTY FEE FOR PROCESS.	200
		UNIFORMS.....	400
		TOTAL	1,200
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	ANNUAL FACE MEMBERSHIP.....	75
		TBACE MEMBERSHIP.....	125
		FACE RECERTIFICATION.....	100
		AACE MEMBERSHIP.....	100
		CODE MANUALS.....	100
		TOTAL	500
	LINE 55 00 TRAINING	ANNUAL FACE CONFERENCE ORLANDO.....	500
		ANNUAL AACE CONFERENCE.....	550
		CERTIFICATION COMPLIANCE COURSE.....	380
		CERTIFICATION COMPLIANCE EXAM.....	200
		CE CERTIFICATION COURSES (II,III,IV).....	400
		HOSTING A MONTHLY FACE MEETING.....	400
		TOTAL	2,430

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1011 CODE ENFORCEMENT	CODE ENFORCEMENT CLERK	LEE, HNOU		46,613				3,566	4,195	17,836	56	72,266
		CODE ENFORCEMENT OFFICER	ROLLESTON, MICHAEL		56,243		1,000		4,379	5,152	23,361	733	90,868
		CODE ENFORCEMENT SUPERVISOR	ADD PERS REQ, CDE ENF SU		31,200				2,387			399	33,986
		TOTAL			134,056		1,000		10,332	9,347	41,197	1,188	197,120
		COUNT 3											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1033-COPS & KIDS DONATION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
52-00 OPERATING SUPPLIES	18,680	10,000	27,128	7,558	10,000		
* Operating Expenditures	18,680	10,000	27,128	7,558	10,000		
** COPS & KIDS DONATION	18,680	10,000	27,128	7,558	10,000		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1033 COPS & KIDS DONATIONS	LINE 52 00 OPERATING SUPPLIES	SUPPLIES.....	10,000
		TOTAL	10,000

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1102-FIRE/RESCUE	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance
						FY 2026 Bud to FY 2025 Ori Bud
11-00 EXECUTIVE SALARIES	138,074	141,874	141,874	99,312	165,944	24,070
12-00 REGULAR SALARIES & WAGES	3,539,241	3,801,269	4,006,917	2,477,355	3,988,020	186,751
14-00 OVERTIME PAY	552,713	350,028	435,874	467,966	350,028	
15-00 SPECIAL PAY	38,496	47,030	47,030	15,894	45,470	1,560-
21-00 FICA TAXES	291,694	299,849	306,717	208,710	312,953	13,104
22-00 RETIREMENT CONTRIBUTION	565,522	632,631	645,508	661,638	735,899	103,268
23-00 LIFE & HEALTH INSURANCE	613,535	687,109	687,109	477,254	667,328	19,781-
24-00 WORKER'S COMPENSATION	119,456	72,058	72,058	56,376	75,598	3,540
* Personnel Services	5,858,731	6,031,848	6,343,087	4,464,505	6,341,240	309,392
31-00 PROFESSIONAL SERVICES	50,524	71,200	71,200	12,186	75,700	4,500
31-01 INTERDEPT ALLOCATION	81,993	80,112	80,112	53,408	98,148	18,036
32-00 ACCOUNTING & AUDITING	4,230	4,315	11,083	6,768	4,315	
32-01 INTERDEPT ALLOCATION	89,859	71,234	71,234	47,489	92,039	20,805
34-00 OTHER CONTRACTUAL SERVICE	1,380	1,380	1,380	859	1,500	120
40-00 TRAVEL PER DIEM	8,959	12,550	12,550	7,029	14,400	1,850
41-00 COMMUNICATION SERVICES	25,830	24,140	24,140	17,194	25,140	1,000
42-00 FREIGHT & POSTAGE SERVICE	397	450	450	1,573	450	
43-01 WATER/SEWER SERVICE	112,819	96,892	96,892	61,500	94,799	2,093-
43-02 ELECTRIC SERVICE	61,456	69,009	69,009	39,147	57,362	11,647-
43-03 GAS UTILITY SERVICE	1,910	2,200	2,200	1,453	2,000	200-
44-00 RENTS & LEASES	390	3,515	3,515	303	815	2,700-
45-00 INSURANCE	126,100	140,031	140,031	102,444	146,234	6,203
46-00 REPAIRS & MAINTENANCE	131,976	155,292	155,687	85,795	153,420	1,872-
46-01 INTERDEPT ALLOCATION	68,112	73,869	73,869	49,246	89,449	15,580
46-04 VEHICLE MAINT. REPAIRS	303,601	247,152	247,152	193,712	249,510	2,358
47-00 PRINTING & BINDING	578	500	500		225	275-
48-00 PROMOTIONAL ACTIVITIES	7,108	12,000	12,000	1,717	10,400	1,600-
51-00 OFFICE SUPPLIES	614	1,200	1,200	376	1,200	
52-00 OPERATING SUPPLIES	131,959	191,403	191,570	88,997	185,880	5,523-
52-11 VEHICLE FUEL	54,900	52,804	52,804	33,605	50,197	2,607-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	15,078	17,150	17,150	9,480	21,250	4,100
55-00 TRAINING	17,629	35,420	35,420	13,576	33,885	1,535-
* Operating Expenditures	1,297,402	1,363,818	1,371,148	827,858	1,408,318	44,500
63-00 IMPROVEMENTS O/T BUILDING	15,702		10,468	10,468		
64-00 MACHINERY & EQUIPMENT	123,790			8,571		
* Capital Outlay	139,492		10,468	19,039		
** FIRE/RESCUE	7,295,625	7,395,666	7,724,703	5,311,402	7,749,558	353,892

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1102 FIRE/RESCUE	LINE 15 00 SPECIAL PAY	IAFF CONTRACTUAL CERTIFICATE PAYS (12,000)	
		13 FIRE OFFICERS.....	6,240
		1 EMS REPORTER WRITER PAY.....	600
		EXECUTIVE STAFF CERTIFICATE PAY.....	6,210
		(16) SUPPLEMENTAL COMP PAYS (REIMBURSED BY COUNTY)	12,480
		(46) CLOTHING ALLOWANCE OFFICERS @ 500/ANNUALLY...	23,000
		TOTAL	48,530
	LINE 31 00 PROFESSIONAL SVC	NFPA REQUIRED PHYSICALS FOR ALL EMPLOYEES TO	
		INCLUDE CHEST X-RAYS.....	35,000
		REQUIRED INNOCULATIONS.....	1,000
		BLOODBORNE PATHOGEN EXPOSURE DOCUMENTATION	
		TESTING.....	1,000
		PHYSICALS FOR NEW EMPLOYEES.....	3,200
		NEW EMPLOYEE PSYCH TESTING.....	1,500
		FIRE TRUCK LEASE - DEBT REPORTING.....	2,000
		EMPLOYEE DRUG TESTS.....	2,000
		TAMPA BAY PSYCHOLOGY THERAPY SERVICES.....	30,000
		TOTAL	75,700
	LINE 31 01 PROFESSIONAL SVC	INTERDEPARTMENT ALLOCATION:	
		PROCUREMENT.....	35,578
		HUMAN RESOURCES.....	62,570
		TOTAL	98,148
	LINE 32 00 ACCOUNTING/AUDIT.	ANNUAL AUDITS-RESCUE POSITIONS.....	4,315
		TOTAL	4,315
	LINE 32 01 ACCOUNTING/AUDIT.	INTERDEPARTMENT ALLOCATION:	
		FINANCE.....	92,039
		TOTAL	92,039
	LINE 34 00 OTHER CONTRACT SVC	KONE ELEVATOR SERVICE.....	1,500
		TOTAL	1,500
	LINE 40 00 TRAVEL PER DIEM	ADMINISTRATION, DISTRICT CHIEF, LIEUTENANT AND	
		HONOR GUARD SEMINARS, CONFERENCES AND CLASSES....	4,500
		LODGING.....	6,000
		MILEAGE, PARKING AND MISC TRAVEL COSTS.....	2,000
		SUNPASS (TOLL CHARGES).....	100
		LODGING FOR CHAPLAIN.....	800
		CAR RENTALS.....	1,000
		TOTAL	14,400

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1102 FIRE/RESCUE	LINE 41 00 COMMUNICATION SVC	TELEPHONE CHARGES, (11) CELLULAR PHONES AND	
		INTERNET.....	7,500
		VERIZON AIR CARDS.....	3,000
		FRONTIER ON-LINE BUSINESS.....	2,500
		SPECTRUM TV, INTERNET AND PHONE.....	5,200
		SPECTRUM FIBER OPTIC LINE 60/40 SPLIT PD & FIRE...	4,080
		FRONTIER DSL 50/50 SPLIT FIRE AND POLICE.....	800
		SPECTRUM BUS. INTERNET SPLIT FIRE AND POLICE.....	2,060
		TOTAL	25,140
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, SHIPPING OF PAGERS, VALVES & ETC TO	
		BE REPAIRED.....	450
		TOTAL	450
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	94,799
		TOTAL	94,799
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	57,362
		TOTAL	57,362
	LINE 43 03 UTILITY SERVICES	GAS SERVICE.....	2,000
		TOTAL	2,000
	LINE 44 00 RENTALS AND LEASES	TO COVER COSTS ON ANY EQUIPMENT THAT MAY BE RENTED	
		FOR TOWN MEETINGS, HURRICANE MEETINGS AND	
		COMMUNITY PRESENTATIONS.....	100
		WATER COOLER RENTALS.....	195
		CABLE BOX RENTALS.....	520
		TOTAL	815
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	110,374
		FLOOD INSURANCE STATION 70.....	16,194
		UNDERGROUND STORAGE TANK INSURANCE.....	735
		AD&D STATUTORY INSURANCE.....	4,076
		VEHICLE INSURANCE-RESCUE VEHICLE.....	1,180
		LIABILITY INSURANCE-RESCUE VEHICLE.....	2,723
		FLORIDA FIREFIGHTER CANCER.....	10,952
		TOTAL	146,234
	LINE 46 00 REPAIR AND MAINT.	REPAIRS & BLDG MAINTENANCE/PSF, ST 70 & 71,	
		ELEVATOR, WEATHER STATION, A/C & GENERATORS.....	26,000
		REPAIRS & MAINTENANCE/EQUIPMENT REPAIRS ON	
		EQUIPMENT USED BY FIRE DEPARTMENT PERSONNEL.....	7,500
		ANNUAL HOSE TESTING.....	4,500

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1102 FIRE/RESCUE	LINE 46 00 REPAIR AND MAINT.	ANNUAL TESTING OF AIR PACKS.....	8,500
		A/C MAINTENANCE/PSF, ST 70 & 71...	20,270
		REPAIRS & MAINTENANCE/EMS MARINE UNITS (REIMBURSED BY THE COUNTY).....	7,500
		REPAIRS & MAINTENANCE/DIVE TEAM UNITS (REIMBURSED BY THE COUNTY).....	7,500
		BUNKER GEAR INSPECTION/MAINTENANCE.....	6,000
		MOBILE EYES ANNUAL MAINTENANCE FEE.....	6,000
		FIT TEST ANNUAL CALIBRATION.....	2,000
		CAMERA, LOCKS & DOOR MAINT. (CAM CONNECTIONS).....	6,000
		ELECTRONIC SIGN MAINTENANCE 50/50 SPLIT FIRE / POLICE.....	1,000
		ANNUAL LADDER TESTING.....	2,800
		ANNUAL PUMP TESTING FOR 5 UNITS.....	2,000
		CHANNEL INNOVATIONS REQUIRED QUARTERLY COMPRESSOR SERVICE AT STATIONS 69 & 71.....	8,000
		MOTOROLA MAINTENANCE CONTRACT FOR RADIOS.....	12,250
		FIRE EXTINGUISHERS RECHARGED/HYDROTESTED REQUIRED SEMI-ANNUAL HOOD INSPECTIONS AT STATIONS 69, 70 & 71.....	4,600
		HONOR GUARD UNIFORM MAINTENANCE.....	750
		ADDITIONAL COPY CHARGES.....	750
		APPARATUS BAY DOOR REPAIRS AT ST. 69, 70 & 71....	7,000
		REPAIR MAKO AT ST 69 & ST 71.....	1,000
		LADDER REPAIRS.....	1,000
		REQUIRED ANNUAL FIRE ALARM & SPRINKLER TESTING....	3,000
		ANNUAL E-DRAULICS SERVICE/INSPECTION MAINTENANCE..	5,000
		PUBLIC SAFETY BLDG. PALM & LANDSCAPE MAINTENANCE SPLIT 50/50 FD/PD.....	2,500
		TOTAL	153,420
	LINE 46 01 REPAIR AND MAINT.	INTERDEPARTMENT ALLOCATION:	
		POLICE.....	48,742
		PARKS.....	7,352
		FACILITIES MAINTENANCE.....	33,355
		TOTAL	89,449
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	249,510
		TOTAL	249,510
	LINE 47 00 PRINTING AND BINDING	DEPARTMENT LETTERHEAD.....	225
		TOTAL	225
	LINE 48 00 PROMOTIONAL ACTIVIT.	FIRE PREVENTION AND HEALTH SMOKE DETECTOR INFORMATIONAL PACKETS FOR SCHOOL PROGRAMS GRADES PRE K - 5TH.....	3,300
		GENERAL MATERIALS.....	2,100

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1102 FIRE/RESCUE	LINE 48 00 PROMOTIONAL ACTIVIT.	CITY SPONSORED SPECIAL EVENTS.....	5,000
		TOTAL	10,400
	LINE 51 00 OFFICE SUPPLIES	PENS, PENCILS, HIGHLIGHTERS, COPY PAPER, FILING SUPPLIES,IN-HOUSE PRODUCTION SUPPLIES, CALENDARS, TESTING & STUDY MATERIALS, LABELS.....	1,200
		TOTAL	1,200
	LINE 52 00 OPERATING SUPPLIES	PER UNION CONTRACT:	
		PANTS AND SHIRTS.....	14,000
		WINTER JACKETS, SWEATSHIRTS, HATS.....	3,000
		GYM SHORTS.....	1,550
		JUMPSUITS.....	2,500
		TEE SHIRTS.....	2,000
		SAFETY TOE SHOES/BOOTS.....	2,000
		COLLAR BRASS.....	1,000
		TIE AND CLIPS.....	200
		DIVE SHORTS.....	700
		HONOR GUARD SUPPLIES.....	1,000
		CHEMICAL ABSORBENT.....	620
		EQUIPMENT FOR USE BY TRAINING OFFICER.....	2,000
		SPECIAL FIRE CHEMICALS - FOAM EMULSIFIER, ETC.....	3,480
		PROTECTIVE HOODS.....	1,000
		PAPER TOWELS & TOILET PAPER/PSB, ST. 70 & ST. 71..	9,500
		JANITORIAL SUPPLIES.....	8,500
		VARIOUS CATCH-UP HOSE REPLACEMENTS.....	6,000
		NOZZLES.....	3,000
		EMS WEEK.....	3,000
		STATE EMS LICENSE & VEHICLE PERMITS.....	1,850
		PERSONNEL - STATE, ACLS & ITLS CERTIFICATION.....	400
		DRINKING WATER.....	5,200
		PORTABLE RADIO ACCESSORIES - MISC, BELT CLIPS.....	1,500
		MS OFFICE & ADOBE ACROBAT.....	1,000
		RADIO REPLACEMENT LITHIUM ION BATTERIES/PAGERS....	2,200
		HANDHELD PROPANE GAS DETECTOR.....	1,500
		ROTATING REPLACEMENT OF PROTECTIVE CLOTHING, BUNKER BOOTS, HELMETS.....	25,000
		LADDER REPLACEMENT.....	1,500
		UNIFORM EMBROIDERY.....	500
		STATION EQUIPMENT/SUPPLIES: AC FILTERS, TOOLS, BATTERIES,VEHICLE SUPPLIES, FOOD, 2CYCLE FUEL....	25,000
		MISC FURNITURE REPLACEMENT.....	4,300
		PUMP TESTING EQUIPMENT.....	3,380
		CALIBRATING GAS.....	2,000
		REQUIRED COUNTY KEYFOBS.....	5,000
		EQUIP FOR/EMS MARINE UNITS (REIMBURSED BY COUNTY)..	7,500
		EQUIP FOR DIVE TEAM UNITS (REIMBURSED BY COUNTY)..	7,500
		(3) FIRE INSPECTOR IPAD PROS.....	5,250
		LANDSCAPE ROCKS FOR STATION 71.....	3,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1102 FIRE/RESCUE	LINE 52 00 OPERATING SUPPLIES	(3) ANNUAL EDRAULIC TOOL BATTERIES.....	3,000
		STAIR CHAIR FOR R69 RESCUE UNIT.....	5,500
		(5) MOBILE UNIT IPAD PRO TABLETS.....	8,750
		TOTAL	185,880
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	50,197
		TOTAL	50,197
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	RENEWAL OF LICENSES/CERTIFICATIONS/5 EMT @ \$50 EA AND 40 PARAMEDICS @ \$75 EA PLUS FEE.....	4,225
		MEMBERSHIPS AND DUES FOR CHIEF AND FIRE MARSHAL IN FL FIRE CHIEFS ASSOC., NFPA, TAMPA BAY FIRE MARSHALS ASSOC., INT'L ASSOC. OF ARSON INVESTIGATORS, FL FIRE MARSHALS, FL WESTCOAST FIRE MARSHALS.....	3,500
		NFPA CODES SUBSCRIPTIONS.....	2,500
		CPR BOOKS FOR PUBLIC CPR TRAINING.....	500
		VECTOR SOLUTIONS ONLINE TRAINING SUBSCRIPTION / 48 EMPLOYEES @ \$87 EA. PLUS MAINTENANCE FEE.....	4,700
		COST FOR RECERTIFYING INSTRUCTOR CERTIFICATIONS...	300
		REQUIRED ANNUAL SUBSCRIPTION TRACKING PROGRAM FOR PSTRAX BUNKER GEAR & AIRPACKS.....	1,600
		SIMS-U-SHARE FIRE TRAINING SIMULATOR PROGRAM.....	75
		NATIONAL TESTING NETWORK RENEWAL.....	150
		IFSTA E-LEARNING LIBRARY RENEWAL.....	1,700
		FIRE & PARAMEDIC ACADEMY TRAINING MATERIALS.....	2,000
		TOTAL	21,250
	LINE 55 00 TRAINING	EDUCATIONAL REIMBURSEMENT: 14 EMPLOYEES @ \$750 EA.	10,500
		CONFERENCE REGISTRATIONS.....	2,485
		TRAINING & EDUCATIONAL COSTS FOR TRAINING OFFICER.	2,100
		ANNUAL LIVE FIRE TRAINING.....	3,600
		SAFETY OFFICER CLASSES.....	200
		TUITION REIMBURSEMENT.....	15,000
		TOTAL	33,885

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXRC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1102 FIRE/RESCUE	DEPUTY CHIEF	MISENER, CRAIG		134,555			2,300	9,279	23,265	11,579	2,326	183,305
		DEPUTY CHIEF	WALSH, RICHARD		140,837			1,460	9,410	24,190	17,836	2,419	196,152
		DISTRICT CHIEF	CONNETT, MORGAN		120,236			1,460	9,074	20,688	11,579	2,069	165,106
		DISTRICT CHIEF	HREZO, NATHAN		125,682			980	8,068	21,533	23,361	2,153	181,778
		DISTRICT CHIEF	MILLER, KYLE		120,236			980	7,414	20,607	17,041	2,061	168,339
		DRIVER/ENGINEER	SCANLAN, KEVIN G		84,236		9,723	500	5,787	16,058	11,579	1,606	129,488
		DRIVER/ENGINEER	STONE, MICHAEL A		84,236		9,723	500	5,933	16,058	23,361	1,606	141,417
		EXECUTIVE ASSISTANT	SELLERS, MELISSA		61,069			4,631	5,496	17,836		73	89,105
		FIRE CAPTAIN/FIRE MARSHALL	WODRICH, KEVIN A		105,872			1,460	7,111	18,246	11,579	1,825	146,093
		FIRE CHIEF	YOUNG, SCOTT	165,944				2,780	9,745		11,699	2,868	193,036
		FIRE SUPPORT COORDINATOR	MILLER, GINA		49,275				3,769	4,435	11,579	59	69,117
		FIREFIGHTER/PARAMEDIC	ALLEN, CORY		81,841		9,723	500	5,691	15,651	17,041	1,565	132,012
		FIREFIGHTER/PARAMEDIC	BARBER, SHAUN		72,715		9,723	500	5,428	14,099	11,699	1,410	115,574
		FIREFIGHTER/PARAMEDIC	BUSH, SPENCER		72,715		9,723	490	6,344	14,098	11,579	1,410	116,358
		FIREFIGHTER/PARAMEDIC	CENTENO, JOSIAH		72,715		9,723	1,100	5,687	14,202	11,579	1,420	116,425
		FIREFIGHTER/PARAMEDIC	CUDAL, JEROME		70,597		9,723	980	5,468	13,821	17,041	1,382	119,012
		FIREFIGHTER/PARAMEDIC	GRIVNA, AUSTIN		72,715		9,723	490	6,344	14,098	11,579	1,410	116,358
		FIREFIGHTER/PARAMEDIC	LINARES, FRANK		72,715		9,723	500	6,345	14,099	11,579	1,410	116,370
		FIREFIGHTER/PARAMEDIC	LOWE, JAMES		84,297		9,723	1,100	6,209	16,170	11,579	1,617	130,695
		FIREFIGHTER/PARAMEDIC	MARKS, JASON		72,715		9,723	500	5,054	14,099	17,041	1,410	120,542
		FIREFIGHTER/PARAMEDIC	QUINN, KRISTAL		86,825		9,723	1,100	6,740	16,605	11,699	1,660	134,347
		FIREFIGHTER/PARAMEDIC	RUOCO, CHARLES		72,715		9,723	1,100	6,390	14,202	11,579	1,420	117,129
		FIREFIGHTER/PARAMEDIC	SCHMIDT, JOSEPH		70,597		9,723	980	6,219	13,821	11,579	1,382	114,301
		FIREFIGHTER/PARAMEDIC	SIMPSON, STEVEN		81,841		9,723	500	5,734	15,651	23,361	1,565	138,375
		FIREFIGHTER/PARAMEDIC	SWAN, GAVIN		70,597		9,723	500	6,183	13,739	11,579	1,374	113,695
		FIREFIGHTER/PARAMEDIC	TEIXEIRA, JONATHAN		79,458		9,723	1,100	5,412	15,348	23,361	1,535	135,936
		FIREFIGHTER/PARAMEDIC	WALLER, DAVID		72,715		9,723	490	6,344	14,098	11,579	1,410	116,358
		FIREFIGHTER/PARAMEDIC	WILSON, DANIEL		79,458		9,723	1,100	5,621	15,348	11,579	1,535	124,362
		FIREFIGHTER/PARAMEDIC	WISE, JOSHUA		84,297		9,723	1,100	7,276	16,170	17,836	1,617	138,020
		LIEUTENANT	ARCHER, TODD M		109,905		9,723	980	8,200	20,503	11,579	2,050	162,940
		LIEUTENANT	BARRANCO, JOHN		92,043		9,723	1,580	7,345	17,569	23,361	1,757	153,378
		LIEUTENANT	DRAKE, JOSHUA D		109,905		9,723	980	7,410	20,503	11,579	2,050	162,150
		LIEUTENANT	FULLER, FAITH		106,704		9,723	980	7,848	19,959	23,361	1,996	170,571
		LIEUTENANT	GAMARRA, ITALO		106,704		9,723	2,900	7,230	20,286	17,041	2,029	165,912
		LIEUTENANT	MARIANI, JAMES T		109,905		9,723	1,580	8,132	20,606	11,579	2,061	163,584
		LIEUTENANT	MC DOWELL, KEVIN		109,119		9,723	2,060	8,348	20,554	11,579	2,056	163,437
		LIEUTENANT	MENENDEZ, NICOLE		92,043		9,723	2,300	6,590	17,691	11,579	1,769	141,695
		LIEUTENANT	TOKOTCH, JOSHUA D		109,905		9,723	980	8,315	20,503	11,699	2,050	163,175
		PARAMEDIC DRIVER/ENG	BOSSIELLO, LUIGI		96,717		9,723	1,100	8,227	18,282	17,041	1,828	152,919
		PARAMEDIC DRIVER/ENG	GREENLEE, MICHAEL		96,717		9,723	500	8,181	18,180	23,361	1,818	158,481
		PARAMEDIC DRIVER/ENG	INSCO, KEVIN		88,510		9,723	500	7,553	16,785	11,579	1,679	136,328
		PARAMEDIC DRIVER/ENG	JULIAN, DANIEL		93,901		9,723	500	7,965	17,701	23,361	1,770	154,921
		PARAMEDIC DRIVER/ENG	LOPEZ OLIVERA, ORLANDO		88,510		9,723	980	7,590	16,866	11,579	1,686	136,934
		PARAMEDIC DRIVER/ENG	MALVESTI, CHRISTOPHER		88,510		9,723	500	7,553	16,785	11,579	1,679	136,328
		PARAMEDIC DRIVER/ENG	MATTHEWS, NORBERT		91,165		9,723	500	7,756	17,236	11,579	1,724	139,683

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
		TOTAL		165,944	3,988,020		350,028	45,470	312,953	735,899	667,328	75,598	6,341,240
		COUNT 45											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1103-FIRE DONATION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
52-00 OPERATING SUPPLIES	3,533	500	3,987	598	500		
* Operating Expenditures	3,533	500	3,987	598	500		
** FIRE DONATION	3,533	500	3,987	598	500		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1103 FIRE DONATION	LINE 52 00 OPERATING SUPPLIES	TO BE EXPENDED AS PER DONATIONS RECEIVED AND IN ACCORDANCE WITH DONOR'S REQUEST.....	500
		TOTAL	500

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1105-EMERGENCY MANAGEMENT	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance
						FY 2026 Bud to FY 2025 Ori Bud
12-00 REGULAR SALARIES & WAGES	89,088	89,696	89,696	61,062	92,394	2,698
14-00 OVERTIME PAY	1,527		4,210	4,209		
21-00 FICA TAXES	6,619	6,862	7,200	4,789	7,068	206
22-00 RETIREMENT CONTRIBUTION	8,155	8,072	8,452	5,874	8,315	243
23-00 LIFE & HEALTH INSURANCE	16,225	17,585	17,585	11,938	17,041	544-
24-00 WORKER'S COMPENSATION	84	108	108	85	111	3
* Personnel Services	121,698	122,323	127,251	87,956	124,929	2,606
31-00 PROFESSIONAL SERVICES		14,000	68,000	11,223	14,000	
40-00 TRAVEL PER DIEM	990	4,000	4,000	536	3,000	1,000-
41-00 COMMUNICATION SERVICES	1,031	2,100	3,880	1,875	3,000	900
42-00 FREIGHT & POSTAGE SERVICE		1,000	1,000	131	1,000	
46-00 REPAIRS & MAINTENANCE	7,721	10,483	10,483	2,837	17,400	6,917
47-00 PRINTING & BINDING	323	5,000	5,000	283	4,800	200-
48-00 PROMOTIONAL ACTIVITIES	2,863	5,000	5,000	439	5,000	
49-00 OTHER CURRENT CHARGES		500	500		500	
51-00 OFFICE SUPPLIES	224	500	500	158	500	
52-00 OPERATING SUPPLIES	25,738	12,180	23,087	15,494	5,350	6,830-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	2,159	1,000	1,000	800	1,000	
55-00 TRAINING	7,518	3,200	3,200	360	3,200	
* Operating Expenditures	48,567	58,963	125,650	34,135	58,750	213-
** EMERGENCY MANAGEMENT	170,265	181,286	252,901	122,091	183,679	2,393

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1105 EMERGENCY MANAGEMENT	LINE 31 00 PROFESSIONAL SVC	CONTRACTUAL AGREEMENT FOR FLOODPLAIN AND CRS SUPPORT.....	14,000
		TOTAL	14,000
	LINE 40 00 TRAVEL PER DIEM	CEU'S NEEDED FOR CFM LICENSES.....	1,000
		GOVERNOR'S HURRICANE CONFERENCE.....	1,000
		FFMA CONFERENCE.....	1,000
		TOTAL	3,000
	LINE 41 00 COMMUNICATION SVC	MONTHLY SERVICE FEE/SATELLITE PHONES.....	2,000
		EMERGENCY MANAGEMENT CELL PHONE & WIRELESS FIELD DEVICES.....	1,000
		TOTAL	3,000
	LINE 42 00 FREIGHT & POSTAGE SVC	FREIGHT, POSTAGE, CERTIFIED MAILINGS FOR CRS, & EMERGENCY MANAGEMENT NOTIFICATIONS & OUTREACH....	1,000
		TOTAL	1,000
	LINE 46 00 REPAIR AND MAINT.	MAINTENANCE CONTRACT FOR EM/HURRICANE SOFTWARE....	900
		MAINTENANCE FOR GENERATOR @ STA 69, 70 & 71.....	7,500
		EOC MAINTENANCE PLAN.....	9,000
		TOTAL	17,400
	LINE 47 00 PRINTING AND BINDING	PRINTING & BINDING FOR FLOODPLAIN MANAGEMENT, CRS & EM OUTREACH.....	1,100
		CRS OUTREACH THROUGH UTILITY BILL BIANNUALLY.....	1,400
		EM OUTREACH THROUGH UTILITY BILL 4 TIMES PER YEAR.	2,300
		TOTAL	4,800
	LINE 48 00 PROMOTIONAL ACTIVIT.	CRS OUTREACH: FEMA MAP CHANGES, FEMA BROCHURES....	500
		EMERGENCY MANAGEMENT PROMOTIONAL ITEMS.....	2,000
		COMMUNITY HURRICANE KITS.....	2,500
		TOTAL	5,000
	LINE 49 00 OTHER CURRENT CHARGES	LEGAL ADS FOR FEMA.....	500
		TOTAL	500
	LINE 51 00 OFFICE SUPPLIES	ALL PAPER ITEMS, PENS, PENCILS, PAPER CLIPS STAPLES, ETC.....	500
		TOTAL	500
	LINE 52 00 OPERATING SUPPLIES		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1105 EMERGENCY MANAGEMENT	LINE 52 00 OPERATING SUPPLIES	WATER STORAGE FOR SHELTERS AND WORKERS..... 250 GENERATOR FUEL STA 69-1/3 FIRE; 2/3 POLICE, STA 70 AND STA 71..... 1,000 ID CARDS..... 700 STORM MATERIALS: FOOD, WATER, ETC..... 1,000 SAFETY SHOES..... 100 OFFICE SUPPLIES INCLUDING COMPUTER ACCESSORIES, UNIFORM SHIRTS & PANTS..... 800 EOC UPGRADES - 50/50 SPLIT FD/PD..... 1,500
		TOTAL 5,350
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	CURRENT BOOKS, MANUALS & SUBSCRIPTIONS RELATED TO BUILDING CODE..... 200 UPDATED FBC CODE BOOKS..... 300 BOAF MEMBERSHIPS FOR 1 EMPLOYEE..... 100 FFMA MEMBERSHIP FOR 1 EMPLOYEE..... 200 ASFPM MEMBERSHIP FOR 1 EMPLOYEE..... 200
		TOTAL 1,000
	LINE 55 00 TRAINING	CFM & EM TRAINING..... 2,000 GOVERNOR'S HURRICANE CONFERENCE..... 500 FFMA CONFERENCE..... 700
		TOTAL 3,200

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1105 EMERGENCY MANAGEMEN	EMC/FLOODPLAIN ADMINISTRATOR	ARAYA, MEGAN		92,394				7,068	8,315	17,041	111	124,928
		TOTAL			92,394				7,068	8,315	17,041	111	124,928
		COUNT 1											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1202-BUILDING DEVELOPMENT	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud Bud
11-00 EXECUTIVE SALARIES	118,563	127,440	127,440	84,306	131,269	3,829	
12-00 REGULAR SALARIES & WAGES	581,504	620,596	624,844	336,923	713,596	93,000	
13-00 OTHER SALARIES & WAGES				7,998			
14-00 OVERTIME PAY	4,108	11,250	16,940	8,510	11,250		
15-00 SPECIAL PAY	610	2,800	2,800	460	2,800		
21-00 FICA TAXES	51,242	56,990	57,454	31,850	64,160	7,170	
22-00 RETIREMENT CONTRIBUTION	57,460	68,912	69,434	35,097	77,628	8,716	
23-00 LIFE & HEALTH INSURANCE	155,525	172,811	172,811	103,048	177,653	4,842	
24-00 WORKER'S COMPENSATION	5,549	7,137	7,137	5,584	7,780	643	
25-00 UNEMPLOYMENT COMPENSATION	157						
* Personnel Services	974,718	1,067,936	1,078,860	613,776	1,186,136	118,200	
31-00 PROFESSIONAL SERVICES	5,040	10,000	22,150	7,389	10,000		
34-00 OTHER CONTRACTUAL SERVICE	15,108		11,079	371			
40-00 TRAVEL PER DIEM	9,566	15,500	15,500	4,626	15,500		
41-00 COMMUNICATION SERVICES	8,566	10,000	10,000	4,770	10,000		
42-00 FREIGHT & POSTAGE SERVICE	1,259	2,000	2,000	117	1,500	500-	
44-00 RENTS & LEASES	30	1,200	1,200	21	100	1,100-	
45-00 INSURANCE	3,350	3,693	3,693	2,770	4,068	375	
46-00 REPAIRS & MAINTENANCE	13,677	25,076	25,076	15,053	2,300	22,776-	
46-04 VEHICLE MAINT. REPAIR	15,152	7,017	7,017	8,786	6,157	860-	
47-00 PRINTING & BINDING	340	5,700	6,011	776	5,700		
48-00 PROMOTIONAL ACTIVITIES	993	2,500	2,500	871	2,500		
49-00 OTHER CURRENT CHARGES		400	400		400		
51-00 OFFICE SUPPLIES	427	1,500	1,500	221	1,000	500-	
52-00 OPERATING SUPPLIES	5,306	15,800	15,800	14,754	5,875	9,925-	
52-11 VEHICLE FUEL	4,826	3,948	3,948	2,395	3,157	791-	
54-00 BOOKS-PUBL-SUBSCRIPTIONS	51,456	46,805	46,805	38,480	46,805		
55-00 TRAINING	2,874	13,180	13,180	2,313	9,680	3,500-	
* Operating Expenditures	137,970	164,319	187,859	103,713	124,742	39,577-	
64-00 MACHINERY & EQUIPMENT	31,633						
* Capital Outlay	31,633						
** BUILDING DEVELOPMENT	1,144,321	1,232,255	1,266,719	717,489	1,310,878	78,623	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1202 BUILDING DEVELOPMENT	LINE 31 00 PROFESSIONAL SVC	AGREEMENT WITH JOE PAYNE INC FOR PLAN REVIEW & INSPECTION SERVICES ON AN AS-NEEDED BASIS DUE TO NUMBER OF INSPECTIONS, PLAN REVIEW & PERMIT TECH SHORTAGES.....	10,000
		TOTAL	10,000
	LINE 40 00 TRAVEL PER DIEM	CEU'S NEEDED FOR DBPR LICENSES 6 EMPLOYEES..... GOVERNOR'S HURRICANE CONFERENCE 2 EMPLOYEES..... FFMA CONFERENCE 2 EMPLOYEES..... BOAF CONFERENCE 2 EMPLOYEES..... FABTO CONFERENCE 1 EMPLOYEE..... CFM EXAM..... PLANS EXAMINER TRAINING..... INSPECTOR TRAINING..... EMERGING TECHNOLOGIES CONFERENCE..... ASFPM CONFERENCE..... FACE CONFERENCE 2 EMPLOYEES..... CONFERENCES EXPENSES FOR 3 CONFERENCES.....	1,200 1,000 1,000 1,000 500 600 500 2,000 800 800 1,000 1,500
		TOTAL	11,900
	LINE 41 00 COMMUNICATION SVC	CELLULAR PHONES & WIRELESS FIELD DEVICES.....	10,000
		TOTAL	10,000
	LINE 42 00 FREIGHT & POSTAGE SVC	FREIGHT, POSTAGE, CERTIFIED MAILING FOR CODE ENFORCEMENT, LOCAL BUSINESS TAX LICENSURE.....	1,500
		TOTAL	1,500
	LINE 44 00 RENTALS AND LEASES	RENTAL AGREEMENT FOR WATER COOLER.....	100
		TOTAL	100
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	4,068
		TOTAL	4,068
	LINE 46 00 REPAIR AND MAINT.	OFFICE EQUIPMENT REPAIRS..... TECHNICAL SOFTWARE SUPPORT..... MULTIFUNCTION PRINTER MAINTENANCE..... LARGE FORMAT SCANNER/COPIER..... SELECTXT SUPPORT FEE..... INTERACTIVE VOICE RECOGNITION (IVR) ANNUAL MAINTENANCE TEXT INSPECTION..... INTERACTIVE VOICE RECOGNITION (IVR) SERVER..... SELECTXT MAINTENANCE..... ATLAS INSIGHT ANNUAL SERVICE FEE.....	500 420 480 900 2,300
		TOTAL	2,300

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1202 BUILDING DEVELOPMENT	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	6,157
		TOTAL	6,157
	LINE 47 00 PRINTING AND BINDING	ADDITIONAL FEES NEEDED TO COVER ALL PRINTING OF INSPECTION / BUILDING NOTICES.....	200
		SCANNING PERMITS FOR INFINITE RECORDS RETENTION...	5,000
		BUSINESS CARDS X11 EMPLOYEES.....	500
		TOTAL	5,700
	LINE 48 00 PROMOTIONAL ACTIVIT.	OUTREACH FOR CITY MANDATED FUNCTIONS.....	2,500
		TOTAL	2,500
	LINE 49 00 OTHER CURRENT CHARGES	LEGAL ADS FOR FLORIDA BUILDING CODE.....	400
		TOTAL	400
	LINE 51 00 OFFICE SUPPLIES	ALL PAPER ITEMS, PENS, PENCILS, PAPER CLIPS, STAPLES, ETC.....	1,000
		TOTAL	1,000
	LINE 52 00 OPERATING SUPPLIES	SAFETY SHOES FOR 6 EMPLOYEES.....	600
		E-PLAN REVIEW LICENSING.....	5,000
		SURVEY/MAPPING SUPPLIES.....	275
		TOTAL	5,875
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	3,157
		TOTAL	3,157
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	UPDATED FBC BOOKS.....	6,000
		BOAF MEMBERSHIPS FOR 11 EMPLOYEES.....	825
		FFMA MEMBERSHIPS FOR 11 EMPLOYEES.....	880
		ASFPM MEMBERSHIPS FOR 11 EMPLOYEES.....	1,760
		ICC MEMBERSHIP FOR THE CITY.....	135
		E PLAN SOFTWARE YEAR 2.....	37,205
		TOTAL	46,805
	LINE 55 00 TRAINING	TRAINING FOR 4 INSPECTORS.....	2,000
		TRAINING BY NAVILINE CONSULTANT OF ONLINE PERMITS INSPECTIONS, AND LOCAL BUSINESS TAXES.....	1,500
		FBC TRAINING CONTINUING ED X6 EMPLOYEES.....	1,000
		GOVERNOR'S HURRICANE CONFERENCE 2 EMPLOYEES.....	600
		EMERGING TECHNOLOGIES.....	400
		BOAF CONFERENCE 2 EMPLOYEES.....	1,000
		FFMA CONFERENCE 2 EMPLOYEES.....	1,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1202 BUILDING DEVELOPMENT	LINE 55 00 TRAINING	CFM EXAM 2 EMPLOYEES.....	200
		CFM CLASS FOR EXAM 2 EMPLOYEES.....	700
		ELECTRICAL PLAN REVIEW TRAINING 1 EMPLOYEE.....	80
		PERMIT TECHNICIAN COURSE 4 EMPLOYEE.....	1,200
		TOTAL	9,680

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1202 BUILDING DEVELOPME	BUILDING DEV PER TECH I	HAMRICK, JESSICA H		45,448		1,500		3,557	4,226	17,041	56	71,828
		BUILDING DEV PER TECH I	NIKIPORAKIS, ANDREW		49,109		1,500		3,871	4,555	11,579	61	70,674
		BUILDING DEVELOPMENT DIRECTOR	GILSON, DAVID	131,269					9,303	12,138	17,836	1,726	172,272
		BUILDING DEVELOPMENT TECH	VARGAS, STEPHANIE		43,867		1,500		3,470	4,083	6,081	55	59,057
		CONSTRUCTION FIELD INSPECTOR	BROWN, CHRISTOPHER		29,869		750	300	2,365	2,783	8,520	396	44,983
		DEPUTY BUILDING OFFICIAL	MEADE, KEITH		110,427			100	8,455	9,948	23,361	1,415	153,706
		DEVELOPMENT INSPECTOR IV	ATKINS, SIDNEY		61,235		1,500	600	4,423	5,700	11,579	811	85,847
		DEVELOPMENT INSPECTOR IV	CRUZ, ELVIN		68,058		1,500	600	5,367	6,314	6,081	898	88,818
		DEVELOPMENT INSPECTOR IV	RIGGS, ALLEN		57,616		1,500	600	4,568	5,375	17,836	764	88,259
		EXECUTIVE ASSISTANT	NORRIS, TRACEY		59,072				4,519	5,316	11,579	71	80,557
		GIS ADMINISTRATOR	SMITH, MATTHEW		7,727				591	695	1,158	9	10,181
		MUNICIPAL ARBORIST	BREWER, SHANNON		74,235		1,500	600	5,490	6,870	23,361	1,389	113,446
		PLANS EXAMINER	SAWYER, GREGG		71,573				5,476	6,442	11,579	86	95,155
		SENIOR CLERK	ADD PERS REQ, SEN CLERK		35,360				2,705	3,182	10,061	43	51,351
		TOTAL		131,269	713,596		11,250	2,800	64,160	77,628	177,653	7,780	1,186,135
		COUNT 14											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1203-FACILITIES MAINTENANCE	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
11-00 EXECUTIVE SALARIES	22,370	24,045	24,045	15,732	24,045		
12-00 REGULAR SALARIES & WAGES	435,060	456,374	465,699	307,902	483,346		26,972
13-00 OTHER SALARIES & WAGES	41,485	24,359	24,359	30,783	27,011		2,652
14-00 OVERTIME PAY	53,357	28,000	38,984	41,717	28,000		
15-00 SPECIAL PAY	12,612	9,920	9,920	8,804	6,020		3,900-
21-00 FICA TAXES	40,293	41,160	42,040	29,192	43,129		1,969
22-00 RETIREMENT CONTRIBUTION	46,190	46,651	47,640	33,587	48,727		2,076
23-00 LIFE & HEALTH INSURANCE	144,613	156,293	156,293	106,116	151,057		5,236-
24-00 WORKER'S COMPENSATION	10,466	13,304	13,304	10,409	13,905		601
* Personnel Services	806,446	800,106	822,284	584,242	825,240		25,134
31-00 PROFESSIONAL SERVICES	495	200	200	475	200		
34-00 OTHER CONTRACTUAL SERVICE	9,909	6,500	21,500	24,779	6,500		
40-00 TRAVEL PER DIEM	8,022	8,600	8,600	3,748	8,600		
41-00 COMMUNICATION SERVICES	5,643	2,100	7,100	4,208	2,100		
42-00 FREIGHT & POSTAGE SERVICE	1						
43-01 WATER/SEWER SERVICE	29,505	27,282	27,282	20,388	27,346		64
44-00 RENTS & LEASES	75,881	90,600	90,600	92,284	90,600		
45-00 INSURANCE	5,596	6,168	6,168	4,626	6,795		627
46-00 REPAIRS & MAINTENANCE	194,557	118,000	190,435	141,794	118,000		
46-04 VEHICLE MAINT. REPAIRS	35,491	16,994	16,994	29,878	15,844		1,150-
47-00 PRINTING & BINDING	162						
49-01 INTERDEPT ALLOCATION	147,815-	153,739-	153,739-	102,493-	174,861-		21,122-
51-00 OFFICE SUPPLIES	360			116			
52-00 OPERATING SUPPLIES	189,802	199,550	226,463	192,989	199,550		
52-11 VEHICLE FUEL	15,010	12,604	12,604	9,775	14,010		1,406
54-00 BOOKS-PUBL-SUBSCRIPTIONS	180			225			
55-00 TRAINING	1,159	1,500	1,500	835	1,500		
* Operating Expenditures	423,958	336,359	455,707	423,627	316,184		20,175-
** FACILITIES MAINTENANCE	1,230,404	1,136,465	1,277,991	1,007,869	1,141,424		4,959

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1203 FACILITIES MAINT	LINE 31 00 PROFESSIONAL SVC	HEPATITIS SHOTS, TESTS & BOOSTERS.....	200
		TOTAL	200
	LINE 34 00 OTHER CONTRACT SVC	ADDITIONAL CLEANING SERVICES.....	2,000
		TEMPORARY LABOR SERVICES.....	4,500
		TOTAL	6,500
	LINE 40 00 TRAVEL PER DIEM	TRAVEL ALLOWANCE FOR CUSTODIANS.....	6,600
		TRAVEL PER DIEM FOR SUPERVISOR CONFERENCES.....	2,000
		TOTAL	8,600
	LINE 41 00 COMMUNICATION SVC	CELL PHONE/INTERNET FOR SUPERINTENDENT.....	900
		CELL PHONE FOR SUPERVISOR.....	700
		CELL PHONE FOR TRAFFIC CONTROL.....	500
		TOTAL	2,100
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	27,346
		TOTAL	27,346
	LINE 44 00 RENTALS AND LEASES	CHRISTMAS DECORATIONS.....	88,000
		EQUIPMENT RENTALS.....	2,338
		MULTIFUNCTION PRINTER RENTAL.....	262
		TOTAL	90,600
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	6,795
		TOTAL	6,795
	LINE 46 00 REPAIR AND MAINT.	AC DUCT MAINTENANCE.....	2,500
		BUILDING ELECTRICAL REPAIRS.....	2,000
		CARPETING/FLOORING REPAIRS/MAINTENANCE.....	3,500
		CITY HALL ELEVATOR MAINTENANCE.....	1,380
		CITY HALL ENTRANCE DOOR MATS.....	4,120
		CITY HALL FIRE ALARM SYSTEM MAINTENANCE.....	4,835
		CITY HALL FIRE SPRINKLER SYSTEM MAINTENANCE.....	4,500
		CITY HALL MISCELLANEOUS OFFICE REPAIRS.....	2,000
		CITY HALL SECURITY/ACCESS CARD SYSTEM.....	8,752
		CITY SPONGE BOAT REPAIRS.....	3,000
		DECORATIVE LIGHTING REPAIRS/MAINTENANCE (GLOBES) ..	2,000
		DECORATIVE LIGHTING REPAIRS/MAINTENANCE (POLES) ..	26,717
		DOCKS/DECKS REPAIRS & MAINTNENANCE.....	5,000
		FIRE EXTINGUISHERS MAINTENANCE.....	1,100
		ELECTRONIC DOOR LOCKS (4 LOCATIONS).....	1,627
		HVAC REPAIRS/MAINTENANCE.....	20,469
		INTERIOR BUILDING IMPROVEMENTS.....	7,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1203 FACILITIES MAINT	LINE 46 00 REPAIR AND MAINT.	METAL DOOR REPAIRS/MAINTENANCE (DOORS/HARDWARE)...	5,000
		PEST CONTROL @ ALL BUILDINGS.....	5,500
		PLUMBING REPAIRS.....	2,000
		VANDALISM REPAIRS.....	5,000
		TOTAL	118,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	15,844
		TOTAL	15,844
	LINE 49 01 OTHER CURRENT CHARGES	INTERDEPARTMENT ALLOCATION:	
		LIBRARY.....	141,506-
		FIRE.....	33,355-
		TOTAL	174,861-
LINE 52 00 OPERATING SUPPLIES		CLEANING & SANITIZING SUPPLIES.....	3,500
		ELECTRIC SUPPLIES - BREAKERS, BULBS, SWITCHES ETC.	5,000
		HOLIDAY DECORATIONS (NEW & REPLACEMENTS).....	5,000
		JANITORIAL SUPPLIES - MOPS, TOILET PAPER, TOWELS..	9,000
		PAINT & PAINTING SUPPLIES.....	5,000
		PLUMBING SUPPLIES - TOILETS, PARTS ETC.....	4,000
		REPLACEMENT HAND DRYERS.....	1,500
		REPLACEMENT SIGN POLES (DECORATIVE).....	19,000
		SAFETY SUPPLIES - 1ST AIDE, GLASSES, VEST, ETC....	2,500
		STREET MARKINGS - STOP BARS, CROSSWALK, STRIPPING.	15,000
		SUMMER SQUINCHER.....	500
		TOOLS - HANDHELD SMALL POWER TOOLS/BATTERIES.....	5,000
		TRAFFIC SIGNS - STOP, NO PARKING, ETC.....	39,000
		TRAFFIC SIGN SUPPLIES - FILM, BLADES, SOFTWARE ETC	53,000
		TRAFFIC WARNING DEVICES - FLASHING LIGHTS,	
		WATER MARKERS.....	20,000
		DELINATORS ETC.....	10,000
		UNIFORMS.....	2,550
		TOTAL	199,550
LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....		14,010
	TOTAL		14,010
LINE 55 00 TRAINING	TRAINING FOR SUPERVISOR/STAFF.....		1,500
	TOTAL		1,500

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1203 FACILITIES MAINTEN	CUSTODIAN-FULL TIME	CROCKETT, RODRICK		36,296			100	2,785	3,275	11,579	662	54,697
		CUSTODIAN-FULL TIME	NORTH, DENNIS M		44,574			100	3,418	4,021	17,836	813	70,762
		CUSTODIAN-PT TEMP/CITY BLDGS	TRAJKOVSKI, BORIS			22,674			1,734			540	24,948
		CUSTODIAN-PT TEMP/CITY BLDGS	YOTHERS, AMANDA			4,337			332			103	4,772
		EXECUTIVE ASSISTANT	THOMPSON, AMBER L		11,852				907	1,067	2,316	14	16,155
		FACILITIES MAINT SUPER	KESSLER, LAWRENCE R		60,174		4,000	4,100	5,223	6,145	23,361	1,625	104,629
		FACILITIES MANAGEMENT SUPERINT	CRUM, BRANDON		80,226		4,000	200	6,175	7,598	23,361	2,009	123,570
		PUBLIC WORKS DIRECTOR	VACANT, PUB WKS DIR	24,045				520	1,823	2,211	2,316	314	31,230
		SENIOR TECHNICIAN	BERGER, COLBY		52,458		4,000	200	4,334	5,099	11,579	1,348	79,018
		TECHNICIAN I	PERKINS, DWAYNE		42,162		4,000	200	3,547	4,172	11,579	1,766	67,426
		TECHNICIAN I	SWAN, MICHAEL		45,094		4,000	200	3,771	4,437	17,836	1,878	77,216
		TECHNICIAN III	PATTON, SCOTT		50,544		4,000	200	4,188	4,927	17,716	1,303	82,878
		TRAFFIC & SIGNAGE TECH	PIDDE, ANTHONY		59,966		4,000	200	4,892	5,775	11,579	1,527	87,940
		TOTAL		24,045	483,346	27,011	28,000	6,020	43,129	48,727	151,057	13,905	825,241
		COUNT 13											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1204-TREE BANK	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to	FY 2025 Ori Bud
13-00 OTHER SALARIES & WAGES	14,190						
21-00 FICA TAXES	1,086						
* Personnel Services	15,276						
34-00 OTHER CONTRACTUAL SERVICE	12,274		87,301	78,970			
40-00 TRAVEL PER DIEM	24	5,500	5,500	361	3,500	2,000-	
41-00 COMMUNICATION SERVICES	649						
42-00 FREIGHT & POSTAGE SERVICE		1,000	1,000			1,000-	
44-00 RENTS & LEASES		1,500	1,500			1,500-	
46-00 REPAIRS & MAINTENANCE				1,500			
47-00 PRINTING & BINDING	130	6,500	6,500		4,500	2,000-	
48-00 PROMOTIONAL ACTIVITIES	4,669	5,000	5,000	215	3,500	1,500-	
52-00 OPERATING SUPPLIES	13,071	165,000	120,000	800		165,000-	
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,179	5,500	5,500		3,500	2,000-	
55-00 TRAINING	1,807	6,000	6,000	270	3,000	3,000-	
* Operating Expenditures	33,803	196,000	238,301	82,116	18,000	178,000-	
63-00 IMPROVEMENTS O/T BUILDING					60,000	60,000	
64-00 MACHINERY & EQUIPMENT		25,000	25,000			25,000-	
* Capital Outlay		25,000	25,000		60,000	35,000	
** TREE BANK	49,079	221,000	263,301	82,116	78,000	143,000-	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1204 TREE BANK

LINE 40 00 TRAVEL PER DIEM	LODGING RELATED TO CONFERENCES AND SEMINARS FOR TREES FLORIDA, TREE CITY USA, ISA, FNGLA, FDAC FDOT/MOT.....	3,500
	TOTAL	3,500
LINE 47 00 PRINTING AND BINDING	PROJECT LEARNING TREE WORKSHOP MANUALS FOR SPRING AND SUMMER 100 EACH.....	2,000
	PROJECT LEARNING TREE, I-TREE BOOKS 50 EACH.....	500
	PROJECT LEARNING TREE, URBAN FORESTRY 35 BOOKS....	500
	PROJECT LEARNING TREE, FACILITATOR TRAINING MANUAL	500
	BANNERS (OUTREACH).....	500
	BROCHURES (OUTREACH) TREE CITY USA.....	500
	TOTAL	4,500
LINE 48 00 PROMOTIONAL ACTIVIT.	TOUCH A TRUCK.....	1,000
	ECO FEST.....	1,000
	EARTH DAY.....	1,000
	MISC OUT REACH.....	500
	TOTAL	3,500
LINE 54 00 BOOKS-PUBL-SUBSCRIP.	EDUCATIONAL BOOKS.....	2,500
	MEMBERSHIPS TO ISA AND FNGLA.....	1,000
	TOTAL	3,500
LINE 55 00 TRAINING	CONFERENCES, WORKSHOPS, SEMINARS FOR PROJECT LEARNING TREE, TREE CITY USA, ISA, FNGLA, TREE FLORIDA.....	3,000
	TOTAL	3,000
LINE 63 00 IMPROVE. O/T BLDG	TREES AND LANDSCAPING FOR DODECANESE, PINELLAS, TRAI	60,000
	TOTAL	60,000

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1402-RECREATION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
12-00 REGULAR SALARIES & WAGES	315,382	331,622	331,622	228,483	349,937		18,315
13-00 OTHER SALARIES & WAGES	176,946	163,325	163,325	89,799	188,186		24,861
14-00 OVERTIME PAY	10,319	6,000	9,757	8,229	6,000		
15-00 SPECIAL PAY	14	100	100		100		
21-00 FICA TAXES	36,446	37,837	38,139	23,740	41,138		3,301
22-00 RETIREMENT CONTRIBUTION	29,314	30,396	30,735	21,304	32,043		1,647
23-00 LIFE & HEALTH INSURANCE	93,529	101,757	101,757	64,526	92,116		9,641-
24-00 WORKER'S COMPENSATION	5,416	6,926	6,926	5,419	7,565		639
* Personnel Services	667,366	677,963	682,361	441,499	717,085		39,122
31-00 PROFESSIONAL SERVICES	75			425	1,500		1,500
34-00 OTHER CONTRACTUAL SERVICE	50,122	54,000	54,000	25,259	55,000		1,000
40-00 TRAVEL PER DIEM	1,092	1,850	1,850	631	1,850		
41-00 COMMUNICATION SERVICES	3,329	3,200	3,200	2,060	4,200		1,000
42-00 FREIGHT & POSTAGE SERVICE	280	350	350	178	350		
43-01 WATER/SEWER SERVICE	6,753	4,797	4,797	3,810	4,556		241-
43-02 ELECTRIC SERVICE	104,239	112,823	112,823	71,382	100,492		12,331-
44-00 RENTS & LEASES	4,812	7,500	7,500	2,099	12,700		5,200
45-00 INSURANCE	13,548	26,484	26,484	11,679	27,751		1,267
46-00 REPAIRS & MAINTENANCE	26,479	23,360	23,360	11,455	23,360		
46-04 VEHICLE MAINT. REPAIRS	10,412	6,768	6,768	9,256	6,505		263-
47-00 PRINTING & BINDING	1,322	1,750	1,750	169	3,000		1,250
48-00 PROMOTIONAL ACTIVITIES	605	1,800	1,800		1,800		
51-00 OFFICE SUPPLIES	714	900	900	588	900		
52-00 OPERATING SUPPLIES	42,104	39,100	39,890	19,445	38,900		200-
52-09 SPEC EVENTS STOCK RESALE					1,790		1,790
52-10 VENDOR ADVERTISING BANNER		1,000	1,000		1,000		
52-11 VEHICLE FUEL	1,031	643	643	393	650		7
52-13 ASCAP, BMI, & SECAP FEES	435	1,000	1,000	446	1,000		
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,390	2,100	2,100	1,590	2,100		
55-00 TRAINING	891	5,800	5,800	624	4,900		900-
* Operating Expenditures	269,633	295,225	296,015	161,489	294,304		921-
63-00 IMPROVEMENTS O/T BUILDING	72,887	100,000	100,000	22,999			100,000-
* Capital Outlay	72,887	100,000	100,000	22,999			100,000-
** RECREATION	1,009,886	1,073,188	1,078,376	625,987	1,011,389		61,799-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1402 RECREATION

LINE 31 00 PROFESSIONAL SVC	MOVIE TRUCKS 500 X 3.....	1,500
	TOTAL	1,500
LINE 34 00 OTHER CONTRACT SVC	INSTRUCTORS FOR FEE BASED PROGRAMS.....	22,000
	ATHLETIC PROGRAMMING OFFICIALS.....	19,500
	DJ'S AND ENTERTAINERS.....	6,000
	TREE TRIMMING.....	7,500
	TOTAL	55,000
LINE 40 00 TRAVEL PER DIEM	TRAVEL ALLOWANCE FOR FRPA CONFERENCE FOR 2.....	1,850
	TOTAL	1,850
LINE 41 00 COMMUNICATION SVC	WIFI AT CRAIG PARK.....	960
	CELL PHONES, TV AND FIBER AT COMMUNITY CENTER.....	3,240
	TOTAL	4,200
LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, SHIPPING, AND FREIGHT CHARGES.....	350
	TOTAL	350
LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	4,556
	TOTAL	4,556
LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	100,492
	TOTAL	100,492
LINE 44 00 RENTALS AND LEASES	INFLATABLE RENTALS.....	11,700
	BUS RENTALS FOR SUMMER CAMP FIELD TRIPS.....	1,000
	TOTAL	12,700
LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	13,728
	FLOOD INSURANCE CRAIG PARK.....	14,023
	TOTAL	27,751
LINE 46 00 REPAIR AND MAINT.	FACILITY MAINTENANCE AND REPAIRS.....	8,000
	ANNUAL HOOD INSPECTION.....	200
	FIRE EXT SERVICING.....	200
	CRAIG PARK DOOR AUTOMATED LOCK MAINTENANCE.....	460
	SECURITY SYSTEM MAINTENANCE.....	600
	RECTRAC ANNUAL MAINTENANCE.....	10,500
	TRANE HVAC SERVICE AGREEMENT.....	3,400
	TOTAL	23,360

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1402 RECREATION	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	6,505
		TOTAL	6,505
LINE 47 00 PRINTING AND BINDING	POSTERS AND FLYERS.....	1,500	
	SUNSET BEACH PRINTS.....	800	
	QUARTERLY RACK CARDS.....	700	
		TOTAL	3,000
LINE 48 00 PROMOTIONAL ACTIVIT.	PROGRAMS AND EVENT MARKETING.....	1,800	
		TOTAL	1,800
LINE 51 00 OFFICE SUPPLIES	GENERAL OFFICE SUPPLIES FOR OPERATIONS.....	900	
		TOTAL	900
LINE 52 00 OPERATING SUPPLIES	EVENT SUPPLIES.....	5,500	
	COMMUNITY PROGRAMS.....	4,500	
	VOLLEYBALL NET SYSTEM.....	3,900	
	CUSTODIAL SUPPLIES.....	3,750	
	CAMP SUPPLIES.....	3,500	
	ARTS AND CRAFTS SUPPLIES.....	2,750	
	AUDIO, CHAIRS, TABLES.....	6,000	
	SHIRTS FOR CAMPERS AND STAFF.....	2,500	
	GYMNASIUM EQUIPMENT.....	2,000	
	TROPHIES AND AWARDS.....	1,000	
	MISC. EXPENSES.....	3,500	
		TOTAL	38,900
LINE 52 09 OPERATING SUPPLIES	100 SUNSET BEACH CONCERT T-SHIRTS.....	1,790	
		TOTAL	1,790
LINE 52 10 OPERATING SUPPLIES	BEACH CONCERT SERIES BANNERS.....	1,000	
		TOTAL	1,000
LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	650	
		TOTAL	650
LINE 52 13 OPERATING SUPPLIES	MUSIC AND LICENSING FOR EVENTS AND MOVIES.....	1,000	
		TOTAL	1,000
LINE 54 00 BOOKS-PUBL-SUBSCRIP.	FRPA AND NRPA MEMBERSHIP FEES.....	350	
	KEEP PINELLAS BEAUTIFUL.....	750	
	ADOBE CREATIVE CLOUD SUBSCRIPTION.....	1,000	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1402 RECREATION	LINE 55 00 TRAINING		TOTAL	2,100
		NRPA CERTIFICATIONS.....		2,500
		LEADERSHIP PINELLAS.....		2,000
		CPR CERTIFICATIONS.....		400
			TOTAL	4,900

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1402 RECREATION	GRO GROUP/HORTICULTURE INSTRU	LITTLEFIELD, PAULA		24,396				1,866	2,195	17,836	29	46,322
		REC LEADER - GRO GROUP	LACHANCE, CLAIRE			20,051			1,534			24	21,609
		REC PROGRAM&ATHLETIC COORDINAT	FEAZELL, TASHYRA		54,912		2,000		4,354	5,122	11,579	1,036	79,002
		REC SPECIAL EVENTS&VOL COORDIN	HARTER, ASHLEY		59,821		2,000		4,729	5,564	17,041	1,125	90,280
		RECREATION LEADER-PART-TIME	BASS, ANTOINE			20,867			1,596			380	22,843
		RECREATION LEADER-PART-TIME	BASS, GINA L			20,669			1,581			376	22,626
		RECREATION LEADER-PART-TIME	GADSON, GALE			19,701			1,507			359	21,566
		RECREATION LEADER-PART-TIME	HARDY, MARK D			29,406			2,250			535	32,191
		RECREATION LEADER-PART-TIME	PRABHAKAR, RAJIV			9,589			733			175	10,497
		RECREATION LEADER-PT-SUB	FOUNTAIN, BROOKS			19,820			1,516			361	21,697
		RECREATION LEADER-TEMP BUDGETE	FEGHALLY, NICOLE			16,884			1,292			307	18,483
		RECREATION SUPERINTENDENT	TAYLOR, JAMIE		93,184				6,909	8,387	17,041	112	125,632
		RECREATION SUPERVISOR	SMITH, DUFFY L		73,882				5,394	6,649	11,579	1,345	98,848
		RECREATION WORKER	RINALDI, JOANNA		43,742		2,000	100	3,490	4,126	17,041	834	71,333
		RECREATION. SUMMER PERSONNEL	SUMMER/TEMP, PERS			31,200			2,387			568	34,155
		TOTAL			349,937	188,186	6,000	100	41,138	32,043	92,116	7,565	717,085
		COUNT 15											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1403-PARKS & PARKWAYS	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud to Ori
12-00 REGULAR SALARIES & WAGES	529,336	619,402	619,402	380,141	647,192		27,790
13-00 OTHER SALARIES & WAGES	41,140			20,447			
14-00 OVERTIME PAY	18,799	4,000	20,689	26,173	4,000		
15-00 SPECIAL PAY	6,798	7,100	7,100	5,618	6,400		700-
21-00 FICA TAXES	44,981	47,107	48,443	32,499	49,000		1,893
22-00 RETIREMENT CONTRIBUTION	46,702	56,746	58,249	35,026	59,183		2,437
23-00 LIFE & HEALTH INSURANCE	134,288	167,107	167,107	105,347	168,232		1,125
24-00 WORKER'S COMPENSATION	13,741	15,720	15,720	12,299	15,915		195
* Personnel Services	835,785	917,182	936,710	617,551	949,922		32,740
31-00 PROFESSIONAL SERVICES	75						
34-00 OTHER CONTRACTUAL SERVICE	250,037	155,800	293,745	263,853	182,800		27,000
40-00 TRAVEL PER DIEM	23	1,500	1,500	10	500		1,000-
41-00 COMMUNICATION SERVICES	4,858	4,000	4,000	3,437	4,000		
42-00 FREIGHT & POSTAGE SERVICE		100	100	18	100		
43-01 WATER/SEWER SERVICE	100,633	93,484	93,484	86,952	91,080		2,404-
43-02 ELECTRIC SERVICE	10,892	10,996	10,996	5,753	8,187		2,809-
44-00 RENTS & LEASES	7,155	15,000	15,000	2,992	5,000		10,000-
45-00 INSURANCE	17,777	19,593	19,593	14,695	21,585		1,992
46-00 REPAIRS & MAINTENANCE	33,070	37,700	37,700	14,468	15,000		22,700-
46-04 VEHICLE MAINT. REPAIRS	99,050	71,786	71,786	66,803	73,965		2,179
47-00 PRINTING & BINDING	65						
48-00 PROMOTIONAL ACTIVITIES				1,141			
49-01 INTERDEPT ALLOCATION	23,238-	23,489-	23,489-	15,659-	25,168-		1,679-
51-00 OFFICE SUPPLIES	75			248			
52-00 OPERATING SUPPLIES	126,328	133,700	190,034	132,634	115,100		18,600-
52-11 VEHICLE FUEL	23,851	21,646	21,646	15,671	20,473		1,173-
53-00 ROAD MATERIALS & SUPPLIES	14,274	20,000	20,000	7,888	20,000		
54-00 BOOKS-PUBL-SUBSCRIPTIONS	226	600	600		600		
55-00 TRAINING	1,812	3,000	3,000	3,191	2,500		500-
* Operating Expenditures	666,963	565,416	759,695	604,093	535,722		29,694-
63-00 IMPROVEMENTS O/T BUILDING			49,746	52,546			
64-00 MACHINERY & EQUIPMENT	114,987		41,560	41,560			
* Capital Outlay	114,987		91,306	94,106			
** PARKS & PARKWAYS	1,617,735	1,482,598	1,787,711	1,315,750	1,485,644		3,046

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1403 PARKS AND PARKWAYS	LINE 34 00 OTHER CONTRACT SVC	CHEMICAL MAINTENANCE CONTRACT.....	5,000
		INSECTICIDE TREATMENT FOR ATHLETIC FIELDS.....	20,000
		MANGROVE MAINTENANCE CONTRACT.....	30,000
		OFFICE CLEANING.....	800
		MOWING CONTRACT.....	65,000
		CITY WIDE TREE MAINTENANCE.....	35,000
		INVASIVE PLANT REMOVAL.....	7,000
		HAZARDOUS TREE REMOVAL.....	20,000
		TOTAL	182,800
	LINE 40 00 TRAVEL PER DIEM	TRAVEL PER DIEM.....	500
		TOTAL	500
	LINE 41 00 COMMUNICATION SVC	CELL PHONES, INTERNET SERVICE ON TABLETS.....	4,000
		TOTAL	4,000
	LINE 42 00 FREIGHT & POSTAGE SVC	FREIGHT & POSTAGE.....	100
		TOTAL	100
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	91,080
		TOTAL	91,080
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	8,187
		TOTAL	8,187
	LINE 44 00 RENTALS AND LEASES	EQUIPMENT RENTAL.....	5,000
		TOTAL	5,000
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	21,585
		TOTAL	21,585
	LINE 46 00 REPAIR AND MAINT.	VANDALISM REPAIRS.....	1,000
		IRRIGATION REPAIRS.....	1,500
		FENCE REPAIRS.....	7,000
		FLAG POLE REPAIRS.....	500
		SUN SHADE/SAIL REPAIRS/MAINTENANCE.....	3,000
		PLAYGROUND EQUIPMENT REPAIRS/MAINTENANCE.....	1,000
		SMALL EQUIPMENT REPAIRS/MAINTENANCE.....	1,000
		TOTAL	15,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	73,965

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1403 PARKS AND PARKWAYS	LINE 49 01 OTHER CURRENT CHARGES	TOTAL	73,965
		INTERDEPARTMENT ALLOCATION:	
		LIBRARY.....	17,816-
		FIRE.....	7,352-
		TOTAL	25,168-
	LINE 52 00 OPERATING SUPPLIES	FERTILIZER.....	8,800
		INSECTICIDE.....	7,000
		YARDWASTE TIPPING FEES.....	15,000
		SEED.....	8,000
		UNIFORMS.....	3,700
		TOOLS/HARDWARE.....	3,000
		REPLACEMENT POWER EQUIPMENT (BLOWERS, EDGERS, ETC).....	3,900
		SAFETY EQUIPMENT SUPPLIES.....	2,500
		SOD.....	4,500
		REPLACEMENT FLAGS.....	2,700
		MARKING PAINT.....	600
		IRRIGATION SUPPLIES.....	5,000
		REPLACEMENT PLAYGROUND EQUIPMENT.....	10,000
		REPLACEMENT GRILLS.....	3,000
		REPLACEMENT PICNIC TABLES/BENCHES.....	2,400
		CITY WIDE MULCH.....	35,000
		TOTAL	115,100
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	20,473
		TOTAL	20,473
	LINE 53 00 ROAD MATERIAL/SUPP.	GRANITE FOR DOG PARK.....	4,000
		SHELL.....	3,750
		RIVER ROCK.....	750
		MULCH/GROUND COVERING.....	5,000
		TOP SOIL, CLAY, CRIMSON, SAND ETC.....	6,500
		TOTAL	20,000
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	MEMBERSHIP, DUES, SUBSCRIPTIONS.....	600
		TOTAL	600
	LINE 55 00 TRAINING	SEMINARS/CLASSES - LICENSES/CEUS.....	2,500
		TOTAL	2,500

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1403 PARKS AND PARKWAYS	PARKS MAINTENANCE COORDINATOR	DERBY, KIMBERLY		48,277				3,693	4,345	6,081	58	62,454
		PARKS MAINTENANCE SUPERVISOR	BURKE, JAMES		72,675			100	5,357	6,550	23,241	1,324	109,248
		SENIOR TECHNICIAN	CASTEEL, DEWAYNE		49,754		1,000	200	3,898	4,586	11,579	1,941	72,957
		SENIOR TECHNICIAN	VAN HALL, BRADLEY		49,878			200	3,831	4,507	11,579	1,908	71,903
		TECHNICIAN I	COAD, JEFFERY		36,358			200	2,797	3,290	11,579	666	54,889
		TECHNICIAN I	GRIFFITH, STEFAN		36,878			200	2,837	3,337	11,579	675	55,505
		TECHNICIAN I	HICKEY, RYAN B		40,789			200	2,582	3,689	11,579	746	59,584
		TECHNICIAN I	MAURO, SALVATORE		36,358			200	2,766	3,290	11,579	666	54,859
		TECHNICIAN I	PERLBERG, ROBERT A		47,965			200	3,685	4,335	11,579	877	68,640
		TECHNICIAN I	VACANT, TECH I PKS 1		33,600			200	2,584	3,060	6,081	619	46,345
		TECHNICIAN I	WINTHROP, ANTOINE		35,360			200	2,721	3,201	11,579	1,355	54,415
		TECHNICIAN II	GROSSER, WILLIAM		50,918		1,000	200	3,987	4,691	11,579	1,986	74,361
		TECHNICIAN II	KELLER, MAXIMILIAN		49,608		1,000	200	3,887	4,573	17,041	1,936	78,245
		TECHNICIAN II	LLANAS, RICHARD		58,573		1,000	4,100	4,376	5,730	11,579	1,159	86,517
		TOTAL											
		COUNT 14			647,192		4,000	6,400	49,000	59,183	168,232	15,915	949,922

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND		ACTUALS		ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
1404-RECREATION DONATION		FY 2024		FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
34-00	OTHER CONTRACTUAL SERVICE	4,200			6,000	2,700	6,000		6,000
52-00	OPERATING SUPPLIES	14,762		9,200	29,430	2,422	14,000		4,800
*	Operating Expenditures	18,962		9,200	35,430	5,122	20,000		10,800
63-00	IMPROVEMENTS O/T BUILDING			7,500	7,500				7,500-
*	Capital Outlay			7,500	7,500				7,500-
**	RECREATION DONATION	18,962		16,700	42,930	5,122	20,000		3,300

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1404 RECREATION DON.	LINE 34 00 OTHER CONTRACT SVC	SUNSET BEACH CONCERT BAND FEES.....	6,000
		TOTAL	6,000
	LINE 52 00 OPERATING SUPPLIES	FIELD TRIPS.....	6,400
		TROPHIES AND LEAGUE SUPPLIES.....	2,800
		DROP-IN PROGRAM SUPPLIES.....	3,800
		SUNSET BEACH SUPPLIES.....	1,000
		TOTAL	14,000

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance
1405-COMMUNITY CENTER DONATIO	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to FY 2025 Ori Bud
52-00 OPERATING SUPPLIES		1,000	3,990		1,000	
* Operating Expenditures		1,000	3,990		1,000	
** COMMUNITY CENTER DONATION		1,000	3,990		1,000	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1405 COMMUNITY CTR DON	LINE 52 00 OPERATING SUPPLIES	EXPENSES FOR DONATION RECOGNITION.....	1,000
		TOTAL	1,000

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1406-CEMETERY	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
12-00 REGULAR SALARIES & WAGES	168,360	200,201	200,201	128,824	215,384		15,183
14-00 OVERTIME PAY	15,012	4,000	6,226	17,689	4,000		
15-00 SPECIAL PAY	5,770	5,800	5,800	4,040	5,800		
21-00 FICA TAXES	14,146	15,294	15,473	11,431	16,456		1,162
22-00 RETIREMENT CONTRIBUTION	15,800	18,900	19,101	12,394	20,267		1,367
23-00 LIFE & HEALTH INSURANCE	44,174	53,955	53,955	28,368	46,315		7,640-
24-00 WORKER'S COMPENSATION	4,812	6,417	6,417	5,020	6,763		346
* Personnel Services	268,074	304,567	307,173	207,765	314,985		10,418
34-00 OTHER CONTRACTUAL SERVICE	96,072	126,050	129,079	67,992	136,050		10,000
40-00 TRAVEL PER DIEM		100	643	643	100		
41-00 COMMUNICATION SERVICES	3,880	3,700	3,700	2,457	4,500		800
42-00 FREIGHT & POSTAGE SERVICE	10	35	35		35		
43-01 WATER/SEWER SERVICE	18,082	6,950	6,950	12,300	6,393		557-
43-02 ELECTRIC SERVICE	10,842	12,860	12,860	7,289	8,207		4,653-
44-00 RENTS & LEASES	4,845	3,350	6,870	5,871	5,500		2,150
45-00 INSURANCE	4,074	4,491	4,491	3,368	4,947		456
46-00 REPAIRS & MAINTENANCE	30,203	25,150	33,829	29,223	31,750		6,600
46-04 VEHICLE MAINT. REPAIRS	4,921	6,805	6,805	2,545	2,576		4,229-
51-00 OFFICE SUPPLIES	83	150	150	112	150		
52-00 OPERATING SUPPLIES	30,428	36,450	36,450	14,547	39,250		2,800
52-11 VEHICLE FUEL	4,459	4,009	4,009	1,703	2,346		1,663-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	270						
55-00 TRAINING	360	500	1,571	1,571	500		
* Operating Expenditures	208,529	230,600	247,442	149,620	242,304		11,704
63-00 IMPROVEMENTS O/T BUILDING	36,490	75,000	80,140	2,325	30,000		45,000-
64-00 MACHINERY & EQUIPMENT	32,889	35,600	37,100	37,089	13,000		22,600-
* Capital Outlay	69,379	110,600	117,240	39,414	43,000		67,600-
** CEMETERY	545,982	645,767	671,855	396,800	600,289		45,478-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1406 CEMETERY

LINE 34 00 OTHER CONTRACT SVC	BURIAL SERVICES COST INCLUDING 5% YEAR 2 INCREASE.	103,250
	TREE AND STUMP REMOVAL.....	12,000
	CONTRACT GROUNDS MAINTENANCE.....	20,800
	TOTAL	136,050
LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR TRAINING.....	100
	TOTAL	100
LINE 41 00 COMMUNICATION SVC	CELL PHONES, INTERNET	4,500
	TOTAL	4,500
LINE 42 00 FREIGHT & POSTAGE SVC	FREIGHT, EXPRESS, POSTAGE AND MESSENGER SERVICES..	35
	TOTAL	35
LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	6,393
	TOTAL	6,393
LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	8,207
	TOTAL	8,207
LINE 44 00 RENTALS AND LEASES	COPIER.....	500
	LIFT RENTAL FOR IN HOUSE TREE WORK.....	5,000
	TOTAL	5,500
LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	4,947
	TOTAL	4,947
LINE 46 00 REPAIR AND MAINT.	IRRIGATION SYSTEM MAINTENANCE.....	3,000
	TURF PEST CONTROL/FERTILIZATION/HERBICIDE SERVICE.	22,000
	HARDWARE AND MINOR REPAIRS.....	1,500
	EQUIPMENT MAINTENANCE.....	2,000
	FENCE REPAIRS.....	3,000
	ADDITIONAL COPY CHARGES.....	250
	TOTAL	31,750
LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	2,576
	TOTAL	2,576
LINE 51 00 OFFICE SUPPLIES	PENS PAPER AND TAPE.....	150
	TOTAL	150

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1406 CEMETERY

LINE 52 00 OPERATING SUPPLIES	MAUSOLEUM MARKERS & PLAQUES.....	10,000
	GENERAL HARDWARE AND EQUIPMENT.....	16,000
	HYDRATION SUPPLIES.....	750
	UNIFORMS.....	1,500
	LANDSCAPE SUPPLIES.....	11,000
	TOTAL	39,250
LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	2,346
	TOTAL	2,346
LINE 55 00 TRAINING	CEMETERY SERVICE WORKER TRAINING.....	500
	TOTAL	500
LINE 63 00 IMPROVE. O/T BLDG	PHASED TURF IMPROVEMENT.....	30,000
	TOTAL	30,000
LINE 64 00 MACHINERY/EQUIP.	SCAG RIDE ON BLOWER.....	13,000
	TOTAL	13,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1406 CEMETERY	CEMETERY LEAD OPERATOR	HILL, JUSTIN		56,826		1,000	200	4,156	5,222	11,579	2,077	81,060
		CEMETERY SERVICE WORKER	LANIER, TRAVON		40,747		1,000	2,800	3,408	4,009	11,579	1,595	65,137
		CEMETERY SERVICE WORKER	NUXOLL, VANCE		44,990		1,000	2,800	3,733	4,391	11,579	1,747	70,240
		CEMETERY SUPERVISOR	STEDGE, CHERYL		72,821		1,000		5,160	6,644	11,579	1,344	98,547
		TOTAL			215,384		4,000	5,800	16,456	20,267	46,315	6,763	314,984
		COUNT 4											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1407-NO. ANCLOTE RIVER NAT. P	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
12-00 REGULAR SALARIES & WAGES	44,864	47,592	47,592	31,485	49,712		2,120
14-00 OVERTIME PAY	2,263	1,000	2,249	1,436	1,000		
15-00 SPECIAL PAY	200	200	200	200	200		
21-00 FICA TAXES	3,244	3,733	3,834	2,288	3,895		162
22-00 RETIREMENT CONTRIBUTION	4,300	4,391	4,504	2,981	4,582		191
23-00 LIFE & HEALTH INSURANCE	16,951	18,374	18,374	12,496	17,836		538-
24-00 WORKER'S COMPENSATION	1,666	2,127	2,127	1,664	2,220		93
* Personnel Services	73,488	77,417	78,880	52,549	79,445		2,028
43-01 WATER/SEWER SERVICE	3,797	3,924	3,924	2,811	3,242		682-
46-00 REPAIRS & MAINTENANCE	154	3,500	3,500	1,130	3,500		
46-04 VEHICLE MAINT. REPAIRS	8,620	4,871	4,871	1,533	2,417		2,454-
52-00 OPERATING SUPPLIES	3,184	5,850	5,850		5,850		
52-11 VEHICLE FUEL	587	660	660	153	200		460-
* Operating Expenditures	16,342	18,805	18,805	5,628	15,209		3,596-
** NO. ANCLOTE RIVER NAT. PK	89,830	96,222	97,685	58,178	94,654		1,568-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1407 NO ANCLOTE RIVER NATURE PARLINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	3,242
	TOTAL	3,242
LINE 46 00 REPAIR AND MAINT.	REPAIR/MAINTENANCE OF BENCHES, SIGNS, PICNIC	
	TABLES, DECK BOARDS.....	1,000
	SECURITY CAMERA REPAIRS/MAINTENANCE.....	2,500
	TOTAL	3,500
LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	2,417
	TOTAL	2,417
LINE 52 00 OPERATING SUPPLIES	REPLENISH SHELL FOR TRAILS.....	3,000
	TOOLS (HAND/SMALL POWER TOOLS ETC).....	850
	MULCH FOR PLAYGROUND AREA.....	1,500
	WOOD FOR SIGN REPLACEMENT.....	500
	TOTAL	5,850
LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	200
	TOTAL	200

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1407 NO ANCLOTE RIVER N	HEAVY EQUIPMENT OPERATOR	BUEHLER, WILLIAM		49,712		1,000	200	3,895	4,582	17,836	2,220	79,445
		TOTAL COUNT 1			49,712		1,000	200	3,895	4,582	17,836	2,220	79,445

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1502-LIBRARY	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
11-00 EXECUTIVE SALARIES	91,467	95,618	95,618	63,255	127,254		31,636
12-00 REGULAR SALARIES & WAGES	543,224	594,758	594,758	331,224	607,898		13,140
13-00 OTHER SALARIES & WAGES	51,068	53,385	53,385	35,792	56,336		2,951
21-00 FICA TAXES	51,693	56,078	56,078	31,966	59,395		3,317
22-00 RETIREMENT CONTRIBUTION	56,443	62,134	62,134	35,503	66,163		4,029
23-00 LIFE & HEALTH INSURANCE	162,607	182,246	182,246	120,075	185,907		3,661
24-00 WORKER'S COMPENSATION	706	892	892	698	951		59
* Personnel Services	957,208	1,045,111	1,045,111	618,512	1,103,904		58,793
31-01 INTERDEPT ALLOCATION	67,798	63,958	63,958	42,639	73,295		9,337
32-01 INTERDEPT ALLOCATION	60,298	44,633	44,633	29,755	63,596		18,963
34-00 OTHER CONTRACTUAL SERVICE	1,074	1,075	2,430	1,110	1,620		545
40-00 TRAVEL PER DIEM	499	1,250	1,250	459	1,250		
41-00 COMMUNICATION SERVICES	6,751	6,732	6,732	4,145	6,652		80-
42-00 FREIGHT & POSTAGE SERVICE	2,110	2,000	2,000	1,089	2,000		
43-01 WATER/SEWER SERVICE	3,831	3,234	3,234	2,633	3,079		155-
43-02 ELECTRIC SERVICE	33,919	38,952	38,952	20,835	30,144		8,808-
44-00 RENTS & LEASES	1,275	4,960	7,431	2,213	4,221		739-
45-00 INSURANCE	36,930	40,704	40,704	30,528	44,842		4,138
46-00 REPAIRS & MAINTENANCE	25,796	23,849	22,494	11,207	14,918		8,931-
46-01 INTERDEPT ALLOCATION	237,380	322,314	322,314	214,876	306,990		15,324-
47-00 PRINTING & BINDING		200	200		200		
48-00 PROMOTIONAL ACTIVITIES	31	750	750	698	750		
51-00 OFFICE SUPPLIES	1,340	1,050	1,050	827	1,200		150
52-00 OPERATING SUPPLIES	32,940	27,440	20,982	9,373	9,650		17,790-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	2,340	2,795	2,795	1,834	2,795		
55-00 TRAINING	120	1,495	1,495	135	1,495		
* Operating Expenditures	514,432	587,391	583,404	374,356	568,697		18,694-
63-00 IMPROVEMENTS O/T BUILDING			148,549	62,011			
66-00 BOOKS-PUBL-LIBRARY SUPPLS	94,324	107,511	107,511	64,762	107,511		
* Capital Outlay	94,324	107,511	256,060	126,773	107,511		
** LIBRARY	1,565,964	1,740,013	1,884,575	1,119,642	1,780,112		40,099

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1502 LIBRARY

LINE 31 01 PROFESSIONAL SVC	INTERDEPARTMENT ALLOCATION:	
	PROCUREMENT.....	26,826
	HUMAN RESOURCES.....	19,553
	CULTURAL SERVICES DIRECTOR.....	26,916
	TOTAL	73,295
LINE 32 01 ACCOUNTING/AUDIT.	INTERDEPARTMENT ALLOCATION:	
	FINANCE.....	63,596
	TOTAL	63,596
LINE 34 00 OTHER CONTRACT SVC	FIRE SYSTEM MONITORING.....	1,320
	SECURITY SYSTEM MONITORING.....	300
	TOTAL	1,620
LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR PROFESSIONAL CONFERENCES, MEETINGS, TRAINING, AND OTHER WORK-RELATED MILEAGE.....	1,250
	TOTAL	1,250
LINE 41 00 COMMUNICATION SVC	INTERNET SERVICE.....	2,532
	PHONE SERVICE.....	4,000
	MOBILE HOTSPOT SERVICE.....	120
	TOTAL	6,652
LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE.....	2,000
	TOTAL	2,000
LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	3,079
	TOTAL	3,079
LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	30,144
	TOTAL	30,144
LINE 44 00 RENTALS AND LEASES	PRINTER AND COPIER RENTALS.....	3,684
	WATER COOLER RENTAL.....	537
	TOTAL	4,221
LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	44,842
	TOTAL	44,842
LINE 46 00 REPAIR AND MAINT.	FIRE ALARM SERVICE.....	2,628
	MAINTENANCE FOR AUTOMATIC AND EMERGENCY EXIT DOORS	2,540

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1502 LIBRARY

LINE 46 00 REPAIR AND MAINT.	FOUNTAIN MAINTENANCE.....	1,680
	PEST CONTROL SERVICE.....	157
	MISC MAINTENANCE AND REPAIRS (HVAC, WINDOWS, ETC).....	4,800
	SECURITY SYSTEM INSPECTIONS.....	818
	TIME AND PRINT MANAGEMENT SOFTWARE SUPPORT.....	1,295
	COPY CHARGES.....	1,000
	TOTAL	14,918
LINE 46 01 REPAIR AND MAINT.	INTERDEPARTMENT ALLOCATION:	
	IT.....	147,668
	FACILITIES MAINTENANCE.....	141,506
	PARKS.....	17,816
	TOTAL	306,990
LINE 47 00 PRINTING AND BINDING	PRINTING COSTS, BOOK BINDING EXPENSES.....	200
	TOTAL	200
LINE 48 00 PROMOTIONAL ACTIVIT.	ADVERTISING AND PROMOTIONAL MATERIALS.....	750
	TOTAL	750
LINE 51 00 OFFICE SUPPLIES	COPIER/PRINTER PAPER, RECEIPT PAPER, ENVELOPES, FILE FOLDERS, PENS, PENCILS, ETC.....	1,200
	TOTAL	1,200
LINE 52 00 OPERATING SUPPLIES	BOOK, CD AND DVD SUPPLIES INCLUDING SECURITY STRIPS, LAMINATE, CASES, AND REPAIR SUPPLIES.....	2,650
	JANITORIAL AND MAINTENANCE SUPPLIES INCLUDING RESTROOM SUPPLIES.....	3,200
	SMALL EQUIPMENT, MISCELLANEOUS OPERATING SUPPLIES.....	3,800
	TOTAL	9,650
LINE 54 00 BOOKS-PUBL-SUBSCRIP.	CATALOGING AND ILL DATABASE SUBSCRIPTIONS FOR STAFF USE.....	1,443
	PROFESSIONAL/ORGANIZATIONAL MEMBERSHIPS.....	784
	PROFESSIONAL PUBLICATIONS/BOOKS.....	568
	TOTAL	2,795
LINE 55 00 TRAINING	PROFESSIONAL CONFERENCES, OTHER TRAINING.....	1,495
	TOTAL	1,495
LINE 66 00 BOOKS-PUBL-LIBRARY	BOOKS, EBOOKS, AUDIOBOOKS, DVDS, CDS, PUBLICATIONS DATABASES, DIGITAL & OTHER LIBRARY MATERIALS.....	107,511

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

TOTAL 107,511

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1502 LIBRARY	LIBRARIAN I	MARCUS, IRENE C		59,634				4,544	5,367	11,579	72	81,195
		LIBRARIAN II	MANNING, DENISE		60,112				4,191	5,410	11,579	72	81,364
		LIBRARIAN II	MITCHEM, NANCY		57,512				4,378	5,176	11,579	69	78,714
		LIBRARIAN II	VACANT, LIBRARIAN 2		52,000				3,978	4,680	11,579	62	72,299
		LIBRARY ASSISTANT II	COSTAS, MARIA		40,248				3,079	3,622	11,579	48	58,576
		LIBRARY ASSISTANT II	HUNT, TINA		38,646				2,957	3,478	11,579	46	56,706
		LIBRARY ASSISTANT II	JAIS, VEENA		38,355				2,934	3,452	23,361	46	68,149
		LIBRARY ASSISTANT II	KEPNER, ARIANA		38,522				2,947	3,467	11,579	46	56,560
		LIBRARY ASSISTANT II	LONES, HOLLY		42,266				3,233	3,804	11,699	51	61,052
		LIBRARY ASSISTANT II	OLSON, TERRIE W		54,392				4,130	4,895	11,699	66	75,181
		LIBRARY ASSISTANT II	VACANT, LB AST II 1		33,800				2,528	3,042	11,579	41	50,989
		LIBRARY ASSISTANT II	VACANT, LB AST II 2		35,545				2,719	3,199	11,579	43	53,084
		LIBRARY ASSISTANT II-PART-TIME	MEZA, RAY			18,288			1,399			22	19,709
		LIBRARY ASSISTANT II-PART-TIME	SINGLETON, JEREMY			18,367			1,405			22	19,794
		LIBRARY ASSISTANT II-PART-TIME	STRUK, DEBORAH			19,681			1,506			23	21,210
		LIBRARY DIRECTOR	RUPKALVIS, CARI S	127,254					9,143	11,453	23,361	153	171,365
		LIBRARY OPERATIONS COORDINATOR	BAKER, JULIE		56,867				4,323	5,118	11,579	68	77,955
		TOTAL		127,254	607,898	56,336			59,395	66,163	185,907	951	1,103,904
		COUNT 17											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
1503-LIBRARY MEMORIAL							FY 2026 Bud to FY 2025 Ori Bud	
34-00	OTHER CONTRACTUAL SERVICE	9,633	7,500	7,500	5,790	7,500		
48-00	PROMOTIONAL ACTIVITIES	6,690	5,000	5,000	7,407	5,000		
51-00	OFFICE SUPPLIES	21						
52-00	OPERATING SUPPLIES	31,564	5,000	31,814	7,327	5,000		
*	Operating Expenditures	47,908	17,500	44,314	20,525	17,500		
63-00	IMPROVEMENTS O/T BUILDING	7,853		113,957	9,533			
66-00	BOOKS-PUBL-LIBRARY SUPPLS	2,023	2,500	2,500	426	2,500		
*	Capital Outlay	9,876	2,500	116,457	9,959	2,500		
**	LIBRARY MEMORIAL	57,784	20,000	160,771	30,484	20,000		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1503 LIBRARY MEMORIAL	LINE 34 00 OTHER CONTRACT SVC	PRESENTERS/PERFORMERS FOR LIBRARY PROGRAMS.....	7,500
		TOTAL	7,500
	LINE 48 00 PROMOTIONAL ACTIVIT.	PROMOTIONAL BOOKS, PUBLICATIONS, AND MATERIALS....	5,000
		TOTAL	5,000
	LINE 52 00 OPERATING SUPPLIES	PROGRAM AND OPERATING SUPPLIES.....	5,000
		TOTAL	5,000
	LINE 66 00 BOOKS-PUBL-LIBRARY	DIGITAL RESOURCES, ITEMS FOR SPECIAL COLLECTIONS..	2,500
		TOTAL	2,500

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1602-DIV ARTS/HISTORICAL RESO	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
11-00 EXECUTIVE SALARIES	97,534	104,837	104,837	69,354	115,544		10,707
12-00 REGULAR SALARIES & WAGES	208,676	216,470	216,470	144,124	379,974		163,504
13-00 OTHER SALARIES & WAGES	40,077	26,949	26,949	28,187	26,949		
14-00 OVERTIME PAY					10,000		10,000
15-00 SPECIAL PAY					200		200
21-00 FICA TAXES	25,619	26,569	26,569	17,784	40,676		14,107
22-00 RETIREMENT CONTRIBUTION	27,559	28,917	28,917	19,213	45,515		16,598
23-00 LIFE & HEALTH INSURANCE	69,437	78,870	78,870	53,275	99,211		20,341
24-00 WORKER'S COMPENSATION	325	418	418	327	639		221
* Personnel Services	469,227	483,030	483,030	332,263	718,708		235,678
31-01 PERFORMANCE CONTRACTS					500		500
34-00 OTHER CONTRACTUAL SERVICE	4,151	5,290	5,365	4,106	10,885		5,595
40-00 TRAVEL PER DIEM	4,636	6,366	4,166	3,926	7,320		954
41-00 COMMUNICATION SERVICES	2,594	3,075	3,575	2,222	3,144		69
42-00 FREIGHT & POSTAGE SERVICE	595	1,765	1,765	326	1,765		
43-01 WATER/SEWER SERVICE	3,584	4,051	4,051	2,381	3,520		531-
43-02 ELECTRIC SERVICE	6,657	8,460	8,460	3,449	5,297		3,163-
44-00 RENTS & LEASES					100		100
45-00 INSURANCE	6,865	9,236	9,236	5,675	10,006		770
46-00 REPAIRS & MAINTENANCE	5,750	4,333	8,533	3,784	12,338		8,005
47-00 PRINTING & BINDING	8,496	12,280	12,280	1,395	12,000		280-
48-00 PROMOTIONAL ACTIVITIES	37,504	35,500	35,500	14,562	32,680		2,820-
49-00 OTHER CURRENT CHARGES		500	425	80	500		
49-01 INTERDEPT ALLOCATION	22,738-	25,122-	25,122-	16,748-	26,916-		1,794-
51-00 OFFICE SUPPLIES	528	1,100	1,100	286	1,000		100-
52-00 OPERATING SUPPLIES	6,231	11,250	11,250	5,951	47,100		35,850
52-02 ASCAP, BMI, & SECAP FEES	1,630	1,675	1,675	1,663	2,150		475
52-06 CONCESSION EXPENSE ACCT	1,697	1,750	1,750	969	1,600		150-
52-07 BEER		2,040	1,040	333	1,800		240-
52-08 WINE		2,760	1,260	582	2,360		400-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,537	2,093	2,093	1,156	2,380		287
55-00 TRAINING	1,598	3,000	3,000	350	3,000		
* Operating Expenditures	71,315	91,402	91,402	36,447	134,529		43,127
63-00 IMPROVEMENTS O/T BUILDING	6,526		16,000	75-			
* Capital Outlay	6,526		16,000	75-			
** DIV ARTS/HISTORICAL RESOU	547,068	574,432	590,432	368,635	853,237		278,805

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1602	DIV ARTS/HISTORICAL RESOURSLINE 31 01 PROFESSIONAL SVC	ACOUSTICIAN.....	500
		TOTAL	500
LINE 34 00	OTHER CONTRACT SVC	FIRE ALARM INSPECTION.....	350
		CC SECURITY ALARM MONITORING.....	500
		CC SMOKE DETECTOR CALIBRATION.....	85
		CC FIRE ALARM MONITORING SERVICE CHARGE.....	500
		CC ELEVATOR ALARM MONITORING SERVICE CHARGE.....	200
		CC MONTHLY JANITORIAL SERVICES.....	3,200
		REMOTE ACCESS DOOR MONITORING.....	550
		PIANO TUNING.....	1,500
		CUSTODIAL.....	3,000
		ONGOING ONLINE SERVICES.....	1,000
		TOTAL	10,885
LINE 40 00	TRAVEL PER DIEM	EMPLOYEE MILEAGE REIMBURSEMENT.....	800
		APAP CONFERENCE PER DIEM X2 EMPLOYEES.....	1,400
		APAP CONFERENCE LODGING X2 EMPLOYEES.....	2,800
		APAP CONFERENCE TRAVEL - TAXIS, PARKING, MILEAGE..	550
		APAP FLIGHT TRAVEL X 2 EMPLOYEES.....	800
		MISCELLANEOUS CONFERENCE LODGING X 2 EMPLOYEES....	400
		MISCELLANEOUS CONFERENCE MILEAGE X 2 EMPLOYEES....	400
		MISCELLANEOUS CONFERENCE REIMBURSEMENTS PER DIEM..	170
		TOTAL	7,320
LINE 41 00	COMMUNICATION SVC	CULTURAL CENTER INTERNET.....	2,760
		CULTURAL CENTER PHONE.....	384
		TOTAL	3,144
LINE 42 00	FREIGHT & POSTAGE SVC	ALLOCATED POSTAGE ESTIMATE.....	600
		BROCHURE MAILING.....	1,000
		MISCELLANEOUS POSTAGE.....	165
		TOTAL	1,765
LINE 43 01	UTILITY SERVICES	WATER/SEWER SERVICES.....	3,520
		TOTAL	3,520
LINE 43 02	UTILITY SERVICES	ELECTRIC SERVICE.....	5,297
		TOTAL	5,297
LINE 44 00	RENTALS AND LEASES	WATER COOLER.....	100
		TOTAL	100

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1602	DIV ARTS/HISTORICAL RESOURSLINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	8,336
		ELEVATOR INSURANCE.....	1,670
		TOTAL	10,006
LINE 46 00	REPAIR AND MAINT.	ANNUAL CC CLOCK TOWER MAINTENENCE.....	500
		MISCELLANEOUS SECURITY AND FIRE ALARM MAINTENENCE.....	1,000
		MISCELLANEOUS AC REPAIRS AND SERVICE.....	1,000
		CULTURAL SERVICES FIRE EXTINGUISHER MAINTENENCE...	120
		MISCELLANEOUS REPAIRS.....	1,200
		CC ELEVATOR MAINTENENCE.....	1,518
		FACILITY MAINTENANCE.....	1,500
		CLOSED CAPTIONING.....	5,500
		TOTAL	12,338
LINE 47 00	PRINTING AND BINDING	RACK CARDS - MUSEUMS, EXHIBITS, EVENTS.....	850
		SEASON POSTERS, WALL OF FAME, ETC.....	650
		SEASON BROCHURES.....	9,000
		MISCELLANEOUS PRINTING.....	1,500
		TOTAL	12,000
LINE 48 00	PROMOTIONAL ACTIVIT.	TAMPA BAY TIMES.....	7,000
		TAMPA BAY NEWSPAPERS, INC.....	7,000
		TAMPA BAY MAGAZINE.....	3,000
		FACEBOOK/INSTAGRAM ADVERTISING.....	5,000
		CHAMBER OF COMMERCE VISITOR'S GUIDE.....	700
		CONSTANT CONTACT PATRON CONTACT SERVICE.....	1,980
		MISC NEW ADVERTISING INITIATIVES.....	8,000
		TOTAL	32,680
LINE 49 00	OTHER CURRENT CHARGES	EMPLOYMENT ADVERTISING.....	500
		TOTAL	500
LINE 49 01	OTHER CURRENT CHARGES	INTERDEPARTMENT ALLOCATION:	
		LIBRARY.....	26,916-
		TOTAL	26,916-
LINE 51 00	OFFICE SUPPLIES	OFFICE SUPPLIES - PAPER, PENS, PAPERCLIPS, FOLDERS	1,000
		TOTAL	1,000
LINE 52 00	OPERATING SUPPLIES	MISCELLANEOUS OPERATING SUPPLIES.....	1,500
		EXHIBIT SUPPLIES.....	4,000
		THEATER AUDIO IMPROVEMENTS.....	4,000
		EXTERIOR LIGHTING.....	2,000
		LENSES & LIGHTS.....	15,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1602 DIV ARTS/HISTORICAL RESOURSLINE 52 00 OPERATING SUPPLIES	REPLACEMENT STAGE BULBS GELS.....	1,500
	CABLES & BATTERIES.....	3,000
	TOOLS.....	4,000
	MICROPHONES.....	3,000
	UPGRADE MAC SOFTWARE.....	2,000
	DSP/MIXER SYSTEM FOR AUDITORIUM MEETINGS.....	6,000
	TRI-CASTER PRIME SUBSCRIPTION.....	1,100
	TOTAL	47,100
	LINE 52 02 OPERATING SUPPLIES	
	BMI ANNUAL MUSIC LICENSING FEES.....	475
	SESAC ANNUAL MUSIC LICENSING FEES.....	1,200
	ASCAP ANNUAL MUSIC LICENSING FEES.....	475
	TOTAL	2,150
	LINE 52 06 OPERATING SUPPLIES	
	CONCESSIONS - CANDY, WATER, PRETZELS.....	1,600
	TOTAL	1,600
	LINE 52 07 OPERATING SUPPLIES	
	CONCESSIONS - ASSORTED BEERS.....	1,800
	TOTAL	1,800
	LINE 52 08 OPERATING SUPPLIES	
	CONCESSIONS - ASSORTED WINES.....	2,360
	TOTAL	2,360
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	
	MEMBERSHIP - FL ASSOCIATION OF MUSEUMS.....	100
	MEMBERSHIP - FLORIDA ASSOCIATION OF PUBLIC ART PRO	180
	MEMBERSHIP - AMERICANS FOR THE ARTS.....	250
	MEMBERSHIP - ASSOCIATION OF PERFORMING ARTS.....	800
	MEMBERSHIP - FL PROFESSIONAL PRESENTERS CONSORTIUM	350
	ANNUAL BEER & WINE LICENSE FEE.....	400
	STREAMING AUDIO SERVICE FRONT OF HOUSE.....	300
	TOTAL	2,380
	LINE 55 00 TRAINING	
	APAP CONFERENCE REGISTRATION X 2 EMPLOYEES.....	2,000
	MISCELLANEOUS CONFERENCE REGISTRATIONS.....	1,000
	TOTAL	3,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	1602 ARTS & HISTORICAL	AUDIO VISUAL COORDINATOR	RAYSSES, MICHAEL		77,542		5,000	100	6,322	7,438	11,579	99	108,080
		AUDIO VISUAL COORDINATOR	WILLIAMS, AUSTIN		75,026		5,000	100	6,129	7,211	11,579	96	105,141
		CULTURAL & CIVIC SVS DIRECTOR	WOOD, DIANE	115,544					8,767	10,399	11,579	139	146,428
		DEPARTMENT ADMINISTRATOR	MCINTYRE, MEGAN		53,310				4,078	4,798	11,699	64	73,949
		MARKETING & EVENTS SPECIALIST	HAMADEY, LAURA		49,150				3,760	4,424	23,361	59	80,754
		PATRON SERVICES COORDINATOR	CASTALDI, GABRIEL		41,246				3,155	3,712	17,836	49	65,999
		TARPON ARTS OPERATIONS MGR	GROC, BRANDON		83,699				6,403	7,533	11,579	100	109,314
		TICKET SALES REP-3	TICKET SALES REP.			26,949			2,061			32	29,043
		TOTAL		115,544	379,974	26,949	10,000	200	40,676	45,515	99,211	639	718,708
		COUNT 8											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1603-DIV ARTS/HIST RES DONATI	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to	FY 2025 Ori Bud
34-00 OTHER CONTRACTUAL SERVICE			12,349	4,999			
52-00 OPERATING SUPPLIES	8,043	20,000	113,456		20,000		
* Operating Expenditures	8,043	20,000	125,805	4,999	20,000		
** DIV ARTS/HIST RES DONATIO	8,043	20,000	125,805	4,999	20,000		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1603	DIV ARTS/HIST/RESOUS/DONATILINE 52 00 OPERATING SUPPLIES	CULTURAL DONATION EXPENDITURES.....	20,000
		TOTAL	20,000

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1605-HERITAGE CENTER	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori Bud	
34-00 OTHER CONTRACTUAL SERVICE	5,054	6,586	6,586	3,026	7,369		783
41-00 COMMUNICATION SERVICES	2,149	2,124	2,124	1,181	2,124		
43-01 WATER/SEWER SERVICE	1,079	1,187	1,187	2,335	973		214-
43-02 ELECTRIC SERVICE	10,495	12,244	12,244	6,527	9,733		2,511-
44-00 RENTS & LEASES		2,240	2,240				2,240-
45-00 INSURANCE	23,437	25,682	25,682	22,862	25,250		432-
46-00 REPAIRS & MAINTENANCE	1,662	1,000	1,000	1,473	1,000		
52-00 OPERATING SUPPLIES	15,189	28,725	28,725	6,034	17,500		11,225-
* Operating Expenditures	59,065	79,788	79,788	43,439	63,949		15,839-
** HERITAGE CENTER	59,065	79,788	79,788	43,439	63,949		15,839-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1605 HERITAGE CENTER	LINE 34 00 OTHER CONTRACT SVC	HERITAGE MUSEUM FIRE & SECURITY ALARM MONITORING...	1,400
		HERITAGE MUSEUM FIRE ALARM INSPECTION.....	325
		HERITAGE MUSEUM MONTHLY JANITORIAL SERVICE.....	3,600
		ANNUAL HERITAGE MUSEUM WINDOW CLEANING.....	850
		HERITAGE MUSEUM SPRINKLER INSPECTION.....	165
		HERITAGE MUSEUM SMOKE DETECTOR CALIBRATION.....	30
		HERITAGE MUSEUM CARPET CLEANING.....	999
		TOTAL	7,369
	LINE 41 00 COMMUNICATION SVC	HERITAGE MUSEUM INTERNET.....	1,740
		HERITAGE MUSEUM PHONES.....	384
		TOTAL	2,124
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	973
		TOTAL	973
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	9,733
		TOTAL	9,733
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	9,103
		FLOOD INSURANCE.....	16,147
		TOTAL	25,250
	LINE 46 00 REPAIR AND MAINT.	MISCELLANEOUS FIRE ALARM MAINTENENCE.....	500
		MISCELLANEOUS AC MAINTENENCE.....	500
		TOTAL	1,000
	LINE 52 00 OPERATING SUPPLIES	HERITAGE MUSEUM EXHIBIT SUPPLIES.....	3,000
		CHRISTOPHER STILL EXHIBIT ENHANCEMENTS.....	5,000
		EDUCATION VIDEOS FOR CHRIS STILL EX.....	1,500
		BLACK HERITAGE PROJECT EXHIBIT NEW.....	8,000
		TOTAL	17,500

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1606-SAFFORD HOUSE	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
34-00 OTHER CONTRACTUAL SERVICE	1,805	2,465	2,465	1,120	2,825		360
41-00 COMMUNICATION SERVICES	1,581	1,860	1,860	1,150	1,860		
43-01 WATER/SEWER SERVICE	13,030	2,688	2,688	3,252	1,597		1,091-
43-02 ELECTRIC SERVICE	6,693	6,547	6,547	2,338	4,342		2,205-
45-00 INSURANCE	5,345	5,891	5,891	4,418	6,490		599
46-00 REPAIRS & MAINTENANCE	11	715	715	549	2,000		1,285
52-00 OPERATING SUPPLIES	2,509	14,025	14,025	9,734	13,175		850-
53-00 ROAD MATERIALS & SUPPLIES				1,170			
* Operating Expenditures	30,974	34,191	34,191	23,732	32,289		1,902-
** SAFFORD HOUSE	30,974	34,191	34,191	23,732	32,289		1,902-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1606 SAFFORD HOUSE	LINE 34 00 OTHER CONTRACT SVC	SAFFORD HOUSE MONTHLY JANITORIAL SERVICES.....	1,800
		SAFFORD HOUSE FIRE ALARM INSPECTION.....	225
		SAFFORD HOUSE FIRE ALARM MONITORING.....	440
		ANNUAL WINDOW CLEANING.....	360
		TOTAL	2,825
	LINE 41 00 COMMUNICATION SVC	SAFFORD HOUSE INTERNET.....	1,860
		TOTAL	1,860
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	1,597
		TOTAL	1,597
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	4,342
		TOTAL	4,342
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	6,490
		TOTAL	6,490
	LINE 46 00 REPAIR AND MAINT.	FIRE & SECURITY ALARM MAINTENENCE & REPAIRS.....	1,000
		MISCELLANEOUS REPAIRS AND MAINTENENCE.....	1,000
		TOTAL	2,000
	LINE 52 00 OPERATING SUPPLIES	SAFFORD HOUSE FIREWALL.....	1,275
		MISCELLANEOUS SAFFORD HOUSE SUPPLIES.....	1,250
		SEASONAL LANDSCAPING: SOD, MULCH, FLOWERS, ETC....	3,000
		ADDITIONS TO SAFFORD HOUSE EDUCATION VIDEOS.....	1,500
		MAIN HOUSE SECURITY CAMERAS.....	3,500
		OFFICE LOBBY AND BATHROOM PAINT.....	500
		10 FT.STORAGE UNIT.....	2,150
		TOTAL	13,175

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
1607-SAFFORD HOUSE DONATIONS							FY 2026 Bud to FY 2025 Ori Bud	
52-00	OPERATING SUPPLIES		75	630		75		
*	Operating Expenditures		75	630		75		
**	SAFFORD HOUSE DONATIONS		75	630		75		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1607	SAFFORD HOUSE DONATIONS	LINE 52 00 OPERATING SUPPLIES	MISCELLANEOUS OPERATING SUPPLIES.....	75
			TOTAL	75

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1608-TRAIN DEPOT	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud to Ori Bud
34-00 OTHER CONTRACTUAL SERVICE	1,444	1,116	1,116	592	1,116		
41-00 COMMUNICATION SERVICES	700	780	780	389	780		
43-01 WATER/SEWER SERVICE	1,023	982	982	663	913		69-
43-02 ELECTRIC SERVICE	7,980	8,713	8,713	4,046	5,681		3,032-
45-00 INSURANCE	5,954	6,563	6,563	4,922	7,230		667
46-00 REPAIRS & MAINTENANCE	4,542	1,500	1,500	833	2,000		500
52-00 OPERATING SUPPLIES	50	500	500		500		
* Operating Expenditures	21,693	20,154	20,154	11,446	18,220		1,934-
** TRAIN DEPOT	21,693	20,154	20,154	11,446	18,220		1,934-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 1608 TRAIN DEPOT	LINE 34 00 OTHER CONTRACT SVC	TRAIN DEPOT FIRE ALARM MONITORING.....	816
		TRAIN DEPOT FIRE ALARM INSPECTION.....	300
		TOTAL	1,116
	LINE 41 00 COMMUNICATION SVC	CITY TELEPHONE SERVICE.....	780
		TOTAL	780
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	913
		TOTAL	913
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	5,681
		TOTAL	5,681
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	7,230
		TOTAL	7,230
	LINE 46 00 REPAIR AND MAINT.	MISCELLANEOUS REPAIRS AND MAINTENENCE.....	2,000
		TOTAL	2,000
	LINE 52 00 OPERATING SUPPLIES	MISCELLANEOUS OPERATING SUPPLIES.....	500
		TOTAL	500

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
							FY 2026 Bud to	FY 2025 Ori Bud
001-GENERAL FUND								
1609-HERITAGE MUSEUM DONATION								
52-00 OPERATING SUPPLIES			208	1,137		208		
* Operating Expenditures			208	1,137		208		
** HERITAGE MUSEUM DONATIONS			208	1,137		208		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1609	HERITAGE MUSEUM DONATIONS	LINE 52 00 OPERATING SUPPLIES	MISCELLANEOUS OPERATING SUPPLIES AS NEEDED.....	208
			TOTAL	208

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance
1613-SPONSORSHIPS	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to FY 2025 Ori Bud
52-00 OPERATING SUPPLIES	33,948	31,953	86,753	849	31,953	
* Operating Expenditures	33,948	31,953	86,753	849	31,953	
** SPONSORSHIPS	33,948	31,953	86,753	849	31,953	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1613 SPONSORSHIPS	LINE 52 00 OPERATING SUPPLIES	SPONSORSHIP OPERATING SUPPLIES AS NEEDED.....	31,953
		TOTAL	31,953

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 1679-PERFORMING ARTS	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
34-00 OTHER CONTRACTUAL SERVICE	143,728	160,500	195,500	171,217	218,000		57,500
34-01 HANDLING FEES-TICKETS	10,000	10,000	10,000	10,000	10,000		
44-00 RENTS & LEASES	1,849	7,000	7,000	1,540	7,000		
45-00 INSURANCE	721						
48-00 PROMOTIONAL ACTIVITIES	1,031	10,000	10,000		8,000		2,000-
52-00 OPERATING SUPPLIES	13,130	12,500	12,500	3,825	10,000		2,500-
52-01 TICKET STOCK	381	1,200	1,200		1,200		
* Operating Expenditures	170,840	201,200	236,200	186,582	254,200		53,000
** PERFORMING ARTS	170,840	201,200	236,200	186,582	254,200		53,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 1679 PERFORMING ARTS	LINE 34 00 OTHER CONTRACT SVC	PERFORMING ARTS - VARIOUSARTIST FEES, HOTEL FEES.	218,000
		TOTAL	218,000
	LINE 34 01 OTHER CONTRACT SVC	TICKET HANDLING FEES.....	10,000
		TOTAL	10,000
	LINE 44 00 RENTALS AND LEASES	PERFORMING ARTS - RIGHTS/ROYALTIES/LICENSING FEES.	7,000
		TOTAL	7,000
	LINE 48 00 PROMOTIONAL ACTIVIT.	PERFORMING ARTS ADVERTISING.....	8,000
		TOTAL	8,000
	LINE 52 00 OPERATING SUPPLIES	PERFORMING ARTS OPERATING SUPPLIES, SCRIPTS, PROPS	10,000
		TOTAL	10,000
	LINE 52 01 OPERATING SUPPLIES	TICKET STOCK.....	600
		RECEIPT PADS.....	600
		TOTAL	1,200

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 4102-ROADS AND STREETS	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud to Ori
11-00 EXECUTIVE SALARIES	27,963	30,057	30,057	19,666	30,057		
12-00 REGULAR SALARIES & WAGES	405,241	444,224	455,692	292,479	467,839		23,615
14-00 OVERTIME PAY	18,892	14,000	25,488	17,706	14,000		
15-00 SPECIAL PAY	9,728	6,150	6,150	7,447	6,150		
21-00 FICA TAXES	32,836	37,310	38,230	24,460	39,116		1,806
22-00 RETIREMENT CONTRIBUTION	39,553	44,499	45,534	30,408	46,625		2,126
23-00 LIFE & HEALTH INSURANCE	133,895	163,261	163,261	106,340	157,980		5,281-
24-00 WORKER'S COMPENSATION	13,515	17,248	17,248	13,494	18,099		851
* Personnel Services	681,623	756,749	781,660	511,998	779,866		23,117
31-00 PROFESSIONAL SERVICES		300	300				300-
34-00 OTHER CONTRACTUAL SERVICE	90,797	66,915	116,915	112,344	70,915		4,000
40-00 TRAVEL PER DIEM	1,675	1,500	1,500	760	1,200		300-
41-00 COMMUNICATION SERVICES	1,591	1,000	1,000	676	700		300-
42-00 FREIGHT & POSTAGE SERVICE		100	100				100-
43-01 WATER/SEWER SERVICE	1,535	1,755	1,755	1,089	1,436		319-
43-02 ELECTRIC SERVICE	400,793	413,231	413,231	241,348	395,780		17,451-
44-00 RENTS & LEASES	6,921	2,785	35,146	33,562	2,000		785-
45-00 INSURANCE	18,048	19,893	19,893	14,920	21,915		2,022
46-00 REPAIRS & MAINTENANCE	3,654	1,500	1,500	300	1,000		500-
46-04 VEHICLE MAINT. REPAIRS	106,387	68,935	69,792	69,614	71,382		2,447
51-00 OFFICE SUPPLIES	244	300	300	186	300		
52-00 OPERATING SUPPLIES	41,629	37,265	37,265	23,131	35,265		2,000-
52-11 VEHICLE FUEL	16,692	14,208	14,208	10,681	13,827		381-
53-00 ROAD MATERIALS & SUPPLIES	95,562	55,100	59,038	53,104	51,100		4,000-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	210	300	300		100		200-
55-00 TRAINING	1,879	3,400	3,400	424	2,400		1,000-
* Operating Expenditures	787,617	688,487	775,643	562,139	669,320		19,167-
62-00 BUILDINGS			18,656	2,423			
* Capital Outlay			18,656	2,423			
** ROADS AND STREETS	1,469,240	1,445,236	1,575,959	1,076,561	1,449,186		3,950

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 4102 ROADS AND STREETS	LINE 34 00 OTHER CONTRACT SVC	TEMPORARY LABOR SERVICES.....	500
		TRAFFIC SIGNAL MAINTNENANCE (COUNTY CONTRACT).....	64,415
		TREE REMOVAL & GRINDING SERVICES.....	6,000
		TOTAL	70,915
	LINE 40 00 TRAVEL PER DIEM	TRAVEL ALLOWANCE.....	1,200
		TOTAL	1,200
	LINE 41 00 COMMUNICATION SVC	CELL PHONES FOR EMERGENCIES.....	500
		GPS.....	200
		TOTAL	700
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	1,436
		TOTAL	1,436
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	395,780
		TOTAL	395,780
	LINE 44 00 RENTALS AND LEASES	EQUIPMENT RENTAL.....	2,000
		TOTAL	2,000
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	21,915
		TOTAL	21,915
	LINE 46 00 REPAIR AND MAINT.	RADIO REPAIRS.....	500
		SMALL EQUIPMENT REPAIRS.....	500
		TOTAL	1,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	71,382
		TOTAL	71,382
	LINE 51 00 OFFICE SUPPLIES	PENS, PENCILS, PAPER ETC.....	300
		TOTAL	300
	LINE 52 00 OPERATING SUPPLIES	UNIFORMS.....	1,250
		HAND TOOLS (SHOVELS, BROOMS, RAKES, ETC).....	3,500
		BARRICADES, CONES, LIGHTS & BATTERIES.....	3,256
		SOD.....	2,000
		CONCRETE BUMPERS.....	1,500
		SAFETY SIGNS.....	1,500
		HAZARDOUS WEATHER SUPPLIES.....	1,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

001 4102 ROADS AND STREETS	LINE 52 00 OPERATING SUPPLIES	HYDRATION SUPPLIES/COOLERS.....	500
		SANDBAGS.....	2,000
		ERGONOMIC SUPPLIES.....	300
		SAFETY FENCE/SILT SCREENING.....	950
		GLOVES, MAKS & FILTERS.....	991
		FITTINGS, VALVES & NOZELS.....	568
		TAR TACK & TAR REMOVER.....	1,500
		TREE STUMP REMOVALS.....	1,500
		SAFETY VEST & SAFETY GLASSES.....	650
		YARD WASTE TIPPING FEES.....	8,000
		BLADE REPLACEMENTS.....	2,000
		SURFACE BOOK.....	2,300
		TOTAL	35,265
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	13,827
		TOTAL	13,827
	LINE 53 00 ROAD MATERIAL/SUPP.	ASPHALT.....	12,000
		CONCRETE.....	12,000
		CONCRETE ROAD BASE.....	4,000
		FILL DIRT.....	2,000
		57 ROCK.....	4,100
		LIMESTONE RIPRAP.....	6,000
		MILLINGS.....	7,000
		SHELL.....	4,000
		TOTAL	51,100
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	APWA MEMBERSHIP.....	100
		TOTAL	100
	LINE 55 00 TRAINING	CERTIFICATIONS.....	1,000
		SAFETY TRAINING.....	1,400
		TOTAL	2,400

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	4102 ROADS AND STREETS	CREWLEADER	FERRONE, PHILIP E		63,003		1,750	4,100	5,212	6,197	11,699	3,002	94,963
		EXECUTIVE ASSISTANT	THOMPSON, AMBER L		14,815				1,133	1,333	2,895	18	20,194
		HEAVY EQUIPMENT OPERATOR	CUMMINGS, MIDRE		54,122		1,750	200	4,289	5,047	23,361	2,445	91,214
		HEAVY EQUIPMENT OPERATOR	SAZALIS, GEORGE		49,067		1,750	200	3,903	4,592	23,361	2,225	85,098
		MAINTENANCE RECORDS TECHNICIAN	SIEGFRIED, CHLOE		49,462				3,748	4,452	17,836	59	75,557
		PUBLIC WORKS DIRECTOR	VACANT, PUB WKS DIR	30,057				650	2,279	2,764	2,895	393	39,037
		SENIOR TECHNICIAN	WILLIAMS, TIMOTHY		54,413		1,750	200	4,312	5,073	17,836	2,148	85,731
		TECHNICIAN I	ALTMAN, SETH		51,813		1,750	200	3,781	4,839	23,361	2,344	88,088
		TECHNICIAN I	HERR, GEORGE		39,853		1,750	200	3,198	3,762	11,579	1,593	61,934
		TECHNICIAN I	STOCKS, DILLON		42,890		1,750	200	3,409	4,036	11,579	1,955	65,818
		TECHNICIAN II	KENNEDY, MICHAEL		48,402		1,750	200	3,852	4,532	11,579	1,918	72,232
		TOTAL		30,057	467,839		14,000	6,150	39,116	46,625	157,980	18,099	779,866
		COUNT 11											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

001-GENERAL FUND 5001-PROJECT ADMINISTRATION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
11-00 EXECUTIVE SALARIES	38,070	40,920	40,920	27,161	45,941	5,021	
12-00 REGULAR SALARIES & WAGES	80,951	92,830	92,830	61,836	95,607	2,777	
14-00 OVERTIME PAY	1,278	1,160	2,487	1,935	1,160		
15-00 SPECIAL PAY	3,402	3,770	3,770	2,583	2,262	1,508-	
21-00 FICA TAXES	9,000	10,134	10,241	6,838	10,351	217	
22-00 RETIREMENT CONTRIBUTION	10,788	12,552	12,672	8,479	13,118	566	
23-00 LIFE & HEALTH INSURANCE	21,820	26,008	26,008	17,662	25,207	801-	
24-00 WORKER'S COMPENSATION	713	642	642	502	662	20	
* Personnel Services	166,022	188,016	189,570	126,995	194,308	6,292	
40-00 TRAVEL PER DIEM	1,022	783	783	696	783		
49-02 INTERDEPT ALLOC CAP	89,432-						
* Operating Expenditures	88,410-	783	783	696	783		
** PROJECT ADMINISTRATION	77,612	188,799	190,353	127,691	195,091	6,292	

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	5001 PROJECT ADMINISTRA	GRANT WRITER/PROJ COORD	HARBERT, PAULETTE J		24,038				1,839	2,163	3,358	29	31,426
		PROJECT ADMIN ASST DIRECTOR	MAKRIS, NICK		32,953				2,521	2,966	4,942	40	43,421
		PROJECT ADMIN DIRECTOR	ROBERTSON, ROBERT R	45,941					2,775	4,205	6,775	56	59,752
		PROJECT INSPECTOR	DOORLAG, RODNEY		19,308			1,131	1,563	1,840	3,358	262	27,462
		PROJECT INSPECTOR	MILLER, JEVON		19,308		1,160	1,131	1,652	1,944	6,775	276	32,247
		TOTAL		45,941	95,607		1,160	2,262	10,351	13,118	25,207	662	194,308
		COUNT 5											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		Variance					
001-GENERAL FUND		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	FY 2026 Bud to
8802-NONDEPARTMENTAL / GENERA		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2025 Ori Bud
12-00	REGULAR SALARIES & WAGES	22,756	34,650	34,650	22,117	34,850	200
14-00	OVERTIME PAY			25	24		
21-00	FICA TAXES	1,726	2,651	2,653	1,678	2,666	15
22-00	RETIREMENT CONTRIBUTION	654	3,118	3,121	1,993	3,137	19
23-00	LIFE & HEALTH INSURANCE	1,403	6,082	6,082	4,054	5,789	293-
24-00	WORKER'S COMPENSATION	26	42	42	33	42	
*	Personnel Services	26,565	46,543	46,573	29,899	46,484	59-
31-00	PROFESSIONAL SERVICES	158,951	88,683	88,683	241,095	88,683	
32-00	ACCOUNTING & AUDITING	37,498	23,000	48,675	20,175	23,000	
34-00	OTHER CONTRACTUAL SERVICE	135,566	122,756	122,756	62,564	126,601	3,845
40-00	TRAVEL PER DIEM	5,167			2,104		
41-00	COMMUNICATION SERVICES	11,098	11,000	11,000	5,970	10,000	1,000-
42-00	FREIGHT & POSTAGE SERVICE	1,201	1,200	1,200	1,347	1,200	
43-01	WATER/SEWER SERVICE				3,257		
43-02	ELECTRIC SERVICE	94,924	100,989	100,989	54,389	90,390	10,599-
44-00	RENTS & LEASES	18,230-	118,527	118,527	97,520	74,448	44,079-
45-00	INSURANCE	236,347	253,886	253,886	207,020	275,121	21,235
46-00	REPAIRS & MAINTENANCE	88,808	32,980	32,980	119,825	28,980	4,000-
48-00	PROMOTIONAL ACTIVITIES	77,113	77,400	77,400	48,820	77,400	
49-00	OTHER CURRENT CHARGES	7,703	226,000	121,002	2,548	254,838	28,838
51-00	OFFICE SUPPLIES	182			80-		
52-00	OPERATING SUPPLIES	122,766	45,100	73,030	89,739	45,100	
52-03	COPIER/RISO SUPPLIES	2,232			1,240		
52-11	VEHICLE FUEL	1,741-			285-		
52-12	FLOWERS, PLANTS NON CRA		2,000	2,000			2,000-
54-00	BOOKS-PUBL-SUBSCRIPTIONS	18,766	6,360	6,360	44,173	6,360	
55-00	TRAINING				1,125	25,000	25,000
*	Operating Expenditures	978,351	1,109,881	1,058,488	1,002,546	1,127,121	17,240
61-00	LAND	10,000-					
63-00	IMPROVEMENTS O/T BUILDING	297,242		45,357	34,025		
64-00	MACHINERY & EQUIPMENT	35,116					
68-00	INTANGIBLE ASSETS	23,292			29,935		
*	Capital Outlay	345,650		45,357	63,960		
71-00	PRINCIPAL	111,718					
72-00	INTEREST	15,245					
*	Debt Services	126,963					
83-00	OTHER GRANTS AND AIDS	44,666	65,500	65,500	5,000	53,000	12,500-
*	Grants & Aids	44,666	65,500	65,500	5,000	53,000	12,500-
99-00	NON-OPERATING		551,101	551,101		535,000	16,101-
91-00	TRANSFERS			720,000			
*	Other Non-Operating		551,101	1,271,101		535,000	16,101-
**	NONDEPARTMENTAL / GENERAL	1,522,195	1,773,025	2,487,019	1,101,405	1,761,605	11,420-
***	GENERAL FUND	34,766,515	36,047,675	39,191,153	25,426,775	37,487,051	1,439,376

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 8802 G/F NON-DEPARTMENTAL	LINE 31 00 PROFESSIONAL SVC	HEALTH PLAN CONSULTANT.....	88,683
		TOTAL	88,683
	LINE 32 00 ACCOUNTING/AUDIT.	ANNUAL INDEPENDENT AUDIT.....	23,000
		TOTAL	23,000
	LINE 34 00 OTHER CONTRACT SVC	HUMANE SOCIETY CONTRACT.....	3,690
		CITY SHARE OF JOLLY TROLLEY-YEAR 3 OF 5 YEAR AGREE	63,911
		FIREWORKS.....	45,000
		ARMORED CAR SERVICE.....	5,000
		SNOW PLACE.....	9,000
		TOTAL	126,601
	LINE 41 00 COMMUNICATION SVC	ANNUAL PHONE EQUIPMENT.....	10,000
		TOTAL	10,000
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE.....	1,200
		TOTAL	1,200
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	90,390
		TOTAL	90,390
	LINE 44 00 RENTALS AND LEASES	POST OFFICE BOX RENTAL.....	1,000
		LEASE FOR COPIERS.....	8,000
		LEASE COLOR PRINTER.....	2,000
		LEASE MULTIFUNCTION PRINTER	1,000
		LEASE POSTAGE SCALE WITH COMPONENT FOR SIZING.....	2,448
		CITY HALL GENERATOR LEASE-YEAR 6 OF 10 YEAR AGREEM	60,000
		TOTAL	74,448
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	222,667
		CAP CENTER FLOOD INSURANCE.....	2,682
		401 E. MLK BLDG 2 & 3 FLOOD INSURANCE.....	6,477
		LONG TERM DISABILITY.....	43,295
		TOTAL	275,121
	LINE 46 00 REPAIR AND MAINT.	SPONGE EXCHANGE RESTROOMS.....	7,500
		TELEPHONE HARDWARE MAINTENANCE.....	8,000
		EXCESS COPIER/PRINTER COPIES	5,000
		MULTIFUNCTION PRINTER MAINTENANCE.....	480
		SOFTWARE MAINTENANCE.....	8,000
		TOTAL	28,980

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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001 8802 G/F NON-DEPARTMENTAL	LINE 48 00 PROMOTIONAL ACTIVIT.	CHRISTMAS PARADE.....	2,000
		MARTIN LUTHER KING FOUNDATION/PARADE.....	1,500
		TOURISM AND LOCAL PROMOTION.....	20,000
		GOVERNMENT TELEPHONE ADVERTISING.....	900
		BROCHURE DISTRIBUTION.....	13,000
		ADDITIONAL MARKETING.....	35,000
		JUNETEENTH.....	5,000
		TOTAL	77,400
	LINE 49 00 OTHER CURRENT CHARGES	REQUIRED BUDGET ADOPTION ADVERTISING.....	6,000
		MAINTENANCE RESERVE/OTHER.....	248,838
		TOTAL	254,838
	LINE 52 00 OPERATING SUPPLIES	HISTORIC MARKER PROGRAM.....	10,000
		COPIER PAPER.....	5,100
		BANK CHARGES.....	20,000
		CITIZEN ACADEMY.....	5,000
		BANNERS.....	5,000
		TOTAL	45,100
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	TAMPA BAY REGIONAL PLANNING ANNUAL DUES.....	2,000
		SAM'S CLUB ANNUAL MEMBERSHIP DUES.....	135
		FL LEAGUE OF CITIES ANNUAL MEMBERSHIP.....	3,500
		FL ECONOMIC DEV COUNCIL MEMBERSHIP.....	225
		SUNCOAST LEAGUE OF CITIES.....	500
		TOTAL	6,360
	LINE 55 00 TRAINING	DEPARTMENT TEAM BUILDING.....	25,000
		TOTAL	25,000
	LINE 83 00 OTHER GRANTS/AIDS	PINELLAS SAFE HARBOR.....	5,000
		YOUTH/SPORTS ACTIVITIES.....	20,000
		NEIGHBORLY SERVICES.....	3,000
		SHEPPARDS CENTER.....	5,000
		ST PETERSBURG COLLEGE FOUNDATION.....	20,000
		TOTAL	53,000
	LINE 99 00 OTHER NON-OPERATING	PAY FOR PERFORMANCE-GENERAL FUND.....	175,000
		BASED ON 3% AND HALF YEAR	
		RESERVE FOR FUND BALANCE/FUTURE PROJECTS.....	360,000
		TOTAL	535,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
001 GENERAL FUND	8802 NON-DEPARTMENTAL G	SUSTAINABILITY COORDINATOR	LANGSTON, HOLLY		34,850				2,666	3,137	5,789	42	46,484
		TOTAL			34,850				2,666	3,137	5,789	42	46,484
		COUNT 1											

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
		TOTAL		1,982,898	16,113,914	363,300	921,667	245,940	1,400,823	2,748,337	3,335,362	313,140	27,425,383
		COUNT 271											

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

050-HOSPITAL LEASE 2041-2070		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026	FY 2026 Budget	FY 2026 Bud to FY 2025 Ori Bud
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		90,000	90,000	6,784	60,000		30,000-
361.10-05	UNREAL/REAL GAIN (LOSS)	94,659			12,762			
361.20-00	STATE BOARD INTEREST				35,362			
361.40-02	FEDERAL HOME LOAN BANK	12,400			1,875			
361.50-01	TREASURY BILLS	2,188			14,688			
*	MISCELLANEOUS	109,247	90,000	90,000	71,471	60,000		30,000-
**	HOSPITAL LEASE 2041-2070	109,247	90,000	90,000	71,471	60,000		30,000-

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

				Variance				
050-HOSPITAL LEASE 2041-2070		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	FY 2026 Bud to	
8820-HOSPITAL LEASE 2041-2070		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2025 Ori Bud	
99-00 NON-OPERATING			90,000	90,000		60,000	30,000-	
* Other Non-Operating			90,000	90,000		60,000	30,000-	
** HOSPITAL LEASE 2041-2070			90,000	90,000		60,000	30,000-	
*** HOSPITAL LEASE 2041-2070			90,000	90,000		60,000	30,000-	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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050 8820	HOSPITAL LEASE 2041-2070	LINE 99 00 OTHER NON-OPERATING	RESERVE FOR FUND BALANCE	60,000
			TOTAL	60,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

101-ARPA-CSLFRF		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026	FY 2026 Bud to	FY 2025 Ori Bud
INTERGOVERNMENTAL								
331.50-25	ARPA-CSLFRF	7,563,116						
*	INTERGOVERNMENTAL	7,563,116						
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS	23,644	125,000	125,000	21,635	20,000		105,000-
361.10-05	UNREAL/REAL GAIN (LOSS)	123,116			3,026			
361.20-00	STATE BOARD INTEREST	512						
361.20-05	281071-ARPA-CSLFRF	154,757			55,134			
361.40-01	FEDERAL FARM CREDIT BANK	4,000			1,575			
361.40-02	FEDERAL HOME LOAN BANK	98,153			12,500			
361.40-04	FEDERAL HOME LOAN MTG COR	31,875						
361.50-01	TREASURY BILLS	82,454			52,500			
*	MISCELLANEOUS	518,511	125,000	125,000	146,370	20,000		105,000-
NON-REVENUES								
389.02-00	CARRYOVER-ENCUMBRANCES			2,327,545				
*	NON-REVENUES			2,327,545				
**	ARPA-CSLFRF	8,081,627	125,000	2,452,545	146,370	20,000		105,000-

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ORIGINAL BUDGET		REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
101-ARPA-CSLFRF		ACTUALS	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
8830-ARPA-CSLFRF		FY 2024						
48-00	PROMOTIONAL ACTIVITIES	13,312						
*	Operating Expenditures	13,312						
61-00	LAND	1,800,927						
63-00	IMPROVEMENTS O/T BUILDING		125,000	125,000		20,000	105,000-	
62-00	BUILDINGS	111,300		441,704	150,468			
63-00	IMPROVEMENTS O/T BUILDING	327,362		447,038	31,369			
62-00	BUILDINGS	198,666		158,227	32,250			
63-00	IMPROVEMENTS O/T BUILDING	161,238		220,184	15,450			
63-00	IMPROVEMENTS O/T BUILDING	1,500,322		927,156	587,427			
63-00	IMPROVEMENTS O/T BUILDING	1,434,860						
63-00	IMPROVEMENTS O/T BUILDING	63,394		121,226	60,542			
63-00	IMPROVEMENTS O/T BUILDING	462,874		12,010	70,119			
*	Capital Outlay	6,060,943	125,000	2,452,545	947,625	20,000	105,000-	
83-00	OTHER GRANTS AND AIDS	1,500,000						
*	Grants & Aids	1,500,000						
**	ARPA-CSLFRF	7,574,255	125,000	2,452,545	947,625	20,000	105,000-	
***	ARPA-CSLFRF	7,574,255	125,000	2,452,545	947,625	20,000	105,000-	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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101 8830 ARPA	LINE 63 00 IMPROVE. O/T BLDG	AVAILABLE FOR CAPITAL PROJECTS.....	20,000
		TOTAL	20,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

106-LOCAL OPTION GAS TAX		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
TAXES								
312.41-01	TWO CENT	319,715	320,140	320,140	154,592	317,715	2,425-	
*	TAXES	319,715	320,140	320,140	154,592	317,715	2,425-	
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS	473	1,860	1,860	316	425	1,435-	
361.20-00	STATE BOARD INTEREST	6,652			1,657			
*	MISCELLANEOUS	7,125	1,860	1,860	1,974	425	1,435-	
NON-REVENUES								
389.01-00	CARRYOVER-CASH		28,000	28,000		6,860	21,140-	
*	NON-REVENUES		28,000	28,000		6,860	21,140-	
**	LOCAL OPTION GAS TAX	326,840	350,000	350,000	156,566	325,000	25,000-	

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
							FY 2026 Bud to FY 2025 Ori Bud	
106-LOCAL OPTION GAS TAX	8602-LOCAL OPTION GAS TAX							
91-00 TRANSFERS		350,000	350,000	350,000	133,333	325,000		25,000-
*	Other Non-Operating	350,000	350,000	350,000	133,333	325,000		25,000-
**	LOCAL OPTION GAS TAX	350,000	350,000	350,000	133,333	325,000		25,000-
***	LOCAL OPTION GAS TAX	350,000	350,000	350,000	133,333	325,000		25,000-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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106 8602	LOCAL OPTION GAS TAX	LINE 91 00 TRANSFERS	TRANSFER TO CAPITAL PROJECT FUND.....	125,000
			TRANSFER TO GENERAL FUND.....	200,000
			TOTAL	325,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

120-SCHOOL CROSSING GUARD		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori	Bud to Bud
FINES AND FORFEITS								
359.01-00	SCHOOL CROSSING GUARDS	1,400	500	500	345	500		
*	FINES AND FORFEITS	1,400	500	500	345	500		
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		111	111				111
*	MISCELLANEOUS		111	111				111
NON-REVENUES								
389.01-00	CARRYOVER-CASH		589	589		700		111
*	NON-REVENUES		589	589		700		111
**	SCHOOL CROSSING GUARD	1,400	1,200	1,200	345	1,200		

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
							FY 2026 Bud to	FY 2025 Ori Bud
120-SCHOOL CROSSING GUARD								
1004-SCHOOL CROSSING GUARD								
52-00 OPERATING SUPPLIES			1,200	1,200		1,200		
*	Operating Expenditures		1,200	1,200		1,200		
**	SCHOOL CROSSING GUARD		1,200	1,200		1,200		
***	SCHOOL CROSSING GUARD		1,200	1,200		1,200		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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120 1004 SCHOOL CROSSING GRD	LINE 52 00 OPERATING SUPPLIES	CROSSING GUARD UNIFORMS.....	900
		HANDHELD STOP SIGNS.....	200
		GLOVES.....	100
		TOTAL	1,200

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

121-HANDICAP FUND		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE FY 2026	PROJ Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION							FY 2026 FY 2025	Bud to Ori Bud
FINES AND FORFEITS									
359.02-00	HANDICAP FINES		1,800	1,800			1,500		300-
*	FINES AND FORFEITS		1,800	1,800			1,500		300-
MISCELLANEOUS									
361.10-00	INTEREST ON INVESTMENTS		195	195					195-
361.20-00	STATE BOARD INTEREST	1,212			671				
*	MISCELLANEOUS	1,212	195	195	671				195-
NON-REVENUES									
389.01-00	CARRYOVER-CASH		10,005	10,005			500		9,505-
*	NON-REVENUES		10,005	10,005			500		9,505-
**	HANDICAP FUND	1,212	12,000	12,000	671		2,000		10,000-

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

121-HANDICAP FUND 1005-HANDICAP		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud	
52-00	OPERATING SUPPLIES		2,000	2,000				
*	Operating Expenditures		2,000	2,000		2,000		
63-00	IMPROVEMENTS O/T BUILDING		10,000	10,000				
*	Capital Outlay		10,000	10,000				10,000-
**	HANDICAP		12,000	12,000		2,000		10,000-
***	HANDICAP FUND		12,000	12,000		2,000		10,000-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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121 1005 HANDICAP	LINE 52 00 OPERATING SUPPLIES	ADA EXPENSES.....	2,000
		TOTAL	2,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

130-POLICE IMPACT		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ		Variance
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026	Budget	FY 2026 Bud to FY 2025 Ori Bud
PERMITS AND FEES								
324.11-01	POLICE - RESIDENT	8,945	57,283	57,283	7,569			57,283-
324.12-01	POLICE - COMMERCIAL	4,023			229,074	58,185		58,185
*	PERMITS AND FEES	12,968	57,283	57,283	236,643	58,185		902
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		7,500	7,500		5,176		2,324-
361.20-00	STATE BOARD INTEREST	38,109			24,587			
*	MISCELLANEOUS	38,109	7,500	7,500	24,587	5,176		2,324-
NON-REVENUES								
389.02-00	CARRYOVER-ENCUMBRANCES			22,000				
*	NON-REVENUES			22,000				
**	POLICE IMPACT	51,077	64,783	86,783	261,231	63,361		1,422-

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

130-POLICE IMPACT 1090-POLICE IMPACT		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud	
63-00 IMPROVEMENTS O/T BUILDING		19,500	64,783	86,783				
*	Capital Outlay	19,500	64,783	86,783		63,361		1,422-
						63,361		1,422-
**	POLICE IMPACT	19,500	64,783	86,783				
						63,361		1,422-
***	POLICE IMPACT	19,500	64,783	86,783				
						63,361		1,422-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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130 1090 POLICE IMPACT	LINE 63 00 IMPROVE. O/T BLDG	AVAILABLE FOR CAPITAL PROJECTS.....	63,361
		TOTAL	63,361

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

131-FIRE IMPACT ACCOUNT	ACCOUNT DESCRIPTION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
	PERMITS AND FEES						
324.11-02	FIRE - RESIDENTIAL	6,785	49,238	49,238	6,195		49,238-
324.12-02	FIRE - COMMERCIAL	3,462			197,110	49,238	49,238
*	PERMITS AND FEES	10,247	49,238	49,238	203,305	49,238	
	MISCELLANEOUS						
361.10-00	INTEREST ON INVESTMENTS		530	530		6,570	6,040
361.20-00	STATE BOARD INTEREST	1,904			4,568		
*	MISCELLANEOUS	1,904	530	530	4,568	6,570	6,040
**	FIRE IMPACT	12,151	49,768	49,768	207,873	55,808	6,040

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
131-FIRE IMPACT								
1190-FIRE IMPACT								
62-00 BUILDINGS			49,768	49,768				
63-00 IMPROVEMENTS O/T BUILDING			49,768	49,768				
* Capital Outlay			49,768	49,768		55,808		49,768-
** FIRE IMPACT			49,768	49,768		55,808		55,808
*** FIRE IMPACT			49,768	49,768		55,808		6,040
			49,768	49,768		55,808		6,040

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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131 1190 FIRE IMPACT	LINE 63 00 IMPROVE. O/T BLDG	AVAILABLE FOR CAPITAL PROJECTS.....	55,808
		TOTAL	55,808

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori	Bud
132-LIBRARY IMPACT								
PERMITS AND FEES								
324.61-01	LIBRARY - RESIDENTIAL	10,063	25,331	25,331	9,369	25,838		507
*	PERMITS AND FEES	10,063	25,331	25,331	9,369	25,838		507
INTERGOVERNMENTAL								
334.70-52	LIBRARY GRANT 24-PLC-16			500,000				
*	INTERGOVERNMENTAL			500,000				
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		6,000	6,000		3,163		2,837-
361.20-00	STATE BOARD INTEREST	32,860			16,842			
*	MISCELLANEOUS	32,860	6,000	6,000	16,842	3,163		2,837-
NON-REVENUES								
389.01-00	CARRYOVER-CASH			400,000				
389.02-00	CARRYOVER-ENCUMBRANCES			55,827				
*	NON-REVENUES			455,827				
**	LIBRARY IMPACT	42,923	31,331	987,158	26,211	29,001		2,330-

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
132-LIBRARY IMPACT		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	
1590-LIBRARY IMPACT							FY 2025 Ori	Bud
63-00	IMPROVEMENTS O/T BUILDING	31,414	31,331	987,158	162,676	29,001		
*	Capital Outlay	31,414	31,331	987,158	162,676	29,001		2,330-
**	LIBRARY IMPACT	31,414	31,331	987,158	162,676	29,001		2,330-
***	LIBRARY IMPACT	31,414	31,331	987,158	162,676	29,001		2,330-

CITY OF TARPON SPRINGS
 FISCAL YEAR 2026 BUDGET JUSTIFICATION
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132 1590 LIBRARY IMPACT	LINE 63 00 IMPROVE. O/T BLDG	AVAILABLE FOR CAPITAL PROJECTS.....	29,001
		TOTAL	29,001

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

133-RECREATION IMPACT ACCOUNT	ACCOUNT DESCRIPTION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
	PERMITS AND FEES						
324.61-02	RECREATION - RESIDENTIAL	28,246	71,588	71,588	27,272	73,020	1,432
*	PERMITS AND FEES	28,246	71,588	71,588	27,272	73,020	1,432
	MISCELLANEOUS						
361.10-00	INTEREST ON INVESTMENTS		174	174		270	96
361.20-00	STATE BOARD INTEREST	5,589					
*	MISCELLANEOUS	5,589	174	174		270	96
	NON-REVENUES						
389.02-00	CARRYOVER-ENCUMBRANCES			126,623			
*	NON-REVENUES			126,623			
**	RECREATION IMPACT	33,835	71,762	198,385	27,272	73,290	1,528

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
133-RECREATION IMPACT								
1490-RECREATION IMPACT								
63-00 IMPROVEMENTS O/T BUILDING		175,642	71,762	198,385	34,192	73,290		
* Capital Outlay		175,642	71,762	198,385	34,192	73,290		1,528
** RECREATION IMPACT		175,642	71,762	198,385	34,192	73,290		1,528
*** RECREATION IMPACT		175,642	71,762	198,385	34,192	73,290		1,528

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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133 1490 RECREATION IMPACT	LINE 63 00 IMPROVE. O/T BLDG	AVAILABLE FOR CAPITAL PROJECTS.....	73,290
		TOTAL	73,290

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

134-GENERAL GOVERNMENT IMPACT		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori Bud	
PERMITS AND FEES								
324.71-01	GENERAL GOVT - RESIDENT	2,137	12,262	12,262	1,695	12,507		245
324.72-01	GENERAL GOVT - COMMERCIAL	842			47,946			
*	PERMITS AND FEES	2,979	12,262	12,262	49,641	12,507		245
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		3,738	3,738		3,660		78-
361.20-00	STATE BOARD INTEREST	9,236			5,980			
*	MISCELLANEOUS	9,236	3,738	3,738	5,980	3,660		78-
NON-REVENUES								
389.01-00	CARRYOVER-CASH					143,333		143,333
*	NON-REVENUES					143,333		143,333
**	GENERAL GOVERNMENT IMPACT	12,215	16,000	16,000	55,621	159,500		143,500

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

134-GENERAL GOVERNMENT IMPACT		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
8890-GENERAL GOVERNMENT IMPAC		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
63-00 IMPROVEMENTS O/T BUILDING						159,500		159,500
68-00 INTANGIBLE ASSETS			16,000	16,000				16,000-
* Capital Outlay			16,000	16,000		159,500		143,500
** GENERAL GOVERNMENT IMPACT			16,000	16,000		159,500		143,500
*** GENERAL GOVERNMENT IMPACT			16,000	16,000		159,500		143,500

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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134 8890	GENERAL GOVT IMPACT	LINE 63 00 IMPROVE. O/T BLDG	DELL SERVER CLUSTER-\$290K-55%GENGOVTIMP,45%WS.....	159,500
			TOTAL	159,500

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

137-TRANS IMP FEE-CITY DIST 1		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE FY 2026	PROJ Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION							FY 2026 FY 2025	Bud to Ori Bud
PERMITS AND FEES									
324.31-02	MULTIMODAL-RESIDENTIAL	23,015	78,708	78,708	21,238		80,282	1,574	
324.32-02	MULTIMODAL-COMMERCIAL	4,439			296,780				
*	PERMITS AND FEES	27,454	78,708	78,708	318,018		80,282	1,574	
INTERGOVERNMENTAL									
334.40-06	MANGO ST PH II	129,500							
*	INTERGOVERNMENTAL	129,500							
MISCELLANEOUS									
361.10-00	INTEREST ON INVESTMENTS		500	500			9,300	8,800	
361.20-00	STATE BOARD INTEREST				8,182				
*	MISCELLANEOUS		500	500	8,182		9,300	8,800	
NON-REVENUES									
389.01-00	CARRYOVER-CASH						266,790	266,790	
*	NON-REVENUES						266,790	266,790	
**	TRANS IMP FEE-CITY DIST 1	156,954	79,208	79,208	326,200		356,372	277,164	

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

							Variance	
137-TRANS IMP FEE-CITY DIST 1		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	FY 2026	Bud to
8891-TRANS IMPACT FEE CITY DI		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2025	Ori Bud
63-00 IMPROVEMENTS O/T BUILDING		228,418	79,208	79,208		356,372		277,164
* Capital Outlay		228,418	79,208	79,208		356,372		277,164
** TRANS IMPACT FEE CITY DIS		228,418	79,208	79,208		356,372		277,164
*** TRANS IMP FEE-CITY DIST 1		228,418	79,208	79,208		356,372		277,164

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

137 8891	TRANS IMPACT FEE CITY	LINE 63 00 IMPROVE. O/T BLDG	CANAL FROM GRAND BLVD TO HIGH STREET.....	125,000
			LIME ST FROM BANANA TO SPRING-DESIGN.....	231,372
			TOTAL	356,372

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

142-FEDERAL EQUITABLE SHARING	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE	PROJ	Variance
ACCOUNT ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026	Budget	FY 2026 Bud to FY 2025 Ori Bud
INTERGOVERNMENTAL							
331.20-04 FED EQUIT SH-JUSTICE	29,120	55,944	55,944	21,301	49,217		6,727-
* INTERGOVERNMENTAL	29,120	55,944	55,944	21,301	49,217		6,727-
MISCELLANEOUS							
361.10-00 INTEREST ON INVESTMENTS		1,199	1,199				1,199-
361.20-00 STATE BOARD INTEREST	7,712			2,429			
* MISCELLANEOUS	7,712	1,199	1,199	2,429			1,199-
NON-REVENUES							
389.01-00 CARRYOVER-CASH		84,637	84,637		44,958		39,679-
* NON-REVENUES		84,637	84,637		44,958		39,679-
** FEDERAL EQUITABLE SHARING	36,832	141,780	141,780	23,731	94,175		47,605-

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

142-FEDERAL EQUITABLE SHARING 1023-FED EQUIT SH-JUSTICE	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
31-00 PROFESSIONAL SERVICES	7,354	8,000	8,000	4,161	5,000		3,000-
34-00 OTHER CONTRACTUAL SERVICE	1,192	1,500	1,500	1,425	1,500		
40-00 TRAVEL PER DIEM	7,128	6,000	6,000		5,000		1,000-
41-00 COMMUNICATION SERVICES	6,548	8,075	8,075	1,486	8,075		
44-00 RENTS & LEASES	3,800	4,800	4,800	4,400	5,200		400
46-00 REPAIRS & MAINTENANCE	3,404	6,200	6,200	180	6,200		
46-04 VEHICLE MAINT. REPAIRS	823	6,005	6,005		2,000		4,005-
52-00 OPERATING SUPPLIES	59,063	76,000	76,000	7,933	56,000		20,000-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	8,552	21,400	21,400	8,824	1,400		20,000-
55-00 TRAINING	1,863	3,800	3,800	1,725	3,800		
* Operating Expenditures	99,727	141,780	141,780	30,134	94,175		47,605-
** FED EQUIT SH-JUSTICE	99,727	141,780	141,780	30,134	94,175		47,605-
*** FEDERAL EQUITABLE SHARING	99,727	141,780	141,780	30,134	94,175		47,605-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

142 1023	FEDERAL EQUITABLE SHARING	LINE 31 00 PROFESSIONAL SVC	K9 EXPENSE/VETERINARY CARE.....	5,000
			TOTAL	5,000
		LINE 34 00 OTHER CONTRACT SVC	PASS SCREENING/NEW OFFICERS & DISPATCH.....	1,500
			TOTAL	1,500
		LINE 40 00 TRAVEL PER DIEM	SWAT PER DIEM FOR TRAINING.....	3,000
			K9 PER DIEM FOR TRAINING.....	2,000
			TOTAL	5,000
		LINE 41 00 COMMUNICATION SVC	CELL PHONES (UNDERCOVER).....	2,500
			PHONE LINES - COMMAND VEHICLE.....	75
			COMMAND VEHICLE AIR CARDS/UNDERCOVER.....	1,500
			SWAT CALL OUTS/PHONE SERVICE.....	4,000
			TOTAL	8,075
		LINE 44 00 RENTALS AND LEASES	RANGE FEES FOR TRAINING.....	1,000
			NIGHT VISION RENTAL.....	4,200
			TOTAL	5,200
		LINE 46 00 REPAIR AND MAINT.	WEBSITE MAINTENANCE AND UPDATES/MONTHLY.....	5,200
			SWAT EQUIPMENT MAINTENANCE.....	1,000
			TOTAL	6,200
		LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	2,000
			TOTAL	2,000
		LINE 52 00 OPERATING SUPPLIES	K-9 SUPPLIES.....	6,000
			SWAT SUPPLIES/EQUIPMENT.....	40,000
			PATROL SUPPLIES/EQUIPMENT.....	10,000
			TOTAL	56,000
		LINE 54 00 BOOKS-PUBL-SUBSCRIP.	K-9 USPCA MEMBERSHIP.....	200
			SWAT AND NTOA MEMBERSHIP FOR ALL MEMBERS.....	1,200
			TOTAL	1,400
		LINE 55 00 TRAINING	TRAINING FOR SWAT TEAM.....	3,000
			TRAINING FOR K-9 OFFICER.....	800
			TOTAL	3,800

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori	Bud
INTERGOVERNMENTAL								
331.20-21	SAFER GRANT	264,515	301,440	301,440	130,235	315,703		14,263
*	INTERGOVERNMENTAL	264,515	301,440	301,440	130,235	315,703		14,263
**	SAFER GRANT - FIRE	264,515	301,440	301,440	130,235	315,703		14,263

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

								Variance
143-SAFER GRANT - FIRE		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	FY 2026 Bud to	
1106-SAFER GRANT		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2025 Ori	Bud
12-00	REGULAR SALARIES & WAGES	186,956	207,636	207,636	130,960	218,144		10,508
14-00	OVERTIME PAY	29,158			21,997			
15-00	SPECIAL PAY	1,046						
21-00	FICA TAXES	14,942	15,884	15,884	10,387	16,689		805
22-00	RETIREMENT CONTRIBUTION		32,599	32,599		37,084		4,485
23-00	LIFE & HEALTH INSURANCE	35,309	41,791	41,791	28,075	40,078		1,713-
24-00	WORKER'S COMPENSATION	2,759	3,530	3,530	2,762	3,708		178
*	Personnel Services	270,170	301,440	301,440	194,180	315,703		14,263
**	SAFER GRANT	270,170	301,440	301,440	194,180	315,703		14,263
***	SAFER GRANT - FIRE	270,170	301,440	301,440	194,180	315,703		14,263

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
143 SAFER GRANT	1106 SAFER GRANT	FIREFIGHTER/PARAMEDIC	CHESTNUT, JAMES		72,715				5,563	12,361	16,921	1,236	108,796
		FIREFIGHTER/PARAMEDIC	ERROCH, MARK		72,715				5,563	12,361	11,579	1,236	103,454
		FIREFIGHTER/PARAMEDIC	MEJIAS, NICHOLAS		72,715				5,563	12,361	11,579	1,236	103,454
		TOTAL			218,144				16,689	37,084	40,078	3,708	315,704
		COUNT 3											

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

148-PUBLIC ART FUND		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		1,060	1,060				1,060-
361.20-00	STATE BOARD INTEREST	5,199			6,283			
366.90-55	PUBLIC ART-DEVELOPER CONT	90,579	30,000	30,000	31,862	13,250		16,750-
*	MISCELLANEOUS	95,778	31,060	31,060	38,145	13,250		17,810-
NON-REVENUES								
389.01-00	CARRYOVER-CASH		57,190	57,190				57,190-
*	NON-REVENUES		57,190	57,190				57,190-
**	PUBLIC ART FUND	95,778	88,250	88,250	38,145	13,250		75,000-

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
148-PUBLIC ART FUND							
1692-PUBLIC ART FUND							
46-00 REPAIRS & MAINTENANCE	1,348	5,750	5,750	1,788	5,750		
48-00 PROMOTIONAL ACTIVITIES	3,400	2,500	2,500		2,500		
52-00 OPERATING SUPPLIES	8,856	5,000	5,000		5,000		
* Operating Expenditures	13,604	13,250	13,250	1,788	13,250		
63-00 IMPROVEMENTS O/T BUILDING	55,547	75,000	75,000				75,000-
* Capital Outlay	55,547	75,000	75,000				75,000-
** PUBLIC ART FUND	69,151	88,250	88,250	1,788	13,250		75,000-
*** PUBLIC ART FUND	69,151	88,250	88,250	1,788	13,250		75,000-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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148 1692 PUBLIC ART FUND	LINE 46 00 REPAIR AND MAINT.	STORYBOOK TIME SCULPTURE MAINTENENCE.....	1,000
		NAIADS SCULPTURE MAINTENENCE.....	1,200
		AMA SCULPTURE MAINTENENCE.....	650
		BIKE RACK MAINTENENCE.....	900
		ILLUMINATED ART BOX MAINTENENCE.....	2,000
		TOTAL	5,750
	LINE 48 00 PROMOTIONAL ACTIVIT.	ADVERTISING CALL TO ARTISTS.....	2,500
		TOTAL	2,500
	LINE 52 00 OPERATING SUPPLIES	MISC OPERATING SUPPLIES FOR LOCAL ARTISTS.....	5,000
		TOTAL	5,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

149-LAND PRESERVATION FUND		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026	FY 2026 Bud to	FY 2025 Ori Bud
						Budget		
MISCELLANEOUS								
361.20-00	STATE BOARD INTEREST	628			31			
366.90-76	CITY OWNED LAND SALES	50,000	10,000	10,000		10,000		
*	MISCELLANEOUS	50,628	10,000	10,000	31	10,000		
**	LAND PRESERVATION FUND	50,628	10,000	10,000	31	10,000		

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

149-LAND PRESERVATION FUND	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance
1414-LAND PRESERVATION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to FY 2025 Ori Bud
61-00 LAND	65,000					
61-00 LAND		10,000	10,000		10,000	
* Capital Outlay	65,000	10,000	10,000		10,000	
** LAND PRESERVATION	65,000	10,000	10,000		10,000	
*** LAND PRESERVATION FUND	65,000	10,000	10,000		10,000	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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149 1414	LAND PRESERVATION	LINE 61 00 LAND	AVAILABLE FOR LAND PURCHASES.....	10,000
			FOR ALLOWABLE PURCHASES	
			TOTAL	10,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

150-DER RECYCLING GRANT		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori	Bud
INTERGOVERNMENTAL								
334.39-00	OTHER PHYS ENVIRONMENT	17,011	18,000	18,000		18,000		
*	INTERGOVERNMENTAL	17,011	18,000	18,000		18,000		
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		1,705	1,705				1,705-
361.20-00	STATE BOARD INTEREST	2,724			1,182			
*	MISCELLANEOUS	2,724	1,705	1,705	1,182			1,705-
NON-REVENUES								
389.01-00	CARRYOVER-CASH					1,705		1,705
*	NON-REVENUES					1,705		1,705
**	DER RECYCLING GRANT	19,735	19,705	19,705	1,182	19,705		

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

						Variance	
150-DER RECYCLING GRANT	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	FY 2026 Bud to	
1668-DER RECYCLING GRANT IV	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2025 Ori	Bud
52-00 OPERATING SUPPLIES	27,751	19,705	19,705	4,365	19,705		
* Operating Expenditures	27,751	19,705	19,705	4,365	19,705		
63-00 IMPROVEMENTS O/T BUILDING	110,000						
* Capital Outlay	110,000						
** DER RECYCLING GRANT IV	137,751	19,705	19,705	4,365	19,705		
*** DER RECYCLING GRANT	137,751	19,705	19,705	4,365	19,705		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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150 1668 DER RECYCLING GRT	LINE 52 00 OPERATING SUPPLIES	AVAILABLE FOR RECYCLING ACTIVITIES.....	19,705
		TOTAL	19,705

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

154-CRA TRUST FUND-DWN TWN TS ACCOUNT ACCOUNT DESCRIPTION		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
TAXES							
311.10-02 CITY PORTION		466,581	528,253	528,253	529,518	550,368	22,115
* TAXES		466,581	528,253	528,253	529,518	550,368	22,115
INTERGOVERNMENTAL							
338.10-01 PINELLAS CTY-AD VALOREM		418,249	473,502	473,502	460,321	478,548	5,046
* INTERGOVERNMENTAL		418,249	473,502	473,502	460,321	478,548	5,046
MISCELLANEOUS							
361.10-00 INTEREST ON INVESTMENTS		18,682	11,948	11,948	18,572	45,257	33,309
361.10-05 UNREAL/REAL GAIN (LOSS)		7,984			9,449		
361.20-00 STATE BOARD INTEREST		63,500			25,200		
361.50-01 TREASURY BILLS		21,186			8,125		
* MISCELLANEOUS		111,352	11,948	11,948	61,346	45,257	33,309
NON-REVENUES							
389.01-00 CARRYOVER-CASH						2,392,546	2,392,546
* NON-REVENUES						2,392,546	2,392,546
** CRA TRUST FUND-DWN TWN TS		996,182	1,013,703	1,013,703	1,051,185	3,466,719	2,453,016

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

154-CRA TRUST FUND-DWN TWN TS 1682-CDBG-ECONOMIC DEVELOPMEN	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori Bud	
12-00 REGULAR SALARIES & WAGES	92,105	101,837	101,837	49,267	101,712		125-
14-00 OVERTIME PAY	5,243	2,000	2,000	4,841	2,000		
15-00 SPECIAL PAY	2,354	3,600	3,600	1,358	400		3,200-
21-00 FICA TAXES	7,018	7,747	7,747	3,950	7,672		75-
22-00 RETIREMENT CONTRIBUTION	8,973	9,669	9,669	4,992	9,370		299-
23-00 LIFE & HEALTH INSURANCE	30,902	32,364	32,364	18,801	23,157		9,207-
24-00 WORKER'S COMPENSATION	2,341	1,955	1,955	1,530	1,895		60-
* Personnel Services	148,936	159,172	159,172	84,739	146,206		12,966-
31-00 PROFESSIONAL SERVICES				5,500			
34-00 OTHER CONTRACTUAL SERVICE	17,813	17,100	17,100	11,400	17,100		
40-00 TRAVEL PER DIEM					3,885		3,885
41-00 COMMUNICATIONS SERVICES	1,572			987			
43-01 WATER-SEWER	818	721	721	576	765		44
43-02 ELECTRIC SERVICE	1,780	1,685	1,685	1,117	1,756		71
44-00 RENTS & LEASES		39,155	39,155	37,975	52,690		13,535
45-00 INSURANCE	1,300						
46-00 REPAIRS & MAINTENANCE					35,000		35,000
47-00 PRINTING			313	313			
48-00 PROMOTIONAL ACTIVITIES					30,000		30,000
49-00 OTHER CURRENT CHARGES	104						
52-00 OPERATING SUPPLIES	4,959	90,500	90,187	4,414	90,500		
52-13 FLOWERS, PLANTS CRA ONLY	2,690	10,000	10,000		10,000		
54-00 BOOKS-PUBL-SUBSCRIPTIONS	175			175			
55-00 TRAINING					3,800		3,800
* Operating Expenditures	31,211	159,161	159,161	62,457	245,496		86,335
63-00 IMPROVEMENTS O/T BUILDING	54,568				2,975,017		2,975,017
* Capital Outlay	54,568				2,975,017		2,975,017
71-00 PRINCIPAL	29,302						
72-00 INTEREST	8,712						
* Debt Services	38,014						
83-00 BUILDING GRANT PROGRAM	17,072	100,000	100,000		100,000		
* Grants & Aids	17,072	100,000	100,000		100,000		
99-00 NON-OPERATING		595,370	595,370				595,370-
* Other Non-Operating		595,370	595,370				595,370-
** CDBG-ECONOMIC DEVELOPMENT	289,801	1,013,703	1,013,703	147,196	3,466,719		2,453,016
*** CRA TRUST FUND-DWN TWN TS	289,801	1,013,703	1,013,703	147,196	3,466,719		2,453,016

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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154 1682	CDBG-ECONOMIC DEVELOPMENT	LINE 34 00 OTHER CONTRACT SVC	TRAIN DEPOT STAFFING.....	17,100
			TOTAL	17,100
		LINE 40 00 TRAVEL PER DIEM	MEALS FL REDEV CONF 7@80.....	980
			MILES FL REDEV CONF 7@165.....	1,155
			LODGING FL REDE CONF 7@250.....	1,750
			TOTAL	3,885
		LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	765
			TOTAL	765
		LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	1,756
			TOTAL	1,756
		LINE 44 00 RENTALS AND LEASES	COURT STREET PARKING LOT LEASES:	
			WESTERN PORTION BETWEEN COURT & LEMON STREET	
			10 YEAR LEASE 2/1/21 THRU 1/31/31 WITH 3% ANNUAL	
			INCREASE.....	13,776
			SOUTHSIDE COURT ST BETWEEN COURT & LEMON ST	
			10 YEAR LEASE 2/1/22 THRU 1/31/32 WITH 3% ANNUAL	
			INCREASE.....	13,375
			ST NICHOLAS GREEK CHURCH LOT LEASE:	
			10 YEAR LEASE 8/1/22 THRU 7/31/32 WITH 3% ANNUAL	
			INCREASE.....	13,179
			TRUIST BANK, YEAR TO YEAR LEASE, 3% INCREASE	
			FIRST YEAR FY 2025.....	12,360
			TOTAL	52,690
		LINE 46 00 REPAIR AND MAINT.	NEW PLANT & LANDSCAPEING.....	35,000
			TOTAL	35,000
		LINE 48 00 PROMOTIONAL ACTIVIT.	MARKETING.....	30,000
			TOTAL	30,000
		LINE 52 00 OPERATING SUPPLIES	OPERATING SUPPLIES AS NECESSARY.....	500
			BANNERS.....	5,000
			CRA PROPERTY TAX PAID.....	5,000
			HISTORIC MARKERS.....	10,000
			DECORATIVE LIGHT POLES 20.....	70,000
			TOTAL	90,500
		LINE 52 13 OPERATING SUPPLIES	LANDSCAPE MATERIALS & SUPPLIES.....	10,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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	TOTAL		10,000
154 1682 CDBG-ECONOMIC DEVELOPMENT LINE 55 00 TRAINING		FL DEVELOPMENT CONF 7 @ 400 EACH.....	2,800
		FRA CERTAIFICATION TRIANING.....	1,000
	TOTAL		3,800
LINE 63 00 IMPROVE. O/T BLDG		ORANGE STREET CONSTRUCTION.....	990,000
		CRA MASTER PLAN.....	1,985,017
	TOTAL		2,975,017
LINE 83 00 OTHER GRANTS/AIDS		BUILDING GRANT PROGRAM.....	100,000
	TOTAL		100,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
154	CDBG-ECONOMIC DEV 1682	CDBG-ECONOMIC DEVE	TECHNICIAN I		45,386		2,000	200	3,347	4,283	11,579	866	67,661
			TECHNICIAN I		56,326			200	4,324	5,087	11,579	1,029	78,545
			CONRAD, CHRIS C										
			TAYLOR, SAMSON L										
			TOTAL		101,712		2,000	400	7,672	9,370	23,157	1,895	146,206
			COUNT 2										

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

161-POLICE EDUCATION		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026	PROJ Budget	FY 2026 Bud to FY 2025 Ori Bud
FINES AND FORFEITS								
351.30-00	LAW ENFORCEMENT EDUCATION	2,528	2,000	2,000	1,974		2,000	
*	FINES AND FORFEITS	2,528	2,000	2,000	1,974		2,000	
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		180	180			500	320
361.20-00	STATE BOARD INTEREST	1,432			875			
*	MISCELLANEOUS	1,432	180	180	875		500	320
NON-REVENUES								
389.01-00	CARRYOVER-CASH		1,820	1,820			1,500	320-
*	NON-REVENUES		1,820	1,820			1,500	320-
**	POLICE EDUCATION	3,960	4,000	4,000	2,850		4,000	

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

161-POLICE EDUCATION	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance
1007-POLICE EDUCATION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to FY 2025 Ori Bud
40-00 TRAVEL PER DIEM		2,000	2,000			
52-00 OPERATING SUPPLIES		2,000	2,000		2,000	
* Operating Expenditures		4,000	4,000		2,000	
** POLICE EDUCATION		4,000	4,000		4,000	
*** POLICE EDUCATION		4,000	4,000		4,000	
					4,000	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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161 1007 POLICE EDUCATION	LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR LAW ENFORCEMENT TRAINING.....	2,000
		TOTAL	2,000
	LINE 52 00 OPERATING SUPPLIES	TRAINING REGISTRATIONS FOR LAW ENFORCMENT.....	2,000
		TOTAL	2,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

162-POLICE CONFISCATED TRUST ACCOUNT	ACCOUNT DESCRIPTION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE FY 2026	PROJ Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
	FINES AND FORFEITS		3,000	3,000	5,000		3,000	
351.20-01 CASH			3,000	3,000	5,000		3,000	
*	FINES AND FORFEITS							
	MISCELLANEOUS							
361.10-00	INTEREST ON INVESTMENTS		328	328			500	172
361.20-00	STATE BOARD INTEREST	2,328						
*	MISCELLANEOUS	2,328			1,255		500	172
	NON-REVENUES							
389.01-00	CARRYOVER-CASH		2,672	2,672			2,500	172-
*	NON-REVENUES		2,672	2,672			2,500	172-
**	POLICE CONFISCATED TRUST	2,328	6,000	6,000	6,255		6,000	

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FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori Bud	
162-POLICE CONFISCATED TRUST							
1008-CONFISCATED TRUST							
		3,000	3,000		3,000		
40-00 TRAVEL PER DIEM	3,500	3,000	3,000	2,245	3,000		
55-00 TRAINING	3,500	6,000	6,000	2,245	6,000		
* Operating Expenditures							
	3,500	6,000	6,000	2,245	6,000		
** CONFISCATED TRUST							
	3,500	6,000	6,000	2,245	6,000		
*** POLICE CONFISCATED TRUST							
	3,500	6,000	6,000	2,245	6,000		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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162 1008	CONFISCATED TRUST	LINE 40 00 TRAVEL PER DIEM	TRAVEL PER DIEM & LODGING FOR SRO.....	3,000
			TOTAL	3,000
		LINE 55 00 TRAINING	TRAINING REQUIRED FOR SRO.....	3,000
			TOTAL	3,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

163-EMPLOYEE BEN COST DEFERRA ACCOUNT	ACCOUNT DESCRIPTION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE FY 2026	PROJ Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
	MISCELLANEOUS		1,220	1,220			2,000	780
361.10-00	INTEREST ON INVESTMENTS				2,847			
361.20-00	STATE BOARD INTEREST	8,337			2,847		2,000	780
*	MISCELLANEOUS	8,337	1,220	1,220				
	NON-REVENUES		48,780	48,780				48,780-
389.01-00	CARRYOVER-CASH		48,780	48,780				48,780-
*	NON-REVENUES							
**	EMPLOYEE BEN COST DEFERRA	8,337	50,000	50,000	2,847		2,000	48,000-

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud to Ori Bud
163-EMPLOYEE BEN COST DEFERRA							
8855-EMPLOYEE BEN COST DEFERR					2,000		2,000
31-00 PROFESSIONAL SERVICES					2,000		2,000
* Operating Expenditures							
91-00 TRANSFERS	50,000	50,000	50,000				50,000-
* Other Non-Operating	50,000	50,000	50,000				50,000-
** EMPLOYEE BEN COST DEFERRA	50,000	50,000	50,000		2,000		48,000-
*** EMPLOYEE BEN COST DEFERRA	50,000	50,000	50,000		2,000		48,000-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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163 8855	EMPLOYEE BEN COST DEF	LINE 31 00 PROFESSIONAL SVC	AVAILABLE FOR GENERAL PENSION EXPENDITURES.....	2,000
			TOTAL	2,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

301-CAPITAL PROJECT FUND		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS	5,069			529-			
361.20-00	STATE BOARD INTEREST	9,501		315	5,689			
*	MISCELLANEOUS	14,570		315	5,160			
NON-REVENUES								
381.11-06	LOCAL OPTION GAS TAX	150,000	150,000	150,000		125,000	25,000-	
381.33-02	SIDEWALK IMPROVEMENT FUND	100,000	100,000	400,000		300,000	200,000	
*	NON-REVENUES	250,000	250,000	550,000		425,000	175,000	
**	CAPITAL PROJECT FUND	264,570	250,000	550,315	5,160	425,000	175,000	

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

301-CAPITAL PROJECT FUND		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
8402-ROAD PROGRAM							FY 2026 Bud to FY 2025 Ori Bud	
63-00 IMPROVEMENTS O/T BUILDING		711,192	250,000	550,315		425,000	175,000	
* Capital Outlay		711,192	250,000	550,315		425,000	175,000	
** ROAD PROGRAM		711,192	250,000	550,315		425,000	175,000	
*** CAPITAL PROJECT FUND		711,192	250,000	550,315		425,000	175,000	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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301 8402 ROAD PROGRAM

LINE 63 00 IMPROVE. O/T BLDG

ANNUAL SIDEWALKS.....	400,000
AVAILABLE FOR CAPITAL PROJECTS.....	25,000
TOTAL	425,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

302-SIDEWALK IMPROVEMENT FUND	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance
ACCOUNT ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to FY 2025 Ori Bud
INTERGOVERNMENTAL						
335.18-01 HALF-CENT SALES TAX	7			7		
* INTERGOVERNMENTAL	7			7		
MISCELLANEOUS						
361.10-00 INTEREST ON INVESTMENTS	7	16,134	16,134	11,256	50,000	33,866
361.10-05 UNREAL/REAL GAIN (LOSS)	66,217			11,226		
361.10-24 BOA	97			44		
361.20-00 STATE BOARD INTEREST	26,400			25,190		
361.40-02 FEDERAL HOME LOAN BANK	9,725			3,175		
* MISCELLANEOUS	102,446	16,134	16,134	50,890	50,000	33,866
NON-REVENUES						
389.01-00 CARRYOVER-CASH		83,866	383,866		250,000	166,134
* NON-REVENUES		83,866	383,866		250,000	166,134
** SIDEWALK IMPROVEMENT FUND	102,453	100,000	400,000	50,897	300,000	200,000

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FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 FY 2025	Bud to Ori Bud
302-SIDEWALK IMPROVEMENT FUND							
7002-INVESTMENT PLAN							
91-00 TRANSFERS	100,000	100,000	400,000		300,000		200,000
* Other Non-Operating	100,000	100,000	400,000		300,000		200,000
** INVESTMENT PLAN	100,000	100,000	400,000		300,000		200,000
*** SIDEWALK IMPROVEMENT FUND	100,000	100,000	400,000		300,000		200,000

CITY OF TARPON SPRINGS
 FISCAL YEAR 2026 BUDGET JUSTIFICATION
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302 7002	SIDEWALK IMPROVE FUND	LINE 91 00 TRANSFERS	TRANSFER TO CAPITAL PROJECT FUND.....	300,000
			TOTAL	300,000

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

307-1 CENT LOCAL OPT SALES TX		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori Bud	
TAXES								
312.06-00	ONE CENT LOC OP SALES TAX	3,697,705	3,690,000	3,690,000	1,437,257	3,800,700	110,700	
*	TAXES	3,697,705	3,690,000	3,690,000	1,437,257	3,800,700	110,700	
INTERGOVERNMENTAL								
331.50-29	FEMA-4828-HURR HELENE			238,497		353,895	353,895	
331.50-31	CRAIG PK SEAWALL PH1			2,000,000		2,000,000	2,000,000	
331.70-19	GYM FLOOR					142,000	142,000	
334.40-02	DEP-SPOIL SITE FUNDING	73,049			91,654			
334.40-03	SPONGE DOCKS FLOOD ABATEM			1,738,390				
334.40-04	DEP-ELFERS TRAIL	17,778		291,300				
334.40-05	TURN BASIN	724,753						
334.40-06	MANGO ST PH II	444,000		85,034				
334.40-07	MLK SO SPRING	588,585			85,034			
*	INTERGOVERNMENTAL	1,848,165		4,353,221	176,688	2,495,895	2,495,895	
CHARGES FOR SERVICES								
342.20-00	FIRE PROTECTION SERVICES		640,504	640,504	5,325	50,269	590,235-	
342.40-00	EMERGENCY SERVICE FEES			291,360	291,360			
*	CHARGES FOR SERVICES		640,504	931,864	296,685	50,269	590,235-	
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS	58,332	90,000	208,229	44,940	37,427	52,573-	
361.10-05	UNREAL/REAL GAIN (LOSS)	107,621			2,470			
361.10-24	BOA	320			65			
361.20-00	STATE BOARD INTEREST	220,141			109,331			
361.40-01	FEDERAL FARM CREDIT BANK	4,000			1,575			
361.40-02	FEDERAL HOME LOAN BANK	5,313			10,022			
361.50-01	TREASURY BILLS	15,664			26,250			
369.40-21	POLICE VEHICLE			78,000	860			
369.40-35	HURRICANE DAMAGE							
*	MISCELLANEOUS	411,391	90,000	286,229	195,513	37,427	52,573-	
NON-REVENUES								
381.10-01	GENERAL FUND			720,000				
384.02-00	FIRE TRUCK	899,894						
384.03-00	CAPITAL PROJECTS NOTE					7,600,000	7,600,000	
384.11-00	REVENUE NOTE 2024			5,300,000	5,300,000			
389.01-00	CARRYOVER-CASH		165,018	5,417,429			165,018-	
389.02-00	CARRYOVER-ENCUMBRANCES			2,328,020				
*	NON-REVENUES	899,894	165,018	13,765,449	5,300,000	7,600,000	7,434,982	
**	1 CENT LOCAL OPT SALES TX	6,857,155	4,585,522	23,026,763	7,406,143	13,984,291	9,398,769	

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori Bud	
307-1 CENT LOCAL OPT SALES TX							
8603-LOCAL OPTION SALES TAX							
31-00 PROFESSIONAL SERVICES			53,000	51,020			
49-00 OTHER CURRENT CHARGES				302			
* Operating Expenditures			53,000	51,322			
61-00 LAND	25,000		5,252,532	5,236,291			
62-00 BUILDINGS	184,829		171,160	103,395			
63-00 IMPROVEMENTS O/T BUILDING	1,199-			10,935	100,000	100,000	
63-00 IMPROVEMENTS O/T BUILDING		480,000	480,000	476,138		480,000-	
64-00 MACHINERY & EQUIPMENT	43,544	500,000	1,250,703	653,437	700,000	200,000	
62-00 BUILDINGS	211	2,200,000	6,098,633	444,740		2,200,000-	
63-00 IMPROVEMENTS O/T BUILDING		170,000	170,000	167,494	450,000	280,000	
64-00 MACHINERY & EQUIPMENT	1,280,906	60,000	351,360	291,360	565,000	505,000	
63-00 IMPROVEMENTS O/T BUILDING	738,419		118,153	146,835			
63-00 IMPROVEMENTS O/T BUILDING	702,459	150,000	292,260	6,954	308,000	158,000	
63-00 IMPROVEMENTS O/T BUILDING	1,246,354		6,363,827	99,154	4,064,000	4,064,000	
63-02 ANCLOTE DREDGE-COUNTY FD	107,305		88,921				
63-00 IMPROVEMENTS O/T BUILDING	1,063,448	650,000	1,437,543	555,005	1,135,000	485,000	
63-00 IMPROVEMENTS O/T BUILDING	91,701						
* Capital Outlay	5,482,977	4,210,000	22,075,092	8,191,737	7,322,000	3,112,000	
71-00 PRINCIPAL			348,000		460,000	460,000	
72-00 INTEREST			175,149	58,814	217,393	217,393	
71-00 PRINCIPAL	571,396	347,001	347,001	347,001	992,139	645,138	
72-00 INTEREST	16,098	28,521	28,521	28,521	320,394	291,873	
* Debt Services	587,494	375,522	898,671	434,335	1,989,926	1,614,404	
99-00 NON-OPERATING					4,672,365	4,672,365	
* Other Non-Operating					4,672,365	4,672,365	
** LOCAL OPTION SALES TAX	6,070,471	4,585,522	23,026,763	8,677,394	13,984,291	9,398,769	
*** 1 CENT LOCAL OPT SALES TX	6,070,471	4,585,522	23,026,763	8,677,394	13,984,291	9,398,769	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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307 8603 1 CENT LOC OPT SAL TX	LINE 63 00 IMPROVE. O/T BLDG	UTILITY NETWORK TRANSITION.....	100,000
		STATION 69 DIESEL TANK.....	150,000
		MACH ALERT FIRE STATION ALERTING SYSTEM ST 69.....	150,000
		STATION 70 GENERATOR.....	150,000
		LIME ST FROM BANANA TO SPRING.....	308,000
		RIVER & BAYOU DREDGING DESIGN.....	464,000
		CRAIG PARK SEAWALL PH I CONSTRUCTION.....	3,600,000
		GYMNASIUM FLOOR-GRANT DEPENDENT.....	170,000
		ELFERS SPUR TRAIL/SEAWALL.....	965,000
		TOTAL	6,057,000
	LINE 64 00 MACHINERY/EQUIP.	POLICE VEHICLES.....	700,000
		FIRE STAFF VEHICLE.....	75,000
		FIRE TRUCK RESERVE.....	400,000
		FIRE COMMAND VEHICLE.....	90,000
		TOTAL	1,265,000
	LINE 71 00 PRINCIPAL	2024 REVENUE NOTE 2ND YEAR OF 10 YEARS.....	460,000
		2021 FIRE TRUCK LEASE 5TH OF 5 YEARS.....	175,561
		2022 FIRE TRUCK LEASE 3RD OF 5 YEARS.....	179,814
		2025 BANK NOTE YEAR 1 OF 10.....	636,764
		TOTAL	1,452,139
	LINE 72 00 INTEREST	2024 REVENUE NOTE 2ND YEAR OF 10 YEARS.....	217,393
		2021 FIRE TRUCK LEASE 5TH OF 5 YEARS.....	3,072
		2022 FIRE TRUCK LEASE 3RD OF 5 YEARS.....	17,075
		2025 BANK NOTE YEAR 1 OF 10.....	300,247
		TOTAL	537,787
LINE 99 00 OTHER NON-OPERATING	AVAILABLE FOR CAPITAL PROJECTS.....		4,672,365
		TOTAL	4,672,365

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

401-SANITATION		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori	Bud to Ori Bud
INTERGOVERNMENTAL								
331.50-27	FEMA-4673-FL HURR IAN	237,946		2,949				
331.50-29	FEMA-4828-HURR HELENE			8,087,615	2,493,179			
331.50-30	FEMA-4834-HURR MILTON			8,090,564	2,493,179			
*	INTERGOVERNMENTAL	237,946						
CHARGES FOR SERVICES								
343.41-01	SANITATION FEES	6,013,770	6,402,898	6,402,898	3,985,612	6,846,807		443,909
343.41-03	PENALTIES	53,040	54,000	54,000	27,927	50,000		4,000-
343.41-06	RECYCLING FEES	980,964	960,007	960,007	631,198	988,798		28,791
343.41-08	LOT MOWING FEES	21						
343.41-10	REVENUE WRITE-OFF	516-						
343.41-11	YARD WASTE RECYCLING-CITY	127,478	124,000	124,000	80,586	125,000		1,000
343.41-12	YARD WASTE TIPPING FEES	510,609	536,760	536,760	250,305	400,000		136,760-
343.41-13	YARD WASTE OTHER	2,000	1,000	1,000	1,050	1,200		200
343.41-14	YARD WASTE CONTAINER	132,729	119,490	119,490	82,172	120,000		510
343.41-15	YARD WASTE BILLING FEE	650	700	700	600	800		100
343.41-17	YARD WASTE TIPP-CITY RESD	25,206	22,320	22,320	13,370	22,000		320-
343.41-18	CODE ENFORCE-LOT CLEARING	93-						
347.40-03	OFF DUTY EMPLOYEES	1,155			595-			
*	CHARGES FOR SERVICES	7,847,013	8,221,175	8,221,175	5,072,225	8,554,605		333,430
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS	4,990	45,136	45,136	51,346	34,280		10,856-
361.10-05	UNREAL/REAL GAIN (LOSS)	52,520			3,467			
361.10-24	BOA	182			39			
361.20-00	STATE BOARD INTEREST	20,555			1,164			
361.40-01	FEDERAL FARM CREDIT BANK	6,109			13,205			
361.40-02	FEDERAL HOME LOAN BANK	14,215			348			
361.40-04	FEDERAL HOME LOAN MTG COR	1,050						
361.50-01	TREASURY BILLS	6,416						
369.40-13	YARD WASTE				3,886			
369.90-00	OTHER MISC. REVENUE	41			10			
*	MISCELLANEOUS	106,078	45,136	45,136	73,465	34,280		10,856-
NON-REVENUES								
389.02-00	CARRYOVER-ENCUMBRANCES			183,521				
*	NON-REVENUES			183,521				
**	SANITATION	8,191,037	8,266,311	16,540,396	7,638,869	8,588,885		322,574

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

401-SANITATION 4105-SOLID WASTE/SANITARY LD.	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
11-00 EXECUTIVE SALARIES	33,556	36,068	36,068	23,599	36,068	
12-00 REGULAR SALARIES & WAGES	250,461	277,805	277,805	183,841	295,750	17,945
14-00 OVERTIME PAY	17,398	10,000	25,010	25,424	10,000	
15-00 SPECIAL PAY	6,985	4,140	4,140	4,746	4,140	
21-00 FICA TAXES	22,955	24,782	25,984	17,903	26,155	1,373
22-00 RETIREMENT CONTRIBUTION	26,997	29,522	30,874	21,446	31,137	1,615
23-00 LIFE & HEALTH INSURANCE	69,519	78,925	78,925	49,927	70,855	8,070-
24-00 WORKER'S COMPENSATION	5,146	10,862	10,862	8,498	11,487	625
25-00 UNEMPLOYMENT COMPENSATION	235					
26-00 OTHER POSTEMPLOYMENT BENE	2,183					
* Personnel Services	435,435	472,104	489,668	335,385	485,592	13,488
31-00 PROFESSIONAL SERVICES			8,000,000	5,506,994		
32-00 ACCOUNTING & AUDITING	5,284	4,000	11,902	7,901	4,000	
34-00 OTHER CONTRACTUAL SERVICE	4,978,060	5,171,082	5,141,082	3,297,540	5,541,006	369,924
40-00 TRAVEL PER DIEM	3,035	2,000	2,000	1,440	2,000	
41-00 COMMUNICATION SERVICES	1,828	1,395	1,395	895	1,395	
44-00 RENTS & LEASES		50	50	1,759	50	
45-00 INSURANCE	63,778	70,345	70,345	51,367	77,338	6,993
46-00 REPAIRS & MAINTENANCE		2,000	2,000	2,800	2,000	
46-04 VEHICLE MAINT. REPAIRS	21,845	11,655	11,655	32,049	13,403	1,748
47-00 PRINTING & BINDING		300	300	758	300	
49-00 OTHER CURRENT CHARGES	148,091	148,091	148,091	98,727	148,091	
51-00 OFFICE SUPPLIES	408	300	300	133	300	
52-00 OPERATING SUPPLIES	14,429	8,200	36,200	14,954	8,200	
52-11 VEHICLE FUEL	4,572	4,848	4,848	3,485	5,500	652
54-00 BOOKS-PUBL-SUBSCRIPTIONS	258	300	300		300	
55-00 TRAINING	2,843	1,000	3,000	2,084	1,000	
59-00 DEPRECIATION	160,849					
* Operating Expenditures	5,405,280	5,425,566	13,433,468	9,022,886	5,804,883	379,317
62-00 BUILDINGS			116,659	69,564		
63-00 IMPROVEMENTS O/T BUILDING		48,057	48,057			48,057-
64-00 MACHINERY & EQUIPMENT		30,000	71,978	66,788		30,000-
* Capital Outlay		78,057	236,694	136,352		78,057-
93-03 REFUSE	32,676	25,000	25,000	24,673	20,000	5,000-
99-00 NON-OPERATING	221	63,272	63,272		67,323	4,051
91-00 TRANSFERS	496,218	643,294	643,294	428,863	684,368	41,074
* Other Non-Operating	529,115	731,566	731,566	453,536	771,691	40,125
** SOLID WASTE/SANITARY LD.	6,369,830	6,707,293	14,891,396	9,948,159	7,062,166	354,873

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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401 4105 SOLID WASTE/SANIT LD	LINE 32 00 ACCOUNTING/AUDIT.	ANNUAL AUDITS.....	4,000
		TOTAL	4,000
	LINE 34 00 OTHER CONTRACT SVC	SANITATION CONTRACT 4TH YEAR OF 5 YEAR CONTRACT. CONTRACT BEGAN 3/31/22, RATE INCREASE EVERY 3/31 JANITORIAL SERVICES.....	5,539,006 2,000
		TOTAL	5,541,006
	LINE 40 00 TRAVEL PER DIEM	CONFERENCE/TRAVEL PER DIEM.....	2,000
		TOTAL	2,000
	LINE 41 00 COMMUNICATION SVC	CELL PHONE..... INTERNET FOR IPAD.....	960 435
		TOTAL	1,395
	LINE 44 00 RENTALS AND LEASES	MULTIFUNCTION PRINTER RENT.....	50
		TOTAL	50
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE..... LONG TERM DISABILTY.....	75,452 1,886
		TOTAL	77,338
	LINE 46 00 REPAIR AND MAINT.	PAINTING, FLOORING, MISC. BUILDING REPAIRS.....	2,000
		TOTAL	2,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	13,403
		TOTAL	13,403
	LINE 47 00 PRINTING AND BINDING	CHEMICAL COLLECTION FLYERS.....	300
		TOTAL	300
	LINE 49 00 OTHER CURRENT CHARGES	REIMBURSEMENT TO WATER-SEWER FUND FOR WORK PERFORMED BY UTILITY BILLING STAFF.....	148,091
		TOTAL	148,091
	LINE 51 00 OFFICE SUPPLIES	PENS, PENCILS, PAPER ETC.....	300
		TOTAL	300
	LINE 52 00 OPERATING SUPPLIES	GARBAGE CANS/BAGS..... HEAVY DUTY CLEANER.....	5,000 400

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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401 4105 SOLID WASTE/SANIT LD	LINE 52 00 OPERATING SUPPLIES	OFFICE SUPPLIES.....	300
		PESTICIDES.....	300
		PICKERS, LUBRICANTS & GLOVES.....	1,000
		UNIFORMS.....	1,200
		TOTAL	8,200
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	5,500
		TOTAL	5,500
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	BOOKS, PUBLICATIONS, MEMBERSHIPS.....	300
		TOTAL	300
	LINE 55 00 TRAINING	TRAINING.....	1,000
		TOTAL	1,000
	LINE 91 00 TRANSFERS	TRANSFER TO GENERAL FUND.....	684,368
		EIGHT PERCENT OF CHARGES FOR SERVICES	
		TOTAL	684,368
	LINE 93 03 INTEREST-UTIL DEP	UTILITY DEPOSIT INTEREST.....	20,000
		TOTAL	20,000
	LINE 99 00 OTHER NON-OPERATING	RESERVE FOR FUND BALANCE	67,323
		TOTAL	67,323

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
401 SANITATION	4105 SOLID WASTE/SANIT	CREWLEADER	GERAKIOS, NIKOLAS		53,123		2,500	2,800	4,469	5,258	11,699	2,547	82,397
		EXECUTIVE ASSISTANT	THOMPSON, AMBER L		17,778				1,360	1,600	3,474	21	24,233
		GIS ADMINISTRATOR	SMITH, MATTHEW		11,591				887	1,043	1,737	14	15,271
		PUBLIC WORKS DIRECTOR	VACANT, PUB WKS DIR	36,068				780	2,735	3,316	3,474	472	46,844
		SOLID WASTE SUPERVISOR	VILLAGOMEZ, MARCO		83,158		2,500		6,553	7,710	11,699	3,264	114,883
		TECHNICIAN I	SWAN, JOHN		30,634			160	2,129	2,771	9,359	1,173	46,227
		TECHNICIAN II	GATLIN, BILL		51,563		2,500	200	4,151	4,884	17,836	2,068	83,202
		TECHNICIAN II	GEORGEVIC, DAN		47,902		2,500	200	3,871	4,554	11,579	1,928	72,534
		TOTAL		36,068	295,750		10,000	4,140	26,155	31,137	70,855	11,487	485,591
		COUNT 8											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori Bud	
401-SANITATION							
4106-LANDFILL CLOSING					15,000		
34-00 OTHER CONTRACTUAL SERVICE	9,933	15,000	54,450				
46-00 REPAIRS & MAINTENANCE	1,700				250		
52-00 OPERATING SUPPLIES		250	250				
* Operating Expenditures	11,633	15,250	54,700		15,250		
** LANDFILL CLOSING	11,633	15,250	54,700		15,250		

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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401 4106 LANDFILL CLOSING	LINE 34 00 OTHER CONTRACT SVC	FDEP LAB SERVICES.....	10,000
		GROUNDWATER ANALYSIS.....	5,000
		TOTAL	15,000
	LINE 52 00 OPERATING SUPPLIES	MISC OPERATING SUPPLIES.....	250
		TOTAL	250

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
401-SANITATION							
4108-RECYCLING							
34-00 OTHER CONTRACTUAL SERVICE	779,031	800,006	800,006	500,769	823,999	23,993	
* Operating Expenditures	779,031	800,006	800,006	500,769	823,999	23,993	
** RECYCLING	779,031	800,006	800,006	500,769	823,999	23,993	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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401 4108 RECYCLING	LINE 34 00 OTHER CONTRACT SVC	RECYCLING CONTRACT 4TH YEAR OF 5 YEAR CONTRACT.. CONTRACT BEGAN 3/31/22, RATE INCREASE EVERY 3/31	823,999
		TOTAL	823,999

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
401-SANITATION							
4109-YARD RECYCLING							
12-00 REGULAR SALARIES & WAGES	151,740	158,624	158,624	105,947	196,474		37,850
14-00 OVERTIME PAY	48,958	18,000	41,113	51,262			18,000-
15-00 SPECIAL PAY	656	600	600	668	600		
21-00 FICA TAXES	14,946	13,513	15,363	11,809	15,033		1,520
22-00 RETIREMENT CONTRIBUTION	18,122	16,015	18,096	14,209	17,802		1,787
23-00 LIFE & HEALTH INSURANCE	42,799	42,701	42,701	30,721	52,572		9,871
24-00 WORKER'S COMPENSATION	5,759	7,324	7,324	5,730	8,210		886
* Personnel Services	282,980	256,777	283,821	220,346	290,691		33,914
31-00 PROFESSIONAL SERVICES		10,042	10,042	75	10,042		
34-00 OTHER CONTRACTUAL SERVICE	612,876	385,030	404,540	280,579	286,630		98,400-
40-00 TRAVEL PER DIEM		720	720		720		
41-00 COMMUNICATION SERVICES	2,301	2,768	2,768	1,888	2,768		
43-01 WATER/SEWER SERVICE	8,240	3,614	3,614	3,202	3,660		46
43-02 ELECTRIC SERVICE	830	1,171	1,171	481	913		258-
44-00 RENTS & LEASES	6,630	10,000	13,305	3,305	10,000		
46-00 REPAIRS & MAINTENANCE	2,935	4,425	4,425	1,402	4,425		
46-04 VEHICLE MAINT. REPAIRS	40,795	32,095	32,095	37,788	41,724		9,629
49-00 OTHER CURRENT CHARGES	139						
51-00 OFFICE SUPPLIES	422	150	150	60	150		
52-00 OPERATING SUPPLIES	8,999	8,475	9,148	9,345	6,175		2,300-
52-11 VEHICLE FUEL	13,821	16,423	16,423	9,340	17,500		1,077
53-00 ROAD MATERIALS & SUPPLIES		2,072	2,072		2,072		
* Operating Expenditures	697,988	476,985	500,473	347,464	386,779		90,206-
** YARD RECYCLING	980,968	733,762	784,294	567,810	677,470		56,292-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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401 4109 YARD RECYCLING	LINE 31 00 PROFESSIONAL SVC	ENGINEERING SERVICES.....	10,042
		TOTAL	10,042
	LINE 34 00 OTHER CONTRACT SVC	ATS SECURITY MONITORING.....	250
		HAULING OF YARD WASTE.....	285,000
		SCALE CALIBRATION.....	1,380
		TOTAL	286,630
	LINE 41 00 COMMUNICATION SVC	CELL PHONE.....	720
		DSL PER IT COMMUNICATION EFFICIENCY.....	960
		INTERNET SERVICE.....	540
		PHONE LINE.....	548
		TOTAL	2,768
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	3,660
		TOTAL	3,660
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	913
		TOTAL	913
	LINE 44 00 RENTALS AND LEASES	EQUIPMENT RENTAL.....	10,000
		TOTAL	10,000
	LINE 46 00 REPAIR AND MAINT.	SCALE MAINTENANCE & REPAIRS.....	2,000
		GENERATOR MAINTENANCE.....	425
		FENCE REPAIRS.....	2,000
		TOTAL	4,425
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	41,724
		TOTAL	41,724
	LINE 51 00 OFFICE SUPPLIES	PENS, PENCILS, PAPER ETC.....	150
		TOTAL	150
	LINE 52 00 OPERATING SUPPLIES	BROOMS, SHOVELS, RAKES, GLOVES, MASKS, VESTS.....	1,500
		CLEANING SUPPLIES.....	500
		LANDSCAPING.....	2,500
		SUMMER SQUINCHER.....	500
		UNIFORMS.....	675
		WALKIE TALKIES.....	500
		TOTAL	6,175

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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401 4109 YARD RECYCLING	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	17,500
		TOTAL	17,500
	LINE 53 00 ROAD MATERIAL/SUPP.	LIMEROCKS, MILLINGS & ROAD MATERIALS.....	2,072
		TOTAL	2,072

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
401 SANITATION	4109 YARD RECYCLING	HEAVY EQUIPMENT OPERATOR	ADD PERS REQ, Hvy EQ OPE		27,432								
		HEAVY EQUIPMENT OPERATOR	INSCOR, JOHN D		51,979			200	3,893	2,469	11,579	1,196	44,774
		HEAVY EQUIPMENT OPERATOR	OSWALD, RALPH		60,549			200	4,647	4,696	17,836	2,275	80,879
		YARD WASTE FACILITY OPERATOR	MADDOX, BOBBY V		56,514			200	4,394	5,467	11,579	2,649	85,091
										5,169		2,090	79,946
		TOTAL			196,474			600	15,033	17,802	52,572	8,210	290,690
		COUNT 4											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

401-SANITATION		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
4110-LOT CLEARING							FY 2026 Bud to FY 2025 Ori Bud	
34-00 OTHER CONTRACTUAL SERVICE			10,000	10,000		10,000		
* Operating Expenditures			10,000	10,000		10,000		
** LOT CLEARING			10,000	10,000		10,000		
*** SANITATION		8,141,462	8,266,311	16,540,396	11,016,737	8,588,885		322,574

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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401 4110 LOT CLEARING	LINE 34 00 OTHER CONTRACT SVC	LOT CLEARING-DEMOLITION AS NEEDED.....	10,000
		TOTAL	10,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
		TOTAL		36,068	492,224		10,000	4,740	41,188	48,938	123,427	19,697	776,281
		COUNT 12											

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

402-WATER-SEWER FUND		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance	
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
INTERGOVERNMENTAL						2,000,000		2,000,000
331.31-54	WWTF ELEC GRANT					400,000		400,000
331.39-54	SUSTAINABILITY GRANT				545,268			
331.50-25	ARPA-CSLFRF	1,048,527		137,151				
331.50-29	FEMA-4828-HURR HELENE			184,739				
331.50-30	FEMA-4834-HURR MILTON							
334.40-06	MANGO ST PH II	212,750			545,268	2,400,000		2,400,000
*	INTERGOVERNMENTAL	1,261,277		321,890				
CHARGES FOR SERVICES								
343.61-01	WATER SALES	11,082,251	12,069,622	12,069,622	7,339,824	12,641,303		571,681
343.61-02	WATER METER CONNECT. FEE	46,596	33,034	33,034	99,316	55,333		22,299
343.61-03	EFFLUENT SALES	518,981	529,780	529,780	358,188	540,075		10,295
343.61-04	WATER TURN ON FEES	36,725	38,250	38,250	23,325	37,100		1,150-
343.61-05	SEWER SALES	7,489,436	8,278,605	8,278,605	5,045,942	8,686,498		407,893
343.61-06	SEWER CONNECTION FEES	65,133	38,780	38,780	15,787	36,400		2,380-
343.61-07	DELINQUENT PENALTY WATER	87,097	96,000	96,000	46,849	92,250		3,750-
343.61-08	DELINQUENT PENALTY SEWER	56,085	63,678	63,678	34,472	66,625		2,947
343.61-09	BACKFLOW MAINTENANCE FEE	332,631	335,682	335,682	210,282	340,074		4,392
343.61-10	REVENUE WRITE-OFF WATER	3,946-						
343.61-11	REVENUE WRITE-OFF SEWER	26,954-						
343.61-12	BACKFLOW ASSEMBLY CHARGE	27,902	18,125	18,125	7,955	17,750		375-
343.61-16	EFFLUENT CONNECTION FEES	5,375	8,700	8,700	7,375	10,375		1,675
343.61-20	GREASE WASTE MON CHG	6,897	7,100	7,100	4,445	7,500		400
343.62-01	WATER	371	350	350	6,022	350		
343.62-02	SEWER		2,000	2,000				2,000-
343.65-03	ADMIN. FEES	190,192	190,192	190,192	126,795	190,192		
343.65-04	ADMIN. FEES W/S CONN.	7,653	6,500	6,500	4,904	7,500		1,000
343.65-22	INVENTORY ADJUSTMENT	25,852						
349.04-00	PLANNING - SITE PLAN FEES	250			250			
*	CHARGES FOR SERVICES	19,948,527	21,716,398	21,716,398	13,331,730	22,729,325		1,012,927
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS	24,310	330,988	330,988	28,358	339,470		8,482
361.10-05	UNREAL/REAL GAIN (LOSS)	175,185			3,019			
361.10-24	BOA	669			465			
361.10-71	BOND SERV FUND 2013 A-1	9,505			2,567			
361.10-72	BOND SERV FUND 2013 A-2	27,138			7,587			
361.20-00	STATE BOARD INTEREST	105,167			64,100			
361.40-01	FEDERAL FARM CREDIT BANK	11,296			26,642			
361.40-02	FEDERAL HOME LOAN BANK	75,265			38,975-			
361.40-04	FEDERAL HOME LOAN MTG COR	4,815						
361.44-90	2013A-1				10,383			
361.44-91	2013A-2				40,792			
361.44-92	R&R				22,250			
361.47-90	DSR 2013A-1	14,700						
361.47-91	DSR 2013A-2	57,750						
361.47-92	R&R	31,500						
361.50-01	TREASURY BILLS	53,447			11			
361.91-01	SERIES 2013A-1	3,193						
361.91-02	SERIES 2013A-2	16,539						
369.40-09	WATER DEPARTMENT	167			1,656			

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

402-WATER-SEWER FUND		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	REVENUE PROJ	Variance
ACCOUNT	ACCOUNT DESCRIPTION	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to FY 2025 Ori Bud
369.40-19	SEWAGE COLLECTION	400					
369.40-31	WATER SUPPLY/WELL SYSTEMS				7,956		
369.40-35	HURRICANE DAMAGE				51,799		
369.90-00	OTHER MISC. REVENUE	1,672			10,000		
369.90-54	PFAS SETTLEMENT					3,024,000	3,024,000
*	MISCELLANEOUS	612,718	330,988	330,988	238,610	3,363,470	3,032,482
NON-REVENUES							
384.09-00	BOND/LOAN ISSUE		4,000,000	4,000,000		7,993,165	3,993,165
389.01-00	CARRYOVER-CASH		189,191	189,191		339,320	150,129
389.02-00	CARRYOVER-ENCUMBRANCES						
*	NON-REVENUES		4,189,191	7,587,456		8,332,485	4,143,294
**	WATER-SEWER FUND	21,822,522	26,236,577	29,956,732	14,115,608	36,825,280	10,588,703

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

402-WATER-SEWER FUND 0306-INFORM TECH-GIS	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance
						FY 2026 Bud to FY 2025 Ori Bud
12-00 REGULAR SALARIES & WAGES	88,993	93,018	93,018	62,223	104,486	11,468
14-00 OVERTIME PAY	1,996		2,388	2,849		
15-00 SPECIAL PAY	151	82	82	151	82	
21-00 FICA TAXES	6,963	6,890	7,082	4,984	7,767	877
22-00 RETIREMENT CONTRIBUTION	7,955	8,379	8,595	5,870	9,411	1,032
23-00 LIFE & HEALTH INSURANCE	16,186	18,366	18,366	12,244	17,484	882-
24-00 WORKER'S COMPENSATION	466	596	596	466	720	124
25-00 UNEMPLOYMENT COMPENSATION	1,082					
* Personnel Services	123,792	127,331	130,127	88,787	139,950	12,619
31-00 PROFESSIONAL SERVICES		75,000	75,000		50,000	25,000-
40-00 TRAVEL PER DIEM		300	300		2,500	2,200
41-00 COMMUNICATION SERVICES	3,030	1,750	1,750	1,767	1,750	
44-00 RENTS & LEASES	679	750	750	1,079	750	
46-00 REPAIRS & MAINTENANCE	91,208	64,500	57,010	30,714	72,300	7,800
47-00 PRINTING & BINDING		500	500		500	
51-00 OFFICE SUPPLIES	183	50	50		50	
52-00 OPERATING SUPPLIES	9,402	5,000	20,000		5,000	
54-00 BOOKS-PUBL-SUBSCRIPTIONS				1,365		
55-00 TRAINING	9,120	11,500	20,620		11,500	
* Operating Expenditures	113,622	159,350	175,980	34,926	144,350	15,000-
** INFORM TECH-GIS	237,414	286,681	306,107	123,712	284,300	2,381-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 0306 IT GIS

LINE 31 00 PROFESSIONAL SVC	TRANSITION OF GEOMETRIC NETWORK TO UTILITY NETWORK	50,000
	TOTAL	50,000
LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR TRAINING.....	2,500
	TOTAL	2,500
LINE 41 00 COMMUNICATION SVC	MIFIS/CELLS.....	1,750
	TOTAL	1,750
LINE 44 00 RENTALS AND LEASES	PLOTTER PRINTER LEASE FEE.....	750
	TOTAL	750
LINE 46 00 REPAIR AND MAINT.	ESRI AND CAD LICENSES MAINTENANCE.....	35,000
	MICROSOFT AZURE SERVER LICENSES MAINTENANCE.....	28,000
	PLOTTER MAINTENANCE.....	1,500
	AUTOCAD.....	7,800
	TOTAL	72,300
LINE 47 00 PRINTING AND BINDING	BANNERS, BUILDING PLANS, DIAGRAMS.....	500
	TOTAL	500
LINE 51 00 OFFICE SUPPLIES	OFFICE SUPPLIES.....	50
	TOTAL	50
LINE 52 00 OPERATING SUPPLIES	TONERS, CABLES, MISC SUPPLIES.....	5,000
	TOTAL	5,000
LINE 55 00 TRAINING	TRAINING FOR CONTINUED CERTIFICATIONS OF PERSONNEL	11,500
	TOTAL	11,500

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	0306 IT GIS	GIS ADMINISTRATOR	SMITH, MATTHEW		53,318				4,079	4,799	7,989	64	70,248
		GIS MAPPING TECH	MOURE, MITCHELL		51,168			82	3,688	4,612	9,495	656	69,701
		TOTAL			104,486			82	7,767	9,411	17,484	720	139,949
		COUNT 2											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

402-WATER-SEWER FUND 0332-UTILITY BILLING	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
12-00 REGULAR SALARIES & WAGES	128,863	152,993	152,993	100,512	161,091		8,098
14-00 OVERTIME PAY	23,869	7,000	7,000	15,363	7,000		
21-00 FICA TAXES	11,172	11,402	11,402	8,368	12,022		620
22-00 RETIREMENT CONTRIBUTION	12,016	14,400	14,400	10,429	15,128		728
23-00 LIFE & HEALTH INSURANCE	26,915	45,082	45,082	26,128	43,561		1,521-
24-00 WORKER'S COMPENSATION	143	192	192	150	202		10
* Personnel Services	202,978	231,069	231,069	160,949	239,004		7,935
34-00 OTHER CONTRACTUAL SERVICE		5,000	5,000		2,500		2,500-
40-00 TRAVEL PER DIEM		200	200		200		
41-00 COMMUNICATION SERVICES	1,320	1,000	1,000	760	1,000		
42-00 FREIGHT & POSTAGE SERVICE	89	150	150	64	100		50-
44-00 RENTS & LEASES	39	700	700	18			700-
46-00 REPAIRS & MAINTENANCE	60	500	500		500		
47-00 PRINTING & BINDING	515	300	300	574	300		
51-00 OFFICE SUPPLIES	721	800	800	467	700		100-
52-00 OPERATING SUPPLIES	1,720	6,600	6,600	1,441	1,000		5,600-
55-00 TRAINING	275	500	500		300		200-
* Operating Expenditures	4,739	15,750	15,750	3,324	6,600		9,150-
** UTILITY BILLING	207,717	246,819	246,819	164,274	245,604		1,215-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 0332 UTILITY BILLING	LINE 34 00 OTHER CONTRACT SVC	TEMPORARY PERSONNEL.....	2,500
		TOTAL	2,500
	LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR SOFTWARE TRAINING.....	200
		TOTAL	200
	LINE 41 00 COMMUNICATION SVC	TELEPHONE, CELL PHONE SERVICES.....	1,000
		TOTAL	1,000
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE SERVICES.....	100
		TOTAL	100
	LINE 46 00 REPAIR AND MAINT.	MISCELLANEOUS REPAIRS AS NEEDED.....	500
		TOTAL	500
	LINE 47 00 PRINTING AND BINDING	UTILITY FORMS.....	300
		TOTAL	300
	LINE 51 00 OFFICE SUPPLIES	OFFICE SUPPLIES.....	700
		TOTAL	700
	LINE 52 00 OPERATING SUPPLIES	OFFICE FURNITURE.....	1,000
		TOTAL	1,000
	LINE 55 00 TRAINING	REQUIRED TRAINING FOR SOFTWARE.....	300
		TOTAL	300

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	0332 UTILITY BILLING	BILL TECH II/DIVISION COORDINA	DICICCO, ANDREA		42,947		3,000		3,515	4,135	8,684	55	62,336
		UTILITY BILLING TECHNICIAN II	MCFADDEN, MALAMATENI		48,568		4,000		3,468	4,731	17,836	63	78,666
		UTILITY CUSTOMER SERVICE MGR	SAYLOR, CHRISTINE		69,576				5,039	6,262	17,041	84	98,002
		TOTAL			161,091		7,000		12,022	15,128	43,561	202	239,003
		COUNT 3											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

402-WATER-SEWER FUND 0333-METER READERS	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
12-00 REGULAR SALARIES & WAGES	160,665	173,010	173,010	115,357	184,933	11,923	
14-00 OVERTIME PAY	7,696	11,500	11,500	4,566	11,500		
15-00 SPECIAL PAY	7,125	4,700	4,700	4,650	4,700		
21-00 FICA TAXES	12,803	13,810	13,810	9,125	14,723		913
22-00 RETIREMENT CONTRIBUTION	15,794	17,029	17,029	11,212	18,102		1,073
23-00 LIFE & HEALTH INSURANCE	55,585	60,255	60,255	40,619	57,978		2,277-
24-00 WORKER'S COMPENSATION	5,484	7,209	7,209	5,640	7,663		454
* Personnel Services	265,152	287,513	287,513	191,169	299,599		12,086
40-00 TRAVEL PER DIEM		50	50		50		
41-00 COMMUNICATION SERVICES	1,454	1,000	1,000	849	1,000		
45-00 INSURANCE	6,929	7,637	7,637	5,728	8,414		777
46-00 REPAIRS & MAINTENANCE	1,267	1,000	1,000		900		100-
46-04 VEHICLE MAINT. REPAIRS	18,592	13,379	13,379	9,591	14,048		669
52-00 OPERATING SUPPLIES	1,484	6,700	6,700	466	3,700		3,000-
52-11 VEHICLE FUEL	8,861	9,696	9,696	4,398	6,750		2,946-
54-00 BOOKS-PUBL-SUBSCRIPTIONS				115			
55-00 TRAINING		1,000	1,000		500		500-
* Operating Expenditures	38,587	40,462	40,462	21,147	35,362		5,100-
68-00 INTANGIBLE ASSETS				12,240			
* Capital Outlay				12,240			
** METER READERS	303,739	327,975	327,975	224,556	334,961		6,986

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 0333 METER READERS	LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR CERTIFICATION TRAINING.....	50
		TOTAL	50
	LINE 41 00 COMMUNICATION SVC	TELEPHONE AND CELL PHONE SERVICE FOR METER TECHS..	1,000
		TOTAL	1,000
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	8,414
		TOTAL	8,414
	LINE 46 00 REPAIR AND MAINT.	REPAIRS FOR METER TECHS EQUIPMENT.....	900
		TOTAL	900
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	14,048
		TOTAL	14,048
	LINE 52 00 OPERATING SUPPLIES	UNIFORMS, RAIN GEAR ETC.....	1,000
		LOCKS AND INSECTICIDES.....	1,500
		HAND TOOLS FOR METER TECHS.....	1,200
		TOTAL	3,700
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	6,750
		TOTAL	6,750
	LINE 55 00 TRAINING	BACKFLOW REPAIR AND TESTING TRAINING.....	250
		BACKFLOW SCHOOL.....	250
		TOTAL	500

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	0333 METER READERS	METER READER/UTIL BILL TECH I	ROWE, CAROLYN		42,640		1,000	200	2,733	3,946	11,579	1,670	63,768
		METER TECHNICIAN	KIRBERGER, CRAIG		46,176		3,500	1,500	3,915	4,606	11,579	1,950	73,225
		METER TECHNICIAN	NICHOLS, STEVEN J		51,605		3,500	1,500	4,287	5,094	11,579	2,156	79,721
		METER TECHNICIAN	SHULER, MICHAEL		44,512		3,500	1,500	3,788	4,456	23,241	1,887	82,884
		TOTAL			184,933		11,500	4,700	14,723	18,102	57,978	7,663	299,598
		COUNT 4											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance
						FY 2026 Bud to FY 2025 Ori Bud
402-WATER-SEWER FUND						
0903-COLLECTION CENTER						
11-00 EXECUTIVE SALARIES	60,685	61,099	61,099	41,594	64,043	2,944
12-00 REGULAR SALARIES & WAGES	163,345	173,380	173,380	114,698	185,494	12,114
14-00 OVERTIME PAY	1,318	2,250	2,250	1,256	2,250	
21-00 FICA TAXES	16,370	16,950	16,950	11,387	17,920	970
22-00 RETIREMENT CONTRIBUTION	19,402	21,305	21,305	14,180	22,661	1,356
23-00 LIFE & HEALTH INSURANCE	59,809	66,697	66,697	49,220	64,127	2,570-
24-00 WORKER'S COMPENSATION	221	284	284	222	303	19
* Personnel Services	321,150	341,965	341,965	232,557	356,798	14,833
34-00 OTHER CONTRACTUAL SERVICE	18,295	21,330	21,330	9,820	18,330	3,000-
40-00 TRAVEL PER DIEM		1,000	1,000		1,000	
42-00 FREIGHT & POSTAGE SERVICE	18	9,985	9,985		6,985	3,000-
44-00 RENTS & LEASES	1,482	682	682			682-
46-00 REPAIRS & MAINTENANCE	14,917	15,718	15,718	15,192	17,270	1,552
51-00 OFFICE SUPPLIES	1,921	2,206	2,206	867	2,206	
52-00 OPERATING SUPPLIES	2,046	10,370	10,370	11,159	8,818	1,552-
55-00 TRAINING		600	600		500	100-
* Operating Expenditures	38,679	61,891	61,891	37,038	55,109	6,782-
** COLLECTION CENTER	359,829	403,856	403,856	269,595	411,907	8,051

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 0903 COLLECTION CENTER	LINE 34 00 OTHER CONTRACT SVC	COLLECTION AGENCY FEES.....	1,000
		ALARM SYSTEM MONITORING.....	330
		TEMPORARY STAFFING.....	17,000
		TOTAL	18,330
	LINE 40 00 TRAVEL PER DIEM	STAFF SEMINARS, TRAININGS, & MILEAGE.....	1,000
		TOTAL	1,000
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE: DELINQUENT LTRS., LIENS, & SATISFACTIONS.	6,985
		TOTAL	6,985
	LINE 46 00 REPAIR AND MAINT.	MAINTENANCE CONTRACT DRIVE THRU WINDOW.....	1,126
		MIS EQUIPMENT MAINTENANCE, VAULTS, LOCKS, ETC.....	1,184
		SELECTRON IVR MAINTENANCE.....	14,960
		TOTAL	17,270
	LINE 51 00 OFFICE SUPPLIES	RECEIPT PRINTER PAPER AND RIBBONS.....	919
		MISC SUPPLIES: PENS, FILE FOLDERS, COPY PAPER, COIN ENVELOPES, ETC.....	1,287
		TOTAL	2,206
	LINE 52 00 OPERATING SUPPLIES	TONERS, COPY PAPER, RUBBER BANDS, BINDERS, ETC....	2,730
		COMPUTERS, CALCULATORS, MONITORS, ETC.....	6,088
		TOTAL	8,818
	LINE 55 00 TRAINING	STAFF WORKSHOPS, SEMINARS, ETC.....	500
		TOTAL	500

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	0903 COLLECTION CENTER	COLLECTION CLERK I	BENJAMIN, MARIA		42,182		750		2,763	3,864	23,361	51	72,972
		COLLECTION CLERK I	SCHIMPF, ANGIE		42,702				3,267	3,843	11,579	51	61,443
		COLLECTION CLERK II	COLE, BARBARA J		54,579				3,654	4,912	11,699	66	74,909
		COLLECTION SPECIALIST	LESCZYNSKI, DESIREA		46,030		1,500		3,636	4,278	11,699	57	67,200
		DEPUTY CITY CLERK	MANOUSOS, KATHERINE M	64,043					4,601	5,764	5,789	77	80,274
		TOTAL		64,043	185,494		2,250		17,920	22,661	64,127	303	356,798
		COUNT 5											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
402-WATER-SEWER FUND						
4001-UTILITY ADMINISTRATION						
11-00 EXECUTIVE SALARIES	148,658	135,623	135,623	89,720	139,693	4,070
12-00 REGULAR SALARIES & WAGES	101,962	150,365	150,365	61,661	178,235	27,870
13-00 OTHER SALARIES & WAGES	28,743			35,467		
14-00 OVERTIME PAY	3,435	500	5,352	5,332	500	
15-00 SPECIAL PAY	2,610			1,670		
21-00 FICA TAXES	21,478	20,768	21,157	14,750	22,958	2,190
22-00 RETIREMENT CONTRIBUTION	23,552	26,027	26,465	12,281	28,902	2,875
23-00 LIFE & HEALTH INSURANCE	33,424	30,408	27,208	16,217	29,239	1,169-
24-00 WORKER'S COMPENSATION	1,560	1,952	1,952	1,527	2,037	85
* Personnel Services	365,422	365,643	368,122	238,626	401,564	35,921
31-00 PROFESSIONAL SERVICES				10,568	100,000	100,000
40-00 TRAVEL PER DIEM	5,753	4,200	4,200	3,366	5,200	1,000
41-00 COMMUNICATION SERVICES	803	1,900	1,900	599	2,100	200
42-00 FREIGHT & POSTAGE SERVICE	2	100	100	1	100	
44-00 RENTS & LEASES	6	600	100	36		600-
45-00 INSURANCE	3,178	3,503	3,503	2,627	3,859	356
47-00 PRINTING & BINDING	130					
48-00 PROMOTIONAL ACTIVITIES		500			250	250-
49-00 OTHER CURRENT CHARGES	4,253	2,000	2,500	2,286	3,000	1,000
51-00 OFFICE SUPPLIES	362	615	615	215	415	200-
52-00 OPERATING SUPPLIES	1,607	4,925	11,625	11,033	3,925	1,000-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,133	3,075	1,075	753	2,075	1,000-
55-00 TRAINING	445	2,255	1,255	1,092	2,400	145
* Operating Expenditures	17,672	23,673	26,873	32,576	123,324	99,651
** UTILITY ADMINISTRATION	383,094	389,316	394,995	271,202	524,888	135,572

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 4001 UTILITY ADMIN.	LINE 31 00 PROFESSIONAL SVC	ENGINEERING SERVICES.....	100,000
		TOTAL	100,000
	LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR CONFERENCES.....	2,500
		CAR ALLOWANCE @ \$300 PER MONTH FOR DIRECTOR.....	3,600
		TOTAL	6,100
	LINE 41 00 COMMUNICATION SVC	CITY CELL PHONE BILL.....	2,100
		TOTAL	2,100
	LINE 42 00 FREIGHT & POSTAGE SVC	MAIL, POSTAGE & UTILITY CONNECTION NOTICES.....	100
		TOTAL	100
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	3,859
		TOTAL	3,859
	LINE 48 00 PROMOTIONAL ACTIVIT.	PROMOTIONAL ITEMS AND EDUCATIONAL MATERIALS.....	250
		TOTAL	250
	LINE 49 00 OTHER CURRENT CHARGES	PUBLIC NOTICES & RECRUITING.....	3,000
		TOTAL	3,000
	LINE 51 00 OFFICE SUPPLIES	PENS, PAPER, FILE FOLDERS,.....	415
		TOTAL	415
	LINE 52 00 OPERATING SUPPLIES	GENERAL CONSUMABLES, REPLACE OFFICE EQUIPMENT &... FURNITURE, 1 NEW COMPUTER.....	3,925
		TOTAL	3,925
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	PROFESSIONAL ORG MEMBERSHIPS, AWWA MANUALS.....	2,075
		TOTAL	2,075
	LINE 55 00 TRAINING	TRAINING, PROFESSIONAL CONFERENCES, PE CONTINUING EDUCATION.....	2,400
		TOTAL	2,400

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	4001 UTILITY ADMIN.	PUB SVCS & PROJ EXEC ASST	TILLISON, PAIGE		59,779		500		4,611	5,425	11,579	72	81,967
		PUBLIC SERV ASSISTANT DIRECTOR	SMITH, LATISHIA		118,456				9,062	10,661	6,081	142	144,403
		PUBLIC SERVICES DIRECTOR	KIGER, THOMAS	139,693					9,285	12,815	11,579	1,823	175,195
		TOTAL		139,693	178,235		500		22,958	28,902	29,239	2,037	401,564
		COUNT 3											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
402-WATER-SEWER FUND						
4002-SUSTAINABILITY						
12-00 REGULAR SALARIES & WAGES	22,756	34,650	34,650	22,116	34,850	200
13-00 OTHER SALARIES & WAGES	1,262			3,832		
14-00 OVERTIME PAY				24		
21-00 FICA TAXES	1,823	2,651	2,651	1,971	2,666	15
22-00 RETIREMENT CONTRIBUTION	654	3,118	3,118	1,993	3,137	19
23-00 LIFE & HEALTH INSURANCE	1,403	6,082	6,082	4,054	5,789	293-
24-00 WORKER'S COMPENSATION	26	42	42	33	42	
* Personnel Services	27,924	46,543	46,543	34,024	46,484	59-
31-00 PROFESSIONAL SERVICES	7,884	40,000	44,625	8,320	40,000	
34-00 OTHER CONTRACTUAL SERVICE		12,800	12,800		11,600	1,200-
40-00 TRAVEL PER DIEM	649	2,050	2,050	1,073	1,350	700-
41-00 COMMUNICATION SERVICES	618	650	650	361	650	
47-00 PRINTING & BINDING	90	500	500			500-
48-00 PROMOTIONAL ACTIVITIES	3,050	4,000	4,000	664	3,750	250-
51-00 OFFICE SUPPLIES	298	200	200		200	
52-00 OPERATING SUPPLIES	1,159	7,200	7,200	4,472	8,120	920
54-00 BOOKS-PUBL-SUBSCRIPTIONS	3,321	3,615	3,615	200	1,795	1,820-
55-00 TRAINING	3,149	2,100	2,100	1,228	2,350	250
* Operating Expenditures	20,218	73,115	77,740	16,316	69,815	3,300-
63-00 IMPROVEMENTS O/T BUILDING					225,000	225,000
* Capital Outlay					225,000	225,000
** SUSTAINABILITY	48,142	119,658	124,283	50,340	341,299	221,641

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 4002 SUSTAINABILITY	LINE 31 00 PROFESSIONAL SVC	GHG INVENTORY, GREEN INFRASTRUCTURE PLAN- YEAR 3.	40,000
		TOTAL	40,000
	LINE 34 00 OTHER CONTRACT SVC	SUSTAINABILITY INTERN PROGRAM.....	11,600
		TOTAL	11,600
	LINE 40 00 TRAVEL PER DIEM	SSDN CONFERENCE, FLORIDA RESILIENCY CONFERENCE, TBRPC AND FSDN ANNUAL MEETINGS.....	1,350
		TOTAL	1,350
	LINE 41 00 COMMUNICATION SVC	CITY CELL PHONE BILL.....	650
		TOTAL	650
	LINE 48 00 PROMOTIONAL ACTIVIT.	PROMOTIONAL ITEMS & EDUCATIONAL MATERIALS FOR EVENTS/OUTREACH SUST PLAN PRIORITIES YEAR 3.....	3,750
		TOTAL	3,750
	LINE 51 00 OFFICE SUPPLIES	AS-NEEDED OFFICE SUPPLIES.....	200
		TOTAL	200
	LINE 52 00 OPERATING SUPPLIES	SOFTWARE PER UNIT COST SUBSCRIPTION TO ALLOW.....	3,120
		FEES TO BE COLLECTED FROM CHARGERS.....	5,000
		(4) LEVEL 2 EV CHARGERS FOR CITY FACILITIES.....	
		TOTAL	8,120
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	MEMBERSHIPS TO SUSTAINABILITY ORGANIZATIONS SSDN.. FGBC MEMBERSHIP, ICLEI MEMBERSHIP & CANVA.....	1,795
		TOTAL	1,795
	LINE 55 00 TRAINING	SUSTAINABILITY CONFERENCES, ENV SP CERTIFICATION..	2,350
		TOTAL	2,350
	LINE 63 00 IMPROVE. O/T BLDG	SOLAR PANEL UPGRADE EXISTING FACILITIES.....	225,000
		TOTAL	225,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402	0000	SUSTAINABILITY COORDINATOR	LANGSTON, HOLLY		34,850				2,666	3,137	5,789	42	46,484
		TOTAL			34,850				2,666	3,137	5,789	42	46,484
		COUNT 1											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud Bud
402-WATER-SEWER FUND							
4302-WATER SUPPLY/WELL SYSTEM							
34-00 OTHER CONTRACTUAL SERVICE	32,633	15,000	21,735	20,725	30,100	15,100	
42-00 FREIGHT & POSTAGE SERVICE	586	100	100	19	100		
43-02 ELECTRIC SERVICE	5,736	16,461	16,461	2,427	4,763	11,698-	
45-00 INSURANCE	7,769	8,563	8,563	6,422	9,433	870	
46-00 REPAIRS & MAINTENANCE	12,057	35,000	35,000		5,000	30,000-	
46-04 VEHICLE MAINT. REPAIRS	9,340	3,951	3,951	1,398	3,070	881-	
52-00 OPERATING SUPPLIES	26,727	10,000	10,000		2,000	8,000-	
52-11 VEHICLE FUEL	2,697	2,997	2,997	744	2,040	957-	
55-00 TRAINING	600						
* Operating Expenditures	98,145	92,072	98,807	31,735	56,506	35,566-	
63-00 IMPROVEMENTS O/T BUILDING			48,556	26,285	3,555,688	3,555,688	
* Capital Outlay			48,556	26,285	3,555,688	3,555,688	
** WATER SUPPLY/WELL SYSTEMS	98,145	92,072	147,363	58,019	3,612,194	3,520,122	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 4302 WATER SUPPLY/WELL SYS	LINE 34 00 OTHER CONTRACT SVC	PINELLAS COUNTY INTERCONNECT FEES.....	30,100
		TOTAL	30,100
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, SHIPPING AND HANDLING CHARGES.....	100
		TOTAL	100
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	4,763
		TOTAL	4,763
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	9,433
		TOTAL	9,433
	LINE 46 00 REPAIR AND MAINT.	EQUIPMENT REPAIRS, REPLACEMENT PARTS.....	5,000
		TOTAL	5,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	3,070
		TOTAL	3,070
	LINE 52 00 OPERATING SUPPLIES	INSTRUMENTATION, REAGENTS, CONSUMABLES, ETC.....	2,000
		TOTAL	2,000
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	2,040
		TOTAL	2,040
	LINE 63 00 IMPROVE. O/T BLDG	WELL REHABILITATION.....	220,000
		RO PLANT/WW NETWORK/PLC SECURITY HARDWARE.....	335,688
		PFAS WELL REPLACEMENT.....	3,000,000
		TOTAL	3,555,688

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

402-WATER-SEWER FUND 4303-WATER DISTRIBUTION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
12-00 REGULAR SALARIES & WAGES	519,191	607,118	607,118	401,250	658,351	51,233
13-00 OTHER SALARIES & WAGES	2,135	2,478	2,478	1,644	2,602	124
14-00 OVERTIME PAY	50,550	30,000	36,544	45,936	30,000	
15-00 SPECIAL PAY	22,388	21,925	21,925	17,145	18,025	3,900-
21-00 FICA TAXES	43,879	50,360	50,885	34,851	53,990	3,630
22-00 RETIREMENT CONTRIBUTION	50,893	59,314	59,905	41,390	63,573	4,259
23-00 LIFE & HEALTH INSURANCE	137,036	173,907	173,907	110,520	160,585	13,322-
24-00 WORKER'S COMPENSATION	19,660	25,167	25,167	19,690	26,975	1,808
* Personnel Services	845,732	970,269	977,929	672,427	1,014,101	43,832
31-00 PROFESSIONAL SERVICES	2,554	50,000	50,000	225		50,000-
34-00 OTHER CONTRACTUAL SERVICE	11,932	1,500	1,500		1,500	
40-00 TRAVEL PER DIEM	2,878	2,100	2,100		1,500	600-
41-00 COMMUNICATION SERVICES	11,463	10,250	10,250	6,782	8,500	1,750-
42-00 FREIGHT & POSTAGE SERVICE	36					
44-00 RENTS & LEASES	459	1,800	1,800		700	1,100-
45-00 INSURANCE	12,245	13,496	13,496	10,122	14,869	1,373
46-00 REPAIRS & MAINTENANCE	150,429	175,000	167,450	85,875	160,000	15,000-
46-04 VEHICLE MAINT. REPAIRS	56,354	35,940	45,940	37,209	32,018	3,922-
47-00 PRINTING & BINDING	450			1,014		
51-00 OFFICE SUPPLIES	269	350	350	276	400	50
52-00 OPERATING SUPPLIES	95,480	104,500	104,500	58,236	82,000	22,500-
52-11 VEHICLE FUEL	19,264	17,042	17,042	11,636	15,800	1,242-
53-00 ROAD MATERIALS & SUPPLIES	10,466	16,000	16,000	2,130	6,000	10,000-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	4,924	1,500	1,500	120	1,000	500-
55-00 TRAINING	3,241	5,100	5,100	3,394	2,500	2,600-
* Operating Expenditures	382,444	434,578	437,028	217,018	326,787	107,791-
63-00 IMPROVEMENTS O/T BUILDING		2,522,500	2,859,019	144,205	2,691,204	168,704
* Capital Outlay		2,522,500	2,859,019	144,205	2,691,204	168,704
** WATER DISTRIBUTION	1,228,176	3,927,347	4,273,976	1,033,649	4,032,092	104,745

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

402 4303 WATER DISTRIBUTION	LINE 34 00 OTHER CONTRACT SVC	LABORATORY SERVICES.....	1,500
		TOTAL	1,500
	LINE 40 00 TRAVEL PER DIEM	TRAVEL ALLOWANCE.....	1,500
		TOTAL	1,500
	LINE 41 00 COMMUNICATION SVC	CELLULAR TELEPHONES, TELEPHONE SERVICE, INTERNET..	8,500
		TOTAL	8,500
	LINE 44 00 RENTALS AND LEASES	AS-NEEDED EQUIPMENT RENTAL.....	700
		TOTAL	700
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	14,869
		TOTAL	14,869
	LINE 46 00 REPAIR AND MAINT.	STOCK ITEM INVENTORY- PIPE, FITTINGS, VALVES	85,000
		OTHER REPAIR MATERIALS- VALVES, FITTINGS, ETC	75,000
		TOTAL	160,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	32,018
		TOTAL	32,018
	LINE 51 00 OFFICE SUPPLIES	COPY PAPER, LABELS, PENS.....	400
		TOTAL	400
	LINE 52 00 OPERATING SUPPLIES	HARDWARE, TOOLS	40,000
		UNIFORMS.....	7,000
		CONSUMABLES, CLEANING SUPPLIES, SAFETY ITEMS	20,000
		OTHER OPERATING SUPPLIES	15,000
		TOTAL	82,000
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	15,800
		TOTAL	15,800
	LINE 53 00 ROAD MATERIAL/SUPP.	ROAD MATERIALS.....	6,000
		TOTAL	6,000
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	PUBLICATIONS, BOOKS, SUBSCRIPTIONS, MEMBERSHIPS...	1,000
		TOTAL	1,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

402 4303 WATER DISTRIBUTION	LINE 55 00 TRAINING	TRAINING, WORKSHOPS, SEMINARS., REQUIRED CEU'S....	2,500
		TOTAL	2,500
	LINE 63 00 IMPROVE. O/T BLDG	HYDRANT MAINTENANCE PROGRAM.....	113,000
		LEAD AND COPPER RULE MANAGEMENT.....	10,000
		REPLACE CAST IRON (CI), GALV STEEL (GS), & ASBESTO	368,204
		UTILITIES FOR OTHER PROJECTS & AS-NEEDED REPAIRS..	200,000
		BECKETT BRIDGE UTILITIES.....	2,000,000
		TOTAL	2,691,204

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	4303 WATER DISTRIBUTION	CUSTODIAN-PT TEMP/CITY BLDGS	YOTHERS, AMANDA			2,602			199			62	2,863
		UTILITY OPERATION SPEC	KOULIAS, JOHN		62,296			200	4,781	5,625	17,041	2,381	92,324
		WATER CONVEYANCE SUPERVISOR	ESTRIGHT, HEATHER		79,664			200	6,109	7,188	17,041	3,043	113,245
		WATER DISTRIB LEAD TECHNICIAN	ARAYA, JOSE		62,754		3,000	200	5,046	5,936	11,579	2,513	91,026
		WATER DISTRIBUTION TECH I	GRABER, TRISTAN		48,693		3,000	4,100	4,268	5,021	17,836	2,126	85,044
		WATER DISTRIBUTION TECH II	AMLAW, JAMES		49,067		3,000	4,100	4,050	5,055	11,579	2,140	78,991
		WATER DISTRIBUTION TECH II	PSARAS, SAVVA		51,106		3,000	4,100	4,453	5,238	11,579	2,218	81,693
		WATER DISTRIBUTION TECH II	REIS, LOGAN		53,685		3,000	200	4,351	5,119	11,579	2,167	80,102
		WATER DISTRIBUTION TECH III	MORRIS, RODNEY		56,389		3,000	4,100	4,857	5,714	11,579	2,419	88,057
		WATER DIVISION MANAGER	VACI, DARRYL		23,535			25	1,802	2,120	4,459	898	32,840
		WATER SERVICE WORKER	CASON, CURTIS		42,099		3,000	200	3,465	4,077	11,579	1,726	66,146
		WATER SERVICE WORKER	DAVIS, DONALD		42,224		3,000	200	3,475	4,088	11,579	1,731	66,297
		WATER SERVICE WORKER	GLATT, AUSTIN		44,803		3,000	200	3,672	4,320	11,579	1,829	69,403
		WATER SERVICE WORKER	MYERS, HUNTER		42,037		3,000	200	3,461	4,071	11,579	1,723	66,070
		TOTAL			658,351	2,602	30,000	18,025	53,990	63,573	160,585	26,975	1,014,101
		COUNT 14											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

402-WATER-SEWER FUND 4304-METER REPAIR/MAINTENANCE	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance
						FY 2026 Bud to FY 2025 Ori Bud
12-00 REGULAR SALARIES & WAGES	106,215	140,828	140,828	80,369	161,762	20,934
13-00 OTHER SALARIES & WAGES	1,424	1,652	1,652	1,096	1,735	83
14-00 OVERTIME PAY	10,095	7,500	9,158	12,063	7,500	
15-00 SPECIAL PAY	2,725	2,200	2,200	2,300	2,200	
21-00 FICA TAXES	9,145	11,194	11,328	7,296	12,802	1,608
22-00 RETIREMENT CONTRIBUTION	9,132	13,548	13,699	7,575	15,431	1,883
23-00 LIFE & HEALTH INSURANCE	22,473	36,489	36,489	17,218	34,736	1,753-
24-00 WORKER'S COMPENSATION	4,154	5,622	5,622	4,398	6,390	768
* Personnel Services	165,363	219,033	220,976	132,315	242,556	23,523
31-00 PROFESSIONAL SERVICES		50,000	40,000			50,000-
40-00 TRAVEL PER DIEM		800	800		500	300-
41-00 COMMUNICATION SERVICES	1,729	1,900	3,200	1,895	1,900	
44-00 RENTS & LEASES		500	500			500-
45-00 INSURANCE	3,881	4,278	4,278	3,208	4,713	435
46-00 REPAIRS & MAINTENANCE	14,726	75,000	83,700	39,128	60,000	15,000-
46-04 VEHICLE MAINT. REPAIRS	10,152	4,463	4,463	6,052	4,597	134
51-00 OFFICE SUPPLIES	121	300	300	11	250	50-
52-00 OPERATING SUPPLIES	20,388	20,000	30,000	23,247	23,000	3,000
52-11 VEHICLE FUEL	6,216	4,357	4,357	4,869	6,100	1,743
54-00 BOOKS-PUBL-SUBSCRIPTIONS	114	300	300		150	150-
55-00 TRAINING	905	2,000	2,000	865	1,000	1,000-
* Operating Expenditures	58,232	163,898	173,898	79,275	102,210	61,688-
63-00 IMPROVEMENTS O/T BUILDING		153,750	235,494	207,127	750,000	596,250
* Capital Outlay		153,750	235,494	207,127	750,000	596,250
** METER REPAIR/MAINTENANCE	223,595	536,681	630,368	418,717	1,094,766	558,085

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 4304 METER REPAIR/MAINT	LINE 40 00 TRAVEL PER DIEM	TRAVEL ALLOWANCE.....	500
		TOTAL	500
	LINE 41 00 COMMUNICATION SVC	CELLULAR TELEPHONES, TELEPHONE SERVICE, INTERNET..	1,900
		TOTAL	1,900
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	4,713
		TOTAL	4,713
	LINE 46 00 REPAIR AND MAINT.	BACKFLOW REPAIR PARTS, METER PARTS.....	60,000
		TOTAL	60,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	4,597
		TOTAL	4,597
	LINE 51 00 OFFICE SUPPLIES	COPY PAPER, LABELS, PENS.....	250
		TOTAL	250
	LINE 52 00 OPERATING SUPPLIES	TOOLS, CONSUMABLES, CLEANING CHEMICALS, ETC.....	22,000
		UNIFORMS	1,000
		TOTAL	23,000
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	6,100
		TOTAL	6,100
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	PUBLICATIONS, BOOKS, SUBSCRIPTIONS, MEMBERSHIPS...	150
		TOTAL	150
	LINE 55 00 TRAINING	TRAINING, WORKSHOPS, SEMINARS., REQUIRED CEU'S....	1,000
		TOTAL	1,000
	LINE 63 00 IMPROVE. O/T BLDG	METER CHANGEOUT PROGRAM.....	750,000
		TOTAL	750,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	4304 METER REPAIR/MAINT	CUSTODIAN-PT TEMP/CITY BLDGS	YOTHERS, AMANDA			1,735			133			41	1,909
		WATER SUPPLY PROTECT SPEC I	JAMES, NATHON		48,360		2,500	200	3,906	4,595	11,579	1,762	72,902
		WATER SUPPLY PROTECT SPEC II	SHADLE, TRENTYN		51,085		2,500	1,000	3,728	4,912	11,579	2,079	76,884
		WATER SUPPLY PROTECT SPEC III	ROLISON, AARON A		62,317		2,500	1,000	5,035	5,923	11,579	2,507	90,861
		TOTAL			161,762	1,735	7,500	2,200	12,802	15,431	34,736	6,390	242,556
		COUNT 4											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

402-WATER-SEWER FUND 4305-WATER TREATMENT PLANT	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026	Bud to FY 2025 Ori Bud
12-00 REGULAR SALARIES & WAGES	885,580	1,062,385	1,062,385	616,615	1,084,021		21,636
14-00 OVERTIME PAY	68,714	56,100	66,064	67,947	46,100		10,000-
15-00 SPECIAL PAY	20,797	18,513	18,513	14,749	13,685		4,828-
21-00 FICA TAXES	71,620	86,153	86,951	51,356	86,704		551
22-00 RETIREMENT CONTRIBUTION	82,266	102,557	103,454	60,927	103,169		612
23-00 LIFE & HEALTH INSURANCE	203,655	263,620	263,620	159,791	248,833		14,787-
24-00 WORKER'S COMPENSATION	32,199	41,308	41,308	32,318	41,433		125
* Personnel Services	1,364,831	1,630,636	1,642,295	1,003,703	1,623,945		6,691-
31-00 PROFESSIONAL SERVICES	147,583	220,000	304,462	118,481	195,000		25,000-
34-00 OTHER CONTRACTUAL SERVICE	69,950	55,000	55,000	30,405	50,000		5,000-
40-00 TRAVEL PER DIEM	1,074	2,500	2,500	715	2,500		
41-00 COMMUNICATION SERVICES	21,810	21,000	21,000	16,595	22,500		1,500
42-00 FREIGHT & POSTAGE SERVICE	374	500	500	319	750		250
43-01 WATER/SEWER SERVICE	663	586	586	116	507		79-
43-02 ELECTRIC SERVICE	1,071,568	1,159,534	1,159,534	646,647	1,026,546		132,988-
44-00 RENTS & LEASES	1,724	2,500	2,500				2,500-
45-00 INSURANCE	154,935	170,769	170,769	128,076	188,130		17,361
46-00 REPAIRS & MAINTENANCE	213,931	165,000	165,000	105,636	200,000		35,000
46-04 VEHICLE MAINT. REPAIRS	6,877	5,229	5,229	6,327	5,386		157
47-00 PRINTING & BINDING	928	800	814	814	500		300-
48-00 PROMOTIONAL ACTIVITIES	2,324	3,000	2,986	563	2,500		500-
49-00 OTHER CURRENT CHARGES	189	2,000	2,000	596	1,000		1,000-
51-00 OFFICE SUPPLIES	808	750	750	358	750		
52-00 OPERATING SUPPLIES	735,485	794,200	801,162	645,209	913,150		118,950
52-11 VEHICLE FUEL	12,294	10,686	10,686	7,671	9,100		1,586-
53-00 ROAD MATERIALS & SUPPLIES	935						
54-00 BOOKS-PUBL-SUBSCRIPTIONS	8,573	10,000	10,000	1,404	6,000		4,000-
55-00 TRAINING	1,493	6,000	6,000	2,239	4,000		2,000-
* Operating Expenditures	2,453,518	2,630,054	2,721,478	1,712,170	2,628,319		1,735-
63-00 IMPROVEMENTS O/T BUILDING		1,106,125	1,868,843	463,299			1,106,125-
* Capital Outlay		1,106,125	1,868,843	463,299			1,106,125-
** WATER TREATMENT PLANT	3,818,349	5,366,815	6,232,616	3,179,171	4,252,264		1,114,551-

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 4305 WATER TREATMENT PLANT	LINE 31 00 PROFESSIONAL SVC	ENGINEERING SERVICES.....	100,000
		SCADA INTEGRATION.....	35,000
		ANNUAL REPORTING.....	30,000
		VEGETATIVE TRANSEC EVALUATION.....	30,000
		TOTAL	195,000
	LINE 34 00 OTHER CONTRACT SVC	LABORATORY SERVICES.....	40,000
		CALIBRATION SERVICES.....	10,000
		TOTAL	50,000
	LINE 40 00 TRAVEL PER DIEM	TRAVEL ALLOWANCE.....	2,500
		TOTAL	2,500
	LINE 41 00 COMMUNICATION SVC	CELLULAR TELEPHONES, TELEPHONE SERVICE, INTERNET..	22,500
		TOTAL	22,500
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, SHIPPING AND HANDLING CHARGES.....	750
		TOTAL	750
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	507
		TOTAL	507
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	1,026,546
		TOTAL	1,026,546
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	188,130
		TOTAL	188,130
	LINE 46 00 REPAIR AND MAINT.	PROCESS EQUIP MAINTENANCE.....	60,000
		MAINTENANCE OF GENERATORS.....	35,000
		BUILDING AND GROUNDS MAINTENANCE.....	30,000
		GENERAL MAINTENANCE SUPPLIES.....	30,000
		PIPING AND WELL REPAIRS.....	27,000
		LAB EQUIP REPAIRS.....	7,000
		AIR CONDITIONING SERVICE.....	6,000
		SOFTWARE MAINTENANCE CONTRACTS.....	5,000
		TOTAL	200,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	5,386
		TOTAL	5,386

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

402 4305 WATER TREATMENT PLANT	LINE 47 00 PRINTING AND BINDING	PRINTING SERVICES, WATER QUALITY REPORTS.....	500
		TOTAL	500
	LINE 48 00 PROMOTIONAL ACTIVIT.	ADVERTISEMENTS, CITY PROMOTIONAL EVENTS.....	2,500
		TOTAL	2,500
	LINE 49 00 OTHER CURRENT CHARGES	PUBLIC NOTICES, LEGAL ADVERTISING.....	1,000
		TOTAL	1,000
	LINE 51 00 OFFICE SUPPLIES	COPY PAPER, LABELS, PENS.....	750
		TOTAL	750
	LINE 52 00 OPERATING SUPPLIES	FILTER CARTRIDGES.....	195,000
		CARBON DIOXIDE.....	120,000
		HYDRATED LIME.....	120,000
		SULFURIC ACID.....	115,000
		SODIUM HYDROXIDE.....	70,000
		CORROSION INHIBITOR.....	67,000
		HARDWARE, TOOLS, MATERIALS.....	45,000
		CHLORINE.....	40,000
		INSTRUMENTATION AND LAB SUPPLIES.....	35,000
		GENERAL OPERATING SUPPLIES AND CONSUMABLES.....	25,000
		MEMBRANE CLEANING CHEMICALS.....	24,000
		ANTISCALANT.....	19,500
		HYDROFLUOROSILICIC ACID.....	15,750
		DIESEL FUEL FOR GENERATOR.....	10,000
		UNIFORMS.....	8,000
		SPLASH PARK CHEMICALS.....	2,000
		SUNSHINE 811 SERVICES.....	1,900
		TOTAL	913,150
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	9,100
		TOTAL	9,100
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	PUBLICATIONS, BOOKS, SUBSCRIPTIONS, MEMBERSHIPS...	6,000
		TOTAL	6,000
	LINE 55 00 TRAINING	TRAINING, WORKSHOPS, SEMINARS., REQUIRED CEU'S....	4,000
		TOTAL	4,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	4305 WATER TREATMENT PL	CHIEF WATER PLANT OPERATOR	FRAZIER, KELLY W		99,653			100	7,632	8,978	11,579	3,801	131,741
		ENVIRONMENTAL COMPLIANCE OFFIC	ARTER, CASSANDRA L		47,819			50	3,500	4,308	8,918	1,652	66,247
		ENVIRONMENTAL SCIENTIST	TENK, KEVIN		67,579		5,000	100	5,560	6,541	17,041	2,769	104,591
		INSTRUMENTATION TECH/WATER DIV	GEARY, JEFFREY		61,339		5,000	4,100	5,389	6,339	16,921	2,684	101,772
		LEAD MAINTANENCE MECHANIC/UTIL	SAROUKOS, MICHAEL		18,445			784	1,471	1,731	6,541	685	29,657
		LEAD WN PL OP "A"	CLAUNCH, RONALD		71,906			4,100	5,814	6,841	11,579	2,896	103,135
		MAINT MECHANIC I / UTILITIES	ECONOMOS, JUSTIN		15,789			1,148	1,360	1,600	3,242	677	23,816
		MAINT MECHANIC I / UTILITIES	MCGIN, PATRICK		15,282			56	1,173	1,380	4,771	584	23,248
		MAINT MECHANIC II/ UTILITIES	AMORGINOS, SAVAS		15,218			1,148	1,252	1,473	4,994	624	24,709
		MAINT MECHANIC II/ UTILITIES	BROCK, ROBERT		16,284			56	1,250	1,471	6,508	623	26,191
		MAINT MECHANIC II/ UTILITIES	VACANT, MAINT MECH 2		14,560			56	1,182	1,391	3,242	589	21,020
		MAINT MECHANIC III / UTILITIES	BROWN, BARRY		17,563			56	1,412	1,661	3,242	703	24,637
		OPERATOR TRAINEE	CAMPBELL, ALEXANDER		40,761			200	3,134	3,686	11,579	1,561	60,920
		OPERATOR TRAINEE	HAASL, THEODORE		40,761			200	3,134	3,686	6,081	1,561	55,423
		UTIL OP/PLNT OP "C"	WEN, JULIA		57,054		10,100	200	4,869	6,062	11,579	2,566	92,431
		UTILITIES MAINT SUPERVISOR	LABRIER, SCOTT		22,987			56	1,763	2,074	3,242	878	31,000
		WATER DIVISION COORDINATOR	MOORE, TANGELA		48,797		6,000		4,170	4,932	11,579	66	75,543
		WATER DIVISION MANAGER	VACI, DARRYL		70,606			75	5,407	6,361	13,377	2,693	98,519
		WP OPERATOR "A"	GARNER, JAMES		67,080			200	5,147	6,055	17,716	2,564	98,762
		WP OPERATOR "A"	VACANT, WP OPERATOR A		46,800			200	3,596	4,230	6,081	1,791	62,698
		WP OPERATOR "B"	DOUGLAS, JACQUELINE		60,486		10,000	200	5,407	6,362	17,041	2,693	102,190
		WP OPERATOR "B"	FRANKS, BRYAN		59,696		10,000	200	4,823	6,290	17,041	2,663	100,713
		WP OPERATOR "B"	SCHAFF, JAIMES		59,197			200	4,544	5,346	11,579	2,263	83,128
		WP OPERATOR "C"	SENGPHRACHANH, THONGPHAN		48,360			200	3,715	4,371	23,361	1,850	81,857
		TOTAL			1,084,021		46,100	13,685	86,704	103,169	248,833	41,433	1,623,947
		COUNT 24											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

402-WATER-SEWER FUND 4340-WATER DEBT SERVICE		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
71-01 2013A-1			325,000	325,000		335,000	10,000
71-02 2013A-2			760,000	760,000		785,000	25,000
72-01 SERIES 2013A-1		161,369	153,494	153,494	76,747	143,588	9,906-
72-02 SERIES 2013A-2		823,431	804,806	804,806	402,403	781,888	22,918-
* Debt Services		984,800	2,043,300	2,043,300	479,150	2,045,476	2,176
** WATER DEBT SERVICE		984,800	2,043,300	2,043,300	479,150	2,045,476	2,176

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 4340 W/S DEBT SERVICE	LINE 71 01 PRINCIPAL	PRINCIPAL 2013A-1.....	335,000
		TOTAL	335,000
	LINE 71 02 PRINCIPAL	PRINCIPAL 2013A-2.....	785,000
		TOTAL	785,000
	LINE 72 01 INTEREST	INTEREST 2013A-1.....	143,588
		TOTAL	143,588
	LINE 72 02 INTEREST	INTEREST 2013A-2.....	781,888
		TOTAL	781,888

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

402-WATER-SEWER FUND 4602-SEWAGE COLLECTION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
12-00 REGULAR SALARIES & WAGES	324,212	401,529	401,529	218,518	421,519	19,990	
13-00 OTHER SALARIES & WAGES	1,424	1,652	1,652	1,096	1,735	83	
14-00 OVERTIME PAY	32,330	20,000	23,812	23,031	20,000		
15-00 SPECIAL PAY	17,247	14,300	14,300	11,230	13,325	975-	
21-00 FICA TAXES	28,274	32,410	32,716	19,236	33,872	1,462	
22-00 RETIREMENT CONTRIBUTION	31,536	39,224	39,568	20,148	40,936	1,712	
23-00 LIFE & HEALTH INSURANCE	68,871	99,716	99,716	45,734	89,913	9,803-	
24-00 WORKER'S COMPENSATION	12,210	15,165	15,165	11,865	15,826	661	
* Personnel Services	516,104	623,996	628,458	350,858	637,126	13,130	
31-00 PROFESSIONAL SERVICES	8,004	70,000	71,777	1,756	7,500	62,500-	
34-00 OTHER CONTRACTUAL SERVICE				12,155			
40-00 TRAVEL PER DIEM	93	1,100	1,100	17	500	600-	
41-00 COMMUNICATION SERVICES	4,594	3,500	3,500	2,795	3,200	300-	
43-01 WATER/SEWER SERVICE	3,733	3,351	3,351	2,629	3,029	322-	
44-00 RENTS & LEASES		769	769		1,000	231	
45-00 INSURANCE	16,707	18,414	18,414	13,811	20,286	1,872	
46-00 REPAIRS & MAINTENANCE	53,472	60,000	68,495	55,132	65,000	5,000	
46-04 VEHICLE MAINT. REPAIRS	99,087	61,575	61,575	74,783	65,811	4,236	
47-00 PRINTING & BINDING	280						
49-00 OTHER CURRENT CHARGES		513	513			513-	
51-00 OFFICE SUPPLIES	180	250	250	118	200	50-	
52-00 OPERATING SUPPLIES	45,251	55,000	55,000	41,223	48,000	7,000-	
52-11 VEHICLE FUEL	27,510	24,916	24,916	16,431	20,700	4,216-	
53-00 ROAD MATERIALS & SUPPLIES	5,075	8,800	8,800	1,599	2,500	6,300-	
55-00 TRAINING	6,441	4,800	4,800	3,835	4,000	800-	
* Operating Expenditures	270,427	312,988	323,260	226,285	241,726	71,262-	
63-00 IMPROVEMENTS O/T BUILDING		2,572,500	2,772,932	184,822	2,630,000	57,500	
* Capital Outlay		2,572,500	2,772,932	184,822	2,630,000	57,500	
71-00 PRINCIPAL					111,875	111,875	
72-00 INTEREST					19,892	19,892	
* Debt Services					131,767	131,767	
** SEWAGE COLLECTION	786,531	3,509,484	3,724,650	761,965	3,640,619	131,135	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 4602 SEWAGE COLLECTION	LINE 31 00 PROFESSIONAL SVC	ENGINEERING SERVICES FOR PLAN REVIEW.....	7,500
		TOTAL	7,500
	LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR TRAINING.....	500
		TOTAL	500
	LINE 41 00 COMMUNICATION SVC	CELLULAR TELEPHONE, TELEPHONE SERVICES, INTERNET..	3,200
		TOTAL	3,200
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	3,029
		TOTAL	3,029
	LINE 44 00 RENTALS AND LEASES	EMERGENCY EQUIPMENT RENTALS.....	1,000
		TOTAL	1,000
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	20,286
		TOTAL	20,286
	LINE 46 00 REPAIR AND MAINT.	SEWER TELEVISIONING PROGRAM.....	10,000
		PIPE, SEWER REPAIR MATERIALS.....	55,000
		TOTAL	65,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	65,811
		TOTAL	65,811
	LINE 51 00 OFFICE SUPPLIES	COPY PAPER, PENS.....	200
		TOTAL	200
	LINE 52 00 OPERATING SUPPLIES	TOOLS, CONSUMABLES, SAFETY, GENERAL SUPPLIES	44,000
		UNIFORMS	4,000
		TOTAL	48,000
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	20,700
		TOTAL	20,700
	LINE 53 00 ROAD MATERIAL/SUPP.	ASPHALT, MILLINGS, STONE, LIMEROCK, SOD, CONCRETE.	2,500
		TOTAL	2,500
	LINE 55 00 TRAINING	SAFETY TRAINING, WORKSHOPS, CDL.....	4,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 4602 SEWAGE COLLECTION	LINE 63 00 IMPROVE. O/T BLDG	TOTAL	4,000
	LINING OF WASTEWATER COLL SYSTEM - PRIORITZE VCP		310,000
	MANHOLE LINING.....		120,000
	UTILITIES FOR OTHER PROJECTS & AS-NEEDED REPAIRS		200,000
	BECKETT BRIDGE UTILITIES.....		2,000,000
		TOTAL	2,630,000
	LINE 71 00 PRINCIPAL	PRINCIPAL-VACCON TRUCK LEASE YEAR 1	111,875
		TOTAL	111,875
	LINE 72 00 INTEREST	INTEREST-VACCON TRUCK LEASE YEAR 1 OF 5.....	19,892
		TOTAL	19,892

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	4602 SEWAGE COLLECTION	CUSTODIAN-PT TEMP/CITY BLDGS	YOTHERS, AMANDA			1,735			133			41	1,909
		WASTEWATER COLLECTION TECH I	FORD, MICHAEL		46,322		2,500	200	3,750	4,412	11,579	1,691	70,454
		WASTEWATER COLLECTION TECH I	IMONDI, PAUL		53,789		2,500	4,100	4,098	5,435	11,579	2,084	83,584
		WASTEWATER COLLECTION TECH II	HOSLEY, KELVIN		51,189		2,500	200	4,123	4,850	475	1,859	65,195
		WASTEWATER COLLECTION TECH II	JACOBS, ANTHONY		51,750		2,500	200	4,144	4,900	11,579	1,879	76,952
		WASTEWATER COLLECTION TECH III	JOHNSON, TERRY		50,556		2,500	200	3,560	4,793	11,579	1,837	75,026
		WASTEWATER DIVISION MANAGER	MARCINCUK, ROBERT		25,865			25	1,981	2,330	2,925	986	34,112
		WASTEWATER SERVICE WORKER	DAVIS, DANIEL		42,078		2,500	200	3,426	4,030	11,579	1,545	65,358
		WASTEWATER SERVICE WORKER	PETERSON, DAVID		40,669		2,500	4,100	3,616	4,254	11,579	1,631	68,349
		WW COLLECTION LEAD TECHNICIAN	SCHWARTZ, STEPHEN		59,301		2,500	4,100	5,041	5,931	17,041	2,273	96,188
		TOTAL			421,519	1,735	20,000	13,325	33,872	40,936	89,913	15,826	637,127
		COUNT 10											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance
		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to FY 2025 Ori Bud
402-WATER-SEWER FUND							
4603-SEWAGE TREATMENT							
12-00	REGULAR SALARIES & WAGES	994,533	1,179,138	1,179,138	693,179	1,156,692	22,446-
13-00	OTHER SALARIES & WAGES	2,135	2,478	2,478	1,644	2,602	124
14-00	OVERTIME PAY	93,283	55,794	73,562	65,296	50,724	5,070-
15-00	SPECIAL PAY	22,541	21,006	21,006	16,834	10,445	10,561-
21-00	FICA TAXES	82,073	94,128	95,550	57,620	91,220	2,908-
22-00	RETIREMENT CONTRIBUTION	98,660	113,327	114,927	66,127	109,899	3,428-
23-00	LIFE & HEALTH INSURANCE	211,898	247,664	247,664	148,243	227,524	20,140-
24-00	WORKER'S COMPENSATION	33,848	43,086	43,086	33,709	41,502	1,584-
*	Personnel Services	1,538,971	1,756,621	1,777,411	1,082,652	1,690,608	66,013-
31-00	PROFESSIONAL SERVICES		35,000	35,000		30,000	5,000-
34-00	OTHER CONTRACTUAL SERVICE	188,268	197,000	204,942	172,603	290,000	93,000
40-00	TRAVEL PER DIEM	5,652	5,150	5,150	349	8,000	2,850
41-00	COMMUNICATION SERVICES	14,516	14,832	14,832	9,845	14,500	332-
42-00	FREIGHT & POSTAGE SERVICE	382	400	1,500	1,250	1,000	600
43-01	WATER/SEWER SERVICE	16,598	16,057	16,057	8,830	12,592	3,465-
43-02	ELECTRIC SERVICE	361,162	422,012	422,012	231,700	370,491	51,521-
44-00	RENTS & LEASES	1,035	1,200	1,200	4,296		1,200-
45-00	INSURANCE	134,576	144,602	144,602	102,654	158,421	13,819
46-00	REPAIRS & MAINTENANCE	347,437	315,000	367,443	206,144	395,000	80,000
46-04	VEHICLE MAINT. REPAIRS	18,878	13,803	13,803	10,525	7,217	6,586-
47-00	PRINTING & BINDING	65	200	200	84	100	100-
48-00	PROMOTIONAL ACTIVITIES	1,479	1,600	1,600	200	1,500	100-
49-00	OTHER CURRENT CHARGES	545					
51-00	OFFICE SUPPLIES	683	500	500	256	500	
52-00	OPERATING SUPPLIES	501,180	459,600	459,468	418,668	580,000	120,400
52-11	VEHICLE FUEL	5,465	4,031	11,031	8,949	7,080	3,049
54-00	BOOKS-PUBL-SUBSCRIPTIONS	15,151	13,000	13,000	7,355	12,000	1,000-
55-00	TRAINING	6,770	7,000	7,000	3,448	6,500	500-
*	Operating Expenditures	1,619,842	1,650,987	1,719,340	1,187,155	1,894,901	243,914
63-00	IMPROVEMENTS O/T BUILDING		480,000	1,762,728	521,414	6,291,000	5,811,000
64-00	MACHINERY & EQUIPMENT		47,500	45,282	45,281		47,500-
*	Capital Outlay		527,500	1,808,010	566,695	6,291,000	5,763,500
**	SEWAGE TREATMENT	3,158,813	3,935,108	5,304,761	2,836,502	9,876,509	5,941,401

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

402 4603 SEWAGE TREATMENT	LINE 31 00 PROFESSIONAL SVC	ENGINEERING SERVICES, SCADA INTEGRATION.....	30,000
		TOTAL	30,000
	LINE 34 00 OTHER CONTRACT SVC	BIO SOLID DISPOSAL (51% INCREASE NEW CONTRACT)	240,000
		LABORATORY SERVICES AND FEES(68%INCREASE NEW CONT)	50,000
		TOTAL	290,000
	LINE 40 00 TRAVEL PER DIEM	TRAVEL ALLOWANCE (A LOT OF NEW STAFF TRAINING)	8,000
		TOTAL	8,000
	LINE 41 00 COMMUNICATION SVC	CELLUAR TELEPHONE, TELEPHONES SERVICE, INTERNET...	14,500
		TOTAL	14,500
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, SHIPPING AND HANDLING CHARGES.....	1,000
		TOTAL	1,000
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	12,592
		TOTAL	12,592
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	370,491
		TOTAL	370,491
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	149,739
		FLOOD INSURANCE.....	8,682
		TOTAL	158,421
	LINE 46 00 REPAIR AND MAINT.	PUMP AND MOTOR REBUILDS.....	145,000
		REPLACEMENT PARTS AND SERVICES.....	125,000
		ELECTRIC/INSTRUMENTATION SERVICE, PARTS, REPAIRS..	60,000
		GENERATOR SERVICES	20,000
		HARDWARE, PIPING PARTS AND GENERAL SUPPLIES.....	15,000
		SCADA MAINTENANCE.....	10,000
		REHAB RWST MOV'S	20,000
		TOTAL	395,000
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	7,217
		TOTAL	7,217
	LINE 47 00 PRINTING AND BINDING	PAMPHLETS, BUSINESS CARDS, MANUALS.....	100
		TOTAL	100

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

402 4603 SEWAGE TREATMENT	LINE 48 00 PROMOTIONAL ACTIVIT.	ADVERTISEMENTS, PAMPHLETS, CITY PROMOTIONAL EVENTS	1,500
		TOTAL	1,500
	LINE 51 00 OFFICE SUPPLIES	COPY PAPER, PENS.....	500
		TOTAL	500
	LINE 52 00 OPERATING SUPPLIES	ODOR CONTROL.....	140,000
		POLYMER.....	95,000
		HARDWARE PIPE, FITTINGS, VALVES, TOOL.....	20,000
		CHLORINE.....	170,000
		GENERAL OPERATING SUPPLIES.....	30,000
		SODIUM BISULFITE.....	40,000
		ALUM.....	24,000
		LAB EQUIPMENT AND CHEMICALS.....	16,000
		UNIFORMS.....	5,000
		GRANULAR CHLORINE.....	6,000
		PEST CONTROL.....	6,000
		SPARE 100 MOTOR	20,000
		SPARE 100 HP VFD	8,000
		TOTAL	580,000
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	7,080
		TOTAL	7,080
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	FDEP FEES, MANUALS, SUBSCRIPTIONS, MEMBERSHIPS....	12,000
		TOTAL	12,000
	LINE 55 00 TRAINING	OPERATOR LICENSE RENEWALS DUE IN 2025, TRAININGS...	6,500
		TOTAL	6,500
	LINE 63 00 IMPROVE. O/T BLDG	WWTF CONCRETE REHAB.....	400,000
		RENEWAL AND REPLACEMENT OF EQUIPMENT.....	90,000
		WWTF ELEC LIFE EXT & RESILIENCY - PH I.....	5,145,000
		WWTF NETWORK/PLC SECURITY UPGRADES, I-V.....	656,000
		TOTAL	6,291,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	4603 SEWAGE TREATMENT	CHIEF WASTEWATER PLANT OPERATO	JONES, ANDREW		81,453			100	5,956	7,340	17,716	2,814	115,378
		CUSTODIAN-PT TEMP/CITY BLDGS	YOTHERS, AMANDA			2,602			199			62	2,863
		ENVIRONMENTAL COMPLIANCE OFFIC	ARTER, CASSANDRA L		47,819			50	3,500	4,308	8,918	1,652	66,247
		ENVIRONMENTAL INSPECTOR	GONZALEZ, ARIADNA		64,584		5,094	100	5,338	6,280	11,579	2,407	95,382
		INSTRUMENTATION TECH / W W DIV	SERRANO, PEDRO A		68,286		5,070	4,100	5,904	6,971	11,579	2,672	104,583
		LEAD MAINTANENCE MECHANIC/UTIL	SAROUKOS, MICHAEL		23,715			1,008	1,891	2,225	8,410	881	38,130
		LEAD WW PL OP "A"	COSGROVE, PAUL A		72,197		5,070	200	5,910	6,972	11,579	2,673	104,600
		LEAD WW PL OP "A"	JONES, JERE' R		73,688		5,070	200	5,756	7,106	11,699	2,724	106,244
		LEAD WW PL OP "A"	VACANT, LD WW PL 1		49,920		5,070	200	4,205	4,967	11,579	1,904	77,845
		LEAD WW PL OP "A"	VACANT, LD WW PL 2		49,920		5,070	200	4,222	4,967	11,579	1,904	77,862
		LEAD WW PL OP "B"	SKANDALIARIS, ANTHONY		57,699		5,070	200	4,817	5,667	17,836	2,173	93,462
		LEAD WW PL OP "C"	VACANT, LD WW PL OP C		53,508		5,070	200	4,040	5,290	11,579	2,028	81,715
		MAINT MECHANIC I / UTILITIES	ECONOMOS, JUSTIN		20,300			1,476	1,748	2,057	4,168	871	30,621
		MAINT MECHANIC I / UTILITIES	MCGIN, PATRICK		19,649			72	1,509	1,775	6,135	751	29,890
		MAINT MECHANIC II/ UTILITIES	AMORGINOS, SAVAS		19,566			1,476	1,610	1,894	6,421	802	31,768
		MAINT MECHANIC II/ UTILITIES	BROCK, ROBERT		20,936			72	1,607	1,891	8,367	800	33,674
		MAINT MECHANIC II/ UTILITIES	VACANT, MAINT MECH 2		18,720			72	1,520	1,789	4,168	757	27,026
		MAINT MECHANIC III / UTILITIES	BROWN, BARRY		22,581			72	1,815	2,136	4,168	904	31,677
		UTILITIES MAINT SUPERVISOR	LABRIER, SCOTT		29,555			72	2,266	2,666	4,168	1,129	39,857
		UTILITIES SUPERINTENDENT	PAGE, RAYMOND H		135,408			100	9,213	12,196	23,361	4,675	184,953
		WASTE WATER PLANT OPERATOR "C"	CHAISSON, DANIEL		53,602		5,070	200	4,504	5,298	6,081	2,031	76,786
		WASTE WATER PLANT OPERATOR "C"	COLE, KELLEN		43,680		5,070	200	3,745	4,405	6,081	1,865	65,047
		WASTEWATER DIVISION COORDINATO	LEAK, BRENDA		52,312				4,002	4,708	11,579	63	72,664
		WASTEWATER DIVISION MANAGER	MARCINCUK, ROBERT		77,594			75	5,942	6,990	8,774	2,959	102,335
		TOTAL			1,156,692	2,602	50,724	10,445	91,220	109,899	227,524	41,502	1,690,608
		COUNT 24											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
402-WATER-SEWER FUND						
4604-SEWAGE LIFT STATIONS						
12-00 REGULAR SALARIES & WAGES	158,721	166,911	166,911	100,623	175,022	8,111
13-00 OTHER SALARIES & WAGES	2,135	2,478	2,478	1,644	2,602	124
14-00 OVERTIME PAY	12,803	9,000	12,017	9,551	9,000	
15-00 SPECIAL PAY	8,510	5,256	5,256	5,528	4,320	936-
21-00 FICA TAXES	13,279	13,608	13,850	8,503	14,167	559
22-00 RETIREMENT CONTRIBUTION	16,203	15,787	16,060	10,413	16,432	645
23-00 LIFE & HEALTH INSURANCE	40,409	47,658	47,658	30,050	46,006	1,652-
24-00 WORKER'S COMPENSATION	5,346	6,707	6,707	5,247	6,957	250
* Personnel Services	257,406	267,405	270,937	171,558	274,506	7,101
31-00 PROFESSIONAL SERVICES	2,425	5,500	4,075	2,575	7,000	1,500
34-00 OTHER CONTRACTUAL SERVICE			15,774	15,774		
40-00 TRAVEL PER DIEM	2,292	2,100			2,870	770
41-00 COMMUNICATION SERVICES	8,852	8,500	8,500	5,633	9,382	882
42-00 FREIGHT & POSTAGE SERVICE	475	350	456	312	450	100
43-01 WATER/SEWER SERVICE	21,700	20,527	20,527	14,879	18,197	2,330-
43-02 ELECTRIC SERVICE	120,980	122,796	122,796	74,097	115,878	6,918-
44-00 RENTS & LEASES		350	115,160	114,324		350-
45-00 INSURANCE	21,407	23,594	23,594	17,696	25,993	2,399
46-00 REPAIRS & MAINTENANCE	167,652	178,000	271,879	242,832	240,900	62,900
46-04 VEHICLE MAINT. REPAIRS	68,635	34,610	34,610	35,781	35,648	1,038
51-00 OFFICE SUPPLIES	258	175	175	175	220	45
52-00 OPERATING SUPPLIES	161,495	117,000	126,541	105,682	158,000	41,000
52-11 VEHICLE FUEL	23,587	20,676	20,676	14,475	18,800	1,876-
53-00 ROAD MATERIALS & SUPPLIES	2,274		21	21	200	
54-00 BOOKS-PUBL-SUBSCRIPTIONS	102	200				
55-00 TRAINING	3,405	5,000	3,500	616	4,500	500-
* Operating Expenditures	605,539	539,378	768,284	644,872	638,038	98,660
63-00 IMPROVEMENTS O/T BUILDING		467,770	621,609	122,713	1,015,600	547,830
64-00 MACHINERY & EQUIPMENT		79,000	79,000			79,000-
* Capital Outlay		546,770	700,609	122,713	1,015,600	468,830
** SEWAGE LIFT STATIONS	862,945	1,353,553	1,739,830	939,143	1,928,144	574,591

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

402 4604 SEWAGE LIFT STATIONS	LINE 31 00 PROFESSIONAL SVC	SURVEYING FOR LIFT STATIONS.....	3,000
		SCADA INTEGRATION.....	4,000
		TOTAL	7,000
	LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR TRAINING.....	2,870
		TOTAL	2,870
	LINE 41 00 COMMUNICATION SVC	CELLUAR TELEPHONE, TELEPHONE SERVICE, INTERNET....	9,382
		TOTAL	9,382
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, SHIPPING AND HANDLING SERVICES	450
		TOTAL	450
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	18,197
		TOTAL	18,197
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	115,878
		TOTAL	115,878
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	25,993
		TOTAL	25,993
	LINE 46 00 REPAIR AND MAINT.	PUMP AND MOTOR REBUILDS.....	75,000
		LIFT STATION REPAIRS, OTHER REPAIRS	18,200
		HARDWARE PIPE, FITTINGS, VALVES, TOOL.....	44,200
		SCADA & COMMUNICATION PARTS/SERVICE.....	40,000
		GENERATOR PARTS & MAINTENANCE.....	40,000
		ELECTRICAL PARTS & SERVICE.....	23,500
		TOTAL	240,900
	LINE 46 04 REPAIR AND MAINT.	VEHICLE REPAIRS & MAINTENANCE.....	35,648
		TOTAL	35,648
	LINE 51 00 OFFICE SUPPLIES	COPY PAPER, PENS.....	220
		TOTAL	220
	LINE 52 00 OPERATING SUPPLIES	HARDWARE, PIPE, VALVES, FITTINGS, TOOLS.....	60,000
		ODOR CONTROL	55,000
		CONSUMABLES, CHEMICALS, SAFETY EQUIPMENT.....	15,000
		UNIFORMS.....	3,000
		ELECTRICAL SUPPLIES.....	25,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

		TOTAL	158,000
402 4604 SEWAGE LIFT STATIONS	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	18,800
		TOTAL	18,800
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	PUBLICATIONS, BOOKS, SUBSCRIPTIONS, MEMBERSHIPS...	200
		TOTAL	200
	LINE 55 00 TRAINING	TRAINING, WORKSHOPS, SEMINARS.....	4,500
		TOTAL	4,500
	LINE 63 00 IMPROVE. O/T BLDG	FORCE MAIN PIGGING PROGRAM.....	123,000
		LIFT STATION UPGRADE- ARFARAS.....	762,600
		SUB MERSIBLE PUMP & SMALL EQUIPMENT REPLACEMENT...	130,000
		TOTAL	1,015,600

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	4604 SEWAGE LIFT STATIO	CUSTODIAN-PT TEMP/CITY BLDGS	YOTHERS, AMANDA			2,602			199			62	2,863
		LEAD MAINTANENCE MECHANIC/UTIL	SAROUKOS, MICHAEL		23,714			1,008	1,891	2,225	8,410	881	38,130
		MAINT MECHANIC I / UTILITIES	ECONOMOS, JUSTIN		20,300		3,000	1,476	1,748	2,057	4,168	871	33,621
		MAINT MECHANIC I / UTILITIES	MOGIN, PATRICK		19,649			72	1,509	1,775	6,135	751	29,890
		MAINT MECHANIC II/ UTILITIES	AMORGINOS, SAVAS		19,566			1,476	1,610	1,894	6,421	802	31,768
		MAINT MECHANIC II/ UTILITIES	BROCK, ROBERT		20,936			72	1,607	1,891	8,367	800	33,674
		MAINT MECHANIC II/ UTILITIES	VACANT, MAINT MECH 2		18,720		3,000	72	1,520	1,789	4,168	757	30,026
		MAINT MECHANIC III / UTILITIES	BROWN, BARRY		22,581		3,000	72	1,815	2,136	4,168	904	34,677
		UTILITIES MAINT SUPERVISOR	LABRIER, SCOTT		29,555			72	2,266	2,666	4,168	1,129	39,857
		TOTAL			175,022	2,602	9,000	4,320	14,167	16,432	46,006	6,957	274,506
		COUNT 9											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance
						FY 2026 Bud to FY 2025 Ori Bud
402-WATER-SEWER FUND						
5001-PROJECT ADMINISTRATION						
11-00 EXECUTIVE SALARIES	68,263	73,374	73,374	48,702	82,376	9,002
12-00 REGULAR SALARIES & WAGES	145,154	166,453	166,453	110,878	171,434	4,981
14-00 OVERTIME PAY	2,291	2,080	4,459	3,470	2,080	
15-00 SPECIAL PAY	6,100	6,760	6,760	4,631	4,056	2,704-
21-00 FICA TAXES	16,137	18,172	18,364	12,262	18,560	388
22-00 RETIREMENT CONTRIBUTION	19,345	22,506	22,722	15,204	23,522	1,016
23-00 LIFE & HEALTH INSURANCE	39,125	46,636	46,636	31,669	45,199	1,437-
24-00 WORKER'S COMPENSATION	1,278	1,151	1,151	901	1,188	37
* Personnel Services	297,693	337,132	339,919	227,715	348,415	11,283
31-00 PROFESSIONAL SERVICES	19,771	80,000	121,230	21,848	70,000	10,000-
40-00 TRAVEL PER DIEM	2,749	3,532	3,532	3,014	1,404	2,128-
41-00 COMMUNICATION SERVICES	2,748	3,400	3,400	1,696	6,000	2,600
42-00 FREIGHT & POSTAGE SERVICE	62	250	250		150	100-
44-00 RENTS & LEASES	1,075	4,000	4,000	1,398		4,000-
46-00 REPAIRS & MAINTENANCE	550				2,900	2,900
46-04 VEHICLE MAINT. REPAIRS	3,717	2,209	2,209	1,499	2,075	1,134-
47-00 PRINTING & BINDING	1,474	900	900		1,900	1,000
49-00 OTHER CURRENT CHARGES	2,167	500	500		1,500	1,000
49-02 INTERDEPT ALLOC CAP	41,485					
51-00 OFFICE SUPPLIES	229	300	300	6	300	
52-00 OPERATING SUPPLIES	8,469	3,040	3,040	4,694	4,900	1,860
52-11 VEHICLE FUEL	1,347	1,641	1,641	445	1,300	341-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	945	600	600	580	4,800	4,200
55-00 TRAINING	1,086	9,000	9,000	2,823	5,000	4,000-
* Operating Expenditures	87,874	109,372	150,602	38,002	102,229	7,143-
** PROJECT ADMINISTRATION	385,567	446,504	490,521	265,717	450,644	4,140

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 5001 PROJECT ADMINISTRATION	LINE 31 00 PROFESSIONAL SVC	MISC. ENGINEERING/SURVEY SUPPORT SERVICES.....	70,000
		TOTAL	70,000
	LINE 41 00 COMMUNICATION SVC	CELL PHONES FOR 5 EMPLOYEES.....	6,000
		TOTAL	6,000
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, CERTIFIED LETTERS, ONE DAY SHIPPING, ETC.	150
		TOTAL	150
	LINE 46 00 REPAIR AND MAINT.	CONSTRUCTION FENCE RENTAL & MISC REPAIRS.....	2,900
		TOTAL	2,900
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	2,075
		TOTAL	2,075
	LINE 47 00 PRINTING AND BINDING	CONST. SIGNS, PRINTING, BINDING, BUSINESS CARDS...	1,900
		TOTAL	1,900
	LINE 49 00 OTHER CURRENT CHARGES	LEGAL ADS FOR GRANTS, ETC.....	1,500
		TOTAL	1,500
	LINE 51 00 OFFICE SUPPLIES	PAPER, PENS, FOLDERS, ETC.....	300
		TOTAL	300
	LINE 52 00 OPERATING SUPPLIES	UNIFORMS, SMALL TOOLS, SOFTWARE, WATER, SUPPLIES..	4,900
		TOTAL	4,900
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	1,300
		TOTAL	1,300
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	BOOKS, SUBSCRIPTIONS, MEMBERSHIPS.....	4,800
		TOTAL	4,800
	LINE 55 00 TRAINING	CLASSES, SEMINARS, LICENSING, TRAINING.....	5,000
		TOTAL	5,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	5001 PROJECT ADMINISTRA	GRANT WRITER/PROJ COORD	HARBERT, PAULETTE J		43,102				3,297	3,879	6,021	52	56,351
		PROJECT ADMIN ASST DIRECTOR	MAKRIS, NICK		59,088				4,520	5,318	8,861	71	77,858
		PROJECT ADMIN DIRECTOR	ROBERTSON, ROBERT R	82,376					4,976	7,540	12,148	101	107,141
		PROJECT INSPECTOR	DOORLAG, RODNEY		34,622			2,028	2,804	3,299	6,021	469	49,242
		PROJECT INSPECTOR	MILLER, JEVON		34,622		2,080	2,028	2,963	3,486	12,148	496	57,822
		TOTAL		82,376	171,434		2,080	4,056	18,560	23,522	45,199	1,188	348,415
		COUNT 5											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
402-WATER-SEWER FUND						
8803-W/S NONDEPARTMENTAL						
11-00 EXECUTIVE SALARIES	53,056	54,926	54,926	38,448	56,572	1,646
12-00 REGULAR SALARIES & WAGES	301,884	417,907	417,907	289,937	465,363	47,456
13-00 OTHER SALARIES & WAGES				933		
14-00 OVERTIME PAY	27,311	20,750	25,903	28,320	20,750	
15-00 SPECIAL PAY	8,946	9,175	9,175	5,864	7,225	1,950-
21-00 FICA TAXES	29,102	37,856	38,269	26,652	41,362	3,506
22-00 RETIREMENT CONTRIBUTION	33,866	45,248	45,713	31,254	48,772	3,524
23-00 LIFE & HEALTH INSURANCE	67,644	104,534	104,534	69,552	102,942	1,592-
24-00 WORKER'S COMPENSATION	700	951	951	744	1,018	67
26-00 OTHER POSTEMPLOYMENT BENE	43,506					
* Personnel Services	566,015	691,347	697,378	491,704	744,004	52,657
31-00 PROFESSIONAL SERVICES	93,471	77,007	77,007	32,220	70,507	6,500-
32-00 ACCOUNTING & AUDITING	14,185	16,000	36,033	20,032	15,000	1,000-
34-00 OTHER CONTRACTUAL SERVICE	38,491	35,000	35,000	28,641	35,000	
40-00 TRAVEL PER DIEM		2,500	2,500		2,000	500-
41-00 COMMUNICATION SERVICES		150	150		100	50-
42-00 FREIGHT & POSTAGE SERVICE	64,809	65,000	65,000	42,677	65,000	
44-00 RENTS & LEASES	28,811	17,000	17,000		15,000	2,000-
45-00 INSURANCE	233,732	254,909	254,909	179,261	279,466	24,557
46-00 REPAIRS & MAINTENANCE	120,243	229,357	229,357	185,447	450,484	221,127
49-00 OTHER CURRENT CHARGES	35,546	2,000	2,000	6,948	2,000	
52-00 OPERATING SUPPLIES	19,292	12,000	12,000	13,698	10,500	1,500-
54-00 BOOKS-PUBL-SUBSCRIPTIONS	46,997	42,206	42,206	47,842	40,206	2,000-
55-00 TRAINING		2,500	2,500	475	22,000	19,500
59-00 DEPRECIATION	2,555,887					
59-01 FIXED ASSETS/CONTRIB CAP.	14,298					
* Operating Expenditures	3,265,762	755,629	775,662	557,241	1,007,263	251,634
62-00 BUILDINGS			287,840	175,371		
68-00 INTANGIBLE ASSETS				13,451	25,000	25,000
* Capital Outlay			287,840	188,822	25,000	25,000
93-01 WATER	41,111	40,000	40,000	31,325	35,000	5,000-
93-02 SEWER	21,934	22,000	22,000	16,954	20,000	2,000-
93-04 IRRIGATION	194			96		
99-00 NON-OPERATING	9,517				100,000	100,000
91-00 TRANSFERS	1,479,979	1,742,432	1,742,432	1,161,621	1,818,346	75,914
* Other Non-Operating	1,552,735	1,804,432	1,804,432	1,209,997	1,973,346	168,914
** W/S NONDEPARTMENTAL	5,384,512	3,251,408	3,565,312	2,447,764	3,749,613	498,205
*** WATER-SEWER FUND	18,471,368	26,236,577	29,956,732	13,523,476	36,825,280	10,588,703

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 8803 NON-DEPART W/S	LINE 31 00 PROFESSIONAL SVC	REQUIRED ARBITRAGE CALCULATION FOR BOND.....	2,500
		RATE REVENUE SUFFICIENCY STUDY.....	30,000
		HEALTH PLAN CONSULTANT 30%.....	38,007
		TOTAL	70,507
	LINE 32 00 ACCOUNTING/AUDIT.	ANNUAL AUDIT.....	15,000
		TOTAL	15,000
	LINE 34 00 OTHER CONTRACT SVC	UTILITY BILL PROCESSING.....	35,000
		TOTAL	35,000
	LINE 40 00 TRAVEL PER DIEM	FGFOA AND NAVALINE TRAINING.....	2,000
		TOTAL	2,000
	LINE 41 00 COMMUNICATION SVC	PHONE SERVICES.....	100
		TOTAL	100
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE FOR UTILITY BILLS AND INSERTS.....	65,000
		TOTAL	65,000
	LINE 44 00 RENTALS AND LEASES	CITY HALL GENERATOR LEASE 20%.....	15,000
		TOTAL	15,000
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	263,315
		LONG TERM DISABILITY.....	16,151
		TOTAL	279,466
	LINE 46 00 REPAIR AND MAINT.	EMAIL ARCHIVAL/HELPDESK/VIRUS.....	6,598
		FIREWALL MAINT.....	5,985
		I5 NAVALINE MAINT.....	116,338
		ONBASE DOCUMENT MGT.....	17,910
		VOIP/IVR/ZOOM.....	2,259
		MICROSOFT LICENSES 0365 AZURE.....	58,950
		MICROSOFT AZURE CLOUD.....	22,500
		NETMOTION VPN SECURITY.....	19,800
		CROWDSTRIKE AND FALCON.....	41,535
		NEOGOV POWERDMS AND APPLIC.....	20,520
		ADOBE.....	13,050
		EXECUTIME TIMECLOCK MAINT.....	5,500
		SELECTRON IVR.....	13,050
		EXECUTIME UPGRADE.....	13,000
		CICIC AGENDA, WEB, SEECCLICKFIX.....	38,250
		ENDPOINT BASED ASSET DISCOVERY TENABLE.....	12,953

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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402 8803 NON-DEPART W/S	LINE 46 00 REPAIR AND MAINT.	CONTENT DELIVERY NETWORK AKAMAI.....	15,383
		ZOOM.....	7,103
		DELL SERVER MAINTENANCE.....	9,000
		VNC.....	2,160
		E-PROCUREMENT SOLICITATION SOFTWARE PLAT 45%.....	8,640
		TOTAL	450,484
	LINE 49 00 OTHER CURRENT CHARGES	INVENTORY ADJUSTMENTS IF NECESSARY.....	2,000
		TOTAL	2,000
	LINE 52 00 OPERATING SUPPLIES	OFFICE SUPPLIES.....	500
		BANK CHARGES W/S PORTION 33%.....	10,000
		TOTAL	10,500
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	MEMBERSHIPS AND BOOKS.....	3,000
		E PLAN SOFTWARE 2 YEAR.....	37,206
		TOTAL	40,206
	LINE 55 00 TRAINING	FGFOA AND NAVALINE TRAINING.....	2,000
		DEPARTMENT TEAM BUILDING.....	20,000
		TOTAL	22,000
	LINE 68 00 INTANGIBLE ASSETS	HRIS SOFTWARE 50%GF/50%WS.....	25,000
		TOTAL	25,000
	LINE 91 00 TRANSFERS	TRANSFER TO GENERAL FUND.....	1,818,346
		EIGHT PERCENT OF CHARGES FOR SERVICES	
		TOTAL	1,818,346
	LINE 93 01 INTEREST-UTIL DEP	UTILITY DEPOSIT INTEREST.....	35,000
		TOTAL	35,000
	LINE 93 02 INTEREST-UTIL DEP	UTILITY DEPOSIT INTEREST.....	20,000
		TOTAL	20,000
	LINE 99 00 OTHER NON-OPERATING	PAY FOR PERFORMANCE-WATER-SEWER FUND...	100,000
		BASED ON 3% AND HALF YEAR	
		TOTAL	100,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
402 WATER-SEWER FND	8803 NON-DEPARTMENT W/S	ADMIN ASSISTANT	ADD PERS REQ, ADM ASST		8,000				612			10	8,622
		ASSISTANT FINANCE DIRECTOR	BOHM, SHERI		111,488				8,529	10,034	23,361	134	153,546
		CONSTRUCTION FIELD INSPECTOR	BROWN, CHRISTOPHER		29,869		750	300	2,365	2,783	8,520	396	44,983
		CYBER SECURITY ENGINEER	OUVERSON, DANIEL		47,050				3,599	4,234	5,789	56	60,729
		INFO TECHNOLOGY SPECIALIST	ADD PERS REQ, IT SPEC		12,316				942	1,108	1,728	15	16,110
		INFO TECHNOLOGY SPECIALIST	BOSLEY, DENNIS		77,022		10,000	3,900	6,850	8,183	17,716	109	123,781
		INFO TECHNOLOGY SPECIALIST	JUMP, MARC		35,724		5,000	1,950	3,256	3,841	5,849	51	55,672
		INFO TECHNOLOGY SPECIALIST	WILCOX, JAYME		19,074		2,500	975	1,725	2,029	2,895	27	29,225
		INTERNAL AUDITOR	POULOS, BILLY	56,572					4,127	5,091	7,668	68	73,526
		PAYROLL COORDINATOR	HUESTON, DARLENE L		77,979		2,500		5,791	7,243	17,836	97	111,446
		STORESCLERK	DAVIS, JAMES E		46,842			100	3,564	4,224	11,579	56	66,365
		TOTAL		56,572	465,363		20,750	7,225	41,362	48,772	102,942	1,018	744,004
		COUNT 11											

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
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FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
		TOTAL		342,684	5,108,403	11,277	207,404	78,063	428,066	515,937	1,168,126	152,214	8,012,174
		COUNT 118											

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori	Bud
403-SEWER IMPACT FUND								
PERMITS AND FEES								
324.21-02	SEWER - RESIDENTIAL	122,375	150,000	150,000	57,488	152,644		2,644
324.22-02	SEWER - COMMERCIAL	27,276			314,939			
*	PERMITS AND FEES	149,651	150,000	150,000	372,427	152,644		2,644
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		11,483	11,483		30,237		18,754
361.10-01	SEWER BILLING	124			35			
361.10-05	UNREAL/REAL GAIN (LOSS)	5,339			9,184			
361.20-01	SEWER STATE BOARD INT	52,773			35,427			
361.40-02	FEDERAL HOME LOAN BANK				1,450			
361.50-01	TREASURY BILLS	2,033						
*	MISCELLANEOUS	60,269	11,483	11,483	46,096	30,237		18,754
NON-REVENUES								
389.01-00	CARRYOVER-CASH			1,338,517				
389.02-00	CARRYOVER-ENCUMBRANCES			287,820				
*	NON-REVENUES			1,626,337				
**	SEWER IMPACT FUND	209,920	161,483	1,787,820	418,523	182,881		21,398

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
403-SEWER IMPACT FUND						
4683-SEWER LINES						
63-00 IMPROVEMENTS O/T BUILDING		161,483			182,881	21,398
* Capital Outlay		161,483			182,881	21,398
** SEWER LINES		161,483			182,881	21,398

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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403 4683 SEWER LINES	LINE 63 00 IMPROVE. O/T BLDG	AVAILABLE FOR CAPITAL PROJECTS.....	182,881
		TOTAL	182,881

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
403-SEWER IMPACT FUND								
8804-W/S NON-OPERATING								
59-00 DEPRECIATION		386,138						
* Operating Expenditures		386,138						
62-00 BUILDINGS					287,820		172,959	
* Capital Outlay					287,820		172,959	
** W/S NON-OPERATING		386,138			287,820		172,959	
*** SEWER IMPACT FUND		386,138	161,483	1,787,820	172,959	182,881		21,398

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

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		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori Bud	
PERMITS AND FEES								
324.21-01	WATER - RESIDENTIAL	78,274	140,000	140,000	52,179	113,054		26,946-
324.22-01	WATER - COMMERCIAL	32,563			371,757			
*	PERMITS AND FEES	110,837	140,000	140,000	423,936	113,054		26,946-
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS		19,986	19,986		17,427		2,559-
361.10-05	UNREAL/REAL GAIN (LOSS)	5,339			9,184			
361.40-02	FEDERAL HOME LOAN BANK	2,900			1,426			
361.50-01	TREASURY BILLS	2,033						
*	MISCELLANEOUS	10,272	19,986	19,986	10,610	17,427		2,559-
NON-REVENUES								
389.01-00	CARRYOVER-CASH			1,385,513		190,000		190,000
389.02-00	CARRYOVER-ENCUMBRANCES			287,820				
*	NON-REVENUES			1,673,333		190,000		190,000
**	WATER IMPACT FUND	121,109	159,986	1,833,319	434,546	320,481		160,495

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

						Variance	
408-WATER IMPACT FUND	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	FY 2026 Bud to	
4383-WATER LINES	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2025 Ori Bud	
63-00 IMPROVEMENTS O/T BUILDING			1,503,963	35,610	130,481	130,481	
* Capital Outlay			1,503,963	35,610	130,481	130,481	
** WATER LINES			1,503,963	35,610	130,481	130,481	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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408 4383 WATER LINES	LINE 63 00 IMPROVE. O/T BLDG	AVAILABLE FOR CAPITAL PROJECTS.....	130,481
		TOTAL	130,481

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

						Variance	
408-WATER IMPACT FUND	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	FY 2026 Bud to	
4391-W/S IMPACT W/METER-PLANT	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2025 Ori	Bud
63-00 IMPROVEMENTS O/T BUILDING		159,986	41,536		190,000		30,014
* Capital Outlay		159,986	41,536		190,000		30,014
** W/S IMPACT W/METER-PLANT		159,986	41,536		190,000		30,014

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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408 4391	W/S IMPACT W/METER	LINE 63 00 IMPROVE. O/T BLDG	RAW WATER SUPPLY WELLS.....	190,000
			TOTAL	190,000

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
408-WATER IMPACT FUND								
8811-NON DEPARTMENTAL								
59-00 DEPRECIATION		166,388						
*	Operating Expenditures	166,388						
62-00 BUILDINGS				287,820	172,959			
*	Capital Outlay			287,820	172,959			
**	NON DEPARTMENTAL	166,388		287,820	172,959			
***	WATER IMPACT FUND	166,388	159,986	1,833,319	208,568	320,481		160,495

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

405-MARINA ACCOUNT ACCOUNT DESCRIPTION		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
INTERGOVERNMENTAL				11,892			
331.50-29 FEMA-4828-HURR HELENE				1,799			
331.50-30 FEMA-4834-HURR MILTON				13,691			
* INTERGOVERNMENTAL							
CHARGES FOR SERVICES							
344.20-01 SLIP RENTAL		110,738	120,300	120,300	67,590	117,200	3,100-
344.20-02 BOAT LAUNCH - RESIDENT		7,500	8,500	8,500	4,325	7,500	1,000-
344.20-03 PERMIT FEES		575	750	750	575	775	25
344.20-04 SPONGE BOAT DOCKING FEES		1,540	2,100	2,100	1,540	2,000	100-
344.20-05 BOAT LAUNCH-NON-RES		15,625	14,300	14,300	14,825	15,200	900
344.20-06 BOAT LAUNCH-NON RES MO.		450	250	250	250	325	75
* CHARGES FOR SERVICES		136,428	146,200	146,200	89,105	143,000	3,200-
MISCELLANEOUS							
361.20-00 STATE BOARD INTEREST					1,152		
369.40-35 HURRICANE DAMAGE					52,910		
369.90-00 OTHER MISC. REVENUE		227			157		
* MISCELLANEOUS		227			54,219		
NON-REVENUES							
389.01-00 CARRYOVER-CASH				147		5,366	5,366
389.02-00 CARRYOVER-ENCUMBRANCES				147		5,366	5,366
* NON-REVENUES							
** MARINA		136,655	146,200	160,038	143,324	148,366	2,166

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori Bud	
405-MARINA							
1006-WATERFRONTS							
12-00 REGULAR SALARIES & WAGES	52,815	54,274	54,274	36,810	56,247	1,973	
14-00 OVERTIME PAY	3,524	1,000	1,729	5,554	1,000		
15-00 SPECIAL PAY	240	240	240	240	240		
21-00 FICA TAXES	4,163	4,190	4,249	3,241	4,341	151	
22-00 RETIREMENT CONTRIBUTION	4,911	4,996	5,062	3,834	5,174	178	
23-00 LIFE & HEALTH INSURANCE	14,146	15,838	15,838	9,854	13,918	1,920-	
24-00 WORKER'S COMPENSATION	1,031	1,327	1,327	1,038	1,379	52	
* Personnel Services	80,830	81,865	82,719	60,572	82,299	434	
32-00 ACCOUNTING & AUDITING	97	100	247	147	100		
41-00 COMMUNICATION SERVICES	7,820	3,520	3,520	2,739	3,520		
42-00 FREIGHT & POSTAGE SERVICE	17	50	50		50		
43-01 WATER/SEWER SERVICE	12,946	10,813	10,813	4,181	11,059	246	
43-02 ELECTRIC SERVICE	8,175	7,979	7,979	4,241	7,556	423-	
44-00 RENTS & LEASES		162	5,125	4,962	162		
45-00 INSURANCE	34,992	18,855	18,855	17,098	36,597	17,742	
46-00 REPAIRS & MAINTENANCE	90	800	7,000	3,166	800		
46-04 VEHICLE MAINT. REPAIRS	7,185	2,411	2,411	2,670	2,483	72	
47-00 PRINTING & BINDING	617	800	800	988	800		
51-00 OFFICE SUPPLIES				11			
52-00 OPERATING SUPPLIES	4,935	2,660	4,334	4,546	2,660		
52-11 VEHICLE FUEL	295	238	238	324	280	42	
59-00 DEPRECIATION	1,495						
* Operating Expenditures	78,664	48,388	61,372	45,075	66,067	17,679	
63-00 IMPROVEMENTS O/T BUILDING		15,947	15,947			15,947-	
* Capital Outlay		15,947	15,947			15,947-	
** WATERFRONTS	159,494	146,200	160,038	105,647	148,366	2,166	
*** MARINA	159,494	146,200	160,038	105,647	148,366	2,166	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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405 1006 MARINA	LINE 32 00 ACCOUNTING/AUDIT.	ANNUAL AUDITS.....	100
		TOTAL	100
	LINE 41 00 COMMUNICATION SVC	CELL PHONE.....	720
		WIFI/INTERNET BOOSTER.....	2,800
		TOTAL	3,520
	LINE 42 00 FREIGHT & POSTAGE SVC	FREIGHT & POSTAGE.....	50
		TOTAL	50
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	11,059
		TOTAL	11,059
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	7,556
		TOTAL	7,556
	LINE 44 00 RENTALS AND LEASES	MULTIFUNCTION PRINTER RENT.....	162
		TOTAL	162
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	9,529
		FLOOD INSURANCE.....	3,628
		MARINA OPERATIONS LEGAL LIABILITY INSURANCE.....	5,971
		LONG TERM DISABILITY.....	119
		WIND COVERAGE.....	17,350
		TOTAL	36,597
	LINE 46 00 REPAIR AND MAINT.	MISCELLANEOUS DOCK REPAIRS.....	800
		TOTAL	800
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	2,483
		TOTAL	2,483
	LINE 47 00 PRINTING AND BINDING	LAUNCH PERMIT/STICKERS.....	800
		TOTAL	800
	LINE 52 00 OPERATING SUPPLIES	MISC OPERATING SUPPLIES.....	2,000
		NAVIGATION CHARTS.....	100
		UNIFORMS.....	360
		US FLAGS.....	200
		TOTAL	2,660

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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405 1006 MARINA

LINE 52 11 OPERATING SUPPLIES

VEHICLE FUEL.....

280

TOTAL

280

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
405 MARINA	1006 MARINA	TECHNICIAN I	SWAN, JOHN		7,659			40	532	693	2,340	293	11,557
		TECHNICIAN II	POPPA, MICHAEL P		48,589		1,000	200	3,808	4,481	11,579	1,085	70,742
		TOTAL			56,247		1,000	240	4,341	5,174	13,918	1,379	82,299
		COUNT 2											

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

406-STORM WATER UTILITY ACCOUNT ACCOUNT DESCRIPTION		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
INTERGOVERNMENTAL				37,480			
331.50-29 FEMA-4828-HURR HELENE				12,431			
331.50-30 FEMA-4834-HURR MILTON						582,503	582,503
334.36-99 LEGISLATIVE APPR							
334.40-06 MANGO ST PH II		138,750					
337.30-08 SWFMD-PENT/GROSSE		822,796					
* INTERGOVERNMENTAL		961,546		49,911		582,503	582,503
CHARGES FOR SERVICES							
343.90-03 STORM WATER UTILITY FEES		2,052,881	2,134,833	2,134,833	1,351,466	2,539,390	404,557
343.90-04 DELINQ PENALTY STORMWATER		13,084	13,100	13,100	7,328	13,166	66
347.40-03 OFF DUTY EMPLOYEES			400	400			400-
* CHARGES FOR SERVICES		2,065,965	2,148,333	2,148,333	1,358,794	2,552,556	404,223
MISCELLANEOUS							
361.10-00 INTEREST ON INVESTMENTS		28,759	16,117	16,117	164-	22,038	5,921
361.10-24 BOA		1			1		
361.20-00 STATE BOARD INTEREST		34,451					
369.40-17 STORMWATER		5,997					
369.90-00 OTHER MISC. REVENUE		2,407					
* MISCELLANEOUS		71,615	16,117	16,117	163-	22,038	5,921
NON-REVENUES							
384.09-00 BOND/LOAN ISSUE				46,083		2,500,000	2,500,000
389.01-00 CARRYOVER-CASH				1,462,253			
389.02-00 CARRYOVER-ENCUMBRANCES				1,508,336		2,500,000	2,500,000
* NON-REVENUES							
** STORM WATER UTILITY		3,099,126	2,164,450	3,722,697	1,358,631	5,657,097	3,492,647

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
406-STORM WATER UTILITY						
4802-STORM WATER						
11-00 EXECUTIVE SALARIES	27,963	30,057	30,057	19,666	30,057	
12-00 REGULAR SALARIES & WAGES	389,175	425,414	425,414	285,591	451,888	26,474
13-00 OTHER SALARIES & WAGES	1,425	1,652	1,652	1,093	1,735	83
14-00 OVERTIME	32,731	9,000	22,329	30,461	9,000	
15-00 SPECIAL PAY	12,864	8,568	8,568	9,000	5,968	2,600-
21-00 FICA TAXES	33,782	35,840	36,907	25,577	37,673	1,833
22-00 RETIREMENT CONTRIBUTION	40,676	42,573	43,774	30,430	44,723	2,150
23-00 LIFE & HEALTH INSURANCE	103,169	114,458	114,458	78,677	110,639	3,819-
24-00 WORKER'S COMPENSATION	11,885	15,019	15,019	11,750	15,691	672
25-00 UNEMPLOYMENT COMPENSATION	94					
26-00 OTHER POSTEMPLOYMENT BENE	3,923					
* Personnel Services	657,687	682,581	698,178	492,245	707,374	24,793
31-00 PROFESSIONAL SERVICES	182,918	198,000	299,954	65,093	198,000	
32-00 ACCOUNTING & AUDITING	1,352	2,050	4,052	2,001	2,050	
34-00 OTHER CONTRACT SERVICES	109,210	95,692	118,193	79,671	95,692	
40-00 TRAVEL PER DIEM	4,262	1,551	5,551	3,161	1,551	
41-00 COMMUNICATION SERVICES	3,265	2,255	2,255	1,760	2,255	
42-00 POSTAGE & FREIGHT	17	500	500		500	
43-01 WATER/SEWER SERVICE	1,985	1,835	1,835	1,394	1,904	69
43-02 ELECTRICITY	8,844	8,922	8,922	4,996	8,834	88-
44-00 RENTS & LEASES	387	2,339	24,152	14,912	2,339	
45-00 INSURANCE	13,198	14,595	14,595	9,493	15,914	1,319
46-00 REPAIRS & MAINTENANCE	20,726	6,092	6,857	11,282	6,092	
46-04 VEHICLE MAINT. REPAIRS	255,211	151,961	151,961	120,092	161,079	9,118
46-05 INTER-FUND BILLING	323					
47-00 PRINTING & BINDING		300	300		300	
48-00 PROMOTIONAL ACTIVITIES	2,652	2,800	2,800	2,280	2,800	
49-00 OTHER CURRENT CHARGES	42,101	42,101	42,101	28,067	42,101	
51-00 OFFICE SUPPLIES	265	244	244	151	244	
52-00 OPERATING SUPPLIES	55,596	78,225	64,225	47,706	78,225	
52-11 VEHICLE FUEL	23,682	20,663	20,663	15,926	30,900	10,237
53-00 ROAD MATERIALS & SUPPLIES	16,140	12,420	16,358	10,331	12,420	
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,108	769	769	758	769	
55-00 TRAINING	2,663	4,100	4,100	5,626	4,100	
* Operating Expenditures	745,905	647,414	790,387	424,700	668,069	20,655
61-00 LAND			25,095			
63-00 IMPROVEMENTS O/T BUILDING		150,000	1,794,068	915,209	2,531,727	2,381,727
64-00 MACHINERY & EQUIPMENT		144,500	144,500	113,630		144,500-
* Capital Outlay		294,500	1,938,568	1,053,934	2,531,727	2,237,227
71-00 PRINCIPAL					396,246	396,246
72-00 INTEREST					156,454	156,454
* Debt Services					552,700	552,700
99-00 OTHER NON OPERATING	1,857-	244,391			865,205	620,814
91-00 TRANSFERS	164,069	171,867	171,867	114,578	204,204	32,337
* Other Non-Operating	162,212	416,258	171,867	114,578	1,069,409	653,151
** STORM WATER	1,565,804	2,040,753	3,599,000	2,085,456	5,529,279	3,488,526

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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406 4802 STORM WATER

LINE 31 00 PROFESSIONAL SVC	STORMWATER GENERAL SERVICES CONTRACT.....	198,000
	TOTAL	198,000
LINE 32 00 ACCOUNTING/AUDIT.	ANNUAL AUDITS.....	2,050
	TOTAL	2,050
LINE 34 00 OTHER CONTRACT SVC	AMBIENT SURVEILLANCE FEE.....	32,274
	NPDES PERMITTING.....	1,160
	POND MOWING CONTRACT.....	22,450
	SPRING BAYOU SPECIAL SAMPLING.....	15,000
	CLEARWATER HARBOR ST JOSEPHS SOUND MANAGEMENT	
	WATERSHED PLAN.....	11,500
	AQUATIC TRATMENT OF PONDS.....	13,308
	TOTAL	95,692
LINE 40 00 TRAVEL PER DIEM	TRAVEL ALLOWANCE.....	1,551
	TOTAL	1,551
LINE 41 00 COMMUNICATION SVC	CELL PHONES/INTERNET FOR IPAD.....	1,255
	INTERNET BOOSTER FOR BUILDING.....	1,000
	TOTAL	2,255
LINE 42 00 FREIGHT & POSTAGE SVC	FREIGHT & POSTAGE.....	500
	TOTAL	500
LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	1,904
	TOTAL	1,904
LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	8,834
	TOTAL	8,834
LINE 44 00 RENTALS AND LEASES	EQUIPMENT RENTAL.....	1,557
	MFP RENTAL.....	782
	TOTAL	2,339
LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	13,945
	LONG TERM DISABILTY.....	1,969
	TOTAL	15,914
LINE 46 00 REPAIR AND MAINT.	REPAIRS/MAINTENANCE STORMWATER CONVEYANCE SYSTEM..	6,092

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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		TOTAL	6,092
406 4802 STORM WATER	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	161,079
		TOTAL	161,079
	LINE 47 00 PRINTING AND BINDING	PRINTING AND BINDING.....	300
		TOTAL	300
	LINE 48 00 PROMOTIONAL ACTIVIT.	PROMOTIONAL ACTIVITIES.....	2,800
		TOTAL	2,800
	LINE 49 00 OTHER CURRENT CHARGES	REIMBURSEMENT TO WATER-SEWER FUND FOR WORK PERFORMED BY UTILITY BILLING STAFF.....	42,101
		TOTAL	42,101
	LINE 51 00 OFFICE SUPPLIES	PENS, PENCILS, PAPER ETC.....	244
		TOTAL	244
	LINE 52 00 OPERATING SUPPLIES	SOD.....	20,919
		SILT FABRIC/SOCK.....	3,250
		TOOLS (RAKES, SHOVELS, WEED EATER ETC.).....	6,398
		YARD WASTE TIPPING FEES.....	1,570
		SEED, PLANTS, CHEMICAL & PAINT.....	1,575
		HYDRATION DRINKS.....	459
		SAFETY SUPPLIES.....	4,000
		BANK STABILIZATION MATERIAL.....	25,435
		SEAWALL RESTORATION.....	11,394
		REPLACEMENT PC FOR PAUL HOPKINS.....	3,225
		TOTAL	78,225
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL.....	30,900
		TOTAL	30,900
	LINE 53 00 ROAD MATERIAL/SUPP.	ROAD MATERIAL FOR DRAINAGE REPAIRS.....	12,420
		TOTAL	12,420
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	PUBLICATIONS/SUBSCRIPTIONS.....	769
		TOTAL	769
	LINE 55 00 TRAINING	TRAINING.....	4,100
		TOTAL	4,100

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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406 4802 STORM WATER	LINE 63 00 IMPROVE. O/T BLDG	ANNUAL PIPELINING.....	150,000
		GRANDVIEW CONSTRUCTION.....	477,365
		ROOSEVELT/CANAL DESIGN.....	136,396
		ROOSEVELT/CANAL DRAIN CONSTRUCTION.....	418,285
		LAKEVIEW DRIVE DRAINAGE DESIGN.....	198,913
		LAKEVIEW DRIVE DRAINAGE CONSTRUCTION.....	609,770
		PINELLAS TRAIL CULVERT DESIGN.....	139,626
		LIME AND PINEAPPLE.....	231,372
		OLEANDER RIGHT OF WAY ACQUISITION.....	170,000
		TOTAL	2,531,727
	LINE 71 00 PRINCIPAL	PRINCIPAL-VACCON TRUCK LEASE YEAR 1 OF 5.....	103,000
		PRINCIPAL-STORM ACTION PLAN-PRINCIPAL YEAR 1 OF 10.....	293,246
		TOTAL	396,246
	LINE 72 00 INTEREST	INTEREST-VACCON TRUCK LEASE YEAR 1 OF 5.....	18,182
		INTEREST-STORM ACTION PLAN YEAR 1 OF 10.....	138,272
		TOTAL	156,454
	LINE 91 00 TRANSFERS	TRANSFER TO GENERAL FUND.....	180,366
		EIGHT PERCENT OF CHARGES FOR SERVICES	
		TOTAL	180,366
	LINE 99 00 OTHER NON-OPERATING	AVAILABLE FOR CAPITAL PROJECTS.....	865,205
		TOTAL	865,205

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
406 STORM WATER	4802 STORM WATER	BILL TECH II/DIVISION COORDINA	DICICCO, ANDREA		14,316		1,000		1,172	1,378	2,895	18	20,779
		CUSTODIAN-PT TEMP/CITY BLDGS	YOTHERS, AMANDA			1,735			133			41	1,909
		EXECUTIVE ASSISTANT	THOMPSON, AMBER L		14,815				1,133	1,333	2,895	18	20,194
		GIS ADMINISTRATOR	SMITH, MATTHEW		4,636				355	417	695	6	6,109
		GIS MAPPING TECH	MOURE, MITCHELL		11,232			18	810	1,012	2,084	144	15,300
		HEAVY EQUIPMENT OPERATOR	DEEGAN, ROBERT		54,870		3,000	200	4,381	5,227	17,836	1,057	86,570
		HEAVY EQUIPMENT OPERATOR	GABRIELLI, STEVEN		51,022		3,000	200	4,148	4,880	11,699	2,066	77,015
		HEAVY EQUIPMENT OPERATOR	SWITS, MICHAEL		59,218			200	4,545	5,348	17,041	2,591	88,942
		PUBLIC WORKS DIRECTOR	VACANT, PUB WKS DIR	30,057				650	2,279	2,764	2,895	393	39,037
		SENIOR TECHNICIAN	HOPKINS, PAUL W		69,139			4,100	5,602	6,592	23,361	2,681	111,475
		STREETS AND STORMWATER SUPERVI	MANNHELLO, ANTHONY		90,168			200	6,913	8,133	11,579	3,443	120,436
		TECHNICIAN I	COLLINS, SEAN		36,670		1,000	200	2,606	3,409	6,081	1,443	51,409
		TECHNICIAN II	VELEZ, ANTHONY		45,802		1,000	200	3,596	4,230	11,579	1,791	68,197
		TOTAL		30,057	451,888	1,735	9,000	5,968	37,673	44,723	110,639	15,691	707,373
		COUNT 13											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
406-STORM WATER UTILITY							
5001-PROJECT ADMINISTRATION							
11-00 EXECUTIVE SALARIES	24,942	26,810	26,810	17,795	30,099		3,289
12-00 REGULAR SALARIES & WAGES	53,037	60,819	60,819	40,512	62,639		1,820
14-00 OVERTIME	837	760	760	1,268	760		
15-00 SPECIAL PAY	2,229	2,470	2,470	1,692	1,482		988-
21-00 FICA TAXES	5,896	6,640	6,640	4,480	6,782		142
22-00 RETIREMENT CONTRIBUTION	7,068	8,224	8,224	5,555	8,594		370
23-00 LIFE & HEALTH INSURANCE	14,295	17,040	17,040	11,571	16,515		525-
24-00 WORKER'S COMPENSATION	467	421	421	329	434		13
* Personnel Services	108,771	123,184	123,184	83,202	127,305		4,121
40-00 TRAVEL PER DIEM	670	513	513	456	513		
49-02 INTERDEPT ALLOC CAP	47,947						
* Operating Expenditures	48,617	513	513	456	513		
** PROJECT ADMINISTRATION	157,388	123,697	123,697	83,658	127,818		4,121

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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406 5001	PROJECT ADMINISTRATION	LINE 40 00 TRAVEL PER DIEM	CAR ALLOWANCE @ \$300 PER MONTH FOR DIRECTOR	513
			TOTAL	513

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
406 STORM WATER	5001 PROJECT ADMINISTRA	GRANT WRITER/PROJ COORD	HARBERT, PAULETTE J		15,749				1,205	1,417	2,200	19	20,590
		PROJECT ADMIN ASST DIRECTOR	MAKRIS, NICK		21,590				1,652	1,943	3,238	26	28,448
		PROJECT ADMIN DIRECTOR	ROBERTSON, ROBERT R	30,099					1,818	2,755	4,439	37	39,148
		PROJECT INSPECTOR	DOORLAG, RODNEY		12,650			741	1,024	1,205	2,200	171	17,992
		PROJECT INSPECTOR	MILLER, JEVON		12,650		760	741	1,083	1,274	4,439	181	21,127
		TOTAL		30,099	62,639		760	1,482	6,782	8,594	16,515	434	127,305
		COUNT 5											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

		ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	Variance	
		FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2026 Bud to	FY 2025 Ori Bud
406-STORM WATER UTILITY								
8809-NON-DEPARTMENTAL								
59-00 DEPRECIATION EXPENSE		321,378						
* Operating Expenditures		321,378						
** NON-DEPARTMENTAL		321,378						
*** STORM WATER UTILITY		2,044,570	2,164,450	3,722,697	2,169,114	5,657,097	3,492,647	

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
		TOTAL COUNT 18		60,156	514,528	1,735	9,760	7,450	44,454	53,318	127,154	16,125	834,678

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

407-GOLF COURSE		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to FY 2025 Ori	Bud to Ori Bud
CHARGES FOR SERVICES								
347.21-00	GREENS FEES	1,141,214	1,108,342	1,108,342	808,236	1,121,135	12,793	
347.21-71	MEMBERSHIPS	85,260	79,020	79,020	109,255	113,493	34,473	
347.22-02	CIP SURCHARGE	57,229	56,017	56,017	39,686	55,425	592-	
347.22-51	GOLF LESSONS	10,420	13,707	13,707	9,400	10,390	3,317-	
347.24-00	RENTAL FEE INCOME	726,273	691,708	691,708	750,831	819,753	128,045	
347.25-11	CLUBHOUSE - FOOD	42,520	39,507	39,507	29,738	45,700	6,193	
347.25-12	CLUBHOUSE - BEER	124,136	110,937	110,937	81,631	125,200	14,263	
347.25-13	CLUBHOUSE - WINE	1,731	1,287	1,287	1,247	1,530	243	
347.25-15	CLUBHOUSE-OTHER BEVERAGES	34,314	29,976	29,976	21,243	33,300	3,324	
347.27-10	PRO SHOP SALES	79,441	82,280	82,280	64,811	85,700	3,420	
*	CHARGES FOR SERVICES	2,302,538	2,212,781	2,212,781	1,916,077	2,411,626	198,845	
MISCELLANEOUS								
361.10-00	INTEREST ON INVESTMENTS	24,476	27,302	27,302	12,640	25,413	1,889-	
361.20-00	STATE BOARD INTEREST	24,704			27,467			
369.40-07	GOLF COURSE	20,424						
369.90-00	OTHER MISC. REVENUE	18,426			235			
*	MISCELLANEOUS	88,030	27,302	27,302	40,342	25,413	1,889-	
NON-REVENUES								
384.12-00	GOLF COURSE CLUBHOUSE					4,200,000	4,200,000	
389.01-00	CARRYOVER-CASH					151,037	151,037	
389.02-00	CARRYOVER-ENCUMBRANCES			26,630				
*	NON-REVENUES			26,630		4,351,037	4,351,037	
**	GOLF COURSE	2,390,568	2,240,083	2,266,713	1,956,419	6,788,076	4,547,993	

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
407-GOLF COURSE						
4902-T S GOLF COURSE						
12-00 REGULAR SALARIES & WAGES	214,105	250,992	250,992	148,915	262,558	11,566
13-00 OTHER SALARIES & WAGES	154,048	168,454	168,454	106,827	180,764	12,310
14-00 OVERTIME PAY	364	1,000	1,000	380	1,000	
15-03 GOLF LESSONS	10,125	17,000	17,000	9,080	17,000	
21-00 FICA TAXES	28,631	33,421	33,421	19,727	35,251	1,830
22-00 RETIREMENT CONTRIBUTION	18,221	24,209	24,209	12,192	25,250	1,041
23-00 LIFE & HEALTH INSURANCE	35,874	47,993	47,993	35,403	58,063	10,070
24-00 WORKER'S COMPENSATION	3,110	4,198	4,198	3,284	4,428	230
26-00 OTHER POSTEMPLOYMENT BENE	1,432					
* Personnel Services	465,910	547,267	547,267	335,809	584,314	37,047
32-00 ACCOUNTING & AUDITING	1,140		1,919	1,918		
34-00 OTHER CONTRACTUAL SERVICE	553,202	699,000	699,000	338,136	733,000	34,000
40-00 TRAVEL PER DIEM	258	300	300	198	600	300
41-00 COMMUNICATION SERVICES	10,265	10,340	10,340	8,057	15,000	4,660
42-00 FREIGHT & POSTAGE SERVICE	230	100	100	48	300	200
43-01 WATER/SEWER SERVICE	22,218	19,481	19,481	20,028	21,405	1,924
43-02 ELECTRIC SERVICE	22,919	26,051	26,051	12,167	22,647	3,404-
44-00 RENTS & LEASES	13,191	126,070	126,070	74,225	132,618	6,548
45-00 INSURANCE	51,790	54,766	54,766	42,739	60,076	5,310
46-00 REPAIRS & MAINTENANCE	14,865	47,000	47,000	12,091	54,000	7,000
47-00 PRINTING & BINDING	214	2,000	2,000	261	2,300	300
48-00 PROMOTIONAL ACTIVITIES		500	500		500	
49-00 OTHER CURRENT CHARGES	1,053	2,000	2,000	1,138	2,500	500
51-00 OFFICE SUPPLIES	1,119	2,000	2,000	507	4,000	2,000
52-00 OPERATING SUPPLIES	75,866	71,500	71,500	57,838	76,500	5,000
52-06 COST OF GOODS SOLD	37,736	50,000	50,000	92,952	85,000	35,000
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,993	2,500	2,500	894	3,500	1,000
58-01 LEASES	63,604					
* Operating Expenditures	871,663	1,113,608	1,115,527	663,197	1,213,946	100,338
62-00 BUILDINGS		325,000	325,000		4,200,000	3,875,000
63-00 IMPROVEMENTS O/T BUILDING			24,711	18,871		17,000-
64-00 MACHINERY & EQUIPMENT		17,000	17,000			
* Capital Outlay		342,000	366,711	18,871	4,200,000	3,858,000
71-00 PRINCIPAL					351,896	351,896
72-00 INTEREST	941				165,926	165,926
* Debt Services	941				517,822	517,822
** T S GOLF COURSE	1,338,514	2,002,875	2,029,505	1,017,877	6,516,082	4,513,207

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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407 4902 T S GOLF COURSE	LINE 34 00 OTHER CONTRACT SVC	GOLF COURSE GROUNDS MAINTENANCE CONTRACTW/ INCREAS	645,000
		WINTER OVERSEEDING OF THE GREENS.....	4,000
		CLUBHOUSE JANITORIAL ANNUAL CONTRACT, WINDOW CLEAN	13,000
		ANNUAL ADT ALARM SYSTEM SECURITY FEE.....	1,000
		TREE REMOVAL, TREE TRIMMING, STUMP GRINDING.....	30,000
		INVASIVE PLANT SPECIES REMOVAL FROM PONDS.....	40,000
		TOTAL	733,000
	LINE 40 00 TRAVEL PER DIEM	MILEAGE ALLOWANCE CITY BUSINESS.....	600
		TOTAL	600
	LINE 41 00 COMMUNICATION SVC	PHONE LINES, COMPUTER LINES, INTERNET, CELL PHONE.	14,000
		IPADS FOR BEVERAGE CART.....	1,000
		TOTAL	15,000
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE, MAILINGS, MERCHANDISE RETURNS.....	300
		TOTAL	300
	LINE 43 01 UTILITY SERVICES	WATER/SEWER SERVICES.....	21,405
		TOTAL	21,405
	LINE 43 02 UTILITY SERVICES	ELECTRIC SERVICE.....	22,647
		TOTAL	22,647
	LINE 44 00 RENTALS AND LEASES	POINT OF SALE SYSTEM, SOFTWARE UPDATES, TECH SUPPO	8,820
		GOLF CART LEASE.....	123,548
		OFFICE PRINTER/SCANNER RENT.....	250
		TOTAL	132,618
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	57,334
		GOLF COURSE LIQUOR LIABILITY.....	1,530
		LONG TERM DISABILITY.....	1,212
		TOTAL	60,076
	LINE 46 00 REPAIR AND MAINT.	BUILDING REPAIRS INCREASE AS AWAIT CLUBHOUSE.....	20,000
		GOLF CART LEASE REPAIRS	1,000
		ICE MACHINE CLEANING AND REPAIRS.....	4,500
		IRRIGATION PUMP STATION VALVE REPLACEMENTS & MAINT.	10,000
		PEST CONTROL.....	200
		TORO IRRIGATION COMPUTER TECH SUPPORT.....	3,300
		AC REPAIRS & REPLACEMENT.....	15,000
		TOTAL	54,000

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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407 4902 T S GOLF COURSE	LINE 47 00 PRINTING AND BINDING	GOLF COURSE SCORECARDS.....	2,300
		TOTAL	2,300
	LINE 48 00 PROMOTIONAL ACTIVIT.	AS NEEDED LOCAL ADS.....	500
		TOTAL	500
	LINE 49 00 OTHER CURRENT CHARGES	GHIN HANCIAP SYSTEM FEES FOR MEMBERS/LOCAL GOLFERS	2,500
		TOTAL	2,500
	LINE 51 00 OFFICE SUPPLIES	PENS, PENCILS , PAPER, CREDIT CARD PAPER, MARKERS.	4,000
		TOTAL	4,000
	LINE 52 00 OPERATING SUPPLIES	CREDIT CARD PROCESSING FEES.....	50,000
		RESOD PRACTICE RANGE TEE BOX.....	12,000
		RANGE BALLS.....	10,000
		GENERAL IMPROVEMENTS.....	1,000
		RANGE BALL WASHING MACHINE.....	3,500
		TOTAL	76,500
	LINE 52 06 OPERATING SUPPLIES	GOLF SHOP MERCHANIDSE FOR RESALE	85,000
		TOTAL	85,000
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	FLORIDA GOLF ASSOC MEMBERSHIP; USGA MEMBERSHIP; NGA MEMBERSHIP; PGA DUES HOWARD AND STEVE.....	3,500
		TOTAL	3,500
	LINE 62 00 BUILDINGS	CLUBHOUSE CONSTRUCTION.....	4,200,000
		TOTAL	4,200,000
	LINE 71 00 PRINCIPAL	PRINCIPAL-CLUBHOUSE NOTE YEAR 1 OF 10.....	351,896
		TOTAL	351,896
	LINE 72 00 INTEREST	INTEREST-CLUBHOUSE NOTE YEAR 1 OF 10.....	165,926
		TOTAL	165,926

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
407 GOLF COURSE	4902 T S GOLF COURSE	G/C ASSIST GOLF PROFESSIONAL	VACANT, GC GO PRO		40,560		1,000	8,500	3,830	4,505	6,081	480	64,957
		G/C ATTENDANT TEMP	MILLIGAN, DANIEL			12,844			982			123	13,950
		G/C ATTENDANT TEMP	SCHAFER, DAVID			12,844			982			123	13,950
		G/C SHOP OPERATOR PT/TEMP	VACANT, GC SHOP OP P			13,338			1,020			128	14,486
		GC/SHOP OPERATOR PT	DAVENPORT, DAVID V			14,227			1,088			137	15,452
		GC/SHOP OPERATOR PT	FRAYER, CHRISTOPHER			13,437			1,028			129	14,594
		GOLF COURSE ASSISTANT MANAGER	CAMPBELL, JAMES		62,088			8,500	5,360	6,353	23,361	678	106,340
		GOLF COURSE ATTENDANT	BENDINELLI, JAMES A			14,435			1,104			138	15,677
		GOLF COURSE ATTENDANT	CASEY, KELTON T			14,514			1,110			139	15,763
		GOLF COURSE ATTENDANT	COLVIN, GARRY			14,188			1,086			136	15,410
		GOLF COURSE ATTENDANT	COMSTOCK, DANIEL			12,844			982			123	13,950
		GOLF COURSE ATTENDANT	HOWARD, STEPHEN			13,269			1,015			127	14,411
		GOLF COURSE ATTENDANT	MATTISON, WILLIAM			14,850			1,136			142	16,128
		GOLF COURSE ATTENDANT	OLTMANS, TIMOTHY			15,265			1,168			147	16,579
		GOLF COURSE ATTENDANT	PETTY, ROBERT			14,711			1,125			141	15,978
		GOLF COURSE MANAGER	HUNT, HOWARD		104,458				7,991	9,401	17,041	1,003	139,894
		GOLF SHOP SUPERVISOR	COOMBS, PAUL		55,453				4,242	4,991	11,579	532	76,797
		TOTAL			262,558	180,764	1,000	17,000	35,251	25,250	58,063	4,428	584,315
		COUNT 17											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance	
						FY 2026 Bud to FY 2025 Ori	Bud
407-GOLF COURSE							
4903-GOLF COURSE-FOOD SERVICE							
12-00 REGULAR SALARIES & WAGES		31,200	31,200		31,200		
13-00 OTHER SALARIES & WAGES	56,222	77,064	77,064	39,761	84,968	7,904	
14-00 OVERTIME PAY		200	200		400	200	
21-00 FICA TAXES	5,456	8,296	8,296	3,753	8,902	606	
22-00 RETIREMENT CONTRIBUTION		2,826	2,826		2,826		
23-00 LIFE & HEALTH INSURANCE		6,081	6,081		6,081		
24-00 WORKER'S COMPENSATION	763	1,041	1,041	814	1,117	76	
* Personnel Services	62,441	126,708	126,708	44,328	135,494	8,786	
46-00 REPAIRS & MAINTENANCE	1,372	4,000	4,000		5,000	1,000	
52-00 OPERATING SUPPLIES	6,077	9,000	9,000	3,474	7,000	2,000-	
52-01 FOOD	30,842	30,000	30,000	21,953	40,000	10,000	
52-02 BEER	46,085	50,000	50,000	30,241	65,000	15,000	
52-03 WINE	762	1,000	1,000	512	1,000		
52-05 OTHER BEVERAGES	15,934	16,000	16,000	10,482	18,000	2,000	
54-00 BOOKS-PUBL-SUBSCRIPTIONS	323	500	500	542	500		
* Operating Expenditures	101,395	110,500	110,500	67,203	136,500	26,000	
** GOLF COURSE-FOOD SERVICE	163,836	237,208	237,208	111,531	271,994	34,786	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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407 4903 FOOD SERVICE	LINE 14 00 OVERTIME PAY	TOURNAMENTS AND COVERAGE.....	200
		TOTAL	200
	LINE 46 00 REPAIR AND MAINT.	EQUIPMENT REPAIR SUCH AS REFRIGERATORS, BEER COOLER	5,000
		TOTAL	5,000
	LINE 52 00 OPERATING SUPPLIES	CUPS, PLATES, SRAWS, LIDS, ETC.....	4,000
		SANITIZERS, DISH SOAP, TOWELS, ETC.....	1,000
		KITCHEN EQUIPMENT REPLACEMENT.....	2,000
		TOTAL	7,000
	LINE 52 01 OPERATING SUPPLIES	FOOD FOR RESALE AT 19TH HOLE.....	40,000
		TOTAL	40,000
	LINE 52 02 OPERATING SUPPLIES	BEER FOR RESALE AT 19TH HOLE.....	65,000
		TOTAL	65,000
	LINE 52 03 OPERATING SUPPLIES	WINE FOR RESALE AT 19TH HOLE.....	1,000
		TOTAL	1,000
	LINE 52 05 OPERATING SUPPLIES	SODA, GATORADE, WATER, TEA, COFFEE, ETC.....	18,000
		TOTAL	18,000
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	TRAINING BOOKS FOR FOOD HANDLING, HEALTH DEPT. REQ	500
		TOTAL	500

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
407 GOLF COURSE	4903 FOOD SERVICE	G/C FOOD & BEV ATTENDANT PT	CASEY, LOIS			14,504			1,109			139	15,752
		G/C FOOD & BEV ATTENDANT PT	CHILDS, RHODA			14,385			1,100			138	15,624
		G/C FOOD & BEV ATTENDANT PT	COLLINS, TINA			14,445			1,105			139	15,688
		G/C FOOD & BEV ATTENDANT PT	VACANT, FD/SV PT			12,844			982			123	13,950
		G/C FOOD & BEV ATTENDANT PT	WEBER, APRIL			14,524			1,111			139	15,774
		G/C FOOD & BEVERAGE OPERATOR	VACANT, GC F/B OPER		31,200		200		2,402	2,826	6,081	302	43,012
		G/C TP FD/SV ATTEND	FREIRE, KENNI			14,267			1,091			137	15,495
		TOTAL			31,200	84,968	200		8,902	2,826	6,081	1,117	135,295
		COUNT 7											

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

							Variance	
407-GOLF COURSE	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ	FY 2026 Bud to		
8806-NONDEPARTMENTAL	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget	FY 2025 Ori	Bud	
59-00 DEPRECIATION	79,075							
* Operating Expenditures	79,075							
** NONDEPARTMENTAL	79,075							
*** GOLF COURSE	1,581,425	2,240,083	2,266,713	1,129,408	6,788,076	4,547,993		

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
		TOTAL			293,758	265,732	1,200	17,000	44,153	28,076	64,144	5,546	719,610
		COUNT 24											

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

505-INT SERV FD-VEHICLE MAINT		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance	
ACCOUNT	ACCOUNT DESCRIPTION						FY 2026 Bud to	FY 2025 Ori Bud
INTERGOVERNMENTAL				2,633				
331.50-29	FEMA-4828-HURR HELENE			12,388				
331.50-30	FEMA-4834-HURR MILTON			15,021				
*	INTERGOVERNMENTAL							
CHARGES FOR SERVICES					36,706	52,365		18,125
341.90-01	INT SERV - FUEL MARKUP	55,690	34,240	34,240	63,051	87,275		39,085
341.90-02	INT SERV - PARTS MARKUP	92,031	48,190	48,190	99,757	139,640		57,210
*	CHARGES FOR SERVICES	147,721	82,430	82,430				
MISCELLANEOUS					5-			
361.10-00	INTEREST ON INVESTMENTS				1,486			
369.90-00	OTHER MISC. REVENUE				1,481			
*	MISCELLANEOUS							
NON-REVENUES				60,000				
389.01-00	CARRYOVER-CASH			22,606				
389.02-00	CARRYOVER-ENCUMBRANCES			82,606				
*	NON-REVENUES							
INTERNAL SERVICES					880,273	1,104,960		12,949
395.01-00	GENERAL FUND	1,238,321	1,092,011	1,192,011		2,120		3,701-
395.11-42	FED EQUITABLE SHARING		5,821	5,821		78,127		15,740
395.44-01	SANITATION	59,055	62,387	62,387	43,637	232,351		29,897-
395.44-02	WATER AND SEWER	335,849	262,248	262,248	185,103	2,763		204
395.44-05	HARBORMASTER	6,668	2,559	2,559	1,891	191,979		25,091
395.44-06	STORMWATER	226,752	166,888	166,888	101,513	1,612,300		20,386
*	INTERNAL SERVICES	1,866,645	1,591,914	1,691,914	1,212,417			
**	INT SERV FD-VEHICLE MAINT	2,014,366	1,674,344	1,871,971	1,313,655	1,751,940		77,596

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2025 Bud to FY 2025 Ori Bud
505-INT SERV FD-VEHICLE MAINT						
4107-VEHICLE MAINTENANCE						
12-00 REGULAR SALARIES & WAGES	312,322	375,055	375,055	219,867	388,708	13,653
14-00 OVERTIME PAY	33,756	7,500	19,077	25,351	7,500	
15-00 SPECIAL PAY	3,782	3,400	3,400	3,330	3,400	
21-00 FICA TAXES	26,018	29,319	30,246	18,844	30,363	1,044
22-00 RETIREMENT CONTRIBUTION	31,217	34,790	35,833	21,919	36,019	1,229
23-00 LIFE & HEALTH INSURANCE	67,393	84,380	84,380	46,801	69,472	14,908-
24-00 WORKER'S COMPENSATION	4,093	6,254	6,254	4,893	6,402	148
26-00 OTHER POSTEMPLOYMENT BENE	2,883					
* Personnel Services	481,464	540,698	554,245	341,005	541,864	1,166
32-00 ACCOUNTING & AUDITING	1,052	940	2,409	1,468	940	
34-00 OTHER CONTRACTUAL SERVIC	684	2,000	2,000	267	2,000	
40-00 TRAVEL PER DIEM	9,286	5,000	2,500	78	5,000	
41-00 COMMUNICATION SERVICES	1,100	1,000	1,000	578	1,000	
42-00 FREIGHT & POSTAGE SERVICE	119	50	50		50	
44-00 RENTS & LEASES	2,865	1,462	1,462	2,033	1,462	
45-00 INSURANCE	14,812	21,859	21,859	11,755	23,252	1,393
46-00 REPAIRS & MAINTENANCE	18,200	10,300	10,980	8,466	10,300	
46-04 VEHICLE MAINT. REPAIRS	19,755	5,507	5,507	19,264	6,058	551
46-05 VEHICLE MAINTENANCE PARTS	823,866	587,963	687,963	615,717	646,225	58,262
47-00 PRINTING & BINDING	262			195		
49-00 OTHER CURRENT CHARGES	35,201			600		
51-00 OFFICE SUPPLIES	552	620	620	419	620	
52-00 OPERATING SUPPLIES	28,292	20,750	30,044	33,158	15,550	5,200-
52-11 VEHICLE FUEL	475,011	462,446	456,446	299,386	483,870	21,424
54-00 BOOKS-PUBL-SUBSCRIPTIONS	1,816	2,600	2,600	493	2,600	
55-00 TRAINING	7,593	11,149	11,149	7,402	11,149	
59-00 DEPRECIATION	51,616					
* Operating Expenditures	1,492,082	1,133,646	1,236,589	1,001,279	1,210,076	76,430
64-00 MACHINERY & EQUIPMENT			60,000	56,580		
68-00 INTANGIBLE ASSETS			21,137	19,428		
* Capital Outlay			81,137	76,007		
** VEHICLE MAINTENANCE	1,973,546	1,674,344	1,871,971	1,418,291	1,751,940	77,596
*** INT SERV FD-VEHICLE MAINT	1,973,546	1,674,344	1,871,971	1,418,291	1,751,940	77,596

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
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505 4107 VEHICLE MAINTENANCE	LINE 32 00 ACCOUNTING/AUDIT.	ANNUAL AUDITS.....	940
		TOTAL	940
	LINE 34 00 OTHER CONTRACT SVC	MONTHLY PICKUP OF OIL/WASTE.....	2,000
		TOTAL	2,000
	LINE 40 00 TRAVEL PER DIEM	TRAVEL FOR CONFERENCE & TRAINING.....	5,000
		TOTAL	5,000
	LINE 41 00 COMMUNICATION SVC	CELL PHONE.....	1,000
		TOTAL	1,000
	LINE 42 00 FREIGHT & POSTAGE SVC	POSTAGE.....	50
		TOTAL	50
	LINE 44 00 RENTALS AND LEASES	MULTIFUNCTION PRINTER RENT.....	262
		OXYGEN/ACETYLENE TANK RENTAL.....	1,200
		TOTAL	1,462
	LINE 45 00 INSURANCE	LIABILITY & PROPERTY INSURANCE.....	14,886
		UNDERGROUND STORAGE TANK INSURANCE.....	7,154
		LONG TERM DISABILITY.....	1,212
		TOTAL	23,252
	LINE 46 00 REPAIR AND MAINT.	AIR COMPRESSOR MAINTENANCE.....	300
		FUEL PUMP MAINTENANCE.....	6,500
		GARAGE DOOR MAINTENANCE.....	1,000
		SHOP EQUIPMENT MAINTENANCE.....	2,500
		TOTAL	10,300
	LINE 46 04 REPAIR AND MAINT.	FLEET MAINTENANCE.....	6,058
		TOTAL	6,058
	LINE 46 05 REPAIR AND MAINT.	REPAIRS AND MAINTENANCE TO ALL CITY VEHICLES ALLOCATED TO DEPARTMENTS.....\$1,261,623 VEHICLE MAINTENANCE TO DEPARTMENTS: PERSONNEL, OPERATING, CAPITAL WHICH EQUALS TOTAL LABOR TO BE CHARGED TO DEPTS.....\$615,398 EQUALS-COMMERCIAL REPAIRS AND PARTS TOTAL\$646,225 COMMERCIAL REPAIRS AND PARTS.....	646,225
		TOTAL	646,225

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

505 4107 VEHICLE MAINTENANCE	LINE 51 00 OFFICE SUPPLIES	PENS, PENCILS, PAPER ETC.....	620
		TOTAL	620
	LINE 52 00 OPERATING SUPPLIES	BUG REPELENT.....	400
		HARDWARE.....	300
		RAG & ABSORBMENTS.....	2,000
		SHOP TOOLS.....	12,000
		SUMMER SQUINCHERS.....	350
		VELCRO FOR PD VEHICLES.....	500
		TOTAL	15,550
	LINE 52 11 OPERATING SUPPLIES	VEHICLE FUEL ALL DEPTS OTHER THAN FLEET.....	483,870
		TOTAL	483,870
	LINE 54 00 BOOKS-PUBL-SUBSCRIP.	ASE, EVT BOOKS & MANUALS.....	600
		MONTHLY SUBSCRIPTION FOR REPAIR MANUALS.....	2,000
		TOTAL	2,600
	LINE 55 00 TRAINING	ASE CERTIFICATION TRAINING.....	2,000
		BASIC ELECTRONIC VEHICLE TRAINING.....	3,000
		CONTINUOUS EVT TRAINING.....	6,149
		TOTAL	11,149

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
505	INT SERV FD-VEH M 4107 VEHICLE MAINTENANC	FLEET MANAGER	VACANT, FLEET MGR		85,070				6,508	7,656	11,579	1,446	112,259
		FLEET OPERATIONS COORDINATOR	HARRIS, DERRICK		53,581				4,099	4,822	11,579	64	74,145
		FLEET TECHNICIAN	BLEVINS, BRIAN F		53,581		1,875	200	4,258	5,009	11,579	946	77,448
		FLEET TECHNICIAN	GANAS, JAMES		59,779		1,875	200	4,747	5,585	11,579	1,055	84,820
		FLEET TECHNICIAN	MILONAS, PAUL R		73,653		1,875	2,800	6,008	7,067	11,579	1,335	104,316
		FLEET TECHNICIAN	SCHAFF, JAKE		63,045		1,875	200	4,744	5,879	11,579	1,555	88,876
		TOTAL			388,708		7,500	3,400	30,363	36,019	69,472	6,402	541,864
		COUNT 6											

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

510-INT SERV FD-RISK MGT ACCOUNT ACCOUNT DESCRIPTION		ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
MISCELLANEOUS							
361.10-00	INTEREST ON INVESTMENTS	403-	10,000	10,000	3,525	10,000	
361.10-05	UNREAL/REAL GAIN (LOSS)	24,231			7,913		
361.10-24	BOA	31			40		
361.20-00	STATE BOARD INTEREST	19,477			5,210		
361.40-02	FEDERAL HOME LOAN BANK	2,600			1,051		
*	MISCELLANEOUS	45,936	10,000	10,000	17,739	10,000	
NON-REVENUES							
389.01-00	CARRYOVER-CASH		147,749	147,749		147,750	1
389.02-00	CARRYOVER-ENCUMBRANCES			1,090			
*	NON-REVENUES		147,749	148,839		147,750	1
INTERNAL SERVICES							
397.01-00	GENERAL FUND	597,938	659,042	659,042	494,281	726,043	67,001
397.44-01	SANITATION	62,139	68,489	68,489	51,367	75,452	6,963
397.44-02	WATER AND SEWER	567,224	625,190	625,190	468,892	688,750	63,560
397.44-05	MARINA	7,848	8,650	8,650	6,487	9,529	879
397.44-06	STORMWATER FUND	11,484	12,658	12,658	9,493	13,945	1,287
397.44-07	GOLF COURSE	47,218	52,043	52,043	39,032	57,334	5,291
397.55-05	VEHICLE MAINTENANCE	12,260	13,512	13,512	10,134	14,886	1,374
*	INTERNAL SERVICES	1,306,111	1,439,584	1,439,584	1,079,687	1,585,939	146,355
**	INT SERV FD-RISK MGT	1,352,047	1,597,333	1,598,423	1,097,426	1,743,689	146,356

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

						Variance	
						FY 2026 Bud to	FY 2025 Ori Bud
510-INT SERV FD-RISK MGT	ACTUALS	ORIGINAL BUDGET	REVISED BUDGET	ACTUALS YTD	DEPARTMENT REQ		
0504-PROPERTY/LIAB-STOP LOSS	FY 2024	FY 2025	FY 2025	May 31, 2025	FY 2026 Budget		
32-00 ACCOUNTING & AUDITING	742	1,000	2,090	1,089	1,000		
34-00 OTHER CONTRACTUAL SERVICE	61,978	51,000	51,000	35,646	51,000		
45-01 PREMIUM	1,357,948	1,439,583	1,439,583	1,080,506	1,585,939	146,356	
45-02 CLAIMS	61,792-	100,000	100,000	84,966	100,000		
52-00 OPERATING SUPPLIES	11,824	5,750	5,750	1,356	5,750		
59-00 DEPRECIATION	11,107						
* Operating Expenditures	1,381,807	1,597,333	1,598,423	1,203,563	1,743,689	146,356	
** PROPERTY/LIAB-STOP LOSS	1,381,807	1,597,333	1,598,423	1,203,563	1,743,689	146,356	
*** INT SERV FD-RISK MGT	1,381,807	1,597,333	1,598,423	1,203,563	1,743,689	146,356	

CITY OF TARPON SPRINGS
FISCAL YEAR 2026 BUDGET JUSTIFICATION
07/10/25

510 0504	PROPERTY/LIAB-STOP LOSS	LINE 32 00 ACCOUNTING/AUDIT.	ANNUAL AUDIT.....	1,000
			TOTAL	1,000
		LINE 34 00 OTHER CONTRACT SVC	CITY HALL SECURITY SERVICE.....	51,000
			TOTAL	51,000
		LINE 45 01 INSURANCE	PROPERTY & LIABILITY INSURANCE.....	1,585,939
			TOTAL	1,585,939
		LINE 45 02 INSURANCE	STOP LOSS CLAIMS	100,000
			TOTAL	100,000
		LINE 52 00 OPERATING SUPPLIES	AED EQUIPMENT.....	5,000
			OTHER EQUIPMENT.....	750
			TOTAL	5,750

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CITY OF TARPON SPRINGS, FLORIDA
STATEMENT OF PROJECTED REVENUES - FY 2026

510-INT SERV FD-RISK MGT ACCOUNT ACCOUNT DESCRIPTION	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	REVENUE PROJ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
	91,443,397	86,155,894	128,864,265	66,404,150	119,280,121	33,124,227

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CITY OF TARPON SPRINGS, FLORIDA
FISCAL YEAR 2026 PROPOSED BUDGET

	ACTUALS FY 2024	ORIGINAL BUDGET FY 2025	REVISED BUDGET FY 2025	ACTUALS YTD May 31, 2025	DEPARTMENT REQ FY 2026 Budget	Variance FY 2026 Bud to FY 2025 Ori Bud
510-INT SERV FD-RISK MGT						
8810-NON-DEPARTMENTAL						
	87,009,835	86,155,894	128,864,265	66,709,667	119,280,121	33,124,227

CITY OF TARPON SPRINGS
FISCAL YEAR 2025-2026 PAYROLL PROJECTION
07/10/25

FUND DESCR	DIVISION NAME	POSITION TITLE	EMPLOYEE	EXEC SALARY	REGULAR SALARY	OTHER SALARY	OVER- TIME	SPECIAL PAY	FICA	RETIRE CONTR	LIFE HEALTH DENTAL	WORKERS COMP	TOTAL
		FINAL TOTALS											
		TOTAL		2,421,806	23,322,489	642,045	1,160,531	357,233	2,020,414	3,485,390	4,970,628	520,146	38,900,683
		COUNT 457											

*** END OF REPORT ***