

TOWN OF GOLDEN BEACH, FLORIDA

RESOLUTION NO. 3035.25

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF GOLDEN BEACH, FLORIDA, APPROVING AMENDMENT #1 TO THE 2024-2025 FISCAL YEAR OPERATING BUDGET FOR THE PURPOSES OF AWARDING EMPLOYEE BONUSES AND AMENDING THE ORIGINALLY ADOPTED BUDGET; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Town Council of the Town of Golden Beach, Florida (the "Town") adopted an Operating Budget for the 2024-2025 Fiscal Year; and

WHEREAS, the Town Manager has recommended certain amendments as described in the September 16th, 2025 Memorandum attached to this Resolution as Exhibit "A"; and

WHEREAS, the Town Manager has recommended awarding bonuses as described in the September 16, 2025 Memorandum attached to this Resolution as Exhibit "A" for employees, including the Town Manager for their performance during the 2024-2025 Fiscal Year; and

WHEREAS, the Town Council finds that the proposed bonuses are in the best interest of the Town.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF GOLDEN BEACH, FLORIDA, AS FOLLOWS:

Section 1. That each of the above-stated recitals is hereby adopted and confirmed.

Section 2. The 2024-2025 Fiscal Year Operating Budget is hereby amended as reflected on Exhibit "A" to this Resolution and the funds are appropriated for the purposes

therein.

Section 3. That the Mayor is authorized to take any and all action, which is necessary to implement this Resolution.

Section 4. This Resolution shall be effective immediately upon adoption.

Sponsored by the **Town Administration.**

A motion to approve was made by Vice Mayor Lusskin, seconded by Councilmember Mendal.

On roll call, the following vote ensued:


Mayor Glenn Singer	<u>Aye</u>
Vice Mayor Judy Lusskin	<u>Aye</u>
Councilmember Kenneth Bernstein	<u>Aye</u>
Councilmember Bernard Einstein	<u>Aye</u>
Councilmember Jessie Mendal	<u>Aye</u>

PASSED AND ADOPTED by the Town Council of the Town of Golden Beach,
Florida, this 16th day of September, 2025.



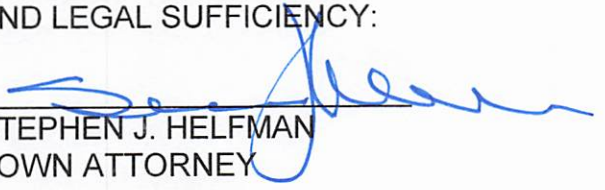
MAYOR GLENN SINGER

ATTEST:



LISSETTE PEREZ
TOWN CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:



STEPHEN J. HELFMAN
TOWN ATTORNEY



TOWN OF GOLDEN BEACH

100 Ocean Boulevard
Golden Beach, FL 33160

MEMORANDUM

Date: September 16, 2025

Item Number:

To: Honorable Mayor Glenn Singer &
Town Council Members

9

From: Alexander Diaz,
Town Manager

Subject: Resolution No. 3035.25 – Authorizing the Mayor to Award a
One-Time Bonus to the Employees of the Town of Golden
Beach

Recommendation:

It is recommended that the Town Council adopt the attached Resolution No. 3035.25 as presented.

Background:

When I was hired as Town Manager in 2007, one of my first actions was to eliminate *merit-based increases*. At the time, it was my belief—and continues to be—that compounding *cost-of-living adjustments (COLAs)* with *merit-based raises* places municipalities on an unsustainable path, often leading to financial strain and, in extreme cases, municipal bankruptcy.

Employees should be compensated fairly for increases in the cost of goods and services where they live, ensuring that no employee earns less in real terms than the prior year. A COLA achieves this. However, merit increases, when layered on top of COLAs, compound annually and escalate long-term personnel costs beyond sustainable levels.

Compensation Policy Implemented in 2007

To address this, in 2007 I implemented the following structure:

1. **COLA as the Baseline Adjustment**
 - o All employees receive a cost-of-living adjustment to ensure wages keep pace with inflation and market realities.
2. **Classification-Based Adjustments**

- The only way an employee can receive a permanent adjustment above COLA is through a reclassification of their position due to changes in job duties, responsibilities, or market benchmarks.

3. Bonus Program

- To incentivize high performance and recognize outstanding work without permanently compounding salary obligations, I implemented a bonus structure.
- Bonuses are one-time payments and do not roll into base salaries, thus protecting the Town from unsustainable growth in payroll costs.

This approach has provided fiscal stability while ensuring fairness and maintaining employee morale.

Current Year Considerations

For the current fiscal year, the Town has taken unprecedented steps in employee compensation:

- We negotiated and approved the largest police contract in the Town's history.
- Members of my executive team, as well as certain middle management positions, are receiving salary adjustments in excess of their COLAs due to reclassification and market adjustments.

Given these significant increases:

- **No bonuses are being recommended for police officers, executive staff, or middle management employees who received increases beyond COLA.**
- **Bonuses are being recommended only for employees who did not receive any additional increases beyond their COLA or reclassification adjustment.**

This ensures that bonuses remain consistent with their original intent: one-time recognition for employees who are otherwise only receiving cost-of-living adjustments.

Town Manager Contractual Bonus

Finally, consistent with my employment agreement, I am requesting that my contractual bonus be authorized and paid as obligated.

Benefits of Golden Beach's Compensation Structure

The Town's compensation philosophy has delivered several benefits over the last 18 years:

- **Fiscal Responsibility:** Prevents compounding salary obligations that strain municipal budgets.
- **Fairness:** Ensures all employees keep pace with the cost of living without inequitable disparities.
- **Flexibility:** Uses one-time bonuses to reward performance without creating future liabilities.
- **Sustainability:** Maintains a long-term balance between employee satisfaction and financial prudence.

Fiscal Impact:

An amount not to exceed \$118,800 transferred in part from operating savings that were achieved this year.

RESOLUTION 3035.25 EXHIBIT A

Employee Name	BONUS FY 24/25	Length_of_Service_Since_Hire	Department	DOL_Status
DIAZ, ALEXANDER	40,000.00	18 Years 5 Months 13 days	512M	Full-Time
GARCIA, ERIC	900.00	0 Years 11 Months 8 days	512M	Full-Time
CHEUNG, ELENA	1,100.00	2 Years 3 Months 4 days	512C	Full-Time
GOODEN, INGRID HM	1,500.00	5 Years 9 Months 24 days	513	Full-Time
PEREZ MORALES, ARMANDO	1,000.00	10 Years 9 Months 30 days	519	Full-Time
VELASQUEZ, LOURDES	1,000.00	16 Years 5 Months 8 days	519	Full-Time
BOCIO, PATRICIA	1,000.00	2 Years 3 Months 11 days	521	Full-Time
DROBIARZ, SILVIA	700.00	3 Years 8 Months 6 days	521	Part-Time
GARCIA, NILES	1,200.00	0 Years 11 Months 12 days	521	Full-Time
GARFIAS, JUAN	1,200.00	11 Years 1 Months 5 days	521	Full-Time
JACKSON, BRANDON T	1,200.00	12 Years 4 Months 3 days	521	Full-Time
NORVITZ, AIDAN	500.00	0 Years 5 Months 11 days	521	Full-Time
STARKS, JAMESHA	1,200.00	1 Years 9 Months 27 days	521	Full-Time
TOUSSAINT, KAREN	1,200.00	5 Years 6 Months 30 days	521	Full-Time
DIAZ, MONICA	1,100.00	8 Years 11 Months 13 days	524	Full-Time
DUBOIS, SHERINE	200.00	0 Years 1 Months 19 days	524	Full-Time
ROVIRA, LISSETT	1,500.00	4 Years 8 Months 5 days	524	Full-Time
VOLTAIRE, MAIKERSIE	1,500.00	5 Years 6 Months 30 days	524	Full-Time
CARDOZA, DEREK	2,000.00	10 Years 4 Months 13 days	539	Full-Time
GARCIA TORRES, NOHUBERTO	2,700.00	7 Years 11 Months 8 days	539	Full-Time
GONZALEZ, EMILIO	2,000.00	1 Years 8 Months 1 days	539	Full-Time
HERNANDEZ PINERO, JOSE	2,000.00	1 Years 8 Months 1 days	539	Full-Time
JACKSON, KENIEL	2,000.00	6 Years 1 Months 4 days	539	Full-Time
LEIGH, RONALD	2,000.00	1 Years 8 Months 1 days	539	Full-Time
LUCIEN, JOHNNY	2,000.00	18 Years 10 Months 9 days	539	Full-Time
MCKOY, KIRK	2,700.00	26 Years 2 Months 29 days	539	Full-Time
MUNDLE, REYNALDO	2,250.00	10 Years 0 Months 25 days	539	Full-Time
PHILLIPS, BRIAN	2,250.00	21 Years 5 Months 2 days	539	Full-Time
RUDDISON, LLOYD	2,000.00	8 Years 10 Months 18 days	539	Full-Time
SCOTT, JEROME	1,500.00	11 Years 0 Months 15 days	539	Part-Time
VINA PINERO, CARLOS	2,000.00	1 Years 6 Months 23 days	539	
FIALKOWSKI, JOHN	500.00	3 Years 6 Months 12 days	572	Part-Time
JACQUES, PHILOME	1,000.00	1 Years 0 Months 2 days	572	Full-Time
REAVES, KHALJIAH	2,000.00	1 Years 0 Months 2 days	572	Full-Time
TAYLOR, JOSEPH	100.00	16 Years 6 Months 13 days	572	Part-Time
TURNIPSEED, CHAD	1,200.00	12 Years 11 Months 21 days	572	Full-Time
VELAZQUEZ, ERICK	1,000.00	3 Years 2 Months 16 days	572	Full-Time
GLIDDEN, MICHAEL	1,500.00	13 Years 7 Months 20 days	574	Full-Time
SCHWABENBAUER, AMBER	1,100.00	2 Years 8 Months 3 days	574	Full-Time
CAPITOL PROJECTS BONUS				
Alexander Diaz	25,000.00			
Total	118,800.00			