

TOWN OF GOLDEN BEACH, FLORIDA

RESOLUTION NO. 3093.26

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF GOLDEN BEACH, FLORIDA, APPROVING AMENDMENT #2 TO THE 2025-2026 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 2025-2026 Fiscal Year; and

WHEREAS, the Town Manager has recommended certain amendments as described in the September 15th, 2026 Memorandum attached to this Resolution as Exhibit "A"; and

WHEREAS, the Town Manager has recommended awarding bonuses as described in the September 15th, 2026 Memorandum attached to this Resolution as Exhibit "A" for employees, including the Town Manager for their performance during the 2025-2026 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 2025-2026 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.

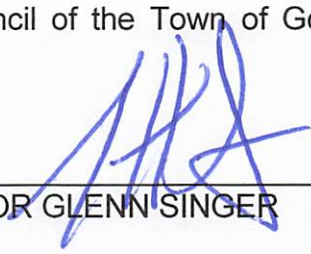
Sponsored by the **Town Administration.**

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

On roll call, the following vote ensued:

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

PASSED AND ADOPTED by the Town Council of the Town of Golden Beach,
Florida, this 15th day of September, 2026.



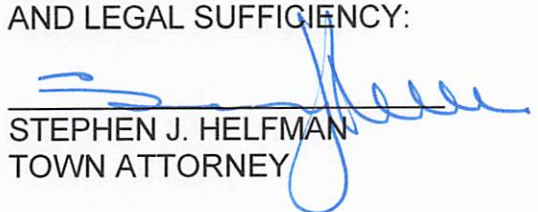
MAYOR GLENN SINGER

ATTEST:



LISSETTE PEREZ
TOWN CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:



STEPHEN J. HELFMAN
TOWN ATTORNEY



Authorization of Budget Amendment
Fiscal Year 2025 - 2026

REQUEST DATE September 15, 2026

Account No.	Description	Council Approved Budget	Transfer	Amended Budget
001-541-112	Asst Public Works Director	160,650	160,000	650
001-512-110	Town Manager	347,016	65,000	412,016
001-512-120	Support Staff	105,116	1,700	106,816
001-512-113	Town Clerk	150,000	2,200	152,200
001-512-120100	Support Staff	64,890	1,700	66,590
001-513-110	Finance Director	155,000	2,200	157,200
001-513-120	Finance Staff	81,113	2,700	83,813
001-519-120	General Employee	76,343	1,700	78,043
001-519-121	Contract Employees	27,500	2,700	30,200
001-521-110	Police Chief	186,500	2,500	189,000
001-521-113	Assistant Chief of Police	161,320	2,000	163,320
001-521-100	Captain	141,000	1,700	142,700
001-521-114	Lieutenant	130,000	1,700	131,700
001-521-121	Sergeant	324,900	1,700	326,600
001-521-1262	Code Compliance	95,378	1,000	96,378
001-521-125	Police Officers	1,546,468	3,400	1,549,868
001-521-130	CSA's	249,371	10,500	259,871
001-524-100	Assistant Town Manager	157,000	3,000	160,000
001-524-120	General Employees	184,738	7,800	192,538
001-539-110	Public Works Director	96,043	2,200	98,243
001-539-112	Asst. Public Works Director	78,538	2,200	80,738
001-539-120	General Employees	526,863	20,400	547,263
001-572-120	General Employees	51,157	1,900	53,057
001-572-1251	Beach Attendants	179,962	5,100	185,062
001-572-136	PT Lifeguard	71,658	700	72,358
001-574-110	Resident Svs. Director	86,520	2,200	88,720
001-574-120	General Employees	105,987	1,700	107,687
			151,600	

Requesting the transfer of available funds from a department with unfilled positions to cover 2026 bonus obligations. The vacancy-related savings created excess budget capacity, allowing these funds to be reallocated to support employee bonuses without requiring additional funding.

Request by:

Finance Director:

Approved by Town Manager

Employee_Name	BONUS FY2025/2026	Length_of_Service_Since_Hire
DIAZ, ALEXANDER	\$ 40,000.00	19 Years 4 Months 30 days
GARCIA, ERIC	\$ 1,700.00	1 Years 10 Months 25 days
CHEUNG, ELENA	\$ 1,700.00	3 Years 2 Months 21 days
PEREZ, LISSETTE	\$ 2,200.00	19 Years 2 Months 22 days
GOODEN, INGRID	\$ 1,700.00	6 Years 9 Months 10 days
GUERRA, MARIA D	\$ 2,200.00	22 Years 8 Months 4 days
HOLMES, TREMIA CHRISTINE	\$ 1,000.00	0 Years 6 Months 0 days
GOLLO HENRIQUEZ, ROBDANI	\$ 1,000.00	0 Years 7 Months 21 days
ROJAS GONZALEZ, LORENA	\$ 1,700.00	0 Years 10 Months 13 days
VELASQUEZ, LOURDES	\$ 1,700.00	17 Years 4 Months 25 days
HERBELLO, RODOLFO	\$ 2,500.00	15 Years 7 Months 20 days
DIAZ, YOVANY	\$ 2,000.00	17 Years 8 Months 25 days
PEREZ, LEILA	\$ 1,700.00	19 Years 11 Months 29 days
SOCA, JULIO	\$ 1,700.00	11 Years 9 Months 16 days
DROBIARZ, SILVIA	\$ 1,000.00	4 Years 7 Months 23 days
ERAZO, ERIKA	\$ -	0 Years 0 Months 30 days
AVILA, DANIEL	\$ 1,700.00	18 Years 1 Months 4 days
TRUJILLO, JOSE		4 Years 10 Months 1 days
CAMACHO, DYLAN		15 Years 1 Months 8 days
CAMACHO, JAMES	\$ 1,700.00	22 Years 5 Months 18 days
CARRASCO, EDSSEL	\$ 1,700.00	24 Years 0 Months 21 days
CARRAZANA, DAVID		1 Years 4 Months 19 days
DESSALINES, ERIK		2 Years 9 Months 13 days
DIAZ, MIKE		10 Years 4 Months 1 days
GONZALEZ, GUILLERMO A		4 Years 7 Months 10 days
GONZALEZ, STEVEN		4 Years 7 Months 4 days
KRAMER, RYAN		4 Years 9 Months 6 days
LARREA, DANIEL		7 Years 3 Months 23 days
MORA, ANTHONELA		2 Years 9 Months 13 days
PEREZ, AMANDA		2 Years 11 Months 29 days
RIVACOBIA, LAY		4 Years 10 Months 1 days
RODRIGUEZ, KEVIN		2 Years 9 Months 6 days
SOTOLONO, FRANK		1 Years 6 Months 30 days
VICIOSO, DYLAN		2 Years 6 Months 6 days
VICTORES, ALEJANDRO		8 Years 4 Months 0 days
VILA, PEDRO		18 Years 8 Months 8 days
ARGUELLES, JOSE		7 Years 0 Months 20 days
BALASINO, CARLOS		9 Years 9 Months 15 days

BENEDICT, TODD		16 Years 9 Months 25 days
CASTRO, BRYAN A		0 Years 0 Months 28 days
NEWELL-PEART, TANICE		0 Years 0 Months 28 days
PEREZ, ROBERT		10 Years 8 Months 12 days
CARRASCO, DOMINICK	\$	1,000.00 0 Years 8 Months 9 days
GARCIA, NILES	\$	1,700.00 6 Years 10 Months 1 days
GARFIAS, JUAN	\$	1,700.00 12 Years 0 Months 22 days
GONZALEZ, LESTER	\$	1,000.00 0 Years 7 Months 21 days
JACKSON, BRANDON T	\$	1,700.00 13 Years 3 Months 20 days
PICO, ERNESTO	\$	- 0 Years 2 Months 16 days
STARKS, JAMESHA	\$	1,700.00 2 Years 9 Months 13 days
TOUSSAINT, KAREN	\$	1,700.00 6 Years 6 Months 16 days
DIAZ, MONICA	\$	1,700.00 9 Years 10 Months 30 days
DUBOIS, SHERINE	\$	1,700.00 1 Years 1 Months 5 days
DZIEDZIC, NATASHA E	\$	- 4 Years 2 Months 16 days
EPPERSON, LINDA	\$	3,000.00 27 Years 9 Months 10 days
LINDGREN, JOHN C		1 Years 9 Months 14 days
PEREZ, JAN P		1 Years 10 Months 12 days
ROVIRA, LISSETT	\$	2,200.00 5 Years 7 Months 22 days
SOSA, CARLOS		2 Years 2 Months 1 days
VOLTAIRE, MAIKERSIE	\$	2,200.00 6 Years 6 Months 16 days
CARDOZA, DEREK	\$	1,700.00 11 Years 3 Months 30 days
GARCIA TORRES, NOHUBERTO	\$	2,200.00 8 Years 10 Months 25 days
GONZALEZ, EMILIO	\$	1,700.00 2 Years 7 Months 18 days
HUDSON, ALEX	\$	1,700.00 0 Years 2 Months 4 days
JACKSON, KENIEL	\$	1,700.00 7 Years 0 Months 21 days
LEIGH, RONALD	\$	1,700.00 2 Years 7 Months 18 days
LUCIEN, JOHNNY	\$	1,700.00 19 Years 9 Months 26 days
MCKOY, KIRK	\$	2,200.00 27 Years 2 Months 15 days
MUNDLE, REYNALDO	\$	1,700.00 11 Years 0 Months 11 days
PEREZ MORALES, ARMANDO	\$	1,700.00 11 Years 9 Months 16 days
PHILLIPS, BRIAN	\$	1,700.00 22 Years 4 Months 19 days
RUDDISON, LLOYD	\$	1,700.00 9 Years 10 Months 4 days
SCOTT, JEROME	\$	1,700.00 32 Years 4 Months 22 days
VINA PINERO, CARLOS	\$	1,700.00 2 Years 6 Months 9 days
FIALKOWSKI, JOHN	\$	500.00 26 Years 11 Months 25 days
JACQUES, PHILOME	\$	1,700.00 1 Years 11 Months 19 days
REAVES, KHALIAH	\$	1,700.00 1 Years 11 Months 19 days
TAYLOR, JOSEPH	\$	200.00 17 Years 5 Months 30 days
TURNIPSEED, CHAD	\$	1,900.00 13 Years 11 Months 7 days
VELAZQUEZ, ERICK	\$	1,700.00 4 Years 2 Months 2 days
CAMACHO, TAYLOR		0 Years 3 Months 22 days
GLIDDEN, MICHAEL	\$	2,200.00 14 Years 7 Months 6 days
SCHWABENBAUER, AMBER	\$	1,700.00 3 Years 7 Months 20 days
Capital Projects Budget		
Alexander Diaz	\$	25,000.00
Total	\$	151,600.00



TOWN OF GOLDEN BEACH

100 Ocean Boulevard
Golden Beach, FL 33160

MEMORANDUM

Date: September 15, 2026

To: Honorable Mayor Glenn Singer &
Town Council Members

From: Alexander Diaz, Town Manager *Alex B.*

Subject: Resolution No. 3093.26 – Authorizing the Mayor to Award a One-Time Bonus to the Employees of the Town of Golden Beach

Item Number:

12

Recommendation:

It is recommended that the Town Council adopt the attached Resolution No. 3093.26 as presented, authorizing one-time bonuses for eligible Town employees in an amount not to exceed \$151,600.

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 by permanently increasing payroll and all salary-related obligations.

Employees should be compensated fairly as the cost of goods and services rises. This year, fuel costs and the cost of living generally have increased sharply, placing added pressure on household budgets. A COLA helps protect purchasing power, but a COLA alone does not reward exceptional performance or fully address the financial pressure employees are experiencing.

Compensation Policy Implemented in 2007

To address these competing concerns, in 2007 I implemented the following structure:

1. COLA as the Baseline Adjustment

Eligible employees receive a cost-of-living adjustment so wages can keep pace with inflation and market realities. For the current year, Golden Beach has capped the COLA at 3%.

2. Classification-Based Adjustments

The only permanent adjustment above COLA is based on a reclassification resulting from changed duties or responsibilities, or a documented market adjustment.

3. Bonus Program

The Town uses one-time bonuses to recognize outstanding work and encourage strong performance without permanently compounding base salaries.

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

How Golden Beach Compares with Other Municipalities

Many municipalities provide both a cost-of-living increase and a merit increase. Depending on budget conditions and performance policies, each adjustment may range from approximately 2.5% to 5%. An employee receiving both can therefore earn a combined annual increase approaching 5% to 10%, with approximately 9% possible in some combinations. Because both adjustments generally become part of base salary, the higher salary carries forward and compounds each year.

Golden Beach follows a more fiscally controlled model. Our 3% COLA becomes part of salary, but a bonus is paid only once. The bonus gives employees immediate recognition and financial support, yet it does not raise their future base salary. This has helped the Town keep recurring wages relatively below broader market trends and avoid the compounding costs associated with annual merit increases.

Illustrative Compensation Comparison

The following example compares the two models for an employee earning \$50,000. The percentages are calculated on the original salary for a clear, like-for-like illustration.

Compensation Measure	COLA + Merit	COLA + Bonus
Starting annual salary	\$50,000	\$50,000
3% COLA	\$1,500	\$1,500
3% merit increase / bonus	\$1,500 merit	\$1,500 bonus
First-year gross compensation	\$53,000	\$53,000
Recurring salary carried forward	\$53,000	\$51,500

Compounding Effect: Both models provide approximately \$53,000 in first-year gross compensation. Under the merit model, however, the employee's recurring salary becomes \$53,000. Under the Golden Beach bonus model, only the 3% COLA is carried forward, leaving a recurring salary of \$51,500. The Town therefore avoids adding \$1,500 to the permanent annual salary base, together with the related payroll, pension, overtime, leave, and future percentage-adjustment costs.

Current Year Bonus Structure

The recommended bonuses have been structured to recognize employees' performance and contributions during the past fiscal year while accounting for permanent salary increases that certain employees are already receiving. The attached bonus list provides the individual award amounts.

For police personnel, the structure distinguishes between officers who are advancing to another salary step and officers who are already at the top of the applicable pay scale:

- Police officers advancing to their corrected step will receive an increase of approximately \$8,000 in annual base pay this year. Because that increase is permanent and will carry forward into future years, those officers are not receiving an additional one-time bonus.

- Top-out police officers are not eligible to advance to another salary step. Those officers are receiving a \$1,500 one-time bonus in recognition of their hard work and service throughout the past year.

This approach recognizes top-out officers who would otherwise receive no step advancement, while avoiding an additional bonus for officers already receiving a substantial permanent salary increase. The remaining awards shown on the attached list reflect the Town's current bonus structure and recognize performance, responsibility, length of service, and the employee's compensation circumstances during the fiscal year.

Summary of Recommended Awards

The attached bonus list recommends \$151,600.00 in employee bonus awards. Individual awards vary based on the employee's role, performance, tenure, eligibility, and whether the employee received another permanent compensation adjustment during the year.

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 important benefits:

- **Fiscal Responsibility:** Limits permanent payroll growth and the compounding salary obligations that strain municipal budgets.
- **Fairness:** Provides employees a COLA and meaningful recognition while applying the compensation policy consistently.
- **Flexibility:** Allows the Council to reward performance without automatically creating future salary liabilities.
- **Sustainability:** Maintains a long-term balance between employee morale and financial prudence.

The model is more beneficial to the Town's long-term bottom line than a recurring merit program, but it is not equally beneficial to employees over time. A bonus does not increase base salary, does not compound, and generally does not increase future salary-linked benefits. For that reason, one-time bonuses remain an important means of recognizing employees, boosting morale, and providing immediate assistance during a period of sharply higher living costs.

Fiscal Impact:

An amount not to exceed \$151,600.00. The amount will be transferred in part from operating savings achieved during the fiscal year. Because the employee awards are one-time payments, they do not become part of base salary and do not create the recurring and compounding fiscal impact of equivalent merit increases.