

**PUBLIC HEARING & SPECIAL MEETING
APALACHICOLA CITY COMMISSION
TUESDAY, SEPTEMBER 23, 2025 – 6:00PM
COMMISSION MEETING ROOM
74 6TH STREET, APALACHICOLA, FLORIDA 32320**

AGENDA

You are welcome to comment on any matter under consideration by the Apalachicola City Commission when recognized to do so by the Mayor. Once recognized please rise to the podium, state your name for the record and adhere to the five-minute time limit for public comment. Comments may also be sent by email to the City Manager or to Commissioners.

- I. Call to Order**
- II. Agenda Adoption**
- III. PUBLIC HEARING: FY 25/26 BUDGET FINAL PUBLIC HEARING**
- IV. PRESENTATION: FCBCC Ricky Jones - Economic Development (ED) Board – Requesting Appointment to the Franklin County Economic Development Board**
- V. Public Comment**
- VI. UNFINISHED BUSINESS:**
 - 1. Final Adoption FY 25/26 Millage Rate – Resolution 2025-06**
 - 2. Final Adoption FY 25/26 Budget – Ordinance 2025-03**
 - 3. Manager Employment Agreement**
- VII. Mayor & Commissioner Comments**
- VIII. City Manager & Attorney Communications**

Adjournment

Any person who desires to appeal any decision at this meeting will need a record of the proceeding and for this purpose, may need to ensure that a verbatim record of the proceeding is made which includes testimony and evidence upon which the appeal is based. Persons with disabilities needing assistance to participate in any of these proceedings should contact the City Clerk's Office 48 hours in advance of the meeting.

**APALACHICOLA CITY COMMISSION
REQUEST FOR BOARD ACTION
Meeting Date: September 23, 2025**

SUBJECT: Franklin County Economic Development Board Appointment

AGENDA INFORMATION:

Agenda Location: Presentation
Item Number:
Department: Governing Body
Contact: Chris Holley
Presenter: Chris Holley

BRIEF SUMMARY: Franklin County Economic Development Board Appointment as presented by Ricky Jones, Chairman of the Franklin County Commission.

RECOMMENDED MOTION AND REQUESTED ACTIONS: Motion to appoint representative to the Franklin County Economic Development Board

FUNDING SOURCE: N/A

ATTACHMENTS: Commissioner Grove's list of possible representatives

STAFF'S COMMENTS AND RECOMMENDATIONS: Approve



Fw: EDC names

From: Chris Holley <cholley@cityofapalachicola.com>
Date: Thu 9/18/2025 2:56 PM
To: Lee Mathes <lmathes@cityofapalachicola.com>

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From: Chris Holley <cholley@cityofapalachicola.com>
Sent: Thursday, September 11, 2025 12:49:01 PM
To: Sheneidra Cummings <scummings@cityofapalachicola.com>
Subject: Fw: EDC names

From: Anita Grove <agrove@cityofapalachicola.com>
Sent: Thursday, September 11, 2025 8:27 AM
To: Chris Holley <cholley@cityofapalachicola.com>
Subject: EDC names

Tom Morgan Apalachicola Outfitters
Cutler Edwards Gibson Inn
Mark Willis Ace Hardware
Kristen Willis Ace +plus a store downtown

**APALACHICOLA CITY COMMISSION
REQUEST FOR BOARD ACTION
Meeting Date: September 23, 2025**

SUBJECT: Final Adoption FY 25/26 Millage Rate – Resolution 2025-06

AGENDA INFORMATION:

Agenda Location: Unfinished Business
Item Number: 1
Department: Finance
Contact: Lee Mathes
Presenter: Lee Mathes

BRIEF SUMMARY: The City of Apalachicola is required to set a millage rate for FY 25/26 per Department of Revenue TRIM compliance

RECOMMENDED MOTION AND REQUESTED ACTIONS: Motion to adopt FY 25/26 millage rate at 8.3457 mills which is a 6.93% increase of the rolled back rate of 7.8048.

FUNDING SOURCE: N/A

ATTACHMENTS: Resolution 2025-06

STAFF'S COMMENTS AND RECOMMENDATIONS: Approve

**CITY OF APALACHICOLA
RESOLUTION 2025-06**

A RESOLUTION OF THE CITY OF APALACHICOLA, FLORIDA LEVYING THE AD VALOREM PROPERTY TAX MILLAGE RATE FOR MUNICIPAL PURPOSES ON ALL TAXABLE PROPERTY WITHIN THE CITY FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2025 AND ENDING SEPTEMBER 30, 2026, STATING THE PERCENTAGE BY WHICH THE MILLAGE RATE TO BE LEVIED EXCEEDS THE ROLLED BACK RATE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, Florida Law requires the City Commission of the City of Apalachicola, Florida to pass an ordinance or resolution levying the millage rate for ad valorem property taxes for municipal purposes on all taxable property within the City limits of the City of Apalachicola, Florida for the 2025-2026 Fiscal Year; and

WHEREAS, Florida Law requires said ordinance or resolution to state the millage rate to be levied, and to state the percentage by which the millage rate to be levied exceeds the rolled back rate as computed pursuant to Florida Law; and

WHEREAS, the City Commission of the City of Apalachicola, Florida has duly considered the budgetary requirements of the City; has adopted a tentative budget for the 2025-2026 Fiscal Year; and has acted in accordance with the terms, provisions, and procedures contained in Section 200.065 Florida Statutes.

NOW, THEREFORE BE IT RESOLVED, by the City Commission of the City of Apalachicola, Florida, in special session assembled that:

1. The ad valorem property tax millage rate for municipal purposes to be levied on the taxable property within the City limits of the City of Apalachicola, Florida during the 2025-2026 Fiscal Year is hereby set at the rate of 8.3457 mills.
2. The percentage by which this millage rate to be levied is a 6.93% increase of the rolled back rate of 7.8048.
3. This resolution shall take effect immediately upon its passage and adoption of the City Commission of the City of Apalachicola, Florida.

Passed and Adopted by the City Commission of the City of Apalachicola, Florida in special session assembled, this _____ day of September, 2025 by unanimous vote.

Voting Aye:

Voting Nay:

**FOR THE CITY COMMISSION OF THE
CITY OF APALACHICOLA**

ATTEST:

Sheneidra Cummings, City Clerk

Brenda Ash, Mayor

**APALACHICOLA CITY COMMISSION
REQUEST FOR BOARD ACTION
Meeting Date: September 23, 2025**

SUBJECT: Final Adoption FY 25/26 Budget – Ordinance 2025-03

AGENDA INFORMATION:

Agenda Location: Unfinished Business
Item Number: 2
Department: Finance
Contact: Lee Mathes
Presenter: Lee Mathes

BRIEF SUMMARY: Per F.S. 166.241, the City of Apalachicola is required to adopt a budget for each fiscal year beginning October 1 of each year and ending September 30 of the following year

RECOMMENDED MOTION AND REQUESTED ACTIONS: Motion to adopt Ordinance 2025-03 finalizing the FY 25/26 budget.

FUNDING SOURCE: N/A

ATTACHMENTS: Ordinance 2025-03 with proposed budget

STAFF'S COMMENTS AND RECOMMENDATIONS: Approve

**CITY OF APALACHICOLA
ORDINANCE NO. 2025-03**

**AN ORDINANCE BY THE CITY COMMISSION OF THE CITY OF APALACHICOLA, FLORIDA
ADOPTING THE 2025-2026 FISCAL YEAR BUDGET**

Be it enacted by the people of the City of Apalachicola, Florida:

Section 1. The following department expense and reserve amounts are hereby appropriated in the General Fund for the operation and activities of the City of Apalachicola for the fiscal year beginning October 1, 2025 and ending September 30, 2026:

Governing Body	\$ 331,697
Administration	749,919
Building	161,210
Police	1,067,995
Fire	142,920
Public Works	1,563,055
Library	197,438
Parks & Recreation	77,600
Facilities	235,350
Reserve	242,994
 TOTAL EXPENSES & RESERVE	 \$4,770,178

Section 2. It is estimated that the following revenues will be available to the General Fund for the fiscal year beginning October 1, 2025 and ending September 30, 2026:

Ad Valorem Taxes	\$2,386,728
½ Cent Sales Tax	262,000
Mobile Home License Tax	100
Alcoholic Beverage Tax	7,000
Utility Franchise	250,000
Local Communications Tax	72,000
Utility Tax	320,000
State Revenue Sharing	116,000
Business License Tax	40,000
Building, Sign, Fence, Fill Permits	65,000
Golf Cart Permit	23,000
Tree Application Fees	2,250
Reforestation Fund	3,500
Sidewalk, Mural Permits	3,500
MSBU – Restricted	36,000
Fines and Forfeitures	6,500

Cemetery Lots	\$ 2,000
Miscellaneous Revenue	25,000
Property Rental	36,000
Traffic Light Reimbursement	5,600
Sanitation Collections	745,000
Firing Range User Fees	6,500
Library Revenues	7,500
Local Option Gas Tax – Restricted	65,000
Credit Card Fees	1,500
Planning Revenue	6,500
Stormwater Utility	19,000
Admin – Battery Park	22,000
Admin – Water	17,500
Admin – Sewer	17,500
FY 24/25 Carryforward	200,000

TOTAL GENERAL FUND REVENUES \$4,770,178

Section 3. The following department expense and reserve amounts are hereby appropriated in the Enterprise Fund for the operation and activities of the City of Apalachicola for the fiscal year beginning October 1, 2025 and ending September 30, 2026:

Water Department	\$1,057,150
Sewer Department	1,711,093
Scipio Creek	51,700
Battery Park	282,280
Reserve	321,367

TOTAL EXPENSES & RESERVE \$3,423,590

Section 4. It is estimated the following revenues will be available to the Enterprise Fund for the fiscal year beginning October 1, 2025 and ending September 30, 2026:

Water Revenue	\$1,177,050
Sewer Revenue	1,869,140
Scipio Creek	56,200
Battery Park	321,200

TOTAL ENTERPRISE FUND REV \$3,423,590

Section 5. It is estimated the following expenses are hereby appropriated in the Capital Improvement Fund for the operation and activities of the City of Apalachicola for the fiscal year beginning October 1, 2025 and ending September 30, 2026:

Capital Improvement Projects	\$530,000
Reserve	300,000
TOTAL EXPENSES & RESERVE	\$830,000

Section 6. It is estimated the following revenue will be available to the Capital Improvement Fund for the fiscal year beginning October 1, 2025 and ending September 30, 2026:

Capital Improvement Revenue	\$830,000
TOTAL CAPITAL IMPROVEMENT REV	\$830,000

Section 7. The City of Apalachicola Fee Schedule for FY 2025-2026, as attached, is hereby incorporated into this annual budget ordinance, and such fees shall become effective on October 1, 2025.

Section 8. This ordinance be published in the September 18, 2025 issue of the *Apalachicola Times*, and a first public hearing by the City Commission for the first reading of this ordinance was held on September 9, 2025 at 6:00 PM and a second public hearing was held on September 23, 2025 at 6:00 PM at the Commission Meeting Room located at 74 6th Street, Apalachicola, Florida.

Section 9. The estimate upon which said budget for the 2025-2026 Fiscal Year is based is on file for inspection by the public at the office of the City Clerk. The millage rate being set at 8.3457 mills which is a 6.93% increase of the rolled back rate of 7.8048.

Section 10. This ordinance shall take effect immediately upon its becoming ordinance as provided by the City Charter of the City of Apalachicola, Florida.

This Ordinance was read and adopted on September 23, 2025. Motion to adopt ordinance made by Commissioner _____, seconded by Commissioner _____.

Voting Aye:

Voting Nay:

**FOR THE CITY COMMISSION OF THE
CITY OF APALACHICOLA**

ATTEST:

Sheneidra Cummings, City Clerk

Brenda Ash, Mayor

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

GENERAL FUND REVENUES	FY 24/25 BUDGET ADOPTED MILLAGE RATE 8.3457 MILLS	FY 25/26 BUDGET PROPOSED RATE 8.3457 MILLS	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
Ad Valorem Taxes - 95%	\$ 2,191,899.00	\$ 2,386,728.00	\$ 2,386,728.00
1/2 Cent Sales Tax	\$ 273,805.00	\$ 262,000.00	\$ 262,000.00
Mobile Home License Tax	\$ 250.00	\$ 100.00	\$ 100.00
Alcoholic Beverage License Tax	\$ 3,500.00	\$ 7,000.00	\$ 7,000.00
Utility Franchise	\$ 250,000.00	\$ 250,000.00	\$ 250,000.00
Local Communications Tax	\$ 74,000.00	\$ 72,000.00	\$ 72,000.00
Utility Tax	\$ 313,000.00	\$ 320,000.00	\$ 320,000.00
State Revenue Sharing	\$ 116,000.00	\$ 116,000.00	\$ 116,000.00
Business License Fees	\$ 45,000.00	\$ 40,000.00	\$ 40,000.00
Building, Sign, Fence, Fill Permits	\$ 80,000.00	\$ 65,000.00	\$ 65,000.00
Golf Cart Permit	\$ 20,000.00	\$ 23,000.00	\$ 23,000.00
Tree Application Fees	\$ 2,250.00	\$ 2,250.00	\$ 2,250.00
Reforestation Fund	\$ 5,000.00	\$ 3,500.00	\$ 3,500.00
Sidewalk, Mural Permits	\$ 3,500.00	\$ 3,500.00	\$ 3,500.00
County Fire Protection - MSBU	\$ 36,000.00	\$ 36,000.00	\$ 36,000.00
Fines and Forfeitures	\$ 6,500.00	\$ 6,500.00	\$ 6,500.00
Cemetery Lots	\$ 4,800.00	\$ 2,000.00	\$ 2,000.00
Miscellaneous Revenue	\$ 25,000.00	\$ 25,000.00	\$ 25,000.00
Property Rental	\$ 64,000.00	\$ 36,000.00	\$ 36,000.00
Traffic Light Reimbursement	\$ 5,400.00	\$ 5,600.00	\$ 5,600.00
Farmer Market Revenue	\$ 1,800.00	\$ -	\$ -
Sanitation Collections	\$ 730,000.00	\$ 745,000.00	\$ 745,000.00
Filing Range User Fees	\$ 8,000.00	\$ 6,500.00	\$ 6,500.00
Community Garden Revenue	\$ 300.00	\$ -	\$ -
Library Revenues	\$ 7,500.00	\$ 7,500.00	\$ 7,500.00
Local Option Gas Tax	\$ 74,080.00	\$ 65,000.00	\$ 65,000.00
Credit Card Fees	\$ 1,500.00	\$ 1,500.00	\$ 1,500.00
Planning Revenue	\$ 13,000.00	\$ 6,500.00	\$ 6,500.00
Stormwater Utility	\$ 19,000.00	\$ 19,000.00	\$ 19,000.00
Admin - Battery Park	\$ 22,000.00	\$ 22,000.00	\$ 22,000.00
Admin - Water	\$ 17,500.00	\$ 17,500.00	\$ 17,500.00
Admin - Sewer	\$ 17,500.00	\$ 17,500.00	\$ 17,500.00
Transfer from Filing Range	\$ 22,300.00	\$ -	\$ -
Transfer from SBA - ONE TIME - Johnson Complex			
Demo/Future CIP Projects/Grant Matches		\$ -	\$ -
24/25 Reserve Carryforward		\$ 200,000.00	\$ 200,000.00
TOTAL GENERAL FUND REVENUES	\$ 4,454,384.00	\$ 4,770,178.00	\$ 4,770,178.00

Property Rent Breakdown
T-Mobile - \$21,600
Mediacom - \$3,600
Buddy Ward - \$918.12

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

GOVERNING BODY EXPENSES	FY 24/25		FY 25/26		PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
	BUDGET		BUDGET		
Salaries	\$ 26,800.00	\$	26,765.00	\$	26,765.00
FICA Taxes	\$ 2,050.00	\$	2,048.00	\$	2,048.00
Retirement	\$ 4,100.00	\$	3,760.00	\$	3,760.00
Group Insurance	\$ 21,000.00	\$	50,500.00	\$	23,360.00
Legal Services	\$ 95,000.00	\$	80,000.00	\$	80,000.00
WC/Property/Liability Insurance	\$ 6,470.00	\$	8,764.00	\$	8,764.00
Travel & Training	\$ 3,000.00	\$	3,000.00	\$	3,000.00
Supplies	\$ 1,500.00	\$	2,000.00	\$	2,000.00
Software	\$ -	\$	10,000.00	\$	10,000.00
Election Expense	\$ 10,000.00	\$	4,000.00	\$	4,000.00
Dues & Fees	\$ 4,500.00	\$	4,000.00	\$	4,000.00
Audit Services	\$ 70,000.00	\$	50,000.00	\$	50,000.00
Communications	\$ 5,300.00	\$	5,500.00	\$	5,500.00
IT Services	\$ 2,000.00	\$	3,500.00	\$	3,500.00
Website Maintenance	\$ 5,000.00	\$	10,000.00	\$	10,000.00
Lobbyist	\$ 54,000.00	\$	54,000.00	\$	54,000.00
Professional Consults	\$ 25,000.00	\$	10,000.00	\$	10,000.00
Public Information Consult	\$ -	\$	30,000.00	\$	20,000.00
Public Officials & Liability Insurance	\$ 2,000.00	\$	2,000.00	\$	2,000.00
Janitorial Services	\$ 1,500.00	\$	1,500.00	\$	1,500.00
Utilities	\$ 2,000.00	\$	2,000.00	\$	2,000.00
Repairs & Maintenance	\$ 1,000.00	\$	2,000.00	\$	2,000.00
Animal Control Services	\$ \$3,500.00	\$	3,500.00	\$	3,500.00
TOTAL GOVERNING BODY EXPENSES	\$ 345,720.00	\$	368,837.00	\$	331,697.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

ADMIN DEPT EXPENSES: CITY MANAGER, PLANNER, ADMIN STAFF, CODE ENFORCEMENT, GRANTS		FY 24/25 BUDGET	FY 25/26 BUDGET	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
Salaries	\$	373,906.00	\$ 422,629.00	\$ 435,430.00
FICA Taxes	\$	28,604.00	\$ 32,332.00	\$ 33,311.00
Retirement	\$	63,729.00	\$ 73,195.00	\$ 74,991.00
Group Insurance	\$	59,800.00	\$ 86,530.00	\$ 83,087.00
Communications	\$	13,000.00	\$ 13,000.00	\$ 13,000.00
Utilities			\$ 8,000.00	\$ 8,000.00
Repairs & Maintenance			\$ 5,000.00	\$ 5,000.00
Travel & Training	\$	-	\$ 3,000.00	\$ 3,000.00
Fuel	\$	3,000.00	\$ 2,000.00	\$ 2,000.00
Supplies/Software/Regulatory Signs	\$	23,000.00	\$ 15,000.00	\$ 15,000.00
Software			\$ 15,000.00	\$ 15,000.00
Payroll/HR Services	\$	3,000.00	\$ 5,500.00	\$ 5,500.00
Equipment	\$	4,000.00	\$ 5,000.00	\$ 5,000.00
Engineering Consult - Planning Dept	\$	5,000.00	\$ -	\$ -
Property Surveys	\$	-	\$ 8,000.00	\$ 5,000.00
Dues & Fees	\$	4,000.00	\$ 3,000.00	\$ 3,000.00
Copier/Postage Machine Rental	\$	6,000.00	\$ 6,000.00	\$ 6,000.00
WC/Property/Liability Insurance	\$	4,790.00	\$ 17,600.00	\$ 17,600.00
Advertising	\$	10,000.00	\$ 10,000.00	\$ 10,000.00
IT Services	\$	2,000.00	\$ 3,500.00	\$ 3,500.00
Credit Card Fees	\$	3,000.00	\$ 2,000.00	\$ 1,500.00
Janitorial Services	\$	5,000.00	\$ 5,000.00	\$ 5,000.00
TOTAL ADMINISTRATION DEPT EXPENSES		\$611,829.00	\$741,286.00	\$749,919.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

BUILDING DEPARTMENT	FY 24/25	FY 25/26	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
	BUDGET	BUDGET	
Salaries	\$26,000.00	\$ 66,780.00	\$ 66,780.00
FICA Taxes	\$1,990.00	\$ 5,110.00	\$ 5,110.00
Retirement	\$3,545.00	\$ 9,370.00	\$ 9,370.00
Group Insurance	\$0.00	\$ 8,000.00	\$ 8,000.00
Building Inspections Contract	\$42,000.00	\$ 42,000.00	\$ 42,000.00
Software	\$4,500.00	\$ 6,000.00	\$ 6,000.00
Flood Plain Management	\$6,000.00	\$ 10,000.00	\$ 8,000.00
Supplies	\$1,000.00	\$ 2,000.00	\$ 1,500.00
Copier Rental		\$ 1,200.00	\$ 1,200.00
Fuel	\$500.00	\$ 250.00	\$ 250.00
WC/Property/Liability Insurance	\$4,250.00	\$ 5,500.00	\$ 5,500.00
Communications	\$500.00	\$ 500.00	\$ 500.00
Equipment	\$1,000.00	\$ 1,000.00	\$ 1,000.00
IT Services	\$2,000.00	\$ 3,500.00	\$ 3,500.00
Vehicle Repairs & Maintenance	\$500.00	\$ 500.00	\$ 500.00
DBPR Surcharge Fees	\$5,000.00	\$ 2,000.00	\$ 2,000.00
TOTAL BUILDING DEPT EXPENSES	\$98,785.00	\$163,710.00	\$161,210.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

POLICE DEPARTMENT	FY 24/25 BUDGET	FY 25/26 BUDGET	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
Salaries	\$491,663.00	\$ 550,000.00	\$ 550,000.00
Overtime Salaries	\$45,000.00	\$ 45,000.00	\$ 45,000.00
FICA Taxes	\$41,220.00	\$ 46,500.00	\$ 45,520.00
Retirement	\$167,925.00	\$ 191,085.00	\$ 187,800.00
Group Insurance	\$82,193.00	\$ 92,710.00	\$ 92,710.00
WC/Property/Liability Insurance	\$16,490.00	\$ 20,790.00	\$ 20,790.00
Communications	\$17,000.00	\$ 17,000.00	\$ 17,000.00
Repairs & Maintenance	\$7,500.00	\$ 3,000.00	\$ 3,000.00
Vehicle Repairs & Maintenance	\$0.00	\$ 8,000.00	\$ 8,000.00
Tires	\$4,000.00	\$ -	\$ -
Uniforms	\$2,500.00	\$ 3,000.00	\$ 3,000.00
Utilities	\$4,000.00	\$ 4,000.00	\$ 4,000.00
Supplies	\$8,000.00	\$ 8,000.00	\$ 8,000.00
Software	\$0.00	\$ 16,000.00	\$ 16,000.00
Community Events	\$0.00	\$ 3,000.00	\$ 2,000.00
Gas & Oil	\$20,000.00	\$ 23,000.00	\$ 20,000.00
Training	\$1,000.00	\$ 1,000.00	\$ 1,000.00
Copier Machine Rental	\$2,000.00	\$ 1,500.00	\$ 1,500.00
IT Services	\$2,000.00	\$ 3,500.00	\$ 3,500.00
Police Station USDA Payment	\$5,000.00	\$ 5,000.00	\$ 5,000.00
Vehicle Payment	\$16,893.00	\$ 17,175.00	\$ 17,175.00
Dues & Fees	\$1,000.00	\$ 1,000.00	\$ 1,000.00
Janitorial	\$1,700.00	\$ 1,000.00	\$ 1,000.00
Capital Outlay			
Lights for Vehicle	\$5,400.00	\$ -	\$ -
Equipment	\$15,000.00	\$ 15,000.00	\$ 15,000.00
TOTAL POLICE DEPT EXPENSES	\$957,484.00	\$1,076,260.00	\$1,067,995.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

FIRE DEPARTMENT	FY 24/25 BUDGET	FY 25/26 BUDGET	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
Volunteer Compensation	\$30,000.00	\$ 30,000.00	\$ 30,000.00
Communications	\$980.00	\$ 1,100.00	\$ 1,100.00
Repairs & Maintenance	\$12,500.00	\$ 12,500.00	\$ 9,500.00
Utilities	\$4,000.00	\$ 4,000.00	\$ 4,000.00
Supplies	\$3,500.00	\$ 3,500.00	\$ 2,000.00
Copier Rental		\$ 620.00	\$ 620.00
First Responder Supplies	\$4,000.00	\$ 4,000.00	\$ 4,000.00
Fuel	\$4,500.00	\$ 4,500.00	\$ 4,500.00
WC/Property/Liability Insurance	\$9,750.00	\$ 11,700.00	\$ 11,700.00
Equipment	\$4,000.00	\$ 4,000.00	\$ 3,000.00
Training	\$2,500.00	\$ 1,000.00	\$ 1,000.00
IT Services	\$2,000.00	\$ 3,500.00	\$ 3,500.00
Hose & Pump Testing	\$6,000.00	\$ 6,000.00	\$ 6,000.00
Fire Truck Payment - 1/2 Pymt	\$25,000.00	\$ 25,000.00	\$ 25,000.00
Fire Station USDA Payment	\$25,000.00	\$ 25,000.00	\$ 25,000.00
Capital Outlay:			
Bunker Gear - 4		\$ 12,000.00	\$ 12,000.00
TOTAL FIRE DEPT EXPENSES	\$133,730.00	\$148,420.00	\$142,920.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

PUBLIC WORKS DEPARTMENT	FY 24/25	FY 25/26	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
	BUDGET	BUDGET	
Salaries	\$367,412.00	\$ 358,320.00	\$ 358,320.00
Overtime Salaries	\$5,000.00	\$ 5,000.00	\$ 5,000.00
FICA Taxes	\$28,490.00	\$ 27,875.00	\$ 27,800.00
Retirement	\$59,320.00	\$ 57,000.00	\$ 57,000.00
Group Insurance	\$108,870.00	\$ 113,400.00	\$ 113,400.00
WC/Property/Liability Insurance	\$33,292.00	\$ 41,400.00	\$ 41,400.00
Communications	\$5,000.00	\$ 5,000.00	\$ 5,000.00
Repairs & Maintenance	\$20,000.00	\$ 20,000.00	\$ 15,000.00
Tires	\$6,000.00	\$ -	\$ -
Utilities/Street Lights	\$68,000.00	\$ 70,000.00	\$ 70,000.00
Supplies	\$10,000.00	\$ 10,000.00	\$ 10,000.00
Software	\$	\$ 6,000.00	\$ 6,000.00
Uniforms	\$4,000.00	\$ 4,000.00	\$ 4,000.00
Fuel	\$20,000.00	\$ 23,000.00	\$ 23,000.00
Cemetery Maintenance Contract	\$34,200.00	\$ 35,000.00	\$ 35,000.00
Tree Maintenance	\$25,000.00	\$ 25,000.00	\$ 20,000.00
IT Services	\$2,000.00	\$ 3,500.00	\$ 3,500.00
Sanitation Services	\$693,600.00	\$ 690,000.00	\$ 690,000.00
Landfill Charges	\$4,000.00	\$ 2,500.00	\$ 2,500.00
Backhoe Payment	\$13,500.00	\$ 13,135.00	\$ 13,135.00
LOGT Expenses:			
2 Riding Mowers	\$24,000.00		
8 Weeders	\$4,000.00		
4 Chainsaws	\$2,500.00		
Mowers & Equipment		\$ 37,000.00	\$ 37,000.00
Equipment Supplies & Maintenance	\$13,000.00	\$ 13,000.00	\$ 13,000.00
Sidewalk/Street Repairs & Maintenance	\$10,000.00	\$ 10,000.00	\$ 10,000.00
Street Signs	\$7,000.00	\$ 3,000.00	\$ 3,000.00
TOTAL PUBLIC WORKS DEPT EXPENSES	\$1,568,184.00	\$1,573,130.00	\$1,563,055.00

Corrected to Actual

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

LIBRARY DEPARTMENT	FY 24/25 BUDGET	FY 25/26 BUDGET	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
Salaries	\$107,120.00	\$ 110,335.00	\$ 110,335.00
FICA Taxes	\$8,195.00	\$ 8,441.00	\$ 8,441.00
Retirement	\$14,601.00	\$ 15,480.00	\$ 15,480.00
Group Insurance	\$8,345.00	\$ 8,860.00	\$ 8,860.00
Communications	\$4,500.00	\$ 4,500.00	\$ 4,500.00
Janitorial Services	\$1,700.00	\$ 1,700.00	\$ 1,700.00
Utilities	\$3,000.00	\$ 3,000.00	\$ 3,000.00
Copier Rental	\$1,500.00	\$ 1,500.00	\$ 1,500.00
Repairs & Maintenance	\$2,000.00	\$ 2,000.00	\$ 2,000.00
Supplies	\$5,000.00	\$ 5,000.00	\$ 5,000.00
Software	\$0.00	\$ 2,500.00	\$ 2,500.00
Subscriptions	\$3,000.00	\$ 6,000.00	\$ 6,000.00
Books	\$7,000.00	\$ 7,000.00	\$ 7,000.00
WC/Property/Liability Insurance	\$10,935.00	\$ 13,122.00	\$ 13,122.00
IT Services	\$2,000.00	\$ 3,500.00	\$ 3,500.00
Programs	\$2,500.00	\$ 2,500.00	\$ 2,500.00
Equipment	\$2,500.00	\$ 2,500.00	\$ 2,000.00
TOTAL LIBRARY DEPT EXPENSES	\$183,896.00	\$197,938.00	\$197,438.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

PARKS & RECREATION DEPARTMENT	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025	
	FY 24/25 BUDGET	FY 25/26 BUDGET
Utilities	\$8,000.00	\$ 8,500.00
Repairs & Maintenance	\$5,000.00	\$ 5,000.00
Supplies	\$4,000.00	\$ 2,000.00
Property/Liability Insurance	\$47,751.00	\$ 57,300.00
Senior Program	\$2,000.00	\$ 2,000.00
Dixie Youth Donation	\$2,000.00	\$ 1,500.00
Community Garden	\$1,300.00	\$ 1,300.00
TOTAL PARKS & RECREATION DEPT EXPENSES	\$70,051.00	\$80,100.00
		\$77,600.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/2025 PH & SM)

FACILITIES DEPARTMENT	FY 24/25 BUDGET	FY 25/26 BUDGET	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
Utilities:			
History, Culture, Arts	\$4,000.00	\$ 5,500.00	\$ 5,500.00
Old City Hall	\$400.00	\$ 400.00	\$ 400.00
Public Restrooms	\$4,500.00	\$ 1,500.00	\$ 1,500.00
Community Center	\$4,500.00	\$ -	\$ -
Johnson Complex	\$38,000.00	\$ 35,000.00	\$ 35,000.00
6th Street Recreation	\$2,000.00	\$ 2,000.00	\$ 2,000.00
Field House	\$6,000.00	\$ 10,000.00	\$ 10,000.00
Holy Family	\$14,000.00	\$ 16,000.00	\$ 16,000.00
Property/Liability Insurance:			
History, Culture, Arts	\$9,654.00	\$ 11,600.00	\$ 11,600.00
Old City Hall	\$8,802.00	\$ 10,565.00	\$ 10,565.00
Public Restrooms	\$4,820.00	\$ 5,785.00	\$ 5,785.00
Community Center	\$9,854.00	\$ -	\$ -
Johnson Complex	\$40,709.00	\$ -	\$ -
6th Street Recreation	\$3,221.00	\$ 4,000.00	\$ 4,000.00
Gym	\$10,470.00	\$ 12,500.00	\$ 12,500.00
Field House	\$5,827.00	\$ 7,000.00	\$ 7,000.00
Holy Family	\$12,864.00	\$ 15,500.00	\$ 15,500.00
Raney House	\$8,381.00	\$ 10,000.00	\$ 10,000.00
Building Expenses:			
History, Culture, Arts	\$3,000.00	\$ 3,000.00	\$ 3,000.00
Old City Hall	\$0.00	\$ 1,500.00	\$ 1,500.00
Public Restrooms	\$25,000.00	\$ 25,000.00	\$ 25,000.00
Community Center	\$3,200.00	\$ -	\$ -
Johnson Complex	\$50,000.00	\$ 40,000.00	\$ 35,000.00
6th Street Recreation	\$2,500.00	\$ 2,500.00	\$ 2,000.00
Field House	\$500.00	\$ 500.00	\$ 500.00
Raney House	\$1,000.00	\$ 4,500.00	\$ 4,500.00
Holy Family	\$6,500.00	\$ 20,000.00	\$ 15,000.00
Popham Building Submerged Land Lease	\$1,500.00	\$ 1,500.00	\$ 1,500.00
Demo Johnson Complex		\$ 300,000.00	\$ -
TOTAL FACILITIES DEPT EXPENSES	\$281,202.00	\$545,850.00	\$235,350.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

GENERAL FUND REVENUES/EXPENSES SUMMARY

General Fund Revenues	PUBLIC HEARING/ SPECIAL MEETING	
	9/23/2025	
Proposed Millage - 8.3457 Mills	\$	4,770,178.00

DEPARTMENTS

Governing Body	\$331,697.00
Administrative	\$749,919.00
Building	\$161,210.00
Police	\$1,067,995.00
Fire	\$142,920.00
Public Works	\$1,563,055.00
Library	\$197,438.00
Parks/Recreation	\$77,600.00
Facilities	\$235,350.00

TOTAL DEPT EXPENSE \$4,527,184.00

GENERAL FUND RESERVE \$242,994.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

WATER DEPARTMENT REVENUE	FY 24/25	FY 25/26	PUBLIC HEARING/ SPECIAL MEETING
	BUDGET	BUDGET	9/23/2025
Water Utility Bill Revenue	\$1,085,000.00	\$1,117,550.00	\$1,117,550.00
Water Taps	\$18,000.00	\$25,000.00	\$25,000.00
Bank Interest	\$3,000.00	\$1,500.00	\$1,500.00
Credit Card Fees	\$3,000.00	\$3,000.00	\$3,000.00
Transfer From SBA	\$	\$	\$
TOTAL	\$1,109,000.00	\$1,147,050.00	\$1,147,050.00
RESTRICTED: CUSTOMER DEPOSITS			
Customer Deposits	\$24,000.00	\$30,000.00	\$30,000.00
TOTAL CUSTOMER DEPOSITS	\$24,000.00	\$30,000.00	\$30,000.00
TOTAL WATER REVENUE	\$1,133,000.00	\$1,177,050.00	\$1,177,050.00
WATER DEPARTMENT EXPENSES:			
Salaries	\$171,164.00	\$174,460.00	\$194,460.00
Billing/Clerk Salary Adjustment	\$	\$3,925.00	\$3,925.00
Overtime Salaries	\$15,000.00	\$25,000.00	\$25,000.00
FICA Taxes	\$13,477.00	\$15,900.00	\$17,090.00
Retirement	\$24,012.00	\$28,550.00	\$31,341.00
Group Insurance	\$43,732.00	\$50,810.00	\$54,807.00
WC/Liability/Property Insurance	\$38,640.00	\$46,368.00	\$46,368.00
Professional Services/Contractors	\$40,000.00	\$10,000.00	\$10,000.00
Dewberry Continuing Services	\$	\$12,500.00	\$12,500.00
Water Plant Operator	\$0.00	\$37,000.00	\$37,000.00
Communications	\$6,000.00	\$7,200.00	\$7,200.00
Dues & Fees	\$3,000.00	\$3,000.00	\$3,000.00
Supplies	\$80,000.00	\$60,000.00	\$60,000.00
Chemicals	\$	\$70,000.00	\$70,000.00
Software	\$1,500.00	\$10,000.00	\$10,000.00
Uniforms	\$	\$1,500.00	\$1,500.00
Utilities	\$70,000.00	\$55,000.00	\$55,000.00
Fuel	\$13,000.00	\$13,000.00	\$13,000.00
Repairs & Maintenance	\$40,000.00	\$40,000.00	\$40,000.00
Well Annual Maintenance Contract	\$	\$104,520.00	\$104,520.00
Annual Generator Maintenance Contract	\$	\$6,300.00	\$6,300.00
Water Tank Maintenance	\$15,000.00	\$12,000.00	\$12,000.00
Fire Hydrant Repairs	\$25,000.00	\$5,000.00	\$5,000.00
Water Meter Repairs/Maintenance	\$25,000.00	\$25,000.00	\$25,000.00
Travel & Training	\$2,000.00	\$1,000.00	\$1,000.00
Testing	\$10,000.00	\$10,000.00	\$10,000.00
IT Services	\$2,000.00	\$3,500.00	\$3,500.00
USDA Sinking Payment	\$25,000.00	\$25,000.00	\$25,000.00
Water Meter Payment	\$32,139.00	\$32,139.00	\$32,139.00
Credit Card Fees	\$6,000.00	\$3,000.00	\$3,000.00
Reserves	\$84,853.00	\$109,004.00	\$112,502.00
Admin - General Fund	\$17,500.00	\$17,500.00	\$17,500.00
Restricted: Customer Deposit Refunds	\$6,000.00	\$20,000.00	\$20,000.00
Capital Outlay:			
Water Well Repairs	\$115,000.00	\$20,000.00	\$20,000.00
Equipment	\$20,000.00	\$100,000.00	\$80,000.00
Building	\$	\$	\$
TOTAL WATER DEPT EXPENSES	\$920,017.00	\$1,158,175.00	\$1,169,652.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

SEWER DEPARTMENT REVENUE	FY 24/25	FY 25/26	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
	BUDGET	BUDGET	
Sewer Utility Bill Revenue	\$1,088,000.00	\$ 1,120,640.00	\$ 1,120,640.00
Sewer Taps	\$24,000.00	\$ 24,000.00	\$ 24,000.00
Bank Interest	\$3,000.00	\$ 1,500.00	\$ 1,500.00
Credit Card Fees	\$3,000.00	\$ 3,000.00	\$ 3,000.00
Sewer Usage Fee	\$720,000.00	\$ 720,000.00	\$ 720,000.00
Transfer from SBA		-	
TOTAL SEWER REVENUE	\$1,838,000.00	\$1,869,140.00	\$1,869,140.00
SEWER DEPARTMENT EXPENSES			
Salaries	\$286,221.00	\$ 276,140.00	\$ 296,140.00
Billing Clerk Salary Adjustment		\$ 3,925.00	\$ 3,925.00
Overtime Salaries	\$25,000.00	\$ 25,000.00	\$ 25,000.00
FICA Taxes	\$22,279.00	\$ 23,350.00	\$ 24,750.00
Retirement	\$43,524.00	\$ 42,575.00	\$ 48,973.00
Group Insurance	\$62,352.00	\$ 71,050.00	\$ 75,027.00
WC/Liability/Property Insurance	\$69,640.00	\$ 83,568.00	\$ 83,568.00
Flood Insurance	\$11,000.00	\$ 13,000.00	\$ 13,000.00
Pollution Insurance	\$3,000.00	\$ 3,000.00	\$ 3,000.00
Professional Services/Contract Labor	\$45,000.00	\$ 5,000.00	\$ 5,000.00
VMWP Operator Contract		\$ 15,000.00	\$ 15,000.00
Dewberry Continuing Services		\$ 12,500.00	\$ 12,500.00
Communications	\$9,000.00	\$ 12,000.00	\$ 12,000.00
Dues & Fees	\$1,000.00	\$ 1,000.00	\$ 1,000.00
Supplies	\$160,000.00	\$ 60,000.00	\$ 60,000.00
Chemicals		\$ 90,000.00	\$ 90,000.00
Treatment Bugs		\$ 63,000.00	\$ 63,000.00
Software		\$ 5,000.00	\$ 5,000.00
Uniforms	\$1,500.00	\$ 1,500.00	\$ 1,500.00
Utilities	\$185,000.00	\$ 150,000.00	\$ 150,000.00
Gas & Oil	\$13,000.00	\$ 13,000.00	\$ 13,000.00
Repairs & Maintenance	\$175,000.00	\$ 100,000.00	\$ 100,000.00
Annual Generator Maintenance Contract		\$ 8,710.00	\$ 8,710.00
Testing	\$35,000.00	\$ 30,000.00	\$ 30,000.00
Travel & Training	\$2,000.00	\$ 2,000.00	\$ 2,000.00
IT Services	\$2,000.00	\$ 3,500.00	\$ 3,500.00
Back Hoe Pyrit	\$13,500.00	-	-
USDA Bond Payment	\$143,000.00	\$ 143,000.00	\$ 143,000.00
DEP SRF Loan Payment	\$372,000.00	\$ 372,000.00	\$ 372,000.00
Reserves	\$146,622.00	\$ 141,803.00	\$ 145,887.00
Credit Card Fees	\$6,000.00	\$ 3,000.00	\$ 3,000.00
Admin - General Fund	\$17,500.00	\$ 17,500.00	\$ 17,500.00
Capital Outlay:			
Dike Repairs	\$30,000.00	\$ -	\$ -
Turbidity Meter	\$13,000.00	\$ -	\$ -
Equipment	\$30,000.00	\$ 30,000.00	\$ 30,000.00
Building	\$ -	\$ -	\$ -
TOTAL SEWER DEPT EXPENSES	\$1,903,138.00	\$1,821,221.00	\$1,856,980.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/2025 PH & SM)

	FY 24/25 BUDGET	FY 25/26 BUDGET	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
SCIPIO CREEK MARINA REVENUE			
Scipio Creek Mooring Revenue	\$45,000.00	\$ 40,000.00	\$ 40,000.00
Riverfront Park Revenue	\$7,000.00	\$ 6,000.00	\$ 6,000.00
Bank Interest	\$250.00	\$ 200.00	\$ 200.00
Repair Yard Income	\$10,000.00	\$ 10,000.00	\$ 10,000.00
Transfer from SBA		\$ 230,000.00	
TOTAL SCIPIO CREEK REVENUE	\$62,250.00	\$286,200.00	\$56,200.00
SCIPIO CREEK MARINA EXPENSES			
Utilities	\$8,500.00	\$ 5,200.00	\$ 5,200.00
Liability/Property Insurance	\$18,741.00	\$ 22,500.00	\$ 22,500.00
Repairs & Maintenance	\$15,000.00	\$ 5,000.00	\$ 5,000.00
Sales Tax	\$5,100.00	\$ 3,000.00	\$ 3,000.00
Supplies	\$6,500.00	\$ 3,000.00	\$ 3,000.00
Submerged Land Lease	\$5,000.00	\$ 5,000.00	\$ 5,000.00
Janitorial Service	\$3,360.00	\$ 3,000.00	\$ 3,000.00
Harbor Master		\$ 5,000.00	\$ 5,000.00
Capital Outlay:			
Harbor Master House Repairs		\$ 30,000.00	\$ -
Marina Repairs		\$ 200,000.00	\$ -
TOTAL SCIPIO CREEK EXPENSES	\$62,201.00	\$281,700.00	\$51,700.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

BATTERY PARK MARINA REVENUE	FY 24/25	FY 25/26	PUBLIC HEARING/ SPECIAL MEETING 9/23/2025
	BUDGET	BUDGET	
Battery Park Mooring Revenue	\$65,000.00	\$ 70,000.00	\$ 70,000.00
Bank Interest	\$1,500.00	\$ 1,200.00	\$ 1,200.00
Launch Fees	\$52,000.00	\$ 50,000.00	\$ 50,000.00
Cash Carryforward		\$ 200,000.00	\$ 200,000.00
TOTAL BATTERY PARK REVENUE	\$118,500.00	\$321,200.00	\$321,200.00
BATTERY PARK MARINA EXPENSES			
Utilities	\$12,000.00	\$ 5,000.00	\$ 5,000.00
Garbage	\$0.00	\$ 1,500.00	\$ 1,500.00
Liability/Property Insurance	\$21,899.00	\$ 26,280.00	\$ 26,280.00
Repairs & Maintenance	\$10,000.00	\$ 5,000.00	\$ 5,000.00
Submerged Land Lease	\$1,000.00	\$ 1,500.00	\$ 1,500.00
Janitorial Service	\$4,500.00	\$ 3,000.00	\$ 3,000.00
Supplies	\$10,000.00	\$ 8,000.00	\$ 8,000.00
Sales Tax	\$6,000.00	\$ 5,000.00	\$ 5,000.00
Admin - General Fund	\$22,000.00	\$ 22,000.00	\$ 22,000.00
Harbor Master		\$ 5,000.00	\$ 5,000.00
Capital Outlay:			
Dock Repairs		\$ 100,000.00	\$ 100,000.00
Seawall Repairs		\$ 100,000.00	\$ 100,000.00
TOTAL BATTERY PARK EXPENSES	\$87,399.00	\$282,280.00	\$282,280.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

PUBLIC HEARING/ SPECIAL MEETING 9/23/2025	
Water Department	
Water Revenue	\$ 1,177,050.00
Less Expenses	\$ (1,057,150.00)
Water Reserve	\$ 119,900.00
Sewer Department	
Sewer Revenue	\$ 1,869,140.00
Less Expenses	\$ (1,711,093.00)
Sewer Reserve	\$ 158,047.00
Scipio Creek	
Scipio Creek Revenue	\$ 56,200.00
Less Expenses	\$ (51,700.00)
Scipio Creek Reserve	\$ 4,500.00
Battery Park	
Battery Park Revenue	\$ 321,200.00
Less Expenses	\$ (282,280.00)
Battery Park Reserve	\$ 38,920.00
TOTAL ENTERPRISE RESERVE	
	\$ 321,367.00

CITY OF APALACHICOLA FY 2025/2026 BUDGET - DRAFT 3 (9/23/25 PH & SM)

Capital Improvement Plan	FY 25/26 Budget
Revenues:	
Capital Improvement Funds - Formerly SBA	\$830,000.00
Total Revenue	\$830,000.00
Capital Improvement Expenditures:	
Johnson Complex Demo	\$300,000.00
Scipio Creek Improvements	\$230,000.00
Total Expenditures	\$530,000.00
Reserve for Future Expenditures	\$300,000.00

General Fees	Standard Rate	Discount Rate (for qualifying charitable events & City employees)	Security Deposit
Facility and Park Rentals			
Lafayette Park (Gazebo) - Per Event	\$500	\$200	\$250
Riverfront Park - Per Event	\$500	\$200	\$250
Holy Family Center Grand Room - Per Event	\$500	\$300	\$300
Holy Family Center Outside - Per Event	\$150	\$100	\$100
6th Street Recreation Center - Per Event	\$200	\$100	\$250
Community Center - Per Event	\$300	\$150	\$250
Event Permit	\$100		
Public Records Research & Reproduction			
Copies 8 1/2 x 11 - each	\$0.15		
Copies 8 1/2 x 11 - two sided - each	0.20		
City Map 8 1/2 x 11 - each	\$1.00		
Labor - Employee - rate per hour	According to FL Statute		
Golf Cart Registration - Partial Year Pays Full Rate			
Golf Cart Permit - Residential Usage	\$50.00		
Golf Cart Permit - Commercial Usage	\$100.00		
Cemeteries			
Magnolia Cemetery - Per Lot = 4 Plots	\$1,200.00	Full Payment in advance is required for all cemetery lots, plots and services.	
Magnolia Cemetery - Per Plot	\$300.00		
Snowhill Cemetery - Per Lot = 4 Plots	\$1,200.00		
Snowhill Cemetery - Per Plot	\$300.00		
Gun Range Fees			
Daily visit	\$10.00 per day	(Free to current & retired City employees.)	
Annual	\$200.00		
Member + immediate family	\$300.00		
Occupational License			
License Fees Vary Per Category (See Ordinance 2024-01)			
Concurrency Reviews			
Residential Concurrency Review for Water/Sewer Availability	No Charge		
Commercial Concurrency Review for Water/Sewer Availability (required for commercial developments)	\$100		
Miscellaneous Fees			
NSF - Return Check Fee	\$35.00		
Credit Card Usage Fee - Based on Charge Amount	3.00%		

CURRENTLY OCCUPIED BY CITY HALL

Battery Park Marina & Scipio Creek Marina

Transient (Overnight) Slip Rental Fee

FY 25/26

Overnight Slip Rental Fee

Per Linear Foot per Night

\$2.00

Battery Park Marina Monthly Slip Rental Fees

Base Rate

Vessel Registered in Franklin County
not exceeding 30 ft. in length

\$100.00

Base Rate

Vessel **NOT** Registered in Franklin
County not exceeding 30 ft. in
length

\$175.00

Length Surcharge

Each Additional Foot over 30 Ft. per
month per foot charge

\$5.00

Utility Connection

Optional per month charge

\$25.00

Boat Launch Fees

Franklin County Resident Fee

Free

Non-Franklin County Resident Fee

\$15 daily/\$180 annually

Franklin County Charter Captain
Fee

\$75 annually

Non-Franklin County Charter

\$150 annually

Captain Fee

RV Overnight Camping Fees

Overnight RV Camping Fee

Self Contained Recreational Vehicles
Only. NO utility, water or sewage
connections available. **PER NIGHT**

\$50

Penalties / Fines / Fees

Return Check Fee

\$35.00

1st Rule Violation

Written Warning Issued

\$100.00

2nd Rule Violation

Final Notice

\$200.00

3rd Rule Violation

Contract Termination

\$300.00

Scipio Creek Marina

Scipio Creek Marina - Per Linear Foot - Monthly

\$1.50

FEE ANALYSIS TO BE CONDUCTED ON OVERNIGHT, BATTERY PARK MARINA, AND SCIPIO CREEK DOCKING FEES

Copier Fees

	Standard Fee	Non-for-Profit	Not-for-Profit must be a registered 501 (c)(3) to obtain discounted rate.
B&W -- 8 1/2 x 11	\$0.15	\$0.03	
B&W -- 8 1/2 x 14	\$0.15	\$0.03	
B&W -- double sided	\$0.20	\$0.06	
B&W -- 11 x 17 posters	\$1.00	\$0.50	
Color -- 8 1/2 x 11	\$0.40	\$0.20	
Color -- 8 1/2 x 14	\$0.40	\$0.20	
Color -- double sided	\$0.50	\$0.25	
Color -- 11 x 17 posters	\$2.00	\$1.00	
Supplies -- paper	\$0.03	\$0.02	
Supplies -- poster paper	\$0.25	\$0.20	
Supplies -- earbuds	\$1.00	\$1.00	
Supplies -- jump drives	\$5.00	\$5.00	

Services

Faxes -- Local	\$3.00 minimum for first 10 pages; \$1 minimum for every 5 pages thereafter
Faxes -- Long distance	\$4.00 minimum for first 10 pages; \$1 minimum for every 5 pages thereafter
Faxes -- Incoming	\$3.50 minimum for first 10 pages; \$1 minimum for every 5 pages thereafter
Scans	\$2.50 minimum for first 10 pages; \$1 minimum for every 5 pages thereafter
Lamination	\$2.00 per page

Dosik Community Room Rental

For profit / non-partner	\$25.00 per day
For profit / partner	\$15.00 per day
Not-for-profit	No Charge

Not-for-Profit must be a registered 501 (c)(3) to obtain no charge rate.

Sign Permits

Sign Permit Application Fee	\$50.00
Sign Permit Fee	\$2.00 per square foot

Residential Building - One to Two Residential Units

New Structure	Current ICC Valuation Table
Remodel/Additions	Current ICC Valuation Table
(Includes Pools)	Current ICC Valuation Table
Plan Review	Current ICC Valuation Table
Accessory Structure	Current ICC Valuation Table
(Includes Storage Building, Marine Seawalls and Docks)	Current ICC Valuation Table
Fence: replacement or repair that meet code	\$0
Fence new or materially altered	\$75
Roof/Re-Roof	\$100
House Moving Fee	\$500.00 Residential
Occupancy/Change of Use	\$100
Other Not Listed	\$100
Individual Supplemental Permit (Temp power pole, electrical, plumbing, HVAC, Gas, & Roofing)	\$100 for individual permit
Supplemental Permits (Temp power pole, electrical, plumbing, HVAC, Gas, & Roofing)	\$200 lump sum under general contractor permit

Commercial Building & Three or More Residential Units

Value of construction for commercial building and three or more residential units shall be calculated on the total cost of construction divided by the number of units. All units required to pay permit fees based upon each individual unit.

New Structure	\$6.00 per thousand valuation \$90.00 minimum
Additions/Remodel	\$7.00 per thousand valuation
(Includes Pools)	\$100.00 minimum
Accessory Structures (Includes (includes Storage Building, Marine Seawalls and Docks)	\$7.00 per thousand valuation \$90.00 minimum
Roof/Re-Roof	\$7.00 per thousand valuation \$90.00 minimum
Commercial Plan Review	One Half (1/2) Base Permit Fee
Occupancy/Change of Use	\$100.00
Moving of Structure	\$6.00 per thousand valuation \$125.00 minimum
Fence: replacement or repair	\$0.00
Fence: new or materially altered	\$75.00
Other Not Listed	\$100.00 minimum
Plumbing	\$.70 per thousand valuation \$75.00 minimum
HVAC	\$.70 per thousand valuation \$75.00 minimum
Electrical	\$.70 per thousand total valuation \$75.00 minimum

Residential Exception Fees

Water Heater Replacement	\$25.00
Pool Electrical	\$100.00
Single Service Change	\$100.00
Burglar Alarm Install	\$100.00
Single Temp Pole	\$100.00
Gas	
Commercial up to 10 Outlets	\$100.00
Commercial over 10 Outlets	\$100.00 plus \$10.00 each per outlet over 10
Residential	\$100.00
Mobile Home Set-Up Fee	\$150.00 Singlewide \$150.00 Doublewide \$375.00 Triplewide

Fee includes set-up only, does not include decks or accessory structures. May not include any attachable additions. Electrical and Split

mechanical systems - \$75.00 each. No additional permit required for plumbing or mechanical pack.	
Demolition Fee:	\$0.00
Re-Inspection Fee	\$75.00
Failure to Call for Inspection	\$75.00
Failure to Receive Building Permit Prior to Construction	\$250.00 plus double permit fee for all work started prior to permit issuance
Special Inspection and All Other Inspections where no Permit Fee Is Generated	\$100.00 per hour – minimum 1 hour
After Hours Emergency Call Out	\$100.00 for first hour \$100.00 per hour thereafter

The permit and fee accessed for this service will be the responsibility of the contractor and owner. Payment will be made upon arrival of the inspector or to the Building Department immediately following the inspector or to the Building Department immediately following service.

Miscellaneous Fees

FILL FEES

Routine Landscaping, less than 1000 sq	\$0.00
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A&V FLOOD ZONES

Greater than 5 cu yds but less than 10 cu yds	\$100.00
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Greater than 10 cu yds but less than 20 cu yds	\$200.00
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Each additional yard of fill	\$20.00
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X ZONE

Greater than 5 cu yds but less than 20 cu yds	\$100.00
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Each additional yard of fill	\$10.00
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Fill requires site plan review, concurrency review and associated fees.

Penalty for fill above permitted quantity	\$500
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Floodplain Management Fee	\$250.00
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Commercial Stormwater Review	\$300.00
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Stormwater Utility

Single Family Detached Residence	\$1.00 per month
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Other Residential Multi-Family	\$1.00 per month for each dwelling unit
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Institutional

Gov't & Non-For-Profit Facilities	\$2.00 per month
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Commercial	\$2.00 per month for each water or sewer connection
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Stormwater Permit Impact Fees

A one-time stormwater impact fee will be levied on each City building permit which is equivalent to five years of standard utility billing rates.

Residential - Single Family	\$1.00 per month for 60 months - \$60.00
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Commercial - Standard	\$2.00 per month for 60 months - \$120.00
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Commercial - One-half (0.5) acre	\$6.00 per month for 60 months - \$360.00
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Planning & Zoning Department

Development Order Fees

FY 25/26

Residential New Construction \$200.00 Base Rate

Residential Accessory structures, including decks & pools, any lot coverage \$50.00

Fence: new or materially altered

Site Plan Review – Includes Site Plan Review and Two Reviews

\$50.00

Commercial/Multifamily New Construction

Less than 5,000 square ft.; 2 acres or 3 Units

\$450.00

5,000 - 20,000 square ft. ; 2-5 acres or 4 -24 Units

\$1,000.00

20,001 - 100,000 square ft. ; 5-10 acres or 25-100 Units

\$2,000.00

over 100,000 square ft. ; over 10 acres or over 100 Units

\$3,000.00

Commercial/Multifamily Accessory Structures, including decks & pools, any lot coverage

\$250.00

Commercial review subsequent

\$300.00 per review

to first 2 plan reviews

Commercial/Multifamily: New & Replacement Fence

\$100.00

Amendments to local development orders - Same as stated for

Commercial/Industrial Site Plan Review above.

Development of Regional Impact (DRI)

New DRI \$5,000.00

Site Plan Review, less than 5,000 sq. ft. and less than 2 acres

\$500.00

Site Plan Review, 5,000 sq. ft.- 100,000 sq. ft. and less than 2 acres

\$1,000.00

Site Plan Review, 5,000 sq. ft.- 100,000 sq. ft. and 2 to 10 acres

\$2,000.00

Site Plan Review, more than 100,000 sq. ft., or more than 10 acres

Negotiated

Certificate of Appropriateness

Residential

- New Construction

\$75.00

- Accessory Structure, addition, remodel

\$40.00

- Fence

\$25.00

- Other

\$25.00

Commercial/Multi-Family

- New Construction

\$150.00

- Accessory Structure, addition, remodel

\$80.00

- Fence

\$50.00

- Sign

\$50.00

- Other

\$50.00

Failure to apply & receive Certificate of Appropriateness

Residential

\$150.00

Commercial

\$1,000.00

Misc.

APMF Parking Spot \$5,000.00

Appeals \$500.00

Encroachment Agreement \$150.00

Quasi-Judicial Variance Requests \$1,600.00

Quasi-Judicial Special Exception Requests \$1,600.00

Records Request According to FL Statute

Sketch Plat \$0.00

Preliminary Replat \$100.00 plus \$2.00 per lot

Final Replat \$3,500.00

Re-Zoning Requests \$2,000.00

Land Use Change Requests \$2,000.00

Combination Re-Zoning/ Land Use Requests \$3,500.00

Code Enforcement

Tree Ordinance Fees & Fines

FY 25/26

Permit Processing Fee	\$50
Additional Processing Fee if Trees are Removed Prior to Tree Application Approval	\$50
Trees: 4" to 16" tree (Non Heritage) price each	\$35
Trees: 16" to less than 35" tree (Non Heritage) price each	\$45
Total Non Heritage Tree (Maximum per lot)	\$300
Trees: Heritage trees or any tree 35" and larger	\$1,000
Fine - Heritage Tree Removal prior to application approval	\$25,000
Significant Trimming of Heritage Tree	\$100.00

Sidewalk Permits

Sidewalk Use - Restaurant/Bars	\$250 per street frontage
Sidewalk Use - Retail	\$200

Mural Permit

Mural Permit Application Fee	\$100
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Code Enforcement

First Violation	\$250
Repeat Violation	\$400

<div> <div>City of Apalachicola</div> <div>UTILITY BILLING</div> <div>FY 25/26</div> </div>				
Drinking Water / Wastewater Connections (tap Fees)	Water Inside Rate	Water Outside Rate	Wastewater Inside Rate	Wastewater Outside Rate
Residential				
Connection 3/4" or less	\$1,390.50	\$1,390.50	\$1,905.50	\$1,905.50
Connection 1"	\$2,781.00	\$2,781.00	\$3,811.00	\$3,811.00
Commercial				
Connection 3/4"	\$1,946.70	\$1,946.70	\$2,667.70	\$2,667.70
Connection 1"	\$3,893.40	\$3,893.40	\$5,335.40	\$5,335.40
Connection 1 1/2"	\$6,118.20	\$6,118.20	\$8,384.20	\$8,384.20
Connection 2"	\$12,236.40	\$12,236.40	\$16,768.40	\$16,768.40
Connection 3"	\$15,434.55	\$15,434.55	\$21,151.05	\$21,151.05
Connection 4"	\$26,280.45	\$26,280.45	\$36,013.95	\$36,013.95
Connection 6"	\$39,597.32	\$39,597.32	\$53,395.20	\$53,395.20
Connection 8"	\$52,560.90	\$52,560.90	\$65,847.90	\$65,847.90
Other Charges				
Pit Charge (to be paid at time of tap fees)			\$2,060.00	\$2,060.00
Meter/Meter Box Replacement (minimum \$50.00 based on location and meter)	\$51.50	\$51.50		
Road Bore (Minimum \$500. Based on location)	\$515.00	\$515.00	\$515.00	\$515.00
Residential Monthly 3% Rate Increase Drinking Water / Wastewater Rates	Water Inside Rate	Water Outside Rate	Wastewater Inside Rate	Wastewater Outside Rate
Monthly Minimum Charge				
Residential 3/4"	\$15.24	\$19.04	\$24.98	\$31.20
Residential 1"	\$15.24	\$19.04	\$24.98	\$31.20
Residential 1 1/2"	\$15.24	\$19.04	\$24.98	\$31.20
Residential Sewer Usage Fee			\$29.00	\$29.00
Usage Charges per 1000 Gallons				
Over 1000 to less than 3000	\$5.39	\$6.44	\$7.54	\$7.94
3000 to less than 6000	\$5.65	\$6.78	\$7.80	\$8.59
6000 to less than 9000	\$5.94	\$7.11	\$8.25	\$9.02
9000 to less than 13000	\$6.26	\$7.46	\$8.74	\$9.46
13000 +	\$6.55	\$7.84	\$9.02	\$9.93
Stormwater Fee Residential (monthly)	\$1.00			
Stormwater Impact Fee Residential for new construction	\$61.80			
Commercial Monthly 3% Rate Increase Drinking Water / Wastewater Rates	Water Inside Rate	Water Outside Rate	Wastewater Inside Rate	Wastewater Outside Rate
Monthly Minimum Charge				
Commercial 3/4"	\$32.91	\$41.12	\$36.59	\$45.68
Commercial 1"	\$65.71	\$82.16	\$72.80	\$91.27
Commercial 1 1/2"	\$103.27	\$129.09	\$114.90	\$143.62
Commercial 2"	\$206.56	\$258.18	\$229.69	\$289.43
Commercial 3"	\$236.65	\$295.81	\$289.72	\$362.15
Commercial 4"	\$443.52	\$554.41	\$493.32	\$616.69
Commercial 6"	\$5,060.43	\$6,325.38	\$8,668.13	\$10,835.25
Commercial 8"	\$6,521.50	\$8,151.67	\$9,204.97	\$11,506.34
Commercial Sewer Usage Fee			\$95.00	\$95.00
Usage Charges per 1000 Gallons				
Over 1000 to less than 3000	\$5.39	\$6.44	\$7.54	\$7.94
3000 to less than 6000	\$5.65	\$6.78	\$7.80	\$8.59
6000 to less than 9000	\$5.94	\$7.11	\$8.25	\$9.02
9000 to less than 13000	\$6.26	\$7.46	\$8.74	\$9.46
13000 +	\$6.55	\$7.84	\$9.02	\$9.93
Stormwater Fee Commercial (monthly)	\$2.00			
Stormwater Impact Fee Commercial for new construction	\$123.60			
Stormwater Impact Fee Commercial for new construction (0.5 acre or more)	\$370.80			

City of Apalachicola

UTILITY BILLING

FY 25/26

Fees Drinking Water / Wastewater	All Connections	Charges are for any type of Connection		
Other Fees				
Late Payment	10% after 15th			
Return Check or ACH Fee	\$35.00			
Shut Off Fee	\$25.00 after 20th			
Water Turn On Fee	\$25.00			
Transfer Fee	\$25.00			
Pull Fee (turned off after 2 mths bill)	\$100.00			
Meter - Re-read Fee	\$15.00			
After hours turn on	\$50.00			
Cut lock off meter - 1st offense - (Lock placed on meter by City for any reason and is cut off)	\$100.00			
Cut lock off meter - 2nd offense - (Lock placed on meter by City for any reason and is cut off)	\$ 250.00 and meter pulled			
Data Log Fees				
First Occurrence in 12 month period	No Charge			
Repeat Data Log Fee Per Occurrence	\$15.00			
Deposits		Examples of Type of Business		
Residential	\$150.00			
Commercial Small Users	\$200.00	Merchants, General Commercial		
Commercial Medium Users	\$500.00	Restaurant, Grocery Store		
Commercial Large Users	\$800.00	Seafood Processing		
Garbage Collection Fees		Monthly Fee		
1 Residential Can/ 1 x Week	\$26.55			
1 Residential Can/ 2 x Week	\$53.08			
Bear Proof Can	\$42.11			
Chain & Lock Fee for Garbage Receptical	\$27.47			
1 Commercial Can/ 1 x Week	\$40.97			
1 Commercial Can/ 2 x Week	\$86.16			
4 Commercial Cans/ 2 x Week	\$327.73			
10 Commercial Cans/ 1 x Week	\$1,755.34			
5 Commercial Cans/ 2 x Week	\$423.99			
1 Commercial Can/ 3 x Week	\$122.90			
2 yd Dumpster/ 1 x Week	\$75.00			
2 yd Dumpster/ 2 x Week	\$166.17			
4 yd Dumpster/ 1 x Week	\$166.17			
4 yd Dumpster/ 2 x Week	\$320.79			
4 yd Dumpster/ 3 x Week	\$498.51			
6 yd Dumpster/ 1 x Week	\$249.25			
6 yd Dumpster/ 2 x Week	\$498.51			
6 yd Dumpster/ 3 x Week	\$750.07			
6 yd Dumpster/ 4 x Week	\$992.41			
6 yd Dumpster/ 5 x Week	\$1,246.28			
8 yd Dumpster/ 1 x Week	\$332.34			
8 yd Dumpster/ 2 x Week	\$663.56			
8 yd Dumpster/ 2 x Week/ 4 Businesses	\$166.17			
8 yd Dumpster/ 3 x Week	\$998.17			
8 yd Dumpster/ 4 x Week	\$1,327.05			
(8) 8 yd Dumpsters/ 4 x Week	\$4,777.40			
8 yd Dumpster/ 5 x Week	\$1,658.82			

**APALACHICOLA CITY COMMISSION
REQUEST FOR BOARD ACTION
Meeting Date: 9/23/2025**

SUBJECT: **Manager Employment Agreement**

AGENDA INFORMATION:

Agenda Location: **UNFINISHED BUSINESS**
Item Number: **3**
Department: **Legal**
Presenter: **Daniel Hartman, City Attorney**

BRIEF SUMMARY:

Attached for consideration is a draft City Manager Employment Agreement for Charles V. Anderson. The Agreement tracks the format and terms of employment for the past two City Managers. Please review the entire Agreement, some significant terms are as follows:

1. Salary - \$116,000.00 annually. P. 4
2. Insurance – Mr. Anderson does not require the City Health insurance and will be covered only for Life, Unemployment and Workers Compensation. This was a factor in negotiating salary amount. P. 5
3. Termination – if **not** terminated for cause (as described in the Agreement) there is a 20 week severance pay package. P.12

RECOMMENDED MOTION AND REQUESTED ACTIONS:

1. Motion to approve.

FUNDING SOURCE: N/A

ATTACHMENTS:

Draft Manager Employment Agreement

STAFF'S COMMENTS AND RECOMMENDATIONS:

Employment Agreement between the City of Apalachicola

And

Charles V. Anderson

THIS EMPLOYMENT AGREEMENT is entered into effective the 22nd day of September 2025, by and between the City of Apalachicola, Florida (hereinafter called "City") a municipal corporation and Charles Anderson (hereinafter referred to as "Anderson").

1. Employment.

The City hereby employs Anderson and Anderson hereby accepts such employment upon the terms and conditions set forth in this Agreement.

2. Term.

The term of this Agreement shall begin on September 29, 2025 and Anderson shall continue to serve as Manager under the terms of this Agreement thereafter unless his employment is terminated by the City as provided in Section 12 of this Agreement.

3. Duties.

City hereby employs Anderson as City Manager to perform the functions and duties specified in the Florida General Statutes, the City of Apalachicola Charter and such other duties as shall be prescribed by the City Commission from time to time. Anderson shall be under the direction and supervision of the City Commission, and Anderson shall follow the Personnel Policies enacted by the City Commission.

- a. The parties acknowledge and agree that, as a senior management service employee, Anderson is not and is not considered to be a "nonexempt employee" and is not entitled to benefits of any provisions of the Federal Fair Labor Standards Act or as an "Employee" under Florida Statutes Chapter 448, as amended from time to time.

4. Compensation.

You will receive an annual base salary of \$116,000.00, payable bi-weekly in accordance with the City's regular payroll practices, as may be amended from time to time. Said salary shall be paid in accordance with the regular pay procedures of the City. In addition, the City agrees that at the end of a one-year period, you shall be eligible for an annual salary review by the City Commission. Thereafter, you shall be entitled to an increase in compensation (including any merit or cost of living adjustment as other City employees) as determined by the City Commission upon each yearly anniversary date of employment (September 29, 2025).

5. Insurance Benefits.

The City provides group health, hospitalization, dental, life, and vision for its employees. Anderson does not require health, hospitalization, dental or vision. However, he will be covered by the City with life insurance (\$50,000), unemployment and workers compensation in the same manner as all active employees. All such Coverage will be provided in accordance with the terms set out for other City employees which may be amended from time to time.

6. Vacation, Sick Leave and other Leaves of Absence.

You shall be entitled to leaves of absence for holidays, vacation, sickness, and other reasons as set out for other City employees. At the start date of employment, you shall receive an advance credit of 80 hours of vacation and will accrue vacation leave at the City's highest rate, currently 6.15 hours per pay period. Additionally, on your start date you shall receive 20 hours of Sick leave and accrue at the City's highest rate, currently 3.69 hours per pay period. Anderson will not carry over 240 vacation leave hours from one calendar year to another calendar year. Upon termination of this agreement, however terminated, Anderson shall be entitled to the payment of accrued vacation and sick leave.

7. Retirement.

Anderson shall be classified as and entitled to senior management service retirement benefits under the Florida Retirement System.

8. Automobile/Mileage Reimbursement.

City Manager duty requires that he have automobile transportation available to him and Anderson agrees to provide such transportation, including his own liability, property damage and other insurance coverage as well as the purchase, operation, maintenance, repairs and replacement of such automobile transportation. The City agrees to provide Anderson an automobile or transportation allowance in the amount of Three Thousand Six Hundred dollars (\$3,600.00) per year, payable in equal installments with the Anderson's paychecks to reimburse him for transportation. When the City has a vehicle available, it will be provided and payment of the allowance will cease.

9. Technology Package

The City will provide Anderson with a laptop computer and a Cell Phone.

10. Professional Dues and Subscriptions.

The City agrees that appropriations will be made in the annual budget to pay the professional dues and subscriptions for Anderson in national, state and local associations and organizations necessary and desirable for his continued professional participation and growth and for the good of the City. Any expense over and above what is appropriated in the budget must be approved by the City Commission. The City agrees that appropriations will be made in the annual budget to pay the travel and subsistence expense of Anderson for professional and official travel, meetings and occasions adequate to professional development including, but not limited to attendance at the annual conferences of ICMA, FLC, FCCMA, and other short courses and seminars.

11. Performance Evaluations.

City Commission shall review and evaluate the performance of Anderson once annually. Further, City Commission shall provide Anderson with a written summary statement of the findings of that body and provide an adequate opportunity for Anderson to discuss his evaluation with the Commission. Such evaluation shall be in accordance with criteria established between the City and Anderson and such criteria shall be based upon the City Manager's responsibilities

in the City Charter, City Code and applicable Resolutions, policies, directives and guidelines established by the City Commission. The City Commission shall review Anderson's performance and determine any increase, if any, no later than the last regular meeting of the commission in June of each year. Any approved increase from the evaluation shall be effective as of Anderson's yearly anniversary date (September 29, 2025).

12. Termination and Severance Pay.

Notwithstanding anything in this Agreement to the contrary, the City has the right to terminate the services of Anderson at any time subject only to the provisions set forth in this Agreement and subject to the procedures set forth in the City Charter for such termination.

- a. In the event that the City Manager is terminated without cause, the City shall provide severance in the amount of salary and continued group health insurance coverage to the City Manager for twenty (20) weeks with salary payable on a bi-weekly basis.
- b. In the event the City Manager's employment is terminated for any one or more of the following reasons (for cause) severance shall not be paid. Anderson will be given fifteen (15) days notice and placed on administrative leave with or without pay as determined by a vote of the City Commission.
 1. Evidence of any crime or illegal act (other than a misdemeanor traffic violation) or act of employee misconduct which would be considered as a violation of the personnel policies of the City.
 2. The willful refusal to carry out the job duties of the City Manager;
 3. Termination in accordance with the provisions of the Alcohol and Drug Policy set forth for all employees of the City, as it may be amended from time to time.
 4. Refusal to enforce the City Ordinances approved by the City Commission;
 5. Gross neglect of the duties of the office of City Manager, or violation of the City's Personnel Policies
 6. Misrepresentation of the information/material submitted or provided by in the application for interview process of the securing of this position.

13. Outside Activities.

The employment provided for by this Agreement shall be Anderson's sole employment. In particular (but without limitation) he shall not qualify for or occupy any other appointed or

elected governmental office with or without compensation without prior consent of the City. Recognizing that certain outside consulting or teaching opportunities provide indirect benefits to the City and the community, Anderson may (as approved by the City Commission in its sole discretion) elect to accept limited teaching, consulting or other business opportunities with the understanding that such arrangements shall not constitute interference with or a conflict of or the interest with his responsibilities under this Agreement (as approved by the City Commission in its sole discretion). Anderson agrees to reside within Franklin County within 6 months of employment.

14. Hours of Work

It is recognized that Anderson will often be required to devote considerably more hours to his position than other employees, and that he will devote a great deal of time outside the normal hours of business toward the business affairs of the City. Working hours will be flexible to accommodate the requirements and practices of the City Manager position, but generally, he shall work during normal City business hours, excluding City recognized holidays, vacation leave, or other leave in accordance with this agreement or the applicable City policy. Anderson is exempt from the overtime provisions of the Fair Labor and Standards Act, as amended, but is expected to engage in those hours of work necessary to fulfill the obligations of the position of City Manager. No compensation shall be paid for overtime and compensatory time off will not be a matter of right based upon evening requirements or demanding projects. However, occasional time away from the office will be recognized as consistent with the nature of the professional position.

15. Other Terms of Employment.

The City, only upon agreement with Anderson, shall fix any such other terms and conditions of employment, as it may determine from time to time, relating to the performance of Anderson, provided such terms and conditions are not inconsistent with or in conflict with the provisions of this Agreement, the Apalachicola Charter or any other law.

16. Indemnification.

Beyond that required under Federal, State, or Local Law, City shall defend, save harmless and indemnify Anderson against any tort, professional liability claim or demand or other legal action, whether groundless or otherwise, arising out of an alleged act or omission occurring in the

performance of Anderson's duties as City Manager or resulting from the exercise of judgment or discretion in connection with the performance of program duties or responsibilities, unless the act or omission involved grossly negligent, willful or wanton or intentional conduct. The City may request and the City shall not unreasonably refuse to provide independent legal representation at City's expense and City may not unreasonably withhold approval. Legal representation, provided by City for Anderson, shall extend until a final determination of the legal action Including any appeals brought by either party. The City shall indemnify Anderson against any and all losses, damages, Judgments, interest, settlements, fines, court costs and other liabilities incurred by, imposed upon, or suffered by Anderson in connection with or resulting from any claim, action, suit, or proceedings, actual or threatened, arising out of or in connection with the performance of his or her duties so long as the same did not and does not involve gross negligence, willful or wanton or intentional conduct, acts or omissions on the part of Anderson. Any settlement of any claim must be made with prior approval of the City in order for indemnification, as provided in this Section, to be available. Anderson recognizes that City shall have the right to compromise. Further City agrees to pay all reasonable litigation expenses of Anderson throughout the pendency of any litigation to which Anderson is a party, witness or advisor to the City except as set forth above where the actions or omissions of Anderson involve gross negligence, willful or wanton or intentional conduct. Such expense payments shall continue beyond Anderson's service to the City as long as litigation is pending. Further, after Anderson's employment ends, City agrees to pay Anderson reasonable consulting fees and travel expenses when Anderson serves as a witness, advisor or consultant to City regarding pending litigation.

17. Bonding

City shall bear the full cost of any fidelity or other bonds required of Anderson under any law or ordinance.

18. General Provisions.

Except as specifically addressed and modified in this Agreement, the terms of the Apalachicola Charter or any other laws apply to Anderson.

Integration. This Agreement sets forth and establishes the entire understanding between the City and Anderson relating to the employment of Anderson by the City. The parties by mutual

written agreement may amend any provision of this Agreement during the life of the Agreement. Such amendments shall be incorporated and made a part of this Agreement.

Severability. The invalidity of any portion of this Agreement will not affect the validity of any other provisions. In the event that any provision of this Agreement is held to be invalid, the remaining provisions shall be deemed to be in full force and effect as if they have been executed by both parties subsequent to the expungement or judicial modification of the invalid provision.

CITY OF APALACHICOLA

BY: _____
Brenda Ash, Mayor

ATTEST:

BY: _____
Sheneidra Cummings, City Clerk

AGREED AND ACCEPTED this ____ day of September, 2025

Charles V. Anderson