

OPENING CEREMONIES: INVOCATION, FOLLOWED BY SALUTE TO THE FLAG

Council Member Sutton provided the invocation, followed by the Pledge of Allegiance.

CALL TO ORDER:

Mayor Hoffman called the meeting to order at 6:00 P.M.

ROLL CALL:

Mayor: Christine Hoffman

Council Members:	Sandy Golding	Bill Horn	Dan Janson
	Greg Sutton	John Wagner	Bruce Wouters

Also present were: City Manager Mike Staffopoulos, Deputy City Manager Karen Nelson, City Attorney David Migut, Chief Financial Officer Ashlie Gossett, Director of Human Resources Kimberlee Bennett, and City Clerk Molly Alleger.

APPROVAL OF MINUTES:

Motion: It was moved by Mr. Janson, seconded by Ms. Golding, and passed unanimously to approve the following minutes:

- Regular City Council Meeting held on October 6, 2025

APPROVAL OF THE AGENDA

Motion: It was moved by Mr. Janson, seconded by Ms. Golding, to approve the agenda.

Voice Vote: In a voice vote, the motion passed unanimously.

ANNOUNCEMENTS:

Council Member Golding announced the upcoming joint meeting with Representative Kiyan Michael and Senator Clay Yarborough to discuss the legislative session and noted a joint meeting with the Duval County School Board and Beaches mayors at Fletcher High School on October 23, 2025. She reminded residents of the Police Department's DEA Drug Take Back Day on October 25, 2025, and thanked Parks and Recreation staff Savanna Coker and Alyson for participating in "Take Boo Tuesday", a spin on the communications initiative "Take Two Tuesdays". She invited families to upcoming Halloween events, including Trunk or Treat at the Carver Center on October 25, 2025, and at the Seawalk Pavilion on October 31, 2025, followed by the Moonlight Movie *Beetlejuice Beetlejuice*. She concluded by reporting on the Florida League of Cities (FLC) Municipal Operations policy committee meeting, noting discussions on the open carry law, sovereign immunity, and public records exemptions for city clerks.

Council Member Janson reported attending the FLC policy meetings as part of the Development, Code Compliance, and Redevelopment Committee. He noted the top priorities were accessory dwelling units and Community Redevelopment Agencies (CRAs). Council Member Janson also attended the Beaches Veterans Fallen War Heroes Wall unveiling at Veterans Park and commended Mayor Hoffman for her remarks.

Council Member Sutton reported serving on the FLC Intergovernmental Relations, Mobility, and Emergency Management Committee, which will focus on clarifying Senate Bill 180 and municipal election standards. He also attended the Art with a Heart in Healthcare tournament and recognized Mayor Hoffman for serving as emcee.

Council Member Wagner shared the FLC Finance and Taxation Committee's top priority was property tax reform to promote equitable and efficient use of taxpayer funds.

Council Member Horn reported from the FLC Utilities, Public Works, and Natural Resources Committee, highlighting discussions on enterprise fund transfers and extraterritorial service charges while emphasizing the importance of keeping Beaches Energy under local control.

Mayor Hoffman recognized Florida City Government Week and thanked staff for their service. She encouraged participation in the Citizen Information Academy and Citizen Police Academy, provided updates on the upcoming Sea and Sky Air Show, and noted human and pet medications would be accepted at the Drug Take Back event.

COURTESY OF THE FLOOR TO VISITORS:

- Kurtis Loftus, 11473 Oakfield Court #102, Jacksonville, spoke about Deck the Chairs.
- Pete Hoban, 932 1st Street North, Apt 602, Jacksonville Beach, spoke about golf league changes.
- Lloyd Archibald, 127 7th Avenue North, Jacksonville Beach, spoke about golf course tee times.
- John Schifer, 154 Jardin de Mer Place, Jacksonville Beach, spoke about golf course time limits.
- Bob Cummo, 4456 Apple Leaf Drive East, Jacksonville, spoke about golf league changes.
- William Bissonette, 19 Fairway Road, Jacksonville Beach, spoke about golf course bylaws changes.
- Holden Hackbarth, 4515 Hanover Park Drive, Jacksonville, spoke about golf league changes.

The following submitted speaker cards about golf league changes but did not wish to speak:

- Roger Donnellan, 507 5th Street North, Jacksonville Beach
- Ed Cal, 5110 Otter Creek Drive, Ponte Vedra Beach
- Sean Canty, 4475 Hanover Park Drive, Jacksonville
- John Licansi, 4015 Chicora Wood Place, Jacksonville
- Jim Bremer, 1219 10th Street North, Jacksonville Beach
- Muriel Bremer, 1219 10th Street North, Jacksonville Beach
- Joseph Sawyer Jr., 14209 Waverly Falls Lane East, Jacksonville
- Monte Lorenz, 4300 South Beach Parkway #1303, Jacksonville Beach
- Anthony Nettuno, 1975 1st Street, Jacksonville Beach
- Patrick J. Norris, 817 7th Avenue North, Jacksonville Beach
- Gibby Peace, 707 1st Street South, #501, Jacksonville Beach

CONSENT AGENDA:

Item A Accept the Monthly Financial Reports for the Month of September 2025

Motion: It was moved by Mr. Janson, seconded by Ms. Golding, to approve the consent agenda.

Voice Vote: In a voice vote, the motion passed unanimously.

CITY CLERK: None

CITY MANAGER/NEW BUSINESS: None

RESOLUTIONS:

Item A Adopt/Deny Resolution No. 2198-2025 Amending the Position Classification and Pay Plan for Nonunion Positions

Deputy City Manager Karen Nelson introduced the item and provided background.

Public Hearing:

The following spoke in opposition to the resolution:

- Joel Holden, 3551 San Pablo Road South, Apt. 2904, Jacksonville

Mayor Hoffman closed the public hearing.

Motion: It was moved by Mr. Janson, seconded by Ms. Golding, to adopt Resolution No. 2198-2025 Amending the Position Classification and Pay Plan for Nonunion Positions.

Discussion: A discussion ensued about raising the proposed pay increase, Beaches Energy employees, and fiscal responsibility and economic conditions.

Motion to Amend: It was moved by Mr. Sutton, seconded by Mr. Wagner, to amend the motion as follows:

FY2026:

- Adjust pay grades 203-207 by 6%
- Adjust pay grades 333-336 by 1.5%
- Adjust all other pay grades by 3.5%
- Employees who were employed on or before the effective date will receive a 3% increase with the exception of pay grades 203-207, which will receive a 5% increase
- Positions reclassified to a higher pay grade may receive an additional adjustment at the discretion of HR and leadership, not to exceed 2% for one pay grade adjustment, and not to exceed 3% overall for two or more pay grade adjustments
- In all circumstances, reclassified employees will be placed at least at the minimum of the new pay grade, regardless of the salary increase that may equate to

For FY2027:

- Adjust all pay grades by 2% effective October 1st of 2026, with the exception of pay grades 203-207, which would receive a 3.5% increase
- Employees who were employed on or before October 1, 2026 will receive a 1.5% increase, with the exception of pay grades 203-207, which will receive a 2.5% increase

Discussion: A discussion ensued about the proposed amendment, deferring the item, pay grade reclassifications, annual budget, cost of living adjustments, and merit increases.

Motion to Amend the Amendment: It was moved by Mr. Wagner, seconded by Mr. Sutton, to amend the amendment to modify the

proposal to a one-year proposal as submitted making it a 2026 only proposal and that we revert anything that reduced 203-207 back to the original proposal for Beaches Energy.

Discussion: A discussion ensued about Council Member Wagner's amendment, pay grades, pay study, Beaches Energy employees, merit increases, pay grade reclassification, and one-year amendment.

Mr. Wagner clarified his amendment to bring back the original proposals for the impacts to Beaches Energy.

Amend the Amendment Roll Call Vote: Ayes – Golding, Horn, Janson, Sutton, Wagner, and Mayor Hoffman
Nays – Wouters

The motion to amend the motion passed 6-1.

Discussion: A discussion ensued about original motion amendment.

Motion to Amend Original Motion Roll Call Vote: Ayes – Janson, Sutton, Wagner
Nays – Horn, Wouters, Golding, and Mayor Hoffman

The motion to amend failed 4-3.

Discussion: A discussion ensued about original motion amendment.

Motion to Amend: It was moved by Ms. Golding, seconded by Mr. Janson, to amend the original proposal to limit to one-year.

Discussion: None.

Motion to Amend Roll Call Vote: Ayes – Janson, Sutton, Wagner, Wouters, Golding, Horn, and Mayor Hoffman

The motion to amend passed unanimously.

Amended Motion Roll Call Vote: Ayes – Sutton, Wagner, Wouters, Golding, Horn, Janson, and Mayor Hoffman

The amended motion passed unanimously.

ORDINANCES:

Item A **Adopt/Deny Ordinance No. 2025-8228 on the second reading amending the City Code of Ordinances, Chapter 2, Article V, Division 5, Section 2-162 "General Employees' Retirement System"**

Deputy City Manager Karen Nelson introduced the item and provided background.

Mayor Hoffman requested the City Clerk read Ordinance No. 2025-8228 by title only, whereupon Ms. Alleger read the following:

“AN ORDINANCE OF THE CITY OF JACKSONVILLE BEACH, FLORIDA, AMENDING CHAPTER 2, ARTICLE V, DIVISION 5, SECTION 2-162, GENERAL EMPLOYEES’ RETIREMENT SYSTEM, OF THE CODE OF ORDINANCES OF THE CITY OF JACKSONVILLE BEACH; PROVIDING FOR THE PURCHASE OF PRIOR GOVERNMENT AND MILITARY CREDITED SERVICE, AN INCREASE TO THE ANNUAL BENEFIT CAP, AND AN INCREASE TO THE INTEREST RATE FOR BACKDROP; PROVIDING FOR THE REPEAL OF CONFLICTING ORDINANCES, SEVERABILITY, SCRIVENER’S ERRORS, CODIFICATION, AND AN EFFECTIVE DATE.”

Mayor Hoffman read the following: “This ordinance is before this Council for a public hearing and consideration on its second reading.

I will now open the public hearing on Ordinance No. 2025-8228.”

Public Hearing:

No one came forth to speak. Mayor Hoffman closed the public hearing.

Motion: It was moved by Mr. Janson, seconded by Ms. Golding, to approve Ordinance No. 2025-8228 on the second reading amending the City Code of Ordinances, Chapter 2, Article V, Division 5, Section 2-162 "General Employees' Retirement System."

Discussion: None

Roll Call Vote: Ayes – Wagner, Wouters, Golding, Horn, Janson, Sutton and Mayor Hoffman

The motion passed unanimously.

Item B **Adopt/Deny Ordinance No. 2025-8229 on the second reading amending City Code of Ordinances, Chapter 2, Article V, Division 6, Section 2-163 "Police Officers' Retirement System"**

Deputy City Manager Karen Nelson introduced the item and provided background.

Mayor Hoffman requested the City Clerk read Ordinance No. 2025-8229 by title only, whereupon Ms. Alleger read the following:

“AN ORDINANCE OF THE CITY OF JACKSONVILLE BEACH, FLORIDA, AMENDING CHAPTER 2, ARTICLE V, DIVISION 6, SECTION 2-163, POLICE OFFICERS’ RETIREMENT SYSTEM, OF THE CODE OF ORDINANCES OF THE CITY OF JACKSONVILLE BEACH; PROVIDING FOR AN INCREASE TO THE ANNUAL BENEFIT CAP AND AN INCREASE TO THE INTEREST RATE FOR BACKDROP; PROVIDING FOR THE REPEAL OF CONFLICTING ORDINANCES, SEVERABILITY, SCRIVENER’S ERRORS, CODIFICATION, AND AN EFFECTIVE DATE.”

Mayor Hoffman read the following: "This ordinance is before this Council for a public hearing and consideration on its second reading.

I will now open the public hearing on Ordinance No. 2025-8229."

Public Hearing:

No one came forth to speak. Mayor Hoffman closed the public hearing.

Motion: It was moved by Mr. Janson, seconded by Ms. Golding, to approve Ordinance No. 2025-8229 on the first reading amending City Code of Ordinances, Chapter 2, Article V, Division 6, Section 2-163 "Police Officers' Retirement System."

Discussion: None

Roll Call Vote: Ayes –Wouters, Golding, Horn, Janson, Sutton, Wagner, and Mayor Hoffman

The motion passed unanimously.

ADJOURNMENT:

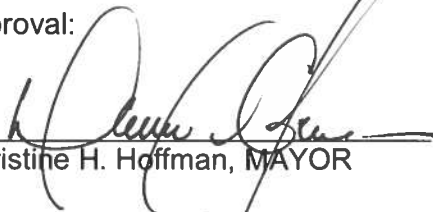
Motion: It was moved by Mr. Janson, seconded by Ms. Golding, to adjourn.

Voice Vote: In a voice vote, the motion passed unanimously.

There being no further business, the meeting adjourned at 8:12 P.M.

Submitted by: Molly Alleger
City Clerk

Approval:


Christine H. Hoffman, MAYOR

Date:

11.3.25

Mayor Pro Tem DAN JANSON