



**CITY OF DAPHNE  
1705 MAIN STREET, DAPHNE, AL  
CITY COUNCIL WORK SESSION AGENDA  
MONDAY, SEPTEMBER 8, 2025 at 6:00 PM**

- 1. CALL TO ORDER**
  - A. ROLL CALL**
- 2. FY 2026 Budget**
  - A. Ordinance 2025-17-Adopting the Fiscal Year 2026 Budget**
- 3. ANYTHING ELSE DEEMED NECESSARY**
- 4. ADJOURN**

**CITY OF DAPHNE, ALABAMA  
ORDINANCE 2025-17**

**ADOPTING THE FISCAL YEAR 2026 BUDGET**

**WHEREAS**, the Mayor of the City of Daphne has submitted to the City Council a budget for Fiscal Year 2026 which begins October 1, 2025 and ends September 30, 2026 (the "FY26 Operating Budget"); and

**WHEREAS**, the City Council has reviewed and considered such proposed budget; and

**WHEREAS**, the City Council believes that the attached proposed budget is a viable spending plan for the City during the next fiscal year;

**WHEREAS**, the City's procedures require the adoption of the budget by Ordinance; and

**WHEREAS**, if the amounts budgeted for departmental operating items or purposes are not required to be utilized for such items or purposes, then upon written approval by the Mayor or the Finance Director, these amounts may be expended for other departmental items or purposes, provided that the total amount of the adopted operating budget is not exceeded; and

**WHEREAS**, the Mayor is authorized to approve all applications for grants during the fiscal year with the understanding that grant awards requiring an additional appropriations will be presented to Council for approval; and

**WHEREAS**, the salary increases associated with the performance appraisal rating scale will be as follows:

| PERFORMANCE APPRAISAL SCORE |      | SALARY INCREASE |
|-----------------------------|------|-----------------|
| FROM                        | TO   |                 |
| 3.00                        | 3.39 | 0.50%           |
| 3.40                        | 3.79 | 1.00%           |
| 3.80                        | 4.19 | 1.50%           |
| 4.20                        | 4.59 | 2.00%           |
| 4.60                        | 5.00 | 2.50%           |

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF DAPHNE, ALABAMA,**

1. That the *FY2026 Budget* in which the General Fund revenues exceed appropriations in the amount of \$86 (*All Funds - \$639,349*) which includes total Personnel upgrades of \$46,864 and Capital \$2,986,405 (*All Funds - \$4,086,405*) as attached hereto and made a part hereof; and
2. That the Mayor shall have no authority to execute any contract obligating expenditures in excess of \$30,000 that has not first been approved by the City Council, except for deeds and bonds required in judicial proceedings and as may be otherwise authorized by separate ordinance or resolution of the City Council.

**APPROVED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF DAPHNE,  
ALABAMA, THIS \_\_\_ day of \_\_\_\_\_, 2025.**

---

**Robin LeJeune, Mayor**

**ATTEST:**

---

**Candace Antinarella, City Clerk, MMC**

**All Funds Budget Summary  
Fiscal Year 2026**

|   | Enterprise Funds  |                  |                |                   |                       |                      | TOTAL             |
|---|-------------------|------------------|----------------|-------------------|-----------------------|----------------------|-------------------|
|   | General Fund      | Solid Waste      | Civic Center   | Debt Service Fund | Special Revenues Fund | Capital Reserve Fund |                   |
| Sales, use and luxury tax                                   | 27,221,000        | -                | -              | -                 | 3,073,577             | -                    | 30,294,577        |
| Ad valorem taxes  | 11,285,000        | -                | -              | -                 | -                     | -                    | 11,285,000        |
| Business licenses   | 3,425,000         | -                | -              | -                 | -                     | -                    | 3,425,000         |
| Permits   | 896,375           | -                | -              | -                 | -                     | -                    | 896,375           |
| PILOT Taxes   | 2,830,000         | -                | -              | -                 | -                     | -                    | 2,830,000         |
| Fines and forfeitures                                       | 351,500           | -                | -              | -                 | 176,500               | -                    | 528,000           |
| Intergovernmental   | 881,100           | -                | -              | -                 | 52,000                | 255,000              | 1,188,100         |
| Charges for services  | 873,100           | 2,495,000        | 430,000        | -                 | 454,000               | -                    | 4,252,100         |
| Grants  | 16,953            | -                | -              | -                 | -                     | -                    | 16,953            |
| Contributions and donations                                 | 183,752           | -                | -              | -                 | -                     | -                    | 183,752           |
| Interest / investment earnings                              | 175,000           | -                | -              | -                 | 2,500                 | 10,000               | 187,500           |
| Miscellaneous   | 58,500            | -                | -              | -                 | -                     | -                    | 58,500            |
| <b>Total Estimated Revenues</b>                             | <b>48,197,280</b> | <b>2,495,000</b> | <b>430,000</b> | <b>-</b>          | <b>3,758,577</b>      | <b>265,000</b>       | <b>55,145,857</b> |
| Payroll and Related Costs                                   | 29,142,827        | 1,403,290        | 463,493        | -                 | 28,080                | -                    | 31,037,690        |
| Retiree Health Insurance and Benefits                       | 339,635           | -                | -              | -                 | -                     | -                    | 339,635           |
| Merit Increases   | 250,000           | -                | -              | -                 | -                     | -                    | 250,000           |
| Employee Raises (.50/hr) - COLA effective 10/2/2025         | 479,637           | -                | -              | -                 | -                     | -                    | 479,637           |
| Employee Longevity Pay                                      | 67,424            | -                | -              | -                 | -                     | -                    | 67,424            |
| <b>Personnel</b>  | <b>30,279,523</b> | <b>1,403,290</b> | <b>463,493</b> | <b>-</b>          | <b>28,080</b>         | <b>-</b>             | <b>32,174,386</b> |
| General Government  | 3,258,946         | -                | -              | -                 | 682,814               | -                    | 3,941,760         |
| Public Safety   | 2,569,110         | -                | -              | -                 | 104,000               | -                    | 2,673,110         |
| Public Works  | 2,645,086         | 1,809,870        | -              | -                 | -                     | -                    | 4,454,956         |
| Recreation and Culture                                      | 1,843,992         | -                | 406,795        | -                 | 269,420               | -                    | 2,520,207         |
| <b>Operating</b>  | <b>10,317,134</b> | <b>1,809,870</b> | <b>406,795</b> | <b>-</b>          | <b>1,056,234</b>      | <b>-</b>             | <b>13,590,033</b> |
| New Capital   | 2,986,405         | -                | -              | -                 | 600,000               | 500,000              | 4,086,405         |
| New Personnel   | -                 | -                | -              | -                 | -                     | -                    | -                 |
| Personnel Upgrades  | 46,864            | -                | -              | -                 | -                     | -                    | 46,864            |
| Debt Service  | -                 | -                | -              | 4,608,820         | -                     | -                    | 4,608,820         |
| Transfers To/From Other Funds:                              |                   |                  |                |                   |                       |                      |                   |
| Transfers To Other Funds                                    | (4,567,268)       | -                | -              | -                 | (1,200,000)           | -                    | (5,767,268)       |
| Transfers From Other Funds                                  | -                 | 718,160          | 440,288        | 4,608,820         | -                     | -                    | 5,767,268         |
|   | (4,567,268)       | 718,160          | 440,288        | 4,608,820         | (1,200,000)           | -                    | -                 |
| <b>Total Estimated Revenues (Over) Under Appropriations</b> | <b>86</b>         | <b>-</b>         | <b>-</b>       | <b>-</b>          | <b>874,263</b>        | <b>(235,000)</b>     | <b>639,349</b>    |

**Summary of FY 2026 Capital Budget Requests - MAYOR APPROVED**

| Description  | Acquisition Type | Total Request    | Total Funded     | Funding Source       |
|--|------------------|------------------|------------------|----------------------|
| <b>Executive:</b>  |                  |                  |                  |                      |
| Centennial Celebration for 2027 - 4 of 5 down payment                    | Purchase         | 50,000           | 50,000           | General Fund         |
| <b>Public Safety:</b>  |                  |                  |                  |                      |
| <u>Police</u>  |                  |                  |                  |                      |
| International Chiefs of Police Leadership Film Series                    | Purchase         | 13,125           | 13,125           | General Fund         |
| (8) Replacement Vehicles - Interceptors - Automatic Rotation- Dealership | Lease            | 467,664          | 110,000          | General Fund         |
| (8) Replacement Vehicles - Interceptors - Automatic Rotation Outfit      | One Time         | 55,000           | 50,000           | General Fund         |
| Vehicle and Body Worn Cameras - One Time Cost                            | Purchase         | 121,215          | 121,215          | General Fund         |
| Vehicle and Body Worn Cameras - Annual Subscription                      | Purchase         | 145,000          | 145,000          | General Fund         |
| Subtotal   |                  | 802,004          | 439,340          |                      |
| <u>Court</u>   |                  |                  |                  |                      |
| Furniture/IT Equipment for New Courtroom                                 | Purchase         | 50,000           | 45,000           | General Fund         |
| <u>Fire</u>  |                  |                  |                  |                      |
| Ford Interceptor, Replacement V#1820, Totaled                            | Purchase         | 89,900           | 75,000           | General Fund         |
| Repair Fire Station #4 Concrete Pad                                      | Purchase         | 17,000           | 18,000           | General Fund         |
| Extractor and Dryer  | Purchase         | 22,000           | 22,000           | General Fund         |
| Subtotal   |                  | 128,900          | 115,000          |                      |
| <b>Public Works:</b>   |                  |                  |                  |                      |
| <u>Solid Waste</u>   |                  |                  |                  |                      |
| 31 yd Automated Loader - Garbage, Replacement, V#2150, 5 years           | Lease            | 400,000          | 91,000           | General Fund         |
| Ford F350 with Par-Kan refuse Dumper                                     | Purchase         | 100,000          | 91,000           | General Fund         |
| Subtotal   |                  | 500,000          | 182,000          |                      |
| <u>Street:</u>   |                  |                  |                  |                      |
| F450 Truck w/Dump Body, Replacement#1203, 19 years                       | Purchase         | 95,000           | 95,000           | General Fund         |
| <u>Mowing:</u>   |                  |                  |                  |                      |
| (2) Outfront Mowers - Automatic Rotation                                 | Purchase         | 100,000          | 100,000          | General Fund         |
| <u>Mechanical Barn:</u>  |                  |                  |                  |                      |
| Roof Replacement   | Purchase         | 165,000          | 165,000          | General Fund         |
| Fuel Tank System Replacement   | Purchase         | 750,000          | 75,000           | General Fund         |
| Subtotal   |                  | 915,000          | 240,000          |                      |
| <b>Recreation:</b>   |                  |                  |                  |                      |
| Z Spray Stand on Sprayer   | Purchase         | 21,000           | 21,000           | General Fund         |
| Maintenance Building - Trione Park                                       | Purchase         | 200,000          | 100,000          | General Fund         |
| Retrofit Soccer Fields (2) to LED  | Purchase         | 350,000          | 350,000          | Lodging Tax Fund     |
| Subtotal   |                  | 571,000          | 471,000          |                      |
| <b>Finance/Human Resources:</b>  |                  |                  |                  |                      |
| Used Vehicle, Replacement V#1138, 20 yrs                                 | Purchase         | 30,000           | 29,500           | General Fund         |
| <b>Engineering:</b>  |                  |                  |                  |                      |
| ADNCR Stormwater Mapping Grant - Required Match                          | Purchase         | 50,000           | 50,000           | General Fund         |
| <b>Senior Center:</b>  |                  |                  |                  |                      |
| Used Vehicle for SAIL Deliveries   | Purchase         | 29,999           | 30,000           | General Fund         |
| <b>Library:</b>  |                  |                  |                  |                      |
| Replacement of Carpet  | Purchase         | 57,500           | 57,500           | General Fund         |
| <b>Civic Center:</b>   |                  |                  |                  |                      |
| Replace Arena Lights with LED  | Purchase         | 14,065           | 14,065           | General Fund         |
| Electric Skyjack Scissor Lift, Replacement, 25 yrs                       | Purchase         | 18,000           | 18,000           | General Fund         |
| Subtotal   |                  | 32,065           | 32,065           |                      |
| <b>Infrastructure:</b>   |                  |                  |                  |                      |
| FY 26 Road Resurfacing   | Purchase         | 1,250,000        | 1,000,000        | General Fund         |
| FY 26 Road Resurfacing   |                  |                  | 250,000          | Ten Cent Gas Fund    |
| FY 26 Sidewalk Plan  | Purchase         | 250,000          | 250,000          | Capital Reserve Fund |
| Lancaster Way Drainage Improvements                                      | Purchase         | 1,000,000        | 250,000          | Capital Reserve Fund |
| Subtotal   |                  | 2,500,000        | 1,750,000        |                      |
| <b>Facilities:</b>   |                  |                  |                  |                      |
| City Wide HVAC Replacements  | Purchase         | 50,000           | 50,000           | General Fund         |
| Gator Boardwalk Handrail Replacement                                     | Purchase         | 80,000           | 35,000           | General Fund         |
| Search & Rescue Building - Engineering Only                              | Purchase         | 250,000          | 25,000           | General Fund         |
| Lighting on Hwy 181  | Purchase         | 250,000          | 250,000          | General Fund         |
| Nicholson Center Sign  | Purchase         | 25,000           | 25,000           | General Fund         |
| Joe Louis Patrick Park - Covered Pavilion                                | Purchase         | 40,000           | 15,000           | General Fund         |
| Subtotal   |                  | 695,000          | 400,000          |                      |
| <b>Total New Capital Requests:</b>                                       |                  | <b>6,606,468</b> | <b>4,086,405</b> |                      |

**Summary of FY 2026 Capital Budget Requests - MAYOR APPROVED**

| Description | Acquisition<br>Type | Total<br>Request | Total<br>Funded  | Funding<br>Source |
|-------------|---------------------|------------------|------------------|-------------------|
|             |                     | General Fund     | 2,986,405        |                   |
|             |                     | Capital Reserve  | 500,000          |                   |
|             |                     | Lodging Tax      | 350,000          |                   |
|             |                     | Ten Cent Gas     | 250,000          |                   |
|             |                     |                  | <u>4,086,405</u> |                   |

**Summary of FY 2026 New Personnel Upgrade Requests**

| Description   | Grade & Step         | Increase Total Annual Salary | Total Annual Taxes and Benefits | One Time Costs | Increase Total Annual Cost | FUNDED    |               |
|---|----------------------|------------------------------|---------------------------------|----------------|----------------------------|-----------|---------------|
|   |                      |                              |                                 |                |                            | Hire Date | FY 2026 Cost  |
| <b>Police Department:</b>   |                      |                              |                                 |                |                            |           |               |
| Upgrade Patrol to Corporal  | 17 to 21             | 5,460                        | 1,104                           |                | 6,564                      |           |               |
| Upgrade Patrol to Lietenant                                       | 17 to 27 Exempt      | 18,018                       | 3,643                           |                | 21,661                     |           |               |
| Upgrade Telecommunicator II to Assistant Chief Telecommunicator   | 14 to 15             | 4,956                        | 890                             |                | 5,846                      |           |               |
| <b>Fire:</b>  |                      |                              |                                 |                |                            |           |               |
| Upgrade PT Fire Training Specialist to FT Training Specialist     | PT to FT             | 35,500                       | 25,972                          | 9,000          | 70,472                     |           |               |
| Paramedic Reclass:  |                      |                              |                                 |                |                            |           |               |
| Upgrade (2) Fire Captains to (2) Fire Captain Medic               | 19 to 20             | 16,848                       | 3,332                           | -              | 20,180                     |           |               |
| Upgrade (6) Fire Lieutenants to (6) Fire Lieutenants Medic        | 16 to 17             | 47,174                       | 9,331                           |                | 56,505                     |           |               |
| Upgrade (6) Fire Apparatus Engineer to (6) Fire App Eng Medic     | 14 to 15             | 42,120                       | 8,331                           |                | 50,451                     |           |               |
| <b>Human Resources:</b>   |                      |                              |                                 |                |                            |           |               |
| Upgrade HR Specialist I to Sr HR Specialist                       | 16 to 20             | 5,100                        | 887                             |                | 5,987                      | 10/2/2025 | 5,987         |
| Elimination of HR Intern  |                      | (19,500)                     | (1,527)                         |                | (21,027)                   | 10/2/2025 | (21,027)      |
| <b>Revenue:</b>   |                      |                              |                                 |                |                            |           |               |
| Upgrade PT Admin Support I to Revenue Technician                  | 5 to 11 and PT to FT | 17,802                       | 22,146                          |                | 39,948                     | 1/1/2026  | 29,961        |
| <b>Building Inspections:</b>                                      |                      |                              |                                 |                |                            |           |               |
| Upgrade PT Admin Support I to FT Admin Support II                 | 5 to 7 and PT to FT  | 18,893                       | 22,699                          |                | 41,592                     | 1/1/2026  | 31,194        |
| Elimination of PW Intern  |                      | (23,400)                     | (1,816)                         |                | (25,216)                   | 10/2/2025 | (25,216)      |
| <b>Civic Center:</b>  |                      |                              |                                 |                |                            |           |               |
| Reclassify Event Supervisor                                       | 10 to 14             | 4,609                        | 866                             |                | 5,475                      |           |               |
| <b>IT:</b>  |                      |                              |                                 |                |                            |           |               |
| Upgrade IT Technician to IT Technician II                         | 15 to 17             | 5,087                        | 884                             |                | 5,971                      |           |               |
| <b>Marketing:</b>   |                      |                              |                                 |                |                            |           |               |
| Upgrade PT Media Specialist to FT                                 | PT to Full Time      | 14,655                       | 11,359                          |                | 26,014                     | 1/1/2026  | 19,511        |
| <b>Senior Center:</b>   |                      |                              |                                 |                |                            |           |               |
| Upgrade PT Office Assistant to Full Time                          | PT to Full Time      | 13,960                       | 21,641                          |                | 35,601                     |           |               |
| Upgrade Administrative Assistant I to Administrative Assistant II | 5 to 7               | 3,637                        | 701                             |                | 4,338                      |           |               |
| <b>Public Works:</b>  |                      |                              |                                 |                |                            |           |               |
| <u>Facilities</u>   |                      |                              |                                 |                |                            |           |               |
| Upgrade Facilities Manager  | 23 to 24             | 7,800                        | 1,678                           |                | 9,478                      |           |               |
| <u>Grounds/Mowing</u>   |                      |                              |                                 |                |                            |           |               |
| Upgrade Crew Leader to Supervisor                                 | 14 to 19             | 5,816                        | 1,185                           |                | 7,001                      | 10/2/2025 | 7,001         |
| Upgrade Grounds/Mowing I To Manager                               | 6 to 23 Exempt       | 12,480                       | 2,543                           |                | 15,023                     | 10/2/2025 | 15,023        |
| Reduction in OT   |                      | (2,500)                      | (509)                           |                | (3,009)                    | 10/2/2025 | (3,009)       |
| Combine Grounds and Mowing Department                             |                      | -                            | -                               |                | -                          | 10/2/2025 | -             |
| <u>Streets</u>  |                      |                              |                                 |                |                            |           |               |
| Upgrade Streets Maint Worker II to Streets Manager                | 6 to 23 Exempt       | 10,980                       | 2,238                           |                | 13,218                     | 10/2/2025 | 13,218        |
| Reduction in OT   |                      | (2,500)                      | (509)                           |                | (3,009)                    | 10/2/2025 | (3,009)       |
| <u>Solid Waste</u>  |                      |                              |                                 |                |                            |           |               |
| Solid Waste Manager   | 23 to 24             | 8,293                        | 1,941                           |                | 10,234                     |           |               |
| <u>Environmental</u>  |                      |                              |                                 |                |                            |           |               |
| Elimination of Environmental Intern                               |                      | (20,800)                     | (1,970)                         |                | (22,770)                   | 10/2/2025 | (22,770)      |
| <b>Total Personnel Costs - ALL FUNDS</b>                          |                      | <b>230,488</b>               | <b>137,040</b>                  | <b>9,000</b>   | <b>376,528</b>             |           | <b>46,864</b> |