



# FY26 PROPOSED BUDGET

6 September 2025



# AGENDA

- **REVENUE PROJECTIONS – Fry**
  - eTRIM Millage & Voting Requirements
  - Comparison of Various Millage Rates
  - History of Revenue vs Spending
- **PAY & BENEFIT COSTS – Fry**
  - Proposed Benefit Changes
  - Board Approves Benefits Proposals
- **OPERATING COSTS – Chief Cottrell**
- **CAPITAL COSTS – Chief Cottrell**
- **APPROVE TENTATIVE TRIM MILLAGE – Chief Cottrell & Fry**



# MILLAGE RATES

## Florida Department of Revenue eTRIM Portal

### Calculate Maximum Millage Levy

11. Rolled-back rate to be used for maximum millage levy calculation:   
(Enter Line 10 if adjusted or else enter Line 2)

12. Adjustment for change in per capita Florida personal income:   
(Entered by Department of Revenue; based on change in per capita Florida personal income.)

13. [partially obscured] allowed:   
(Line 11 multiplied by Line 12)

14. Two-thirds vote maximum millage rate allowed:

**Max Millage is 3.75 mils (not 4.0115);  
Line 14 isn't OUR "Max Millage" but a  
10% Increase Over Line 13**

31 May Appraiser Valuation Estimate: \$279,614,000 (\$43.7M decrease from FY25)

30 June Appraiser Total Final Valuation in eTRIM Portal: \$336,376,483 (\$13M increase from FY25)



# EXAMPLE TAX REVENUES FOR FY26 BUDGET

Property Valuation for FY26		Current FY25 Tax Revenues	Roll Back Millage Rate	Max Millage Rate (Majority Vote)	Max Millage Rate (2/3 Vote)
		<b>Required Commissioner Minimum Vote</b>	<b>5-0</b>	<b>3-2</b>	<b>3-2</b>
	<b>Millage Rate</b>	<b>3.6214</b>	<b>3.4894</b>	<b>3.6468</b>	<b>3.75</b>
\$336,376,483	<b>Millage Rate Increase (Decrease) %</b>	<b>24.4%</b>	<b>0.0%</b>	<b>4.5%</b>	<b>7.5%</b>
	<b>Tax Increase (Decrease) \$</b>		<b>\$2,840</b>	<b>\$55,785</b>	<b>\$90,499</b>
General Fund (Max is 3.75 Mils)	<b>Potential General Fund Gross Revenue</b>	<b>\$1,170,913</b>	<b>\$1,173,752</b>	<b>\$1,226,698</b>	<b>\$1,261,412</b>
	<b>Revenue After Discounts (Estimated @ 3.25%)</b>	<b>\$1,132,858</b>	<b>\$1,135,605</b>	<b>\$1,186,830</b>	<b>\$1,220,416</b>

<b>Budgeted Starting Reserve</b>	<b>\$710,423</b>	<b>\$459,533</b>	<b>\$459,533</b>	<b>\$459,533</b>
<b>Estimated Reserve Increase (Decrease)</b>	<b>(\$250,890)</b>	<b>(\$62,232)</b>	<b>(\$11,007)</b>	<b>\$22,579</b>
<b>Estimated Ending Reserve</b>	<b>\$459,533</b>	<b>\$397,301</b>	<b>\$448,526</b>	<b>\$482,111</b>

## NOTES:

1. These are example millage rates, with total tax revenue (and reserve change) estimates
2. Numbers above don't include other possible revenues (FEMA, Insurance Proceeds, Fun Run, Donations, Grants, etc.)



# REVENUE AND SPENDING PROJECTIONS

**Revenue Stable @ \$1.2M but Spending Keeps Increasing**

Fiscal Year Budgeted	FY20	FY21	FY22	FY23	FY24	Estimated Revenue			
						FY25	FY26	FY27	FY28
Ad Valorem Tax Rate (Mils)	3.3120	3.3563	3.5000	3.1000	3.1500	3.6214	3.7500	3.7500	3.7500
Estimated Rollback Rate	3.312 RB	3.3563 RB	3.2029 RB	2.8177 RB	2.8007 RB	2.9114 RB	3.4894 RB	3.571	3.571
Estimated Total Value (Millions)	\$225.199	\$227.728	\$240.536	\$303.52	\$299.468	\$323.331	\$336.376	\$353.195	\$370.855
Annual Value Increase (Decrease)	\$11.365	\$2.5295	\$12.807	\$62.983	(\$4.051)	\$23.863	\$13.045	\$16.819	\$17.660
Annual Increase (Decrease) %	5.3%	1.1%	5.6%	26.2%	-1.3%	8.0%	4.0%	5.0%	5.0%
Gross Ad Valorem Tax	\$745,858	\$764,324	\$841,875	\$940,910	\$943,325	\$1,170,913	\$1,261,412	\$1,324,482	\$1,390,707
Less Tax Discounts	(\$26,105)	(\$26,751)	(\$29,466)	(\$32,932)	(\$28,300)	(\$38,055)	(\$40,996)	(\$43,046)	(\$45,198)
Net Tax Revenue	\$719,753	\$737,573	\$812,409	\$907,978	\$910,559	\$1,132,858	\$1,220,416	\$1,281,437	\$1,345,509
Special Assessment Income	\$447,400	\$447,400	\$447,400	\$447,400	\$451,346	\$0	\$0	\$0	\$0
Total Tax Revenue	\$1,167,153	\$1,184,973	\$1,259,809	\$1,355,378	\$1,361,905	\$1,132,858	\$1,220,416	\$1,281,437	\$1,345,509
Tax Increases (Decreases) Each Year	\$5,382	\$17,820	\$74,836	\$95,568	\$6,528	(\$229,047)	\$87,558	\$61,021	\$125,093
Other Income		\$23,150	\$318,700	\$24,800	\$385,657	\$680,584	\$55,000	\$55,000	\$55,000
Total Revenue	\$1,167,153	\$1,208,123	\$1,578,509	\$1,380,178	\$1,747,562	\$1,813,442	\$1,275,416	\$1,336,437	\$1,400,509

  

Expenditures	Actual Expenditures					Budgeted Expenditures			
	FY20	FY21	FY22	FY23	FY24	FY25	FY26	FY27	FY28
Total Personnel Expenses	\$793,435	\$809,526	\$826,075	\$941,759	\$875,661	\$964,427	\$932,507	\$951,157	\$951,157
Total Operating Expenses	\$306,394	\$311,936	\$357,953	\$270,147	\$396,753	\$696,653	\$320,330	\$326,737	\$333,272
Total Capital Improvements	\$100,500	\$113,116	\$500,935	\$103,365	\$264,763	\$436,000	\$0	\$70,000	\$70,000
Debt Service	\$0	\$0	\$22,675	\$22,675	\$22,675	\$22,675	\$0	\$0	\$0
Total Expense & Improvement	\$1,200,329	\$1,234,578	\$1,707,638	\$1,337,946	\$1,559,852	\$2,119,755	\$1,252,837	\$1,347,894	\$1,354,429
Increase (Decrease) in Reserves	(\$33,176)	(\$26,455)	(\$129,128)	\$42,232	\$187,711	\$306,313	\$22,579	(\$11,457)	\$46,080

**Martin/Byrnes**

**Post IAN Ins**

**Special Assessment Expired**

**Higher Spending Requires Higher Donations and Grants (Taxes are Maxed Out)**

## ESTIMATE ASSUMPTIONS

- 3.75 is the max millage that can be approved; **requires a 4-1 vote**
- Rollback Rates will not work
- Ad valorem values increase **5%**
  - Homestead properties have a 3% annual cap
  - Ignores that 80%+ of properties are non-Homestead with a 10% annual increase cap
  - Last 3 years (w/o IAN impacts) were +6%, +26% and +8%
  - FY26 increase is 4%
- Costs increase 2.0%
- Changes to Reserves includes **NO** Capital or Debt Spending in FY26
- Other Income in FY26 doesn't include grants, insurance proceeds, FEMA, etc. (if any)
- Revenues & Spending could balance at ~\$1.25 million



# PAY & BENEFIT COSTS

- Conversion of Chief and Office Manager from Part-Time to Full-Time
  - Chief Cottrell:** Net Pay & Benefit Total Cost Increase Approximately \$10K from FY25
    - ✓ Converts from 48 hours/week (all work and on-call in the Station) to 53 hours/week (on-call in Townhouse)
    - ✓ 3 Year Contract with Stepped Wage Increases (\$100K, \$110K, and \$120K) [signed 18 July 2025](#)
    - ✓ First 12-18 Months District Rental of a Townhouse; Future is a Lease to Purchase (or Build)
  - Crystal McClary:** Hired Part-Time in Mid-September 2024 (not in the FY25 Baseline)
    - ✓ Added about \$49K above the FY25 Baseline for Part-Time (up to 28 hours/week)
    - ✓ Adding \$15K for additional 12 hours/week (up to 40 hours total) **starting o/a 1 Jan 2026**
    - ✓ Adding \$14.4K for Health Insurance (required once hours increase to 30 and above) **starting o/a 1 Jan 2026**
- Benefits for Part-Time Staff
  - No Hourly Raises**
  - Add 3 new paid holidays for Part-Time Firefighting Staff**
    - ✓ Current 5 paid Holidays: Easter Sunday, July 4<sup>th</sup>, Thanksgiving Day, Christmas Eve, and Christmas Day
    - ✓ Adds 3 New Holidays: Memorial Day, Labor Day, and New Year's Day
    - ✓ Adds \$7K in additional Payroll Costs for Double Time Pay



# PROPOSED PAY & BENEFITS FOR FY26

Pay and Fringe Benefits Budget Baseline Worksheet for FY26													
General Fund	28 Shifts/ Week	CY25 Hourly Rate	FY25 Annual Pay Rate	CY26 Proposed Hourly Rate	FY26 Annual Pay Rate	Holiday Pay (24 Hrs x 8 Days)	Housing (Lease)	PTO (Weeks) 2	FICA (7.65%) 7.65%	W/C (4.25%) 4.25%	Health, Dental and Vision \$24,000	Retirement Contribution 12.5% \$12,500	Subtotal Pay & Benefit COSTS \$188,684
Payments To Chief Cottrell	5.00	\$25.00	\$62,400	\$36.28	\$100,000								
Payments FOR Chief Cottrell							\$30,000	\$6,000	\$10,404	\$5,780	\$24,000		
Payments To Achief Tracy	1.00	\$25.00	\$54,600	\$25.00	\$31,200	\$3,950			\$2,689	\$1,494		\$780	\$40,113
Payments FOR Achief Tracy													
Payments To Dchief Garretto	1.00	\$24.69	\$42,689	\$24.69	\$27,282							\$0	\$30,529
Payments FOR Dchief EMS									\$2,087	\$1,159			
Officers	7.00	\$22.69	\$193,769	\$22.69	\$193,749	\$4,356			\$15,155	\$8,419			\$221,680
Paramedic	7.00	\$22.11	\$188,745	\$22.11	\$188,745	\$4,245			\$14,764	\$8,202			\$215,956
EMT	7.00	\$19.15	\$163,040	\$19.15	\$163,040	\$3,677			\$12,754	\$7,085			\$186,557
FY25 Baseline			\$755,589			\$10,143	\$0	\$0	\$58,578	\$32,544	\$0	\$8,434	\$865,287
Subtotals Fire Response FY26					\$704,016	\$16,229	\$30,000	\$6,000	\$57,853	\$32,140	\$24,000	\$13,280	\$883,518
F/T Office Manager (NTE 40 Hours per Week)		\$30.00	\$43,680	\$30.00	\$57,720	None		None	\$4,416	\$2,453	\$14,400	None	\$78,989
Without Raise for FY26					\$777,965		\$30,000	\$6,000	\$62,268	\$34,594	\$38,400	\$13,280	\$962,507
Proposed Increase (Decrease)					\$12,233		\$30,000	\$6,000	\$3,690	\$2,050	\$38,400	\$4,846	\$97,220



# OPERATIONS – INCREASES

	General Fund				
	Amended FY25 Budget	Original FY25 Budget	Amend to FY25 Budg	Proposed FY26 Budget	Proposed Incr (Decr)
<b>522-400 TRAVEL &amp; PER DIEM</b>	\$20,500	\$5,000	\$20,500	\$20,500	\$15,500
<b>522-430 UTILITY SERVICES</b>	\$14,680	\$14,680	\$14,680	\$17,080	\$2,400
<b>522-440 RENTALS</b>	\$11,000	\$11,000	\$11,000	\$41,000	\$30,000
<b>522.493 OTHER EXPENSES (FUN RUN)</b>	\$7,000	\$0	\$7,000	\$7,000	\$7,000

**NOTES:**

1. Travel & Per Diem: Increases primarily for paid barging
2. Utility Services: Increase for Chief’s housing (estimated at \$200/month)
3. Rentals: Added Chief’s housing .. Increased from \$24K (estimate) to \$30K with owner-proposed lease
4. Fun Run: Used last year’s costs



# OPERATIONS/CAPITAL – DECREASES

	General Fund					
	Through 31 Aug 2025	Amended FY25 Budget	Original FY25 Budget	Amend to FY25 Budget	Proposed FY26 Budget	Proposed Incr (Decr)
522-320 ACCOUNTING & AUDITING	\$0	\$19,000	\$24,000	\$19,000	\$19,000	(\$5,000)
522-469 ACCESS POINT MAINTENANCE	\$20,854	\$50,000	\$50,000	\$50,000	\$25,000	(\$25,000)
522.521 FUEL	\$919	\$0	\$15,000	\$0	\$0	(\$15,000)
522-640 MACHINERY & EQUIPMENT	\$440,284	\$436,000	\$105,000	\$436,000	\$0	(\$105,000)
522.710 PRINCIPAL	\$15,557	\$15,557	\$15,077	\$15,557	\$0	(\$15,077)
522.720 INTEREST EXPENSE	\$7,118	\$7,118	\$7,598	\$7,118	\$0	(\$7,598)

## NOTES:

1. Accounting & Auditing: Converted from Contract Bookkeeper to P/T Bookkeeper in Sep 2024 in BA 25-01 (Jan 2025)
2. Access Point Maintenance: Pays for labor and fuel but not materials
3. Fuel: Moved those dollars to Operating Supplies-Other (like all other credit card purchases) in BA 25-01 (Jan 2025)
4. Machinery & Equipment: After post-MILTON capital purchases, no additional requirements currently projected in FY26
5. Principal & Interest: With the disposal and payoff of the 2022 Pierce, no longer have continuing equipment lease payments in FY26



# OVERALL PROPOSED BUDGET FOR FY26 (with 3.75 Millage Rate if 4-1 Vote)

UPPER CAPTIVA FIRE PROTECTION AND RESCUE SERVICE DISTRICT  
BUDGET SUMMARY  
FISCAL YEAR 2025-26

	Millage Per <u>\$1,000</u>	GENERAL FUND	ORIGINAL FY25
<b>SOURCES OF FUNDS</b>			
<b>REVENUES</b>			
Taxes			
Ad Valorem Taxes (net)	3.75	\$ 1,220,416	\$ 1,132,858
Miscellaneous		\$ 55,000	\$ 25,000
Total Revenues		\$ 1,275,416	\$ 1,157,858
FUND BALANCE S/RE SERVES-Beginning		\$ 459,533	\$ 640,691
<b>TOTAL SOURCES OF FUNDS</b>		<u>\$ 1,734,949</u>	<u>\$ 1,798,549</u>
<b>USES OF FUNDS</b>			
<b>EXPENDITURES</b>			
Public Safety			
Personal Services		\$ 932,507	\$ 865,287
Operating Expenses		\$ 320,330	\$ 310,430
Capital Outlay		\$ -	\$ 105,000
Debt Service		\$ -	\$ 22,675
Total Expenditures		\$ 1,252,837	\$ 1,303,392
FUND BALANCE S/RE SERVES-Ending		\$ 482,111	\$ 495,157
<b>TOTAL USES OF FUNDS</b>		<u>\$ 1,734,949</u>	<u>\$ 1,798,549</u>



# EXAMPLE TAX REVENUES FOR FY26 BUDGET

Property Valuation for FY26		Current FY25 Tax Revenues	Roll Back Millage Rate	Max Millage Rate (Majority Vote)	Max Millage Rate (2/3 Vote)
		<b>Required Commissioner Minimum Vote</b>	<b>5-0</b>	<b>3-2</b>	<b>3-2</b>
	<b>Millage Rate</b>	<b>3.6214</b>	<b>3.4894</b>	<b>3.6468</b>	<b>3.75</b>
\$336,376,483	<b>Millage Rate Increase (Decrease) %</b>	<b>24.4%</b>	<b>0.0%</b>	<b>4.5%</b>	<b>7.5%</b>
	<b>Tax Increase (Decrease) \$</b>		<b>\$2,840</b>	<b>\$55,785</b>	<b>\$90,499</b>
General Fund (Max is 3.75 Mils)	<b>Potential General Fund Gross Revenue</b>	<b>\$1,170,913</b>	<b>\$1,173,752</b>	<b>\$1,226,698</b>	<b>\$1,261,412</b>
	<b>Revenue After Discounts (Estimated @ 3.25%)</b>	<b>\$1,132,858</b>	<b>\$1,135,605</b>	<b>\$1,186,830</b>	<b>\$1,220,416</b>

<b>Budgeted Starting Reserve</b>	<b>\$710,423</b>	<b>\$459,533</b>	<b>\$459,533</b>	<b>\$459,533</b>
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## NOTES:

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# DECISIONS

- Approve the Tentative Millage Rate
  - The maximum millage rate that 3 can approve is 3.6468 mils
  - The maximum millage rate that 4 can approve is 3.7500 mils
- Set the Date for the Second Budget Hearing
  - 20 Sep 2025 at 10AM Proposed
  - Monthly Meeting Follows