

**BUSINESS MEETING MINUTES
SEMINOLE CITY COUNCIL – SPECIAL SESSION
OCTOBER 9, 2025**

The Business Meeting Minutes of the Seminole City Council was held on Thursday, October 9, 2025, at 6:30 p.m., in City Hall, City Council Chambers, 9199 – 113th Street North, Seminole, Florida.

Mayor Water called the meeting to order at 6:30 p.m.

Mayor Leslie Waters provided the invocation and led the Pledge of Allegiance.

PRESENT

Mayor Leslie Waters, Councilor Thom Barnhorn, Councilor Ray Beliveau, Councilor, Jim Quinn, Councilor Trish Springer, City Manager Ann Toney-Deal, and City Clerk Ann Marie Mancuso.
Not Present: Vice Mayor Chris Burke, Councilor Al Shields, and City Attorney Jay Daigneault.

Also Present: Human Resources Director Erica Ottmann.

APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT WITH THE INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS LOCAL 2896.

City Manager Toney-Deal stated that the International Association of Fire Fighters Local 2896 Union voted on the proposed Collective Bargaining Agreement and it passed with a 65-5 vote.

The last section discussed, regarded Pension. The City's counteroffer was accepted by the union with the employee contribution remaining 10% in the first year, and changing to 9.5% the second year, and 9% the third year of the agreement. Articles 1 through 8 were status quo; Article 9 on sick leave as it pertains to sick leave for a cancer diagnosis, will not be counted toward sick time; on the section of vacation and holiday leave, it has been agreed that on any observed City holiday, in lieu of using the 12 hours of accrued vacation, they can opt to get paid for it instead; in wages, the increases were staggered, and a one time \$100 bonus incentive was agreed for Pump Operator, Fire Safety Inspector I , Fire Instructor I, Fire Officer I, and Fire Officer II for their certification; in the insurance section, it has been added that covered employes have the option of participate in an additional health plan that has been offered to non-union employees; the annual uniform cleaning allowance has been increased from \$260 to \$300.

Mayor Waters opened the Public Hearing.

Receiving no requests to speak from the public, Mayor Waters closed the Public Hearing.

Motion made by Councilor Barnhorn, seconded by Councilor Beliveau to approve the Collective Bargaining Agreement between the City of Seminole and the International Association of Fire Fighters Local 2896.

Roll Call Vote

Mayor Waters AYE
Councilor Barnhorn AYE
Councilor Beliveau AYE
Councilor Quinn AYE
Councilor Springer AYE

ALL IN FAVOR, MOTION PASSED UNANIMOUSLY.

ADJOURNMENT

Mayor Waters adjourned the meeting at 6:48 p.m.

Date Approved: 11-10-2025

Ann Marie Mancuso
Ann Marie Mancuso, CMC
City Clerk

Leslie Waters
Leslie Waters, Mayor

