

**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

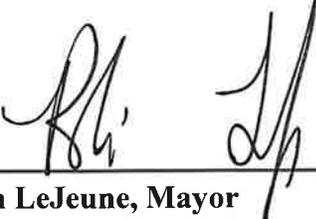
WHEREAS, the salary increases associated with the performance appraisal rating scale will be as follows:

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,

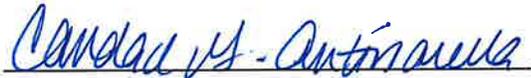
1. That the *FY2026 Budget* in which the General Fund revenues exceed appropriations in the amount of \$25,736 (*All Funds - \$664,999*) which includes total Personnel upgrades of \$118,214 and Capital \$2,911,405 (*All Funds - \$4,011,405*) as attached hereto and made a part hereof; and
2. That the 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 15th day of September, 2025.**

Handwritten signature of Robin LeJeune in black ink, consisting of stylized initials 'RL' and 'LJ'.

Robin LeJeune, Mayor

ATTEST:

Handwritten signature of Candace G. Antinarella in blue ink, written in a cursive style.

Candace G. 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	
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	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	187,500
Miscellaneous	58,500	-	-	-	-	58,500
Total Estimated Revenues	48,197,280	2,495,000	430,000	-	3,758,577	55,145,857
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
Personnel	30,279,523	1,403,290	463,493	-	28,080	32,174,386
General Government	3,258,946	-	-	-	682,814	3,941,760
Public Safety	2,547,110	-	-	-	104,000	2,651,110
Public Works	2,645,086	1,809,870	-	-	-	4,454,956
Recreation and Culture	1,843,992	-	406,795	-	269,420	2,520,207
Operating	10,295,134	1,809,870	406,795	-	1,056,234	13,568,033
New Capital	2,911,405	-	-	-	600,000	4,011,405
New Personnel	-	-	-	-	-	-
Personnel Upgrades	118,214	-	-	-	-	118,214
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)	-
Total Estimated Revenues (Over) Under Appropriations	25,736	-	-	-	874,263	664,999
					(235,000)	

Summary of FY 2026 Capital Budget Requests - MAYOR APPROVED

Description	Acquisition Type	Total Request	Total Funded	Funding Source
Executive:				
Centennial Celebration for 2027 - 4 of 5 down payment	Purchase	50,000	50,000	General Fund
Public Safety:				
<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>				
Repair Fire Station #4 Concrete Pad	Purchase	17,000	18,000	General Fund
Extractor and Dryer	Purchase	22,000	22,000	General Fund
Subtotal		39,000	40,000	
Public Works:				
<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	
Recreation:				
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	
Finance/Human Resources:				
Used Vehicle, Replacement V#1138, 20 yrs	Purchase	30,000	29,500	General Fund
Engineering:				
ADNCR Stormwater Mapping Grant - Required Match	Purchase	50,000	50,000	General Fund
Senior Center:				
Used Vehicle for SAIL Deliveries	Purchase	29,999	30,000	General Fund
Library:				
Replacement of Carpet	Purchase	57,500	57,500	General Fund
Civic Center:				
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	
Infrastructure:				
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	
Facilities:				
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	
Total New Capital Requests:		6,516,568	4,011,405	

Summary of FY 2026 Capital Budget Requests - MAYOR APPROVED

Description	Acquisition Type	Total Request	Total Funded	Funding Source
		General Fund	2,911,405	
		Capital Reserve	500,000	
		Lodging Tax	350,000	
		Ten Cent Gas	250,000	
			<u>4,011,405</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
Police Department:							
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	1/1/2026	16,246
Upgrade Telecommunicator II to Assistant Chief Telecommunicator	14 to 15	4,956	890		5,846		
Fire:							
Upgrade PT Fire Training Specialist to FT Training Specialist	PT to FT	35,500	25,972	9,000	70,472	1/1/2026	55,104
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		
Human Resources:							
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)
Revenue:							
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
Building Inspections:							
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)
Civic Center:							
Reclassify Event Supervisor	10 to 14	4,609	866		5,475		
IT:							
Upgrade IT Technician to IT Technician II	15 to 17	5,087	884		5,971		
Marketing:							
Upgrade PT Media Specialist to FT	PT to Full Time	14,655	11,359		26,014	1/1/2026	19,511
Senior Center:							
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		
Public Works:							
Facilities							
Upgrade Facilities Manager	23 to 24	7,800	1,678		9,478		
Grounds/Mowing							
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	-
Streets							
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)
Solid Waste							
Solid Waste Manager	23 to 24	8,293	1,941		10,234		
Environmental							
Elimination of Environmental Intern		(20,800)	(1,970)		(22,770)	10/2/2025	(22,770)
Total Personnel Costs - ALL FUNDS		230,488	137,040	9,000	376,528		118,214