

CITY COMMISSION
CITY OF WILDWOOD, FLORIDA
WORKSHOP
February 2, 2026 9:00 AM
CITY HALL COMMISSION CHAMBER

(meeting taped)

1. Call to Order

Attendee Name	Title	Status
Ed Wolf	Mayor	Present
David Fountaine	Commissioner	Present
Joe Elliott	Commissioner	Present
Marcos Flores	Mayor Pro Tem/Commissioner	Present
Julian Green	Commissioner	Present
Jason McHugh	City Manager	Present
Cassandra Smith	Assistant City Manager/CFO	Present
Joshua Bills	City Attorney	Present
Jessica Barnes	City Clerk	Present
Randall Parmer	Police Chief	Present
Jeremy Hockenbury	Public Works Director	Present
Courtney Kellem	Parks & Recreation Director	Present
Thomas Bellegarde	GIS/Asset Specialist	Present

Mayor Wolf called the meeting to order at 9:01 a.m. and dispensed with the opening pledge and prayer to proceed directly to the presentations.

2. Item(s) for Discussion

A. Millennium Park Project Updates

Parks and Recreation Director Kellem discussed several Millennium Park project updates. Her presentation included recent event attendance, athletic league registrations, Millennium Park project updates, and upcoming projects. She stated that Winterfest had a high turnout of between 2,500 and 3,000 people and the Touch-a-Truck event had a turnout of 1,500 people. She noted the challenges the Martin Luther King, Jr. celebration had faced and planned to partner with churches for more participation. She described the athletic events and stated flag football had 259 children registered and softball had 310 children registered.

Kellem explained the Millennium Park construction schedule and noted other possible future projects. She stated that the project was on schedule with a tentative completion date prior to the July 3 event. A breakdown of current project costs was provided, and a video featuring drone footage of the site was presented. Commissioner Elliott asked how long the walking trail was. Kellem replied that it would take three laps to equal one mile. She then discussed other

upcoming projects, including the replacement of playground equipment with a focus on inclusivity. She also noted additional improvements, including LED lighting upgrades, ADA compliance measures, backstop safety netting, and replacement dugout covers.

Kellem updated the Commission on the racquetball court and the available wall sealant options. She recommended that the Commission choose the mid-grade sealant, identified as option two, as it was the most logical choice. She also presented the possibility of adding murals to the outside of the courts, and the Commission discussed various mural options. Commissioner Elliott asked if a community contest had been considered. The Commission discussed this idea and concluded that it could be a possibility if proper parameters were established.

Kellem reported on the progress made at the Wildwood Community Center. She detailed updates to the monument sign, LED light fixtures, ceiling tile and lighting replacements, bathroom and kitchen renovations, and HVAC repairs.

B. Wildwood Police Department Recruitment and Retention Plan

Commissioner Fountaine disclosed a potential conflict of interest before the presentation began. He explained that his son worked for the City of Wildwood Police Department and approached the City Attorney to ensure there was not a possible conflict of interest. City Attorney Bills stated there was not a conflict of interest as the City Charter provided sufficient separation of powers.

Police Chief Parmer presented a detailed analysis of department staffing, recruitment challenges, and proposed solutions. He explained the department had 60 sworn positions, with 52 filled, eight vacancies, and six candidates that were within the background check process. Chief Parmer described the International Association of Chiefs of Police and Florida Department of Law Enforcement's staffing recommendations. He noted the City of Wildwood had 1.6 officers per 1,000 residents and the other institutions recommended 3.4 and 2.1 officers per thousand residents, respectively.

He then described the current demographics of the Police Department, stating that the average age of an officer was 34 years old and that many of the officers had five years or less of experience. He provided national averages for comparison, explaining the average age was 40 and average length of service was 12 years. Chief Parmer highlighted recruitment challenges the Police Department faced and noted only 10% of applications resulted in testing or interviews. He noted previous work history, driving records, and drug use as contributing factors to the low percentage. He also stated that, within the last two years, nine officers had left the City of Wildwood for various reasons.

Chief Parmer presented salary comparisons and recommended increasing the starting salary for police officers to \$68,000. City Manager McHugh outlined the possible financial impacts, stating the cost would be approximately \$500,000 and would affect all officers due to compression issues. Chief Parmer also recommended implementing a longevity step-raise program and detailed the various tiers and percentages based on years of service. City Manager McHugh explained that, if approved, the program would be implemented citywide and would cost approximately \$50,000.

Commissioner Elliott recommended examining civil service pay scales, stating that doing so would allow the City to remain competitive year by year. He also questioned whether recruitment standards could be adjusted while maintaining quality, suggesting extended probationary periods and increased drug testing. Chief Parmer responded that he would not reduce current standards and emphasized the importance of maintaining them. He stated that the current standards were not overly strenuous and that lowering them would not benefit the City of Wildwood, its citizens, or the Police Department. He reasoned that lowering standards could expose the City and the

Police Department to unnecessary liability.

Chief Parmer made additional recruitment recommendations that included vehicle care partnerships, greater schedule flexibility, the creation of new ranks, and the establishment of new specialty units, such as a bike patrol. The Commission expressed general support for the proposed pay increase, and Mayor Wolf stated he had no objection to the proposed \$68,000.00 starting salary. City Manager McHugh indicated that an increase could take effect around April 1 and that the matter would return to the Commission for final approval.

C. Public Works Capital Improvement Project (CIP) Dashboard

Public Works Director Hockenbury introduced the new GIS Capital Improvements Dashboard and acknowledged Tommy Bellegarde, Amanda Clark, Josh Jackson, Jason Martin, and Mark Odell for their hard work and support.

GIS/Asset Specialist Bellegarde provided a detailed demonstration of the dashboard, explaining that it was designed for public use so residents could learn more about capital projects. He noted that the dashboard included all current capital improvements, color-coded project types, filtering capabilities, project information, photo and document attachments, and links to the budget.

Commissioner Elliott asked about usage tracking and feedback capabilities, to which Bellegarde responded that he would research the possibility of implementing certain metrics.

City Manager McHugh noted potential concerns about project costs and transparency. He explained that an unintended consequence of full transparency could be that contractors might see exactly how much money the City of Wildwood had budgeted for a specific project.

The Commission expressed enthusiasm for the dashboard. Mayor Wolf commented on how much more technologically advanced the City was compared to ten years ago.

3. Adjournment

Prior to adjournment, Commissioner Green made a brief announcement recognizing Black History Month. He noted that Black history is everyone's history and an essential part of American history. He highlighted that a Black woman, Marian Croak, invented Voice over Internet Protocol (VoIP) and explained how it related to Zoom.

With no further business to discuss, the meeting was adjourned at 10:38 a.m.

RESULT:	Passed
MOVER:	Commissioner Flores
SECONDER:	Commissioner Green
AYES:	Mayor Wolf, Commissioner Elliott, Commissioner Flores, Commissioner Green, Commissioner Fountaine



CITY COMMISSION
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ATTEST: Jessica Barnes
Jessica Barnes, City Clerk

BY:

Ed Wolf
Ed Wolf, Mayor