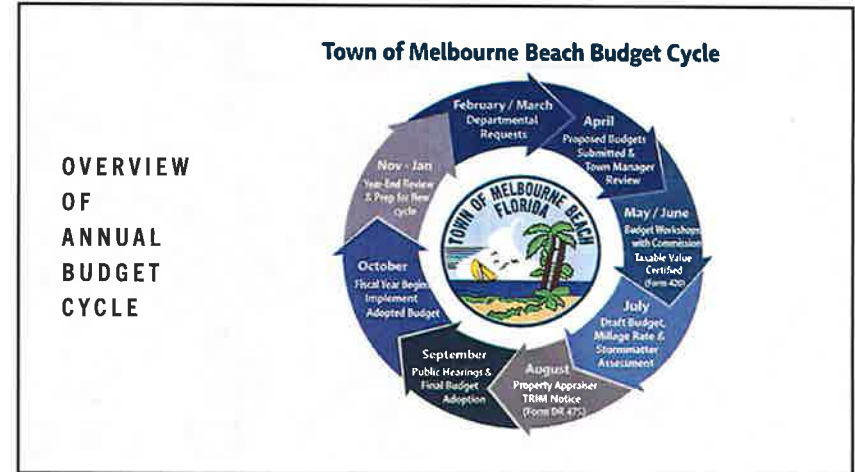


1



2

TOWN OF MELBOURNE BEACH BUDGET CYCLE

- Departments assess needs and develop request Feb to March 2026
- Town manager refines request and provides framework April 2026
- Budget Workshops Scheduled with Commission May to June 2026
- Town receives total assessed value of non-exempt property By June 1, 2026
- Property appraiser provides certificate of taxable value By July 1, 2026
- Commission drafts budget and millage rate July 2026
- Town **MUST** provide proposed millage rate & hearing info August 4, 2026
- Property appraiser sends out TRIM notices By August 24, 2026
- Town holds public hearings to adopt millage rate & budget September 2026
- Millage and budget resolutions sent to county per regs September 2026
- New fiscal year begins FY27 budget implementation October 2026
- Year-end review and prep for new budget cycle Nov 2026 - Jan 2027

3

DEVELOPMENT OF THE TOWN OF MELBOURNE BEACH BUDGET

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4



TAKE-AWAYS

- The budget is a continuous process that takes input and effort from various parties at different points during the year.
- The process requires constant vigilance and will be guided by the town manager and staff with input from the Commission, residents and other stakeholders.



Town of Melbourne Beach

Town Board Volunteer Application

PLEASE NOTE: Members of the Board of Adjustment, Police Pension Board and the Planning & Zoning Board have the authority to commit Town funds and resources and/or to make decisions/recommendations that affect zoning, building and land use applications and legal standing. To ensure that members of these Boards provide the most informed and consistent information and resultant recommendations to the Commission, the Commission would like to meet with potential candidates at a Town Commission meeting prior to appointment.

Persons appointed to certain Town boards must file a financial disclosure form with the Florida Commission on Ethics. If you have any questions, please call the Town Clerk's office at 321-724-5860.

Name: Lisa Kishegyi Home Phone: _____

Home Address: 221 Surf Road Melbourne Beach

Mobile Phone: 5168488897 Email Address: Summergirlfla@gmail.com

Business Name: _____ Business Phone: _____

Resume or Education & Experience (attach additional pages if necessary):

Date of Birth: 10/07/1968 (optional; to verify voter registration)

Are you a registered voter of the town? YES NO

Are you a resident of the town? YES NO

Do you reside in the town for at least ten (10) months of each calendar year? YES NO

Do you hold a public office? YES NO

Do you currently serve on a Town board? YES NO

If yes, which board? Parks Board

Please check the board(s) on which you are interested in serving: ** no financial disclosure required

- | | |
|--|---|
| <input type="checkbox"/> Board of Adjustment | <input type="checkbox"/> History Center Board ** |
| <input type="checkbox"/> Technology Advisory Board ** | <input type="checkbox"/> Ryckman House Historical Preservation and Awareness Board ** |
| <input type="checkbox"/> Planning and Zoning Board | <input checked="" type="checkbox"/> Parks Board ** |
| <input type="checkbox"/> Police Pension Fund Board of Trustees | <input type="checkbox"/> Other _____ |
| <input type="checkbox"/> Environmental Advisory Board ** | |

Why do you think you are qualified to serve on this board? _____

Would you consider serving on another board other than the one(s) you have selected above? YES NO

Signature: Date: 3/16/26

This application may be submitted in person or by mail to Town Hall at 507 Ocean Avenue, or may be emailed to the Town Clerk's office: townclerk@melbournebeachfl.org

Engagement Survey 2025

Reported on 10/29/2025

Data from 06/19/2025 - 10/30/2025

**MELBOURNE BEACH,
FLORIDA**

(1)

- 1 Yes, my manager and my peers are a wonderful team who help each other. We work great together. We all wear many hats at work.

If you answered yes to the above question, please explain. (13)

- 1 I am been bullied by the Town Mayor. She makes false accusations and bad mouths employees.
- 2 I have been bullied by the mayor bully people in public meetings and in emails.
- 3 I have been accused of stealing by the Mayor and select commissioners have made accusations that I as well as other staff may not be telling the truth.
- 4 I have experienced various bullying in the workplace. The Mayor has bullied several co-workers. She has acted very unprofessional, and honestly hateful towards the staff. Even though staff doesn't deserve her mouthy attitude, she has cussed and belittled people who honestly didn't deserve any of it.
- 5 Mayor attacks
- 6 Mayor attacks us all, in person, in email, and on social media
- 7 Mayor Dennington acts unprofessional and repeatedly criticized my investigation when a crime didn't take place. She didn't like the answers she received from MBPD administrator, the Brevard Stste Attorney Office or FDLE. She accused me via email of "whitewashing" and investigation and closing it out too quickly. I pride myself on being thorough and unbiased. She sent emails to many people including the FDLE which I may one day have to answer questions if a good defense attorney tries to use against me in a future case. Also I feel these types of emails she's sent me could play a negative role in my career as I climb the ranks and am considered for promotions or outside employment with other agencies down the road. She was very unprofessional and exhibited poor judgment and leadership as the mayor. I've won many awards and been promoted during my time here at MBPD. She needs to stop causing unnecessary drama and stress to employees. I feel this was an attempt to bully me and an effort for her to change my report to fit her narrative.
- 8 NA
- 9 The Mayor bully's people frequently to include our bosses. She is unprofessional and embarrassing. Everything in her mind is litigation. She has zero leadership skills, is unethical and law suit happy.
- 10 The Mayor displays bullying during many public meetings and in emails.
- 11 The mayor has consistently belittled me.
- 12 The Mayor has had bullied me. She made false written accusations about the quality of my investigation and sent these emails to many people including FDLE. She has routinely bullied others and led to an increase in toxicity and unnecessary drama in the work place and in commission meetings.
- 13 Town Staff have all been great but I feel that I've been bullied by Mayor Dennington. She's insisted in filing cases for what she believed to be crimes when they weren't crimes. She's then sent unprofessional emails criticizing the quality of my investigation to not just supervisors, town staff but including members of FDLE. I feel she has violated my Officer Bill of Rights. Even after numerous legal professionals including my administration, the town manager and our local State Attorney Office said crime didn't occur that wasn't good enough for her so she contacted FDLE. Which also agreed with my investigation. Now I have these emails which are public record criticizing my work ethic and skills as a Law Enforcement Professional which may someday limpart a high profile case or prevent me from obtaining a promotion or employment elsewhere within the Criminal Justice career field.

Have you ever witnessed another employee being bullied? If yes, explain. (16)

- 1 I have watched the Mayor belittle every employee in town hall for no reason.
- 2 I have witnessed the Mayor bullying and threatening staff members.
- 3 I've just heard about things but never witnessed it.
- 4 I've never witnessed Mayor Dennington bully employees of the town and accusing some staff members of theft and fraud. Her drama has led to a lack of confidence and stability in multiple employees and why some of them leave.
- 5 Mayor Dennington had criticized employees and department section heads of being thieves and committing fraud.
- 6 Mayor has attacked everyone with false claims
- 7 No
- 8 no
- 9 yes
- 10 yes
- 11 Yes - I have witnessed the Mayor belittle and be hostile to multiple employees both in Town Hall and in public meetings.
- 12 Yes, an employee was working with a individual dealing with their residence. She stuck her nose in and asked what they were doing and tried to rip the paperwork right out of the residence hands. When told she could have a copy if she wanted to review it, she meowed like a 5 year old and said whatever ! Very unprofessional. Taking videos of us when she comes to the window without asking for our approval, and than saying we are hiding information. The list goes on and one. She doesn't trust anyone and none of us have given her reason to be this way.
- 13 Yes, I have seen on recording of our commission meetings and in person of our Mayor trying to bully the employees of Town Hall.
- 14 Yes, I have witnessed her berate the department heads unprofessionally, she thinks that she is an expert on everything and is an embarrassment in the county. Everyone in the county when they hear about where we work states, Oh, that's the crazy mayor...
- 15 Yes, I have witnessed the Town Mayor bullying many employees. She verbally attacks employees when she does not get way. She makes false accusations about employees and bad mouths them.
- 16 yes, see previous

The amount of work I am expected to do is reasonable. (20)

- 1 All employees are doing multiple jobs. We do not have enough staff to effectively and efficiently run a municipality.
- 2 Depends on the day and pressure put on my department by external forces such as the Commission (particularly Mayor) and residents.
- 3 Great Chief and Deputy Chief. Solid group of coworkers and others within the town.
- 4 I have a lot of work and all the records request we get backs it really hard to stay ahead of everything. Repeated records request and so many emails makes it hard to get my job done.

- 5 I, as are most employees here, am overworked and under paid. The employees are required to wear many hats and do many jobs. The employees do not get to be a master of one job, they must attempt to be knowledgeable at many jobs.
- 6 most of the time
- 7 The Town Manager allows her department heads and staff to do their job. The Mayor on the otherhand, micromanages and frequently steps out of her lane and drives the daily operations of the town.
- 8 Very reasonable with great administration. Would like switching our work schedules to a 3 on /2 off/2 off format so every other weekend is a three day weekend. This would impact work life balance for the better, reduce burnout.
- 9 Yes
- 10 Yes
- 11 Yes
- 12 yes
- 13 Yes
- 14 Yes
- 15 yes
- 16 yes
- 17 Yes
- 18 Yes
- 19 yes for my position.
- 20 yes, for my position

How satisfied are you with the work environment? Please explain. (20)

- 1 Every where you turn, someone has just dealt with the unprofessionalism of the Mayor and is wanting to quit. Everytime she comes to the Town Hall, its like a tornado and employees are talked down to and threatened every single time.
- 2 For the most part, satisfied. Sometimes I wish we would get a chance for more input in decisions affecting the everyone.
- 3 Good place to work
- 4 I am generally satisfied when it comes to interacting with coworkers. However, the Mayor puts a frequent cloud over our heads with her behavior. Also, the literal environment (the building) is in serious disrepair. Particularly the leaks from the upstairs bathrooms and the ongoing mold upstairs throughout the common areas (gym, buddy room, bunk room).
- 5 I enjoy the team (employees) that I work with.
- 6 I like the employees and bosses I work for, but the continues commission interference is way overboard. I understand some questions and inquiries but to request information and then not agree with the numbers or information you provided is ridiculous,
- 7 I like work but wish we had a better schedule especially working these 12 hour shifts. A 3 on 2 off 3 on schedule makes sense and is something many officers would like. I personally would also enjoy the ability to have a neat, trimmed and professional beard. They currently aren't authorized. This is something other officers would also like.

- 8 I love all my co-workers, everyone here is supportive and caring for the staff
- 9 I'm very satisfied with the work environment and the personnel around me is very efficiency
- 10 My internal environment in Town Hall is a wonderful place to work but the Mayor and commissioners are making it very difficult for many people here to do their jobs and are making tensions high due to these external forces.
- 11 my work in Town Hall is very good. My work outside of TH
- 12 The employees are all great.
- 13 The Town Hall, Fire Department, Police Department, and Public Works work very well together.
- 14 The work environment is stressful. The Town Mayor and several commissioners constantly make unreasonable demands and keep employees from doing their job. The Town Mayor and commissioners interfere with daily operations and bog down the system.
- 15 Very
- 16 Very Positive work environment
- 17 very, I love everyone I work with in my department
- 18 We have a good team at MBPD. Great administrators who cares.
- 19 working in town hall is very good. I love my coworkers.
- 20 Yes team effort and we all are willing to help each other

Provide any explanations referencing the above if needed. (11)

- 1 Elizabeth brought this town to a place where they were becoming proactive instead of reactive.
- 2 Elizabeth had been a great town manager. She is approachable, a good listener and truly cares about her peers, subordinates. She will be deeply missed as she embarks on a new career endeavor soon.
- 3 Elizabeth had been a wonderful town manager. Her presence will be missed. She's always been polite, had an open door and really cared for her employees. She has a very strong leadership traits that will be hard to replace when she departs for other endeavors.
- 4 I admire the town manager very much. Even knowing her contract is coming to an end she is working long hours to prepare the town for her absence. I have only worked for her a few months and I am responsible for updating the town events and saving dates in the town calendar. She has prepared me by telling me to hold this date for Founders Day, save this for Gemini Day, we usually do a Christmas parade on the second Saturday in December, etc. She is really a town manager to look up to and the town will definitely feel the impact of her absence.
- 5 I have felt from the moment I started working here like the Town Manager, Elizabeth Mascaro, goes to bat for her employees. She sets high expectations of us but does not allow the Commission to run roughshod over us. Her behavior sets the standard for the department heads.
- 6 Manager is great at keeping the team together
- 7 The accomplishments during this past five years are greatly attributable to the strong Town Manager
- 8 The Town Manager goes out of her way to make sure that you feel valued and appreciated as an employee
- 9 The Town Manager has done an amazing job. She is dedicated and her leadership has been great.

10 The Town Manager truly is a great person to work for. She is caring, considerate and wants her employees to have a great work life balance even though the mayor frequently micromanages/threatens her and thinks that people should work for free. This is not a town to be proud of and people do not want to work here.

11 Very good environment to be working

Explain any of the above if needed. (12)

1 employees do not feel supported by Mayor and one Commissioner. they do not respect staff opinions and seem to constantly cast suspicions on the staff of wrong doing and corruption.

2 I feel the Mayor is what's holding the town back. She's condescending to peers, members of the public and really doesn't act in the best interest

3 I have no issue with the Commissioners.

4 I want to acknowledge that some of our commissioners are working hard and showing real dedication to their roles, and I appreciate the efforts they bring to the table. That said, I have serious concerns regarding the conduct and leadership of the Mayor. There appears to be a troubling pattern where, if the Mayor's preferences are not prioritized, certain departments or individuals face undue pressure or retaliation. This kind of behavior raises significant ethical concerns and undermines the integrity of our local government. Furthermore, I've seen little in the way of tangible progress or positive change under the current administration. Strong, principled leadership is essential — leadership that values all employees equally, not based on personal loyalty, but on merit and contribution to the public good. Unfortunately, that standard does not appear to be upheld at this time.

5 Mayor Dennington really holds this group back. She needs to stop interfering with day to day operations of employees and focus on representing her constituents. She's too busy representing her special interests. During commission meetings she talks about letting others finish speaking but cuts others off. She rambles making these meetings much longer and often sidetracks the meeting causing a waste of everyone's time. Commission needs to realize MBPD is still underpaid. Arguing to give us a 3 percent vs a 2.6 percent raise in a commission meeting is very sad and makes me feel unappreciated and undervalued.

6 Mayor shows no support for my department

7 The Mayor and current commission micromanage the employees and bog down the system with endless request and changes to current processes. They do not understand how government operates and do not trust the people who are employed in the positions.

8 The Mayor and most of the commission have no respect for the employees. They don't value the employee's work and the leadership skill they provide is short of embarrassing.

9 The mayor has no clue about leadership. she overtalks everyone and acts like a child when she does not get her way. the rest of the commission is too busy dealing with her antics to actually do their job.

10 The mayor has zero leadership skills, she leads through threats and unethical behaviors. She is immature and acts on fear of law suits and does not lead anyone. She is a bully and throws temper tantrums when she doesn't get her way or talks under her breathe . Complete immature behavior.

11 This commission will destroy the employees of Town Hall. They hate and venom they spread to the office is amazingly disrespectful

12 While my opinions on these questions primarily focus on the Mayor, the other Commissioners have not been very effective in combating her behavior. The Commissioners in general are polite in conversation (except for the Mayor), but having your annual raise discussed in a public setting feels very invasive and I do not feel appreciated.

Explain any of the above statements if needed. (2)

- 1 As I mentioned previously, I wish we were given more input into the decisions taken by the higher ups that affect us.
- 2 The employee's work as a team, we all wear various hats and help each other. The communication between departments and employees has always been good.

My compensation is competitive with similar organizations in the area. (16)

- 1 Absolutely not
- 2 An 8 year officer who's a supervisor is making much higher than 55,000 annually. We need to be compensated better with more affordable healthcare for us and our families.
- 3 Disagree - salary reports from other municipalities show this.
- 4 It is hereby noted, with due consideration, that the employees of this town receive compensation that falls below that of their counterparts in neighboring municipalities. This disparity in wages is a matter of record and concern, reflecting a systemic undervaluing of those who serve the public in this jurisdiction.
- 5 It is now
- 6 My position has consistently been the lowest paid compared to others of similar nature
- 7 no it is not
- 8 No, the town wants a town but not to have to pay for a town.
- 9 Not even close
- 10 Should be able to match what the rest of the county pays, we are still below
- 11 Strongly disagree.
- 12 this is the lowest paid place to work if you are looking to make a living and pay your bills
- 13 We are lowest paid in the county
- 14 We are one of the lowest paid municipalities in the county. Our pay is not competitive with surrounding similar organizations.
- 15 Yes
- 16 yes

My benefits are competitive with similar organizations in the area (13)

- 1 Benefits could be better.
- 2 Better benefits would be nice and/or more benefits.
- 3 Feel they are in adequate given the type of work we do.
- 4 I dont know
- 5 Medical Insurance is the worst I have ever seen, other than that everything else is similar.
- 6 Not even close

- 7 Our health insurance is terrible. Family coverage is extremely expensive. Mayor thinks that the family shouldn't even be covered. Great Leader and family mentality.
- 8 The benefits here aren't as good as other places nearby. Other places have better stuff for their workers, but we don't get as much.
- 9 Unsure
- 10 yes
- 11 yes
- 12 Yes
- 13 yes except for salary

What do you enjoy most about working at this organization? (17)

- 1 Engaging with the community.
- 2 Having the ability to make the town a better and safer place to live
- 3 I enjoy the teamwork and comradery of all employees. I enjoy the people I work with.
- 4 My co-workers
- 5 my coworkers
- 6 My coworkers
- 7 Teamwork, family feeling, and day-to-day environment
- 8 The other staff members and the opportunity to make the Town of Melbourne Beach a respected community.
- 9 The people and the team. Working together and accomplishing various goals is importance of mine. My supervisors and command staff in addition to town administration have been fantastic.
- 10 The people I work with and the community.
- 11 the people i work with. my ability to make life better for the residents of this town.
- 12 The people that I work with and for.
- 13 The people who work at town hall, (office, police, fire) are the nicest most concerned for the Town people I have ever met
- 14 The people who work in Town Hall
- 15 The personnel around the office are very dedicated and engage.
- 16 The staff and Town Manager.
- 17 This organization has such great communication among the police department, fire and town Hall. We are all working for the best of the town.

What could most improve this organization as a place to work? (14)

- 1 A new Mayor
- 2 Becoming more competitive with benefits and salary, instead of barely trailing behind others and playing catch-up years later, be the one to set the bar for once.
- 3 better understand of kindness and respect to other from the commission
- 4 Get a new Mayor. Have a commission that understands how government works and trusts the people in the positions that have the knowledge and have worked in government for many years.
- 5 having commissioner who support employees and listen to their advise as they are subject experts in their positions.
- 6 If we got a new Mayor that truly cared about the town.
- 7 Keeping the current Town Manager.
- 8 Keeping the mayor out of employees business she represents the residents.
- 9 More input from lower rank employees
- 10 pay
- 11 Suing the Mayor and getting rid of her.
- 12 The pay
- 13 The residents appreciate the staff and the product delivered
- 14 Trust of employees by commission and especially the mayor

Is there anything else you would like to add? (9)

- 1 Continuing to micromanage staff will continue to result in good employees leaving and Town Hall and the Town itself will once again fall into decline.
- 2 Had the Mayor stayed within the proper conduct guidelines and acted professionally many problems would have been avoided.
- 3 N/A
- 4 no
- 5 No
- 6 Nothing else.
- 7 The commission needs to adhere to the charter and stop micromanaging the employees.
- 8 This is a good place to work at.
- 9 This survey will not accomplish anything.