



Finance Committee Meeting

October 25, 2012

Approve a salary adjustment for employees

Item II.

Recommended Action: Approve up to \$141,438 for employees to receive \$1,500 added to their base salary and 3 annual leave days based on their evaluation rating

Budget Impact: Increase administration budget by \$141,438.

Background:

Due to the decrease in property values and the consequent effect on the budget, an across the board increase has not been given to employees since 2008. During the period, employees did not receive increases. They were also required to contribute 3% to the Florida Retirement System resulting in a net decrease in salary. The contribution to FRS is made by all employees except those in the DROP program; however employees in the DROP program are included in the total calculation.

In order to offset the amount employees have lost in contributing to Florida Retirement, the following is being requested for approval by the Board:

1. Increase a total of 56 employees' salary base by \$1,500 at a cost of \$95,949
2. Employees to receive an average of 3 annual leave days based on their evaluation scores, at a cost of \$45,489.

The total cost is \$141,438.

Performance ratings are given as part of the annual evaluation process in November. Employees may receive "exceeds", "meets" or "does not meet" performance ratings. Employees not meeting standards would receive no salary adjustment or annual leave days.

Staff Resource: Lynn DelaTorre