

Executive Summary

Board of Governors Meeting, September 21, 2022

Approval of Increases as Required by Section 627.351(6)(jj), Florida Statute

Topic

Section 627.351(6)(jj), FL Statute, requires that any proposed salary increase for an individual employee exceeding 10% of that employee's current salary must be approved by the board of governors.

History

At our September 22, 2021, board meeting, the board supported an approval process to comply with the Florida statute requirement that the board approve any proposed salary increase exceeding 10% effective July 1, 2021, or later. There is one (1) increase that requires the board's approval at the September board meeting. Details are included in the attached board supplemental document.

The proposed salary increase represents a promotion from an individual contributor role to a manager with broader and more complex responsibilities and a salary that is below the median market value for the job. The increase takes into consideration the employee's relevant skills and experience.

Recommendation

Citizens' Staff proposes that the Board of Governors:

- a) Approve the Increase as Required by Section 627.351(6)(jj), Fla. Statute, as set forth in this Consent Item; and
- b) Authorize staff to take any appropriate or necessary action consistent with this Consent Item.

Recommendation for Board Approval of Increases Required by Section 627.351 (6) (jj), Florida Statutes

Supplemental Document

PENDING SALARY ACTIONS >10% - BOARD OF GOVERNORS

Employee Number	Effective Date	Division	Previous Position Title	New Position Title	% Increase	Rationale
987	9/5/2022	Enterprise Operations	Agency Management Rep - Sr	Mgr - Agency Management	25.00%	Individual was selected for an in-line promotional advancement by 2 levels. Promotion from an individual contributor to leadership level comes with significant additional responsibilities. This increase brings the individual slightly above the minimum of pay grade.

¹Report provided prior to the Board meeting included details of salary increases and Chief HR Officer addressed specific questions on an individual basis. All materials prepared in conjunction with the Action Item remain subject to Chapter 119, Florida Statutes.

Approval of Increases as Required by Section 627.351(6)(jj), Florida Statutes Consent Item

 ACTION ITEM
 New Contract
 Contract Amendment
 Other
 CONSENT ITEM
 Contract Amendment
 Existing Contract Extension
 Existing Contract Additional Spend
 Previous Board Approval _____
 Other Approval of Increases as Required by Section 627.351(6)(ii)

Action Items: Items requiring detailed explanation to the Board. When a requested action item is a day-to-day operational item or unanimously passed through committee it may be moved forward to the board on the Consent Index.

Move forward as Consent: This Action item is a day-to-day operational item, unanimously passed through committee or qualifies to be moved forward on the Consent Index.

Consent Items: Items not requiring detailed explanation to the Board of Governors. Consent items are contract extensions, amendments or additional spending authorities for items previously approved by the Board.

Item Description	Approval of Increases as Required by Section 627.351(6)(jj), Florida Statutes
Purpose/Scope	Section 627.351(6)(jj), Fla. Stat., requires that any proposed raise for an individual employee exceeding 10 percent of that employee's current salary must be approved by the Board of Governors. This Consent Item requests approval of the proposed salary increase that exceeds 10% of an individual employee's salary.
Contract ID	N/A
Budgeted Item	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Procurement Method	N/A
Contract Amount	N/A
Contract Terms	N/A

Approval of Increases as Required by Section 627.351(6)(jj), Florida Statutes Consent Item

Board Recommendation (DOES NOT go through Committee)	Citizens' Staff proposes that the Board of Governors: <ul style="list-style-type: none">a) Authorize the Increases as Required by Section 627.351(6)(jj), Fla. Statutes, as set forth in this Consent Item; andb) Authorize staff to take any appropriate or necessary action consistent with this Consent Item.
CONTACTS	Violet Bloom, Chief Human Resources Officer James Taylor, Director, Total Rewards