

# Executive Summary

Board of Governors Meeting, December 4, 2024

## 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 are two (2) increases that require the board's approval at the December board meeting. Details are included in the attached board supplemental document.

The proposed salary increases represent promotion to a higher level of responsibility with salaries that are within the market value for the jobs. The increases take into consideration the employee's relevant skills and experience.

### Recommendation

Citizens' Staff proposes that the Board of Governors:

- a) Approve the Increases 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.

## 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
<b>Purpose/Scope</b>	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 two (2) proposed salary increases that exceed 10% of the individual employee’s salaries.
<b>Contract ID</b>	N/A
<b>Budgeted Item</b>	<input checked="" type="checkbox"/> Yes  <input type="checkbox"/> No
<b>Procurement Method</b>	N/A
<b>Contract Amount</b>	N/A
<b>Contract Terms</b>	N/A

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

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