



Finance Committee Meeting

May 23, 2011

Budget Actions for FY 2011-2012

Item V.

Recommended Action:

Issue: Administration Budget Item – Supplemental Adjustment for Employees

Program: JWB Administration

Budget Impact: \$75,000

Strategic Plan Goal:

Background:

Pension Reform-SB 2100 will require employees in the Florida Retirement System to pay 3 percent of their salaries into their retirement accounts. The adjustment will start on July 1, 2011.

Fiscal year 2011-2012 will be the third consecutive year staff have not received a merit or cost of living adjustment (COLA).

Job restructuring is commonplace. In-house restructuring and staff reductions have resulted in increased workloads due to job consolidation. Some of the challenges JWB may face include loss of opportunities for incentives to attract and retain staff and continue succession management. JWB may find it difficult to maintain adequate staffing because continued reductions in support areas (administrative and supervisory) have increased the day-to-day challenges of providing core services and implementing new initiatives.

In addition to stagnant salaries, JWB staff has had to absorb continuing increases to health and dental insurance deductibles and co-pays. The current economy has increased food and gas prices.

A one-time adjustment is proposed at an average of 3% of the salary for all employees except the executive team on a sliding scale basis benefiting most those employees at the lowest end of our pay ranges.

The average JWB employee salary is \$53,752. The average adjustment would be \$1,360.