



**JACKSONVILLE CITY COUNCIL
EXECUTIVE COMMITTEE MEETING
OF THE PERSONNEL COMMITTEE**

**October 28, 2015
9:00 AM**

**Conference Room "A" – Suite 425
117 West Duval Street
4th Floor City Hall – St. James Building**

Executive Committee

**Greg Anderson, Chairman
Lori Boyer, Vice Chairperson
William Gulliford, Finance Chairperson**

Council Members

John Crescimbeni

Staff

**Cheryl L Brown, Director/Council Secretary
Kristi C. Sikes, Chief of Administration
Kirk Sherman, Council Auditor
Laura Dyer, Executive Administrator
Peggy Sidman, Office of General Counsel
Paige Johnston, Office of General Counsel
Jeff Clements, Chief- Council Research
Dana Farris, Chief- Legislative Services
Carol Owens, Asst. Chief –Legislative Services
Kyle Billy, Assistant Council Auditor
Kelli O'Leary, Director- Employee Services**

AGENDA

1. Call to Order
2. Roll Call
3. Compensation of Council Department
4. Internal – Centralized Services
5. Comments/Questions
6. Adjournment



OFFICE OF THE CITY COUNCIL

GREGORY B. ANDERSON- PRESIDENT
COUNCIL MEMBER AT LARGE GROUP 4
OFFICE (904) 630-1398
FAX (904) 630-2906

SUITE 425, CITY HALL
117 WEST DUVAL STREET
JACKSONVILLE, FLORIDA 32202
E-MAIL: GAnderson@COJ.NET

October 23, 2015
(5:00 PM)

NOTICE

Notice is hereby given that Council President Gregory B. Anderson is calling a meeting of the Executive Members of the Jacksonville City Council Personnel Committee (which is made up of Council President Gregory Anderson, Vice President Lori Boyer, and Finance Chairman, William Gulliford, Jr.). Also in attendance: Council Member John R. Crescimbeni, Dr. Cheryl L. Brown, Council Director/Council Secretary, Kirk Sherman, Council Auditor, and Kelli O'Leary -Employee Services. The meeting will be held on **Wednesday, October 28, 2015, at 9:00 a.m., in Conference Room A, Council Offices, located at 117 West Duval Street, Suite 425, 4th Floor- City Hall at St. James Bldg., Jacksonville, Florida 32202.** The meeting is being held to discuss actions relating to personnel and management recommendations within the City Council Departments. Additional items of discussion: logistics for compensation of the Council with the City Council Departments all level of employees as listed with the City of Jacksonville for this area; office policy and procedures for use of internal or centralized services, and other items of departmental operations.

All council members and interested parties are invited to attend.

Please contact Dr. Cheryl L. Brown, Director/Council Secretary – Jacksonville City Council, at 904.630-1452, for additional information or correspondence.

cc: Council Members & Staff
Cheryl Brown, Director/Council Secretary
Kirk Sherman, Council Auditor – Jacksonville City Council
Dana Farris, Chief, Legislative Services Division
Jeff Clements, Chief, Research Division
Kristi C. Sikes, Chief, Administrative Services Division
Carol Owens, Assistant Chief- Legislative Services Division
Kyle Billy, Assistant Council Auditor-Jacksonville City Council
Kelli O'Leary- Director-Employee Services
Peggy Sidman, OGC
Laura Dyer, Executive Administrator- Jax City Council
Jason Gabriel-General Counsel- City of Jacksonville
Cityc@coj.net – CouncilRecorded@coj.net
Posted Meeting - City Council Calendar
Electronic Notification - 1st Floor City Hall
Posting to Public Notices - City Council Web Page

**ECA Proposed Salary Increases
(2015-703 Filed Version)**

	FY 15/16 Budgeted Salary	New Amount	Effective Period	Salary Increase	Payroll Taxes (FICA) Increase	Medicare Increase	GEPP Pension Contribution Increase	Disability Trust Fund Contribution Increase	GEPP Defined Contribution Increase	Group Life Insurance Increase
1	40,000.00	55,000.00	10/1/2015	15,000.00	-	217.50	4,980.00	45.00	-	51.30
2	53,899.92	55,000.00	10/1/2015	1,100.08	-	15.95	365.23	3.30	-	3.76
3	50,000.00	55,000.00	10/1/2015	5,000.00	-	72.50	1,660.00	15.00	-	17.10
4	48,500.00	55,000.00	10/1/2015	6,500.00	-	94.25	2,158.00	19.50	-	22.23
5	53,899.92	55,000.00	10/1/2015	1,100.08	-	15.95	365.23	3.30	-	3.76
6	53,900.00	55,000.00	10/1/2015	1,100.00	-	15.95	365.20	3.30	-	3.76
7	53,899.92	55,000.00	10/1/2015	1,100.08	-	15.95	-	3.30	84.71	3.76
8	53,899.92	55,000.00	10/1/2015	1,100.08	-	15.95	365.23	3.30	-	3.76
9	53,899.92	55,000.00	10/1/2015	1,100.08	-	15.95	365.23	3.30	-	3.76
10	53,899.92	55,000.00	10/1/2015	1,100.08	68.20	15.95	-	-	-	3.76
11	53,900.00	55,000.00	10/1/2015	1,100.00	-	15.95	365.20	3.30	-	3.76
12	53,900.00	55,000.00	10/1/2015	1,100.00	-	15.95	-	3.30	84.70	3.76
13	52,500.00	55,000.00	10/1/2015	2,500.00	-	36.25	830.00	7.50	-	8.55
14	53,900.00	55,000.00	10/1/2015	1,100.00	-	15.95	365.20	3.30	-	3.76
15	50,000.00	55,000.00	10/1/2015	5,000.00	-	72.50	-	15.00	385.00	17.10
16	58,800.00	60,000.00	10/1/2015	1,200.00	-	17.40	398.40	3.60	-	4.10
17	53,899.92	55,000.00	10/1/2015	1,100.08	-	15.95	365.23	3.30	-	3.76
18	53,899.92	55,000.00	10/1/2015	1,100.08	-	15.95	-	3.30	84.71	3.76
19	53,899.92	55,000.00	10/1/2015	1,100.08	-	15.95	365.23	3.30	-	3.76
				49,500.72	68.20	717.76	13,313.36	145.20	639.11	169.29
			FICA	68.20						
			Medicare	717.76						
			GEPP DB	13,313.36						
			Disability	145.20						
			GEPP DC	639.11						
			Life Insurance	169.29						
			Total Increase	64,553.65						

**Councilmember 2% Restoration
(2015-704 Filed and Substitute Version)**

	FY 15/16 Budgeted Salary	Effective Date	Salary Increase	Payroll Taxes (FICA) Increase	Medicare Increase	FRS Pension Contribution Increase	Disability Trust Fund Contribution Increase	GEPP Defined Contribution Increase	Group Life Insurance Increase
1	44,100.00	10/1/2015	\$ 900.00	\$ 55.80	\$ 13.05	\$ 380.43	\$ -	\$ -	\$ 3.08
2	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
3	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
4	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
5	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
6	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
7	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
8	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
9	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
10	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
11	44,100.00	10/1/2015	900.00	-	13.05	-	2.70	69.30	3.08
12	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
13	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
14	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
15	44,100.00	10/1/2015	900.00	-	13.05	-	2.70	69.30	3.08
16	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
17	44,100.00	10/1/2015	900.00	55.80	13.05	-	-	-	3.08
18	44,100.00	10/1/2015	900.00	55.80	13.05	380.43	-	-	3.08
19	58,800.00	10/1/2015	1,200.00	74.40	17.40	507.24	-	-	4.10
			\$ 17,400.00	\$ 967.20	\$ 252.30	\$ 6,213.69	\$ 5.40	\$ 138.60	\$ 59.51
			FICA	967.20					
			Medicare	252.30					
			FRS Contribution	6,213.69					
			Disability	5.40					
			GEPP DC	138.60					
			Group Life	59.51					
			25,036.70	Total Cost of 2% restoration					

Reconciliation of 2015-703 and 2015-704 Filed and Substituted/Amended Versions

	2015-703 Filed Version	2015-703 Proposed Substitute Version	2015-704 Filed Version	2015-704 Proposed Amended Version
Funding Amount from Non-Collective Bargaining Contingency:				
16 Council Staff Services Employees	\$ 39,225.66	\$ 39,225.66	\$ -	\$ -
3 Council Auditor Staff Employees	-	7,042.17	-	-
3 Executive Council Assistants	4,464.69	4,464.69	-	-
2 Council Members	-	2,593.12	2,593.12	-
Total Amount in Contingency	\$ 43,690.35	\$ 53,325.63	\$ 2,593.12	\$ -

	2015-703 Filed Version	2015-703 Proposed Substitute Version	2015-704 Filed Version	2015-704 Proposed Amended Version
Cost of Increases:				
Amount Needed for 2% Restoration to CMs	\$ -	\$ -	\$ 25,036.70	\$ 25,036.70
Amount Needed for ECA Adjustments	64,553.65	4,305.61		
Amount Needed for Council Auditor Staff Restoration	-	7,042.17	-	-
Total Amount Needed for Increases	\$ 64,553.65	\$ 11,347.78	\$ 25,036.70	\$ 25,036.70

	2015-703 Filed Version	2015-703 Proposed Substitute Version	2015-704 Filed Version	2015-704 Proposed Amended Version
Summary of Impact:				
Funding Amount from Non-Collective Bargaining Contingency	\$ 43,690.35	\$ 53,325.63	\$ 2,593.12	\$ -
Total Cost of Increase to CMs and ECAs	(64,553.65)	(11,347.78)	(25,036.70)	(25,036.70)
Surplus/(Deficit) Amount	\$ (20,863.31)	\$ 41,977.85	\$ (22,443.58)	\$ (25,036.70)

Net Impact of Combined Bills		
Bill	Filed Versions	Substituted/ Amended
2015-703	\$ (20,863.31)	\$ 41,977.85
2015-704	\$ (22,443.58)	\$ (25,036.70)
Surplus/(Deficit) Amount*	\$ (43,306.89)	\$ 16,941.15

*Net surplus amount for the combined bills would remain in Council Staff Services under the amended/substitute versions and the net deficit from the filed version was proposed to come from the Executive Operating Contingency - Council.

Executive Council Assistant (ECA) Proposed Salary Range Movement

Prepared by:
Kelli O'Leary
10.28.2018

FY 2016	Current Min	Current Mid	Current Max
Annual Rates:	\$32,830.00	\$43,915.00	\$55,000.00

Proposed Annual Rates		
New Min	New Mid	New Max
\$35,000.00	\$45,000.00	\$55,000.00

Employee Salary Movement with 5%/yr Increase:

Year	Annual Rate	with Addt'l 5% at 6 mos.*	with 6%/yr increase*
Start	\$35,000.00	\$35,000.00	\$35,000.00
.5-1*		\$36,750.00	
1	\$36,750.00	\$38,587.50	\$37,100.00
2	\$38,587.50	\$40,516.88	\$39,326.00
3	\$40,516.88	\$42,542.72	\$41,685.56
4	\$42,542.72	\$44,669.85	\$44,186.69
5	\$44,669.85	\$46,903.35	\$46,837.90
6	\$46,903.35	\$49,248.51	\$49,648.17
7	\$49,248.51	\$51,710.94	\$52,627.06
8	\$51,710.94	\$54,296.49	\$55,784.68
9	\$54,296.49	\$57,011.31	\$59,131.76
10	\$57,011.31	\$59,861.88	\$62,679.67

Findings: At 5% increase per year, employee with 10-years will exceed \$55,000/yr salary.

*Other scenarios provided for information only.

Hire Rate for most recent hires (10):

7/1/2015	8, new hires	40,000	-\$53,90 (rounded)
8/29/2015	1, new appt.		\$36,000.00
9/8/2015	1, new hire		\$53,899.92

Avg Salary, 7/1/15 Hire Date	\$50,024.97
Mode, 7/1/15 and overall	\$53,899.92
Avg Salary, all New Hire/New A	\$49,009.97

Council President Anderson offers the following substitute to file
no. 2015-703:

Introduced by Council Member Schellenberg:

ORDINANCE 2015-703

AN ORDINANCE APPROPRIATING \$53,325 FROM
SPECIAL COUNCIL CONTINGENCY - NON-COLLECTIVE
BARGAINING TO COUNCIL STAFF SERVICES FOR THE
INTERNAL ALLOCATION OF SALARY ADJUSTMENTS;
PROVIDING AN EFFECTIVE DATE.

BE IT ORDAINED by the Council of the City of Jacksonville:

Section 1. Appropriation. For the 2015-2016 fiscal
year, within the City's budget, there are hereby appropriated the
indicated sum(s) from the account(s) listed in subsection (a) to
the account(s) listed in subsection (b):

(a) Appropriated from:

General Fund/General Services District

Non-Collective Bargaining Restoration - Contingency

JXRS011CCNCB- 09910

~~43,305~~
~~\$53,325~~
7,1K

(b) Appropriated to:

General Fund/General Services District

Permanent and Probationary Salaries

CCSS011AD- 01201

\$53,325

Section 2. Purpose. The Purpose of this appropriation is
to provide funding for the internal allocation of salary
adjustments for City Council Employees.

Section 3. Effective Date. This ordinance shall become
effective upon signature by the Mayor or upon becoming effective

Approved
3-0
Anderson, Golliford, Boyer
Moved - Golliford
2nd - Boyer

will be substituted
& presented to
Finance w/ changes
as noted in minutes

1 without the Mayor's signature.

2 Form Approved:

3

4

5 Office of General Counsel

6 Legislation Prepared By: Margaret M. Sidman

7 G:\SHARED\LEGIS.CC\2015\Sub\2015-703 - Substitute 10.23.15.doc

Council Member Gulliford offers the following substitute to file
no. 2015-703:

Introduced by Council Member Schellenberg:

ORDINANCE 2015-703

AN ORDINANCE APPROPRIATING \$53,325 FROM
SPECIAL COUNCIL CONTINGENCY - NON-COLLECTIVE
BARGAINING TO COUNCIL STAFF SERVICES AND
COUNCIL AUDITOR'S OFFICE FOR THE INTERNAL
ALLOCATION OF SALARY ADJUSTMENTS; PROVIDING
FOR COMPLIANCE WITH SECTION 129.112 (COUNCIL
RELATED SALARIES), ORDINANCE CODE, AS IT
RELATES THE COUNCIL AUDITOR'S SALARY;
PROVIDING AN EFFECTIVE DATE.

BE IT ORDAINED by the Council of the City of Jacksonville:

Section 1. Appropriation. For the 2015-2016 fiscal
year, within the City's budget, there are hereby appropriated the
indicated sum(s) from the account(s) listed in subsection (a) to
the account(s) listed in subsection (b):

(a) Appropriated from:

General Fund/General Services District

Non-Collective Bargaining Restoration - Contingency

JXRS011CCNCB- 09910 \$53,325

(b) Appropriated to:

General Fund/General Services District

Permanent and Probationary Salaries

CCSS011AD- 01201 \$46,283

1 **General Fund/General Services District**

2 **Permanent and Probationary Salaries**

3 CCCA011AD-01201

\$7,042

4 **Section 2. Purpose.** The Purpose of this appropriation is
5 to provide funding to Council Staff Services and Council Auditor's
6 Office for the internal allocation of salary adjustments.

7 **Section 3. Compliance with Section 129.112 (Council**
8 **Related Salaries), Ordinance Code.** Pursuant to Section 129.112
9 (Council Related Salaries), *Ordinance Code*, the Council Executive
10 Committee set the Council Auditor salary by restoring the 2 %,
11 which was removed in 2010. This legislation shall serve as the
12 written order for the Executive Committee.

13 **Section 4. Effective Date.** This ordinance shall become
14 effective upon signature by the Mayor or upon becoming effective
15 without the Mayor's signature.

16 Form Approved:

17
18 _____
19 Office of General Counsel

20 Legislation Prepared By: Margaret M. Sidman

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State of Florida

Elected Salaries

Fiscal Year 2015 - 2016

Source: Office of Economic and Demographic Research

<http://edr.state.fl.us/Content/local-government/reports/finsal15.pdf>

Group: V
 Est Population (table 1): 890,066
Bureau of Economic & Business Research, Univ of Florida, 2014
 Category Minimum (table 400,000
 Pop Above Min: 490,066

Initial Factor: 1.2920
 Certified Annual Factor: 1.0011
 Certified Cumulative Annual Factor: 3.2949
 Cumulative Factor: 4.2617

Budget Office
A. Moyer
10-28-2015

Formula: (base salary + (population above min x group rate)) x (initial factor x certified annual factor x certified cumulative annual factor)

Elected County Constitutional Officer	Base Salary	Group Rate	Adjusted Base	Cumulative Factor (not rounded)	Adjusted Salary	Certification Supplement - FS Chapter 145	Salary		Employee Salary (Oracle 10/28/15)
	Table 2 Group V					Annual	Annual	Monthly	
Clerk of Court	33,325	0.00525	35,898	4.2617	152,986	2,000	154,986	12,915.50	154,986
Property Appraiser						0	152,986	12,748.83	152,986
Tax Collector						2,000	154,986	12,915.50	154,986
Supervisor of Elections	28,728	0.00500	31,178	4.2617	132,872	0	132,872	11,072.67	132,872
Sheriff	35,425	0.00525	37,998	4.2617	161,935	0	161,935	13,494.58	161,935
County Commissioners	19,500	0.00500	21,950	4.2617	93,546		93,546	7,795.50	

Duval County

	Salary		Municipal Code Requirements		Employee Salary (Oracle 10/28/15)
	Annual	Monthly	Section	Description	
Council Member	46,773	3,897.75	129.102	annual salary equal to one-half of the salary allowed for a member of the Board of County Commissioners	
Council President	62,364	5,197.00	129.102	salary equal to the salary allowed for a member of the Council plus an additional amount equal to one-third of that salary	
Mayor	180,904	15,075.30	129.103	annual salary equal to the average salaries of Sheriff, Clerk of Court, Supervisor of Elections, Property Appraiser and Tax Collector excluding certification supplements plus an additional 20%	180,332

*Budget Office
Document*

**Salaries of
Elected County Constitutional Officers
and School District Officials
for Fiscal Year 2015-16**

October 2015

**The Florida Legislature's
Office of Economic and Demographic Research**



Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2015-16

Summary:

The practice of determining the compensation of Florida's county constitutional officers by state law was sanctioned by the Constitution of 1885 and has been maintained since the 1968 constitutional revision.¹ However, it was not until 1973 that the Legislature authorized the salary compensation formula that was the precursor to its present form.² Prior to that legislation, the authorization of changes to county officers' compensation required frequent legislative action. A summary of these historical constitutional provisions and general law amendments can be found in this report's appendix.

In expressing its intent, the Legislature determined that a uniform salary law was needed to replace the previous local law method of determining compensation, which was haphazard, preferential, inequitable, and probably unconstitutional.³ In addition, the Legislature intended to provide for uniform compensation of county officers having substantially equal duties and responsibilities and basing these uniform salary schedules on countywide population. Furthermore, in acknowledging the Legislature's stated intent for uniformity, Florida's Attorney General opined in 2008 that a sheriff could not voluntarily reduce his or her salary below that established by law.⁴ However, in 2009, the Legislature authorized district school board members and elected school superintendents to reduce their salaries on a voluntary basis.⁵ Furthermore, in 2011, the Legislature authorized county commissioners, clerks of circuit court, county comptrollers, sheriffs, supervisors of elections, property appraisers, and tax collectors to voluntarily reduce their salaries.⁶

The statutory salary provisions apply to all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to the provisions of a county home rule charter, as well as those officials of counties that have a chartered consolidated form of government as provided in Chapter 67-1320, L.O.F., (i.e., Duval County).⁷ The adoption of a charter provides the county's electors with a mechanism to fundamentally alter the form of county government and the status of constitutional officers.⁸ Salaries have been computed for all officers of charter counties and are provided for reference purposes even though the statutorily-calculated figures may not be applicable.

The current salary formula methodology specifies that the latest official population census counts or intercensal estimates for the years between decennial censuses serve as a major component of the salary computation. In addition to the population figures, the salary formula contains five other components. The *base salary* and *group rate* components for the separate officers are specified in various sections of Chapter

1. Section 5, Art. II, State Constitution.

2. Chapter 73-173, L.O.F.

3. Section 145.011, F.S.

4. Florida Attorney General Opinion 2008-28 available at <http://myfloridalegal.com/ago.nsf/Opinions>.

5. Chapters 2009-3 and 2009-59, L.O.F.

6. Chapter 2011-158, L.O.F.

7. Section 145.012, F.S.

8. According to the Florida Association of Counties, Florida's charter counties and their respective year of charter adoption are as follows: Alachua (1987), Brevard (1994), Broward (1975), Charlotte (1986), Clay (1991), Columbia (2002), Duval (1968), Hillsborough (1983), Lee (1996), Leon (2002), Miami-Dade (1957), Orange (1987), Osceola (1992), Palm Beach (1985), Pinellas (1980), Polk (1998), Sarasota (1971), Seminole (1989), Volusia (1971) and Wakulla (2008) available at <http://www.fl-counties.com/about-floridas-counties/charter-county-information>.

145, F.S., for elected county officers and Chapter 1001, F.S., for elected school district officials.⁹ The *initial factor* component is currently set in law as a constant numerical value.¹⁰ The Florida Department of Management Services (DMS) annually certifies the remaining two components, the *annual factor* and *cumulative annual factor*, used in the salary formula calculations.¹¹ Traditionally, this annual certification has occurred in late summer, typically during the month of August or September.¹²

Prior to 1984, the Florida Department of Community Affairs calculated salaries for county constitutional officers; however, that authority was deleted from law during the 1984 legislative session.¹³ From 1985 through 2009, the former Legislative Committee on Intergovernmental Relations continued the annual salary calculations for county constitutional officers and elected school officials as a service to governmental units. Since 2010, the Legislature's Office of Economic and Demographic Research (EDR) has made the annual calculations. Since the EDR is not required by law to perform these calculations, county government and school district officials are encouraged to independently verify the salaries of their respective elected officials.

General Law Amendments Affecting Elected County and School District Officers' Compensation:
There were no general law amendments resulting from the 2015 Regular and Special Legislative Sessions.

Definition of Terms Relevant to the Current Statutory Formula:

Population means the latest annual determination of population of local governments produced by the EDR and provided to the Governor's Office in accordance with s. 186.901, F.S.¹⁴ For the years between decennial censuses, the University of Florida's Bureau of Economic and Business Research (BEBR) generates annual population estimates for local governments, in accordance with a contract administered by the EDR. *Salary* means the total annual compensation, payable under the schedules set forth in Chapter 145, F.S., to be paid to an officer as personal income.¹⁵ *Annual Factor* means 1 plus the lesser of either: 1) the average percentage increase in the salaries of state career service employees for the current fiscal year as determined by the DMS or as provided in the General Appropriations Act; or 2) 7 percent.¹⁶ *Cumulative Annual Factor* means the product of all annual factors certified under this act prior to the fiscal year for which salaries are being calculated.¹⁷ *Initial Factor* means a factor of 1.292, which is the product, rounded to the nearest thousandth, of an earlier cost-of-living increase factor authorized by Chapter 73-173, L.O.F., and intended by the Legislature to be preserved in adjustments to salaries made prior to the enactment of Chapter 76-80, L.O.F., multiplied by the annual increase factor authorized by Chapter 79-327, L.O.F.¹⁸

Salary Computation Methodology:

STEP 1 of the salary computation involves the determination of the relevant population group number for the elected officer based on the countywide population. Table 1 lists the official 2014 county population estimates used to compute the 2015-16 salaries.

9. Sections 145.031, 145.051, 145.071, 145.09, 145.10, 145.11, 1001.395, 1001.47, F.S.

10. Section 145.19(1)(c), F.S.

11. Section 145.19(2), F.S.

12. The letter from the Department of Management Services' Division of Human Resource Management, which certified the annual factor and cumulative annual factor for the 2015-16 fiscal year, was dated August 20, 2015. (Letter on file with the EDR.)

13. Chapter 84-241, L.O.F.

14. Section 145.021(1), F.S.

15. Section 145.021(2), F.S.

16. Section 145.19(1)(a), F.S.

17. Section 145.19(1)(b), F.S.

18. Section 145.19(1)(c), F.S.

Two sets of countywide population ranges are used to determine the salaries of the elected officers. One set applies to the clerk of circuit court, county comptroller (if applicable), tax collector, property appraiser, supervisor of elections, sheriff, and school superintendent. The second set applies only to county commissioners and school board members. Each population range has an assigned population group number.

STEP 2 of the salary computation involves the determination of the relevant base salary and group rate that corresponds to the population group number determined in the first step. Table 2 displays the applicable sets of population ranges, base salaries, and group rates, which correspond to each population group number.

STEP 3 involves computing the salaries of elected county officers using the following formula.

$$\text{Salary} = [\text{Base Salary} + (\text{Population Above Group Minimum} \times \text{Group Rate})] \times \\ \text{Initial Factor} \times \text{Certified Annual Factor} \times \text{Certified Cumulative Annual Factor}$$

Sample Computation of Salary:

Officer: Alachua County Tax Collector

2014 Population Estimate:	250,730
Group Number (IV) Minimum:	200,000
Corresponding Base Salary (i.e., Group IV):	\$30,175
Corresponding Group Rate (i.e., Group IV):	0.01575
Initial Factor:	1.292
Certified Annual Factor:	1.0011
Certified Cumulative Annual Factor:	3.2949

$$\text{Salary} = [\$30,175 + [(250,730 - 200,000) \times 0.01575]] \times 1.292 \times 1.0011 \times 3.2949 = \$132,002$$

Salaries of Elected County Constitutional Officers:

Table 3 displays the salaries for the county constitutional officers calculated pursuant to the statutory formula. As previously mentioned, these salaries apply to all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to the provisions of a county home rule charter, as well as those officials of counties that have a chartered consolidated form of government as provided in Chapter 67-1320, L.O.F., (i.e., Duval County). The formula-based salaries of supervisors of elections are based upon a five-day workweek; however, if a supervisor does not keep his or her office open five days per week then the salary is prorated accordingly.¹⁹ The calculation of each supervisor of elections' salary is based on the assumption of a five-day workweek and does not reflect any applicable pro rata reduction. Each elected county constitutional officer may reduce his or her salary rate on a voluntary basis; however, the salary figures published in this report do not reflect any such voluntary reductions.²⁰ Additionally, these salary figures do not include any special qualification salary (discussed in the section entitled *Additional Compensation*), which may be awarded to eligible officers.

19. Sections 145.09(2), F.S.

20. Sections 145.031(3), 145.051(3), 145.071(3), 145.09(4), 145.10(3), 145.11(3), F.S.

Salaries of Elected School Superintendents and School Board Members:

Table 3 also displays the salaries for the school superintendents and school board members calculated pursuant to the statutory formula. The formula-based salary computation is made for each school district's superintendent and included in the table even though the statutory provisions apply only to elected superintendents. Additionally, the salary figures do not include any special qualification salary, performance salary incentive, or district school board-approved salary (each discussed in the section entitled *Additional Compensation*), which may be awarded to eligible elected school superintendents. Each elected school board member and school superintendent may also reduce his or her salary rate on a voluntary basis; however, the salary figures published in this report do not reflect any such voluntary reductions.²¹

Effective Date of Salary Changes:

Elected county and school officers' salaries are adjusted annually pursuant to law, but fails to specify the effective date of these annual changes.²² Florida's county governments operate on the October 1st to September 30th local fiscal year, while Florida's school districts operate on the July 1st to June 30th state fiscal year. In an attempt to clarify this uncertainty, Florida's Attorney General opined that salary increases are effective October 1st for the elected county officers and July 1st for the elected school district officials.²³

Additional Compensation:

Select county constitutional officers are eligible to receive a special qualification salary of up to \$2,000 added to their formula-based salary; however, the officer must first successfully complete the required certification program.²⁴ Any officer becoming certified during a calendar year receives in that year a pro rata share of the special qualification salary based on the remaining period of the year. Any special qualification salary is added after the calculation of the formula-based salary.

Certification programs are offered to the clerks of circuit court, sheriffs, supervisors of elections, property appraisers, tax collectors, and elected school superintendents, and the officer is required to complete a course of continuing education to remain certified.²⁵ The following state agencies prescribe the courses of continuing education: the Supreme Court for clerks of circuit court; the Department of Law Enforcement for sheriffs; the Department of State's Division of Elections for supervisors of elections; the Department of Revenue for property appraisers and tax collectors; and the Department of Education for elected school superintendents.

In addition to the special qualification salary for elected school superintendents, the Department of Education also provides a leadership development and performance compensation program, which consists of two phases: a content, knowledge, and skills phase; and a competency acquisition phase.²⁶ Upon successful completion of both phases and demonstrated successful performance, the school superintendent is issued a Chief Executive Officer Leadership Development Certificate and given an annual performance salary incentive of not less than \$3,000 nor more than \$7,500 based upon his or her performance evaluation. For elected school superintendents, current law also provides that a district school board may approve, by majority vote, a salary in excess of the formula-based amount.²⁷

21. Sections 1001.395(2), 1001.47(6), F.S.

22. Section 145.19(2), F.S.

23. Florida Attorney General Opinion 79-87.

24. Section 145.19(2), F.S.

25. Sections 145.051(2), 145.071(2), 145.09(3), 145.10(2), 145.11(2), 1001.47(4), F.S.

26. Section 1001.47(5), F.S.

27. Section 1001.47(1), F.S.

Payment of Group Insurance Premiums or Charges:

Current law authorizes the payment of premiums or charges for group insurance for those county officers whose compensation is fixed by Chapter 145, F.S.²⁸ All or any portion of the payment of the costs of life, health, accident, hospitalization, or annuity insurance for county officers, as authorized in s. 112.08, F.S., is not deemed to be compensation within the purview of Chapter 145, F.S.²⁹

Role of the EDR:

As previously mentioned, the EDR has continued the annual calculations of elected county constitutional officers and school district officials' salaries as a service to interested parties. No legislative entity is under statutory obligation to perform these annual calculations; therefore, county government and school district officials are encouraged to independently compute the salaries of their own elected officers in order to verify the salary figures published in this report.

Beyond making the formula-based salary calculations and publishing this annual report, the EDR does not collect any of the following information: 1) the salary figures of those officers whose salaries are not set pursuant to the statutory formula; 2) the salary figures of those officers choosing to voluntarily reduce their salary; 3) a listing of county constitutional officers and elected school superintendents receiving any special qualification salary and the amounts of those supplemental awards; 4) a listing of elected school superintendents receiving any performance salary incentive or district school board-approved salary and the amounts of those supplemental awards; and 5) the amounts of any group insurance premiums or charges paid on behalf of those county officers whose compensation is fixed by law. Persons interested in obtaining such figures should contact the county government or school district directly.

Florida Attorney General Opinions:

Florida's Attorney General has issued the following legal opinions relevant to the salary issue.

<u>Opinion #</u>	<u>Subject</u>
2008-28	Sheriff – voluntary reduction of salary
99-63	Clerk, fees imposed on county commission
93-94	Class C travel and mileage reimbursements
93-31	Fee officer's salary
91-68	Florida Retirement System
82-68	Salary incentive benefits for sheriff
81-45	Ch. 80-377; school boards
79-87	County officers' salary adjustments
79-66	Salary of county officer, deficiency
78-159	Payment of clerk's social security benefits
77-131	School board members, group insurance purchase
76-157	Sheriffs and financial reports
75-241	Investment income as interest
75-147	Public funds for group life insurance
74-184	Changes in salaries and county population
74-177	Calculating filing fees for candidates

28. Section 112.14, F.S.

29. Section 145.131(3), F.S.

The full texts of those opinions are available via the searchable online database of legal opinions.³⁰ Local government officials seeking more clarification should review the opinions in their entirety. The reader should keep the date of the opinion in mind when reviewing its relevance to current law or any interpretations that have been articulated in Florida case law.

Salaries of Other Elected State Officials and Full-Time Members of Commissions:

The salaries of Florida's elected state officials and full-time members of commissions are not set by a statutory salary formula, but are set annually in the General Appropriations Act and may be reduced on a voluntary basis.³¹ Listed below are the salaries of those elected officials and commission members, effective July 1, 2015, which do not reflect any voluntary reductions.

Elected State Officials and Full-Time Commission Members	Salary
Governor	\$ 130,273
Lieutenant Governor	\$ 124,851
Chief Financial Officer	\$ 128,972
Attorney General	\$ 128,972
Commissioner of Agriculture	\$ 128,972
Supreme Court Justice	\$ 162,200
Judges - District Court of Appeal	\$ 154,140
Judges - Circuit Courts	\$ 146,080
Judges - County Courts	\$ 138,020
State Attorneys	\$ 154,140
Public Defenders	\$ 154,140
Commissioner-Public Service Commission	\$ 131,036
Public Employees Relations Commission Chair	\$ 96,789
Public Employees Relations Commission Commissioners	\$ 45,862
Commissioner-Parole and Probation	\$ 91,724
Criminal Conflict and Civil Regional Counsels	\$ 105,000

The annual salaries of members of the Florida Senate and House of Representatives are set as a fixed dollar amount, but current law includes a provision for annual adjustment on July 1st based on the average percentage increase in the salaries of state career service employees for the fiscal year just concluded.³² However, notwithstanding the provisions of s. 11.13(1), F.S., the authorized salaries of state legislators for the 2015-16 fiscal year are set at the same level in effect on July 1, 2010.³³ Consequently, the 2015-16 salaries for the Senate President and House Speaker are \$41,181 each, and the salaries for all other Senate and House members are \$29,697 each.

Availability of Historical Salary Data:

Several compilations of prior years' salary data are available.³⁴

30. <http://myfloridalegal.com/ago.nsf/Opinions>

31. Section 8 of Chapter 2015-232, L.O.F.

32. Section 11.13(1), F.S.

33. Section 76 of Chapter 2015-222, L.O.F.

34. <http://edr.state.fl.us/Content/local-government/data/data-a-to-z/s-z.cfm>

Table 1 Florida's 2014 County Population Estimates			
County	Population	County	Population
Alachua	250,730	Lee	653,485
Baker	26,991	Leon	281,292
Bay	170,781	Levy	40,473
Bradford	27,323	Liberty	8,668
Brevard	552,427	Madison	19,303
Broward	1,803,903	Manatee	339,545
Calhoun	14,592	Marion	337,455
Charlotte	164,467	Martin	148,585
Citrus	140,798	Miami-Dade	2,613,692
Clay	197,403	Monroe	74,044
Collier	336,783	Nassau	75,321
Columbia	67,826	Okaloosa	190,666
DeSoto	34,426	Okeechobee	39,828
Dixie	16,356	Orange	1,227,995
Duval	890,066	Osceola	295,553
Escambia	303,907	Palm Beach	1,360,238
Flagler	99,121	Pasco	479,340
Franklin	11,794	Pinellas	933,258
Gadsden	48,096	Polk	623,174
Gilchrist	16,853	Putnam	72,523
Glades	12,852	St. Johns	207,443
Gulf	16,543	St. Lucie	282,821
Hamilton	14,351	Santa Rosa	159,785
Hardee	27,712	Sarasota	387,140
Hendry	37,895	Seminole	437,086
Hernando	174,955	Sumter	111,125
Highlands	99,818	Suwannee	44,168
Hillsborough	1,301,887	Taylor	22,932
Holmes	20,025	Union	15,647
Indian River	140,955	Volusia	503,851
Jackson	50,231	Wakulla	31,285
Jefferson	14,597	Walton	59,793
Lafayette	8,696	Washington	24,959
Lake	309,736	Florida Total	19,507,369
Data Source: "Florida Estimates of Population 2014" Bureau of Economic and Business Research, University of Florida.			

Table 2
Salary Computation Statistics

Elected County Constitutional Officers	Population Group Numbers	County Population Range		Base Salary	Group Rate
		Minimum	Maximum		
Clerk of Circuit Court Comptroller Property Appraiser Tax Collector ss. 145.051, 145.10, 145.11, F.S.	I	0	49,999	\$21,250	0.07875
	II	50,000	99,999	\$24,400	0.06300
	III	100,000	199,999	\$27,550	0.02625
	IV	200,000	399,999	\$30,175	0.01575
	V	400,000	999,999	\$33,325	0.00525
	VI	1,000,000		\$36,475	0.00400
Supervisor of Elections s. 145.09, F.S.	I	0	49,999	\$17,228	0.075
	II	50,000	99,999	\$20,228	0.060
	III	100,000	199,999	\$23,228	0.025
	IV	200,000	399,999	\$25,728	0.015
	V	400,000	999,999	\$28,728	0.005
	VI	1,000,000		\$31,728	0.004
Sheriff s. 145.071, F.S.	I	0	49,999	\$23,350	0.07875
	II	50,000	99,999	\$26,500	0.06300
	III	100,000	199,999	\$29,650	0.02625
	IV	200,000	399,999	\$32,275	0.01575
	V	400,000	999,999	\$35,425	0.00525
	VI	1,000,000		\$38,575	0.00400
County Commissioners s. 145.031, F.S.	I	0	9,999	\$4,500	0.150
	II	10,000	49,999	\$6,000	0.075
	III	50,000	99,999	\$9,000	0.060
	IV	100,000	199,999	\$12,000	0.045
	V	200,000	399,999	\$16,500	0.015
	VI	400,000	999,999	\$19,500	0.005
	VII	1,000,000		\$22,500	0.000
Elected School District Officials	Population Group Numbers	County Population Range		Base Salary	Group Rate
		Minimum	Maximum		
School Superintendent s. 1001.47, F.S.	I	0	49,999	\$21,250	0.07875
	II	50,000	99,999	\$24,400	0.06300
	III	100,000	199,999	\$27,550	0.02625
	IV	200,000	399,999	\$30,175	0.01575
	V	400,000	999,999	\$33,325	0.00525
	VI	1,000,000		\$36,475	0.00400
School Board Members s. 1001.395, F.S.	I	0	9,999	\$5,000	0.083300
	II	10,000	49,999	\$5,833	0.020830
	III	50,000	99,999	\$6,666	0.016680
	IV	100,000	199,999	\$7,500	0.008330
	V	200,000	399,999	\$8,333	0.004165
	VI	400,000	999,999	\$9,166	0.001390
	VII	1,000,000		\$10,000	0.000000

Table 3
Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2015-16
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

County		Elected County Constitutional Officers						Elected School District Officials	
		Clerk of Circuit Court	Property Appraiser	Tax Collector	Supervisor of Elections	Sheriff	County Commissioners	School Superintendent	School Board Members
Alachua	c	\$ 132,002	\$ 132,002	\$ 132,002	\$ 112,888	\$ 140,951	\$ 73,561	\$ 132,002	\$ 36,413
Baker	e	\$ 99,619	\$ 99,619	\$ 99,619	\$ 82,048	\$ 108,569	\$ 31,001	\$ 99,619	\$ 26,367
Bay	e	\$ 125,328	\$ 125,328	\$ 125,328	\$ 106,532	\$ 134,277	\$ 64,714	\$ 125,328	\$ 34,475
Bradford	e	\$ 99,731	\$ 99,731	\$ 99,731	\$ 82,154	\$ 108,680	\$ 31,107	\$ 99,731	\$ 26,396
Brevard	c	\$ 145,431	\$ 145,431	\$ 145,431	\$ 125,678	\$ 154,381	\$ 86,351	\$ 145,431	\$ 39,966
Broward	c	\$ 169,149	\$ 169,149	\$ 169,149	\$ 148,919	\$ 178,099	\$ 95,888	\$ 169,149	\$ 42,617
Calhoun	e	\$ 95,458	\$ 95,458	\$ 95,458	\$ 78,084	\$ 104,408	\$ 27,038	\$ 95,458	\$ 25,266
Charlotte	c	\$ 124,622	\$ 124,622	\$ 124,622	\$ 105,859	\$ 133,571	\$ 63,504	\$ 124,622	\$ 34,251
Citrus	e	\$ 121,974	\$ 121,974	\$ 121,974	\$ 103,337	\$ 130,923	\$ 58,964	\$ 121,974	\$ 33,411
Clay	c e	\$ 128,306	\$ 128,306	\$ 128,306	\$ 109,368	\$ 137,256	\$ 69,820	\$ 128,306	\$ 35,420
Collier		\$ 137,778	\$ 137,778	\$ 137,778	\$ 118,389	\$ 146,727	\$ 79,062	\$ 137,778	\$ 37,941
Columbia	c e	\$ 108,771	\$ 108,771	\$ 108,771	\$ 90,764	\$ 117,721	\$ 42,913	\$ 108,771	\$ 29,676
DeSoto	e	\$ 102,115	\$ 102,115	\$ 102,115	\$ 84,424	\$ 111,064	\$ 33,377	\$ 102,115	\$ 27,027
Dixie	e	\$ 96,050	\$ 96,050	\$ 96,050	\$ 78,648	\$ 105,000	\$ 27,602	\$ 96,050	\$ 25,423
Duval	c	\$ 152,986	\$ 152,986	\$ 152,986	\$ 132,872	\$ 161,935	\$ 93,546	\$ 152,986	\$ 41,966
Escambia	e	\$ 135,571	\$ 135,571	\$ 135,571	\$ 116,287	\$ 144,521	\$ 76,960	\$ 135,571	\$ 37,357
Flagler		\$ 117,174	\$ 117,174	\$ 117,174	\$ 98,766	\$ 126,123	\$ 50,916	\$ 117,174	\$ 31,900
Franklin	e	\$ 94,519	\$ 94,519	\$ 94,519	\$ 77,190	\$ 103,469	\$ 26,144	\$ 94,519	\$ 25,018
Gadsden	e	\$ 106,702	\$ 106,702	\$ 106,702	\$ 88,793	\$ 115,652	\$ 37,747	\$ 106,702	\$ 28,240
Gilchrist	e	\$ 96,217	\$ 96,217	\$ 96,217	\$ 78,807	\$ 105,167	\$ 27,761	\$ 96,217	\$ 25,467
Glades	e	\$ 94,874	\$ 94,874	\$ 94,874	\$ 77,528	\$ 103,824	\$ 26,482	\$ 94,874	\$ 25,112
Gulf	e	\$ 96,113	\$ 96,113	\$ 96,113	\$ 78,708	\$ 105,063	\$ 27,661	\$ 96,113	\$ 25,439
Hamilton	e	\$ 95,377	\$ 95,377	\$ 95,377	\$ 78,007	\$ 104,327	\$ 26,961	\$ 95,377	\$ 25,245
Hardee	e	\$ 99,861	\$ 99,861	\$ 99,861	\$ 82,278	\$ 108,811	\$ 31,231	\$ 99,861	\$ 26,431
Hendry	e	\$ 103,279	\$ 103,279	\$ 103,279	\$ 85,533	\$ 112,228	\$ 34,486	\$ 103,279	\$ 27,335
Hernando		\$ 125,795	\$ 125,795	\$ 125,795	\$ 106,976	\$ 134,744	\$ 65,515	\$ 125,795	\$ 34,624
Highlands	e	\$ 117,361	\$ 117,361	\$ 117,361	\$ 98,944	\$ 126,310	\$ 51,094	\$ 117,361	\$ 31,950
Hillsborough	c	\$ 160,591	\$ 160,591	\$ 160,591	\$ 140,361	\$ 169,541	\$ 95,888	\$ 160,591	\$ 42,617
Holmes	e	\$ 97,282	\$ 97,282	\$ 97,282	\$ 79,821	\$ 106,231	\$ 28,774	\$ 97,282	\$ 25,748
Indian River		\$ 121,991	\$ 121,991	\$ 121,991	\$ 103,354	\$ 130,941	\$ 58,995	\$ 121,991	\$ 33,417
Jackson	e	\$ 104,047	\$ 104,047	\$ 104,047	\$ 86,265	\$ 112,997	\$ 38,414	\$ 104,047	\$ 28,425
Jefferson	e	\$ 95,460	\$ 95,460	\$ 95,460	\$ 78,086	\$ 104,409	\$ 27,039	\$ 95,460	\$ 25,267
Lafayette	e	\$ 93,479	\$ 93,479	\$ 93,479	\$ 76,200	\$ 102,429	\$ 24,737	\$ 93,479	\$ 24,396
Lake		\$ 135,962	\$ 135,962	\$ 135,962	\$ 116,660	\$ 144,912	\$ 77,333	\$ 135,962	\$ 37,461
Lee	c	\$ 147,692	\$ 147,692	\$ 147,692	\$ 127,831	\$ 156,642	\$ 88,504	\$ 147,692	\$ 40,564
Leon	c e	\$ 134,053	\$ 134,053	\$ 134,053	\$ 114,841	\$ 143,003	\$ 75,515	\$ 134,053	\$ 36,956
Levy	e	\$ 104,144	\$ 104,144	\$ 104,144	\$ 86,357	\$ 113,094	\$ 35,310	\$ 104,144	\$ 27,564

Table 3
Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2015-16
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

County		Elected County Constitutional Officers						Elected School District Officials	
		Clerk of Circuit Court	Property Appraiser	Tax Collector	Supervisor of Elections	Sheriff	County Commissioners	School Superintendent	School Board Members
Liberty	e	\$ 93,470	\$ 93,470	\$ 93,470	\$ 76,191	\$ 102,420	\$ 24,719	\$ 93,470	\$ 24,386
Madison	e	\$ 97,039	\$ 97,039	\$ 97,039	\$ 79,590	\$ 105,989	\$ 28,544	\$ 97,039	\$ 25,684
Manatee		\$ 137,963	\$ 137,963	\$ 137,963	\$ 118,565	\$ 146,913	\$ 79,238	\$ 137,963	\$ 37,990
Marion	e	\$ 137,823	\$ 137,823	\$ 137,823	\$ 118,432	\$ 146,772	\$ 79,105	\$ 137,823	\$ 37,953
Martin	e	\$ 122,845	\$ 122,845	\$ 122,845	\$ 104,167	\$ 131,794	\$ 60,458	\$ 122,845	\$ 33,687
Miami-Dade	c	\$ 182,954	\$ 182,954	\$ 182,954	\$ 162,723	\$ 191,903	\$ 95,888	\$ 182,954	\$ 42,617
Monroe		\$ 110,441	\$ 110,441	\$ 110,441	\$ 92,354	\$ 119,390	\$ 44,503	\$ 110,441	\$ 30,118
Nassau	e	\$ 110,784	\$ 110,784	\$ 110,784	\$ 92,680	\$ 119,733	\$ 44,830	\$ 110,784	\$ 30,208
Okaloosa	e	\$ 127,552	\$ 127,552	\$ 127,552	\$ 108,650	\$ 136,502	\$ 68,528	\$ 127,552	\$ 35,181
Okeechobee		\$ 103,928	\$ 103,928	\$ 103,928	\$ 86,151	\$ 112,877	\$ 35,104	\$ 103,928	\$ 27,506
Orange	c	\$ 159,332	\$ 159,332	\$ 159,332	\$ 139,102	\$ 168,281	\$ 95,888	\$ 159,332	\$ 42,617
Osceola	c	\$ 135,010	\$ 135,010	\$ 135,010	\$ 115,753	\$ 143,960	\$ 76,426	\$ 135,010	\$ 37,209
Palm Beach	c	\$ 161,586	\$ 161,586	\$ 161,586	\$ 141,356	\$ 170,536	\$ 95,888	\$ 161,586	\$ 42,617
Pasco	e	\$ 143,796	\$ 143,796	\$ 143,796	\$ 124,121	\$ 152,746	\$ 84,794	\$ 143,796	\$ 39,533
Pinellas	c	\$ 153,952	\$ 153,952	\$ 153,952	\$ 133,793	\$ 162,902	\$ 94,466	\$ 153,952	\$ 42,222
Polk	c	\$ 147,014	\$ 147,014	\$ 147,014	\$ 127,185	\$ 155,964	\$ 87,859	\$ 147,014	\$ 40,385
Putnam	e	\$ 110,032	\$ 110,032	\$ 110,032	\$ 91,965	\$ 118,982	\$ 44,114	\$ 110,032	\$ 30,009
St. Johns		\$ 129,096	\$ 129,096	\$ 129,096	\$ 110,121	\$ 138,046	\$ 70,794	\$ 129,096	\$ 35,645
St. Lucie		\$ 134,156	\$ 134,156	\$ 134,156	\$ 114,939	\$ 143,105	\$ 75,612	\$ 134,156	\$ 36,983
Santa Rosa	e	\$ 124,098	\$ 124,098	\$ 124,098	\$ 105,360	\$ 133,047	\$ 62,606	\$ 124,098	\$ 34,085
Sarasota	c	\$ 141,158	\$ 141,158	\$ 141,158	\$ 121,608	\$ 150,107	\$ 82,281	\$ 141,158	\$ 38,834
Seminole	c	\$ 142,851	\$ 142,851	\$ 142,851	\$ 123,220	\$ 151,800	\$ 83,893	\$ 142,851	\$ 39,282
Sumter	e	\$ 118,654	\$ 118,654	\$ 118,654	\$ 100,176	\$ 127,604	\$ 53,274	\$ 118,654	\$ 32,358
Suwannee	e	\$ 105,384	\$ 105,384	\$ 105,384	\$ 87,538	\$ 114,334	\$ 36,491	\$ 105,384	\$ 27,892
Taylor	e	\$ 98,257	\$ 98,257	\$ 98,257	\$ 80,750	\$ 107,207	\$ 29,704	\$ 98,257	\$ 26,006
Union	e	\$ 95,812	\$ 95,812	\$ 95,812	\$ 78,422	\$ 104,762	\$ 27,375	\$ 95,812	\$ 25,360
Volusia	c	\$ 144,344	\$ 144,344	\$ 144,344	\$ 124,643	\$ 153,294	\$ 85,316	\$ 144,344	\$ 39,678
Wakulla	c e	\$ 101,060	\$ 101,060	\$ 101,060	\$ 83,420	\$ 110,010	\$ 32,373	\$ 101,060	\$ 26,748
Walton	e	\$ 106,615	\$ 106,615	\$ 106,615	\$ 88,710	\$ 115,564	\$ 40,859	\$ 106,615	\$ 29,105
Washington	e	\$ 98,937	\$ 98,937	\$ 98,937	\$ 81,398	\$ 107,887	\$ 30,351	\$ 98,937	\$ 26,186

A "c" denotes each of Florida's 20 charter counties, according to the Florida Association of Counties (FAC).

[<http://www.fl-counties.com/about-floridas-counties/charter-county-information>]

An "e" denotes those school districts having an elected school superintendent, according to the Florida Association of District School Superintendents (FADSS).

[<http://www.fadss.org/membership/superintendents>]

Table 3

Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2015-16
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

County	Elected County Constitutional Officers						Elected School District Officials	
	Clerk of Circuit Court	Property Appraiser	Tax Collector	Supervisor of Elections	Sheriff	County Commissioners	School Superintendent	School Board Members

Notes:

- 1) Salary figures have been calculated by the Florida Legislature's Office of Economic and Demographic Research (EDR) pursuant to the statutory formula in Chapter 145, F.S. Although not required by law, the EDR calculates salaries of elected county constitutional officers and school district officials as a service to county governments and school districts. County and school district officials are encouraged to independently compute and verify these salary figures.
- 2) The calculated salary figures for all officers reflect the use of 2014 countywide population estimates listed in "Florida Estimates of Population 2014" published by the University of Florida's Bureau of Economic and Business Research.
- 3) These salary figures may not be applicable to those elected county officers of a chartered consolidated government or those elected officers in counties having a home rule charter, which specifies another method of salary compensation. As indicated in this table, Florida currently has 20 charter counties.
- 4) Salary figures are included for each school district's superintendent even though the salaries determined by statutory formula are applicable only to elected school superintendents. As indicated in this table, Florida currently has 41 elected school superintendents.
- 5) These salary figures do not include any special qualification salary available to eligible clerks of circuit court, property appraisers, sheriffs, supervisors of elections, and tax collectors who have completed the required certification program specified in the relevant sections of Chapter 145, F.S. Additionally, the salary figures for elected school superintendents do not include any special qualification salary and performance salary incentive available to eligible elected school superintendents who have completed the required certification programs specified in Section 1001.47, F.S.
- 6) As the result of recent statutory authorizations (i.e., Chapters 2009-3, 2009-59, and 2011-158, L.O.F.), each elected county constitutional officer and school district official may voluntarily reduce his or her salary rate. However, the salary figures listed in this table do not reflect any such voluntary reductions.
- 7) Pursuant to law, the Florida Department of Management Services must annually certify two components of the salary formula calculation: the annual factor and cumulative annual factor. For the 2015-16 fiscal year, the certified annual factor is 1.0011 and the certified cumulative annual factor is 3.2949.

Appendix

Summary of Relevant Constitutional Provisions and Statutory Changes

Article III, section 27 and Article VIII, section 6 of the Florida Constitution of 1885 stated that the Legislature provides for the election of county officers and prescribes by law their powers, duties, and compensation.

Chapter 7334, 1917 Laws of Florida (L.O.F.), established by defined schedule the compensation of all county officials previously paid in whole or in part on the basis of fees or commissions.

Chapter 8497, 1921 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 9270, 1923 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 11954, 1927 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 14502, 1929 L.O.F., required fee or commission-based county officials to file itemized sworn statements showing receipts and disbursements of the office.

Chapter 14665, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, county judge, county assessor of taxes, superintendent of public instruction, tax collector, and clerk of the board of county commissioners in those counties having a population not less than 10,630 and not greater than 10,650.

Chapter 14666, 1931 L.O.F., set the annual compensation of clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk of civil court and criminal court of record in those counties having a population greater than 155,000.¹

Chapter 15607, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, justice of the peace, and clerk of criminal court of record in those counties having a population not less than 13,600 and not greater than 13,650.

Chapter 15608, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, and clerk of civil court and criminal court of record in those counties having a population not less than 35,000 and not greater than 45,000.

Chapter 15611, 1931 L.O.F., set the annual compensation for county judge in those counties having a population not less than 7,200 and not greater than 7,400.

Chapter 15739, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, and county judge in those counties having a population not less than 19,000 and not greater than 22,000.

1. The title of tax assessor was subsequently changed to property appraiser per Chapter 77-102, L.O.F.

Chapter 15740, 1931 L.O.F., set the annual compensation for county judge, sheriff, clerk of circuit court, tax assessor, and tax collector in those counties having a population more than 17,650 and less than 19,000.

Chapter 15968, 1933 L.O.F., set the annual compensation for sheriff, tax assessor, tax collector, clerk of circuit court, and county judge in those counties having a population not more than 3,600 and not less than 3,400.

Chapter 15970, 1933 L.O.F., set the annual compensation for all county officials in those counties having a population not less than 18,100 and not more than 18,700.

Chapter 15971, 1933 L.O.F., set the annual compensation for county judge, sheriff, tax collector, tax assessor, justice of the peace, and constable in those counties having a population not less than 2,466 and not more than 2,500.

Chapter 15972, 1933 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and board of county commissioners in those counties having a population not less than 19,000 and not more than 22,000.

Chapter 15973, 1933 L.O.F., set the annual compensation for supervisor of registration, superintendent of public instruction, and justice of the peace in those counties having a population not less than 18,100 and not more than 18,700.

Chapter 15974, 1933 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax collector, tax assessor, county judge, clerk of county court and criminal court of record, superintendent of public instruction, supervisor of registration, members of the board of public instruction, and probation officer in those counties having a population not less than 70,000 and not more than 140,000.

Chapter 15975, 1933 L.O.F., set the annual compensation for county judge, sheriff, clerk of circuit court, superintendent of public instruction, tax assessor, tax collector, supervisor of registration, county commissioners, county board of public instruction, justice of the peace, constable, attorney for the board of county commissioners, attorney for the board of public instruction, and deputy sheriff in those counties having a population not less than 12,456 and not more than 12,900.

Chapter 15976, 1933 L.O.F., set the annual compensation for members of the board of county commissioners, members of the board of public instruction, county judge, county prosecuting attorney, and superintendent of public instruction of Jefferson County.

Chapter 15977, 1933 L.O.F., set the annual compensation for sheriff, tax collector, tax assessor, clerk of circuit court, and superintendent of public instruction in those counties having a population not less than 13,600 and not more than 13,700.

Chapter 15979, 1933 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax assessor, tax collector, county judge, clerk of criminal court of record, justice of the peace, and constable in those counties having a population not less than 49,800 and not more than 53,500.

Chapter 15980, 1933 L.O.F., set the annual compensation for superintendent of public instruction, members of the board of county commissioners, members of the board of public instruction, and supervisor of registration in those counties having a population not less than 3,400 and not more than 3,700.

Chapter 16006, 1933 L.O.F., authorized the board of county commissioners in those counties having a population not less than 13,600 and not more than 13,700 to designate the number of deputies and the compensation of deputies in the offices of the sheriff, tax collector, tax assessor, and clerk of circuit court.

Chapter 16921, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk of civil and criminal court of record in those counties having a population more than 180,000.

Chapter 16922, 1935 L.O.F., set the annual compensation for county judge, tax assessor, tax collector, and superintendent of public instruction in those counties having a population not less than 4,060 and not more than 4,070.

Chapter 16923, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk in those counties having a population not less than 20,000 and not more than 23,000.

Chapter 16924, 1935 L.O.F., set the annual compensation for county commissioners, members of the board of public instruction, and superintendent of public instruction in those counties having a population not less than 6,418 and not more than 6,500.

Chapter 16925, 1935 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax collector, tax assessor, county judge, clerk of county court and criminal court of record in those counties having a population not less than 70,000 and not more than 140,000.

Chapter 16926, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, and county judge in those counties having a population not less than 12,400 and not more than 12,500.

Chapter 16927, 1935 L.O.F., set the annual compensation for clerk of circuit court as county auditor, clerk of the board of county commissioners, sheriff, county judge, tax collector, and tax assessor in those counties having a population not less than 3,150 and not more than 3,200.

Chapter 16928, 1935 L.O.F., set the annual compensation for clerk of circuit court, tax assessor, tax collector, sheriff, county judge, superintendent of public instruction, clerk of criminal court of record, county solicitor, justice of the peace, and constable in those counties having a population not less than 45,000 and not more than 50,000.

Chapter 16929, 1935 L.O.F., amended Chapter 14666, 1931 L.O.F., so as to apply to all counties having a population of 150,000 according to the last or any future official census.

Chapter 20891, 1941 L.O.F., required the county's tax assessor and tax collector to pay a portion of all monies, in excess of the sum that the officer was entitled to as annual compensation, to the Board of Public Instruction.

Chapter 24101, 1947 L.O.F., required fee or commission-based county officers to submit a report to the board of county commissioner annually rather than semi-annually.

Chapter 28041, 1953 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 61-461, L.O.F., provided for the compensation of county officers (i.e., members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector). The Legislature acknowledged that the functions, powers, duties, and responsibilities vary between county officers in the same county and between the same county officer in different counties with respect to the county's population, geography, economy, and government. Consequently, the amount of compensation set in law for each type of county officer varied from county to county, except for Dade County where compensation was determined locally based on home rule powers. The intent of the legislation was not to repeal, affect, or modify any local or special law, or general law of local application enacted prior to or during 1961 as to the compensation of county officers, travel expenses of county officers, or payment of extra compensation of the chair of the board of county commission or board of public instruction. Also, the legislation was not applicable where in conflict with relevant local laws in Franklin, Gadsden, Liberty, and Wakulla counties.

Chapter 63-560, L.O.F., increased, decreased, or left unchanged from amounts set in Chapter 61-461, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector. The legislation also provided for the compensation of county officials whose compensation for official duties was paid in whole or part by fees or commissions. The amount of such compensation was not to exceed \$7,500, unless otherwise provided in law.

Chapter 65-356, L.O.F., increased, decreased, or left unchanged from amounts set in Chapter 63-560, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector.

Chapter 67-543, L.O.F., increased from amounts set in Chapter 65-356, L.O.F., the compensation for Broward County members of the board of county commissioners, sheriff, and tax assessor.

Chapter 67-576, L.O.F., increased, decreased, or left unchanged from amounts set in Chapters 65-356 and 67-543, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of elections, tax assessor, and tax collector.

Chapter 67-594, L.O.F., increased from amount set in Chapter 67-576, L.O.F., the compensation for Gadsden County's tax assessor.

Article II, section 5(c) of the Florida Constitution, as revised in 1968, provided that the powers, duties, compensation, and method of payment of state and county officers are fixed by law.

Chapter 69-211, L.O.F., declared legislative intent to preserve statewide uniformity of county officials' salaries and prohibited special laws or general laws of local application pertaining to compensation of members of the board of county commissioners, clerk of circuit court, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector.

Chapter 69-216, L.O.F., deleted references to sections of the 1885 constitution that were replaced by new sections in the 1968 revision.

Chapter 69-346, L.O.F., provided for the uniform salaries of members of the board of county commissioners, members of the district school board, clerk of circuit court, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector based upon the classification of counties according to population. The legislation provided that all other income of county officials from fees or services rendered to state, county, or municipal governments was income of the office and for the recording and reporting of fees collected as well as the disposition of excess fees. The legislation repealed previously enacted local or special laws or general laws of local application related to the compensation of county officials and repealed chapter provisions providing for the compensation of county judge.

Chapter 69-403, L.O.F., provided for the transfer of the salary provisions of county judge from Chapter 145 to Chapter 44, F.S., and repealed obsolete provisions in Chapter 145, F.S.

Chapter 70-395, L.O.F., provided a salary increase to sheriff in existing bracketed population counties and created three new population brackets with corresponding salaries for counties having a population in excess of 300,000 persons.

Chapter 70-419, L.O.F., provided that the salary of a board or commission member could not be reduced until the first Tuesday after the first Monday in January 1973.

Chapter 70-429, L.O.F., provided a salary increase to supervisors of elections in existing bracketed population counties.

Chapter 70-445, L.O.F., provided that those county officials whose total compensation was in excess of the salary payable pursuant to the chapter as amended effective July 1969, could continue to be compensated under the terms and conditions that prevailed immediately prior to July 1, 1969, until expiration of the official's present term of office. Thereafter, the salaries of those officials would be reduced to that provided by the chapter. The legislation excluded supervisor of elections from the 20 percent limitation. In addition, the legislation provided an additional monthly expense allowance for the chairs of county commissions.

Chapter 72-111, L.O.F., provided that payment of insurance for county officials and employees in s. 112.08, F.S., would not be considered additional compensation.

Chapter 72-240, L.O.F., delayed any change of procedures for determining the pay of certain county officials until the adjournment of the next regular legislative session following the submission of the first official recommendations of the State and County Officers' Compensation Commission, created pursuant to HB 184 (1972 session), or September 30, 1974, whichever occurred first.

Chapter 72-404, L.O.F., added county comptroller to salary provisions of the clerk of circuit court. The legislation also provided that the county would pay the clerk's or county comptroller's salary if the state did not pay the salary. Additionally, the county would compensate the clerk of circuit court for any additional county court-related duties that the clerk would be required to perform if the state did not pay such compensation.

Chapter 73-172, L.O.F., modified the procedure regarding disposition of excess fees collected by a tax collector or assessor. The legislation provided that the tax assessor would receive as salary the base salary indicated, based on the county's population with compensation made for population increments over the minimum for each population group, which would be determined by multiplying the population in excess of the group minimum times the group rate. In addition, the legislation provided for a special qualification salary of \$2,000 per year to qualified tax assessors. Also, the legislation provided for an additional adjustment to the tax assessor's salary based on the U.S. Department of Labor's Consumer Price Index, which would be multiplied by the adjusted salary rate. Finally, the legislation specified that the guaranteed salary provision upon resolution of the board of county commissioners would not apply to the tax assessor.

Chapter 73-173, L.O.F., redefined the definition of population used to calculate salaries. The legislation increased the salary of county commissioners, district school board members, clerk of circuit court and county comptroller, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector by establishing a calculation method. The calculation method provided that the officer would receive as salary the base salary indicated in the appropriate section of the chapter, based on the county's population with compensation made for population increments over the minimum for each population group, which would be determined by multiplying the population in excess of the group minimum times the group rate. In addition, the legislation provided for a special qualification salary of \$2,000 per year to qualified tax assessors. Also, the legislation provided for an additional adjustment to all officers' salaries based on the U.S. Department of Labor's Consumer Price Index, which would be multiplied by the applicable adjusted salary rate.

Chapters 73-333 and 73-334, L.O.F., deleted obsolete provisions in the Chapter 145, F.S.

Chapter 74-325, L.O.F., clarified funds that could be included as income of the county official's office and provided that a county official could not use the office, its personnel, or its property for a private purpose.

Chapter 77-102, L.O.F., changed all chapter references of tax assessor to property appraiser to reflect a name change.

Chapter 79-190, L.O.F., changed reference from the Department of Administration to the Executive Office of the Governor with respect to the annual determination of population.

Chapter 79-327, L.O.F., provided that all county officers' salaries be adjusted annually, effective July 1, 1979, based on the average percentage increase in State Career Service employees' salaries as determined by the Department of Administration or as provided in the General Appropriations Act. The increases for any fiscal year were limited to no more than seven percent. In addition, it raised the base salaries for supervisor of elections by \$4,300 in each population group, retroactive to the fiscal year beginning October 1, 1978.

Chapter 80-31, L.O.F., authorized district school boards by majority vote to increase the school superintendent's salary above specified limits.

Chapter 80-377, L.O.F., extended the provisions for special qualification salary to the following officers: clerk of circuit court, sheriff, supervisor of elections, tax collector, and superintendent of schools. The legislation increased the base salaries and group rates for the following officers: school board members, superintendent of schools, clerk of circuit court, county comptroller, sheriff, property appraiser, tax collector, and supervisor of elections. In addition, the legislation added school board members to the list of county officers whose compensation may not be changed by special laws or general laws of local application. The legislation required the Department of Administration to annually certify the annual factor and cumulative annual factor and the Department of Community Affairs to annually calculate the adjusted salary rate. The legislation provided that the adjusted salary rate would be the product of the salary rate granted by the appropriate chapter and section pertaining to a particular officer multiplied first by the initial factor, then by the cumulative factor, and finally by the annual factor. Finally, the legislation transferred statutory provisions regarding the base salaries and group rates for school board members and school superintendents from Chapter 145 to Chapter 230, F.S.

Chapter 81-167, L.O.F., amended provisions regarding the annual calculation of county officers' salaries to reflect the change in name of the Department of Community Affairs to Department of Veteran and Community Affairs.

Chapter 81-216, L.O.F., specified the Department of Law Enforcement as the state agency responsible for establishing the requirements for sheriffs seeking the special qualification salary.

Chapter 83-55, L.O.F., amended provisions regarding the annual calculation of county officers' salaries to reflect the change in name of the Department of Veteran and Community Affairs to Department of Community Affairs.

Chapter 83-215, L.O.F., revised cross-references regarding repeal of other laws related to compensation to conform provisions to the 1980 law change that transferred salary provisions for school board members and school superintendents from Chapter 145 to Chapter 230, F.S.

Chapter 84-241, L.O.F., removed the Department of Community Affairs as the state agency responsible for calculating the salaries of county officers. No replacement agency was named.

Chapter 85-322, L.O.F., increased salaries of clerk of the circuit court, county comptroller, supervisor of elections, property appraiser, tax collector, sheriff, and superintendent of schools by consolidating population group I (population range: 0-9,999) and population group II (population range: 10,000-49,999) into a new population group I (population range: 0-49,999); increasing the base salaries for each of the named officers at each population group level; and increasing the group rate at the highest population group level for each of the named officers.

Chapter 86-152, L.O.F., authorized the Executive Director of the Department of Revenue to waive the requirements for eligibility to receive the special qualification salary for any property appraiser who was at least 60 years of age and who had been a property appraiser for at least 20 years.

Chapter 87-224, L.O.F., revised cross-reference regarding the annual determination of population of local governments and renumbered population group levels for the office of sheriff to conform to the 1985 law change.

Chapter 88-42, L.O.F., amended the definition of the annual factor for purposes of calculating the annual salary increases of county officers.

Chapter 88-158, L.O.F., amended provisions regarding a county officer's guaranteed salary upon resolution of the board of county commissioners if all fees collected by the officer were turned over to the board. Such a resolution would be applicable only with respect to the county official who concurred in its adoption and only for the officer's duration in the current term of office.

Chapter 88-175, L.O.F., increased the base salaries for clerk of circuit court and county comptroller, tax collector, property appraiser, and supervisor of elections at each population group level.

Chapter 89-72, L.O.F., reduced the amount of time in which property appraisers and tax collectors must qualify to receive the special qualification salary after first taking office from six to four years.

Chapter 89-178, L.O.F., increased the sheriff's base salaries at each population group level.

Chapter 91-45, L.O.F., deleted obsolete provisions pertaining to special qualification salary for clerk of circuit court, county comptroller, sheriff, and supervisor of elections.

Chapter 92-279, L.O.F., amended provisions regarding the annual certification of the annual factor and cumulative annual factor to reflect the change in name of the Department of Administration to Department of Management Services.

Chapter 92-326, L.O.F., retained salaries of school board members and superintendents of schools at fiscal year 1991-92 levels.

Chapter 93-146, L.O.F., deleted authorization to fix salaries of district school board members by special or local law. The legislation extended the prohibition regarding special laws or general laws of local application to laws concerning compensation of district school board members. In addition, the legislation provided for annual salary adjustment for district school board members and superintendents of schools. Finally, the legislation provided for payment of specified salaries and ratification of previously paid salaries in addition to repealing all local and special laws or general laws of local application that relate to the compensation of district school board members.

Chapter 95-147, L.O.F., removed gender-specific references without substantive changes in legal effect.

Chapter 2001-266, L.O.F., deleted requirements that copies of certain salary-related resolutions adopted by boards of county commissioners be filed with the Department of Banking and Finance and the Auditor General.

Chapter 2002-387, L.O.F., enacted the "Florida K-20 Education Code in Chapter 1001, F.S. The legislation repealed provisions related to population group levels, base salaries, and group rates for district school board members and superintendents of schools. The legislation repealed provisions in Chapter 230, F.S., requiring the calculation of adjusted salary rate for district school board members and allowed district school boards to annually determine the salary of its members. Additionally, the legislation repealed certain salary provisions for superintendents of schools.

Chapter 2003-261, L.O.F., amended provisions regarding any revenue deficiency to be paid by the board of county commissioners to reflect the change in name of the Department of Banking and Finance to Department of Financial Services.

Chapter 2003-402, L.O.F., prohibited a county from appropriating to the clerk of circuit court based on the fees collected by that office.

Chapter 2004-41, L.O.F., reinstated statutory language pertaining to the salary computation for elected school superintendents that existed in law prior to the repeal of such language by Chapter 2002-387, L.O.F.

Chapter 2007-234, L.O.F., partially reinstated statutory language pertaining to the salary computation for school board members that existed in law prior to the repeal of such language by Chapter 2002-387, L.O.F. However, a portion of the new law was incorrectly drafted. The maximum county population for Population Group II was authorized as 49,000 rather than 49,999. For purposes of calculating salaries of school board members for the 2007-08 fiscal, no county's population fell within the 49,001 through 49,999 range so the error did not prevent any school board member's salary from being calculated.

Chapter 2008-4, L.O.F., provided the necessary statutory language to correct an error contained in Chapter 2007-234, L.O.F. The maximum county population of Population Group II for school board members was set to 49,999.

Chapter 2009-3, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 or s. 145.19, F.S., district school board members could reduce their salary rate on a voluntary basis.

Chapter 2009-59, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 and s. 145.19, F.S., for the 2009-10 fiscal year, the salary of each school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold baccalaureate degrees, whichever is less. In addition, the legislation amended s. 1001.47, F.S., to provide that notwithstanding the provisions of s. 1001.47 and s. 145.19, F.S., elected school superintendents could reduce their salary rate on a voluntary basis. Also, the legislation amended s. 1001.47, F.S., to provide that notwithstanding the provisions of s. 1001.47 and s. 145.19, F.S., for the 2009-10 fiscal year, the salary of each elected school superintendent calculated pursuant to s. 1001.47, F.S., was reduced by 2 percent.

Chapter 2010-154, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 and s. 145.19, F.S., for the 2010-11 fiscal year, the salary of each school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold baccalaureate degrees, whichever is less.

Chapter 2011-158, L.O.F., provided that notwithstanding the provisions of Chapter 145, F.S., each member of a board of county commissioners, clerk of the circuit court, county comptroller, sheriff, supervisor of elections, property appraiser, and tax collector was authorized to voluntarily reduce his or her salary rate.

Chapter 2014-39, L.O.F., repealed the obsolete language of s. 1001.47(7), F.S., which reduced the salaries of elected district school superintendents by 2 percent for the 2009-10 fiscal year only.



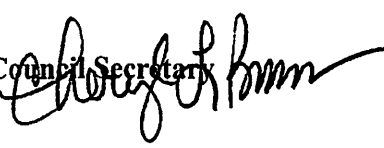
OFFICE OF THE CITY COUNCIL

CHERYL L. BROWN
DIRECTOR
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E-MAIL clbrwn@coj.net

117 WEST DUVAL STREET, SUITE 425
4TH FLOOR, CITY HALL
JACKSONVILLE, FLORIDA 32202

MEMORANDUM

TO: Jacksonville City Council Members
Executive Council Assistants

FR: Cheryl Brown, Director / Council Secretary
Jacksonville City Council 

RE: Moratorium on Mass Mail Outs: Effective Immediately

DATE: October 20, 2015

The Office of Director/Council Secretary is in the process of reevaluating the City Council's Mass Mail Out process and procedure to provide the Jacksonville City Council Personnel Committee with information to discuss and develop a departmental policy. In an effort to maintain fiscal continuity and develop possible strategies to ensure fiscal and procedural alignments for discussion the following declaration has been approved by the Office of the Council President for circulation.

A moratorium has been issued on the printing and mailing of all Mass Mail Out request. This moratorium will remain in effect until the Personnel Committee takes action or the Council identifies an issue as a critical necessity. This moratorium is effective immediately and will continue until further notice.

I appreciate your cooperation in this action.

xc: File Copy

Brown, Cheryl

From: Brown, Cheryl
Sent: Tuesday, October 20, 2015 4:03 PM
To: 'CM'; RES; 'SEC'; SS
Cc: Miller, Cyndi
Subject: Emailing: Memorandum Moratorium Mass Mail Out 10.20.2015 CLB
Attachments: Memorandum Moratorium Mass Mail Out 10.20.2015 CLB.pdf

Council Members and Council Staff:

Please see the attached correspondence.

Thank you.



Dr. Cheryl L. Brown, Director
Jacksonville City Council
117 West Duval Street, Suite 425
Jacksonville, Florida 32202
CLBrown@coj.net
904.630.1452 (Office)
904.630.2906 (Fax)

*** Please note that under Florida's very broad public records law, email communications to and from city officials are subject to public disclosure. ***

Current - Mass Mail Outs Policy

The Office of City Council uses standard 4.25" x 6" cards for large mailings. These cards are ordered upon request and are most commonly used for Community Meeting notices. Any other form of mass mailing, including the use of envelopes, requires special approval. (See example)

Proposed Changes – Printing, Mailing, Mass Mail Out Policy

The following procedures have been established to ensure that the City Council can maintain fiscal continuity, in its office policy for the use of Internal /Central Service Accounts- Printing, Mail outs, and Mass Mail out request. The Office of the Director/Council Secretary has established the following accounts to track council member's print and mailing request: CCDE011AD – 4211 Copying and CCDE011AD-4221 Postage Only. All centralized services associated with the accounts or with the Copy/Print/Mail Center must have the approval signature of the Director/Council Secretary or her designee the Chief of Council Administration prior to processing of job by the Copy Center.

A total amount of \$1,000.00 will be allocated for use by each council member. (The amount of \$1000.00 is the total amount allocated an individual member. For example: \$500.00 for printing and \$500.00 for postage or any combination not to exceed \$1000.00.) Council members shall not go over the designated fund amount and shall not have the authority to transfer their unused or allocated amounts to other council members. Funds associated will not roll over to the next fiscal year.

The following is subject to the Jacksonville City Council funding the two accounts listed above.

Policy, Specifications and Approval Process

The Chief of Administration or her designee will be tasked with creating an internal office Excel Spread Sheet to track each council members use of the internal service charge, including but not limited to date of request, description of request, type of request, number of request, cost of request and individual authorizing the request. Additionally, an electronic file will be created and all documents associated with the Print or Mail out will be placed in the file under the council members name, date, description of the print, or mail out request.

The Office of City Council uses standard 4.25" x 6" cards for small and larger mailings. All requests must be in electronic format and must meet the standard shown in the attachment. All requests must accompany a Copy Center Job Request Form and have the signature of the Director/Council Secretary or the Chief of Council Administration prior to job printing.

Print request must be accompanied by an electronic list of addresses, and the number of items per job. All Mass Mail Out addresses must have a standard verbiage Residents Name along with the wording "or Current Resident", and local addresses only.

EXHIBIT 20 – Example of Mass Mailing Card



OFFICE OF CITY COUNCIL
City Hall-117 W. Duval St., Ste. 425
Jacksonville, Florida 32202



CORRECTION

**COUNCILMAN MICHAEL CORRIGAN
INVITES YOU TO ATTEND
A FOLLOW-UP MEETING**

JTA/RAPID TRANSIT SYSTEM PROJECT

**THURSDAY, June 8, 2006
6:00 – 7:00 p.m.
FCCJ – Kent Campus
Auditorium**

Guests will include representatives from the
Jacksonville Transportation Authority.

All interested parties are invited to attend.
Please call 630-1677 for more information

COPY CENTER JOB REQUEST FORM

DATE: _____

Requestor Name: _____ Dept./Div.: _____

Phone Number: _____ Account No.: _____

Project/Project Detail: _____ Grant/Grant Detail: _____

Originals/pages: _____ Copies/Sets: _____

*In accordance with the "Paper Use Policy" memorandum from the Mayors Office, all job requests will be printed duplex unless otherwise noted by the customer.

Date & Time Required: _____

Item Description: _____

Approval Director or Designee

Stock Size:

- ☐ 8 ½ x 11
- ☐ 8 ½ x 14
- ☐ 11 x 17
- ☐ 3 Hole Punch

- ☐ Other
- ☐ Provided

Color Stock:

- ☐ White
- ☐ Blue
- ☐ Pink
- ☐ Green
- ☐ Canary
- ☐ Salmon

- ☐ Other _____
- ☐ Tabs

Scanning Required:

- ☐ To CD
- ☐ To pdf

- ☐ Heavy Stock – Index/ Cover

Printing Required:

- ☐ 1 Sided
- ☐ 2 Sided
- ☐ Head to Tail
- ☐ Head to Head

- ☐ Color
- ☐ Black & White

Finishing:

- ☐ Collated
- ☐ Uncollated
- ☐ Bound / ☐ Prong Fasteners / ☐ Spiral Combs

- ☐ Single Staple
- ☐ Double Staple
- ☐ Padded

- ☐ Delivery Outside St. James
 - ☐ Yes, Deliver to _____

- ☐ No

Special Instructions:

Control Number: _____

Brown, Cheryl

From: Moyer, Angela
Sent: Monday, October 26, 2015 8:37 AM
To: Brown, Cheryl; Dyer, Laura; Sikes, Kristi
Subject: RE: Adding Sub-objects

*- Responded -
Miscellaneous Acct ✓
10.26.2015*

Where will the \$2 being placed in these subobjects be transferred from?

From: Brown, Cheryl
Sent: Friday, October 23, 2015 8:21 AM
To: Dyer, Laura; Moyer, Angela; Sikes, Kristi
Subject: Adding Sub-objects

Angela:

I would like to create the following sub-objects..placing \$1.00 until further notice:
Center

CCDE011AD – 4211 Copy

CCDE011AD – 4221

Postage only

Please contact me or Laura Dyer for further discussions.

Thank you.

Cheryl

Dr. Cheryl L. Brown, Director
Jacksonville City Council
117 West Duval Street, Suite 425
Jacksonville, Florida 32202
CLBrown@coj.net
904.630.1452 (Office)
904.630.2906 (Fax)

*** Please note that under Florida's very broad public records law, email communications to and from city officials are subject to public disclosure. ***

Brown, Cheryl

From: Dyer, Laura
Sent: Friday, October 23, 2015 9:29 AM
To: Brown, Cheryl
Subject: FW: Questions Print and Mailing
Attachments: CopyCenter Services.pdf; Copy Center Internal Service Rates.pdf; Copy Center Job Request Form.doc

Cheryl,

Billing is posted to FAMIS for each month, but it is not posted until around the 10th of the month after the charges were incurred. Although I monitor the internal accounts in general, FAMIS only shows a total cost to internal services monthly, it doesn't show any detail of projects. Requesting that they not perform any print jobs or other projects that have a cost associated with them unless your signature is on the request would inform you of the jobs before they're done.

*Thanks,
Laura Dyer*

Executive Administrator
Jacksonville City Council
117 W. Duval Street, Suite 425
Jacksonville, FL 32202
(904) 630-1403

From: Miller, Cyndi
Sent: Friday, October 23, 2015 9:13 AM
To: Brown, Cheryl; Dyer, Laura; Sikes, Kristi
Subject: RE: Questions Print and Mailing

Cyndi Miller
Copy Center/Procurement Division
City of Jacksonville
117 W. Duval Street Suite M-165
Jacksonville, FL 32202
cmiller@coj.net
904.630.1843

From: Brown, Cheryl
Sent: Friday, October 23, 2015 8:34 AM
To: Miller, Cyndi; Dyer, Laura; Sikes, Kristi
Subject: Questions Print and Mailing

Cyndi..

Need your assistance with responses to the following questions:

1. Does the City of Jacksonville have a Bulk Mail Permit? No.
2. Do you have a costing sheet for print jobs? Attached is a copy of the Internal Service Rates

3. Do you have a costing sheet for all jobs performed by the Copy Center? See above
4. Do you have a list of jobs or activities that the Copy Center can perform? Attached is a copy center flyer.
5. Provide me with copies of a forms in the Copy Center for needed to perform a print or mail request? Attached is our Request form.
6. Do you have a Policy or Procedure in place for approval of request for receipt of and processing of print and mailing request? If so, please provide. No we don't have a policy for approval. We are an internal service, we complete all requests by the using agencies.
7. Process for Internal Charges... informing departments of costs associated with each charge back. No, we don't inform any department of charges unless we are asked to. Billing is posted to famis monthly. CopyCenter 04211 and postage 04221.

Please respond by Tuesday, October 27, 2015, before 12 noon. We have a Personnel Executive Committee Meeting on Wednesday, October 28, 2015 and I would like to make a few recommendations. I think I have all of the answers to these questions as we have worked together in the past. However, I wanted to have the most up to date information on hand to ensure that no changes have occurred.

Thank you.

Cheryl

Dr. Cheryl L. Brown, Director
Jacksonville City Council
117 West Duval Street, Suite 425
Jacksonville, Florida 32202
CLBrown@coj.net
904.630.1452 (Office)
904.630.2906 (Fax)

*** Please note that under Florida's very broad public records law, email communications to and from city officials are subject to public disclosure. ***

COPY CENTER SERVICES

MOST PRINT REQUESTS ARE COMPLETED WITHIN MINUTES TO JUST A FEW HOURS.

ALL MICROSOFT OFFICE AND ADOBE DOCUMENTS WELCOME.

COLOR AND BLACK & WHITE

PRINTS AS LARGE AS 11 X 17

**BOOK BINDING, GBC COMBS, COIL BINDING, STAPLING, 3 HOLE PUNCH
CD's & DVD's DUPLICATED**

**POSTERS, FLYERS, REPORTS, LEGAL DOCUMENTS, BATE STAMPING,
COLOR PROGRAMS, 2, 3, & 4 PART CARBONLESS FORMS, POSTCARDS**

**SEND US YOUR DOCUMENTS VIA INTEROFFICE MAIL, EMAIL AT
COPYCENTER@COJ.NET OR DROP THEM OFF.**

**CONVENIENTLY LOCATED AT CITY HALL, ST. JAMES BLDG ON THE
MEZZANINE SUITE M-165**

**OPEN 7:00AM TILL 6:00PM
FOR ASSISTANCE PLEASE CALL 630-1843 OR 630-1468**

***THE CENTRALIZED FULL SERVICE COPY CENTER IS REQUIRED TO BE UTILIZED BY
DEPARTMENTS AND DIVISIONS OF THE CITY GOVERNMENT.**



**INTERNAL SERVICE RATES:
COPY CENTER**

Copies (Minimum \$5.00/order)

Black & White:

1 - 1,000	Per Page	\$0.08
1,001 - 5,000	Per Page	\$0.07
5,001 - 10,000	Per Page	\$0.06
10,001 - 15,000	Per Page	\$0.05
Over 15,000	Per Page	\$0.04

Color Reproduction:

1 - 1,000	Per Page	\$0.35
1,001 - 5,000	Per Page	\$0.32
5,001 - 10,000	Per Page	\$0.30
10,001 - 15,000	Per Page	\$0.28
Over 15,000	Per page	\$0.25

Remake	Per Copy	\$0.08/black & white
Remake	Per Copy	\$0.35/color ink

Report Binding: GBC, ARCO, COIL	Per Report	\$0.50
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Divider Sheet / Slip Sheet	Per Page	\$0.02
Minimun Charge for Bindery		\$2.00

All special order stock pricing varies depending on cost from vendor.

Processing Fee for outside printing requisitions	\$2.50 per req.
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Hand-fed originals:	(Due to manual labor involved per sheet)	\$\$.04
Saddle stitching:	Per copy	\$\$.04
Single stapling:	Per copy	\$\$.01
Double stapling	Per copy	\$\$.02
Cutting fee	Per 15 min.	\$3.00
Tabs:	Per set of 5	\$\$.35
Manual Fold (11 X 17)	Per sheet	\$\$.02

* Rates are subject to adjustment by the Procurement Manager to recover cost, special ordered stock, and labor intense requests, to include budgetary requirements.

Copy CD to CD	\$3.00
Scan documents to PDF	\$6.25 per 15 minutes
Print, Fold and Insert	\$0.08
Fold and Insert	\$0.01

*- Current Policy -
Located in 2015 Manual*

VI. OFFICE SUPPLIES, ADVERTISING, MAIL OUTS, STATIONERY, & BUSINESS CARDS

A. Procedures for Ordering Supplies

ORDERING SUPPLIES, EQUIPMENT, & SERVICES PROCEDURES AND REQUIREMENTS Rev. December 3, 2010

The following procedures have been established to ensure all that requests are processed in compliance with the Purchasing code and other applicable laws.

ADMINISTRATIVE PROCEDURES

The Administrative Assistant II is responsible for maintaining the inventory of standard office supplies that includes ordering all office supplies and equipment, both standard and special orders. Other employees do not have the authority to purchase any goods or enter into any agreements for services that would result in cost to the Office of City Council.

Office Supplies

Office supplies are located in the Copy/Supply Room in Suite 425 near the Director's Office. The Supply Room is stocked with routine office supplies such as paper, pens, folders, envelopes, ink cartridges, etc. Special orders to meet an individual's personal preference (for a different brand or type than what is already provided) are not accepted. However, special order items do include items like calendars, trash cans, scissors, desk trays, etc. (items needed on an individual basis that are not routinely stocked) and are ordered upon request.

To request specific supplies, please refer to the current catalog provider by the vendor that provides these services. (A catalog is issued to each Executive Council Assistant.)

Equipment

Employees are provided with standard office equipment such as computers, printers, monitors, and telephones. Requests for equipment not provided must be approved by the Council Director.

Services

If City services are needed such as computer, printer, or telephone repair, employees report the problem to Steve Cassada, Information Systems & AV Manager by calling 630-4482 or via email at SCASSADA@coj.net. If an employee is in need of service from an outside entity, a request stating the specific need must be made to the Council Director. In most cases, the Office of City Council can meet the need internally, thereby reducing costs associated with outside sources. Note: Several City services require payment for the services they provide, such as the Copy Center (used for large mailings or copying large projects).

Mass Mail Outs

The Office of City Council uses standard 4.25" x 6" cards for large mailings. These cards are ordered upon request and are most commonly used for Community Meeting notices. Any other form of mass mailing, including the use of envelopes, requires special approval. (See example)

Supply Order Form

To order supplies not found in the Supply Room, complete the Supply Order Form and submit it to the Administrative Assistant II. A detailed email that includes the item description, item number, page number, price, and quantity needed will be accepted in lieu of the Supply Order form. In the absence of the Administrative Assistant II, supply requests are accepted by the Chief of Administrative Services.

EXHIBIT 19 – Supply Order Form

SUPPLY ORDER FORM

**(PAGE #, ITEM #, and COST
must be included or item
will not be ordered)**

[illegible]

EXHIBIT 20 – Example of Mass Mailing Card



CORRECTION

COUNCILMAN MICHAEL CORRIGAN
INVITES YOU TO ATTEND
A FOLLOW-UP MEETING

JTA/RAPID TRANSIT SYSTEM PROJECT

THURSDAY June 8, 2006

6:00 – 7:00 p.m.

FCCJ – Kent Campus
Auditorium

Guests will include representatives from the
Jacksonville Transportation Authority.

All interested parties are invited to attend.
Please call 630-1677 for more information



OFFICE OF CITY COUNCIL
City Hall-117 W. Duval St., Ste. 425
Jacksonville, Florida 32202

B. Procedures for Advertising

ADVERTISING PROCEDURES AND REQUIREMENTS

The following procedures have been established to ensure that all advertising for meetings and other City Council events is processed in compliance with the Purchasing Code:

ADVERTISEMENTS

Approval

Council Members may request that their community meetings be advertised in The Florida Times Union (and other newspapers upon request). All advertising must be submitted to the Chief of Administrative Services in order to be placed. Neither Council Members, nor Executive Council Assistants are permitted to place their own ads.

Specifications

It is the requesting staff member's responsibility to specify which newspaper and to ensure that all of the information in the ad is correct including spelling, dates and times, and location. The document(s) must be initialed by the staff member indicating their approval prior to the placement of the ad.

The standard size for ads will be 3" x 5". Requests for ads in other sizes must be approved by the Director.

When advertising in The Florida Times Union, the ad will be placed in the Community Paper section. Requests for ads to be placed in other sections require the Director's approval.