



J. DAVENPORT, CHAIRMAN
R. HAWES, VICE CHAIR
L. CONRAD, SECY.-TREAS.
J. SMITH, ASST. SECY.-TREAS.
L. KELLY, JR., COMMISSIONER
T. CLOUD, GENERAL COUNSEL
J. BUNCH, GENERAL MANAGER/CEO

AGENDA*
SPECIAL MEETING OF THE
UTILITIES COMMISSION,
CITY OF NEW SMYRNA BEACH, FLORIDA
TO BE HELD MONDAY, FEBRUARY 28, 2022,
AT 2:30 P.M. 200 CANAL STREET, DEBERRY
ROOM, 3RD FLOOR, NEW SMYRNA BEACH, FL

(COVID PROTOCOLS – MTG. APPTS., MASKS OPTIONAL)

RESULTS OF UC MEETING

ROLL CALL

1. General Manager/CEO Merit Reward Determination – for FY2021 Performance

a. Opening Comments – Director, Finance/CFO (and Interim Director, Central Services)

b. General Manager/CEO Excused from Meeting

c. UC Commissioners Discuss RE: Performance and Potential Merit Reward

i. Annual Performance Review Process Contractually Required

(DIRECTOR, FINANCE/CFO BRIEFLY DISCUSSED AGENDA ITEM AND ATTACHMENT AND TWO ADDITIONAL INFORMATIONAL EMAILS WHICH PROVIDED CURRENT AND PROPOSED SALARY MARKET REFERENCE POINTS, COMPARABLE DATA FROM OTHER MUNICIPAL UTILITIES, AND MERIT REWARD RECOMMENDATIONS. NOTED ONGOING SALARY STUDY WILL INCLUDE BENCHMARKING OF THIS POSITION AND ANY MERIT RECOMMENDATION WOULD BE SUPPORTED BY FY2022 PAYROLL BUDGET WITHOUT AN AMENDMENT)

(ALL COMMS. PROVIDED COMMENTS IN SUPPORT OF A MERIT REWARD FOR THE GM-CEO'S REALIZED PERFORMANCE RATING, BASED ON THE RESULTS OF THE INDIVIDUAL COMMS.' ANNUAL EVALUATIONS. ALSO IN SUPPORT FOR U.C.'S GM-CEO POSITION TO REMAIN COMPETITIVE)

(COMMISSION UNANIMOUSLY APPROVED A \$275,000 SALARY FOR GM-CEO – APPROX. 7% MERIT REWARD IN RECOGNITION OF GM-CEO'S FY2021 PERFORMANCE)

2. Conclusion of Special Meeting (Regular UC Mtg. Commences at 3:00 pm)

- * Pursuant to Section 286.0105 of the Florida Statutes, if an individual decides to appeal any decision made by the Utilities Commission, City of New Smyrna Beach, Florida, with respect to any matter considered at a meeting or a hearing, that individual will need a record of the proceedings, and will need to ensure that a verbatim record of the proceedings is made. The transcription of such a verbatim will be provided an individual at a cost to be determined by the Utilities Commission in accordance with the full cost to reproduce such transcriptions and copies.
- * In accordance with the American with Disabilities Act, persons needing special accommodations to participate in this proceeding should contact the individual or agency sending this notice as soon as possible but no later than two days prior to the proceeding at the address given on the notice.