



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  
D. SIMMONS, EXEC. MGR./CLERK

AGENDA\*  
SPECIAL MEETING OF THE  
NEW SMYRNA BEACH UTILITIES  
TO BE HELD MONDAY,  
FEBRUARY 27, 2023  
AT 2:30 P.M.\*

200 CANAL STREET, DEBERRY ROOM,  
3<sup>RD</sup> FLOOR, NEW SMYRNA BEACH, FL

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

## RESULTS OF SPECIAL NSBU MEETING

### ROLL CALL

#### 1. General Manager/CEO Merit Reward Determination – for FY2022 Performance

a. **Opening Comments – Vice President & CFO** (MEETING TO DISCUSS GM-CEO'S ANNUAL PERFORMANCE AND SALARY INCREASE RECOMMENDATION. EACH NSBU COMMISSIONER COMPLETED INDIVIDUALLY AN ANNUAL PERFORMANCE REVIEW)

b. **General Manager/CEO Excused from Meeting** (GM-CEO J. BUNCH LEFT THE MEETING DURING NSBU COMMISSIONERS' MERIT REWARD DISCUSSION)

c. **NSBU Commissioners Discuss RE: Performance and Potential Merit Reward**  
i. **Annual Performance Review Process Contractually Required**

(G.C. AND VP/CFO DISCUSSED IMPLEMENTATION OF A BASE OR GUIDELINE FOR CONSIDERATION OF GM-CEO'S ANNUAL SALARY INCREASE. G.C. CLOUD CLARIFIED ANNUAL REVIEWS WILL CONTINUE AS STATED IN EXISTING GM-CEO'S EMPLOYMENT CONTRACT AND COMMISSIONERS WILL CONTINUE TO HAVE FLEXIBILITY, CAN GO HIGHER OR LOWER THAN THE BASE/GUIDELINE EVERY YEAR AS DESIRED)

(COMMISSIONERS SUPPORTED HAVING A GUIDELINE AND APPROVED THE BASE FOR THE GM-CEO'S ANNUAL SALARY INCREASE WOULD BE EQUAL TO THE ANNUAL AVERAGE INCREASE FOR ALL REMAINING NSBU EMPLOYEES)

(AFTER COMMENTS BY COMMISSIONERS RE: INDIVIDUAL ANNUAL REVIEWS AND STATEMENTS RE: GM-CEO BUNCH'S SUPERLATIVE FY2022 PERFORMANCE, A MERIT REWARD WAS RECOMMENDED UNANIMOUSLY. INCLUSIVE OF CONSIDERATION OF THE NEWLY APPROVED BASE, COMMISSIONERS APPROVED A 4% MERIT AWARD FOR GM-CEO BUNCH'S FY2022 PERFORMANCE. EFFECTIVE RETROACTIVELY TO THE FIRST PAY PERIOD TO INCLUDE 2-1-23 AND EQUATING TO AN \$11,000 ANNUAL SALARY INCREASE OR NEW ANNUAL WAGE OF \$286,000)

#### 2. Conclusion of Special Meeting (SPECIAL NSBU MEETING CONCLUDED AT 2:55 P.M.)

(\*Final Public Hearing and Regular NSBU Meeting Commences at 3:00 P.M.)

\* Pursuant to Section 286.0105 of the Florida Statutes, if an individual decides to appeal any decision made by the New Smyrna Beach Utilities, 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 New Smyrna Beach Utilities 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.