

WORKSHOP MEETING OF KISSIMMEE UTILITY AUTHORITY HELD WEDNESDAY, MARCH 8, 2023, AT 2:30 PM, BRINSON BOARD ROOM, JAMES C. WELSH ADMINISTRATION BUILDING, 1701 WEST CARROLL STREET, KISSIMMEE, FLORIDA

Present were Director Ethel Urbina, Director Jeanne Van Meter, Director Rae Hemphill, Director Manuel Ortega, Mayor Olga Gonzalez, President & General Manager, Brian Horton, General Counsel, Grant Lacerte, and Recording Secretary, Margie Boles. Director Raymond Sanchez was not present.

A. MEETING CALLED TO ORDER

Director Ortega called the meeting to order at 2:03 PM.

B. PLEDGE OF ALLEGIANCE TO THE FLAG

The Board and staff recited the pledge.

C. NEW BUSINESS

1. PERFORMANCE MANAGEMENT PROCESS FOR THE PRESIDENT & GENERAL MANAGER

Cindy Herrera, vice president of Human Resources presented the completed President and General Manager's notebook, which includes the feedback from all of the Board members.

Ms. Herrera added that the State of KUA incorporated in this year's review is a new format. Director Van Meter commented that the State of KUA is very professional.

Ms. Herrera noted that no additional goals were submitted for consideration for 2023-2024.

Ms. Herrera reviewed the salary survey data and delta from last year.

Director Ortega pointed out that according to the delta from last year, if FMPA were not included, the average would be lower. Director Van Meter asked who at FMPA decides what the General Manager/CEO/President receives. Ms. Herrera advised that their board makes that decision.

Director Urbina commented that Mr. Jacob Williams from FMPA proposed his increase. Mr. Horton added that a couple of years ago, there was a salary survey conducted of wholesale providers and joint action agencies; when the results came back their board attempted to get Mr. Williams to market level over a series of years.

Ms. Herrera advised per Mr. Horton's contract, he would receive the MLA of 4% unless otherwise specified by the Board. Ms. Herrera pointed out that Mr. Horton is currently less than the third quartile according to the APPA 2022 survey. Ms. Herrera advised in order to get Mr. Horton inline; he would need to be in the 10% range.

Ms. Herrera reminded the Board that no voting would take place during this workshop as it will take place during the board meeting.

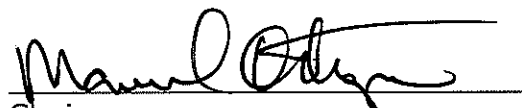
Director Hemphill stated she knows there are several vice presidents within the organization and asked how does it play into the pyramid and do the vice presidents make close to what Mr. Horton makes. She knows most organizations have a different pay scale for General Managers. Ms. Herrera advised the vice president of Operations is the highest paid with his annual salary moving close to Mr. Horton's salary. Director Hemphill advised Mr. Horton's pay needs to be wider.

There was continued discussion and the board agreed on bringing forth a motion at the board meeting for a 10% increase, which includes the 4% MLA.

Mr. Grant Lacerte, General Counsel, advised that at the Management Review section of the upcoming board meeting, one of the board members would have to make a motion as such.

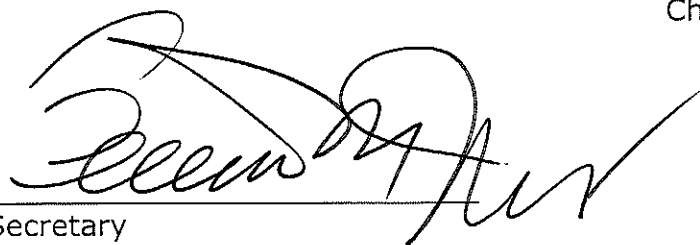
D. ADJOURNMENT

Director Ortega adjourned the meeting at 2:40 PM.



Manuel Ortega

Chairman



Secretary