

Pinellas County

*315 Court Street
Clearwater, Florida 33756*



Minutes - Final

Wednesday, August 29, 2018

1:00 PM

County Administrator Recruitment Meeting

BCC Assembly Room

Board of County Commissioners

*Kenneth T. Welch, Chairman
Karen Williams Seel, Vice-Chairman
Jay J. Beyroufi
Dave Eggers
Pat Gerard
Charlie Justice
Janet C. Long*

ROLL CALL - 1:03 P.M.

Present: 6 - Chairman Kenneth T. Welch, Vice-Chairman Karen Williams Seel, Dave Eggers, Pat Gerard, Charlie Justice, and Janet C. Long

Absent: 1 - Jay J. Beyrouti

Others Present: Jewel White, County Attorney; and Teresa Adkins, Board Reporter

Chairman Welch called the meeting to order and related that Springsted Waters Executive Recruitment Vice President Art Davis was present by telephone.

1. Salary Range Approval

Commissioner Welch referred to his memorandum to the members dated August 21 regarding the County Administrator pay grade (E1) and indicated that the current salary range is \$165,547.00 to \$258,357.00; and that the Board needs to take official action to increase the maximum amount to coincide with the range advertised in the County Administrator recruitment brochure, as discussed at the February 22 work session; whereupon, he requested that the E1 pay grade maximum be increased to \$275,017.60.

A motion was made by Commissioner Long, seconded by Commissioner Justice, that the request be approved. The motion carried by the following vote:

Aye: 6 - Chairman Welch, Vice-Chairman Seel, Commissioner Eggers, Commissioner Gerard, Commissioner Justice, and Commissioner Long

2. County Administrator Contract Approval

Referring to a spreadsheet titled Barry Burton Compensation, Commissioner Welch discussed the various components factored into the proposed contract for the top choice candidate for County Administrator, noting that the model is aligned with the Board's past practice providing for salary, deferred compensation, car allowance, and transitional expenses. He indicated that the proposed agreement is based on extensive negotiation with Mr. Burton.

The members discussed each of the line items presented in the spreadsheet, with input by Attorney White and Mr. Davis, and Chairman Welch explained the basis for the original offer and the rationale given by Mr. Burton for the negotiated modifications. The members indicated their concerns, particularly with regard to the base and deferred compensation and relocation expenses, and offered alternative suggestions; whereupon, Chairman Welch requested input as to what the members would consider acceptable terms, and suggested that they authorize him to contact the second choice candidate, Roberto Hernandez.

Noting that he had received a text message from Mr. Burton requesting a phone conversation, Chairman Welch asked for a brief recess, and no objections were noted.

Meeting Recessed: 1:47 P.M.

Meeting Reconvened: 1:59 P.M.

Chairman Welch reconvened the meeting and related that Mr. Burton was watching the live broadcast; that he did not mean to offend the Commission or the community; that he still wishes to pursue the position; and that he is willing to take the first offer, indicated in the blue column of the spreadsheet, with minor modifications. After lengthy discussion and consideration of Mr. Burton's requests, with input by Attorney White and Human Resources Director Holly Schoenherr, the following terms were outlined for approval by the Board:

- Base Compensation - \$267,500
- Deferred Compensation - \$15,000 (fixed)
- Car Allowance - \$7,200 (\$600 per month)
- Moving Expenses - Up to \$18,000 by reimbursement
- House Hunting - \$3,000 (fixed)
- Housing Assistance - \$2,000 per month for up to 12 months
- COBRA Health Insurance - \$1,800
- Paid Time Off (PTO) - 208 hours upon employment; accrual at 10-year employee level
- Severance - 20 weeks at standard definition for severance, with a clawback provision limiting PTO payout to time in leave bank less 208 hours if there is separation of employment within the first year

Responding to query by Chairman Welch, Attorney White suggested that the outlined terms be approved by the Board; and that the Chairman be authorized to work with her to revise the contract to reflect the discussions today.

A motion was made by Commissioner Seel, seconded by Commissioner Gerard, that the Chairman work with the County Attorney to redraft the contract for Mr. Burton to reflect the Board's discussions today; and that he be authorized to execute the contract upon its completion. The motion carried by the following vote:

Aye: 4 - Chairman Welch, Vice-Chairman Seel, Commissioner Gerard, and Commissioner Justice

Nay: 2 - Commissioner Eggers, and Commissioner Long

3. Public Comment - None.

ADJOURNMENT - 2:32 P.M.

ATTEST: KEN BURKE, CLERK

By *Monica D. Jones*
Deputy Clerk



Kenneth V. Welch
Chairman