FORT PIERCE UTILITIES AUTHORITY
"Committed to Quality"

AGENDA
FPUA Board Pubic Workshop
Compensation and Benefits
Tuesday, April 26, 2016 - 8:30 a.m.

Location: **FPUA Admin. Conference Room**
206 South 6th Street, Fort Pierce, Florida

MEETING TO ORDER

ROLL CALL AND DECLARATION OF A QUORUM.

1. Welcome and Introduction: Clay Lindstrom, Director of Utilities

2. Salaries, Wages, and Retirement: Eve Walker, Director of Shared Services and Lois Wolfe, Human Resources Manager

3. Health Insurance: Kathleen Meola, Senior Consultant/Executive Account Manager, Ascension Benefits & Insurance Solutions

4. Total Compensation: Eve Walker, Director of Shared Services and Lois Wolfe, Human Resources Manager

Adjourn

Compensation & Benefits Workshop

April 26, 2016

Classification & Compensation

- Pay Grades – *initial salaries are set based off the minimum of the pay range*
  - 24 pay grade ranges adopted from 2013 formal compensation study
  - 60% spread within each pay grade range
  - 6.5% spread between pay grade ranges
- Positions
  - 120 Job Titles – *14 with progressions*
  - Positions are placed in a pay grade based on
    - Market analysis comparisons
    - Internal equity based on position's education, years of experience, certifications, & job functions

Salary Increases

- Annual pay increases
- Promotion to a new position in a higher pay grade
- Additional duties -- commensurate with amount of duties added to the position
- Progression in current position

Market Comparison Sample Positions

Grade	Position	Minimum (Min)			FPUA Actual Average Wage	Maximum (Max)		
		FPUA Min	Market			FPUA Max	Market	
			Median	Mean			Median	Mean
19	Engineering Coordinator	$17.64	$17.37	$19.21	$21.14	$28.23	$26.06	$28.97
16	Mechanic II	$14.61	$15.99	$16.21	$15.72	$23.38	$22.40	$23.32
14	Customer Service Representative	$12.88	$13.91	$14.03	$15.48	$20.61	$20.42	$20.80
Step	Lineman	$31.56	$28.34	$26.51	$33.06	$33.06	$33.94	$34.48

Market Comparison
Sample Positions Data Points

		Minimum					Maximum				
Grade	Position	FPUA	New Smyrna Beach	City of Olsdmar	City of Tallahassee	Winter Park	FPUA	New Smyrna Beach	City of Olsdmar	City of Tallahassee	Winter Park
19	Engineering Coordinator	$ 17.64	$ 22.03	$ 17.63	$ 15.55	$ 17.37	$ 28.23	$ 25.50	$ 23.80	$ 35.72	$ 26.06

		Minimum						Maximum					
Grade	Position	FPUA	New Smyrna Beach	City of Olsdmar	City of Tallahassee	Winter Park	City of Lakeland	FPUA	New Smyrna Beach	City of Olsdmar	City of Tallahassee	Winter Park	City of Lakeland
14	Customer Service Representative	$ 12.88	$ 15.61	$ 13.11	$ 11.57	$ 13.61	$ 12.06	$ 20.61	$ 18.07	$ 17.70	$ 26.55	$ 19.74	$ 18.71

		Minimum						Maximum					
Grade	Position	FPUA	New Smyrna Beach	City of Fort Myers	City of Sarasota	City of Stuart	City of Leesburg	FPUA	New Smyrna Beach	City of Fort Myers	City of Sarasota	City of Stuart	City of Leesburg
16	Mechanic II	$ 14.61	$ 21.19	$ 14.94	$ 15.99	$ 14.62	$ 13.44	$ 23.38	$ 24.53	$ 22.40	$ 20.37	$ 21.69	$ 21.34

		Minimum						Maximum					
Grade	Position	FPUA	New Smyrna Beach	Florida Power & Light	City of Tallahassee	Kissimmee Utility Authority	Vero Beach	FPUA	New Smyrna Beach	Florida Power & Light*	City of Tallahassee	Kissimmee Utility Authority	Vero Beach
Step	Lineman	$ 31.56	$ 28.34	$ 39.38	$ 30.57	$ 30.56	$ 31.05	$ 33.06	$ 32.81	$ 39.38	$ 35.45	$ 33.92	$ 32.88

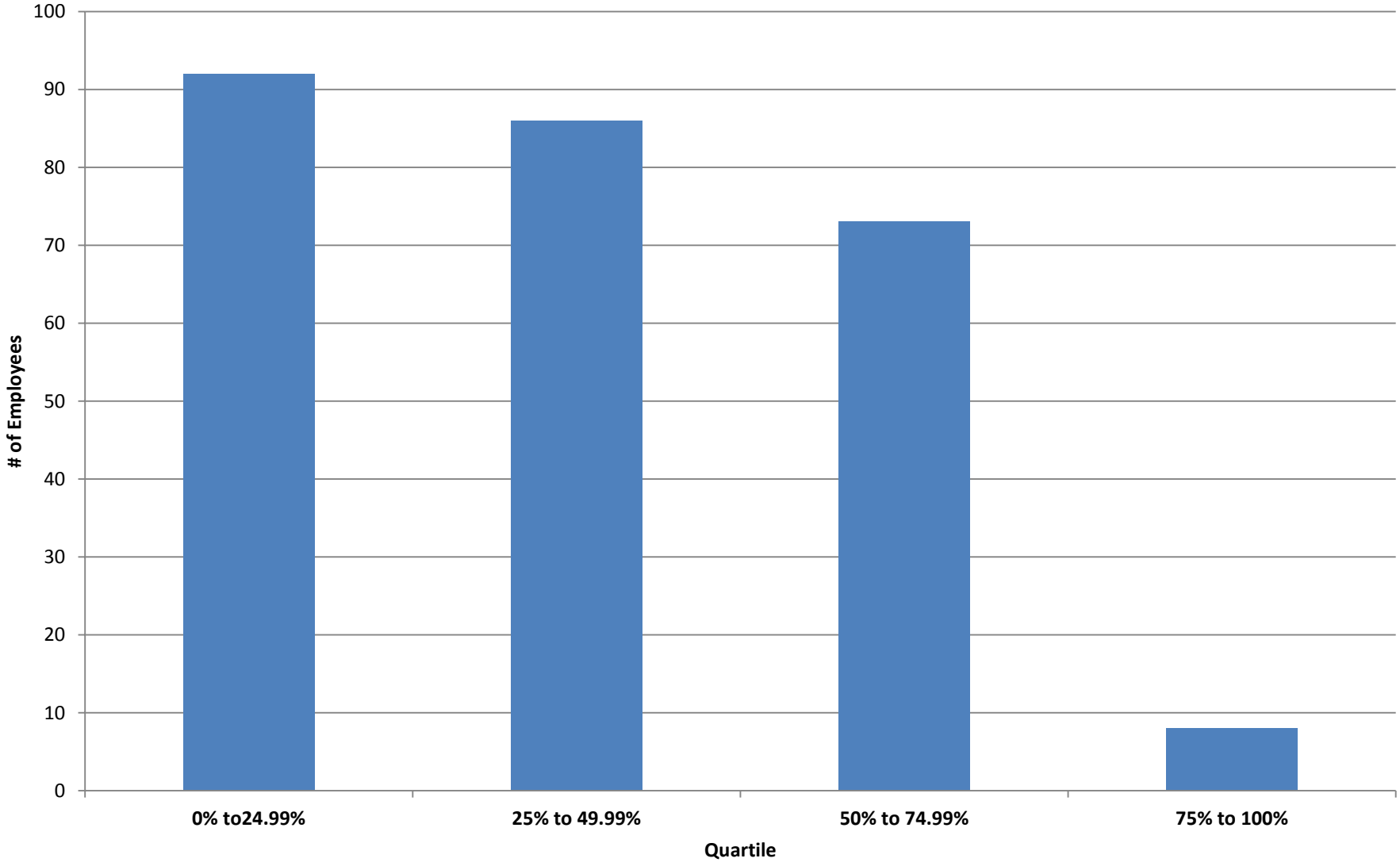
FPUA Position Titles

#	Job Titles	Progression Level(s)
1	Accounting Technician	I, II
2	Administrative Supervisor	
3	Administrative Warehouse Coordinator	
4	Assistant Controller	
5	Assistant Plant Manager	
6	Automotive Mechanic	
7	Billing Specialist	
8	Billing Team Lead & QAA	
9	Business Development Supervisor	
10	Call Center Team Lead	
11	Cashier	
12	Cashier/Front Line Team Lead	
13	Collection Foreman	
14	Communications Program Manager	
15	Construction/Maintenance Administrator	
16	Contract Program Manager	
17	Controller	
18	Crew Supervisor	
19	Cross Connection Control Foreman	
20	Customer Account Specialist	
21	Customer Service Manager	
22	Customer Service Project Coordinator	
23	Customer Service Representative	
24	Customer Service Technician	
25	Development Officer	
26	Director of Electric & Gas Systems	
27	Director of Financial Services	
28	Director of Shared Services	
29	Director of Water/Wastewater Systems	
30	Dispatcher	
31	Dispatcher SCADA	
32	Distribution Foreman	
33	Distribution Mechanic	I, II, III
34	Drafting Technician	
35	Drafting Technician Trainee	
36	Education Coordinator	
37	Electrical Engineer	
38	Electrician SCADA Technician	
39	Electronic Meter Technician	
40	Engineer	I
41	Engineering Coordinator	
42	Engineering Technician	I, II
43	Environmental Engineer	
44	Executive Assistant	
45	Facilities Project Coordinator	
46	Facilities Specialist	I, II
47	Facilities Superintendent	
48	Fleet Management Administrator	
49	FPUAnet Account Specialist	I, II
50	FPUAnet Communications Manager	
51	Gas Operations & Energy Services Manager	
52	GIS Analyst	
53	GIS Manager	
54	GIS Technician	I, II
55	Help Desk Technician	
56	Human Resources Manager	
57	Human Resources Specialist	
58	Industrial Pretreatment Program Inspector	I, II, III
59	Industrial Pretreatment Program Supervisor	
60	Information Technology Services Manager	
61	Instrumentation Controls Technician	
62	Inventory Buyer Specialist	
63	IT Procurement/Asset Administrator	
64	Key Accounts Specialist	
65	Key Accounts Team Lead	
66	Lab Coordinator	
67	Lead Instrumentation Controls Specialist	
68	Lead Operator Mechanic	
69	Lift Station Foreman	
70	Line Specialist	
71	Maintenance Coordinator	
72	Maintenance Supervisor	
73	Marketing & Retailer	
74	Material/Warehouse Clerk	
75	Mechanic	I, II, III
76	Mechanic Welder	
77	Meter Installer & Remover	I, II
78	Meter Reader	
79	Meter Reader Foreman	
80	Meter Technician	
81	MOEC Manager	
82	Motorshop Mechanic	
83	Network Administrator	
84	Network Engineer	
85	Network Supervisor	
86	Operations Superintendent	
87	Operations Supervisor	
88	Operator Mechanic	
89	Plant Foreman	
90	Plant Manager	
91	Plant Operator A, B, C	
92	Program Coordinator	
93	Projects Supervisor	
94	Purchasing Program Manager	
95	Records Management Technician	
96	Risk Coordinator	
97	Safety Officer	
98	Service Foreman	
99	Service Technician	I, II
100	Staff Assistant	I, II, III
101	Substation Relay SCADA Technician	
102	Supervising Engineer	
103	Systems Analyst Supervisor	
104	Systems Programmer Analyst Architect	
105	Systems Programmer Analyst	I, II, III
106	T&D Coordinator	
107	T&D Superintendent	
108	Technical Support Specialist	
109	Utilities Accountant	I, II
110	Utilities Inspector	
111	Utilities Locator Foreman	
112	Utilities Services Supervisor	
113	Utility Designer	
114	Utility Locator	
115	Warehouse/Maintenance Specialist	
116	Wastewater Superintendent	
117	Water Distribution Foreman	
118	Water Distribution Superintendent	
119	Water Resources Superintendent	
120	Winch Truck Operator	

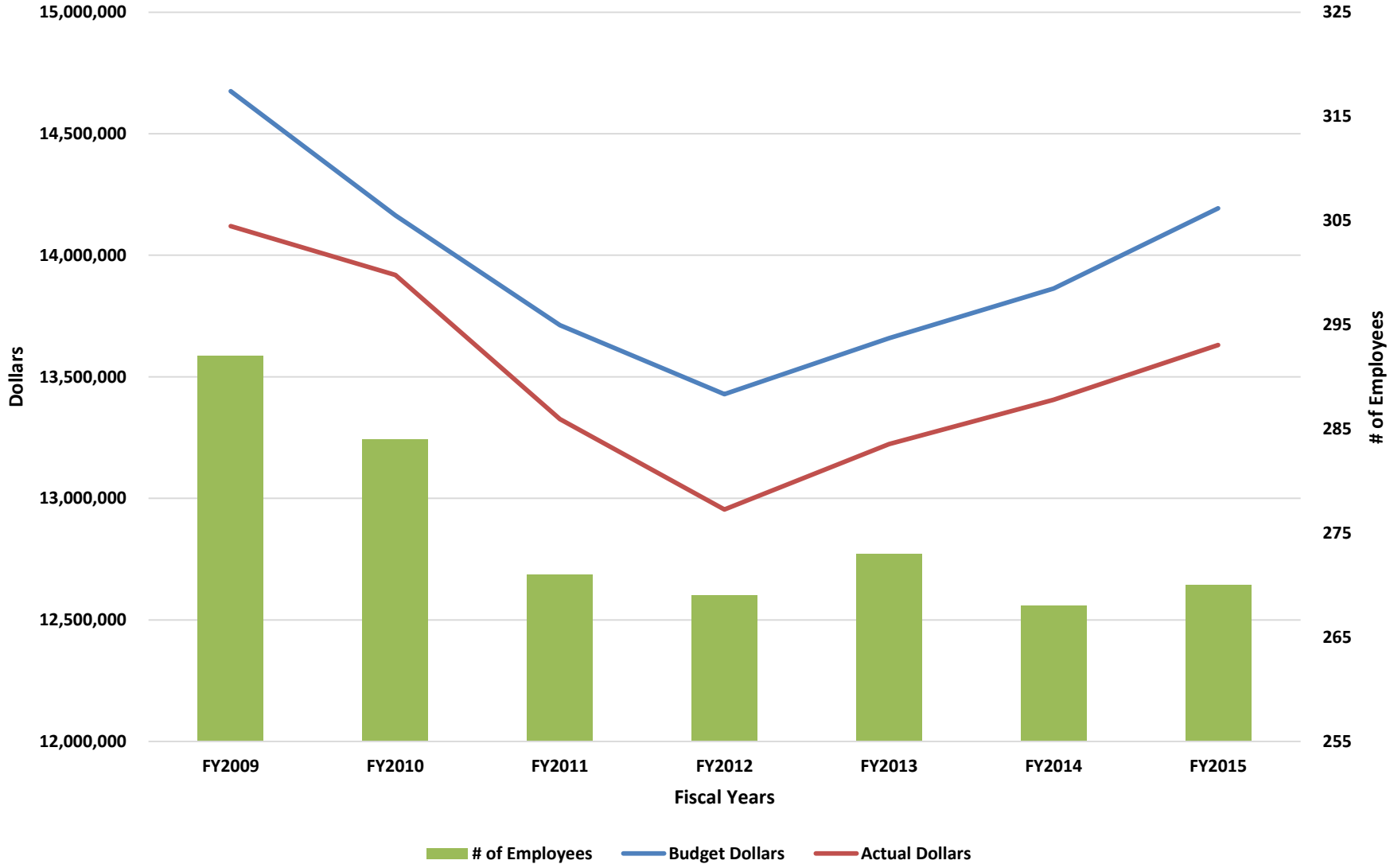
Pay Grades & Ranges

SALARY SCHEDULE							
PAY GRADE	MININUM		MIDPOINT		MAXIMUM		No. of Employees
	Hourly	Annually	Hourly	Annually	Hourly	Annually	
12	11.35	23,608.00	14.76	30,700.80	18.16	37,772.80	1
13	12.09	25,147.20	15.72	32,697.60	19.35	40,248.00	17
14	12.88	26,790.40	16.75	34,840.00	20.61	42,868.80	20
15	13.72	28,537.60	17.84	37,107.20	21.96	45,676.80	20
16	14.61	30,388.80	19.00	39,520.00	23.38	48,630.40	18
17	15.56	32,364.80	20.23	42,078.40	24.90	51,792.00	2
18	16.57	34,465.60	21.55	44,824.00	26.52	55,161.60	44
19	17.64	36,691.20	22.94	47,715.20	28.23	58,718.40	12
20	18.79	39,083.20	24.43	50,814.40	30.07	62,545.60	21
21	20.01	41,620.80	26.02	54,121.60	32.02	66,601.60	20
22	21.31	44,324.80	27.71	57,636.80	34.10	70,928.00	14
23	22.70	47,216.00	29.51	61,380.80	36.32	75,545.60	6
24	24.17	50,273.60	31.43	65,374.40	38.68	80,454.40	29
25	25.75	53,560.00	33.48	69,638.40	41.20	85,696.00	2
26	27.42	57,033.60	35.65	74,152.00	43.88	91,270.40	6
27	29.20	60,736.00	37.96	78,956.80	46.72	97,177.60	4
28	31.10	64,688.00	40.43	84,094.40	49.76	103,500.80	6
29	33.12	68,889.60	43.06	89,564.80	53.00	110,240.00	4
30	35.27	73,361.60	45.86	95,388.80	56.44	117,395.20	1
31	37.57	78,145.60	48.85	101,608.00	60.12	125,049.60	0
32	40.01	83,220.80	52.02	108,201.60	64.02	133,161.60	4
33	42.61	88,628.80	55.40	115,232.00	68.18	141,814.40	0
34	45.38	94,390.40	59.00	122,720.00	72.61	151,028.80	3
35	48.33	100,526.40	62.83	130,686.40	77.33	160,846.40	1

Number of FPUA Employees by Quartile of Salary Band



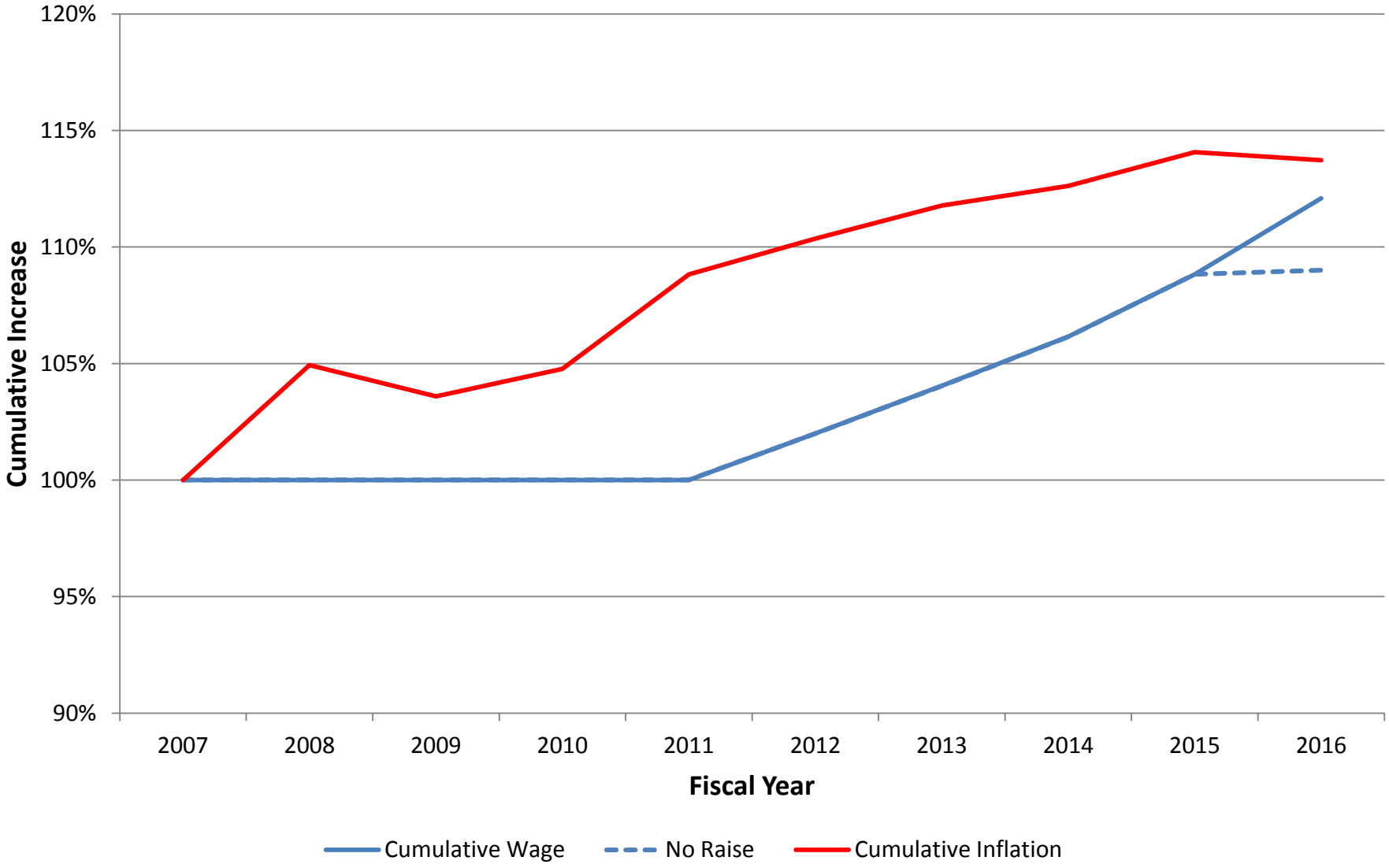
Salaries & Wages
Budget versus Actual



FPUA WAGE INCREASES

Year/Month	Percentage Increase
2008	0.00%
2009	0.00%
2010	0.00%
2011	0.00%
2012/April	2.00%
2013/April	2.00%
2014/March	2.03%
2015/March	2.52%
2016 (Budgeted for April)	3.00%

FPUA Employees Wage Increases vs. Inflation



Market Analysis FY16 Comparison Budgeted Wage Increases

	% Increase	Awards
Florida Power & Light*	3.00%	
FPUA	3.00%	
City of Fort Pierce**	3.00%	
City of Port St. Lucie	3.40%	
St. Lucie County	3.00%	
Kissimmee Utility Authority	3.00%	+Merit
New Smyrna Beach	3.00%	
City of Vero Beach	3.00%	
Gainesville Regional Utilities	2.00%	
Bartow	2.00%	
Ocala	1.00%-2.00%	
Bushnell	2.00%	
City of Mount Dora	2.00%	+1% Merit
Bureau of Labor Statistics	↑1.8%	

*Contract increases for FY14 2.85%, FY15 3.00%, and FY16 3.00%

**3.00% increase was given on 10/1/2015 for non-bargaining units

Recommendation

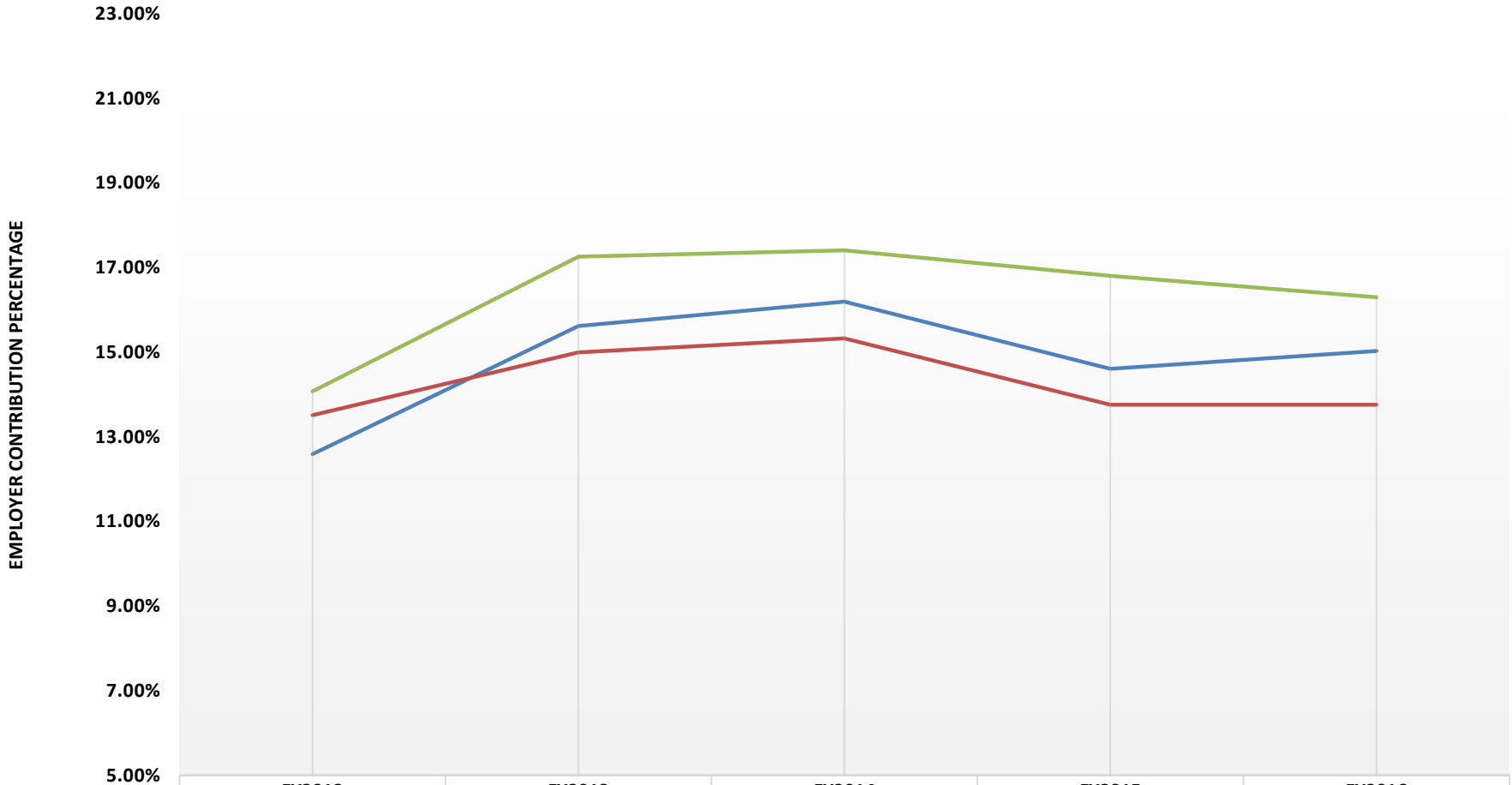
- Approve budgeted 3% Increase for the Second Half of FY2016
  - Funding
    - $208,569 -- Included in the FY2016 budget for second half of fiscal year
    - No impact to rates (*already accounted for in the five year rate sufficiency study*)
    - Treasure Coast Energy Center (TCEC) increase paid for by Florida Municipal Power Association (FMPA), ~$13,971
  - Retro to April 1

City of Fort Pierce Retirement System

- From the City of Fort Pierce Charter, Article XII-Fort Pierce Utilities Authority, Section 174-Pension and retirement system
  - The authority shall not have power to create or regulate a pension or retirement system, but shall utilize the existing city pension and retirement plans for its employees and shall make contributions to the cost of pension and retirement plans as may be, from time to time, required which cost shall be paid in the same manner as any other operating expense.

(Ord. No. F-399, § 6, 4-24-72)

City of Fort Pierce
Retirement System
Employers' Contributions



	FY2012	FY2013	FY2014	FY2015	FY2016
City General	12.59%	15.62%	16.20%	14.61%	15.03%
City Police	13.51%	15.00%	15.33%	13.76%	13.76%
FPUA	14.08%	17.26%	17.41%	16.81%	16.30%

PER FISCAL YEAR

City of Fort Pierce Retirement System Employee's Contribution

Fiscal Years	City General	City Police	FPUA
FY2012 – FY2016	5.16%	5.16%	6.16%

City of Fort Pierce
Retirement System
Fiscal Year Contributions

	Fiscal Year 2015 Contributions	
Employer	**Employers**	**Employees**
General City	$ 1,118,253	$ 379,569
Police	$ 888,193	$ 327,754
FPUA	$ 2,086,821	$ 765,768

City of Fort Pierce
Retirement System
FPUA Forfeited Employer Contributions

- FPUA employer contributions forfeited into the City of Fort Pierce's pension program for employees leaving employment prior to vesting

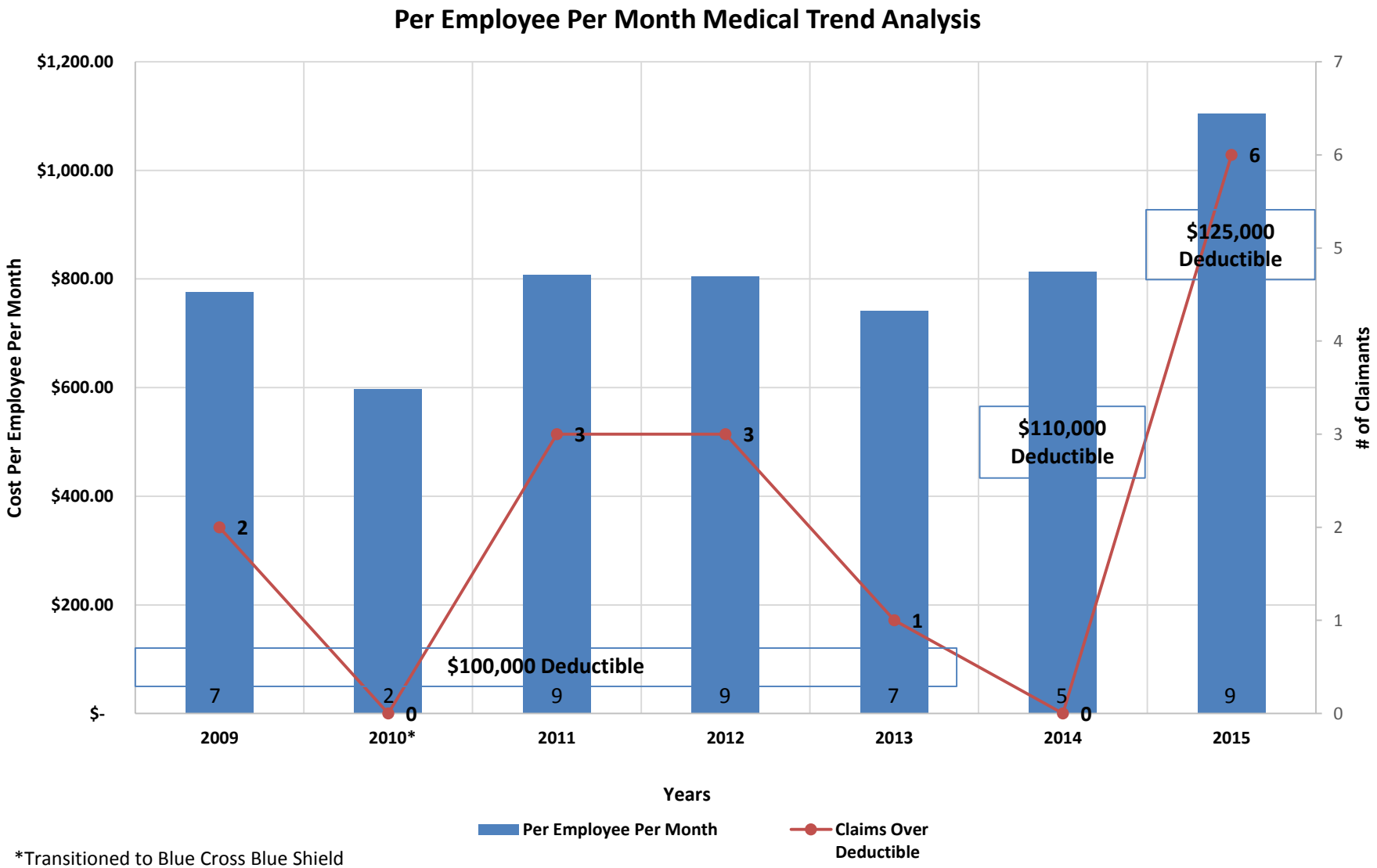
Calendar Year	FPUA Employer Contribution
2013	$ 16,454.12
2014	$ 25,055.15
2015	$ 50,209.19
2016*	$ 35,882.16
Total	$ 127,600.62

*Year to Date

Employee Insurance

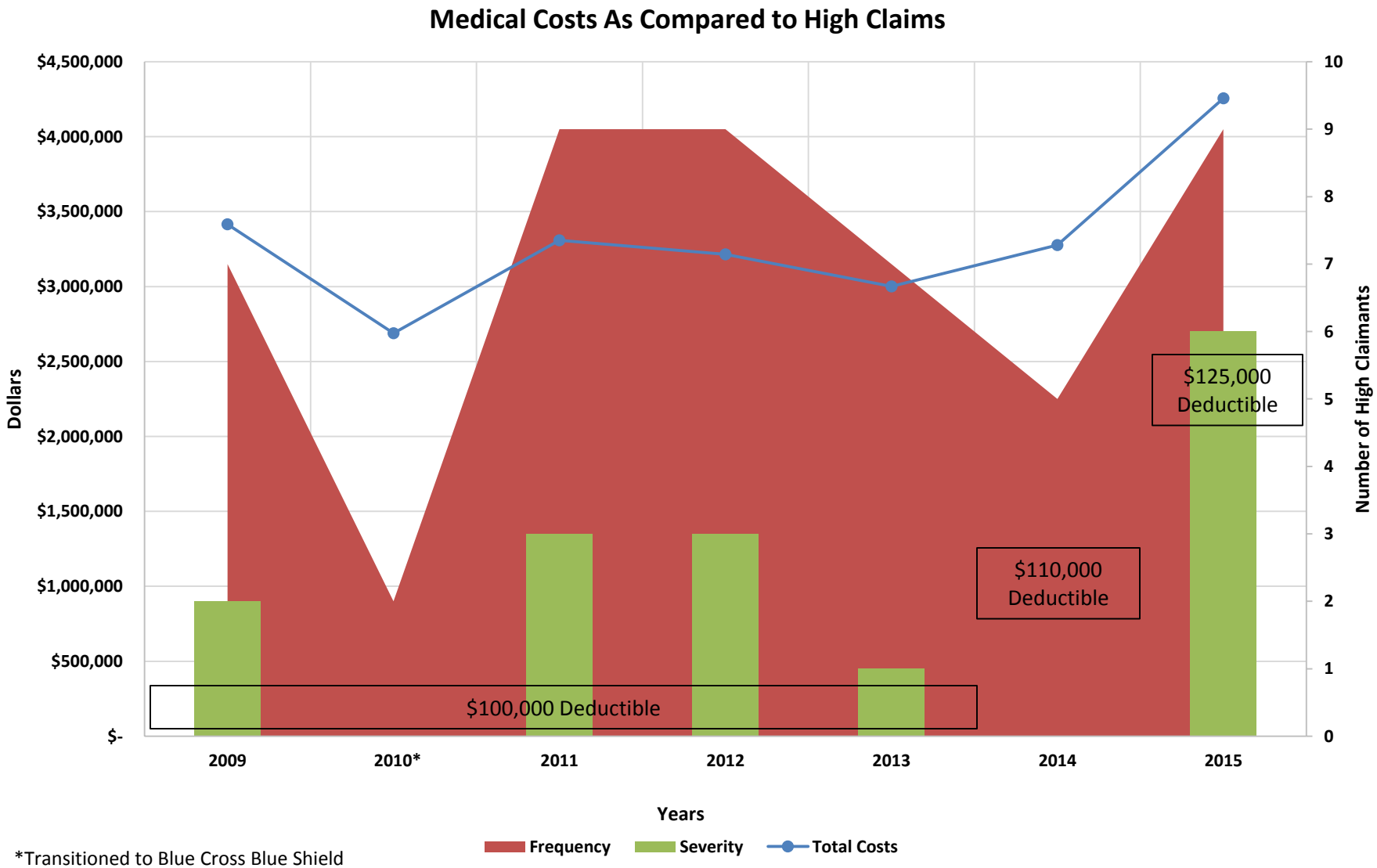
- Medical is the major portion of employee insurance costs at ~94%
- Dental is ~4%
- The remaining, ~2%, consists of Vision, Long-Term Disability, Life, and Accidental Death & Dismemberment (AD&D)

Medical Plan Performance



*Transitioned to Blue Cross Blue Shield

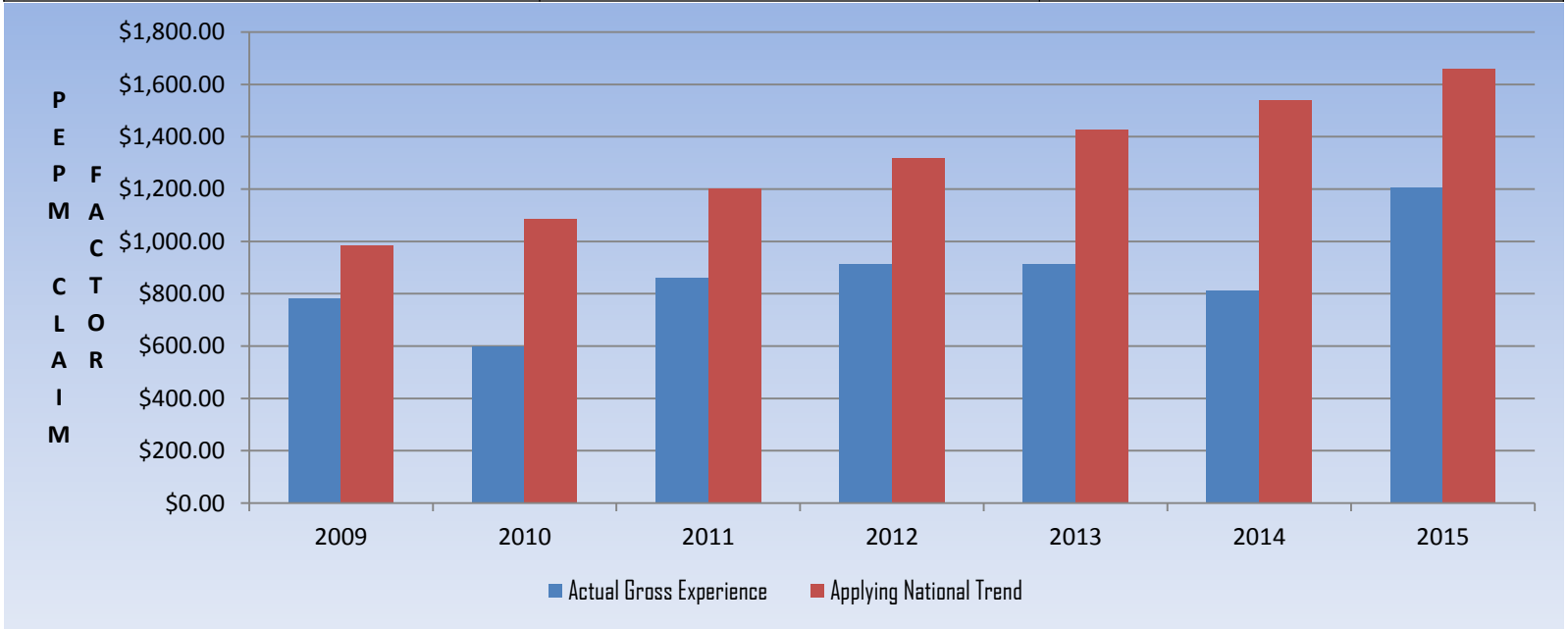
Medical Plan Performance



*Transitioned to Blue Cross Blue Shield

Medical Plan Performance

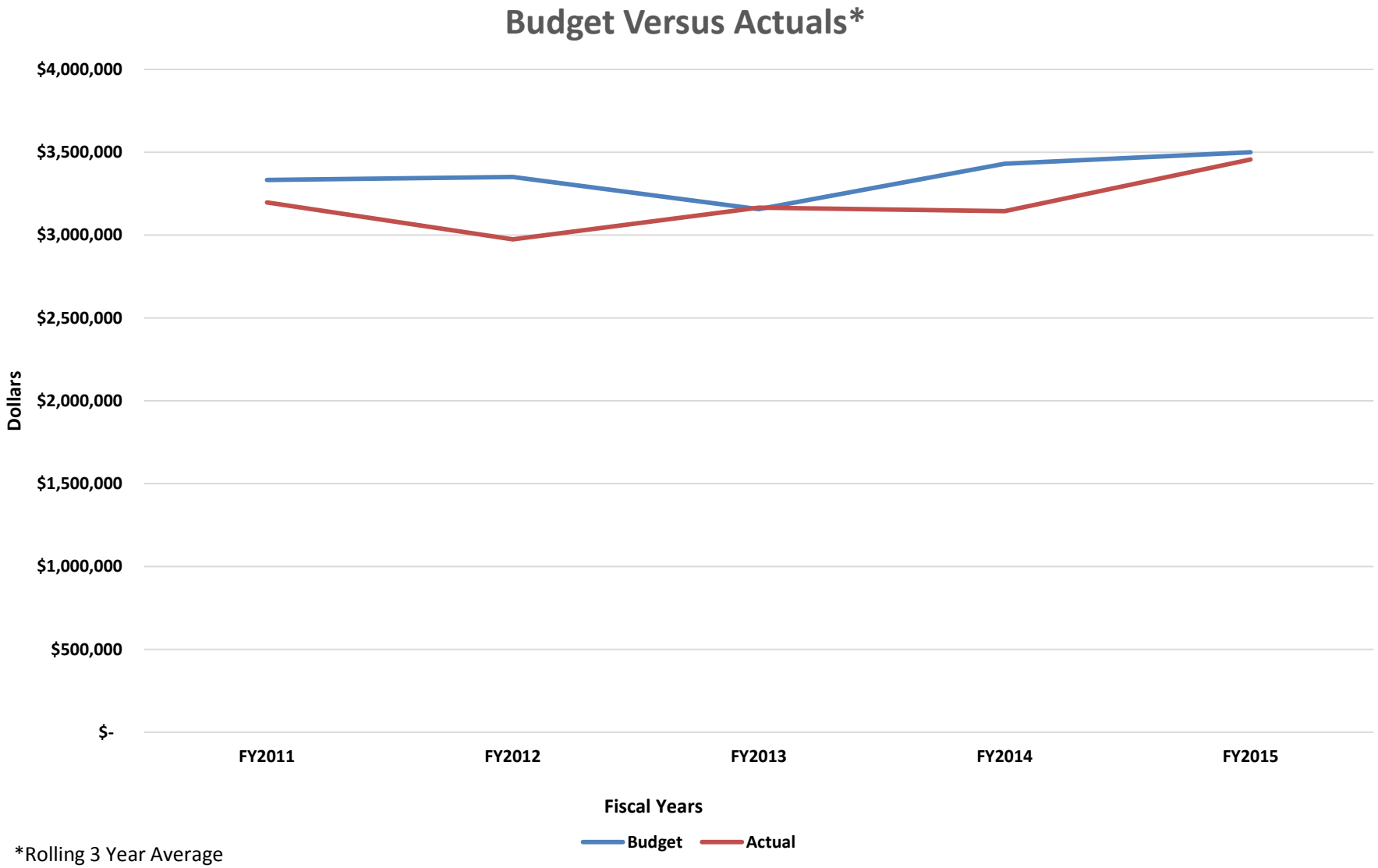
Fort Pierce Utilities Authority Medical & Rx PEPM Claim Factor Actual Gross Experience			National Trend[1]		Fort Pierce Utilities Authority Medical & Rx PEPM Claim Factor Applying National Trend	
2008	$891.71					
2009	$782.58	-12.2%	2009	10.4%	2009	$984.45
2010	$596.69	-23.8%	2010	10.5%	2010	$1,087.81
2011	$860.07	44.1%	2011	10.6%	2011	$1,203.12
2012	$914.48	6.3%	2012	9.5%	2012	$1,317.42
2013	$914.03	0.0%	2013	8.3%	2013	$1,426.77
2014	$813.58	-11.0%	2014	7.8%	2014	$1,538.05
2015	$1,204.95	48.1%	2015	8.0%	2015	$1,661.10



[1]*Segal Consulting, 2009-2015 Segal Health Plan Cost Trend Survey*

Ascension

Medical Plan Performance



*Rolling 3 Year Average

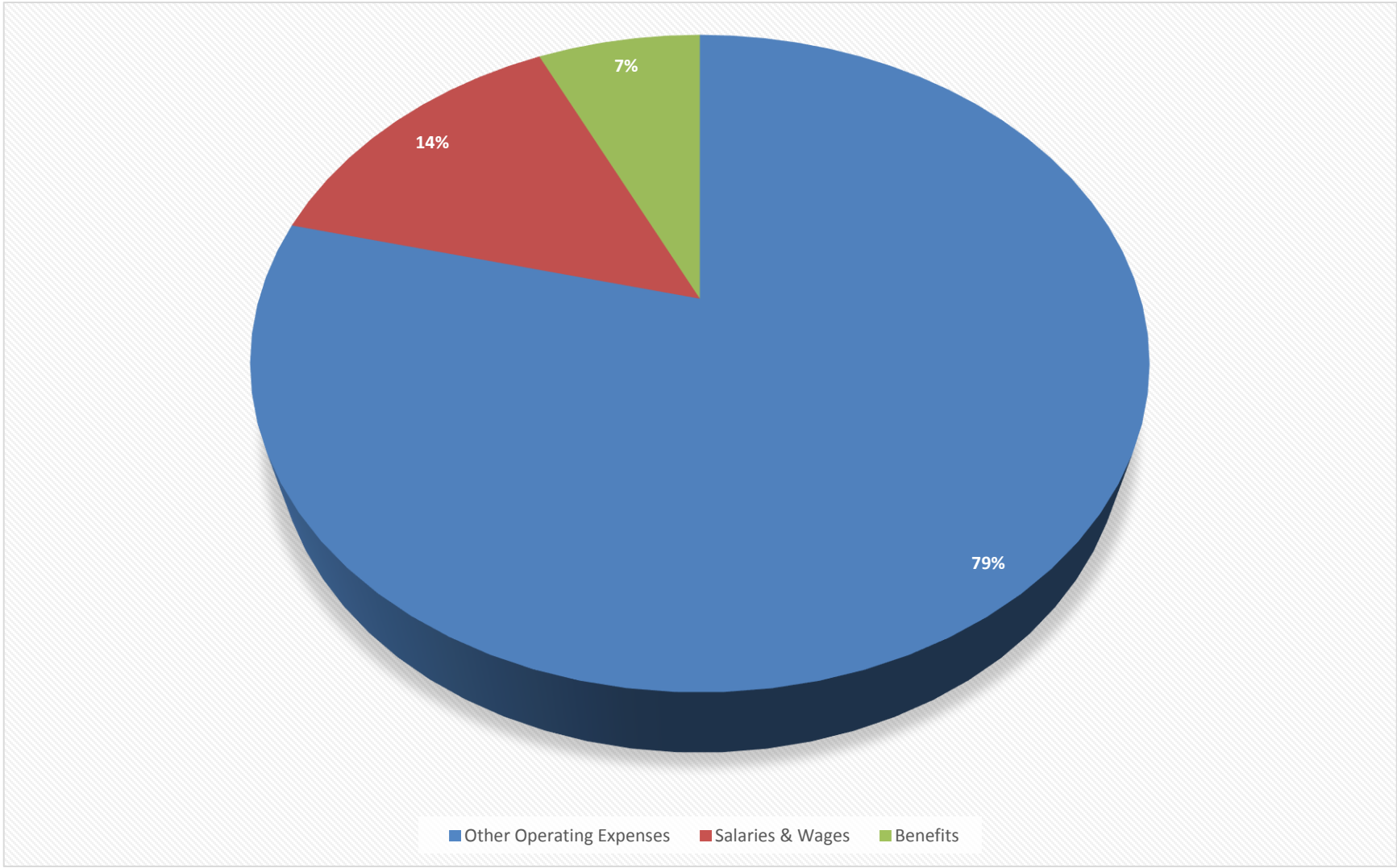
Medical Comparison

	FPUA	CITY OF FORT PIERCE	CITY OF PORT ST LUCIE	VERO BEACH	ST LUCIE COUNTY	KISSIMMEE UTILITY AUTHORITY	NEW SMYRNA BEACH
Plan Design (all In-Network, base plans)	**Self Funded**	**Fully Insured**	**Self Funded**	**Fully Insured**	**Self Funded**	**Fully Insured**	**Fully Insured**
Covered Participants	269	215	978	388	980	304	150
Deductible (PP/Fam)	300/900	750/2250	300/900	500/1000	350/1050	250/500	0
Co-insurance	10%	20%	10%	20%	15%	0	0
OOP Maximum (PP/Fam)	1500/4500	3000/9000	1500/4500	3000/6000	3000/13,200	2500/5000	1500/3000
PCP Co-Pay	15.00	20.00	20.00	20.00	DED+15%	25.00	15.00
Specialist Co-Pay	25.00	35.00	40.00	40.00	DED+15%	35.00	25.00
Hospital (Inpatient)	DED+10%+250.00	Opt 1/750 Opt 2/1250	DED+10%	DED+20%	DED+15%	250.00	200/admission
Emergency Services	DED+10%	DED+20%	DED+10%+50	125.00	DED+15%	75.00	75.00
Retail Prescriptions:							
Generic	7.00	10.00	10.00	10.00	6.00	5.00	3.00
Preferred	20.00	25.00	30.00	30.00	35.00	30.00	30.00
Non-Preferred	35.00	60.00	50.00	50.00	50.00	55.00	55.00
Employer % of Premium							
Employee Only	100%	92%	92%	100%	95%	100%	100%
Employee+1	71%	77%	85%	75%	93%	66%	50%-100%**
Employee/Family	71%	72%	85%	75%	92%	48.6%	50%-100%**
Employee % of Premium							
Employee Only	0%	8%	8%	0%	5%	0%	0%
Employee+1	29%	23%	15%	25%	7%	34.0%	0%-50%**
Employee/Family	29%	28%	15%	25%	8%	51.4%	0%-50%**

**Based on Years of Service

Number of Tiered Participants	FPUA
Employee Only	111
Employee + 1 Dependent	63
Employee + 2 or More Dependents	95

Compensation as a Percentage of FY2015 Actual Operating Expenses



Compensation Market Analysis

Entity Comparisons[1]												
	2016 Budgets/Bureau of Labor Statistics[2]											
Expenses	**FPUA**	**City of Fort Pierce**	**City of Port St. Lucie**	**Vero Beach**	**St. Lucie County BOCC[3]**	**Kissimmee Utility Authority**	**New Smyrna Beach**	**Lakeland**	**Lake Worth**	**Beaches Energy[3]**	**Homestead**	**Bureau of Labor Statistics[4]**
Salaries & Wages	$ 14,202,017	$ 5,717,840	$ 9,163,184	$ 14,550,671		$ 22,528,509	$ 8,930,100	$ 71,082,837	$ 15,184,998		$ 9,844,205	63.7%
Benefits	$ 5,858,348	$ 2,531,894	$ 3,303,611	$ 8,983,709		$ 9,403,911	$ 3,469,499	$ 24,648,754	$ 7,937,734		$ 5,148,887	↑3.5%
Total	$ 20,060,365	$ 8,249,734	$ 12,466,795	$ 23,534,380	$ 25,077,571	$ 31,932,420	$ 12,399,599	$ 95,731,591	$ 23,122,732	$ 15,085,870	$ 14,993,092	
Comparable Positions	271	139	162	286	360	315	160	1260	252	209	201	
Average Annual Comp	$ 74,023.49	$ 59,350.60	$ 76,827.48	$ 82,288.04	$ 69,735.47	$ 101,372.76	$ 77,497.49	$ 75,977.45	$ 91,756.87	$ 72,181.20	$ 74,592.50	$ 59,176.00
% Benefits to Compensation	29%	31%	26%	38%		29%	28%	26%	34%		34%	36%

[1]Best effort data gathering from approved FY16 Budgets and Bureau of Labor Statistics, U.S. Department of Labor (BLS) .

[2]Budgets numbers were taken from like operations for a more like to like comparison

[3]Budgets only showed a budget item for Personnel Services

[4]BLS State and Local Government data is from latest News Releases (Employment Cost Index-December 2015 and Employer Costs for Employee Compensation-September 2015)

Pay Increase
Cost on Typical Customer Bill

	FY15 Actuals					3% Pay Increase*							
	Salaries & Wages	Retirement	Insurance	Other Benefits**	Total	Salaries & Wages	Cost on Typical Bill	Retirement	Cost on Typical Bill	Insurance	Cost on Typical Bill	Other Benefits**	Cost on Typical Bill
Electric	4,682,237	735,165	1,273,313	368,700	7,059,415	4,822,704	$ 0.39	757,220	$ 0.06	1,273,313	$ -	379,761	$ 0.03
Water	3,863,733	614,757	1,076,860	302,112	5,857,462	3,979,645	$ 0.32	633,200	$ 0.05	1,076,860	$ -	311,175	$ 0.03
Gas	1,022,763	143,681	284,172	90,397	1,541,013	1,053,446	$ 0.09	147,991	$ 0.01	284,172	$ -	93,109	$ 0.01
W/W	2,777,690	401,195	760,408	199,592	4,138,885	2,861,021	$ 0.23	413,231	$ 0.03	760,408	$ -	205,580	$ 0.02
Other* **	1,283,803	204,188	270,155	133,403	1,891,549	1,322,317	$ -	210,314	$ -	270,155	$ -	137,405	$ -
Total	13,630,226	2,098,986	3,664,908	1,094,204		14,039,133	$ 1.03	2,161,956	$ 0.16	3,664,908	$ -	1,127,030	$ 0.08

*No Additional Impact on Rates -- Increase was included in 5 year rate sufficiency study

**FICA, Net OPEB, Sick & Vacation Pay Expense, Unemployment Claims, Workers' Compensation

***TCEC, MOEC, FPUAnet

Conclusion

Staff is recommending Board approval of the budgeted 3% wage increase (*in the amount of $208,569 for the second half of fiscal year 2016*) effective April 1, 2016.