

Bill Marshall

From: Foley, Erin <Erin_Foley@sheriff.org>
Sent: Monday, March 12, 2018 1:02 PM
To: Bill Marshall
Subject: WILLIAM MARSHALL JUDICIAL WATCH, INC Records request
Attachments: LEFT Side of Separated Personnel File, ISRAEL, SCOTT, CCN 16924.pdf; RIGHT Side of Separated Personnel File, ISRAEL, SCOTT, CCN 16924.pdf

Good Afternoon Mr. Marshall,

Please find Sheriff Scott Israel's personnel file attached to this email. These are the records responsive for your public records request.

Thank you,

Erin Foley
Records Management Liaison Officer
Administrative Support Bureau/Digital Evidence
954-831-8745
Broward Sheriff's Office



2601 West Broward Blvd,
Ft. Lauderdale, FL 33312

Please note that Florida has a broad public records law, and that all correspondence sent to me via E-mail may be subject to disclosure.

From: Richardson, Pearl
Sent: Thursday, March 8, 2018 11:06 AM
To: Foley, Erin <Erin_Foley@sheriff.org>
Subject: RE: RE: FW: WILLIAM MARSHALL JUDICIAL WATCH, INC Records request

Good morning Erin,

Please see the attached personnel file for Sheriff Scott Israel..

Any questions or concerns, please contact me.

From: Bill Marshall [<mailto:BMarshall@JUDICIALWATCH.ORG>]
Sent: Monday, February 26, 2018 10:27 AM
To: BSO Public Records Request
Subject: Records request

Dear Sir or Madam:

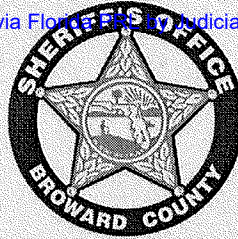
Please find attached a Florida Sunshine Law records request. A hard copy will followed by USPS Certified Mail.

Thank you.

Very respectfully,

William F. Marshall
Senior Investigator
Judicial Watch, Inc.
425 Third Street, SW
Suite 800
Washington, DC 20024
O: 202-646-5170
M: 202-641-4981

"Those who expect to reap the blessings of freedom must, like men, undergo the fatigue of supporting it."
- Thomas Paine



Pride in Service with Integrity

EMPLOYEE INFORMATION

EMPLOYEE NAME: SCOTT JAY ISRAEL

CCN: 16924 SOCIAL SECURITY NUMBER: [REDACTED]

ADDRESS: [REDACTED]

CITY/ZIP CODE: [REDACTED]

HOME PHONE #: [REDACTED] ☐ preferred

CELL PHONE #: [REDACTED] ☐ preferred

DATE OF BIRTH: [REDACTED]

GENDER: MALE

MARITAL STATUS: MARRIED

DRIVER'S LICENSE: [REDACTED] EXP DATE: [REDACTED]

SECOND LANGUAGE (Conversational): N/A

EDUCATION (Check One):

| | | | |
|---|---|---|---|
| <input type="checkbox"/> Not Indicated | <input type="checkbox"/> Less than HS Grad | <input type="checkbox"/> High School/Equivalent | <input type="checkbox"/> Some College |
| <input type="checkbox"/> Technical School | <input type="checkbox"/> 2-Yr College Degree | <input checked="" type="checkbox"/> Bachelor's | <input type="checkbox"/> Some Graduate |
| <input type="checkbox"/> Master's | <input type="checkbox"/> Doctorate (Academic) | <input type="checkbox"/> Doctorate (Professional) | <input type="checkbox"/> Post Doctorate |

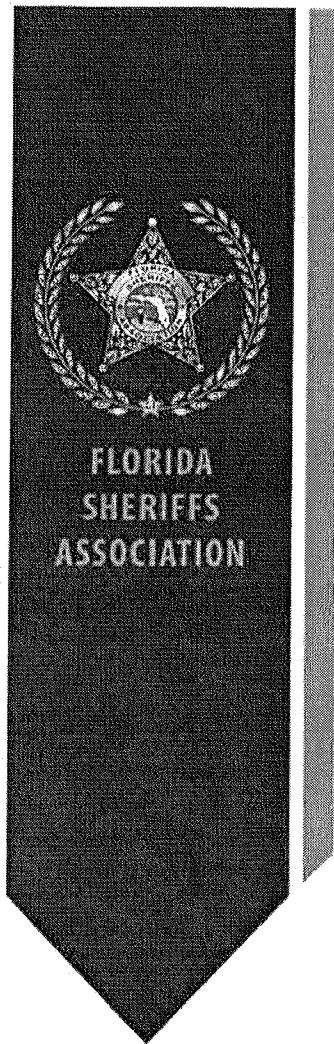
ETHNIC (Check Box):

| | |
|--|---|
| <input checked="" type="checkbox"/> White, not Hispanic or Latino | <input type="checkbox"/> Black /African American, not Hispanic or Latino |
| <input type="checkbox"/> Hispanic/Latino | <input type="checkbox"/> Asian, not Hispanic or Latino |
| <input type="checkbox"/> American Indian/Alaska Native, not Hispanic or Latino | <input type="checkbox"/> Native Hawaiian/other Pacific Islander, not Hispanic or Latino |
| <input type="checkbox"/> Two or More Races, not Hispanic or Latino | <input type="checkbox"/> Decline to Answer |

MILITARY (Check Box):

| | |
|---|---|
| <input type="checkbox"/> Special Disabled Veteran | <input type="checkbox"/> Veteran of the Vietnam Era |
| <input type="checkbox"/> Newly Separated Veteran | <input type="checkbox"/> Other Protected Veteran |
| <input checked="" type="checkbox"/> No Military Service | <input type="checkbox"/> Active Reservist Branch: _____ |
| <input type="checkbox"/> Inactive Reserve Branch: _____ | |

SIGNATURE: Scott Israel DATE: 12/31/12



FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County Sheriff's Office

Has successfully completed 10.00 hours of training at the

2018 WINTER SHERIFFS CONFERENCE

The Ritz-Carlton (Amelia Island) - Amelia Island, FL

A handwritten signature in cursive script, reading "Steve Casey", is written over a horizontal line.

Steve Casey, Executive Director
Florida Sheriffs Association

February 4, 2018 - February 7, 2018

Date

Major County Sheriffs of America Certificate of Training

is hereby granted to:

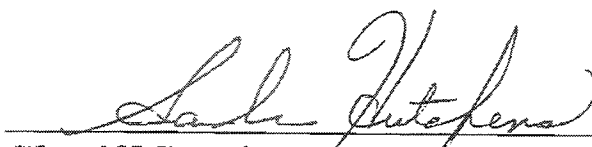
Sheriff Scott Israel

*to certify that he has completed to satisfaction
10 hours of training entitled*

“2017 Executive Leadership Training”

Granted on this 23rd day of June, 2017




***Sheriff Sandra Hutchens, President
Major County Sheriffs of America***

Quiz Results Page for Discriminatory Profiling & Professional Traffic Stops - 2 Hours

- Score of 80% is required for completion.
 - Credit toward mandatory retraining hours = 2 hours
 - Print this slide; sign and date. Provide copy to your agency's training designee.
 - For printing, please click "File" then "Print" or click the printer icon on your toolbar or hold down the Control(Ctrl) Button and "P".
 - Be aware that by signing and dating the Quiz Results Page upon completion of this training course, you are certifying that you are the person who completed the foregoing training and only you will receive credit for that training.
 - FDLE **Does Not** enter the credit for each training course into the Automated Training Management System (ATMS). This procedure is the responsibility of each agency designee.
 - Direct questions to the Bureau of Professional Development at 850-410-7373.
- NOTE:** If you scored less than 80% retake course and quiz.

Instructions to Receive Credit and FDLE Certificates of Completion Via Online System

Your agency training designee has access to print certificates directly. ATMS users can log onto to the Online Training Certificate System located under the Online Officer Training and Mandatory Retraining Courses page. The training designee can enter your information and print you a certificate of completion for this training course.

Scott Israel

05/22/56

Name and Date of Birth



Your Score: 90%

Passing Score: 80%

Scott Israel 4.13.17
Signature and Date

PREV

NEXT



FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County Sheriff's Office

Has successfully completed 11 hours of training at the

2017 WINTER CONFERENCE

Hyatt Regency ★ Jacksonville, FL

A handwritten signature in black ink, reading "Steve Casey", is positioned above the printed name and title.

Steve Casey, Executive Director
Florida Sheriffs Association

January 29 – February 1, 2017

Date



Florida Department of
Law Enforcement

Richard L. Swearingen
Commissioner

Criminal Justice Professionalism
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
www.fdle.state.fl.us

Rick Scott, *Governor*
Pam Bondi, *Attorney General*
Jeff Atwater, *Chief Financial Officer*
Adam Putnam, *Commissioner of Agriculture*

September 27, 2016

Honorable Scott Israel
Sheriff, Broward County
2601 West Broward Boulevard
Ft. Lauderdale, Florida 33312

Subject: Sheriffs Salary Supplement Qualification Calendar Year 2016

Dear Sheriff Israel:

Pursuant to §145.071(2)(a) – (c), Florida Statutes, you must satisfy the requirements to establish or maintain eligibility to receive the sheriffs salary supplement for 2016 by successfully completing 20 hours of approved training courses. According to our records you have not met that requirement at this time. Upon completion of the approved training courses you would then become eligible to receive the sheriffs' salary supplement for this year.

Please contact Ms. Patti Brigrance of the Florida Sheriffs Association at 850-877-2165, ext. 222 to receive a list of the approved courses that would allow you to receive the hours you need to satisfy this requirement.

In exceptional or emergency circumstances you may request an extension of up to 90 days, provided a written request is received and approved by the Florida Criminal Justice Executive Institute director, prior to your special qualification salary date of expiration December 31, 2016.

If you have further questions regarding your sheriffs salary supplement, please contact Ashley Redmon at 850-410-7350. Your participation in this program is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris B. Johnson", is written over a light blue horizontal line.

Chris B. Johnson, Bureau Chief
Bureau of Professional Development
Florida Department of Law Enforcement

CBJ/acr

cc: Florida Sheriffs Association
Florida Criminal Justice Executive Institute



FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County

Has successfully completed 11.25 hours of training at the

2016 WINTER CONFERENCE

Sandestin Golf & Beach Resort ★ Sandestin, FL

Steve Casey, Executive Director
Florida Sheriffs Association

January 31 – February 3, 2016

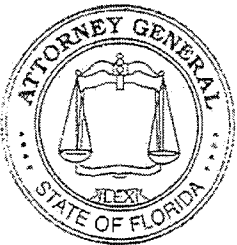
Date

Office of the Attorney General

*Certificate of Attendance
Presented to*

Scott Israel

*31st National Conference on
Preventing Crime in the Black Community
Miami, Florida
May 25 - 27, 2016*



17 mandatory retraining hours

A handwritten signature in black ink that reads "Pam Bondi". The signature is written in a cursive style with a large, looped initial "P".

PAM BONDI
Attorney General
State of Florida



Florida Department of
Law Enforcement

Richard L. Swearingen
Commissioner

Criminal Justice Professionalism
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
www.fdle.state.fl.us

Rick Scott, *Governor*
Pam Bondi, *Attorney General*
Jeff Atwater, *Chief Financial Officer*
Adam Putnam, *Commissioner of Agriculture*

February 10, 2016

Honorable Scott Israel
Sheriff, Broward County
2601 West Broward Boulevard
Ft. Lauderdale, Florida 33312

Subject: Sheriffs Salary Supplement Qualification Calendar Year 2016

Dear Sheriff Israel:

Based on the curriculum received for 2016, to this point, you have successfully completed the approved training listed below:

- 2016 Winter Conference 11.25 hrs.

Total hours: 11.25

Please contact Ms. Patti Brigrance of the Florida Sheriffs Association, 850-877-2165, ext. 222 to receive a list of their approved classes that would allow you to receive the hours you need to complete the 20-hour requirement.

If you have further questions regarding your sheriff's salary supplement, please contact Ashley Redmon at 850-410-7350. Your participation in this program is appreciated.

Sincerely,

Chris B. Johnson, Bureau Chief
Bureau of Professional Development
Florida Department of Law Enforcement

CBJ/acr

cc: Florida Sheriffs Association
Florida Criminal Justice Executive Institute

RECEIVED

FEB 16 2016

SHERIFF'S OFFICE



FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County

Has successfully completed 11.25 hours of training at the

2016 WINTER CONFERENCE

Sandestin Golf & Beach Resort ☆ Sandestin, FL

Steve Casey, Executive Director
Florida Sheriffs Association

January 31 – February 3, 2016

Date



FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County Sheriff's Office

Has completed the 4 hour 2015 Ethics Training course

November 4, 2015

Date

A handwritten signature in cursive script, reading "Steve Casey", is written over a horizontal line.

Steve Casey, Executive Director/
Florida Sheriffs Association

A handwritten signature in cursive script, reading "Sadie Darnell", is written over a horizontal line.

Sheriff Sadie Darnell, President
Florida Sheriffs Association



FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County Sheriff's Office

Has successfully completed 11 hours of training at the
2015 SUMMER CONFERENCE

Marriott Harbor Beach Resort & Spa ★ Ft. Lauderdale, FL

Steve Casey, Executive Director
Florida Sheriffs Association

July 13 – 15, 2015

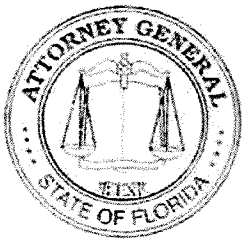
Date

Office of the Attorney General

*Certificate of Attendance
Presented to*

Scott J. Israel

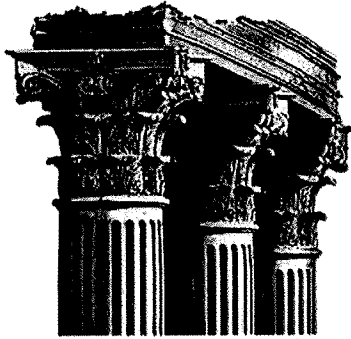
*30th National Conference on
Preventing Crime in the Black Community
Tampa, Florida
May 27 - 29, 2015*



17 mandatory retraining hours

A handwritten signature in black ink that reads "Pam Bondi".

PAM BONDI
Attorney General
State of Florida



the John Scott Dailey

FLORIDA
INSTITUTE OF
GOVERNMENT

CERTIFICATE OF COMPLETION

2014 FLORIDA ETHICS CONFERENCE AND
ATTORNEY GENERAL'S SUNSHINE SUMMIT

Scott Israel

JEFF HENDRY
Executive Director
Florida Institute of Government
at Florida State University

VIRLANDIA DOSS
Executive Director
Florida Commission on Ethics



FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that
Scott Israel
Broward County Sheriff's Office

Has completed the 4 hour 2014 Ethics Training course

November 18, 2014

Date

A handwritten signature in cursive script, reading "Steve Casey".

Steve Casey, Executive Director
Florida Sheriffs Association

A handwritten signature in cursive script, reading "David B. Shoar".

Sheriff David Shoar, President
Florida Sheriffs Association



Florida Department of
Law Enforcement

Gerald M. Bailey
Commissioner

Criminal Justice Professionalism
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
www.fdle.state.fl.us

Rick Scott, Governor
Pam Bondi, Attorney General
Jeff Atwater, Chief Financial Officer
Adam Putnam, Commissioner of Agriculture

September 8, 2014

Steve Casey
Executive Director
Florida Sheriffs Association
Post Office Box 12519
Tallahassee, Florida 32317-2519

Subject: Sheriffs Salary Supplement Qualification Calendar Year 2014

Dear Director Casey:

Pursuant to your request, the Florida Criminal Justice Executive Institute (FCJEI) has reviewed a copy of the scheduled agenda of the "2014 Florida Ethics Conference and Attorney General's Sunshine Summit" that will be held September 24-26, 2014, at the Rosen Shingle Creek, Orlando, Florida. Pursuant to Section 145.071, Florida Statutes, 9 hours have been approved for 2014 sheriffs salary supplement. Please notify the FCJEI if there are significant changes to the outline or content that would necessitate further reviews.

As a reminder, pursuant to Rule 11B-27.00212(8), continuing education and mandatory training courses completed by law enforcement officers, can be used towards mandatory retraining or salary incentive payments, not both. Although FCJEI does not approve credit hours towards mandatory retraining, FCJEI has adopted the guidelines stated in Rule; therefore, when sheriff salary supplement hours have been approved, those same hours may not be used towards mandatory retraining credit.

Please advise all sheriffs who attend this program for sheriffs salary supplement credits to forward a copy of the certificate of completion to the FCJEI, attention Ashley Redmon or if you have further questions, please contact Ashley at 850-410-7350. Your participation in this program is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Kristi S. Gordon".

Kristi S. Gordon, Director
Florida Criminal Justice Executive Institute

KSG/acr

cc: Florida Sheriffs Association
Florida Criminal Justice Executive Institute



Florida Department of
Law Enforcement

AFFIDAVIT OF APPLICANT

Incorporated by Reference in Rule 11B-27.002(1)(f), F.A.C.



CJSTC
68

Please type or print in black or blue ink and use capital and small letters for names, titles, and addresses

Social Security Number: [REDACTED]

Applicant's Legal Name: ISRAEL SCOTT J

Employing agency: Broward Sheriff's Office Last First MI

Use this form to verify your compliance with the employment requirements of Section 943.13, F.S. I fully understand that to qualify for employment as a law enforcement, correctional, or correctional probation officer, I shall comply with the following provisions of Section 943.13, F.S.:

- Be at least 19 years of age.
- Be a citizen of the United States.
- Be a high school graduate or equivalent.
- Not have been convicted of any felony or of a misdemeanor involving perjury or false statement. Any person who, after July 1, 1981, pleads guilty or nolo contendere to or is found guilty of a felony or of a misdemeanor involving perjury or a false statement shall not be eligible for employment or appointment as an officer, notwithstanding suspension of a sentence or withholding of adjudication.
- Have been fingerprinted by the employing agency.
- Have passed a physical examination by a licensed medical specialist approved in Rule 11B-27.002(1)(d), F.A.C..
- Be of good moral character.
- Have not received a dishonorable discharge from the U.S. Military.

True False NA In addition, I attest to the following statements: Each statement shall be checked "True" "False" or "NA"

| | | | |
|-------------------------------------|-------------------------------------|--------------------------|---|
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 1. I completed my employment application and it is true and correct, and all other information I furnished in conjunction with my application is true and correct. |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 2. I provided documentation of proof of my qualifications to the above listed employing agency. |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 3. I meet the qualifications as specified above. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 4. I had a criminal record sealed pursuant to Section 943.059(4)(a), F.S., or expunged pursuant to Section 943.0585(4)(a), F.S. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 5. I am under investigation by a local, state, or federal agency or entity for criminal, civil, or administrative wrongdoing to the best of my knowledge and belief. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 6. I separated or resigned from a previous criminal justice employment while under investigation. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 7. I am currently serving in good standing in the U.S. Military. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 8. I previously served in the U.S. Military. |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | <input type="checkbox"/> | 9. I received a dishonorable discharge from my previous U.S. Military service. |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 10. I am currently certified as a Florida criminal justice officer in the following area(s): Please check the appropriate box(es). <input checked="" type="checkbox"/> Law Enforcement <input type="checkbox"/> Correctional <input type="checkbox"/> Correctional Probation |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | 11. I authorize the employing agency listed above to apply for my certification. Please check the appropriate box(es). <input checked="" type="checkbox"/> Law Enforcement <input type="checkbox"/> Correctional <input type="checkbox"/> Correctional Probation |

NOTICE: This document shall constitute as an official statement within the purview of Section 837.06, F.S., and is subject to verification by the employing agency and the Criminal Justice Standards and Training Commission. Any intentional omission when submitting this application or false execution of this affidavit shall constitute a misdemeanor of the second degree and disqualify the officer for employment as an officer.

PLEASE READ CAREFULLY BEFORE SIGNING. You must complete the remainder of this affidavit in the presence of a notary public. Upon witnessing your signing of this affidavit, a notary public shall complete the notary block by entering the same date the affidavit is signed. I hereby certify that to the best of my knowledge and belief, the information that I've entered on this form is true.

Scott Israel
Applicant's Signature

12/3/12
Date Signed

AFFIDAVIT

STATE OF FLORIDA, COUNTY OF Broward The foregoing instrument was acknowledged before me this date 12-13

By: Israel, Scott who is personally known n/a

or who has produced identification. Type of identification: Fla Drivers Lic

Mamie Tyler
Notary Seal: Mamie Ruth Tyler COMMISSION # EE 171565 EXPIRES: FEB. 20, 2016
Print, type, or stamp Commissioned Name of Notary

Notary Seal: [Seal] Upon witnessing the agency administrator or designee's signing of this affidavit, the notary public shall complete the notary block.

*NOTE: Private Correctional facilities must submit original and shall forward the completed affidavit stapled to the Registration of Employment, Affidavit of Compliance Form CJSTC-60 to FDLE, Criminal Justice Professionalism Program, Post Office Box 1489, Tallahassee, Florida 32302-1489, Attention Records Section

Office of the Attorney General

Certificate of Attendance Presented to

Scott J. Israel

*30th National Conference on
Preventing Crime in the Black Community
Tampa, Florida
May 27 - 29, 2015*



17 mandatory retraining hours

A handwritten signature in black ink that reads "Pam Bondi".

PAM BONDI
Attorney General
State of Florida

OATH OF OFFICE

(Art. II, § 5(b), Fla. Const.)

STATE OF FLORIDA

County of Broward

2013 JAN 17 AM 9:53

DEPARTMENT OF STATE
DIVISION OF ELECTIONS

I do solemnly swear (or affirm) that I will support, protect, and defend the Constitution and Government of the United States and of the State of Florida; that I am duly qualified to hold office under the Constitution of the State, and that I will well and faithfully perform the duties of

Broward Co Sheriff
(Title of Office)

on which I am now about to enter, so help me God.

[NOTE: If you affirm, you may omit the words "so help me God." See § 92.52, Fla. Stat.]

Scott J. Israel
Signature

Sworn to and subscribed before me this 11th day of January, 2013

Tricia Jo Alvarez
Signature of Officer Administering Oath or of Notary Public

Tricia Jo Alvarez
Print, Type, or Stamp Commissioned Name of Notary Public

NOTARY PUBLIC-STATE OF FLORIDA
Tricia Jo Alvarez
Commission # DD977971
Expires: JUNE 12, 2014
BONDED THRU ATLANTIC BONDING CO., INC.

Personally Known ☒ OR Produced Identification ☐

Type of Identification Produced _____

ACCEPTANCE

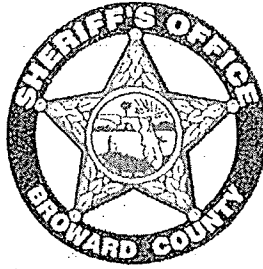
I accept the office listed in the above Oath of Office.

Mailing Address: ☒ Home ☐ Office

[Redacted]
Street or Post Office Box

[Redacted]
City, State, Zip Code

Scott J. Israel
Print name as you desire commission issued
Scott J. Israel
Signature



Pride in Service with Integrity

LOYALTY OATH

I, SCOTT ISRAEL a citizen of the State of Florida and of the United States of America, or a United States National, or an alien authorized to work, and being employed by or an officer of the Sheriff of Broward County, and a recipient of public funds as such employee or officer do hereby solemnly swear or affirm that I will support the Constitution of the United States and of the State of Florida.

Scott Israel
EMPLOYEE'S SIGNATURE

12/31/12
DATE

Subscribed and sworn to (or affirmed) before me on (date) 12/31/12
by (name) SCOTT ISRAEL, who is personally known to me or has produced Florida Drivers License (number) [REDACTED] as identification.

Signature Mamie Tyler

Print Name Mamie Tyler

Title H.R. Representative



Mamie Ruth Tyler
COMMISSION # EE 171565
EXPIRES: FEB. 20, 2016
WWW.AARONNOTARY.com

Commission #: EE171565

(SEAL)



DATE: September 8, 2017

TO: Sheriff Scott Israel #16924

FROM: Major Chadwick E. Wagner, Director
Bureau of Human Resources

SUBJECT: Salary Adjustment – Fiscal 2017/18

We will be processing the increase to your pay as stipulated by county charter and state law (see attached). This does not include the certification program salary supplement for FY2017/18. Effective October 1, 2017, your new annual salary is \$186,631. This adjustment will be reflected in your pay check on October 20, 2017.

Should you have any questions or require additional information, please advise.

Ann
01/01/2017
00/99
\$ 85.9447

00/99 ✓
\$ 89.726442
\$ 186,631.00

CW/jh

cc: General Counsel Ronald Gunzburger, Office of General Counsel
Colonel John Dale, Executive Director, Department of Professional Standards
Colonel Thomas Harrington, Department of Administration
Director Heather Mitchell, Bureau of Finance
Director Dafne Perez, Office of Management and Budget
Employee Personnel File



Office of Economic and Demographic Research

| County | | Elected County Constitutional Officers | | | | | Elected School District Officials | | |
|--------------|-----|--|-----------------------|----------------------------|------------------|------------|-----------------------------------|--------------------------|-------------------------|
| | | Clerk of Circuit Court | Property Appraiser | Supervisor of Elections | Tax Collector | Sheriff | County Commissioners | School Superintendent | School Board Members |
| Alachua | c | \$ 138,102 | \$ 138,102 | \$ 138,102 | \$ 138,102 | \$ 147,435 | \$ 77,135 | \$ 138,102 | \$ 38,091 |
| Baker | e | \$ 103,879 | \$ 103,879 | \$ 103,879 | \$ 103,879 | \$ 113,212 | \$ 32,321 | \$ 103,879 | \$ 27,494 |
| Bay | e | \$ 131,309 | \$ 131,309 | \$ 131,309 | \$ 131,309 | \$ 140,643 | \$ 68,535 | \$ 131,309 | \$ 38,147 |
| Bradford | e | \$ 104,046 | \$ 104,046 | \$ 104,046 | \$ 104,046 | \$ 113,379 | \$ 32,479 | \$ 104,046 | \$ 27,538 |
| Brevard | c | \$ 152,048 | \$ 152,048 | \$ 152,048 | \$ 152,048 | \$ 161,382 | \$ 90,418 | \$ 152,048 | \$ 41,780 |
| Broward | c | \$ 177,298 | \$ 177,298 | \$ 177,298 | \$ 177,298 | \$ 186,631 | \$ 99,997 | \$ 177,298 | \$ 44,443 |
| Calhoun | a | \$ 99,545 | \$ 99,545 | \$ 99,545 | \$ 99,545 | \$ 108,878 | \$ 28,193 | \$ 99,545 | \$ 26,348 |
| Charlotte | c | \$ 130,660 | \$ 130,660 | \$ 130,660 | \$ 130,660 | \$ 139,993 | \$ 67,422 | \$ 130,660 | \$ 35,941 |
| Citrus | e | \$ 127,464 | \$ 127,464 | \$ 127,464 | \$ 127,464 | \$ 136,797 | \$ 61,942 | \$ 127,464 | \$ 34,926 |
| Clay | c e | \$ 134,480 | \$ 134,480 | \$ 134,480 | \$ 134,480 | \$ 143,813 | \$ 73,686 | \$ 134,480 | \$ 37,133 |
| Collier | | \$ 144,621 | \$ 144,621 | \$ 144,621 | \$ 144,621 | \$ 153,954 | \$ 83,345 | \$ 144,621 | \$ 39,815 |
| Columbia | c e | \$ 113,840 | \$ 113,840 | \$ 113,840 | \$ 113,840 | \$ 122,973 | \$ 44,950 | \$ 113,840 | \$ 31,002 |
| DeSoto | e | \$ 106,741 | \$ 106,741 | \$ 106,741 | \$ 106,741 | \$ 116,074 | \$ 35,046 | \$ 106,741 | \$ 28,251 |
| Dixie | e | \$ 100,312 | \$ 100,312 | \$ 100,312 | \$ 100,312 | \$ 109,645 | \$ 28,924 | \$ 100,312 | \$ 25,551 |
| Duval | c | \$ 160,325 | \$ 160,325 | \$ 160,325 | \$ 160,325 | \$ 169,658 | \$ 98,301 | \$ 160,325 | \$ 43,972 |
| Escambia | e | \$ 141,806 | \$ 141,806 | \$ 141,806 | \$ 141,806 | \$ 151,139 | \$ 80,664 | \$ 141,806 | \$ 39,070 |
| Flagler | | \$ 122,802 | \$ 122,802 | \$ 122,802 | \$ 122,802 | \$ 132,135 | \$ 53,951 | \$ 122,802 | \$ 33,447 |
| Franklin | e | \$ 98,612 | \$ 98,612 | \$ 98,612 | \$ 98,612 | \$ 107,945 | \$ 27,305 | \$ 98,612 | \$ 26,101 |
| Gadsden | e | \$ 111,412 | \$ 111,412 | \$ 111,412 | \$ 111,412 | \$ 120,745 | \$ 39,494 | \$ 111,412 | \$ 29,487 |
| Gilchrist | e | \$ 100,339 | \$ 100,339 | \$ 100,339 | \$ 100,339 | \$ 109,672 | \$ 28,949 | \$ 100,339 | \$ 26,558 |
| Glades | e | \$ 99,008 | \$ 99,008 | \$ 99,008 | \$ 99,008 | \$ 108,341 | \$ 27,682 | \$ 99,008 | \$ 26,206 |
| Gulf | e | \$ 100,262 | \$ 100,262 | \$ 100,262 | \$ 100,262 | \$ 109,595 | \$ 28,875 | \$ 100,262 | \$ 26,537 |
| Hamilton | e | \$ 99,575 | \$ 99,575 | \$ 99,575 | \$ 99,575 | \$ 108,908 | \$ 28,221 | \$ 99,575 | \$ 26,356 |
| Hardee | e | \$ 104,115 | \$ 104,115 | \$ 104,115 | \$ 104,115 | \$ 113,448 | \$ 32,545 | \$ 104,115 | \$ 27,556 |
| Hendry | e | \$ 107,871 | \$ 107,871 | \$ 107,871 | \$ 107,871 | \$ 117,204 | \$ 36,122 | \$ 107,871 | \$ 28,550 |
| Hernando | | \$ 131,716 | \$ 131,716 | \$ 131,716 | \$ 131,716 | \$ 141,049 | \$ 69,232 | \$ 131,716 | \$ 36,276 |
| Highlands | e | \$ 122,620 | \$ 122,620 | \$ 122,620 | \$ 122,620 | \$ 131,953 | \$ 53,638 | \$ 122,620 | \$ 33,389 |
| Hillsborough | c | \$ 168,379 | \$ 168,379 | \$ 168,379 | \$ 168,379 | \$ 177,712 | \$ 99,997 | \$ 168,379 | \$ 44,443 |
| Holmes | e | \$ 101,443 | \$ 101,443 | \$ 101,443 | \$ 101,443 | \$ 110,776 | \$ 30,000 | \$ 101,443 | \$ 26,850 |
| Indian River | | \$ 127,856 | \$ 127,856 | \$ 127,856 | \$ 127,856 | \$ 137,189 | \$ 62,614 | \$ 127,856 | \$ 35,051 |
| Jackson | e | \$ 108,538 | \$ 108,538 | \$ 108,538 | \$ 108,538 | \$ 117,871 | \$ 40,091 | \$ 108,538 | \$ 29,651 |
| Jefferson | e | \$ 99,516 | \$ 99,516 | \$ 99,516 | \$ 99,516 | \$ 108,849 | \$ 28,165 | \$ 99,516 | \$ 25,340 |
| Lafayette | e | \$ 97,459 | \$ 97,459 | \$ 97,459 | \$ 97,459 | \$ 106,792 | \$ 25,747 | \$ 97,459 | \$ 25,413 |
| Lake | | \$ 142,786 | \$ 142,786 | \$ 142,786 | \$ 142,786 | \$ 152,119 | \$ 81,597 | \$ 142,786 | \$ 39,330 |
| Lee | c | \$ 154,653 | \$ 154,653 | \$ 154,653 | \$ 154,653 | \$ 163,986 | \$ 92,898 | \$ 154,653 | \$ 42,470 |
| Leon | c e | \$ 140,244 | \$ 140,244 | \$ 140,244 | \$ 140,244 | \$ 149,577 | \$ 79,176 | \$ 140,244 | \$ 38,657 |
| Levy | e | \$ 108,635 | \$ 108,635 | \$ 108,635 | \$ 108,635 | \$ 117,968 | \$ 36,850 | \$ 108,635 | \$ 28,752 |
| Liberty | e | \$ 97,499 | \$ 97,499 | \$ 97,499 | \$ 97,499 | \$ 106,833 | \$ 25,823 | \$ 97,499 | \$ 25,456 |
| Madison | e | \$ 101,175 | \$ 101,175 | \$ 101,175 | \$ 101,175 | \$ 110,508 | \$ 29,745 | \$ 101,175 | \$ 26,779 |
| Manatee | | \$ 145,139 | \$ 145,139 | \$ 145,139 | \$ 145,139 | \$ 154,472 | \$ 83,837 | \$ 145,139 | \$ 39,952 |
| Marion | e | \$ 144,310 | \$ 144,310 | \$ 144,310 | \$ 144,310 | \$ 153,643 | \$ 83,048 | \$ 144,310 | \$ 39,732 |
| Martin | e | \$ 128,376 | \$ 128,376 | \$ 128,376 | \$ 128,376 | \$ 137,709 | \$ 63,506 | \$ 128,376 | \$ 35,216 |
| Miami-Dade | c | \$ 192,342 | \$ 192,342 | \$ 192,342 | \$ 192,342 | \$ 201,675 | \$ 99,997 | \$ 192,342 | \$ 44,443 |
| Monroe | | \$ 115,734 | \$ 115,734 | \$ 115,734 | \$ 115,734 | \$ 125,068 | \$ 46,945 | \$ 115,734 | \$ 31,557 |
| Nassau | e | \$ 116,237 | \$ 116,237 | \$ 116,237 | \$ 116,237 | \$ 125,570 | \$ 47,423 | \$ 116,237 | \$ 31,690 |
| Okaloosa | e | \$ 133,282 | \$ 133,282 | \$ 133,282 | \$ 133,282 | \$ 142,615 | \$ 71,916 | \$ 133,282 | \$ 36,773 |
| Okeechobee | | \$ 108,724 | \$ 108,724 | \$ 108,724 | \$ 108,724 | \$ 118,057 | \$ 36,934 | \$ 108,724 | \$ 28,776 |
| Orange | c | \$ 167,091 | \$ 167,091 | \$ 167,091 | \$ 167,091 | \$ 176,424 | \$ 99,997 | \$ 167,091 | \$ 44,443 |
| Osceola | c | \$ 142,708 | \$ 142,708 | \$ 142,708 | \$ 142,708 | \$ 152,041 | \$ 81,522 | \$ 142,708 | \$ 39,309 |
| Palm Beach | c | \$ 169,071 | \$ 169,071 | \$ 169,071 | \$ 169,071 | \$ 178,404 | \$ 99,997 | \$ 169,071 | \$ 44,443 |
| Pasco | e | \$ 150,344 | \$ 150,344 | \$ 150,344 | \$ 150,344 | \$ 159,677 | \$ 88,795 | \$ 150,344 | \$ 41,329 |
| Pinellas | c | \$ 161,047 | \$ 161,047 | \$ 161,047 | \$ 161,047 | \$ 170,380 | \$ 98,988 | \$ 161,047 | \$ 44,163 |
| Polk | c | \$ 153,870 | \$ 153,870 | \$ 153,870 | \$ 153,870 | \$ 163,203 | \$ 92,153 | \$ 153,870 | \$ 42,262 |
| Putnam | e | \$ 114,874 | \$ 114,874 | \$ 114,874 | \$ 114,874 | \$ 124,207 | \$ 46,125 | \$ 114,874 | \$ 31,329 |
| St. Johns | | \$ 135,525 | \$ 135,525 | \$ 135,525 | \$ 135,525 | \$ 144,859 | \$ 74,682 | \$ 135,525 | \$ 37,410 |
| St. Lucie | | \$ 140,605 | \$ 140,605 | \$ 140,605 | \$ 140,605 | \$ 149,938 | \$ 79,520 | \$ 140,605 | \$ 38,753 |
| Santa Rosa | e | \$ 130,259 | \$ 130,259 | \$ 130,259 | \$ 130,259 | \$ 139,592 | \$ 66,733 | \$ 130,259 | \$ 35,813 |
| Sarasota | c | \$ 148,075 | \$ 148,075 | \$ 148,075 | \$ 148,075 | \$ 157,408 | \$ 86,634 | \$ 148,075 | \$ 40,728 |
| Seminole | c | \$ 149,253 | \$ 149,253 | \$ 149,253 | \$ 149,253 | \$ 158,586 | \$ 87,756 | \$ 149,253 | \$ 41,040 |
| Sumter | e | \$ 124,608 | \$ 124,608 | \$ 124,608 | \$ 124,608 | \$ 133,941 | \$ 57,047 | \$ 124,608 | \$ 34,020 |
| Suwannee | e | \$ 109,964 | \$ 109,964 | \$ 109,964 | \$ 109,964 | \$ 119,297 | \$ 38,115 | \$ 109,964 | \$ 29,104 |
| Taylor | e | \$ 102,309 | \$ 102,309 | \$ 102,309 | \$ 102,309 | \$ 111,642 | \$ 30,825 | \$ 102,309 | \$ 27,079 |
| Union | e | \$ 100,002 | \$ 100,002 | \$ 100,002 | \$ 100,002 | \$ 109,335 | \$ 28,628 | \$ 100,002 | \$ 26,469 |
| Volusia | c | \$ 150,847 | \$ 150,847 | \$ 150,847 | \$ 150,847 | \$ 160,180 | \$ 89,273 | \$ 150,847 | \$ 41,462 |
| Wakulla | c e | \$ 105,501 | \$ 105,501 | \$ 105,501 | \$ 105,501 | \$ 114,834 | \$ 33,865 | \$ 105,501 | \$ 27,923 |
| Walton | e | \$ 112,065 | \$ 112,065 | \$ 112,065 | \$ 112,065 | \$ 121,399 | \$ 43,450 | \$ 112,065 | \$ 30,585 |
| Washington | e | \$ 103,152 | \$ 103,152 | \$ 103,152 | \$ 103,152 | \$ 112,486 | \$ 31,628 | \$ 103,152 | \$ 27,302 |

A "c" denotes each of Florida's 20 charter counties, according to the Florida Association of Counties (FAC).
[http://www.fl-counties.com/charter-county-information]
An "e" denotes those school districts having an elected school superintendent, according to the Florida Association of District School Superintendents (FADSS).
[http://www.fadss.org/membership/superintendents]

Office of Economic and Demographic Research

| <p align="center">Table 3 Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2017-18 Pursuant to the Salary Formula in Chapter 145, Florida Statutes See Table Notes for Additional Clarification</p> | | | | | | | | |
|--|--|-----------------------|----------------------------|------------------|---------|-----------------------------------|--------------------------|-------------------------|
| County | Elected County Constitutional Officers | | | | | Elected School District Officials | | |
| | Clerk of Circuit Court | Property Appraiser | Supervisor of Elections | Tax Collector | Sheriff | County Commissioners | School Superintendent | School Board Members |
| <p>Notes:</p> <p>1) Salary figures have been calculated by the Florida Legislature's Office of Economic and Demographic Research (EDR) pursuant to the statutory formula in Chapter 145, F.S. Although not required by law, the EDR calculates salaries of elected county constitutional officers and school district officials as a service to county governments and school districts. County and school district officials are encouraged to independently compute and verify these salary figures.</p> <p>2) The calculated salary figures for all officers reflect the use of 2016 countywide population estimates listed in "Florida Estimates of Population 2016" published by the University of Florida's Bureau of Economic and Business Research.</p> <p>3) These salary figures may not be applicable to those elected county officers of a chartered consolidated government or those elected officers in counties having a home rule charter, which specifies another method of salary compensation. As indicated in this table, Florida currently has 20 charter counties.</p> <p>4) Salary figures are included for each school district's superintendent even though the salaries determined by statutory formula are applicable only to elected school superintendents. As indicated in this table, Florida currently has 41 elected school superintendents.</p> <p>5) These salary figures do not include any special qualification salary available to eligible clerks of circuit court, property appraisers, sheriffs, supervisors of elections, and tax collectors who have completed the required certification program specified in the relevant sections of Chapter 145, F.S. Additionally, the salary figures for elected school superintendents do not include any special qualification salary and performance salary incentive available to eligible elected school superintendents who have completed the required certification programs specified in Section 1001.47, F.S.</p> <p>6) As the result of recent statutory authorizations (i.e., Chapters 2009-3, 2009-59, and 2011-158, L.O.F.), each elected county constitutional officer and school district official may voluntarily reduce his or her salary rate. However, the salary figures listed in this table do not reflect any such voluntary reductions.</p> <p>7) This table reflects the statutory change enacted by Chapter 2016-157, L.O.F., which made the base salaries and group rates used to calculate a supervisor of election's salary the same as the current base salaries and group rates used to calculate the salaries of the clerks of circuit court, county comptrollers, property appraisers, and tax collectors.</p> <p>8) Pursuant to law, the Florida Department of Management Services must annually certify two components of the salary formula calculation: the annual factor and cumulative annual factor. For the 2017-18 fiscal year, the certified annual factor is 1.0413 and the certified cumulative annual factor is 3.3034.</p> | | | | | | | | |



4050 Esplanade Way
Tallahassee, FL 32399-0950
Tel: 850-488-2786 | Fax: 850-922-6149

Rick Scott, Governor

Erin Rock, Secretary

August 25, 2017

COM.PAY.ACF.
CM#: 17-00274

Ms. Amy Baker
Coordinator
Office of Economic and Demographic Research
111 West Madison Street, Suite 574
Tallahassee, Florida 32399-6588

Dear Ms. Baker:

The Department of Management Services is required by law to certify the Annual Factor and Cumulative Annual Factor as outlined in Section 145.19, Florida Statutes.

The 2017 - 2018 fiscal year figures are as follows:

| | |
|--------------------------|--------|
| Annual Factor | 1.0413 |
| Cumulative Annual Factor | 3.3034 |

If we can be of further assistance in this matter, please feel free to call me at 488-2445 or Rick Pugh at 487-9508.

Sincerely,

A handwritten signature in black ink, appearing to read 'JBoswell', written over a horizontal line.

Jennifer Boswell
Workforce Design and Compensation Manager

JB:rp

cc: Erika Roth-Prado, Senior Budget Chief, OPB
✓ Steven O'Cain, Senior Legislative Analyst, EDR

From: "O'Cain, Steve" <OCAIN.STEVE@leg.state.fl.us>
Date: August 31, 2017 at 2:57:46 PM EDT
To: Andrea Messina - Executive Director-Florida School Boards Association <amessina@fsba.org>, "Angie Freeland - Executive Secretary-Florida Association of District School Superintendents" <afreeland@fadss.org>, "Beth Allman - FL Assoc. of Court Clerks & Comptrollers" <allman@flclerks.com>, "Chris Doolin - Small County Coalition of Florida" <CDoolin@nettally.com>, "Davin Suggs - Director of Public Policy-Florida Association of Counties" <dsuggs@fl-counties.com>, Florida Court Clerks & Comptrollers <info@flclerks.com>, Florida Division of Elections <DivElections@dos.myflorida.com>, "Florida State Association of Supervisors of Elections, Inc." <fsase@bplawfirm.net>, "Joy Frank - General Counsel-Florida Association of District School Superintendents" <jfrank@fadss.org>, "Martha Cleaver - Executive Director-Florida Association of Property Appraisers, Inc." <marthacleaver@fapa.net>, "Matt Dunagan - Deputy Executive Director of Operations-Florida Sheriffs Association" <mdunagan@flsheriffs.org>, Property Appraisers' Association of Florida <paaf@comcast.net>, "Ruth Melton - Director of Gov't Relations-Florida School Boards Association" <melton@fsba.org>, "Sarrah Glassner - Deputy Executive Director of Administration-Florida Sheriffs Association" <sglassner@flsheriffs.org>, "Steve Casey - Executive Director-Florida Sheriffs Association" <scasey@flsheriffs.org>, "Tim Qualls - Executive Director-Florida Tax Collectors, Inc." <tqualls@yvlaw.net>, "Trish Eldridge - Controller-Florida Sheriffs Association" <teldridge@flsheriffs.org>, Virginia Delegal - Executive Director-Florida Association of Counties <gdelegal@fl-counties.com>, "William Montford, III - CEO-Florida Association of District School Superintendents" <bmontford@fadss.org>
Cc: "O'Cain, Steve" <OCAIN.STEVE@leg.state.fl.us>
Subject: Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2017-18

Good afternoon,

The Florida Legislature's Office of Economic and Demographic Research has calculated the finalized salaries of elected county constitutional officers and school district officials for the 2017-18 fiscal year, pursuant to the statutory salary formula outlined in Chapter 145, Florida Statutes. Officers' salary increases in FY 2017-18 varied in range from 4 to 5 percent, depending on the county and officer.

At the present time, only the salary table is posted to the EDR's website (see link below), and I have attached this table as well. The full salary report will be available on the EDR's website in the near future.

<http://edr.state.fl.us/Content/local-government/reports/final2017-18.pdf>

Additionally, for your information, I have attached the Florida Department of Management Services' letter certifying the FY 2017-18 Annual Factor and Cumulative Annual Factor. These factors are components of the statutory salary formula calculation.

Please contact me if you have any questions.

Steven O'Cain, Senior Legislative Analyst
The Florida Legislature

Office of Economic and Demographic Research (EDR)
111 West Madison Street, Suite 574
Tallahassee, FL 32399-6588
Office Phone: 850-717-0470
E-mail: ocain.steve@leg.state.fl.us

Website: <http://edr.state.fl.us>

**Broward County Sheriff's Office
Employee Action History**

Page 1 of 1
10/06/2017 3:54:54 PM

D.EFFDT

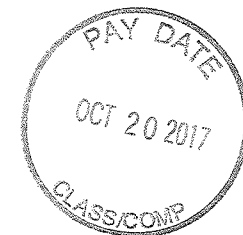
Emplid : 16924

Orig. Hire Date : 01/08/2013

Name : Scott Israel

Separation Date :

| S.No | Eff Date | Action | Action Reaso | Union Code | Pos # | Location | Pay Group | Pay Grad | Pay Ste | Hourly Rate | Base Pay | Full/Part Time | Empl Class | Job Classification |
|------|-----------|--------|-----------------|---------------|-------|----------|--------------|-------------|------------|----------------|-------------|-------------------|---------------|--------------------|
| 1 | 10/1/2017 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 89.73 | 186,631.00 | F | | Sheriff |
| 2 | 10/1/2016 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.94 | 178,764.98 | F | | Sheriff |
| 3 | 10/1/2015 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.62 | 178,098.96 | F | | Sheriff |
| 4 | 10/1/2014 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.37 | 177,575.01 | F | | Sheriff |
| 5 | 10/1/2013 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.03 | 176,863.02 | F | | Sheriff |
| 6 | 1/8/2013 | HIR | New Hire | EXE | 10003 | 2011 | SHF | 00 | 99 | 81.84 | 170,225.95 | F | | Sheriff |





Florida Department of
Law Enforcement

Richard L. Swearingen
Commissioner

Criminal Justice Professionalism
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
www.fdle.state.fl.us

Rick Scott, *Governor*
Pam Bondi, *Attorney General*
Jeff Atwater, *Chief Financial Officer*
Adam Putnam, *Commissioner of Agriculture*

October 31, 2016

Honorable Scott Israel
Sheriff Broward County
2601 West Broward Boulevard
Ft. Lauderdale, Florida 33312

Subject: Sheriff's Salary Supplement Qualification Calendar Year 2016

Dear Sheriff Israel:

Pursuant to §145.071(2)(a) – (c), Florida Statutes, you have satisfied the requirements to establish or maintain eligibility to receive the sheriffs salary supplement for 2016 by successfully completing the approved training listed below.

- | | |
|--|------------|
| • 2016 Winter Conference | 11.25 hrs. |
| • 31 st National Conference on Preventing Crime in the Black Community | 17.00 hrs. |

Total hours: 28.25

If you have further questions regarding your sheriff's salary supplement, please contact Ashley Redmon at 850-410-7350. Your participation in this program is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris B. Johnson", is written over a horizontal line.

Chris B. Johnson, Bureau Chief
Bureau of Professional Development
Florida Department of Law Enforcement

CBJ/acr

cc: Florida Sheriffs Association
Florida Criminal Justice Executive Institute



DATE: September 8, 2016
TO: Sheriff Scott Israel #16924
FROM: Major Chadwick E. Wagner, Director
Bureau of Human Resources
SUBJECT: Salary Adjustment – Fiscal 2016/17

We will be processing the increase to your pay as stipulated by county charter and state law (see attached). This does not include the certification program salary supplement for FY2016/17. Effective October 1, 2016, your new annual salary is \$178,765. This adjustment will be reflected in your pay check on October 21, 2016.

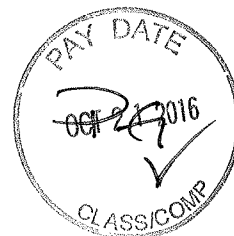
Should you have any questions or require additional information, please advise.

00/99
\$85.6245 hrly
\$178,098.96 Annual

Action/Reason:
✓ Pay Rate Change
- Adjustment

00/99
✓ \$85.9447 hrly
✓ \$178,765 Annual

cc: General Counsel Ronald Gunzburger, Office of General Counsel
Colonel John Dale, Executive Director, Department of Professional Standards
Director William MacDonald, Bureau of Finance
Director Dafne Perez, Office of Management and Budget
Employee Personnel File



**Salaries of
Elected County Constitutional Officers
and School District Officials
for Fiscal Year 2016-17**

September 2016

**The Florida Legislature's
Office of Economic and Demographic Research**



Office of Economic and Demographic Research

| County | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
|--------------|--|-----------------------|----------------------------|------------------|------------|-------------------------|-----------------------------------|-------------------------|
| | Clerk of Circuit Court | Property Appraiser | Supervisor of Elections | Tax Collector | Sheriff | County Commissioners | School Superintendent | School Board Members |
| Alachua | c | \$ 132,479 | \$ 132,479 | \$ 132,479 | \$ 132,479 | \$ 141,441 | \$ 73,937 | \$ 132,479 |
| Baker | e | \$ 99,777 | \$ 99,777 | \$ 99,777 | \$ 99,777 | \$ 108,740 | \$ 31,056 | \$ 99,777 |
| Bay | e | \$ 125,798 | \$ 125,798 | \$ 125,798 | \$ 125,798 | \$ 134,761 | \$ 65,297 | \$ 125,798 |
| Bradford | e | \$ 99,875 | \$ 99,875 | \$ 99,875 | \$ 99,875 | \$ 108,838 | \$ 31,149 | \$ 99,875 |
| Brevard | c | \$ 145,856 | \$ 145,856 | \$ 145,856 | \$ 145,856 | \$ 154,819 | \$ 86,678 | \$ 145,856 |
| Broward | c | \$ 169,802 | \$ 169,802 | \$ 169,802 | \$ 169,802 | \$ 178,765 | \$ 96,031 | \$ 169,802 |
| Calhoun | e | \$ 95,586 | \$ 95,586 | \$ 95,586 | \$ 95,586 | \$ 104,549 | \$ 27,064 | \$ 95,586 |
| Charlotte | c | \$ 125,107 | \$ 125,107 | \$ 125,107 | \$ 125,107 | \$ 134,070 | \$ 64,112 | \$ 125,107 |
| Citrus | e | \$ 122,235 | \$ 122,235 | \$ 122,235 | \$ 122,235 | \$ 131,197 | \$ 59,187 | \$ 122,235 |
| Clay | c e | \$ 128,874 | \$ 128,874 | \$ 128,874 | \$ 128,874 | \$ 137,837 | \$ 70,505 | \$ 128,874 |
| Collier | e | \$ 138,455 | \$ 138,455 | \$ 138,455 | \$ 138,455 | \$ 147,418 | \$ 79,629 | \$ 138,455 |
| Columbia | c e | \$ 109,024 | \$ 109,024 | \$ 109,024 | \$ 109,024 | \$ 117,987 | \$ 43,064 | \$ 109,024 |
| DeSoto | e | \$ 102,385 | \$ 102,385 | \$ 102,385 | \$ 102,385 | \$ 111,348 | \$ 33,540 | \$ 102,385 |
| Dixie | e | \$ 96,231 | \$ 96,231 | \$ 96,231 | \$ 96,231 | \$ 105,194 | \$ 27,679 | \$ 96,231 |
| Duval | c | \$ 153,561 | \$ 153,561 | \$ 153,561 | \$ 153,561 | \$ 162,524 | \$ 94,016 | \$ 153,561 |
| Escambia | e | \$ 135,978 | \$ 135,978 | \$ 135,978 | \$ 135,978 | \$ 144,940 | \$ 77,270 | \$ 135,978 |
| Flagler | e | \$ 117,736 | \$ 117,736 | \$ 117,736 | \$ 117,736 | \$ 126,699 | \$ 51,477 | \$ 117,736 |
| Franklin | e | \$ 94,676 | \$ 94,676 | \$ 94,676 | \$ 94,676 | \$ 103,639 | \$ 26,197 | \$ 94,676 |
| Gadsden | e | \$ 106,935 | \$ 106,935 | \$ 106,935 | \$ 106,935 | \$ 115,898 | \$ 37,873 | \$ 106,935 |
| Gilchrist | e | \$ 96,356 | \$ 96,356 | \$ 96,356 | \$ 96,356 | \$ 105,319 | \$ 27,798 | \$ 96,356 |
| Glades | e | \$ 95,016 | \$ 95,016 | \$ 95,016 | \$ 95,016 | \$ 103,979 | \$ 26,522 | \$ 95,016 |
| Gulf | e | \$ 96,190 | \$ 96,190 | \$ 96,190 | \$ 96,190 | \$ 105,153 | \$ 27,640 | \$ 96,190 |
| Hamilton | e | \$ 95,613 | \$ 95,613 | \$ 95,613 | \$ 95,613 | \$ 104,576 | \$ 27,090 | \$ 95,613 |
| Hardee | e | \$ 99,988 | \$ 99,988 | \$ 99,988 | \$ 99,988 | \$ 108,951 | \$ 31,257 | \$ 99,988 |
| Hendry | e | \$ 103,501 | \$ 103,501 | \$ 103,501 | \$ 103,501 | \$ 112,463 | \$ 34,602 | \$ 103,501 |
| Hernando | e | \$ 126,191 | \$ 126,191 | \$ 126,191 | \$ 126,191 | \$ 135,154 | \$ 65,971 | \$ 126,191 |
| Highlands | e | \$ 117,669 | \$ 117,669 | \$ 117,669 | \$ 117,669 | \$ 126,632 | \$ 51,360 | \$ 117,669 |
| Hillsborough | c | \$ 161,235 | \$ 161,235 | \$ 161,235 | \$ 161,235 | \$ 170,198 | \$ 96,031 | \$ 161,235 |
| Holmes | e | \$ 97,385 | \$ 97,385 | \$ 97,385 | \$ 97,385 | \$ 106,348 | \$ 28,778 | \$ 97,385 |
| Indian River | e | \$ 122,439 | \$ 122,439 | \$ 122,439 | \$ 122,439 | \$ 131,402 | \$ 59,538 | \$ 122,439 |
| Jackson | e | \$ 104,264 | \$ 104,264 | \$ 104,264 | \$ 104,264 | \$ 113,227 | \$ 38,530 | \$ 104,264 |
| Jefferson | e | \$ 95,576 | \$ 95,576 | \$ 95,576 | \$ 95,576 | \$ 104,539 | \$ 27,055 | \$ 95,576 |
| Lafayette | e | \$ 93,608 | \$ 93,608 | \$ 93,608 | \$ 93,608 | \$ 102,571 | \$ 24,753 | \$ 93,608 |
| Lake | e | \$ 136,625 | \$ 136,625 | \$ 136,625 | \$ 136,625 | \$ 145,587 | \$ 77,886 | \$ 136,625 |
| Lee | c | \$ 148,190 | \$ 148,190 | \$ 148,190 | \$ 148,190 | \$ 157,153 | \$ 88,900 | \$ 148,190 |
| Leon | c e | \$ 134,465 | \$ 134,465 | \$ 134,465 | \$ 134,465 | \$ 143,428 | \$ 75,829 | \$ 134,465 |
| Levy | e | \$ 104,291 | \$ 104,291 | \$ 104,291 | \$ 104,291 | \$ 113,254 | \$ 35,355 | \$ 104,291 |
| Liberty | e | \$ 93,620 | \$ 93,620 | \$ 93,620 | \$ 93,620 | \$ 102,583 | \$ 24,775 | \$ 93,620 |
| Madison | e | \$ 97,149 | \$ 97,149 | \$ 97,149 | \$ 97,149 | \$ 106,112 | \$ 28,553 | \$ 97,149 |
| Manatee | e | \$ 138,827 | \$ 138,827 | \$ 138,827 | \$ 138,827 | \$ 147,790 | \$ 79,983 | \$ 138,827 |
| Marion | e | \$ 138,281 | \$ 138,281 | \$ 138,281 | \$ 138,281 | \$ 147,244 | \$ 79,463 | \$ 138,281 |
| Martin | e | \$ 123,194 | \$ 123,194 | \$ 123,194 | \$ 123,194 | \$ 132,157 | \$ 60,832 | \$ 123,194 |
| Miami-Dade | c | \$ 183,914 | \$ 183,914 | \$ 183,914 | \$ 183,914 | \$ 192,877 | \$ 96,031 | \$ 183,914 |
| Monroe | e | \$ 110,649 | \$ 110,649 | \$ 110,649 | \$ 110,649 | \$ 119,612 | \$ 44,611 | \$ 110,649 |
| Nassau | e | \$ 111,276 | \$ 111,276 | \$ 111,276 | \$ 111,276 | \$ 120,239 | \$ 45,208 | \$ 111,276 |
| Okaloosa | e | \$ 127,881 | \$ 127,881 | \$ 127,881 | \$ 127,881 | \$ 136,844 | \$ 68,867 | \$ 127,881 |
| Okeechobee | e | \$ 104,158 | \$ 104,158 | \$ 104,158 | \$ 104,158 | \$ 113,121 | \$ 35,228 | \$ 104,158 |
| Orange | c | \$ 159,986 | \$ 159,986 | \$ 159,986 | \$ 159,986 | \$ 168,949 | \$ 96,031 | \$ 159,986 |
| Osceola | c | \$ 136,070 | \$ 136,070 | \$ 136,070 | \$ 136,070 | \$ 145,033 | \$ 77,358 | \$ 136,070 |
| Palm Beach | c | \$ 162,138 | \$ 162,138 | \$ 162,138 | \$ 162,138 | \$ 171,101 | \$ 96,031 | \$ 162,138 |
| Pasco | e | \$ 144,196 | \$ 144,196 | \$ 144,196 | \$ 144,196 | \$ 153,158 | \$ 85,096 | \$ 144,196 |
| Pinellas | c | \$ 154,444 | \$ 154,444 | \$ 154,444 | \$ 154,444 | \$ 163,407 | \$ 94,857 | \$ 154,444 |
| Polk | c | \$ 147,455 | \$ 147,455 | \$ 147,455 | \$ 147,455 | \$ 156,418 | \$ 88,200 | \$ 147,455 |
| Putnam | e | \$ 110,259 | \$ 110,259 | \$ 110,259 | \$ 110,259 | \$ 119,222 | \$ 44,240 | \$ 110,259 |
| St. Johns | e | \$ 129,700 | \$ 129,700 | \$ 129,700 | \$ 129,700 | \$ 138,663 | \$ 71,291 | \$ 129,700 |
| St. Lucie | e | \$ 134,687 | \$ 134,687 | \$ 134,687 | \$ 134,687 | \$ 143,650 | \$ 76,041 | \$ 134,687 |
| Santa Rosa | e | \$ 124,635 | \$ 124,635 | \$ 124,635 | \$ 124,635 | \$ 133,598 | \$ 63,302 | \$ 124,635 |
| Sarasota | c | \$ 141,701 | \$ 141,701 | \$ 141,701 | \$ 141,701 | \$ 150,664 | \$ 82,721 | \$ 141,701 |
| Seminole | c | \$ 143,194 | \$ 143,194 | \$ 143,194 | \$ 143,194 | \$ 152,157 | \$ 84,143 | \$ 143,194 |
| Sumter | e | \$ 119,339 | \$ 119,339 | \$ 119,339 | \$ 119,339 | \$ 128,302 | \$ 54,224 | \$ 119,339 |
| Suwannee | e | \$ 105,637 | \$ 105,637 | \$ 105,637 | \$ 105,637 | \$ 114,600 | \$ 36,637 | \$ 105,637 |
| Taylor | e | \$ 98,368 | \$ 98,368 | \$ 98,368 | \$ 98,368 | \$ 107,330 | \$ 29,713 | \$ 98,368 |
| Union | e | \$ 96,046 | \$ 96,046 | \$ 96,046 | \$ 96,046 | \$ 105,009 | \$ 27,503 | \$ 96,046 |
| Volusia | c | \$ 144,709 | \$ 144,709 | \$ 144,709 | \$ 144,709 | \$ 153,672 | \$ 85,585 | \$ 144,709 |
| Wakulla | c e | \$ 101,211 | \$ 101,211 | \$ 101,211 | \$ 101,211 | \$ 110,174 | \$ 32,421 | \$ 101,211 |
| Walton | e | \$ 107,014 | \$ 107,014 | \$ 107,014 | \$ 107,014 | \$ 115,977 | \$ 41,149 | \$ 107,014 |
| Washington | e | \$ 99,090 | \$ 99,090 | \$ 99,090 | \$ 99,090 | \$ 108,053 | \$ 30,402 | \$ 99,090 |

A "c" denotes each of Florida's 20 charter counties, according to the Florida Association of Counties (FAC).
[<http://www.fl-counties.com/about-floridas-counties/charter-county-information>]
An "e" denotes those school districts having an elected school superintendent, according to the Florida Association of District School Superintendents (FADSS).
[<http://www.fadss.org/membership/superintendents>]

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| <p align="center">Table 3 Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2016-17 Pursuant to the Salary Formula in Chapter 145, Florida Statutes See Table Notes for Additional Clarification</p> | | | | | | | | |
|---|--|-----------------------|----------------------------|------------------|---------|-----------------------------------|--------------------------|-------------------------|
| County | Elected County Constitutional Officers | | | | | Elected School District Officials | | |
| | Clerk of Circuit Court | Property Appraiser | Supervisor of Elections | Tax Collector | Sheriff | County Commissioners | School Superintendent | School Board Members |
| <p>Notes:</p> <p>1) Salary figures have been calculated by the Florida Legislature's Office of Economic and Demographic Research (EDR) pursuant to the statutory formula in Chapter 145, F.S. Although not required by law, the EDR calculates salaries of elected county constitutional officers and school district officials as a service to county governments and school districts. County and school district officials are encouraged to independently compute and verify these salary figures.</p> <p>2) The calculated salary figures for all officers reflect the use of 2015 countywide population estimates listed in "Florida Estimates of Population 2015" published by the University of Florida's Bureau of Economic and Business Research.</p> <p>3) These salary figures may not be applicable to those elected county officers of a chartered consolidated government or those elected officers in counties having a home rule charter, which specifies another method of salary compensation. As indicated in this table, Florida currently has 20 charter counties.</p> <p>4) Salary figures are included for each school district's superintendent even though the salaries determined by statutory formula are applicable only to elected school superintendents. As indicated in this table, Florida currently has 41 elected school superintendents.</p> <p>5) These salary figures do not include any special qualification salary available to eligible clerks of circuit court, property appraisers, sheriffs, supervisors of elections, and tax collectors who have completed the required certification program specified in the relevant sections of Chapter 145, F.S. Additionally, the salary figures for elected school superintendents do not include any special qualification salary and performance salary incentive available to eligible elected school superintendents who have completed the required certification programs specified in Section 1001.47, F.S.</p> <p>6) As the result of recent statutory authorizations (i.e., Chapters 2009-3, 2009-59, and 2011-158, L.O.F.), each elected county constitutional officer and school district official may voluntarily reduce his or her salary rate. However, the salary figures listed in this table do not reflect any such voluntary reductions.</p> <p>7) This table reflects the statutory change enacted by Chapter 2016-157, L.O.F., which made the base salaries and group rates used to calculate a supervisor of election's salary the same as the current base salaries and group rates used to calculate the salaries of the clerks of circuit court, county comptrollers, property appraisers, and tax collectors.</p> <p>8) Pursuant to law, the Florida Department of Management Services must annually certify two components of the salary formula calculation: the annual factor and cumulative annual factor. For the 2016-17 fiscal year, the certified annual factor is 1.0015 and the certified cumulative annual factor is 3.2885.</p> | | | | | | | | |

Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2016-17

Summary:

The practice of determining the compensation of Florida's county constitutional officers by state law was sanctioned by the Constitution of 1885 and has been maintained since the 1968 constitutional revision.¹ However, it was not until 1973 that the Legislature authorized the salary compensation formula that was the precursor to its present form.² Prior to that legislation, the authorization of changes to county officers' compensation required frequent legislative action. A summary of these historical constitutional provisions and general law amendments can be found in this report's appendix.

In expressing its intent, the Legislature determined that a uniform salary law was needed to replace the previous local law method of determining compensation, which was haphazard, preferential, inequitable, and probably unconstitutional.³ In addition, the Legislature intended to provide for uniform compensation of county officers having substantially equal duties and responsibilities and basing these uniform salary schedules on countywide population. Furthermore, in acknowledging the Legislature's stated intent for uniformity, Florida's Attorney General opined in 2008 that a sheriff could not voluntarily reduce his or her salary below that established by law.⁴ However, in 2009, the Legislature authorized district school board members and elected school superintendents to reduce their salaries on a voluntary basis.⁵ Furthermore, in 2011, the Legislature authorized county commissioners, clerks of circuit court, county comptrollers, sheriffs, supervisors of elections, property appraisers, and tax collectors to voluntarily reduce their salaries.⁶

The statutory salary provisions apply to all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to the provisions of a county home rule charter, as well as those officials of counties that have a chartered consolidated form of government as provided in Chapter 67-1320, L.O.F., (i.e., Duval County).⁷ The adoption of a charter provides the county's electors with a mechanism to fundamentally alter the form of county government and the status of constitutional officers.⁸ Salaries have been computed for all officers of charter counties and are provided for reference purposes even though the statutorily-calculated figures may not be applicable.

The current salary formula methodology specifies that the latest official population census counts or intercensal estimates for the years between decennial censuses serve as a major component of the salary computation. In addition to the population figures, the salary formula contains five other components. The *base salary* and *group rate* components for the separate officers are specified in various sections of Chapter

1. Section 5, Art. II, State Constitution.

2. Chapter 73-173, L.O.F.

3. Section 145.011, F.S.

4. Florida Attorney General Opinion 2008-28 available at <http://my.floridalegal.com/ago.nsf/Opinions>.

5. Chapters 2009-3 and 2009-59, L.O.F.

6. Chapter 2011-158, L.O.F.

7. Section 145.012, F.S.

8. According to the Florida Association of Counties, Florida's charter counties and their respective year of charter adoption are as follows: Alachua (1987), Brevard (1994), Broward (1975), Charlotte (1986), Clay (1991), Columbia (2002), Duval (1968), Hillsborough (1983), Lee (1996), Leon (2002), Miami-Dade (1957), Orange (1987), Osceola (1992), Palm Beach (1985), Pinellas (1980), Polk (1998), Sarasota (1971), Seminole (1989), Volusia (1971) and Wakulla (2008) available at <http://www.fl-counties.com/about-floridas-counties/charter-county-information>.

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145, F.S., for elected county officers and Chapter 1001, F.S., for elected school district officials.⁹ The *initial factor* component is currently set in law as a constant numerical value.¹⁰ The Florida Department of Management Services (DMS) annually certifies the remaining two components, the *annual factor* and *cumulative annual factor*, used in the salary formula calculations.¹¹ Traditionally, this annual certification has occurred in late summer, typically during the month of August or September.¹²

Prior to 1984, the Florida Department of Community Affairs calculated salaries for county constitutional officers; however, that authority was deleted from law during the 1984 legislative session.¹³ From 1985 through 2009, the former Legislative Committee on Intergovernmental Relations continued the annual salary calculations for county constitutional officers and elected school officials as a service to governmental units. Since 2010, the Legislature's Office of Economic and Demographic Research (EDR) has made the annual calculations. Since the EDR is not required by law to perform these calculations, county government and school district officials are encouraged to independently verify the salaries of their respective elected officials.

General Law Amendments Affecting Elected County and School District Officers' Compensation:

Chapter 2016-157, L.O.F., made the base salaries and group rates used to calculate a supervisor of election's salary the same as the current base salaries and group rates used to calculate the salaries of the clerks of circuit court, county comptrollers, property appraisers, and tax collectors.

Definition of Terms Relevant to the Current Statutory Formula:

Population means the latest annual determination of population of local governments produced by the EDR and provided to the Governor's Office in accordance with s. 186.901, F.S.¹⁴ For the years between decennial censuses, the University of Florida's Bureau of Economic and Business Research (BEBR) generates annual population estimates for local governments, in accordance with a contract administered by the EDR. *Salary* means the total annual compensation, payable under the schedules set forth in Chapter 145, F.S., to be paid to an officer as personal income.¹⁵ *Annual Factor* means 1 plus the lesser of either: 1) the average percentage increase in the salaries of state career service employees for the current fiscal year as determined by the DMS or as provided in the General Appropriations Act; or 2) 7 percent.¹⁶ *Cumulative Annual Factor* means the product of all annual factors certified under this act prior to the fiscal year for which salaries are being calculated.¹⁷ *Initial Factor* means a factor of 1.292, which is the product, rounded to the nearest thousandth, of an earlier cost-of-living increase factor authorized by Chapter 73-173, L.O.F., and intended by the Legislature to be preserved in adjustments to salaries made prior to the enactment of Chapter 76-80, L.O.F., multiplied by the annual increase factor authorized by Chapter 79-327, L.O.F.¹⁸

9. Sections 145.031, 145.051, 145.071, 145.09, 145.10, 145.11, 1001.395, 1001.47, F.S.

10. Section 145.19(1)(c), F.S.

11. Section 145.19(2), F.S.

12. The letter from the Department of Management Services' Division of Human Resource Management, which certified the annual factor and cumulative annual factor for the 2016-17 fiscal year, was dated August 25, 2016. (Letter on file with the EDR.)

13. Chapter 84-241, L.O.F.

14. Section 145.021(1), F.S.

15. Section 145.021(2), F.S.

16. Section 145.19(1)(a), F.S.

17. Section 145.19(1)(b), F.S.

18. Section 145.19(1)(c), F.S.

Salary Computation Methodology:

STEP 1 of the salary computation involves the determination of the relevant population group number for the elected officer based on the countywide population. **Table 1** lists the official 2015 county population estimates used to compute the 2016-17 salaries.

Two sets of countywide population ranges are used to determine the salaries of the elected officers. One set applies to the clerk of circuit court, county comptroller (if applicable), tax collector, property appraiser, supervisor of elections, sheriff, and school superintendent. The second set applies only to county commissioners and school board members. Each population range has an assigned population group number.

STEP 2 of the salary computation involves the determination of the relevant base salary and group rate that corresponds to the population group number determined in the first step. **Table 2** displays the applicable sets of population ranges, base salaries, and group rates, which correspond to each population group number.

STEP 3 involves computing the salaries of elected county officers using the following formula.

$$\text{Salary} = [\text{Base Salary} + (\text{Population Above Group Minimum} \times \text{Group Rate})] \times \\ \text{Initial Factor} \times \text{Certified Annual Factor} \times \text{Certified Cumulative Annual Factor}$$

Sample Computation of Salary:

Alachua County's Clerk of Circuit Court, Property Appraiser, Supervisor of Elections, and Tax Collector

| | |
|---|----------|
| 2015 Population Estimate: | 254,893 |
| Group Number (IV) Minimum: | 200,000 |
| Corresponding Base Salary (i.e., Group IV): | \$30,175 |
| Corresponding Group Rate (i.e., Group IV): | 0.01575 |
| Initial Factor: | 1.292 |
| Certified Annual Factor: | 1.0015 |
| Certified Cumulative Annual Factor: | 3.2985 |

$$\text{Salary} = [\$30,175 + [(254,893 - 200,000) \times 0.01575]] \times 1.292 \times 1.0015 \times 3.2985 = \$132,479$$

Salaries of Elected County Constitutional Officers:

Table 3 displays the salaries for the county constitutional officers calculated pursuant to the statutory formula. As previously mentioned, these salaries apply to all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to the provisions of a county home rule charter, as well as those officials of counties that have a chartered consolidated form of government as provided in Chapter 67-1320, L.O.F., (i.e., Duval County). The formula-based salaries of supervisors of elections are based upon a five-day workweek; however, if a supervisor does not keep his or her office open five days per week then the salary is prorated accordingly.¹⁹ The EDR's calculation of each supervisor of elections' salary is based on the assumption of a five-day workweek and does not reflect any applicable pro rata reduction. Each elected county constitutional officer may reduce his or her salary rate on a voluntary basis; however, the salary figures published in this report do not reflect any such voluntary reductions.²⁰

19. Sections 145.09(2), F.S.

20. Sections 145.031(3), 145.051(3), 145.071(3), 145.09(4), 145.10(3), 145.11(3), F.S.

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Additionally, these salary figures do not include any special qualification salary (discussed in the section entitled *Additional Compensation*), which may be awarded to eligible officers.

Salaries of Elected School Superintendents and School Board Members:

Table 3 also displays the salaries for the school superintendents and school board members calculated pursuant to the statutory formula. The formula-based salary computation is made for each school district's superintendent and included in the table even though the statutory provisions apply only to elected superintendents. Additionally, the salary figures do not include any special qualification salary, performance salary incentive, or district school board-approved salary (each discussed in the section entitled *Additional Compensation*), which may be awarded to eligible elected school superintendents. Each elected school board member and school superintendent may also reduce his or her salary rate on a voluntary basis; however, the salary figures published in this report do not reflect any such voluntary reductions.²¹

Effective Date of Salary Changes:

Elected county and school officers' salaries are adjusted annually pursuant to law, but the law fails to specify the effective date of these annual changes.²² Florida's county governments operate on the October 1st to September 30th local fiscal year, while Florida's school districts operate on the July 1st to June 30th state fiscal year. In an attempt to clarify this uncertainty, Florida's Attorney General opined that salary increases are effective October 1st for the elected county officers and July 1st for the elected school district officials.²³

Additional Compensation:

Select county constitutional officers are eligible to receive a special qualification salary of up to \$2,000 added to their formula-based salary; however, the officer must first successfully complete the required certification program.²⁴ Any officer becoming certified during a calendar year receives in that year a pro rata share of the special qualification salary based on the remaining period of the year. Any special qualification salary is added after the calculation of the formula-based salary.

Certification programs are offered to the clerks of circuit court, sheriffs, supervisors of elections, property appraisers, tax collectors, and elected school superintendents, and the officer is required to complete a course of continuing education to remain certified.²⁵ The following state agencies prescribe the courses of continuing education: the Supreme Court for clerks of circuit court; the Department of Law Enforcement for sheriffs; the Department of State's Division of Elections for supervisors of elections; the Department of Revenue for property appraisers and tax collectors; and the Department of Education for elected school superintendents.

In addition to the special qualification salary for elected school superintendents, the Department of Education also provides a leadership development and performance compensation program, which consists of two phases: a content, knowledge, and skills phase; and a competency acquisition phase.²⁶ Upon successful completion of both phases and demonstrated successful performance, the school superintendent is issued a Chief Executive Officer Leadership Development Certificate and given an annual performance salary incentive of not less than \$3,000 nor more than \$7,500 based upon his or her performance evaluation. For elected school superintendents, current law also provides that a district school board may approve, by

21. Sections 1001.395(2), 1001.47(6), F.S.

22. Section 145.19(2), F.S.

23. Florida Attorney General Opinion 79-87.

24. Section 145.19(2), F.S.

25. Sections 145.051(2), 145.071(2), 145.09(3), 145.10(2), 145.11(2), 1001.47(4), F.S.

26. Section 1001.47(5), F.S.

majority vote, a salary in excess of the formula-based amount.²⁷

Payment of Group Insurance Premiums or Charges:

Current law authorizes the payment of premiums or charges for group insurance for those county officers whose compensation is fixed by Chapter 145, F.S.²⁸ All or any portion of the payment of the costs of life, health, accident, hospitalization, or annuity insurance for county officers, as authorized in s. 112.08, F.S., is not deemed to be compensation within the purview of Chapter 145, F.S.²⁹

Role of the EDR:

As previously mentioned, the EDR has continued the annual calculations of elected county constitutional officers and school district officials' salaries as a service to interested parties. No legislative entity is under statutory obligation to perform these annual calculations; therefore, county government and school district officials are encouraged to independently compute the salaries of their own elected officers in order to verify the salary figures published in this report.

Beyond making the formula-based salary calculations and publishing this annual report, the EDR does not collect any of the following information: 1) the salary figures of those officers whose salaries are not set pursuant to the statutory formula; 2) the salary figures of those officers choosing to voluntarily reduce their salary; 3) a listing of county constitutional officers and elected school superintendents receiving any special qualification salary and the amounts of those supplemental awards; 4) a listing of elected school superintendents receiving any performance salary incentive or district school board-approved salary and the amounts of those supplemental awards; and 5) the amounts of any group insurance premiums or charges paid on behalf of those county officers whose compensation is fixed by law. Persons interested in obtaining such figures should contact the county government or school district directly.

Florida Attorney General Opinions:

Florida's Attorney General has issued the following legal opinions relevant to the salary issue.

| <u>Opinion #</u> | <u>Subject</u> |
|------------------|--|
| 2008-28 | Sheriff – voluntary reduction of salary |
| 99-63 | Clerk, fees imposed on county commission |
| 93-94 | Class C travel and mileage reimbursements |
| 93-31 | Fee officer's salary |
| 91-68 | Florida Retirement System |
| 82-68 | Salary incentive benefits for sheriff |
| 81-45 | Ch. 80-377; school boards |
| 79-87 | County officers' salary adjustments |
| 79-66 | Salary of county officer, deficiency |
| 78-159 | Payment of clerk's social security benefits |
| 77-131 | School board members, group insurance purchase |
| 76-157 | Sheriffs and financial reports |
| 75-241 | Investment income as interest |
| 75-147 | Public funds for group life insurance |

27. Section 1001.47(1), F.S.

28. Section 112.14, F.S.

29. Section 145.131(3), F.S.

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- 74-184 Changes in salaries and county population
 74-177 Calculating filing fees for candidates

The full texts of those opinions are available via the searchable online database of legal opinions.³⁰ Local government officials seeking more clarification should review the opinions in their entirety. The reader should keep the date of the opinion in mind when reviewing its relevance to current law or any interpretations that have been articulated in Florida case law.

Salaries of Other Elected State Officials and Full-Time Members of Commissions:

The salaries of Florida's elected state officials and full-time members of commissions are not set by a statutory salary formula, but are set annually in the General Appropriations Act and may be reduced on a voluntary basis.³¹ Listed below are the salaries of those elected officials and commission members, effective July 1, 2016, which do not reflect any voluntary reductions.

| Elected State Officials and Full-Time Commission Members | Salary |
|---|---------------|
| Governor | \$ 130,273 |
| Lieutenant Governor | \$ 124,851 |
| Chief Financial Officer | \$ 128,972 |
| Attorney General | \$ 128,972 |
| Commissioner of Agriculture | \$ 128,972 |
| Supreme Court Justice | \$ 162,200 |
| Judges - District Court of Appeal | \$ 154,140 |
| Judges - Circuit Courts | \$ 146,080 |
| Judges - County Courts | \$ 138,020 |
| State Attorneys | \$ 154,140 |
| Public Defenders | \$ 154,140 |
| Commissioner-Public Service Commission | \$ 131,036 |
| Public Employees Relations Commission Chair | \$ 96,789 |
| Public Employees Relations Commission Commissioners | \$ 45,862 |
| Commissioner-Parole and Probation | \$ 91,724 |
| Criminal Conflict and Civil Regional Counsels | \$ 105,000 |

The annual salaries of members of the Florida Senate and House of Representatives are set as a fixed dollar amount, but current law includes a provision for annual adjustment on July 1st based on the average percentage increase in the salaries of state career service employees for the fiscal year just concluded.³² However, notwithstanding the provisions of s. 11.13(1), F.S., the authorized salaries of state legislators for the 2016-17 fiscal year are set at the same level in effect on July 1, 2010.³³ Consequently, the 2016-17 salaries for the Senate President and House Speaker are \$41,181 each, and the salaries for all other Senate and House members are \$29,697 each.

30. <http://myfloridalegal.com/ago.nsf/Opinions>

31. Section 8 of Chapter 2016-66, L.O.F.

32. Section 11.13(1), F.S.

33. Section 115 of Chapter 2016-62, L.O.F.

Availability of Historical Salary Data:

Several compilations of prior years' salary data are available.³⁴

34. <http://edr.state.fl.us/Content/local-government/data/data-a-to-z/s-z.cfm>

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| Table 1 Florida's 2015 County Population Estimates | | | |
|---|------------|----------------------|-------------------|
| County | Population | County | Population |
| Alachua | 254,893 | Lee | 665,845 |
| Baker | 27,017 | Leon | 284,443 |
| Bay | 173,310 | Levy | 40,448 |
| Bradford | 27,310 | Liberty | 8,698 |
| Brevard | 561,714 | Madison | 19,200 |
| Broward | 1,827,367 | Manatee | 349,334 |
| Calhoun | 14,549 | Marion | 341,205 |
| Charlotte | 167,141 | Martin | 150,062 |
| Citrus | 141,501 | Miami-Dade | 2,653,934 |
| Clay | 201,277 | Monroe | 74,206 |
| Collier | 343,802 | Nassau | 76,536 |
| Columbia | 68,163 | Okaloosa | 191,898 |
| DeSoto | 34,777 | Okeechobee | 40,052 |
| Dixie | 16,468 | Orange | 1,252,396 |
| Duval | 905,574 | Osceola | 308,327 |
| Escambia | 306,944 | Palm Beach | 1,378,417 |
| Flagler | 101,353 | Pasco | 487,588 |
| Franklin | 11,840 | Pinellas | 944,971 |
| Gadsden | 48,315 | Polk | 633,052 |
| Gilchrist | 16,839 | Putnam | 72,756 |
| Glades | 12,853 | St. Johns | 213,566 |
| Gulf | 16,346 | St. Lucie | 287,749 |
| Hamilton | 14,630 | Santa Rosa | 162,925 |
| Hardee | 27,645 | Sarasota | 392,090 |
| Hendry | 38,096 | Seminole | 442,903 |
| Hernando | 176,819 | Sumter | 115,657 |
| Highlands | 100,748 | Suwannee | 44,452 |
| Hillsborough | 1,325,563 | Taylor | 22,824 |
| Holmes | 19,902 | Union | 15,918 |
| Indian River | 143,326 | Volusia | 510,494 |
| Jackson | 50,458 | Wakulla | 31,283 |
| Jefferson | 14,519 | Walton | 60,687 |
| Lafayette | 8,664 | Washington | 24,975 |
| Lake | 316,569 | Florida Total | 19,815,183 |
| Data Source: "Florida Estimates of Population 2015" Bureau of Economic and Business Research, University of Florida. | | | |

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| Table 2 Salary Computation Statistics | | | | | |
|--|-----------------------------|-------------------------|---------|----------------|---------------|
| Elected County Constitutional Officers | Population Group Numbers | County Population Range | | Base Salary | Group Rate |
| | | Minimum | Maximum | | |
| Clerk of Circuit Court Comptroller Property Appraiser Supervisor of Elections Tax Collector ss. 145.051, 145.09, 145.10, and 145.11, F.S. | I | 0 | 49,999 | \$21,250 | 0.07875 |
| | II | 50,000 | 99,999 | \$24,400 | 0.06300 |
| | III | 100,000 | 199,999 | \$27,550 | 0.02625 |
| | IV | 200,000 | 399,999 | \$30,175 | 0.01575 |
| | V | 400,000 | 999,999 | \$33,325 | 0.00525 |
| | VI | 1,000,000 | | \$36,475 | 0.00400 |
| Sheriff s. 145.071, F.S. | I | 0 | 49,999 | \$23,350 | 0.07875 |
| | II | 50,000 | 99,999 | \$26,500 | 0.06300 |
| | III | 100,000 | 199,999 | \$29,650 | 0.02625 |
| | IV | 200,000 | 399,999 | \$32,275 | 0.01575 |
| | V | 400,000 | 999,999 | \$35,425 | 0.00525 |
| | VI | 1,000,000 | | \$38,575 | 0.00400 |
| County Commissioners s. 145.031, F.S. | I | 0 | 9,999 | \$4,500 | 0.150 |
| | II | 10,000 | 49,999 | \$6,000 | 0.075 |
| | III | 50,000 | 99,999 | \$9,000 | 0.060 |
| | IV | 100,000 | 199,999 | \$12,000 | 0.045 |
| | V | 200,000 | 399,999 | \$16,500 | 0.015 |
| | VI | 400,000 | 999,999 | \$19,500 | 0.005 |
| | VII | 1,000,000 | | \$22,500 | 0.000 |
| Elected School District Officials | Population Group Numbers | County Population Range | | Base Salary | Group Rate |
| | | Minimum | Maximum | | |
| School Superintendent s. 1001.47, F.S. | I | 0 | 49,999 | \$21,250 | 0.07875 |
| | II | 50,000 | 99,999 | \$24,400 | 0.06300 |
| | III | 100,000 | 199,999 | \$27,550 | 0.02625 |
| | IV | 200,000 | 399,999 | \$30,175 | 0.01575 |
| | V | 400,000 | 999,999 | \$33,325 | 0.00525 |
| | VI | 1,000,000 | | \$36,475 | 0.00400 |
| School Board Members s. 1001.395, F.S. | I | 0 | 9,999 | \$5,000 | 0.083300 |
| | II | 10,000 | 49,999 | \$5,833 | 0.020830 |
| | III | 50,000 | 99,999 | \$6,666 | 0.016680 |
| | IV | 100,000 | 199,999 | \$7,500 | 0.008330 |
| | V | 200,000 | 399,999 | \$8,333 | 0.004165 |
| | VI | 400,000 | 999,999 | \$9,166 | 0.001390 |
| | VII | 1,000,000 | | \$10,000 | 0.000000 |
| Note: This table reflects the statutory change enacted by Chapter 2016-157, Laws of Florida, which made the base salaries and group rates used to calculate a supervisor of election's salary the same as the current base salaries and group rates used to calculate the salaries of the clerks of circuit court, county comptrollers, property appraisers, and tax collectors. | | | | | |

Appendix

Summary of Relevant Constitutional Provisions and Statutory Changes

Article III, section 27 and Article VIII, section 6 of the Florida Constitution of 1885 stated that the Legislature provides for the election of county officers and prescribes by law their powers, duties, and compensation.

Chapter 7334, 1917 Laws of Florida (L.O.F.), established by defined schedule the compensation of all county officials previously paid in whole or in part on the basis of fees or commissions.

Chapter 8497, 1921 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 9270, 1923 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 11954, 1927 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 14502, 1929 L.O.F., required fee or commission-based county officials to file itemized sworn statements showing receipts and disbursements of the office.

Chapter 14665, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, county judge, county assessor of taxes, superintendent of public instruction, tax collector, and clerk of the board of county commissioners in those counties having a population not less than 10,630 and not greater than 10,650.

Chapter 14666, 1931 L.O.F., set the annual compensation of clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk of civil court and criminal court of record in those counties having a population greater than 155,000.¹

Chapter 15607, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, justice of the peace, and clerk of criminal court of record in those counties having a population not less than 13,600 and not greater than 13,650.

Chapter 15608, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, and clerk of civil court and criminal court of record in those counties having a population not less than 35,000 and not greater than 45,000.

Chapter 15611, 1931 L.O.F., set the annual compensation for county judge in those counties having a population not less than 7,200 and not greater than 7,400.

Chapter 15739, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, and county judge in those counties having a population not less than 19,000 and not greater than 22,000.

1. The title of tax assessor was subsequently changed to property appraiser per Chapter 77-102, L.O.F.

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Chapter 15740, 1931 L.O.F., set the annual compensation for county judge, sheriff, clerk of circuit court, tax assessor, and tax collector in those counties having a population more than 17,650 and less than 19,000.

Chapter 15968, 1933 L.O.F., set the annual compensation for sheriff, tax assessor, tax collector, clerk of circuit court, and county judge in those counties having a population not more than 3,600 and not less than 3,400.

Chapter 15970, 1933 L.O.F., set the annual compensation for all county officials in those counties having a population not less than 18,100 and not more than 18,700.

Chapter 15971, 1933 L.O.F., set the annual compensation for county judge, sheriff, tax collector, tax assessor, justice of the peace, and constable in those counties having a population not less than 2,466 and not more than 2,500.

Chapter 15972, 1933 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and board of county commissioners in those counties having a population not less than 19,000 and not more than 22,000.

Chapter 15973, 1933 L.O.F., set the annual compensation for supervisor of registration, superintendent of public instruction, and justice of the peace in those counties having a population not less than 18,100 and not more than 18,700.

Chapter 15974, 1933 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax collector, tax assessor, county judge, clerk of county court and criminal court of record, superintendent of public instruction, supervisor of registration, members of the board of public instruction, and probation officer in those counties having a population not less than 70,000 and not more than 140,000.

Chapter 15975, 1933 L.O.F., set the annual compensation for county judge, sheriff, clerk of circuit court, superintendent of public instruction, tax assessor, tax collector, supervisor of registration, county commissioners, county board of public instruction, justice of the peace, constable, attorney for the board of county commissioners, attorney for the board of public instruction, and deputy sheriff in those counties having a population not less than 12,456 and not more than 12,900.

Chapter 15976, 1933 L.O.F., set the annual compensation for members of the board of county commissioners, members of the board of public instruction, county judge, county prosecuting attorney, and superintendent of public instruction of Jefferson County.

Chapter 15977, 1933 L.O.F., set the annual compensation for sheriff, tax collector, tax assessor, clerk of circuit court, and superintendent of public instruction in those counties having a population not less than 13,600 and not more than 13,700.

Chapter 15979, 1933 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax assessor, tax collector, county judge, clerk of criminal court of record, justice of the peace, and constable in those counties having a population not less than 49,800 and not more than 53,500.

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Chapter 15980, 1933 L.O.F., set the annual compensation for superintendent of public instruction, members of the board of county commissioners, members of the board of public instruction, and supervisor of registration in those counties having a population not less than 3,400 and not more than 3,700.

Chapter 16006, 1933 L.O.F., authorized the board of county commissioners in those counties having a population not less than 13,600 and not more than 13,700 to designate the number of deputies and the compensation of deputies in the offices of the sheriff, tax collector, tax assessor, and clerk of circuit court.

Chapter 16921, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk of civil and criminal court of record in those counties having a population more than 180,000.

Chapter 16922, 1935 L.O.F., set the annual compensation for county judge, tax assessor, tax collector, and superintendent of public instruction in those counties having a population not less than 4,060 and not more than 4,070.

Chapter 16923, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk in those counties having a population not less than 20,000 and not more than 23,000.

Chapter 16924, 1935 L.O.F., set the annual compensation for county commissioners, members of the board of public instruction, and superintendent of public instruction in those counties having a population not less than 6,418 and not more than 6,500.

Chapter 16925, 1935 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax collector, tax assessor, county judge, clerk of county court and criminal court of record in those counties having a population not less than 70,000 and not more than 140,000.

Chapter 16926, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, and county judge in those counties having a population not less than 12,400 and not more than 12,500.

Chapter 16927, 1935 L.O.F., set the annual compensation for clerk of circuit court as county auditor, clerk of the board of county commissioners, sheriff, county judge, tax collector, and tax assessor in those counties having a population not less than 3,150 and not more than 3,200.

Chapter 16928, 1935 L.O.F., set the annual compensation for clerk of circuit court, tax assessor, tax collector, sheriff, county judge, superintendent of public instruction, clerk of criminal court of record, county solicitor, justice of the peace, and constable in those counties having a population not less than 45,000 and not more than 50,000.

Chapter 16929, 1935 L.O.F., amended Chapter 14666, 1931 L.O.F., so as to apply to all counties having a population of 150,000 according to the last or any future official census.

Chapter 20891, 1941 L.O.F., required the county's tax assessor and tax collector to pay a portion of all monies, in excess of the sum that the officer was entitled to as annual compensation, to the Board of Public Instruction.

Chapter 24101, 1947 L.O.F., required fee or commission-based county officers to submit a report to the board of county commissioner annually rather than semi-annually.

Chapter 28041, 1953 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 61-461, L.O.F., provided for the compensation of county officers (i.e., members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector). The Legislature acknowledged that the functions, powers, duties, and responsibilities vary between county officers in the same county and between the same county officer in different counties with respect to the county's population, geography, economy, and government. Consequently, the amount of compensation set in law for each type of county officer varied from county to county, except for Dade County where compensation was determined locally based on home rule powers. The intent of the legislation was not to repeal, affect, or modify any local or special law, or general law of local application enacted prior to or during 1961 as to the compensation of county officers, travel expenses of county officers, or payment of extra compensation of the chair of the board of county commission or board of public instruction. Also, the legislation was not applicable where in conflict with relevant local laws in Franklin, Gadsden, Liberty, and Wakulla counties.

Chapter 63-560, L.O.F., increased, decreased, or left unchanged from amounts set in Chapter 61-461, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector. The legislation also provided for the compensation of county officials whose compensation for official duties was paid in whole or part by fees or commissions. The amount of such compensation was not to exceed \$7,500, unless otherwise provided in law.

Chapter 65-356, L.O.F., increased, decreased, or left unchanged from amounts set in Chapter 63-560, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector.

Chapter 67-543, L.O.F., increased from amounts set in Chapter 65-356, L.O.F., the compensation for Broward County members of the board of county commissioners, sheriff, and tax assessor.

Chapter 67-576, L.O.F., increased, decreased, or left unchanged from amounts set in Chapters 65-356 and 67-543, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of elections, tax assessor, and tax collector.

Chapter 67-594, L.O.F., increased from amount set in Chapter 67-576, L.O.F., the compensation for Gadsden County's tax assessor.

Article II, section 5(c) of the Florida Constitution, as revised in 1968, provided that the powers, duties, compensation, and method of payment of state and county officers are fixed by law.

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Chapter 69-211, L.O.F., declared legislative intent to preserve statewide uniformity of county officials' salaries and prohibited special laws or general laws of local application pertaining to compensation of members of the board of county commissioners, clerk of circuit court, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector.

Chapter 69-216, L.O.F., deleted references to sections of the 1885 constitution that were replaced by new sections in the 1968 revision.

Chapter 69-346, L.O.F., provided for the uniform salaries of members of the board of county commissioners, members of the district school board, clerk of circuit court, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector based upon the classification of counties according to population. The legislation provided that all other income of county officials from fees or services rendered to state, county, or municipal governments was income of the office and for the recording and reporting of fees collected as well as the disposition of excess fees. The legislation repealed previously enacted local or special laws or general laws of local application related to the compensation of county officials and repealed chapter provisions providing for the compensation of county judge.

Chapter 69-403, L.O.F., provided for the transfer of the salary provisions of county judge from Chapter 145 to Chapter 44, F.S., and repealed obsolete provisions in Chapter 145, F.S.

Chapter 70-395, L.O.F., provided a salary increase to sheriff in existing bracketed population counties and created three new population brackets with corresponding salaries for counties having a population in excess of 300,000 persons.

Chapter 70-419, L.O.F., provided that the salary of a board or commission member could not be reduced until the first Tuesday after the first Monday in January 1973.

Chapter 70-429, L.O.F., provided a salary increase to supervisors of elections in existing bracketed population counties.

Chapter 70-445, L.O.F., provided that those county officials whose total compensation was in excess of the salary payable pursuant to the chapter as amended effective July 1969, could continue to be compensated under the terms and conditions that prevailed immediately prior to July 1, 1969, until expiration of the official's present term of office. Thereafter, the salaries of those officials would be reduced to that provided by the chapter. The legislation excluded supervisor of elections from the 20 percent limitation. In addition, the legislation provided an additional monthly expense allowance for the chairs of county commissions.

Chapter 72-111, L.O.F., provided that payment of insurance for county officials and employees in s. 112.08, F.S., would not be considered additional compensation.

Chapter 72-240, L.O.F., delayed any change of procedures for determining the pay of certain county officials until the adjournment of the next regular legislative session following the submission of the first official recommendations of the State and County Officers' Compensation Commission, created pursuant to HB 184 (1972 session), or September 30, 1974, whichever occurred first.

Chapter 72-404, L.O.F., added county comptroller to salary provisions of the clerk of circuit court. The legislation also provided that the county would pay the clerk's or county comptroller's salary if the state did not pay the salary. Additionally, the county would compensate the clerk of circuit court for any additional county court-related duties that the clerk would be required to perform if the state did not pay such compensation.

Chapter 73-172, L.O.F., modified the procedure regarding disposition of excess fees collected by a tax collector or assessor. The legislation provided that the tax assessor would receive as salary the base salary indicated, based on the county's population with compensation made for population increments over the minimum for each population group, which would be determined by multiplying the population in excess of the group minimum times the group rate. In addition, the legislation provided for a special qualification salary of \$2,000 per year to qualified tax assessors. Also, the legislation provided for an additional adjustment to the tax assessor's salary based on the U.S. Department of Labor's Consumer Price Index, which would be multiplied by the adjusted salary rate. Finally, the legislation specified that the guaranteed salary provision upon resolution of the board of county commissioners would not apply to the tax assessor.

Chapter 73-173, L.O.F., redefined the definition of population used to calculate salaries. The legislation increased the salary of county commissioners, district school board members, clerk of circuit court and county comptroller, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector by establishing a calculation method. The calculation method provided that the officer would receive as salary the base salary indicated in the appropriate section of the chapter, based on the county's population with compensation made for population increments over the minimum for each population group, which would be determined by multiplying the population in excess of the group minimum times the group rate. In addition, the legislation provided for a special qualification salary of \$2,000 per year to qualified tax assessors. Also, the legislation provided for an additional adjustment to all officers' salaries based on the U.S. Department of Labor's Consumer Price Index, which would be multiplied by the applicable adjusted salary rate.

Chapters 73-333 and 73-334, L.O.F., deleted obsolete provisions in the Chapter 145, F.S.

Chapter 74-325, L.O.F., clarified funds that could be included as income of the county official's office and provided that a county official could not use the office, its personnel, or its property for a private purpose.

Chapter 77-102, L.O.F., changed all chapter references of tax assessor to property appraiser to reflect a name change.

Chapter 79-190, L.O.F., changed reference from the Department of Administration to the Executive Office of the Governor with respect to the annual determination of population.

Chapter 79-327, L.O.F., provided that all county officers' salaries be adjusted annually, effective July 1, 1979, based on the average percentage increase in State Career Service employees' salaries as determined by the Department of Administration or as provided in the General Appropriations Act. The increases for any fiscal year were limited to no more than seven percent. In addition, it raised the base salaries for supervisor of elections by \$4,300 in each population group, retroactive to the fiscal year beginning October 1, 1978.

Chapter 80-31, L.O.F., authorized district school boards by majority vote to increase the school superintendent's salary above specified limits.

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Chapter 80-377, L.O.F., extended the provisions for special qualification salary to the following officers: clerk of circuit court, sheriff, supervisor of elections, tax collector, and superintendent of schools. The legislation increased the base salaries and group rates for the following officers: school board members, superintendent of schools, clerk of circuit court, county comptroller, sheriff, property appraiser, tax collector, and supervisor of elections. In addition, the legislation added school board members to the list of county officers whose compensation may not be changed by special laws or general laws of local application. The legislation required the Department of Administration to annually certify the annual factor and cumulative annual factor and the Department of Community Affairs to annually calculate the adjusted salary rate. The legislation provided that the adjusted salary rate would be the product of the salary rate granted by the appropriate chapter and section pertaining to a particular officer multiplied first by the initial factor, then by the cumulative factor, and finally by the annual factor. Finally, the legislation transferred statutory provisions regarding the base salaries and group rates for school board members and school superintendents from Chapter 145 to Chapter 230, F.S.

Chapter 81-167, L.O.F., amended provisions regarding the annual calculation of county officers' salaries to reflect the change in name of the Department of Community Affairs to Department of Veteran and Community Affairs.

Chapter 81-216, L.O.F., specified the Department of Law Enforcement as the state agency responsible for establishing the requirements for sheriffs seeking the special qualification salary.

Chapter 83-55, L.O.F., amended provisions regarding the annual calculation of county officers' salaries to reflect the change in name of the Department of Veteran and Community Affairs to Department of Community Affairs.

Chapter 83-215, L.O.F., revised cross-references regarding repeal of other laws related to compensation to conform provisions to the 1980 law change that transferred salary provisions for school board members and school superintendents from Chapter 145 to Chapter 230, F.S.

Chapter 84-241, L.O.F., removed the Department of Community Affairs as the state agency responsible for calculating the salaries of county officers. No replacement agency was named.

Chapter 85-322, L.O.F., increased salaries of clerk of the circuit court, county comptroller, supervisor of elections, property appraiser, tax collector, sheriff, and superintendent of schools by consolidating population group I (population range: 0-9,999) and population group II (population range: 10,000-49,999) into a new population group I (population range: 0-49,999); increasing the base salaries for each of the named officers at each population group level; and increasing the group rate at the highest population group level for each of the named officers.

Chapter 86-152, L.O.F., authorized the Executive Director of the Department of Revenue to waive the requirements for eligibility to receive the special qualification salary for any property appraiser who was at least 60 years of age and who had been a property appraiser for at least 20 years.

Chapter 87-224, L.O.F., revised cross-reference regarding the annual determination of population of local governments and renumbered population group levels for the office of sheriff to conform to the 1985 law change.

Chapter 88-42, L.O.F., amended the definition of the annual factor for purposes of calculating the annual salary increases of county officers.

Chapter 88-158, L.O.F., amended provisions regarding a county officer's guaranteed salary upon resolution of the board of county commissioners if all fees collected by the officer were turned over to the board. Such a resolution would be applicable only with respect to the county official who concurred in its adoption and only for the officer's duration in the current term of office.

Chapter 88-175, L.O.F., increased the base salaries for clerk of circuit court and county comptroller, tax collector, property appraiser, and supervisor of elections at each population group level.

Chapter 89-72, L.O.F., reduced the amount of time in which property appraisers and tax collectors must qualify to receive the special qualification salary after first taking office from six to four years.

Chapter 89-178, L.O.F., increased the sheriff's base salaries at each population group level.

Chapter 91-45, L.O.F., deleted obsolete provisions pertaining to special qualification salary for clerk of circuit court, county comptroller, sheriff, and supervisor of elections.

Chapter 92-279, L.O.F., amended provisions regarding the annual certification of the annual factor and cumulative annual factor to reflect the change in name of the Department of Administration to Department of Management Services.

Chapter 92-326, L.O.F., retained salaries of school board members and superintendents of schools at fiscal year 1991-92 levels.

Chapter 93-146, L.O.F., deleted authorization to fix salaries of district school board members by special or local law. The legislation extended the prohibition regarding special laws or general laws of local application to laws concerning compensation of district school board members. In addition, the legislation provided for annual salary adjustment for district school board members and superintendents of schools. Finally, the legislation provided for payment of specified salaries and ratification of previously paid salaries in addition to repealing all local and special laws or general laws of local application that relate to the compensation of district school board members.

Chapter 95-147, L.O.F., removed gender-specific references without substantive changes in legal effect.

Chapter 2001-266, L.O.F., deleted requirements that copies of certain salary-related resolutions adopted by boards of county commissioners be filed with the Department of Banking and Finance and the Auditor General.

Chapter 2002-387, L.O.F., enacted the "Florida K-20 Education Code in Chapter 1001, F.S. The legislation repealed provisions related to population group levels, base salaries, and group rates for district school board members and superintendents of schools. The legislation repealed provisions in Chapter 230, F.S., requiring the calculation of adjusted salary rate for district school board members and allowed district school boards to annually determine the salary of its members. Additionally, the legislation repealed certain salary provisions for superintendents of schools.

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Chapter 2003-261, L.O.F., amended provisions regarding any revenue deficiency to be paid by the board of county commissioners to reflect the change in name of the Department of Banking and Finance to Department of Financial Services.

Chapter 2003-402, L.O.F., prohibited a county from appropriating to the clerk of circuit court based on the fees collected by that office.

Chapter 2004-41, L.O.F., reinstated statutory language pertaining to the salary computation for elected school superintendents that existed in law prior to the repeal of such language by Chapter 2002-387, L.O.F.

Chapter 2007-234, L.O.F., partially reinstated statutory language pertaining to the salary computation for school board members that existed in law prior to the repeal of such language by Chapter 2002-387, L.O.F. However, a portion of the new law was incorrectly drafted. The maximum county population for Population Group II was authorized as 49,000 rather than 49,999. For purposes of calculating salaries of school board members for the 2007-08 fiscal, no county's population fell within the 49,001 through 49,999 range so the error did not prevent any school board member's salary from being calculated.

Chapter 2008-4, L.O.F., provided the necessary statutory language to correct an error contained in Chapter 2007-234, L.O.F. The maximum county population of Population Group II for school board members was set to 49,999.

Chapter 2009-3, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 or s. 145.19, F.S., district school board members could reduce their salary rate on a voluntary basis.

Chapter 2009-59, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 and s. 145.19, F.S., for the 2009-10 fiscal year, the salary of each school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold baccalaureate degrees, whichever is less. In addition, the legislation amended s. 1001.47, F.S., to provide that notwithstanding the provisions of s. 1001.47 and s. 145.19, F.S., elected school superintendents could reduce their salary rate on a voluntary basis. Also, the legislation amended s. 1001.47, F.S., to provide that notwithstanding the provisions of s. 1001.47 and s. 145.19, F.S., for the 2009-10 fiscal year, the salary of each elected school superintendent calculated pursuant to s. 1001.47, F.S., was reduced by 2 percent.

Chapter 2010-154, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 and s. 145.19, F.S., for the 2010-11 fiscal year, the salary of each school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold baccalaureate degrees, whichever is less.

Chapter 2011-158, L.O.F., provided that notwithstanding the provisions of Chapter 145, F.S., each member of a board of county commissioners, clerk of the circuit court, county comptroller, sheriff, supervisor of elections, property appraiser, and tax collector was authorized to voluntarily reduce his or her salary rate.

Chapter 2014-39, L.O.F., repealed the obsolete language of s. 1001.47(7), F.S., which reduced the salaries of elected district school superintendents by 2 percent for the 2009-10 fiscal year only.

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Chapter 2016-157, L.O.F., made the base salaries and group rates used to calculate a supervisor of election's salary the same as the current base salaries and group rates used to calculate the salaries of the clerks of circuit court, county comptrollers, property appraisers, and tax collectors.

New Window | Help | Personalize Page | 










Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

Scott Israel
Employee

Empl ID: 16924
Empl Record: 0

Work Location


Find First 1 of 2 Last

| | | | |
|---|--|--|---|
| *Effective Date: | 10/01/2016 | Go To Row  | |
| Effective Sequence: | 0 | *Action: | Pay Rate Change  |
| HR Status: | Active | Reason: | Adjustment  |
| Payroll Status: | Active | *Job Indicator: | Primary Job  |
| Current  | | | |
| Position Number: | 10003  | Sheriff | |
| |  Override Position Data | | |
| Position Entry Date: | 01/08/2013 | <input type="checkbox"/> Position Management Record | |
| Regulatory Region: | USA | United States | |
| Company: | BSO | CNTY OF BRWRD OFF OF SHERIFF | |
| Business Unit: | SHRIF | Office of the Sheriff | |
| Department: | 12011 | Office of the Sheriff | |
| Department Entry Date: | 01/08/2013 | | |
| Location: | 2011 | Office of the Sheriff | |
| Establishment ID: | BSO  | CNTY OF BRWRD OFF OF SHERIFF | Date Created: 10/05/2016 |
| Last Start Date: | 01/08/2013 | | |
| Expected Job End Date: |  | | |

Job Data | Employment Data | Earnings Distribution | Benefits Program Participation

 Save  Return to Search  Notify  Refresh  Update/Display  Include History  Correct History

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

New Window | Help | Personalize Page | 

Work Location | Job Information | Job Labor | Payroll | **Salary Plan** | Compensation

Scott Israel
Employee

Empl ID: 16924
Empl Record: 0

Salary Plan

Find First 1 of 2 Last

Effective Date: 10/01/2016

Go To Row

Effective Sequence: 0

Action: Pay Rate Change


HR Status: Active

Reason: Adjustment


Payroll Status: Active

Job Indicator: Primary Job

Current 

Salary Admin Plan: 0010 

Grade: 00 

Grade Entry Date: 01/08/2013 

Step: 99 

Step Entry Date: 01/08/2013 

☐ Includes Wage Progression Rule

Job Data

Employment Data

Earnings Distribution

Benefits Program Participation

 Save  Return to Search  Notify  Refresh

 Update/Display  Include History  Correct History

Work Location | Job Information | Job Labor | Payroll | **Salary Plan** | Compensation

New Window | Help | Personalize Page |

Work Location | Job Information | Job Labor | Payroll | Salary Plan | **Compensation**

Scott Israel
Employee

Empl ID: 16924
Empl Record: 0

Saved

Compensation

Find First 1 of 2 Last

Effective Date: 10/01/2016

Go To Row

Effective Sequence: 0

Action: Pay Rate Change

HR Status: Active

Reason: Adjustment

Payroll Status: Active

Job Indicator: Primary Job

Current

Compensation Rate: 6,875.576000

*Frequency: Biweekly

Comparative Information

Pay Rates

| | | | | | |
|---------|----------------|-----|----------|--------------|-----|
| Annual | 178,764.976000 | USD | Biweekly | 6,875.576000 | USD |
| Monthly | 14,897.081333 | USD | Hourly | 85.944700 | USD |

Default Pay Components

Contract Change Prorate Option

Pay Components

Personalize | Find | First 1 of 1 Last

Amounts | Controls | Changes | Conversion

| *Rate Code | Seq | Comp Rate | Currency | Frequency | Percent |
|------------|-----|-----------|----------|-----------|---------|
| 1 NAHRLY | 1 | 85.944700 | USD | H | |

Calculate Compensation

Job Data

Employment Data

Earnings Distribution

Benefits Program Participation

Save | Return to Search | Notify | Refresh

Update/Display | Include History | Correct History

Work Location | Job Information | Job Labor | Payroll | Salary Plan | Compensation

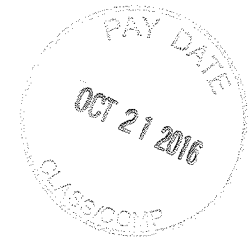
Broward County Sheriff's Office
Employee Action History

Page 8 of 8
 10/12/2016 3:18:00 PM

Emplid : 16924
Name : Scott Israel

Orig. Hire Date : 01/08/2013
Separation Date :

| S.No | Eff Date | Action | Action Reaso | Union Code | Pos # | Location | Pay Group | Pay Grad | Pay Ste | Hourly Rate | Base Pay | Full/Part Time | Empl Class | Job Classification |
|------|------------|--------|--------------|------------|-------|----------|-----------|----------|---------|-------------|------------|----------------|------------|--------------------|
| 1 | 10/01/2016 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.94 | 178,764.98 | F | | Sheriff |
| 2 | 10/01/2015 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.62 | 178,098.96 | F | | Sheriff |
| 3 | 10/01/2014 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.37 | 177,575.01 | F | | Sheriff |
| 4 | 10/01/2013 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.03 | 176,863.02 | F | | Sheriff |
| 5 | 01/08/2013 | HIR | New Hire | EXE | 10003 | 2011 | SHF | 00 | 99 | 81.84 | 170,225.95 | F | | Sheriff |





DATE: September 29, 2015

TO: Sheriff Scott Israel

FROM: Major Chadwick E. Wagner, Director
Bureau of Human Resources

SUBJECT: Salary Adjustment – Fiscal 2015/16

We will be processing the increase to your pay as stipulated by county charter and state law (see attached). This does not include the certification program salary supplement for FY2015/16. Effective October 1, 2015, your new annual salary is \$178,099. This adjustment will be reflected in your pay check on October 9, 2015.

Should you have any questions or require additional information, please advise.

cc: General Counsel Ronald Gunzburger, Office of General Counsel
Colonel John Dale, Executive Director, Department of Professional Standards
Director William MacDonald, Bureau of Finance
Director Dafne Perez, Office of Management and Budget
Employee Personnel File

Table 3

Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2015-16
Pursuant to the Salary Formula in Chapter 145, Florida Statutes

See Table Notes for Additional Clarification

| County | | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
|--------------|-----|--|-----------------------|------------------|----------------------------|------------|-------------------------|-----------------------------------|-------------------------|
| | | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |
| Alachua | c | \$ 132,002 | \$ 132,002 | \$ 132,002 | \$ 112,888 | \$ 140,951 | \$ 73,551 | \$ 132,002 | \$ 36,413 |
| Baker | e | \$ 99,619 | \$ 99,619 | \$ 99,619 | \$ 82,048 | \$ 108,569 | \$ 31,001 | \$ 99,619 | \$ 26,367 |
| Bay | e | \$ 125,328 | \$ 125,328 | \$ 125,328 | \$ 106,532 | \$ 134,277 | \$ 64,714 | \$ 125,328 | \$ 34,475 |
| Bradford | e | \$ 99,731 | \$ 99,731 | \$ 99,731 | \$ 82,154 | \$ 108,680 | \$ 31,107 | \$ 99,731 | \$ 26,396 |
| Brevard | c | \$ 145,431 | \$ 145,431 | \$ 145,431 | \$ 125,678 | \$ 154,381 | \$ 86,351 | \$ 145,431 | \$ 39,966 |
| Broward | c | \$ 169,149 | \$ 169,149 | \$ 169,149 | \$ 148,919 | \$ 178,099 | \$ 95,888 | \$ 169,149 | \$ 42,617 |
| Calhoun | e | \$ 95,458 | \$ 95,458 | \$ 95,458 | \$ 78,084 | \$ 104,408 | \$ 27,038 | \$ 95,458 | \$ 25,266 |
| Charlotte | c | \$ 124,622 | \$ 124,622 | \$ 124,622 | \$ 105,859 | \$ 133,571 | \$ 63,504 | \$ 124,622 | \$ 34,251 |
| Citrus | e | \$ 121,974 | \$ 121,974 | \$ 121,974 | \$ 103,337 | \$ 130,923 | \$ 58,964 | \$ 121,974 | \$ 33,411 |
| Clay | c e | \$ 128,306 | \$ 128,306 | \$ 128,306 | \$ 109,368 | \$ 137,256 | \$ 69,820 | \$ 128,306 | \$ 35,420 |
| Collier | | \$ 137,778 | \$ 137,778 | \$ 137,778 | \$ 118,389 | \$ 146,727 | \$ 79,062 | \$ 137,778 | \$ 37,941 |
| Columbia | c e | \$ 108,771 | \$ 108,771 | \$ 108,771 | \$ 90,764 | \$ 117,721 | \$ 42,913 | \$ 108,771 | \$ 29,676 |
| DeSoto | e | \$ 102,115 | \$ 102,115 | \$ 102,115 | \$ 84,424 | \$ 111,064 | \$ 33,377 | \$ 102,115 | \$ 27,027 |
| Dixie | e | \$ 96,050 | \$ 96,050 | \$ 96,050 | \$ 78,648 | \$ 105,000 | \$ 27,602 | \$ 96,050 | \$ 25,423 |
| Duval | c | \$ 152,986 | \$ 152,986 | \$ 152,986 | \$ 132,872 | \$ 161,935 | \$ 93,546 | \$ 152,986 | \$ 41,966 |
| Escambia | e | \$ 135,571 | \$ 135,571 | \$ 135,571 | \$ 116,287 | \$ 144,521 | \$ 76,960 | \$ 135,571 | \$ 37,357 |
| Flagler | | \$ 117,174 | \$ 117,174 | \$ 117,174 | \$ 98,766 | \$ 126,123 | \$ 50,916 | \$ 117,174 | \$ 31,900 |
| Franklin | e | \$ 94,519 | \$ 94,519 | \$ 94,519 | \$ 77,190 | \$ 103,469 | \$ 26,144 | \$ 94,519 | \$ 25,018 |
| Gadsden | e | \$ 106,702 | \$ 106,702 | \$ 106,702 | \$ 88,793 | \$ 115,652 | \$ 37,747 | \$ 106,702 | \$ 28,240 |
| Gilchrist | e | \$ 96,217 | \$ 96,217 | \$ 96,217 | \$ 78,807 | \$ 105,167 | \$ 27,761 | \$ 96,217 | \$ 25,467 |
| Glades | e | \$ 94,874 | \$ 94,874 | \$ 94,874 | \$ 77,528 | \$ 103,824 | \$ 26,482 | \$ 94,874 | \$ 25,112 |
| Gulf | e | \$ 96,113 | \$ 96,113 | \$ 96,113 | \$ 78,708 | \$ 105,063 | \$ 27,661 | \$ 96,113 | \$ 25,439 |
| Hamilton | e | \$ 95,377 | \$ 95,377 | \$ 95,377 | \$ 78,007 | \$ 104,327 | \$ 26,961 | \$ 95,377 | \$ 25,245 |
| Hardee | e | \$ 99,861 | \$ 99,861 | \$ 99,861 | \$ 82,278 | \$ 108,811 | \$ 31,231 | \$ 99,861 | \$ 26,431 |
| Hendry | e | \$ 103,279 | \$ 103,279 | \$ 103,279 | \$ 85,533 | \$ 112,228 | \$ 34,486 | \$ 103,279 | \$ 27,335 |
| Hernando | | \$ 125,795 | \$ 125,795 | \$ 125,795 | \$ 106,976 | \$ 134,744 | \$ 65,515 | \$ 125,795 | \$ 34,624 |
| Highlands | e | \$ 117,361 | \$ 117,361 | \$ 117,361 | \$ 98,944 | \$ 126,310 | \$ 51,094 | \$ 117,361 | \$ 31,950 |
| Hillsborough | c | \$ 160,591 | \$ 160,591 | \$ 160,591 | \$ 140,361 | \$ 169,541 | \$ 95,888 | \$ 160,591 | \$ 42,617 |
| Holmes | e | \$ 97,282 | \$ 97,282 | \$ 97,282 | \$ 79,821 | \$ 106,231 | \$ 28,774 | \$ 97,282 | \$ 25,748 |
| Indian River | | \$ 121,991 | \$ 121,991 | \$ 121,991 | \$ 103,354 | \$ 130,941 | \$ 58,995 | \$ 121,991 | \$ 33,417 |
| Jackson | e | \$ 104,047 | \$ 104,047 | \$ 104,047 | \$ 86,265 | \$ 112,997 | \$ 38,414 | \$ 104,047 | \$ 28,425 |
| Jefferson | e | \$ 95,460 | \$ 95,460 | \$ 95,460 | \$ 78,086 | \$ 104,409 | \$ 27,039 | \$ 95,460 | \$ 25,267 |
| Lafayette | e | \$ 93,479 | \$ 93,479 | \$ 93,479 | \$ 76,200 | \$ 102,429 | \$ 24,737 | \$ 93,479 | \$ 24,396 |
| Lake | | \$ 135,962 | \$ 135,962 | \$ 135,962 | \$ 116,660 | \$ 144,912 | \$ 77,333 | \$ 135,962 | \$ 37,461 |
| Lee | c | \$ 147,692 | \$ 147,692 | \$ 147,692 | \$ 127,831 | \$ 156,642 | \$ 88,504 | \$ 147,692 | \$ 40,564 |
| Leon | c e | \$ 134,053 | \$ 134,053 | \$ 134,053 | \$ 114,841 | \$ 143,003 | \$ 75,515 | \$ 134,053 | \$ 36,956 |
| Levy | e | \$ 104,144 | \$ 104,144 | \$ 104,144 | \$ 86,357 | \$ 113,094 | \$ 35,310 | \$ 104,144 | \$ 27,564 |

Office of Economic and Demographic Research

| <p align="center">Table 3 Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2015-16 Pursuant to the Salary Formula in Chapter 145, Florida Statutes See Table Notes for Additional Clarification</p> | | | | | | | | |
|---|--|-----------------------|------------------|----------------------------|---------|-------------------------|-----------------------------------|-------------------------|
| County | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
| | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |
| <p>Notes:</p> <p>1) Salary figures have been calculated by the Florida Legislature's Office of Economic and Demographic Research (EDR) pursuant to the statutory formula in Chapter 145, F.S. Although not required by law, the EDR calculates salaries of elected county constitutional officers and school district officials as a service to county governments and school districts. County and school district officials are encouraged to independently compute and verify these salary figures.</p> <p>2) The calculated salary figures for all officers reflect the use of 2014 countywide population estimates listed in "Florida Estimates of Population 2014" published by the University of Florida's Bureau of Economic and Business Research.</p> <p>3) These salary figures may not be applicable to those elected county officers of a chartered consolidated government or those elected officers in counties having a home rule charter, which specifies another method of salary compensation. As indicated in this table, Florida currently has 20 charter counties.</p> <p>4) Salary figures are included for each school district's superintendent even though the salaries determined by statutory formula are applicable only to elected school superintendents. As indicated in this table, Florida currently has 41 elected school superintendents.</p> <p>5) These salary figures do not include any special qualification salary available to eligible clerks of circuit court, property appraisers, sheriffs, supervisors of elections, and tax collectors who have completed the required certification program specified in the relevant sections of Chapter 145, F.S. Additionally, the salary figures for elected school superintendents do not include any special qualification salary and performance salary incentive available to eligible elected school superintendents who have completed the required certification programs specified in Section 1001.47, F.S.</p> <p>6) As the result of recent statutory authorizations (i.e., Chapters 2009-3, 2009-59, and 2011-158, L.O.F.), each elected county constitutional officer and school district official may voluntarily reduce his or her salary rate. However, the salary figures listed in this table do not reflect any such voluntary reductions.</p> <p>7) Pursuant to law, the Florida Department of Management Services must annually certify two components of the salary formula calculation: the annual factor and cumulative annual factor. For the 2015-16 fiscal year, the certified annual factor is 1.0011 and the certified cumulative annual factor is 3.2949.</p> | | | | | | | | |

Salaries of Elected County Constitution Officers and School District Officials

- Fiscal Year 2015-16 Salaries (Salary table only; the full FY 2015-16 salary report will be updated and should be posted by September 2015.)
- Fiscal Year 2014-15 Salaries (September 2014) [106 KB - pdf]
- Fiscal Year 2013-14 Salaries (October 2013) [120 KB - pdf]
- Fiscal Year 2012-13 Salaries (September 2012) [107 KB - pdf]



Florida Department of
Law Enforcement

Richard L. Swearingen
Commissioner

Criminal Justice Professionalism
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
www.fdle.state.fl.us

Rick Scott, *Governor*
Pam Bondi, *Attorney General*
Jeff Atwater, *Chief Financial Officer*
Adam Putnam, *Commissioner of Agriculture*

September 29, 2015

Honorable Scott Israel
Sheriff Broward County
2601 West Broward Boulevard
Ft. Lauderdale, Florida 33312

Subject: Sheriff's Salary Supplement Qualification Calendar Year 2015

Dear Sheriff Israel:

Pursuant to §145.071(2)(a) – (c), Florida Statutes, you have satisfied the requirements to establish or maintain eligibility to receive the sheriffs salary supplement for 2015 by successfully completing the approved training listed below.

- | | |
|--|------------|
| • 2015 Summer Conference | 11.00 hrs. |
| • 30 th National Conference on Preventing Crime in the Black Community | 17.00 hrs. |

Total hours: 28.00

If you have further questions regarding your sheriff's salary supplement, please contact Ashley Redmon at 850-410-7350. Your participation in this program is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Chris B. Johnson".

Chris B. Johnson, Bureau Chief
Bureau of Professional Development
Florida Department of Law Enforcement

CBJ/acr

cc: Florida Sheriffs Association
Florida Criminal Justice Executive Institute

**Broward County Sheriff's Office
Employee Action History**

Page 1 of 1
09/24/2014 2:32:26 PM

Emplid : 16924
Name : Scott Israel

Orig. Hire Date : 01/08/2013
Separation Date :

| S.No | Eff Date | Action | Action Reaso | Union Code | Pos # | Location | Pay Group | Pay Grad | Pay Ste | Hourly Rate | Base Pay | Full/Part Time | Empl Class | Job Classification |
|------|------------|--------|-----------------|---------------|-------|----------|--------------|-------------|------------|----------------|-------------|-------------------|---------------|--------------------|
| 1 | 10/01/2014 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.37 | 177,575.01 | F | | Sheriff |
| 2 | 10/01/2013 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.03 | 176,863.02 | F | | Sheriff |
| 3 | 01/08/2013 | HIR | New Hire | EXE | 10003 | 2011 | SHF | 00 | 99 | 81.84 | 170,225.95 | F | | Sheriff |





DATE: September 22, 2014

TO: Sheriff Scott Israel

FROM: Major Chadwick E. Wagner, Director
Bureau of Human Resources

SUBJECT: Salary Adjustment – Fiscal 2014/15

We will be processing the increase to your pay as stipulated by county charter and state law (see attached). This does not include the certification program salary supplement for FY2014/15. Effective October 1, 2014, your new annual salary is \$177,575. This adjustment will be reflected in your pay check on October 10, 2014.

Should you have any questions or require additional information, please advise.

CCW# 16924

00/99
\$ 85.0303
\$ 176,863.04

✓ \$ 85,372.60
✓ \$ 177,575.00

cc: General Counsel Ronald Gunzburger, Office of General Counsel
Director William MacDonald, Bureau of Finance
Director Dafne Perez, Office of Management and Budget
Employee Personnel File



**Salaries of
Elected County Constitutional Officers
and School District Officials
for Fiscal Year 2014-15**

September 2014

**The Florida Legislature's
Office of Economic and Demographic Research**



Table 3

Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2014-15
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

| County | | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
|--------------|-----|--|-----------------------|------------------|----------------------------|------------|-------------------------|-----------------------------------|-------------------------|
| | | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |
| Alachua | c | \$ 131,673 | \$ 131,673 | \$ 131,673 | \$ 112,589 | \$ 140,612 | \$ 73,305 | \$ 131,673 | \$ 36,324 |
| Baker | e | \$ 99,472 | \$ 99,472 | \$ 99,472 | \$ 81,922 | \$ 108,412 | \$ 30,931 | \$ 99,472 | \$ 26,328 |
| Bay | e | \$ 125,087 | \$ 125,087 | \$ 125,087 | \$ 106,316 | \$ 134,027 | \$ 64,467 | \$ 125,087 | \$ 34,405 |
| Bradford | e | \$ 99,585 | \$ 99,585 | \$ 99,585 | \$ 82,029 | \$ 108,525 | \$ 31,039 | \$ 99,585 | \$ 26,358 |
| Brevard | c | \$ 145,181 | \$ 145,181 | \$ 145,181 | \$ 125,454 | \$ 154,120 | \$ 86,170 | \$ 145,181 | \$ 39,898 |
| Broward | c | \$ 168,635 | \$ 168,635 | \$ 168,635 | \$ 148,427 | \$ 177,575 | \$ 95,782 | \$ 168,635 | \$ 42,570 |
| Calhoun | e | \$ 95,362 | \$ 95,362 | \$ 95,362 | \$ 78,007 | \$ 104,302 | \$ 27,017 | \$ 95,362 | \$ 25,241 |
| Charlotte | c | \$ 124,396 | \$ 124,396 | \$ 124,396 | \$ 105,658 | \$ 133,335 | \$ 63,282 | \$ 124,396 | \$ 34,185 |
| Citrus | e | \$ 121,807 | \$ 121,807 | \$ 121,807 | \$ 103,193 | \$ 130,747 | \$ 58,846 | \$ 121,807 | \$ 33,364 |
| Clay | c e | \$ 127,654 | \$ 127,654 | \$ 127,654 | \$ 108,762 | \$ 136,594 | \$ 68,869 | \$ 127,654 | \$ 35,220 |
| Collier | | \$ 137,416 | \$ 137,416 | \$ 137,416 | \$ 118,058 | \$ 146,356 | \$ 78,775 | \$ 137,416 | \$ 37,843 |
| Columbia | c e | \$ 108,561 | \$ 108,561 | \$ 108,561 | \$ 90,577 | \$ 117,500 | \$ 42,780 | \$ 108,561 | \$ 29,619 |
| DeSoto | e | \$ 101,982 | \$ 101,982 | \$ 101,982 | \$ 84,312 | \$ 110,921 | \$ 33,322 | \$ 101,982 | \$ 26,992 |
| Dixie | e | \$ 95,913 | \$ 95,913 | \$ 95,913 | \$ 78,532 | \$ 104,852 | \$ 27,541 | \$ 95,913 | \$ 25,386 |
| Duval | c | \$ 152,504 | \$ 152,504 | \$ 152,504 | \$ 132,428 | \$ 161,443 | \$ 93,144 | \$ 152,504 | \$ 41,836 |
| Escambia | e | \$ 135,234 | \$ 135,234 | \$ 135,234 | \$ 115,980 | \$ 144,174 | \$ 76,697 | \$ 135,234 | \$ 37,266 |
| Flagler | | \$ 116,701 | \$ 116,701 | \$ 116,701 | \$ 98,330 | \$ 125,641 | \$ 50,533 | \$ 116,701 | \$ 31,774 |
| Franklin | e | \$ 94,337 | \$ 94,337 | \$ 94,337 | \$ 77,031 | \$ 103,276 | \$ 26,041 | \$ 94,337 | \$ 24,969 |
| Gadsden | e | \$ 106,414 | \$ 106,414 | \$ 106,414 | \$ 88,533 | \$ 115,354 | \$ 37,543 | \$ 106,414 | \$ 28,164 |
| Gilchrist | e | \$ 96,120 | \$ 96,120 | \$ 96,120 | \$ 78,728 | \$ 105,059 | \$ 27,738 | \$ 96,120 | \$ 25,441 |
| Glades | e | \$ 94,704 | \$ 94,704 | \$ 94,704 | \$ 77,381 | \$ 103,644 | \$ 26,390 | \$ 94,704 | \$ 25,067 |
| Gulf | e | \$ 95,860 | \$ 95,860 | \$ 95,860 | \$ 78,481 | \$ 104,800 | \$ 27,491 | \$ 95,860 | \$ 25,372 |
| Hamilton | e | \$ 95,324 | \$ 95,324 | \$ 95,324 | \$ 77,971 | \$ 104,264 | \$ 26,981 | \$ 95,324 | \$ 25,231 |
| Hardee | e | \$ 99,741 | \$ 99,741 | \$ 99,741 | \$ 82,177 | \$ 108,680 | \$ 31,187 | \$ 99,741 | \$ 26,399 |
| Hendry | e | \$ 103,135 | \$ 103,135 | \$ 103,135 | \$ 85,410 | \$ 112,075 | \$ 34,420 | \$ 103,135 | \$ 27,297 |
| Hernando | | \$ 125,527 | \$ 125,527 | \$ 125,527 | \$ 106,736 | \$ 134,467 | \$ 65,223 | \$ 125,527 | \$ 34,545 |
| Highlands | e | \$ 117,036 | \$ 117,036 | \$ 117,036 | \$ 98,649 | \$ 125,976 | \$ 50,852 | \$ 117,036 | \$ 31,863 |
| Hillsborough | c | \$ 159,980 | \$ 159,980 | \$ 159,980 | \$ 139,772 | \$ 168,919 | \$ 95,782 | \$ 159,980 | \$ 42,570 |
| Holmes | e | \$ 97,173 | \$ 97,173 | \$ 97,173 | \$ 79,732 | \$ 106,112 | \$ 28,742 | \$ 97,173 | \$ 25,720 |
| Indian River | | \$ 121,703 | \$ 121,703 | \$ 121,703 | \$ 103,094 | \$ 130,643 | \$ 58,667 | \$ 121,703 | \$ 33,331 |
| Jackson | e | \$ 103,915 | \$ 103,915 | \$ 103,915 | \$ 86,152 | \$ 112,854 | \$ 38,355 | \$ 103,915 | \$ 28,389 |
| Jefferson | e | \$ 95,340 | \$ 95,340 | \$ 95,340 | \$ 77,986 | \$ 104,279 | \$ 26,996 | \$ 95,340 | \$ 25,235 |
| Lafayette | e | \$ 93,350 | \$ 93,350 | \$ 93,350 | \$ 76,091 | \$ 102,289 | \$ 24,659 | \$ 93,350 | \$ 24,341 |
| Lake | | \$ 135,381 | \$ 135,381 | \$ 135,381 | \$ 116,121 | \$ 144,321 | \$ 76,837 | \$ 135,381 | \$ 37,305 |
| Lee | c | \$ 147,303 | \$ 147,303 | \$ 147,303 | \$ 127,474 | \$ 156,242 | \$ 88,191 | \$ 147,303 | \$ 40,459 |
| Leon | c e | \$ 133,709 | \$ 133,709 | \$ 133,709 | \$ 114,528 | \$ 142,649 | \$ 75,245 | \$ 133,709 | \$ 36,863 |
| Levy | e | \$ 103,972 | \$ 103,972 | \$ 103,972 | \$ 86,207 | \$ 112,912 | \$ 35,217 | \$ 103,972 | \$ 27,518 |

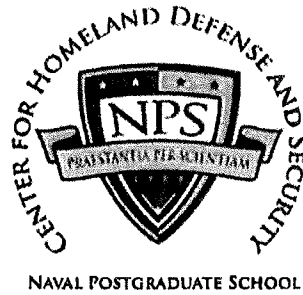
Table 3

Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2014-15
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

| County | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
|--------|--|-----------------------|------------------|----------------------------|---------|-------------------------|-----------------------------------|-------------------------|
| | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |

Notes:

- 1) Salary figures have been calculated by the Florida Legislature's Office of Economic and Demographic Research (EDR) pursuant to the statutory formula in Chapter 145, F.S. Although not required by law, the EDR calculates salaries of elected county constitutional officers and school district officials as a service to county governments and school districts. County and school district officials are encouraged to independently compute and verify these salary figures.
- 2) The calculated salary figures for all officers reflect the use of 2013 countywide population estimates listed in "Florida Estimates of Population 2013" published by the University of Florida's Bureau of Economic and Business Research.
- 3) These salary figures may not be applicable to those elected county officers of a chartered consolidated government or those elected officers in counties having a home rule charter, which specifies another method of salary compensation. As indicated in this table, Florida currently has 20 charter counties.
- 4) Salary figures are included for each school district's superintendent even though the salaries determined by statutory formula are applicable only to elected school superintendents. As indicated in this table, Florida currently has 41 elected school superintendents.
- 5) These salary figures do not include any special qualification salary available to eligible clerks of circuit court, property appraisers, sheriffs, supervisors of elections, and tax collectors who have completed the required certification program specified in the relevant sections of Chapter 145, F.S. Additionally, the salary figures for elected school superintendents do not include any special qualification salary and performance salary incentive available to eligible elected school superintendents who have completed the required certification programs specified in Section 1001.47, F.S.
- 6) As the result of recent statutory authorizations (i.e., Chapters 2009-3, 2009-59, and 2011-158, L.O.F.), each elected county constitutional officer and school district official may voluntarily reduce his or her salary rate. However, the salary figures listed in this table do not reflect any such voluntary reductions.
- 7) Pursuant to law, the Florida Department of Management Services must annually certify two components of the salary formula calculation: the annual factor and cumulative annual factor. For the 2014-15 fiscal year, the certified annual factor is 1.0027 and the certified cumulative annual factor is 3.2860.



**Certificate of Attendance
Center for Homeland Defense and Security
Naval Postgraduate School**

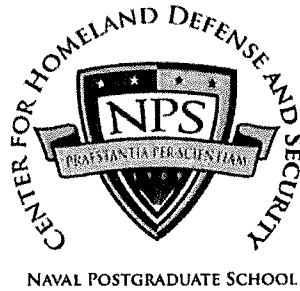
This Certifies

Scott Israel
Sheriff

**has attended the
Homeland Security Executive Education Seminar
for the
Broward County Sheriff's Office
Conducted February 18, 2014
9:00 a.m. to 1:00 p.m.
Dania Beach, FL**

Stan McKinney
Director of Executive Education Programs
Center for Homeland Defense and Security
Naval Postgraduate School





**Certificate of Attendance
Center for Homeland Defense and Security
Naval Postgraduate School**

This Certifies

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Sheriff

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Dania Beach, FL**

Stan McKinney
Director of Executive Education Programs
Center for Homeland Defense and Security
Naval Postgraduate School





FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County Sheriff's Office

Has completed the 4 hour Ethics Reform course

November 1, 2013

Date

A handwritten signature in cursive script, reading "Steve Casey", is written over a horizontal line.

Steve Casey, Executive Director
Florida Sheriffs Association

A handwritten signature in cursive script, reading "Grady Judd", is written over a horizontal line.

Sheriff Grady Judd, President
Florida Sheriffs Association



Florida Department of
Law Enforcement

Gerald M. Bailey
Commissioner

Criminal Justice Professionalism
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
www.fdle.state.fl.us

Rick Scott, *Governor*
Pam Bondi, *Attorney General*
Jeff Atwater, *Chief Financial Officer*
Adam Putnam, *Commissioner of Agriculture*

February 17, 2014

RECEIVED

FEB 24 2014

SHERIFF'S OFFICE

Honorable Scott Israel
Sheriff, Broward County
2601 West Broward Boulevard
Ft. Lauderdale, Florida 33312

Subject: Sheriffs Salary Supplement Qualification Calendar Year 2014

Dear Sheriff Israel:

Based on the curriculum received for 2014, to this point, you have successfully completed the approved training listed below:

- 2014 Winter Conference 11 hrs.

TOTAL HOURS: 11.00

Please contact Ms. Patti Brigrance of the Florida Sheriffs Association, 850-877-2165, ext. 222 to receive a list of their approved classes that would allow you to receive the hours you need to complete the 20-hour requirement.

If you have further questions regarding your sheriff's salary supplement, please contact Ashley Redmon at 850-410-7350. Your participation in this program is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Kristi S. Gordon".

Kristi S. Gordon, Director
Florida Criminal Justice Executive Institute
Chief of the Bureau of Professional Development

KSG/acr

cc: Florida Sheriff's Association
Florida Criminal Justice Executive Institute



FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County Sheriff's Office

Has successfully completed 6.75 hours of training at the

2014 WINTER CONFERENCE

Sandestin Golf & Beach Resort ☆ Miramar Beach, FL

Steve Casey, Executive Director
Florida Sheriffs Association

February 2 – February 5, 2014

Date





FLORIDA
SHERIFFS
ASSOCIATION

FLORIDA SHERIFFS INSTITUTE

DIVERSIFIED TRAINING PROGRAM

This is to certify that

Scott Israel

Broward County Sheriff's Office

Has successfully completed 11 hours of training at the
2014 WINTER CONFERENCE

Sandestin Golf & Beach Resort ★ Miramar Beach, FL

A handwritten signature in cursive script, reading "Steve Casey".

Steve Casey, Executive Director
Florida Sheriffs Association

February 2 – February 5, 2014

Date



**Broward County Sheriff's Office
Employee Action History**

Page 1 of 1
09/26/2013 1:32:42 PM

**Emplid : 16924
Name : Scott Israel**

**Orig. Hire Date : 01/08/2013
Separation Date :**

| S.No | Eff Date | Action | Action Reaso | Union Code | Pos # | Location | Pay Group | Pay Grad | Pay Ste | Hourly Rate | Base Pay | Full/Part Time | Empl Class | Job Classification |
|------|------------|--------|-----------------|---------------|-------|----------|--------------|-------------|------------|----------------|-------------|-------------------|---------------|--------------------|
| 1 | 10/01/2013 | PAY | Adjustment | EXE | 10003 | 2011 | SHF | 00 | 99 | 85.03 | 176,863.02 | F | | Sheriff |
| 2 | 01/08/2013 | HIR | New Hire | EXE | 10003 | 2011 | SHF | 00 | 99 | 81.84 | 170,225.95 | F | | Sheriff |





DATE: September 26, 2013

TO: Sheriff Scott Israel *16924*

FROM: Major Chadwick E. Wagner, Director
Bureau of Human Resources *Ce4N*

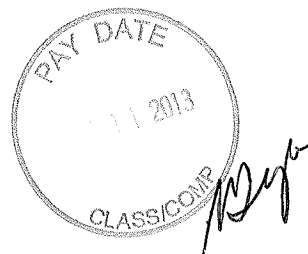
SUBJECT: Salary Adjustment – Fiscal 2013/14

We will be processing the increase to your pay as stipulated by county charter and state law (see attached). This does not include the certification program salary supplement for FY2013/14. Effective October 1, 2013, your new annual salary is \$176,863. This adjustment will be reflected in your pay check on October 11, 2013.

Should you have any questions or require additional information, please advise.

00/99
170.225-95
81.8394

176.863.00
85.0303



cc: General Counsel Ronald Gunzburger, Office of General Counsel
Director William MacDonald, Bureau of Finance and Budget
Employee Personnel File

Table 3
Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2013-14
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

| County | | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
|--------------|-----|--|-----------------------|------------------|----------------------------|------------|-------------------------|-----------------------------------|-------------------------|
| | | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |
| Alachua | c | \$ 131,234 | \$ 131,234 | \$ 131,234 | \$ 112,205 | \$ 140,149 | \$ 73,028 | \$ 131,234 | \$ 36,204 |
| Baker | e | \$ 99,222 | \$ 99,222 | \$ 99,222 | \$ 81,718 | \$ 108,137 | \$ 30,866 | \$ 99,222 | \$ 26,262 |
| Bay | e | \$ 124,695 | \$ 124,695 | \$ 124,695 | \$ 105,978 | \$ 133,611 | \$ 64,202 | \$ 124,695 | \$ 34,295 |
| Bradford | e | \$ 99,323 | \$ 99,323 | \$ 99,323 | \$ 81,814 | \$ 108,238 | \$ 30,962 | \$ 99,323 | \$ 26,288 |
| Brevard | c | \$ 144,725 | \$ 144,725 | \$ 144,725 | \$ 125,055 | \$ 153,641 | \$ 85,878 | \$ 144,725 | \$ 39,773 |
| Broward | c | \$ 167,948 | \$ 167,948 | \$ 167,948 | \$ 147,794 | \$ 176,863 | \$ 95,523 | \$ 167,948 | \$ 42,455 |
| Calhoun | e | \$ 95,111 | \$ 95,111 | \$ 95,111 | \$ 77,802 | \$ 104,026 | \$ 26,950 | \$ 95,111 | \$ 25,174 |
| Charlotte | c | \$ 124,023 | \$ 124,023 | \$ 124,023 | \$ 105,338 | \$ 132,938 | \$ 63,049 | \$ 124,023 | \$ 34,081 |
| Citrus | e | \$ 121,505 | \$ 121,505 | \$ 121,505 | \$ 102,940 | \$ 130,420 | \$ 58,733 | \$ 121,505 | \$ 33,282 |
| Clay | c e | \$ 127,223 | \$ 127,223 | \$ 127,223 | \$ 108,385 | \$ 136,138 | \$ 68,535 | \$ 127,223 | \$ 35,097 |
| Collier | | \$ 136,789 | \$ 136,789 | \$ 136,789 | \$ 117,496 | \$ 145,704 | \$ 78,319 | \$ 136,789 | \$ 37,673 |
| Columbia | c e | \$ 108,331 | \$ 108,331 | \$ 108,331 | \$ 90,393 | \$ 117,246 | \$ 42,725 | \$ 108,331 | \$ 29,556 |
| DeSoto | e | \$ 101,719 | \$ 101,719 | \$ 101,719 | \$ 84,096 | \$ 110,635 | \$ 33,244 | \$ 101,719 | \$ 26,922 |
| Dixie | e | \$ 95,665 | \$ 95,665 | \$ 95,665 | \$ 78,330 | \$ 104,580 | \$ 27,478 | \$ 95,665 | \$ 25,321 |
| Duval | c | \$ 151,949 | \$ 151,949 | \$ 151,949 | \$ 131,934 | \$ 160,865 | \$ 92,757 | \$ 151,949 | \$ 41,686 |
| Escambia | e | \$ 134,760 | \$ 134,760 | \$ 134,760 | \$ 115,564 | \$ 143,676 | \$ 76,387 | \$ 134,760 | \$ 37,137 |
| Flagler | | \$ 116,203 | \$ 116,203 | \$ 116,203 | \$ 97,890 | \$ 125,118 | \$ 50,222 | \$ 116,203 | \$ 31,640 |
| Franklin | e | \$ 94,071 | \$ 94,071 | \$ 94,071 | \$ 76,812 | \$ 102,986 | \$ 25,960 | \$ 94,071 | \$ 24,899 |
| Gadsden | e | \$ 106,098 | \$ 106,098 | \$ 106,098 | \$ 88,267 | \$ 115,014 | \$ 37,415 | \$ 106,098 | \$ 28,080 |
| Gilchrist | e | \$ 95,881 | \$ 95,881 | \$ 95,881 | \$ 78,536 | \$ 104,797 | \$ 27,684 | \$ 95,881 | \$ 25,378 |
| Glades | e | \$ 94,452 | \$ 94,452 | \$ 94,452 | \$ 77,175 | \$ 103,368 | \$ 26,323 | \$ 94,452 | \$ 25,000 |
| Gulf | e | \$ 95,534 | \$ 95,534 | \$ 95,534 | \$ 78,206 | \$ 104,449 | \$ 27,354 | \$ 95,534 | \$ 25,286 |
| Hamilton | e | \$ 95,176 | \$ 95,176 | \$ 95,176 | \$ 77,865 | \$ 104,091 | \$ 27,013 | \$ 95,176 | \$ 25,191 |
| Hardee | e | \$ 99,497 | \$ 99,497 | \$ 99,497 | \$ 81,980 | \$ 108,413 | \$ 31,128 | \$ 99,497 | \$ 26,334 |
| Hendry | e | \$ 102,964 | \$ 102,964 | \$ 102,964 | \$ 85,282 | \$ 111,880 | \$ 34,430 | \$ 102,964 | \$ 27,252 |
| Hernando | | \$ 125,109 | \$ 125,109 | \$ 125,109 | \$ 106,372 | \$ 134,025 | \$ 64,912 | \$ 125,109 | \$ 34,426 |
| Highlands | e | \$ 116,683 | \$ 116,683 | \$ 116,683 | \$ 98,347 | \$ 125,598 | \$ 50,679 | \$ 116,683 | \$ 31,767 |
| Hillsborough | c | \$ 159,202 | \$ 159,202 | \$ 159,202 | \$ 139,049 | \$ 168,118 | \$ 95,523 | \$ 159,202 | \$ 42,455 |
| Holmes | e | \$ 96,897 | \$ 96,897 | \$ 96,897 | \$ 79,504 | \$ 105,813 | \$ 28,652 | \$ 96,897 | \$ 25,647 |
| Indian River | | \$ 121,358 | \$ 121,358 | \$ 121,358 | \$ 102,800 | \$ 130,274 | \$ 58,481 | \$ 121,358 | \$ 33,236 |
| Jackson | e | \$ 106,881 | \$ 106,881 | \$ 106,881 | \$ 89,012 | \$ 115,797 | \$ 38,160 | \$ 106,881 | \$ 28,287 |
| Jefferson | e | \$ 95,056 | \$ 95,056 | \$ 95,056 | \$ 77,751 | \$ 103,972 | \$ 26,899 | \$ 95,056 | \$ 25,160 |
| Lafayette | e | \$ 93,112 | \$ 93,112 | \$ 93,112 | \$ 75,899 | \$ 102,028 | \$ 24,621 | \$ 93,112 | \$ 24,291 |
| Lake | | \$ 134,771 | \$ 134,771 | \$ 134,771 | \$ 115,575 | \$ 143,687 | \$ 76,398 | \$ 134,771 | \$ 37,140 |
| Lee | c | \$ 146,785 | \$ 146,785 | \$ 146,785 | \$ 127,016 | \$ 155,700 | \$ 87,839 | \$ 146,785 | \$ 40,318 |
| Leon | c e | \$ 133,300 | \$ 133,300 | \$ 133,300 | \$ 114,173 | \$ 142,215 | \$ 74,996 | \$ 133,300 | \$ 36,751 |
| Levy | e | \$ 103,702 | \$ 103,702 | \$ 103,702 | \$ 85,985 | \$ 112,618 | \$ 35,133 | \$ 103,702 | \$ 27,447 |

Table 3
Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2013-14
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

| County | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
|--|--|-----------------------|------------------|----------------------------|---------|-------------------------|-----------------------------------|-------------------------|
| | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |
| <p>Notes:</p> <p>1) Salary figures have been calculated by the Florida Legislature's Office of Economic and Demographic Research (EDR) pursuant to the statutory formula in Chapter 145, F.S. Although not required by law, the EDR calculates salaries of elected county constitutional officers and school district officials as a service to county governments and school districts. County and school district officials are encouraged to independently compute and verify these salary figures.</p> <p>2) The calculated salary figures for all officers reflect the use of 2012 countywide population estimates listed in "Florida Estimates of Population 2012" published by the University of Florida's Bureau of Economic and Business Research.</p> <p>3) These salary figures may not be applicable to those elected county officers of a chartered consolidated government or those elected officers in counties having a home rule charter, which specifies another method of salary compensation. As indicated in this table, Florida currently has 20 charter counties.</p> <p>4) Salary figures are included for each school district's superintendent even though the salaries determined by statutory formula are applicable only to elected school superintendents. As indicated in this table, Florida currently has 41 elected school superintendents.</p> <p>5) These salary figures do not include any special qualification salary available to eligible clerks of circuit court, property appraisers, sheriffs, supervisors of elections, and tax collectors who have completed the required certification program specified in the relevant sections of Chapter 145, F.S. Additionally, the salary figures for elected school superintendents do not include any special qualification salary and performance salary incentive available to eligible elected school superintendents who have completed the required certification programs specified in Section 1001.47, F.S.</p> <p>6) As the result of recent statutory changes (i.e., Chapters 2009-3, 2009-59, and 2011-158, L.O.F.), each elected county constitutional officer and school district official is now authorized to voluntarily reduce his or her salary rate. However, the salary figures listed in this table do not reflect any such voluntary reductions.</p> <p>7) Pursuant to law, the Florida Department of Management Services must annually certify two components of the salary formula calculation: the annual factor and cumulative annual factor. For the 2013-14 fiscal year, the certified annual factor is 1.0372 and the certified cumulative annual factor is 3.1681.</p> | | | | | | | | |



Florida Department of
Law Enforcement

Gerald M. Bailey
Commissioner

Criminal Justice Professionalism
Post Office Box 1489
Tallahassee, Florida 32302-1489
(850) 410-8600
www.fdle.state.fl.us

Rick Scott, *Governor*
Pam Bondi, *Attorney General*
Jeff Atwater, *Chief Financial Officer*
Adam Putnam, *Commissioner of Agriculture*

October 16, 2013

Honorable Scott Israel
Sheriff Broward County
2601 West Broward Boulevard
Ft. Lauderdale, Florida 33312

RECEIVED
OCT 17 2013
SHERIFF'S OFFICE

Subject: Sheriff's Salary Supplement Qualification Calendar Year 2013

Dear Sheriff Israel:

Pursuant to §145.071(2)(a) – (c), Florida Statutes, you have satisfied the requirements to establish or maintain eligibility to receive the Sheriffs Salary Supplement for 2013 by successfully completing the approved training listed below.

- 2012 New Sheriffs Institute Training – 40

Total hours: 40

If you have further questions regarding your sheriff's salary supplement, please contact Mable Wimberly at 850-410-7567. Your participation in this program is appreciated.

Sincerely,

A handwritten signature in black ink, appearing to read "Kristi S. Gordon".

Kristi S. Gordon, Director
Florida Criminal Justice Executive Institute
Chief of the Bureau of Professional Development

KSG/mjw

cc: Florida Sheriffs Association
Florida Criminal Justice Executive Institute

Broward County Sheriff's Office
Employee Action History

Page 8 of 15
 01/14/2013 8:01:36 AM

Emplid : 16924

Orig. Hire Date : 01/08/2013

Name : Israel,Scott

Separation Date :

| S.No | Eff Date | Action | Action Reason | Union Code | Pos # | Location | Pay Group | Pay Grade | Pay Step | Hourly Rate | Base Pay | Full/Part Time | Empl Class | Job Classification |
|------|------------|--------|---------------|------------|-------|----------|-----------|-----------|----------|-------------|------------|----------------|------------|--------------------|
| 1 | 01/08/2013 | HIR | New Hire | EXE | 10003 | 2011 | SHF | 00 | 99 | 81.84 | 170,225.95 | F | | Sheriff |



Pride in Service with Integrity

DATE: December 31, 2012

TO: Sheriff-Elect Scott Israel 16924

FROM: Major Fernando Gajate, Director
Bureau of Human Resources .B

SUBJECT: Annual Salary

Please be advised that your annual salary is \$170,226 as stipulated by county charter and state law (see attached). Additionally, you will receive a \$2,000 special qualification salary supplement for successful completion of the required certification program.

Should you have any questions or require additional information, please advise.

cc: Director William MacDonald, Bureau of Finance and Budget
Employee Personnel File

Form W-4 (2012)

Purpose. Complete Form W-4 so that your employer can withhold the correct federal income tax from your pay. Consider completing a new Form W-4 each year and when your personal or financial situation changes.

Exemption from withholding. If you are exempt, complete **only** lines 1, 2, 3, 4, and 7 and sign the form to validate it. Your exemption for 2012 expires February 18, 2013. See Pub. 505, Tax Withholding and Estimated Tax.

Note. If another person can claim you as a dependent on his or her tax return, you cannot claim exemption from withholding if your income exceeds \$950 and includes more than \$300 of unearned income (for example, interest and dividends).

Basic instructions. If you are not exempt, complete the **Personal Allowances Worksheet** below. The worksheets on page 2 further adjust your withholding allowances based on itemized deductions, certain credits, adjustments to income, or two-earners/multiple jobs situations.

Complete all worksheets that apply. However, you may claim fewer (or zero) allowances. For regular wages, withholding must be based on allowances you claimed and may not be a flat amount or percentage of wages.

Head of household. Generally, you can claim head of household filing status on your tax return only if you are unmarried and pay more than 50% of the costs of keeping up a home for yourself and your dependent(s) or other qualifying individuals. See Pub. 501, Exemptions, Standard Deduction, and Filing Information, for information.

Tax credits. You can take projected tax credits into account in figuring your allowable number of withholding allowances. Credits for child or dependent care expenses and the child tax credit may be claimed using the **Personal Allowances Worksheet** below. See Pub. 505 for information on converting your other credits into withholding allowances.

Nonwage income. If you have a large amount of nonwage income, such as interest or dividends, consider making estimated tax payments using Form 1040-ES, Estimated Tax for Individuals. Otherwise, you may owe additional tax. If you have pension or annuity

income, see Pub. 505 to find out if you should adjust your withholding on Form W-4 or W-4P.

Two earners or multiple jobs. If you have a working spouse or more than one job, figure the total number of allowances you are entitled to claim on all jobs using worksheets from only one Form W-4. Your withholding usually will be most accurate when all allowances are claimed on the Form W-4 for the highest paying job and zero allowances are claimed on the others. See Pub. 505 for details.

Nonresident alien. If you are a nonresident alien, see Notice 1392, Supplemental Form W-4 Instructions for Nonresident Aliens, before completing this form.

Check your withholding. After your Form W-4 takes effect, use Pub. 505 to see how the amount you are having withheld compares to your projected total tax for 2012. See Pub. 505, especially if your earnings exceed \$130,000 (Single) or \$180,000 (Married).

Future developments. The IRS has created a page on IRS.gov for information about Form W-4, at www.irs.gov/w4. Information about any future developments affecting Form W-4 (such as legislation enacted after we release it) will be posted on that page.

Personal Allowances Worksheet (Keep for your records.)

| | | |
|----------|--|----------------|
| A | Enter "1" for yourself if no one else can claim you as a dependent | A _____ |
| B | Enter "1" if: { • You are single and have only one job; or • You are married, have only one job, and your spouse does not work; or • Your wages from a second job or your spouse's wages (or the total of both) are \$1,500 or less. } | B _____ |
| C | Enter "1" for your spouse. But, you may choose to enter "-0-" if you are married and have either a working spouse or more than one job. (Entering "-0-" may help you avoid having too little tax withheld.) | C _____ |
| D | Enter number of dependents (other than your spouse or yourself) you will claim on your tax return | D _____ |
| E | Enter "1" if you will file as head of household on your tax return (see conditions under Head of household above) | E _____ |
| F | Enter "1" if you have at least \$1,900 of child or dependent care expenses for which you plan to claim a credit | F _____ |
| G | Child Tax Credit (including additional child tax credit). See Pub. 972, Child Tax Credit, for more information. • If your total income will be less than \$61,000 (\$90,000 if married), enter "2" for each eligible child; then less "1" if you have three to seven eligible children or less "2" if you have eight or more eligible children. • If your total income will be between \$61,000 and \$84,000 (\$90,000 and \$119,000 if married), enter "1" for each eligible child | G _____ |
| H | Add lines A through G and enter total here. (Note. This may be different from the number of exemptions you claim on your tax return.) ► | H _____ |

For accuracy, complete all worksheets that apply.
 { • If you plan to itemize or claim adjustments to income and want to reduce your withholding, see the Deductions and Adjustments Worksheet on page 2.
 • If you are single and have more than one job or are married and you and your spouse both work and the combined earnings from all jobs exceed \$40,000 (\$10,000 if married), see the Two-Earners/Multiple Jobs Worksheet on page 2 to avoid having too little tax withheld.
 • If neither of the above situations applies, stop here and enter the number from line H on line 5 of Form W-4 below.

----- Separate here and give Form W-4 to your employer. Keep the top part for your records. -----

| | | | | |
|---|--|--|--|---|
| Form W-4 Department of the Treasury Internal Revenue Service | | Employee's Withholding Allowance Certificate ► Whether you are entitled to claim a certain number of allowances or exemption from withholding is subject to review by the IRS. Your employer may be required to send a copy of this form to the IRS. | | OMB No. 1545-0074 2012 |
| 1 Your first name and middle initial SCOTT | | Last name ISRAEL | | 2 Your social security number [REDACTED] |
| Home address (number and street or rural route) [REDACTED] | | 3 <input type="checkbox"/> Single <input checked="" type="checkbox"/> Married <input type="checkbox"/> Married, but withhold at higher Single rate. Note. If married, but legally separated, or spouse is a nonresident alien, check the "Single" box. | | |
| City or town, state, and ZIP code [REDACTED] | | 4 If your last name differs from that shown on your social security card, check here. You must call 1-800-772-1213 for a replacement card. ► <input type="checkbox"/> | | |
| 5 Total number of allowances you are claiming (from line H above or from the applicable worksheet on page 2) | | 5 | | 4 |
| 6 Additional amount, if any, you want withheld from each paycheck | | 6 | | \$ |
| 7 I claim exemption from withholding for 2012, and I certify that I meet both of the following conditions for exemption. • Last year I had a right to a refund of all federal income tax withheld because I had no tax liability, and • This year I expect a refund of all federal income tax withheld because I expect to have no tax liability. If you meet both conditions, write "Exempt" here | | 7 | | |
| Under penalties of perjury, I declare that I have examined this certificate and, to the best of my knowledge and belief, it is true, correct, and complete. | | | | |
| Employee's signature (This form is not valid unless you sign it.) Scott Israel | | Date ► 12/31/12 | | |
| 8 Employer's name and address (Employer: Complete lines 8 and 10 only if sending to the IRS.) | | 9 Office code (optional) | | 10 Employer identification number (EIN) |

Phone: (954) 321-4418
Fax: (954) 321-4678
joanna_hely@sheriff.org

Please note that Florida has a broad public records law, and that all correspondence sent to me via email may be subject to disclosure. This email communication and any attachments may contain confidential and privileged information for the sole use of the designated recipient(s). Any unauthorized review, use, disclosure or distribution is strictly prohibited. If you are not the intended recipient, please contact the sender by reply email and destroy all copies of the original message.

1/11/2013

Florida Department of Law Enforcement

Criminal Justice Professionalism Program

Global Profile Sheet

| | | |
|-----------------------|---------|----------------------|
| Name : Scott J Israel | | |
| Race : Wh | Sex : M | Education : Bachelor |

| Employment | | | | | | | |
|-------------------------------------|-------|------|------------|-----------|---|-----|-----------|
| Agency | Class | Type | Start Date | Sep. Date | Sep. Reason | TEA | FP Date |
| Fort Lauderdale Police Department | LE | FT | 7/20/1979 | 7/17/2004 | Retired (Not involving misconduct) | N | 7/20/1979 |
| North Bay Village Police Department | LE | FT | 7/14/2004 | 9/18/2008 | Transfer Within Agency (No break in service) | N | 1/11/2005 |
| North Bay Village Police Department | LE | PT | 9/18/2008 | 3/5/2009 | Administrative Termination (Not involving misconduct) | N | 1/11/2005 |
| Broward County Sheriff's Office | LE | FT | 1/8/2013 | | | N | 1/7/2013 |

| Salary Incentive | | | |
|------------------|-------------|-----------|------------------|
| Basic LE | Career Dev. | Education | Maximum Eligible |
| \$25 | \$20 | \$80 | \$125 |

| Mandatory Firearms Qualification | |
|--|--|
| Law Enforcement Officer Firearms Qualification Standard: No Firearm Qualification Date | |

| Certification | | | | | |
|---------------|--------|--------|------------|---------------------|------------------------|
| Type | Number | Status | Cert. Date | Man. Retr. Due Date | Mand. Retr. Comp. Date |
| LE | 25077 | Active | 7/20/1979 | 6/30/2013 | 5/28/2010 |

| Topics | | | | |
|--|------------|-------------|--------|---------|
| Topic | Topic Date | Recert Date | Status | Met Req |
| There is no topic information available. | | | | |

| Exam | | | | | | | | | |
|-----------|-----------|------|--------|--------|--------|--------|--------|---------|---------|
| Exam Type | Exam Date | Form | Part 1 | Part 2 | Part 3 | Part 4 | Part 5 | Overall | Amended |
| LE | 6/30/1993 | 1 | Pass | Pass | Pass | Pass | Pass | Pass | |

| Equivalency | | | | | | | |
|---|------------|---------------------|---------------|--------------------|------------------------|------------|----------|
| Agency | Discipline | Date Of Application | Decision Date | Approval Authority | Date Applicant Advised | App Status | Exp Date |
| This Person has no Equivalency records entered. | | | | | | | |

| Training | | | | | | |
|------------|------------|---------------|---------|--|-------|--------------|
| Start Date | End Date | Sequence | Version | Title | Grade | Hours Taught |
| 1/1/1900 | 12/31/1900 | 00-1900-016-0 | N/A | Narcotics And Dangerous Drugs Investigations | P | 40 |
| 1/1/1900 | 12/31/1900 | 00-1900-054-0 | N/A | Organized Crime | P | 40 |
| 1/1/1968 | 7/20/1979 | 00-1900-002-0 | N/A | Certificate Of Compliance-Law Enforcement | P | 400 |
| 1/20/1987 | 1/30/1987 | 03-1987-040-1 | 1985.07 | Surveillance Techniques | P | 40 |

→ 1
- Pending.

| WMD/ICS Training for Certified Law Enforcement Officers | |
|--|------------------------|
| Training Name | Completion Date |
| Weapons of Mass Destruction(WMD) | 12/14/2001 |
| Incident Command System (ICS) | 11/6/2001 |

Scott J Israel

FLORIDA SHERIFFS ASSOCIATION

FLORIDA SHERIFFS' INSTITUTE



Awards

SHERIFF-ELECT SCOTT ISRAEL

this certificate for successful completion of the
New Sheriffs Institute, December 2-7, 2012

40

Number of Training
Hours Completed

Susan Benton
President
Florida Sheriffs Association

Steve Casey
Executive Director
Florida Sheriffs Association

Earnings Table - Windows Internet Explorer

Obtained via Florida PRL by Judicial Watch, Inc.

http://myhr.sheriff.bso/psp/hr/EMPLOYEE/HRMS/s/WEBUI... SC.HOMEPAGE.FieldFormula.IScript_AppHP?pt_frame=B50_CUSTOM...

File Edit View Favorites Tools Help

Favorites Suggested Sites Internet Search Web Slice Gallery

Earnings Table

ORACLE

Home Worklist Add to Favorites Sign out

Favorites Main Menu > Set Up HRMS > Product Related > Payroll for North America > Compensation and Earnings > Earnings Table

New Window ? Help Customize Page http

General Taxes Calculation Special Process Pay Limit

Earnings Code: 506

Earnings Information Find First 1 of 1 Last

Effective Date: 09/06/2011 Status: Active

Description: Certification Pay for Sheriff

Short Description: S-Cert

Allowable Employee Types: All

Payment Type

- ☐ Either Hours or Amount OK
- ☐ Both Hours and Amount OK
- ☐ Hours Only
- ☐ Amounts Only
- ☐ Unit/Override Rate
- ☒ Flat Amount \$76.92

Effect on FLSA

- ☐ None
- ☐ Both Hours and Amount
- ☐ Hours Only
- ☐ Amounts Only

Eligible for Retro Pay

- ☒ Eligible for Retro Pay
- ☐ Used to Pay Retro

☐ Hours Distribution

Save Return to Search Notify Add Update/Display Include History

General | Taxes | Calculation | Special Process | Pay Limit

Trusted sites 100%

start Internet Explorer Inbox - Mailbox - Hel... 12:09 PM

**Salaries of
Elected County Constitutional Officers
and School District Officials
for Fiscal Year 2012-13**

September 2012

**The Florida Legislature's
Office of Economic and Demographic Research**



Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2012-13

Summary:

The practice of determining the compensation of Florida's county constitutional officers by state law was sanctioned by the Constitution of 1885 and has been maintained since the 1968 constitutional revision.¹ However, it was not until 1973 that the Legislature authorized the salary compensation formula that was the precursor to its present form.² Prior to that legislation, the authorization of changes to county officers' compensation required frequent legislative action. A summary of these historical constitutional provisions and general law amendments can be found in this report's appendix.

In expressing its intent, the Legislature determined that a uniform salary law was needed to replace the previous local law method of determining compensation, which was haphazard, preferential, inequitable, and probably unconstitutional.³ In addition, the Legislature intended to provide for uniform compensation of county officers having substantially equal duties and responsibilities and basing these uniform salary schedules on countywide population. Furthermore, in acknowledging the Legislature's stated intent for uniformity, Florida's Attorney General opined in 2008 that a sheriff could not voluntarily reduce his or her salary below that established by law.⁴ However, in 2009, the Legislature authorized district school board members and elected school superintendents to reduce their salaries on a voluntary basis.⁵ Furthermore, in 2011, the Legislature authorized each member of a board of county commissioners, clerk of circuit court, county comptroller, sheriff, supervisor of elections, property appraiser, and tax collector to voluntarily reduce his or her salary.⁶

The salary provisions apply to all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to the provisions of a county home rule charter, as well as those officials of counties that have a chartered consolidated form of government as provided in Chapter 67-1320, L.O.F., (i.e., Duval County).⁷ The adoption of a charter provides the county's electors with a mechanism to fundamentally alter the form of county government and the status of constitutional officers.⁸

The current salary formula methodology specifies that the latest official population census counts or intercensal estimates for the years between decennial censuses serve as a major component of the salary computation. In addition to the population figures, the salary formula contains five other components. The *base salary* and *group rate* components for the separate officers are specified in various sections of Chapter 145, F.S.⁹ The *initial factor* component is currently set in law as a constant numerical value.¹⁰ The Florida

1. Section 5, Art. II, State Constitution.

2. Chapter 73-173, L.O.F.

3. Section 145.011, F.S.

4. Florida Attorney General Opinion 2008-28.

5. Chapters 2009-3 and 2009-59, L.O.F.

6. Chapter 2011-158, L.O.F.

7. Section 145.012, F.S.

8. According to the Florida Association of Counties, Florida's charter counties and their respective year of charter adoption are as follows: Alachua (1987), Brevard (1994), Broward (1975), Charlotte (1986), Clay (1991), Columbia (2002), Duval (1968), Hillsborough (1983), Lee (1996), Leon (2002), Miami-Dade (1957), Orange (1987), Osceola (1992), Palm Beach (1985), Pinellas (1980), Polk (1998), Sarasota (1971), Seminole (1989), Volusia (1971) and Wakulla (2008) available at www.fl-counties.com/Pages/About_Floridas_Counties/Charter_County_Information.aspx.

9. Sections 145.031, 145.051, 145.071, 145.09, 145.10, 145.11, 1001.395, 1001.47, F.S.

Office of Economic and Demographic Research

Department of Management Services (DMS) annually certifies the remaining two components, the *annual factor* and *cumulative annual factor*, used in the salary formula calculations.¹¹ Traditionally, this annual certification has occurred in late summer, typically by the month of September.¹²

Prior to 1984, the Florida Department of Community Affairs calculated salaries for county constitutional officers; however, that authority was deleted from law during the 1984 legislative session.¹³ From 1985 through 2009, the former Legislative Committee on Intergovernmental Relations continued the annual salary calculations for county constitutional officers and elected school officials as a service to governmental units. Since 2010, the Legislature's Office of Economic and Demographic Research (EDR) has made the annual calculations. Since the EDR is not required by law to perform these calculations, county government and school district officials are encouraged to independently verify the salaries of their respective elected officials.

General Law Amendments Affecting Elected County and School District Officers' Compensation:

There were no general law amendments resulting from the 2012 Regular Legislative Session.

Definition of Terms Relevant to the Current Statutory Formula:

Population means the latest annual determination of population of local governments produced by the EDR and provided to the Governor's Office in accordance with s. 186.901, F.S.¹⁴ For the years between decennial censuses, the University of Florida's Bureau of Economic and Business Research (BEBR) generates annual population estimates for local governments, in accordance with a contract administered by the EDR.

Salary means the total annual compensation, payable under the schedules set forth in Chapter 145, F.S., to be paid to an officer as personal income.¹⁵

Annual Factor means 1 plus the lesser of either: 1) the average percentage increase in the salaries of state career service employees for the current fiscal year as determined by the DMS or as provided in the General Appropriations Act; or 2) 7 percent.¹⁶

Cumulative Annual Factor means the product of all annual factors certified under this act prior to the fiscal year for which salaries are being calculated.¹⁷

Initial Factor means a factor of 1.292, which is the product, rounded to the nearest thousandth, of an earlier cost-of-living increase factor authorized by Chapter 73-173, L.O.F., and intended by the Legislature to be preserved in adjustments to salaries made prior to the enactment of Chapter 76-80, L.O.F., multiplied by the annual increase factor authorized by Chapter 79-327, L.O.F.¹⁸

10. Section 145.19(1)(c), F.S.

11. Section 145.19(2), F.S.

12. The letter from the Department of Management Services' Division of Human Resource Management, which certified the annual factor and cumulative annual factor for the 2012-13 fiscal year, was dated August 30, 2012. (Letter on file with the EDR.)

13. Chapter 84-241, L.O.F.

14. Section 145.021(1), F.S.

15. Section 145.021(2), F.S.

16. Section 145.19(1)(a), F.S.

17. Section 145.19(1)(b), F.S.

18. Section 145.19(1)(c), F.S.

Salary Computation Methodology:

STEP 1 of the salary computation involves the determination of the relevant population group number for the elected officer based on the countywide population. **Table 1** lists the official 2011 county population estimates used to compute the 2012-13 salaries.

Two sets of countywide population ranges are used to determine the salaries of the elected officers. One set applies to the clerk of circuit court, county comptroller (if applicable), tax collector, property appraiser, supervisor of elections, sheriff, and school superintendent. The second set applies only to county commissioners and school board members. Each population range has an assigned population group number.

STEP 2 of the salary computation involves the determination of the relevant base salary and group rate that corresponds to the population group number determined in the first step. **Table 2** displays the applicable sets of population ranges, base salaries, and group rates, which correspond to each population group number.

STEP 3 involves computing the salaries of elected county officers using the following formula.

$$\text{Salary} = [\text{Base Salary} + (\text{Population Above Group Minimum} \times \text{Group Rate})] \times \text{Initial Factor} \times \text{Certified Annual Factor} \times \text{Certified Cumulative Annual Factor}$$

Sample Computation of Salary:

Officer: Alachua County Tax Collector

| | |
|---|----------|
| 2011 Population Estimate: | 247,337 |
| Group Number (IV) Minimum: | 200,000 |
| Corresponding Base Salary (i.e., Group IV): | \$30,175 |
| Corresponding Group Rate (i.e., Group IV): | 0.01575 |
| Initial Factor: | 1.292 |
| Certified Annual Factor: | 1.0000 |
| Certified Cumulative Annual Factor: | 3.1681 |

$$\text{Salary} = [\$30,175 + [(247,336 - 200,000) \times 0.01575]] \times 1.292 \times 1.0000 \times 3.1681 = \$126,564$$

Salaries of Elected County Constitutional Officers:

Table 3 displays the salaries for the county constitutional officers calculated pursuant to the statutory formula. As previously mentioned, these salaries apply to all designated officers in all counties, except those officials whose salaries are not subject to being set by the Legislature due to the provisions of a county home rule charter, as well as those officials of counties that have a chartered consolidated form of government as provided in Chapter 67-1320, L.O.F., (i.e., Duval County). The formula-based salaries of supervisors of elections are based upon a five-day workweek; however, if a supervisor does not keep his or her office open five days per week then the salary will be prorated accordingly.¹⁹ The calculation of each supervisor of elections' salary is based on the assumption of a five-day workweek and does not reflect any applicable pro rata reduction. Each elected county constitutional officer also has the authority to reduce his or her salary rate on a voluntary basis; however, the salary figures in the table do not reflect any such voluntary reductions.²⁰

19. Sections 145.09(2), F.S.

20. Sections 145.031(3), 145.051(3), 145.071(3), 145.09(4), 145.10(3), 145.11(3), F.S.

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Additionally, these salary figures do not include any special qualification salary (discussed in the section entitled *Additional Compensation*), which may be awarded to eligible officers.

Salaries of Elected School Superintendents and School Board Members:

Table 3 also displays the salaries for the school superintendents and school board members calculated pursuant to the statutory formula. The formula-based salary computation is made for each school district's superintendent and included in the table even though the statutory provisions apply only to elected superintendents. Additionally, the salary figures do not include any special qualification salary, performance salary incentive, or district school board-approved salary (each discussed in the section entitled *Additional Compensation*), which may be awarded to eligible elected school superintendents. Each elected school board member and school superintendent may also reduce his or her salary rate on a voluntary basis; however, the salary figures in the table do not reflect any such voluntary reductions.²¹

Effective Date of Salary Changes:

Current law requires that county officers' salaries be adjusted each fiscal year, but fails to specify whether the state or local government fiscal year shall be applied.²² Florida's county governments operate on the October 1st to September 30th local fiscal year, while Florida's school districts operate on the July 1st to June 30th state fiscal year. In an attempt to clarify this uncertainty, Florida's Attorney General opined that salary increases are effective October 1st for the elected county officers and July 1st for the elected school district officials.²³

Additional Compensation:

Select county constitutional officers are eligible to receive a special qualification salary of up to \$2,000 added to their formula-based salary; however, the officer must first successfully complete the required certification program.²⁴ Any officer becoming certified during a calendar year shall receive in that year a pro rata share of the special qualification salary based on the remaining period of the year. Any special qualification salary is added after the calculation of the formula-based salary.

Certification programs are offered to the clerks of circuit court, sheriffs, supervisors of elections, property appraisers, tax collectors, and elected school superintendents, and the officer is required to complete a course of continuing education to remain certified.²⁵ The following state agencies prescribe the courses of continuing education: the Supreme Court for clerks of circuit court; the Department of Law Enforcement for sheriffs; the Department of State's Division of Elections for supervisors of elections; the Department of Revenue for property appraisers and tax collectors; and the Department of Education for elected school superintendents.

In addition to the special qualification salary for elected school superintendents, the Department of Education also provides a leadership development and performance compensation program, which consists of two phases: a content, knowledge, and skills phase; and a competency acquisition phase.²⁶ Upon successful completion of both phases and demonstrated successful performance, the school superintendent shall be issued a Chief Executive Officer Leadership Development Certificate and given an annual performance salary incentive of not less than \$3,000 nor more than \$7,500 based upon his or her performance evaluation. For elected school superintendents, current law also provides that a district school board may approve, by

21. Sections 1001.395(2), 1001.47(6), F.S.

22. Section 145.19(2), F.S.

23. Florida Attorney General Opinion 79-87.

24. Section 145.19(2), F.S.

25. Sections 145.051(2), 145.071(2), 145.09(3), 145.10(2), 145.11(2), 1001.47(4), F.S.

26. Section 1001.47(5), F.S.

majority vote, a salary in excess of the formula-based amount.²⁷

Payment of Group Insurance Premiums or Charges:

The payment of premiums or charges for group insurance for those county officers whose compensation is fixed by Chapter 145, F.S., is authorized.²⁸ All or any portion of the payment of the costs of life, health, accident, hospitalization, or annuity insurance for county officers, as authorized in s. 112.08, F.S., shall not be deemed to be compensation within the purview of Chapter 145, F.S.²⁹

Role of the EDR:

As previously mentioned, the EDR has continued the annual calculations of elected county constitutional officers and school district officials' salaries as a service to interested parties. No legislative entity is under statutory obligation to perform these annual calculations; therefore, county government and school district officials are encouraged to independently compute the salaries of their own elected constitutional officers in order to verify the salary figures published in this report.

Beyond making the formula-based salary calculations and publishing this annual report, the EDR does not collect any of the following information: 1) the salary figures for those officers whose salaries are not set pursuant to the statutory formula; 2) the salary figures for those officers choosing to voluntarily reduce their salary; 3) a listing of county constitutional officers and elected school superintendents receiving any special qualification salary and the amounts of those supplemental awards; 4) a listing of elected school superintendents receiving any performance salary incentive or district school board-approved salary and the amounts of those supplemental awards; and 5) the amounts of any group insurance premiums or charges paid on behalf of those county officers whose compensation is fixed by law. Persons interested in obtaining such figures should contact the county government or school district directly.

Florida Attorney General Opinions:

Florida's Attorney General has issued the following legal opinions relevant to the salary issue.

| <u>Opinion #</u> | <u>Subject</u> |
|------------------|--|
| 74-177 | Calculating filing fees for candidates |
| 74-184 | Changes in salaries and county population |
| 75-147 | Public funds for group life insurance |
| 75-241 | Investment income as interest |
| 76-157 | Sheriffs and financial reports |
| 77-131 | School board members, group insurance purchase |
| 78-159 | Payment of clerk's social security benefits |
| 79-66 | Salary of county officer, deficiency |
| 79-87 | County officers' salary adjustments |
| 81-45 | Ch. 80-377; school boards |
| 82-68 | Salary incentive benefits for sheriff |
| 91-68 | Florida Retirement System |
| 93-31 | Fee officer's salary |
| 93-94 | Class C travel and mileage reimbursements |

27. Section 1001.47(1), F.S.

28. Section 112.14, F.S.

29. Section 145.131(3), F.S.

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99-63 Clerk, fees imposed on county commission
 2008-28 Sheriff – voluntary reduction of salary

The full texts of those opinions are available via the searchable online database of legal opinions.³⁰ Local government officials seeking more clarification should review the opinions in their entirety. The statutory language pertaining to the salary issue has been amended since its authorization. Consequently, the reader should keep the date of the opinion in mind when reviewing its relevance to current law or any interpretations that have been articulated in Florida case law.

Salaries of Other Elected State Officials and Full-Time Members of Commissions:

The salaries of Florida's elected state officials and full-time members of commissions are not set by a statutory salary formula, but are set annually in the General Appropriations Act. Listed below are the salaries of those elected officials and commission members, effective July 1, 2012. These salaries may be reduced on a voluntary basis.³¹

| Elected State Officials and Full-Time Commission Members | Salary |
|---|---------------|
| Governor | \$ 130,273 |
| Lieutenant Governor | \$ 124,851 |
| Chief Financial Officer | \$ 128,972 |
| Attorney General | \$ 128,972 |
| Commissioner of Agriculture | \$ 128,972 |
| Supreme Court Justice | \$ 157,976 |
| Judges - District Court of Appeal | \$ 150,077 |
| Judges - Circuit Courts | \$ 142,178 |
| Judges - County Courts | \$ 134,280 |
| State Attorneys | \$ 150,077 |
| Public Defenders | \$ 150,077 |
| Commissioner-Public Service Commission | \$ 130,036 |
| Public Employees Relations Commission Chair | \$ 95,789 |
| Public Employees Relations Commission Commissioners | \$ 45,362 |
| Commissioner-Parole and Probation | \$ 90,724 |
| Criminal Conflict and Civil Regional Counsels | \$ 98,000 |

The annual salaries of members of the Florida Senate and House of Representatives are set as a fixed dollar amount, but current law includes a provision for annual adjustment on July 1st based on the average percentage increase in the salaries of state career service employees for the fiscal year just concluded.³² However, notwithstanding the provisions of s. 11.13(1), F.S., the authorized salaries for members of the Legislature for the 2012-13 fiscal year shall be set at the same level in effect on July 1, 2010.³³ Consequently, for the 2012-13 fiscal year, the salaries for the Senate President and House Speaker are \$41,181 each, and the salaries for all other Senate and House members are \$29,697 each.

30. <http://myfloridalegal.com/ago.nsf/Opinions>

31. Section 8 of Chapter 2012-118, L.O.F.

32. Section 11.13(1), F.S.

33. Section 41 of Chapter 2012-119, L.O.F.

Availability of Historical Salary Data:

Several compilations of prior years' salary data are available.³⁴

34. <http://edr.state.fl.us/Content/local-government/data/data-a-to-z/s-z.cfm>

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| Table 1 Florida's 2011 County Population Estimates | | | |
|--|------------|----------------------|-------------------|
| County | Population | County | Population |
| Alachua | 247,337 | Lee | 625,310 |
| Baker | 26,927 | Leon | 276,278 |
| Bay | 169,278 | Levy | 40,767 |
| Bradford | 28,662 | Liberty | 8,370 |
| Brevard | 545,184 | Madison | 19,298 |
| Broward | 1,753,162 | Manatee | 325,905 |
| Calhoun | 14,685 | Marion | 331,745 |
| Charlotte | 160,463 | Martin | 146,689 |
| Citrus | 140,956 | Miami-Dade | 2,516,515 |
| Clay | 191,143 | Monroe | 72,670 |
| Collier | 323,785 | Nassau | 73,684 |
| Columbia | 67,528 | Okaloosa | 181,679 |
| DeSoto | 34,708 | Okeechobee | 39,870 |
| Dixie | 16,385 | Orange | 1,157,342 |
| Duval | 864,601 | Osceola | 273,867 |
| Escambia | 299,261 | Palm Beach | 1,325,758 |
| Flagler | 96,241 | Pasco | 466,533 |
| Franklin | 11,527 | Pinellas | 918,496 |
| Gadsden | 48,200 | Polk | 604,792 |
| Gilchrist | 16,983 | Putnam | 74,052 |
| Glades | 12,812 | St. Johns | 192,852 |
| Gulf | 15,789 | St. Lucie | 279,696 |
| Hamilton | 14,744 | Santa Rosa | 154,901 |
| Hardee | 27,653 | Sarasota | 381,319 |
| Hendry | 38,908 | Seminole | 424,587 |
| Hernando | 173,078 | Sumter | 96,615 |
| Highlands | 98,712 | Suwannee | 43,215 |
| Hillsborough | 1,238,951 | Taylor | 22,500 |
| Holmes | 19,901 | Union | 15,473 |
| Indian River | 138,694 | Volusia | 495,400 |
| Jackson | 49,964 | Wakulla | 30,877 |
| Jefferson | 14,666 | Walton | 55,450 |
| Lafayette | 8,752 | Washington | 24,638 |
| Lake | 298,265 | Florida Total | 18,905,048 |
| Data Source: "Florida Estimates of Population 2011" Bureau of Economic and Business Research, University of Florida (2012). | | | |

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| Table 2 Salary Computation Statistics | | | | | |
|--|-----------------------------|-------------------------|---------|----------------|---------------|
| Elected County Constitutional Officers | Population Group Numbers | County Population Range | | Base Salary | Group Rate |
| | | Minimum | Maximum | | |
| Clerk of Circuit Court Comptroller Property Appraiser Tax Collector ss. 145.051, 145.10, 145.11, F.S. | I | 0 | 49,999 | \$21,250 | 0.07875 |
| | II | 50,000 | 99,999 | \$24,400 | 0.06300 |
| | III | 100,000 | 199,999 | \$27,550 | 0.02625 |
| | IV | 200,000 | 399,999 | \$30,175 | 0.01575 |
| | V | 400,000 | 999,999 | \$33,325 | 0.00525 |
| | VI | 1,000,000 | | \$36,475 | 0.00400 |
| Supervisor of Elections s. 145.09, F.S. | I | 0 | 49,999 | \$17,228 | 0.075 |
| | II | 50,000 | 99,999 | \$20,228 | 0.060 |
| | III | 100,000 | 199,999 | \$23,228 | 0.025 |
| | IV | 200,000 | 399,999 | \$25,728 | 0.015 |
| | V | 400,000 | 999,999 | \$28,728 | 0.005 |
| | VI | 1,000,000 | | \$31,728 | 0.004 |
| Sheriff s. 145.071, F.S. | I | 0 | 49,999 | \$23,350 | 0.07875 |
| | II | 50,000 | 99,999 | \$26,500 | 0.06300 |
| | III | 100,000 | 199,999 | \$29,650 | 0.02625 |
| | IV | 200,000 | 399,999 | \$32,275 | 0.01575 |
| | V | 400,000 | 999,999 | \$35,425 | 0.00525 |
| | VI | 1,000,000 | | \$38,575 | 0.00400 |
| County Commissioners s. 145.031, F.S. | I | 0 | 9,999 | \$4,500 | 0.150 |
| | II | 10,000 | 49,999 | \$6,000 | 0.075 |
| | III | 50,000 | 99,999 | \$9,000 | 0.060 |
| | IV | 100,000 | 199,999 | \$12,000 | 0.045 |
| | V | 200,000 | 399,999 | \$16,500 | 0.015 |
| | VI | 400,000 | 999,999 | \$19,500 | 0.005 |
| | VII | 1,000,000 | | \$22,500 | 0.000 |
| Elected School District Officials | Population Group Numbers | County Population Range | | Base Salary | Group Rate |
| | | Minimum | Maximum | | |
| School Superintendent s. 1001.47, F.S. | I | 0 | 49,999 | \$21,250 | 0.07875 |
| | II | 50,000 | 99,999 | \$24,400 | 0.06300 |
| | III | 100,000 | 199,999 | \$27,550 | 0.02625 |
| | IV | 200,000 | 399,999 | \$30,175 | 0.01575 |
| | V | 400,000 | 999,999 | \$33,325 | 0.00525 |
| | VI | 1,000,000 | | \$36,475 | 0.00400 |
| School Board Members s. 1001.395, F.S. | I | 0 | 9,999 | \$5,000 | 0.083300 |
| | II | 10,000 | 49,999 | \$5,833 | 0.020830 |
| | III | 50,000 | 99,999 | \$6,666 | 0.016680 |
| | IV | 100,000 | 199,999 | \$7,500 | 0.008330 |
| | V | 200,000 | 399,999 | \$8,333 | 0.004165 |
| | VI | 400,000 | 999,999 | \$9,166 | 0.001390 |
| | VII | 1,000,000 | | \$10,000 | 0.000000 |

Table 3
Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2012-13
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

| County | | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
|--------------|-----|--|-----------------------|------------------|----------------------------|------------|-------------------------|-----------------------------------|-------------------------|
| | | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |
| Alachua | c | \$ 126,564 | \$ 126,564 | \$ 126,564 | \$ 108,216 | \$ 135,159 | \$ 70,444 | \$ 126,564 | \$ 34,916 |
| Baker | e | \$ 95,660 | \$ 95,660 | \$ 95,660 | \$ 78,784 | \$ 104,255 | \$ 29,756 | \$ 95,660 | \$ 25,319 |
| Bay | e | \$ 120,211 | \$ 120,211 | \$ 120,211 | \$ 102,166 | \$ 128,807 | \$ 61,879 | \$ 120,211 | \$ 33,061 |
| Bradford | e | \$ 96,219 | \$ 96,219 | \$ 96,219 | \$ 79,316 | \$ 104,815 | \$ 30,288 | \$ 96,219 | \$ 25,467 |
| Brevard | c | \$ 139,525 | \$ 139,525 | \$ 139,525 | \$ 120,560 | \$ 148,121 | \$ 82,788 | \$ 139,525 | \$ 38,344 |
| Broward | c | \$ 161,630 | \$ 161,630 | \$ 161,630 | \$ 142,200 | \$ 170,226 | \$ 92,097 | \$ 161,630 | \$ 40,932 |
| Calhoun | e | \$ 91,714 | \$ 91,714 | \$ 91,714 | \$ 75,026 | \$ 100,309 | \$ 25,997 | \$ 91,714 | \$ 24,275 |
| Charlotte | c | \$ 119,264 | \$ 119,264 | \$ 119,264 | \$ 101,264 | \$ 127,859 | \$ 60,255 | \$ 119,264 | \$ 32,760 |
| Citrus | e | \$ 117,168 | \$ 117,168 | \$ 117,168 | \$ 99,268 | \$ 125,764 | \$ 56,662 | \$ 117,168 | \$ 32,095 |
| Clay | c e | \$ 122,560 | \$ 122,560 | \$ 122,560 | \$ 104,403 | \$ 131,156 | \$ 65,906 | \$ 122,560 | \$ 33,807 |
| Collier | | \$ 131,492 | \$ 131,492 | \$ 131,492 | \$ 112,910 | \$ 140,088 | \$ 75,138 | \$ 131,492 | \$ 36,219 |
| Columbia | c e | \$ 104,394 | \$ 104,394 | \$ 104,394 | \$ 87,102 | \$ 112,989 | \$ 41,143 | \$ 104,394 | \$ 28,482 |
| DeSoto | e | \$ 98,168 | \$ 98,168 | \$ 98,168 | \$ 81,172 | \$ 106,764 | \$ 32,144 | \$ 98,168 | \$ 25,982 |
| Dixie | e | \$ 92,262 | \$ 92,262 | \$ 92,262 | \$ 75,547 | \$ 100,857 | \$ 26,519 | \$ 92,262 | \$ 24,420 |
| Duval | c | \$ 146,389 | \$ 146,389 | \$ 146,389 | \$ 127,098 | \$ 154,985 | \$ 89,326 | \$ 146,389 | \$ 40,161 |
| Escambia | e | \$ 129,911 | \$ 129,911 | \$ 129,911 | \$ 111,404 | \$ 138,507 | \$ 73,632 | \$ 129,911 | \$ 35,801 |
| Flagler | | \$ 111,798 | \$ 111,798 | \$ 111,798 | \$ 94,153 | \$ 120,394 | \$ 48,195 | \$ 111,798 | \$ 30,442 |
| Franklin | e | \$ 90,696 | \$ 90,696 | \$ 90,696 | \$ 74,056 | \$ 99,291 | \$ 25,028 | \$ 90,696 | \$ 24,006 |
| Gadsden | e | \$ 102,517 | \$ 102,517 | \$ 102,517 | \$ 85,314 | \$ 111,113 | \$ 36,286 | \$ 102,517 | \$ 27,133 |
| Gilchrist | e | \$ 92,454 | \$ 92,454 | \$ 92,454 | \$ 75,731 | \$ 101,050 | \$ 26,703 | \$ 92,454 | \$ 24,471 |
| Glades | e | \$ 91,110 | \$ 91,110 | \$ 91,110 | \$ 74,451 | \$ 99,706 | \$ 25,422 | \$ 91,110 | \$ 24,115 |
| Gulf | e | \$ 92,070 | \$ 92,070 | \$ 92,070 | \$ 75,364 | \$ 100,665 | \$ 26,336 | \$ 92,070 | \$ 24,369 |
| Hamilton | e | \$ 91,733 | \$ 91,733 | \$ 91,733 | \$ 75,044 | \$ 100,328 | \$ 26,015 | \$ 91,733 | \$ 24,280 |
| Hardee | e | \$ 95,894 | \$ 95,894 | \$ 95,894 | \$ 79,007 | \$ 104,489 | \$ 29,978 | \$ 95,894 | \$ 25,381 |
| Hendry | e | \$ 99,522 | \$ 99,522 | \$ 99,522 | \$ 82,462 | \$ 108,117 | \$ 33,434 | \$ 99,522 | \$ 26,340 |
| Hernando | | \$ 120,619 | \$ 120,619 | \$ 120,619 | \$ 102,555 | \$ 129,215 | \$ 62,579 | \$ 120,619 | \$ 33,191 |
| Highlands | e | \$ 112,435 | \$ 112,435 | \$ 112,435 | \$ 94,760 | \$ 121,031 | \$ 48,802 | \$ 112,435 | \$ 30,611 |
| Hillsborough | c | \$ 153,211 | \$ 153,211 | \$ 153,211 | \$ 133,781 | \$ 161,807 | \$ 92,097 | \$ 153,211 | \$ 40,932 |
| Holmes | e | \$ 93,395 | \$ 93,395 | \$ 93,395 | \$ 76,627 | \$ 101,991 | \$ 27,599 | \$ 93,395 | \$ 24,720 |
| Indian River | | \$ 116,925 | \$ 116,925 | \$ 116,925 | \$ 99,036 | \$ 125,520 | \$ 56,245 | \$ 116,925 | \$ 32,018 |
| Jackson | e | \$ 103,085 | \$ 103,085 | \$ 103,085 | \$ 85,856 | \$ 111,681 | \$ 36,828 | \$ 103,085 | \$ 27,283 |
| Jefferson | e | \$ 91,708 | \$ 91,708 | \$ 91,708 | \$ 75,020 | \$ 100,303 | \$ 25,992 | \$ 91,708 | \$ 24,273 |
| Lafayette | e | \$ 89,801 | \$ 89,801 | \$ 89,801 | \$ 73,204 | \$ 98,397 | \$ 23,793 | \$ 89,801 | \$ 23,450 |
| Lake | | \$ 129,847 | \$ 129,847 | \$ 129,847 | \$ 111,343 | \$ 138,442 | \$ 73,571 | \$ 129,847 | \$ 35,784 |
| Lee | c | \$ 141,247 | \$ 141,247 | \$ 141,247 | \$ 122,200 | \$ 149,843 | \$ 84,428 | \$ 141,247 | \$ 38,800 |
| Leon | c e | \$ 128,429 | \$ 128,429 | \$ 128,429 | \$ 109,993 | \$ 137,025 | \$ 72,221 | \$ 128,429 | \$ 35,409 |
| Levy | e | \$ 100,121 | \$ 100,121 | \$ 100,121 | \$ 83,032 | \$ 108,717 | \$ 34,004 | \$ 100,121 | \$ 26,499 |

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Table 3
Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2012-13
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

| County | | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
|------------|-----|--|--------------------|---------------|-------------------------|------------|----------------------|-----------------------------------|----------------------|
| | | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |
| Liberty | e | \$ 89,678 | \$ 89,678 | \$ 89,678 | \$ 73,087 | \$ 98,274 | \$ 23,558 | \$ 89,678 | \$ 23,320 |
| Madison | e | \$ 93,201 | \$ 93,201 | \$ 93,201 | \$ 76,442 | \$ 101,796 | \$ 27,413 | \$ 93,201 | \$ 24,668 |
| Manatee | | \$ 131,629 | \$ 131,629 | \$ 131,629 | \$ 113,040 | \$ 140,224 | \$ 75,268 | \$ 131,629 | \$ 36,255 |
| Marion | e | \$ 132,005 | \$ 132,005 | \$ 132,005 | \$ 113,398 | \$ 140,601 | \$ 75,626 | \$ 132,005 | \$ 36,355 |
| Martin | e | \$ 117,784 | \$ 117,784 | \$ 117,784 | \$ 99,854 | \$ 126,379 | \$ 57,718 | \$ 117,784 | \$ 32,291 |
| Miami-Dade | c | \$ 174,128 | \$ 174,128 | \$ 174,128 | \$ 154,698 | \$ 182,724 | \$ 92,097 | \$ 174,128 | \$ 40,932 |
| Monroe | e | \$ 105,720 | \$ 105,720 | \$ 105,720 | \$ 88,365 | \$ 114,315 | \$ 42,406 | \$ 105,720 | \$ 28,833 |
| Nassau | e | \$ 105,981 | \$ 105,981 | \$ 105,981 | \$ 88,614 | \$ 114,577 | \$ 42,655 | \$ 105,981 | \$ 28,902 |
| Okaloosa | e | \$ 121,543 | \$ 121,543 | \$ 121,543 | \$ 103,435 | \$ 130,139 | \$ 64,163 | \$ 121,543 | \$ 33,484 |
| Okeechobee | | \$ 99,832 | \$ 99,832 | \$ 99,832 | \$ 82,757 | \$ 108,428 | \$ 33,729 | \$ 99,832 | \$ 26,422 |
| Orange | c | \$ 151,875 | \$ 151,875 | \$ 151,875 | \$ 132,445 | \$ 160,471 | \$ 92,097 | \$ 151,875 | \$ 40,932 |
| Osceola | c | \$ 128,274 | \$ 128,274 | \$ 128,274 | \$ 109,845 | \$ 136,870 | \$ 72,073 | \$ 128,274 | \$ 35,368 |
| Palm Beach | c | \$ 154,632 | \$ 154,632 | \$ 154,632 | \$ 135,202 | \$ 163,228 | \$ 92,097 | \$ 154,632 | \$ 40,932 |
| Pasco | e | \$ 137,835 | \$ 137,835 | \$ 137,835 | \$ 118,951 | \$ 146,431 | \$ 81,179 | \$ 137,835 | \$ 37,897 |
| Pinellas | c | \$ 147,547 | \$ 147,547 | \$ 147,547 | \$ 128,201 | \$ 156,143 | \$ 90,429 | \$ 147,547 | \$ 40,468 |
| Polk | c | \$ 140,806 | \$ 140,806 | \$ 140,806 | \$ 121,780 | \$ 149,402 | \$ 84,008 | \$ 140,806 | \$ 38,683 |
| Putnam | e | \$ 106,076 | \$ 106,076 | \$ 106,076 | \$ 88,704 | \$ 114,672 | \$ 42,746 | \$ 106,076 | \$ 28,927 |
| St. Johns | | \$ 122,744 | \$ 122,744 | \$ 122,744 | \$ 104,578 | \$ 131,340 | \$ 66,221 | \$ 122,744 | \$ 33,865 |
| St. Lucie | | \$ 128,650 | \$ 128,650 | \$ 128,650 | \$ 110,203 | \$ 137,245 | \$ 72,431 | \$ 128,650 | \$ 35,467 |
| Santa Rosa | e | \$ 118,666 | \$ 118,666 | \$ 118,666 | \$ 100,695 | \$ 127,262 | \$ 59,231 | \$ 118,666 | \$ 32,571 |
| Sarasota | c | \$ 135,201 | \$ 135,201 | \$ 135,201 | \$ 116,442 | \$ 143,797 | \$ 78,670 | \$ 135,201 | \$ 37,200 |
| Seminole | c | \$ 136,934 | \$ 136,934 | \$ 136,934 | \$ 118,092 | \$ 145,529 | \$ 80,320 | \$ 136,934 | \$ 37,658 |
| Sumter | e | \$ 111,894 | \$ 111,894 | \$ 111,894 | \$ 94,245 | \$ 120,490 | \$ 48,287 | \$ 111,894 | \$ 30,468 |
| Suwannee | e | \$ 100,910 | \$ 100,910 | \$ 100,910 | \$ 83,784 | \$ 109,506 | \$ 34,756 | \$ 100,910 | \$ 26,707 |
| Taylor | e | \$ 94,233 | \$ 94,233 | \$ 94,233 | \$ 77,425 | \$ 102,828 | \$ 28,396 | \$ 94,233 | \$ 24,941 |
| Union | e | \$ 91,968 | \$ 91,968 | \$ 91,968 | \$ 75,267 | \$ 100,563 | \$ 26,239 | \$ 91,968 | \$ 24,342 |
| Volusia | c | \$ 138,455 | \$ 138,455 | \$ 138,455 | \$ 119,541 | \$ 147,051 | \$ 81,770 | \$ 138,455 | \$ 38,061 |
| Wakulla | c e | \$ 96,933 | \$ 96,933 | \$ 96,933 | \$ 79,996 | \$ 105,529 | \$ 30,968 | \$ 96,933 | \$ 25,656 |
| Walton | e | \$ 101,279 | \$ 101,279 | \$ 101,279 | \$ 84,135 | \$ 109,875 | \$ 38,177 | \$ 101,279 | \$ 27,657 |
| Washington | e | \$ 94,922 | \$ 94,922 | \$ 94,922 | \$ 78,081 | \$ 103,518 | \$ 29,053 | \$ 94,922 | \$ 25,124 |

A "c" denotes each of Florida's 20 charter counties, according to the Florida Association of Counties (FAC).

[http://www.fl-counties.com/Pages/About_Floridas_Counties/Charter_County_Information.aspx]

An "e" denotes those school districts having an elected school superintendent, according to the Florida Association of District School Superintendents (FADSS).

[<http://www.fadss.org/membership/superintendents>]

| <p align="center">Table 3 Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2012-13 Pursuant to the Salary Formula in Chapter 145, Florida Statutes See Table Notes for Additional Clarification</p> | | | | | | | | |
|---|---|-------------------------------|--------------------------|------------------------------------|----------------|---------------------------------|--|---------------------------------|
| County | Elected County Constitutional Officers | | | | | | Elected School District Officials | |
| | Clerk of Circuit Court | Property Appraiser | Tax Collector | Supervisor of Elections | Sheriff | County Commissioners | School Superintendent | School Board Members |
| <p>Notes:</p> <p>1) Salary figures have been calculated by the Florida Legislature's Office of Economic and Demographic Research (EDR) pursuant to the statutory formula in Chapter 145, F.S. Although not required by law, the EDR calculates salaries of elected county constitutional officers and school district officials as a service to county governments and school districts. County and school district officials are encouraged to independently compute and verify these salary figures.</p> <p>2) The calculated salary figures for all officers reflect the use of 2011 countywide population estimates listed in "Florida Estimates of Population 2011" published by the University of Florida's Bureau of Economic and Business Research.</p> <p>3) These salary figures may not be applicable to those elected county officers of a chartered consolidated government or those elected officers in counties having a home rule charter, which specifies another method of salary compensation. As indicated in this table, Florida currently has 20 charter counties.</p> <p>4) Salary figures are included for each school district's superintendent even though the salaries determined by statutory formula are applicable only to elected school superintendents. As indicated in this table, Florida currently has 42 elected school superintendents.</p> <p>5) These salary figures do not include any special qualification salary available to eligible clerks of circuit court, property appraisers, sheriffs, supervisors of elections, and tax collectors who have completed the required certification program specified in the relevant sections of Chapter 145, F.S. Additionally, the salary figures for elected school superintendents do not include any special qualification salary and performance salary incentive available to eligible elected school superintendents who have completed the required certification programs specified in Section 1001.47, F.S.</p> <p>6) As the result of recent statutory changes (i.e., Chapters 2009-3, 2009-59, and 2011-158, L.O.F.), each elected county constitutional officer and school district official is now authorized to voluntarily reduce his or her salary rate. However, the salary figures listed in this table do not reflect any such voluntary reductions.</p> <p>7) Pursuant to law, the Florida Department of Management Services must annually certify two components of the salary formula calculation: the annual factor and cumulative annual factor. For the 2012-13 fiscal year, the certified annual factor is 1.0000 and the certified cumulative annual factor is 3.1681.</p> | | | | | | | | |

Appendix

Summary of Relevant Constitutional Provisions and Statutory Changes

Article III, section 27 and Article VIII, section 6 of the Florida Constitution of 1885 stated that the Legislature shall provide for the election of county officers and prescribe by law their powers, duties, and compensation.

Chapter 7334, 1917 Laws of Florida (L.O.F.), established by defined schedule the compensation of all county officials previously paid in whole or in part on the basis of fees or commissions.

Chapter 8497, 1921 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 9270, 1923 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 11954, 1927 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 14502, 1929 L.O.F., required fee or commission-based county officials to file itemized sworn statements showing receipts and disbursements of the office.

Chapter 14665, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, county judge, county assessor of taxes, superintendent of public instruction, tax collector, and clerk of the board of county commissioners in those counties having a population not less than 10,630 and not greater than 10,650.

Chapter 14666, 1931 L.O.F., set the annual compensation of clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk of civil court and criminal court of record in those counties having a population greater than 155,000.¹

Chapter 15607, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, justice of the peace, and clerk of criminal court of record in those counties having a population not less than 13,600 and not greater than 13,650.

Chapter 15608, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, and clerk of civil court and criminal court of record in those counties having a population not less than 35,000 and not greater than 45,000.

Chapter 15611, 1931 L.O.F., set the annual compensation for county judge in those counties having a population not less than 7,200 and not greater than 7,400.

Chapter 15739, 1931 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, and county judge in those counties having a population not less than 19,000 and not greater than 22,000.

1. The title of tax assessor was subsequently changed to property appraiser per Chapter 77-102, L.O.F.

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Chapter 15740, 1931 L.O.F., set the annual compensation for county judge, sheriff, clerk of circuit court, tax assessor, and tax collector in those counties having a population more than 17,650 and less than 19,000.

Chapter 15968, 1933 L.O.F., set the annual compensation for sheriff, tax assessor, tax collector, clerk of circuit court, and county judge in those counties having a population not more than 3,600 and not less than 3,400.

Chapter 15970, 1933 L.O.F., set the annual compensation for all county officials in those counties having a population not less than 18,100 and not more than 18,700.

Chapter 15971, 1933 L.O.F., set the annual compensation for county judge, sheriff, tax collector, tax assessor, justice of the peace, and constable in those counties having a population not less than 2,466 and not more than 2,500.

Chapter 15972, 1933 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and board of county commissioners in those counties having a population not less than 19,000 and not more than 22,000.

Chapter 15973, 1933 L.O.F., set the annual compensation for supervisor of registration, superintendent of public instruction, and justice of the peace in those counties having a population not less than 18,100 and not more than 18,700.

Chapter 15974, 1933 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax collector, tax assessor, county judge, clerk of county court and criminal court of record, superintendent of public instruction, supervisor of registration, members of the board of public instruction, and probation officer in those counties having a population not less than 70,000 and not more than 140,000.

Chapter 15975, 1933 L.O.F., set the annual compensation for county judge, sheriff, clerk of circuit court, superintendent of public instruction, tax assessor, tax collector, supervisor of registration, county commissioners, county board of public instruction, justice of the peace, constable, attorney for the board of county commissioners, attorney for the board of public instruction, and deputy sheriff in those counties having a population not less than 12,456 and not more than 12,900.

Chapter 15976, 1933 L.O.F., set the annual compensation for members of the board of county commissioners, members of the board of public instruction, county judge, county prosecuting attorney, and superintendent of public instruction of Jefferson County.

Chapter 15977, 1933 L.O.F., set the annual compensation for sheriff, tax collector, tax assessor, clerk of circuit court, and superintendent of public instruction in those counties having a population not less than 13,600 and not more than 13,700.

Chapter 15979, 1933 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax assessor, tax collector, county judge, clerk of criminal court of record, justice of the peace, and constable in those counties having a population not less than 49,800 and not more than 53,500.

Chapter 15980, 1933 L.O.F., set the annual compensation for superintendent of public instruction, members of the board of county commissioners, members of the board of public instruction, and supervisor of registration in those counties having a population not less than 3,400 and not more than 3,700.

Chapter 16006, 1933 L.O.F., authorized the board of county commissioners in those counties having a population not less than 13,600 and not more than 13,700 to designate the number of deputies and the compensation of deputies in the offices of the sheriff, tax collector, tax assessor, and clerk of circuit court.

Chapter 16921, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk of civil and criminal court of record in those counties having a population more than 180,000.

Chapter 16922, 1935 L.O.F., set the annual compensation for county judge, tax assessor, tax collector, and superintendent of public instruction in those counties having a population not less than 4,060 and not more than 4,070.

Chapter 16923, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, county judge, superintendent of public instruction, and clerk in those counties having a population not less than 20,000 and not more than 23,000.

Chapter 16924, 1935 L.O.F., set the annual compensation for county commissioners, members of the board of public instruction, and superintendent of public instruction in those counties having a population not less than 6,418 and not more than 6,500.

Chapter 16925, 1935 L.O.F., set the annual compensation for sheriff, clerk of circuit court, tax collector, tax assessor, county judge, clerk of county court and criminal court of record in those counties having a population not less than 70,000 and not more than 140,000.

Chapter 16926, 1935 L.O.F., set the annual compensation for clerk of circuit court, sheriff, tax collector, tax assessor, and county judge in those counties having a population not less than 12,400 and not more than 12,500.

Chapter 16927, 1935 L.O.F., set the annual compensation for clerk of circuit court as county auditor, clerk of the board of county commissioners, sheriff, county judge, tax collector, and tax assessor in those counties having a population not less than 3,150 and not more than 3,200.

Chapter 16928, 1935 L.O.F., set the annual compensation for clerk of circuit court, tax assessor, tax collector, sheriff, county judge, superintendent of public instruction, clerk of criminal court of record, county solicitor, justice of the peace, and constable in those counties having a population not less than 45,000 and not more than 50,000.

Chapter 16929, 1935 L.O.F., amended Chapter 14666, 1931 L.O.F., so as to apply to all counties having a population of 150,000 according to the last or any future official census.

Chapter 20891, 1941 L.O.F., required the county's tax assessor and tax collector to pay a portion of all monies, in excess of the sum that the officer was entitled to as annual compensation, to the Board of Public Instruction.

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Chapter 24101, 1947 L.O.F., required fee or commission-based county officers to submit a report to the board of county commissioner annually rather than semi-annually.

Chapter 28041, 1953 L.O.F., modified the thresholds in the defined schedule that set the compensation of fee or commission-based county officials.

Chapter 61-461, L.O.F., provided for the compensation of county officers. Compensation was set in law for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector. The Legislature acknowledged that the functions, powers, duties, and responsibilities vary between county officers in the same county and between the same county officer in different counties with respect to the county's population, geography, economy, and government. Consequently, the amount of compensation set in law for each type of county officer varied from county to county, except for Dade County where compensation was determined locally based on home rule powers. The intent of the legislation was not to repeal, affect, or modify any local or special law, or general law of local application enacted prior to or during 1961 as to the compensation of county officers, travel expenses of county officers, or payment of extra compensation of the chair of the board of county commission or board of public instruction. Also, the legislation was not applicable where in conflict with relevant local laws in Franklin, Gadsden, Liberty, and Wakulla counties.

Chapter 63-560, L.O.F., increased, decreased, or left unchanged from amounts set in Chapter 61-461, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector. The legislation also provided for the compensation of county officials whose compensation for official duties was paid in whole or part by fees or commissions. The amount of such compensation was not to exceed \$7,500, unless otherwise provided in law.

Chapter 65-356, L.O.F., increased, decreased, or left unchanged from amounts set in Chapter 63-560, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of registration, tax assessor, and tax collector.

Chapter 67-543, L.O.F., increased from amounts set in Chapter 65-356, L.O.F., the compensation for Broward County members of the board of county commissioners, sheriff, and tax assessor.

Chapter 67-576, L.O.F., increased, decreased, or left unchanged from amounts set in Chapters 65-356 and 67-543, L.O.F., the compensation for members of the board of county commissioners, members of the board of public instruction, clerk of circuit court, county judge, sheriff, superintendent of public instruction, supervisor of elections, tax assessor, and tax collector.

Chapter 67-594, L.O.F., increased from amount set in Chapter 67-576, L.O.F., the compensation for Gadsden County's tax assessor.

Article II, section 5(c) of the Florida Constitution, as revised in 1968, provided that the powers, duties, compensation, and method of payment of state and county officers shall be fixed by law.

Chapter 69-211, L.O.F., declared legislative intent to preserve statewide uniformity of county officials' salaries and prohibited special laws or general laws of local application pertaining to compensation of members of the board of county commissioners, clerk of circuit court, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector.

Chapter 69-216, L.O.F., deleted references to sections of the 1885 constitution that were replaced by new sections in the 1968 revision.

Chapter 69-346, L.O.F., provided for the uniform salaries of members of the board of county commissioners, members of the district school board, clerk of circuit court, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector based upon the classification of counties according to population. The legislation provided that all other income of county officials from fees or services rendered to state, county, or municipal governments was income of the office. In addition, the legislation provided for the recording and reporting of fees collected as well as the disposition of excess fees. The legislation repealed previously enacted local or special laws or general laws of local application related to the compensation of county officials and repealed chapter provisions providing for the compensation of county judge.

Chapter 69-403, L.O.F., provided for the transfer of the salary provisions of county judge from Chapter 145 to Chapter 44, F.S., and repealed obsolete provisions in Chapter 145, F.S.

Chapter 70-395, L.O.F., provided a salary increase to sheriff in existing bracketed population counties and created three new population brackets with corresponding salaries for counties having a population in excess of 300,000 persons.

Chapter 70-419, L.O.F., provided that the salary of a board or commission member could not be reduced until the first Tuesday after the first Monday in January 1973.

Chapter 70-429, L.O.F., provided a salary increase to supervisors of elections in existing bracketed population counties.

Chapter 70-445, L.O.F., provided that those county officials whose total compensation was in excess of the salary payable pursuant to the chapter as amended effective July 1969, could continue to be compensated under the terms and conditions that prevailed immediately prior to July 1, 1969, until expiration of the official's present term of office. Thereafter, the salaries of those officials would be reduced to that provided by the chapter. The legislation excluded supervisor of elections from the 20 percent limitation. In addition, the legislation provided an additional monthly expense allowance for the chairs of county commissions.

Chapter 72-111, L.O.F., provided that payment of insurance for county officials and employees in s. 112.08, F.S., would not be considered additional compensation.

Chapter 72-240, L.O.F., delayed until the adjournment of the next regular legislative session following the submission of the first official recommendations of the State and County Officers' Compensation Commission, created pursuant to HB 184 (1972 session), or September 30, 1974, whichever occurred first, the changing of procedures in determining the pay of certain county officials.

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Chapter 72-404, L.O.F., added county comptroller to salary provisions of the clerk of circuit court. The legislation added provisions that unless the state paid the clerk's or county comptroller's salary, the county would pay it. Additionally, the county would compensate the clerk of circuit court for any additional county court-related duties that the clerk would be required to perform, unless the state paid such compensation.

Chapter 73-172, L.O.F., modified the procedure regarding disposition of excess fees collected by a tax collector or assessor. The legislation provided that the tax assessor would receive as salary the base salary indicated, based on the county's population with compensation made for population increments over the minimum for each population group, which would be determined by multiplying the population in excess of the group minimum times the group rate. In addition, the legislation provided for a special qualification salary of \$2,000 per year to qualified tax assessors. Also, the legislation provided for an additional adjustment to the tax assessor's salary based on the U.S. Department of Labor's Consumer Price Index, which would be multiplied by the adjusted salary rate. Finally, the legislation specified that the guaranteed salary provision upon resolution of the board of county commissioners would not apply to the tax assessor.

Chapter 73-173, L.O.F., redefined the definition of population used to calculate salaries. The legislation increased the salary of county commissioners, district school board members, clerk of circuit court and county comptroller, sheriff, superintendent of schools, supervisor of elections, tax assessor, and tax collector by establishing a calculation method. The calculation method provided that the officer would receive as salary the base salary indicated in the appropriate section of the chapter, based on the county's population with compensation made for population increments over the minimum for each population group, which would be determined by multiplying the population in excess of the group minimum times the group rate. In addition, the legislation provided for a special qualification salary of \$2,000 per year to qualified tax assessors. Also, the legislation provided for an additional adjustment to all officers' salaries based on the U.S. Department of Labor's Consumer Price Index, which would be multiplied by the applicable adjusted salary rate.

Chapters 73-333 and 73-334, L.O.F., deleted obsolete provisions in the Chapter 145, F.S.

Chapter 74-325, L.O.F., clarified funds that could be included as income of the county official's office and provided that a county official could not use the office, its personnel, or its property for a private purpose.

Chapter 77-102, L.O.F., changed all chapter references of tax assessor to property appraiser to reflect a name change.

Chapter 79-190, L.O.F., changed reference from the Department of Administration to the Executive Office of the Governor with respect to the annual determination of population.

Chapter 79-327, L.O.F., provided that the salaries of all county officers be adjusted annually, effective July 1, 1979, to provide the same percentage increase as the average percentage increase in State Career Service employees' salaries as determined by the Department of Administration, or as provided in the General Appropriations Act. The increases for any fiscal year were limited to no more than seven percent. In addition, it raised the base salaries for supervisor of elections by \$4,300 in each population group, retroactive to the fiscal year beginning October 1, 1978.

Chapter 80-31, L.O.F., authorized district school boards, by majority vote, to increase the school superintendent's salary above specified limits.

Chapter 80-377, L.O.F., extended the provisions for special qualification salary to the following officers: clerk of circuit court, sheriff, supervisor of elections, tax collector, and superintendent of schools. The legislation increased the base salaries and group rates for the following officers: school board members, superintendent of schools, clerk of circuit court, county comptroller, sheriff, property appraiser, tax collector, and supervisor of elections. In addition, the legislation added school board members to the list of county officers whose compensation may not be changed by special laws or general laws of local application. The legislation required the Department of Administration to annually certify the annual factor and cumulative annual factor and the Department of Community Affairs to annually calculate the adjusted salary rate. The legislation provided that the adjusted salary rate would be the product of the salary rate granted by the appropriate chapter and section pertaining to a particular officer multiplied first by the initial factor, then by the cumulative factor, and finally by the annual factor. Finally, the legislation transferred statutory provisions regarding the base salaries and group rates for school board members and school superintendents from Chapter 145 to Chapter 230, F.S.

Chapter 81-167, L.O.F., amended provisions regarding the annual calculation of county officers' salaries to reflect the change in name of the Department of Community Affairs to Department of Veteran and Community Affairs.

Chapter 81-216, L.O.F., specified the Department of Law Enforcement as the state agency responsible for establishing the requirements for sheriffs seeking the special qualification salary.

Chapter 83-55, L.O.F., amended provisions regarding the annual calculation of county officers' salaries to reflect the change in name of the Department of Veteran and Community Affairs to Department of Community Affairs.

Chapter 83-215, L.O.F., revised cross-references regarding repeal of other laws related to compensation to conform provisions to the 1980 law change that transferred salary provisions for school board members and school superintendents from Chapter 145 to Chapter 230, F.S.

Chapter 84-241, L.O.F., removed the Department of Community Affairs as the state agency responsible for calculating the salaries of county officers. No replacement was named.

Chapter 85-322, L.O.F., increased salaries of clerk of the circuit court, county comptroller, supervisor of elections, property appraiser, tax collector, sheriff, and superintendent of schools by consolidating population group I (population range: 0-9,999) and population group II (population range: 10,000-49,999) into a new population group I (population range: 0-49,999); increasing the base salaries for each of the named officers at each population group level; and increasing the group rate at the highest population group level for each of the named officers.

Chapter 86-152, L.O.F., authorized the Executive Director of the Department of Revenue to waive the requirements for eligibility to receive the special qualification salary for any property appraiser who was at least 60 years of age and who had been a property appraiser for at least 20 years.

Chapter 87-224, L.O.F., revised cross-reference regarding the annual determination of population of local governments and renumbered population group levels for the office of sheriff to conform to the 1985 law change.

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Chapter 88-42, L.O.F., amended the definition of the annual factor for purposes of calculating the annual salary increases of county officers.

Chapter 88-158, L.O.F., amended provisions regarding a county officer's guaranteed salary upon resolution of the board of county commissioners if all fees collected by the officer were turned over to the board. Such a resolution would be applicable only with respect to the county official who concurred in its adoption and only for the officer's duration in the current term of office.

Chapter 88-175, L.O.F., increased the base salaries for clerk of circuit court and county comptroller, tax collector, property appraiser, and supervisor of elections at each population group level.

Chapter 89-72, L.O.F., reduced the amount of time in which property appraisers and tax collectors must qualify to receive the special qualification salary after first taking office from six to four years.

Chapter 89-178, L.O.F., increased the sheriff's base salaries at each population group level.

Chapter 91-45, L.O.F., deleted obsolete provisions pertaining to special qualification salary for clerk of circuit court, county comptroller, sheriff, and supervisor of elections.

Chapter 92-279, L.O.F., amended provisions regarding the annual certification of the annual factor and cumulative annual factor to reflect the change in name of the Department of Administration to Department of Management Services.

Chapter 92-326, L.O.F., retained salaries of school board members and superintendents of schools at fiscal year 1991-92 levels.

Chapter 93-146, L.O.F., deleted authorization to fix salaries of district school board members by special or local law. The legislation extended the prohibition regarding special laws or general laws of local application to laws concerning compensation of district school board members. In addition, the legislation provided for annual salary adjustment for district school board members and superintendents of schools. Finally, the legislation provided for payment of specified salaries and ratification of previously paid salaries in addition to repealing all local and special laws or general laws of local application that relate to the compensation of district school board members.

Chapter 95-147, L.O.F., removed gender-specific references without substantive changes in legal effect.

Chapter 2001-266, L.O.F., deleted requirements that copies of certain salary-related resolutions adopted by boards of county commissioners be filed with the Department of Banking and Finance and the Auditor General.

Chapter 2002-387, L.O.F., enacted the "Florida K-20 Education Code in Chapter 1001, F.S. The legislation repealed provisions related to population group levels, base salaries, and group rates for district school board members and superintendents of schools. The legislation repealed provisions in Chapter 230, F.S., requiring the calculation of adjusted salary rate for district school board members and gave district school boards the authority to annually determine the salary of its members. Additionally, the legislation repealed certain salary provisions for superintendents of schools.

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Chapter 2003-261, L.O.F., amended provisions regarding any revenue deficiency to be paid by the board of county commissioners to reflect the change in name of the Department of Banking and Finance to Department of Financial Services.

Chapter 2003-402, L.O.F., prohibited a county from appropriating to the clerk of circuit court based on the fees collected by that office.

Chapter 2004-41, L.O.F., reinstated statutory language pertaining to the salary computation for elected school superintendents that existed in law prior to the repeal of such language by Chapter 2002-387, L.O.F.

Chapter 2007-234, L.O.F., partially reinstated statutory language pertaining to the salary computation for school board members that existed in law prior to the repeal of such language by Chapter 2002-387, L.O.F. However, a portion of the new law was incorrectly drafted. The maximum county population for Population Group II was authorized as 49,000 rather than 49,999. For purposes of calculating salaries of school board members for the 2007-08 fiscal, no county's population fell within the 49,001 through 49,999 range so the error did not prevent any school board member's salary from being calculated.

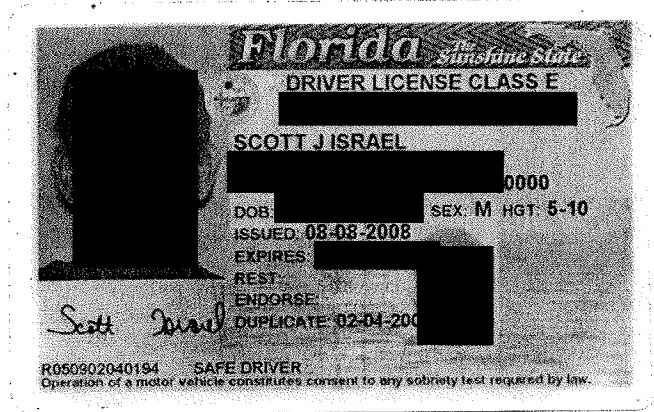
Chapter 2008-4, L.O.F., provided the necessary statutory language to correct an error contained in Chapter 2007-234, L.O.F. The maximum county population of Population Group II for school board members was set to 49,999.

Chapter 2009-3, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 or s. 145.19, F.S., district school board members could reduce their salary rate on a voluntary basis.

Chapter 2009-59, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 and s. 145.19, F.S., for the 2009-10 fiscal year, the salary of each school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold baccalaureate degrees, whichever is less. In addition, the legislation amended s. 1001.47, F.S., to provide that notwithstanding the provisions of s. 1001.47 and s. 145.19, F.S., elected school superintendents could reduce their salary rate on a voluntary basis. Also, the legislation amended s. 1001.47, F.S., to provide that notwithstanding the provisions of s. 1001.47 and s. 145.19, F.S., for the 2009-10 fiscal year, the salary of each elected school superintendent calculated pursuant to s. 1001.47, F.S., was reduced by 2 percent.

Chapter 2010-154, L.O.F., amended s. 1001.395, F.S., to provide that notwithstanding the provisions of s. 1001.395 and s. 145.19, F.S., for the 2010-11 fiscal year, the salary of each school board member shall be the amount calculated pursuant to s. 1001.395(1), F.S., or the district's beginning salary for teachers who hold baccalaureate degrees, whichever is less.

Chapter 2011-158, L.O.F., provided that notwithstanding the provisions of Chapter 145, F.S., each member of a board of county commissioners, clerk of the circuit court, county comptroller, sheriff, supervisor of elections, property appraiser, and tax collector was authorized to voluntarily reduce his or her salary rate.



A Florida Driver License for Scott J Israel. The license includes a photo of a man, his signature, and various identification details. The text on the license is as follows:

Florida *The Sunshine State*
DRIVER LICENSE CLASS E
[Redacted]
SCOTT J ISRAEL
[Redacted] 0000
DOB: [Redacted] SEX: M HGT: 5-10
ISSUED: 08-08-2008
EXPIRES: [Redacted]
REST: [Redacted]
ENDORSE: [Redacted]
DUPLICATE 02-04-2008
R050302040184 SAFE DRIVER
Operation of a motor vehicle constitutes consent to any sobriety test required by law.

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HUMAN RESOURCES
DEC 31 2012
.....
SELECTION & ASSESSMENT

Le Secrétaire d'Etat des Etats-Unis d'Amérique
prie par les présentes toutes autorités compétentes de laisser passer le citoyen
ou ressortissant des Etats-Unis titulaire du présent passeport, sans délai ni
difficulté et, en cas de besoin, de lui accorder toute aide et protection légitimes.

El Secretario de Estado de los Estados Unidos de América por el presente solicita a las autoridades competentes permitir el paso del ciudadano o nacional de los Estados Unidos aquí nombrado, sin demora ni dificultades, y en caso de necesidad, prestarle toda la ayuda y protección lícitas.

ayuda y protección lícitas.

Scott J. Mead

SIGNATURE OF BEARER/SIGNATURE DU TITULAIRE/FIRMA DEL TITULAR

PASSPORT
PASSEPORT
PASAPORTE

UNITED STATES OF AMERICA

Type / Type / Tipo: Code / Code / Código Passport No. / No. du Passeport / No. de Pasaporte
P USA

Surname / Nom / Apellidos

ISRAEL

Given names / Prénoms / Nombres

SCOTT JAY
Nationality / Nationalité / Nacionalidad

UNITED STATES OF AMERICA

Date of birth / Date de naissance / Fecha de nacimiento

Sex / Sexe / Sexo Place of birth / Lieu de naissance / Lugar de nacimiento

M

NEW YORK, U.S.A.

Date of issue / Date de délivrance / Fecha de expedición

03 NOV 2006

Date of expiration / Date d' expiration / Fecha de caducidad

02 NOV 2016

Amendments / Modifications / Enmiendas

SEE PAGE 24

Authority / Autorité / Autoridad

United States
Department of State

[illegible]

RECEIVED
HUMAN RESOURCES

DEC 8 1 2012

SELECTION & ASSESSMENT

VR 115 (Rev. 6/87) 7-327006-350M

DOCUMENT NO. **D019824**

THE CITY OF NEW YORK

DEPARTMENT OF HEALTH

BUREAU OF VITAL RECORDS

CERTIFICATION OF BIRTH

This is a certification of name and birth facts on file in the Bureau of Vital Records, Department of Health, City of New York.

| | | | |
|----------------------|------------------|-----------------|------------|
| DATE OF BIRTH | [REDACTED] | CERTIFICATE NO. | [REDACTED] |
| BOROUGH | MANHATTAN | DATE FILED | [REDACTED] |
| | | DATE ISSUED | 07-28-87 |
| NAME | SCOTT JAY ISRAEL | | |
| SEX | MALE | | |
| MOTHER'S MAIDEN NAME | [REDACTED] | | |
| FATHER'S NAME | [REDACTED] | | |

Irene A. Scanlon

IRENE A. SCANLON
CITY REGISTRAR



Do not accept this transcript unless it bears the raised seal of the Department of Health. The reproduction or alteration of this certification is prohibited by Section 3.21 of the New York City Health Code.

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HUMAN RESOURCES
DEC 8 1 2012
SELECTION & ASSESSMENT

STATE UNIVERSITY OF NEW YORK

COLLEGE AT CORTLAND

ON THE RECOMMENDATION OF THE FACULTY AND BY VIRTUE OF
THE AUTHORITY VESTED IN THEM, THE TRUSTEES OF THE UNIVERSITY

HAVE CONFERRED ON

SCOTT J. ISRAEL

THE DEGREE OF

BACHELOR OF ARTS

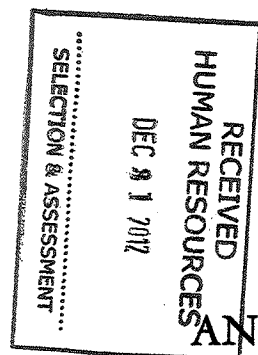
AND HAVE GRANTED THIS DIPLOMA AS EVIDENCE THEREOF.

GIVEN IN THE CITY OF CORTLAND IN THE STATE OF NEW YORK

IN THE UNITED STATES OF AMERICA ON THE

TWENTY-FIRST DAY OF MAY ONE THOUSAND

NINE HUNDRED AND SEVENTY-SEVEN.



Elizabeth Th. Luce Moore

CHAIRMAN OF THE BOARD OF TRUSTEES

Eugene C. Gerhart

CHAIRMAN OF THE COLLEGE COUNCIL



James F. Kelly

ACTING CHANCELLOR OF THE STATE UNIVERSITY
OF NEW YORK

Richard P. Jones

PRESIDENT OF THE COLLEGE



BROWARD SHERIFF'S OFFICE

SCOTT ISRAEL
Name

[REDACTED]
Social Security Number

PERSONAL REFERENCES: List 3 personal references and their contact information. References cannot be related to each other, family members or current/former supervisors.

| | | |
|--------------------------------|--|---------------------------------|
| Last Name: <u>Kinsey</u> | First Name: <u>Stephen</u> | Years Known: <u>19 years</u> |
| Mailing Address: [REDACTED] | City: [REDACTED] State: [REDACTED] | Zip Code: [REDACTED] |
| Apartment: [REDACTED] | Home Number: [REDACTED] | Work Number: [REDACTED] |

| | | |
|--------------------------------|--|---------------------------------|
| Last Name: <u>DACE</u> | First Name: <u>JOHN</u> | Years Known: <u>20 years</u> |
| Mailing Address: [REDACTED] | City: [REDACTED] State: [REDACTED] | Zip Code: [REDACTED] |
| Apartment: [REDACTED] | Home Number: [REDACTED] | Work Number: [REDACTED] |

| | | |
|--------------------------------|--|---------------------------------|
| Last Name: <u>POLLOCK</u> | First Name: <u>ALVIN</u> | Years Known: <u>30 years</u> |
| Mailing Address: [REDACTED] | City: [REDACTED] State: [REDACTED] | Zip Code: [REDACTED] |
| Apartment: [REDACTED] | Home Number: [REDACTED] | Work Number: [REDACTED] |

FDLE BACKGROUND INVESTIGATION WAIVER

SECTION II



**AUTHORITY FOR RELEASE
OF INFORMATION**
(Background Investigation Waiver)



**CJSTC
58**

Incorporated by Reference in Rule 11B-27.0022(2)(b), F.A.C

To: Concerned Person or Authorized
Representative of Any Organization,
Institution or Repository of Records

APPLICANT'S NAME: SCOTT J. ISRAEL
DATE OF BIRTH: [REDACTED]
LAST FOUR DIGITS OF SOCIAL SECURITY NUMBER: [REDACTED]

AGENCY REQUESTING BACKGROUND INFORMATION: Broward Sheriff's Office
ADDRESS: 2601 West Broward Boulevard, Fort Lauderdale, FL 33312

Having made application for certification or employment as a law enforcement, correctional, or correctional probation officer within the state of Florida, I hereby authorize for one year, from the date of execution hereof, any authorized representative of a Florida criminal justice agency or a Regional Criminal Justice Selection Center bearing this release to obtain any information pertaining to my employment, credit history, education, residence, academic achievement, personal information, work performance, background investigations, polygraph examinations, any and all internal affairs investigations or disciplinary records, including any files that are deemed to be confidential and/or sealed.

I also authorize release of any criminal justice records of arrests, citations, detentions, probation and parole records, or any police reports or other police records in which I may be named for any reason, including any files that are deemed to be juvenile and confidential. I hereby direct you to release this information upon the request of the bearer, whether in person or by correspondence. I further authorize the bearer to make copies of these records.

This release is executed with the full knowledge and understanding that these records and information are for the official use of a Florida criminal justice agency or Regional Criminal Justice Selection Center in fulfilling official responsibilities, which may include sharing the records or information with other criminal justice agencies, Regional Criminal Justice Selection Centers or the State of Florida or release to third parties as may be required by Florida public records laws. I hereby release you, as the custodian of such records, and employer, educational institution, physician, hospital or other repository of medical records, credit bureau or consumer reporting agency, including its officers, employees, and related personnel, both individually and collectively, from any and all liability for damages of whatever kind, which may at any time result to me, my heirs, family or associates because of compliance with this authorization and request to release information, or any attempt to comply with it. A copy of this form will be as effective as the original.

I hereby authorize the National Records Center, St. Louis, Missouri, or other custodian of my military record to release information or copies from my military personnel and related medical records, including a copy of my DD 214, Report of Separation, or other official documents from the United States Military denoting discharge status or current active military status to:

Broward Sheriff's Office - 2601 West Broward Boulevard, Fort Lauderdale, FL 33312

Section 768.095, F.S., titled Employer Immunity from Liability; disclosure of information regarding former or current employees states: An employer who discloses information about a former or current employee to a prospective employer of the former or current employee upon request of the prospective employer or of the former or current employee, is immune from civil liability for such disclosure of its consequences, unless it is shown by clear and convincing evidence that the information disclosed by the former or current employer was knowingly false or violated any civil right of the former or current employee protected under chapter 760, Florida Statutes. **Pursuant to Sections 943.134(2)(a) and (4), F.S., Chapter 2001-94, Laws of Florida, disclosure of information is required unless contrary to state or federal law. Civil penalties may be available for refusal to disclose non-privileged legally obtainable information.**

Applicant's Signature:

Scott J. Israel

Date:

1/20/13

Applicant's Address:

[REDACTED]

AFFIDAVIT

STATE OF FloridaCOUNTY OF BrowardThe foregoing instrument was acknowledged before me this date 1/20/13By: Scott J. IsraelWho is personally known ✓ or who has produced identification.

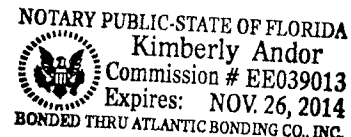
Type of identification:

K. Andor

Notary's Signature

Print, type, or stamp Commissioned Name of Notary

Notary Seal:



Upon witnessing the applicant signing of this affidavit, the notary public shall complete the notary block.



Broward Sheriff's Office
Bureau of Human Resources
2601 West Broward Boulevard
Fort Lauderdale, Florida 33312
Human Resources: 954-321-4400
Jobline: 888-276-7827
TDD Line: 954-831-8948
Online: www.sheriff.org

ATTEST, CONSENT, AUTHORIZE, AND RELEASE

SECTION II

I, SCOTT JAY ISRAEL, (PRINT YOUR FULL NAME)
thoroughly understand that I am being considered for employment in the position for which I have applied, and consent to submitting to a background investigation and other selection processes which may include, but not be limited to: fingerprint processing, polygraph, post-conditional employment offer medical and/or urinalysis, psychological evaluation, job interview, and other means deemed necessary and proper by the Broward Sheriff's Office to complete its investigation as to my fitness and suitability for the classification for which I have applied. I thoroughly understand that I must successfully complete the above-mentioned process. I am attesting that I understand and meet all of the minimum requirements as stated on the job announcement.

I am seeking employment on the basis that I know that the Broward Sheriff's Office, or other individuals or agencies, will develop no unfavorable information, with the exception of what I have indicated in this application, which has been thoroughly explained by me in detail during the hiring process. By signing this document, I certify that all of the information contained in this entire application and all documents submitted are true and complete to the best of my knowledge. I understand that all information is subject to investigation and that omission, falsification, misrepresentation, or other unfavorable information developed is sufficient cause for removal of my name for consideration for employment or dismissal from service. I further understand that unfavorable information disclosed during the selection process can and may be forwarded to past/current employers and other law enforcement agencies.

I understand that the application and all documents submitted are the property of the Broward Sheriff's Office and non-exempt information contained in said forms and documents is public record.

I understand that the Broward Sheriff's Office will not reimburse any expenses I might incur in seeking this position. I recognize that the time required to process and select employees for this position may be lengthy and time consuming. No promises or commitments are expected by me as to a time when a hiring decision and/or actual hiring might take place.

I understand that unless defined by applicable law, any employment relationship with the Broward Sheriff's Office is "at will", that I may be discharged at any time with or without cause, and that this "at will" relationship may not be changed unless authorized, in writing, by the Sheriff.

I understand and agree that any employment offered to me will be contingent upon my acceptance of compensatory time off instead of cash payments of overtime hours that I work, to the extent allowed by law and that the Sheriff has the absolute discretion to periodically substitute cash, in whole or in part, for my accrued compensatory time.

I understand that the Broward Sheriff's Office is a Drug-Free Workplace and that employees are subject to random drug testing.

I authorize and direct any persons or organizations to release and furnish records and information as may be relevant to determine my fitness and suitability for employment in the position for which I have applied.

I further agree to execute any authorizations as may be required by the Health Insurance Portability and Accountability Act of 1996 (HIPAA) for healthcare providers to release the necessary medical information to process my application for employment.

I agree to conform to rules, regulations, and orders of the Broward Sheriff's Office and acknowledge that these rules, regulations, and orders may be changed, interpreted, withdrawn, or added to by the Broward Sheriff's Office at its discretion at any time and without prior notice to me.

This authorization is executed with full knowledge and understanding that information and/or copies of records disclosed shall become the property of the Broward Sheriff's Office, shall be used for official employment evaluation, and are used as selection criterion only where related to performance of the job for which I have applied; that the Broward Sheriff's Office will take appropriate measures to protect aforementioned information and/or copies of records against unauthorized disclosure; and that certain non-exempt portions of the information and/or copies of records disclosed may be made available for inspection by third parties pursuant to public records and other laws.

I understand and consent to all of the above statements and conditions.

Applicant's Signature:

Scott J. Israel

Date:

1/20/13

Applicant's Address:

[Redacted Address]

AFFIDAVIT

STATE OF Florida COUNTY OF Broward

Before me personally appeared Scott J. Israel who says that he/she executed the above instrument of his or her own free will and accord, with full knowledge of the purpose therefore.

Sworn and subscribed in my presence this 20th day of January 2013

My Commission expires on _____, 20____. Personally Known ✓ or -

Produced Identification _____ Notary Public: K Andor

Type of identification produced: _____

NOTARY PUBLIC-STATE OF FLORIDA
Kimberly Andor
Commission # EE039013
Expires: NOV. 26, 2014
BONDED THRU ATLANTIC BONDING CO., INC.