

II. FISCAL IMPACT ANALYSIS

A. Five Year Summary of Fiscal Impact:

Fiscal Years	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Capital Expenditures	_____	_____	_____	_____	_____
Operating Costs	_____	_____	_____	_____	_____
External Revenues	_____	_____	_____	_____	_____
Program Income (County)	_____	_____	_____	_____	_____
In-Kind Match (County)	_____	_____	_____	_____	_____
Net Fiscal Impact	**	=====	=====	=====	=====

ADDITIONAL FTE POSITIONS (Cumulative) 0 0 0 0 0

Is Item Included in Current Budget? Yes _____ No _____

Budget Account Exp No: Fund _____ Department _____ Unit _____ Object _____
 Rev No: Fund _____ Department _____ Unit _____ Object _____

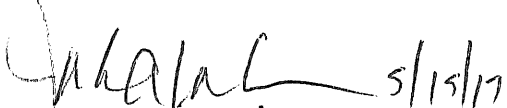
B. Recommended Sources of Funds/Summary of Fiscal Impact:


**NO FISCAL IMPACT – indeterminable at this time

C. Departmental Fiscal Review: _____

III. REVIEW COMMENTS

A. OFMB Fiscal and/or Contract Dev. and Control Comments:

 5/15/17
 OFMB ST 5/12 m 5/12

 5/12/17
 Contract Dev. and Control
 At the time of our review, Attachment 2 to the AIS was not available.

B. Legal Sufficiency:


 Chief Assistant County Attorney

C. Other Department Review:

 Department Director

Amendment No. 1 to
Employment Contract between Palm Beach County
and Verdenia C. Baker, County Administrator

This Amendment, made and entered into this 16th day of May, 2017, by and between Palm Beach County, a political subdivision of the State of Florida, through its Board of County Commissioners (hereinafter "Board") whose address is 301 N. Olive Avenue, West Palm Beach, Florida, 33401, and Verdenia C. Baker (hereinafter also referred to as "Administrator") an individual residing at 2231 Ridgewood Circle, Royal Palm Beach, Florida, 33411.

WITNESSETH

WHEREAS, the parties hereto have previously entered into an employment contract dated July 7, 2015; and

WHEREAS, the current contract expires on August 26, 2017; and

WHEREAS, the parties hereto desire to amend said contract to extend the term of service,

NOW, THEREFORE, in consideration of the promises and of the mutual covenants hereinafter set forth and for such other good and valuable consideration the receipt of which the parties hereto expressly acknowledge, the parties covenant and agree to the following terms and conditions:

1. Section 1 of the Contract is amended as follows:

1.1 The Board shall continue to employ Verdenia C. Baker as the Palm Beach County Administrator pursuant to Section 2.4 of the Palm Beach County Charter, for a period of five (5) years beginning on August 26, 2017, subject to the renewal provisions set forth in Section 5 of this Contract.

1.2 The Administrator shall serve at the pleasure of the Board and nothing in this Contract shall prevent, limit, or otherwise interfere with the right of the Board to terminate the services of the Administrator, subject to the provisions set forth in Section 6 of this Contract.

2. All other terms and conditions of the Contract shall remain in full force and effect.

3. This Amendment shall be effective upon execution hereof by the parties hereto.

IN WITNESS WHEREOF the parties hereto have set their hands and seals on the day set forth above.

ATTEST:
SHARON R. BOCK, CLERK


PALM BEACH COUNTY
BOARD OF COUNTY COMMISSIONERS

By: _____
Deputy Clerk

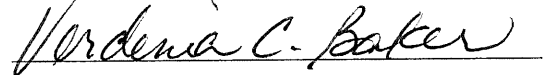
By: _____
Mayor

WITNESSES FOR ADMINISTRATOR:

ADMINISTRATOR:



Candi Beaudrean



Verdenia C. Baker

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY

By: 

County Attorney

2017 County Administrator Survey

County/City	Title	DOH	Population	Salary	Car Allowance-\$ amount	Fringe Benes
County - Palm Beach County BCC	County Administrator	08/25/80	1,397,710	\$273,183.00		457, car, cell, raises as approved for other staff
County - Orange	County Administrator	07/01/00	1,201,575	\$247,749.00		457, life, health
County - Pasco	County Administrator		470,631	\$192,816.00		457, car allowance, \$100k additional life, health paid by County
County - Pinellas County	County Administrator	06/06/88	921,573	\$245,898.00	none	457, cell
County - Hillsborough	County Administrator	01/11/88	1,279,737	\$267,800.00		457, car allowance, life , health
County - Lee	County Manager		644,763	\$216,240.00		457, car allowance, life, health paid by County
County - Manatee	County Administrator		333,810	\$209,186.00		457, car allowance, \$150 additional life, health +1 paid by County
County - Sarasota	County Administrator		386,109	\$207,620.00		457, car allowance, life 3x base paid by County, health
County - Volusia	County Manager	04/01/06	496,903	\$241,793.00	vehicle provided	457, car provided, \$300k life paid by County, health paid by County
City of Fort Lauderdale	City Manager	6/12/2011	176,013	\$238,222.40	\$7104.00 annually	Defined Contribution Plan, car & phone allowance, Health/Dental/Vision, Life insurance, 10 management vacation, membership dues, lump sum cash severance
City of Hollywood	City Manager		146,526	\$227,760.00		401, 457, car allowance, health, dental, life and LTD, professional dues, 20 vacation days, 4 personal days, 13 holidays and 12 sick days annually
City of Lantana	Town Manager	5/7/2012	10,737	\$131,587.00		457, car allowance, health 100%, short/long term disability 100%, Life Ins. \$370,000 100%
City of Miami	City Manager	08/08/11	417,650	\$224,663.04	\$800.00/month	Car allowance, cell phone allowance, health, life, 20 days vacation per year, 12 days sick per year, 11 days holiday per year, one annual physical, raises as approved for rest of staff
City of Miramar	City Manager	09/09/13	130,288	\$199,000.00		457, car allowance, cell, PDA, Internet Allowance
City of Palm Beach Gardens	City Manager	02/05/01	52,923	\$225,834.51		457, car allowance, health self and family, cell, life insurance
City of Pembroke Pines	City Manager	10/01/76	166,611	\$274,996.00		car allowance, cell, Health, Life, LTD, 2 Prof Mgmt Days
City of West Palm Beach	City Administrator	11/10/13	102,436	\$224,278.91	\$6000.00 annually	\$6,000 annual car allowance, \$600 annual cellphone stipend, \$100K additional Life Insurance, 4 mgmt days off
PBC - School District	Superintendent	04/23/15	1,397,710	\$325,000.00	vehicle provided+ reimbursed expenses	457, Health, \$1 Million Life Insurance Policy, Disability Ins for 60% of annual salary, Business Expenditures of \$1,000 monthly, entire cost of professional meetings and organizational dues, purchase of FRS service credit up to \$19K, cell, home office (computer, software, internet, printer, fax) includes installation and maintenance, 22 annual leave days in addition to 10 vacation days, 20 weeks salary if terminated without cause. AUTOMOBILE EXPENSES - The duties and responsibilities of SUPERINTENDENT will require him to travel extensively in Palm Beach County by automobile. The Board shall provide SUPERINTENDENT an automobile for his exclusive use, and shall pay all expenses or provide any necessary services through its fleet maintenance program related to the operation of the automobile including expenses for tolls, fuel, oil, insurance, maintenance and repairs for the term of this AGREEMENT. SUPERINTENDENT'S use of this vehicle includes incidental personal uses within Palm Beach County.

Verdenia C. Baker

ACCOMPLISHMENTS

September-2015/May- 2017

Mayor, Vice Mayor and Commissioners, I would like to thank you for the opportunity to serve you and the residents of Palm Beach County. The staff of Palm Beach County has been invaluable to me during my first tenure as the County Administrator. Further, I have built and expanded partnerships with my peers and the business community. As a result of your leadership, awesome staff and partnerships, below are highlights (not all inclusive) of my job performance over the last 1.9 years serving as the County Administrator of Palm Beach County.

- **Successfully created a partnership between the County, School Board and Municipalities by gaining the support of elected officials to place the infrastructure sales surtax referendum on the November, 2016 ballot. I collaborated with the Superintendent of the School Board, Richard Radcliff, Executive Director of the League of Cities and the Business Community (Economic Council, Chambers and Business Forum, etc.,) to educate the public on the benefit of re-investing in the infrastructure of the county. The referendum was approved by 57% of the voters. The Oversight Committee was created and scheduled the first committee meeting during June, 2017.**
- **Created a steering committee to develop a training and recruitment plan that would be used to reach out to the underemployed and unemployed residents of the county in an effort to employ through sales surtax projects. The Steering committee consists of representatives from the County,**

CareerSource, PBSC, School District, union representatives and the Ministerial Alliance.

- Reviewed our procurement processes to ensure we were being as inclusive of all businesses, as legally possible, as we move forward with surtax projects.
- Developed a comprehensive report and recommendations related to the heroin/opioid crisis receiving unanimous support and a significant funding commitment from the Board of County Commissioners. The funding will allow for expansion of treatment, prevention, and response programs.
- Served as the Incident Commander for Palm Beach County during the threat of Hurricane Matthew. The EOC was activated and the community prepared for impact of the hurricane. We received and addressed damages from winds and surge in various areas of the county. Our residents and staff were prepared and responded accordingly.
- Filled key vacant positions: Four Administrator positions (Deputy and Assistants), Palm Tran Director, PZB Director, Public Safety Director, Risk Management Director, CJC Director and Legislative Affairs Director. Pending positions that I anticipate being filled by the end of third quarter of FY2017 – Traffic Engineer, County Engineer and Economic Sustainability Director and Assistant County Administrator.
- Finalized a contractual agreement between the County, Washington Nationals and Houston Astros for a Spring Training Facility. The Facility has been completed and is in operation. This is the second baseball facility within the county creating a 4 team spring training mecca and opportunities to host major sports tourism activities.
- Scheduled a Housing Summit for May 31, 2017 to address the need for affordable/workforce housing within the county. The goal is for the community as a whole to address the void of affordable/workforce housing.

- Collaborated with the Sheriff and Secret Service on the protection of POTUS and our residents, as well as, minimizing the impact of road closures. Further, I worked with the Film Commissioner on the permitting of out of county media during POTUS visits.
- Worked jointly with staff, congressional delegation (specifically Congresswoman Frankel) and the Sheriff to address potential reimbursement of expenditures for the security of POTUS and the residents of the county.
- Continuing to work with Secret Service and Airport staff to minimize negative fiscal impact to the Lantana Airport during the President's visits to Palm Beach County.
- Worked diligently to fulfill the direction of the Board and meet the need of County Commissioners and residents of Palm Beach County.
- Presented to various chambers, business forums and organizations, and other governmental entities during my time as the administrator.
- Presented to HOA's and community organizations.
- Met with individual residents upon request.
- Updated and refreshed the county's website resulting in a much more user friendly site.
- Increased the use of internships within the county's governmental structure. Currently, working on a county web page to advertise and track internship opportunities within the county.
- Implemented mandatory active shooter training for county employees.
- Finalized Union contracts for Firefighters, Battalion Chiefs, Health Care District, ATU and garnered TA's with Life Guards.

- **Finalizing arrangements for the creation of a new Office of Resilience reporting to the County Administrator to provide more focused attention and effectiveness to climate change, resilience, and energy conservation program activities.**

- **Successfully negotiated the purchase of a 19-unit emergency shelter for homeless families saving the shelter from a scheduled closure and sale. The shelter is now in County ownership, managed by Adopt-A-Family.**

- **Created the first county program in Florida for regulating in-home health aides and other professionals who work with vulnerable adults. The home care-givers ordinance, adopted by the Board of County Commissioners in March 2016, provides for licensing and background checks for home health aides working in the County.**

- **Implemented the County's Ban the Box initiative.**

- **Implemented the reorganization of the Criminal Justice Commission Board.**

- **Re-implemented award program for outstanding staff – Team PBC Golden Palm for the Fall of 2017.**

- **Developed and/or completed and submitted three balanced budgets to the BCC.**

- **Maintained the County's AAA bond rating during the issuance and/or refinancing of bonds.**

- **Overseeing the Disparity Study being conducted for the county and anticipate it will be concluded by the fall of 2017.**

- **Managed the day to day county operations with assistance from staff of county departments and other agencies during this time. Worked to solicit input from county staff through regularly scheduled department/division**

head meetings. Created "Breakfast with Baker" which provides an opportunity on a quarterly basis for employees to interact and share their ideas with me. Also, we are planning a countywide employee picnic in the fall, 2017. Attended various county departmental functions.

Again, I would like to thank the Board of County Commissioners for the opportunity to serve you and the residents of this awesome county. It has been my pleasure to work with outstanding and dedicated staff that constantly goes above and beyond. I look forward to continuing to serve the Board and the community.