

**District Court of Appeal Budget Commission Meeting  
December 4, 2005  
Marco Island Marriott  
Captiva Room  
Marco Island, Florida**

**DCABC Members Present:**

Chief Judge Charles Kahn, Chair  
Chief Judge Gerald Cope  
Chief Judge Matthew Stevenson, Vice Chair  
Chief Judge Robert Pleus

**Others Present:**

Judge Thomas Sawaya  
Judge Chris Altenbernd  
Judge Michael Allen  
Marshal Donald Brannon  
Marshal Velma Johnson  
Marshal Dottie Munro  
Marshal Glen Rubin  
Charlotte Jerrett  
Dorothy Burke  
David Pepper

Judge Charles Kahn made opening remarks and called the meeting to order at 2:00pm. He introduced Judge Michael Allen and Judge Thomas Sawaya to discuss the Judicial Compensation Workgroup activities. The workgroup has issued its final report and recommends the branch adopt a policy to bring the judicial salaries of each tier of court to a 5% differential per level. This report is being shared with all chief judges and conferences for a vote, to allow for promotion of a uniform policy. Judge Allen explained that this methodology is widely used around the country by other judicial systems. Judge Pleus moved the recommendation, Judge Cope seconded, and the motion carried unanimously. Judge Sawaya said he would discuss this issue at the DCA judges' business meeting.

Judge Kahn recognized David Pepper to discuss the final report of the classification and compensation study. David explained that all courts contributed to the cost of the study. Consultants were hired to examine a methodology to insure internal equity and external competitiveness.

David discussed steps taken by the consultants:

1. Meet with individual courts.
2. All employees were asked to complete a job description survey.
3. Conduct a market study of conditions. The internal oversight committee helped determine what markets to examine.
4. Point scores were correlated from all data that was collected.

**District Court of Appeal Budget Commission Meeting  
December 4, 2005  
Marco Island Marriott  
Captiva Room  
Marco Island, Florida**

David explained the general results of the study and consultant recommendations.

1. Raise entry level salaries of specified classes.
2. Propose in-class adjustments (bring employees to the market survey average).

The cost to raise everyone to the proposed minimum is approximately \$8.5 million dollars. Judge Matthew Stevenson asked if the Supreme Court was prepared to endorse these recommendations. Judge Kahn answered yes. Don Brannon asked how much of the \$8.5 million dollars is for the DCA's. David Pepper indicated he had not yet done the calculation, but he guessed it was around 8-10%. David distributed the final proposed salary schedule. Don Brannon asked David Pepper to explain the proposal in more detail. David reported the costs of each proposal and indicated that any across the board raises would reduce the cost of implementation. Glen Rubin asked if the market analysis funded by the Legislature took into account market regions. David said no. Don asked if David could provide a list by employee of the amount each would get for a raise when the report is final. David said he could.

Glen Rubin asked about the proposed marketing strategy. David indicated the TCBC would outreach to the local business community and Taxwatch to advocate for this report. Dorothy Burke informed the group that the numbers for the proposed cost do not include benefits. Judge Gerald Cope moved that the DCABC vote to support the class and pay study. Judge Pleus seconded, and the motion passed.

Judge Kahn addressed the next agenda item, and referenced the Supreme Court case management request for OPS. Judge Kahn expressed a concern over the best way to determine how much of the resource the court needs.

With no time remaining, Judge Kahn indicated this meeting would have to be continued at a later date. The meeting adjourned at 3:05pm.