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September 14, 2022

TO: Board of County Commissioners
FROM: Bill Beasley, County Manager
SUBJECT: FY2022 - 2023 Compensation Plan and Benefit Change

Effective October 3, 2022, the pay plan will increase three and a half percent (3.5%), resulting in a 3.5% pay increase for Board employees. Additionally, employees that have been employed with the Board for at least one year will receive a one and a half percent (1.5%) pay increase effective October 3, 2022. Employees that reach their one-year anniversary date in Fiscal Year 22/23 will receive the 1.5% on or around their anniversary date. Part-time temporary employees will also receive a 3.5% pay increase (and 1.5% increase if employed for at least year) effective October 3, 2022, as other Board employees.

The Compensation Plan complies with the new legislatively mandated increase from the Agency for Health Care Administration, which requires that employees who provide direct care services to Medicaid recipients be paid a minimum wage of \$15 per hour. This applies to all positions in the Rohr Home and some of the positions in Fire Rescue, including Paramedics and Emergency Medical Technicians.

Negotiations are currently underway for employees represented by unions under Collective Bargaining Agreements. It is anticipated that these negotiations may result in represented employees also being eligible to receive the total five percent (5.0%) pay increase, although we will not know for sure until the negotiations conclude.

Employees will have their compensation defined as follows:

2022 - 2023 Compensation Plan

General Board Employees

- 3.5% pay increase, and 1.5% increase if employed for at least one year, effective October 3, 2022
- Career ladder increases for employees obtaining relevant licenses and/or certifications

Firefighters and Battalion Chiefs

- 3.5% pay increase (plus step) and 1.5% increase if employed for at least one year, effective the first full pay period in October 2022, tentatively, depending on union negotiations
- Career ladder increases for positions listed in the Career Ladder Group below, depending on union negotiations

Federation of Public Employees Union (Blue Collar)

- 3.5% pay increase and 1.5% increase if employed for at least one year, effective October 3, 2022, tentatively, depending on union negotiations
- Career ladder increases for positions listed in the Career Ladder Group below, depending on union negotiations

Emergency Medical Technicians and Paramedics

- 3.5% pay increase and 1.5% increase if employed for at least one year, effective October 3, 2022, tentatively, depending on union negotiations
- Career ladder increases for positions listed in the Career Ladder Group below, depending on union negotiations

**2022 - 2023 Compensation Plan
Implementation Rules and Procedures**

Employees will not be placed above Maximum Salary of Paygrade

- Anyone who is over the maximum will receive a lump sum payment of up to 3.5%

3.5% Added on Base Rate, Without Incentives

- After 3.5% has been added to base rate, incentives will then be added back into employee's current rate
- No adjustment shall increase employee's base rate beyond the maximum of their paygrade

Employees on Performance Improvement Probation

- No pay increase or lump sum until removed from Performance Improvement Probation
- Upon successful reinstatement to regular employment, will receive a 3.5% pay increase beginning the first full pay period following removal from probation (increase will not be retroactive to the employee's hire date anniversary)

Employees on Workers' Compensation or Leave of Absence

- No pay increase or lump sum payment until return to regular employment status
- Upon return to regular employment status employee will receive a 3.5% pay increase or any eligible lump sum payment beginning the pay period returning to work (increase will not be retroactive to the employee's hire date anniversary).

Career Ladder Promotions

- Positions eligible for career ladder increases, due to obtaining a license, certification, and/or a collective bargaining agreement are as follows:

| Career Ladder Group | Career Ladder Position Title | Requirements for Promotion |
|---|---|--|
| Assistant County Attorney | Assistant County Attorney I, II, III | Experience |
| Building Inspector | Building Inspector I, II, III, IV | Licenses & Certifications |
| Certified Codes Investigator | Certified Codes Investigator I, II, III, Code Enforcement Prof. | Licenses & Certifications |
| Construction & Testing Inspector | Construction & Testing Inspector I, II, III | Experience, Licenses, & Certifications |
| Customer Service Account Specialist | Customer Service Account Specialist I, II | Experience & Certifications |
| Driveway/Drainage Inspector | Driveway/Drainage Inspector I, II | Certifications |
| Environmental Technician * | Environmental Technician I, II, III | Experience, Certifications, & Training |
| Fire Codes Inspectors ** | Fire Codes Inspector I, II, III | Experience & Certifications |
| Environmental Specialist | Environmental Specialist I, II, III | Experience, Certifications, & Training |
| Fleet Technician * | Fleet Technician I, II, III | Experience & Certifications |
| Industrial Electrician * | Industrial Electrician I, II, III | Experience & Certifications |
| Land Development Inspector | Land Development Inspector I, II, III | Experience, Licenses, & Certifications |
| Meter Maintenance & CCC Technician * | Meter Maintenance & CCC Technician I, II, III | Experience, Licenses, & Certifications |
| Natural Resources Service Worker* | Natural Resources Service Worker I, II, III | Experience |
| Parks Maintenance Worker/Caretaker/ATV Park * | Parks Maintenance Worker I, II/Parks Caretaker I, II/ATV I, II | Experience & Certifications |
| Plans Examiner | Plans Examiner I, II, III | Licenses & Certifications |
| Recreation Coordinator | Recreation Coordinator I, II, III | Experience & Certifications |
| Service Worker/Equipment Operator * | Service Worker/Equipment Operator I, II, III | Licenses |
| Traffic Control Technician | Traffic Control Technician I, II | Certifications |
| Traffic Signal Technician * | Traffic Signal Technician I, II, III | Experience & Certifications |
| Water Plant Operator * | Water Plant Operator I, II, III | Licenses |
| Water Pollution Control (WPC) Operator * | Water Pollution Control (WPC) Operator I, II, III | Licenses |
| Engineer | Project Management Specialist, Engineer, Engineer E.I., Engineer P.E. | Experience, Licenses |
| Environmental Compliance Worker | Environmental Compliance Worker I, II | Certifications |

*Public Employee Union position

**International Association of Firefighters Union position