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TO: Board of County Commissioners
FROM: Bill Beasley, County Manager 
SUBJECT: FY2023 - 2024 Compensation Plan and Benefit Change

Effective October 2, 2023, the pay plan will increase three percent (3.0%), resulting in a 3.0% pay increase for Board employees. Additionally, employees will receive a two percent (2.0%) tenure increase on or around their anniversary date. Part-time temporary employees will also receive a 3.0% pay increase effective October 2, 2023, and 2.0% tenure increase on or around their anniversary date, 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 many of the positions in Fire Rescue, including Paramedics, Emergency Medical Technicians, and Firefighter 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%) pay increase, although we will not know for sure until the negotiations conclude.

Employees will have their compensation defined as follows:

2023 - 2024 Compensation Plan

General Board Employees

- 3.0% pay increase effective October 2, 2023, and 2.0% tenure increase around their anniversary date
- Career ladder increases for employees obtaining relevant licenses and/or certifications

Firefighters and Battalion Chiefs

- 3.0% pay increase (plus step), effective the first full pay period in October 2023, and 2.0% tenure increase around their anniversary date, tentatively, depending on union negotiations
- Career ladder increases for positions listed in the Career Ladder Group below, depending on union negotiations

FY2023 - 2024 Compensation Plan and Benefit Change (continued)

Federation of Public Employees Union (Blue Collar)

- 3.0% pay increase, effective October 2, 2023, and 2.0% tenure increase around their anniversary date, 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

- 3.0% pay increase, effective October 2, 2023, and 2.0% tenure increase around their anniversary date, tentatively, depending on union negotiations
- Career ladder increases for positions listed in the Career Ladder Group below, depending on union negotiations

2023 - 2024 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 5.0% (3.0% pay increase and 2% tenure increase)

3.0% pay increase and 2% tenure increase Added on Base Rate, Without Incentives

- After 3.0% increase and 2% tenure increase 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 3.0% pay increase/eligible lump sum payment and 2% tenure increase beginning the first full pay period following removal from probation (increase will not be retroactive to October 2nd or 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, will receive a 3.0% pay increase/eligible lump sum payment and 2% tenure increase beginning the pay period they return to work (increase will not be retroactive to October 2nd or 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:

FY2023 - 2024 Compensation Plan and Benefit Change (continued)

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
Code Enforcement Specialist	Code Enforcement Specialist I, II	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