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TO: Board of County Commissioners
FROM: Bill Beasley, County Manager
SUBJECT: FY2024 - 2025 Compensation Plan and Benefit Change

Effective September 30, 2024, the pay plan will increase two percent (2%), resulting in a 2% pay increase for Board employees. Additionally, employees will receive a two percent (2%) tenure increase on or around their anniversary date. Part-time temporary employees will also receive a 2% pay increase effective September 30, 2024, and a 2% tenure increase on or around their anniversary date, as other Board employees.

The Compensation Plan remains in compliance with the 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 many of the positions in the Fire Rescue division, 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 four percent (4%) pay increase referenced below, although we will not know for sure until the negotiations conclude.

Employees will have their compensation defined as follows:

2024 - 2025 Compensation Plan

General Board Employees

- 2% pay increase effective September 30, 2024, and 2% tenure increase around their anniversary date
- Career ladder increases for employees obtaining relevant licenses and/or certifications for positions listed in the Career Ladder Group below

Firefighters and Battalion Chiefs

- 2% pay (step) increase, effective the first full pay period in October 2024, and 2% 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

FY2024 - 2025 Compensation Plan and Benefit Change (continued)

Emergency Medical Technicians and Paramedics

- 2% pay (step) increase, effective the first full pay period in October 2024, and 2% tenure increase around their anniversary date, tentatively, depending on union negotiations

2024 - 2025 Compensation Plan Implementation Rules and Procedures

Employees will not be placed above the Maximum Salary of their Paygrade

- Anyone who is over the maximum will receive a lump sum payment of up to 4% (2% pay increase and 2% tenure increase)

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

- After 2% increase and 2% tenure increase has been added to base rate, incentives will then be added back into employee's current pay 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 2% 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 September 30, 2024 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 2% pay increase/eligible lump sum payment and 2% tenure increase beginning the pay period they return to work (increase will not be retroactive to September 30, 2024 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:

FY2024 - 2025 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 Profession	Licenses & Certifications
Code Enforcement Specialist	Code Enforcement Specialist I, II	Certifications
Construction and Testing Inspector	Construction and 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
Engineer	Project Management Specialist, Engineer, Engineer E.I, Engineer P.E	Experience & Licenses
Environmental Compliance Worker	Environmental Compliance Worker I, II	Certifications
Environmental Specialist	Environmental Specialist I, II, III	Experience, Certifications, & Training
Environmental Specialist - Recreation Program Educator	Environmental Specialist - Recreation Program Educator I, II, III	Experience, Certifications, & Training
Environmental Technician	Environmental Technician I, II, III	Experience, Certifications, & Training
Fire Codes Inspector**	Fire Codes Inspector I, II, III	Experience & Certifications
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 /Caretaker I, II /ATV Park I, II	Experience & Certifications
Plans Examiner	Plans Examiner I, II, III	Licenses & Certifications
Permit Technician	Permit Technician, Permit Technician - Licensing, Senior Permit Technician	Licenses & Certifications
Procurement Analyst	Procurement Analyst, Senior Procurement Analyst	Experience & Certifications
Recreation Coordinator	Recreation Coordinator I, II, III, IV, V	Experience & Certifications
Recreation Facilities Coordinator	Recreation Facilities Coordinator II, III	Experience & Certifications
Recreation Program Manager	Recreation Program Manager II, III	Experience & Certifications
Service Worker/Equipment Operator	Service Worker/Equipment Operator I, II, III	Licenses
Traffic Control Technician	Traffic Control Technician I, II, III	Certifications
Traffic Marking Inspector	Traffic Marking Inspector I, II, III	Experience & Certifications
Traffic Signal Fabrication Technician	Traffic Signal Fabrication Technician I, II, III	Experience & 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 Operator I, II, III	Licenses

**International Association of Firefighters Union position