

## **Board of County Commissioners Workshop Discussion Item**

**Date of Meeting:** March 31, 2008

**Date Submitted:** March 24, 2008

**To:** Honorable Chairman and Members of the Board

**From:** Marlon Brown, County Manager  
Davin Suggs, Director, OMB

**Subject:** **Public Hearing** – Approval to Implement the Second Phase of the Approved Compensation and Classification Plan.

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### **Statement of Issue:**

This workshop agenda item seeks approval to implement the second phase of the recently approved compensation and classification plan for all Gadsden County employees.

### **Background:**

During the FY 2007 budget development period, the Board authorized staff to complete a compensation and classification study during FY 2007. Staff identified the firm of Evergreen Solutions, LLC to proceed with direction given by the Board. Subsequently, at its January 9, 2007 meeting, the Board approved Evergreen Solution, LLC to complete a comprehensive compensation and classification study for the Board employees. Additionally, the firm proposed to include a review of the Sheriff's law enforcement and correctional positions as a part of the County's study. Information from the study was used to establish and fund the Sheriff's step pay plan. During the January 22, 2008 Board meeting, the Board approved the compensation and classification plan and authorized the implementation of the first phase of the plan. The first phase of the plan involved the adoption of a new compensation plan and insuring that all employees were compensated within the new compensation plan.

### **Analysis:**

In order to fully enact the adopted plan, it is recommended that a market equity adjustment be applied to all of the ranges within the compensation plan and respective pay rates. Subsequently, after the successful implementation of the second phase of the study, future maintenance will be required in the form of monitoring the plan for any necessary inflationary adjustments on an annual basis.

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**Fiscal Impact:**

The implementation cost attributed to the second phase of the plan is approximately \$193,726. This figure is based on the implementation of this phase as of April 1, 2008 accounting for six remaining months in the fiscal year. The chart below displays the estimated impact to the budget by each affected operating fund of the County.

<b>Fund</b>	<b>Projected Cost of Comp Study for 6 Months</b>
001 - General Fund	\$ 39,230
103 - Hospital Operating Fund	\$ 4,225
104 - County Probation Fund	\$ 4,975
105 - Fire Assessment	\$ 1,647
106 - Growth Management	\$ 11,752
112 - Cty Transportation Fund	\$ 50,960
113 - Landfill & Arthropod Fund	\$ 5,756
116 - Parks & Rec Fund	\$ 2,854
117 - Library Services - Local	\$ 7,189
118 - Library Services - State	\$ 6,140
125 - Building Inspection Fund	\$ 7,668
126 - Animal Control Fund	\$ 1,380
142 - EMS Fund	\$ 40,719
156 - SHIP HBE Fund	\$ 315
502 - Technoloy IS Fund	\$ 2,975
504 - Fleet Management IS Fund	\$ 5,940
<b>TOTALS</b>	<b>\$ 193,726</b>

The actual amount will depend on the applicable pay period in which the implementation will take effect, if approved. The impact to the budget addresses all operating funds from which County personnel are compensated. Staff is recommending that existing reserves in the affected funds be utilized, if necessary, to provide resources for implementation of this phase of the study. Per Florida Statutes, a budget amendment adopted via a resolution following a public hearing is necessary to implement staff's recommendation. Additionally, if approved, the increased costs will be assumed in the base operating budgets for FY 2009.

**Options:**

1. Approve the implementation of the second phase of the approved compensation and classification plan, along with associated resolution and budget amendment.

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2. Board Direction

**Recommendation:**

Option 1:

**Attachment:**

1. Associated resolution and budget amendment (**Materials to be provided at meeting**)