

**SUMTER COUNTY BOARD OF COMMISSIONERS
EXECUTIVE SUMMARY**

SUBJECT: Pay increase for employees for FY 2010-11 for planning purposes.

REQUESTED ACTION: Board Option

Work Session (Report Only)
 Regular Meeting

DATE OF MEETING: 1/19/2010
 Special Meeting

CONTRACT: N/A

Effective Date: _____

Vendor/Entity: _____

Termination Date: _____

Managing Division / Dept: _____

BUDGET IMPACT: See Below

Annual
 Capital
 N/A

FUNDING SOURCE: _____

EXPENDITURE ACCOUNT: _____

HISTORY/FACTS/ISSUES:

The Sumter County Board of County Commissioners (BOCC) provided a Cost of Living Adjustments (COLA) for employees using the COLA computation of the Social Security Administration for annual adjustments to social security since 2006. The computation is the increase (if any) in the CPI-W for July, August, and September (third quarter), averaged from the previous year to the current year. The new computation is released in October annually.

The COLA for 2009 for Social Security was 5.8%. Due to budget constraints and the uncertain economic climate, the Board opted to waive their guideline for COLA increases for the 2009/10 fiscal year; therefore, 0% COLA was provided.

The COLA for 2010 for Social Security is 0% due to the 2009 average CPI-W being less than the 2008 CPI-W.

History for BOCC Pay Increases:

2004-2005 The CPI was 1.7%; one increment of the pay grade; \$.05 per hour for one additional year of seniority.

2005-2006 The CPI was 3.1%; one increment of the pay grade; \$.05 per hour for one additional year of seniority; 8% cap on total increase.

2006-2007 The COLA was 4.1%; 9% increase with a completed evaluation; \$.05 per hour per year.

2007-2008 The COLA was 3.3%; 7% increase with a completed evaluation.

2008-2009 The COLA was 2.3%; no additional increase provided.

2009-2010 0% increase.

For budget planning purposes, the Board needs to establish a COLA and/or other increase.

Options are:

1) Set 0% increase as budget planning guideline.

or

2) Set a percentage increase as planning guideline (cost is approximately \$280,000 per 1% increase for salary and fringe benefits.)

and

3) Authorize a pay and classification update for the Board of County Commissioners (BOCC) or BOCC and Constitutional Officers.

The last pay and classification study was performed by Cody and Associates in 2004 for the BOCC as well as the Constitutional Officers and cost \$13,500. The plan was implemented FY 2004-2005. Since that time the BOCC has experienced many changes. There have been five reductions in force since June of 2005, resulting in a reduction of 28 positions as shown in the attachment. Outsourcing of a large portion of the building inspections and as well as information technology responsibilities have occurred. During this time the Sumter County Fire Rescue Services continues to evolve to full-time with more employees in the combination department.

By BOCC direction, proposals were received in 2007 for an update to the plan as well as providing an option for pay for performance. The cost for the recommended proposal was \$32,800 and included classification, compensation and pay for performance for the BOCC and Constitutional Offices. The BOCC opted to not accept the proposal.

A study is recommended to keep pay grades/rates in line with current market demands for retaining and recruiting quality employees and should be updated each three to four years.
