



Option 2:

Pros: Finalizes the remedy to the exception to the policy made in 10/1/2009 and sets the stage for FY 12/13 to return Sumter County to compliance with its policy, provides support to the employees related to the additional employee supported benefits (health insurance premium increases as well as pending employee required retirement contributions) and provides a morale boost for maintaining and/or increasing the level of service without increasing the net employee count.

Cons: Delays the immediate return to compliance with the policy, does not mirror the continuing economic climate at the state and federal levels of government, and increases the financial impact to the FY 11/12 budget.

New Positions:

Regardless of which Option is preferred by the BOCC, I recommend that no net increase the employee count occur within the overall budgets of the BOCC or the Constitutional Officer Budgets. For example, through privatization and organizational changes the BOCC will eliminate positions for FY 11/12 while possibly adding positions to meet the shift due to those same changes; however, there will be no increase in the net employee count compared to the FY 10/11 BOCC budget.

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CPI-W Date	CPI-W	CPI-W Rate of Change	Social Security Increase Year	Social Security COLA	Sumter County Increase Year	Sumter County Total Pay Raise	Sumter County COLA Only	Sumter County Adjusted COLA	Sumter County Additional Raise	OLD Sumter County "Candy Bar"
Oct-04	186.5									
Oct-05	195.2	4.66%	Jan-05	2.70%						
Oct-06	197	0.92%	Jan-06	4.10%	Oct-06	5.00%	4.10%	0.00%	0.90%	\$0.05 per hour per year of service
Oct-07	204.338	3.72%	Jan-07	3.30%	Oct-07	4.00%	3.30%	0.00%	0.70%	
Oct-08	212.182	3.84%	Jan-08	2.30%	Oct-08	2.30%	2.30%	0.00%	0.00%	
Oct-09	211.549	-0.30%	Jan-09	5.80%	Oct-09	0.00%	5.80%	-5.80%	0.00%	
Oct-10	214.623	1.45%	Jan-10	0.00%	Oct-10	2.51%	0.00%	2.51%	0.00%	
Oct-11			Jan-11	0.00%	Oct-11	0.00%	0.00%	0.00%	0.00%	
Notes:	1. 10/1/2006 was the last year the "Candy Bar" was provided 2. 10/1/2008 was the first year to follow the Social Security COLA 3. 10/1/2009 was the first year to make an exception to follow the Social Security COLA due to economic downturn and uncertainty 4. 10/1/2010 was a partial remedy for Note #3 and an exception to the policy									
Option 1	Provide no additional remedy to the 10/1/2009 exception to the policy and move forward with following the policy									
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Option 2	Provide the final remedy to the 10/1/2009 exception to the policy and move forward in 10/1/2012 by following the policy strictly									