

The Human Resources Division is continuing to review positions to determine if adjustments need to be made based on the positions, needs of the department and organization, in addition to being competitive with the market. Human Resources is recommending adjusting the pay plan table in preparation for the future minimum wage adjustments of the \$15.00 an hour, effective in September 2026. The increase to the minimum of the pay grades will bring the salary table closer to the Florida's New Minimum Wage Law, changing each year. Given the adjustment to the minimum of the pay grade, the maximum should also be adjusted so that our ranges remain aligned. Additionally, a market analysis should be completed at minimum, every three (3) years, for the County Administrator and County Attorney classification.

Included with this agenda item is the Position Classification by Grade table with each position title, established pay grade, minimum, midpoint and maximum salary ranges for those positions that are under the purview of the Board.

ISSUES:

Maintaining an updated pay plan is essential for retaining and recruiting employees as the market changes, the County must be able to adjust accordingly.

LEGAL SUFFICIENCY REVIEW:

None

RECOMMENDED ACTION:

RECOMMENDATION

Move that the Board receive the current recommended 2021-2022 position classification and grade for all positions in County service under the purview of the Board and make it effective October 10, 2021.

ALTERNATIVE RECOMMENDATIONS

Pull this item from the Consent Agenda and direct staff.

FISCAL IMPACT:

RECOMMENDATION

As positions are evaluated and possibly modified, any salary adjustments that may result from any change are reviewed and must be appropriated from within each departmental budget. Funding sources will vary as some departments have multiple funding sources.

ALTERNATIVE RECOMMENDATIONS

None

DOCUMENT(S) REQUIRING ACTION:

Budget Transfer / Amendment Chair Letter Contract / Agreement

Grant / Application

Notice

Ordinance

Resolution

Other:

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