

REQUEST FOR BOARD ACTION / CONTRACT CONTROL FORM

Tracking Number: 141

Date of Request: February 29, 2008

Date Request Received: February 29, 2008

Board Meeting Date Requested: March 10, 2008

Board Meeting Date Assigned: March 10, 2008

Short Title: Resolution Regarding Employee/Workforce Compensation.

Request Status:

- Request is proceeding to Board of Commissioners
- More information is needed – see attached
- Request on hold – no further information needed
- Other:

Background: At the February 4, 2008 Board meeting, staff was instructed to evaluate employee/workforce compensation. The attached proposal would provide for a two methods of providing additional compensation.

First, a one-time bonus would be provided:

a. for all full-time employees as of 9/27/07 in the amount of \$1,000, and

b. all part-time employees (20 hours or more per week) as of 9/27/07 in the amount of \$500.

Second, the recommendation, if approved, would provide a 3% across-the-board pay increase for all current employees.

The measures outlined above, if approved by the Board, would become effective March 16, 2008 and would be reflected in employees pay checks issued on March 27, 2008.

This proposal would also leave approximately \$234,000 in budgeted funds to be used to implement the results of the class and comp study.

Specific Action Requested: Review the evaluation and consider implementation.

Requested by: Jimmy Tate/AI Greene
Department:
Title: Commissioner/Manager
Contact Phone: 910-259-1200
Contact Fax:

(Administrative Use Only)

CONTRACT TYPE

- Renewal
- For Service(s)
- Intergovernmental – County as Grantee
 - Federal Grantor
 - State Grantor
 - Grant or
- County as Grantor
 - County Funds
 - Other Funds:
- Revision
- For Equipment

PURCHASING

Date Rec'd: Budgeted Item: Yes No
 Reviewed and Approved
 Comments on Reverse

Date Sent:

Signed:

ATTORNEY

Date Rec'd: Reviewed and Approved
 Legal Problem(s)
 Comments on Reverse

Date Sent:

Signed:

FINANCE

Date Rec'd: Sufficient Funds Available Not Available
 Budget Amendment Necessary
 Budgeted Amendment is Attached
 Comments on Reverse

Date Sent:

Signed:

CLERK

Signature(s) Required:
 Board Chairman/County Manager
 Other:

Date Rec'd: Approved by Board: Yes No
At meeting on

2/26/2008

<u>Employees Receiving 3% pay increase</u>	<u>\$ Amount of Increase</u>	<u>Employees receiving bonus</u>	<u># 'ees</u>	<u>\$ Amount</u>
Full time employees	125,542	FT & PT 'ees	327	327,000
Part time employees	2,984	PT 'ees	8	4,000
	<u>\$128,526</u>			<u>\$331,000</u>
		<u>Total</u>		<u>\$459,526</u>

The County has budgeted \$693,893 to fund the results of the pay study. If we were to implement a 3% pay increase to all employees & a bonus based on certain criteria, it will cost the County approximately \$460,000. That would leave about \$234,000 to carry over to FY 08/09 to help in funding the results of the pay study.

Criteria for the bonus:

Any full time employee who was employed by the County as of 9/27/07 would receive a bonus of \$1,000.

Any part time employee who averaged 20 to 30 hours a week, based on FY 06/07 hours worked, would receive a bonus of \$500.