

2019 Employee Compensation

The Board of County Commissioners approved the following compensation for 2019.

The pay plan (ranges) will be adjusted by 2.0% and employees will receive equivalent increases on the first day of the year in 2019.

Provide a 3.0% merit increase budget allocation in 2019, allowing departments within their allocated merit increase amounts to distribute either equal amounts or variably based on a standard or better performance evaluation AND (any combination of)

- Internal equity within jobs. The variable method can be applied to just one job or a couple jobs.
- Range penetration to address internal compression within the range.
- Other non-performance based rationale – this could be items like responsibility levels, number of staff supervised, and facility management.

Please call Human Resources and we can help you review your current department compensation. Contact HR if you are considering offering a variable merit plan. Departments will need to submit their plan to HR for review and approval before October 31, 2019.

* Communication regarding the Sherriff's step plan is communicated directly from the Sheriff's Office.