

RESOLUTION TO APPROVE THE MERIT AND COLA INCREASE RECOMMENDATIONS FOR ELIGIBLE EMPLOYEES

WHEREAS, the Board of Health (hereinafter the “Board”) approved the current Compensation Administrative Guidelines in resolution 18-129, which includes the commencement of performance based hourly pay increases (re: merit) for employees;

WHEREAS, the aforementioned guidelines also note that permanent employees that receive a score of three or higher are eligible for a merit increase. Employees who score lower than three on their annual appraisal, are on a disciplinary action, or started at FCPH after October 1, as well as all temporary staff, are not eligible for a merit increase. All employees (permanent and temporary) are eligible for a COLA increase if approved by the Board of Health;

WHEREAS, the definition of Merit, is an increase based on employees' annual appraisal that meet a set expectation or standard;

WHEREAS, the definition of Cost of Living Adjustment (COLA) is a financial increase based on inflation and market position, and is applied by percentage to all current staff; and

WHEREAS, the recommendation to the Board in November 2023 from Joe Mazzola, Health Commissioner, states that the recommendation is for a merit increase as shown in the following table for eligible employees and an increase of 1% COLA for all employees.

Merit Increase Amount	Employee Score (Year-end)
1.50 %	3.00 - 3.25
1.75 %	3.26 - 3.75
2.00 %	3.76 – 4.25
2.25 %	>4.25

Now, therefore, upon motion of Board Member _____, seconded by Board Member _____,

BE IT RESOLVED BY THE FRANKLIN COUNTY BOARD OF HEALTH, BOARD MEMBERS;

1. That the Board of Health hereby approves the recommended merit increase as shown, based on appraisal scores.
2. That the Board of Health hereby approved the recommended COLA increase as shown.
3. This resolution shall be in full force and effective starting on February 26, 2024 for the payroll date of March 22, 2024.

Voting Aye Thereon:

Board Members
Franklin County Board of Health

Voting Nay Thereon:

Board Members
Franklin County Board of Health