



Discussion Regarding Employee Compensation

Identifying the Problem

- Mid-year 2020 elimination of merit increases due to budget cuts
- No COLA or merit increases included in 2021 operating budget
- Higher cost of living index for Summit County
- Competitive labor market
- High level of employee turnover in the County



Recognizing Opportunities

- Council anticipated reviewing compensation mid-2021
- American Rescue Plan Act (ARPA) will provide \$8.1 million in direct funding to Summit County in two separate tranches
- An allowable use of ARPA funds is for revenue replacement
 - Summit County 2021 budget reduced \$1.9 million as a result of economic uncertainty
- The County has been provided an opportunity to address the priority of employee recruitment and retention



Recommendations

- Recommendation 1: Implement merit increases at 3.0% for those employees that didn't receive the opportunity in 2020 (\$530k)
- Recommendation 2: Fund a 1.0% COLA increase for County employees for 2021 (\$235k)
- Recommendation 3: Fund a 3.0% merit increase for County employees for 2021 (\$695k)
- Total cost estimate \$1.46m funded from first tranche of ARPA





QUESTIONS?