

**Administration**  
1769 E. Moody Blvd Bldg 2  
Bunnell, FL 32110



[www.flaglercounty.org](http://www.flaglercounty.org)

Phone: (386)313-4001

Fax: (386)313-4101

Julie Murphy  
Flagler County  
Public Information Officer  
(386) 313-4039  
Email [jmurphy@flaglercounty.org](mailto:jmurphy@flaglercounty.org)

**FOR IMMEDIATE RELEASE**

## BOCC adjust pay structure, starting salaries boosted to \$12 per hour

**September 6, 2018** – Flagler County employees will see a boost in pay, and increases to the overall pay structure in all categories beginning in the upcoming fiscal year. These changes include raising the starting salaries from \$9.72 to \$12 per hour, as part of the three-year phase-in pay adjustments for positions warranting a greater than 3 percent increase.

The Board of County Commissioners on Wednesday authorized County Administrator Craig Coffey to move forward with the pay adjustments recommended by Evergreen Solutions, a third party company hired in February to conduct a pay study and report the results.

Coffey thanked the Board for supporting county staff.

“Day in and day out, it is our hardworking employees who provide great service to the citizens of Flagler County,” he said.

Human Resources Director Joe Mayer said the pay adjustments would help the County to retain employees at all levels.

“I am very pleased we are moving forward,” Mayer said. “We have a lot of good folks work for us, and we need them. The goal, at a minimum, is to ensure all employees are within the recommended paygrade and range for their positions.”

Evergreen Solutions found that Flagler County falls behind its public peers at position range minimums, midpoints, and maximums.

“The County’s average actual salary gap significantly impacts a number of non-exempt positions in the trades, Fire Rescue, and other support classifications,” said Dr. Jeffrey Ling, during his presentation to the Board of County Commissioners.

---

**Charles Ericksen, Jr.**  
District 1

**Greg Hansen**  
District 2

**David Sullivan**  
District 3

**Nate McLaughlin**  
District 4

**Donald O’Brien, Jr.**  
District 5

Respondents to the Evergreen Solutions study include the following: Alachua County, Sumter County, Bay County, Volusia County, Highlands County, City of Gainesville, Indian River County, City of Jacksonville, Lake County, City of Ocala, Marion County, City of Orlando, Santa Rosa County, City of Palm Coast, Seminole County, City of Port Orange, St. Johns County, and the City of St. Augustine.

“Conceptually, this is taking us in the right direction,” said Commission Vice Chair Donald O’Brien. “It touched on millennials, and that needs to be a component of our thoughts going forward. The workforce is going to turn over, and they have different needs and we need to be prepared for that.”

###