

1 positions in the City would be slotted into proposed pay grades, as further
2 described in Exhibit "5C" of the Evergreen Report; and

3 WHEREAS, the Evergreen Report further recommended that the City
4 transition employee salaries into the new pay plan using the "Hybrid Year
5 Parity" method, which considers an employee's time in their current position
6 while also providing credit for prior service in other internal roles and up
7 to five years of relevant external experience; and

8 WHEREAS, the City Council of the City of Belle Isle, Florida accepted
9 the Draft Report on February 17, 2026, and directed staff to prepare a phased
10 compensation alignment plan that adjusts positions to market and transitions
11 all future step adjustments to a uniform October 1 cycle with fiscal
12 projections; and

13 WHEREAS, the staff prepared a proposed Unified Step Pay Plan utilizing
14 the recommendations from Evergreen with an effective implementation date of
15 April 9, 2026, and estimated that implementation of the Unified Step Pay Plan
16 for the remainder of Fiscal Year 2025-2026 will cost approximately \$205,000
17 including associated payroll taxes and retirement contributions, and the City
18 Council desires to approve the necessary appropriation to fund
19 implementation; and

20 WHEREAS, staff has recommended and the City Manager has proposed that
21 the City Council adopt the Unified Step Pay Plan with the recommended pay
22 grade assignments, and approve the funding for, and authorize the City
23 Manager to implement using the Hybrid Year Parity method; and

24 WHEREAS, the City Council believes that it is in the City's best
25 interest to update the classification and compensation of City employee

1 positions and to ensure that City employees are compensated competitively as
2 appropriate by their experience and years of service to the City; and

3 WHEREAS, the City Council adopted Resolution 23-15 on September 19,
4 2023, approving the Belle Isle Police Department Salary Adjustment and
5 Agreement effective October 1, 2023 through September 30, 2026, establishing
6 compensation provisions for sworn police personnel; and

7 WHEREAS, the City Council desires to implement the Unified Step Pay
8 Plan effective April 9, 2026 and transition employees into the new pay
9 structure in a manner that maintains internal equity and protects current
10 employee compensation; and

11 WHEREAS, the City Council has reviewed the findings and recommendations
12 contained in the Evergreen Solutions Compensation and Classification Study
13 Draft Report presented February 17, 2026, and finds that adoption of a
14 unified step pay plan and related compensation adjustments are appropriate to
15 promote internal equity, external competitiveness, and long-term
16 sustainability of the City's compensation system.

17 Now, therefore, the City Council of the City of Belle Isle, Florida,
18 hereby resolves:

19 Section 1. Recitals. The above recitals are confirmed, adopted, and
20 incorporated herein and made a part hereof by this reference.

21 Section 2. Approval of Unified Step Pay Plan and Appropriation. The
22 Unified Step Pay Plan and Pay Grade Assignments, as provided in Exhibits 5B
23 and 5C and Appendix 1 of the Evergreen Report, are hereby approved. The
24 Hybrid Year Parity method for transitioning employees to the new pay plan is
25 also approved. Additionally, the City Council hereby approves an additional
appropriation in an amount not to exceed \$205,000 for Fiscal Year 2025-2026

1 to fund implementation of the Unified Step Pay Plan, including payroll taxes
2 and retirement contributions.

3 Section 3. Authorization. The City Manager is hereby authorized to
4 implement the Unified Step Pay Plan using the Hybrid Year Parity method and
5 to expend appropriated funds in furtherance thereof. In implementing the
6 Unified Step Pay Plan, employees shall be placed within the applicable pay
7 grade and step based on the Hybrid Year Parity methodology; however, in no
8 event shall an employee's base salary be reduced as a result of the
9 transition to the Unified Step Pay Plan. Employees whose calculated placement
10 would result in a salary below their current base pay shall instead be placed
11 in the next highest step within the applicable pay grade that provides a
12 salary not less than their current base salary. Further step advancements
13 under the Unified Step Pay Plan shall occur annually on October 1 for
14 employees in good standing, subject to budgetary appropriations approved by
15 the City Council.

16 Section 4. Implementation. The City Manager is hereby authorized to
17 take such other action as may be necessary to implement the purpose and the
18 provisions of this Resolution and the Unified Step Pay Plan approved herein.

19 Section 5. Supersession of Police Pay Plan. The Belle Isle Police
20 Department Salary Adjustment and Agreement adopted by the City Council
21 pursuant to Resolution 23-15 on September 19, 2023, and effective October 1,
22 2023 through September 30, 2026, is hereby amended and superseded in part,
23 effective April 9, 2026. Specifically, Article 8, subsections (1), (2), (3),
24 (4), and (8) of the Agreement, which establish salary grade schedules and
25 step advancement provisions for sworn personnel, are hereby replaced by the
Unified Step Pay Plan adopted by this Resolution. Effective April 9, 2026,

1 all sworn police personnel shall be placed within the applicable pay grades
2 and steps of the Unified Step Pay Plan as approved herein. All remaining
3 provisions of the Belle Isle Police Department Salary Adjustment and
4 Agreement shall remain in full force and effect through September 30, 2026,
5 unless otherwise amended by the City Council.

6 Section 6. Effective Date. This Resolution shall become effective April
7 9, 2026.

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9 Adopted by the City Council on this 17th day of March 2026.

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JASON CARSON, MAYOR

13 Attest: _____

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Yolanda Quiceno, CMC-City Clerk

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Approved as to form and legality

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City Attorney

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21 STATE OF FLORIDA

22 COUNTY OF ORANGE

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I, YOLANDA QUICENO, CITY CLERK OF THE CITY OF BELLE ISLE, FLORIDA, do

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hereby certify that the above and foregoing Resolution No. 26-03 was duly and

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legally passed and adopted by the Belle Isle City Council in session

1 assembled, at which session a quorum of its members was present on the

2 _____ day of March 2026.

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5 Yolanda Quiceno, CMC-City Clerk

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