

**CITY OF BELLE ISLE, FLORIDA
CITY COUNCIL AGENDA ITEM COVER SHEET**

Meeting Date: March 17, 2026

To: Honorable Mayor and City Council Members

From: Chief Travis Grimm

Subject: Consideration of Resolution 26-03 Adopting a Unified Step Pay Plan for City Employees and Resolution 26-04 Amending the Fiscal Year 2025-2026 Budget

Background:

At the February 17, 2026, City Council meeting, Evergreen Solutions presented the findings of the City's Compensation and Classification Study. Following the presentation and discussion, the City Council unanimously accepted the study findings and directed staff to prepare a phased compensation alignment plan with fiscal projections for consideration at the March 17, 2026, meeting.

The Evergreen study evaluated the City's current compensation structure and compared it with peer municipalities to assess market competitiveness and internal equity. The study recommended the adoption of a market-competitive unified step-based pay plan for all City employees, including sworn police personnel.

Resolution 26-03 would approve the Unified Step Pay Plan, assign positions to pay grades based on internal and external equity, and transition employee salaries into the new pay structure using the Hybrid Year Parity methodology. The proposed implementation date is April 9, 2026.

The resolution also establishes an annual step progression cycle beginning October 1, subject to City Council budget approval, and ensures that no employee will experience a reduction in base salary as a result of the transition to the new pay plan.

To ensure consistency with the unified pay structure, the resolution also supersedes the salary schedule provisions contained in the current Police Department Salary Adjustment and Agreement adopted by Resolution 23-15, while maintaining all other provisions of that agreement.

Resolution 26-04 would amend the Fiscal Year 2025-2026 budget to provide the additional appropriations necessary to implement the Unified Step Pay Plan.

Staff Recommendation:

Approve Resolution 26-03 adopting the Unified Step Pay Plan and Resolution 26-04 amending the Fiscal Year 2025-2026 budget to fund implementation.

Suggested Motion:

I move to approve Resolution 26-03 and Resolution 26-04 as presented.

Alternatives: Do not approve

Fiscal Impact: The estimated cost to implement the Unified Step Pay Plan for the remainder of Fiscal Year 2025-2026 is approximately \$205,000, including associated payroll taxes and retirement contributions.

Due to vacancy savings and existing personnel budget capacity, the required budget amendment is limited to the net additional appropriation of \$81,632 in the General Fund and \$9,086 in the Stormwater Fund, as reflected in Resolution 26-04.

Future step advancements will occur annually on October 1; however, all future compensation adjustments remain subject to City Council approval through the annual budget process.

Attachments:

Resolution 26-03 – Unified Step Pay Plan

Resolution 26-04 – FY 2025-2026 Budget Amendment (Unified Step Pay Plan)