

Q1	Q2	Q3	Q4	Q5	Q6
Do you have a formal job classification process?	Do you have a formal pay plan with pay grades based on job classifications?	Do you have an employee evaluation process?	Please check all the components in your employee evaluation system. 1. Performance report for specific goals 2. 360 Feedback 3. Community/Provider Feedback 4. Other (please specify)	Do you have a process for increasing employee salaries?	Please check all of the ways your employees could have their salary increased at your organization. 1. Cost-of-Living Adjustment 2. Performance Evaluation 3. Promotion 4. Other (please specify)
Yes	Yes	Yes	Performance report for specific goals	Yes	Cost-of-Living Adjustment Promotion
Yes	Yes	Yes	Performance report for specific goals	Yes	Cost-of-Living Adjustment Promotion We have adjusted salaries periodically based on salary surveys
No	No Our current pay ranges were established based on a Salary Study done by CSCSL in 2019.	Yes	Performance report for specific goals 360 Feedback Organizational Core Values	Yes Annual Merit increases base on the scoring instrument impeded in the Performance Evaluation forms	Performance Evaluation Promotion
Yes	Yes	Yes	360 Feedback Pay for performance - Results	Yes	Cost-of-Living Adjustment Performance Evaluation Promotion
Yes	Yes	Yes	Performance report for specific goals done quarterly - also includes Professional Development progress and department metrics	Yes	Cost-of-Living Adjustment Performance Evaluation
Yes	Yes	Yes	Performance report for specific goals 360 Feedback	Yes Merit-based salary increase	Performance Evaluation Salary adjustments
Yes	Yes	Yes	Performance report for specific goals Core competencies, goals (linked to organizational goals), and learning plan goals	Yes Based on scores - evaluation	Performance Evaluation Promotion

Q7	Q8	Q9	Q10	Q11	Q12
Do you have a policy of yearly Cost-of-Living increases for your employees?	If yes, what scale or benchmark do you use?	If no, how do you decide whether to give cost-of-living increases?	Do you give bonuses in addition to or apart from salary increases?	If yes, please describe what kind of bonuses.	Which organization do you represent?
No	N/A	N/A	No	N/A	Hillsborough
Yes	The CPI for our region	N/A	No We did up until this fiscal year. Last year we decided to eliminate bonuses and increase everyone's base salary by their normal bonus amount. This would benefit them for FRS / retirement and we felt our workers were not driven to work harder due to the bonus. They are just a hard working group.	When we did bonuses, they were on top of the COLA and were up to 5% based on their performance appraisal score.	Broward
No	N/A	N/A We do not adjust salaries for cost of living, annual salary increases are base on merit and performance.	No	N/A	Martin
No	N/A	N/A	No	N/A	Manatee
No	N/A	surveying other local entities	No there are State requirements for bonuses which including telling everyone ahead of time and offering to all	N/A	St. Lucie
No	N/A	N/A	Yes Separate from salary increases	End of year bonus and employee of the year bonus	Miami-Dade
No	N/A	Our Board (CSCPBC) wants increases based on performance evaluations only	No	N/A	Palm Beach