

# Lamar County Board of Commissioners

## Priority 1A. RETENTION OF EMPLOYEES

Survey Rate: 87%

Priority 1	
1 Yearly Raise	51.4%
2 Retirement	29.7%
3 Family Ins	12.6%
4 Yearly Bonus	6.3%

Priority 2	
Yearly Bonus	31.5%
Retirement	28.8%
Yearly Raise	27.9%
Family Ins	11.7%

Priority 3	
Yearly Bonus	32.4%
Retirement	27.9%
Family Ins	21.6%
Yearly Raise	18.9%

Priority 4	
Family Ins	54.1%
Yearly Bonus	29.7%
Retirement	13.5%
Yearly Raise	1.8%

	#1 - Yearly Bonus				#2 - Fund Family Insurance				#3 - Yearly Raise				#4 - Retirement			
	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3	4
Election	0	1	0	2	1	1	0	1	2	1	0	0	0	0	3	0
Admin	0	0	3	2	1	0	1	3	2	2	0	1	2	3	0	0
Tax Commissioner	0	2	2	0	0	0	0	4	2	1	1	0	2	1	1	0
Tax Assessor	0	0	2	1	0	1	0	2	0	2	1	0	3	0	0	0
Maintenance	0	4	1	0	0	0	2	3	5	0	0	0	0	1	2	2
Superior Court	0	0	6	1	0	1	0	6	7	0	0	0	0	6	1	0
Magistrate Court	0	2	0	1	0	0	1	2	3	0	0	0	0	3	0	0
Probate Court	0	0	2	1	0	0	1	2	3	0	0	0	0	3	0	0
Sheriff	0	6	8	12	3	2	10	10	12	8	4	2	11	10	4	1
Jail	3	8	2	4	2	2	4	10	10	7	1	0	3	0	11	4
Fire Department	1	1	2	4	1	3	0	4	3	4	1	0	3	0	5	0
Public Works	2	4	4	3	2	2	2	7	5	3	5	0	4	4	2	3
Senior Center	0	1	1	0	0	0	1	1	2	0	0	0	0	1	0	1
Recreation	1	3	2	1	3	0	0	4	1	2	0	4	2	2	1	2
Conversation	0	0	1	0	0	0	0	1	0	1	0	0	1	0	0	0
Zoning	0	2	0	1	1	0	0	2	1	0	2	0	1	1	1	0
	7	34	36	33	14	12	22	62	58	31	15	7	32	35	31	13

### Yearly Raise\*

Below the past five years with the salary increase approved by the board of Commissioners.

Lamar County		Salary Comparison to other counties with same Population & budget	
Year	Millage Rate	Salary increase %	
2019	13.157	No increase	
2020	13.157	2%	
2021	12.464	Wage Study	Range from 8% to 25% behind 2020 salaries from other counties
2022	11.005	2.5%	Range from 10% to 15% behind 2021 salaries for other Counties
2023		10%	Other counties approved salaries for 2023, Lamar's are still behind 7% to 12%.

### Retirement\*

I would like to form a committee of two commissioners, a couple of department heads, and one constitutional officer so the committee can meet with GECorp.

1% of Final Average Compensation up to \$6,600	
Plus 1.5% of Final Average Compensation above \$6,600	
Plus \$36	
The total is multiplied by years of Credited Service	
Example: \$40,000 Final Average Compensation and 20 years of Credited Service	
0.01 multiplied by the first \$6,600:	\$66
0.015 multiplied by the \$33,400 (amt. over \$6,600):	\$501
Plus a flat dollar amount of \$36:	\$36
Total	\$603
Multiplied by 20 years of Credited Service \$603 x 20 = \$12,060 annual benefit or \$1,005 per month	