

Thursday, July 1  
Today, 3:30 PM - 5:00 PM



# Workshop: Minimum Wage Implementation

**Moderator:** Rob Williamson,  
Insurance Manager FACT



flcounties

#FAC2021



**Rob Williamson** is a Florida native whose small town, rural Florida roots run deep. Rob's commitment to community service and his passion to serve local government has spanned more than thirty years, with extensive leadership experience in the public, private and non-profit sectors.

In Rob's most recent leadership role, he served as the CEO for a medium-sized water and wastewater treatment utility and simultaneously served as Executive Director for a regional three member water utility. Prior to that, Rob owned several small businesses over the past fifteen years. During that time, Rob also served in elected office as a county commissioner for a term of four years. Rob's professional career has included time as a PGA golf instructor, actor, bartender, salesman, arborist, business owner, water utility executive and politician. Rob has served on the Board of Directors for twenty one different organizations throughout his career. Rob earned his Sociology degree from Florida State University and holds a Florida 2-20 General Lines Insurance License. Rob currently resides in Navarre, Florida. He lives there with his wife Amie, their two children, Annabelle and Hilton and their black lab, Pepper. Rob has visited 48 of the 50 states, completed two marathons, has seen Caddyshack and Fletch more than 100 times each and enjoys skiing, golfing, hunting, reading and traveling with his family.

## **MEET YOUR MODERATOR**

**Rob Williamson,  
Insurance Manager FACT**



flcounties

#FAC2021



During this workshop, you will hear from experts who will share valuable insight on **how best to implement Amendment 2**. Hear important first steps, best practices, funding options and strategies for success as well as some pitfalls to avoid. Please feel free to bring your drinks and snacks back to the room for this pre-happy hour panel discussion before heading out to the awards dinner to follow.

### Tray Hawkins

County Commissioner,  
Washing County

### Dr. Jeff Ling

President, Evergreen Solutions

### Dan Schebler

County Administrator,  
Santa Rosa County



**\$15 Dollars an Hour: Preparing Your County for the Implementation of Amendment 2**





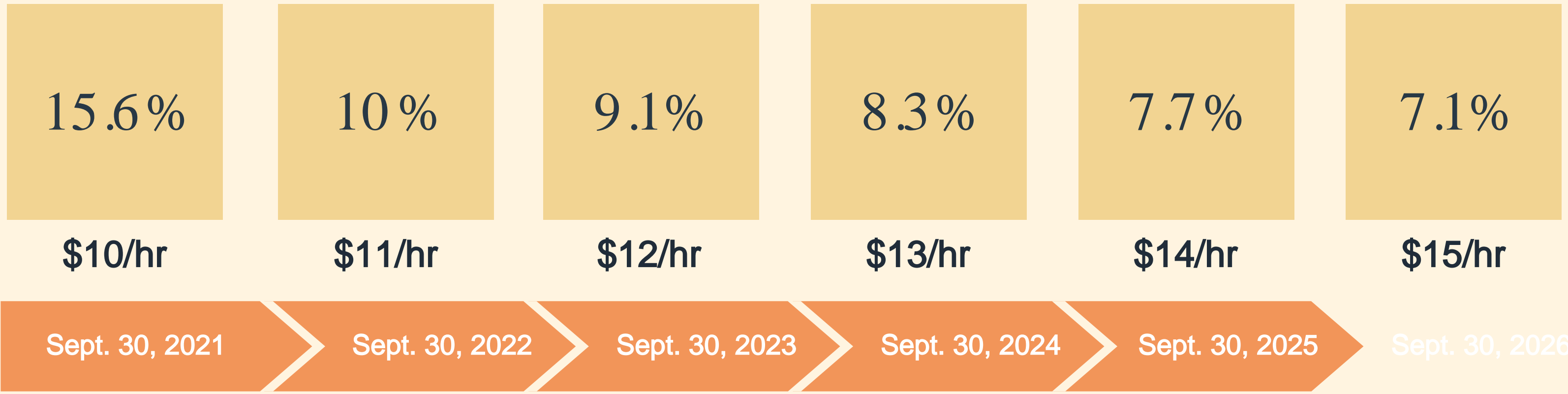
**John W. Hawkins III** has been the Chairman of the Washington County Board of County Commissioners since 2016. He is a lifelong resident of Washington County and a proud graduate of Vernon High School. Each year, he has been able to reduce the county's millage rate and pave a portion of a roadway utilizing county-budgeted funds. He was an integral part of creating a multiple-county insurance consortium, which led to affordable healthcare insurance for hundreds of county employees in the rural Panhandle. Currently, he is working to bring broadband Internet access to every resident and business in our County. As the founder and owner of John Hawkins Telecom Inc, a fiberoptic installation company incorporated in 2001, he understands the desperate need for affordable, reliable Internet connection in today's world.

**Dr. Jeff Ling** is President of Evergreen Solutions. He has over 24 years consulting experience in human resources management; performance improvement; process analysis; strategic planning; econometrics; and change management. Dr. Ling has planned, organized, and managed studies on human resources for over 900 organizations in the US and abroad. In addition, he has taught at the College of Wooster, Florida State University, and Iowa State University as well as led human capital practices for several national consulting firms.



**Dan Schebler** retired from active duty after 27 years in 2015 and continued in public service as a Department of Defense civilian with the Office of Economic Adjustment. In March of 2017 he was hired as the Assistant County Administrator in Santa Rosa County Florida and the Board of County Commissioners subsequently appointed him as the County Administrator in July of 2018. He currently serves on the Boards of United Way of West Florida, CDAC Behavioral Healthcare, Inc; and District One Medical Examiner Support. Additionally, his responsibilities will include carrying out county commissioners' directions, policies, orders, resolutions, ordinances, and regulations.

# Minimum Wage Mandate Overview



**Current Minimum Wage: \$8.65/hr**

Overall Increase: 73.4%



# Other Related Increases

**Overtime**

**Leave/Holidays**

**Workers' Compensation**

**Retirement**

**Social Security/Medicare Tax**



# Minimum Wage Implementation Options

## Minimal Implementation

Only employees under  
\$15/hr given increase

## Maximum Implementation

All employees receive  
\$6.35/hr increase

## Unlimited Options in the Middle

Employees under \$15/hr  
receive increase

Phased in implementation  
for some/all employees

Example contemplates phased  
approach for employees under  
\$20/hr and \$29/hr

# Concerns

## Strategic Approach Discussion



Wage Compression



Other companies now  
more competitive



Skilled workers  
paid same as non-  
skilled workers



Some employees  
effectively receive  
pay cut

# Actions

## Strategic Approach Discussion



Phase 3 of the  
compensation study  
implementation



Cost of living  
adjustments



Merit increases



Combination of  
minimum and phased  
implementations

# Funding

## Strategic Approach Discussion



Increase revenue



Layoff/Reduction in  
force/Hiring freeze

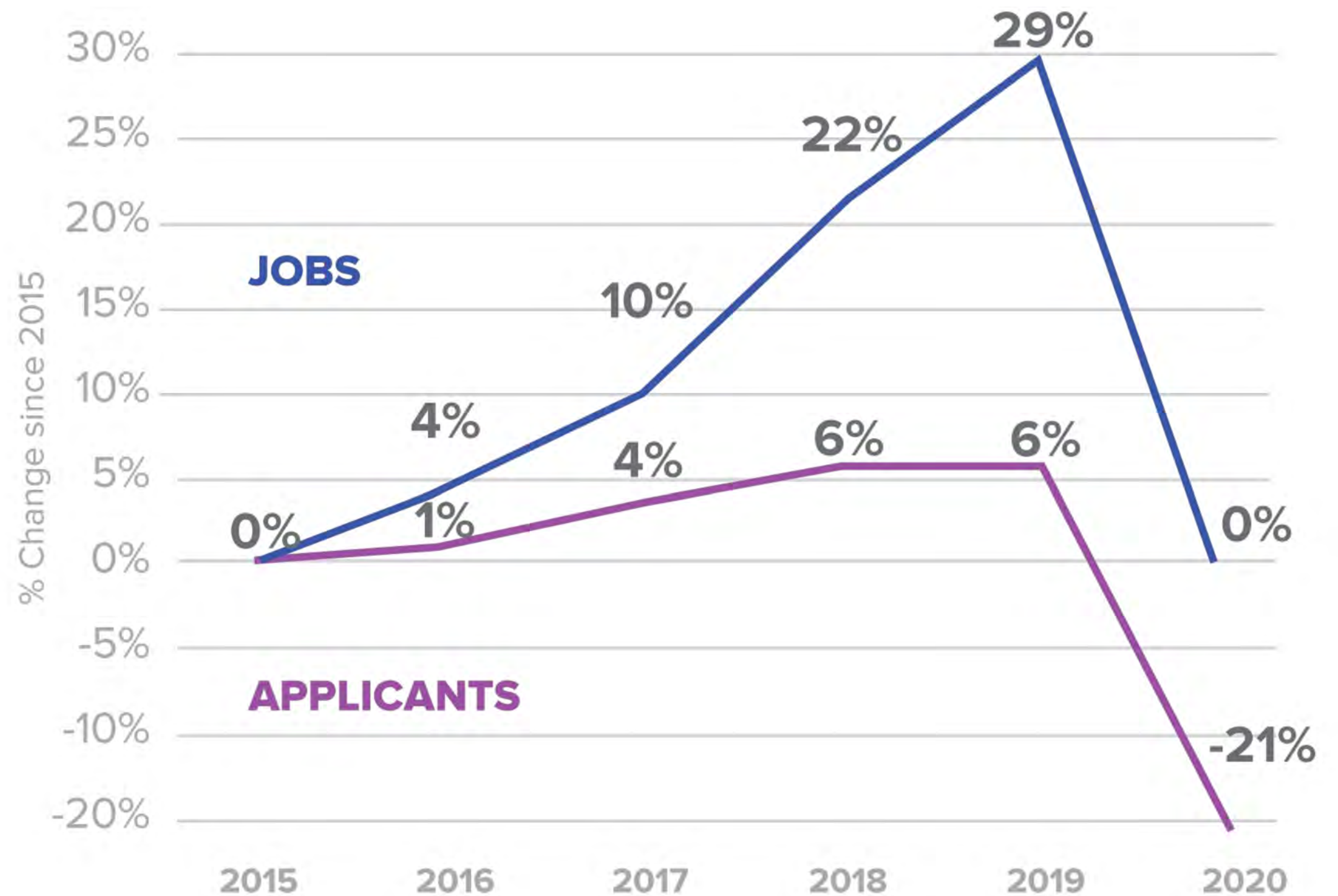


Leverage technology/  
Automation



Reduce  
services/Hours

# Jobs vs. Apps in 2020



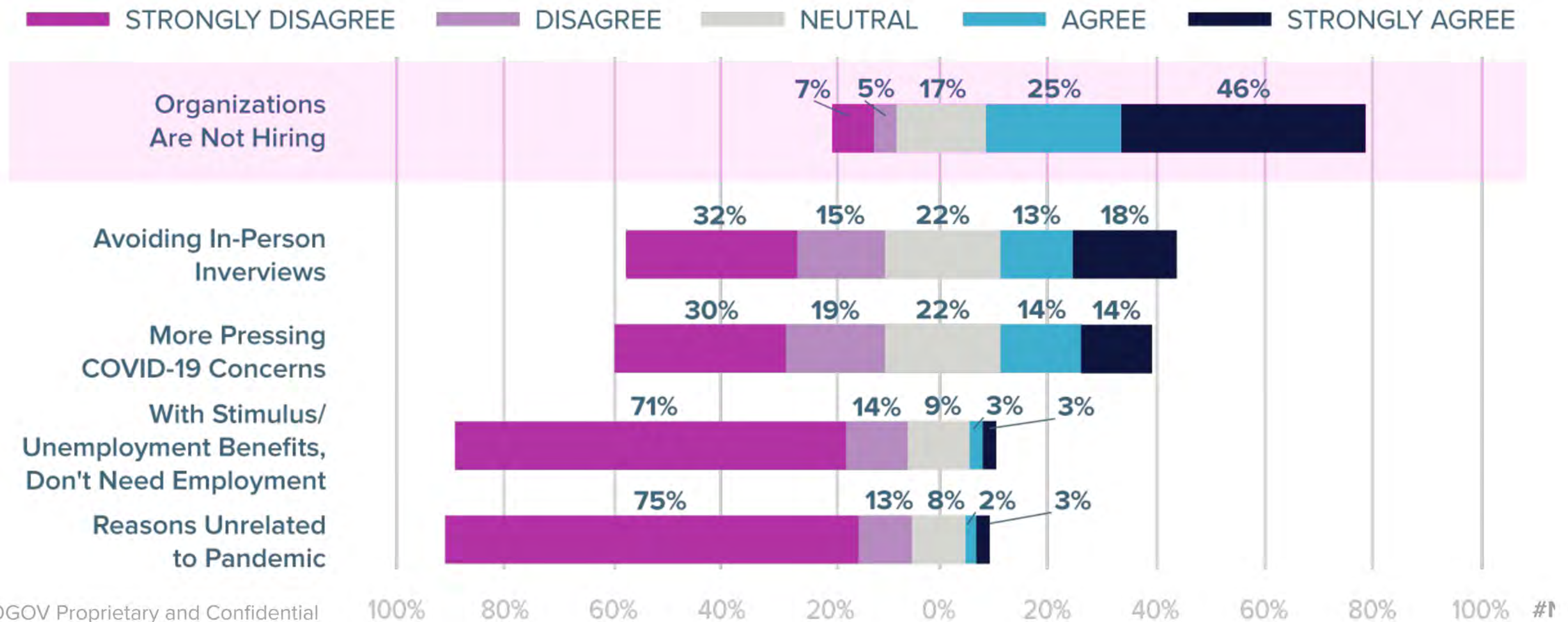
# Applicants per Job, 2020

The number of applicants per job **reduced by 29%** from 2018 to 2020.



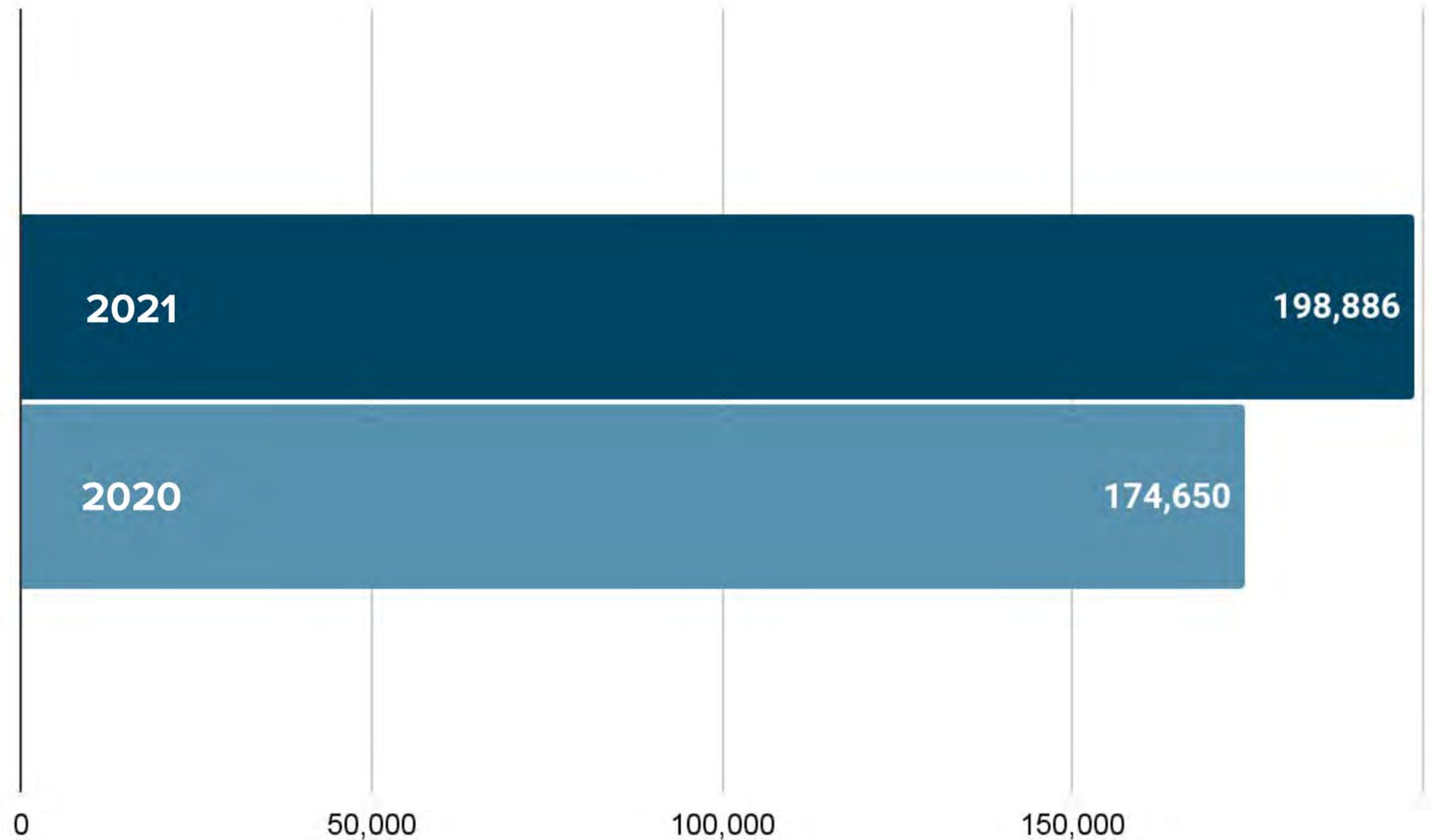
# Top Reason for Job Seekers Not Applying

The #1 reason for job seekers not applying for jobs was that they thought organizations were not hiring, which wasn't the case for many organizations.



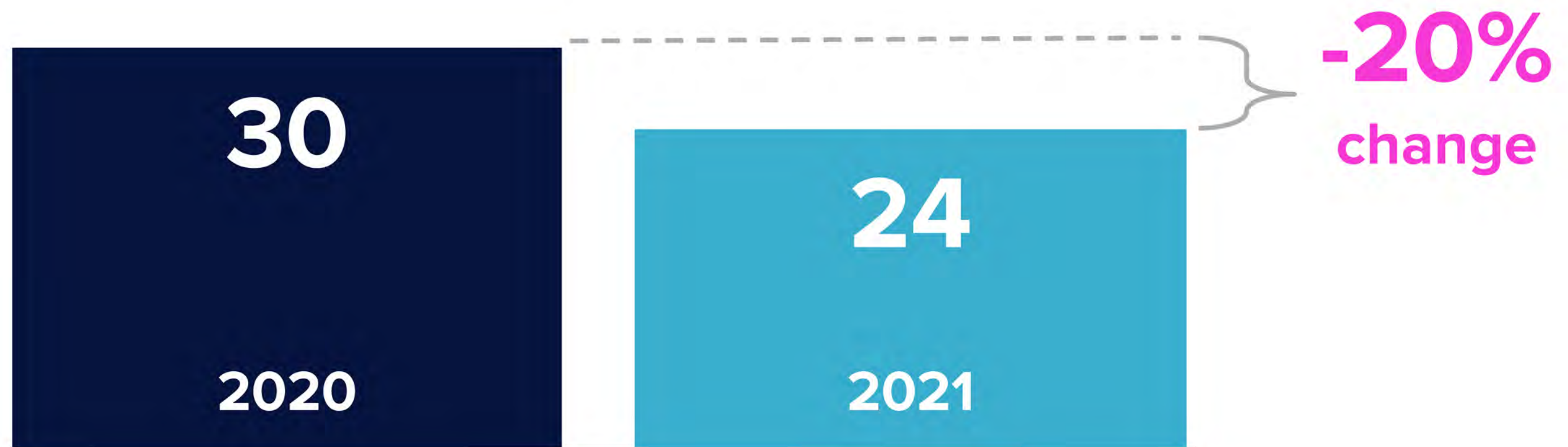
# Applications, 2020 vs. 2021

The number of **apps submitted** in Jan - April 2021 has **increased** compared to the same period last year.



# Applicants per Job, 2021

The number of applicants per job **reduced by 20%** from 2020 to 2021.



# Number Of Apps Per Job To Aim For

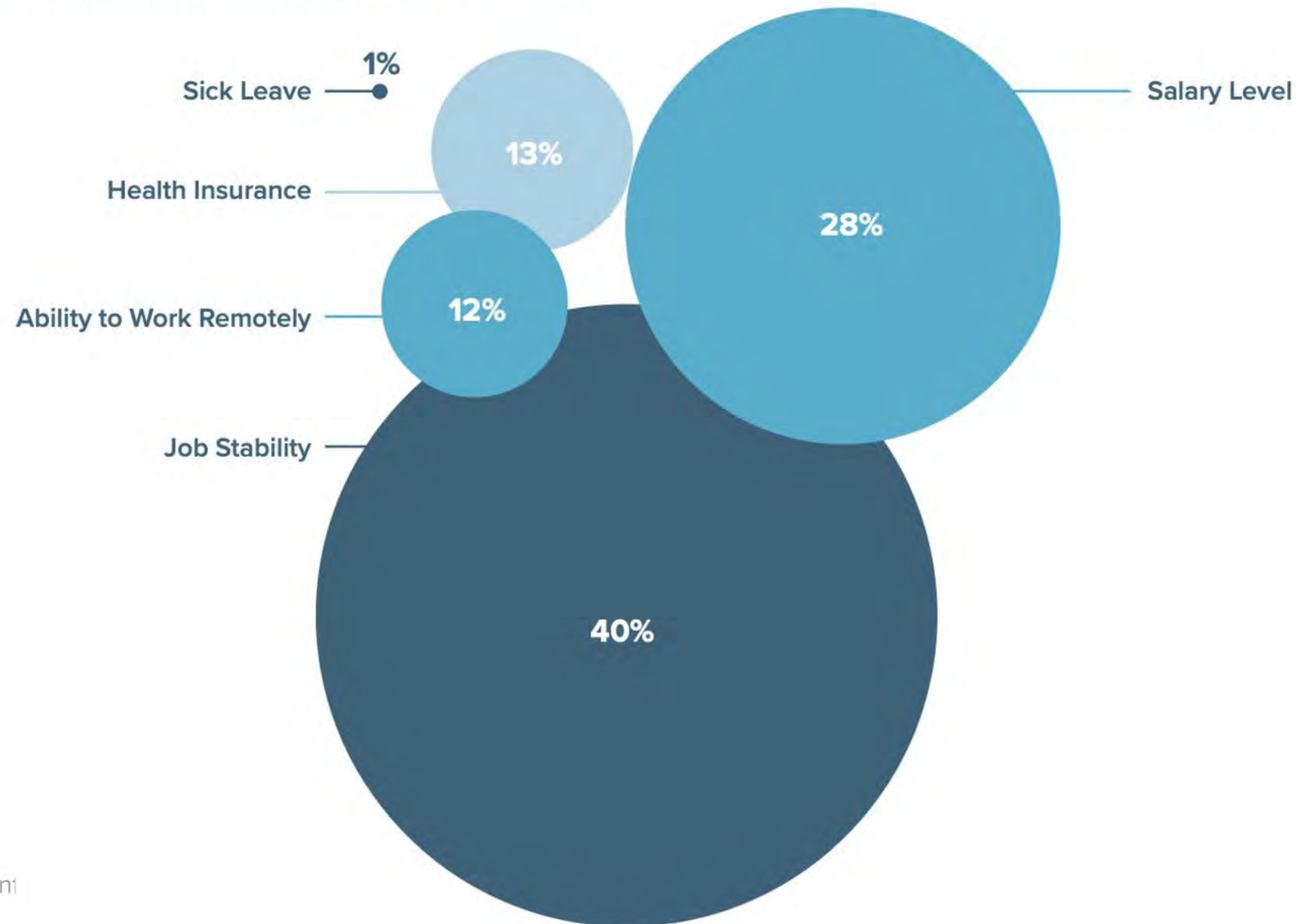
If your number of applicants per job is much lower than the average, don't panic!

In fact, our data shows that you only need 25 applicants to ensure a qualified candidate is in the pool.



# What Job Seekers Want in 2021

## New Attractions Due to COVID:





# MINIMUM WAGE IMPLEMENTATION

3:30 PM - 5:00 PM