

Educational Attainment Policy Research

County	Program	Policy	Structure/Provisions
Lee County	Incentive Pay	It is the policy of the County to provide incentive pay to regular employees who on their own time and without County assistance successfully obtain certifications, licenses or accredited degrees that are directly related to their current job classification.	<ol style="list-style-type: none"> 1. Employees may be eligible to receive a one-time lump sum payment in an amount equal to 1% - 5% of their current annual salary depending on such factors as the requirements, complexity and the time normally necessary to complete the requirements. 2. The management of the employee has the responsibility to review the issue of job relatedness with Human Resources prior to enrolling in a program. 3. The Department Director or designee will determine the appropriate percentage and payments, and will review their recommendation with Human Resources prior to discussion with the employee. Such payments are subject to allocated funds being available within the individual department's budget. 4. Employees may be required to reimburse the County up to 50% of such payments they have received from the County if the employee resigns or is terminated within six months from the time the payment is received. 5. This provision and any decision made is not subject to the grievance procedure set forth in these policies and procedures. 6. In accordance with State statutes, certain departments may pay incentive pay based on educational requirements for some positions. This is for outside classroom training and is separate from the educational reimbursement program.
Lee County	License/Registration Certification and Fee Renewals	It is the policy of the County to reimburse employees for renewal costs for registrations, certifications, or licenses which are directly job related, and enhance the knowledge, skills, and abilities related to the official duties performed.	<ol style="list-style-type: none"> 1. The initial attainment of the registrations, certifications, or licenses is not reimbursable by the County if they are minimum qualifications for the job. If the above referenced are obtained and paid for by the employee, and are directly related to an employee's current position, but not required, the employee may be eligible for a one time-lump sum payment under the incentive pay program. 2. If an educational exam is required during normal work hours, the employee will be given the time off with pay. If the employee does not pass the exam and a subsequent test must be taken, the employee must submit a leave request form for vacation time. Any expenses incurred will be the responsibility of the employee 3. Non-exempt personnel who attend training programs (to maintain certifications, etc. required by the County) in addition to normal work hours will be compensated for all overtime hours according to the Fair Labor Standards Act (FLSA). 4. Reimbursements for all registrations, certifications, or licenses are approved at the Department Director level.

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Leon County	Educational Attainment Compensation	Benefits-eligible full-time and part-time employees with two years of service earning diplomas or degrees or professional certification, in job-related areas may be eligible to receive a 5% pay increase for each job-related diploma, degree, or certification above that required for the position at the time the employee was hired into the position.	<ol style="list-style-type: none"> 1. After employment, should an employee obtain a job related higher level of education the supervisor shall request proof of attainment. This proof is presented through line management to the Human Resources Director with a letter of justification for salary adjustment. 2. The Human Resources Director will evaluate the request in accordance with County policy, and will make a recommendation to the County Administrator. The line management is notified of the disposition of the request by the Human Resources Director. 										
Duval County	Educational Attainment	Duval County only offers educational attainment opportunities to their police officers and firefighters.											
Orange County	Educational Incentive Program	Employee can participate in both tuition reimbursement and educational incentive program.	<ol style="list-style-type: none"> 1. Employee submits request to manager. 2. Manager submits all appropriate documentation for employee obtaining the certificate, degree or professional certification. 3. Special Pay adjustment committee reviews requests. <p>Upon completion of each of the following programs, employees are eligible to receive a one time bonus as follows:</p> <table border="0"> <tr> <td>Bachelors Degree:</td> <td style="text-align: right;">\$1,000.00</td> </tr> <tr> <td>Masters Degree:</td> <td style="text-align: right;">\$1,500.00</td> </tr> <tr> <td>Certification:</td> <td style="text-align: right;">\$500.00</td> </tr> <tr> <td>Advanced/Professional Certification:</td> <td style="text-align: right;">\$750.00</td> </tr> <tr> <td>Recertification:</td> <td style="text-align: right;">\$100.00</td> </tr> </table>	Bachelors Degree:	\$1,000.00	Masters Degree:	\$1,500.00	Certification:	\$500.00	Advanced/Professional Certification:	\$750.00	Recertification:	\$100.00
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*Brevard County	Licensing Fee Reimbursement Only		<ol style="list-style-type: none"> 1. Each employee seeking licensing fee reimbursement/payment shall make application. 2. Each Department Director shall review applications submitted by employees and certify if the license requirement is a prerequisite by the State of Florida for the employee to maintain his/her professional, skilled craft or technical status to perform his/her job duties and responsibilities, as stipulated in Brevard County Ordinance No. 96. 3. The HR Director shall render the decision to approve or disapprove licensing fee reimbursement/payment 4. Any decision rendered by the HR Director may be appealed to the county Manager who will be the final arbiter of all decisions. 										
Pasco County	Incentive Raise	Any employee who obtains a college degree (two-year, four-year, or advanced), a P.E. Certification, or a CPA certification that is higher than the educational requirements outlined in their current job description may be eligible for a one-time increase of five percent pay.	<ol style="list-style-type: none"> 1. The degree must be from an accredited college or university and must be in the employee's related field or a career field of Pasco County Government. 										