

UNIFIED PERSONNEL SYSTEM

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Peggy Rowe
Director

TO: The Honorable Chair and Members
of the Unified Personnel Board

FROM: Peggy Rowe, Director of Human Resources

SUBJECT: FY 2014 Pay Plan Adjustments

DATE: May 29, 2013

Recommendation: I recommend a 1% increase to the maximum pay rates of the following pay plans:

- Classified Pay Plan (last revised in 2009)
- Fire Fighting Personnel Pay Plan (last revised in 2010)
- Exempt Pay Plan (last revised in 2005)

Background: It has always been the goal of the UPS to recruit, develop, reward, and retain employees with the skills necessary to meet the business needs of the county. This objective includes providing a competitive pay plan that is based upon market values that is commensurate with necessary skills needed for success. The Human Resources department has conducted a benchmark pay study that projects a one percent pay structure increase for 2013.

We will implement the adjustments to the pay plans on a date that provides for the most efficient transition leading up to the beginning of the 2014 fiscal year.

Pinellas County Classified Pay Plan
Actual Pay Rates May Vary Due to Rounding

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL1	Hourly	9.65	12.01	13.18	14.36
	Biweekly	772.00	960.49	1,054.73	1,148.98
	Annual	20,072.00	24,972.69	27,423.03	29,873.38

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL2	Hourly	10.14	12.61	13.84	15.08
	Biweekly	811.20	1,008.77	1,107.56	1,206.34
	Annual	21,091.20	26,228.07	28,796.51	31,364.94

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL3	Hourly	10.64	13.24	14.54	15.84
	Biweekly	851.20	1,059.07	1,163.01	1,266.94
	Annual	22,131.20	27,535.87	30,238.21	32,940.54

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL4	Hourly	11.18	13.90	15.26	16.62
	Biweekly	894.40	1,112.18	1,221.08	1,329.97
	Annual	23,254.40	28,916.78	31,747.98	34,579.17

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL5	Hourly	11.73	14.72	16.21	17.71
	Biweekly	938.40	1,177.41	1,296.92	1,416.42
	Annual	24,398.40	30,612.71	33,719.87	36,827.02

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL6	Hourly	12.32	15.55	17.16	18.78
	Biweekly	985.60	1,243.84	1,372.95	1,502.07
	Annual	25,625.60	32,339.74	35,696.80	39,053.87

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL7	Hourly	12.94	16.33	18.02	19.72
	Biweekly	1,035.20	1,306.21	1,441.71	1,577.22
	Annual	26,915.20	33,961.41	37,484.51	41,007.62

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL8	Hourly	13.58	17.18	18.98	20.79
	Biweekly	1,086.40	1,374.63	1,518.75	1,662.86
	Annual	28,246.40	35,740.43	39,487.45	43,234.46

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL9	Hourly	14.26	18.06	19.96	21.86
	Biweekly	1,140.80	1,444.66	1,596.58	1,748.51
	Annual	29,660.80	37,561.06	41,511.18	45,461.31

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Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL10	Hourly	14.97	19.08	21.14	23.20
	Biweekly	1,197.60	1,526.79	1,691.38	1,855.98
	Annual	31,137.60	39,696.49	43,975.93	48,255.38

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL11	Hourly	15.72	20.04	22.20	24.36
	Biweekly	1,257.60	1,603.25	1,776.07	1,948.90
	Annual	32,697.60	41,684.45	46,177.87	50,671.30

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL12	Hourly	16.51	21.13	23.44	25.74
	Biweekly	1,320.80	1,690.20	1,874.89	2,059.59
	Annual	34,340.80	43,945.10	48,747.24	53,549.39

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL13	Hourly	17.33	22.27	24.75	27.22
	Biweekly	1,386.40	1,781.98	1,979.77	2,177.56
	Annual	36,046.40	46,331.48	51,474.02	56,616.56

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL14	Hourly	18.20	23.45	26.07	28.69
	Biweekly	1,456.00	1,875.76	2,085.65	2,295.53
	Annual	37,856.00	48,769.86	54,226.80	59,683.73

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL15	Hourly	19.11	24.71	27.51	30.31
	Biweekly	1,528.80	1,976.80	2,200.81	2,424.81
	Annual	39,748.80	51,396.90	57,220.96	63,045.01

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL16	Hourly	20.06	26.05	29.05	32.05
	Biweekly	1,604.80	2,084.29	2,324.04	2,563.78
	Annual	41,724.80	54,191.59	60,424.99	66,658.38

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL17	Hourly	21.07	27.43	30.61	33.79
	Biweekly	1,685.60	2,194.58	2,449.08	2,703.57
	Annual	43,825.60	57,059.18	63,675.98	70,292.77

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL18	Hourly	22.12	28.83	32.18	35.53
	Biweekly	1,769.60	2,306.07	2,574.31	2,842.54
	Annual	46,009.60	59,957.87	66,932.01	73,906.14

Pinellas County Classified Pay Plan
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Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL19	Hourly	23.23	30.39	33.96	37.54
	Biweekly	1,858.40	2,430.87	2,717.10	3,003.34
	Annual	48,318.40	63,202.57	70,644.65	78,086.74

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL20	Hourly	24.39	32.11	35.97	39.82
	Biweekly	1,951.20	2,568.57	2,877.26	3,185.94
	Annual	50,731.20	66,782.87	74,808.71	82,834.54

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL21	Hourly	25.61	33.86	37.98	42.11
	Biweekly	2,048.80	2,708.68	3,038.61	3,368.55
	Annual	53,268.80	70,425.58	79,003.96	87,582.35

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL22	Hourly	26.89	35.63	40.01	44.38
	Biweekly	2,151.20	2,850.78	3,200.56	3,550.35
	Annual	55,931.20	74,120.18	83,214.66	92,309.15

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL23	Hourly	28.23	37.51	42.15	46.79
	Biweekly	2,258.40	3,000.93	3,372.20	3,743.46
	Annual	58,718.40	78,024.23	87,677.15	97,330.06

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL24	Hourly	29.64	39.36	44.22	49.08
	Biweekly	2,371.20	3,148.64	3,537.35	3,926.07
	Annual	61,651.20	81,864.54	91,971.20	102,077.87

Grade	Rate	Minimum	Maximum
CL55	Hourly	7.79	50.50
	Biweekly	623.20	4,040.00
	Annual	16,203.20	105,040.00

Fire Fighting Personnel Pay Grades

(Based on a 48 Hour Work Week)

Actual Pay Rates May Vary Due to Rounding

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CF10	Hourly	12.48	15.91	17.62	19.33
	Biweekly	1,198.08	1,526.95	1,691.38	1,855.81
	Annual	31,150.08	39,700.63	43,975.90	48,251.17

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CF15	Hourly	15.93	20.60	22.93	25.26
	Biweekly	1,529.28	1,977.12	2,201.05	2,424.97
	Annual	39,761.28	51,405.24	57,227.23	63,049.21

Pinellas County Exempt Pay Plan

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Executives, (E)

Grade	Minimum	Midpoint	Maximum
E1	159,130	200,106	241,082
E2	143,120	179,973	216,827
E3	129,024	162,248	195,471
E4	118,908	149,527	180,146
E5	104,462	131,361	158,260

Supervisors & Managers, (SM)

Grade	Minimum	Midpoint	Maximum
SM1	110,246	138,634	167,023
SM2a	99,321	124,896	150,472
SM2b	95,348	119,900	144,452
SM3a	87,635	110,201	132,768
SM3b	84,130	105,793	127,457
SM4a	78,950	99,280	119,609
SM4b	75,792	95,308	114,825
SM5a	71,079	89,382	107,685
SM5b	68,236	85,807	103,378
SM6	64,055	80,549	97,044
SM7	57,721	72,584	87,448
SM8	52,021	65,417	78,812

Professional, Administrative, & Technical, (P)

Grade	Minimum	Midpoint	Maximum
P1	59,552	74,887	90,221
P2	53,649	67,464	81,279
P3	48,332	60,777	73,223
P4	43,015	54,092	65,168
P5	38,283	48,141	57,999
P6	34,072	42,846	51,619