

UNIFIED PERSONNEL SYSTEM

Annex Building 4th Floor
400 S. Fort Harrison Ave.
Clearwater, Florida 33756
Phone: (727) 464-3367
FAX: (727) 464-3949
www.pinellascounty.org/hr



Beverly Waldron
Interim Director

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

FROM: Beverly Waldron, Interim Director of Human Resources

SUBJECT: FY 2016 Pay Plan Adjustments

DATE: September 3, 2015

Recommendation: I recommend a 2% increase to the minimum and maximum pay rates of the following pay plans:

- Classified Pay Plan
- Fire Fighting Personnel Pay Plan

The maximum pay rates will be adjusted on September 27, 2015 and the minimum pay rates will be adjusted on December 27, 2015.

Background: The last adjustments to the pay rates occurred in September 2013 when the maximum pay rates for the above ranges were increased by 1% and in September 2007 when the minimums and maximums of the pay rates for the above ranges were increased by 3%. Only the maximums were increased in 2013 to provide relief to those employees whose salaries were capped at the maximum of their pay range.

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 the skill set needed for success. The Tampa Bay labor market is beginning to rebound and our pay ranges should be adjusted to allow us to stay competitive for top talent.

Our original recommendation was to have both the minimums and maximums adjusted effective December 27, 2015. Moving the minimums to the pay period at the start of the next calendar year provides separation from the general increases awarded at the start of the fiscal year and prevents increased compression. For example, if the minimums of the ranges move prior to the general increase, all individuals at the minimum rate of pay will be adjusted to the new minimum (a 2% increase) and will then receive the general increase of 3% providing them with a cumulative pay increase of 5.06% while all other employees receive only the 3% general increase.

However, at the request of the County Administrator, we now propose adjusting the maximums on September 27, 2015 prior to the 3% general increase that will be awarded on October 4, 2015. Currently 46 individuals are frozen at over the maximum of the pay range and 211 employees are at the maximum of the pay range. Moving forward the date of adjusting maximums will allow those employees to incorporate a higher percentage of the general increase into their base-building salary, as opposed to a lump sum payment.

We anticipate that in future years when adjustments need to be made, the adjustments to both the minimums and maximums will occur in January.

Pinellas County Classified Pay Plan

Effective Date September 27, 2015

Actual Pay Rates May Vary Due to Rounding

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL1	Hourly	\$9.65	\$12.15	\$13.40	\$14.65
	Biweekly	\$772.00	\$972.00	\$1,072.00	\$1,172.00
	Annual	\$20,072.00	\$25,272.00	\$27,872.00	\$30,472.00
CL2	Hourly	\$10.14	\$12.76	\$14.07	\$15.38
	Biweekly	\$811.20	\$1,020.80	\$1,125.60	\$1,230.40
	Annual	\$21,091.20	\$26,540.80	\$29,265.60	\$31,990.40
CL3	Hourly	\$10.64	\$13.40	\$14.78	\$16.16
	Biweekly	\$851.20	\$1,072.00	\$1,182.40	\$1,292.80
	Annual	\$22,131.20	\$27,872.00	\$30,742.40	\$33,612.80
CL4	Hourly	\$11.18	\$14.07	\$15.51	\$16.95
	Biweekly	\$894.40	\$1,125.60	\$1,240.80	\$1,356.00
	Annual	\$23,254.40	\$29,265.60	\$32,260.80	\$35,256.00
CL5	Hourly	\$11.73	\$14.90	\$16.48	\$18.06
	Biweekly	\$938.40	\$1,192.00	\$1,318.40	\$1,444.80
	Annual	\$24,398.40	\$30,992.00	\$34,278.40	\$37,564.80
CL6	Hourly	\$12.32	\$15.74	\$17.45	\$19.16
	Biweekly	\$985.60	\$1,259.20	\$1,396.00	\$1,532.80
	Annual	\$25,625.60	\$32,739.20	\$36,296.00	\$39,852.80
CL7	Hourly	\$12.94	\$16.53	\$18.32	\$20.11
	Biweekly	\$1,035.20	\$1,322.40	\$1,465.60	\$1,608.80
	Annual	\$26,915.20	\$34,382.40	\$38,105.60	\$41,828.80
CL8	Hourly	\$13.58	\$17.39	\$19.30	\$21.21
	Biweekly	\$1,086.40	\$1,391.20	\$1,544.00	\$1,696.80
	Annual	\$28,246.40	\$36,171.20	\$40,144.00	\$44,116.80
CL9	Hourly	\$14.26	\$18.28	\$20.29	\$22.30
	Biweekly	\$1,140.80	\$1,462.40	\$1,623.20	\$1,784.00
	Annual	\$29,660.80	\$38,022.40	\$42,203.20	\$46,384.00
CL10	Hourly	\$14.97	\$19.32	\$21.49	\$23.66
	Biweekly	\$1,197.60	\$1,545.60	\$1,719.20	\$1,892.80
	Annual	\$31,137.60	\$40,185.60	\$44,699.20	\$49,212.80
CL11	Hourly	\$15.72	\$20.28	\$22.57	\$24.85
	Biweekly	\$1,257.60	\$1,622.40	\$1,805.60	\$1,988.00
	Annual	\$32,697.60	\$42,182.40	\$46,945.60	\$51,688.00
CL12	Hourly	\$16.51	\$21.38	\$23.82	\$26.25
	Biweekly	\$1,320.80	\$1,710.40	\$1,905.60	\$2,100.00
	Annual	\$34,340.80	\$44,470.40	\$49,545.60	\$54,600.00

CL13	Hourly	\$17.33	\$22.55	\$25.16	\$27.76
	Biweekly	\$1,386.40	\$1,804.00	\$2,012.80	\$2,220.80
	Annual	\$36,046.40	\$46,904.00	\$52,332.80	\$57,740.80
CL14	Hourly	\$18.20	\$23.73	\$26.50	\$29.26
	Biweekly	\$1,456.00	\$1,898.40	\$2,120.00	\$2,340.80
	Annual	\$37,856.00	\$49,358.40	\$55,120.00	\$60,860.80
CL15	Hourly	\$19.11	\$25.01	\$27.96	\$30.92
	Biweekly	\$1,528.80	\$2,000.80	\$2,236.80	\$2,473.60
	Annual	\$39,748.80	\$52,020.80	\$58,156.80	\$64,313.60
CL16	Hourly	\$20.06	\$26.38	\$29.53	\$32.69
	Biweekly	\$1,604.80	\$2,110.40	\$2,362.40	\$2,615.20
	Annual	\$41,724.80	\$54,870.40	\$61,422.40	\$67,995.20
CL17	Hourly	\$21.07	\$27.77	\$31.12	\$34.47
	Biweekly	\$1,685.60	\$2,221.60	\$2,489.60	\$2,757.60
	Annual	\$43,825.60	\$57,761.60	\$64,729.60	\$71,697.60
CL18	Hourly	\$22.12	\$29.18	\$32.71	\$36.24
	Biweekly	\$1,769.60	\$2,334.40	\$2,616.80	\$2,899.20
	Annual	\$46,009.60	\$60,694.40	\$68,036.80	\$75,379.20
CL19	Hourly	\$23.23	\$30.76	\$34.54	\$38.29
	Biweekly	\$1,858.40	\$2,460.80	\$2,762.88	\$3,063.20
	Annual	\$48,318.40	\$63,980.80	\$71,834.88	\$79,643.20
CL20	Hourly	\$24.39	\$32.50	\$36.56	\$40.62
	Biweekly	\$1,951.20	\$2,600.00	\$2,924.80	\$3,249.60
	Annual	\$50,731.20	\$67,600.00	\$76,044.80	\$84,489.60
CL21	Hourly	\$25.61	\$34.28	\$38.62	\$42.95
	Biweekly	\$2,048.80	\$2,742.40	\$3,089.60	\$3,436.00
	Annual	\$53,268.80	\$71,302.40	\$80,329.60	\$89,336.00
CL22	Hourly	\$26.89	\$36.08	\$40.67	\$45.27
	Biweekly	\$2,151.20	\$2,886.40	\$3,253.60	\$3,621.60
	Annual	\$55,931.20	\$75,046.40	\$84,593.60	\$94,161.60
CL23	Hourly	\$28.23	\$37.98	\$42.85	\$47.73
	Biweekly	\$2,258.40	\$3,038.40	\$3,428.00	\$3,818.40
	Annual	\$58,718.40	\$78,998.40	\$89,128.00	\$99,278.40
CL24	Hourly	\$29.64	\$39.85	\$44.96	\$50.06
	Biweekly	\$2,371.20	\$3,188.00	\$3,596.80	\$4,004.80
	Annual	\$61,651.20	\$82,888.00	\$93,516.80	\$104,124.80
CL55	Hourly	\$8.05	\$29.78	\$40.65	\$51.51
	Biweekly	\$644.00	\$2,382.40	\$3,252.00	\$4,120.80
	Annual	\$16,744.00	\$61,942.40	\$84,552.00	\$107,140.80

Pinellas County Fire Fighting Personnel Pay Plan

Effective Date September 27, 2015

Actual Pay Rates May Vary Due to Rounding

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CF10	Hourly	\$12.48	\$16.10	\$17.91	\$19.72
	Biweekly	\$1,198.08	\$1,545.60	\$1,719.36	\$1,893.12
	Annual	\$31,150.08	\$40,185.60	\$44,703.36	\$49,221.12
CF15	Hourly	\$15.93	\$20.85	\$23.31	\$25.77
	Biweekly	\$1,529.28	\$2,001.60	\$2,237.76	\$2,473.92
	Annual	\$39,761.28	\$52,041.60	\$58,181.76	\$64,321.92

Pinellas County Classified Pay Plan

Effective Date December 27, 2015

Actual Pay Rates May Vary Due to Rounding

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CL1	Hourly	\$9.84	\$12.24	\$13.45	\$14.65
	Biweekly	\$787.20	\$979.20	\$1,076.00	\$1,172.00
	Annual	\$20,467.20	\$25,459.20	\$27,976.00	\$30,472.00
CL2	Hourly	\$10.34	\$12.86	\$14.12	\$15.38
	Biweekly	\$827.20	\$1,028.80	\$1,129.60	\$1,230.40
	Annual	\$21,507.20	\$26,748.80	\$29,369.60	\$31,990.40
CL3	Hourly	\$10.85	\$13.50	\$14.83	\$16.16
	Biweekly	\$868.00	\$1,080.00	\$1,186.40	\$1,292.80
	Annual	\$22,568.00	\$28,080.00	\$30,846.40	\$33,612.80
CL4	Hourly	\$11.40	\$14.18	\$15.56	\$16.95
	Biweekly	\$912.00	\$1,134.40	\$1,244.80	\$1,356.00
	Annual	\$23,712.00	\$29,494.40	\$32,364.80	\$35,256.00
CL5	Hourly	\$11.96	\$15.01	\$16.54	\$18.06
	Biweekly	\$956.80	\$1,200.80	\$1,323.20	\$1,444.80
	Annual	\$24,876.80	\$31,220.80	\$34,403.20	\$37,564.80
CL6	Hourly	\$12.57	\$15.86	\$17.51	\$19.16
	Biweekly	\$1,005.60	\$1,268.80	\$1,400.80	\$1,532.80
	Annual	\$26,145.60	\$32,988.80	\$36,420.80	\$39,852.80
CL7	Hourly	\$13.20	\$16.66	\$18.39	\$20.11
	Biweekly	\$1,056.00	\$1,332.80	\$1,471.20	\$1,608.80
	Annual	\$27,456.00	\$34,652.80	\$38,251.20	\$41,828.80
CL8	Hourly	\$13.85	\$17.53	\$19.37	\$21.21
	Biweekly	\$1,108.00	\$1,402.40	\$1,549.60	\$1,696.80
	Annual	\$28,808.00	\$36,462.40	\$40,289.60	\$44,116.80
CL9	Hourly	\$14.54	\$18.42	\$20.36	\$22.30
	Biweekly	\$1,163.20	\$1,473.60	\$1,628.80	\$1,784.00
	Annual	\$30,243.20	\$38,313.60	\$42,348.80	\$46,384.00
CL10	Hourly	\$15.27	\$19.47	\$21.57	\$23.66
	Biweekly	\$1,221.60	\$1,557.60	\$1,725.60	\$1,892.80
	Annual	\$31,761.60	\$40,497.60	\$44,865.60	\$49,212.80
CL11	Hourly	\$16.03	\$20.44	\$22.64	\$24.85
	Biweekly	\$1,282.40	\$1,635.20	\$1,811.20	\$1,988.00
	Annual	\$33,342.40	\$42,515.20	\$47,091.20	\$51,688.00
CL12	Hourly	\$16.84	\$21.55	\$23.90	\$26.25
	Biweekly	\$1,347.20	\$1,724.00	\$1,912.00	\$2,100.00
	Annual	\$35,027.20	\$44,824.00	\$49,712.00	\$54,600.00

CL13	Hourly	\$17.68	\$22.72	\$25.24	\$27.76
	Biweekly	\$1,414.40	\$1,817.60	\$2,019.20	\$2,220.80
	Annual	\$36,774.40	\$47,257.60	\$52,499.20	\$57,740.80
CL14	Hourly	\$18.56	\$23.91	\$26.59	\$29.26
	Biweekly	\$1,484.80	\$1,912.80	\$2,127.20	\$2,340.80
	Annual	\$38,604.80	\$49,732.80	\$55,307.20	\$60,860.80
CL15	Hourly	\$19.49	\$25.20	\$28.06	\$30.92
	Biweekly	\$1,559.20	\$2,016.00	\$2,244.80	\$2,473.60
	Annual	\$40,539.20	\$52,416.00	\$58,364.80	\$64,313.60
CL16	Hourly	\$20.46	\$26.58	\$29.63	\$32.69
	Biweekly	\$1,636.80	\$2,126.40	\$2,370.40	\$2,615.20
	Annual	\$42,556.80	\$55,286.40	\$61,630.40	\$67,995.20
CL17	Hourly	\$21.49	\$27.98	\$31.22	\$34.47
	Biweekly	\$1,719.20	\$2,238.40	\$2,497.60	\$2,757.60
	Annual	\$44,699.20	\$58,198.40	\$64,937.60	\$71,697.60
CL18	Hourly	\$22.56	\$29.40	\$32.82	\$36.24
	Biweekly	\$1,804.80	\$2,352.00	\$2,625.60	\$2,899.20
	Annual	\$46,924.80	\$61,152.00	\$68,265.60	\$75,379.20
CL19	Hourly	\$23.69	\$30.99	\$34.64	\$38.29
	Biweekly	\$1,895.20	\$2,479.20	\$2,771.20	\$3,063.20
	Annual	\$49,275.20	\$64,459.20	\$72,051.20	\$79,643.20
CL20	Hourly	\$24.88	\$32.75	\$36.68	\$40.62
	Biweekly	\$1,990.40	\$2,620.00	\$2,934.40	\$3,249.60
	Annual	\$51,750.40	\$68,120.00	\$76,294.40	\$84,489.60
CL21	Hourly	\$26.12	\$34.54	\$38.74	\$42.95
	Biweekly	\$2,089.60	\$2,763.20	\$3,099.20	\$3,436.00
	Annual	\$54,329.60	\$71,843.20	\$80,579.20	\$89,336.00
CL22	Hourly	\$27.43	\$36.35	\$40.81	\$45.27
	Biweekly	\$2,194.40	\$2,908.00	\$3,264.80	\$3,621.60
	Annual	\$57,054.40	\$75,608.00	\$84,884.80	\$94,161.60
CL23	Hourly	\$28.79	\$38.26	\$42.99	\$47.73
	Biweekly	\$2,303.20	\$3,060.80	\$3,439.20	\$3,818.40
	Annual	\$59,883.20	\$79,580.80	\$89,419.20	\$99,278.40
CL24	Hourly	\$30.23	\$40.15	\$45.10	\$50.06
	Biweekly	\$2,418.40	\$3,212.00	\$3,608.00	\$4,004.80
	Annual	\$62,878.40	\$83,512.00	\$93,808.00	\$104,124.80
CL55	Hourly	\$8.21	\$29.86	\$40.69	\$51.51
	Biweekly	\$656.80	\$2,388.80	\$3,255.20	\$4,120.80
	Annual	\$17,076.80	\$62,108.80	\$84,635.20	\$107,140.80

Pinellas County Fire Fighting Personnel Pay Plan

Effective Date December 27, 2015

Actual Pay Rates May Vary Due to Rounding

Grade	Rate	Minimum	Midpoint	3rd Quartile	Maximum
CF10	Hourly	\$12.73	\$16.22	\$17.97	\$19.72
	Biweekly	\$1,222.08	\$1,557.12	\$1,725.12	\$1,893.12
	Annual	\$31,774.08	\$40,485.12	\$44,853.12	\$49,221.12
CF15	Hourly	\$16.25	\$21.01	\$23.39	\$25.77
	Biweekly	\$1,560.00	\$2,016.96	\$2,245.44	\$2,473.92
	Annual	\$40,560.00	\$52,440.96	\$58,381.44	\$64,321.92