

## UNIFIED PERSONNEL SYSTEM

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David Blasewitz  
Interim Director

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

FROM: Dave Blasewitz, Interim Director of Human Resources

SUBJECT: Airport Firefighters Pay Plan Adjustments

DATE: March 21, 2016

As requested, the Human Resources Department has reviewed the recruitment and retention issue associated with the Airport Firefighter, Airport Lieutenant, and Airport Fire Chief positions. The Airport Lieutenant and Airport Fire Chief classifications were reviewed and found to be in the appropriate pay grades and were found to be competitive with the comparable labor market.

**Recommendation:** Human Resources recommends a 5% increase to the minimum and maximum pay rates of the Fire Fighting Personnel Pay Plan.

The Airport Firefighter classification is based on a 48 hour work week. The St. Pete-Clearwater International Airport is considered a small hub airport and was compared to Orlando/Sanford International, Pensacola International, NW Florida Beaches International, and Sarasota Bradenton International airports.

It continues to be the goal of the UPS to recruit, develop, reward, and retain employees with the skills necessary to meet the business needs of the county. In order for the Airport Firefighter classification to be competitive with the labor market, an overall pay range adjustment is in order. The Airport Firefighter competitive pay plan is based upon market values that are commensurate with the skill set needed for success. It is recommended that the pay range for the Airport Firefighters receive a 5% adjustment for both the minimum and the maximum. Market value for journeyman level work within a classification is considered the midpoint within the pay range.

With a 5% increase, the annual new CF10 pay range will be \$33,362.68 for minimum and \$51,692.16 for maximum (Actual Pay Rates May Vary Due To Rounding). The new midpoint for CF10 will be \$42,531.84 which will bring the pay range in line with market value for an Airport Firefighter.

## CURRENT PAY PLAN

<b>Pinellas County Fire Fighting Personnel Pay Plan</b> <b>Effective Date December 27, 2015</b> (Based on a 48 hours Work Week) Actual Pay Rates May Vary Due to Rounding					
Grade	Rate	Minimum	Midpoint	3 <sup>rd</sup> Quartile	Maximum
<b>CF10</b>	Hourly	\$12.73	\$16.22	\$17.97	\$19.72
	Biweekly	\$1,222.08	\$1,557.12	\$1725.12	\$1,893.12
	Annual	\$31,774.08	\$40,485.12	\$44,853.12	\$49,221.12

## NEW PAY PLAN

<b>Pinellas County Fire Fighting Personnel Pay Plan</b> <b>Effective Date April 17, 2016</b> (Based on a 48 hours Work Week) Actual Pay Rates May Vary Due to Rounding					
Grade	Rate	Minimum	Midpoint	3 <sup>rd</sup> Quartile	Maximum
<b>CF10</b>	Hourly	\$13.37	\$17.04	\$18.88	\$20.71
	Biweekly	\$1283.52	\$1635.84	\$1811.52	\$1988.16
	Annual	\$33,362.68	\$42,531.84	\$47,099.52	\$51,692.16