

**Lee County Board Of County Commissioners  
Agenda Item Summary**

Blue Sheet No. 20030962

**1. REQUESTED MOTION:**

**ACTION REQUESTED:**

Approve the proposed pay plan for fiscal year 2003-2004, effective October 2nd, 2003. Funding has been provided in the new budget. Provide a 2.1% Cost of Living Adjustment to eligible employees – within their prospective pay ranges – based on the Consumer Price Index.

**WHY ACTION IS NECESSARY:**

To maintain competitive pay grades and salary ranges consistent with good compensation practices compared to the change in the Consumer Price Index (CPI) from July 1<sup>ST</sup> of 2002 through June 30<sup>TH</sup> of 2003 as well as the 2003 Lee County Annual Salary Survey.

**WHAT ACTION ACCOMPLISHES:**

Maintains ability to attract retain and motivate employees.

**2. DEPARTMENTAL CATEGORY:**

COMMISSION DISTRICT #

*A6B*

**3. MEETING DATE:**

*08-26-03*

**4. AGENDA:**

CONSENT  
 ADMINISTRATIVE  
 APPEALS  
 PUBLIC  
 WALK ON  
 TIME REQUIRED:

**5. REQUIREMENT/PURPOSE:**  
(Specify)

STATUTE  
 ORDINANCE  
 ADMIN.  
 CODE  
 OTHER

**6. REQUESTOR OF INFORMATION:**

A. COMMISSIONER  
 B. DEPARTMENT Human Resources  
 C. DIVISION

N/A

BY: George A. Williams

*George A. Williams*  
*8/13/03*

**7. BACKGROUND:**

To maintain a competitive pay plan, Lee County conducts an Annual Salary Survey. The proposed pay plan will be implemented along with the Consumer Price Index adjustment of 2.1%, which corresponds to the change in the Consumer Price Index (CPI) from July of 2002 to June of 2003. The minimum of the pay range will be adjusted based on the 2.1% Consumer Price Index rate and the maximum will be adjusted based on the 2003 Lee County Annual Salary Survey.

**8. MANAGEMENT RECOMMENDATIONS:**

**9. RECOMMENDED APPROVAL:**

| A<br>Department<br>Director                 | B<br>Purchasing<br>or<br>Contracts | C<br>Human<br>Resources                     | D<br>Other | E<br>County<br>Attorney           | F<br>Budget Services |                |                |                | G<br>County Manager |
|---|------------------------------------|---|------------|-----------------------------------|----------------------|----------------|----------------|----------------|---------------------|
| <i>George A. Williams</i><br><i>8/13/03</i> |                                    | <i>George A. Williams</i><br><i>8/13/03</i> |            | <i>Andrea</i><br><i>Treasurer</i> | <i>Ann 8/14/03</i>   |                |                |                |                     |
|   |                                    |   |            |                                   | OA                   | OM             | Risk           | GC             |                     |
|   |                                    |   |            |                                   | <i>RK 8/13</i>       | <i>8/14/03</i> | <i>8/13/03</i> | <i>8/13/03</i> | <i>[Signature]</i>  |

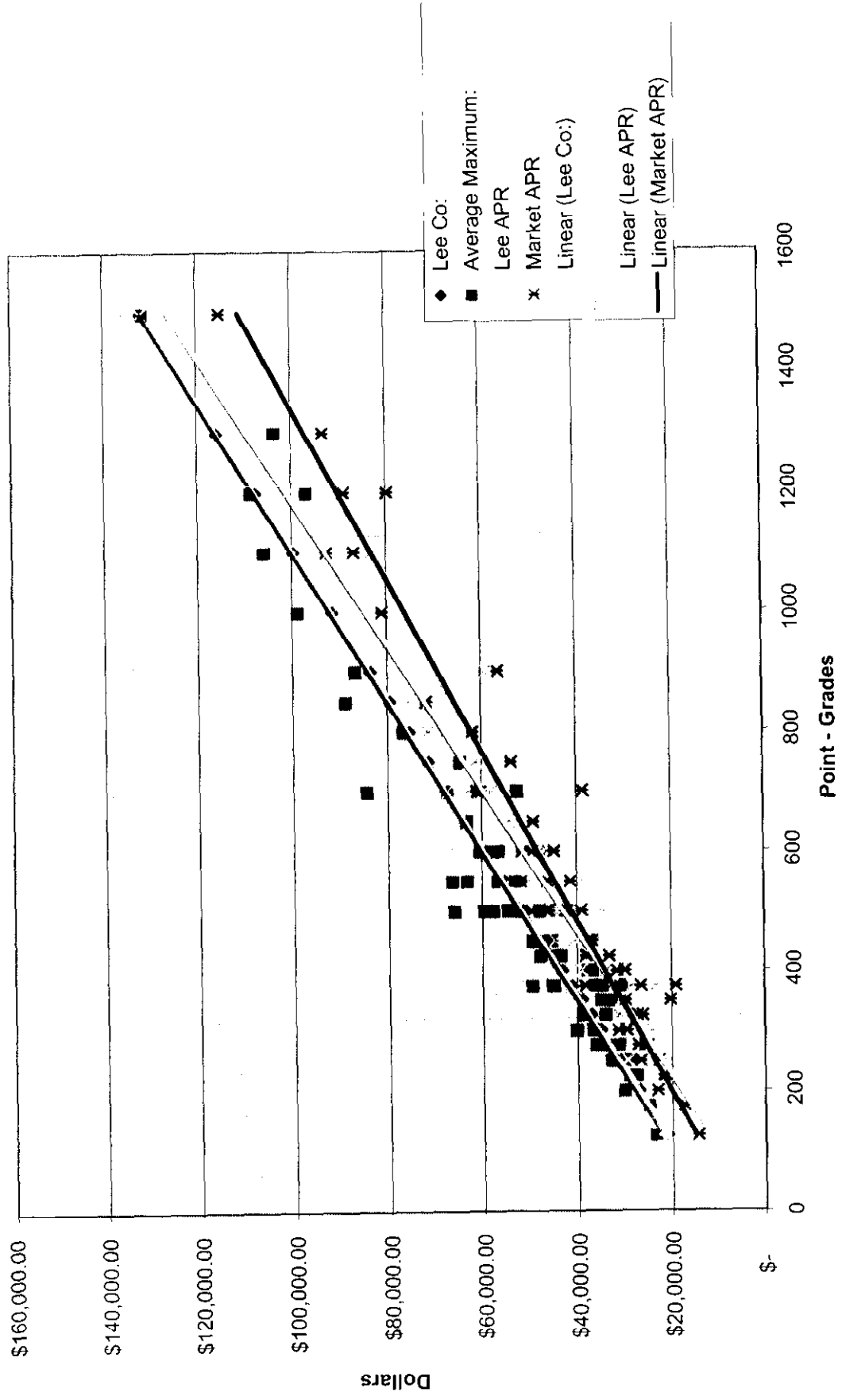
**10. COMMISSION ACTION:**

APPROVED  
 DENIED  
 DEFERRED  
 OTHER

Rec. by CoAtty  
 Date: *8/13/03*  
 Time: *3:28 PM*  
 Forwarded To:  
*Budget*  
*8/13/03 3:30pm*

RECEIVED BY  
 COUNTY ADMIN: *RA*  
*8/13 3:30*  
 COUNTY ADMIN  
 FORWARDED TO: *RA*  
*8/14/03*

# Maximums & Average Paid Rate Comparisons



**Pay Plan  
Proposed  
FY: 2003 - 2004**

| <b>Pay Grade:</b> | <b>Current Minimum:</b> | <b>Current Maximum:</b> | <b>Proposed Minimum:</b> | <b>Proposed Maximum:</b> | <b>Max. % Difference:</b> |
|-------------------|-------------------------|-------------------------|--------------------------|--------------------------|---------------------------|
| 1                 | \$ 13,685.00            | \$ 20,710.00            | \$ 13,972.39             | \$ 21,538.76             | 4.00%                     |
| 2                 | \$ 15,018.00            | \$ 22,727.00            | \$ 15,333.38             | \$ 23,590.63             | 3.80%                     |
| 3                 | \$ 16,249.00            | \$ 24,745.00            | \$ 16,590.23             | \$ 25,644.71             | 3.64%                     |
| 4                 | \$ 17,532.00            | \$ 26,763.00            | \$ 17,900.17             | \$ 27,697.68             | 3.49%                     |
| 5                 | \$ 18,814.00            | \$ 28,781.00            | \$ 19,209.09             | \$ 29,750.66             | 3.37%                     |
| 6                 | \$ 20,097.00            | \$ 30,798.00            | \$ 20,519.04             | \$ 31,803.63             | 3.27%                     |
| 7                 | \$ 21,380.00            | \$ 32,816.00            | \$ 21,828.98             | \$ 33,856.61             | 3.17%                     |
| 8                 | \$ 22,662.00            | \$ 34,834.00            | \$ 23,137.90             | \$ 35,909.58             | 3.09%                     |
| 9                 | \$ 23,945.00            | \$ 36,852.00            | \$ 24,447.85             | \$ 37,962.56             | 3.01%                     |
| 10                | \$ 25,228.00            | \$ 38,869.00            | \$ 25,757.79             | \$ 40,015.53             | 2.95%                     |
| 11                | \$ 26,510.00            | \$ 40,887.00            | \$ 27,066.71             | \$ 42,068.51             | 2.89%                     |
| 12                | \$ 27,792.00            | \$ 42,905.00            | \$ 28,375.63             | \$ 44,121.48             | 2.84%                     |
| 13                | \$ 29,076.00            | \$ 44,923.00            | \$ 29,686.60             | \$ 46,174.46             | 2.79%                     |
| 14                | \$ 30,358.00            | \$ 46,940.00            | \$ 30,995.52             | \$ 48,227.43             | 2.74%                     |
| 15                | \$ 32,282.00            | \$ 50,976.00            | \$ 32,959.92             | \$ 52,333.38             | 2.66%                     |
| 16                | \$ 34,848.00            | \$ 55,011.00            | \$ 35,579.81             | \$ 56,439.33             | 2.60%                     |
| 17                | \$ 37,412.00            | \$ 59,047.00            | \$ 38,197.65             | \$ 60,545.28             | 2.54%                     |
| 18                | \$ 39,977.00            | \$ 63,082.00            | \$ 40,816.52             | \$ 64,651.23             | 2.49%                     |
| 19                | \$ 42,542.00            | \$ 67,118.00            | \$ 43,435.38             | \$ 68,757.18             | 2.44%                     |
| 20                | \$ 45,107.00            | \$ 71,153.00            | \$ 46,054.25             | \$ 72,863.13             | 2.40%                     |
| 21                | \$ 47,673.00            | \$ 75,189.00            | \$ 48,674.13             | \$ 76,969.08             | 2.37%                     |
| 22                | \$ 50,238.00            | \$ 79,224.00            | \$ 51,293.00             | \$ 81,075.03             | 2.34%                     |
| 23                | \$ 52,804.00            | \$ 83,260.00            | \$ 53,912.88             | \$ 85,180.98             | 2.31%                     |
| 24                | \$ 57,309.00            | \$ 91,331.00            | \$ 58,512.49             | \$ 93,392.88             | 2.26%                     |
| 25                | \$ 61,782.00            | \$ 99,402.00            | \$ 63,079.42             | \$ 101,604.78            | 2.22%                     |
| 26                | \$ 66,911.00            | \$ 107,473.00           | \$ 68,316.13             | \$ 109,816.68            | 2.18%                     |
| 27                | \$ 72,042.00            | \$ 115,544.00           | \$ 73,554.88             | \$ 118,028.58            | 2.15%                     |
| 28                | \$ 77,172.00            | \$ 123,615.00           | \$ 78,792.61             | \$ 126,241.82            | 2.13%                     |
| 29                | \$ 82,303.00            | \$ 131,686.00           | \$ 84,031.36             | \$ 134,452.38            | 2.10%                     |