

Lee County Board Of County Commissioners

Agenda Item Summary

Blue Sheet No. 20041061

1. REQUESTED MOTION:

ACTION REQUESTED:

Approve the proposed pay plan for fiscal year 2004-2005, effective October 14th, 2004. Funding has been provided in the new budget. Provide a 3.3% 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 1ST of 2003 through June 30TH of 2004 as well as the 2004 Lee County Annual Salary Survey.

WHAT ACTION ACCOMPLISHES:

Maintains ability to attract retain and motivate employees.

2. DEPARTMENTAL CATEGORY:

COMMISSION DISTRICT #

A6A

3. MEETING DATE:

08-31-2004

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: H.R. Director

Charlotte Veast

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 3.3%, which corresponds to the change in the Consumer Price Index (CPI) from July of 2003 to June of 2004. The minimum of the pay range will be adjusted based on the 3.3% Consumer Price Index rate and the maximum will be adjusted based on the 2004 Lee County Annual Salary Survey.

8. MANAGEMENT RECOMMENDATIONS:

9. RECOMMENDED APPROVAL:

A Department Director	B Purchasing or Contracts	C Human Resources	D Other	E County Attorney	F Budget Services				G County Manager
<i>Charlotte Veast</i>	N/A	<i>Charlotte Veast</i>	<i>[Signature]</i>	<i>[Signature]</i>	OA	OM	Risk	GC	<i>[Signature]</i>
				8/18/04	8/18	8/18/03	8/18/04	8/18/04	

10. COMMISSION ACTION:

APPROVED
 DENIED
 DEFERRED
 OTHER

Rec. by CoAtty
Date: 8/18/04
Time: 10:50 am
Forwarded to: Co. Admin 8/18/04

**Pay Plan
Proposed
FY: 2004 - 2005**

Pay Grade:	Current Minimum:	Current Maximum:	Proposed Minimum:	Proposed Maximum:	Max. % Difference:
1	\$ 13,972.39	\$ 21,538.76	\$ 14,433.48	\$ 22,615.33	5.00%
2	\$ 15,333.38	\$ 23,590.63	\$ 15,839.38	\$ 24,728.91	4.83%
3	\$ 16,590.23	\$ 25,644.71	\$ 17,137.71	\$ 26,842.48	4.67%
4	\$ 17,900.17	\$ 27,697.68	\$ 18,490.88	\$ 28,956.06	4.54%
5	\$ 19,209.09	\$ 29,750.66	\$ 19,842.99	\$ 31,069.63	4.43%
6	\$ 20,519.04	\$ 31,803.63	\$ 21,196.17	\$ 33,183.21	4.34%
7	\$ 21,828.98	\$ 33,856.61	\$ 22,549.34	\$ 35,296.78	4.25%
8	\$ 23,137.90	\$ 35,909.58	\$ 23,901.45	\$ 37,410.36	4.18%
9	\$ 24,447.85	\$ 37,962.56	\$ 25,254.63	\$ 39,523.93	4.11%
10	\$ 25,757.79	\$ 40,015.53	\$ 26,607.80	\$ 41,637.51	4.05%
11	\$ 27,066.71	\$ 42,068.51	\$ 27,959.91	\$ 43,751.08	4.00%
12	\$ 28,375.63	\$ 44,121.48	\$ 29,312.03	\$ 45,864.66	3.95%
13	\$ 29,686.60	\$ 46,174.46	\$ 30,666.26	\$ 47,978.23	3.91%
14	\$ 30,995.52	\$ 48,227.43	\$ 32,018.37	\$ 50,091.81	3.87%
15	\$ 32,959.92	\$ 52,333.38	\$ 34,047.60	\$ 54,318.96	3.79%
16	\$ 35,579.81	\$ 56,439.33	\$ 36,753.94	\$ 58,546.11	3.73%
17	\$ 38,197.65	\$ 60,545.28	\$ 39,458.17	\$ 62,773.26	3.68%
18	\$ 40,816.52	\$ 64,651.23	\$ 42,163.47	\$ 67,000.41	3.63%
19	\$ 43,435.38	\$ 68,757.18	\$ 44,868.75	\$ 71,227.56	3.59%
20	\$ 46,054.25	\$ 72,863.13	\$ 47,574.04	\$ 75,454.71	3.56%
21	\$ 48,674.13	\$ 76,969.08	\$ 50,280.38	\$ 79,681.86	3.52%
22	\$ 51,293.00	\$ 81,075.03	\$ 52,985.67	\$ 83,909.01	3.50%
23	\$ 53,912.88	\$ 85,180.98	\$ 55,692.01	\$ 88,136.16	3.47%
24	\$ 58,512.49	\$ 93,392.88	\$ 60,443.40	\$ 96,590.46	3.42%
25	\$ 63,079.42	\$ 101,604.78	\$ 65,161.04	\$ 105,044.76	3.39%
26	\$ 68,316.13	\$ 109,816.68	\$ 70,570.56	\$ 113,499.06	3.35%
27	\$ 73,554.88	\$ 118,028.58	\$ 75,982.19	\$ 121,953.36	3.33%
28	\$ 78,792.61	\$ 126,241.82	\$ 81,392.77	\$ 130,407.66	3.30%
29	\$ 84,031.36	\$ 134,452.38	\$ 86,804.39	\$ 138,889.31	3.30%