

Agenda Item Summary

1. ACTION REQUESTED/PURPOSE: 1. Approve the proposed Pay Plan for the County Attorney's Office for Fiscal Year 2006-2007, effective October 12, 2006 which provides a 4.3% Cost of Living Adjustment to eligible employees within their prospective pay ranges based on the Consumer Price Index and which is consistent with County Administration's 2006-2007 Pay Plan.

2. WHAT ACTION ACCOMPLISHES: Updates the County Attorney's Office Pay Plan with new minimum/maximum salary ranges for attorneys and support staff positions consistent with the Pay Plan submitted by County Administration.

3. MANAGEMENT RECOMMENDATION: Approve the above requested action.

4. Departmental Category: 7-

C12A

5. Meeting Date: August 22, 2006

6. Agenda:

7. Requirement/Purpose: (specify)

8. Request Initiated:

<input checked="" type="checkbox"/> Consent	<input type="checkbox"/> Statute	<input type="checkbox"/> Commissioner
<input type="checkbox"/> Administrative	<input type="checkbox"/> Ordinance	<input type="checkbox"/> Department
<input type="checkbox"/> Appeals	<input type="checkbox"/> Admin. Code	<input type="checkbox"/> Division
<input type="checkbox"/> Public	<input checked="" type="checkbox"/> Other	By: David M. Owen
<input type="checkbox"/> Walk-On		County Attorney

9. Background:

Board action is requested to approve 4.3% Consumer Price Index (CPI) increase (or such other CPI increase the Board may approve for County employees) to the minimum/maximum salary ranges for the attorneys and support staff personnel in order to update office salary ranges. The adjustments to the salary ranges are consistent with those submitted for like pay grades in the proposed 2006-2007 County Administration Pay Plan.

Approval of the Plan and funding will be subject to the Board Budget process and appropriation approval. The updates in maximum salary ranges will not have any fiscal impact on the current office budget.

Approval will maintain competitive pay grades and salary ranges consistent with good compensation practices and will maintain the ability to attract, retain and motivate employees.

10. Review for Scheduling:

Department Director	Purchasing or Contracts	Human Resources	Other	County Attorney	Budget Services	County Manager/P.W. Director
				<i>[Signature]</i>	Analyst <i>[Signature]</i> Risk <i>[Signature]</i> Grants <i>[Signature]</i> Mer. <i>[Signature]</i>	<i>[Signature]</i>
				8/10/06	8/10/06	8-11-06

11. Commission Action:

- Approved
- Deferred
- Denied
- Other

RECEIVED BY COUNTY ADMIN: *[Signature]*
8/10/06 1:15 PM
COUNTY ADMIN FORWARDED TO: *[Signature]*
8-11-06
SAM

ATTN: [Signature]
FORWARDED TO: [Signature]
CO. ADMIN.
1:10 PM

LEE COUNTY ATTORNEY'S OFFICE
PROPOSED PAY PLAN
FISCAL YEAR 2006-2007

Pay Grade	Job Title	Current Minimum	Current Maximum	Proposed Minimum	Proposed Maximum	Max % Difference
L29	County Attorney by Contract Deputy County Attorney	\$88,974.86	\$142,361.44	\$92,800.78	\$148,482.98	4.3%
L28	Chief Assistant County Attorney	\$66,956.24	\$133,667.56	\$69,835.36	\$139,415.27	4.3%
L27	Assistant County Attorney	\$44,322.46	\$125,002.02	\$46,228.33	\$130,377.11	4.3%
	<i>Support Staff</i>					
L17	Legal Office Manager	\$40,444.82	\$64,342.46	\$42,183.95	\$67,109.19	4.3%
L17	Paralegal	\$40,444.82	\$64,342.46	\$42,183.95	\$67,109.19	4.3%
L15	Legal Executive Secretary	\$34,899.02	\$55,676.92	\$36,399.68	\$58,071.03	4.3%
L13	Legal Administrative Secretary	\$31,433.22	\$49,177.44	\$32,784.85	\$51,292.07	4.3%
L9	Legal Account Specialist	\$25,886.12	\$40,511.90	\$26,999.22	\$42,253.91	4.3%
L7	Legal Office Specialist	\$23,113.22	\$36,179.00	\$24,107.09	\$37,734.70	4.3%