

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

Blue Sheet No. 20051076

1. ACTION REQUESTED/PURPOSE:

Approve the proposed pay plan for fiscal year 2005-2006, effective with the first full pay period beginning October 13th, 2005. Funding has been provided in the new budget. Provide a 2.5% Cost of Living Adjustment to eligible employees – within their prospective pay ranges – based on the Consumer Price Index (CPI.) The purpose is to maintain a competitive pay structure consistent with good compensation practices compared to the change in the CPI from July 1st of 2004 through June 30th of 2005, as well as the 2005 Lee County Annual Salary Survey.

2. WHAT ACTION ACCOMPLISHES:

Maintains ability to attract, retain and motivate employees.

3. MANAGEMENT RECOMMENDATION: Approve

4. Departmental Category: 6 ALA		5. Meeting Date: 08-16-2005
6. Agenda: <input type="checkbox"/> Consent <input checked="" type="checkbox"/> Administrative <input type="checkbox"/> Appeals <input type="checkbox"/> Public <input type="checkbox"/> Walk-On	7. Requirement/Purpose: (specify)	
	<input type="checkbox"/> Statute	8. Request Initiated:
	<input type="checkbox"/> Ordinance	Commissioner <i>[Signature]</i>
	<input type="checkbox"/> Admin. Code	Department Human Resources
	<input checked="" type="checkbox"/> Other	Division
		By: Dinah L. Lewis, Director

9. 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 2.5%, which corresponds to the change in the Consumer Price Index from July of 2004 to June of 2005. The pay ranges will be adjusted based on the 2.5% Consumer Price Index rate.

10. Review for Scheduling:

Department Director	Purchasing or Contracts	Human Resources	Other	County Attorney	Budget Services	County Manager/P.W. Director									
				<i>[Signature]</i>	<table style="width:100%; border-collapse: collapse;"> <tr> <td style="width:33%;">Analyst</td> <td style="width:33%;">Risk</td> <td style="width:33%;">Grants</td> </tr> <tr> <td><i>[Signature]</i></td> <td><i>[Signature]</i></td> <td><i>[Signature]</i></td> </tr> <tr> <td>7/27/05</td> <td>7/27/05</td> <td>7/27/05</td> </tr> </table>	Analyst	Risk	Grants	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	7/27/05	7/27/05	7/27/05	<i>[Signature]</i>
Analyst	Risk	Grants													
<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>													
7/27/05	7/27/05	7/27/05													

11. Commission Action:

- Approved
- Deferred
- Denied
- Other

RECEIVED BY COUNTY ADMIN:
7-27-05
3:46
COUNTY ADMIN FORWARDED TO:
7-27-05
3:50pm

RECV. 7/27/05 by CO. ATTY.
12:00pm
CO. ATTY. FORWARDED TO:
7/27
ADMIN

RK

**Pay Plan
Proposed
FY: 2005 - 2006**

Pay Grade:	Current Minimum:	Current Maximum:	Proposed Minimum:	Proposed Maximum:	% Difference:
1	\$ 14,433.48	\$ 22,615.33	\$ 14,794.52	\$ 23,180.82	2.50%
2	\$ 15,839.38	\$ 24,728.91	\$ 16,235.44	\$ 25,347.14	2.50%
3	\$ 17,137.71	\$ 26,842.48	\$ 17,566.38	\$ 27,513.46	2.50%
4	\$ 18,490.88	\$ 28,956.06	\$ 18,953.22	\$ 29,679.78	2.50%
5	\$ 19,842.99	\$ 31,069.63	\$ 20,339.28	\$ 31,846.10	2.50%
6	\$ 21,196.17	\$ 33,183.21	\$ 21,726.12	\$ 34,012.68	2.50%
7	\$ 22,549.34	\$ 35,296.78	\$ 23,113.22	\$ 36,179.00	2.50%
8	\$ 23,901.45	\$ 37,410.36	\$ 24,499.02	\$ 38,345.58	2.50%
9	\$ 25,254.63	\$ 39,523.93	\$ 25,886.12	\$ 40,511.90	2.50%
10	\$ 26,607.80	\$ 41,637.51	\$ 27,272.96	\$ 42,678.48	2.50%
11	\$ 27,959.91	\$ 43,751.08	\$ 28,659.02	\$ 44,844.80	2.50%
12	\$ 29,312.03	\$ 45,864.66	\$ 30,044.82	\$ 47,011.12	2.50%
13	\$ 30,666.26	\$ 47,978.23	\$ 31,433.22	\$ 49,177.44	2.50%
14	\$ 32,018.37	\$ 50,091.81	\$ 32,819.02	\$ 51,344.02	2.50%
15	\$ 34,047.60	\$ 54,318.96	\$ 34,899.02	\$ 55,676.92	2.50%
16	\$ 36,753.94	\$ 58,546.11	\$ 37,672.96	\$ 60,009.56	2.50%
17	\$ 39,458.17	\$ 62,773.26	\$ 40,444.82	\$ 64,342.46	2.50%
18	\$ 42,163.47	\$ 67,000.41	\$ 43,217.72	\$ 68,675.10	2.50%
19	\$ 44,868.75	\$ 71,227.56	\$ 45,990.62	\$ 73,008.26	2.50%
20	\$ 47,574.04	\$ 75,454.71	\$ 48,763.52	\$ 77,340.90	2.50%
21	\$ 50,280.38	\$ 79,681.86	\$ 51,537.72	\$ 81,673.80	2.50%
22	\$ 52,985.67	\$ 83,909.01	\$ 54,310.62	\$ 86,006.44	2.50%
23	\$ 55,692.01	\$ 88,136.16	\$ 57,084.56	\$ 90,339.60	2.50%
24	\$ 60,443.40	\$ 96,590.46	\$ 61,954.62	\$ 99,005.14	2.50%
25	\$ 65,161.04	\$ 105,044.76	\$ 66,790.36	\$ 107,670.68	2.50%
26	\$ 70,570.56	\$ 113,499.06	\$ 72,335.12	\$ 116,336.22	2.50%
27	\$ 75,982.19	\$ 121,953.36	\$ 77,881.96	\$ 125,002.02	2.50%
28	\$ 81,392.77	\$ 130,407.66	\$ 83,427.76	\$ 133,667.56	2.50%
29	\$ 86,804.39	\$ 138,889.31	\$ 88,974.86	\$ 142,361.44	2.50%
Intern	\$ 14,433.48	\$ 26,842.48	\$ 14,794.52	\$ 27,513.46	2.50%
HE1	\$ 75,000.00	\$ 125,000.00	\$ 76,875.24	\$ 128,124.88	2.50%