

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

Blue Sheet No. 20020980

1. REQUESTED MOTION:

ACTION REQUESTED:

Approve the proposed pay plan for fiscal year 2002-2003, effective October 3rd, 2002. Funding has been provided in the new budget.

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 2001 through June 30th of 2002 as well as the 2002 Lee County Annual Salary Survey.

WHAT ACTION ACCOMPLISHES:

Maintains ability to attract retain and motivate employees.

**2. DEPARTMENTAL CATEGORY:
COMMISSION DISTRICT #**

C6A

3. MEETING DATE:

09-10-2002

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

7. BACKGROUND:

The pay plan will be implemented along with the Consumer Price Index adjustment of 1.1% which corresponds to the change in the Consumer Price Index (CPI) from July of 2001 to June of 2002. The minimum of the pay range will be adjusted based on the 1.1% Consumer Price Index rate and the maximum will be adjusted based on the 2002 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>George A. Williams</i> 8/23/02		<i>George A. Williams</i> 8/23/02		<i>W. J. ...</i>	OA <i>RK</i> 8/26	OM <i>VP</i> 8/23/02	Risk <i>VP</i> 8/24/02	GC <i>VP</i> 8/27/02	<i>W. J. ...</i>

10. COMMISSION ACTION:

- APPROVED
- DENIED
- DEFERRED
- OTHER

RECORDED
BY CO. ATTY.
8/23/02
10:51 PM
CO. ATTY.
FORWARDED TO:
Budget
8/23/02

RECEIVED BY
COUNTY ADMIN.
8-23 2:00 PM
COUNTY ADMIN.
FORWARDED TO: *BT*
8/28 5:00

**Lee County Pay Plan
Fiscal Year 2003**

Grade:	Minimum:	Midpoint:	Maximum:	% Difference (Max.):
001	\$ 13,685.00	\$ 17,197.50	\$ 20,710.00	2.00%
002	\$ 15,018.00	\$ 18,872.50	\$ 22,727.00	2.27%
003	\$ 16,249.00	\$ 20,497.00	\$ 24,745.00	2.64%
004	\$ 17,532.00	\$ 22,147.50	\$ 26,763.00	2.88%
005	\$ 18,814.00	\$ 23,797.50	\$ 28,781.00	3.10%
006	\$ 20,097.00	\$ 25,447.50	\$ 30,798.00	3.29%
007	\$ 21,380.00	\$ 27,098.00	\$ 32,816.00	3.45%
008	\$ 22,662.00	\$ 28,748.00	\$ 34,834.00	3.60%
009	\$ 23,945.00	\$ 30,398.50	\$ 36,852.00	3.73%
010	\$ 25,228.00	\$ 32,048.50	\$ 38,869.00	3.84%
011	\$ 26,510.00	\$ 33,698.50	\$ 40,887.00	3.95%
012	\$ 27,792.00	\$ 35,348.50	\$ 42,905.00	4.05%
013	\$ 29,076.00	\$ 36,999.50	\$ 44,923.00	4.13%
014	\$ 30,358.00	\$ 38,649.00	\$ 46,940.00	4.21%
015	\$ 32,282.00	\$ 41,629.00	\$ 50,976.00	2.99%
016	\$ 34,848.00	\$ 44,929.50	\$ 55,011.00	2.97%
017	\$ 37,412.00	\$ 48,229.50	\$ 59,047.00	2.94%
018	\$ 39,977.00	\$ 51,529.50	\$ 63,082.00	2.92%
019	\$ 42,542.00	\$ 54,830.00	\$ 67,118.00	2.90%
020	\$ 45,107.00	\$ 58,130.00	\$ 71,153.00	2.89%
021	\$ 47,673.00	\$ 61,431.00	\$ 75,189.00	2.87%
022	\$ 50,238.00	\$ 64,731.00	\$ 79,224.00	2.86%
023	\$ 52,804.00	\$ 68,032.00	\$ 83,260.00	2.85%
024	\$ 57,309.00	\$ 74,320.00	\$ 91,331.00	1.87%
025	\$ 61,782.00	\$ 80,592.00	\$ 99,402.00	1.66%
026	\$ 66,911.00	\$ 87,192.00	\$ 107,473.00	1.49%
027	\$ 72,042.00	\$ 93,793.00	\$ 115,544.00	1.34%
028	\$ 77,172.00	\$ 100,393.50	\$ 123,615.00	1.21%
029	\$ 82,303.00	\$ 106,994.50	\$ 131,686.00	1.10%

Trendlines

