

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

Blue Sheet No. 20061057

1. ACTION REQUESTED/PURPOSE:

Approve the proposed pay plan for fiscal year 2006-2007, effective with the first full pay period beginning October 12th, 2006. Provide a 4.3% 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 2005 through June 30th of 2006, as well as the 2006 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

CCC

5. Meeting Date: 08-22-2006

6. Agenda:
 Cousent
 Administrative
 Appeals
 Public 5:00 P.M.
 Walk-On

7. Requirement/Purpose: (specify)
 Statute
 Ordinance
 Admiu. Code
 Other

8. Request Initiated:
 Commissioner _____
 Department Human Resources
 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 4.3%, which corresponds to the change in the Consumer Price Index from July of 2005 to June of 2006. The pay ranges will be adjusted based on the 4.3% 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
					Analyst	Risk	Grants	Mgr.	
<i>[Signature]</i>		<i>[Signature]</i>		<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>	<i>[Signature]</i>
				<i>[Signature]</i>	8/10/06	8/10/06	8/10/06	8/10/06	

11. Commission Action:

- Approved
- Deferred
- Denied
- Other

REC'D
 by CO. ATTY.
 8/10/06
 8:14 AM
CO. ATTY.
 FORWARDED TO:
 8/10/06
 8:14 AM.



Board of County Commissioners
 Department of Human Resources

Pay Grade	Current Annual Minimum	Current Annual Maximum:	06/06 CPI %	Proposed Annual Minimum	Proposed Annual Maximum:
001	\$14,794.52	\$23,180.82	4.30%	\$15,430.68	\$24,177.60
002	\$16,235.44	\$25,347.14	4.30%	\$16,933.56	\$26,437.07
003	\$17,566.38	\$27,513.46	4.30%	\$18,321.73	\$28,696.54
004	\$18,953.22	\$29,679.78	4.30%	\$19,768.21	\$30,956.01
005	\$20,339.28	\$31,846.10	4.30%	\$21,213.87	\$33,215.48
006	\$21,726.12	\$34,012.68	4.30%	\$22,660.34	\$35,475.23
007	\$23,113.22	\$36,179.00	4.30%	\$24,107.09	\$37,734.70
008	\$24,499.02	\$38,345.58	4.30%	\$25,552.48	\$39,994.44
009	\$25,886.12	\$40,511.90	4.30%	\$26,999.22	\$42,253.91
010	\$27,272.96	\$42,678.48	4.30%	\$28,445.70	\$44,513.65
011	\$28,659.02	\$44,844.80	4.30%	\$29,891.36	\$46,773.13
012	\$30,044.82	\$47,011.12	4.30%	\$31,336.75	\$49,032.60
013	\$31,433.22	\$49,177.44	4.30%	\$32,784.85	\$51,292.07
014	\$32,819.02	\$51,344.02	4.30%	\$34,230.24	\$53,551.81
015	\$34,899.02	\$55,676.92	4.30%	\$36,399.68	\$58,071.03
016	\$37,672.96	\$60,009.56	4.30%	\$39,292.90	\$62,589.97
017	\$40,444.82	\$64,342.46	4.30%	\$42,183.95	\$67,109.19
018	\$43,217.72	\$68,675.10	4.30%	\$45,076.08	\$71,628.13
019	\$45,990.62	\$73,008.26	4.30%	\$47,968.22	\$76,147.62
020	\$48,763.52	\$77,340.90	4.30%	\$50,860.35	\$80,666.56
021	\$51,537.72	\$81,673.80	4.30%	\$53,753.84	\$85,185.77
022	\$54,310.62	\$86,006.44	4.30%	\$56,645.98	\$89,704.72
023	\$57,084.56	\$90,339.60	4.30%	\$59,539.20	\$94,224.20
024	\$61,954.62	\$99,005.14	4.30%	\$64,618.67	\$103,262.36
025	\$66,790.36	\$107,670.68	4.30%	\$69,662.35	\$112,300.52
026	\$72,335.12	\$116,336.22	4.30%	\$75,445.53	\$121,338.68
027	\$77,881.96	\$125,002.02	4.30%	\$81,230.88	\$130,377.11
028	\$83,427.76	\$133,667.56	4.30%	\$87,015.15	\$139,415.27
029	\$88,974.86	\$142,361.44	4.30%	\$92,800.78	\$148,482.98
Intern	\$14,794.52	\$27,513.46	4.30%	\$15,430.68	\$28,696.54
HE1	\$76,875.24	\$128,124.88	4.30%	\$80,180.88	\$133,634.25



LEE COUNTY
SOUTHWEST FLORIDA
Board of County Commissioners
Department of Human Resources

**Proposed Pay Plan - MOU
Annual Salary
FY 2006 - 2007**

Classification	Pay Grade:	Current Annual Minimum	Current Annual Maximum	06/06 CPI %	Proposed Annual Minimum	Proposed Annual Maximum
Detention Ctr TW IV	Q	\$37,771.24	\$60,887.06	4.30%	\$39,395.40	\$63,505.20
Detention Ctr TW III	S	\$33,261.28	\$51,887.68	4.30%	\$34,691.52	\$54,118.85
Detention Ctr TW II	U	\$28,751.32	\$44,852.08	4.30%	\$29,987.63	\$46,780.72
Office Assistant, Senior	W	\$20,889.70	\$32,703.58	4.30%	\$21,787.96	\$34,109.83
Tradesworker IV	C	\$34,337.42	\$55,352.18	4.30%	\$35,813.93	\$57,732.32
Tradesworker III	E	\$30,237.74	\$47,170.50	4.30%	\$31,537.96	\$49,198.83
Tradesworker II	G	\$26,137.54	\$40,774.50	4.30%	\$27,261.45	\$42,527.80
Tradesworker I	I	\$22,037.34	\$34,378.50	4.30%	\$22,984.95	\$35,856.78
Sr. Supply Specialist	K	\$26,877.50	\$41,929.68	4.30%	\$28,033.23	\$43,732.66
Supply Specialist	M	\$20,375.94	\$31,785.26	4.30%	\$21,252.11	\$33,152.03
Office Assistant	O	\$19,075.16	\$29,756.74	4.30%	\$19,895.39	\$31,036.28