

**UNIFIED PERSONNEL SYSTEM**

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Kimberly R. Crum  
 Director

**To:** The Honorable Chair and Members of the Unified Personnel Board

**From:** Kimberly R. Crum, Director of Human Resources *KRC*

**Date:** September 2, 2021

**Subject:** FY2022 Pay Plan Adjustments

**Recommendation:**

I recommend a two percent (2%) increase to the minimum and maximum pay rates of the following pay plans effective October 10, 2021:

- Classified Pay Plan
- Firefighter Personnel Pay Plan

**Background:**

The last adjustments to the pay rates occurred in 2020 when the minimum and maximum pay rates for the above pay plans were increased by two percent (2%).

One of the strategic goals of Pinellas County is to “Create a Quality Workforce in a Positive, Supportive Organization.” In addition, it is the mission of Human Resources to “Cultivate a diverse, talented, and engaged workforce prepared to effectively serve the citizens of Pinellas County.” To fulfill these objectives, it’s important to provide a competitive pay plan that is based upon market values commensurate with the skill sets needed for success. The proposed budget for FY22 includes a three percent (3%) general increase for County employees.

If general increases are approved for FY22, those increases will be awarded the pay period beginning October 10, 2021. Implementing the pay plan adjustments in conjunction with the general increase will allow us to (a) provide employees currently paid at the maximum of their pay grade with a general increase that includes an increase to base pay, and (b) award general increases based on an adjusted (higher) midpoint. The adjustments to the ranges are contingent upon the approval of the general increase.

***Adjustment of Pay Grade Maximums:*** Adjusting pay grade maximums prior to a general increase will allow for some increase to base pay for employees who are currently at the maximum of their pay grades. Otherwise, the general increase for those employees would be all as a lump sum payment with no increase to base pay.

***Adjustment of Pay Grade Midpoints:*** If a general increase is approved, increases will be calculated as three percent (3%) of the midpoint of the employee's pay grade in accordance with the Personnel Rules. Adjusting the pay grade midpoints prior to a general increase, therefore, will provide all employees with a slightly higher general increase than what they would have received if there were no adjustment to the pay grades.

***Adjustment of Pay Grade Minimums:*** It is our intention to implement the timing of the pay grade adjustment with the general increase so that those employees at the minimum of the pay grade will receive a general increase, valued at three percent the (3%) of the midpoint, to bring their compensation slightly above the newly adjusted minimum. Note that employees will not receive a two percent (2%) pay increase to the new pay grade minimum, followed by the general increase; this would result in an increase of over five percent.

I appreciate your consideration of this request.

Attachment:

- Proposed Classified and Firefighter Pay Plans

## FY '22 Draft Classified and Firefighter Pay Plans

### FY '22 Draft Classified Pay Plan - Hourly and Annually

Grade	Hourly Minimum	Hourly Midpoint	Hourly Maximum	Annual Minimum	Annual Midpoint	Annual Maximum
C10	\$12.47	\$16.21	\$19.95	\$25,937.60	\$33,716.80	\$41,496.00
C11	\$13.03	\$16.94	\$20.85	\$27,102.40	\$35,235.20	\$43,368.00
C12	\$13.61	\$17.70	\$21.78	\$28,308.80	\$36,816.00	\$45,302.40
C13	\$14.22	\$18.49	\$22.76	\$29,577.60	\$38,459.20	\$47,340.80
C14	\$14.87	\$19.33	\$23.79	\$30,929.60	\$40,206.40	\$49,483.20
C15	\$15.54	\$20.20	\$24.87	\$32,323.20	\$42,016.00	\$51,729.60
C16	\$16.23	\$21.10	\$25.98	\$33,758.40	\$43,888.00	\$54,038.40
C17	\$16.97	\$22.06	\$27.15	\$35,297.60	\$45,884.80	\$56,472.00
C18	\$17.73	\$23.05	\$28.38	\$36,878.40	\$47,944.00	\$59,030.40
C19	\$18.53	\$24.09	\$29.65	\$38,542.40	\$50,107.20	\$61,672.00
C20	\$19.38	\$25.19	\$31.00	\$40,310.40	\$52,395.20	\$64,480.00
C21	\$20.24	\$26.32	\$32.39	\$42,099.20	\$54,745.60	\$67,371.20
C22	\$21.15	\$27.5	\$33.84	\$43,992.00	\$57,200.00	\$70,387.20
C23	\$22.10	\$28.73	\$35.36	\$45,968.00	\$59,758.40	\$73,548.80
C24	\$23.10	\$30.03	\$36.96	\$48,048.00	\$62,462.40	\$76,876.80
C25	\$24.14	\$31.38	\$38.62	\$50,211.20	\$65,270.40	\$80,329.60
C26	\$25.23	\$32.80	\$40.37	\$52,478.40	\$68,224.00	\$83,969.60
C27	\$26.36	\$34.27	\$42.18	\$54,828.80	\$71,281.60	\$87,734.40
C28	\$27.55	\$35.81	\$44.08	\$57,304.00	\$74,484.80	\$91,686.40
C29	\$28.79	\$37.43	\$46.07	\$59,883.20	\$77,854.40	\$95,825.60
C30	\$30.09	\$39.11	\$48.14	\$62,587.20	\$81,348.80	\$100,131.20
C31	\$31.44	\$40.88	\$50.31	\$65,395.20	\$85,030.40	\$104,644.80
C32	\$32.86	\$42.72	\$52.58	\$68,348.80	\$88,857.60	\$109,366.40
C55	\$10.00	\$33.43	\$56.86	\$20,800.00	\$69,534.40	\$118,268.80

### FY '22 Draft Firefighter Pay Plan - 48 Hour Work Week – Hourly

Grade	Minimum	Midpoint	Maximum
F21	\$16.86	\$21.91	\$26.97
F25	\$20.11	\$26.14	\$32.18

### FY '22 Draft Firefighter Pay Plan - 48 Hour Work Week – Annual

Grade	Minimum	Midpoint	Maximum
F21	\$42,082.56	\$54,687.36	\$67,317.12
F25	\$50,194.56	\$65,245.44	\$80,321.28