



Escambia County Board of County Commissioners

FY 16/17

Classification & Compensation

The County Administrator shall have final approval for appeals.

When justifiable conditions exist, e.g., reorganization, creating a significant change in the duties and responsibilities of a position to such a degree that the job class is no longer represented by the series title and/or grade of that position, the position may be reassigned to a different classification.

- a. **Reclassification** - Reclassification is the change of an encumbered position's classification and is treated the same as a promotion and does not affect the anniversary date.
- b. **Reallocation** - Reallocation is the reassignment of a vacant position from one class to another class, either existing or newly developed, based upon significant and immediate changes in the position's duties and responsibilities that is approved by the Human Resources Director.

3.8 Abolishment of Positions

Any position that remains unfilled by regular appointment may be abolished periodically based upon the recommendation of the Management and Budget Services Department Director and approval by the County Administrator.

3.9 Classification Actions Requiring Additional Funding

Any classification or reclassification action requires approval by the Division Manager and BCC Budget Manager regarding availability of funds.

3.10 Submission of Reclassification

See Section 18.12 for the process of submitting reclassifications.

18.10 Career Ladder Positions

Some designated positions serve as career ladder (multi-level) positions, and at the discretion of the Division Manager and the approval of the Human Resources Director, may be filled at any level from a competitive referral list (from trainee to journeyman).

18.11 Non-competitive Promotions

After serving six months and upon completion of training and/or experience requirements contained in the trainee series specifications, employees designated as trainees may progress, contingent upon satisfactory performance and recommendation of the Division Manager to the next level of the career ladder without further competition. A new anniversary date will begin on the date of promotion.

18.12 Promotional/Reclassification Increase

- a. When an employee is promoted or reclassified, the employee's salary will increase five percent (5%) or to the minimum salary of the new DBM pay grade, whichever is higher. The increased salary shall not exceed the maximum of the DBM. All employees are eligible for promotion. Any division employee currently under a Performance Improvement Plan (PIP) should be recommended by their Division Manager to the receiving division. Promotions shall establish a new anniversary date.
- b. Reclassification does not establish a new anniversary date or probationary date.
- c. When an employee is promoted to the unclassified service (based upon a higher level of job duties and responsibilities), the employee's salary including longevity shall increase five percent (5%) or to the minimum salary of the new DBM, whichever is higher. Promotion shall establish a new anniversary date.
- d. All reclassification requests will be submitted in March to the Human Resources Department during the budget process for determination. If approved, they will become effective on or after the beginning of the new fiscal year.

18.13 Temporary Promotion

When justifiable conditions exist and an employee is temporarily required to serve in and accept the responsibility for work in a higher position, such employee shall receive the minimum rate of the DBM or a minimum of five percent (5%) increase above the present pay rate, whichever is higher. The increase shall take effect on the 15th day. The period of temporary promotion shall be up to one year and may only be extended by the County Administrator. At the conclusion of the

BCC PAY SCHEDULE

FY 2016/2017

PAYGRADE	HOURLY					ANNUAL	
	MINIMUM	1ST QUARTILE	MIDPOINT	3RD QUARTILE	MAXIMUM	MINIMUM	MAXMUM
A10	8.10	9.28	10.47	11.65	12.83	16,848.00	26,686.40
A11	10.20	11.85	13.51	15.16	16.81	21,216.00	34,964.80
A12	10.71	12.45	14.18	15.92	17.65	22,276.80	36,712.00
A13	11.25	13.07	14.89	16.71	18.53	23,400.00	38,542.40
B20	11.25	13.07	14.90	16.72	18.54	23,400.00	38,563.20
B211	12.49	15.36	18.23	21.10	23.97	25,979.20	49,857.60
B21	12.49	14.51	16.53	18.55	20.57	25,979.20	42,785.60
B21A	13.75	15.98	18.21	20.43	22.66	28,600.00	47,132.80
B22	14.54	16.90	19.26	21.61	23.97	30,243.20	49,857.60
B22A	15.12	17.57	20.01	22.46	24.90	31,449.60	51,792.00
B23	16.63	19.33	22.02	24.72	27.41	34,590.40	57,012.80
B31	17.96	20.87	23.79	26.70	29.61	37,356.80	61,588.80
B32	19.40	22.54	25.68	28.82	31.96	40,352.00	66,476.80
C41	20.75	24.11	27.48	30.84	34.20	43,160.00	71,136.00
C42	22.21	25.81	29.41	33.00	36.60	46,196.80	76,128.00
C42A	22.83	26.27	29.72	33.16	36.60	47,486.40	76,128.00
C43	23.76	27.61	31.46	35.31	39.16	49,420.80	81,452.80
C51	25.42	29.54	33.66	37.78	41.90	52,873.60	87,152.00
C52	27.21	31.62	36.02	40.43	44.83	56,596.80	93,246.40
C53	28.16	32.72	37.29	41.85	46.41	58,572.80	96,532.80
D61	29.12	33.84	38.55	43.27	47.98	60,569.60	99,798.40
D62	30.86	35.86	40.86	45.86	50.86	64,188.80	105,788.80
D63	32.71	38.01	43.31	48.60	53.90	68,036.80	112,112.00
D71	34.67	40.29	45.91	51.52	57.14	72,113.60	118,851.20
D72	36.76	42.71	48.67	54.62	60.57	76,460.80	125,985.60
E80	32.08	37.28	42.48	47.67	52.87	66,726.40	109,969.60
E81	38.96	45.27	51.58	57.89	64.20	81,036.80	133,536.00
E82	41.29	47.98	54.68	61.37	68.06	85,883.20	141,564.80
E83	43.78	50.87	57.96	65.05	72.14	91,062.40	150,051.20
E91	46.41	53.93	61.44	68.96	76.47	96,532.80	159,057.60
E92	49.19	57.16	65.13	73.09	81.06	102,315.20	168,604.80
F101	54.11	62.87	71.64	80.40	89.16	112,548.80	185,452.80
F102	59.51	69.15	78.80	88.44	98.08	123,780.80	204,006.40

Established Pay Grade C42A for FY 16/17; Changed Minimum Wage to \$8.10

JAIL PAY SCHEDULE

FY 2016/2017

DBM	HOURLY					ANNUAL	
	MINIMUM	1ST QUANTILE	MIDPOINT	3RD QUANTILE	MAXIMUM	MINIMUM	MAXIMUM
JA10	9.25	10.44	11.63	12.82	14.01	\$19,240.00	\$29,136.64
JA11	10.19	11.50	12.81	14.13	15.44	\$21,195.20	\$32,114.58
JA12	10.70	12.08	13.45	14.83	16.20	\$22,256.00	\$33,699.95
JA13	11.64	13.14	14.64	16.14	17.63	\$24,211.20	\$36,677.89
JB20	12.09	13.65	15.20	16.76	18.31	\$25,147.20	\$38,091.87
JB21	13.30	15.01	16.72	18.44	20.15	\$27,664.00	\$41,905.34
JB22	14.96	16.89	18.81	20.74	22.66	\$31,116.80	\$47,132.80
JB22A	15.71	17.73	19.75	21.77	23.79	\$32,676.80	\$49,489.44
JB22B	16.49	18.81	21.12	23.44	25.75	\$34,299.20	\$53,560.00
JB22C	17.32	19.55	21.78	24.01	26.23	\$36,025.60	\$54,566.93
JB23S	12.59	14.21	15.83	17.45	19.07	\$26,187.20	\$39,655.82
JB23T	15.11	17.05	18.99	20.93	22.88	\$31,420.48	\$47,582.70
JB23	16.63	18.76	20.90	23.03	25.16	\$34,590.40	\$52,338.83
JB23A	17.44	19.69	21.93	24.18	26.43	\$36,275.20	\$54,973.98
JB23B	18.32	20.68	23.03	25.39	27.75	\$38,105.60	\$57,716.26
JB23C	19.24	21.71	24.19	26.66	29.14	\$40,019.20	\$60,608.50
JB31	18.69	21.10	23.50	25.91	28.31	\$38,875.20	\$58,894.58
JB32	21.18	23.90	26.63	29.35	32.07	\$44,054.40	\$66,714.34
JC40	21.13	23.85	26.58	29.30	32.02	\$43,950.40	\$66,607.22
JC41	23.26	26.25	29.24	32.23	35.23	\$48,380.80	\$73,270.08
JC42	24.91	28.11	31.32	34.52	37.73	\$51,812.80	\$78,476.11
JC43	26.57	29.99	33.41	36.82	40.24	\$55,265.60	\$83,703.57
JC51	28.64	32.33	36.01	39.70	43.38	\$59,571.20	\$90,237.89
JC52	31.13	35.14	39.14	43.15	47.15	\$64,750.40	\$98,079.07
JD61	33.20	37.47	41.75	46.02	50.29	\$69,056.00	\$104,613.39
JD62	34.86	39.35	43.83	48.32	52.81	\$72,508.80	\$109,840.85
JD63	36.52	41.22	45.92	50.61	55.31	\$75,961.60	\$115,046.88
JD71	38.60	43.57	48.53	53.50	58.46	\$80,288.00	\$121,602.62
JD72	41.09	46.37	51.66	56.94	62.22	\$85,467.20	\$129,422.38
JE81	43.16	48.71	54.27	59.82	65.37	\$89,772.80	\$135,978.13
JE82	44.82	50.58	56.35	62.11	67.88	\$93,225.60	\$141,184.16
JE83	46.47	52.45	58.43	64.41	70.39	\$96,657.60	\$146,411.62
JE91	48.55	54.80	61.04	67.29	73.53	\$100,984.00	\$152,945.94
JE92	51.03	57.60	64.17	70.73	77.30	\$106,142.40	\$160,787.12
JF101	55.12	62.21	69.30	76.39	83.48	\$114,649.60	\$173,641.52
JF102	60.63	68.43	76.23	84.03	91.83	\$126,110.40	\$191,016.38

No changes were made for FY 16/17

LIBRARY PAY SCHEDULE

FY 2016/2017

PAYGRADE	HOURLY					ANNUAL	
	MINIMUM	1ST QUARTILE	MIDPOINT	3RD QUARTILE	MAXIMUM	MINIMUM	MAXIMUM
GE-01	9.19	10.94	12.69	14.43	16.18	\$19,115.00	\$33,657.00
GE-02	9.66	11.50	13.33	15.17	17.01	\$20,092.00	\$35,371.00
GE-03	10.14	12.07	13.99	15.92	17.85	\$21,091.00	\$37,128.00
GE-04	10.65	12.68	14.70	16.73	18.76	\$22,152.00	\$39,013.00
GE-05	11.14	13.15	15.16	17.17	19.18	\$23,171.00	\$39,892.00
GE-06	11.48	13.61	15.74	17.87	20.00	\$23,878.00	\$41,606.00
GE-07	11.82	14.07	16.31	18.56	20.81	\$24,585.00	\$43,276.00
GE-08	12.26	14.51	16.76	19.01	21.26	\$25,500.00	\$44,220.00
GE-09	12.63	14.90	17.18	19.45	21.72	\$26,270.00	\$45,184.00
GE-10	13.00	15.41	17.82	20.23	22.64	\$27,040.00	\$47,091.00
GE-11	13.37	15.92	18.47	21.02	23.57	\$27,809.00	\$49,019.00
GE-12	13.72	16.33	18.95	21.56	24.17	\$28,537.00	\$50,283.00
GE-13	14.08	16.76	19.44	22.12	24.80	\$29,286.00	\$51,590.00
GE-14	14.50	17.26	20.02	22.78	25.53	\$30,160.00	\$53,111.00
GE-15	15.23	18.13	21.03	23.92	26.82	\$31,678.00	\$55,789.00
GE-16	16.00	19.04	22.08	25.12	28.16	\$33,280.00	\$58,574.00
GE-17	16.81	20.00	23.20	26.39	29.58	\$34,964.00	\$61,530.00
GE-18	17.65	21.01	24.36	27.72	31.08	\$36,712.00	\$64,637.00
GE-19	18.54	22.06	25.59	29.11	32.63	\$38,563.00	\$67,872.00
GE-20	19.48	23.18	26.88	30.58	34.28	\$40,518.00	\$71,300.00
GE-21	20.46	24.34	28.23	32.11	36.00	\$42,556.00	\$74,877.00
GE-22	20.86	24.82	28.78	32.74	36.70	\$43,388.00	\$76,334.00
GE-23	22.57	26.85	31.13	35.41	39.69	\$46,945.00	\$82,547.00

No changes were made for FY 16/17

FY 2016/2017
Pay Grade by Position

<u>Position</u>	<u>Pay Grade</u>
Accountant	C42
Accounting Assistant	A11
Accounting Manager	C51
Accounting Technician	B21
Administrative Assist	B22
Administrative Assistant	B22
Administrative Clerk	A11
Administrative Officer	GE07
Administrative Officer I	GE11
Administrative Supervisor	B31
ANIMAL CONTROL COMM CLERK	A12
Animal Control Officer	B21
Animal Control Supv	B31
Animal Services Manager	D63
ARNP/CLINICAL ASSOCIATE	JD72
Arnp/Clinical Associate	
Assistant Fire Chief	JD61
ASST CO ATTORNEY (CERTIF)	E81
ASST CO ATTORNEY NON-CERT	E80
Asst County Administrator	E91
Asst To Co Administrator	D63
Battalion Chief	C52
BI CHIEF CONSTRUCT SUPV	B32
BI COMBINATION INSPECTOR	B23
BI COMBINATION SUPV	B32
BI CONSTRUCTION INSPECTOR	B22
BILLING MANAGER	C43
Bldg Cd Enforce Officer	B22
Branch Director	E81
Budget Manager	D62
Building Code Inspector	B21
Building Codes Manager	C43
CHIEF OF WATER SAFETY	C52
Clerk I	GE01
Clerk II	GE02
Clerk III	GE03
CLINICAL NURSE	C52
CLINICAL NURSE COORD	D71
CLINICAL OPERATIONS COORD	C51
COMM & MEDIA REL MANAGER	D63
COMM & MEDIA REL SPEC	C41
Comm Center Coordinator	B22
Commissioner's Aide	B32
Communications Coord	C42
COMPLIANCE COORDINATOR	B31
Construction Inspector	B21
Construction Mgr	C51
Corrections Captain	D61
CORRECTIONS FINANCIAL MGR	D61

FY 2016/2017
Pay Grade by Position

<u>Position</u>	<u>Pay Grade</u>
Corrections Lt	C43
Corrections Officer	B23
CORRECTIONS OFFICER - WR	B23
Corrections Officer-Term	B23
Corrections Sergeant	B32
Counseling Prog Coord	JC40
County Administrator	F102
County Attorney	F101
County Surveyor	C42A
COURT LIAISON	JB31
CRA Worker - Temp	A12
Crim Just Prog Manager	C42A
Criminal Justice Spec I	B21
Criminal Justice Spec II	B22
Custodial Mgr	B21
Custodial Supv	A13
Custodial Worker	A11
Customer Service Technici	A13
Customer Svs Associate	B31
DENTAL ASSISTANT	JA12
Dept Director I	E81
Dept Director II	E82
Dept Director III	E83
Dept Director/Bureau Chf	E82
Deputy County Attorney	E82
Deputy Division Manager	D61
Deputy Fire Chief	D63
Detention Assistant	JA13
Dev Program Mgr	C51
DEVELOPMENT SERVICES MGR	D63
DIRECTOR'S AIDE	B32
Division Manager	D63
Division Manager-Exten Sv	D63
Dna Technician - Relief	JB21
Ec Mrk & Prom Coordinator	C42
Emer Comm Disp - Relief	B21
Emer Medical Specialist	B211
Emer Medical Spec-Relief	B211
EMERGENCY COMM CALL TAKER	A13
Emergency Comm Dispatcher	B21
Emergency Comm Mgr	C43
Emergency Comm Supv	B31
Emergency Ops Officer	B22
Emergency Planning Coord	C41
EMS OPERATIONS MANAGER	C43
Ems Quality Specialist	B23
Emt	JB21
EMT - Jail	JB21
Energy Manager	C43

FY 2016/2017
Pay Grade by Position

<u>Position</u>	<u>Pay Grade</u>
ENG & ENVIR QUALITY MGR	C52
Eng Program Coordinator	C42
Engineer	C42
Engineering Project Coord	C41
ENGINEERING SPEC - SIGNAL	B23
Engineering Specialist	B23
Engineering Tech	B22
ENGINEERING TECH - SIGNAL	B22
Environ Analyst (Term)	C42
Environ Enforce Ofr	B21
Environ Enforce Supv	B31
Environmental Analyst	C42
Environmental Prog Mgr	C51
Environmental Tech	B22
EQUIP OPERATOR I	A12
EQUIP OPERATOR I (SEASON)	A12
Equip Operator II	B21
Equip Operator II (Term)	B21
Equip Operator III	B22
Equip Operator IV	B23
Extension Agent I	JF1
Extension Agent II	JF1
Extension Agent III	JF1
Extension Agent IV	JF1
Field Supervisor-Rd	B32
Field Supervisor-Sw	B32
Fire Captain	C41
Fire Chief	E81
Fire Inspector	B21
Fire Lieutenant	B32
Fire Marshall	C43
FIRE PUBLIC EDUC OFFICER	B21
Fire Training Chief	D61
Firefighter	B21
Firefighter - Relief	B21
Firefighter Trainee Ft	
Fleet Maint Spec	B23
Fleet Maint Supv	B31
Fleet Maint Tech	B22
Fleet Maint Worker	B21
Food Service Assistant	A12
Food Service Supv	B21
FORENSIC JAIL CASE MGR	JB23
Frnsc Mntl Hlth Spec-Trm	GF1
Fuel Distrib Assistant	A12
FUEL DISTRIBUTION SUPV	B31
GIS Analyst	C41
GIS Analyst	GF1
GIS Technician	B22

FY 2016/2017
Pay Grade by Position

<u>Position</u>	<u>Pay Grade</u>
Grants Coordinator	C42
Health Information Spec	JB22
Health Svcs Administrator	JD71
HOUSING REHAB SPECIALIST	B32
HR ASSOCIATE II	B31
Hr Manager	D63
HR SUPERVISOR - EMPLOYMENT	C43
HR SUPERVISOR - HRIS	C43
Human Res Associate I	B21
Human Res Associate II	B31
Human Resources Supv	C52
Info Technology Coord	C51
Info Technology Spec	B23
Info Technology Tech	B22
Inspections Supervisor	B31
IT Manager	D63
IT NETWORK ANALYST	C41
IT Security Officer	B23
IT SPEC - AUDIO & VISUAL	B23
It Voip Coordinator	C51
It Web Coordinator	C51
Jail Admin Assistant	JB22
Jail Corr Lieutenant	JC42
Jail Corr Off 1st Class	JB23A
Jail Corr Off Trainee/Acd	B21A
Jail Corr Officer Trainee	B22A
Jail Corrections Captain	JD62
Jail Corrections Officer	JB23
Jail Corrections Sergeant	JB32
Jail Custodial Worker	JA11
Jail Office Support Asst	JA11
JAIL PARAMEDIC SUPV	B32
Jail Secretary	JB21
Job Devel Couns (Grant)	GF1
Kennel Supervisor	B31
Kennel Technician	A13
Landfill Ops Supv	C42A
Landfill Service Worker	A13
Laundry Specialist	JB22
Laundry Worker	JA12
Law Librarian	JA13
LEAD DRAFTER/ENGIN PROJ	C41
Lead Env Enforce Officer	B22
Lead Fleet Maint Tech	B23
LEAD MAINTENANCE TECH	B23
LEAD POWER EQUIP TECH	B23
Legal Admin Asst	B23
Librarian	B23
LIBRARIAN - PT	B23

FY 2016/2017
Pay Grade by Position

<u>Position</u>	<u>Pay Grade</u>
Library Administrator	CUC 05
Library Clerical Asst	A10
Library Computer Tech	GE07
Library Custodian	A10
LIBRARY DIRECTOR	E82
LIBRARY INFO SPECIALIST	GE15
Library Manager	CUC 03
LIBRARY TECH SPEC-COURIER	GE03
Library Technician	GE09
LICENSED PRACTICAL NURSE	B23
Licensed Practical Nurse	JB22
LIFEGUARD	B22
Maintenance Shop Supv	B23
Maintenance Tech	B22
Maintenance Worker	B21
Maintenance Worker (Temp)	GF1
MEDICAL ASST	JA12
Medical Director	E81
Medical Records Tech	A13
MEDICAL SUPPORT ASSISTANT	JA13
MENTAL HEALTH COUNSELOR	JB31
MENTAL HEALTH OFFICE ASST	JA13
MOSQUITO CONTROL MANAGER	D63
Mosquito Control Tech	A13
Network System Engineer I	GE15
NURSING MANAGER	JC42
Office Support Assist	A11
Paralegal	C41
Paramedic	B22
Paramedic Supervisor	B32
PARAMEDIC-JAIL	B211
PHARMACY TECH	JA13
PI/ON-LINE CONTENT	C41
Pio/Video Production	C52
Plans Examiner	B23
POWER EQUIPMENT TECH	B21
Prog Mgr Fac Constr Maint	B31
PROG MGR PARKS	C43
PROG MGR R&B CONST MAINT	C43
Program Assistant	GE19
Program Coordinator	C42A
Program Manager	C51
Program Mgr_Ha	GF1
Prop Lien Program Coord	C41
Ps Bureau Chf/Fire Chief	E83
PSYCHIATRIC TECHNICIAN	JB20
Purchasing Associate	B22
Purchasing Coordinator	
Purchasing Specialist	B23

FY 2016/2017
Pay Grade by Position

<u>Position</u>	<u>Pay Grade</u>
REAL ESTATE ACQUISIT. MGR	C51
Real Estate Acquis Tech	B21
Records Clerk	A13
Records Mgmt Liaison Off	B23
Recreation Coordinator	B22
Recreation Manager	C42
Recycling Oper Manager	C52
Redeveloper I	B21
Redeveloper II	C41
REGISTERED NURSE	JB31
RESTORE PROGRAM MANAGER	C41
Risk Analyst	C42A
Risk Manager	D62
Road Construct Spec	B22
SAFE NEIGHBORHOOD COORD	C41
Safety Technician	B21
Senior Admin Officer I	GE13
Senior Admin Officer II	GE16
Senior Budget Analyst	C51
Senior Kennel Technician	B21
Senior Librarian	B32
SENIOR LIFEGUARD	B23
Sr Assistant County Atty	E82
Sr Bldg Code Enf Officer	B31
SR COMM & MEDIA REL SPEC	C52
Sr Criminal Justice Spec	B23
Sr Eng Proj Coordinator	C43
SR NATURAL RESOURCES MGR	D72
Sr Office Support Assist	A12
SR PURCHASING COORDINATOR	C43
Sr Urban Planner	C43
Storekeep/Warehouse Supv	B22
STORMWATER MGR	C52
Strkpr/Wrhs Tech	A13
Strkpr/Wrhs Tech - Relief	A13
Student Assistant	A10
Systems Analyst	C41
Telecom Services Tech	B32
TRANSP & TRAFFIC OPS MGR	
Urban Planner I	C41
Urban Planner II	C42A
Vet Technician	B22
VETERAN AFFAIRS OFFICER	B32
Veterinarian	D61
VIDEO PRODUCTION SPEC	C41
Warehouse Worker	JA13
Water Qual Env Tech Grant	GF1
WATER QUALITY MANAGER	D63
Workers Comp Specialist	B22