


NON-EXEMPT SALARY SCHEDULE "D"
 2016/2017 School Year
 SUPPORT STAFF HOURLY RATES

Pay Grade	Minimum A	Level B	Level C	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O
5	\$10.11	10.34	10.68	11.03	11.39	11.76	12.14	12.53	12.94	13.36	13.79	14.24	14.70	15.18	15.67
6	\$11.12	11.38	11.75	12.13	12.52	12.93	13.35	13.78	14.23	14.69	15.17	15.66	16.17	16.70	17.24
7	\$12.23	12.51	12.92	13.34	13.77	14.22	14.68	15.16	15.65	16.16	16.69	17.23	17.79	18.37	18.97
8	\$13.46	13.77	14.22	14.68	15.16	15.65	16.16	16.69	17.23	17.79	18.37	18.97	19.59	20.23	20.89
9	\$14.80	15.14	15.63	16.14	16.66	17.20	17.76	18.34	18.94	19.56	20.20	20.86	21.54	22.24	22.96
10	\$16.29	16.66	17.20	17.76	18.34	18.94	19.56	20.20	20.86	21.54	22.24	22.96	23.71	24.48	25.28
11	\$17.91	18.32	18.92	19.53	20.16	20.82	21.50	22.20	22.92	23.66	24.43	25.22	26.04	26.89	27.76
12	\$19.70	20.15	20.80	21.48	22.18	22.90	23.64	24.41	25.20	26.02	26.87	27.74	28.64	29.57	30.53
13	\$21.67	22.17	22.89	23.63	24.40	25.19	26.01	26.86	27.73	28.63	29.56	30.52	31.51	32.53	33.59
14	\$23.83	24.38	25.17	25.99	26.83	27.70	28.60	29.53	30.49	31.48	32.50	33.56	34.65	35.78	36.94

PROPOSED NON-EXEMPT SALARY SCHEDULE "D"
 2017/2018 School Year
 SUPPORT STAFF HOURLY RATES

Pay Grade	Level B	Level C	Level D	Level E	Level F	Level G	Level H	Level I	Level J	Level K	Level L	Level M	Level N	Level O	Level P
5	10.44	10.68	11.03	11.39	11.76	12.14	12.53	12.94	13.36	13.79	14.24	14.70	15.18	15.67	16.18
6	11.48	11.75	12.13	12.52	12.93	13.35	13.78	14.23	14.69	15.17	15.66	16.17	16.70	17.24	17.80
7	12.63	12.92	13.34	13.77	14.22	14.68	15.16	15.65	16.16	16.69	17.23	17.79	18.37	18.97	19.59
8	13.90	14.22	14.68	15.16	15.65	16.16	16.69	17.23	17.79	18.37	18.97	19.59	20.23	20.89	21.57
9	15.28	15.63	16.14	16.66	17.20	17.76	18.34	18.94	19.56	20.20	20.86	21.54	22.24	22.96	23.71
10	16.82	17.20	17.76	18.34	18.94	19.56	20.20	20.86	21.54	22.24	22.96	23.71	24.48	25.28	26.10
11	18.49	18.92	19.53	20.16	20.82	21.50	22.20	22.92	23.66	24.43	25.22	26.04	26.89	27.76	28.66
12	20.34	20.80	21.48	22.18	22.90	23.64	24.41	25.20	26.02	26.87	27.74	28.64	29.57	30.53	31.52
13	22.37	22.89	23.63	24.40	25.19	26.01	26.86	27.73	28.63	29.56	30.52	31.51	32.53	33.59	34.68
14	24.60	25.17	25.99	26.83	27.70	28.60	29.53	30.49	31.48	32.50	33.56	34.65	35.78	36.94	38.14

- > 3.25% Increase for all employees
- > Drop Level A
- > Difference between Levels B and C is 2.3% (carry forward from grid change last year - 2.3% between Levels A and B)
- > Difference between Levels C and each Level thereafter is 3.25%
- > Add Level P

The School Board of Pinellas County Florida
 By: 
 Paula Texel, Asst. Sup. Human Resources

Date: 8-30-17

The Sun Coast Police Benevolent Association
 By: 
 Michael I. Krohn, Executive Director

Date: 8-30-17

PCS 2018 Health Plan EWBS : ALL PLANS;OOP Max \$4000/\$8000 to 4500/\$9000, NPoS Plan \$400/\$800 to \$500/\$1000) + \$4.8 M Bd Increase

2018 Plan	2018 ENT	MONTHLY PREMIUM	TOTAL BC EXP	TOTAL EMP EXP	2018 EMPL DEDUCT	% Pd BOARD	% Paid EE	PP Inc	Ann Inc
CDHP									
Employee	1,175	\$630.00	\$376,000.00	\$68,150.00	\$58	84.66%	15.34%	\$5	\$100
EE plus Child(ren)	285	\$1,110.00	\$145,920.00	\$43,890.00	\$154	76.88%	23.12%	\$8	\$160
EE plus Sp	248	\$1,251.67	\$144,336.00	\$41,912.00	\$169	77.50%	22.50%	\$10	\$200
Family	431	\$1,806.67	\$371,091.00	\$96,113.00	\$223	79.43%	20.57%	\$8	\$160
2Board Fam	87	\$1,806.67	\$83,172.00	\$11,136.00	\$128	88.19%	11.81%	\$8	\$160
Total	2,226		\$1,120,519.00	\$261,201.00					
			\$22,410,380.00	\$5,224,020.00					
			81.10%	18.90%					

Staff	2018 ENT	MONTHLY PREMIUM	TOTAL BC EXP	TOTAL EMP EXP	2018 EMPL DEDUCT	% Pd BOARD	% Paid EE	PP Inc	Ann Inc
Employee	1,900	\$661.67	\$608,000.00	\$146,300.00	\$77	80.60%	19.40%	\$6	\$120
EE plus Child(ren)	502	\$1,173.33	\$257,024.00	\$96,384.00	\$192	72.73%	27.27%	\$10	\$200
EE plus Sp	326	\$1,315.00	\$189,732.00	\$67,482.00	\$207	73.76%	26.24%	\$12	\$240
Family	702	\$1,895.00	\$604,422.00	\$193,752.00	\$276	75.73%	24.27%	\$10	\$200
2Board Fam	126	\$1,895.00	\$120,456.00	\$22,806.00	\$181	84.08%	15.92%	\$10	\$200
Total	3,556		\$1,779,634.00	\$526,724.00					
			\$35,592,680.00	\$10,534,480.00					
			77.16%	22.84%					

NPoS	2018 ENT	MONTHLY PREMIUM	TOTAL BC EXP	TOTAL EMP EXP	2018 EMPL DEDUCT	% Pd BOARD	% Paid EE	PP Inc	Ann Inc
Employee	2,331	\$676.67	\$745,920.00	\$200,466.00	\$86	78.82%	21.18%	\$6	\$120
EE plus Child(ren)	415	\$1,205.00	\$212,480.00	\$87,565.00	\$211	70.82%	29.18%	\$11	\$220
EE plus Sp	616	\$1,346.67	\$358,512.00	\$139,216.00	\$226	72.03%	27.97%	\$13	\$260
Family	743	\$1,958.33	\$639,723.00	\$233,302.00	\$314	73.28%	26.72%	\$12	\$240
2Board Fam	115	\$1,958.33	\$109,940.00	\$25,185.00	\$219	81.36%	18.64%	\$12	\$240
Total	4,220		\$2,066,575.00	\$685,734.00					
			\$41,331,500.00	\$13,714,680.00					
			75.09%	24.91%					

Total Health	10,002		\$99,334,560.00	\$29,473,180.00					
Average			\$99,334,560.00	\$29,473,180.00					
			\$9,931.47	\$2,946.73					
			77.12%	22.88%					

Inc. 2017 vs. 2018	\$6,395,836	IBNR/>Stop Loss	\$1,420,000
	\$4,784,960		
	\$1,605,145		
	5.22%		

Bargaining Group: PBA

Initial/Date MTN 7/27/17 Initial/Date

PT 7-27-17

Employee	5,406	54.05%							
EE plus Child(ren)	1,202	12.02%							
EE + Sp	1,190	11.90%							
Family	1,876	18.76%							
2b Family	328	3.28%							
Total	10,002	100.00%							
No Health	2,799								

7/27/17

PCS 2018 Health Plan EWBS - ALL PLANS; ODP Max \$4000/\$8000 to 4500/\$9000, NPOS Plan \$400/\$800 to \$5000/\$10000) + \$4.8 M Bd Increase

2018 Plan	2018 Emr	MONTHLY PREMIUM	TOTAL BC EXP	TOTAL EMP EXP	2018 EMPL DEDUCT	% Pd BOARD	% Paid EE	PP Inc	Ann Inc
GDHP									
Employee	1,175	\$630.00	\$376,000.00	\$68,150.00	\$58	84.66%	15.34%	\$5	\$100
EE plus Child(ren)	285	\$1,110.00	\$145,920.00	\$43,890.00	\$154	76.88%	23.12%	\$8	\$160
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Total	2,226		\$1,120,519.00	\$261,201.00					
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Total	3,556		\$1,779,634.00	\$526,724.00					
			\$35,592,680.00	\$10,534,480.00					
			77.16%	22.84%					

NPOS	2018 Emr	MONTHLY PREMIUM	TOTAL BC EXP	TOTAL EMP EXP	2018 EMPL DEDUCT	% Pd BOARD	% Paid EE	PP Inc	Ann Inc
Employee	2,331	\$676.67	\$745,920.00	\$200,466.00	\$86	78.82%	21.18%	\$6	\$120
EE plus Child(ren)	415	\$1,205.00	\$212,480.00	\$87,565.00	\$211	70.82%	29.18%	\$11	\$220
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			\$41,331,500.00	\$13,714,680.00					
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Average			\$99,334,560.00	\$29,473,180.00					
			\$9,931.47	\$2,946.73					
			77.12%	22.88%					
			Inc. 2017 vs. 2018						
			\$6,395,836	IBNR/>Stop Loss					
			\$4,784,960	\$1,420,000					
			5.22%						

Bargaining Group: PBA

Employee 5,406 54.05%
 EE plus Child(ren) 1,202 12.02%
 EE + Sp 1,190 11.90%
 Family 1,876 18.76%
 2b Family 328 3.28%
 Total 10,002 100.00%
 No Health 2,799

Initial/Date MSW 7/27/17

OT 7-27-17