

001351

# ALACHUA COUNTY BOARD OF COUNTY COMMISSIONERS

P.O. Box 2877 • Gainesville, Florida 32602-2877  
Tel. (352) 374-5210 • Fax (352) 338-7363  
1-800-491-4496 (toll free) • Suncom 651-5210  
Commissioners' E-Mail: [bocc@co.alachua.fl.us](mailto:bocc@co.alachua.fl.us)  
Home Page: [www.co.alachua.fl.us](http://www.co.alachua.fl.us)



Board of County Commissioners

### Commission

Dave Newport  
Chair

Robert Hutchinson  
Vice Chair

Mike Byerly

Rodney J. Long

Penelope Wheat

### Administration

Randall H. Reid  
County Manager

June 18, 2001

## MEMORANDUM

To: Board of County Commissioners

From: Randall H. Reid *RHR*  
County Manager

Subject: Living Wage Cost Comparison

Based on the enclosed June 8, 2001 memo to Wayne Bowers, City Manager of Gainesville, from Tom Motes, Gainesville Human Resource Director, I have requested our Personnel Department to compare the impact of a living wage, including health benefits, on a similar conceptual basis for Alachua County. **This analysis includes only Board of County Commissioner employees and not those working for the Constitutional Offices, which may or may not be included in the Ordinance.**

**Option 1**, would indicate a cost increase of \$47,289.78 covering 46 positions impacted by an \$8.48 per hour living wage.

**Option 2**, is not applicable, as we do not operate on a step plan, but have a salary range.

**Option 3**, would indicate a cost increase of \$7,723.88 covering 9 positions, if impacted by a \$7.79 per hour living wage.

Also included is a breakdown of the impacted BoCC employees by category and grade.

RHR/lm  
enclosure

cc: Randall H. Reid, County Manager  
Jon Constabile, Budget Supervisor  
Kim Baldry, Personnel Director





**LIVING WAGE COST COMPARISON - Option 1 (\$8.48 Per Hour)**

Dept	Position Number	Position Title	Current Annual Salary	Current Hrly Rate	Proposed Hrly Rate	Full-Time / Part-Time	Cost
2330	3091	EMT/DRIVER - 40	17,387.55	8.3594	8.48	F	250.84
2330	3091	EMT/DRIVER - 40	17,387.55	8.3594	8.48	F	250.84
2257	6180	OFFICE ASSISTANT	16,243.97	7.8096	8.48	F	1,394.43
2402	6180	OFFICE ASSISTANT	16,243.97	7.8096	8.48	F	1,394.43
2600	6180	OFFICE ASSISTANT	15,770.77	7.5821	8.48	F	1,867.63
1825	6182	SR OFFICE ASSISTANT	17,387.55	8.3594	8.48	F	250.85
1851	6182	SR OFFICE ASSISTANT	17,387.55	8.3594	8.48	F	250.85
2257	6182	SR OFFICE ASSISTANT	17,387.55	8.3594	8.48	F	250.85
4300	6182	SR OFFICE ASSISTANT	17,387.55	8.3594	8.48	F	250.85
2600	6182	SR OFFICE ASSISTANT	17,387.55	8.3594	8.48	F	250.85
3170	6182	SR OFFICE ASSISTANT	17,387.55	8.3594	8.48	F	250.85
2400	6251	ACCOUNTING CLERK	17,387.55	8.3594	8.48	F	250.85
1812	6251	ACCOUNTING CLERK	17,387.55	8.3594	8.48	F	250.85
2340	6292	STOCK CLERK	17,567.89	8.4461	8.48	F	70.51
3160	6292	STOCK CLERK	17,567.89	8.4461	8.48	F	70.51
3000	6292	STOCK CLERK	17,221.98	8.2798	8.48	F	416.42
2330	6292	STOCK CLERK	16,559.50	7.9613	8.48	F	1,078.90
2100	6340	BLDG AND ZONING CLK	17,387.55	8.3594	8.48	F	250.85
3083	7010	EQUIP OPR/TRANS STA	17,233.01	8.2851	8.48	F	405.39
3083	7010	EQUIP OPR/TRANS STA	15,770.77	7.5821	8.48	F	1,867.63
3083	7010	EQUIP OPR/TRANS STA	15,770.77	7.5821	8.48	F	1,867.63
3160	7011	EQUIP OPER I	16,077.15	7.7294	8.48	F	1,561.25
3160	7014	TRAFF MAINT TECH I	17,387.55	8.3594	8.48	F	250.85
2402	7200	ANIMAL SHELTER ASST	17,290.00	8.3125	8.48	F	348.4
2402	7200	ANIMAL SHELTER ASST	16,559.50	7.9613	8.48	F	1,078.90
2402	7200	ANIMAL SHELTER ASST	16,559.50	7.9613	8.48	F	1,078.90
2402	7200	ANIMAL SHELTER ASST	16,559.50	7.9613	8.48	F	1,078.90
2600	8000	HAZ MATERIAL ATTEND	16,559.50	7.9613	8.48	F	582.19
1812	8021	MAINTENANCE WORKER	17,056.21	8.2001	8.48	F	1,078.90
1812	8021	MAINTENANCE WORKER	5,116.86	8.2001	8.48	P	174.66
1812	8021	MAINTENANCE WORKER	16,559.50	7.9613	8.48	F	1,078.90
1812	8021	MAINTENANCE WORKER	16,559.50	7.9613	8.48	F	1,078.90
3160	9011	LABORER I	14,304.78	6.8773	8.48	F	3,333.62
3160	9011	LABORER I	14,304.78	6.8773	8.48	F	3,333.62
3160	9012	LABORER II	16,412.45	7.8906	8.48	F	1,225.95
3160	9012	LABORER II	15,470.42	7.4377	8.48	F	2,167.98
3070	9018	PARKS MAINT WRKR	17,056.21	8.2001	8.48	F	582.19
3070	9018	PARKS MAINT WRKR	17,056.21	8.2001	8.48	F	582.19
3070	9018	PARKS MAINT WRKR	17,056.21	8.2001	8.48	F	582.19
3060	9031	SOLID WASTE ATTEND	7,885.38	7.5821	8.48	P	933.82
3060	9031	SOLID WASTE ATTEND	16,243.97	7.8096	8.48	F	1,394.43
3060	9031	SOLID WASTE ATTEND	15,770.77	7.5821	8.48	F	1,867.63
3084	9040	WEIGHMASTER	16,559.50	7.9613	8.48	F	1,078.90
TOTAL							38,587.18
WITH BENEFITS							45,147.00

**LIVING WAGE COST COMPARISON - Vacancies under Option 1 (\$8.48 Per Hour)**

Dept	Position Number	Position Title	Current Annual Salary	Current Hrly Rate	Proposed Hrly Rate	Full-Time / Part-Time	Cost
	7011	EQUIP OPER I	16,559.50	7.9613	8.48	F	1,078.90
	6182	SR OFFICE ASSISTANT	17,387.55	8.3594	8.48	F	250.85
	6251	ACCOUNTING CLERK	17,387.55	8.3594	8.48	F	250.85
	6251	ACCOUNTING CLERK	17,387.55	8.3594	8.48	F	250.85
<b>TOTAL</b>							<b>1831.44</b>
<b>WITH BENEFITS</b>							<b>2,142.78</b>

**LIVING WAGE COST COMPARISON - Option 3 (\$7.79 Per Hour)**

Dept	Position Number	Position Title	Annual Salary	Current Hrly Rate	Proposed Hrly Rate	Full-Time / Part-Time	Cost
2600	6180	OFFICE ASSISTANT	15,770.77	7.5821	7.79	F	432.43
3083	7010	EQUIP OPR/TRANS STA	15,770.77	7.5821	7.79	F	432.43
3083	7010	EQUIP OPR/TRANS STA	15,770.77	7.5821	7.79	F	432.43
3160	7011	EQUIP OPER I	16,077.15	7.7294	7.79	F	126.05
3160	9011	LABORER I	14,304.78	6.8773	7.79	F	1,898.42
3160	9011	LABORER I	14,304.78	6.8773	7.79	F	1,898.42
3160	9012	LABORER II	15,470.42	7.4377	7.79	F	732.78
3060	9031	SOLID WASTE ATTEND	7,885.38	7.5821	7.79	P	216.22
3060	9031	SOLID WASTE ATTEND	15,770.77	7.5821	7.79	F	432.43
<b>TOTAL</b>							<b>6,601.61</b>
<b>WITH BENEFITS</b>							<b>7,723.88</b>

Alachua County - BoCC

Numerical Order by Grade		
Number	Title	Grade
6251	Accounting Clerk	6
6340	Bldg and Zoning Clk	6
3091	EMT/Driver-40	6
6182	Sr Office Assistant	6
7014	Traff Maint Tech I	6
7200	Animal Shelter Asst	5
6181	Elec Office Asst	5
6141	Elections Clerk	5
8069	Elections Tech Helper	5
7011	Equip Oper I	5
8000	Hazardous Materials Attendant	5
8021	Maintenance Worker	5
9018	Parks Maint Wrkr	5
6292	Stock Clerk	5
9040	Weighmaster	5
6210	Dispatcher	4
7010	Equip Oper - Transfer Station	4
6180	Office Assistant	4
9031	Solid Waste Attend	4
9012	Laborer II	3
9011	Laborer I	2