
**BOARD OF COUNTY COMMISSIONERS
HILLSBOROUGH COUNTY
TAMPA, FLORIDA 33601**

BOARD POLICY – SECTION NUMBER: 03.02.02.13

**SUBJECT: PAY COMPARABILITY WITH PUBLIC AND PRIVATE
EMPLOYERS**

EFFECTIVE DATE: February 21, 2007

SUPERSEDES: July 8, 1998

Purpose:

The purpose of this policy is for the County to be a competitive employer.

Policy:

It is the policy of the BOCC that pay ranges for all employees be targeted to the 50th percentile in a comparison of pay with public and private employers. As a targeted goal for comparison purposes, the midpoint of each County pay range should represent the imputed market value of a job and should be set so that one-half of comparable employers pay lower (the basis for a 50th percentile) and the other one-half pay higher. However, as the BOCC considers the targeted percentile along with the total employee compensation package, it will be the BOCC discretion in determining where the actual pay ranges shall be established.

Responsibility:

It is the responsibility of the Management and Budget Department and the Human Resources Department, under the direction of the County Administrator, to implement this policy.

Approved By: Board of County Commissioners
Approval Date: February 21, 2007