



CITY OF ST. PETERSBURG

COMPENSATION POLICIES AND SPECIAL PAY PROVISIONS

Initial Employment

All classified service employees will normally be employed at the entry pay rate of the pay grade assigned to their classification. In certain cases, approval may be granted for an employee to be employed above the entry pay rate based upon exceptional applicant training and experience, or unusual recruitment conditions. Exceptions may be referenced in the Administrative Policy # 060404 - Starting Salaries for Newly Hired or Promoted Employees.

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The City of St. Petersburg's minimum wage is \$15.00 per hour for all Full-Time and Part-Time employees, regardless of any lower rate/range indications in any pay plans or rate tables.

Pay Progression Programs

For FY24, all PRO, WCU, BCU, NON, PRN, WCN, BCN, BCM, and PRH employees will be eligible for a three and a half percent (3.5%) general wage increase (GWI) effective on payroll start date 9/25/2023. Annual progression increases will be on the employee's classification date and will involve moving to the next step of the employee's pay grade if the employee gets a satisfactory evaluation (meets expected competencies) or exceeds expected job competencies for FY24.

Provisions of this pay program are administered in accordance with the current negotiated FPSU/SEIU labor agreements. Pay information for the minimum and maximum pay for these classifications are available in the rate tables and step plans. For FY24, all management employees will be eligible for a three and a half percent (3.5%) GWI effective on payroll start date 9/25/2023. Annual progression increases of three and a half percent (3.5%) will be given on the management employee's classification date provided the employee gets a satisfactory evaluation (meets expected competencies) or exceeds expected job competencies for FY24.

Uniformed Police and Fire Department Classifications

Union Represented Classifications: All classified service employees in union represented police and fire classifications are included in a negotiated automatic pay step program. Employees receive an automatic step increase on an annual basis until maximum pay is achieved. All automatic step increases are based upon classification seniority and become effective at the beginning of the payroll period encompassing the employee's anniversary date of classification. Provisions of this pay program are administered in accordance with the respective negotiated labor agreements. Pay steps for union-represented police classifications and pay steps for union represented fire classifications are available in the rate tables.

Promotional Pay Procedures

In general, Employees promoted to a higher level classification shall receive a promotional pay increase of at least five percent (5%) or the entry pay step of the classification, whichever is greater. If the five percent (5%) promotional increase is applied and results in a wage rate between pay steps, the next higher step shall be used for placement in the labor grade. In no case shall an employee be granted a rate that is above the maximum step for the assigned classification. Promotional pay procedures for professional, non-union, and supervisory positions are outlined in Administrative Policy #060404, Authority to Set Starting Salaries for New & Promoted Employees.

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Promotional pay procedures for sworn employees are outlined in their respective bargaining agreements.

Acting Pay

Any full-time employee who is required and assigned to serve as an acting supervisor for a minimum of one full shift shall be compensated for each hour worked in an acting supervisory capacity at the same hourly rate of pay the employee would have received if actually promoted to an appropriate supervisory classification. (Some exceptions can be found in the labor agreements).

Acting supervisor pay for union represented Police and Fire classifications are covered in the respective labor agreements. Any full-time classified service employee who is required and assigned to serve as an acting manager for an administrative management employee for a minimum of three consecutive work days shall be compensated for each complete shift worked in an acting capacity by one (1) additional hour of pay at the acting employee's straight time hourly rate.

Leadership Incentive Pay

Employees temporarily assigned by the Department Director to work on temporary upgraded assignments, or take on a temporary leadership role, shall be paid leadership incentive pay of sixty cents (\$.60) per hour. This incentive pay shall not be in lieu of any acting pay or acting assignments and shall not be applicable in divisions or work groups in which there is already a leadworker job classification.

Shift Differential

Non-Union and FPSU/SEIU (BCU and WCU) represented employees who are assigned a shift starting between 1:00 P.M. and 4:00 A.M. will be paid a shift differential of one dollar (\$1.00) per hour for all hours worked.

Communication Center WCU employees who are assigned a shift between the hours of 1:00 P.M. and 9:00 P.M. (evening shift) will be paid a shift differential rate of one dollar (\$1.10) and ten cents per hour; and, employees who are assigned a shift beginning between the hours of 9:00 P.M. to 4:00 A.M. (night shift) will be paid a shift differential of one dollar (\$1.25) and twenty-five cents per hour for all hours worked.

Employees scheduled to work an eight (8) hour or more shift and who utilize annual, illness or bereavement, or other leave for a part of the shift shall only be paid shift differential for hours actually worked.

Shift differentials for union represented Police classifications are contained in the respective labor agreements. Employees assigned to shifts which qualify them for shift differential shall receive the differential for all hours worked, including any overtime hours worked as an extension of that shift.

Employees who are assigned a shift that is not otherwise eligible for shift differential, and who works beyond the normal shift, is not eligible for shift differential.

Red Circle Pay Rate

A "Red Circle" pay rate is an hourly pay rate in excess of the established maximum rate for an assigned pay grade. Employees earning a Red Circle pay rate will not be eligible for future salary increases until the pay range for their classification is adjusted to allow for payment of a rate within the established range.