

St. Johns County Florida  
Board of County Commissioners  
Pay Plan FY25

Grade	Minimum	Mid Point	Maximum	Hr Min	Hr Mid	Hr Max
1	24,895.27	31,894.70	38,894.13	11.968880	15.333990	18.699101
2	26,155.59	33,509.39	40,863.18	12.574803	16.110281	19.645760
3	27,479.71	35,205.79	42,931.86	13.211399	16.925858	20.640317
4	28,870.89	36,988.09	45,105.28	13.880236	17.782733	21.685231
5	30,332.47	38,860.61	47,388.75	14.582918	18.682986	22.783053
6	31,868.05	40,827.92	49,787.79	15.321178	19.628808	23.936438
7	33,481.37	42,894.84	52,308.30	16.096813	20.622517	25.148221
8	35,176.35	45,066.39	54,956.42	16.911707	21.666531	26.421356
9	36,957.17	47,347.88	57,738.59	17.767870	22.763404	27.758938
10	38,828.13	49,744.86	60,661.58	18.667370	23.915796	29.164221
11	40,793.79	52,263.19	63,732.58	19.612399	25.126531	30.640663
12	42,858.97	54,909.01	66,959.05	20.605274	26.398563	32.191851
13	45,028.73	57,688.80	70,348.86	21.648428	27.734998	33.821567
14	47,308.29	60,609.28	73,910.27	22.744370	29.139077	35.533784
15	49,703.29	63,677.65	77,652.00	23.895813	30.614252	37.332692
16	52,219.50	66,901.32	81,583.13	25.105529	32.164094	39.222659
17	54,863.14	70,288.20	85,713.25	26.376510	33.792401	41.208293
18	57,640.56	73,846.53	90,052.50	27.711808	35.503139	43.294471
19	60,558.62	77,585.02	94,611.41	29.114721	37.300488	45.486255
20	63,624.38	81,512.75	99,401.11	30.588644	39.188820	47.788995
21	70,229.41	89,974.81	109,720.21	33.764139	43.257120	52.750101
22	77,520.13	99,315.37	121,110.60	37.269293	47.747772	58.226250
23	85,567.74	109,625.58	133,683.42	41.138337	52.704606	64.270875
24	94,450.78	121,006.14	147,561.49	45.409029	58.176026	70.943024
25	104,255.97	133,568.13	162,880.28	50.123063	64.215445	78.307827
26	115,079.11	147,434.22	179,789.32	55.326495	70.881834	86.437173
27	127,025.81	162,739.81	198,453.80	61.070101	78.240291	95.410481
28	140,212.71	179,634.28	219,055.85	67.409957	86.362635	105.315313

4.7% INCREASE TO MIN/ 7.5% INCREASE TO MAX FY24 PAY PLAN. Hourly values assume 2080 hour/year  
Employee increases 7.5%