

Pay Plan Update for Fiscal Year 2023

NEW JOB CLASSIFICATIONS

The proposed new job classifications provide the necessary levels of work and leadership needed within their respective areas. There is no fiscal impact for creating a new classification; however, there may be a cost for hiring/promoting an employee into a Position Number associated with the new classification.

CLASS CODE	CLASSIFICATION TITLE	PAY GRADE	MINIMUM SALARY*	MAXIMUM SALARY*
TBD	Director of Housing Options Solutions and Supports	124	\$108,889.87	\$173,787.74
TBD	Assistant Director of Housing Options Solutions and Supports	122	\$94,225.25	\$150,383.58
TBD	Business Analyst	120	\$81,536.42	\$130,132.29
TBD	Cyber Security Analyst	121	\$87,651.20	\$139,891.65
TBD	Database Administrator	119	\$75,848.03	\$121,052.88
TBD	Purchasing Assistant Manager	120	\$81,536.42	\$130,132.29

CLASSIFICATIONS FOR REMOVAL

These classifications are no longer necessary and there are no incumbents.

CLASS CODE	CLASSIFICATION TITLE
NA020	Real Property Director
PA066	Marketing Development Associate

TITLE CHANGES

Title changes are necessary in cases when the actual work may not change significantly, but a new title is needed to better describe either change in industry accepted titles, change in structure, or change of titles of County agencies.

CLASS CODE	CURRENT CLASSIFICATION TITLE	PROPOSED CLASSIFICATION TITLE
EA093	Director of Real Estate Development	Director of Real Property and Real Estate Development
DA009	Director of Environmental Protection and Growth Management	Director of Resilient Environment
EA020	Deputy Director of Environmental Protection and Growth Management/Chief Innovation Officer	Deputy Director of Resilient Environment
EA049	Director of Planning and Development Management	Director of Urban Planning
EA083	Assistant Director of Planning and Development Management	Assistant Director of Urban Planning
EA042	Director of Animal Care and Adoption	Director of Animal Care
EA071	Assistant Director of Animal Care and Adoption	Assistant Director of Animal Care
EA045	Director of Housing Finance and Community Redevelopment	Director of Housing Finance
EA080	Assistant Director of Housing Finance and Community Redevelopment	Assistant Director of Housing Finance
EA050	Director of Environmental and Consumer Protection	Director of Consumer Protection
EA096	Assistant Director of Environmental and Consumer Protection	Assistant Director of Consumer Protection
EA048	Director of Building Code Services	Director of Building Code
EA082	Assistant Director of Building Code Services	Assistant Director of Building Code
EA097	Director of Environmental Engineering and Permitting	Director of Environmental Permitting
EA084	Assistant Director of Environmental Engineering and Permitting	Assistant Director of Environmental Permitting
EA047	Director of Environmental Planning and Community Resilience	Director of Natural Resources
NA162	Assistant Director of Environmental Planning and Community Resilience	Assistant Director of Natural Resources
NA114	Environmental Compliance Specialist	Environmental Specialist
EA060	Director of Information Technology Security	Information Technology Security Administrator
BA001	Communications System Technician	Radio Infrastructure Systems Engineer

SALARY RANGE REALLOCATIONS

A salary range reallocation is recommended for these classifications based on market salary analysis and/or internal equity. A salary range reallocation does not result in an increase in salary unless the incumbent's salary falls below the minimum of the new recommended salary range, in which case the incumbent's salary will be adjusted to the new minimum rate.

CLASS CODE	CLASSIFICATION	CURRENT PAY GRADE	CURRENT MINIMUM SALARY*	CURRENT MAXIMUM SALARY*	PROPOSED PAY GRADE	PROPOSED MINIMUM SALARY*	PROPOSED MAXIMUM SALARY*
NA037	Airport Manager	120	\$81,536.42	\$130,132.29	121	\$87,651.20	\$139,891.65
EA007	Assistant Director of Aviation	127	\$135,272.80	\$215,895.06	128	\$145,418.00	\$232,087.86
EA068	Enterprise Director of Security	123	\$101,292.46	\$161,662.38	125	\$117,056.16	\$186,821.23
WA027/ UA007	Account Clerk	108	\$34,233.68	\$54,636.82	109	\$36,800.61	\$58,734.62
WA013/ UA004	Accounting Specialist	110	\$39,560.56	\$63,138.82	111	\$42,528.30	\$67,875.18
BA055/ TA014	Custodian	105	\$27,556.88	\$43,980.35	106	\$29,623.36	\$47,279.02
BA050/ TA013	Groundskeeper	106	\$29,623.36	\$47,279.02	107	\$31,845.01	\$50,824.59
NA126	Marketing Manager	115	\$56,794.19	\$90,644.94	118	\$70,555.89	\$112,607.04
EA070	Assistant Director of Accounting	123	\$101,292.46	\$161,662.38	125	\$117,056.16	\$186,821.23
EA023	Director of Accounting	126	\$125,835.22	\$200,832.32	127	\$135,272.80	\$215,895.06
EA039	Assistant Director of Enterprise Technology Services	124	\$108,889.87	\$173,787.74	125	\$117,056.16	\$186,821.23
EA060	Information Technology Security Administrator**	123	\$101,292.46	\$161,662.38	124	\$108,889.87	\$173,787.74
EA081	Assistant Director of Human Resources	123	\$101,292.46	\$161,662.38	125	\$117,056.16	\$186,821.23
EA027	Director of Human Resources	126	\$125,835.22	\$200,832.32	127	\$135,272.80	\$215,895.06
NA102	Human Resources Assistant Manager	119	\$75,848.03	\$121,052.88	120	\$81,536.42	\$130,132.29
EA086	Assistant Director of Purchasing	123	\$101,292.46	\$161,662.38	125	\$117,056.16	\$186,821.23
EA028	Director of Purchasing	126	\$125,835.22	\$200,832.32	127	\$135,272.80	\$215,895.06
PA051	Behavioral Health Clinician	115	\$56,794.19	\$90,644.94	116	\$61,054.24	\$97,443.42
PA064	Human Services Coordinator	113	\$49,146.66	\$78,437.84	114	\$52,832.42	\$84,320.91
PA044	Human Services Supervisor	116	\$61,054.24	\$97,443.42	117	\$65,633.98	\$104,750.88
WA003	Licensed Practical Nurse	113	\$49,146.66	\$78,437.84	114	\$52,832.42	\$84,320.91
PA049	Registered Nurse	116	\$61,054.24	\$97,443.42	117	\$65,633.98	\$104,750.88
EA040	Assistant Director of Libraries	124	\$108,889.87	\$173,787.74	125	\$117,056.16	\$186,821.23
EA014	Director of Libraries	127	\$135,272.80	\$215,895.06	128	\$145,418.00	\$232,087.86

EA074	Assistant Director of Economic and Small Business Development	124	\$108,889.87	\$173,787.74	125	\$117,056.16	\$186,821.23
NA043	Economic Development Manager	120	\$81,536.42	\$130,132.29	121	\$87,651.20	\$139,891.65
NA112	Economic Development Specialist	116	\$61,054.24	\$97,443.42	117	\$65,633.98	\$104,750.88
NA060	Small Business Development Manager	120	\$81,536.42	\$130,132.29	121	\$87,651.20	\$139,891.65
NA144	Small Business Development Specialist	115	\$56,794.19	\$90,644.94	116	\$61,054.24	\$97,443.42
NA173	Small Business Development Supervisor	116	\$61,054.24	\$97,443.42	117	\$65,633.98	\$104,750.88
NA111	Call Center Manager	118	\$70,555.89	\$112,607.04	119	\$75,848.03	\$121,052.88
XA030	Call Center Supervisor	114	\$52,832.42	\$84,320.91	115	\$56,794.19	\$90,644.94
WA015	Call Center Specialist	110	\$39,560.56	\$63,138.82	111	\$42,528.30	\$67,875.18
NA138	Public Information Specialist	114	\$52,832.42	\$84,320.91	115	\$56,794.19	\$90,644.94
PA057	Public Communications Specialist	114	\$52,832.42	\$84,320.91	115	\$56,794.19	\$90,644.94
NA164	Assistant Director of Parks and Recreation	124	\$108,889.87	\$173,787.74	125	\$117,056.16	\$186,821.23
EA016	Director of Parks and Recreation	127	\$135,272.80	\$215,895.06	128	\$145,418.00	\$232,087.86
NA155	Lifeguard	105	\$27,556.88	\$43,980.35	106	\$29,623.36	\$47,279.02
BA036	Lifeguard Coordinator	109	\$36,800.61	\$58,734.62	110	\$39,560.56	\$63,138.82
NA174	Lifeguard, Lead	107	\$31,845.01	\$50,824.59	108	\$34,233.68	\$54,636.82
BA047	Parks Aide	107	\$31,845.01	\$50,824.59	108	\$34,233.68	\$54,636.82
PA070	Parks Naturalist	112	\$45,716.94	\$72,965.57	113	\$49,146.66	\$78,437.84
NA052	Parks Superintendent	120	\$81,536.42	\$130,132.29	121	\$87,651.20	\$139,891.65
WA035	Recreation Aide	104	\$25,633.30	\$40,912.35	106	\$29,623.36	\$47,279.02
WA024	Recreation Coordinator	109	\$36,800.61	\$58,734.62	110	\$39,560.56	\$63,138.82
BA041	Stable Attendant, Senior	108	\$34,233.68	\$54,636.82	109	\$36,800.61	\$58,734.62
NA156	Student Worker	103	\$23,844.91	\$38,057.76	104	\$25,633.30	\$40,912.35
QA002	Assistant Harbormaster	116	\$61,054.24	\$97,443.42	117	\$65,633.98	\$104,750.88
UA001	Duty Harbormaster	115	\$56,794.19	\$90,644.94	116	\$61,054.24	\$97,443.42
UA008	Linehandler	108	\$34,233.68	\$54,636.82	109	\$36,800.61	\$58,734.62
UA005	Linehandler, Lead Worker	110	\$39,560.56	\$63,138.82	111	\$42,528.30	\$67,875.18

EA073	Assistant Director of Construction Management	122	\$94,225.25	\$150,383.58	123	\$101,292.46	\$161,662.38
EA090	Assistant Director of Traffic Engineering	122	\$94,225.25	\$150,383.58	123	\$101,292.46	\$161,662.38
NA014	Capital Program Administrator	122	\$94,225.25	\$150,383.58	123	\$101,292.46	\$161,662.38
WA007	CAD Technician	112	\$45,716.94	\$72,965.57	113	\$49,146.66	\$78,437.84
NA024	Construction Project Management Supervisor	121	\$87,651.20	\$139,891.65	122	\$94,225.25	\$150,383.58
PA003	Construction Project Manager	119	\$75,848.03	\$121,052.88	120	\$81,536.42	\$130,132.29
NA025	Engineering Unit Supervisor	121	\$87,651.20	\$139,891.65	122	\$94,225.25	\$150,383.58
NA069	Expansion Project Administrator	120	\$81,536.42	\$130,132.29	121	\$87,651.20	\$139,891.65
PA004	Licensed Engineer	119	\$75,848.03	\$121,052.88	120	\$81,536.42	\$130,132.29
PA043	Staff Engineer	116	\$61,054.24	\$97,443.42	117	\$65,633.98	\$104,750.88
XA036	Maintenance Crew Supervisor	110	\$39,560.56	\$63,138.82	111	\$42,528.30	\$67,875.18
BA045/ TA012	Maintenance Worker	107	\$31,845.01	\$50,824.59	108	\$34,233.68	\$54,636.82
PA014	Elevator Systems Specialist	118	\$70,555.89	\$112,607.04	119	\$75,848.03	\$121,052.88
WA002	Engineering Inspector	113	\$49,146.66	\$78,437.84	114	\$52,832.42	\$84,320.91
XA013	Engineering Inspector, Senior	115	\$56,794.19	\$90,644.94	116	\$61,054.24	\$97,443.42
WA008	Engineering Technician	112	\$45,716.94	\$72,965.57	113	\$49,146.66	\$78,437.84
TA002/ BA015	Refrigeration Mechanic	112	\$45,716.94	\$72,965.57	113	\$49,146.66	\$78,437.84
XA022	Sign Shop Supervisor	113	\$49,146.66	\$78,437.84	114	\$52,832.42	\$84,320.91
BA042/ TA011	Storekeeper	108	\$34,233.68	\$54,636.82	109	\$36,800.61	\$58,734.62
WA010/ QA005	Survey Party Chief	111	\$42,528.30	\$67,875.18	113	\$49,146.66	\$78,437.84
WA032/ UA010	Survey Technician	107	\$31,845.01	\$50,824.59	109	\$36,800.61	\$58,734.62
BA025	Traffic Signal Technician	112	\$45,716.94	\$72,965.57	113	\$49,146.66	\$78,437.84
BA010	Traffic Signal Technician, Senior	114	\$52,832.42	\$84,320.91	115	\$56,794.19	\$90,644.94
XA041	Maintenance Manager	116	\$61,054.24	\$97,443.42	117	\$65,633.98	\$104,750.88
BA001	Radio Infrastructure Systems Engineer**	116	\$61,054.24	\$97,443.42	118	\$70,555.89	\$112,607.04
EA044	Director of Emergency Management	124	\$108,889.87	\$173,787.74	125	\$117,056.16	\$186,821.23
PA041	Chemist	115	\$56,794.19	\$90,644.94	116	\$61,054.24	\$97,443.42
EA082	Assistant Director of Building Code**	122	\$94,225.25	\$150,383.58	123	\$101,292.46	\$161,662.38
EA048	Director of Building Code**	124	\$108,889.87	\$173,787.74	125	\$117,056.16	\$186,821.23

PA048	Planner	115	\$56,794.19	\$90,644.94	116	\$61,054.24	\$97,443.42
EA084	Assistant Director of Environmental Permitting**	122	\$94,225.25	\$150,383.58	123	\$101,292.46	\$161,662.38
EA097	Director of Environmental Permitting**	124	\$108,889.87	\$173,787.74	125	\$117,056.16	\$186,821.23
NA034	Veterinarian	122	\$94,225.25	\$150,383.58	123	\$101,292.46	\$161,662.38
XA025	Transit Scheduler	113	\$49,146.66	\$78,437.84	114	\$52,832.42	\$84,320.91

* The salary ranges included are the current ranges and do not reflect the proposed 4% increase to the minimum and maximum rates.

**Title Change

Approximate salary cost per above reallocations for Fiscal Year 2022-2023 as of 08/11/2022

Agency	Filled Positions	Vacant Positions	Cost
Aviation	104	21	\$15,554
County Administration	3	1	\$0
Economic and Small Business Development	21	1	\$0
Finance and Administrative Services	36	3	\$6,926
Human Services	239	92	\$113,601
Libraries	33	15	\$9,435
Medical Examiner and Trauma Services	0	1	\$0
Parks and Recreation	593	167	\$471,335
Port Everglades	88	19	\$49,816
Public Communications	30	1	\$5,411
Public Works	278	72	\$46,633
Regional Emergency Services and Communications	9	2	\$0
Resilient Environment	79	17	\$33,273
Transportation	49	27	\$1,549
Grand Total	1,552	439	\$753,532