

ADDITIONAL MATERIAL
REGULAR MEETING

SEPTEMBER 17, 2024

SUBMITTED AT THE REQUEST OF
HUMAN RESOURCES DIVISION

Pay Plan Update for Fiscal Year 2025

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	Assistant Director Cultural	123	\$105,344.10	\$168,128.90
TBD	Loading Bridge Mechanic	113	\$51,112.45	\$81,575.31
TBD	Assistant Building Manager	114	\$54,945.70	\$87,693.84

SALARY RANGE REALLOCATIONS

A salary range reallocation is recommended for these classifications based on market salary analysis 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
EA067	Enterprise Director of Planning	123	\$105,344.10	\$168,128.90	124	\$113,245.39	\$180,739.31
BA044	Cook	107	\$33,118.80	\$52,857.58	108	\$35,602.94	\$56,822.27
BA054	Concession Attendant	105	\$28,659.07	\$45,739.62	106	\$30,808.34	\$49,170.16
BA035	Grounds Curator	109	\$38,272.62	\$61,083.98	110	\$41,143.02	\$65,664.35
BA051	Range Attendant	106	\$30,808.34	\$49,170.16	107	\$33,118.80	\$52,857.58
XA039	Range Master	109	\$38,272.62	\$61,083.98	110	\$41,143.02	\$65,664.35
WA035	Recreation Aide	106	\$30,808.34	\$49,170.16	107	\$33,118.80	\$52,857.58
EA061	Director of Solid Waste and Recycling Services	123	\$105,344.10	\$168,128.90	124	\$113,245.39	\$180,739.31
EA091	Assistant Director of Solid Waste and Recycling Services	122	\$97,994.21	\$156,398.94	123	\$105,344.10	\$168,128.90
EA092	Assistant Director Water/Wastewater Operations	122	\$97,994.21	\$156,398.94	123	\$105,344.10	\$168,128.90
EA077	Assistant Director of Facilities Maintenance	122	\$97,994.21	\$156,398.94	123	\$105,344.10	\$168,128.90
EA062	Director of Water Management	123	\$105,344.10	\$168,128.90	124	\$113,245.39	\$180,739.31
BA043	Bridgetender	108	\$35,602.94	\$56,822.27	109	\$38,272.62	\$61,083.98
BA046	Mosquito Control Inspector	111	\$44,229.54	\$70,590.21	112	\$47,545.68	\$75,884.22
BA037	Natural Resource Control Worker	110	\$41,143.02	\$65,664.35	111	\$44,229.54	\$70,590.21
EA042	Dir of Animal Care	124	\$113,245.39	\$180,739.31	125	\$121,738.45	\$194,294.05
EA071	Asst Dir of Animal Care	122	\$97,994.21	\$156,398.94	123	\$105,344.10	\$168,128.90
EA045	Director of Housing Finance	124	\$113,245.39	\$180,739.31	125	\$121,738.45	\$194,294.05
EA080	Asst Dir of Housing Finance	122	\$97,994.21	\$156,398.94	123	\$105,344.10	\$168,128.90

CLASS CODE	CLASSIFICATION	CURRENT PAY GRADE	CURRENT MINIMUM SALARY	CURRENT MAXIMUM SALARY	PROPOSED PAY GRADE	PROPOSED MINIMUM SALARY	PROPOSED MAXIMUM SALARY
NA100	Fleet Maintenance Superintendent	117	\$68,259.36	\$108,940.83	118	\$73,378.03	\$117,111.28
NA101	Fleet Management Superintendent	117	\$68,259.36	\$108,940.83	118	\$73,378.03	\$117,111.28
PA011	Superintendent of Transportation	118	\$73,378.03	\$117,111.28	119	\$78,881.92	\$125,894.91
PA013	Transit Maintenance Superintendent	118	\$73,378.03	\$117,111.28	119	\$78,881.92	\$125,894.91
PA073	Asst. Transit Maintenance Superintendent	116	\$63,496.37	\$101,341.14	117	\$68,259.36	\$108,940.83
BA029	Carpenter	112	\$47,545.68	\$75,884.22	113	\$51,112.46	\$81,575.31
XA015	Skilled Trades Supervisor	115	\$59,065.97	\$94,270.80	116	\$63,496.37	\$101,341.14
NA095	Security Manager	118	\$73,378.03	\$117,111.28	120	\$84,797.86	\$135,337.49

Approximate salary cost per above reallocations for Fiscal Year 2024-2025

Agency	Filled Positions	Vacant Positions	Filled position Costs
Aviation	10	3	
County Administration	0	0	
Economic and Small Business Development	0	0	
Finance and Administrative Services	0	0	
Human Services	9	3	\$1,505.92
Libraries	0	0	
Medical Examiners and Trauma Services	0	0	
Office of Management and Budget	0	0	
Parks and Recreation	94	11	\$89,785.70
Port Everglades	10	1	
Public Communications	0	0	
Public Works	88	8	13,348.38
Regional Emergency Services and Communications	0	0	
Resilient Environment Department	2	0	
Transportation	31	6	
Grand Total	244	32	\$104,640.00