

Classification and Compensation Manual 2023-2024

Martin County Board of County Commissioners



This document may be reproduced upon request in an alternative format by contacting the County ADA Coordinator (772) 320-3131, the County Administration Office (772) 288-5400, Florida Relay 711, or by completing our accessibility feedback form at www.martin.fl.us/accessibility-feedback.

Martin County Board of County Commissioners

Classification and Compensation Plan

Table of Contents

Classification Listing – By Grade.....4

Classification Listing – By Title (Alphabetically).....15

Classification Listing – By Hourly/Annually per Grade26

IAFF Salary Table.....28

Special Compensation.....30

Position List by Grade



Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Bridgetender	951	\$29,866.00	\$39,408.50	\$48,951.00
Lead Cook	952	\$31,658.00	\$41,773.00	\$51,888.00
Security Officer - Unarmed	952	\$31,658.00	\$41,773.00	\$51,888.00
Library Specialist	953	\$33,558.00	\$44,279.50	\$55,001.00
Maintenance Worker	953	\$33,558.00	\$44,279.50	\$55,001.00
Meter Reader	953	\$33,558.00	\$44,279.50	\$55,001.00
Parks Services Specialist	953	\$33,558.00	\$44,279.50	\$55,001.00
Pump Out Boat Operator	953	\$33,558.00	\$44,279.50	\$55,001.00
Scale House Technician	953	\$33,558.00	\$44,279.50	\$55,001.00
Utilities and Solid Waste Maintenance Worker	953	\$33,558.00	\$44,279.50	\$55,001.00
Construction Worker	954	\$35,570.00	\$46,936.00	\$58,302.00
Customer Service Representative	954	\$35,570.00	\$46,936.00	\$58,302.00
Drug Laboratory Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
Entomological Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
Facilities Maintenance Worker	954	\$35,570.00	\$46,936.00	\$58,302.00
Hazardous Materials Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
Human Services Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
Mosquito Control Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
Senior Maintenance Worker	954	\$35,570.00	\$46,936.00	\$58,302.00
Transit Customer Service Representative	954	\$35,570.00	\$46,936.00	\$58,302.00
Utilities Service Worker	954	\$35,570.00	\$46,936.00	\$58,302.00
Accounting Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Administrative Assistant	955	\$37,705.00	\$49,752.00	\$61,799.00
Building Department Support Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Children's Assistant	955	\$37,705.00	\$49,752.00	\$61,799.00
Development Review Coordinator	955	\$37,705.00	\$49,752.00	\$61,799.00
Equipment Operator	955	\$37,705.00	\$49,752.00	\$61,799.00
Lead Pump Out Boat Operator	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Catalog Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Family Outreach Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Graphic Design Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Marketing Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Teen Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Mosquito Control Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Painter	955	\$37,705.00	\$49,752.00	\$61,799.00
Public Records Assistant	955	\$37,705.00	\$49,752.00	\$61,799.00
Security Officer - Armed	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Construction Worker	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Facilities Maintenance Worker	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Hazardous Materials Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Library Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Meter Reader	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Parks Services Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Utilities Service Worker	955	\$37,705.00	\$49,752.00	\$61,799.00
Survey Field Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Traffic Sign and Marking Technician	955	\$37,705.00	\$49,752.00	\$61,799.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Airport Maintenance Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Ecosystem Management Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Heavy Equipment Operator	956	\$39,968.00	\$52,738.00	\$65,508.00
Horticultural Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Lead Security Officer - Armed	956	\$39,968.00	\$52,738.00	\$65,508.00
Permit/Securities Coordinator	956	\$39,968.00	\$52,738.00	\$65,508.00
Planning Assistant	956	\$39,968.00	\$52,738.00	\$65,508.00
Recreation and Event Specialist	956	\$39,968.00	\$52,738.00	\$65,508.00
Senior Customer Service Representative	956	\$39,968.00	\$52,738.00	\$65,508.00
Senior Traffic Sign and Marking Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Street Light Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Utility Lead Line Locator	956	\$39,968.00	\$52,738.00	\$65,508.00
Utility Line Locator	956	\$39,968.00	\$52,738.00	\$65,508.00
Assistant Veteran Services Officer	961	\$42,366.00	\$55,902.00	\$69,438.00
Administrative Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Building Maintenance Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Carpenter	961	\$42,366.00	\$55,902.00	\$69,438.00
Contractors Licensing Specialist	961	\$42,366.00	\$55,902.00	\$69,438.00
Customer Billing Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
EMT/Ocean Lifeguard	961	\$42,366.00	\$55,902.00	\$69,438.00
Food and Beverage Chef	961	\$42,366.00	\$55,902.00	\$69,438.00
Human Resources Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
ITS Help Desk Representative	961	\$42,366.00	\$55,902.00	\$69,438.00
Lead Airport Maintenance Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
Lead Library Specialist	961	\$42,366.00	\$55,902.00	\$69,438.00
Lead Parks Services Specialist	961	\$42,366.00	\$55,902.00	\$69,438.00
Ocean Lifeguard	961	\$42,366.00	\$55,902.00	\$69,438.00
Purchasing Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
Recreation Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Senior Building Department Support Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
Senior Heavy Equipment Operator	961	\$42,366.00	\$55,902.00	\$69,438.00
Senior Permit/Securities Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Teen Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Traffic Data Specialist	961	\$42,366.00	\$55,902.00	\$69,438.00
Traffic Signal Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
Case Manager	962	\$44,908.00	\$59,256.50	\$73,605.00
Commission Aide	962	\$44,908.00	\$59,256.50	\$73,605.00
Communications Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Desktop Computer Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Ecosystem Management Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Electronic Systems Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Emergency Management Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Engineering Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Environmental Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Executive Aide	962	\$44,908.00	\$59,256.50	\$73,605.00
Field Operations Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Fire Prevention Support Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Fire Rescue Payroll Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Fire Rescue Records Management Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
HVAC Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Mechanic	962	\$44,908.00	\$59,256.50	\$73,605.00
Mosquito Control Resource Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Parks Inventory Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Plumber	962	\$44,908.00	\$59,256.50	\$73,605.00
Project Leader	962	\$44,908.00	\$59,256.50	\$73,605.00
Real Property Assistant	962	\$44,908.00	\$59,256.50	\$73,605.00
Scale House Supervisor	962	\$44,908.00	\$59,256.50	\$73,605.00
Senior Human Resources Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Solid Waste Mechanic	962	\$44,908.00	\$59,256.50	\$73,605.00
Survey Mapping Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Systems Communications Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Traffic Asset Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Transit Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Transit Specialist/Mobility Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Compliance and Line Inspector	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities GIS Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Grants Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Plant Maintenance Mechanic	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Sewer Vacuum Mechanic	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Warehouse Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Veterans Services Officer	962	\$44,908.00	\$59,256.50	\$73,605.00
Airport Operations Coordinator	963	\$47,601.00	\$62,811.00	\$78,021.00
Aquatic Maintenance Supervisor	963	\$47,601.00	\$62,811.00	\$78,021.00
Capital Projects Analyst	963	\$47,601.00	\$62,811.00	\$78,021.00
Code Compliance Investigator	963	\$47,601.00	\$62,811.00	\$78,021.00
Compliance Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Customer Service Supervisor	963	\$47,601.00	\$62,811.00	\$78,021.00
Electrical Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Field Operations Analyst	963	\$47,601.00	\$62,811.00	\$78,021.00
Financial Specialist	963	\$47,601.00	\$62,811.00	\$78,021.00
IT Financial Coordinator	963	\$47,601.00	\$62,811.00	\$78,021.00
Lead Building Department Support Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Lead HVAC Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Lead Plumber	963	\$47,601.00	\$62,811.00	\$78,021.00
Library Development Specialist	963	\$47,601.00	\$62,811.00	\$78,021.00
Ocean Rescue Lieutenant	963	\$47,601.00	\$62,811.00	\$78,021.00
Reuse Coordinator	963	\$47,601.00	\$62,811.00	\$78,021.00
Senior Administrative Coordinator	963	\$47,601.00	\$62,811.00	\$78,021.00
Senior Field Operations Specialist	963	\$47,601.00	\$62,811.00	\$78,021.00
Senior Mechanic	963	\$47,601.00	\$62,811.00	\$78,021.00
Senior Real Property Assistant	963	\$47,601.00	\$62,811.00	\$78,021.00
Site Compliance Officer	963	\$47,601.00	\$62,811.00	\$78,021.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Survey Party Chief	963	\$47,601.00	\$62,811.00	\$78,021.00
Transit Customer Service Supervisor	963	\$47,601.00	\$62,811.00	\$78,021.00
Treatment Plant Operator C	963	\$47,601.00	\$62,811.00	\$78,021.00
USD Electrical Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Utilities Senior Plant Maintenance Mechanic	963	\$47,601.00	\$62,811.00	\$78,021.00
Utilities Senior Sewer Vacuum Mechanic	963	\$47,601.00	\$62,811.00	\$78,021.00
Zoning Compliance Reviewer	963	\$47,601.00	\$62,811.00	\$78,021.00
Airport Maintenance Supervisor	964	\$50,457.00	\$66,579.00	\$82,701.00
Campground Supervisor	964	\$50,457.00	\$66,579.00	\$82,701.00
Case Management Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Certified Paralegal	964	\$50,457.00	\$66,579.00	\$82,701.00
Coastal Management Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Community Development Specialist	964	\$50,457.00	\$66,579.00	\$82,701.00
Community Risk Reduction Specialist	964	\$50,457.00	\$66,579.00	\$82,701.00
Desktop Analyst	964	\$50,457.00	\$66,579.00	\$82,701.00
Ecosystem Restoration and Eco Tourism Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Fire Inspector (Non-Sworn)	964	\$50,457.00	\$66,579.00	\$82,701.00
Fleet Services Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Horticulturist	964	\$50,457.00	\$66,579.00	\$82,701.00
Human Resources and Risk Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
ITS Business Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Lead Mechanic	964	\$50,457.00	\$66,579.00	\$82,701.00
Librarian I	964	\$50,457.00	\$66,579.00	\$82,701.00
Logistics Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Multimedia Specialist	964	\$50,457.00	\$66,579.00	\$82,701.00
Park Supervisor	964	\$50,457.00	\$66,579.00	\$82,701.00
PRD Business Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Purchasing Agent	964	\$50,457.00	\$66,579.00	\$82,701.00
PWD Business Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Senior Airport Operations Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Senior ITS Help Desk Representative	964	\$50,457.00	\$66,579.00	\$82,701.00
Senior Project Leader	964	\$50,457.00	\$66,579.00	\$82,701.00
Senior Zoning Compliance Reviewer	964	\$50,457.00	\$66,579.00	\$82,701.00
Solid Waste Lead Mechanic	964	\$50,457.00	\$66,579.00	\$82,701.00
Telecommunicator	964	\$50,457.00	\$66,579.00	\$82,701.00
Tourism Project Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Treatment Plant Operator B	964	\$50,457.00	\$66,579.00	\$82,701.00
Utilities GIS Specialist	964	\$50,457.00	\$66,579.00	\$82,701.00
Utilities Instrumentation Technician	964	\$50,457.00	\$66,579.00	\$82,701.00
Utilities Lead Plant Maintenance Mechanic	964	\$50,457.00	\$66,579.00	\$82,701.00
Utilities Lead Sewer Vacuum Mechanic	964	\$50,457.00	\$66,579.00	\$82,701.00
Building Compliance Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Administrative Services Program Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Aquatics Manager	965	\$53,486.00	\$70,575.00	\$87,664.00
Building Operations Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Capital Projects Contract Compliance Agent	965	\$53,486.00	\$70,575.00	\$87,664.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Community Development Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Construction Inspector	965	\$53,486.00	\$70,575.00	\$87,664.00
Construction Project Inspector	965	\$53,486.00	\$70,575.00	\$87,664.00
Electrician	965	\$53,486.00	\$70,575.00	\$87,664.00
Engineering Compliance Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Engineering Inspector	965	\$53,486.00	\$70,575.00	\$87,664.00
Financial Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Fire Rescue Training Facility Program Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Floodplain Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Food and Beverage Manager	965	\$53,486.00	\$70,575.00	\$87,664.00
Golf Professional	965	\$53,486.00	\$70,575.00	\$87,664.00
Housing Program Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
HRIS Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Human Resources Generalist	965	\$53,486.00	\$70,575.00	\$87,664.00
Human Services Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Journeyman Electrician	965	\$53,486.00	\$70,575.00	\$87,664.00
Librarian II	965	\$53,486.00	\$70,575.00	\$87,664.00
Ocean Rescue Captain	965	\$53,486.00	\$70,575.00	\$87,664.00
Plans Examiner	965	\$53,486.00	\$70,575.00	\$87,664.00
Program Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Recreation Planning and Grants Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Recreation Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Risk Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Security and Life Safety Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Safety and Training Officer	965	\$53,486.00	\$70,575.00	\$87,664.00
Senior Code Compliance Investigator	965	\$53,486.00	\$70,575.00	\$87,664.00
Senior Site Compliance Officer	965	\$53,486.00	\$70,575.00	\$87,664.00
Senior Utilities Instrumentation Technician	965	\$53,486.00	\$70,575.00	\$87,664.00
Solid Waste Mechanic Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Transfer Station Operations Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Treatment Plant Operator A	965	\$53,486.00	\$70,575.00	\$87,664.00
Utilities Accountant	965	\$53,486.00	\$70,575.00	\$87,664.00
Utilities Construction Inspector	965	\$53,486.00	\$70,575.00	\$87,664.00
Utilities Warehouse Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Marketing Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Records Management Liaison Officer	971	\$56,695.00	\$74,809.50	\$92,924.00
Broadcast Engineer	971	\$56,695.00	\$74,809.50	\$92,924.00
Fleet Services Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
GIS Analyst	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Marketing Coordinator	971	\$56,695.00	\$74,809.50	\$92,924.00
Harbormaster	971	\$56,695.00	\$74,809.50	\$92,924.00
IT Business Process Analyst	971	\$56,695.00	\$74,809.50	\$92,924.00
Legal Office Administrator	971	\$56,695.00	\$74,809.50	\$92,924.00
Legislative Coordinator	971	\$56,695.00	\$74,809.50	\$92,924.00
Planner	971	\$56,695.00	\$74,809.50	\$92,924.00
Process Control SCADA Coordinator	971	\$56,695.00	\$74,809.50	\$92,924.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Public Records Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Real Property Professional	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Marketing Coordinator	971	\$56,695.00	\$74,809.50	\$92,924.00
Road Maintenance Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Security and Life Safety Administrator	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Building Operations Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Desktop Analyst	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Journeyman Electrician	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Purchasing Agent	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Telecommunicator	971	\$56,695.00	\$74,809.50	\$92,924.00
Survey Field Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Web Content Analyst	971	\$56,695.00	\$74,809.50	\$92,924.00
Business Operations Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Engineering Compliance Coordinator	972	\$60,096.00	\$79,297.50	\$98,499.00
Events and Volunteer Coordinator	972	\$60,096.00	\$79,297.50	\$98,499.00
Human Services Grants Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Human Services Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Lab Quality Assurance Officer	972	\$60,096.00	\$79,297.50	\$98,499.00
Lead Electrician	972	\$60,096.00	\$79,297.50	\$98,499.00
Library Branch Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Library Digital Services Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Library Electronic Resources Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Master Electrician	972	\$60,096.00	\$79,297.50	\$98,499.00
Mosquito Control Operations Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Network Administrator	972	\$60,096.00	\$79,297.50	\$98,499.00
Public Works Grants Coordinator	972	\$60,096.00	\$79,297.50	\$98,499.00
Research Entomologist	972	\$60,096.00	\$79,297.50	\$98,499.00
Senior Financial Analyst	972	\$60,096.00	\$79,297.50	\$98,499.00
Senior Plans Examiner	972	\$60,096.00	\$79,297.50	\$98,499.00
Solid Waste Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Special Events and Volunteer Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Telecommunications Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Traffic Sign and Marking Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Traffic Signal and Light Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Transfer Station Operations Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Transit Systems Coordinator	972	\$60,096.00	\$79,297.50	\$98,499.00
Chief Plant Operator	973	\$63,702.00	\$84,055.00	\$104,408.00
Collections Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Community Development Program Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Engineering Permit Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Environmental Programs Coordinator	973	\$63,702.00	\$84,055.00	\$104,408.00
Facilities Superintendent	973	\$63,702.00	\$84,055.00	\$104,408.00
Information Security Analyst	973	\$63,702.00	\$84,055.00	\$104,408.00
Library Literacy Instructor	973	\$63,702.00	\$84,055.00	\$104,408.00
Library Project Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Literacy Education and Outreach Manager	973	\$63,702.00	\$84,055.00	\$104,408.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
MCTV Supervisor and Producer	973	\$63,702.00	\$84,055.00	\$104,408.00
Nuisance Abatement Coordinator	973	\$63,702.00	\$84,055.00	\$104,408.00
Parks Superintendent	973	\$63,702.00	\$84,055.00	\$104,408.00
Process Control SCADA Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Project Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Senior GIS Analyst	973	\$63,702.00	\$84,055.00	\$104,408.00
Senior IT Business Process Analyst	973	\$63,702.00	\$84,055.00	\$104,408.00
Senior Planner	973	\$63,702.00	\$84,055.00	\$104,408.00
Senior Public Works Grants Coordinator	973	\$63,702.00	\$84,055.00	\$104,408.00
Special Assistant to the Assistant County Administrator	973	\$63,702.00	\$84,055.00	\$104,408.00
Systems Administrator	973	\$63,702.00	\$84,055.00	\$104,408.00
Systems Analyst	973	\$63,702.00	\$84,055.00	\$104,408.00
Tourism Program Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Collections Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Distribution Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Meter and Hydrant Services Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Plant Maintenance Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Project Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Airport Operations Supervisor	974	\$67,524.00	\$89,098.50	\$110,673.00
Budget and CIP Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Budget and Fiscal Operations Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Building Permits Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Code Compliance Administrator	974	\$67,524.00	\$89,098.50	\$110,673.00
Communications Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Customer Service Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Database Administrator	974	\$67,524.00	\$89,098.50	\$110,673.00
Emergency Management Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Engineering Compliance Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Exercise Physiologist	974	\$67,524.00	\$89,098.50	\$110,673.00
Grants Management Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Hydrogeologist/Water Resources Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
ITS Help Desk Supervisor	974	\$67,524.00	\$89,098.50	\$110,673.00
Library Public Services Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Licensing Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Marketing Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Ocean Rescue Chief	974	\$67,524.00	\$89,098.50	\$110,673.00
Project Surveyor	974	\$67,524.00	\$89,098.50	\$110,673.00
Public Works Outreach Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Aquatics and Park Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Network Administrator	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Park Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Project Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Systems Administrator	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Systems Analyst	974	\$67,524.00	\$89,098.50	\$110,673.00
Traffic Operations Manager	974	\$67,524.00	\$89,098.50	\$110,673.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Utilities Senior Project Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Assistant Community Development Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Building Operations Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Chief Inspector/Plans Examiner	975	\$71,574.00	\$94,444.00	\$117,314.00
Coastal Program Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Fire Rescue Public Information Officer	975	\$71,574.00	\$94,444.00	\$117,314.00
Facilities Operations Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
General Services Department Administrative Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Golf Course Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Laboratory Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Parks and Recreation Administrative Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Principal Planner	975	\$71,574.00	\$94,444.00	\$117,314.00
Procurement Supervisor	975	\$71,574.00	\$94,444.00	\$117,314.00
Project Engineer	975	\$71,574.00	\$94,444.00	\$117,314.00
Recreation Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Senior Communications Coordinator	975	\$71,574.00	\$94,444.00	\$117,314.00
Senior Emergency Management Coordinator	975	\$71,574.00	\$94,444.00	\$117,314.00
Systems Architect	975	\$71,574.00	\$94,444.00	\$117,314.00
Urban Forestry Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Utilities Chief Project Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Utilities Department Administrative Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Utilities Project Engineer	975	\$71,574.00	\$94,444.00	\$117,314.00
Vehicle Services Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Infrastructure Maintenance Superintendent	975	\$71,574.00	\$94,444.00	\$117,314.00
Communications Manager	981	\$75,869.00	\$100,110.50	\$124,352.00
Community Development Manager	981	\$75,869.00	\$100,110.50	\$124,352.00
Deputy Emergency Management Director	981	\$75,869.00	\$100,110.50	\$124,352.00
Mosquito Control Manager	981	\$75,869.00	\$100,110.50	\$124,352.00
MPO Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Parks Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Parks Safety and Operations Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Senior Project Engineer	981	\$75,869.00	\$100,110.50	\$124,352.00
Solid Waste Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Treatment Plant Operations Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Utilities Financial Manager	981	\$75,869.00	\$100,110.50	\$124,352.00
Utilities Maintenance Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Applications Manager	982	\$80,422.00	\$106,118.00	\$131,814.00
Chief Procurement Officer	982	\$80,422.00	\$106,118.00	\$131,814.00
Comprehensive Planning Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
County Surveyor	982	\$80,422.00	\$106,118.00	\$131,814.00
Deputy Fire Marshal	982	\$80,422.00	\$106,118.00	\$131,814.00
Deputy Library Director	982	\$80,422.00	\$106,118.00	\$131,814.00
Development Review Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Environmental Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
IT Business Relationship Manager	982	\$80,422.00	\$106,118.00	\$131,814.00
ITS Infrastructure Manager	982	\$80,422.00	\$106,118.00	\$131,814.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Professional Services Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Technical Services Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Telecommunications Manager	982	\$80,422.00	\$106,118.00	\$131,814.00
Traffic Engineering Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Transit Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Administrative Services Manager	983	\$85,247.00	\$112,484.50	\$139,722.00
Assistant County Attorney	983	\$85,247.00	\$112,484.50	\$139,722.00
Assistant Parks and Recreation Director	983	\$85,247.00	\$112,484.50	\$139,722.00
Capital Projects Administrator	983	\$85,247.00	\$112,484.50	\$139,722.00
Coastal Engineer	983	\$85,247.00	\$112,484.50	\$139,722.00
Human Resources Administrator	983	\$85,247.00	\$112,484.50	\$139,722.00
Real Property Manager	983	\$85,247.00	\$112,484.50	\$139,722.00
Tourism Director	983	\$85,247.00	\$112,484.50	\$139,722.00
Assistant Building Official	984	\$90,362.00	\$119,234.00	\$148,106.00
Assistant County Engineer	984	\$90,362.00	\$119,234.00	\$148,106.00
Deputy Director of Human Resources & Risk Management	984	\$90,362.00	\$119,234.00	\$148,106.00
Deputy Director of Parks and Recreation	984	\$90,362.00	\$119,234.00	\$148,106.00
Deputy Growth Management Director	984	\$90,362.00	\$119,234.00	\$148,106.00
Ecosystem Restoration and Management Manager	984	\$90,362.00	\$119,234.00	\$148,106.00
Emergency Management Director	984	\$90,362.00	\$119,234.00	\$148,106.00
Fire Rescue Chief Financial Officer	984	\$90,362.00	\$119,234.00	\$148,106.00
Fire Rescue Chief Human Resources Officer	984	\$90,362.00	\$119,234.00	\$148,106.00
IT Project and Services Administrator	984	\$90,362.00	\$119,234.00	\$148,106.00
Field Operations Administrator	984	\$90,362.00	\$119,234.00	\$148,106.00
Assistant Chief Information Officer	985	\$95,784.00	\$126,388.50	\$156,993.00
County Engineer	985	\$95,784.00	\$126,388.50	\$156,993.00
Utilities Deputy Director	985	\$95,784.00	\$126,388.50	\$156,993.00
Chief Project Engineer	986	\$101,531.00	\$133,971.50	\$166,412.00
Deputy Public Works Director	986	\$101,531.00	\$133,971.50	\$166,412.00
Senior Assistant County Attorney	986	\$101,531.00	\$133,971.50	\$166,412.00
Airport Director	D1	\$107,623.00	\$145,093.00	\$182,563.00
Director of Human Resources and Risk Management	D1	\$107,623.00	\$145,093.00	\$182,563.00
Director of Office of Management and Budget	D1	\$107,623.00	\$145,093.00	\$182,563.00
District Chief	D1	\$107,623.00	\$145,093.00	\$182,563.00
General Services Director	D1	\$107,623.00	\$145,093.00	\$182,563.00
Human Services Director	D1	\$107,623.00	\$145,093.00	\$182,563.00
Library Director	D1	\$107,623.00	\$145,093.00	\$182,563.00
Bureau Chief	D2	\$114,080.00	\$153,799.00	\$193,518.00
Fire Marshal	D2	\$114,080.00	\$153,799.00	\$193,518.00
Building Official/Director	D3	\$120,925.00	\$163,026.50	\$205,128.00
Division Chief	D3	\$120,925.00	\$163,026.50	\$205,128.00
Parks and Recreation Director	D3	\$120,925.00	\$163,026.50	\$205,128.00
Chief Information Officer	D4	\$128,181.00	\$172,808.50	\$217,436.00
Deputy County Attorney	D4	\$128,181.00	\$172,808.50	\$217,436.00
Deputy Fire Chief	D4	\$128,181.00	\$172,808.50	\$217,436.00
Growth Management Director	D4	\$128,181.00	\$172,808.50	\$217,436.00

Position Classification by Grade

Position Title	Grade	Minimum	Midpoint	Maximum
Public Works Director	D4	\$128,181.00	\$172,808.50	\$217,436.00
Utilities and Solid Waste Director	D4	\$128,181.00	\$172,808.50	\$217,436.00
Fire Rescue Chief	D5	\$135,871.00	\$183,177.00	\$230,483.00
Assistant County Administrator	D6	\$144,023.00	\$194,167.50	\$244,312.00

Position List by Alpha



Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Accounting Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Administrative Assistant	955	\$37,705.00	\$49,752.00	\$61,799.00
Administrative Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Administrative Services Manager	983	\$85,247.00	\$112,484.50	\$139,722.00
Administrative Services Program Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Airport Director	D1	\$107,623.00	\$145,093.00	\$182,563.00
Airport Maintenance Supervisor	964	\$50,457.00	\$66,579.00	\$82,701.00
Airport Maintenance Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Airport Operations Coordinator	963	\$47,601.00	\$62,811.00	\$78,021.00
Airport Operations Supervisor	974	\$67,524.00	\$89,098.50	\$110,673.00
Applications Manager	982	\$80,422.00	\$106,118.00	\$131,814.00
Aquatic Maintenance Supervisor	963	\$47,601.00	\$62,811.00	\$78,021.00
Aquatics Manager	965	\$53,486.00	\$70,575.00	\$87,664.00
Assistant Building Official	984	\$90,362.00	\$119,234.00	\$148,106.00
Assistant Chief Information Officer	985	\$95,784.00	\$126,388.50	\$156,993.00
Assistant Community Development Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Assistant County Administrator	D6	\$144,023.00	\$194,167.50	\$244,312.00
Assistant County Attorney	983	\$85,247.00	\$112,484.50	\$139,722.00
Assistant County Engineer	984	\$90,362.00	\$119,234.00	\$148,106.00
Assistant Parks and Recreation Director	983	\$85,247.00	\$112,484.50	\$139,722.00
Assistant Veteran Services Officer	961	\$42,366.00	\$55,902.00	\$69,438.00
Bridgetender	951	\$29,866.00	\$39,408.50	\$48,951.00
Broadcast Engineer	971	\$56,695.00	\$74,809.50	\$92,924.00
Budget and CIP Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Budget and Fiscal Operations Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Building Compliance Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Building Department Support Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Building Maintenance Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Building Official/Director	D3	\$120,925.00	\$163,026.50	\$205,128.00
Building Operations Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Building Operations Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Building Permits Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Bureau Chief	D2	\$114,080.00	\$153,799.00	\$193,518.00
Business Operations Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Campground Supervisor	964	\$50,457.00	\$66,579.00	\$82,701.00
Capital Projects Administrator	983	\$85,247.00	\$112,484.50	\$139,722.00
Capital Projects Analyst	963	\$47,601.00	\$62,811.00	\$78,021.00
Capital Projects Contract Compliance Agent	965	\$53,486.00	\$70,575.00	\$87,664.00
Carpenter	961	\$42,366.00	\$55,902.00	\$69,438.00
Case Management Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Case Manager	962	\$44,908.00	\$59,256.50	\$73,605.00
Certified Paralegal	964	\$50,457.00	\$66,579.00	\$82,701.00
Chief Information Officer	D4	\$128,181.00	\$172,808.50	\$217,436.00
Chief Inspector/Plans Examiner	975	\$71,574.00	\$94,444.00	\$117,314.00
Chief Plant Operator	973	\$63,702.00	\$84,055.00	\$104,408.00
Chief Procurement Officer	982	\$80,422.00	\$106,118.00	\$131,814.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Chief Project Engineer	986	\$101,531.00	\$133,971.50	\$166,412.00
Children's Assistant	955	\$37,705.00	\$49,752.00	\$61,799.00
Coastal Engineer	983	\$85,247.00	\$112,484.50	\$139,722.00
Coastal Management Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Coastal Program Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Code Compliance Administrator	974	\$67,524.00	\$89,098.50	\$110,673.00
Code Compliance Investigator	963	\$47,601.00	\$62,811.00	\$78,021.00
Collections Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Commission Aide	962	\$44,908.00	\$59,256.50	\$73,605.00
Communications Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Communications Manager	981	\$75,869.00	\$100,110.50	\$124,352.00
Communications Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Community Development Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Community Development Manager	981	\$75,869.00	\$100,110.50	\$124,352.00
Community Development Program Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Community Development Specialist	964	\$50,457.00	\$66,579.00	\$82,701.00
Community Risk Reduction Specialist	964	\$50,457.00	\$66,579.00	\$82,701.00
Compliance Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Comprehensive Planning Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Construction Inspector	965	\$53,486.00	\$70,575.00	\$87,664.00
Construction Project Inspector	965	\$53,486.00	\$70,575.00	\$87,664.00
Construction Worker	954	\$35,570.00	\$46,936.00	\$58,302.00
Contractors Licensing Specialist	961	\$42,366.00	\$55,902.00	\$69,438.00
County Engineer	985	\$95,784.00	\$126,388.50	\$156,993.00
County Surveyor	982	\$80,422.00	\$106,118.00	\$131,814.00
Customer Billing Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Customer Service Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Customer Service Representative	954	\$35,570.00	\$46,936.00	\$58,302.00
Customer Service Supervisor	963	\$47,601.00	\$62,811.00	\$78,021.00
Database Administrator	974	\$67,524.00	\$89,098.50	\$110,673.00
Deputy County Attorney	D4	\$128,181.00	\$172,808.50	\$217,436.00
Deputy Director of Human Resources & Risk Management	984	\$90,362.00	\$119,234.00	\$148,106.00
Deputy Director of Parks and Recreation	984	\$90,362.00	\$119,234.00	\$148,106.00
Deputy Emergency Management Director	981	\$75,869.00	\$100,110.50	\$124,352.00
Deputy Fire Chief	D4	\$128,181.00	\$172,808.50	\$217,436.00
Deputy Fire Marshal	982	\$80,422.00	\$106,118.00	\$131,814.00
Deputy Growth Management Director	984	\$90,362.00	\$119,234.00	\$148,106.00
Deputy Library Director	982	\$80,422.00	\$106,118.00	\$131,814.00
Deputy Public Works Director	986	\$101,531.00	\$133,971.50	\$166,412.00
Desktop Analyst	964	\$50,457.00	\$66,579.00	\$82,701.00
Desktop Computer Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Development Review Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Development Review Coordinator	955	\$37,705.00	\$49,752.00	\$61,799.00
Director of Human Resources and Risk Management	D1	\$107,623.00	\$145,093.00	\$182,563.00
Director of Office of Management and Budget	D1	\$107,623.00	\$145,093.00	\$182,563.00
District Chief	D1	\$107,623.00	\$145,093.00	\$182,563.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Division Chief	D3	\$120,925.00	\$163,026.50	\$205,128.00
Drug Laboratory Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
Ecosystem Management Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Ecosystem Management Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Ecosystem Restoration and Eco Tourism Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Ecosystem Restoration and Management Manager	984	\$90,362.00	\$119,234.00	\$148,106.00
Electrical Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Electrician	965	\$53,486.00	\$70,575.00	\$87,664.00
Electronic Systems Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Emergency Management Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Emergency Management Director	984	\$90,362.00	\$119,234.00	\$148,106.00
Emergency Management Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
EMT/Ocean Lifeguard	961	\$42,366.00	\$55,902.00	\$69,438.00
Engineering Compliance Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Engineering Compliance Coordinator	972	\$60,096.00	\$79,297.50	\$98,499.00
Engineering Compliance Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Engineering Inspector	965	\$53,486.00	\$70,575.00	\$87,664.00
Engineering Permit Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Engineering Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Entomological Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
Environmental Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Environmental Programs Coordinator	973	\$63,702.00	\$84,055.00	\$104,408.00
Environmental Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Equipment Operator	955	\$37,705.00	\$49,752.00	\$61,799.00
Events and Volunteer Coordinator	972	\$60,096.00	\$79,297.50	\$98,499.00
Executive Aide	962	\$44,908.00	\$59,256.50	\$73,605.00
Exercise Physiologist	974	\$67,524.00	\$89,098.50	\$110,673.00
Facilities Maintenance Worker	954	\$35,570.00	\$46,936.00	\$58,302.00
Facilities Operations Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Facilities Superintendent	973	\$63,702.00	\$84,055.00	\$104,408.00
Field Operations Administrator	984	\$90,362.00	\$119,234.00	\$148,106.00
Field Operations Analyst	963	\$47,601.00	\$62,811.00	\$78,021.00
Field Operations Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Financial Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Financial Specialist	963	\$47,601.00	\$62,811.00	\$78,021.00
Fire Inspector (Non-Sworn)	964	\$50,457.00	\$66,579.00	\$82,701.00
Fire Marshal	D2	\$114,080.00	\$153,799.00	\$193,518.00
Fire Prevention Support Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Fire Rescue Chief	D5	\$135,871.00	\$183,177.00	\$230,483.00
Fire Rescue Chief Financial Officer	984	\$90,362.00	\$119,234.00	\$148,106.00
Fire Rescue Chief Human Resources Officer	984	\$90,362.00	\$119,234.00	\$148,106.00
Fire Rescue Payroll Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Fire Rescue Public Information Officer	975	\$71,574.00	\$94,444.00	\$117,314.00
Fire Rescue Records Management Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Fire Rescue Training Facility Program Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Fleet Services Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Fleet Services Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Floodplain Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Food and Beverage Chef	961	\$42,366.00	\$55,902.00	\$69,438.00
Food and Beverage Manager	965	\$53,486.00	\$70,575.00	\$87,664.00
General Services Department Administrative Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
General Services Director	D1	\$107,623.00	\$145,093.00	\$182,563.00
GIS Analyst	971	\$56,695.00	\$74,809.50	\$92,924.00
Golf Course Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Golf Professional	965	\$53,486.00	\$70,575.00	\$87,664.00
Grants Management Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Growth Management Director	D4	\$128,181.00	\$172,808.50	\$217,436.00
Harbormaster	971	\$56,695.00	\$74,809.50	\$92,924.00
Hazardous Materials Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
Heavy Equipment Operator	956	\$39,968.00	\$52,738.00	\$65,508.00
Horticultural Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Horticulturist	964	\$50,457.00	\$66,579.00	\$82,701.00
Housing Program Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
HRIS Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Human Resources Administrator	983	\$85,247.00	\$112,484.50	\$139,722.00
Human Resources and Risk Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Human Resources Generalist	965	\$53,486.00	\$70,575.00	\$87,664.00
Human Resources Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
Human Services Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Human Services Director	D1	\$107,623.00	\$145,093.00	\$182,563.00
Human Services Grants Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Human Services Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Human Services Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
HVAC Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Hydrogeologist/Water Resources Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Information Security Analyst	973	\$63,702.00	\$84,055.00	\$104,408.00
Infrastructure Maintenance Superintendent	975	\$71,574.00	\$94,444.00	\$117,314.00
IT Business Process Analyst	971	\$56,695.00	\$74,809.50	\$92,924.00
IT Business Relationship Manager	982	\$80,422.00	\$106,118.00	\$131,814.00
IT Financial Coordinator	963	\$47,601.00	\$62,811.00	\$78,021.00
IT Project and Services Administrator	984	\$90,362.00	\$119,234.00	\$148,106.00
ITS Business Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
ITS Help Desk Representative	961	\$42,366.00	\$55,902.00	\$69,438.00
ITS Help Desk Supervisor	974	\$67,524.00	\$89,098.50	\$110,673.00
ITS Infrastructure Manager	982	\$80,422.00	\$106,118.00	\$131,814.00
Journeyman Electrician	965	\$53,486.00	\$70,575.00	\$87,664.00
Lab Quality Assurance Officer	972	\$60,096.00	\$79,297.50	\$98,499.00
Laboratory Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Lead Airport Maintenance Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
Lead Building Department Support Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Lead Cook	952	\$31,658.00	\$41,773.00	\$51,888.00
Lead Electrician	972	\$60,096.00	\$79,297.50	\$98,499.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Lead HVAC Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Lead Library Specialist	961	\$42,366.00	\$55,902.00	\$69,438.00
Lead Mechanic	964	\$50,457.00	\$66,579.00	\$82,701.00
Lead Parks Services Specialist	961	\$42,366.00	\$55,902.00	\$69,438.00
Lead Plumber	963	\$47,601.00	\$62,811.00	\$78,021.00
Lead Pump Out Boat Operator	955	\$37,705.00	\$49,752.00	\$61,799.00
Lead Security Officer - Armed	956	\$39,968.00	\$52,738.00	\$65,508.00
Legal Office Administrator	971	\$56,695.00	\$74,809.50	\$92,924.00
Legislative Coordinator	971	\$56,695.00	\$74,809.50	\$92,924.00
LIB Business Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Librarian I	964	\$50,457.00	\$66,579.00	\$82,701.00
Librarian II	965	\$53,486.00	\$70,575.00	\$87,664.00
Library Branch Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Library Catalog Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Development Specialist	963	\$47,601.00	\$62,811.00	\$78,021.00
Library Digital Services Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Library Director	D1	\$107,623.00	\$145,093.00	\$182,563.00
Library Electronic Resources Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Library Family Outreach Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Graphic Design Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Literacy Instructor	973	\$63,702.00	\$84,055.00	\$104,408.00
Library Marketing Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Library Project Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Library Public Services Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Library Specialist	953	\$33,558.00	\$44,279.50	\$55,001.00
Library Teen Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Licensing Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Literacy Education and Outreach Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Logistics Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Maintenance Worker	953	\$33,558.00	\$44,279.50	\$55,001.00
Marketing Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Marketing Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Master Electrician	972	\$60,096.00	\$79,297.50	\$98,499.00
MCTV Supervisor and Producer	973	\$63,702.00	\$84,055.00	\$104,408.00
Mechanic	962	\$44,908.00	\$59,256.50	\$73,605.00
Meter Reader	953	\$33,558.00	\$44,279.50	\$55,001.00
Mosquito Control Manager	981	\$75,869.00	\$100,110.50	\$124,352.00
Mosquito Control Operations Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Mosquito Control Resource Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Mosquito Control Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Mosquito Control Technician	954	\$35,570.00	\$46,936.00	\$58,302.00
MPO Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Multimedia Specialist	964	\$50,457.00	\$66,579.00	\$82,701.00
Network Administrator	972	\$60,096.00	\$79,297.50	\$98,499.00
Nuisance Abatement Coordinator	973	\$63,702.00	\$84,055.00	\$104,408.00
Ocean Lifeguard	961	\$42,366.00	\$55,902.00	\$69,438.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Ocean Rescue Captain	965	\$53,486.00	\$70,575.00	\$87,664.00
Ocean Rescue Chief	974	\$67,524.00	\$89,098.50	\$110,673.00
Ocean Rescue Lieutenant	963	\$47,601.00	\$62,811.00	\$78,021.00
Painter	955	\$37,705.00	\$49,752.00	\$61,799.00
Park Supervisor	964	\$50,457.00	\$66,579.00	\$82,701.00
Parks Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Parks and Recreation Administrative Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Parks and Recreation Director	D3	\$120,925.00	\$163,026.50	\$205,128.00
Parks Inventory Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Parks Safety and Operations Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Parks Services Specialist	953	\$33,558.00	\$44,279.50	\$55,001.00
Parks Superintendent	973	\$63,702.00	\$84,055.00	\$104,408.00
Permit/Securities Coordinator	956	\$39,968.00	\$52,738.00	\$65,508.00
Planner	971	\$56,695.00	\$74,809.50	\$92,924.00
Planning Assistant	956	\$39,968.00	\$52,738.00	\$65,508.00
Plans Examiner	965	\$53,486.00	\$70,575.00	\$87,664.00
Plumber	962	\$44,908.00	\$59,256.50	\$73,605.00
PRD Business Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Principal Planner	975	\$71,574.00	\$94,444.00	\$117,314.00
Process Control SCADA Coordinator	971	\$56,695.00	\$74,809.50	\$92,924.00
Process Control SCADA Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Procurement Supervisor	975	\$71,574.00	\$94,444.00	\$117,314.00
Professional Services Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Program Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Project Engineer	975	\$71,574.00	\$94,444.00	\$117,314.00
Project Leader	962	\$44,908.00	\$59,256.50	\$73,605.00
Project Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Project Surveyor	974	\$67,524.00	\$89,098.50	\$110,673.00
Public Records Assistant	955	\$37,705.00	\$49,752.00	\$61,799.00
Public Records Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Public Works Director	D4	\$128,181.00	\$172,808.50	\$217,436.00
Public Works Grants Coordinator	972	\$60,096.00	\$79,297.50	\$98,499.00
Public Works Outreach Coordinator	974	\$67,524.00	\$89,098.50	\$110,673.00
Pump Out Boat Operator	953	\$33,558.00	\$44,279.50	\$55,001.00
Purchasing Agent	964	\$50,457.00	\$66,579.00	\$82,701.00
Purchasing Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
PWD Business Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Real Property Assistant	962	\$44,908.00	\$59,256.50	\$73,605.00
Real Property Manager	983	\$85,247.00	\$112,484.50	\$139,722.00
Real Property Professional	971	\$56,695.00	\$74,809.50	\$92,924.00
Records Management Liaison Officer	971	\$56,695.00	\$74,809.50	\$92,924.00
Recreation Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Recreation and Event Specialist	956	\$39,968.00	\$52,738.00	\$65,508.00
Recreation Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Recreation Planning and Grants Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Recreation Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Research Entomologist	972	\$60,096.00	\$79,297.50	\$98,499.00
Reuse Coordinator	963	\$47,601.00	\$62,811.00	\$78,021.00
Risk Analyst	965	\$53,486.00	\$70,575.00	\$87,664.00
Road Maintenance Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Safety and Training Officer	965	\$53,486.00	\$70,575.00	\$87,664.00
Scale House Supervisor	962	\$44,908.00	\$59,256.50	\$73,605.00
Scale House Technician	953	\$33,558.00	\$44,279.50	\$55,001.00
Security and Life Safety Administrator	971	\$56,695.00	\$74,809.50	\$92,924.00
Security and Life Safety Coordinator	965	\$53,486.00	\$70,575.00	\$87,664.00
Security Officer - Armed	955	\$37,705.00	\$49,752.00	\$61,799.00
Security Officer - Unarmed	952	\$31,658.00	\$41,773.00	\$51,888.00
Senior Administrative Coordinator	963	\$47,601.00	\$62,811.00	\$78,021.00
Senior Airport Operations Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Senior Aquatics and Park Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Assistant County Attorney	986	\$101,531.00	\$133,971.50	\$166,412.00
Senior Building Department Support Technician	961	\$42,366.00	\$55,902.00	\$69,438.00
Senior Building Operations Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Code Compliance Investigator	965	\$53,486.00	\$70,575.00	\$87,664.00
Senior Communications Coordinator	975	\$71,574.00	\$94,444.00	\$117,314.00
Senior Construction Worker	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Customer Service Representative	956	\$39,968.00	\$52,738.00	\$65,508.00
Senior Desktop Analyst	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Emergency Management Coordinator	975	\$71,574.00	\$94,444.00	\$117,314.00
Senior Facilities Maintenance Worker	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Field Operations Specialist	963	\$47,601.00	\$62,811.00	\$78,021.00
Senior Financial Analyst	972	\$60,096.00	\$79,297.50	\$98,499.00
Senior GIS Analyst	973	\$63,702.00	\$84,055.00	\$104,408.00
Senior Hazardous Materials Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Heavy Equipment Operator	961	\$42,366.00	\$55,902.00	\$69,438.00
Senior Human Resources Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Senior IT Business Process Analyst	973	\$63,702.00	\$84,055.00	\$104,408.00
Senior ITS Help Desk Representative	964	\$50,457.00	\$66,579.00	\$82,701.00
Senior Journeyman Electrician	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Library Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Maintenance Worker	954	\$35,570.00	\$46,936.00	\$58,302.00
Senior Marketing Coordinator	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Mechanic	963	\$47,601.00	\$62,811.00	\$78,021.00
Senior Meter Reader	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Network Administrator	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Park Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Parks Services Specialist	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Permit/Securities Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Senior Planner	973	\$63,702.00	\$84,055.00	\$104,408.00
Senior Plans Examiner	972	\$60,096.00	\$79,297.50	\$98,499.00
Senior Project Engineer	981	\$75,869.00	\$100,110.50	\$124,352.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Senior Project Leader	964	\$50,457.00	\$66,579.00	\$82,701.00
Senior Project Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Public Works Grants Coordinator	973	\$63,702.00	\$84,055.00	\$104,408.00
Senior Purchasing Agent	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Real Property Assistant	963	\$47,601.00	\$62,811.00	\$78,021.00
Senior Site Compliance Officer	965	\$53,486.00	\$70,575.00	\$87,664.00
Senior Systems Administrator	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Systems Analyst	974	\$67,524.00	\$89,098.50	\$110,673.00
Senior Telecommunicator	971	\$56,695.00	\$74,809.50	\$92,924.00
Senior Traffic Sign and Marking Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Senior Utilities Instrumentation Technician	965	\$53,486.00	\$70,575.00	\$87,664.00
Senior Utilities Service Worker	955	\$37,705.00	\$49,752.00	\$61,799.00
Senior Zoning Compliance Reviewer	964	\$50,457.00	\$66,579.00	\$82,701.00
Site Compliance Officer	963	\$47,601.00	\$62,811.00	\$78,021.00
Solid Waste Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Solid Waste Lead Mechanic	964	\$50,457.00	\$66,579.00	\$82,701.00
Solid Waste Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Solid Waste Mechanic	962	\$44,908.00	\$59,256.50	\$73,605.00
Solid Waste Mechanic Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Special Assistant to the Assistant County Administrator	973	\$63,702.00	\$84,055.00	\$104,408.00
Special Events and Volunteer Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Street Light Technician	956	\$39,968.00	\$52,738.00	\$65,508.00
Survey Field Supervisor	971	\$56,695.00	\$74,809.50	\$92,924.00
Survey Field Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Survey Mapping Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Survey Party Chief	963	\$47,601.00	\$62,811.00	\$78,021.00
Systems Administrator	973	\$63,702.00	\$84,055.00	\$104,408.00
Systems Analyst	973	\$63,702.00	\$84,055.00	\$104,408.00
Systems Architect	975	\$71,574.00	\$94,444.00	\$117,314.00
Systems Communications Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Technical Services Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Teen Coordinator	961	\$42,366.00	\$55,902.00	\$69,438.00
Telecommunications Manager	982	\$80,422.00	\$106,118.00	\$131,814.00
Telecommunications Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Telecommunicator	964	\$50,457.00	\$66,579.00	\$82,701.00
Tourism Director	983	\$85,247.00	\$112,484.50	\$139,722.00
Tourism Program Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Tourism Project Coordinator	964	\$50,457.00	\$66,579.00	\$82,701.00
Traffic Asset Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Traffic Data Specialist	961	\$42,366.00	\$55,902.00	\$69,438.00
Traffic Engineering Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Traffic Operations Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Traffic Sign and Marking Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Traffic Sign and Marking Technician	955	\$37,705.00	\$49,752.00	\$61,799.00
Traffic Signal and Light Supervisor	972	\$60,096.00	\$79,297.50	\$98,499.00
Traffic Signal Technician	961	\$42,366.00	\$55,902.00	\$69,438.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Transfer Station Operations Manager	972	\$60,096.00	\$79,297.50	\$98,499.00
Transfer Station Operations Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Transit Administrator	982	\$80,422.00	\$106,118.00	\$131,814.00
Transit Customer Service Representative	954	\$35,570.00	\$46,936.00	\$58,302.00
Transit Customer Service Supervisor	963	\$47,601.00	\$62,811.00	\$78,021.00
Transit Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Transit Specialist/Mobility Coordinator	962	\$44,908.00	\$59,256.50	\$73,605.00
Transit Systems Coordinator	972	\$60,096.00	\$79,297.50	\$98,499.00
Treatment Plant Operations Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Treatment Plant Operator A	965	\$53,486.00	\$70,575.00	\$87,664.00
Treatment Plant Operator B	964	\$50,457.00	\$66,579.00	\$82,701.00
Treatment Plant Operator C	963	\$47,601.00	\$62,811.00	\$78,021.00
Urban Forestry Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
USD Electrical Technician	963	\$47,601.00	\$62,811.00	\$78,021.00
Utilities Accountant	965	\$53,486.00	\$70,575.00	\$87,664.00
Utilities and Solid Waste Director	D4	\$128,181.00	\$172,808.50	\$217,436.00
Utilities and Solid Waste Maintenance Worker	953	\$33,558.00	\$44,279.50	\$55,001.00
Utilities Chief Project Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Utilities Collections Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Compliance and Line Inspector	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Construction Inspector	965	\$53,486.00	\$70,575.00	\$87,664.00
Utilities Department Administrative Manager	975	\$71,574.00	\$94,444.00	\$117,314.00
Utilities Deputy Director	985	\$95,784.00	\$126,388.50	\$156,993.00
Utilities Distribution Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Financial Manager	981	\$75,869.00	\$100,110.50	\$124,352.00
Utilities GIS Specialist	964	\$50,457.00	\$66,579.00	\$82,701.00
Utilities GIS Technician	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Grants Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Instrumentation Technician	964	\$50,457.00	\$66,579.00	\$82,701.00
Utilities Lead Plant Maintenance Mechanic	964	\$50,457.00	\$66,579.00	\$82,701.00
Utilities Lead Sewer Vacuum Mechanic	964	\$50,457.00	\$66,579.00	\$82,701.00
Utilities Maintenance Administrator	981	\$75,869.00	\$100,110.50	\$124,352.00
Utilities Meter and Hydrant Services Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Plant Maintenance Mechanic	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Plant Maintenance Supervisor	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Project Engineer	975	\$71,574.00	\$94,444.00	\$117,314.00
Utilities Project Manager	973	\$63,702.00	\$84,055.00	\$104,408.00
Utilities Senior Plant Maintenance Mechanic	963	\$47,601.00	\$62,811.00	\$78,021.00
Utilities Senior Project Manager	974	\$67,524.00	\$89,098.50	\$110,673.00
Utilities Senior Sewer Vacuum Mechanic	963	\$47,601.00	\$62,811.00	\$78,021.00
Utilities Service Worker	954	\$35,570.00	\$46,936.00	\$58,302.00
Utilities Sewer Vacuum Mechanic	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Warehouse Specialist	962	\$44,908.00	\$59,256.50	\$73,605.00
Utilities Warehouse Supervisor	965	\$53,486.00	\$70,575.00	\$87,664.00
Utility Lead Line Locator	956	\$39,968.00	\$52,738.00	\$65,508.00
Utility Line Locator	956	\$39,968.00	\$52,738.00	\$65,508.00

Position Classification by Alpha

Position Title	Grade	Minimum	Midpoint	Maximum
Vehicle Services Administrator	975	\$71,574.00	\$94,444.00	\$117,314.00
Veterans Services Officer	962	\$44,908.00	\$59,256.50	\$73,605.00
Web Content Analyst	971	\$56,695.00	\$74,809.50	\$92,924.00
Zoning Compliance Reviewer	963	\$47,601.00	\$62,811.00	\$78,021.00

Position List – Hourly / Annually



Hourly / Salary Per Grade

Grade	Hourly Minimum	Annual Minimum	Hourly Midpoint	Annual Midpoint	Hourly Maximum	Annual Maximum
951	\$14.3587	\$29,866.00	\$18.9464	\$39,408.50	\$23.5341	\$48,951.00
952	\$15.2202	\$31,658.00	\$20.0832	\$41,773.00	\$24.9462	\$51,888.00
953	\$16.1337	\$33,558.00	\$21.2882	\$44,279.50	\$26.4428	\$55,001.00
954	\$17.1010	\$35,570.00	\$22.5654	\$46,936.00	\$28.0298	\$58,302.00
955	\$18.1274	\$37,705.00	\$23.9192	\$49,752.00	\$29.7111	\$61,799.00
956	\$19.2154	\$39,968.00	\$25.3548	\$52,738.00	\$31.4942	\$65,508.00
961	\$20.3683	\$42,366.00	\$26.8760	\$55,902.00	\$33.3837	\$69,438.00
962	\$21.5904	\$44,908.00	\$28.4887	\$59,256.50	\$35.3870	\$73,605.00
963	\$22.8851	\$47,601.00	\$30.1976	\$62,811.00	\$37.5101	\$78,021.00
964	\$24.2582	\$50,457.00	\$32.0091	\$66,579.00	\$39.7601	\$82,701.00
965	\$25.7144	\$53,486.00	\$33.9303	\$70,575.00	\$42.1462	\$87,664.00
971	\$27.2572	\$56,695.00	\$35.9661	\$74,809.50	\$44.6750	\$92,924.00
972	\$28.8923	\$60,096.00	\$38.1238	\$79,297.50	\$47.3553	\$98,499.00
973	\$30.6260	\$63,702.00	\$40.4111	\$84,055.00	\$50.1962	\$104,408.00
974	\$32.4635	\$67,524.00	\$42.8358	\$89,098.50	\$53.2082	\$110,673.00
975	\$34.4106	\$71,574.00	\$45.4058	\$94,444.00	\$56.4010	\$117,314.00
981	\$36.4755	\$75,869.00	\$48.1300	\$100,110.50	\$59.7846	\$124,352.00
982	\$38.6644	\$80,422.00	\$51.0183	\$106,118.00	\$63.3721	\$131,814.00
983	\$40.9841	\$85,247.00	\$54.0791	\$112,484.50	\$67.1740	\$139,722.00
984	\$43.4433	\$90,362.00	\$57.3240	\$119,234.00	\$71.2048	\$148,106.00
985	\$46.0500	\$95,784.00	\$60.7637	\$126,388.50	\$75.4774	\$156,993.00
986	\$48.8130	\$101,531.00	\$64.4094	\$133,971.50	\$80.0058	\$166,412.00
D1	\$51.7418	\$107,623.00	\$69.7563	\$145,093.00	\$87.7707	\$182,563.00
D2	\$54.8462	\$114,080.00	\$73.9418	\$153,799.00	\$93.0375	\$193,518.00
D3	\$58.1370	\$120,925.00	\$78.3781	\$163,026.50	\$98.6192	\$205,128.00
D4	\$61.6255	\$128,181.00	\$83.0810	\$172,808.50	\$104.5365	\$217,436.00
D5	\$65.3226	\$135,871.00	\$88.0659	\$183,177.00	\$110.8091	\$230,483.00
D6	\$69.2418	\$144,023.00	\$93.3498	\$194,167.50	\$117.4577	\$244,312.00
D7	\$73.3966	\$152,665.00	\$98.9510	\$205,818.00	\$124.5053	\$258,971.00
D8	\$77.8005	\$161,825.00	\$104.8880	\$218,167.00	\$131.9755	\$274,509.00

IAFF Salary Table 2023



APPENDIX A. SALARY TABLE 2023/2024

<i>Step 1</i>	<i>Step 2</i>	<i>Step 3</i>	<i>Step 4</i>	<i>Step 5</i>	<i>Step 6</i>	<i>Step 7</i>	<i>Step 8</i>	<i>Step 9</i>	<i>Step 10</i>
Fire Mechanic									
\$54,475	\$57,743	\$61,208	\$64,880	\$68,773	\$72,899	\$77,273	\$81,910	\$86,824	\$92,034
Fire Mechanic I									
\$57,198	\$60,630	\$64,268	\$68,124	\$72,212	\$76,544	\$81,137	\$86,005	\$91,166	\$96,635
Fire Mechanic II									
\$60,058	\$63,662	\$67,481	\$71,530	\$75,822	\$80,372	\$85,194	\$90,305	\$95,724	\$101,467
Master Mechanic									
\$63,060	\$66,843	\$70,854	\$75,105	\$79,611	\$84,388	\$89,451	\$94,818	\$100,507	\$106,538
Firefighter EMT									
\$51,880	\$54,993	\$58,293	\$61,790	\$65,498	\$69,428	\$73,593	\$78,009	\$82,689	\$87,651
Firefighter EMT – Driver Engineer									
\$54,474	\$57,743	\$61,207	\$64,880	\$68,773	\$72,899	\$77,273	\$81,909	\$86,824	\$92,033
Firefighter Paramedic									
\$60,058	\$63,662	\$67,481	\$71,530	\$75,822	\$80,371	\$85,194	\$90,305	\$95,723	\$101,467
Firefighter Paramedic – Driver Engineer									
\$63,061	\$66,845	\$70,855	\$75,107	\$79,613	\$84,390	\$89,453	\$94,820	\$100,510	\$106,540
Lieutenant									
\$66,064	\$70,028	\$74,229	\$78,683	\$83,404	\$88,408	\$93,713	\$99,336	\$105,296	\$111,614
Captain EMT									
\$69,525	\$73,697	\$78,118	\$82,805	\$87,774	\$93,040	\$98,623	\$104,540	\$110,812	\$117,461
Captain Paramedic									
\$76,652	\$81,251	\$86,126	\$91,294	\$96,772	\$102,578	\$108,733	\$115,257	\$122,172	\$129,502
EMS Captain									
\$76,652	\$81,251	\$86,127	\$91,294	\$96,772	\$102,578	\$108,733	\$115,257	\$122,172	\$129,502
Battalion Chief EMT									
\$80,484	\$85,313	\$90,432	\$95,858	\$101,609	\$107,706	\$114,168	\$121,018	\$128,279	\$135,976
Battalion Chief Paramedic									
\$88,734	\$94,058	\$99,701	\$105,683	\$112,024	\$118,746	\$125,870	\$133,423	\$141,428	\$149,914

Special Compensation



Photo Credit: Ecological Associates, Inc.

SPECIAL COMPENSATION:

A. Incentive Pay – Construction Inspectors / Plans Examiners / Chief Inspectors and Plans Examiner

1. Construction Inspectors (Pay Grade 965)

a. New Hires (hired after the adoption of this recommendation):

i. Construction Inspectors (Pay Grade 965)

Minimum Starting Hourly Rate, \$25.7144*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in one (1) discipline of inspection per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical or must be eligible for a provisional license.

ii. Construction Inspectors (Pay Grade 965)

Minimum Starting Hourly Rate, \$28.8923*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in two (2) discipline of inspection per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

iii. Construction Inspectors (Pay Grade 965)

Minimum Starting Hourly Rate, \$32.4635*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in three (3) discipline of inspection per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

iv. Construction Inspectors (Pay Grade 965)

Minimum Starting Hourly Rate, \$36.4755*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in four (4) or more discipline of inspection per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

b. Current incumbents

i. Construction Inspectors (Pay Grade 965)

Minimum Starting Hourly Rate, \$25.7144*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in one (1) discipline of inspection per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical or must be eligible for a provisional license.

ii. Construction Inspectors (Pay Grade 965)

Minimum Starting Hourly Rate, \$28.8923*

REQUIREMENTS: Upon receiving a licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in two (2) discipline of inspection per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

iii. Construction Inspectors (Pay Grade 965)

Minimum Starting Hourly Rate, \$32.4635*

REQUIREMENTS: Upon receiving a licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in three (3) discipline of inspection per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

iv. Construction Inspectors (Pay Grade 965)

Minimum Starting Hourly Rate, \$36.4755*

REQUIREMENTS: Upon receiving a licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in four (4) or more discipline of inspection per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

2. Plans Examiners (Pay Grade 965)

a. New Hires (hired after the adoption of this recommendation):

i. Plans Examiners (Pay Grade 965)

Minimum Starting Hourly Rate, \$25.7144*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in one (1) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

ii. Plans Examiners (Pay Grade 965)

Minimum Starting Hourly Rate, \$28.8923*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in two (2) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

iii. Plans Examiners (Pay Grade 965)

Minimum Starting Hourly Rate, \$32.4635*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in three (3) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

iv. Plans Examiners (Pay Grade 965)

Minimum Starting Hourly Rate, \$36.4755*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in four (4) or more discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

b. Current incumbents

i. Plans Examiners (Pay Grade 965)

Minimum Starting Hourly Rate, \$25.7144*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in one (1) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

ii. Plans Examiners (Pay Grade 965)

Minimum Starting Hourly Rate, \$28.8923*

REQUIREMENTS: Upon receiving a licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in two (2) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

iii. Plans Examiners (Pay Grade 965)

Minimum Starting Hourly Rate, \$32.4635*

REQUIREMENTS: Upon receiving a licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in three (3) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

iv. Plans Examiners (Pay Grade 965)

Minimum Starting Hourly Rate, \$36.4755*

REQUIREMENTS: Upon receiving a licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in four (4) or more discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

3. Senior Plans Examiners (Pay Grade 972)

a. New Hires (hired after the adoption of this recommendation):

i. Senior Plans Examiners (Pay Grade 972)

Minimum Starting Hourly Rate, \$28.8923*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in two (2) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

ii. Senior Plans Examiners (Pay Grade 972)

Minimum Starting Hourly Rate, \$32.4635*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in three (3) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

iii. Senior Plans Examiners (Pay Grade 972)

Minimum Starting Hourly Rate, \$36.4755*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in four (4) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

b. Current incumbents

i. Senior Plans Examiners (Pay Grade 972)

Minimum Starting Hourly Rate, \$28.8923*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in two (2) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

ii. Senior Plans Examiners (Pay Grade 972)

Minimum Starting Hourly Rate, \$32.4635*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in three (3) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

iii. Senior Plans Examiners (Pay Grade 972)

Minimum Starting Hourly Rate, \$36.4755*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in four (4) discipline of plans examining per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

4. Chief Inspectors/Plans Examiners (Pay Grade 975)

a. New Hires (hired after the adoption of this recommendation):

i. Chief Inspectors/Plans Examiners (Pay Grade 975)

Minimum Starting Hourly Rate, \$34.4106*

REQUIREMENTS: Plans Examiner and Inspector License in the same specified trade area: Residential Inspector, Building, Electrical, Plumbing or Mechanical.

ii. Chief Inspectors/Plans Examiners (Pay Grade 975)

Minimum Starting Hourly Rate \$36.4755*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in two (2) discipline of inspection AND plans examiner per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

iii. Chief Inspectors/Plans Examiners (Pay Grade 975)

Minimum Starting Hourly Rate, \$38.6644*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in three (3) discipline of inspection AND plans examiner per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

iv. Chief Inspectors/Plans Examiners (Pay Grade 975)

Minimum Starting Hourly Rate, \$40.9841*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in four (4) or more discipline of inspection AND plans examiner per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical.

b. Current incumbents

i. Chief Inspectors/Plans Examiners (Pay Grade 975)

Minimum Starting Hourly Rate, \$34.4106*

REQUIREMENTS: Plans Examiner and Inspector License in the same specified trade area: Residential Inspector, Building, Electrical, Plumbing or Mechanical.

ii. Chief Inspectors/Plans Examiners (Pay Grade 975)

Minimum Starting Hourly Rate \$36.4755*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in two (2) discipline of inspection AND plans examiner per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

iii. Chief Inspectors/Plans Examiners (Pay Grade 975)

Minimum Starting Hourly Rate, \$38.6644*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in three (3) discipline of inspection AND plans examiner per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

iv. Chief Inspectors/Plans Examiners (Pay Grade 975)

Minimum Starting Hourly Rate, \$40.9841*

REQUIREMENTS: Licensure by the State of Florida Department of Business and Professional Regulation (DBPR) licensure in four (4) or more discipline of inspection AND plans examiner per Florida Statute 468 in Residential Inspector, Building, Electrical, Plumbing or Mechanical, the incumbent will be promoted to the new hourly rate or ten (10) percent, whichever is higher.

*Hourly rates will be reviewed in conjunction with any changes made to the pay plan table

The career path is **not an automatic progression from one classification to the other (e.g. Construction Inspector to Chief Inspector/Plans Examiner)

***The HR/RM Division will review the progression of the career path based on the market on an as needed basis, and reserves the right to modify, add, and remove the career path.

Position	Grade	Min Annual	Min Hrly	Mid Annually	Mid Hrly	Max Annually	Max Hrly
Construction Inspector (1 License or Provisional)	965	\$53,486.00	\$25.7144	\$70,575.00	\$33.9303	\$87,664.00	\$42.1462
Construction Inspector (2 Licenses)		\$60,096.00	\$28.8923	\$79,297.50	\$38.1238	\$98,499.00	\$47.3553
Construction Inspector (3 Licenses)		\$67,524.00	\$32.4635	\$89,098.50	\$42.8358	\$110,673.00	\$53.2082
Construction Inspector (4 or more Licenses)		\$75,869.00	\$36.4755	\$100,110.50	\$48.1300	\$124,352.00	\$59.7846
Plans Examiner (1 License or Provisional)	965	\$53,486.00	\$25.7144	\$70,575.00	\$33.9303	\$87,664.00	\$42.1462
Plans Examiner (2 Licenses)		\$60,096.00	\$28.8923	\$79,297.50	\$38.1238	\$98,499.00	\$47.3553
Plans Examiner (3 Licenses)		\$67,524.00	\$32.4635	\$89,098.50	\$42.8358	\$110,673.00	\$53.2082
Plans Examiner (4 or more Licenses)		\$75,869.00	\$36.4755	\$100,110.50	\$48.1300	\$124,352.00	\$59.7846
Senior Plans Examiner (2 Licenses)	972	\$60,096.00	\$28.8923	\$79,297.50	\$38.1238	\$98,499.00	\$47.3553
Senior Plans Examiner (3 Licenses)		\$67,524.00	\$32.4635	\$89,098.50	\$42.8358	\$110,673.00	\$53.2082
Senior Plans Examiner (4 Licenses)		\$75,869.00	\$36.4755	\$100,110.50	\$48.1300	\$124,352.00	\$59.7846
Chief Inspector/Plans Examiner (1/1 License)	975	\$71,574.00	\$34.4106	\$94,444.00	\$45.4058	\$117,314.00	\$56.4010
Chief Inspector/Plans Examiner (2/2 Licenses)		\$75,869.00	\$36.4755	\$100,110.50	\$48.1300	\$124,352.00	\$59.7846
Chief Inspector/Plans Examiner (3/3 Licenses)		\$80,422.00	\$38.6644	\$106,118.00	\$51.0183	\$131,814.00	\$63.3721
Chief Inspector/Plans Examiner (4/4 or more Licenses)		\$85,247.00	\$40.9841	\$112,484.50	\$54.0791	\$139,722.00	\$67.1740

SPECIAL COMPENSATION:

CAREER PATH FOR TREATMENT PLANT OPERATORS:

This position holds a career path of which incumbents who attained a higher-level license will be promoted to the minimum of new grade or five (5) percent, whichever is higher. Career path information is outlined below:

Treatment Plant Operator A, B or C (Pay Grade 963 – Pay Grade 965)

- c. New Hires (hired after the adoption of this recommendation):
 - i. Treatment Plant Operator C
Pay Grade: 963*
REQUIREMENTS: Must possess licensure by the State of Florida Department of Environmental Protection (FDEP) in Water or Wastewater C Operator to be classified as a Treatment Plant Operator C, Pay Grade 963.
 - ii. Treatment Plant Operator B
Pay Grade: 964*
REQUIREMENTS: Must possess licensure by the State of Florida Department of Environmental Protection (FDEP) in Water or Wastewater B Operator to be classified as a Treatment Plant Operator B, Pay Grade 964.
 - iii. Treatment Plant Operator A
Pay Grade: 965*
REQUIREMENTS: Must possess licensure by the State of Florida Department of Environmental Protection (FDEP) in Water or Wastewater A Operator to be classified as a Treatment Plant Operator A, Pay Grade 965.

- d. Current incumbents
 - i. Treatment Plant Operator C
Pay Grade: 963*
REQUIREMENTS: Must possess licensure by the State of Florida Department of Environmental Protection (FDEP) in Water or Wastewater C Operator to be classified as a Treatment Plant Operator C, Pay Grade 963.
 - ii. Treatment Plant Operator B
Pay Grade: 964*
REQUIREMENTS: Upon receiving a licensure by the State of Florida Department of Environmental Protection (FDEP) in Water or Wastewater B Operator, incumbent will be reclassified from Treatment Plant Operator C to Treatment Plant Operator B, Pay Grade 964 or five (5) percent, whichever is higher. Incumbent must maintain licensure of Water or Wastewater B Operator to continue in the classification of Treatment Plant Operator B and upon no longer maintaining licensure, incumbent will be demoted as outlined under Teamsters Bargaining Unit Article 19 – Demotions.

iii. Treatment Plant Operator A

Pay Grade: 965*

REQUIREMENTS: Upon receiving a licensure by the State of Florida Department of Environmental Protection (FDEP) in Water or Wastewater A Operator, incumbent will be reclassified from Treatment Plant Operator B to Treatment Plant Operator A, Pay Grade 965 or five (5) percent, whichever is higher. Incumbent must maintain licensure of Water or Wastewater A Operator to continue in the classification of Treatment Plant Operator A and upon no longer maintaining licensure, incumbent will be demoted as outlined under Teamsters Bargaining Unit Article 19 – Demotions.

Career Path Table:

Position	Grade	Min Annual	Mid Annual	Max Annual
Treatment Plant Operator C	963	\$47,601.00	\$62,811.00	\$78,021.00
Treatment Plant Operator B	964	\$50,457.00	\$66,579.00	\$82,701.00
Treatment Plant Operator A	965	\$53,486.00	\$70,575.00	\$87,664.00

*Annual ranges will be reviewed in conjunction with any changes made to the pay plan table

***The HR/RM Division will review the progression of the career path based on the market on an as needed basis, and reserves the right to modify, add, and remove the career path.

SPECIAL COMPENSATION:

CERTIFICATION INCREASE FOR ADMINISTRATION – PURCHASING DIVISION:

This position holds a recommended certification percentage increase upon receiving the certification as outlined in below table. All incumbents in the Purchasing Division are eligible for the increase effective 10/20/2023 and will need to submit approvals to Budget, HR and Administration for final approval.

CERTIFICATION NAME	CERTIFYING AGENCY	TYPE	% INCREASE
Public Procurement Associate (PPA)	NIGP	Designation	2%
Certified Professional Public Buyer (CPPB)	UPPCC	Certification	3%
NIGP Certified Procurement Professional (NIGP-CPP)	NIGP	Certification	3%
Certified Public Procurement Officer (CPPO)	UPPCC	Certification	5%
Certified Contract Management Associate (CCMA)	NCMA	Certification	3%
Certified Professional Contract Manager (CPCM)	NCMA	Certification	5%

***The HR/RM Division will review the progression of the career certification incentive based on the market on an as needed basis, and reserves the right to modify, add, and remove the table.