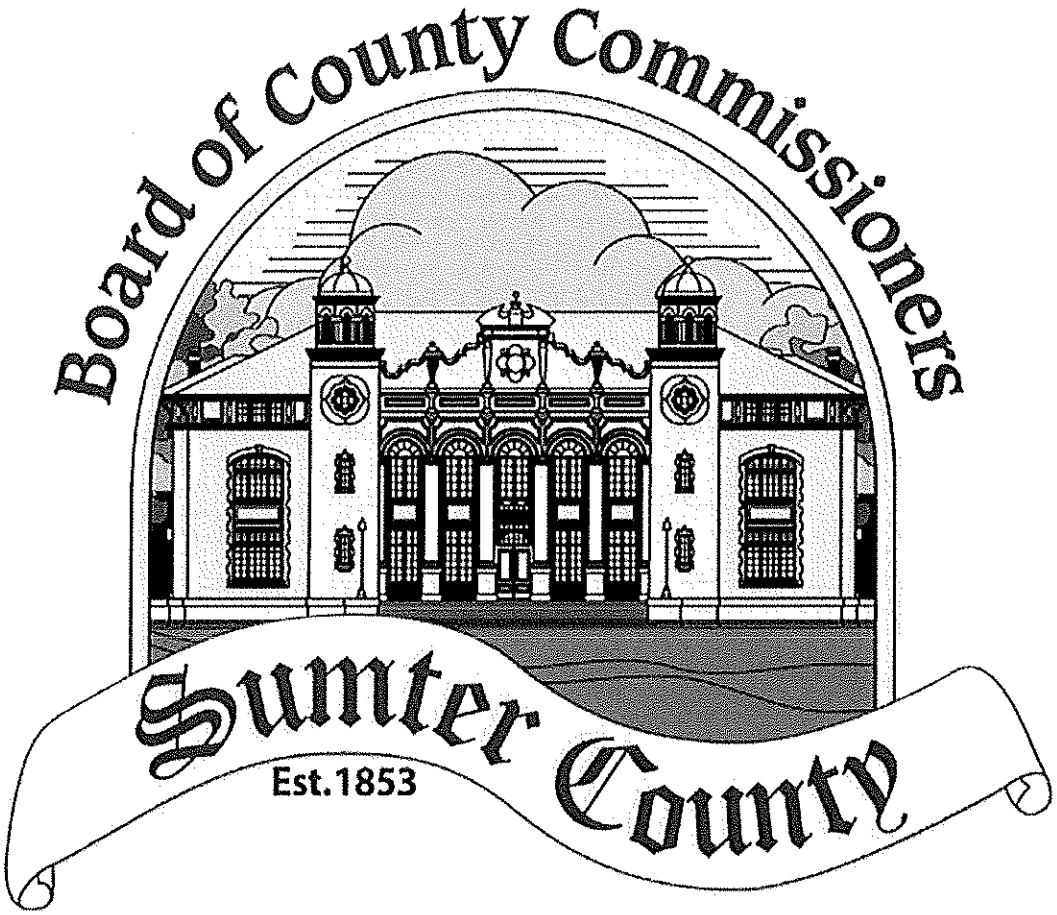


2011 – 2012
Classification and Compensation Schedule

2011-2012 CLASSIFICATION AND AUTHORIZED POSITION SCHEDULE

Department	Dept. Staffing	Position Title	Pay Range	Authorized Positions
Community Services Division				
Animal Control	*8*	Staff Assistant I	13	1
		Officer	14	5
		*Kennel Coordinator	16	1
		*Animal Control Officer Coordinator	19	1
Community Srvcs Admin.	*3*	Finance Coordinator	17	1
		Comm. Svcs Admin. Coord.	21	1
		*Director of Community Services	33	1
Library	*42*	Courier	9	1
		Technical Services Support Tech	10	1
		Library Assistant (PT)	11	1
		Library Assistant	11	21
		Clerk/Driver (PT)	12	1
		Clerk/Driver	12	1
		Assistant Library Supervisor	14	2
		Technical Services Assistant	15	2
		*Library Supervisor	20	6
		*Librarian	23	2
		*Technical Services Coordinator	23	1
		*Youth Services Coordinator	23	1
		*Assistant Library Services Manager	26	1
		*Library Services Manager	31	1
Transit	*2*	Contract Support Specialist	16	1
		*Transit Contract Manager	24	1
Veterans Services	*5*	Staff Assistant I	13	1
		Veterans Counselor	15	2
		*Veterans Service Officer	21	1
		*Veterans Service Office Manager	25	1

Fire and Emergency Medical Services				
Fire/Emergency Services	*33*	Firefighter	10	18
		Staff Assistant I	13	2
		Staff Assistant I (PT)	13	1
		Lieutenant	15	3
		Administrative Assistant - FS	20	1
		Fire Plans Examiner/Inspector	26	1
		*Battalion Chief	26	3
		*Deputy Chief - Administrative	32	1
		*Deputy Chief - Operations	32	1
		*Deputy Chief - Fire Marshall	32	1
		*Chief	34	1
Planning & Development Division				
Building Services	*15*	Development Technician	17	7
		Standard Building Inspector	26	4
		Standard Plans Examiner	26	2
		*Chief Building Inspector	30	1
		*Building Official	32	1
Planning Services	*8*	Staff Assistant I	13	1
		GIS Technician	17	1
		Housing Coordinator	19	1
		*Planner	22	1
		IT Contract Manager	24	1
		*Development Coordinator	26	1
		*Asst.Director of Development Svcs	26	1
		*Director of Development Services	34	1
Public Works Division				
Facilities Development	*2*	Staff Assistant II	15	1
		*Project Manager	31	1
Facilities Maintenance	*7*	Staff Assistant II	15	1
		Maintenance Technician II	17	3
		Maintenance Technician III	19	1
		Maintenance Technician IV	21	1
		*Maintenance Supervisor	22	1
Mosquito Control	*4.5*	Technician	13	3
		Staff Assistant II	15	0.5
		*Mosquito Control Coordinator	23	1
Parks & Recreation	*6.5*	Staff Assistant II	15	0.5
		Park Technician	17	5
		*Parks Operation Coordinator	19	1

Road & Bridge	*43*	Inventory Technician I	10	1
		Maintenance Worker	10	3
		Sign Shop Technician	11	1
		Equipment Operator I	14	9
		Staff Assistant II	15	1
		Equipment Operator II	16	5
		GIS Technician	17	1
		Mechanic	17	1
		Equipment Svcs Technician	17	1
		Inventory Technician III	17	1
		Staff Assistant III	17	4
		Working Foreman	17	2
		Traffic Engineering Technician	18	2
		Engineering Technician	19	1
		Senior Equipment Operator	19	2
		Senior Mechanic	20	1
		Working Foreman - Equip. Op.	20	1
		Shop Foreman	22	1
		*PW Administrative Coordinator	24	1
		*Road & Bridge Superintendent	26	1
		*Asst. PW Director - Operations	33	1
		*Asst. PW Director - Engineering	33	1
		*Director of Public Works	36	1
Solid Waste	*3*	Equipment Operator II	16	2
		Senior Equipment Operator	19	1
Support Services Division				
County Administration	*4*	Staff Assistant III	17	3
		*County Administrator/Budget Officer	39	1
Emergency Management	*2*	Emergency Management Specialist	15	1
		*Emergency Management Director	30	1
Employee Services	*4*	Staff Assistant III	17	1
		Employee Services Specialist	19	2
		*EmployeeHR/Admin. Svcs Manager	32	1
Financial Services	*5*	Financial Support Specialist	17	2
		*Purchasing Coordinator	19	1
		*Financial Services Coordinator	24	1
		*Financial Services Manager	32	1
Total BOCC Staffing	*197*	*Full-time: 194*	*Part-time: 3*	

* Indicates Fair Labor Standards Act Exempt Positions.

Sumter County BOCC

SALARY SCHEDULE - 2011-2012

JOB TITLE	Empl No	PAYROLL PERIODS	RATE	ANNUAL RATE
COUNTY COMMISSIONERS				
Commr/District No. 1	486	FIRST PR	129.74	
		26 PRs	1,817.02	
		LAST PR	129.74	47,502.00
Commr/District No. 2	667	FIRST PR	129.74	
		26 PRs	1,817.02	
		LAST PR	129.74	47,502.00
Commr/District No. 3	808	FIRST PR	129.74	
		26 PRs	1,817.02	
		LAST PR	129.74	47,502.00
Commr/District No. 4	2	FIRST PR	129.74	
		26 PRs	1,817.02	
		LAST PR	129.74	47,502.00
Commr/District No. 5	487	FIRST PR	129.74	
		26 PRs	1,817.02	
		LAST PR	129.74	47,502.00

NOTE: SALARY SET BY FLORIDA STATUTES

KEY:
PR = Payroll

Table 3

Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2011-12
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

		Elected County Constitutional Officers						Elected School District Officials	
County		Clerk of Circuit Court	Property Appraiser	Tax Collector	Supervisor of Elections	Sheriff	County Commissioners	School Superintendent	School Board Members
Alachua	c	$ 126,564	$ 126,564	$ 126,564	$ 108,216	$ 135,159	$ 70,444	$ 126,564	$ 34,916
Baker	e	$ 95,720	$ 95,720	$ 95,720	$ 78,841	$ 104,316	$ 29,813	$ 95,720	$ 25,335
Bay	e	$ 120,165	$ 120,165	$ 120,165	$ 102,122	$ 128,761	$ 61,800	$ 120,165	$ 33,046
Bradford	e	$ 96,173	$ 96,173	$ 96,173	$ 79,273	$ 104,769	$ 30,245	$ 96,173	$ 25,455
Brevard	c	$ 139,486	$ 139,486	$ 139,486	$ 120,523	$ 148,082	$ 82,751	$ 139,486	$ 38,334
Broward	c	$ 161,547	$ 161,547	$ 161,547	$ 142,116	$ 170,143	$ 92,097	$ 161,547	$ 40,932
Calhoun	e	$ 91,694	$ 91,694	$ 91,694	$ 75,007	$ 100,290	$ 25,979	$ 91,694	$ 24,270
Charlotte	c	$ 119,212	$ 119,212	$ 119,212	$ 101,214	$ 127,807	$ 60,166	$ 119,212	$ 32,744
Citrus	e	$ 117,198	$ 117,198	$ 117,198	$ 99,296	$ 125,794	$ 56,714	$ 117,198	$ 32,105
Clay	c e	$ 122,530	$ 122,530	$ 122,530	$ 104,375	$ 131,126	$ 65,855	$ 122,530	$ 33,797
Collier		$ 131,346	$ 131,346	$ 131,346	$ 112,771	$ 139,942	$ 74,999	$ 131,346	$ 36,180
Columbia	c e	$ 104,394	$ 104,394	$ 104,394	$ 87,102	$ 112,990	$ 41,144	$ 104,394	$ 28,482
De Soto	e	$ 98,218	$ 98,218	$ 98,218	$ 81,220	$ 106,813	$ 32,191	$ 98,218	$ 25,995
Dixie	e	$ 92,274	$ 92,274	$ 92,274	$ 75,559	$ 100,869	$ 26,531	$ 92,274	$ 24,423
Duval	c	$ 146,382	$ 146,382	$ 146,382	$ 127,091	$ 154,978	$ 89,319	$ 146,382	$ 40,160
Escambia	e	$ 129,805	$ 129,805	$ 129,805	$ 111,303	$ 138,401	$ 73,531	$ 129,805	$ 35,773
Flagler	e	$ 111,657	$ 111,657	$ 111,657	$ 94,019	$ 120,253	$ 48,061	$ 111,657	$ 30,405
Franklin	e	$ 90,703	$ 90,703	$ 90,703	$ 74,063	$ 99,299	$ 25,035	$ 90,703	$ 24,008
Gadsden	e	$ 101,933	$ 101,933	$ 101,933	$ 84,758	$ 110,529	$ 35,730	$ 101,933	$ 26,978
Gilchrist	e	$ 92,440	$ 92,440	$ 92,440	$ 75,717	$ 101,036	$ 26,689	$ 92,440	$ 24,467
Glades	e	$ 91,133	$ 91,133	$ 91,133	$ 74,473	$ 99,729	$ 25,444	$ 91,133	$ 24,121
Gulf	e	$ 92,093	$ 92,093	$ 92,093	$ 75,387	$ 100,689	$ 26,359	$ 92,093	$ 24,375
Hamilton	e	$ 91,750	$ 91,750	$ 91,750	$ 75,061	$ 100,346	$ 26,032	$ 91,750	$ 24,285
Hardee	e	$ 95,919	$ 95,919	$ 95,919	$ 79,031	$ 104,515	$ 30,002	$ 95,919	$ 25,387
Hendry	e	$ 99,597	$ 99,597	$ 99,597	$ 82,533	$ 108,192	$ 33,505	$ 99,597	$ 26,360
Hernando		$ 120,587	$ 120,587	$ 120,587	$ 102,524	$ 129,183	$ 62,523	$ 120,587	$ 33,180
Highlands	e	$ 112,454	$ 112,454	$ 112,454	$ 94,778	$ 121,050	$ 48,820	$ 112,454	$ 30,616
Hillsborough	c	$ 153,052	$ 153,052	$ 153,052	$ 133,622	$ 161,648	$ 92,097	$ 153,052	$ 40,932
Holmes	e	$ 93,403	$ 93,403	$ 93,403	$ 76,635	$ 101,999	$ 27,607	$ 93,403	$ 24,722
Indian River		$ 116,853	$ 116,853	$ 116,853	$ 98,968	$ 125,449	$ 56,123	$ 116,853	$ 31,996
Jackson	e	$ 103,015	$ 103,015	$ 103,015	$ 85,789	$ 111,611	$ 36,761	$ 103,015	$ 27,264
Jefferson	e	$ 91,738	$ 91,738	$ 91,738	$ 75,049	$ 100,334	$ 26,021	$ 91,738	$ 24,281
Lafayette	e	$ 89,839	$ 89,839	$ 89,839	$ 73,240	$ 98,435	$ 23,865	$ 89,839	$ 23,490
Lake		$ 129,769	$ 129,769	$ 129,769	$ 111,268	$ 138,364	$ 73,496	$ 129,769	$ 35,763
Lee	c	$ 141,106	$ 141,106	$ 141,106	$ 122,066	$ 149,702	$ 84,294	$ 141,106	$ 38,763
Leon	c e	$ 128,378	$ 128,378	$ 128,378	$ 109,944	$ 136,974	$ 72,172	$ 128,378	$ 35,395
Levy	e	$ 100,132	$ 100,132	$ 100,132	$ 83,043	$ 108,728	$ 34,015	$ 100,132	$ 26,502

Table 3

Finalized Salaries of Elected County Constitutional Officers and School District Officials for Fiscal Year 2011-12
Pursuant to the Salary Formula in Chapter 145, Florida Statutes
See Table Notes for Additional Clarification

County		Elected County Constitutional Officers						Elected School District Officials	
		Clerk of Circuit Court	Property Appraiser	Tax Collector	Supervisor of Elections	Sheriff	County Commissioners	School Superintendent	School Board Members
Liberty	e	$ 89,677	$ 89,677	$ 89,677	$ 73,085	$ 98,272	$ 23,555	$ 89,677	$ 23,318
Madison	e	$ 93,177	$ 93,177	$ 93,177	$ 76,419	$ 101,773	$ 27,391	$ 93,177	$ 24,662
Manatee		$ 131,431	$ 131,431	$ 131,431	$ 112,851	$ 140,026	$ 75,079	$ 131,431	$ 36,203
Marion	e	$ 131,976	$ 131,976	$ 131,976	$ 113,371	$ 140,572	$ 75,599	$ 131,976	$ 36,347
Martin	e	$ 117,744	$ 117,744	$ 117,744	$ 99,816	$ 126,340	$ 57,650	$ 117,744	$ 32,278
Miami-Dade	c	$ 173,800	$ 173,800	$ 173,800	$ 154,369	$ 182,395	$ 92,097	$ 173,800	$ 40,932
Monroe	e	$ 105,828	$ 105,828	$ 105,828	$ 88,468	$ 114,424	$ 42,509	$ 105,828	$ 28,862
Nassau	e	$ 105,886	$ 105,886	$ 105,886	$ 88,523	$ 114,481	$ 42,564	$ 105,886	$ 28,877
Okaloosa	e	$ 121,451	$ 121,451	$ 121,451	$ 103,347	$ 130,047	$ 64,005	$ 121,451	$ 33,455
Okeechobee		$ 99,872	$ 99,872	$ 99,872	$ 82,796	$ 108,468	$ 33,768	$ 99,872	$ 26,433
Orange	c	$ 151,689	$ 151,689	$ 151,689	$ 132,258	$ 160,284	$ 92,097	$ 151,689	$ 40,932
Osceola	c	$ 127,940	$ 127,940	$ 127,940	$ 109,527	$ 136,536	$ 71,755	$ 127,940	$ 35,279
Palm Beach	c	$ 154,540	$ 154,540	$ 154,540	$ 135,110	$ 163,136	$ 92,097	$ 154,540	$ 40,932
Pasco	e	$ 137,796	$ 137,796	$ 137,796	$ 118,913	$ 146,391	$ 81,141	$ 137,796	$ 37,886
Pinellas	c	$ 147,505	$ 147,505	$ 147,505	$ 128,161	$ 156,101	$ 90,389	$ 147,505	$ 40,457
Polk	c	$ 140,748	$ 140,748	$ 140,748	$ 121,725	$ 149,344	$ 83,953	$ 140,748	$ 38,668
Putnam	e	$ 106,156	$ 106,156	$ 106,156	$ 88,781	$ 114,752	$ 42,822	$ 106,156	$ 28,949
St. Johns		$ 122,442	$ 122,442	$ 122,442	$ 104,290	$ 131,037	$ 65,703	$ 122,442	$ 33,769
St. Lucie		$ 128,527	$ 128,527	$ 128,527	$ 110,086	$ 137,122	$ 72,314	$ 128,527	$ 35,435
Santa Rosa	e	$ 118,287	$ 118,287	$ 118,287	$ 100,333	$ 126,883	$ 58,581	$ 118,287	$ 32,450
Sarasota	c	$ 135,080	$ 135,080	$ 135,080	$ 116,327	$ 143,676	$ 78,555	$ 135,080	$ 37,168
Seminole	c	$ 136,894	$ 136,894	$ 136,894	$ 118,054	$ 145,489	$ 80,282	$ 136,894	$ 37,647
Sumter	e	$ 111,070	$ 111,070	$ 111,070	$ 93,461	$ 119,666	$ 47,502	$ 111,070	$ 30,250
Suwannee	e	$ 100,374	$ 100,374	$ 100,374	$ 83,273	$ 108,969	$ 34,245	$ 100,374	$ 26,566
Taylor	e	$ 94,255	$ 94,255	$ 94,255	$ 77,446	$ 102,851	$ 28,418	$ 94,255	$ 24,947
Union	e	$ 91,988	$ 91,988	$ 91,988	$ 75,286	$ 100,583	$ 26,258	$ 91,988	$ 24,347
Volusia	c	$ 138,438	$ 138,438	$ 138,438	$ 119,525	$ 147,034	$ 81,753	$ 138,438	$ 38,056
Wakulla	c e	$ 96,900	$ 96,900	$ 96,900	$ 79,965	$ 105,496	$ 30,937	$ 96,900	$ 25,647
Walton	e	$ 101,174	$ 101,174	$ 101,174	$ 84,035	$ 109,770	$ 38,077	$ 101,174	$ 27,629
Washington	e	$ 95,005	$ 95,005	$ 95,005	$ 78,160	$ 103,601	$ 29,132	$ 95,005	$ 25,146

A "c" denotes each of Florida's 20 charter counties, according to the Florida Association of Counties (FAC).
[http://www.fl-counties.com/Pages/About_Floridas_Counties/Charter_County_Information.aspx]
An "e" denotes those school districts having an elected school superintendent, according to the Florida Association of District School Superintendents (FADSS).

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Animal Control				*Division: Community Services*		
1	Staff Assistant I	vacant	000	11.23	23,358.40		13
2	Animal Control Officer	Oliver	915	12.08	25,126.40		14
3	Animal Control Officer	Mihutz	751	12.02	25,001.60		14
4	Animal Control Officer	Young	871	12.08	25,126.40		14
5	Animal Control Officer	vacant	000	12.45	25,896.00		14
6	Animal Control Officer	Stokes	549	12.08	25,126.40		14
7	Kennel Coordinator	Belancin	754	13.64	28,371.20		16
8	AC Officer Coordinator	Taberner	502	18.60	38,688.00		19

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Community Services Administration					*Division: Community Services*	
1	Finance Coordinator	Schlak	746	14.43	30,014.40		17
2	Community Services Administrative Coordinator	Nelson, D	088	19.13	39,790.40		21
3	Director of Community Services	Barsell	772	44.39	92,331.20		33

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Library Program				*Division: Community Services*		
1	Courier	Klick	821	9.75	20,280.00		9
2	Technical Services Support Tech	Jones, R	615	10.91	22,692.80		10
3	Library Assistant PT	Johnson, A	771	10.44	16,286.40	*Based on 1560 hours per year*	11
4	Library Assistant FT	Hart, M	597	10.44	21,715.20		11
5	Library Assistant FT	Brown, D	189	10.44	21,715.20		11
6	Library Assistant FT	Marsh	816	10.76	22,380.80		11
7	Library Assistant FT	Peca	668	10.76	22,380.80		11
8	Library Assistant FT	Saldivar	743	10.76	22,380.80		11
9	Library Assistant FT	Smith, J.	981	10.18	21,174.40		11
10	Library Assistant FT	Donelly	905	10.44	21,715.20		11
11	Library Assistant FT	Weller	819	10.76	22,380.80		11
12	Library Assistant FT	Goodell	237	10.76	22,380.80		11
13	Library Assistant FT	Price	924	10.18	21,174.40		11
14	Library Assistant FT	Soto	739	10.76	22,380.80		11
15	Library Assistant FT	Buschena	720	11.07	23,025.60		11
16	Library Assistant FT	Martin	461	11.39	23,691.20		11
17	Library Assistant FT	Wallace	906	10.18	21,174.40		11
18	Library Assistant FT	Horodysky	684	12.04	25,043.20		11
19	Library Assistant FT	Spriet	833	11.49	23,899.20		11
20	Library Assistant FT	Ducanic	926	10.18	21,174.40		11
21	Library Assistant FT	Mills	943	10.18	21,174.40		11
22	Library Assistant FT	Gilkes	944	10.18	21,174.40		11
23	Library Assistant FT	Parker, Tometer	920	10.18	21,174.40		11
24	Library Assistant FT	Shore	948	10.18	21,174.40		11

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
25	Clerk/Driver PT	Garcia	987	11.23	11,903.80	Based on 1060 hours per year	12
26	Clerk/Driver FT	Weishaupt	750	11.29	23,483.20		12
27	Assistant Library Supervisor	Smith, R	817	12.37	25,729.60		14
28	Assistant Library Supervisor	Chesser	827	12.01	24,980.80		14
29	Technical Services Assistant	Whittington	988	13.09	27,227.20		15
30	Technical Services Assistant	Neumann	548	13.84	28,787.20		15
31	Library Supervisor	Cummings	697	16.19	33,675.20		20
32	Library Supervisor	Lofils-Culp	990	17.65	36,712.00		20
33	Library Supervisor	Lee, J	624	17.61	36,628.80		20
34	Library Supervisor	Brinson, M	550	17.65	36,712.00		20
35	Library Supervisor	Stark	815	16.19	33,675.20		20
36	Library Supervisor	Burch	829	15.79	32,843.20		20
37	Librarian	Berg	946	19.18	39,894.40		23
38	Librarian	Patrick-Downs	947	19.18	39,894.40		23
39	Technical Services Coordinator	Barnes	200	25.86	53,788.80		23
40	Youth Services Coordinator	Wehking	925	19.18	39,894.40		23
41	Assistant Library Services Manager	Vacant	000	21.15	43,992.00		26
42	Library Services Manager	Shiflett	826	36.95	76,856.00		31

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Transit				*Division: Community Services*		
1	Contract Support Specialist	Vacant	000	12.58	26,166.40		16
2	Transit Contract Manager	Levesque	831	20.65	42,952.00		24

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Veterans Services				**Division: Community Services**		
1	Staff Asst. I	Johnson, Linda	556	11.85	24,648.00		13
2	Veterans Service Counselor	Allfrey	361	14.80	30,784.00		15
3	Veterans Service Counselor	Smith, Debbie	510	15.20	31,616.00		15
4	Veterans Service Officer	Dobson	483	19.42	40,393.60		21
5	Veterans Service Office Manager	Harrop	773	21.34	44,387.20		25

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Division: Fire and Emergency Medical Services						
1	Firefighter	Snow	763	12.44	36,225.28	*FF hours 2912*	10
2	Firefighter	Helbig	369	12.80	37,273.60		10
3	Firefighter	Hoogewind	625	12.80	37,273.60		10
4	Firefighter	Hurst	288	12.83	37,360.96		10
5	Firefighter	Burris, C	425	13.51	39,341.12		10
6	Firefighter	Tindell	928	12.44	36,225.28		10
7	Firefighter	Haugabrook	758	12.80	37,273.60		10
8	Firefighter	Longest	860	12.44	36,225.28		10
9	Firefighter	Jacques	618	12.81	37,302.72		10
10	Firefighter	Foster	278	13.96	40,651.52		10
11	Firefighter	Thalgott	367	13.95	40,622.40		10
12	Firefighter	Stanberry	730	12.81	37,302.72		10
13	Firefighter	Pitts	794	12.81	37,302.72		10
14	Firefighter	Dawkins	779	12.81	37,302.72		10
15	Firefighter	Lamie	820	12.81	37,302.72		10
16	Firefighter	Ketcham	387	12.81	37,302.72		10
17	Firefighter	Valenca	788	12.81	37,302.72		10
18	Firefighter	Blockyou	399	12.82	37,331.84		10
19	Staff Asst. I	Basilius	438	12.22	25,417.60		13
20	Staff Asst. I	Purvis	251	13.76	28,620.80		13
21	Staff Asst. I (PT)	Fulgham	390	11.23	11,679.20	*Hours 1040*	13
22	Lieutenant	Vacant	000	12.37	36,021.44	*Lt. hours 2912*	15
23	Lieutenant	Vacant	000	12.37	36,021.44		15
24	Lieutenant	Vacant	000	12.37	36,021.44		15
25	Administrative Assistant - Fire Services	Alderman	168	19.52	40,601.60		20
26	Battalion Chief	Hanson	363	22.91	61,948.64	*Battalion Chief hours 2704*	26
27	Battalion Chief	Tucker	306	23.63	63,895.52		26
28	Battalion Chief	Rhoden	389	22.21	60,055.84		26
29	Fire Plans Examiner/Inspector	Richards	752	25.83	53,726.40		26
30	Deputy Fire Chief - Administration	Vacant	000	35.04	72,883.20		32
31	Deputy Fire Chief - Operations	Ennist	986	30.91	64,292.80		32
32	Deputy Fire Chief - Fire Marshall	Burris, B	362	35.04	72,883.20		32
33	Fire Services Chief	Greek	741	45.16	93,932.80		34

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Building Services					*Division: Planning & Development*	
1	Bldg Inspector	Ausley	094	35.79	74,443.20		26
2	Bldg Inspector	James	066	35.66	74,172.80		26
3	Bldg Inspector	Shady	696	32.09	66,747.20		26
4	Bldg Inspector	Dixon	614	23.90	49,712.00		26
5	Plans Examiner	Romboli	753	30.87	64,209.60		26
6	Plans Examiner	Wilcox, S	734	31.98	66,518.40		26
7	Chief Building Inspector	Hartman	437	36.23	75,358.40		30
8	Building Official	Kegan	412	40.55	84,344.00		32

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Planning Services				*Division: Planning & Development*		
1	Staff Assistant I	Russell	665	11.84	24,627.20		13
2	Development Technician	Cassels	071	20.37	42,369.60		17
3	Development Technician	Gill	531	17.44	36,275.20		17
4	Development Technician	Steele	242	19.65	40,872.00		17
5	Development Technician	Coleman	433	16.43	34,174.40		17
6	Development Technician	Helms	225	16.35	34,008.00		17
7	Development Technician	Aubuchon	207	20.18	41,974.40		17
8	Development Technician	Oliver	023	21.69	45,115.20		17
9	GIS Technician	Wietan	227	18.62	38,729.60		17
10	Housing Coordinator	Lafferty	151	23.32	48,505.60		19
11	Planner	Farnsworth	961	18.62	38,729.60		22
12	IT Contract Manager	Krauska	989	24.05	50,024.00	*As of 10/10/11*	24
13	Development Coordinator	Webb, A	170	27.09	56,347.20		26
14	Assistant Development Services Director	Vacant	000	21.15	43,992.00		26
15	Director of Development Services	Cornelius	631	45.63	94,910.40		34

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Facilities Development					*Division: Public Works*	
1	Staff Assistant II	Fitzpatrick, M	633	16.21	33,716.80		15
2	Project Manager	Conway	630	43.93	91,374.40		31

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Facilities Maintenance					*Division: Public Works*	
1	Staff Assistant II	Akins, M	529	14.73	30,638.40		15
2	Maintenance Tech II	Fudge	154	17.14	35,651.20		17
3	Maintenance Tech II	Sowell	030	20.13	41,870.40		17
4	Maintenance Tech II	Rushing, R	623	15.19	31,595.20		17
5	Maintenance Tech III	Tharney	132	20.83	43,326.40		19
6	Maintenance Tech IV	Wilkes	373	22.00	45,760.00		21
7	Maintenance Supervisor	Cobb	707	28.43	59,134.40		22

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Mosquito Contol					*Division: Public Works*	
1	Technician	Bass	627	13.78	28,662.40		13
2	Technician	Fussell	761	11.86	24,668.80		13
3	Technician	Vacant	000	11.23	23,358.40		13
4	Staff Assist II	Muecke	173	16.92	35,193.60		15
5	Operations Coordinator	Wiley	122	22.04	45,843.20		23

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Parks					*Division: Public Works*	
1	Park Technician	Parker, Kerry	415	14.74	30,659.20		17
2	Park Technician	Hamm, G	414	15.57	32,385.60		17
3	Park Technician	Rushing, F	632	15.19	31,595.20		17
4	Park Technician	Sorter	504	14.87	30,929.60		17
5	Park Technician	Wilson, J	419	14.65	30,472.00		17
6	Parks Operations Coordinator	Root	214	19.59	40,747.20		19

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Road & Bridge					*Division: Public Works*	
1	Inventory Technician I	Rice	073	14.48	30,118.40		10
2	Maintentance Worker	Story	880	9.95	20,696.00		10
3	Maintentance Worker	Nix	235	15.72	32,697.60		10
4	Maintentance Worker	Naegele	256	14.09	29,307.20		10
5	Sign Shop Tech	Beasley	233	13.32	27,705.60		11
6	Equip Op I	Davis, Jeff	020	20.28	42,182.40		14
7	Equip Op I	Murphy	802	12.08	25,126.40		14
8	Equip Op I	Jordan	221	14.26	29,660.80		14
9	Equip Op I	Lee, A.	463	14.30	29,744.00		14
10	Equip Op I	Riley	142	17.57	36,545.60		14
11	Equip Op I	Ruiz	305	14.98	31,158.40		14
12	Equip Op I	Seay, G.	241	17.05	35,464.00		14
13	Equip Op I	Seay, S.	050	17.80	37,024.00		14
14	Equip Op I	Walsh	455	13.47	28,017.60		14
15	Staff Assist II	Edwards, S.	400	15.49	32,219.20		15
16	Equip Op II	Beckelheimer	011	19.97	41,537.60		16
17	Equip Op II	Brady	184	16.85	35,048.00		16
18	Equip Op II	Hamm, T.	198	17.83	37,086.40		16
19	Equip Op II	Hayes	018	21.62	44,969.60		16
20	Equip Op II	Wilson, L.	028	22.04	45,843.20		16

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
21	Staff Assist III	Bryant, C	403	17.30	35,984.00		17
22	Staff Assist III	Comis	143	19.80	41,184.00		17
23	Staff Assist III	Kelley, C	244	17.13	35,630.40		17
24	Staff Assist III	Segrest	705	16.62	34,569.60		17
25	GIS Technician	Gant	086	24.00	49,920.00		17
26	Equip Svc Tech III	Edwards, L	337	18.53	38,542.40		17
27	Mechanic	Winn	210	15.11	31,428.80		17
28	Inventory Tech III	Eldridge	243	20.91	43,492.80		17
29	Working Foreman	Parker, Deric	199	18.21	37,876.80		17
30	Working Foreman	Bryant, M	201	18.26	37,980.80		17
31	Traffic Engineering Technician	McClain	083	20.72	43,097.60		18
32	Traffic Engineering Technician	Wells	119	19.91	41,412.80		18
33	Senior Equipment Operator	Johnson	145	20.67	42,993.60		19
34	Senior Equipment Operator	Lee, T.	085	20.68	43,014.40		19
35	Engineering Technician	Oxendine, E.	049	21.80	45,344.00		19
36	Senior Mechanic	Lovett, L	110	22.23	46,238.40		20
37	Working Foreman-EO	Ramsey	009	24.22	50,377.60		20
38	Shop Foreman	Brown, R	046	27.29	56,763.20		22
39	PW Administrative Coord	Warnock	060	32.19	66,955.20		24
40	Road and Bridge Superintendent	Wilson, M.	015	32.08	66,726.40		26
41	Assist PW Director - Engineering	Wert	907	38.57	80,225.60		33
42	Assist PW Director - Operations	Jackson	131	39.62	82,409.60		33
43	PW Director	Cottrell	904	51.74	107,619.20		36

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Solid Waste					*Division: Public Works*	
1	Equipment Operator II	Boyd	063	21.54	44,803.20		16
2	Equipment Operator II	Moody	064	21.54	44,803.20		16
3	Senior Equipment Operator	Wise	160	22.33	46,446.40		19

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: County Administration					*Division: Support Services*	
1	Staff Assistant III	Morrison	512	16.54	34,403.20		17
2	Staff Assistant III	Douglas	157	17.25	35,880.00		17
3	Staff Assistant III	Strone	704	15.94	33,155.20		17
4	County Administrator/Budget Officer	Arnold, B	595	68.29	142,043.20		39

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Emergency Management					*Division: Support Services*	
1	Emergency Management Specialist	Surratt	000	16.46	34,236.80		15
2	Emergency Management Director	Vacant	000	29.36	61,068.80		30

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Employee Services					*Division: Support Services*	
1	Staff Assistant III	Zapata	521	15.12	31,449.60		17
2	Employee Services Specialist	Moreno	903	16.59	34,507.20		19
3	Employee Services Specialist	Webb, P	517	16.68	34,694.40		19
4	Employee and Administrative Services Manager	Fields	108	34.86	72,508.80		32

2011-2012 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Financial Services					*Division: Support Services*	
1	Financial Services Support Specialist	Parker, Karen	503	21.15	43,992.00		17
2	Financial Services Support Specialist	Chavez	136	24.20	50,336.00		17
3	Procurement Coordinator	Taylor	101	21.93	45,614.40		19
4	Financial Services Coordinator	Simmons	984	24.83	51,646.40		24
5	Financial Services Manager	Bisner	813	38.28	79,622.40		32

Schedule "A"

1) ***OPS Scale:*** Minimum: minimum wage
Maximum: 35.00 per hour

Rate is based on job skill level and employee experience.

2) ***Rate of pay for authorized overtime (non-exempt employees only):*** Hourly rate of pay plus 50% of hourly rate of pay for each hour worked in addition to 40 hours per week.

3) ***Group insurance*** will be offered to all employees who are employed in regular positions working 20 hours per week or more.

4) ***Fulltime.*** Fulltime employees are defined as employees who work 35 or more hours per week.

5) ***Cap-out pay*** – When the pay rate exceeds the maximum range amount, the employee will be eligible for a cost-of-living increase only, with the exception of contract employees. Pay rates of employees hired through contracts are not bound by the maximum pay range assigned because of the unique circumstance of their hiring.

6) ***Promotions.*** Promotions will be recommended by Division Director to the County Administrator. The Division Director's pay-rate recommendation will be based on experience, education, certifications and other skills the employee is bringing to the new job classification and the responsibility required in the new job classification. The County Administrator may approve variances from the standard promotion guidelines as outlined above.

7) ***Educational and Certification Increases.*** An employee who earns a degree or certification after being employed by the Board of Sumter County Commissioners may receive an increase if recommended by the Division Director to the County Administrator when employees complete studies through college institutions and other agencies that provide education or certification. The college institution or agency must be accredited by an accrediting agency or state approval agency recognized by the U.S. Secretary of Education. The education or certification must be related to the employee's employment with the Board. Life Experience and Honorary Degrees are excluded from this provision. A list will be developed and approved by the County Administrator that lists education levels and certifications that qualify for educational increase. The list will be attached to this document and shall be updated periodically.

Educational Increase Schedule

Degree	Abbreviation	Increase
Associate in Arts	AA	2.5%
Associate in Science	AS	2.5%
Bachelor of Fine Arts	BFA	2.5%
Bachelor of Arts	BA	2.5%
Bachelor of Science	BS	2.5%
Master Degree	MBA, MPA, MS, MLS	5.0%
Doctorate Degree	PhD	5.0%

Certification	Abbreviation	Increase
Certified Public Manager	CPM	2.5%
Professional in Human Resources	PHR	2.5%
Senior Professional in Human Resources	SPHR	5.0%
Group Benefits Associate	GBA	2.5%
Associate in Risk Management	ARM	2.5%
Associate in Risk Management/Public Entity	ARM-P	1.25%
Certified Government Finance Officer	CGFO	5.0%
Certified Public Finance Officer	CPFO	2.5%
Certified Public Purchasing Officer	CPPO	2.5%
Certified Administrative Professional	CAP	2.5%
Certified Community Transit Manager	CCTM	2.5%
American Institute of Certified Planners	AICP	2.5%
Advanced Specialty Certification	AICP	1.0%
Geographic Information Systems Professional	GISP	2.5%
Executive Fire Officer	EFO	2.5%
Chief Fire Officer	CFO	2.5%
Chief Medical Officer	CMO	2.5%
Certified Emergency Manager	CEM	2.5%

Procedure:

To receive the pay increase, the employee will submit proof of their degree/certification award to the Human Resources Department. The pay increase will become effective the first day of the beginning the next payroll period after filing of the proof. The Human Resources Department will process the request for increase and notify the employee's department of the pay rate change accordingly. Failure to maintain licenses or certifications will result in loss of the respective salary increase. ***Note:*** *Employees who earned and possess one of the above certifications prior to October 1, 2010, may qualify for a one time increase at the time of their recertification.*

_____

Bradley Arnold - County Administrator

_____

Date

Schedule B

Sumter County Fire Rescue
Educational Requirements by Position and/or Incentive

Position or Incentive	Educational/Certification Requirements	Predicted Years of Experience	Incentive Pay
Firefighter Reserve (Position)	• High School diploma or GED, • Firefighter I (minimum) • Florida EMT or Paramedic (optional), • NIMS I -100, NIMS I-200, NIMS I-700 • Forestry S-130, S-190	This is an entry level position with no prerequisite experience required.	Base
Firefighter FTE (Position) Grade 10	• High School diploma or GED • Firefighter II (Cert. of Compliance) • Florida EMT • NIMS I -100, NIMS I-200, NIMS I-700 • Forestry S-130, S-190	This is an entry level position with no prerequisite experience required.	Base
Paramedic (FTE Incentive)	• Florida Paramedic • Approved by Division's Medical Director	Minimum of one (1) year as an EMT.	$6,000 Annually
Driver /Operator (Incentive)	• Florida Pump Operator Certification • FSFC 703 Aerial Operations	Minimum of two (2) years as a firefighter with SCFR.	FTE: $.50/hr over base (when in designated position) Reserve: $.50/call over base (when in designated position)
Lieutenant (LT) (Position) Grade 15	• Firefighter II (Cert. of Compliance) • Florida EMT or Paramedic • Florida Pump Operator Certification • Fire Officer I • NIMS I – 300 • Associate Degree (AA or AS in an approved field; within 24 months of appointment)	A minimum of three (3) years experience as a Firefighter.	FTE: 10% above FF/EMT or Firemedic Reserve: $1.50 over base (per-call)
Battalion Chief (Position) Grade 26	• Firefighter II (Cert. of Compliance) • Paramedic • Fire Officer II • Fire Instructor II • Firesafety Inspector I • Bachelor's Degree (in an approved concentration)	Minimum of three (3) years as a Lieutenant.	10% above LT/Medic

Deputy Chief (Position) Grade 32	• Firefighter II (Cert. of Compliance) • EMT or Paramedic • Bachelor's Degree (in an approved concentration)	Minimum of eight (8) years of progressive service, with at least three (3) years at the Battalion Chief level.	

Schedule C

*2011-2012 Range Minimums and Maximums
Board of Sumter County Commissioners

Based on 2080 Hours

	Minimum		Mid-Point		Maximum	
Range #	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
1	6.04	12,563.20	7.79	16,265.60	9.60	19,968.00
2	6.34	13,187.20	8.18	17,076.80	10.08	20,966.40
3	6.66	13,852.80	8.59	17,940.00	10.59	22,027.20
4	6.99	14,539.20	9.02	18,824.00	11.11	23,108.80
5	7.34	15,267.20	9.47	19,770.40	11.67	24,273.60
6	7.71	16,036.80	9.95	20,768.80	12.26	25,500.80
7	8.10	16,848.00	10.45	21,819.20	12.88	26,790.40
8	8.51	17,700.80	10.98	22,921.60	13.53	28,142.40
9	8.94	18,595.20	11.53	24,076.00	14.21	29,556.80
10	9.39	19,531.20	12.11	25,292.80	14.93	31,054.40
11	9.86	20,508.80	12.72	26,561.60	15.68	32,614.40
12	10.35	21,528.00	13.35	27,882.40	16.46	34,236.80
13	10.87	22,609.60	14.02	29,276.00	17.28	35,942.40
14	11.41	23,732.80	14.72	30,732.00	18.14	37,731.20
15	11.98	24,918.40	15.46	32,271.20	19.05	39,624.00
16	12.58	26,166.40	16.23	33,883.20	20.00	41,600.00
17	13.21	27,476.80	17.04	35,578.40	21.00	43,680.00
18	13.87	28,849.60	17.89	37,356.80	22.05	45,864.00
19	14.56	30,284.80	18.78	39,218.40	23.15	48,152.00
20	15.29	31,803.20	19.72	41,184.00	24.31	50,564.80
21	16.05	33,384.00	20.71	43,232.80	25.52	53,081.60
22	16.85	35,048.00	21.74	45,385.60	26.79	55,723.20
23	17.69	36,795.20	22.82	47,652.80	28.13	58,510.40
24	18.57	38,625.60	23.96	50,024.00	29.53	61,422.40
25	19.50	40,560.00	25.16	52,530.40	31.01	64,500.80
26	20.48	42,598.40	26.42	55,161.60	32.56	67,724.80
27	21.50	44,720.00	27.74	57,917.60	34.19	71,115.20
28	22.58	46,966.40	29.13	60,819.20	35.90	74,672.00
29	23.71	49,316.80	30.59	63,866.40	37.70	78,416.00
30	24.90	51,792.00	32.12	67,069.60	39.59	82,347.20
31	26.15	54,392.00	33.74	70,439.20	41.58	86,486.40
32	27.46	57,116.80	35.42	73,964.80	43.66	90,812.80
33	28.83	59,966.40	37.19	77,656.80	45.84	95,347.20
34	30.27	62,961.60	39.05	81,536.00	48.13	100,110.40
35	31.78	66,102.40	41.00	85,602.40	50.53	105,102.40
36	33.37	69,409.60	43.05	89,887.20	53.06	110,364.80
37	35.04	72,883.20	45.20	94,380.00	55.71	115,876.80
38	36.79	76,523.20	47.46	99,101.60	58.50	121,680.00
39	38.63	80,350.40	49.83	104,052.00	61.42	127,753.60
40	40.56	84,364.80	52.32	109,252.00	64.49	134,139.20
41	42.59	88,587.20	54.94	114,722.40	67.72	140,857.60
42	44.72	93,017.60	57.69	120,452.80	71.10	147,888.00
43	46.96	97,676.80	60.58	126,495.20	74.67	155,313.60
44	49.31	102,564.80	63.61	132,818.40	78.40	163,072.00
45	51.78	107,702.40	66.80	139,474.40	82.33	171,246.40

Schedule "D"

2012 BOCC Employee Holiday Schedule

January

2 New Year's Day Holiday

16 Martin Luther King, Jr.

April

6 Good Friday

May

28 Memorial Day (Observed)

July

4 Independence Day

September

3 Labor Day

November

12 Veteran's Day (Observed)

22 Thanksgiving

23 Thanksgiving Holiday

December

24 Christmas Holiday

25 Christmas Holiday

January

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

February

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29			

March

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

April

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

May

S	M	T	W	T	F	S
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

June

S	M	T	W	T	F	S
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

July

S	M	T	W	T	F	S
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

August

S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

September

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

October

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

November

S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

December

S	M	T	W	T	F	S
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

Schedule "E"

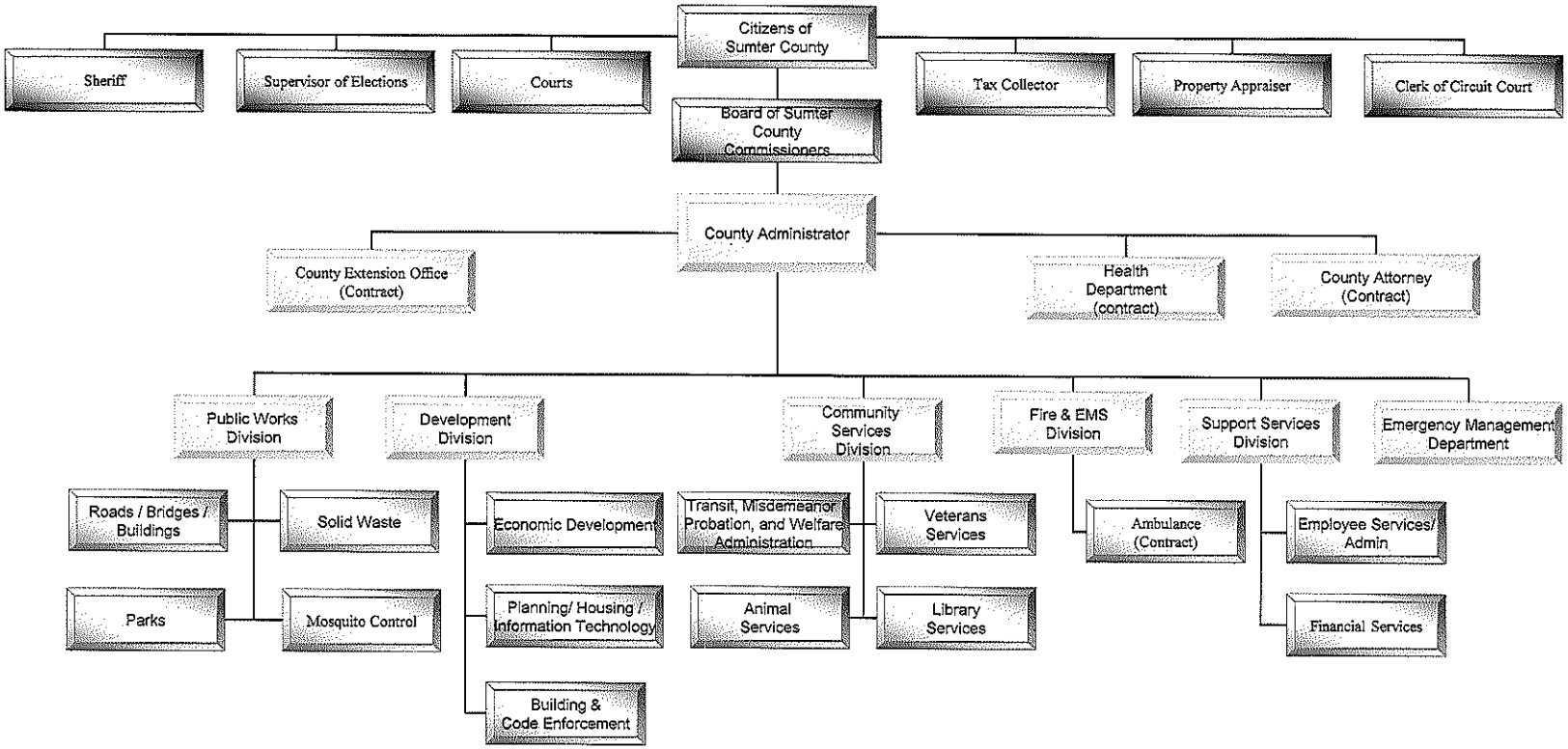
SENIOR MANAGEMENT PROGRAM
FLORIDA RETIREMENT SYSTEM
BOARD OF SUMTER COUNTY COMMISSIONERS

1. Senior Management:

   a. Position filled by an employee who is head of an organizational unit and has responsibility to effect or recommend personnel, budget, expenditure, or policy decisions in his area of responsibility.

   b. Position designation based on supervision of two or more distinct departments, and/or supervision of 50 or more employees.

   c. Designated Senior Level Managers are: County Administrator, Director of Public Works, Assistant Director of Public Works – Operations, Assistant Director of Public Works – Engineering, Director of Planning and Development, Director of Community Services, and Chief of Fire and Emergency Medical Services.

   d. Senior Level Managers will be eligible to participant in the Florida Retirement Senior Management Program subject to the rules and regulations of the Florida Retirement System.

FY 11/12 Sumter County Organization