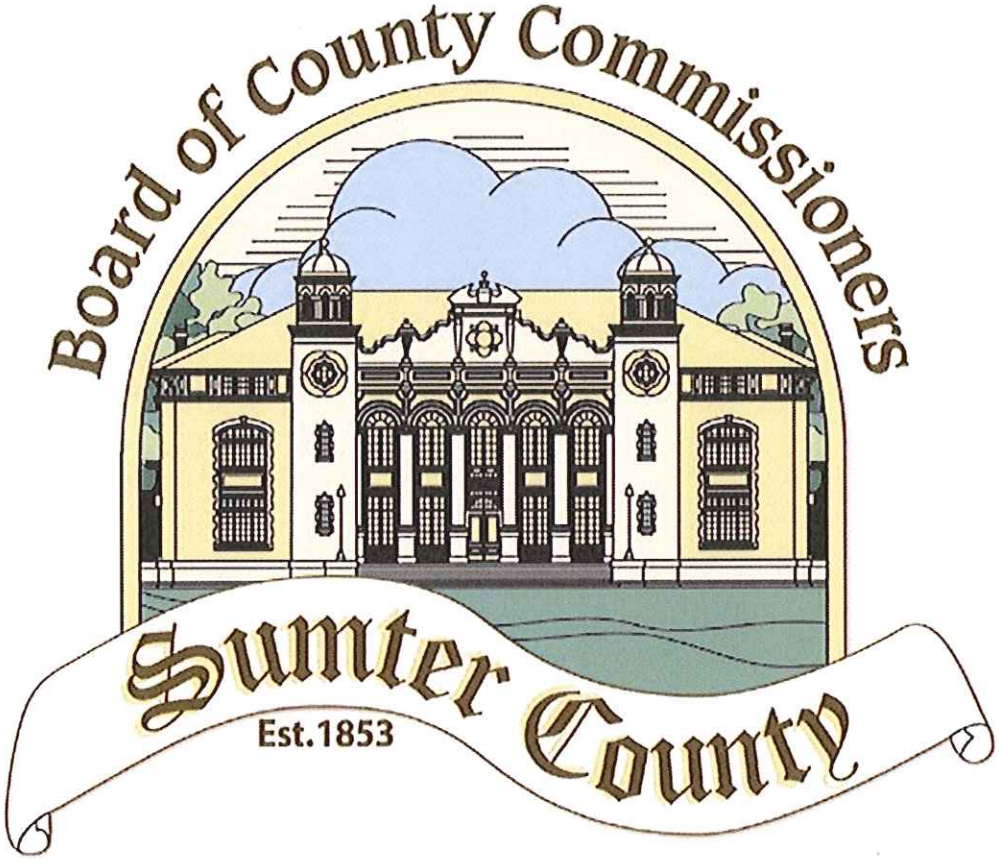


2010 – 2011
Classification and Compensation Schedule

2010-2011 CLASSIFICATION AND AUTHORIZED POSITION SCHEDULE

Department	Dept. Staffing	Position Title	Pay Range	Authorized Positions
Community Services Division				
Animal Control	*7*	Officer	14	5
		*Kennel Coordinator	16	1
		*Animal Control Officer Coordinator	18	1
Community Srvcs Admin.	*3*	Finance Coordinator	17	1
		*Comm. Svcs Admin. Coord.	21	1
		*Director of Community Services	34	1
Library	40	Technical Services Support Tech	10	1
		Library Assistant (PT)	11	1
		Library Assistant	11	23
		Clerk/Driver I (PT)	13	1
		Clerk/Driver I	13	1
		Technical Services Assistant	15	2
		*Library Supervisor	20	6
		*Librarian	23	2
		*Technical Services Coordinator	23	1
		*Youth Services Coordinator	23	1
		*Library Services Manager	31	1
Misdemeanor Probation	*5*	Staff Assistant I	13	1
		Staff Assistant II	15	1
		Officer	20	2
		*Program Coordinator	23	1
Transit	*24*	Transit Courier	9	1
		Office Assistant (PT)	10	1
		Driver I	11	13
		Driver II	12	1
		Clerk/Driver I	13	3
		Transportation Clerk	15	1
		*Team Leader	17	2
		*Office Supervisor	18	1
		*Transit Manager	28	1
Veterans Services	*5*	Office Assistant I	10	1
		Veterans Counselor I	15	2
		*Veterans Service Officer	21	1
		*Veterans Service Office Manager	25	1

County Admininstrator Supervised				
Fire Services	*29*	Firefighter	12	18
		Firefighter - Fleet Maint. Tech	12	1
		Staff Assistant I	13	2
		Administrative Assistant - FS	20	1
		Shift Commander - Fire/ALS	22	3
		Fire Plans Examiner/Inspector	26	1
		*Deputy Fire Chief - Administrative	32	1
		*Deputy Fire Chief - Operations	32	1
		*Fire Services Chief	34	1
Planning & Development Division				
Building Services	*15*	Building Support Technician	16	4
		Licensing/Code Enforcement Coordinator	17	1
		Building Inspector V	28	5
		Plans Examiner III	28	1
		Plans Examiner IV	29	1
		*Chief Plans Examiner	30	1
		*Chief Building Inspector	30	1
		*Building Official	33	1
GIS	*3*	GIS Technician	16	1
		Senior GIS Technician	20	1
		*GIS Coordinator	29	1
Housing	3	Housing Assistant I	16	1
		*Assistant Housing Manager	23	1
		*Housing Services Manager	27	1
Information Technology	*3*	IT Support Technician II	22	1
		IT Systems Coordinator	25	1
		Sr. Programmer Analyst Coordinator	27	1
Planning Services	*7*	Office Assistant I	10	1
		Planning Technician	16	3
		*Planner	22	1
		*Development Coordinator	25	1
		*Director of Development Services	34	1
Public Works Division				
Mosquito Control	*3.5*	Technician I	13	2
		Staff Assistant II	15	0.5
		*Operations Coordinator	23	1
Parks & Recreation	*7.5*	Parks Groundskeeper	11	1
		Parks Caretaker	11	1
		Staff Assistant II	15	0.5
		Park Technician I	17	4
		Crew Leader	20	1

Road & Bridge	*42.25*	Inventory Technician I	10	1
		Maintenance Worker	10	3
		Sign Shop Technician	14	1
		Equipment Operator I	14	9
		Staff Assistant II	15	3
		Maintenance Technician	15	1
		Equipment Operator II	16	5
		Equipment Svcs Technician III	17	1
		Inventory Technician III	17	1
		Staff Assistant III	17	2
		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
		*Chief Engineering Technician	23	0.25
		*Road & Bridge Superintendent	26	1
		*Staff Engineer	27	1
		*PW Administrative Coordinator	28	1
		*Asst. PW Director - Operations	33	1
		*Director of Public Works	36	1
Solid Waste	*6*	Equipment Operator II	16	2
		Staff Assistant III	17	1
		Senior Equipment Operator	19	2
		*Operations Coordinator	20	1
Support Services Division				
County Administration	*5*	Staff Assistant III	17	3
		*Assistant County Administrator	37	1
		*County Administrator/Budget Officer	39	1
Facilities Development and Maintenance	*9*	Staff Assistant II	15	2
		Maintenance Technician II	17	3
		Maintenance Technician III	19	1
		Maintenance Technician IV	21	1
		*Maintenance Supervisor	22	1
		*Project Manager	31	1
Financial Services	*4*	Financial Support Specialist	17	1
		Purchasing Coordinator	19	1
		*Impact Fees & Assesment Program Coord	23	1
		*Financial Services Manager	29	1

Human Resources	*3*	Staff Assistant I	13	1
		Human Resources Specialist	18	1
		*HR/Administrative Svcs Manager	29	1
Risk Management	*3*	Risk Management Specialist	18	1
		Employee Benefits Specialist	19	1
		*Risk Manager	28	1

Total BOCC Staffing *227.25* *Full-time: 225.25* *Part-time: 2*

* Indicates Fair Labor Standards Act Exempt Positions.

10/1/2010

Sumter County BOCC

SALARY SCHEDULE - 2010-2011

JOB TITLE	*Empl No*	*PAYROLL PERIODS*	*RATE*	*ANNUAL RATE*
COUNTY COMMISSIONERS				
Commr/District No. 1	486	FIRST PR	262.79	
		25 PRs	1,839.95	
		LAST PR	1,708.46	47,970.00
Commr/District No. 2	667	FIRST PR	262.79	
		25 PRs	1,839.95	
		LAST PR	1,708.46	47,970.00
Commr/District No. 3	808	FIRST PR	262.79	
		25 PRs	1,839.95	
		LAST PR	1,708.46	47,970.00
Commr/District No. 4	2	FIRST PR	262.79	
		25 PRs	1,839.95	
		LAST PR	1,708.46	47,970.00
Commr/District No. 5	487	FIRST PR	262.79	
		25 PRs	1,839.95	
		LAST PR	1,708.46	47,970.00

NOTE: SALARY SET BY FLORIDA STATUTES

KEY:
PR = Payroll

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Animal Control				***Division: Community Services***		
1	Animal Control Officer	Oliver	915	11.69	24,408.72		14
2	Animal Control Officer	Miller	751	11.69	24,408.72		14
3	Animal Control Officer	Young	871	11.69	24,408.72		14
4	Animal Control Officer	Belancin	754	12.04	25,139.52		14
5	Animal Control Officer	Stokes	549	11.69	24,408.72		14
6	Kennel Coordinator	Shannon	858	13.52	28,229.76		16
7	AC Officer Coordinator	Taberner	502	17.17	35,850.96		18

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Community Services Administration						***Division: Community Services***
1	Finance Coordinator	Schlak	746	13.97	29,169.36		17
2	Community Services Administrative Coordinat	Nelson, D	088	18.07	37,730.16		21
3	Director of Community Services	Barsell	772	45.08	94,127.04		34

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Library Program					***Division: Community Services***	
1	Technical Services Support Tech	Jones, R	615	10.56	22,049.28		10
2	Library Assistant PT	Johnson, A	771	10.11	15,771.60	*Based on 1560 hours per year*	11
3	Library Assistant FT	Hart, M	597	10.11	21,109.68		11
4	Library Assistant FT	Brown, D	189	10.11	21,109.68		11
5	Library Assistant FT	Marsh	816	10.42	21,756.96		11
6	Library Assistant FT	Peca	668	10.42	21,756.96		11
7	Library Assistant FT	Saldivar	743	10.42	21,756.96		11
8	Library Assistant FT	Smith, R	817	10.42	21,756.96		11
9	Library Assistant FT	Donelly	905	10.11	21,109.68		11
10	Library Assistant FT	Weller	819	10.42	21,756.96		11
11	Library Assistant FT	Goodell	237	10.42	21,756.96		11
12	Library Assistant FT	Johnson, Leda	736	10.42	21,756.96		11
13	Library Assistant FT	Soto	739	10.42	21,756.96		11
14	Library Assistant FT	Worrell	870	10.11	21,109.68		11
15	Library Assistant FT	Buschena	720	10.72	22,383.36		11
16	Library Assistant FT	Martin	461	11.03	23,030.64		11
17	Library Assistant FT	Burch	829	10.11	21,109.68		11
18	Library Assistant FT	Horodysky	684	11.66	24,346.08		11
19	Library Assistant FT	Spriet	833	11.12	23,218.56		11
20	Library Assistant FT	Vacant	000	9.86	20,587.68		11
21	Library Assistant FT	Vacant	000	9.86	20,587.68		11
22	Library Assistant FT	Vacant	000	9.86	20,587.68		11
23	Library Assistant FT	Vacant	000	9.86	20,587.68		11
24	Library Assistant FT	Vacant	000	9.86	20,587.68		11
25	Library Assistant FT	Vacant	000	9.86	20,587.68		11

2010-2011 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
26	Clerk/Driver PT	Chesser	827	11.13	11,575.20	Based on 1040 hours per year	13
27	Clerk/Driver FT	Weishaupt	750	11.46	23,928.48		13
28	Technical Services Assistant	McCorkle	341	12.28	25,640.64		15
29	Technical Services Assistant	Neumann	548	13.40	27,979.20		15
30	Library Supervisor	Cummings	697	15.67	32,718.96		20
31	Library Supervisor	Slocomb	814	16.15	33,721.20		20
32	Library Supervisor	Lee, J	624	17.05	35,600.40		20
33	Library Supervisor	Brinson, M	550	17.09	35,683.92		20
34	Library Supervisor	Stark	815	15.67	32,718.96		20
35	Library Supervisor	Rooney	818	23.27	48,587.76		20
36	Librarian	Vacant	000	17.69	36,936.72		23
37	Librarian	Vacant	000	17.69	36,936.72		23
38	Technical Services Coordinator	Barnes	200	25.04	52,283.52		23
39	Youth Services Coordinator	Vacant	000	17.69	36,936.72		23
40	Library Services Manager	Shiflett	826	35.77	74,687.76		31

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Misdemeanor Probation					**Division: Community Services**	
1	Staff Assistant I	Lineberry	617	12.11	25,285.68		13
2	Staff Assistant II	Hall	121	16.55	34,556.40		15
3	Probation Officer	Story	658	16.73	34,932.24		20
4	Probation Officer	Thorpe	755	16.17	33,762.96		20
5	Program Coordinator	Smith, L	120	23.60	49,276.80		23

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Transit					*Division: Community Services*	
1	Courier	Klick	821	9.44	19,710.72		9
2	Office Assistant (PT)	Frament	655	9.91	10,306.40	*Based on 1040 hours per year*	10
3	Driver I	Schuh	766	10.40	21,715.20		11
4	Driver I	Thorn	728	10.41	21,736.08		11
5	Driver I	Mullan	726	10.45	21,819.60		11
6	Driver I	Boone	069	16.08	33,575.04		11
7	Driver I	Correll	552	11.04	23,051.52		11
8	Driver I	Franklin	239	13.26	27,686.88		11
9	Driver I	Harris	195	14.65	30,589.20		11
10	Driver I	Pruitt	613	10.97	22,905.36		11
11	Driver I	Ray	475	11.54	24,095.52		11
12	Driver I	Rutherford	070	16.05	33,512.40		11
13	Driver I	Weatherford	424	12.14	25,348.32		11
14	Driver I	Heine	725	10.45	21,819.60		11
15	Driver I	Snyder	866	10.10	21,088.80		11
16	Driver II	Smith, D	072	16.85	35,182.80		12
17	Clerk/Driver I	Mills	832	11.69	24,408.72		13
18	Clerk/Driver I	Smith, M	254	14.42	30,108.96		13
19	Clerk/Driver I	Bradford	884	11.13	23,239.44		13
20	Transportation Clerk	Colyer	604	12.29	25,661.52		15
21	Team Leader	Nelson	843	13.54	28,271.52		17
22	Team Leader	Brannen	080	18.32	38,252.16		17
23	Office Supervisor	Gamble	841	14.56	30,401.28		18
24	Transportation Manager	Levesque	831	22.91	47,836.08		28

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Veterans Services					***Division: Community Services***	
1	Office Asst. I	Johnson, Linda	556	9.97	20,817.36		10
2	Veterans Service Counselor	Allfrey	361	14.32	29,900.16		15
3	Veterans Service Counselor	Smith, Debbie	510	14.71	30,714.48		15
4	Veterans Service Officer	Dobson	483	18.80	39,254.40		21
5	Veterans Service Office Manager	Harrop	773	20.66	43,138.08		25

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Fire Services				*Division: County Administrator Directed*		
1	Firefighter	Snow	763	11.43	31,501.08		12
2	Firefighter	Helbig	369	13.60	37,481.60		12
3	Firefighter	Hoogewind	625	13.60	37,481.60		12
4	Firefighter	Hurst	288	13.64	37,591.84		12
5	Firefighter	Burris, C	425	14.36	39,576.16		12
6	Firefighter	Lovett, T	575	13.98	38,528.88		12
7	Firefighter	Haugabrook	758	13.60	37,481.60		12
8	Firefighter	Longest	860	13.22	36,434.32		12
9	Firefighter	Jacques	618	13.61	37,509.16		12
10	Firefighter	Foster	278	14.84	40,899.04		12
11	Firefighter	Sickman	297	13.61	37,509.16		12
12	Firefighter	Thalgott	367	14.83	40,871.48		12
13	Firefighter	Stanberry	730	13.22	36,434.32		12
14	Firefighter	Pitts	794	13.22	36,434.32		12
15	Firefighter	Dawkins	779	13.22	36,434.32		12
16	Firefighter	Larmie	820	13.22	36,434.32		12
17	Firefighter	Ketcham	387	13.22	36,434.32		12
18	Firefighter	Valenca	788	13.61	37,509.16		12
19	Firefighter - Fleet Maintenance Tech	Blockyou	399	14.35	39,548.60		12
20	Staff Asst. I	Harrell	374	13.32	27,812.16		13
21	Staff Asst. I	Parks	438	11.83	24,701.04		13
22	Administrative Assistant - Fire Services	Alderman	168	18.90	39,463.20		20

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
23	Shift Commander	Hanson	363	18.42	38,460.96		22
24	Shift Commander	Tucker	306	19.01	39,692.88		22
25	Shift Commander	Torchia	300	19.52	40,757.76		22
26	Fire Plans Examiner/Inspector	Richards	752	25.01	52,220.88		26
27	Deputy Fire Chief - Administration	Burris, B	362	33.92	70,824.96		32
28	Deputy Fire Chief - Operations	Greek	741	33.05	69,008.40		32
29	Fire Services Chief	Gulbrandsen	247	43.88	91,621.44		34

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Building Services/Code Compliance				***Division: Planning & Development***		
1	Bldg Support Tech	Coteman	433	15.15	31,633.20		16
2	Bldg Support Tech	Helms	225	15.08	31,487.04		16
3	Bldg Support Tech	Aubuchon	207	18.61	38,857.68		16
4	Bldg Support Tech	Oliver	023	20.48	42,762.24		16
5	Licensing/Code Enforcement Cord.	Akins, A	105	22.49	46,959.12		17
6	Bldg Inspector V	Ausley	094	34.65	72,349.20		28
7	Bldg Inspector V	James	066	34.52	72,077.76		28
8	Bldg Inspector V	Kaman	037	33.47	69,885.36		28
9	Bldg Inspector V	Shady	696	31.07	64,874.16		28
10	Bldg Inspector V	Timpanaro	703	29.49	61,575.12		28
11	Plans Examiner III	Romboli	753	29.89	62,410.32		28
12	Plans Examiner IV	Wilcox, S	734	30.96	64,644.48		29
13	Chief Plans Examiner	Dixon	614	34.26	71,534.88		30
14	Chief Building Inspector	Hartman	437	35.08	73,247.04		30
15	Building Official	Kegan	412	39.26	81,974.88		33

** Inspector Classifications are eligible for 2.5% Incentive for Each Additional Certification*

***Inspector Class levels are adjusted as needed.*

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: GIS					***Division: Planning & Development***	
1	GIS Technician	Wietan	227	17.17	35,850.96		16
2	Senior GIS Technician	Gant	086	23.24	48,525.12		20
3	GIS Coordinator	Young, B	719	30.67	64,038.96		29

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Housing						***Division: Planning & Development***
1	Housing Assistant I	Purvis	251	14.61	30,505.68		16
2	Assistant Housing Manager	Lafferty	151	22.58	47,147.04		23
3	Housing Services Manager	Young, K	124	29.57	61,742.16		27

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Information Technology					***Division: Planning & Development***	
2	IT Support Technician II	Brinson, J	391	21.87	45,664.56		22
4	IT Systems Coordinator	Robinson	084	28.76	60,050.88		25
5	Senior Programmer Analyst Coordinator	Watson	775	22.77	47,543.76		27

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Planning Services					***Division: Planning & Development***	
1	Office Assistant I	Russell	665	9.97	20,817.36		10
2	Planning Technician	Cassels	071	18.78	39,212.64		16
3	Planning Technician	Gill	531	16.08	33,575.04		16
4	Planning Technician	Steele	242	18.11	37,813.68		17
5	Planner	Vacant	000	16.85	35,182.80		22
6	Development Coordinator	Webb, A	170	22.76	47,522.88		25
7	Director of Development Services	Cornelius	631	44.18	92,247.84		34

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Mosquito Contol						***Division: Public Works***
1	Technician I	Bass	627	13.34	27,853.92		13
2	Technician I	Fussell	671	11.48	23,970.24		13
3	Staff Assist II	Muecke	173	16.38	34,201.44		15
4	Operations Coordinator	Wiley	122	21.34	44,557.92		23

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Parks & Recreation						*Division: Public Works*
1	Groundskeeper	Bresnahan	656	11.40	23,803.20		11
2	Caretaker	Parker	415	13.59	28,375.92		11
3	Park Technician I	Hamm, G	414	15.07	31,466.16		17
4	Park Technician I	Rushing, F	632	14.71	30,714.48		17
5	Park Technician I	Sorter	504	14.40	30,067.20		17
6	Park Technician I	Wilson, J	419	14.18	29,607.84		17
7	Crew Leader	Root	214	19.90	41,551.20		20

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Road & Bridge						*Division: Public Works*
1	Inventory Technician I	Rice	073	14.02	29,273.76		10
2	Maintentance Worker	Story	880	9.63	20,107.44		10
3	Maintentance Worker	Nix	235	15.22	31,779.36		10
4	Maintentance Worker	Naegele	256	13.64	28,480.32		10
5	Sign Shop Tech	Beasley	233	14.78	30,860.64		14
6	Equip Op I	Davis, W.	020	19.63	40,987.44		14
7	Equip Op I	Murphy	802	11.70	24,429.60		14
8	Equip Op I	Jordan	221	13.81	28,835.28		14
9	Equip Op I	Lee, A.	463	13.84	28,897.92		14
10	Equip Op I	Riley	142	17.01	35,516.88		14
11	Equip Op I	Ruiz	305	14.50	30,276.00		14
12	Equip Op I	Seay, G.	241	16.51	34,472.88		14
13	Equip Op I	Seay, S.	050	17.23	35,976.24		14
14	Equip Op I	Walsh	455	13.04	27,227.52		14
15	Staff Assist II	Bryant, C	403	15.23	31,800.24		15
16	Staff Assist II	Davis, S.	400	15.00	31,320.00		15
17	Staff Assist II	Segrest	705	14.63	30,547.44		15
18	Maintenance Technician	Winn	210	13.30	27,770.40		15
19	Equip Op II	Beckelheimer	011	19.33	40,361.04		16
20	Equip Op II	Brady	184	16.31	34,055.28		16
21	Equip Op II	Hamm, T.	198	17.26	36,038.88		16
22	Equip Op II	Hayes	018	20.93	43,701.84		16
23	Equip Op II	Wilson, L.	028	21.34	44,557.92		16
24	Staff Assist III	Comis	143	19.17	40,026.96		17
25	Staff Assist III	Kelley, C	244	16.58	34,619.04		17

2010-2011 Salary Schedule

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
26	Equip Svc Tech III	Edwards	337	17.94	37,458.72		17
27	Inventory Tech III	Eldridge	243	20.24	42,261.12		17
28	Working Foreman	Parker	199	17.63	36,811.44		17
29	Working Foreman	Bryant, M	201	17.68	36,915.84		17
30	Traffic Engineering Technician	McClain	083	20.06	41,885.28		18
31	Traffic Engineering Technician	Wells	119	19.28	40,256.64		18
32	Senior Equipment Operator	Johnson	145	20.01	41,780.88		19
33	Senior Equipment Operator	Lee, T.	085	20.02	41,801.76		19
34	Engineering Technician	Oxendine, E.	049	21.11	44,077.68		19
35	Senior Mechanic	Lovett, L	110	21.52	44,933.76		20
36	Working Foreman-EO	Ramsey	009	23.45	48,963.60		20
37	Shop Foreman	Brown, R	046	26.42	55,164.96		22
38	Chief Engineering Technician	Parrett	016	28.90	60,343.20		23
39	Road and Bridge Superintendent	Wilson, M.	015	31.06	64,853.28		26
40	Staff Engineer	Wert	907	32.86	68,611.68		27
41	PW Administrative Coord	Warnock	060	31.16	65,062.08		28
42	Assist PW Director - Operations	Jackson	131	38.36	80,095.68		33
43	PW Director	Cottrell	904	48.86	102,019.68		36

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Solid Waste						***Division: Public Works***
1	Equipment Operator II	Seay, W.	381	17.18	35,871.84		16
2	Equipment Operator II	Sirmons	042	20.47	42,741.36		16
3	Staff Assistant III	Stokes	097	17.96	37,500.48		17
4	Senior Equipment Operator	Boyd	063	20.85	43,534.80		19
5	Senior Equipment Operator	Moody	064	20.85	43,534.80		19
6	Operations Coordinator	Wise	160	21.62	45,142.56		20

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: County Administration					***Division: Support Services***	
1	Staff Assistant III	Morrison	512	16.01	33,428.88		17
2	Staff Assistant III	Douglas	157	16.70	34,869.60		17
3	Staff Assistant III	Strone	704	15.43	32,217.84		17
4	Asst County Administrator	Howell	013	52.58	109,787.04		37
5	County Administrator/Budget Officer	Arnold, B	595	66.11	138,037.68		39

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Facilities Development & Maintenance					***Division: Support Services***	
1	Staff Assistant II	Akins, M	529	14.26	29,774.88		15
2	Staff Assistant II	Fitzpatrick, M	633	15.69	32,760.72		15
3	Maintenance Tech II	Fudge	154	16.59	34,639.92		17
4	Maintenance Tech II	Sowell	030	19.49	40,695.12		17
5	Maintenance Tech II	Rushing, R	623	14.71	30,714.48		17
6	Maintenance Tech III	Tharney	132	20.17	42,114.96		19
7	Maintenance Tech IV	Wilkes	373	21.30	44,474.40		21
8	Maintenance Supervisor	Cobb	707	27.52	57,461.76		22
9	Project Manager	Conway	630	42.53	88,802.64		31

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Financial Services					***Division: Support Services***	
1	Financial Services Support Specialist	Parker	503	20.48	42,762.24		17
2	Procurement Coordinator	Taylor	101	21.23	44,328.24		19
3	Impact Fees & Assessment Program Coordinator	Chavez	136	23.43	48,921.84		23
4	Financial Services Manager	Bisner	813	32.38	67,609.44		29

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Human Resources					*Division: Support Services*	
1	Staff Assistant I	Zapata	521	13.31	27,791.28		13
2	Human Resources Specialist	Moreno	903	14.51	30,296.88		18
3	Human Resources/Administrative Services Manager	Fields	108	27.76	57,962.88		29

	Job Title	EMP	Empl No	Hourly Base Rt	Annual	Notes:	Range
	Department: Risk Management					***Division: Support Services***	
1	Risk Management Specialist	Webb, P	517	15.40	32,155.20		18
2	Employee Benefit Specialist	Young, C	426	20.63	43,075.44		19
3	Risk Manager	Hart	206	25.69	53,640.72		28

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 Directors to the County Administrator. The minimum increase for a promotion is 5%. The maximum increase is the percentage equal to the percentage between the current job classification range and the recommended job classification range measured from minimum of the recommended job range. The Division Director's pay-rate recommendation will be based on experience the employee is bringing to the new job classification and 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's Degree		5.0%
Doctor's Degree		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"

Classification	Minimum Licenses Required (Core)	Range #	Pay Rates
Bldg. Inspector I	One Standard Inspector License.	24	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Bldg. Inspector II	Two Standard Inspector Licenses or the One & Two Family Inspector License.	25	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Bldg. Inspector III	Three Standard Inspector Licenses or the One & Two Family Inspector plus one Standard Inspector License.	26	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Bldg. Inspector IV	Four Standard Inspector Licenses or the One & Two Family Inspector plus two Standard Inspector Licenses.	27	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Bldg. Inspector V	Five Standard Inspector Licenses or the One & Two Family Inspector plus three Standard Inspector Licenses.	28	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Chief Inspector	Standard Inspector Licenses in categories (Building, plumbing, mechanical, residential and commercial electrical) Plans examiner licenses preferred.	30	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Plans Examiner I	One Standard Plans Examiner License or the One & Two Family Plans Examiner License.	25	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Plans Examiner II	Two Standard Plans Examiner Licenses or the One & Two Family Plans Examiner License plus one Standard Plans Examiner License.	26	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Plans Examiner III	Three Standard Plans Examiner Licenses or the One & Two Family Plans Examiner license plus two Standard Plans Examiner Licenses.	28	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Plans Examiner IV	Four Standard Plans Examiner Licenses.	29	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Chief Plans Examiner	Standard Plans Examiner Licenses. (building, electrical, mechanical and plumbing) Provisional or Standard Inspector Licenses preferred.	30	Hire rate starts between Minimum and Mid-point of range based on certifications and experience.
Building Official	Meet minimum requirements of F.S.468 for Building Code Administrator and obtain Standard or Provisional license from state BCAIB.	33	Additional individual trade inspector and plans examiner licenses, education and experience will be considered in determining salary.

Notes:

1. New employees will serve a minimum 6-month introductory period.
2. Existing employees who have obtained all required core licenses, and upon recommendation by the Building Official, may be promoted to Inspector II, III, IV or V position.
3. Existing employees who have obtained all required core licenses, upon recommendation by the Building Official, may be promoted to Plans Examiner II, III or IV position.
4. Those persons interested in achieving additional licenses, not listed below, based upon approval by the Building Official may qualify for a 2.5% salary increase. Failure to maintain licenses or certifications will result in loss of the respective salary increase.

Building Inspector License Categories:
Building Inspector
Mechanical Inspector
Plumbing Inspector
Residential Electrical Inspector
Commercial Electrical Inspector
One & Two Family Inspector

Plans Examiner License Categories:
Building Plans Examiner
Mechanical Plans Examiner
Plumbing Plans Examiner
Electrical Plans Examiner
One & Two Family Plans Examiner

Schedule "C" – Full-time Firefighter Certification Incentive

Classification	Certification	Range	Pay Rates
FF-1 Certification	Minimum Required for Entry Level Firefighter – must be FF-2 Certified within First Year of Employment to remain employed as a Full-Time Firefighter as per F.S.S. 633. 35. All requirements of F.S.S.633.34 must be met	12	11.12 / hr. – Probationary Full-Time Firefighter
FF-2 Certification	The Minimum Standard required for continued employment as a Full-Time Firefighter in the State of Florida, per F.S.S. 633.35. Must be attained within 12 months of start date with employer, per F.S.S. 633.35	12	12.18 / hr. – Full-Time Firefighter
EMT - Certification	Certified as an Emergency Medical Technician in the State of Florida	12	0.56 / hr. over base as either a FF-1 or FF-2 – EMS Incentive Level 1
Paramedic Certification	Certified as a Paramedic in the State of Florida and be approved by the Medical Director for Sumter County Fire Rescue	12	$6000 per year paid in 26 equal payments as Paramedic Incentive
Driver – Engineer	Serving as Driver – Engineer and fulfilling all requirements of this position including State Certification of same within 12 months.	12	0.33 / hr. over base as either a FF-1 or FF-2 – D/E Incentive
Jr. Company Officer Lieutenant	Serving as first level supervisor – Lieutenant and fulfilling all requirements of this position including State Certification as Fire Officer 1 within 30 months.	12	0.67 / hr. over base as either a FF-1 or FF-2 – Junior Co. Officer Incentive
Sr. Company Officer Captain	Serving as second level supervisor, a senior level Co. Officer – Captain and fulfilling all requirements of this position including State Certification, as Fire Officer 1 within 30 months.	12	1.12 / hr. over base as either a FF-1 or FF-2 – Senior Co. Officer Incentive
Emergency Vehicle Technician - EVT	Serving as an EVT and fulfilling all requirements of this position including State Certification as Emergency Vehicle Technician within 12 months	12	0.56 / hr. over base as either a FF-1 or FF-2 – Fleet Maint. Tech. Incentive
Fire Safety Inspector II	Building on the lessons required to become a Fire Safety Inspector I, this program adds the Fire Chemistry, advanced Fire Protection systems with in-depth discussion of pre-engineered and portable systems and extinguishing agents. Includes training in fire origin and cause determination and fire scene documentation along with course study in Public Education or Information.	12	$1250 per year paid in 26 equal payments
Haz-Mat Technician	Technicians typically are members of hazardous materials response teams, which consist of specially trained personnel who respond to hazardous materials incidents. The teams perform various response actions including assessment, fire fighting, rescue and containment; they are not responsible for cleanup operations following the incidents.	12	$1000 per year paid in 26 equal payments

1. **FF-1 and FF-2 Certification:** State of Florida FF-1 Certification is the minimum required certification for entry level Full-time Firefighter. All new employees will serve a minimum 6-month Introductory Period. State of Florida FF-2 Certification is required within 12 months of employment date as a Full-time Firefighter. Upon obtaining the required FF-2 Certification and with the recommendation of the Fire Chief, Full-time Firefighter employees will graduate to the FF-2 Certification hourly rate.
If a Full-time Firefighter has NOT attained the required FF-2 Certification by the end of his / her 6-month Introductory Period, and provided he / she is enrolled and actively participating in a program of instruction in Firefighter Standards approved by the State of Florida that will allow him / her to become FF-2 Certified within the next six months, then that Firefighter's Introductory Period may be extended an additional 6 months with the recommendation of the Fire Chief.

2. Under **NO** circumstances will a Full-time Firefighter employee be employed beyond **12** months without State of Florida Firefighter 2 (FF-2) Certification.

3. **EMT Certification:** Full-time Firefighter employees who are also a State of Florida Certified Emergency Medical Technician will be eligible for EMS Incentive Level 1, with the recommendation of the Fire Chief.

4. **Paramedic Certification:** Full-time firefighting personnel of any rank, certified in the State of Florida as a Paramedic and qualified by the Medical Director for Sumter County Fire Rescue will be eligible for the Paramedic Incentive with approval of the Fire Chief and County Administrator.

5. **Driver – Engineer:** Full-time Firefighter employees who are serving as a Driver – Engineer (D/E) on a regular basis and are so assigned by the Fire Chief, are eligible for Driver – Engineer (D/E) Incentive, providing that they successfully fulfill all requirements of the position as determined by the Fire Chief, and have completed the State of Florida Bureau of Fire Standards and Training curriculum for Driver – Engineer or Driver – Operator, including State Certification as same within 12 months of the assignment to Driver – Engineer, with the recommendation of the Fire Chief. D/E Incentive is NOT cumulative with either Jr. Company Officer – Lieutenant, or Sr. Company Officer – Captain incentives.

Schedule "C" – Full-time Firefighter Certification Incentive

6. Jr. Company Officer – Lieutenant: Full-time Firefighter employees who are serving as a Junior Company Officer (Jr.C.O.) – Lieutenant (Lt.) on a regular basis and are so assigned by the Fire Chief, are eligible for Jr. C.O. Incentive, providing that they successfully fulfill all requirements of the position as determined by the Fire Chief, and have completed the State of Florida Bureau of Fire Standards and Training curriculum for Fire Officer 1 (F.O.1), including State Certification as same within 30 months of the assignment to Jr. C.O. – Lieutenant, with the recommendation of the Fire Chief. Jr. C.O. – Lieutenant Incentive is NOT cumulative with either Driver / Engineer or Sr. C.O. – Captain incentives.

7. Sr. Company Officer – Captain: Full-time Firefighter employees who are serving as a Senior Company Officer (Sr.C.O.) – Captain (Capt.) on a regular basis and are so assigned by the Fire Chief, are eligible for Sr. C.O. Incentive, providing that they successfully fulfill all requirements of the position as determined by the Fire Chief, and have completed the State of Florida Bureau of Fire Standards and Training curriculum for Fire Officer 1 (F.O.1), including State Certification as same within 30 months of the assignment to Sr. C.O. – Captain, with the recommendation of the Fire Chief. Sr. C.O. – Captain Incentive is NOT cumulative with either Driver / Engineer or Jr. C.O. – Lieutenant incentives.

8. Emergency Vehicle Technician – EVT: Full-time Firefighter Employees who are serving as an Emergency Vehicle Technician (EVT) on a regular basis and are so assigned by the Fire Chief will be eligible for EVT Incentive, providing that they successfully fulfill all requirements of the position as determined by the Fire Chief, and have attained State Certification as an Emergency Vehicle Technician within 12 months of assignment.

9. Fire Safety Inspector II: Full-time Firefighter employee who possess Fire Safety Inspector I with the recommendation of the Fire Chief.

10. Haz-Mat Technician: Full-time Firefighter employee who is Haz-Mat Operations certified with the recommendation of the Fire Chief.

11. Failure to maintain licenses or certifications will result in **loss** of the respective salary increase.

*2010-2011 Range Minimums and Maximums
Board of Sumter County Commissioners

Based on 2088 Hours

	Minimum		Mid-Point		Maximum	
Range #	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate	Hourly Rate	Annual Rate
1	6.04	12,611.52	7.82	16,328.16	9.60	20,044.80
2	6.34	13,237.92	8.21	17,142.48	10.08	21,047.04
3	6.66	13,906.08	8.63	18,009.00	10.59	22,111.92
4	6.99	14,595.12	9.05	18,896.40	11.11	23,197.68
5	7.34	15,325.92	9.51	19,846.44	11.67	24,366.96
6	7.71	16,098.48	9.99	20,848.68	12.26	25,598.88
7	8.10	16,912.80	10.49	21,903.12	12.88	26,893.44
8	8.51	17,768.88	11.02	23,009.76	13.53	28,250.64
9	8.94	18,666.72	11.58	24,168.60	14.21	29,670.48
10	9.39	19,606.32	12.16	25,390.08	14.93	31,173.84
11	9.86	20,587.68	12.77	26,663.76	15.68	32,739.84
12	10.35	21,610.80	13.41	27,989.64	16.46	34,368.48
13	10.87	22,696.56	14.08	29,388.60	17.28	36,080.64
14	11.41	23,824.08	14.78	30,850.20	18.14	37,876.32
15	11.98	25,014.24	15.52	32,395.32	19.05	39,776.40
16	12.58	26,267.04	16.29	34,013.52	20.00	41,760.00
17	13.21	27,582.48	17.11	35,715.24	21.00	43,848.00
18	13.87	28,960.56	17.96	37,500.48	22.05	46,040.40
19	14.56	30,401.28	18.86	39,369.24	23.15	48,337.20
20	15.29	31,925.52	19.80	41,342.40	24.31	50,759.28
21	16.05	33,512.40	20.79	43,399.08	25.52	53,285.76
22	16.85	35,182.80	21.82	45,560.16	26.79	55,937.52
23	17.69	36,936.72	22.91	47,836.08	28.13	58,735.44
24	18.57	38,774.16	24.05	50,216.40	29.53	61,658.64
25	19.50	40,716.00	25.26	52,732.44	31.01	64,748.88
26	20.48	42,762.24	26.52	55,373.76	32.56	67,985.28
27	21.50	44,892.00	27.85	58,140.36	34.19	71,388.72
28	22.58	47,147.04	29.24	61,053.12	35.90	74,959.20
29	23.71	49,506.48	30.71	64,112.04	37.70	78,717.60
30	24.90	51,991.20	32.25	67,327.56	39.59	82,663.92
31	26.15	54,601.20	33.87	70,710.12	41.58	86,819.04
32	27.46	57,336.48	35.56	74,249.28	43.66	91,162.08
33	28.83	60,197.04	37.34	77,955.48	45.84	95,713.92
34	30.27	63,203.76	39.20	81,849.60	48.13	100,495.44
35	31.78	66,356.64	41.16	85,931.64	50.53	105,506.64
36	33.37	69,676.56	43.22	90,232.92	53.06	110,789.28
37	35.04	73,163.52	45.38	94,743.00	55.71	116,322.48
38	36.79	76,817.52	47.65	99,482.76	58.50	122,148.00
39	38.63	80,659.44	50.03	104,452.20	61.42	128,244.96
40	40.56	84,689.28	52.53	109,672.20	64.49	134,655.12
41	42.59	88,927.92	55.16	115,163.64	67.72	141,399.36
42	44.72	93,375.36	57.91	120,916.08	71.10	148,456.80
43	46.96	98,052.48	60.82	126,981.72	74.67	155,910.96
44	49.31	102,959.28	63.86	133,329.24	78.40	163,699.20
45	51.78	108,116.64	67.06	140,010.84	82.33	171,905.04

**Range Schedule is the same as FY 08/09 and FY 09/10 due to 0% COLA*

Schedule "E"

2011 BOCC EMPLOYEE HOLIDAY SCHEDULE

January

17 Martin Luther King, Jr.

April

22 Good Friday

May

30 Memorial Day (Observed)

July

4 Independence Day

September

5 Labor Day

November

11 Veterans Day

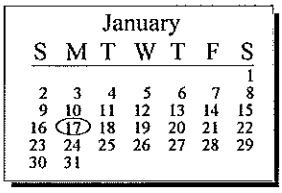
24 Thanksgiving Day

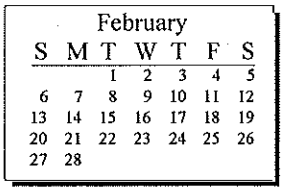
25 Thanksgiving Holiday

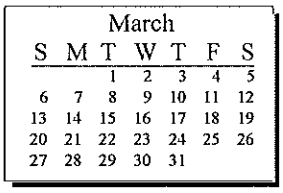
December

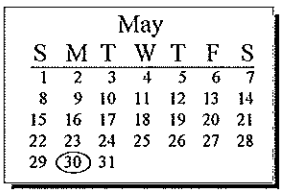
23 Christmas Eve

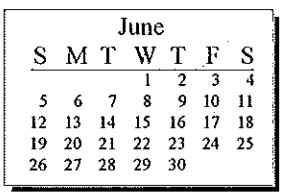
26 Christmas

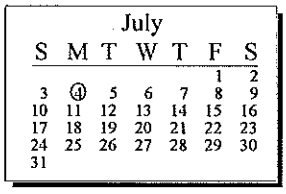


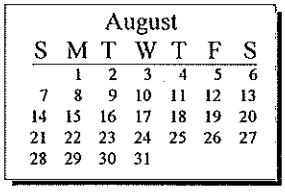


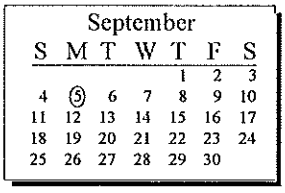


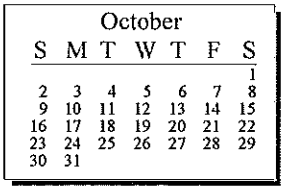


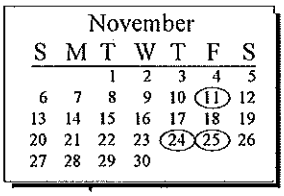


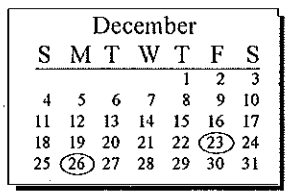






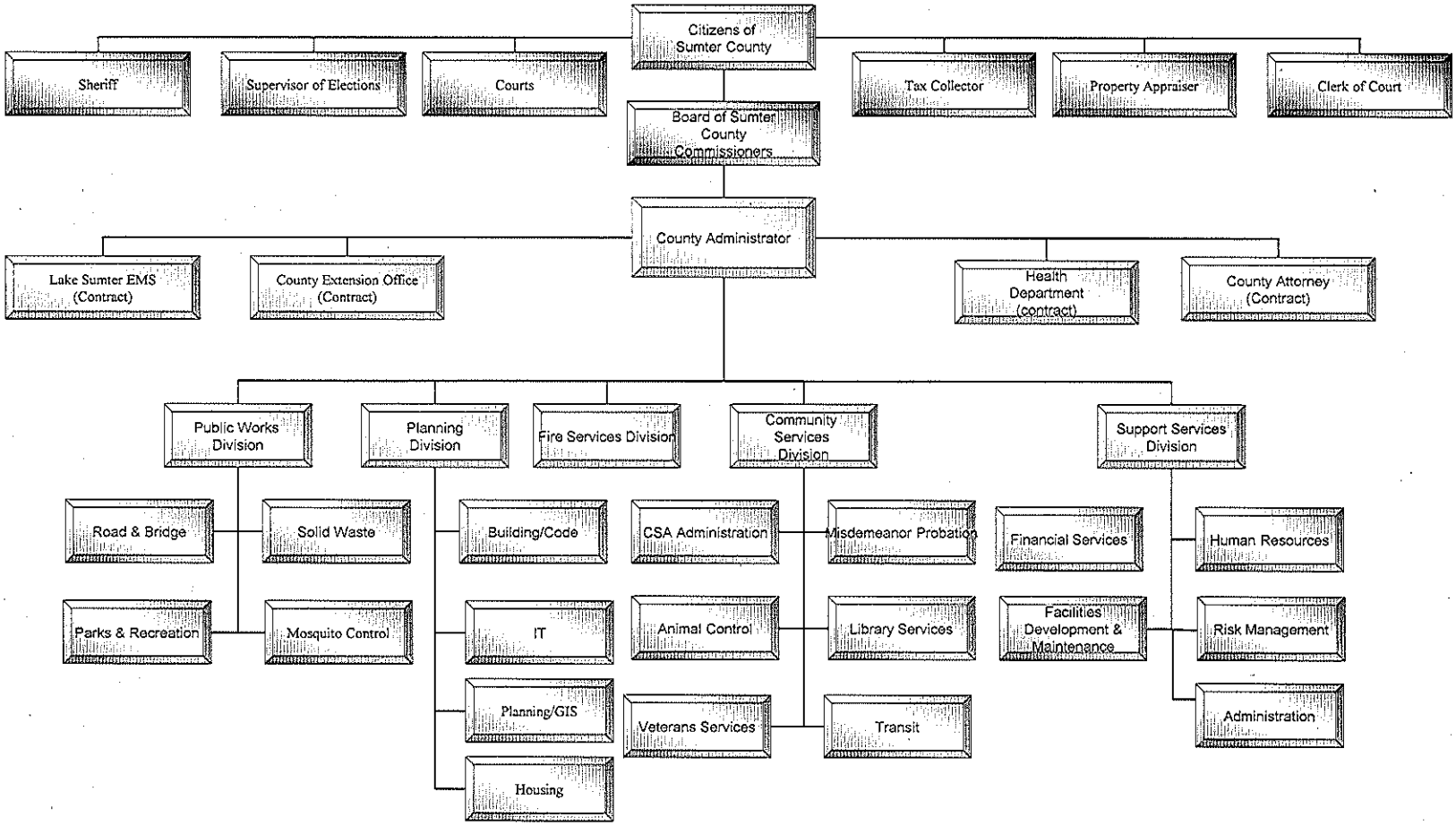






New Year's day 2011 will be celebrated December 31, 2010

Sumter County 10/1/10 Organization Chart



Schedule "G"

MANAGEMENT LEVELS
BOARD OF SUMTER COUNTY COMMISSIONERS

1. Level One Managers:
   a. County Administrator
   b. Assistant County Administrator
   c. Director – The head of a division. Position designation based on supervision of three or more distinct departments, and/or supervision of 50 or more employees.
   d. Assistant Director – Position designation based on supervision of three or more distinct departments, and/or supervision of 50 or more employees. Position is responsible to the director of the division.
   e. Designated Level One Managers are: Director of Public Works, Assistant Director of Public Works – Operations, Director of Planning and Development, Director of Community Services, and Fire Chief.
   f. Level One Managers will be eligible to participant in the Florida Retirement Senior Management Program subject to the rules and regulations of the Florida Retirement System.

2. Level Two Managers:
   a. Department Superintendent, Department Manager, Department Supervisor, Department Administrator - Position is designated based on supervision of a single department or two departments having distinct and unique responsibilities.