

**CITY OF SANIBEL
RESOLUTION 26-018**

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF SANIBEL, FLORIDA, AMENDING THE CITY OF SANIBEL FISCAL YEAR 2025-2026 COMPENSATION AND CLASSIFICATION PLAN; ADDING CYBERSECURITY ANALYST AND PLANNING TECHNICIAN JOB CLASSIFICATIONS; AUTHORIZING THE CITY MANAGER TO AMEND JOB DESCRIPTIONS AS NECESSARY TO KEEP SUCH DESCRIPTIONS CURRENT; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, Resolution 25-057, adopting the Fiscal Year 2025-2026 Compensation and Classification Plan was approved by City Council at its September 25, 2025, meeting; and

WHEREAS, Resolution 25-059, amending Resolution 25-057 to correct Pay Grade 127 for Police Lieutenant, was approved by City Council at its October 21, 2025, meeting; and

WHEREAS, the City of Sanibel desires to attract and retain a competent, efficient and effective work force; and

WHEREAS, the use of pay levels and pay ranges facilitates payroll administration and maintains the integrity of the job worth; and

WHEREAS, the City of Sanibel desires to amend its Compensation and Classification Plan for Fiscal Year 2025-2026.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SANIBEL, FLORIDA:

SECTION 1. Exhibit A of Resolution 25-059 is hereby replaced by Exhibit A of this resolution, attached hereto, amending the Fiscal Year 2025-2026 Compensation and Classification Plan as follows:

- Add Planning Technician, Grade 117 (Non-Exempt)
- Add Cybersecurity Analyst, Grade 122 (Exempt)

SECTION 2. This resolution shall take effect immediately upon approval.

PASSED IN OPEN AND REGULAR SESSION OF THE CITY COUNCIL OF THE CITY OF SANIBEL, FLORIDA, THIS 2ND DAY OF JUNE 2026.

Attest:

Scotty Lynn Kelly, City Clerk

Michael Miller, Mayor

Approved as to form and legality:

John D. Agnew, City Attorney

Date filed with City Clerk: _____

Vote of Council Members:

Miller	_____
Henshaw	_____
DeBruce	_____
Johnson	_____
Smith	_____

EXHIBIT "A" TO RESOLUTION

CITY OF SANIBEL
 Compensation and Classification Plan

JOB CLASS TITLE	HRLY MIN	ANNUAL MIN	HRLY MAX	ANNUAL MAX
GRADE				
108	\$16.2780	\$33,858.33	\$23.9520	\$49,820.23
ADMINISTRATIVE RECEPTIONIST RECREATION AIDE				
110	\$17.9466	\$37,328.93	\$26.4070	\$54,926.64
ADMINISTRATIVE SECRETARY LEAD RECREATION AIDE LIFEGUARD PA RECREATION SERVICES ASSISTANT				
111	\$18.8439	\$39,195.37	\$27.7274	\$57,672.98
ADMINISTRATIVE ASSISTANT DISPATCHER RECREATION AIDE (LIFEGUARD) RECREATION AIDE SPECIALIST FT				
112	\$19.7861	\$41,155.08	\$29.1138	\$60,556.65
PERMIT TECHNICIAN POLICE AIDE RECREATION SERVICES ASSISTANT LEAD SENIOR POLICE AIDE BP WASTEWATER OPERATOR TRAINEE				
113	\$20.7754	\$43,212.84	\$30.5695	\$63,584.50
LICENSING & PERMIT TECHNICIAN SENIORS PROGRAM RECREATION ASSISTANT SUPPORT SERVICES ASSISTANT TRADESWORKER				
114	\$21.8142	\$45,373.47	\$32.0980	\$66,763.83
MARKETING AND EVENTS COORDINATOR POLICE AIDE SUPERVISOR POLICE RECORDS COORDINATOR RECORDS COORDINATOR RECREATION PROGRAM COORDINATOR SENIOR PERMIT TECHNICIAN TRADESWORKER II				

CITY OF SANIBEL				
Compensation and Classification Plan				
JOB CLASS TITLE	HRLY MIN	ANNUAL MIN	HRLY MAX	ANNUAL MAX
GRADE				
115	\$22.9048	\$47,641.99	\$33.7028	\$70,101.90
CODE ENFORCEMENT OFFICER ENVIRONMENTAL PERMIT COORDINATOR EQUIPMENT OPERATOR/CREW LEADER FISCAL ASSISTANT FLEET SERVICE TECHNICIAN PUBLIC WORKS ADMINISTRATIVE TECHNICIAN SANIBEL RANGER SENIOR ADMIN ASSISTANT SENIOR SUPPORT SVCS ASSISTANT UTILITY MAINTENANCE TECHNICIAN I				
116	\$24.0501	\$50,024.30	\$35.3880	\$73,607.08
SENIOR DISPATCHER WASTEWATER I PLANT OPERATOR				
117	\$25.2526	\$52,525.42	\$37.1574	\$77,287.29
BEACH PARKS SUPERVISOR COMPUTER SUPPORT SPECIALIST CONSTRUCTION SITE COMPLIANCE INSPECTOR ENGINEERING TECHNICIAN RECREATION FACILITIES AND OPERATIONS SUPERVISOR FLEET MECHANIC LEAD DISPATCHER LEAD PERMIT COORDINATOR PARALEGAL <u>PLANNING TECHNICIAN</u> RECREATION PROGRAM SPECIALIST SENIOR CODE ENFORCEMENT OFFICER UTILITY MAINTENANCE TECHNCIAN II				
118	\$26.5152	\$55,151.68	\$39.0153	\$81,151.76
ASSISTANT SUPERINTENDENT OF STREETS PARKS BENEFITS/PAYROLL SPECIALIST ENVIRONMENTAL SPECIALIST EXECUTIVE ASSISTANT TO CITY MANAGER & CITY ATTORNEY UTILITY MAINTENANCE TECHNICIAN III WASTEWATER II PLANT OPERATOR				

CITY OF SANIBEL				
Compensation and Classification Plan				
JOB CLASS TITLE	HRLY MIN	ANNUAL MIN	HRLY MAX	ANNUAL MAX
GRADE				
120	\$29,233.1	\$60,804.74	\$43,014.3	\$89,469.84
ACCOUNTANT AQUATICS MANAGER BUILDING INSPECTOR CONSERVATION OFFICER ENGINEER INTERN FACILITY MAINTENANCE SUPERVISOR FLEET MAINTENANCE SUPERVISOR HUMAN RESOURCES GENERALIST PLANNER RECREATION PROGRAM MANAGER RECREATION SERVICES SUPERVISOR WASTEWATER III PLANT OPERATOR				
121	\$30,694.7	\$63,844.98	\$45,165.1	\$93,943.41
POLICE OFFICER				
122	\$30,694.7	\$63,844.98	\$45,165.1	\$93,943.41
<u>CYBERSECURITY ANALYST</u> DEPUTY CITY CLERK ENVIRONMENTAL BIOLOGIST LEAD WASTEWATER PLANT OPERATOR SENIOR ACCOUNTANT				
123	\$32,229.4	\$67,037.22	\$47,423.3	\$98,640.38
CHIEF WASTEWATER PLANT OPERATOR PLANS EXAMINER PUBLIC WORKS FACILITIES & OPERATIONS SUPERVISOR SENIOR PLANNER SERVER ADMINISTRATOR UTILITY MAINTENANCE SUPERVISOR				
124	\$33,840.9	\$70,389.09	\$49,794.4	\$103,572.40
POLICE CORPORAL				
125	\$35,532.9	\$73,908.53	\$52,284.2	\$108,751.22
POLICE SERGEANT				

**CITY OF SANIBEL
Compensation and Classification Plan**

JOB CLASS TITLE	HRLY MIN	ANNUAL MIN	HRLY MAX	ANNUAL MAX
GRADE				
126	\$35.5329	\$73,908.53	\$52.2842	\$108,751.22
CODE ENFORCEMENT MANAGER FLOODPLAIN MANAGER GRANTS MANAGER PROCUREMENT MANAGER SOFTWARE & GIS MANAGER SUPERINTENDENT OF STREETS AND PARKS				
127	\$41.1339	\$85,558.42	\$60.5255	\$125,892.99
POLICE LIEUTENANT				
128	\$41.1339	\$85,558.42	\$60.5255	\$125,892.99
RESILIENCE & SUSTAINABILITY COORDINATOR				
129	\$42.3678	\$88,125.05	\$63.5518	\$132,187.79
ASSISTANT CITY ENGINEER CITY CLERK PRINCIPAL PLANNER PUBLIC INFORMATION AND GRANTS MANAGER				
130	\$44.9695	\$93,536.54	\$66.6335	\$138,597.64
CITY ENGINEER				
131	\$46.7106	\$97,158.05	\$70.0659	\$145,736.97
DEPUTY DIRECTOR BUILDING DEPUTY DIRECTOR FINANCE DEPUTY DIRECTOR PLANNING DEPUTY DIRECTOR PUBLIC WORKS DEPUTY DIRECTOR RECREATION DEPUTY DIRECTOR UTILITIES				
132	\$47.2180	\$98,213.44	\$71.3645	\$148,438.17
POLICE CAPTAIN				
133	\$54.0733	\$112,472.46	\$81.1099	\$168,708.59
DEPUTY POLICE CHIEF				

CITY OF SANIBEL				
Compensation and Classification Plan				
JOB CLASS TITLE	HRLY MIN	ANNUAL MIN	HRLY MAX	ANNUAL MAX
GRADE				
134	\$59.2529	\$123,246.06	\$88.1366	\$183,324.10
HUMAN RESOURCES & RISK MANAGEMENT DIRECTOR BUILDING DIRECTOR/CHIEF BUILDING OFFICIAL FINANCE DIRECTOR IT DIRECTOR NATURAL RESOURCES DIRECTOR PLANNING DIRECTOR PUBLIC WORKS DIRECTOR RECREATION DIRECTOR				
135	\$62.2155	\$129,408.24	\$92.5434	\$192,490.27
POLICE CHIEF				
137	\$62.5966	\$130,200.93	\$93.8949	\$195,301.40
ASSISTANT CITY MANAGER				
139	\$69.0128	\$143,546.58	\$103.5191	\$215,319.77
DEPUTY CITY MANAGER/CHIEF FINANCIAL OFFICER				