

**CITY OF SANIBEL
RESOLUTION NO. 21-062**

**A RESOLUTION ESTABLISHING THE CLASSIFICATION PLAN
AND PAY SCHEDULE FOR FISCAL YEAR 2021-2022;
ADJUSTING PAY RANGES FOR POLICE OFFICER, POLICE
CORPORAL, POLICE SERGEANT, POLICE LIEUTENANT,
DEPUTY POLICE CHIEF AND POLICE CHIEF; AUTHORIZING
THE CITY MANAGER TO AMEND JOB DESCRIPTIONS AS
NECESSARY TO KEEP SUCH DESCRIPTIONS CURRENT; AND
PROVIDING AN EFFECTIVE DATE**

WHEREAS, the City of Sanibel desires to pay a fair and equitable wage to its employees which is competitive with the local labor market; 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;

WHEREAS, the City of Sanibel desires to establish its Classification Plan for fiscal year 2021-2022.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Sanibel, Florida, that:

SECTION 1. The pay grades, job titles, and pay ranges, as shown in Exhibit A, shall be considered the official Classification Plan for all City positions for fiscal year 2021-2022.

SECTION 2. The necessary amendments are hereby made to the pay ranges of the Classification Plan, as appropriate, to reflect pay adjustments for Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Deputy Police Chief and Police Chief.

SECTION 4. The City Manager is authorized to amend current job descriptions as necessary in order to keep job descriptions current.

SECTION 5. Effective date.

This resolution shall take effect on October 4, 2021, which is the beginning of the first pay period in fiscal year 2021-2022.

DULY PASSED AND ENACTED by the Council of the City of Sanibel, Florida, this 13th day of October 2021.

AUTHENTICATION:

Holly D. Smith, Mayor

Scotty Lynn Kelly, City Clerk

APPROVED AS TO FORM:



John D. Agnew, City Attorney

Date



Council Members Vote:

Smith	_____
Johnson	_____
Crater	_____
Henshaw	_____
Miller	_____

Date filed with City Clerk: _____

CLASSIFICATION PLAN FY 2021-2022

Attachment A

Effective 10/01/2021					
GRADE	POSITION	MINIMUM HOURLY	MINIMUM ANNUALLY	MAXIMUM HOURLY	MAXIMUM ANNUALLY
13	LIFEGUARD*	\$15.0000	\$31,200.00	\$17.8601	\$37,149.01
	* Entry Rate \$15 Per Hour Previously Approved by City Council				
13	RECREATION AIDE	\$13.0000	\$27,040.00	\$17.8601	\$37,149.01
	* Entry Rate of \$13 Per Hour Requested by Recreation Director				
13	RECREATION AIDE (LIFEGUARD)	\$15.0000	\$31,200.00	\$17.8601	\$37,149.01
	* Entry Rate \$15 Per Hour Previously Approved by City Council				
15	ADMINISTRATIVE RECEPTIONIST	\$13.0000	\$27,040.00	\$19.8087	\$41,202.10
15	LEAD RECREATION AIDE*	\$15.0000	\$31,200.00	\$19.8087	\$41,202.10
	* Entry Rate \$15 Per Hour Previously Approved by City Council				
15	POLICE AIDE*	\$14.0000	\$29,120.00	\$19.8087	\$41,202.10
	* Entry Rate \$14 Per Hour Previously Approved by City Council				
15	RECORDS RETRIEVAL CLERK	\$12.3649	\$25,718.99	\$19.8087	\$41,202.10
15	RECREATION SERVICES ASSISTANT*	\$15.0000	\$31,200.00	\$19.8087	\$41,202.10
	* Entry Rate \$15 Per Hour Previously Approved by City Council				
15	RECREATION AIDE SPECIALIST	\$14.0000	\$29,120.00	\$19.8087	\$41,202.10
15	SERVICE WORKER	\$12.3649	\$25,718.99	\$19.8087	\$41,202.10
16	ADMINISTRATIVE SECRETARY	\$12.8471	\$26,721.97	\$22.6947	\$47,204.98
16	PERMIT TECHNICIAN	\$12.8471	\$26,721.97	\$22.6947	\$47,204.98
16	SENIOR POLICE AIDE*	\$14.9808	\$31,160.06	\$22.6947	\$47,204.98
	* Entry Rate \$14.50 Per Hour Previously Approved by City Council				
16	UTILITY SERVICE WORKER	\$12.8471	\$26,721.97	\$22.6947	\$47,204.98
16	WASTEWATER PLANT OPERATOR TRAINEE	\$12.8471	\$26,721.97	\$22.6947	\$47,204.98
17	ADMINISTRATIVE ASSISTANT	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	DISPATCHER	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	LEAD RECREATION SERVICES ASSISTANT	\$15.7500	\$32,760.00	\$24.6154	\$51,200.03
	* Entry Rate \$15.75 Per Hour Previously Approved by City Council				
17	LICENSING AND PERMIT TECHNICIAN	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	MECHANIC	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	RECREATION ASSISTANT	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	SENIOR PERMIT TECHNICIAN	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	SENIORS PROGRAM RECREATION ASSISTANT	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	SUPPORT SERVICES ASSISTANT	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	TRADESWORKER	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
17	CODE ENFORCEMENT OFFICER	\$14.2409	\$29,621.07	\$24.6154	\$51,200.03
18	EQUIPMENT OPERATOR/CREW LEADER	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	FISCAL ASSISTANT	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	POLICE AIDE SUPERVISOR	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	POLICE RECORDS SPECIALIST	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	RECREATION PROGRAM COORDINATOR	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	SENIOR ADMINISTRATIVE ASSISTANT	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	SENIOR DISPATCHER	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	LEAD TRADESWORKER	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	TRADESWORKER II	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	UTILITY MAINTENANCE TECHNICIAN I	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
18	WASTEWATER I PLANT OPERATOR	\$15.4450	\$32,125.60	\$27.4039	\$57,000.11
19	ADMINISTRATIVE SUPPORT SPECIALIST	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	AQUATICS MANAGER	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	BUILDING INSPECTOR	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08

CLASSIFICATION PLAN FY 2021-2022

Attachment A

GRADE	POSITION	MINIMUM HOURLY	MINIMUM ANNUALLY	MAXIMUM HOURLY	MAXIMUM ANNUALLY
19	COMPUTER SUPPORT SPECIALIST	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	CONSERVATION OFFICER	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	DEPUTY CITY CLERK	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	EMERGENCY MANAGEMENT SPECIALIST	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	ENGINEERING TECHNICIAN	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	FACILITY MAINTENANCE SUPERVISOR	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	GARAGE SUPERVISOR	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	LEAD DISPATCHER	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	PARALEGAL	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	<u>POLICE OFFICER/DETECTIVE</u>	<u>\$26.0551</u>	<u>\$54,194.61</u>	<u>\$36.1317</u>	<u>\$75,153.94</u>
19	RECREATION PROGRAM SPECIALIST	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	RECREATION SERVICES SUPERVISOR	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	SENIOR CODE ENFORCEMENT OFFICER	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	SENIORS PROGRAM MANAGER	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	SUPPORT SERVICES SUPERVISOR	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	UTILITY MAINTENANCE TECHNICIAN II	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
19	WASTEWATER II PLANT OPERATOR	\$17.3708	\$36,131.26	\$32.1635	\$66,900.08
20	ASSISTANT SUPERINTENDENT OF STREETS AND PARKS	\$17.3708	\$39,320.11	\$32.1635	\$66,900.08
20	BENEFITS AND PAYROLL SPECIALIST	\$18.9039	\$39,320.11	\$33.5385	\$69,760.08
20	ENVIRONMENTAL SPECIALIST	\$18.9039	\$39,320.11	\$33.5385	\$69,760.08
20	EXECUTIVE ASSISTANT TO THE CITY MANAGER	\$18.9039	\$39,320.11	\$33.5385	\$69,760.08
20	UTILITY MAINTENANCE TECHNICIAN III	\$18.9039	\$39,320.11	\$33.5385	\$69,760.08
20	WASTEWATER III PLANT OPERATOR	\$18.9039	\$39,320.11	\$33.5385	\$69,760.08
21	ACCOUNTANT	\$20.5727	\$42,791.22	\$36.3005	\$75,505.04
21	ENGINEER INTERN	\$20.5727	\$42,791.22	\$36.3005	\$75,505.04
21	HUMAN RESOURCES GENERALIST	\$20.5727	\$42,791.22	\$36.3305	\$75,567.44
21	LEAD WASTEWATER PLANT OPERATOR	\$20.5727	\$42,791.22	\$36.3005	\$75,505.04
21	PLANNER	\$20.5727	\$42,791.22	\$36.3005	\$75,505.04
21	<u>POLICE CORPORAL</u>	<u>\$26.9032</u>	<u>\$55,958.66</u>	<u>\$40.5169</u>	<u>\$84,275.15</u>
21	PUBLIC WORKS OPERATIONS MANAGER	\$20.5727	\$42,791.22	\$36.3005	\$75,505.04
21	SERVER ADMINISTRATOR	\$20.5727	\$42,791.22	\$36.3005	\$75,505.04
22	ACCOUNTS PAYABLE/CASHIERING SUPERVISOR	\$22.7630	\$47,347.04	\$38.5096	\$80,099.97
22	ASST TO CITY MANAGER FOR POLICY, LEGISLATION, COMM AFFAIRS	\$22.7630	\$47,347.04	\$38.5096	\$80,099.97
22	CHIEF WASTERWATER PLANT OPERATOR	\$22.7630	\$47,347.04	\$38.5096	\$80,099.97
22	ENVIRONMENTAL BIOLOGIST	\$22.7630	\$47,347.04	\$38.5096	\$80,099.97
22	<u>POLICE SERGEANT</u>	<u>\$29.2249</u>	<u>\$60,787.79</u>	<u>\$42.8586</u>	<u>\$89,145.89</u>
22	SENIOR ACCOUNTANT	\$22.7630	\$47,347.04	\$38.5096	\$80,099.97
22	SUPERINTENDENT OF STREETS AND PARKS	\$22.7630	\$47,347.04	\$38.5096	\$80,099.97
22	UTILITY MAINTENANCE SUPERVISOR (ELECTRICIAN)	\$22.7630	\$47,347.04	\$38.5096	\$80,099.97
23	ACCOUNTING SYSTEMS/REVENUE MANAGER	\$24.9279	\$51,850.03	\$43.1914	\$89,838.11
23	DEPUTY BUILDING OFFICIAL	\$24.9279	\$51,850.03	\$43.1914	\$89,838.11
23	<u>POLICE LIEUTENANT</u>	<u>\$31.5197</u>	<u>\$65,560.98</u>	<u>\$47.8213</u>	<u>\$99,468.30</u>
24	ACCOUNTING OPERATIONS MANAGER	\$26.5472	\$55,218.18	\$51.2981	\$106,700.05
24	ASSISTANT CITY ENGINEER	\$26.5472	\$55,218.18	\$51.2981	\$106,700.05
24	BUILDING OFFICIAL	\$26.5472	\$55,218.18	\$51.2981	\$106,700.05
24	CITY CLERK	\$26.5472	\$55,218.18	\$51.2981	\$106,700.05
24	<u>DEPUTY POLICE CHIEF</u>	<u>\$33.2361</u>	<u>\$69,131.09</u>	<u>\$54.3760</u>	<u>\$113,102.08</u>
24	IT DIRECTOR	\$26.5472	\$55,218.18	\$51.2981	\$106,700.05

Attachment A

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