

**Lee County Board Of County Commissioners
Agenda Item Summary**

Blue Sheet No. 20020691

1. REQUESTED MOTION:

ACTION REQUESTED:

- 1) Approve the addition of the Utilities compensation structure into the Lee County Pay Plan effective 06/27/02.
- 2) Approve salary increases for Utilities employees to include: 3% compression increase or to minimum of new pay grade - whichever is greater to the employee - without going over the maximum of their assigned new pay grade.

WHY ACTION IS NECESSARY:

To maintain competitive pay grades and salary ranges consistent with good compensation practices.

WHAT ACTION ACCOMPLISHES:

Maintains ability to attract, retain and motivate employees.

2. DEPARTMENTAL CATEGORY:

COMMISSION DISTRICT #

C6D

3. MEETING DATE:

06-25-2002

4. AGENDA:

- CONSENT
- ADMINISTRATIVE
- APPEALS
- PUBLIC
- WALK ON
- TIME REQUIRED:

5. REQUIREMENT/PURPOSE:
(Specify)

- STATUTE
- ORDINANCE
- ADMIN.
- CODE
- OTHER

6. REQUESTOR OF INFORMATION:

- A. COMMISSIONER
 - B. DEPARTMENT *Human Resources*
 - C. DIVISION *George Williams*
- BY: _____

7. BACKGROUND:

In September of 2001 (Bluesheet #20010869,) the new County Pay Plan was approved based on a Comprehensive Compensation Study conducted by DMG Maximus, Inc. Utilities was not included in the compensation study at that time as the compensation study was already underway when Lee County brought back Utilities after privatization (Feb. 2001.) This action will incorporate Utilities into the Lee County Pay Plan, thus promoting internal equity among employees.

8. MANAGEMENT RECOMMENDATIONS:

9. RECOMMENDED APPROVAL:

A Department Director	B Purchasing or Contracts	C Human Resources	D Other	E County Attorney	F Budget Services				G County Manager
<i>[Signature]</i> 06/12/02		<i>[Signature]</i> 06/12/02		<i>[Signature]</i>	<i>[Signature]</i> 6/13/02	<i>[Signature]</i> 6/13/02	<i>[Signature]</i> 6/13/02	<i>[Signature]</i> 6/13/02	<i>[Signature]</i> 6-12-02

10. COMMISSION ACTION:

- APPROVED
- DENIED
- DEFERRED
- OTHER

RECEIVED
by CO. ATTY.
6/12/02
4:30 PM
CO. ATTY
6/12/02
FORWARDED TO:
Budget
4:30 PM

RECEIVED BY
COUNTY ADMIN.
6/12 4:52
COUNTY ADMIN.
FORWARDED TO:
6/12/02
12:30 PM

**LEE COUNTY PAY PLAN
2001-2002**

Pay Grade:	CLASSIFICATION : Denotes Utilities Additions:	FLSA	Minimum:	Maximum:
1	INTERN, HIGH SCHOOL	N	\$ 13,536.12	\$ 20,303.92
	LIBRARY PAGE	N	\$ 13,536.12	\$ 20,303.92
	PARKS & RECREATION WORKER	N	\$ 13,536.12	\$ 20,303.92
3	BRIDGE TENDER	N	\$ 16,072.94	\$ 24,110.06
	PARKING ATTENDANT	N	\$ 16,072.94	\$ 24,110.06
4	ANIMAL CARE SPECIALIST	N	\$ 17,342.00	\$ 26,013.00
	INTERN, COLLEGE	N	\$ 17,342.00	\$ 26,013.00
	MAINTENANCE WORKER	N	\$ 17,342.00	\$ 26,013.00
	SCALEHOUSE ATTENDANT	N	\$ 17,342.00	\$ 26,013.00
	TOLL COLLECTOR	N	\$ 17,342.00	\$ 26,013.00
	WAREHOUSE TECHNICIAN	N	\$ 17,342.00	\$ 26,013.00
5	OFFICE ASSISTANT	N	\$ 18,610.02	\$ 27,915.94
	PARKS MAINTENANCE WORKER	N	\$ 18,610.02	\$ 27,915.94
6	LIBRARY ASSISTANT	N	\$ 19,879.08	\$ 29,818.88
	MAINTENANCE WORKER, SENIOR	N	\$ 19,879.08	\$ 29,818.88
	OFFICE ASSISTANT, SENIOR	N	\$ 19,879.08	\$ 29,818.88
	RECREATION SPECIALIST	N	\$ 19,879.08	\$ 29,818.88
	SUPPLY SPECIALIST	N	\$ 19,879.08	\$ 29,818.88
7	BUS DRIVER	N	\$ 21,147.88	\$ 31,722.08
	EQUIPMENT OPERATOR	N	\$ 21,147.88	\$ 31,722.08
	METER READER	N	\$ 21,147.88	\$ 31,722.08
	OPERATOR TRAINEE	N	\$ 21,147.88	\$ 31,722.08
	SERVICE WRITER	N	\$ 21,147.88	\$ 31,722.08
	SURVEY ASSISTANT	N	\$ 21,147.88	\$ 31,722.08
	TOLL ENFORCEMENT OFFICER	N	\$ 21,147.88	\$ 31,722.08
	TRADESWORKER, APPRENTICE	N	\$ 21,147.88	\$ 31,722.08
8	ACCOUNT CLERK	N	\$ 22,415.90	\$ 33,625.02
	ELECTRICIAN ASSISTANT	N	\$ 22,415.90	\$ 33,625.02
	ENVIRONMENTAL LAB TECHNICIAN	N	\$ 22,415.90	\$ 33,625.02
	EXTENSION SERVICES SPECIALIST	N	\$ 22,415.90	\$ 33,625.02
	FLEET SERVICE WORKER	N	\$ 22,415.90	\$ 33,625.02
	INTERN, PROFESSIONAL	N	\$ 22,415.90	\$ 33,625.02
	PAINTER	N	\$ 22,415.90	\$ 33,625.02
	PARKS MAINTENANCE WORKER, SENIOR	N	\$ 22,415.90	\$ 33,625.02
	PESTICIDE APPLICATION TECHNICIAN	N	\$ 22,415.90	\$ 33,625.02
	TRAFFIC SIGN INSTALLER	N	\$ 22,415.90	\$ 33,625.02
9	ADMINISTRATIVE ASSISTANT	N	\$ 23,684.96	\$ 35,527.96
	ANIMAL CONTROL OFFICER	N	\$ 23,684.96	\$ 35,527.96
	ASST. SUPERVISOR, ANIMAL CARE	N	\$ 23,684.96	\$ 35,527.96
	EQUIPMENT OPERATOR, SENIOR	N	\$ 23,684.96	\$ 35,527.96
	GIS TECHNICIAN	N	\$ 23,684.96	\$ 35,527.96

**LEE COUNTY PAY PLAN
2001-2002**

Pay Grade:	CLASSIFICATION : Denotes Utilities Additions:	FLSA	Minimum:	Maximum:
	LOCKSMITH	N	\$ 23,684.96	\$ 35,527.96
	PERMIT REPRESENTATIVE	N	\$ 23,684.96	\$ 35,527.96
	SIGN FABRICATOR	N	\$ 23,684.96	\$ 35,527.96
	VETERINARY TECHNICIAN	N	\$ 23,684.96	\$ 35,527.96
10	BRIDGE REPAIR TECHNICIAN	N	\$ 24,954.02	\$ 37,430.90
	CARPENTER	N	\$ 24,954.02	\$ 37,430.90
	COMMUNICATIONS OFFICER	N	\$ 24,954.02	\$ 37,430.90
	METAL FABRICATOR	N	\$ 24,954.02	\$ 37,430.90
	PARK RANGER	N	\$ 24,954.02	\$ 37,430.90
	RECREATION SPECIALIST, SENIOR	N	\$ 24,954.02	\$ 37,430.90
	RIGHT-OF-WAY TECHNICIAN	N	\$ 24,954.02	\$ 37,430.90
	TOLL COLLECTOR SUPERVISOR	N	\$ 24,954.02	\$ 37,430.90
11	ADMINISTRATIVE SPECIALIST	E	\$ 26,222.04	\$ 39,334.10
	BUYER	E	\$ 26,222.04	\$ 39,334.10
	CUSTOMER SERVICE TECHNICIAN	N	\$ 26,222.04	\$ 39,334.10
	DEVELOPMENT REVIEW TECHNICIAN	N	\$ 26,222.04	\$ 39,334.10
	E911 TECHNICIAN	N	\$ 26,222.04	\$ 39,334.10
	ENVIRONMENTAL LAB ANALYST	N	\$ 26,222.04	\$ 39,334.10
	ENVIRONMENTAL OFFICER	N	\$ 26,222.04	\$ 39,334.10
	GRAPHICS SPECIALIST	N	\$ 26,222.04	\$ 39,334.10
	HEAVY EQUIPMENT OPERATOR	N	\$ 26,222.04	\$ 39,334.10
	INVESTIGATOR, ANIMAL CONTROL	N	\$ 26,222.04	\$ 39,334.10
	OPERATOR C	N	\$ 26,222.04	\$ 39,334.10
	PLANNING TECHNICIAN	N	\$ 26,222.04	\$ 39,334.10
	REQUEST FOR ACTION COORDINATOR	N	\$ 26,222.04	\$ 39,334.10
	SENIOR SUPPLY SPECIALIST	N	\$ 26,222.04	\$ 39,334.10
	TOURISM SALES COORDINATOR	N	\$ 26,222.04	\$ 39,334.10
12	CREW LEADER	N	\$ 27,490.06	\$ 41,237.04
	ELIGIBILITY SPECIALIST	N	\$ 27,490.06	\$ 41,237.04
	ENGINEERING TECHNICIAN I	N	\$ 27,490.06	\$ 41,237.04
	ENVIRONMENTAL SPECIALIST	N	\$ 27,490.06	\$ 41,237.04
	GIS TECHNICIAN, SENIOR	N	\$ 27,490.06	\$ 41,237.04
	HEAVY EQUIPMENT OPERATOR, SENIOR	N	\$ 27,490.06	\$ 41,237.04
	HUMAN RESOURCES SPECIALIST	N	\$ 27,490.06	\$ 41,237.04
	LIBRARY AUTOMATION TECHNICIAN	N	\$ 27,490.06	\$ 41,237.04
	PROPERTY ACQUISITION ASSISTANT	N	\$ 27,490.06	\$ 41,237.04
	REAL ESTATE TITLE EXAMINER	N	\$ 27,490.06	\$ 41,237.04
	SIGN FABRICATOR, SENIOR	N	\$ 27,490.06	\$ 41,237.04
	UTILITIES MAINTENANCE MECHANIC	N	\$ 27,490.06	\$ 41,237.04
13	ADMINISTRATIVE SUPPORT SUPERVISOR	E	\$ 28,759.90	\$ 43,139.98
	CARPENTER, SENIOR	N	\$ 28,759.90	\$ 43,139.98
	CODE ENFORCEMENT OFFICER	E	\$ 28,759.90	\$ 43,139.98
	COMMUNICATIONS OFFICER, SENIOR	N	\$ 28,759.90	\$ 43,139.98
	COORDINATOR, FACILITIES	N	\$ 28,759.90	\$ 43,139.98
	COUNSELOR, EXTENSION SERVICES	E	\$ 28,759.90	\$ 43,139.98
	EXTENSION AGENT	E	\$ 28,759.90	\$ 43,139.98

**LEE COUNTY PAY PLAN
2001-2002**

Pay Grade:	CLASSIFICATION : Denotes Utilities Additions:	FLSA	Minimum:	Maximum:
	FLEET MECHANIC	N	\$ 28,759.90	\$ 43,139.98
	HOUSING FINANCE COUNSELOR	E	\$ 28,759.90	\$ 43,139.98
	LIBRARY ASSOCIATE	N	\$ 28,759.90	\$ 43,139.98
	OPERATOR B	N	\$ 28,759.90	\$ 43,139.98
	SUPERVISOR, ANIMAL CARE	N	\$ 28,759.90	\$ 43,139.98
	SUPERVISOR, PARKS AND RECREATION	E	\$ 28,759.90	\$ 43,139.98
	SUPERVISOR, TRANSIT	E	\$ 28,759.90	\$ 43,139.98
	TRADESWORKER, JOURNEYMAN	N	\$ 28,759.90	\$ 43,139.98
	VCB VOLUNTEER COORDINATOR	N	\$ 28,759.90	\$ 43,139.98
	WELL DRILL INSPECTOR	N	\$ 28,759.90	\$ 43,139.98
14	CASE MANAGER	E	\$ 30,027.92	\$ 45,042.92
	CONTRACT SPECIALIST	E	\$ 30,027.92	\$ 45,042.92
	COORDINATOR, PARKS/RECREATION PROG.	E	\$ 30,027.92	\$ 45,042.92
	CREW SUPERVISOR	N	\$ 30,027.92	\$ 45,042.92
	ECONOMIC RESEARCH ANALYST	N	\$ 30,027.92	\$ 45,042.92
	ELECTRONICS TECHNICIAN	N	\$ 30,027.92	\$ 45,042.92
	ENGINEERING TECHNICIAN II	N	\$ 30,027.92	\$ 45,042.92
	IMPACT FEE COORDINATOR	E	\$ 30,027.92	\$ 45,042.92
	OPERATOR A	N	\$ 30,027.92	\$ 45,042.92
	RISK MANAGEMENT SPECIALIST	N	\$ 30,027.92	\$ 45,042.92
	SUPERVISOR, RECORDS MANAGEMENT	E	\$ 30,027.92	\$ 45,042.92
	VCB COMMUNICATIONS COORDINATOR	N	\$ 30,027.92	\$ 45,042.92
	VETERAN SERVICE COUNSELOR	E	\$ 30,027.92	\$ 45,042.92
15	BUILDING INSPECTOR	N	\$ 31,931.12	\$ 49,494.12
	CODE ENFORCEMENT OFFICER, SENIOR	E	\$ 31,931.12	\$ 49,494.12
	ELIGIBILITY COORDINATOR	E	\$ 31,931.12	\$ 49,494.12
	ENGINEERING TECHNICIAN, SENIOR	N	\$ 31,931.12	\$ 49,494.12
	ENVIRONMENTAL SPECIALIST, SENIOR	N	\$ 31,931.12	\$ 49,494.12
	EQUAL OPPORTUNITY ANALYST	E	\$ 31,931.12	\$ 49,494.12
	FISCAL OFFICER	E	\$ 31,931.12	\$ 49,494.12
	GRANTS ANALYST	E	\$ 31,931.12	\$ 49,494.12
	HOUSING REHABILITATION SPECIALIST	E	\$ 31,931.12	\$ 49,494.12
	HUMAN RESOURCES ANALYST	E	\$ 31,931.12	\$ 49,494.12
	LIBRARIAN	E	\$ 31,931.12	\$ 49,494.12
	MANAGEMENT/BUDGET ANALYST	E	\$ 31,931.12	\$ 49,494.12
	NEIGHBORHOOD RELATIONS SPECIALIST	E	\$ 31,931.12	\$ 49,494.12
	OFFICE MANAGER	E	\$ 31,931.12	\$ 49,494.12
	PARTS MANAGER	E	\$ 31,931.12	\$ 49,494.12
	PLAN REVIEWER	N	\$ 31,931.12	\$ 49,494.12
	PROPERTY ACQUISITION AGENT	E	\$ 31,931.12	\$ 49,494.12
	PUBLIC INFORMATION SPECIALIST	E	\$ 31,931.12	\$ 49,494.12
	PUBLIC SAFETY OPERATIONS ANALYST	E	\$ 31,931.12	\$ 49,494.12
	PURCHASING AGENT	E	\$ 31,931.12	\$ 49,494.12
	QUALITY ASSURANCE SPECIALIST	E	\$ 31,931.12	\$ 49,494.12
	SENIOR SUPERVISOR, PARKS & RECREATION	E	\$ 31,931.12	\$ 49,494.12
	SUPERVISOR, CUSTOMER SERVICE	E	\$ 31,931.12	\$ 49,494.12
	SUPERVISOR, MAINTENANCE	E	\$ 31,931.12	\$ 49,494.12
	SUPERVISOR, TOLL FACILITY	E	\$ 31,931.12	\$ 49,494.12

**LEE COUNTY PAY PLAN
2001-2002**

Pay Grade:	CLASSIFICATION :	FLSA	Minimum:	Maximum:
	Denotes Utilities Additions:			
	TOURISM SALES MANAGER	E	\$ 31,931.12	\$ 49,494.12
	TRADESWORKER, MASTER	E	\$ 31,931.12	\$ 49,494.12
16	BIOLOGIST	E	\$ 34,468.98	\$ 53,426.10
	BUILDING INSPECTOR, SENIOR	N	\$ 34,468.98	\$ 53,426.10
	CHEMIST	E	\$ 34,468.98	\$ 53,426.10
	CHIEF ANIMAL CONTROL OFFICER	E	\$ 34,468.98	\$ 53,426.10
	COMMUNICATIONS SUPERVISOR	N	\$ 34,468.98	\$ 53,426.10
	COORDINATOR, EMERGENCY MANAGEMENT	E	\$ 34,468.98	\$ 53,426.10
	DOT OPERATIONS ANALYST	E	\$ 34,468.98	\$ 53,426.10
	E911 SUPERVISOR	N	\$ 34,468.98	\$ 53,426.10
	EMPLOYEE HEALTH NURSE	E	\$ 34,468.98	\$ 53,426.10
	EXECUTIVE ASSISTANT	E	\$ 34,468.98	\$ 53,426.10
	EXTENSION PROGRAM LEADER	E	\$ 34,468.98	\$ 53,426.10
	FLEET ACQUISITION SPECIALIST	E	\$ 34,468.98	\$ 53,426.10
	HUMAN RESOURCES GENERALIST	E	\$ 34,468.98	\$ 53,426.10
	LAB QUALITY ASSURANCE COORDINATOR	E	\$ 34,468.98	\$ 53,426.10
	LIBRARIAN, SENIOR	E	\$ 34,468.98	\$ 53,426.10
	MANAGER, TRANSIT MARKETING	E	\$ 34,468.98	\$ 53,426.10
	PLANNER	E	\$ 34,468.98	\$ 53,426.10
	PUBLIC INFORMATION OFFICER, EMS	N	\$ 34,468.98	\$ 53,426.10
	SOLID WASTE COORDINATOR	E	\$ 34,468.98	\$ 53,426.10
	SUPERVISOR, FLEET MECHANICS	N	\$ 34,468.98	\$ 53,426.10
	SUPERVISOR, RIGHT-OF-WAY/MAPPING	E	\$ 34,468.98	\$ 53,426.10
	SUPERVISOR, TECHNICAL SUPPORT	E	\$ 34,468.98	\$ 53,426.10
	SUPERVISOR, WELL DRILLING INSPECTION	E	\$ 34,468.98	\$ 53,426.10
	SUPERVISOR, UTILITIES	E	\$ 34,468.98	\$ 53,426.10
	TOURISM SENIOR SALES MANAGER	E	\$ 34,468.98	\$ 53,426.10
	TRADES SUPERVISOR	E	\$ 34,468.98	\$ 53,426.10
	TRAINER, PURCHASING	E	\$ 34,468.98	\$ 53,426.10
	VETERAN SERVICE MANAGER	E	\$ 34,468.98	\$ 53,426.10
17	BUSINESS DEVELOPMENT SPECIALIST	E	\$ 37,005.02	\$ 57,359.12
	DATABASE ANALYST	N	\$ 37,005.02	\$ 57,359.12
	DEVELOPMENT REVIEW REPRESENTATIVE	E	\$ 37,005.02	\$ 57,359.12
	LEAD OPERATOR	E	\$ 37,005.02	\$ 57,359.12
	LIBRARIAN, PRINCIPAL	E	\$ 37,005.02	\$ 57,359.12
	MANAGEMENT/BUDGET ANALYST, SENIOR	E	\$ 37,005.02	\$ 57,359.12
	MANAGER, AUTOMATION & TRAINING	E	\$ 37,005.02	\$ 57,359.12
	MANAGER, INTERNAL SERVICES	E	\$ 37,005.02	\$ 57,359.12
	MSTBU COORDINATOR	E	\$ 37,005.02	\$ 57,359.12
	NEIGHBORHOOD RELATIONS COORDINATOR	E	\$ 37,005.02	\$ 57,359.12
	PROGRAM MANAGER, PUBLIC WORKS	E	\$ 37,005.02	\$ 57,359.12
	PROGRAM MANAGER, VCB	E	\$ 37,005.02	\$ 57,359.12
	QUALITY ASSURANCE & TRAINING OFFICER	E	\$ 37,005.02	\$ 57,359.12
	SENIOR PLANNER	E	\$ 37,005.02	\$ 57,359.12
	SUPERVISOR, CONTRACTS MANAGEMENT	E	\$ 37,005.02	\$ 57,359.12
	SUPERVISOR, WEB SERVICES	E	\$ 37,005.02	\$ 57,359.12

**LEE COUNTY PAY PLAN
2001-2002**

Pay Grade:	CLASSIFICATION : Denotes Utilities Additions:	FLSA	Minimum:	Maximum:
18	CHIEF CODE ENFORCEMENT OFFICER	E	\$ 39,542.88	\$ 61,291.88
	DEVELOPMENT REVIEW ENGINEER	E	\$ 39,542.88	\$ 61,291.88
	ENGINEER	E	\$ 39,542.88	\$ 61,291.88
	GIS COORDINATOR	E	\$ 39,542.88	\$ 61,291.88
	LIEUTENANT, EMS	E	\$ 39,542.88	\$ 61,291.88
	MANAGER, ADVERTISING AND MARKETING	E	\$ 39,542.88	\$ 61,291.88
	MANAGER, FACILITIES OPERATIONS	E	\$ 39,542.88	\$ 61,291.88
	MANAGER, HUMAN SERVICES PROGRAM	E	\$ 39,542.88	\$ 61,291.88
	MANAGER, LAND ACQUISITION	E	\$ 39,542.88	\$ 61,291.88
	MANAGER, SERVICE CENTER	E	\$ 39,542.88	\$ 61,291.88
	MANAGER, VCB COMMUNICATIONS	E	\$ 39,542.88	\$ 61,291.88
	PROGRAM COORD., CONSERVATION LANDS	E	\$ 39,542.88	\$ 61,291.88
	SUPERINTENDENT, FLEET SHOP	E	\$ 39,542.88	\$ 61,291.88
	SUPERVISOR, NATURAL RESOURCES	E	\$ 39,542.88	\$ 61,291.88
	19	CAPTAIN, EMS	E	\$ 42,079.96
CHIEF BUILDING INSPECTOR		E	\$ 42,079.96	\$ 65,224.12
COUNTY SURVEYOR		E	\$ 42,079.96	\$ 65,224.12
FISCAL ANALYST		E	\$ 42,079.96	\$ 65,224.12
FISCAL MANAGER		E	\$ 42,079.96	\$ 65,224.12
MANAGER, DEVELOPMENT REVIEW		E	\$ 42,079.96	\$ 65,224.12
MANAGER, EMERGENCY OPERATIONS		E	\$ 42,079.96	\$ 65,224.12
MANAGER, EMERGENCY PLANNING		E	\$ 42,079.96	\$ 65,224.12
MANAGER, EMS ADMINISTRATION		E	\$ 42,079.96	\$ 65,224.12
MANAGER, ENVIRONMENTAL LAB		E	\$ 42,079.96	\$ 65,224.12
MANAGER, EQUAL OPPORTUNITY		E	\$ 42,079.96	\$ 65,224.12
MANAGER, HUMAN RESOURCES		E	\$ 42,079.96	\$ 65,224.12
MANAGER, LIBRARY		E	\$ 42,079.96	\$ 65,224.12
MANAGER, PARKS AND RECREATION		E	\$ 42,079.96	\$ 65,224.12
MANAGER, RISK PROGRAM		E	\$ 42,079.96	\$ 65,224.12
MANAGER, SOLID WASTE OPERATIONS		E	\$ 42,079.96	\$ 65,224.12
MANAGER, TRANSIT MAINTENANCE		E	\$ 42,079.96	\$ 65,224.12
MANAGER, TRANSIT OPERATIONS		E	\$ 42,079.96	\$ 65,224.12
SUPERINTENDENT, TRAFFIC OPERATIONS	E	\$ 42,079.96	\$ 65,224.12	
SUPERINTENDENT, UTILITIES	E	\$ 42,079.96	\$ 65,224.12	
SUPERVISOR, CENTRAL PERMITTING	E	\$ 42,079.96	\$ 65,224.12	
VETERINARIAN	E	\$ 42,079.96	\$ 65,224.12	
20	ARCHITECT	E	\$ 44,617.04	\$ 69,156.88
	MANAGER, E911	E	\$ 44,617.04	\$ 69,156.88
	MANAGER, EMS TRAINING	E	\$ 44,617.04	\$ 69,156.88
	MANAGER, EXTENSION SERVICES	E	\$ 44,617.04	\$ 69,156.88
	MANAGER, INTERNAL SERVICES - FISCAL	E	\$ 44,617.04	\$ 69,156.88
	MANAGER, UTILITIES	E	\$ 44,617.04	\$ 69,156.88
	PRINCIPAL PLANNER	E	\$ 44,617.04	\$ 69,156.88
	STAFF ENGINEER	E	\$ 44,617.04	\$ 69,156.88
SUPERINTENDENT, ROADS AND BRIDGES	E	\$ 44,617.04	\$ 69,156.88	

**LEE COUNTY PAY PLAN
2001-2002**

Pay Grade:	CLASSIFICATION : Denotes Utilities Additions:	FLSA	Minimum:	Maximum:
21	DIRECTOR, COMMUNICATIONS	E	\$ 47,154.90	\$ 73,089.90
	EMS CHIEF PILOT	N	\$ 47,154.90	\$ 73,089.90
	MANAGER, COMMUNICATIONS	E	\$ 47,154.90	\$ 73,089.90
	MANAGER, EMERGENCY MGMT	E	\$ 47,154.90	\$ 73,089.90
	MANAGER, EMS OPERATIONS	E	\$ 47,154.90	\$ 73,089.90
	SENIOR ENGINEER	E	\$ 47,154.90	\$ 73,089.90
	SENIOR MANAGER, HUMAN RESOURCES	E	\$ 47,154.90	\$ 73,089.90
22	DEPUTY DIRECTOR, LIBRARY	E	\$ 49,691.98	\$ 77,021.88
	ENGINEERING MANAGER I	E	\$ 49,691.98	\$ 77,021.88
	FLEET MANAGER	E	\$ 49,691.98	\$ 77,021.88
	MANAGER, EMS	E	\$ 49,691.98	\$ 77,021.88
	MANAGER, PUBLIC RESOURCES	E	\$ 49,691.98	\$ 77,021.88
	MANAGER, TRANSPORTATION PROGRAMS	E	\$ 49,691.98	\$ 77,021.88
23	DEPUTY DIR., ECONOMIC DEVELOPMENT	E	\$ 52,230.10	\$ 80,954.90
	DEPUTY DIRECTOR, HUMAN SERVICES	E	\$ 52,230.10	\$ 80,954.90
	DEPUTY DIRECTOR, PARKS & RECREATION	E	\$ 52,230.10	\$ 80,954.90
	DEPUTY DIRECTOR, PUBLIC SAFETY	E	\$ 52,230.10	\$ 80,954.90
	DEPUTY DIRECTOR, VCB	E	\$ 52,230.10	\$ 80,954.90
	DIRECTOR, ANIMAL SERVICES	E	\$ 52,230.10	\$ 80,954.90
	DIRECTOR, PURCHASING	E	\$ 52,230.10	\$ 80,954.90
	DIVISION DIR., COUNTY LANDS	E	\$ 52,230.10	\$ 80,954.90
	DIVISION DIR., FACILITIES MANAGEMENT	E	\$ 52,230.10	\$ 80,954.90
	ENGINEERING MANAGER II	E	\$ 52,230.10	\$ 80,954.90
	MANAGER, BUDGET SERVICES	E	\$ 52,230.10	\$ 80,954.90
	MANAGER, TRANSPORTATION PLANNING	E	\$ 52,230.10	\$ 80,954.90
24	ASSISTANT TO THE COUNTY MANAGER	E	\$ 56,685.98	\$ 89,656.06
	BUILDING OFFICIAL	E	\$ 56,685.98	\$ 89,656.06
	DEPUTY DIV DIRECTOR, UTILITIES	E	\$ 56,685.98	\$ 89,656.06
	DIRECTOR, DEVELOPMENT SERVICES	E	\$ 56,685.98	\$ 89,656.06
	DIRECTOR, ENVIRONMENTAL PLANNING	E	\$ 56,685.98	\$ 89,656.06
	DIRECTOR, PLANNING	E	\$ 56,685.98	\$ 89,656.06
	DIRECTOR, ZONING	E	\$ 56,685.98	\$ 89,656.06
	MANAGER, DOT OPERATIONS	E	\$ 56,685.98	\$ 89,656.06
	MANAGER, TOLL FACILITIES OPERATIONS	E	\$ 56,685.98	\$ 89,656.06
	MANAGER, TRAFFIC ENGINEERING	E	\$ 56,685.98	\$ 89,656.06
	ORACLE DATABASE ADMINISTRATOR	E	\$ 56,685.98	\$ 89,656.06
25	DEPUTY DIRECTOR, PUBLIC WORKS/DOT	E	\$ 61,109.88	\$ 97,776.12
	DIRECTOR, BUDGET	E	\$ 61,109.88	\$ 97,776.12
	DIRECTOR, HUMAN RESOURCES	E	\$ 61,109.88	\$ 97,776.12
	DIRECTOR, HUMAN SERVICES	E	\$ 61,109.88	\$ 97,776.12
	DIRECTOR, LIBRARY	E	\$ 61,109.88	\$ 97,776.12
	DIRECTOR, PUBLIC SAFETY	E	\$ 61,109.88	\$ 97,776.12
	DIRECTOR, PW CONSTRUCTION/DESIGN	E	\$ 61,109.88	\$ 97,776.12
	DIRECTOR, TRANSIT	E	\$ 61,109.88	\$ 97,776.12
	DIRECTOR, VISITOR/CONVENTIONS BUR.	E	\$ 61,109.88	\$ 97,776.12
	DIVISION DIRECTOR, ENGINEERING SVCS.	E	\$ 61,109.88	\$ 97,776.12

**LEE COUNTY PAY PLAN
2001-2002**

Pay Grade:	CLASSIFICATION : Denotes Utilities Additions:	FLSA	Minimum:	Maximum:
	DIVISION DIRECTOR, NATURAL RESOURCES	E	\$ 61,109.88	\$ 97,776.12
	DIVISION DIRECTOR, SOLID WASTE	E	\$ 61,109.88	\$ 97,776.12
26	DIRECTOR, ECONOMIC DEVELOPMENT	E	\$ 66,183.00	\$ 105,894.10
	DIRECTOR, PARKS & RECREATION	E	\$ 66,183.00	\$ 105,894.10
	DIVISION DIRECTOR, UTILITIES	E	\$ 66,183.00	\$ 105,894.10
27	DIRECTOR, COMMUNITY DEVELOPMENT	E	\$ 71,258.98	\$ 114,013.90
	DIRECTOR, PW TRANSPORTATION	E	\$ 71,258.98	\$ 114,013.90
28	ASSISTANT COUNTY MANAGER	E	\$ 76,332.88	\$ 122,132.92
	DIRECTOR, PUBLIC WORKS	E	\$ 76,332.88	\$ 122,132.92
29	DEPUTY COUNTY MANAGER	E	\$ 81,408.08	\$ 130,252.98