

| Broward Sheriff's Office (Vacancy rate: 7.61%) | Title | Minimum | Midpoint | Maximum | # of Budget Positions | # of Filled Positions | Incentive | Benefits | Comments |
|---|-----------------------------|-------------|-------------|-------------|-----------------------|-----------------------|-----------|----------|---|
| | Communications Site Manager | \$61,061.05 | \$80,261.43 | \$99,461.81 | See comments | | | | As of 9/23/16 447 budgeted positions, 413 filled positions 33 vacant Communications Operation I 1 vacant Duty Officer |
| | Communications Duty Officer | \$47,494.03 | \$59,709.51 | \$71,924.99 | | | | | |
| | Communications Operator III | \$40,086.36 | \$51,136.77 | \$62,187.17 | | | | | |
| | Communications Operator II | \$35,673.40 | \$44,189.13 | \$52,704.86 | | | | | |
| | Communications Operator I | \$32,732.48 | \$40,546.69 | \$48,360.89 | | | | | |
| | TOTAL | | | | 447 | 413 | | | |

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|---|-------------------------------------|-------------|-------------|-------------|-----------------------|-----------------------|----------------|--|--|
| City Of Boca Raton (Vacancy rate: 20%) | Public Safety Dispatcher Supervisor | \$48,860.00 | \$65,394.50 | \$81,929.00 | See comments | | Does not offer | Non-Bargaining Employees SICK LEAVE: 8 hours per month. Any hours in excess of 960 will be paid off annually at 50%. HEALTH INSURANCE (Premiums): Employee Medical (Base Plan) - Paid 100% by City. Employee contributions are required for the buy up employee coverage plans. Employee Dental (DHMO or Basic PPO Plan) & Vision (Basic Plan) paid 100% by City. Employee contributions are required for Employee + Dependent(s) for the Medical, Dental, & Vision Plan. CONTINUOUS SERVICE BENEFIT: As of December 1 each year - Paid during the month of December. 5 to 10 full years \$ 600 annually | 35 budgeted positions within 911 Dispatch (28 are Active filled positions and 7 are currently Vacant). |
| | Public Safety Dispatcher | \$44,507.00 | \$59,369.50 | \$74,232.00 | | | | | |
| | Public Safety Call Taker | \$39,615.00 | \$52,590.50 | \$65,566.00 | | | | | |
| | TOTAL | | | | 35 | 28 | | | |

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|---|---------------------------------|-------------|-------------|-------------|-----------------------|-----------------------|----------------|---|----------|
| City Of Boynton Beach (Vacancy rate: 11.54%) | Manager, Communications Systems | \$62,699.00 | \$78,373.50 | \$94,048.00 | 1 | 1 | Does not offer | The City provides employees with health insurance benefits through CIGNA HealthCare. The City pays the entire premium for each eligible employee. The employee may elect to cover a spouse and/or dependent children by paying the applicable premium for the dependent(s). Dental coverage is provided through Cigna. Premiums for eligible employees are paid by the City. Premiums for any covered dependent are paid by the employee with a contribution by the City. Vision Care Plan premiums for eligible employees are paid by the City. Premiums for any covered dependent(s) are paid by the employee. | |
| | Communications Supervisor | \$42,751.00 | \$53,438.50 | \$64,126.00 | 5 | 5 | | | |
| | Communications Dispatcher | \$36,614.00 | \$45,768.00 | \$54,922.00 | 20 | 17 | | | |
| | TOTAL | | | | 26 | 23 | | | |

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|---|--------------------------------------|-------------|-------------|--------------|-----------------------|-----------------------|----------------|---|--|
| City Of Coral Springs (Vacancy rate: 13.51%) | Communications Administrator | \$69,000.00 | \$89,500.00 | \$110,000.00 | 1 | 1 | Does not offer | (HMO/Single): City pays \$746 , Employee pay \$10.87. (HMO plus I): City pays \$1,477, Employee pay \$44.34. (HMO Family): City pays \$2,201, Employee pay \$108.66. NEW RATES FOR 2017: HMO Single: City will pay \$755, Employee will pay \$11.96. HMO Plus I: City will pay \$1,195, Employee will pay \$59.77. HMO Family: City will pay \$2,227, Employee will pay \$119.53 | Annual Leave (12 days/year), Holidays (10 holidays), Personal Days (16 hours), Sick Leave (12 days/year), Sick Leave Incentive, Tuition Reimbursement + Books, Jury Duty, Funeral Leave, Employee Assistance Program, Wellness Program, Health Insurance - HMO or HRA (Includes Dental and Vision Coverages), Basic Life Insurance (\$75,000, effective 10/1/01), Long Term Disability, Flexible Spending Accounts, ICMA Money Purchase Plan - 401A, ICMA Deferred Compensation Plan – 457, Optional Life Insurance |
| | Communications Technical Coordinator | \$49,000.00 | \$62,000.00 | \$75,000.00 | 1 | 1 | | | |
| | Communications Shift Supervisor | \$48,000.00 | \$61,000.00 | \$74,000.00 | 6 | 6 | | | |
| | Telecommunicator | \$41,000.00 | \$52,500.00 | \$64,000.00 | 22 | 17 | | | |
| | Emergency Call Taker | \$38,000.00 | \$48,500.00 | \$59,000.00 | 7 | 7 | | | |
| | TOTAL | | | | 37 | 32 | | | |

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|-------------------------|---|-------------|-------------|--------------|-----------------------|-----------------------|---|---|----------|
| City of Fort Lauderdale | Public Safety Communications Manager | \$67,579.20 | \$87,266.40 | \$106,953.60 | | | Management Category 3= 6 additional vacation days \$250/month expense allowance | 9 holidays and 3 personal days. Management = 12 vacations days/year. Sick = 12 days per year. For non-bargaining employees, City contributes \$702/mo, 100% dental for management. Cigna Medical Rates for Management(bi-weekly): | |
| | Public Safety Communications Training Coordinator | \$57,678.40 | \$68,598.40 | \$79,518.40 | | | Management Category 5= 4 additional vacation days, \$80/month expense allowance | CDHP: EE only \$94.92, EE + Spouse \$194.36, EE +Child \$128.82, EE +Children \$175.15, Family \$270.07. HMO1: EE only \$72.06, EE + Spouse \$146.35, EE +Child \$96.46, EE +Children \$131.93, Family \$202.89. HMO2: EE only \$38.80, EE + Spouse \$79.83, EE +Child \$53.22, EE +Children \$72.06, Family\$110.87. | |
| | Public Safety Telecommunications Duty Officer | \$46,883.20 | \$54,943.20 | \$63,003.20 | | | | | |
| | Public Safety Telecommunicator II | \$42,411.20 | \$49,722.40 | \$57,033.60 | | | | | |
| | Public Safety Telecommunicator I | \$40,497.60 | \$47,465.60 | \$54,433.60 | | | | 9 holidays and 3 personal days. Teamsters = 15 vacation days/year Sick = 12 days per year. Insurance coverage, Teamsters bargaining City contributes \$675/mo. Cigna Medical Rates for Teamsters(bi-weekly): | |
| | Public Safety Telecommunicator Trainee | \$39,436.80 | \$46,259.20 | \$53,081.60 | | | | CDHP: EE only \$41.68, EE + Spouse \$94.89, EE +Child \$59.42, EE +Children \$84.86, Family \$132.59. HMO1: EE only \$99.11, EE + Spouse \$210.98, EE +Child \$136.40, EE +Children \$189.51, Family \$296.86. HMO2: EE only \$74.94, EE + Spouse \$163.63, EE +Child \$104.87, EE +Children \$145.89, Family \$231.26. | |
| | | | | | | | | | |

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|--|--|-------------|-------------|--------------|-----------------------|-----------------------|---|--|----------|
| City Of Palm Beach Gardens (Vacancy rate: 13.89%) | Emergency Communications Manager | \$68,661.00 | \$87,410.10 | \$106,159.18 | 1 | 1 | | Health Insurance: Florida Blue. City contribution is 100% for employee only. For employee + family (biweekly), employee pays: HMO \$58 PPO \$110 HDHP\$30. Dental insurance through Ameritas, provided at no cost. Pension Plan: FRS, choice between 1 or 8 year vesting schedule, mandatory 3% pre-tax contribution. | |
| | Assistant Emergency Communications Manager | \$53,328.25 | \$67,963.52 | \$82,598.79 | 1 | 1 | | | |
| | Communications Supervisor | \$51,847.00 | \$64,809.00 | \$77,771.00 | 6 | 4 | | | |
| | Emergency Communications Operator | \$44,320.00 | \$55,400.00 | \$66,480.00 | 28 | 25 | Dispatchers can earn a 3% incentive for training new dispatchers. | | |
| | TOTAL | | | | 36 | 31 | | | |

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|--|--------------------------------------|-------------|-------------|-------------|-----------------------|-----------------------|-----------|--|------------------------------|
| City Of Plantation (Vacancy rate: 12.50%) | Public Safety Communications Manager | \$59,763.00 | \$79,186.00 | \$98,609.00 | 1 | 1 | | Insurance Coverage Life and Accidental Death and Dismemberment, Hospitalization, Major Medical, Dental and Vision The Employee pays a portion of the cost for themselves and for dependent coverage at a rate established by Administration. General Employees Pension, Retirement – Mandatory contribution is 4% of base pay. Normal Retirement Date: Age 59 and completion of 10 years of credited service. Eleven (11) paid holidays, one (1) personal day per calendar year. 13 sick days per year. Accrues 4 hours at end of each bi-weekly pay period. Maximum accrual is 480 hours. <u>Annual Leave</u> General Employees 1 – 5 years – 13 days per year. Funeral Leave 3 days (8 hours each) Jury Duty Paid full salary – all fees received, excluding mileage must be turned into the City. Educational Reimbursement | |
| | Lead Public Safety Dispatcher | \$43,982.00 | \$58,276.00 | \$72,570.00 | 4 | 3 | | | (do not budget for trainees) |
| | Public Safety Dispatcher | \$38,777.00 | \$51,379.50 | \$63,982.00 | 23 | 16 | | | |
| | Public Safety Dispatcher - Trainee | \$32,101.00 | \$42,534.00 | \$52,967.00 | 0 | 4 | | | |
| | Police Department Complaint Operator | \$30,142.00 | \$39,938.00 | \$49,734.00 | 4 | 4 | | | |
| | TOTAL | | | | 32 | 28 | | | |

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|---|--|--------------|--------------|--------------|-----------------------|-----------------------|----------------|---|----------|
| City Of Miami Beach (Vacancy rate: 11.59%) | Emergency Management Director | \$120,135.60 | \$166,612.94 | \$213,090.28 | 1 | 1 | Does not offer | <u>Medical Rates (Cigna)</u> (in network, open access) Employee contribution: Employee Only \$73.85, Employee + 1 \$155.08, Family \$266.07 City contribution: Employee Only \$233.27, Employee + 1 \$489.87, Family \$624.58 | |
| | Public Safety Communications Unit Director | \$80,932.80 | \$106,652.00 | \$132,371.20 | 0 | 0 | | | |
| | Communications Supervisor | \$56,451.20 | \$73,819.20 | \$91,187.20 | 8 | 7 | | | |
| | Telecommunications Specialist | \$54,516.80 | \$71,843.20 | \$89,169.60 | Frozen Position | | | | |
| | Communications Manager | \$51,896.00 | \$68,380.00 | \$84,864.00 | 2 | 2 | | | |
| | Dispatcher | \$45,656.00 | \$57,189.60 | \$68,723.20 | 33 | 32 | | | |
| | 911 Police Records Custodian | \$44,012.80 | \$57,543.20 | \$71,073.60 | 1 | 1 | | | |
| | Dispatcher Trainee | \$43,035.20 | \$53,289.60 | \$63,544.00 | 7 | 7 | | | |
| | Communications Operator | \$43,035.20 | \$53,289.60 | \$63,544.00 | 17 | 11 | | | |
| | TOTAL | | | | 69 | 61 | | | |

| | Title | Minimum | Midpoint | Maximum | # of Budget Positions | # of Filled Positions | Incentive | Benefits | Comments |
|---|--|-------------|-------------|-------------|-----------------------|-----------------------|-----------|----------|----------|
| City Of Miami (Vacancy rate: 15.91%) | Emergency Dispatcher Supervisor | \$47,313.97 | \$68,265.81 | \$89,217.65 | 5 | 0 | | | |
| | Emergency Dispatcher | \$42,915.18 | \$61,919.10 | \$80,923.02 | 35 | 30 | | | |
| | Emergency Dispatch Assistant (Call Takers) | \$38,925.33 | \$56,162.50 | \$73,399.66 | 48 | 44 | | | |
| | TOTAL | | | | 88 | 74 | | | |

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|---|-----------------------------------|-------------|-------------|--------------|-----------------------|-----------------------|--------------|--|----------|
| City Of West Palm Beach (Vacancy rate: 15.56%) | Telecommunicator Manager | \$63,678.04 | \$82,507.10 | \$101,336.15 | 1 | 1 | Do not offer | Cigna for medical and dental. Eyemed vision plan, Basic life and AD&D insurance, long term disability, ERP, Pet insurance through Nationwide | |
| | Telecommunicator Shift Supervisor | \$50,989.00 | \$66,066.00 | \$81,143.00 | 7 | 6 | | | |
| | Telecommunicator | \$43,967.00 | \$56,968.00 | \$69,969.00 | 34 | 29 | | | |
| | Complaint Operator | \$36,988.00 | \$47,925.00 | \$58,863.00 | 3 | 2 | | | |
| | TOTAL | | | | 45 | 38 | | | |

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|--|----------------------------|--------------|--------------|--------------|-----------------------------------|-----------------------|---|--|----------|
| Palm Beach County Sheriff's Office (Vacancy rate: 10.20%) | Telecommunications Manager | \$103,572.00 | \$110,898.00 | \$118,224.00 | 1 | 1 | | Health, Dental, Vision, Basic Life Ins, FRS Retirement, LTD, Identity Theft Plan, Basic AD&D | |
| | Communications Officer III | \$48,276.00 | \$60,048.00 | \$71,820.00 | 146. # includes all I, II and III | 81 | | | |
| | Communications Officer II | \$46,188.00 | \$57,450.00 | \$68,712.00 | | 32 | | | |
| | Communications Officer I | \$44,196.00 | \$54,972.00 | \$65,748.00 | | 18 | After completion of 911 training receives 9% Communications Incentive | | |
| | TOTAL | | | | 147 | 132 | | | |

| Miami-Dade County (Vacancy rate: 10.99%) | Title | Minimum | Midpoint | Maximum | # of Budget Positions | # of Filled Positions | Incentive | Benefits | Comments |
|---|---|-------------|-------------|--------------|-----------------------|-----------------------|--|----------|----------|
| | MDPD 911 Communications Manager | \$63,265.28 | \$84,322.94 | \$105,380.60 | 1 | 1 | | | |
| | Fire Rescue Telecommunication Coordinator | \$61,983.74 | \$82,831.45 | \$103,679.16 | 1 | 1 | | | |
| | Police Dispatcher Supervisor 2 | \$49,376.60 | \$66,096.42 | \$82,816.24 | 3 | 3 | | | |
| | Fire Rescue Dispatcher Supervisor | \$47,128.12 | \$63,065.34 | \$79,002.56 | 10 | 10 | | | |
| | Police Dispatcher Supervisor 1 | \$43,020.90 | \$57,394.87 | \$71,768.84 | 3 | 3 | | | |
| | Police Dispatcher | \$39,305.50 | \$52,260.91 | \$65,216.32 | 97 | 89 | A one step pay supplement for employees designated to train others in the same classification. | | |
| | Fire Rescue Dispatcher | \$39,305.50 | \$52,260.91 | \$65,216.32 | 67 | 55 | | | |
| | TOTAL | | | | 182 | 162 | | | |

| Town Of Palm Beach (Vacancy rate: 6.25%) | Title | Minimum | Midpoint | Maximum | # of Budget Positions | # of Filled Positions | Incentive | Benefits | Comments |
|---|------------------------------------|-------------|-------------|-------------|-----------------------|-----------------------|--|--|--|
| | Lead Telecommunications Supervisor | \$54,540.22 | \$71,175.27 | \$87,810.32 | 1 | 1 | | Health Coverage (Florida Blue): HMO single, Town contributes 100% for premium, 75% for other tiers. Point of Service (POS): For single, Town contributes 95% and 72% for the other tiers. For PPO: Town contributes 80% for single and 60% for other tiers | The Town offers a hybrid retirement system which includes both defined benefit and defined compensation plans. Defined Benefits Plan: Employees are required to contribute 2.47% on a pre-tax basis Multiplier: 1.25%, Eligibility: Age 65 Defined Contribution 401 plan: Mandatory Contribution ,Employees contribute 4% on a pre-tax basis The Town matches the 4% employee contribution Discretionary Town Contribution 0% to 4% as determined annually by Town Council |
| | Telecommunicator Supervisor | \$47,425.84 | \$61,890.96 | \$76,356.09 | 3 | 3 | | | |
| | Telecommunicator | \$40,124.23 | \$52,362.33 | \$64,600.44 | 12 | 11 | 911 Telecommunicator (Call Taker) Incentive (Reimbursed by the Palm Beach County) \$2,400/annually, Midnight Shift Differential \$1,800/annually | | |
| | TOTAL | | | | | 16 | 15 | | |