

10-18-16
M-1
EXHIBIT 1
REVISED

Title	Minimum	Midpoint	Maximum	# of Budget Positions	# of Filled Positions	Incentive	Benefits	Comments
Director - Regional Communications				1	1			As of 9/23/16
Assistant Director - Regional Communications	\$62,882.27	\$81,866.66	\$109,451.05	1	1			positions - 413 filled positions
Communications Site Manager	\$53,846.79	\$70,778.88	\$87,710.96	3	3			23 vacant Communications Operations
Assistant Communications Site Manager	\$48,443.91	\$60,903.70	\$73,363.48	42	40			3 vacant Duty Officer
Regional Communications Duty Officer	\$46,137.69	\$57,151.85	\$68,166.00	1	1			
Communications Operations Analyst	\$40,888.08	\$52,159.50	\$63,430.91	273	268			
Communications Operator II	\$36,386.87	\$45,072.92	\$53,758.96	56	55			
Administrative Specialist II	\$34,887.37	\$43,216.19	\$51,545.01	1	1			
Communications Operator I	\$33,387.12	\$41,577.82	\$49,768.11	64	45			
Administrative Support Specialist	\$31,886.88	\$39,498.92	\$47,110.96	447	2			
TOTAL				447	420			

Title	Minimum	Midpoint	Maximum	# of Budget Positions	# of Filled Positions	Incentive	Benefits	Comments
Public Safety Dispatcher Supervisor	\$48,860.00	\$65,394.50	\$81,929.00	See comments				35 budgeted positions within 911 Dispatch (28 are Active filled positions and 7 are currently Vacant).
Public Safety Dispatcher	\$44,537.00	\$59,469.50	\$74,402.00			Does not offer	Non-Barbarian Employees. SICK LEAVE: 8 hours per month. Any hours in excess of 800 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	
Public Safety Call Taker	\$39,615.00	\$52,590.50	\$65,566.00					
TOTAL				35	28			

Title	Minimum	Midpoint	Maximum	# of Budget Positions	# of Filled Positions	Incentive	Benefits	Comments
Manager, Communications Systems	\$62,699.00	\$78,173.50	\$94,048.00	1	1		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	Does not offer		
Communications Dispatcher	\$36,614.00	\$45,768.00	\$54,972.00	20	17			
TOTAL				26	23			

Title	Minimum	Midpoint	Maximum	# of Budget Positions	# of Filled Positions	Incentive	Benefits	Comments
Communications Administrator	\$69,000.00	\$89,500.00	\$110,000.00	1	1		(HMO) Single: City pays \$746, Employee pays \$10.87. (HMO) Plus I: City pays \$1,477, Employee pays \$44.34. (HMO) Plus II: City pays \$2,201, Employee pays \$108.66. HMO Family: City pays \$2,201, Employee pays \$108.66. HMO Family: City will pay \$2,201, Employee will pay \$11.96. HMO Plus I: City will pay \$1,195, Employee will pay \$59.77. HMO Plus II: City will pay \$2,227, Employee will pay \$119.53.	Annual Leave (12 days/year), Holidays (10 holidays), Sick Leave (10 hours), Vacation (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 Coverage), 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	Does not offer		
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			

City of Fort Lauderdale	Title	Minimum	Midpoint	Maximum	# of Budget Positions	# of Filled Positions	Incentive	Benefits	Comments
City of Fort Lauderdale	Public Safety Communications Manager	\$67,579.20	\$87,266.40	\$106,953.60			Management Category 3 = 6 additional vacation days \$750/month expense allowance	9 holidays and 3 personal days. Management = 12 vacation days/year. Sick = 12 days per year. For non-bargaining employees, City contributes \$702/mo, 100% dental for management. City Medical Rates for Management (bi-weekly): CDHP: EE only \$54.92, EE + Spouse \$194.36, EE + Child \$128.87, 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 Communications Training Coordinator	\$51,678.40	\$68,598.40	\$79,518.40			Management Category 5 = 4 additional vacation days, \$80/month expense allowance		
	Public Safety Telecommunications Duty Officer	\$46,883.20	\$54,943.20	\$63,003.20					
	Public Safety Telecommunicator II	\$41,411.20	\$49,772.40	\$57,033.60				9 holidays and 3 personal days. Teamsters = 15 vacation days/year Sick = 12 days per year. For non-bargaining employees, City contributes \$675/mo.	
	Public Safety Telecommunicator I	\$40,497.60	\$47,465.60	\$54,433.60				City Medical Rates for Teamsters (bi-weekly): CDHP: EE only \$41.63, EE + Spouse \$58.89, EE + Child \$59.42, EE + Children \$84.86, Family \$112.59. 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.	
	Public Safety Telecommunicator Trainee	\$38,436.80	\$46,259.20	\$53,081.60					
TOTAL					36	31			

City of Palm Beach Gardens (Vacancy rate: 11.89%)	Title	Minimum	Midpoint	Maximum	# of Budget Positions	# of Filled Positions	Incentive	Benefits	Comments
City of Palm Beach Gardens (Vacancy rate: 11.89%)	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 (bi-weekly), employee pays: HMO \$58 PPO \$110 HDHP \$30.	
	Assistant Emergency Communications Manager	\$51,328.25	\$67,963.52	\$82,598.79	1	1		Dental Insurance through Ameritas, provided at no cost.	
	Communications Supervisor	\$51,847.00	\$64,869.00	\$77,771.00	6	4		Pension Plan: FRS, choice between 1 or 8 year vesting schedule, mandatory 3% pre-tax contribution.	
	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			

City of Plantation (Vacancy rate: 12.50%)	Title	Minimum	Midpoint	Maximum	# of Budget Positions	# of Filled Positions	Incentive	Benefits	Comments
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.	
	Lead Public Safety Dispatcher	\$43,983.00	\$58,276.00	\$72,570.00	4	3		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.	(do not budget for trainees)
	Public Safety Dispatcher	\$38,777.00	\$51,379.50	\$63,982.00	23	16		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.	
	Public Safety Dispatcher - Trainee	\$32,101.00	\$42,534.00	\$52,967.00	0	4		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.	
	Police Department Complaint Operator	\$30,142.00	\$39,938.00	\$49,734.00	4	4		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.	
TOTAL					32	28			

City of Miami Beach (Vacancy rate: 11.59%)	Title	Minimum	Midpoint	Maximum	# of Budget Positions	# of Filled Positions	Incentive	Benefits	Comments
City of Miami Beach (Vacancy rate: 11.59%)	Emergency Management Director	\$126,135.60	\$166,617.94	\$213,090.28	1	1			
	Public Safety Communications Unit Director	\$80,937.80	\$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	3	3			
	Dispatcher	\$45,656.00	\$59,273.20	\$72,896.40	33	32			
	911 Police Records Custodian	\$44,012.80	\$57,543.20	\$71,073.60	3	1			
	Dispatcher Trainee	\$43,035.20	\$53,289.60	\$63,544.00	7	7	Does not offer	Medical Rates (Cena) (in network, open access) Employee contribution: Employee Only \$73.85, Employee + \$155.08, Family \$266.07 City contribution: Employee Only \$333.27, Employee + \$1,548.87, Family \$624.58	
TOTAL					69	61			

City of Miami (Vacancy rate: 15.91%)	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	\$68,465.81	\$89,617.65	5	0			
	Emergency Dispatcher	\$42,915.18	\$56,519.10	\$70,923.02	35	30			
	Emergency Dispatch Assistant (Call Takers)	\$38,925.33	\$56,162.50	\$73,399.66	48	44			
TOTAL					88	74			

6/21/2020
EXHIBIT 1
16-1219

