

**MIAMI-DADE COUNTY  
FINAL OFFICIAL MINUTES  
Compensation and Benefits Review Ad Hoc  
Committee (CBRAHC)**

**Board of County Commissioners**

Stephen P. Clark Government Center  
18<sup>th</sup> Floor Conference Rooms 3 & 4  
111 N.W. First Street  
Miami, Florida 33128

June 14, 2012  
As Advertised

Harvey Ruvlin, Clerk  
Board of County Commissioners

Christopher Agrippa, Division Chief  
Clerk of the Board Division

Alan Eisenberg, Commission Reporter  
(305) 375-2510



**CLERKS SUMMARY AND OFFICIAL MINUTES  
COMPENSATION AND BENEFITS REVIEW AD HOC COMMITTEE  
June 14, 2012**

**I. Call to Order & Opening Statement:**

The Compensation and Benefits Review Ad Hoc Committee (CBRAHC) convened in a Meeting on the 18<sup>th</sup> Floor Conference Rooms 3 & 4 of the Stephen P. Clark Government Center (SPCGC) at 9:13 a.m. County Commissioner Barbara J. Jordan, Chairwoman; and Commissioners Esteban Bovo, Jr., and Jean Monestime were present. Also present were Deputy Mayor Ed Marquez; Assistant County Attorney Eric Rodriguez; Internal Services Department Assistant Director Mary Lou Rizzo, and Division Director Arlene Cuellar; Commission Auditor Charles Anderson; and Deputy Clerk Alan Eisenberg.

Chairwoman Jordan noted the CBRAH decided at the last meeting to invite union representatives to today's meeting to gather information; ensure that the process was fair; and get a better understanding of the compensation process. She clarified that it was not the intent of Committee members to interfere with—or be involved in the Collective Bargaining negotiations process; however, they believed that input from union representatives was equally as important as input from the County Administration. Chairwoman Jordan noted she understood that union representatives were currently involved in the negotiation process, and should they decide not to participate in this process, she would respect that decision.

Commissioner Monestime noted additional information from union representatives about the compensation process would be beneficial to this Committee.

Commissioner Bovo noted the intent as stated at the previous meeting (5/31) was to for union representatives to provide a historical perspective on the negotiation process.

Chairwoman Jordan asked staff to proceed with their presentation.

**II. Compensation – Supplements by Bargaining Unit**

Internal Services Department Assistant Director Mary Lou Rizzo noted that information was compiled in response to questions raised by Committee members at the previous meeting (5/31). She explained that those questions were addressed in a handout entitled "Pay Components Follow-up", which also corresponded to the tabbed sections in the binder, which provided a more detailed analysis.

Ms. Rizzo clarified that the total pay supplement cost for FY 2010-11 increased from \$137.5 million as stated at the previous meeting (5/31) to \$140.9 million, which resulted from the inclusion of employees terminated from County employment during the fiscal year as well as those employees who were active when the data was compiled.

Ms. Rizzo noted, in response to Commissioner Bovo's request, the Florida Retirement System provided their consultants' (Milliman) analysis on the impact and rationale for extending the average final compensation calculation for retirement benefits from five to eight years.

Ms. Rizzo explained that she would begin addressing questions raised at the previous meeting (5/31) as listed in the "Pay Components Follow-up" handout.

**1. The number of employees by department and bargaining unit with pay supplements**

Ms. Rizzo noted approximately 10,366 or 37.4% of the employees under the Mayor's purview received pay supplements; and 680 or 28.7% of the employees not under the Mayor's purview Mayor also received pay supplements.

Internal Services Division Director Arleene Cuellar explained that the Mayor could not unilaterally suspend benefits for employees not under his purview, although he did suspend benefits for his staff.

Ms. Rizzo referred to Attachment 1A depicting the number of employees receiving pay supplements by department; the percentage of employees within that department; and the annual cost of the pay supplement for both Mayoral and non-Mayoral departments.

Ms. Rizzo explained that Attachment 1B provided a distribution of pay supplements received by department and by bargaining unit.

Deputy Mayor Ed Marquez asked for clarification as to the difference between the \$115,988,933 pay supplements (\$114,261,858 Mayoral and \$1,726,975 non-Mayoral) as presented on Attachment 1B in relation to the \$140.9 million pay supplement projection for FY 2010-11 presented earlier by Ms. Rizzo.

Ms. Rizzo responded that the difference in this projection was due to collective bargaining concessions.

Ms. Cuellar further responded that \$115,988,933 was a projection for 26 pay periods and was not necessarily the total for the end of the fiscal year because some pay reductions were implemented in FY 2011-12 Quarter 2.

In response to Commissioner Bovo's question, Ms. Rizzo confirmed that these figures were based on negotiated agreements and would not change.

Pursuant to Chairwoman Jordan's query, Ms. Rizzo clarified that the 4 percent health care contribution was a separate contribution and was not included in these calculations. Ms. Rizzo indicated that this contribution was applied to base pay, not adjusted pay.

Ms. Cuellar clarified that the figures represented an aggregate of all County employees.

Deputy Mayor Marquez clarified that the \$115,988,933 figure was not for an entire year since it did not include the first quarter of FY 2011-12.

## **2. The number of employees receiving multiple pay supplements**

Ms. Rizzo explained that Table 1, Page 1 of the "Pay Components Follow-Up" presented the number of employees receiving one or more pay supplements, the percentage of employees receiving pay supplements, and the percentage of the entire Workforce who have pay supplements. on the County workforce.

In response to Commissioner Bovo's question about the 679 employees receiving six pay supplements and the reason why these supplements were not paid as part of base pay, Ms. Rizzo noted the supplements were for Fire and Police Benevolent Association (PBA) collective bargaining unit employees. She explained that all PBA members received three permanent pay supplements (Hazardous Duty Pay, First Responder, and Florida Department of Law Enforcement certification), which were not a part of the base pay because it was negotiated as part of the collective bargaining agreements and applied across the board. Ms. Rizzo explained that the County previously engaged in "patterned bargaining" where everyone received the same wage increase in order to obtain consensus. She explained further that the Pay Supplements were not compounded by cost of living increases when excluded from base pay and applied separately.

Pursuant to Commissioner Bovo's question as to whether the amount of a pay supplement increased over time, Ms. Rizzo responded that First Responder and Florida Department of Law Enforcement (FDLE) Pay Supplements were a percentage of pay; however, the Hazardous Duty Pay was a flat rate and would remain constant until this amount was renegotiated.

Chairwoman Jordan commented that pay supplements were automatic for PBA members and inquired whether any police officers did not have these three certifications.

Ms. Rizzo responded that a police officer must be certified by the Florida Department of Law Enforcement (FDLE).

Chairwoman Jordan questioned the rationale for not including the amounts in the base pay rather than having pay supplements when FDLE certification was a requirement for the position.

Ms. Rizzo noted the award was made through previous collective bargaining.

Deputy Mayor Marquez clarified that he believed the pay supplement was the result of "patterned bargaining" where a previous administration negotiated a pay raise for all unions, but also gave an additional pay raise to individual unions through a pay supplement.

Chairwoman Jordan noted that police officers should be hired at a base pay that takes into account existing certification since they could not be hired as a Police Officer without that certification.

Ms. Rizzo explained that Figure 1, Page 2 of the "Pay Components Follow-Up" presented the distribution of employees with Pay Supplements.

Ms. Rizzo noted Attachment 2A provided details on employees receiving seven or more pay supplements; which were broken down into the number of pay supplements, base salary, adjusted annual salary, and the value of the pay supplement, according to job classification and employee, including the supplement received by that employee.

Ms. Rizzo explained that Attachment 2B provided the distribution of the number of pay supplements per employee according to collective bargaining unit.

### **3. Pay Supplements considered in the calculation of promotions**

Ms. Rizzo explained that a list of pay exceptions considered in calculating the promotions was provided in Attachment 3. She said some exceptions were reflective of specific certifications and others were due to collective bargaining agreements. Ms. Rizzo noted this report included details on whether or not pay exceptions were equivalent to a pay step, percentage pay or flat pay.

In response to Commissioner Bovo's question about the approximate value of a pay step, Ms. Rizzo said a step was approximately 4.7 percent and that amount would vary based on the job classification.

Commissioner Bovo inquired whether incentives or supplemental pay existed that were essential for an individual to perform his/her job versus those that were not necessary.

Ms. Rizzo responded that pay exceptions were competency-based incentives paid for obtaining a certification or specific credential; and were not included in minimum job qualifications. Supplemental Pay was also given for specific work within a job class that could not be performed without the supplement, said Ms. Rizzo.

Commissioner Monestime clarified that it appeared pay supplements were provided for performance-based jobs and individual competency.

Ms. Rizzo responded that Pay Supplements were awarded for specific assignments as well as provided an incentive for an employee to advance his/her education or receive certifications which would then allow that employee to contribute to the County at a higher level.

#### **4. Five year trend of Pay Supplements with projection for FY 2011-12**

Ms. Rizzo explained that a five-year historical perspective on the cost of pay supplements was included in Attachment 4; including a projection for FY 2011-12, according to the Collective Bargaining Units.. She noted that the downward trend was the result of collective bargaining unit concessions and that many pay supplement changes would Sunset and would need to be renegotiated when the existing Collective Bargaining Agreements expired.

Commissioner Bovo noted rather large pay supplement increases between FY 2006-07 and FY 2010-11; however, the FY 2011-12 decreases were not to the previous level.

Ms. Rizzo explained that whether or not employees received the Cost of Living Adjustment (COLA) would affect the value of a pay step. She also noted the cost of restoring the \$1,300 annual premium pay for all Collective Bargaining Units except the Fire and Police at the end of the FY 2008-11 Contracts was significant. Ms. Rizzo noted this analysis was very complex due to the timing of contracts, and various start/stop dates.

Commissioner Monestime noted the decrease in total Pay Supplements was encouraging. He said although it may not be the County's policy, it was acceptable to offer pay supplements to employees for acquiring additional competencies, and questioned the primary factor(s) that attributed to increases in pay supplement.

Commissioner Bovo said that a Pay Supplement was a method to award specific employees rather than across-the-board. He noted Pay Supplements were negotiated by the Administration and commissioners were removed from this process. Using police officers as an example, the commissioner noted police officers received supplemental pay for obtaining a certification; however, that certification was required for that job.

Chairwoman Jordan referred to the previous explanation that a police officer received a Pay Supplement for FDLE certification rather than in the base pay. She said she would prefer that the cost of the certification to be included in base pay since it was necessary to become a police officer. Chairwoman Jordan inquired whether similar situations existed elsewhere.

Chairwoman Jordan asked Assistant County Attorney Rodriguez whether the County Commission could include an allocation in the budget that was less than the \$140.9 million needed to fund pay supplements without entering into negotiations with the unions.

Assistant County Attorney Rodriguez noted budget decisions would always be separate from contract negotiations; that Committee members could not negotiate that position in the budget because the budget process was completely separate from the negotiations process; and the availability of funding for this purpose was critical. He also noted he would be concerned with members of this Committee dictating a position that must be

negotiated through the budget process. However, it would be proper for the Committee to say \$100 million is available for supplemental pay and the Administration will figure how to negotiate, said Assistant County Attorney Rodriguez.

Commissioner Bovo noted the Administration should have an indication of the amount of money available to operate County government when the County Commission sets the millage rate.

Assistant County Attorney Rodriguez clarified that setting the millage rate established the amount of money for the General Fund; however, it did not provide specific direction on how those funds should be used.

Commissioner Monestime noted the Charter Review Task Force was considering placing a referendum on the ballot in August that would prohibit the Mayor from vetoing any proposed legislation approved by the County Commission involving County employees' compensation. He stated that if this referendum was approved by the voters, this issue would be resolved. However, he pointed out that even in that case, the County may end up at an impasse if the unions insisted on a compensation package that the County could not afford.

Deputy Mayor Marquez noted collective bargaining was an extremely difficult process with many different parameters to be negotiated within each union contract. He said the County Commission could set a total dollar amount for salaries which members of the County Administration would use to negotiate with unions. Deputy Mayor Marquez noted negotiations would result in an impasse if the Administration was unable to reach an agreement with union representatives on that figure, and the County Commission would then need to provide the Administration with further direction. He said the Commission had the ultimate authority to direct members of the Administration; however, the negotiations process would be more difficult if a certain dollar amount was specified. Deputy Mayor Marquez noted the Administration would ultimately reach the budgeted figure by managing expenses, reducing services, or eliminating employees in the event negotiations were unsuccessful.

Ms. Rizzo explained that members of the Administration continued to negotiate with the union representatives after the County Commission adopted its current budget, with an understanding that salaries needed to be reduced. She noted that AFSCME 199 reduced their pay plan rate one-percent across-the-board and that PBA accepted a one-step differential for the night shift rather than a two step.

Chairwoman Jordan noted she supported the reciprocal negotiation approach between the unions and the Administration. She questioned whether the County Commission could limit the amount the Mayor could spend on a specific line item in the budget and if so, whether that would be considered interference with the Collective Bargaining negotiations.

Assistant County Attorney Rodriguez noted this would establish difficult parameters and could lead to concern, although it was not illegal. He noted the County Attorney's Office would always defend the County Commission's decision if legally defensible; noting limiting the amount the Mayor could spend on a line item in the budget may be legal, but not advisable, Assistant County Attorney Rodriguez also noted the County Commission needed to establish its bottom line for compensation, noting the method by which the Administration achieved that goal was unimportant. He advised that pay supplements were a flexible method to negotiate benefits and could increase the overall cost to the County if included in base pay. Assistant County Attorney Rodriguez said that giving the Administration the flexibility to negotiate would allow them to obtain union concessions that would help meet the bottom line.

Commissioner Monestime pointed out that the County Commission was ultimately responsible for ensuring that the liability to the taxpayers did not increase beyond what they could afford, even though members of the Administration were given the flexibility to negotiate.

Assistant County Attorney Rodriguez responded that the County Commission was responsible for setting both the millage rate and adopting a budget. He noted it was then up to members of the Administration to negotiate with collective bargaining units based upon those criteria.

Ms. Cuellar noted the number of full-time employees was a factor contributing to the reduction in overall costs as shown on Page 3, Figure 2 of the "Pay Components Follow-up" handout. She said there were approximately 29,500 full-time employees in FY 2008-09 and the number was now about 26,000 employees.

#### **5. Non-bargaining unit employees with pay supplements**

Ms. Rizzo explained that Attachment 5A provided an analysis of the number of Non-bargaining unit employees with pay supplements according to department. She noted approximately 127 out of 2,000 non-bargaining unit employees under the Mayor's purview received pay supplements at a total cost of \$508,999.

Ms. Rizzo explained that Attachment 5B provided a more detailed analysis by department and job classification.

Deputy Mayor Marquez clarified that 196 non-Mayoral employees also received \$294,297 in pay supplements, as noted on Attachment 5A, Page 3.

Commissioner Monestime inquired whether Administration had compared the County's pay supplements to other large governmental organizations.

Ms. Rizzo noted the Compensation and Benefits Review Committee conducted a comparative analysis of other employers, which found that the supplemental pay among unionized public sector employers was common.

Assistant County Attorney Rodriguez commented that some counties had more supplements than Miami-Dade County and some had less.

Commissioner Bovo inquired whether a comparative analysis was conducted on private sector employers.

Ms. Rizzo explained that the public sector was the focus of the analysis; however, staff could obtain that information on private sector employment contracts for unionized workers.

Deputy Mayor Marquez asked Ms. Rizzo if she had any knowledge of the costs associated with obtaining a private/public sector analysis.

Ms. Rizzo said she believed a survey was for sale that would show private sector compensation, and suggested it would be less expensive than hiring a consultant to conduct a survey.

Commissioner Bovo said he would like to receive additional information on private sector benefits. He noted he asked his staff to contact local utilities, cruise lines, and hospitals in order to understand how they addressed these issues. Commissioner Bovo said while the focus of the private sector was profits and reporting to their shareholders; the County also was interested in savings and was responsible to its residents. He suggested inviting personnel directors from other entities to address this Committee and provide additional insights on benefits from a private sector's perspective.

Chairwoman Jordan noted she concurred that additional information would be helpful; however, private sector employers would have to be willing to share information with the County. She asked Ms. Rizzo to consult with representatives from the private sector to determine whether they would be willing to participate.

Commissioner Monestime noted it was his understanding that private sector incentives were performance based (competency, education, seniority, etc.). He said that while it was essential to have a competent workforce, performance criteria must be included in incentive awards.

Ms. Rizzo provided additional information on the CBRC's comparative analysis discussed earlier, noting that out of 22 public sector employers surveyed, 18 granted Pay Supplements to their workforce. She indicated that she would endeavor to obtain private sector information.

Chairwoman Jordan noted private sector incentives were often based upon sales and it would not be practical to base incentives on the number of clients served by County employees.

Commissioner Bovo said that the taxpayers were our shareholders and as a result the County Commission needed to report savings, rather than profits. He noted he did not

believe in taking from employees; however, County residents were closely watching County government and questioning why government was not run like a business.

Chairwoman Jordan noted the community needed to be educated about the services provided with their tax dollars.

Deputy Mayor Marquez said it was hard to compare the County to the private sector. He noted the Administration strove in its strategic planning to provide County Commission members with benchmarks that would assist them in making informed comparisons.

#### **6. Pay Supplements by bargaining units**

Ms. Rizzo explained that Attachment 6 provided an analysis of Pay Supplements for each Collective Bargaining Unit, depicting the number of employees receiving a supplement, and the associated costs of those supplements.

Ms. Rizzo noted the total figure under the Count of Employees Earning the Pay Supplement on Attachment 6A, Page 7 should be disregarded as it was a cumulative figure which included multiple supplements per employee.

#### **7. Court time costs and hours for FY 2010-11 and projections for FY 2011-12**

Ms. Rizzo noted a reduction in court time costs due to a reduction in mandatory overtime for court appearances from 4 hours to 2 hours in the PBA union contract. She said video conferencing of depositions had also reduced court time costs.

Commissioner Bovo said he was informed that police officers were scheduled for court appearances in an efficient manner.

Mr. Gustavo Knoepffler, Chief Financial Officer, Miami-Dade Police Department (MDPD), explained that police officers' court attendance was coordinated through the State Attorney's Office and the Court Services Bureau so that officers spent minimal time attending pre-trial conferences, depositions and court appearances. He noted the video conferencing pilot program allowed police officers to participate in depositions and pre-trial conferences without traveling and was now being introduced Countywide at District Stations and Investigative Bureaus. Mr. Knoepffler noted the department instituted recent efficiencies to schedule court time during on-duty hours, to avoid officers being paid overtime. He said the reduction to two hours overtime pay had resulted in savings of millions of dollars. Mr. Knoepffler noted additional overtime cost efficiencies realized as the result of late afternoon Traffic and Misdemeanor Domestic Violence case scheduling. He said the Administrative Judge for Domestic Violence allowed officers to be placed on standby when not essential to the case, resulting in additional efficiencies. Mr. Knoepffler explained that he believed the \$5 million FY 2011-12 projected costs would be further reduced to \$4 million in FY 2012-12 due to the reduction from 4 hours to 2 hours for court overtime not included in Quarter 1 and efficiencies from scheduling

afternoon court cases at the North Dade and South Dade Courthouses beginning later in the year.

Chairwoman Jordan commented that video conferencing was an excellent idea.

### **III. Next Steps**

Chairwoman Jordan noted Compensation issues were still being considered and inquired what areas remained to be discussed.

Ms. Rizzo responded that Administration was currently discussing Health Plan redesign with employee unions. She noted the original plan was for the CBRC members to address this issue and then present their recommendations to this Committee.

Commissioner Monestime reminded Chairwoman Jordan that she previously expressed concern about the County's Pay Plan.

Chairwoman Jordan noted she wanted to make sure all compensation items were discussed before moving to another topic. She said she was concerned about employee health plan contributions; however, she did not want to interfere with the union negotiation process. Chairwoman Jordan noted in the meantime, the Administration could provide the Committee with information regarding its negotiations with the current health care provider to reduce staff costs.

Ms. Rizzo confirmed that she would provide a presentation on the Pay Plan structure at the next meeting.

Commissioner Bovo noted he would be out of town on County business next week; he would be available to meet on June 28<sup>th</sup> and would be out of the Country July 5<sup>th</sup> and 12<sup>th</sup>.

Chairwoman Jordan noted the CBRAHC's decisions would not impact the FY 2012-13 budget cycle. She said she intended to take a summer break and encouraged members of this Committee to meet once or twice before the recess.

Chairwoman Jordan asked Ms. Rizzo to secure a room for a June 28<sup>th</sup> Committee meeting. She also asked Ms. Rizzo to meet with Committee members to determine mutually acceptable meeting dates that could be scheduled prior to the Commission recess and preferably on Thursdays.

### **IV. Adjournment**

There being no further business, the Compensation & Benefits Review Ad Hoc Committee was adjourned at 10:46 a.m.

  
Barbara J Jordan, Chair



**COMPENSATION AND BENEFITS REVIEW AD HOC  
COMMITTEE MEETING**  
Board of County Commissioners  
June 14, 2012

Prepared by: Alan Eisenberg

**EXHIBITS LIST**

<b>NO.</b>	<b>DATE</b>	<b>ITEM #</b>	<b>DESCRIPTION</b>
1	06/14/2012		Agenda
2	06/14/2012		Minutes: May 31, 2012
3	06/14/2012		Total Pay Supplement Costs by Bargaining Unit - FY
4	06/14/2012		Milliman Study Reflecting the Impact to the Florida Retirement System of Modifying the Average Final Compensation Definition
5	06/14/2012		Pay Components Follow-up
6	06/14/2012		Pay Supplements – Attachments 1A and 1B
7	06/14/2012		Pay Supplements – Attachments 2A and 2B
8	06/14/2012		Pay Supplements – Attachments 1A and 1B
9	06/14/2012		Pay Supplements – Attachment 3
10	06/14/2012		Pay Supplements – Attachment 4
11	06/14/2012		Pay Supplements – Attachments 5A and 5B
12	06/14/2012		Pay Supplements – Attachments 6A – 6I
13	06/14/2012		Sign-In Sheet
14			
15			
16			
17			
18			
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20			



## Compensation & Benefits Review Ad Hoc Committee

*Members:*

*Commissioner Barbara J. Jordan, Chairperson*

*Commissioner Jean Monestime*

*Commissioner Jose "Pepe" Diaz*

*Commissioner Esteban L. Bovo, Jr.*

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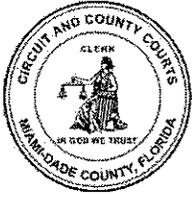
**Thursday, June 14, 2012 at 9:00 a.m.**

**Stephen P. Cark Center**

**18<sup>th</sup> Floor Conference Rooms 3 & 4**

### AGENDA

- |      |  |  |
|------|--|--|
| I.   | Call to Order & Opening Statement                    | The Hon. Barbara J. Jordan, Chair            |
| II.  | Approval of Summary Minutes - May 31, 2012           | Ad Hoc Committee Members                     |
| III. | Compensation – <i>Supplements by Bargaining Unit</i> | Internal Services – Human Resources Division |
| IV.  | Next Steps   |  |
| V.   | Adjournment  |  |



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**CLERKS SUMMARY AND OFFICIAL MINUTES  
COMPENSATION AND BENEFITS REVIEW AD HOC COMMITTEE  
MAY 31, 2012**

**I. Call to Order & Opening Statement:**

The Compensation and Benefits Review Ad Hoc Committee (CBRAHC) convened in a Meeting on the 18<sup>th</sup> Floor Conference Rooms 3 & 4 of the Stephen P. Clark Government Center (SPCGC) at 9:20 a.m. County Commissioner Barbara J. Jordan, Chairwoman; and Commissioners Esteban Bovo, Jr., and Jose "Pepe" Diaz were present. Also present were Deputy Mayor Ed Marquez; Assistant County Attorney Lee Kraftchick; Internal Services Department Assistant Director Mary Lou Rizzo, and Division Director Arleene Cuellar; Commission Auditor Charles Anderson; and Deputy Clerk Alan Eisenberg.

The following Compensation and Benefits Review Committee (CBRC) members were in attendance: Mr. Enrique Falla and Mr. Kenneth Lipner.

Commissioner Diaz called the CBRAHC meeting to order and in the absence of a quorum, suggested that Ms. Mary Lou Rizzo begin her presentation.

**II. Presentation:**

Ms. Rizzo explained that the Internal Services Department was asked at the May 24, 2012 meeting to elaborate on the information presented by the CBRC, noting the focus of today's (5/31) presentation was supplemental pay, longevity bonuses, and overtime. Ms. Rizzo said she would provide a brief overview of the issues involving off-duty pay. She recommended that specific departmental representatives responded to requests for additional information from Committee members.

Ms. Rizzo proceeded to present a Power Point presentation, entitled the "County's Pay Components.

**a. Supplemental Pay**

Ms. Rizzo noted Adjusted Pay was the combination of Base Pay and Pay Supplements. She said Pay Supplements were granted either through the collective bargaining process for specific assignments, educational attainment, and working conditions; through the County's Pay Plan for attainment of specific licenses or certifications; or for unusual working conditions. Ms. Rizzo noted the overall difference between Base Pay and Adjusted Pay was 7.5 percent average Countywide. She clarified, in response to Commissioner Diaz' question, that Adjusted Pay did not include benefits.

Ms. Rizzo noted the County realized in excess of \$2 million in savings by changing the order in which Supplemental Pay was applied in the IAFF 1403 (Fire) employees contract on a recurring basis. She proceeded to explain that the \$50 bi-weekly Premium Pay for specific bargaining and non-bargaining unit employees and the \$80 per pay

period Premium Pay for PBA non-sworn support employees were suspended through September 2014 pursuant to the Collective Bargaining Agreements.

Ms. Rizzo noted that the current Pay Plan and Collective Bargaining Agreements included 160 Pay Supplements pursuant to the Pay Plan, separate union agreements or the Florida State Statutes. She said the annual cost of Pay Supplements was \$137.5 million which was approximately seven-percent of the County's annual payroll expense. Ms. Rizzo noted that collective bargaining had resulted in the following Supplemental Pay changes: a reduction in the GSAF and PBA Night Differentials from 2 steps to 1 step; a reduction in AFSCME 199 On-Call pay from 2 steps to 1 step; a suspension of all supplemental pay for the Solid Waste Management workers through September 2014; and a suspension of supplemental pay for the GSAF Community Action Agency Teachers Certification.

Commissioner Diaz inquired whether Supplemental Pay was permanent or a lump-sum payment and whether the amount could be increased or decreased.

Ms. Rizzo responded that Supplemental Pay was a permanent pay component.

Ms. Cuellar also responded that Supplemental Pay could be provided for a temporary or specific assignment such as a night shift differential.

Ms. Rizzo added that all Supplemental Pay was subject to negotiation and that an employee would no longer receive that pay when moving from the night shift to the day shift. She said that Supplemental Pay for educational attainment was permanent.

Commissioner Diaz questioned whether an employee would continue receiving Supplemental Pay when changing positions or departments.

Ms. Rizzo noted the continuation of Supplemental Pay would depend on individual circumstances. For example, if an engineer with a professional certification was promoted to higher position, he would continue to receive the supplemental pay in addition to base pay, Ms Rizzo noted. In other instances, Supplemental Pay was attached to specific assignments rather than the individual and would remain with the position. Ms. Rizzo said a list was available that included details about Supplemental Pay included in base pay and temporary Supplemental Pay based upon assignment. Ms. Rizzo explained that the duration of Supplemental Pay was largely dependent on why it was granted.

Commissioner Diaz noted he was concerned that employee could continue to earn Supplemental Pay for a certification after that individual was no longer working in a position that required certification.

Ms. Rizzo responded that she would present an analysis at a future meeting depicting the relationship between permanent and transitory Supplemental Pay. She noted the CBRC discussed the feasibility of awarding a one-time bonus to employees for advanced

degrees or certification rather than permanent Supplemental Pay, which would help sustain the Pay Plan. As an example, Ms. Rizzo noted that an accountant currently received a permanent pay increase equal to one pay step after becoming a Certified Public Accountant (CPA) and individuals in this category could be awarded a one-time bonus rather than a permanent increase in pay.

Chairwoman Jordan noted the educational requirements for a CPA was significantly different from an accountant, and she did not believe that a one-time bonus would be an incentive for employees to pursue an additional education; that a one-time bonus would be more appropriate individuals in the Fire Department to provide specific services.

Commissioner Diaz said becoming a CPA was a tremendous amount of work and a pay step increase was warranted. He questioned whether attorneys received additional pay for advanced degrees or certifications.

Assistant County Attorney Kraftchick said he was unaware of any additional supplemental pay for attorneys receiving advanced degrees or certifications.

Commissioner Diaz noted that the difference between changes in category versus changes in supplemental pay needed to be addressed. He asked that additional information be included in Ms. Rizzo's analysis of Supplemental Pay by department; including the category and amount of supplemental pay received by employees; a rationale for limiting supplemental pay for some job classifications and not for others; and examples of lump sum payouts.

Ms. Rizzo reiterated that a list of Supplemental Pay categories and amounts were provided in the Collective Bargaining Unit information. She explained the basic eligibility criteria for supplemental pay was outlined in the Collective Bargaining Agreements, while others were incentives necessary to recruit and recognize competent staff. Ms. Rizzo noted she would compile this information as requested by Commissioner Diaz.

Ms Rizzo noted the total cost of Supplemental Pay for FY 2010-11 were \$137.5 million as compared to \$136 million for FY 2009-10. She noted the increase was related to the one-year freeze on the \$50 bi-weekly Premium Pay for all employees during FY 2009-10. Ms. Rizzo noted significant savings were realized from concessions made by Collective Bargaining Units, and the average decrease in supplemental pay for FY 2011-12 (Quarters 1 and 2) was 21.5 percent.

Commissioner Bovo questioned why \$137.5 million was allocated for supplemental pay in FY 2009-10 and FY 2010-11 when pay increases were frozen.

Ms. Rizzo responded that the one year freeze had different start/stop dates for each Collective Bargaining Unit which overlapped fiscal years thus making the analysis difficult to understand. She noted she would provide a more detailed analysis of the

timing (start/stop dates) for each Collective Bargaining Unit, and noted the County lost an entire quarter on contractual concessions due to the timing of contract ratifications, which meant that the savings were largely realized in the second quarter of the fiscal year.

Following further questioning from Commissioner Bovo, Ms Rizzo explained that the trend for the third quarter would be similar to the second quarter.

Ms. Cuellar added that savings from Premium Pay for the TWU Local 291 – Transit Unit were recently implemented and would be reflected in the concessions for the third quarter. She said she anticipated that the trend would continue resulting in additional savings.

Commissioner Bovo asked Ms. Rizzo to provide the Board with a five year trend analysis.

Chairwoman Jordan questioned the impact on freezes on supplemental pay as part of the collective bargaining process.

Using the \$50 bi-weekly supplemental pay for Premium Pay as an example, Ms. Rizzo noted employees did not receive this supplement in their pay checks for one year, beginning to the date this contract was ratified. The freeze resulted in a suspension of the payment, Ms. Rizzo noted. She noted a non-uniformed PBA Unit employee received supplemental pay of \$80 bi-weekly. However, the freeze would sunset on the expiration date of the existing contract pursuant to provisions set forth in the Collective Bargaining Agreement and must be renegotiated in the upcoming contract.

Commissioner Bovo noted supplemental pay was often awarded to employees for advanced degrees or certification. He questioned the funding source used to pay for education and training. He also inquired whether an employee was required to remain employed by the County for a designated time period after being reimbursed for educational costs.

Ms. Rizzo responded that the County sometimes paid for training based upon contractual obligation or based on departmental practices. In some instances, employees pay for their own education and training; and the County also reimburses 50 percent of employees tuition costs, provided they were enrolled in the Tuition Refund Program (TRP), Ms. Rizzo explained. She said employees who benefit from the TRP must remain employed with the County for period of one year pursuant to County's Administrative Order.

Chairwoman Jordan questioned whether employee must remain employed with the County for one year or two years.

Ms. Rizzo explained that the initial requirement was two years; however, it was reduced to one year about five years ago.

Chairwoman Jordan expressed concern that one year was not sufficient considering the significant investment made by the County toward tuition reimbursement. She asked that this item be addressed in more detail later. She requested clarification as to whether the type of degree or certification obtained by an employee must be related to the work performed in order for an employee to receive tuition reimbursement.

Ms. Rizzo explained that the governing Administrative Order was broad; that it granted compensation to employees aiming for advanced education and professional development including those aiming to prepare themselves for other career opportunities within the County.

Chairwoman Jordan noted the cost of tuition reimbursement for an employee obtaining a Master's, Doctorate or Juris Doctorate Degree at any educational institution could be as high as \$30,000.

Commissioner Diaz noted he agreed with Commissioner Jordan that one year was insufficient for the County to reap the benefit of its investment, particularly considering employees pursuing advanced education were positioning themselves for professional opportunities. He questioned the definition of a "percentage agreement" as listed in the Cost of Pay Supplements by Bargaining Unit.

Ms. Rizzo noted supplemental pay was negotiated as a part of the Collective Bargaining Agreements and awarded as a percentage of base pay, a flat payment amount, or a value pay step.

Following further discussion regarding supplemental pay and whether or not an employee would continue to receive the supplement if he/she was awarded other supplemental pay or was promoted to another position, Commissioner Diaz requested clarification regarding the process used to monitor supplemental pay if an employee's classification changed.

Ms. Rizzo responded that a Personnel Change Document (PCD) would be submitted to the Human Resources Department by the department requesting the supplement, and the PCD was subsequently forwarded to the Payroll Department for further processing and confirmation. Ms. Rizzo noted that the department would determine whether or not an employee was eligible for supplemental pay.

Commissioner Diaz questioned who supervised or audited this process to ensure supplements were properly administered. He also questioned whether the determination as to whether or not an employee would receive a step, percentage or flat supplement was only negotiated as a part of the Collective Bargaining Agreements.

Ms. Rizzo said step, percentage or flat supplemental pay was negotiated as a part of the Collective Bargaining Agreements. She explained that the percentages were negotiated between union representatives and the County Administration, e.g., the union may request one pay step (4 to 5 percent) for a particular assignment, and the County

Administration may offer one-percent. Ms. Rizzo noted a flat rate or a percentage supplement would be more beneficial to the County than a pay step supplement.

Commissioner Diaz inquired whether the County Commission was required to accept the complete Collective Bargaining Agreement or if it could consider separate components of that agreement.

Assistant County Attorney Kraftchick responded that contracts must be ratified, which means all components must be approved; and if rejected, the contract must be renegotiated. He explained that if any component of the negotiations result in an impasse, those items could be considered separately.

Commissioner Diaz noted the County had 101 supplemental pay categories: 24 percentage and 35 flat categories, each determined by negotiations between Administration and the unions. He questioned whether non-bargaining unit employees were eligible for supplemental pay and if so, who negotiated on their behalf.

Assistant County Attorney Kraftchick explained that a negotiation process for non-bargaining unit employees did not exist and that a few positions within this classification were eligible for pay supplements.

Ms. Rizzo further explained that the departmental representative would meet with individuals from the Human Resources Department to discuss supplemental pay for non-bargaining unit employees. She noted the Pay Plan granted the Mayor temporary authority to establish new job classifications and to authorize pay supplements during the fiscal year. In addition, Ms. Rizzo noted pay supplements were added to the Pay Plan and would remain in the Pay Plan permanently upon the adoption of the budget.

Commissioner Diaz questioned whether any information was available on supplements for non-bargaining unit employees.

Ms. Rizzo explained that this information was available in the Pay Plan Preface which was presented to the County Commission for approval during Budget Hearings.

Commissioner Diaz asked for a report listing all non-bargaining unit employees currently receiving pay supplements, including the categories and the reason for granting the supplement.

Ms. Rizzo reiterated that non-bargaining unit employee pay supplements were presented in the Pay Plan Preface.

Chairwoman Jordan noted Pay Supplements were implemented at the discretion of department directors. She questioned whether Human Resources could terminate a pay supplement if an employee was no longer eligible without the department director's support.

Ms. Rizzo explained that the application of business rules would enable Human Resources (HR) to identify when a supplement was requested for an employee who was ineligible based on the job classification. Conversely, she noted that Human Resources would be unaware of instances when an employees' assignment was changed within the department.

Chairwoman Jordan noted the decision to remove Pay Supplements should not be subjective and it should not be at the discretion of the department director to terminate supplements if granted consistent with the job classification.

Ms. Rizzo noted the HR Department would identify any classifications ineligible for supplements upon applying the business rules; however, they had no way of knowing when an employee's assignment was changed within the department.

Ms. Cuellar clarified that internal system procedures would determine mutual exclusiveness and eligibility for a particular occupational code, and the system would alert the HR Administration whether an employee was eligible for a supplement or whether that supplement was mutually exclusive with an existing supplement or position change. Ms. Cuellar said it was incumbent upon the department to notify HR when an employee's assignment changed.

Chairwoman Jordan noted a department may notify HR that an employee's assignment had changed, but this would not address the concern as to whether or not a supplement should be added or terminated as a result of the new assignment.

Ms. Rizzo said Commissioner Jordan was correct if the assignment was not in direct contradiction with established business rules, e.g., the business rule would cause HR to question an Automotive Service Excellence Certification pay supplement received by an Administrative Officer II after being promoted from an Automotive Body Repairer position.

In response to Chairwoman Jordan's question pertaining to situations that were in conflict with business rules, she noted HR would return the PCD to the department for resolution.

Commissioner Diaz inquired whether the County Commission could request that the Mayor negotiate in a specific manner and abide by the Commission's mandate.

Assistant County Attorney Kraftchick advised that the County Commission could establish specific parameters that would become part of the Mayor's negotiation strategy. He noted the Mayor was bound by the instructions of the County Commission, and cautioned that the outcome of the negotiations could be different from the original instructions.

Commissioner Diaz noted he previously assumed that a Strong Mayor had full capacity to negotiate in his/her sole discretion and that the County Commission could only deal with collective bargaining issues after the fact. He said it was beneficial for the

Commission to become involved earlier in the process and to provide the Mayor with specific parameters within which to negotiate.

Ms. Rizzo responded to Commissioner Diaz that contracts covered a three year term; however, a mid-term re-opener clause was contained within contracts for particular items.

Assistant County Attorney Kraftchick clarified that the terms of the contract were subject to negotiation; however, the term could not exceed three years pursuant to State law and that all parties involved in these contractual negotiations supported longer terms. He noted that the County Commission could instruct members of the Administration to negotiate specific terms with unions and in the event they were unable to reach an agreement and resulted in an impasse, it would be presented to a special magistrate for recommendation and subsequently to the County Commission for final resolution.

Commissioner Diaz said he believed the County Commission should be involved in the collective bargaining agreements at the beginning of the negotiations process rather than at the end of the process, particularly since the final decision would be made by the County Commission.

Assistant County Attorney Kraftchick pointed out members of the County Commission could not participate in contractual negotiation on a daily basis; however, they provide the Administration with direction and they could either accept or reject any contract.

Chairwoman Jordan commented that the County Commission previously established parameters with the Mayor in Executive Session.

Commissioner Diaz said members of the County Commission were provided an update on the status of union negotiations in Executive Session by the Administration.

Commissioner Bovo noted that Administration should not be involved in negotiations with the County Commission and the unions, noting the County Commission was the legislative body and members of the Commission could ultimately establish parameters on what they believed were in the best interest of the public. He also noted the County Administration initiated the budget process by allowing Department Directors to present departmental goals and priorities. He said the Commission was prohibited from getting into the level of detail required for contract negotiations.

Commissioner Bovo questioned whether pay supplements were reported separately from salary on an employee's pay stub and whether the supplement was included when determining retirement benefits.

Ms. Rizzo noted supplements were not itemized; however, they were reported as an aggregate amount showing the difference between base and adjusted pay. Ms. Rizzo noted that the master file system maintained records of every pay transaction in addition to employees' base pay, and most pay supplements were reported to the Florida Retirement System, and calculated in an employee's total retirement compensation.

Commissioner Diaz noted the interests of both employees and taxpayers needed to be recognized in a fair and equitable manner. He stressed the importance for the County Commission to establish the parameters for negotiations early in the process, and noted he concurred with Commissioner Bovo that the County Administration initiated the process; however, members of the County Commission were responsible for the final decision and should be well-informed of all issues before voting on them.

#### **b. Overtime**

Ms. Rizzo explained that the Fair Labor Standards Act (FLSA) required the payment of overtime for time worked in excess of 40-hours per week, and a daily overtime provision was applicable to any time worked in excess of 8 hours per day; however, recent collective bargaining efforts with PBA, GSAF, SWM, W&S and CBA resulted in a change which calculates overtime on a weekly basis. Ms. Rizzo said that contractual provisions such as call back contributes to overtime costs and that overtime was reduced from 4 hours to 1 hour for PBA and AFSCME 1542 and to 3 hours for AFSCME 199. Ms. Rizzo also noted savings by reducing overtime payments for paid meal breaks (AFSCME and GSAF), holiday work (TWU), court time (PBA), and minimum staffing (IAFF). She said that non-contractual factors such as staff reductions and vacancies, seasonal workload shifts, emergencies/special events, and FLSA regulations also contributed to overtime costs. Ms. Rizzo noted that overtime was necessary for efficient operations, but it should be managed carefully and monitored.

Ms. Rizzo noted the total overtime costs was \$114.1 million in FY 2010-11; which was a reduction from \$118.2 million in FY 2009-10, and overtime pay varied across bargaining units.

Commissioner Bovo questioned whether HR was able to determine the overtime expense for PBA Rank and File employees for court appearances.

Ms. Cuellar noted this information was available and she would provide it to Committee members later. She explained that overtime expenses would be higher in the previous fiscal year before contractual changes were made as a result of the former four-hour minimum payment, which was reduced to two hours in the new agreements.

Commissioner Bovo asked whether HR communicated with the Courts Administration to ensure that police officers' were scheduled for court in ways that would reduce the amount of time spent in court.

Ms. Rizzo said she would follow-up with Commissioner Bovo regarding this question.

Ms. Rizzo noted members of the County Administration were hopeful that overtime costs could be controlled through collective bargaining concessions; and noted staff had reinforced the importance for department director's to manage budgets, staff allocations, and scheduling to achieve desired results.

Ms. Rizzo noted the savings realized from FY 2011-12 First Quarter to the Second Quarter after the Collective Bargaining Agreements were ratified was 27.4 percent. The Solid Waste union was an exception due to operational requirements and vacancies; and the GSAF Local 100 (Professionals) was another exception.

**c. Longevity Bonus Awards**

Ms. Rizzo noted employees with fifteen or more years of continuous service were eligible for an annual longevity bonus ranging from 1.5 to 3 percent of their salaries based on years of service. She said longevity bonuses were restored in current contracts and all bargaining unit employees were eligible for bonuses; however, the members of the Review Committee had raised concerns regarding this practice.

**III. Next Steps:**

Chairwoman Jordan noted that Supplemental Pay and Pay Ranges were linked to the Pay Plan. She questioned whether the Pay Plan was negotiated with the unions, noting that she believed the Pay Plan needed to be separated from the Supplemental Pay in order to make a decision since supplements were negotiated items.

Ms. Rizzo responded that contracts referenced the Pay Plan.

Assistant County Attorney Kraftchick responded that items included in the Pay Plan were incorporated in the collective bargaining agreements and any changes would require re-negotiation.

Chairwoman Jordan questioned the process for changing established pay ranges.

Assistant County Attorney Kraftchick noted a change could be made by negotiating the change(s) in the collective bargaining process and incorporating that change(s) in the Pay Plan with a Pay Plan amendment; changing the Pay Plan when the budget was adopted; or changing the Pay Plan pursuant to contractual negotiations.

Chairwoman Jordan noted a Pay Plan with an approximate 5 percent annual raise for employees plus a three to four-percent annual Cost of Living Adjustment (COLA) as well as Pay Supplements tied to specific job classifications was not sustainable. She said she supported a flat rate between the Pay Plan and union negotiations that would not exceed five-percent; with steps or ranges that would not exceed 2.5 percent, based upon evaluations, department director discretion, or policy; and the remainder would be negotiable by the unions. Chairwoman Jordan inquired whether her attempt to limit excessive expenditures with a five-percent cap could be tied to a Pay Plan and established pay range policy.

Assistant County Attorney Kraftchick responded that the unions would need to agree through the negotiation process to any change in steps as well as the concept of giving the department director the discretion to decide the level of a raise.

Chairwoman Jordan noted she questioned whether department director's should have the discretion to grant pay increases because this may be subjective; however, the concept was presented for discussion. She noted members of this Committee needed to find an alternative to the current automatic process of paying its employees, and noted she believed the pay range recommended by the Review Board was also subjective. The step increases in the Pay Plan should not exceed 3.0 percent. She noted in November 1991, the County experienced a pay crisis and ultimately adjusted the Pay Plan down from Step 5 to Step 1 for newly hired employees. Chairwoman Jordan said that new employees would be hired at a lower pay level by reducing the pay ranges and that this would not affect current County employees.

Chairwoman Jordan noted that more time needed to be spent on Pay Supplements in order to give the Mayor instructions on how to negotiate. She said that a policy would need to be upheld if the County Commission gave a mandate which was subsequently adopted as policy and union negotiations did not go well resulting in an impasse. Chairwoman Jordan noted a decision on what the CBRAHC was recommending was needed along with a review of supplements. She inquired whether the unions could be invited to the next CBRAHC meeting to explain the rationale for these supplements and their necessity.

Assistant County Attorney Kraftchick responded that it would be appropriate to invite union representatives.

Deputy Mayor Ed Marquez noted concern over evaluating supplements separately from the entire contract. He inquired whether this Committee would consider a meeting where members of the County Administration would provide an overview of the terms of each union contract individually, along with a discussion of supplements and how those supplements applied to the entire contract. Deputy Mayor Marquez said union representatives could then be invited to participate in a separate discussion with the Committee.

Commissioner Bovo concurred with Chairwoman Jordan that more information was needed on the impact of supplements upon each of the County unions and that it was not the intention for this body to get into the negotiation process.

Commissioner Diaz noted the County Commission was trying to understand the entire process by asking questions in an open dialogue. He said that an individual meeting with members of the Administration was not necessary unless more details were needed later.

Chairwoman Jordan commented that she did not believe Deputy Mayor Marquez was recommending one to one meetings with the Administration.

Deputy Mayor Marquez clarified that the goal was to review the County's Pay Plan because it was not sustainable. He noted he believed that the entire contract needed to be evaluated to determine how everything fits since Pay Supplements were included in the Pay Plan and were negotiable.

Chairwoman Jordan noted she did not want to tell the Mayor or anybody else participating in the negotiation process that they needed to cut Pay Supplements without understanding the purpose of those supplements and how they related to the overall process.

Assistant County Attorney Kraftchick advised that Deputy Mayor Marquez' request was appropriate because it would allow union representative to explain the basis for the supplements and he believed that the unions would be willing to discuss how the supplements came about and the importance of these supplements to union members. He explained that dialogue between members of the County Commission and unions representatives regarding specific supplements was prohibited because it could be interpreted as a direct negotiation and interferes with the Administration's role.

Commissioner Bovo said the general consensus to acquire a better understanding and to ask legitimate questions early in the process. He said the County Attorney's office should be available at that meeting to prevent any discussion that could be interpreted as negotiation.

Ms. Rizzo requested clarification whether the Committee members was requesting that Collective Bargaining representatives explain the validity of supplements, why they felt supplements were useful, and their rationale for advocating for particular supplements in the bargaining process.

Commissioner Bovo said union representatives did not need to justify supplements rather to explain them.

Commissioner Diaz noted it would be beneficial for County employees to provide suggestions for future improvements and cost savings.

Assistant County Attorney Kraftchick clarified that it would be appropriate to invite representatives to address items of importance to them.

Chairwoman Jordan noted it was important to understand Pay Supplements and asked Ms. Rizzo to invite all collective bargaining unit representatives to speak at the next meeting.

Commissioner Diaz asked that non-bargaining unit employees be invited to the next meeting; however, following further discussion, he withdrew this request.

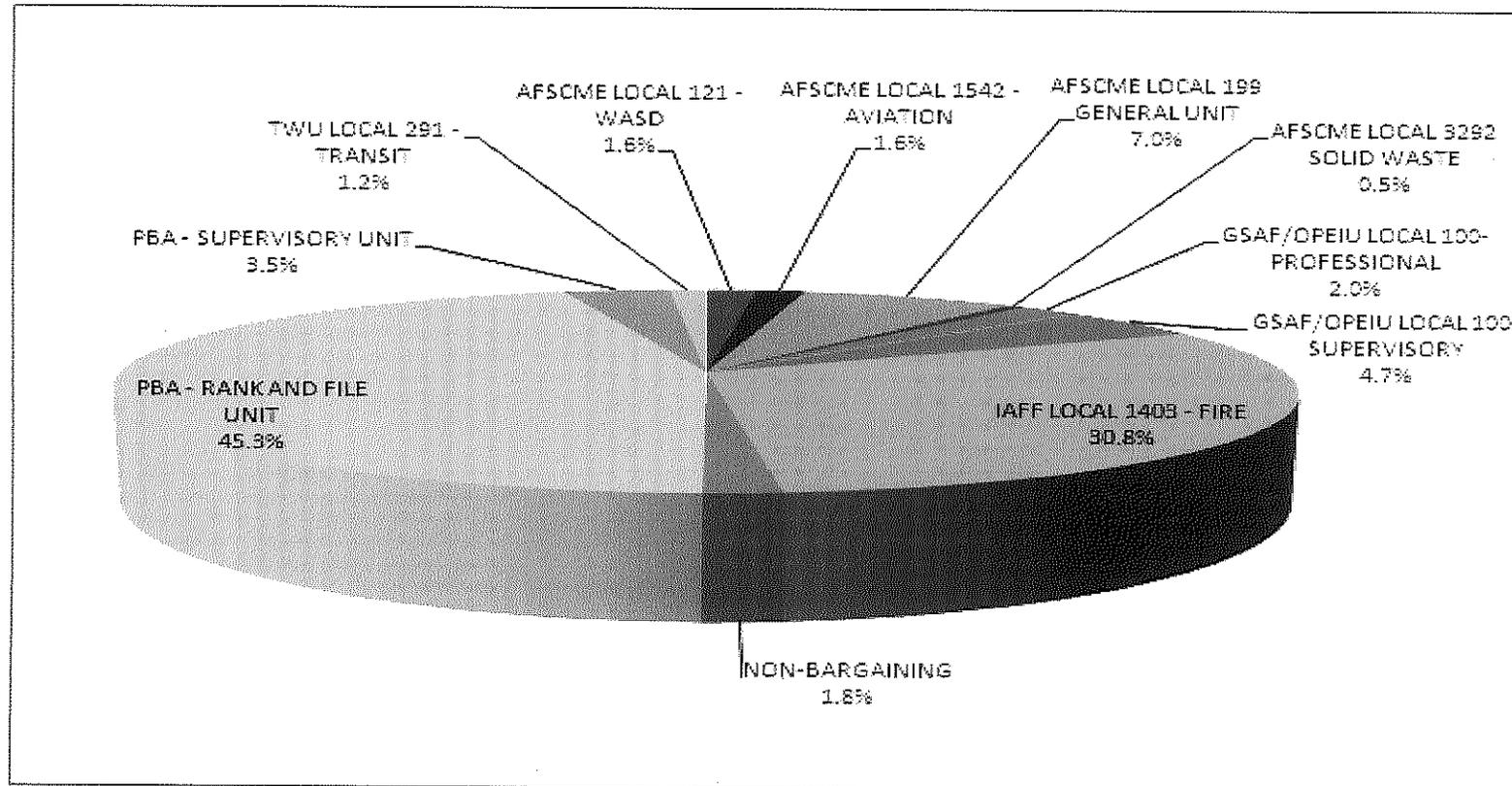
Deputy Mayor Marquez requested clarification whether the next meeting should be extended to three hours.

Chairwoman Jordan suggested the time of the meeting remain two hours as scheduled and that it be carried-over if necessary. She noted the next meeting would be on June 14, 2012 at 9:00 a.m. at a venue to be announced.

**Adjournment:**

There being no further business, the Compensation & Benefits Review Ad Hoc Committee was adjourned at 11:08 a.m.

# Total Pay Supplement Costs By Bargaining Unit



**\$140.9 Million**  
(FY 2010-11)

3% COLA applied July 2011

\*Amounts do not include fringes

FY 2009-10: \$139 M  
\* Included 1 year freeze on Premium Pay for all employees- different suspension periods apply





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March 22, 2010

milliman.com

**Via Overnight Delivery**

Ms. Sarabeth Snuggs  
State Retirement Director  
Division of Retirement  
1317 Winewood Boulevard, Building 8  
Tallahassee, FL 32399

Re: Study Reflecting the Impact to the Florida Retirement System of  
Modifying the Average Final Compensation Definition

Dear Sarabeth:

As you requested, we have studied the impact to the FRS of modifying the average final compensation (AFC) definition from 5 years to 8 years for all members joining the defined benefit plan on or after July 1, 2010.

**Background**

The Florida Retirement System defined benefit plan provides a monthly benefit allowance equal to the product of:

1. Average final compensation equal to the average of the highest five plan years of compensation;
2. Creditable service during the applicable period; and
3. The appropriate benefit accrual rate for periods of service.

This change would also impact duty and non-duty disability minimum benefits as well as non-duty death minimum benefits.

**Assumptions and Analysis**

The proposal would affect all active members joining FRS on or after July 1, 2010. Modifying the average final compensation from the average of the highest five plan years of compensation to the average of the highest eight plan years of compensation, results in lower monthly benefits for future hires. Thus, it would provide a long-term savings to FRS.

*This work product was prepared solely for Florida Retirement System for the purposes described herein and may not be appropriate to use for other purposes. Milliman does not intend to benefit and assumes no duty or liability to other parties who receive this work.*

To study the impact of this proposal, we re-ran the July 1, 2009 valuation for active members changing the definition of average final compensation from 5 years to 8 years. We determined the impact of this prospective benefit change to be the change in Normal Cost rates. Because Normal Cost and Present Value of Future Normal Cost (PVFNC) are reduced by this proposal whereas the Present Value of Benefits (PVB) (based on benefits expected to be paid to current and former members as of July 1, 2010 and earlier) is unchanged, the actuarial accrued liability is increased by this proposal. The actuarial accrued liability is defined as PVB less PVFNC. Thus, if PVFNC increases and PVB remains the same, the actuarial accrued liability would increase. The PVB will decrease in future valuations as current members are replaced by members impacted by the change in benefits.

In addition, special adjustments made to compensation amounts in the final year before retirement, such as annual leave credit, can also disproportionately increase a member's average final compensation amount. This proposal would lessen the impact of any special adjustment. Under current law, the additional compensation such as that attributable to annual leave credits, is averaged over five years, which means average final compensation is only increased by 20% of the additional pay. Under this proposal, the additional compensation would increase average final compensation by 12.50% of the additional pay rather than 20%. The cost estimates presented in this special study assume that there will not be any extraordinary pay increases nor will there be any variations in the special adjustments.

In addition, we assumed that the change in the averaging period to AFC would not impact a future member's decision as to when to terminate, postpone retirement, or retire with or without DROP participation. It is possible that without corresponding decrease in the benefits in the DC Plan, a greater percentage of future hires, at hire, might initially elect DC Plan participation. This study does not address the potential impact of reducing future enrollment in the DC Plan. This change would also impact the present calculation of transfers between the DC Plan and the DB Plan.

## **Results**

The results for this study are shown in Table I as described below. The table details the results by class. The contribution rates are presented by class of membership and in aggregate, and reflect the increase/(decrease) in the contribution rate.

Section A of Table I includes the normal cost as of the July 1, 2009 valuation as amended by the Study Reflecting the Impact to the FRS of House Bill 479, and the impact of the proposal. In addition, the change in liability attributable to the proposal was amortized over 30 years with the payments assumed to remain relatively stable when expressed as a percentage of payroll. Section B of the table shows the change in the unfunded actuarial liability, while Section C of the table translates the estimated change in contribution rates to a reduction in dollars to be paid by employers.



As shown in Table I, the projected impact of the proposal results in a net savings to the System, although there is a projected increase in the actuarial accrued liabilities of \$1,951 million. This benefit change results in a decrease in the composite Normal Cost rate of 0.75% and an increase in the composite UAL rate of 0.39%, and therefore, an overall decrease in contribution levels of 0.36%, for the Composite System. This translates into an estimated overall employer contribution savings of \$89 million for Fiscal Year 2010-2011.

The calculations are based on data and other information provided to us by the Division of Retirement for the July 1, 2009 actuarial valuation and supplemented for purposes of this study. We have not audited or verified this data and other information. If the underlying data or information is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete.

We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have not found material defects in the data. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment.

This analysis is based on methods and assumptions used in the July 1, 2009 actuarial valuation, as modified by the February 16, 2010 study on House Bill 479, which was enacted into law, and the additional assumptions discussed earlier in this letter. The data was based on the July 1, 2009 FRS actuarial valuation database. The results of our study depend on future experience conforming to those actuarial assumptions. It is certain that actual experience will not conform exactly to the assumptions used in this analysis. To the extent future experience deviates from those assumptions, the results of this analysis could vary from the results presented here.

Milliman's work product was prepared exclusively for the internal business use of Florida Department of Management Services, Division of Retirement. It is a complex technical analysis that assumes a high level of knowledge concerning the Florida Retirement System's operations, and uses Division data, which Milliman has not audited. To the extent that Milliman's work product is not subject to disclosure under applicable public record laws, Milliman's work may not be provided to third parties without Milliman's prior written consent. Milliman does not intend to benefit or create a legal duty to any third party recipient of its work product. Milliman's consent to release its work product to any third party may be conditioned on the third party signing a Release, subject to the following exceptions:

- (a) The Division of Retirement may provide a copy of Milliman's work, in its entirety, to the System's professional service advisors who are subject to a duty of confidentiality and who agree to not use Milliman's work for any purpose other than to benefit the System.



Ms. Sarabeth Snuggs

March 22, 2010

Page 4

- (b) The Division of Retirement may provide a copy of Milliman's work, in its entirety, to other Governmental entities, as required by law.

No third party recipient of Milliman's work product should rely upon Milliman's work product. Such recipients should engage qualified professionals for advice appropriate to their own specific needs.

The consultants who worked on this assignment are pension actuaries. We have not explored any legal issues with respect to the proposed plan changes. We are not attorneys and cannot give legal advice on such issues. We suggest that you review this proposal with counsel.

I, Robert Dezube, am a consulting actuary for Milliman, Inc. I am also a member of the American Academy of Actuaries, and meet their Qualification Standards to render the actuarial opinion contained herein.

Please call if you would like to further discuss this project.

Sincerely,

Milliman, Inc.

A handwritten signature in cursive script that reads 'Robert S. Dezube'.

Robert S. Dezube, FSA  
Consulting Actuary

Enclosures

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**FLORIDA RETIREMENT SYSTEM**  
FISCAL IMPACT ANALYSIS

*Impact of Modifying the Final Average Compensation from 5 years to 8 years  
For All Members Joining the Plan on and after July 1, 2010*

This work product was prepared solely for the Florida Department of Management Services for the purposes described herein and may not be appropriate to use for other purposes.  
Milliman does not intend to benefit and assumes no duty or liability to other parties who receive this work.

	FRS Regular	Special Risk Regular	Administration	Judicial	Elected Officers' Class Leg-Atty-Cab	County	Senior Management	Composite (excluding DROP)	DROP	Composite
<b>A. Contribution Rates</b>										
1. Present System Employer Costs (Based on July 1, 2009 valuation as Amended by Study Reflecting the Impact of House Bill 479)										
a. Normal Cost	9.84%	22.28%	11.05%	19.38%	14.58%	16.62%	11.83%	11.78%	14.23%	11.96%
b. UAL Cost	<del>1.80%</del>	<del>6.87%</del>	<del>20.24%</del>	<del>11.62%</del>	<del>23.16%</del>	<del>25.64%</del>	<del>11.47%</del>	<del>2.78%</del>	<del>4.97%</del>	<del>2.93%</del>
c. Total Cost - FY 2011	11.64%	29.15%	31.29%	31.00%	37.74%	42.26%	23.30%	14.56%	19.20%	14.89%
2. Change in Contribution Rates due to Proposal Effective FY 2011 if Paid by Employer										
a. Normal Cost	-0.63%	-1.54%	-0.73%	-1.05%	-0.81%	-0.91%	-0.76%	-0.77%	-0.47%	-0.75%
b. Amortization of UAL Cost	<del>0.31%</del>	<del>1.12%</del>	<del>0.32%</del>	<del>0.58%</del>	<del>0.32%</del>	<del>0.40%</del>	<del>0.32%</del>	<del>0.42%</del>	<del>0.00%</del>	<del>0.39%</del>
c. Total Change in Cost	-0.32%	-0.42%	-0.41%	-0.47%	-0.49%	-0.51%	-0.44%	-0.35%	-0.47%	-0.36%
<b>B. Additional/(Reduced) Unfunded Liability due to Proposal (000 omitted)</b>										
	\$1,191,366	\$713,742	\$161	\$11,526	\$370	\$3,154	\$30,712	\$1,951,031	\$0	\$1,951,031
<b>C. Additional/(Reduced) Dollars Due to Proposal to be paid by Employer for FY 2011 (000 omitted)</b>										
1. State	(\$8,429)	(\$3,661)	(\$11)	(\$549)	(\$31)	\$0	(\$871)	(\$13,552)	(\$1,725)	(\$15,277)
2. School Boards	(\$35,857)	(\$86)	\$0	\$0	\$0	\$0	(\$254)	(\$36,197)	(\$4,632)	(\$40,829)
3. State Universities	\$1,431	(\$87)	\$0	\$0	\$0	\$0	(\$32)	\$1,312	(\$492)	\$820
4. Community Colleges	(\$1,540)	(\$8)	\$0	\$0	\$0	\$0	(\$92)	(\$1,740)	(\$355)	(\$2,095)
5. Counties	(\$13,205)	(\$11,014)	\$0	\$0	\$0	(\$233)	(\$697)	(\$25,149)	(\$2,028)	(\$27,177)
6. Other	(\$3,424)	(\$847)	(\$1)	\$0	\$0	\$0	(\$272)	(\$4,544)	(\$364)	(\$4,908)
7. Total	(\$61,124)	(\$15,703)	(\$12)	(\$549)	(\$31)	(\$233)	(\$2,218)	(\$79,870)	(\$9,596)	(\$89,466)

# COMPENSATION AND BENEFITS REVIEW AD HOC COMMITTEE

## PAY SUPPLEMENTS

June 14, 2012



*Delivering Excellence Every Day*

## Compensation and Benefits Ad Hoc Committee

### Pay Components Follow-up

June 14, 2012

1. The number of employees by department and bargaining unit with pay supplements:

- There are 10,366 employees under the Mayor's purview who receive pay supplements (37.4%)
- There are 680 employees who do not report to the Mayor who receive pay supplements (28.7%)
  - **Attachment 1A** provides a summary by department
  - **Attachment 1B** provides detail by department and by bargaining unit

2. The number of employees receiving multiple supplements:

- Table 1 shows the number and percent of employees who have one or more pay supplements.

Number of Pay Supplements	Number of Employees With One or More Pay Supplements	Percent of Employees With Pay Supplements	Percent of Entire Workforce Who Have Pay Supplements
1	3,318	30.04%	11.05%
2	1,250	11.32%	4.16%
3	1,304	11.81%	4.34%
4	2,540	22.99%	8.46%
5	1,761	15.94%	5.86%
6	679	6.15%	2.26%
7	163	1.48%	0.54%
8	25	0.23%	0.08%
9	4	0.04%	0.01%
10	1	0.01%	0.00%
11	1	0.01%	0.00%
OVERALL	11,046	100.00%	36.78%

Table 1

## Compensation and Benefits Ad Hoc Committee

### Pay Components Follow-up

June 14, 2012

- Figure 1 shows the distribution of employees with pay supplements.

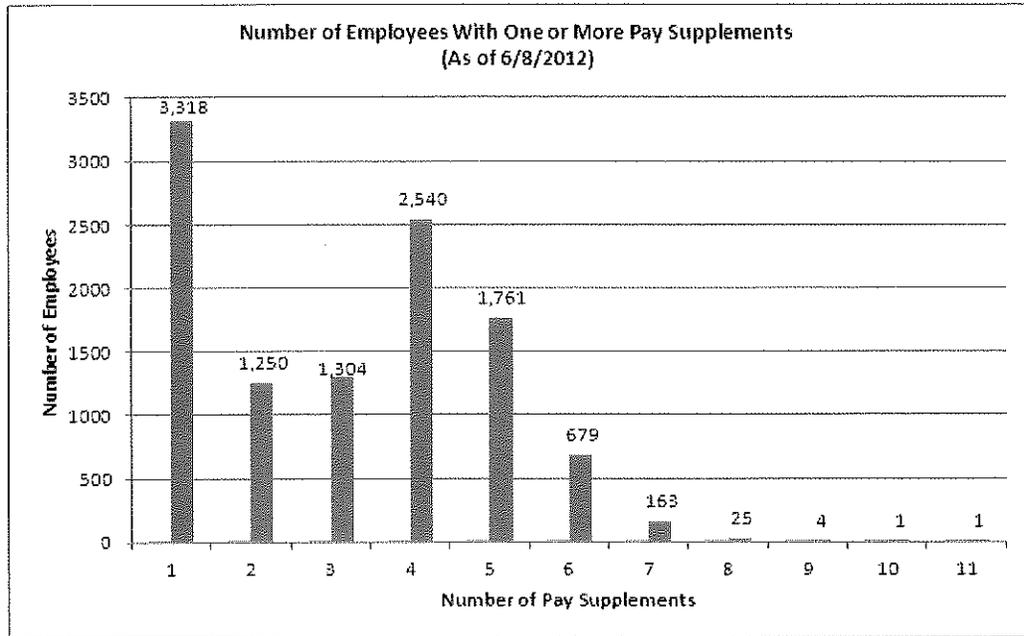


Figure 1

- **Attachment 2A** provides the details of all employees receiving seven or more pay supplements (total of 194 employees).
  - **Attachment 2B** shows the distribution of the number of pay supplements per employee by bargaining unit.
    - Employees with six or more supplements belong to either PBA or IAFF Local 1403 (Fire).
3. Pay Supplements that are considered in the promotional calculation: (**Attachment 3**).
- Examples of pay supplements that are not maintained throughout an employee's career are those that are considered "assignment" pay e.g. night differential, on call pay.
4. Five year trend of pay supplements with projection for FY 2011-12.
- Figure 2 demonstrates the actual five year costs of pay supplements from FY 2006-07 through FY 2010-11 and also the projected costs for FY 2011-12. Changes in base salary resulting from merit increases and cost of living adjustments (COLA) will result in higher adjusted salaries, thereby increasing the cost of pay supplements.

## Compensation and Benefits Ad Hoc Committee

### Pay Components Follow-up

June 14, 2012

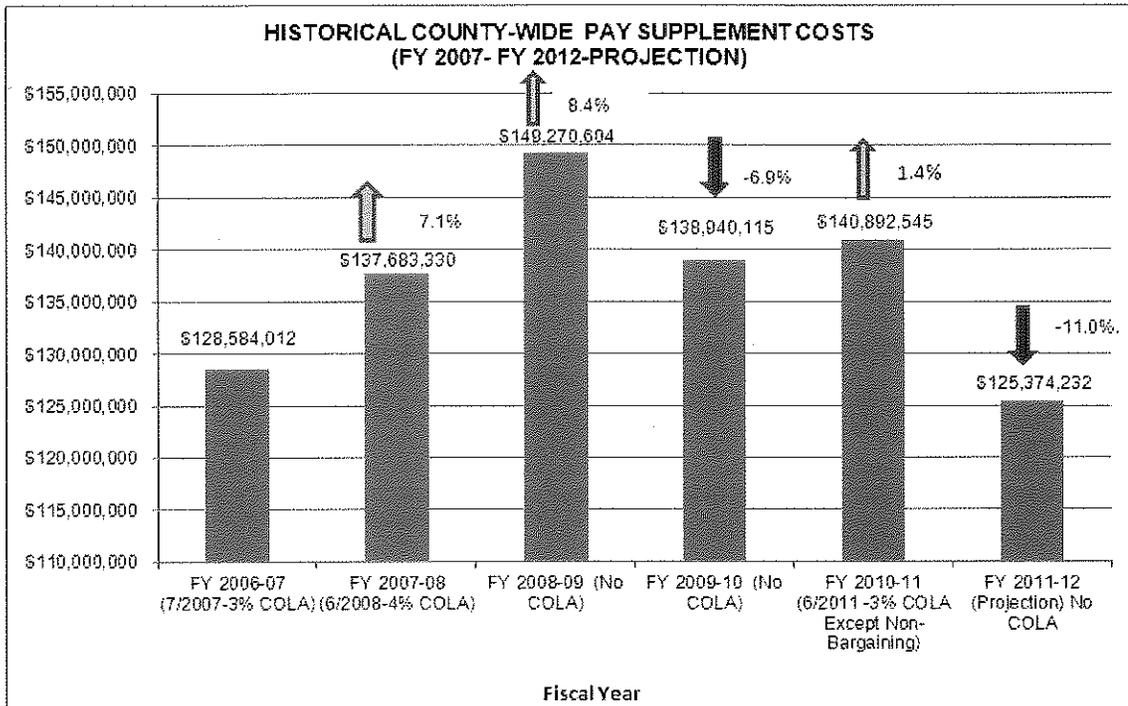


Figure 2

- **Attachment 4** shows a breakdown by bargaining unit for the same periods.
- Decreases in FY 2009-10 (6.9%) primarily resulted from the suspension of premium pay from all bargaining employees (except PBA and IAFF) and all non-bargaining unit employees. Neither PBA nor IAFF employees have been eligible for premium pay.
- A slight increase (1.4%) reflects the restoration of premium pay as a result of the end of the 2008-11 Collective Bargaining Agreements (CBA). Effective dates of restorations vary from union to union due to different ratification dates for each respective contract.
- The projected decrease (approximately 11%) in FY 2011-12, as shown in Table 2, is due primarily to the bargaining unit concessions in the 2011-14 CBAs, many of which expire at the end of the contract term. The ones which have had the most impact are:
  - Reduction of night differential pay from two to one pay step for PBA, AFSCME Local 3292 (Solid Waste) and GSAF employees.
  - Suspension of premium pay for all bargaining units and suspension of non-sworn support for PBA employees.
  - Continued suspension of premium pay for all non-bargaining unit employees under the Mayor's purview.

## Compensation and Benefits Ad Hoc Committee

### Pay Components Follow-up

June 14, 2012

- Suspension of all pay supplements for AFSCME Local 3292 (Solid Waste) employees.
- Pay plan reduction of 1% for all AFSCME Local 199 (General) employees.
- Change in the calculation for the adjusted rate for IAFF employees.

#### 5. Non-bargaining unit employees who have pay supplements:

- There are 127 employees under the Mayor's purview (out of approximately 2,000 employees) with pay supplements. Total cost of supplemental pay: \$509,000
- There are 196 employees who do not report to the Mayor. Total cost of supplemental pay: \$294,297
  - Attachment **5A** is a summary by department of all pay supplements which non-bargaining unit employees currently have and the associated costs.
  - Attachment **5B** is a detailed listing of all non-bargaining unit employees by department and their respective titles, salary, and pay supplement information

#### 6. Pay Supplements by bargaining unit:

- **Attachment 6A:** PBA- Rank and File and PBA Supervisors
- **Attachment 6B:** IAFF Local 1403 Fire
- **Attachment 6C:** GSAF Local 100 Professionals and Supervisors
- **Attachment 6D:** AFSCME Local 199 General
- **Attachment 6E:** AFSCME Local 121 Water and Sewer
- **Attachment 6F:** AFSCME Local 1542 Aviation
- **Attachment 6G:** AFSCME Local 3292 Solid Waste
- **Attachment 6H:** TWU Local 291 Transit
- **Attachment 6I:** Non-bargaining unit

**Compensation and Benefits Ad Hoc Committee**

**Pay Components Follow-up**

**June 14, 2012**

7. Court time costs and hours for FY 2010-11 and projections for FY 2011-12:

BARGAINING UNIT	COURT TIME							
	FY 2010-11		FY 2011-12 Q 1		FY 2011-12 Q 2		FY 2011-12 PROJECTED COSTS	
	HOURS	COST	HOURS	COST	HOURS	COST	HOURS	COST
IAFF LOCAL 1403 - FIRE	651	\$ 36,460	148	\$ 8,256	64	\$ 3,458	340	\$ 18,630
PBA - RANK AND FILE UNIT	118,892	\$ 6,302,948	40,419	\$ 2,271,548	16,224	\$ 895,360	89,091	\$ 4,957,628
PBA - SUPERVISORY UNIT	609	\$ 50,472	117	\$ 10,142	58	\$ 4,941	291	\$ 24,965
<b>Grand Total</b>	<b>120,152</b>	<b>\$ 6,389,880</b>	<b>40,684</b>	<b>\$ 2,289,946</b>	<b>16,346</b>	<b>\$ 903,759</b>	<b>89,722</b>	<b>\$ 5,001,223</b>

- Projected reductions for PBA reflect:
  - A reduction of benefits under PBA CBA where court time has been reduced from a guarantee of 4 hours to 2 hours
  - Department-wide Video Conferencing Deposition
  
- The below procedures are either being recommended or are in process:
  - Traffic & Misdemeanor Court for officers assigned to afternoon shift
  - Standby subpoenas in lieu of mandatory court appearances for officers involved in Domestic Violence (DV) court cases

NUMBER OF EMPLOYEES WITH PAY SUPPLEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	NUMBER OF EMPLOYEES WITH PAY SUPPLEMENTS	TOTAL NUMBER OF ACTIVE EMPLOYEES	PERCENT OF EMPLOYEES WITH SUPPLEMENTS	ANNUAL COST OF PAY SUPPLEMENT
<b>MAYORAL DEPARTMENTS</b>				
ANIMAL SERVICES	7	105	6.7%	\$ 16,147
AUDIT AND MANAGEMENT SERVICES	0	42	0%	\$ -
AVIATION	349	1,169	29.9%	\$ 1,786,826
COMMUNITY ACTION AND HUMAN SERVICES	177	1,428	12.4%	\$ 323,046
COMMUNITY INFORMATION AND OUTREACH	4	187	2.1%	\$ 15,354
CORRECTIONS & REHABILITATION	2,284	2,759	82.8%	\$ 23,635,442
CULTURAL AFFAIRS	1	71	1.4%	\$ 1,179
ELECTIONS	6	1,297	0.5%	\$ 15,051
FINANCE	29	285	10.2%	\$ 105,760
FIRE RESCUE	2,113	2,468	85.6%	\$ 42,526,975
HOMELESS TRUST	0	16	0%	\$ -
HUMAN RIGHTS & FAIR EMPLOYMENT PRACTICES	0	8	0%	\$ -
INFORMATION TECHNOLOGY DEPARTMENT	124	530	23.4%	\$ 404,612
INTERNAL SERVICES	373	925	40.3%	\$ 1,123,061
JUVENILE SERVICES	32	100	32.0%	\$ 113,008
LIBRARY	19	433	4.4%	\$ 45,808
MANAGEMENT AND BUDGET	3	78	3.8%	\$ 13,527
MEDICAL EXAMINER	2	69	2.9%	\$ 6,246
METROPOLITAN PLANNING ORGANIZATION	0	69	0%	\$ -
OFFICE OF THE MAYOR	0	40	0%	\$ -
PARKS & RECREATION	134	1,888	7.1%	\$ 338,443
POLICE	3,181	4,481	71.0%	\$ 38,893,526
PUBLIC HEALTH TRUST SUPPORT	0	1	0%	\$ -
PUBLIC HOUSING AND COMMUNITY DEVELOPMENT	118	420	28.1%	\$ 341,500
PUBLIC WORKS AND WASTE MANAGEMENT	166	1,664	10.0%	\$ 467,480
REGULATORY AND ECONOMIC RESOURCES	97	975	9.9%	\$ 312,838
SEAPORT	82	397	20.7%	\$ 244,831
TRANSIT	222	3,397	6.5%	\$ 604,156
VIZCAYA MUSEUM AND GARDENS	4	49	8.2%	\$ 10,141
WATER AND SEWER	839	2,370	35.4%	\$ 2,916,903
<b>SUBTOTAL (MAYORAL DEPARTMENTS)</b>	<b>10,366</b>	<b>27,721</b>	<b>37.4%</b>	<b>\$ 114,261,858</b>
<b>NON-MAYORAL DEPARTMENTS</b>				
BOARD OF COUNTY COMMISSIONERS	52	184	28.3%	\$ 127,452
CITIZEN'S INDEPENDENT TRANSPORTATION TRUST	5	8	62.5%	\$ 11,269
CLERK OF COURTS	390	1,251	31.2%	\$ 805,913
COMMISSION ON ETHICS & PUBLIC TRUST	0	14	0%	\$ -
COUNTY ATTORNEY	0	120	0%	\$ -
INSPECTOR GENERAL	0	34	0%	\$ -
JUDICIAL ADMINISTRATION	10	262	3.8%	\$ 16,578
LAW LIBRARY	4	4	100.0%	\$ 5,200
LEGAL AID	26	38	68.4%	\$ 33,800
MIAMI-DADE ECONOMIC ADVOCACY TRUST	1	19	5.3%	\$ 1,481
PROPERTY APPRAISAL	178	355	50.1%	\$ 708,245
SOUTH FLORIDA WORKFORCE INVESTMENT BOARD	2	67	3.0%	\$ 1,437
STATE ATTORNEY'S OFFICE	12	12	100.0%	\$ 15,600
<b>SUBTOTAL (NON-MAYORAL DEPARTMENTS)</b>	<b>680</b>	<b>2,368</b>	<b>28.7%</b>	<b>\$ 1,726,975</b>
<b>GRAND TOTAL</b>	<b>11,046</b>	<b>30,089</b>	<b>36.7%</b>	<b>\$ 115,988,832</b>



\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL	
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT
<b>MAYORAL DEPARTMENTS</b>	\$ 2,340,122		\$ 1,675,884		\$ 3,656,724		\$ 605,064		\$ 1,806,849		\$ 42,077,021		\$ 56,864,605		\$ 4,601,031		\$ 125,558		\$ 508,999		\$ 114,261,858	
<b>ANIMAL SERVICES</b>																						
LEADWORKER (1)-STEP					\$ 1,042	1			\$ 2,878	1			\$ 4,981	2							\$ 8,902	4
NIGHT DIFFERENTIAL (5)-STEP													\$ 7,245	3							\$ 7,245	3
<b>AVIATION</b>																						
4 ASE CERTIFICATIONS AUTOMOTIVE FLAT (5H)-FLAT			\$ 1,000	1																	\$ 1,000	1
8 ASE CERTIFICATIONS AUTOMOTIVE (5J)-FLAT			\$ 2,000	1																	\$ 2,000	1
AIRFIELD PROFICIENCY ALLOWANCE CERTIFIED PROFESSIONAL SECRETARY (19)-STEP			\$ 1,434,906	304					\$ 5,574	1											\$ 1,440,480	305
			\$ 1,996	1																	\$ 1,996	1
CPA (10)-STEP																			\$ 3,317	1	\$ 3,317	1
HEAVY EQUIPMENT TECH AUTO MECH STEP (1E)-STEP			\$ 8,553	3																	\$ 8,553	3
LEADWORKER (1)-STEP			\$ 152,624	58			\$ 7,547	2	\$ 8,666	2											\$ 168,838	62
NIGHT DIFFERENTIAL (5)-STEP									\$ 25,081	7											\$ 25,081	7
NIGHT DIFFERENTIAL (68)-STEP			\$ 74,804	31																	\$ 74,804	31
PROFESSIONAL ENGINEER CERTIFICATE STEP (0B)-STEP									\$ 25,261	5									\$ 22,116	4	\$ 47,377	9
PURCHASING OR CONTRACT PROCUREMENT CERT (12)-STEP																			\$ 5,031	1	\$ 5,031	1
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																			\$ 8,348	2	\$ 8,348	2
<b>COMMUNITY ACTION AND HUMAN SERVICES</b>																						
CAA CERTIFICATION (0F)-STEP					\$ 175,955	128															\$ 175,955	128
HUMAN SERVICE- CBAPF CERTIFICATION STEP (20)-STEP							\$ 38,473	11											\$ 18,834	4	\$ 57,307	15
LEADWORKER (1)-STEP					\$ 4,071	2	\$ 6,650	2	\$ 3,684	1											\$ 14,406	5
LIVING WAGE (LW)-LW					\$ 1,195	2															\$ 1,195	2
NIGHT DIFFERENTIAL (69)-FLAT					\$ 3,744	3															\$ 3,744	3
NIGHT DIFFERENTIAL (5)-STEP							\$ 10,606	3	\$ 3,505	1											\$ 14,112	4
NIGHT DIFFERENTIAL (68)-STEP					\$ 12,892	6															\$ 12,892	6
SOCIAL WORKER I (0R)-STEP							\$ 41,091	15													\$ 41,091	15
TRADES (7)-STEP					\$ 2,343	1															\$ 2,343	1
<b>COMMUNITY INFORMATION AND OUTREACH</b>																						

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL		
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	
ON CALL (2C)-STEP					\$ 10,689	3															\$ 10,689	3	
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																				\$ 4,665	1	\$ 4,665	1
<b>CORRECTIONS &amp; REHABILITATION</b>																							
ASST TRNG OFFCRS CORECTIONL 1 2 3 (3)-STEP													\$ 2,828	1								\$ 2,828	1
BOOT CAMP (0)-STEP													\$ 94,971	33	\$ 9,087	2						\$ 104,058	35
CAREER DEVELOPMENT 1 (50)-FLAT													\$ 19,198	80	\$ 4,080	17						\$ 23,278	97
CAREER DEVELOPMENT 2 (55)-FLAT													\$ 18,238	38	\$ 3,840	8						\$ 22,078	46
CAREER DEVELOPMENT 3 (56)-FLAT													\$ 11,519	16	\$ 3,600	5						\$ 15,119	21
CAREER DEVELOPMENT 4 (57)-FLAT													\$ 10,559	11								\$ 10,559	11
CAREER DEVELOPMENT 5 (58)-FLAT													\$ 14,399	12	\$ 1,200	1						\$ 15,599	13
CAREER DEVELOPMENT 6 (51)-FLAT													\$ 8,639	6	\$ 2,880	2						\$ 11,519	8
CORRECTIONAL OFFICER MAINT. SUPERVISOR (Z3)- STEP									\$ 106,268	14												\$ 106,268	14
CORRECTIONAL/RECREATIONAL OFFICER (Z1)- STEP													\$ 133,524	46								\$ 133,524	46
CORRECTIONS DEPARTMENT TRADES (Z2)- STEP					\$ 268,283	51																\$ 268,283	51
EDUCATION INCENTIVE PAY (6)-STEP													\$ 775,523	272	\$ 104,154	24						\$ 879,677	296
FDLE TRAINING CERTIFICATION (ZK)-STEP													\$ 103,409	34								\$ 103,409	34
FIRST LIEUTENANT (Z6)-STEP															\$ 74,558	16						\$ 74,558	16
FIRST RESPONDERS PBA (8M)-PERC													\$ 5,875,900	2,058	\$ 248,743	50						\$ 6,124,643	2,108
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC													\$ 4,700,677	2,058	\$ 198,993	50						\$ 4,899,671	2,108
FORENSIC HEALTH CARE UNIT (15)-STEP													\$ 541,670	189	\$ 4,496	1						\$ 546,165	190
HUMAN SERVICE- CBAPP CERTIFICATION (20)- STEP																				\$ 7,783	1	\$ 7,783	1
LEADWORKER (1)-STEP					\$ 15,815	6	\$ 12,767	4	\$ 2,878	1			\$ 20,576	7								\$ 52,036	18
MAN TRADE CONTRACTOR (0Q)-STEP									\$ 11,465	3												\$ 11,465	3
NIGHT DIFFERENTIAL (5)-STEP							\$ 36,229	12	\$ 42,531	18			\$ 2,768,783	1,081	\$ 59,573	13						\$ 2,907,117	1,124
NIGHT DIFFERENTIAL (68)-STEP					\$ 111,312	70																\$ 111,312	70
PBA HAZARDOUS DUTY (43)-FLAT													\$ 6,688,500	2,058	\$ 162,500	50						\$ 6,851,000	2,108
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)- FLAT															\$ 130,000	50						\$ 130,000	50
PROGRAMMER 2 - ON CALL (25)-STEP									\$ 6,922	1												\$ 6,922	1

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPARTMENT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS OF 2012)

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL		
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	
PSD ASSOCIATE ARTS (52)-FLAT													\$ 72,020	200	\$ 4,322	12					\$ 76,341	212	
PSD BACCALAUREATE DEGREE (53)-FLAT													\$ 4,801	5							\$ 4,801	5	
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																			\$ 5,698	1	\$ 5,698	1	
TRADES (7)-STEP					\$ 129,732	47															\$ 129,732	47	
CULTURAL AFFAIRS																							
LEADWORKER (1)-STEP					\$ 1,179	1															\$ 1,179	1	
ELECTIONS																							
LEADWORKER (1)-STEP					\$ 3,722	2	\$ 2,518	1	\$ 5,530	2									\$ 3,280	1	\$ 15,051	6	
FINANCE																							
ASSISTANT TAX COLLECTOR - CERTIFIED (0E)- STEP							\$ 6,834	2	\$ 33,288	10										\$ 27,560	6	\$ 67,582	18
CERTIFIED PROFESSIONAL SECRETARY (19)- STEP																				\$ 2,758	1	\$ 2,758	1
CPA (10)-STEP								\$ 17,972	5											\$ 8,753	2	\$ 26,725	7
LEADWORKER (1)-STEP					\$ 3,975	2															\$ 3,975	2	
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																				\$ 4,620	1	\$ 4,620	1
FIRE RESCUE																							
4 ASE CERTIFICATIONS AUTOMOTIVE (5H)- FLAT					\$ 7,000	7															\$ 7,000	7	
4 ASE CERTIFICATIONS HEAVY TRUCK (5P)-FLAT					\$ 5,000	5															\$ 5,000	5	
7 ASE HEAVY TRUCK CERTIFICATIONS (5K)-FLAT					\$ 10,000	5			\$ 4,000	2											\$ 13,999	7	
8 ASE CERTIFICATIONS AUTOMOTIVE (5J)-FLAT					\$ 8,000	4			\$ 4,000	2											\$ 12,000	6	
AIR RESCUE - FIRE (0N)-STEP												\$ 148,541	38								\$ 148,541	38	
AIR TRUCK - FIRE (0K)-STEP												\$ 22,618	6								\$ 22,618	6	
AIRCRAFT TECH FAA AIRFRAME CERTIFICATE (1L)- STEP					\$ 15,677	5		\$ 4,135	1												\$ 19,812	6	
AIRCRAFT TECH POWERPLANT CERTIFICATE (1K)- STEP					\$ 15,136	5		\$ 3,957	1												\$ 19,093	6	
AIRPORT-CFR AND FIRE DEPT. CERTIFD PERC (85)-												\$ 431,872	116								\$ 431,872	116	
AUTOMOTIVE TRADES ALLOWANCE (61)- FLAT					\$ 7,800	15															\$ 7,800	15	
CERT STATE OF FL FIRE INSPECTOR (84)-PERC												\$ 76,297	32								\$ 76,297	32	
CERTIFIED PROFESSIONAL SECRETARY (19)- STEP																			\$ 2,758	1	\$ 2,758	1	
COMM. OPER & COMP OFF TRAIN (0G)-STEP												\$ 34,514	12								\$ 34,514	12	
COMPETENCY MILESTONE (8P)-PERC												\$ 193,071	66								\$ 193,071	66	

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPARTMENT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS OF 12/31/2012)

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL	
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT
EDUCATION INCENTIVE PAY (6)-STEP											\$ 3,534,778	975									\$ 3,534,778	975
EMS FIRE CAPTAINS & LIEUTENANT (88)-PERC											\$ 51,605	23									\$ 51,605	23
EMS OPERATIONS BUREAU (87)-PERC											\$ 116,579	26									\$ 116,579	26
EMT OR PARAMEDIC(NON-PROTOCOL CERTIFIED) (NC)-PERC											\$ 3,722,476	379									\$ 3,722,476	379
FIRE - A. A. (4A)-FLAT											\$ 417,056	695						\$ 1,900	3		\$ 418,956	698
FIRE - B. A. (4B)-FLAT											\$ 343,205	260						\$ 10,560	8		\$ 353,765	268
FIRE COLLEGE PERSONNEL (13)-STEP											\$ 66,394	16									\$ 66,394	16
FIRE DIVER'S PAY (5G)-STEP											\$ 2,293,214	625									\$ 2,293,214	625
FIRE HAZARDOUS (5C)-FLAT											\$ 6,178,250	1901									\$ 6,178,250	1,901
FIRE INVESTIGATOR 3 CERTIFICATION (8K)-PERC											\$ 4,360	1									\$ 4,360	1
FIRE INVESTIGATOR 4 CERTIFICATION (8L)-PERC											\$ 22,310	3									\$ 22,310	3
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)- PERC											\$ 22,113,368	1520									\$ 22,113,368	1,520
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)- STEP											\$ 107,930	23									\$ 107,930	23
FIRE PREVENTION INSPECTOR 1 CERT (8D)- PERC											\$ 2,215	3									\$ 2,215	3
FIRE PREVENTION INSPECTOR 2 CERT (8E)-PERC											\$ 6,758	3									\$ 6,758	3
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC											\$ 71,494	18									\$ 71,494	18
FIRE RESCUE EMERG.MEDICAL DISPATCHER(EMD (98)-STEP									\$ 5,752	2											\$ 5,752	2
FIRE RESCUE RESPONSE - NON-EMT (8R)-PERC											\$ 8,585	2									\$ 8,585	2
FIRE SAFETY BUREAU PERSONNEL (14)-STEP											\$ 135,718	35									\$ 135,718	35
FIREFIGHTER/DRIVER OPERATOR (2)-STEP											\$ 665,253	201									\$ 665,253	201
FIREFIGHTER/FIREBOAT OPERATORS (FO)- STEP											\$ 3,141	1									\$ 3,141	1
FLORIDA CERTIFIED FIRE INSPECTOR 2 (8H)-PERC											\$ 11,759	7									\$ 11,759	7
HAZARDOUS MATERIALS - FIRE (0L)-STEP											\$ 309,160	84									\$ 309,160	84
HAZMAT SPECIALIST - FIRE (2D)-STEP											\$ 35,168	9									\$ 35,168	9
HEAVY EQUIPMENT TECH AUTO MECH (1E)- STEP					\$ 14,236	5															\$ 14,236	5
LEADWORKER (1)-STEP					\$ 35,811	14			\$ 7,543	2	\$ 60,639	12						\$ 5,799	2		\$ 109,892	30
LEVEL 1 EMERGENCY VEHICLE TECH CERT FLAT (5L)-					\$ 500	1															\$ 500	1
LEVEL 3 EMERGENCY VEHICLE TECH CERT FLAT (5N)-					\$ 8,000	4			\$ 3,000	2											\$ 9,000	6
LIFEGUARD 1 (0A)-STEP					\$ 92,606	51			\$ 27,595	10											\$ 120,201	61

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL	
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT
LOGISTICAL SERVICES - FIRE (0M)-STEP											\$ 52,417	14									\$ 52,417	14
MASTER TRUCK EQUIPMENT TECH ASE CERT (5I)- FLAT					\$ 4,000	4			\$ 1,000	1											\$ 5,000	5
NAN TRADE CONTRACTOR (0Q)-STEP					\$ 5,858	2			\$ 7,193	2									\$ 3,924	1	\$ 16,975	5
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)- PERC											\$ 19,457	12									\$ 19,457	12
NIGHT DIFFERENTIAL (21)-STEP											\$ 229,127	42									\$ 229,127	42
NIGHT DIFFERENTIAL (5)-STEP									\$ 3,596	1											\$ 3,596	1
NIGHT DIFFERENTIAL (68)-STEP					\$ 23,816	9															\$ 23,816	9
NON-SWORN SUPPORT (5B)-FLAT											\$ 139,360	67									\$ 139,360	67
ON CALL (2C)-STEP					\$ 9,516	2															\$ 9,516	2
PARALEGAL/LEGAL ASST. CERT. (2C)-STEP					\$ 1,481	1															\$ 1,481	1
PROGRAMMER 2 - ON CALL (25)-STEP									\$ 20,949	2											\$ 20,949	2
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																			\$ 2,968	1	\$ 2,968	1
SPECIAL OPERATIONS (2A)-STEP											\$ 57,081	14									\$ 57,081	14
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC											\$ 89,663	21									\$ 89,663	21
STATE CERT.INSTRCTR - TRAING. DIV. (8B)-PERC											\$ 69,370	32									\$ 69,370	32
TR/TECHNICAL RESPONSE TRUCK (2F)-STEP											\$ 168,132	47									\$ 168,132	47
TRADES (7)-STEP					\$ 66,892	25															\$ 66,892	25
TRT - MARINE (28)-STEP											\$ 64,086	18									\$ 64,086	18
INFORMATION TECHNOLOGY DEPARTMENT																						
*,*,9% PERFORMANCE ADJUSTMENT (CC)- PERC							\$ 1,149	1	\$ 671	1											\$ 1,820	2
CERTIFIED PROFESSIONAL SECRETARY (19)- STEP									\$ 1,978	1											\$ 1,978	1
LEADWORKER (1)-STEP					\$ 3,604	1															\$ 3,604	1
NIGHT DIFFERENTIAL (5)-STEP									\$ 7,733	2											\$ 7,733	2
NIGHT DIFFERENTIAL (68)-STEP					\$ 54,043	18															\$ 54,043	18
PROFESSIONAL ENGINEER CERTIFICATE (08)- STEP							\$ 4,161	1													\$ 4,161	1
PURCHASING OR CONTRACT PROCUREMENT CERT (12)-STEP																			\$ 3,986	1	\$ 3,986	1
TRADES (7)-STEP					\$ 327,286	102															\$ 327,286	102
INTERNAL SERVICES																						

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPARTMENT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS OF 12/31/2012)

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL	
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT
*.9% PERFORMANCE ADJUSTMENT (CC)- PERC									\$ 704	1											\$ 704	1
4 ASE CERTIFICATIONS AUTOMOTIVE (5H)- FLAT					\$ 22,999	23			\$ 7,000	7											\$ 29,999	30
4 ASE CERTIFICATIONS HEAVY TRUCK (5P)-FLAT					\$ 10,000	10			\$ 2,000	2											\$ 12,000	12
7 ASE HEAVY TRUCK CERTIFICATIONS (5K)-FLAT					\$ 23,999	12			\$ 25,999	13											\$ 49,998	25
8 ASE CERTIFICATIONS AUTOMOTIVE (5J)-FLAT					\$ 35,999	18			\$ 29,999	15											\$ 65,997	33
ASSOCIATE IN RISK MANAGEMENT CERTIFICATE (1V)-STEP																			\$ 5,427	1	\$ 5,427	1
AUTOMOTIVE TRADES ALLOWANCE (61)- FLAT					\$ 69,160	133															\$ 69,160	133
DEMOLITION & RENOVATION (05)-STEP									\$ 3,684	1											\$ 3,684	1
GSA - FLA DEPT. INS. - LICENSE (29)-STEP					\$ 201,220	30															\$ 201,220	30
HEAVY EQUIPMENT TECH AUTO MECH (1E)- STEP					\$ 31,711	11															\$ 31,711	11
LEADWORKER (1)-STEP					\$ 44,821	19			\$ 17,968	5									\$ 2,006	1	\$ 64,796	25
MASTER TRUCK EQUIPMENT TECH ASE CERT (5)- FLAT					\$ 1,000	1			\$ 9,000	9											\$ 10,000	10
MAN TRADE CONTRACTOR (0Q)-STEP									\$ 10,568	3											\$ 10,568	3
NIGHT DIFFERENTIAL (5)-STEP									\$ 17,527	5											\$ 17,527	5
NIGHT DIFFERENTIAL (68)-STEP					\$ 114,166	51															\$ 114,166	51
PROFESSIONAL ENGINEER CERTIFICATE (08)- STEP									\$ 21,844	5									\$ 8,552	2	\$ 30,396	7
PURCHASING OR CONTRACT PROCUREMENT CERT (12)-STEP					\$ 4,626	2			\$ 57,433	16									\$ 47,826	10	\$ 109,885	28
REGISTERED INTERIOR DESIGN LICENSE (1Q)- STEP									\$ 15,459	4											\$ 15,459	4
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP							\$ 13,880	4											\$ 62,256	14	\$ 76,137	18
SUBSTANCE ABUSE PROFESSIONAL CERTIFICATE (1U)-STEP																			\$ 5,860	1	\$ 5,860	1
TRADES (7)-STEP					\$ 184,152	81															\$ 184,152	81
WELDER 6G LEVEL CERTIFICATION (WC)-STEP					\$ 14,218	6															\$ 14,218	6
<b>JUVENILE SERVICES</b>																						
HUMAN SERVICE- CBAPF CERTIFICATION (20)- STEP							\$ 9,890	3													\$ 9,890	3
NIGHT DIFFERENTIAL (5)-STEP							\$ 43,417	17													\$ 43,417	17
NIGHT DIFFERENTIAL (68)-STEP					\$ 11,787	7															\$ 11,787	7
POSITIVE ATTITUDE CHANGE TOOL CERTIFICAT (2J)- STEP							\$ 40,454	17													\$ 40,454	17
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																			\$ 7,460	2	\$ 7,460	2
<b>LIBRARY</b>																						

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPARTMENT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS OF 1/23/2012)

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL		
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	
** .9% PERFORMANCE ADJUSTMENT (CC)- PERC							\$ 686	1													\$ 686	1	
LEADWORKER (1)-STEP					\$ 12,133	6			\$ 14,428	4											\$ 26,561	10	
TRADES (7)-STEP					\$ 18,561	8															\$ 18,561	8	
<b>MANAGEMENT AND BUDGET</b>																							
PROFESSIONAL ENGINEER CERTIFICATE (08)- STEP									\$ 5,034	1											\$ 5,034	1	
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																				\$ 8,492	2	\$ 8,492	2
<b>MEDICAL EXAMINER</b>																							
CERTIFIED PROFESSIONAL SECRETARY (19)- STEP																				\$ 2,998	1	\$ 2,998	1
ON CALL (2C)-STEP					\$ 3,248	1															\$ 3,248	1	
<b>PARK &amp; RECREATION</b>																							
4 ASS CERTIFICATIONS AUTOMOTIVE (5H)- FLAT					\$ 1,000	1															\$ 1,000	1	
AUTOMOTIVE TRADES ALLOWANCE (61)- FLAT					\$ 2,080	4															\$ 2,080	4	
HEAVY EQUIPMENT TECH AUTO MECH (1E)- STEP					\$ 11,173	4															\$ 11,173	4	
LEADWORKER (1)-STEP					\$ 42,958	27			\$ 17,764	5										\$ 5,630	2	\$ 66,352	34
LIFEGUARD 1 (0A)-STEP					\$ 1,945	1			\$ 6,204	2											\$ 8,149	3	
LIVING WAGE (LW)-LW					\$ 10,224	13															\$ 10,224	13	
NAN TRADE CONTRACTOR (0Q)-STEP									\$ 10,789	3											\$ 10,789	3	
NIGHT DIFFERENTIAL (5)-STEP									\$ 15,815	5											\$ 15,815	5	
NIGHT DIFFERENTIAL (6B)-STEP					\$ 28,793	11															\$ 28,793	11	
PROFESSIONAL ENGINEER CERTIFICATE (08)- STEP							\$ 13,033	3	\$ 8,900	2											\$ 21,933	5	
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP							\$ 3,505	1												\$ 9,696	2	\$ 13,201	3
TRADES (7)-STEP					\$ 148,933	60															\$ 148,933	60	
<b>POLICE</b>																							
AIRCRAFT TECH FAA AIRFRAME CERTIFICATE (1L)- STEP					\$ 12,702	4			\$ 3,957	1											\$ 16,659	5	
AIRCRAFT TECH POWERPLANT CERTIFICATE (1K)- STEP					\$ 12,342	4			\$ 3,955	1											\$ 16,297	5	
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)- STEP													\$ 578,845	158	\$ 39,177	8					\$ 618,122	166	
ARSONS UNIT INVESTIGATORS (1R)-STEP													\$ 20,200	5							\$ 20,200	5	
CAREER DEVELOPMENT 1 (50)-FLAT													\$ 214,782	895	\$ 2,640	11					\$ 217,422	906	
CAREER DEVELOPMENT 2 (55)-FLAT													\$ 255,339	532	\$ 16,799	35					\$ 272,137	567	

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\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL	
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT
CAREER DEVELOPMENT 3 (56)-FLAT													\$ 120,230	167	\$ 15,119	21					\$ 135,349	188
CAREER DEVELOPMENT 4 (57)-FLAT													\$ 32,637	34	\$ 10,559	11					\$ 43,196	45
CAREER DEVELOPMENT 5 (58)-FLAT													\$ 15,599	13	\$ 7,199	6					\$ 22,798	19
CAREER DEVELOPMENT 6 (51)-FLAT													\$ 7,199	5	\$ 1,440	1					\$ 8,639	6
CAREER DEVELOPMENT II MAX (4M)-FLAT													\$ 64,209	107	\$ 58,808	98					\$ 123,016	205
CAREER DEVELOPMENT III (59)-FLAT													\$ 4,501	5	\$ 900	1					\$ 5,401	6
CAREER DEVELOPMENT MAX ADJ FACTOR (60)- FLAT													\$ 1,500	5	\$ 1,200	4					\$ 2,700	9
CERTIFIED FORENSIC COMPUTER EXAMINERS (ZL)- STEP													\$ 27,529	8							\$ 27,529	8
CERTIFIED PROFESSIONAL SECRETARY (19)- STEP					\$ 7,705	4													\$ 2,173	1	\$ 9,878	5
COMPETENCY MILESTONE (8P)-PERC													\$ 550,746	199							\$ 550,746	199
CRIMINALIST 1, 2 & 3 - CERTIFIED (1D)-STEP													\$ 24,826	7	\$ 11,940	3			\$ 5,427	1	\$ 42,193	11
EDUCATION INCENTIVE PAY (6)-STEP													\$ 1,953,668	562	\$ 624,776	134					\$ 2,578,444	696
EXPLOSIVE MATERIALS (47)-STEP													\$ 357,775	46	\$ 29,988	3					\$ 387,763	49
FDLE TRAINING CERTIFICATION (ZK)-STEP													\$ 47,156	12							\$ 47,156	12
FIELD TRAINING COORDINATORS (ZM)-STEP															\$ 27,915	6					\$ 27,915	6
FIELD TRAINING OFFICER (16)-STEP													\$ 463,197	137	\$ 4,888	1					\$ 468,085	138
FIELD TRAINING SUPERVISOR (Z7)-STEP													\$ 164,310	43	\$ 4,888	1					\$ 169,198	44
FINGERPRINT - IAI CERT. (Z8)-STEP													\$ 21,153	6	\$ 4,230	1					\$ 25,382	7
FIRST LIEUTENANT (Z6)-STEP															\$ 9,777	2					\$ 9,777	2
FIRST RESPONDERS PBA (8M)-PERC													\$ 9,300,582	2,606	\$ 978,199	188					\$ 10,278,781	2,794
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC													\$ 7,450,910	2,609	\$ 782,558	188					\$ 8,233,469	2,797
FORENSIC PHOTOGRAPHER IAI CERTIFICATION (1H)- STEP													\$ 3,417	1							\$ 3,417	1
LEADWORKER (1)-STEP					\$ 39,879	20	\$ 3,505	1	\$ 6,743	2			\$ 66,325	18							\$ 116,453	41
MOTORCYCLE PATROL DUTY (54)-STEP													\$ 111,094	30	\$ 4,510	1					\$ 115,604	31
NIGHT DIFFERENTIAL (5)-STEP							\$ 3,417	1	\$ 15,643	7			\$ 4,084,616	1,274	\$ 198,365	43					\$ 4,302,041	1,325
NIGHT DIFFERENTIAL (68)-STEP					\$ 140,746	78															\$ 140,746	78
OBSERVERS IN AIRCRAFT (48)-FLAT													\$ 3,120	4							\$ 3,120	4
PBA HAZARDOUS DUTY (43)-FLAT													\$ 8,476,000	2,608	\$ 611,000	188					\$ 9,087,000	2,796
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (45)- FLAT															\$ 88,400	34					\$ 88,400	34

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPARTMENT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS OF 1/23/2012)

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DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL	
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT
POLICE NOT CLSFD AS AIRCRAFT OPER (63)-STEP													\$ 149,623	12							\$ 149,623	12
POLICE STANDARDS PAY (49)-FLAT													\$ 7,801	26	\$ 1,500	5					\$ 9,301	31
PROGRAMMER 2 - ON CALL (25)-STEP								\$ 9,487	1												\$ 9,487	1
PSD ASSOCIATE ARTS (52)-FLAT													\$ 91,826	255	\$ 3,241	9					\$ 95,066	264
PSD BACCALAUREATE DEGREE (53)-FLAT													\$ 25,925	27	\$ 1,920	2					\$ 27,845	29
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																		\$ 3,139	1		\$ 3,139	1
SPECIAL INVESTIGATIVE DUTY (41)-FLAT													\$ 1,560	6							\$ 1,560	6
SPECIAL RESPONSE TEAM (42)-STEP													\$ 223,712	61	\$ 47,071	10					\$ 270,783	71
STENO REPORTER - CERTIFIED (OC)-STEP					\$ 1,569	1			\$ 2,716	1											\$ 4,285	2
TRADES (7)-STEP					\$ 42,768	19															\$ 42,768	19
UNDERWATER SEARCH AND RECOVERY (44)-STEP													\$ 64,634	18							\$ 64,634	18
<b>PUBLIC HOUSING AND COMMUNITY DEVELOPMENT</b>																						
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP																			\$ 5,317	2	\$ 5,317	2
HUD SITE MANAGER - CLASS 1 (5E)-FLAT									\$ 20,800	8											\$ 20,800	8
LEADWORKER (1)-STEP					\$ 40,920	17			\$ 9,329	3											\$ 50,249	20
PROFESSIONAL ENGINEER CERTIFICATE (08)-STEP									\$ 5,395	1								\$ 5,586	1		\$ 10,981	2
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																		\$ 5,031	1		\$ 5,031	1
TRADES (7)-STEP					\$ 220,832	87															\$ 220,832	87
TRADES ALLOWANCE - NON-UNION (18)-STEP					\$ 28,291	12															\$ 28,291	12
<b>PUBLIC WORKS AND WASTE MANAGEMENT</b>																						
*,*,14.9% PERFORMANCE ADJUSTMENT (CK)-PERC							\$ 1,445	1													\$ 1,445	1
4 ASE CERTIFICATIONS AUTOMOTIVE (5H)-FLAT					\$ 2,000	2															\$ 2,000	2
AUTOMOTIVE TRADES ALLOWANCE (61)-FLAT					\$ 520	1															\$ 520	1
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP																		\$ 5,301	2		\$ 5,301	2
CPA (10)-STEP									\$ 3,233	1											\$ 3,233	1
LEADWORKER (1)-STEP					\$ 84,140	42	\$ 18,610	5	\$ 18,968	6											\$ 121,717	53
MOSQUITO CONTROL - CERTIFICATE (24)-STEP					\$ 14,053	4															\$ 14,053	4
NIGHT DIFFERENTIAL (69)-FLAT					\$ 8,736	7															\$ 8,736	7

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPARTMENT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS C 112)

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL		
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	
NIGHT DIFFERENTIAL (68)-STEP					\$ 39,336	27															\$ 39,336	27	
ON CALL (2C)-STEP					\$ 4,802	1															\$ 4,802	1	
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP							\$ 59,866	16	\$ 12,943	3									\$ 9,510	2	\$ 82,319	21	
REGISTERED GEOLOGIST (0I)-STEP							\$ 4,676	1													\$ 4,676	1	
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																			\$ 4,248	1	\$ 4,248	1	
SURVEY TECHNICIAN CERTIFICATION (1X)-STEP									\$ 2,965	1											\$ 2,965	1	
TRADES (7)-STEP					\$ 129,807	52															\$ 129,807	52	
TRAFFIC TECH/SUPR.BENCH. (0P)-STEP					\$ 21,835	8			\$ 11,148	3											\$ 32,984	11	
WELDER 6G LEVEL CERTIFICATION (WC)-STEP					\$ 9,339	4															\$ 9,339	4	
<b>REGULATORY AND ECONOMIC RESOURCES</b>																							
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP					\$ 4,216	2														\$ 4,546	2	\$ 8,762	4
DEMOLITION & RENOVATION (0S)-STEP					\$ 7,548	3														\$ 4,104	1	\$ 11,652	4
DERM - SCUBA/UNDERWATER (0T)-STEP					\$ 1,728	1	\$ 38,940	17	\$ 2,964	1											\$ 43,633	19	
LEADWORKER (1)-STEP					\$ 63,882	26	\$ 7,582	2	\$ 27,892	7									\$ 9,127	3	\$ 108,483	37	
NIGHT DIFFERENTIAL (5)-STEP							\$ 4,356	1	\$ 4,042	1											\$ 8,398	2	
NIGHT DIFFERENTIAL (68)-STEP					\$ 15,038	5															\$ 15,038	5	
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP							\$ 76,136	18	\$ 7,727	2											\$ 83,862	20	
REGISTERED GEOLOGIST (0I)-STEP							\$ 3,505	1	\$ 3,686	1											\$ 7,191	2	
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP									\$ 3,867	1									\$ 9,716	2	\$ 13,583	3	
TRADES (7)-STEP					\$ 12,236	5															\$ 12,236	5	
<b>SEAPORT</b>																							
LEADWORKER (1)-STEP					\$ 6,854	3			\$ 6,291	2											\$ 13,145	5	
LIVING WAGE (LW)-LW					\$ 6,890	9															\$ 6,890	9	
NAN TRADE CONTRACTOR (0Q)-STEP									\$ 3,867	1											\$ 3,867	1	
NIGHT DIFFERENTIAL (21)-STEP																			\$ 9,515	2	\$ 9,515	2	
NIGHT DIFFERENTIAL (5)-STEP									\$ 10,341	4											\$ 10,341	4	
NIGHT DIFFERENTIAL (68)-STEP					\$ 48,416	17															\$ 48,416	17	
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP									\$ 9,077	2											\$ 9,077	2	

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPT/ UNIT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS OF 1/12)

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL	
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT
PROGRAMMER 2 - ON CALL (25)-STEP									\$ 20,777	2											\$ 20,777	2
PURCHASING OR CONTRACT PROCUREMENT CERT (12)-STEP					\$ 2,616	1	\$ 2,878	1	\$ 3,867	1											\$ 9,361	3
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP																		\$ 7,825	2	\$ 7,825	2	
TRADES (7)-STEP					\$ 100,214	38															\$ 100,214	38
WELDER 6G LEVEL CERTIFICATION (WC)-STEP					\$ 5,403	2															\$ 5,403	2
TRANSIT																						
*,*,*,9% PERFORMANCE ADJUSTMENT (CC)-PERC									\$ 739	1											\$ 739	1
*,6,14,8% PERFORMANCE ADJUSTMENT (C4)-PERC									\$ 1,620	1											\$ 1,620	1
4 ASE CERTIFICATIONS HEAVY TRUCK (5P)-FLAT									\$ 6,000	6							\$ 18,999	19		\$ 24,999	25	
7 ASE HEAVY TRUCK CERTIFICATIONS (5K)-FLAT									\$ 35,999	18							\$ 105,996	53		\$ 141,994	71	
CPA (10)-STEP																			\$ 14,486	3	\$ 14,486	3
LEADWORKER (1)-STEP					\$ 3,917	2	\$ 15,279	3	\$ 94,394	25							\$ 491	22	\$ 2,269	1	\$ 116,350	53
MDTA SUPERVISOR INSTRUCTOR FOR RAIL (24)-STEP									\$ 3,747	1											\$ 3,747	1
NAN TRADE CONTRACTOR (0Q)-STEP									\$ 20,589	5									\$ 4,300	1	\$ 24,890	6
NIGHT DIFFERENTIAL (21)-STEP																			\$ 9,059	1	\$ 9,059	1
NIGHT DIFFERENTIAL (5)-STEP									\$ 199,615	52											\$ 199,615	52
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP							\$ 12,406	3	\$ 4,042	1									\$ 5,978	1	\$ 22,426	5
PURCHASING OR CONTRACT PROCUREMENT CERT (12)-STEP					\$ 2,046	1															\$ 2,046	1
RAIL STRUCTURE INSPECTION SPECIAL (0X)-STEP									\$ 11,797	3							\$ 59	4		\$ 11,857	7	
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP							\$ 4,042	1											\$ 3,873	1	\$ 7,915	2
TEMPORARY LEADWORKER (1T)-STEP									\$ 3,605	1									\$ 18,795	4	\$ 22,401	5
WELDER 6G LEVEL CERTIFICATION (WC)-STEP																	\$ 13	1		\$ 13	1	
VIZCAYA MUSEUM & GARDENS																						
LEADWORKER (1)-STEP					\$ 1,271	1			\$ 3,417	1									\$ 4,437	1	\$ 9,125	3
LIVING WAGE (LW)-LW					\$ 1,016	1															\$ 1,016	1
WATER AND SEWER																						
*,*,14,9% PERFORMANCE ADJUSTMENT (CK)-PERC									\$ 1,130	1											\$ 1,130	1
4 ASE CERTIFICATIONS AUTOMOTIVE FLAT	\$ 1,000	1																			\$ 1,000	1
7 ASE HEAVY TRUCK CERTIFICATIONS (5K)-FLAT	\$ 2,000	1																			\$ 2,000	1

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL		
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	
CERTIFIED PROFESSIONAL SECRETARY (19)- STEP	\$ 1,793	1																	\$ 2,306	1	\$ 4,099	2	
CPA (10)-STEP									\$ 8,181	2									\$ 8,028	2	\$ 16,209	4	
DEMOLITION & RENOVATION (05)-STEP	\$ 2,786	1																			\$ 2,786	1	
HAZARDOUS DUTY-TREATMENT PLANT OPERATORS (H2)-PERC	\$ 154,554	247							\$ 29,784	35											\$ 184,338	282	
HEAVY EQUIPMENT TECH AUTO MECH (1E)- STEP	\$ 57,516	19																			\$ 57,516	19	
LEADWORKER (1)-STEP	\$ 262,551	95					\$ 21,881	6	\$ 41,502	11									\$ 11,835	3	\$ 337,769	115	
MASTER TRUCK EQUIPMENT TECH ASE CERT (5I)- FLAT	\$ 1,000	1																			\$ 1,000	1	
NAN TRADE CONTRACTOR (0Q)-STEP									\$ 8,180	2											\$ 8,180	2	
NIGHT DIFFERENTIAL (5)-STEP									\$ 54,866	16											\$ 54,866	16	
NIGHT DIFFERENTIAL (6B)-STEP	\$ 212,837	98																			\$ 212,837	98	
PROFESSIONAL ENGINEER CERTIFICATE (0B)- STEP							\$ 13,389	4	\$ 16,899	4											\$ 30,288	8	
PROGRAMMER 2 - ON CALL (25)-STEP									\$ 72,889	7											\$ 72,889	7	
PURCHASING OR CONTRACT PROCUREMENT CERT (12)-STEP	\$ 3,233	1							\$ 3,505	1										\$ 3,754	1	\$ 10,493	3
REGISTERED GEOLOGIST (0J)-STEP																				\$ 8,548	2	\$ 8,548	2
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP							\$ 9,113	3													\$ 9,113	3	
W&S ON CALL (26)-STEP	\$ 142,157	23					\$ 11,147	2	\$ 249,844	32											\$ 403,148	57	
WATER & SEWER CALL CENTER (WS)-STEP	\$ 88,980	44																			\$ 88,980	44	
WATER AND SEWER TRADE ALLOWANCE (11)- STEP	\$ 1,353,386	463																			\$ 1,353,386	463	
WATER/WASTEWATER TREATMENT PLNT OPER LIC (1N)-STEP	\$ 54,145	19																			\$ 54,145	19	
WELDER 6G LEVEL CERTIFICATION (WC)-STEP	\$ 2,185	1																			\$ 2,185	1	
<b>NON-MAYORAL DEPARTMENTS BOARD OF COUNTY COMMISSIONERS</b>					\$ 1,142,750		\$ 699		\$ 239,304				\$ 49,925	15					\$ 284,297		\$ 1,726,975		
CAREER DEVELOPMENT 1 (50)-FLAT													\$ 480	2							\$ 480	2	
CPA (10)-STEP																			\$ 18,748	5	\$ 18,748	5	
FIRST RESPONDERS PBA (8M)-PERC													\$ 11,276	3							\$ 11,276	3	
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC													\$ 9,020	3							\$ 9,020	3	
LEADWORKER (1)-STEP													\$ 3,613	1					\$ 5,074	1	\$ 8,687	2	
LIVING WAGE (LW)-LW																			\$ 1,705	3	\$ 1,705	3	

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL			
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT		
PBA HAZARDOUS DUTY (43)-FLAT														\$ 9,750	3						\$ 9,750	3		
PREMIUM PAY (LC)-FLAT																				\$ 52,000	40	\$ 52,000	40	
SERGEANT-AT-ARMS (8N)-PERC														\$ 15,786	3						\$ 15,786	3		
CITIZENS' INDEPENDENT TRANSPORTATION TRUST																								
CPA (10)-STEP																				\$ 4,769	1	\$ 4,769	1	
PREMIUM PAY (LC)-FLAT																				\$ 6,500	5	\$ 6,500	5	
CLERK OF COURTS																								
COURTROOM CLERK 1 -DISTRICT (02)-STEP					\$ 248,928	146			\$ 31,916	13												\$ 280,843	159	
COURTROOM CLERK 1 UNIFIED FAMILY COURT (1P)-STEP					\$ 5,777	3																\$ 5,777	3	
COURTS - PRIMARY CLERK (0W)-STEP					\$ 24,783	13																\$ 24,783	13	
COURTS CENTRAL DV INTAKE UNIT FAMILY DIV (ZH)- STEP					\$ 17,889	10			\$ 8,357	3												\$ 26,246	13	
CPA (10)-STEP																				\$ 4,676	1	\$ 4,676	1	
ELECTRONIC COURTROOM (1C)-STEP					\$ 157,654	87																\$ 157,654	87	
LEADWORKER (1)-STEP					\$ 153,597	84			\$ 10,966	3												\$ 164,562	87	
NIGHT DIFFERENTIAL (5)-STEP									\$ 4,713	2												\$ 4,713	2	
NIGHT DIFFERENTIAL (68)-STEP					\$ 28,758	20																\$ 28,758	20	
PREMIUM PAY (LC)-FLAT																				\$ 107,900	83	\$ 107,900	83	
JUDICIAL ADMINISTRATION																								
LEADWORKER (1)-STEP																				\$ 16,578	10	\$ 16,578	10	
LAW LIBRARY																								
PREMIUM PAY (LC)-FLAT																				\$ 5,200	4	\$ 5,200	4	
LEGAL AID																								
PREMIUM PAY (LC)-FLAT																				\$ 33,800	26	\$ 33,800	26	
MIAMI-DADE ECONOMIC ADVOCACY TRUST																								
LEADWORKER (1)-STEP					\$ 1,481	1																\$ 1,481	1	
PROPERTY APPRAISAL																								
APPRAISER OR ASSESSMENT EVALUATOR (22)- STEP					\$ 29,368	4			\$ 44,946	5												\$ 74,314	9	
CERTIFICATION OF FLORIDA EVALUATORS (8)- STEP					\$ 276,404	82			\$ 102,920	24											\$ 12,132	3	\$ 391,455	109

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPARTMENT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS OF FISCAL YEAR 2012)

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL	
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT
LEADWORKER (1)-STEP					\$ 42,350	13			\$ 20,939	5											\$ 63,289	18
PROPERTY APPRAISER/CERT. FLA. EVALUATOR (25)- STEP					\$ 155,762	57			\$ 13,809	4									\$ 4,188	1	\$ 173,760	62
PURCHASING OR CONTRACT PROCUREMENT CERT (12)-STEP																			\$ 5,427	1	\$ 5,427	1

ANNUAL PROJECTED PAY SUPPLEMENT COSTS BY DEPARTMENT, PAY SUPPLEMENT TYPE AND BARGAINING UNIT  
(AS OF 12/31/2012)

\* SPECIFIC CONTRACTUAL PAY SUPPLEMENT REDUCTIONS OR SUSPENSIONS WERE IMPLEMENTED BY 4/2/2012. THEREFORE, THIS DATA IS REPRESENTATIVE OF THE ANNUAL PROJECTED COSTS OF PAY SUPPLEMENTS.

\*\* PER THE 2011-14 COLLECTIVE BARGAINING AGREEMENT, ALL PAY SUPPLEMENTS FOR AFSCME LOCAL 3292 (SOLID WASTE) WERE SUSPENDED. THIS WAS IMPLEMENTED 1/23/2012. THEREFORE, THIS BARGAINING UNIT DOES NOT APPEAR ON THE REPORT.

DEPARTMENT/ PAY SUPPLEMENT (CODE)- TYPE (STEP, FLAT OR PERCENT)	AFSCME LOCAL 121 - WASD		AFSCME LOCAL 1542 - AVIATION		AFSCME LOCAL 199 GENERAL UNIT		GSAF/OPEIU LOCAL 100- PROFESSIONAL		GSAF/OPEIU LOCAL 100- SUPERVISORS		IAFF LOCAL 1403 - FIRE		PBA - RANK AND FILE UNIT		PBA - SUPERVISORY UNIT		TWU LOCAL 291 - TRANSIT		NON-BARGAINING		PROJECTED TOTAL		
	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	ANNUAL COST	COUNT	
SOUTH FLORIDA WORKFORCE INVESTMENT BOARD																							
***9% PERFORMANCE ADJUSTMENT (CC)- PERC									\$ 738	1												\$ 738	1
***14.8% PERFORMANCE ADJUSTMENT (CJ)- PERC							\$ 699	1														\$ 699	1
STATE ATTORNEY'S OFFICE																							
PREMIUM PAY (LC)-FLAT																			\$ 15,600	12	\$ 15,600	12	
<b>Grand Total</b>	<b>\$ 2,340,122</b>		<b>\$ 1,675,884</b>		<b>\$ 4,799,475</b>		<b>\$ 605,763</b>		<b>\$ 2,046,153</b>		<b>\$ 42,077,021</b>		<b>\$ 56,914,530</b>		<b>\$ 4,601,081</b>		<b>\$ 125,558</b>		<b>\$ 803,296</b>		<b>\$ 115,988,832</b>		

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
<b>FIRE CAPTAIN ID: 2416 ; IAFF LOCAL 1403 - FIRE</b>	<b>11</b>	<b>\$ 88,063</b>	<b>\$ 139,421</b>	<b>\$ 51,358</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,765
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,090
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 18,431
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,403
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 4,608
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 4,403
FLORIDA CERTIFIED FIRE INSPECTOR 2 (8H)-PERC				\$ 1,843
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 4,403
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,843
<b>FIRE LIEUTENANT ID: 18511 ; IAFF LOCAL 1403 - FIRE</b>	<b>10</b>	<b>\$ 79,817</b>	<b>\$ 118,239</b>	<b>\$ 38,422</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 4,182
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,509
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
EMT OR PARAMEDIC(NON-PROTOCOL CERTIFIED) (NC)-PERC				\$ 12,545
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 4,182
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,991
FLORIDA CERTIFIED FIRE INSPECTOR 2 (8H)-PERC				\$ 1,673
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,673
<b>FIRE CAPTAIN ID: 23718 ; IAFF LOCAL 1403 - FIRE</b>	<b>9</b>	<b>\$ 92,153</b>	<b>\$ 142,297</b>	<b>\$ 50,144</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,181
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 4,460
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 20,159
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,608
SPECIAL OPERATIONS (ZA)-STEP				\$ 4,608
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 5,040
STATE CERT.INSTRCTR - TRAING. DIV. (8B)-PERC				\$ 2,520
<b>FIRE LIEUTENANT ID: 161247 ; IAFF LOCAL 1403 - FIRE</b>	<b>9</b>	<b>\$ 72,661</b>	<b>\$ 104,247</b>	<b>\$ 31,586</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,286
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,531
EMT OR PARAMEDIC(NON-PROTOCOL CERTIFIED) (NC)-PERC				\$ 11,429
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,810
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,633
FLORIDA CERTIFIED FIRE INSPECTOR 2 (8H)-PERC				\$ 1,524
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,524
<b>FIRE LIEUTENANT ID: 76315 ; IAFF LOCAL 1403 - FIRE</b>	<b>9</b>	<b>\$ 76,192</b>	<b>\$ 113,018</b>	<b>\$ 36,826</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,991
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
FLORIDA CERTIFIED FIRE INSPECTOR 2 (8H)-PERC				\$ 1,596
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,596
<b>FIRE LIEUTENANT ID: 8884 ; IAFF LOCAL 1403 - FIRE</b>	<b>9</b>	<b>\$ 76,192</b>	<b>\$ 113,018</b>	<b>\$ 36,826</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,991
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
FLORIDA CERTIFIED FIRE INSPECTOR 2 (8H)-PERC				\$ 1,596
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,596
<b>POLICE OFFICER ID: 172962 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 65,614</b>	<b>\$ 94,099</b>	<b>\$ 28,484</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,219

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,268
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,224
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 32827 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 79,817</b>	<b>\$ 113,321</b>	<b>\$ 33,504</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,818
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
EXPLOSIVE MATERIALS (47)-STEP				\$ 8,685
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,294
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 24655 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 75,711</b>	<b>\$ 98,820</b>	<b>\$ 23,109</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,001
CAREER DEVELOPMENT MAX.ADJ FACTOR (60)-FLAT				\$ 300
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,356
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,485
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
<b>POLICE OFFICER ID: 25261 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 75,711</b>	<b>\$ 94,719</b>	<b>\$ 19,008</b>
CAREER DEVELOPMENT MAX.ADJ FACTOR (60)-FLAT				\$ 300
CERTIFIED FORENSIC COMPUTER EXAMINERS (Z1)-STEP				\$ 3,803
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
SPECIAL INVESTIGATIVE DUTY (41)-FLAT				\$ 260
<b>POLICE OFFICER ID: 25451 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 75,711</b>	<b>\$ 112,823</b>	<b>\$ 37,111</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,001
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,015
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,012
LEADWORKER (1)-STEP				\$ 3,613
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE NOT CLSFD AS AIRCRFT OPER (63)-STEP				\$ 13,177
<b>POLICE OFFICER ID: 1759 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 72,101</b>	<b>\$ 108,035</b>	<b>\$ 35,935</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,796
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,837
LEADWORKER (1)-STEP				\$ 3,611
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE NOT CLSFD AS AIRCRFT OPER (63)-STEP				\$ 12,786
<b>POLICE OFFICER ID: 31336 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 75,711</b>	<b>\$ 103,290</b>	<b>\$ 27,579</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,613
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,804
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,561
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,649
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,101
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>OLICE SERGEANT ID: 28631 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 87,453</b>	<b>\$ 118,723</b>	<b>\$ 31,270</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,200
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EXPLOSIVE MATERIALS (47)-STEP				\$ 8,779

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,259
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,207
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,736
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 25337 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 72,101</b>	<b>\$ 94,459</b>	<b>\$ 22,358</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,613
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
MOTORCYCLE PATROL DUTY (54)-STEP				\$ 3,611
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE LIEUTENANT ID: 32822 ; PBA - SUPERVISORY UNIT</b>	<b>8</b>	<b>\$ 92,765</b>	<b>\$ 125,251</b>	<b>\$ 32,486</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,230
FIELD TRAINING SUPERVISOR (27)-STEP				\$ 4,888
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,569
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,455
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,983
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 4,510
<b>POLICE OFFICER ID: 8753 ; PBA - RANK AND FILE UNIT</b>	<b>8</b>	<b>\$ 75,711</b>	<b>\$ 113,063</b>	<b>\$ 37,351</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,001
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,015
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,012
LEADWORKER (1)-STEP				\$ 3,613
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE NOT CLSFD AS AIRCRFT OPER (63)-STEP				\$ 13,177
<b>FIRE LIEUTENANT ID: 27192 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 76,192</b>	<b>\$ 109,826</b>	<b>\$ 33,634</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE PREVENTION INSPECTOR 2 CERT (8E)-PERC				\$ 2,395
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,596
<b>FIRE CAPTAIN ID: 18185 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 92,153</b>	<b>\$ 134,107</b>	<b>\$ 41,955</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,765
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 18,431
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,608
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 4,608
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 4,608
FLORIDA CERTIFIED FIRE INSPECTOR 2 (8H)-PERC				\$ 1,843
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,843
<b>FIRE LIEUTENANT ID: 8227 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 76,192</b>	<b>\$ 112,142</b>	<b>\$ 35,950</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,991
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,596
<b>FIRE CAPTAIN ID: 12443 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 84,163</b>	<b>\$ 125,154</b>	<b>\$ 40,991</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,901
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE COLLEGE PERSONNEL (13)-STEP				\$ 4,208
FIRE DIVER'S PAY (5G)-STEP				\$ 4,090
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 18,431
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,208
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 2,304
<b>FIRE CAPTAIN ID: 19771 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 84,163</b>	<b>\$ 118,553</b>	<b>\$ 34,390</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,525
EMT OR PARAMEDIC(NON-PROTOCOL CERTIFIED) (NC)-PERC				\$ 12,624
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,208
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 4,208
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 4,208
FLORIDA CERTIFIED FIRE INSPECTOR 2 (8H)-PERC				\$ 1,683
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,683
<b>FIRE LIEUTENANT ID: 53583 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 76,192</b>	<b>\$ 118,058</b>	<b>\$ 41,866</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,509
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE INVESTIGATOR 4 CERTIFICATION (8L)-PERC				\$ 7,527
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 16,727
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
<b>FIRE CAPTAIN ID: 13920 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 92,153</b>	<b>\$ 131,794</b>	<b>\$ 39,641</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,181
EMT OR PARAMEDIC(NON-PROTOCOL CERTIFIED) (NC)-PERC				\$ 14,450
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE COLLEGE PERSONNEL (13)-STEP				\$ 4,608
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,608
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 4,817
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 2,408
<b>FIRE CAPTAIN ID: 3360 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 88,063</b>	<b>\$ 129,947</b>	<b>\$ 41,884</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,090
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 18,431
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,403
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 4,403
HAZMAT SPECIALIST - FIRE (ZD)-STEP				\$ 4,403
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 2,304
<b>FIRE LIEUTENANT ID: 16986 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 79,817</b>	<b>\$ 118,961</b>	<b>\$ 39,144</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 17,490
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,991
HAZMAT SPECIALIST - FIRE (ZD)-STEP				\$ 3,991
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 2,186
<b>CHIEF FIRE OFFICER ID: 33214 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 100,461</b>	<b>\$ 148,846</b>	<b>\$ 48,385</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 5,264
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,817
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE COLLEGE PERSONNEL (13)-STEP				\$ 5,023
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 21,056
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 5,023
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 2,632
<b>FIRE CAPTAIN ID: 23877 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 84,163</b>	<b>\$ 128,509</b>	<b>\$ 44,347</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,642
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,901
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE INVESTIGATOR 4 CERTIFICATION (8L)-PERC				\$ 7,926
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 17,613
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,208

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 4,208
<b>CHIEF FIRE OFFICER ID: 19786 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 110,184</b>	<b>\$ 163,609</b>	<b>\$ 53,426</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 5,188
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 5,462
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 24,167
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 5,509
SPECIAL OPERATIONS (ZA)-STEP				\$ 5,509
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 3,021
<b>FIRE LIEUTENANT ID: 22936 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 79,817</b>	<b>\$ 118,466</b>	<b>\$ 38,650</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 16,727
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,991
HAZMAT SPECIALIST - FIRE (ZD)-STEP				\$ 3,991
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 4,182
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 2,091
<b>FIRE LIEUTENANT ID: 33015 ; IAFF LOCAL 1403 - FIRE</b>	<b>8</b>	<b>\$ 76,192</b>	<b>\$ 112,142</b>	<b>\$ 35,950</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,991
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
NFPA PLAN EXAMINER 1 CERTIFICATION (8G)-PERC				\$ 1,596
<b>POLICE LIEUTENANT ID: 37846 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,996</b>	<b>\$ 125,131</b>	<b>\$ 28,135</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,888
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,510
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,569
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,455
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,983
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE LIEUTENANT ID: 23108 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,996</b>	<b>\$ 119,819</b>	<b>\$ 22,824</b>
CAREER DEVELOPMENT MAX ADJ FACTOR (60)-FLAT				\$ 300
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,510
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,320
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,256
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,888
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
<b>POLICE OFFICER ID: 18187 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,099</b>	<b>\$ 21,998</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
FIELD TRAINING OFFICER (16)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE LIEUTENANT ID: 21297 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,765</b>	<b>\$ 119,699</b>	<b>\$ 26,934</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,230
FIELD TRAINING COORDINATORS (ZM)-STEP				\$ 4,888
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,320
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,256
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,510
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 208161 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 65,614</b>	<b>\$ 86,015</b>	<b>\$ 20,401</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,268
FIELD TRAINING OFFICER (16)-STEP				\$ 3,219
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 8979 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 103,290</b>	<b>\$ 27,579</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,613
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,101
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,804
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,561
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,649
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 160500 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 86,615</b>	<b>\$ 17,733</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
FIELD TRAINING OFFICER (16)-STEP				\$ 3,611
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,219
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE SERGEANT ID: 571 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 113,321</b>	<b>\$ 25,868</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,485
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,294
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 26763 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 98,700</b>	<b>\$ 22,988</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,001
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,356
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,485
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 35748 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 108,035</b>	<b>\$ 32,324</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,796
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,837
LEADWORKER (1)-STEP				\$ 3,613
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE NOT CLSFD AS AIRCRFT OPER (63)-STEP				\$ 12,786
<b>POLICE OFFICER ID: 22914 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 95,059</b>	<b>\$ 19,348</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,613
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD BACCALAUREATE DEGREE (53)-FLAT				\$ 960
<b>POLICE OFFICER ID: 306791 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 52,274</b>	<b>\$ 66,258</b>	<b>\$ 13,984</b>
CAREER DEVELOPMENT MAX ADJ FACTOR (60)-FLAT				\$ 300
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,537
FIRST RESPONDERS PBA (8M)-PERC				\$ 2,863
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,290
NIGHT DIFFERENTIAL (5)-STEP				\$ 2,445
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
<b>POLICE OFFICER ID: 130047 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 86,375</b>	<b>\$ 17,493</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIELD TRAINING OFFICER (16)-STEP				\$ 3,611
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,219

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 187351 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 62,811</b>	<b>\$ 82,080</b>	<b>\$ 19,269</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,804
FIELD TRAINING OFFICER (16)-STEP				\$ 3,268
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,605
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,884
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,219
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 1548 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 113,321</b>	<b>\$ 25,868</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,485
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 4,294
<b>POLICE OFFICER ID: 27820 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 94,459</b>	<b>\$ 18,748</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,803
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 130043 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 94,819</b>	<b>\$ 25,937</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,219
CAREER DEVELOPMENT 4 (57)-FLAT				\$ 960
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,224
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 32106 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 90,313</b>	<b>\$ 18,213</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIELD TRAINING OFFICER (16)-STEP				\$ 3,611
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,966
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,173
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 158480 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 65,614</b>	<b>\$ 82,580</b>	<b>\$ 16,965</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
CERTIFIED FORENSIC COMPUTER EXAMINERS (ZL)-STEP				\$ 3,219
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,268
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,605
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,884
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL INVESTIGATIVE DUTY (41)-FLAT				\$ 260
<b>POLICE SERGEANT ID: 32956 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 83,635</b>	<b>\$ 112,961</b>	<b>\$ 29,326</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
EXPLOSIVE MATERIALS (47)-STEP				\$ 8,779
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,200
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 199776 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 90,313</b>	<b>\$ 21,432</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
CERTIFIED FORENSIC COMPUTER EXAMINERS (ZL)-STEP				\$ 3,613
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,966
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,173
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,611
<b>POLICE OFFICER ID: 9683 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,579</b>	<b>\$ 22,478</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,803
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,611
<b>POLICE SERGEANT ID: 3350 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 109,121</b>	<b>\$ 21,668</b>
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
FIELD TRAINING SUPERVISOR (Z7)-STEP				\$ 4,485
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,807
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,845
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,200
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 33861 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 98,700</b>	<b>\$ 26,599</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,613
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,611
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,804
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,356
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,485
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 10383 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 83,635</b>	<b>\$ 108,521</b>	<b>\$ 24,885</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,200
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,807
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,845
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,485
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 26276 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 107,795</b>	<b>\$ 35,695</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,796
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,837
LEADWORKER (1)-STEP				\$ 3,611
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,684
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE NOT CLSFD AS AIRCRFT OPER (63)-STEP				\$ 11,905
<b>POLICE OFFICER ID: 8489 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 94,459</b>	<b>\$ 18,748</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIELD TRAINING OFFICER (16)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE SERGEANT ID: 8519 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 108,581</b>	<b>\$ 21,128</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,807
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,845
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
SPECIAL RESPONSE TEAM (42)-STEP				\$ 4,485
<b>POLICE OFFICER ID: 11001 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 52,274</b>	<b>\$ 63,793</b>	<b>\$ 11,519</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIELD TRAINING OFFICER (16)-STEP				\$ 2,445
FIRST RESPONDERS PBA (8M)-PERC				\$ 2,736
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,189
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
<b>POLICE SERGEANT ID: 35383 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 103,392</b>	<b>\$ 23,575</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIELD TRAINING SUPERVISOR (Z7)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,818
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 28509 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 113,321</b>	<b>\$ 25,868</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,294
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,485
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE LIEUTENANT ID: 24297 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 101,506</b>	<b>\$ 130,987</b>	<b>\$ 29,481</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,983
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,888
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,832
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,665
NIGHT DIFFERENTIAL (5)-STEP				\$ 5,262
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 79240 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 103,752</b>	<b>\$ 23,935</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,818
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 4,200
<b>POLICE OFFICER ID: 173334 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 65,614</b>	<b>\$ 86,015</b>	<b>\$ 20,401</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,268
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,219
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,611
<b>POLICE OFFICER ID: 76294 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 86,375</b>	<b>\$ 17,493</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIELD TRAINING OFFICER (16)-STEP				\$ 3,219
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 690 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 102,930</b>	<b>\$ 27,219</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,803
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EXPLOSIVE MATERIALS (47)-STEP				\$ 8,102
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,561
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,649
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 35144 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 108,521</b>	<b>\$ 28,703</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,818
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
EXPLOSIVE MATERIALS (47)-STEP				\$ 8,685
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,807
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,845
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 26024 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 102,930</b>	<b>\$ 27,219</b>

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,803
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EXPLOSIVE MATERIALS (47)-STEP				\$ 8,102
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,561
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,649
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 102837 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 90,193</b>	<b>\$ 21,311</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,611
FIELD TRAINING OFFICER (16)-STEP				\$ 3,613
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,966
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,173
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,219
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE CAPTAIN ID: 18810 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 110,983</b>	<b>\$ 139,161</b>	<b>\$ 28,179</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 5,244
FIRST RESPONDERS PBA (8M)-PERC				\$ 6,088
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,870
NIGHT DIFFERENTIAL (5)-STEP				\$ 5,527
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>POLICE OFFICER ID: 25 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 98,700</b>	<b>\$ 22,988</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
FIELD TRAINING OFFICER (16)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,356
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,485
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 4,001
<b>OLICE LIEUTENANT ID: 33679 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,996</b>	<b>\$ 130,987</b>	<b>\$ 33,991</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 5,262
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,510
EXPLOSIVE MATERIALS (47)-STEP				\$ 9,871
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,832
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,665
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 26454 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 90,313</b>	<b>\$ 18,213</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIELD TRAINING OFFICER (16)-STEP				\$ 3,613
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,966
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,173
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE SERGEANT ID: 2954 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 113,321</b>	<b>\$ 25,868</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,485
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,294
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 18355 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,099</b>	<b>\$ 21,998</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,803
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,611
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 915 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,099</b>	<b>\$ 21,998</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
FIELD TRAINING OFFICER (16)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 136488 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 86,375</b>	<b>\$ 17,493</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,219
<b>POLICE CAPTAIN ID: 15119 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 110,983</b>	<b>\$ 139,161</b>	<b>\$ 28,179</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 5,527
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 5,244
FIRST RESPONDERS PBA (8M)-PERC				\$ 6,088
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,870
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>POLICE OFFICER ID: 35068 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 90,313</b>	<b>\$ 21,432</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,219
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,224
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,966
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,173
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 26426 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 102,930</b>	<b>\$ 27,219</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,613
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,804
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,561
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,649
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,101
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 6299 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 83,635</b>	<b>\$ 104,232</b>	<b>\$ 20,597</b>
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
FIELD TRAINING SUPERVISOR (Z7)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,200
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 179010 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 65,614</b>	<b>\$ 86,015</b>	<b>\$ 20,401</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,219
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,268
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 16412 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 98,940</b>	<b>\$ 26,839</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,611
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,416
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,356
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,485
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,001
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 873 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 103,290</b>	<b>\$ 31,189</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,611

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,561
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,649
LEADWORKER (1)-STEP				\$ 4,101
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE NOT CLSFD AS AIRCRFT OPER (63)-STEP				\$ 11,417
<b>POLICE CAPTAIN ID: 16858 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 121,754</b>	<b>\$ 145,790</b>	<b>\$ 24,036</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 5,806
FIRST RESPONDERS PBA (8M)-PERC				\$ 6,378
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 5,103
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
POLICE STANDARDS PAY (49)-FLAT				\$ 300
<b>POLICE SERGEANT ID: 174 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 113,441</b>	<b>\$ 25,988</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,200
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
MOTORCYCLE PATROL DUTY (54)-STEP				\$ 4,485
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,294
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE CAPTAIN ID: 18089 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 116,227</b>	<b>\$ 145,370</b>	<b>\$ 29,143</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 5,527
FIRST RESPONDERS PBA (8M)-PERC				\$ 6,378
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 5,103
NIGHT DIFFERENTIAL (5)-STEP				\$ 5,806
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>POLICE SERGEANT ID: 742 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 103,752</b>	<b>\$ 23,935</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIELD TRAINING SUPERVISOR (Z7)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,818
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 201642 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 57,255</b>	<b>\$ 78,571</b>	<b>\$ 21,317</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,268
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 5,556
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,444
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,755
NIGHT DIFFERENTIAL (5)-STEP				\$ 2,804
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 21496 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 102,930</b>	<b>\$ 27,219</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,804
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,561
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,649
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,101
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,613
<b>POLICE OFFICER ID: 34213 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 102,930</b>	<b>\$ 27,219</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
EXPLOSIVE MATERIALS (47)-STEP				\$ 8,102
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,561
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,649
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 160509 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 89,953</b>	<b>\$ 21,071</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIELD TRAINING OFFICER (16)-STEP				\$ 3,613

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,966
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,173
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 201067 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 57,255</b>	<b>\$ 75,370</b>	<b>\$ 18,115</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 5,556
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,281
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,625
NIGHT DIFFERENTIAL (5)-STEP				\$ 2,804
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 25824 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,339</b>	<b>\$ 22,238</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,611
FIELD TRAINING OFFICER (16)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 53158 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 103,632</b>	<b>\$ 23,815</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,200
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,818
<b>POLICE OFFICER ID: 25294 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,099</b>	<b>\$ 21,998</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,611
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
MOTORCYCLE PATROL DUTY (54)-STEP				\$ 3,803
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 208383 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 54,718</b>	<b>\$ 72,314</b>	<b>\$ 17,596</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIELD TRAINING OFFICER (16)-STEP				\$ 5,556
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,141
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,512
NIGHT DIFFERENTIAL (5)-STEP				\$ 2,537
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 3365 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,099</b>	<b>\$ 21,998</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,803
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE LIEUTENANT ID: 23320 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,765</b>	<b>\$ 119,819</b>	<b>\$ 27,054</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,230
FIELD TRAINING OFFICER (16)-STEP				\$ 4,888
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,320
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,256
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,510
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE CAPTAIN ID: 20123 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 110,983</b>	<b>\$ 139,161</b>	<b>\$ 28,179</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 5,244
FIRST RESPONDERS PBA (8M)-PERC				\$ 6,088
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,870

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
SPECIAL RESPONSE TEAM (42)-STEP				\$ 5,527
<b>POLICE OFFICER ID: 105396 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 86,375</b>	<b>\$ 17,493</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIELD TRAINING OFFICER (16)-STEP				\$ 3,611
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,219
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE SERGEANT ID: 36211 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 83,635</b>	<b>\$ 108,641</b>	<b>\$ 25,005</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIELD TRAINING SUPERVISOR (Z7)-STEP				\$ 4,485
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,807
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,845
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 4,200
<b>POLICE SERGEANT ID: 77 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 113,321</b>	<b>\$ 25,868</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 4,485
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,294
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 303937 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 47,478</b>	<b>\$ 63,133</b>	<b>\$ 15,655</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,447
FIELD TRAINING OFFICER (16)-STEP				\$ 2,445
FIRST RESPONDERS PBA (8M)-PERC				\$ 2,736
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,189
NIGHT DIFFERENTIAL (5)-STEP				\$ 2,349
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 8192 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 90,853</b>	<b>\$ 15,142</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,966
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,173
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE SERGEANT ID: 27217 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 83,635</b>	<b>\$ 100,134</b>	<b>\$ 16,499</b>
CAREER DEVELOPMENT III (59)-FLAT				\$ 900
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,373
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,498
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,818
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE SERGEANT ID: 78342 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 103,632</b>	<b>\$ 23,815</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIELD TRAINING SUPERVISOR (Z7)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,200
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 5428 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 94,459</b>	<b>\$ 18,748</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,803
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE SERGEANT ID: 27016 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 103,752</b>	<b>\$ 23,935</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,200
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,818
<b>POLICE OFFICER ID: 13380 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,339</b>	<b>\$ 22,238</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
FIELD TRAINING OFFICER (16)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 15749 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 83,635</b>	<b>\$ 108,521</b>	<b>\$ 24,885</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,807
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,845
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,485
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 4,200
<b>POLICE OFFICER ID: 31589 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 98,460</b>	<b>\$ 26,359</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,613
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,611
EXPLOSIVE MATERIALS (47)-STEP				\$ 7,804
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,356
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,485
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 205303 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 54,718</b>	<b>\$ 75,010</b>	<b>\$ 20,292</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 2,804
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,537
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,281
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,625
NIGHT DIFFERENTIAL (5)-STEP				\$ 5,556
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE LIEUTENANT ID: 1029 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 101,506</b>	<b>\$ 130,987</b>	<b>\$ 29,481</b>
CAREER DEVELOPMENT MAX ADJ FACTOR (60)-FLAT				\$ 300
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,888
EXPLOSIVE MATERIALS (47)-STEP				\$ 10,245
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,832
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,665
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE STANDARDS PAY (49)-FLAT				\$ 300
<b>POLICE OFFICER ID: 11591 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 90,453</b>	<b>\$ 18,353</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
CERTIFIED FORENSIC COMPUTER EXAMINERS (ZL)-STEP				\$ 3,613
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,611
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,966
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,173
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL INVESTIGATIVE DUTY (41)-FLAT				\$ 260
<b>POLICE OFFICER ID: 4379 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,459</b>	<b>\$ 22,358</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,803
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,611
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,613
<b>POLICE SERGEANT ID: 8305 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 87,453</b>	<b>\$ 114,281</b>	<b>\$ 26,828</b>
CAREER DEVELOPMENT III (59)-FLAT				\$ 900
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,022
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,017
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE NOT CLSFD AS AIRCRT OPER (63)-STEP				\$ 12,979
POLICE STANDARDS PAY (49)-FLAT				\$ 300
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE OFFICER ID: 9467 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,459</b>	<b>\$ 22,358</b>
CAREER DEVELOPMENT II MAX (4M)-FLAT				\$ 600
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,613
FIELD TRAINING OFFICER (16)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,611
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 53410 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 86,375</b>	<b>\$ 17,493</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,786
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,028
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,219
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
SPECIAL RESPONSE TEAM (42)-STEP				\$ 3,611
<b>POLICE SERGEANT ID: 5788 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 103,632</b>	<b>\$ 23,815</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIELD TRAINING SUPERVISOR (Z7)-STEP				\$ 4,200
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,818
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE SERGEANT ID: 31761 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 103,632</b>	<b>\$ 23,815</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,818
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
SPECIAL RESPONSE TEAM (42)-STEP				\$ 4,200
<b>POLICE OFFICER ID: 26955 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 108,275</b>	<b>\$ 32,564</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,803
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,796
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,837
LEADWORKER (1)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE NOT CLSFD AS AIRCRT OPER (63)-STEP				\$ 12,786
<b>POLICE OFFICER ID: 24149 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 72,101</b>	<b>\$ 94,219</b>	<b>\$ 22,118</b>
AIRPORT/W PROTOCOLS AND CERTIFICATION (1B)-STEP				\$ 3,611
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
MOTORCYCLE PATROL DUTY (54)-STEP				\$ 3,613
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,803
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>POLICE SERGEANT ID: 16684 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 99,654</b>	<b>\$ 19,836</b>
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
FIELD TRAINING SUPERVISOR (Z7)-STEP				\$ 3,818
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,373
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,498
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,818
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
<b>POLICE OFFICER ID: 138634 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 62,811</b>	<b>\$ 82,080</b>	<b>\$ 19,269</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,804
FIELD TRAINING OFFICER (16)-STEP				\$ 3,268
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,605
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,884
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,219
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>POLICE OFFICER ID: 130121 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 49,827</b>	<b>\$ 65,898</b>	<b>\$ 16,071</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,447
FIELD TRAINING OFFICER (16)-STEP				\$ 2,537
FIRST RESPONDERS PBA (8M)-PERC				\$ 2,863
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,290
NIGHT DIFFERENTIAL (5)-STEP				\$ 2,445
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>FIRE CAPTAIN ID: 25443 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 88,063</b>	<b>\$ 126,675</b>	<b>\$ 38,612</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,090
EMS FIRE CAPTAINS & LIEUTENANT (88)-PERC				\$ 2,408
EMS OPERATIONS BUREAU (87)-PERC				\$ 4,817
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 4,181
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 19,267
<b>FIRE LIEUTENANT ID: 5320 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 115,387</b>	<b>\$ 35,570</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
EMS FIRE CAPTAINS & LIEUTENANT (88)-PERC				\$ 2,091
EMS OPERATIONS BUREAU (87)-PERC				\$ 4,182
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 16,727
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 4,182
<b>FIRE CAPTAIN ID: 15950 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 92,153</b>	<b>\$ 134,018</b>	<b>\$ 41,865</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,181
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 4,460
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 20,159
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 4,608
HAZMAT SPECIALIST - FIRE (2D)-STEP				\$ 4,608
<b>CORRECTIONAL LIEUTENANT ID: 20017 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,438</b>	<b>\$ 116,822</b>	<b>\$ 24,385</b>
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,216
FIRST LIEUTENANT (Z6)-STEP				\$ 4,496
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,058
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,046
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>FIRE CAPTAIN ID: 377 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 88,063</b>	<b>\$ 125,953</b>	<b>\$ 37,890</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,090
EMS FIRE CAPTAINS & LIEUTENANT (88)-PERC				\$ 2,304
EMS OPERATIONS BUREAU (87)-PERC				\$ 4,608
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 18,431
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 4,608
<b>CORRECTIONAL LIEUTENANT ID: 33742 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 101,149</b>	<b>\$ 127,301</b>	<b>\$ 26,152</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,871
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,549
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,439
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,963
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>FIRE LIEUTENANT ID: 131957 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 72,661</b>	<b>\$ 105,259</b>	<b>\$ 32,598</b>

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,531
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
SPECIAL OPERATIONS (ZA)-STEP				\$ 3,633
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 1,996
<b>CORRECTIONAL LIEUTENANT ID: 5732 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 101,149</b>	<b>\$ 122,012</b>	<b>\$ 20,863</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST LIEUTENANT (Z6)-STEP				\$ 4,871
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,301
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,241
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>CORRECTIONAL LIEUTENANT ID: 23573 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 88,319</b>	<b>\$ 111,442</b>	<b>\$ 23,123</b>
BOOT CAMP (0)-STEP				\$ 4,216
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,119
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,833
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,866
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>FIRE LIEUTENANT ID: 197392 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 72,661</b>	<b>\$ 107,974</b>	<b>\$ 35,313</b>
AIR RESCUE - FIRE (0N)-STEP				\$ 3,633
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,531
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 3,625
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 3,991
<b>FIRE LIEUTENANT ID: 8882 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 117,877</b>	<b>\$ 38,060</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 17,490
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 4,373
TRT - MARINE (ZB)-STEP				\$ 3,991
<b>CORRECTIONAL LIEUTENANT ID: 30429 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,653</b>	<b>\$ 116,942</b>	<b>\$ 20,289</b>
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,058
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,046
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,496
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>CORRECTIONAL CORPORAL ID: 13086 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 75,711</b>	<b>\$ 94,459</b>	<b>\$ 18,748</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,156
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,325
FORENSIC HEALTH CARE UNIT (1S)-STEP				\$ 3,803
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,613
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>FIREFIGHTER ID: 11323 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 95,618</b>	<b>\$ 26,736</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 3,605
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
EMT OR PARAMEDIC(NON-PROTOCOL CERTIFIED) (NC)-PERC				\$ 10,815
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 3,444
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 1,803
<b>FIRE LIEUTENANT ID: 20799 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 76,192</b>	<b>\$ 110,113</b>	<b>\$ 33,921</b>
AIR RESCUE - FIRE (0N)-STEP				\$ 3,810

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 16,727
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 2,091
<b>CORRECTIONAL LIEUTENANT ID: 15931 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,438</b>	<b>\$ 111,802</b>	<b>\$ 19,365</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,833
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,866
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,216
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>FIREFIGHTER ID: 18311 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 65,614</b>	<b>\$ 96,932</b>	<b>\$ 31,318</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,268
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 14,420
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,281
HAZMAT SPECIALIST - FIRE (ZD)-STEP				\$ 3,281
<b>FIREFIGHTER ID: 23089 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 65,614</b>	<b>\$ 93,651</b>	<b>\$ 28,037</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 3,605
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,268
EMT OR PARAMEDIC(NON-PROTOCOL CERTIFIED) (NC)-PERC				\$ 10,815
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,219
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,281
<b>CORRECTIONAL LIEUTENANT ID: 8661 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,438</b>	<b>\$ 116,822</b>	<b>\$ 24,385</b>
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,216
FIRST LIEUTENANT (Z6)-STEP				\$ 4,496
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,058
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,046
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>CORRECTIONAL LIEUTENANT ID: 15818 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,653</b>	<b>\$ 122,852</b>	<b>\$ 26,199</b>
CAREER DEVELOPMENT 6 (51)-FLAT				\$ 1,440
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,496
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,301
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,241
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,871
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>CORRECTIONAL LIEUTENANT ID: 12786 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 101,149</b>	<b>\$ 122,012</b>	<b>\$ 20,863</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST LIEUTENANT (Z6)-STEP				\$ 4,871
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,301
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,241
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>FIRE CAPTAIN ID: 37952 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 88,063</b>	<b>\$ 126,675</b>	<b>\$ 38,612</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,090
EMS FIRE CAPTAINS & LIEUTENANT (88)-PERC				\$ 2,408
EMS OPERATIONS BUREAU (87)-PERC				\$ 4,817
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 4,181
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 19,267
<b>FIREFIGHTER ID: 23645 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 101,592</b>	<b>\$ 32,710</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIRE - A. A. (4A)-FLAT				\$ 600

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FIRE DIVER'S PAY (5G)-STEP				\$ 3,611
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,142
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 3,444
TR/TECHNICAL RESPONSE TRUCK (ZF)-STEP				\$ 3,444
<b>FIRE LIEUTENANT ID: 34221 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 76,192</b>	<b>\$ 109,826</b>	<b>\$ 33,634</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,991
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
<b>CORRECTIONAL LIEUTENANT ID: 21725 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 101,149</b>	<b>\$ 127,301</b>	<b>\$ 26,152</b>
BOOT CAMP (0)-STEP				\$ 4,871
CAREER DEVELOPMENT 2 (55)-FLAT				\$ 480
FIRST LIEUTENANT (Z6)-STEP				\$ 4,963
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,549
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,439
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>FIRE LIEUTENANT ID: 153448 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 72,661</b>	<b>\$ 105,658</b>	<b>\$ 32,997</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,531
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,625
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,633
<b>FIRE LIEUTENANT ID: 76385 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 72,661</b>	<b>\$ 105,259</b>	<b>\$ 32,598</b>
AIR RESCUE - FIRE (0N)-STEP				\$ 3,633
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,531
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,625
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
STATE CERT.INSTRCTR - TRAING. DIV. (8B)-PERC				\$ 1,996
<b>FIREFIGHTER ID: 301555 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 51,938</b>	<b>\$ 82,587</b>	<b>\$ 30,650</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,409
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 2,500
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 13,123
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 2,804
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 5,964
<b>FIRE LIEUTENANT ID: 33548 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 72,661</b>	<b>\$ 104,451</b>	<b>\$ 31,790</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,531
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,238
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,633
HAZMAT SPECIALIST - FIRE (ZD)-STEP				\$ 3,633
STATE CERT.INSTRCTR - TRAING. DIV. (8B)-PERC				\$ 1,905
<b>FIRE LIEUTENANT ID: 17721 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 117,157</b>	<b>\$ 37,340</b>
AIR RESCUE - FIRE (0N)-STEP				\$ 3,991
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 17,490
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 4,373
<b>HIEF FIRE OFFICER ID: 30830 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 105,278</b>	<b>\$ 150,624</b>	<b>\$ 45,346</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 3,305
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,905
FIRE - B. A. (4B)-FLAT				\$ 1,320

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 22,037
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 5,264
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 5,264
<b>FIREFIGHTER ID: 19652 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 102,653</b>	<b>\$ 33,771</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 3,786
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 3,611
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,142
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,444
<b>CORRECTIONAL LIEUTENANT ID: 2498 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,438</b>	<b>\$ 116,342</b>	<b>\$ 23,905</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,216
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,058
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,046
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,496
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>FIREFIGHTER ID: 13512 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 102,653</b>	<b>\$ 33,771</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 3,786
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 3,611
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,142
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 3,444
<b>FIREFIGHTER ID: 14149 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 100,864</b>	<b>\$ 31,982</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 3,605
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 14,420
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 3,444
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,444
<b>CHIEF FIRE OFFICER ID: 27365 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 100,461</b>	<b>\$ 146,117</b>	<b>\$ 45,655</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,817
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 4,905
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 22,037
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 5,023
SPECIAL OPERATIONS (ZA)-STEP				\$ 5,023
<b>FIRE LIEUTENANT ID: 22026 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 76,192</b>	<b>\$ 108,229</b>	<b>\$ 32,037</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE PREVENTION INSPECTOR 2 CERT (8E)-PERC				\$ 2,395
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
<b>CORRECTIONAL OFFICER ID: 13936 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 62,652</b>	<b>\$ 82,468</b>	<b>\$ 19,816</b>
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,218
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,601
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,881
FORENSIC HEALTH CARE UNIT (1S)-STEP				\$ 3,319
NIGHT DIFFERENTIAL (5)-STEP				\$ 2,828
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
<b>FIRE LIEUTENANT ID: 160194 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 72,661</b>	<b>\$ 105,729</b>	<b>\$ 33,067</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,286
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,531
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,238
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,810
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,633
<b>FIRE LIEUTENANT ID: 16875 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 107,412</b>	<b>\$ 27,595</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 4,182
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE RESCUE RESPONSE - NON-EMT (8R)-PERC				\$ 4,182
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,991
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 4,182
TR/TECHNICAL RESPONSE TRUCK (ZF)-STEP				\$ 3,991
<b>FIREFIGHTER ID: 10294 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 102,653</b>	<b>\$ 33,771</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 3,786
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 3,611
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,142
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 3,444
<b>FIREFIGHTER ID: 49775 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 62,811</b>	<b>\$ 92,790</b>	<b>\$ 29,979</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,804
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,268
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 13,776
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 3,141
TRT - MARINE (ZB)-STEP				\$ 3,141
<b>FIRE CAPTAIN ID: 14581 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 92,153</b>	<b>\$ 134,450</b>	<b>\$ 42,297</b>
AIR RESCUE - FIRE (0N)-STEP				\$ 4,608
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,181
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 4,460
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 20,159
SPECIAL PROJECTS - FIRE CHIEF (8A)-PERC				\$ 5,040
<b>FIRE LIEUTENANT ID: 15867 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 72,661</b>	<b>\$ 105,658</b>	<b>\$ 32,997</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,531
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,625
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,633
<b>FIRE LIEUTENANT ID: 12198 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 76,192</b>	<b>\$ 110,546</b>	<b>\$ 34,354</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,395
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,625
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 15,963
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,991
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,810
<b>CHIEF FIRE OFFICER ID: 14734 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 105,278</b>	<b>\$ 154,048</b>	<b>\$ 48,770</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 5,769
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,905
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 5,188
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 23,074
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 5,264
<b>FIRE LIEUTENANT ID: 21970 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 116,775</b>	<b>\$ 36,958</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 17,490

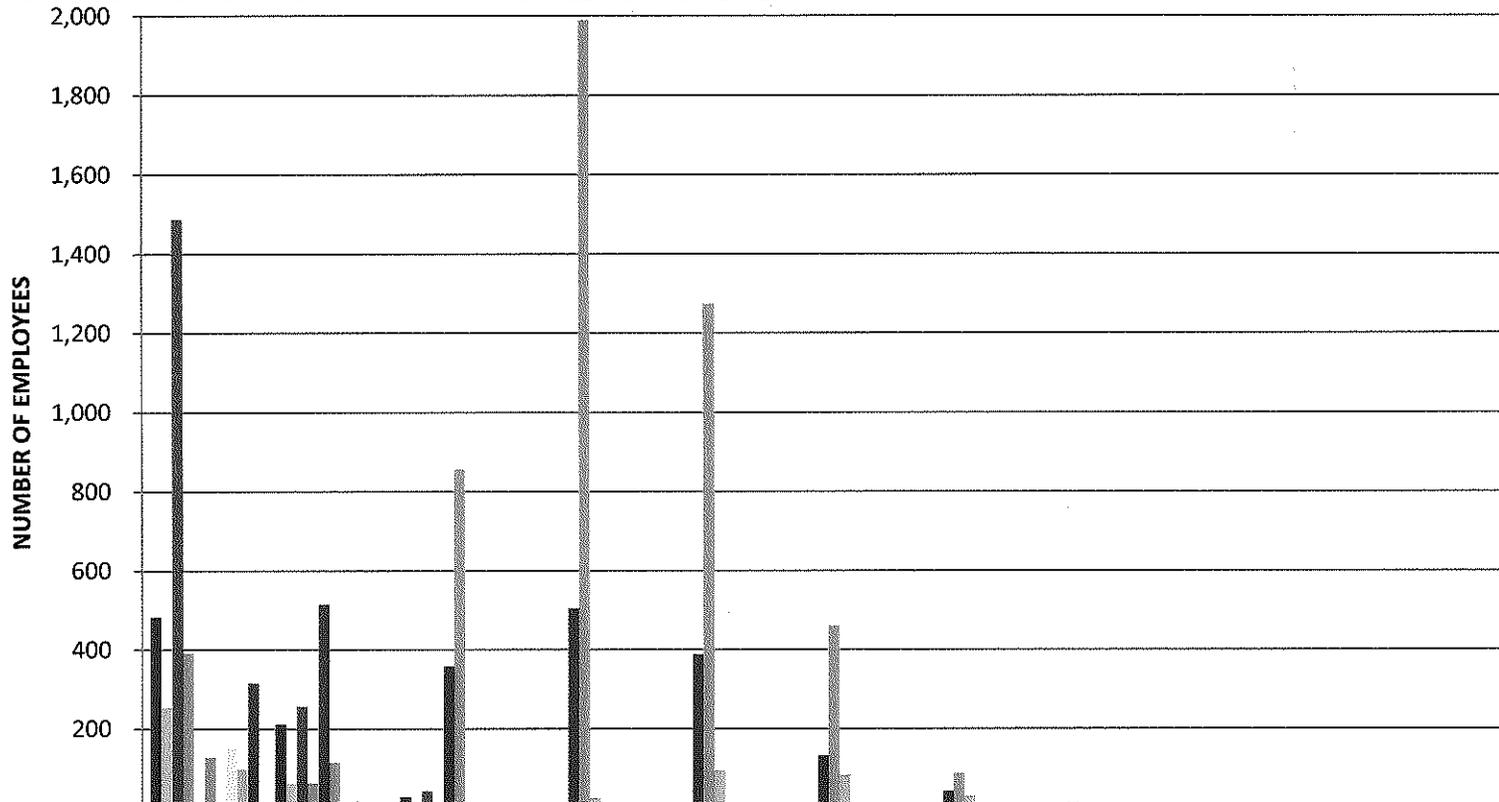
CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,991
HAZMAT SPECIALIST - FIRE (ZD)-STEP				\$ 3,991
<b>CORRECTIONAL SERGEANT ID: 18321 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 83,635</b>	<b>\$ 103,752</b>	<b>\$ 20,117</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,583
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,666
FORENSIC HEALTH CARE UNIT (1S)-STEP				\$ 4,200
NIGHT DIFFERENTIAL (5)-STEP				\$ 3,818
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>FIRE LIEUTENANT ID: 38265 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 117,157</b>	<b>\$ 37,340</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 4,373
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 17,490
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,991
<b>FIRE LIEUTENANT ID: 16086 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 79,817</b>	<b>\$ 117,157</b>	<b>\$ 37,340</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 4,373
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,818
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 3,818
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 17,490
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,991
<b>FIRE CAPTAIN ID: 35681 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 92,153</b>	<b>\$ 132,362</b>	<b>\$ 40,209</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,181
EMS FIRE CAPTAINS & LIEUTENANT (88)-PERC				\$ 2,520
EMS OPERATIONS BUREAU (87)-PERC				\$ 5,040
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 4,460
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 20,159
<b>CHIEF FIRE OFFICER ID: 10839 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 100,461</b>	<b>\$ 142,862</b>	<b>\$ 42,401</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,817
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE COLLEGE PERSONNEL (13)-STEP				\$ 5,023
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 21,056
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 5,023
STATE CERT.INSTRCTR - TRAING. DIV. (88)-PERC				\$ 2,632
<b>CORRECTIONAL LIEUTENANT ID: 31662 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,653</b>	<b>\$ 122,852</b>	<b>\$ 26,199</b>
CAREER DEVELOPMENT 6 (51)-FLAT				\$ 1,440
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,496
FIRST LIEUTENANT (Z6)-STEP				\$ 4,871
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,301
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,241
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>FIRE CAPTAIN ID: 36172 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 88,063</b>	<b>\$ 126,675</b>	<b>\$ 38,612</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,090
EMS FIRE CAPTAINS & LIEUTENANT (88)-PERC				\$ 2,408
EMS OPERATIONS BUREAU (87)-PERC				\$ 4,817
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 4,181
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 19,267
<b>CORRECTIONAL LIEUTENANT ID: 1663 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,653</b>	<b>\$ 116,702</b>	<b>\$ 20,049</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST LIEUTENANT (Z6)-STEP				\$ 4,496
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,058
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,046
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>RE CAPTAIN ID: 13384 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 88,063</b>	<b>\$ 128,670</b>	<b>\$ 40,607</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 4,817
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,090
FIRE - A. A. (4A)-FLAT				\$ 600
FIRE DIVER'S PAY (5G)-STEP				\$ 4,181
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 19,267
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 4,403
<b>CORRECTIONAL LIEUTENANT ID: 20404 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 101,149</b>	<b>\$ 127,061</b>	<b>\$ 25,912</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,871
FIRST LIEUTENANT (Z6)-STEP				\$ 4,963
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,549
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,439
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>FIRE CAPTAIN ID: 37772 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 84,163</b>	<b>\$ 124,554</b>	<b>\$ 40,391</b>
AIR RESCUE - FIRE (0N)-STEP				\$ 4,208
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,090
FIRE DIVER'S PAY (5G)-STEP				\$ 3,901
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 18,431
FIRE PERSNL BUR OFFICER-IN-CHARGE (12)-STEP				\$ 4,208
STATE CERT.INSTRCTR - TRAIING. DIV. (8B)-PERC				\$ 2,304
<b>CORRECTIONAL OFFICER ID: 21437 ; PBA - RANK AND FILE UNIT</b>	<b>7</b>	<b>\$ 62,652</b>	<b>\$ 78,841</b>	<b>\$ 16,189</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 3,440
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 2,752
FORENSIC HEALTH CARE UNIT (1S)-STEP				\$ 3,319
NIGHT DIFFERENTIAL (5)-STEP				\$ 2,828
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360
<b>FIREFIGHTER ID: 23817 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 68,882</b>	<b>\$ 101,584</b>	<b>\$ 32,702</b>
AIRPORT-CFR AND FIRE DEPT. CERTIFD (85)-PERC				\$ 3,605
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,219
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 14,420
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 3,444
HAZARDOUS MATERIALS - FIRE (0L)-STEP				\$ 3,444
<b>CORRECTIONAL LIEUTENANT ID: 30811 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,438</b>	<b>\$ 117,302</b>	<b>\$ 24,865</b>
CAREER DEVELOPMENT 5 (58)-FLAT				\$ 1,200
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,216
FIRST LIEUTENANT (Z6)-STEP				\$ 4,496
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,058
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,046
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>CORRECTIONAL LIEUTENANT ID: 9258 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,653</b>	<b>\$ 121,652</b>	<b>\$ 24,999</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,871
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,301
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,241
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,496
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>CORRECTIONAL LIEUTENANT ID: 16849 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,438</b>	<b>\$ 111,802</b>	<b>\$ 19,365</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
FIRST RESPONDERS PBA (8M)-PERC				\$ 4,833
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 3,866
NIGHT DIFFERENTIAL (5)-STEP				\$ 4,216
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
PSD ASSOCIATE ARTS (52)-FLAT				\$ 360

CLASSIFICATION/ EMPLOYEE ID/ BARGAINING UNIT	NUMBER OF PAY SUPPLEMENTS	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT
<b>CORRECTIONAL LIEUTENANT ID: 20161 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 96,653</b>	<b>\$ 122,132</b>	<b>\$ 25,479</b>
CAREER DEVELOPMENT 3 (56)-FLAT				\$ 720
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,496
FIRST LIEUTENANT (Z6)-STEP				\$ 4,871
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,301
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,241
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>CORRECTIONAL LIEUTENANT ID: 30858 ; PBA - SUPERVISORY UNIT</b>	<b>7</b>	<b>\$ 92,438</b>	<b>\$ 116,342</b>	<b>\$ 23,905</b>
CAREER DEVELOPMENT 1 (50)-FLAT				\$ 240
EDUCATION INCENTIVE PAY (6)-STEP				\$ 4,216
FIRST LIEUTENANT (Z6)-STEP				\$ 4,496
FIRST RESPONDERS PBA (8M)-PERC				\$ 5,058
FLA. DEPT. LAW ENFORCEMENT CERTIFICATION (Z9)-PERC				\$ 4,046
PBA HAZARDOUS DUTY (43)-FLAT				\$ 3,250
POLICE CAPT,CORR LIEUT,FIRE CAP SUPV PAY (46)-FLAT				\$ 2,600
<b>FIREFIGHTER ID: 202385 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 62,811</b>	<b>\$ 93,510</b>	<b>\$ 30,699</b>
EDUCATION INCENTIVE PAY (6)-STEP				\$ 2,804
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE DIVER'S PAY (5G)-STEP				\$ 3,268
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PARAMEDIC (PROTOCOL CERTIFIED) (PC)-PERC				\$ 13,776
FIREFIGHTER/DRIVER OPERATOR (2)-STEP				\$ 3,141
TRT - MARINE (ZB)-STEP				\$ 3,141
<b>FIREFIGHTER ID: 22336 ; IAFF LOCAL 1403 - FIRE</b>	<b>7</b>	<b>\$ 65,614</b>	<b>\$ 92,576</b>	<b>\$ 26,961</b>
CERT STATE OF FL FIRE INSPECTOR (84)-PERC				\$ 2,066
EDUCATION INCENTIVE PAY (6)-STEP				\$ 3,268
EMT OR PARAMEDIC(NON-PROTOCOL CERTIFIED) (NC)-PERC				\$ 10,332
FIRE - B. A. (4B)-FLAT				\$ 1,320
FIRE HAZARDOUS (5C)-FLAT				\$ 3,250
FIRE PREVENTION INSPECTOR 3 CERT (8F)-PERC				\$ 3,444
FIRE SAFETY BUREAU PERSONNEL (14)-STEP				\$ 3,281



**DISTRIBUTION OF NUMBER OF PAY SUPPLEMENTS PER EMPLOYEE BY BARGAINING UNIT**



NO. OF PAY SUPPLEMENTS	1	2	3	4	5	6	7	8	9	10	11
■ AFSCME LOCAL 121 - WASD	484	213	28	4	1	-	-	-	-	-	-
▨ AFSCME LOCAL 1542 - AVIATION	255	63	6	-	-	-	-	-	-	-	-
■ AFSCME LOCAL 199 GENERAL UNT	1,488	257	44	9	2	-	-	-	-	-	-
▨ GSAF/OPEIU LOCAL 100-SUPRVSR	392	64	10	3	-	-	-	-	-	-	-
■ IAFF LOCAL 1403 - FIRE	-	516	359	506	389	134	44	14	4	1	1
▨ PBA - RANK AND FILE UNIT	129	115	857	1,991	1,274	461	88	10	-	-	-
▨ PBA - SUPERVISORY UNIT	4	-	-	27	95	84	31	1	-	-	-
▨ GSAF/OPEIU LOCAL 100-PROFESS	150	19	-	-	-	-	-	-	-	-	-
▨ TWU LOCAL 291 - TRANSIT	99	-	-	-	-	-	-	-	-	-	-
■ NON-BARGAINING	317	3	-	-	-	-	-	-	-	-	-

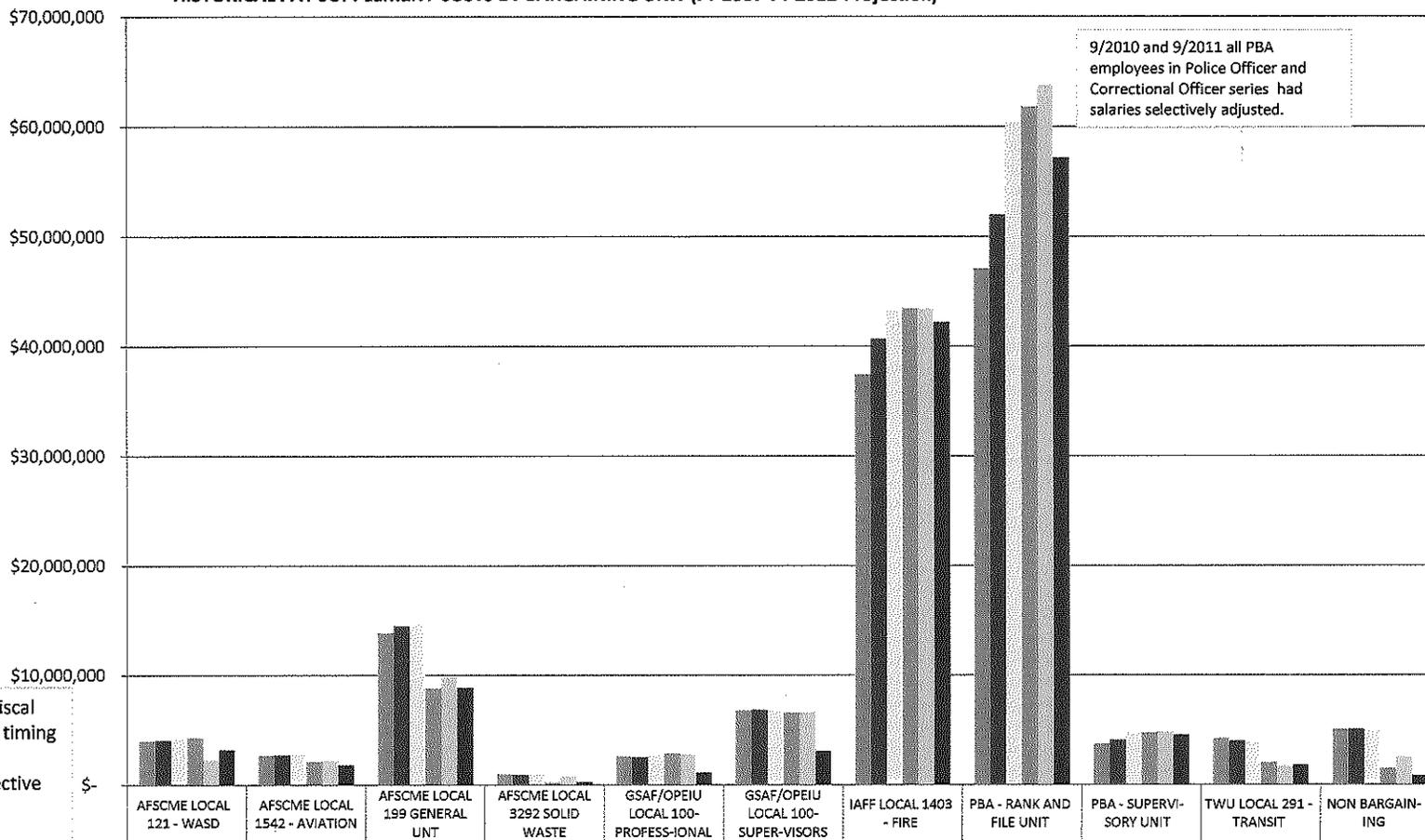
**Pay Exceptions Considered In The Calculation Of Promotion**

PAY EXCEPTION CODE	PAY EXCEPTION DESCRIPTION	VALUE
	<b><u>Step Pay Exceptions</u></b>	
0K	Air Truck - Fire	1 Step
1L	Aircraft Tech FAA Airframe Cert (Eff. 7/8/02)	1 Step
1K	Aircraft Tech Power Plant Cert (Eff. 7/8/02)	1 Step
0Y	Airport Attendant - Auxiliary Airport	1 Step
1V	Associate in Risk Management Certification	1 Step
0F	CAA -Teachers & Assistants Certification	1 Step
1M	Cadastral & Sr. Cadastral Tech. (Eff. 8/2/04)	1 Step
08	Certification of Florida Evaluators	1 Step
20	Certified Addictions Professional (CBAPF)	1 Step
1F	Certified Compensation Professional	1 Step
17	Certified Employee Benefit Specialist	1 Step
8Q	Certified Internal Auditor	1 Step
19	Certified Professional Secretary	1 Step
10	Certified Public Accountant (CPA)	1 Step
RC	Certified Rehabilitation Counselor Certification	1 Step
0Z	Courtroom Clerk 1	1 Step
1P	Courtroom Clerk 1 - Unified Family Court (Eff. 5/9/05)	1 Step
0W	Courts - Primary Clerk	1 Step
1D	Criminalist 1, 2 & 3 - Certified	1 Step
0S	DERM - Demolition & Renovation	1 Step
0T	DERM - Scuba/Underwater	1 Step
06	Educational Incentive Pay	1 Step
1C	Electronic Courtroom	1 Step
98	EMD Medical Dispatcher Certification (Eff. 10/00)	1 Step
16	Field Training Officer	1 Step
Z7	Field Training Supervisor	1 Step
Z8	Fingerprint - IAI Certificate	1 Step
02	Firefighter Driver/Operator	1 Step
Z6	First Lieutenant	1 Step
1J	Forensic Artist IAI Certified (Eff. 4/26/04)	1 Step
ZG	Forensic Investigator Certification	1 Step
1H	Forensic Photographer IAI Certified (Eff. 4/26/04)	1 Step
0D	Forensic Technician - Embalmers	1 Step
1W	Forensic Toxicologist Certification	1 Step
0L	Hazardous Materials - Fire	1 Step
01	Leadworker	1 Step
0A	Lifeguard 1 & 2 - EMT	1 Step
ZC	Paralegal/Legal Assistant Certification	1 Step
1B	Police Assigned to MIA	1 Step
ZJ	Positive Attitude Change Tool Certification	1 Step
0B	Professional Engineer Certificate	1 Step
Z5	Property Appraiser - Cert. FL Evaluator (CFE)	1 Step
1Z	Purchasing & Contract Procurement Classification	1 Step
0X	Rail Structure & Inspection Special	1 Step
0J	Registered Geologist	1 Step
1Q	Registered Interior Design License (Eff. 10/10/05)	1 Step
0R	Social Work Advocates	1 Step
1G	Society Human Resource Mgmt. Cert.	1 Step
0C	Stenographic Reporter - Certified	1 Step
1U	Substance Abuse Professional Certificate	1 Step
1X	Survey Technician Certification	1 Step
0E	Tax Collection - Certified	1 Step
ZF	TR/Technical Response Truck	1 Step
07	Trades Allowance - AFSCME 199	1 Step

**Pay Exceptions Considered In The Calculation Of Promotion**

PAY EXCEPTION CODE	PAY EXCEPTION DESCRIPTION	VALUE
18	Trades Allowance - Non-Union	1 Step
11	Trades Allowance - Water and Sewer	1 Step
0Q	Trades Supervisor Contractor	1 Step
0P	Traffic Signal Technicians 1, 2 & Supervisor - Bench Technicians	1 Step
0V	Trash Truck Driver 1 - Roll Off Vehicle	1 Step
ZB	TRT - Marine; Fire	1 Step
1Y	Veterinarian Masters in Public Health	1 Step
1N	Water/Wastewater Treatment Plant Operator License (Eff. 7/19/04)	1 Step
23	Airfield Proficiency Allowance	2 Steps
22	Appraiser or Assessment Evaluator - Supervisory Classifications Only	2 Steps
Z2	Correction Department Trades	2 Steps
Z3	Correctional Officer Maintenance Supervisor	2 Steps
28	Landside Operation Specialists Certification	2 Steps
29	Licensed Independent Adjuster	2 Steps
24	Mosquito Control Inspector Certification	2 Steps
2B	Waste Supervisor Garbage Division	2 Steps
30	CAA State of Fla. Teacher's Certification	3 Steps
	<b>Percentage Pay Exceptions</b>	
8H	Florida Certified Fire Inspector II	2%
8G	NFPA Plan Examiner 1 Certification	2%
8B	State Certified Instructors - Training Division	2.50%
84	Fire Safety Bureau - Certified Inspectors	3%
Z9	Certification by State of FDLE	4%
85	Airport - Certified Fire Rescue & Fire Department Certified	5%
NC	EMT or Paramedic (non-Protocol Certified)	15%
PC	Paramedic (Protocol Certified)	20%
	<b>Flat Pay Exceptions</b>	
61	Automotive Trades Allowance AFSCME - 199	\$20.00
62	Water & Sewer Trades Allowance (Over maximum - Step 99 employees only)	\$20.00
LT	Librarian 1 Trainee	\$80.13
<b>Count:</b>	<b>82</b>	

**HISTORICAL PAY SUPPLEMENT COSTS BY BARGAINING UNIT (FY 2007-FY 2012-Projection)**



Some variance between fiscal years reflects the specific timing of the reductions and restorations for the respective bargaining units.

	AFSCME LOCAL 121 - WASD	AFSCME LOCAL 1542 - AVIATION	AFSCME LOCAL 199 GENERAL UNIT	AFSCME LOCAL 3292 SOLID WASTE	GSAF/OPEIU LOCAL 100-PROFESSIONAL	GSAF/OPEIU LOCAL 100-SUPERVISORS	IAFF LOCAL 1403 - FIRE	PBA - RANK AND FILE UNIT	PBA - SUPERVISORY UNIT	TWU LOCAL 291 - TRANSIT	NON BARGAINING
FY 2006-07 (7/2007-3% COLA)	\$4,003,205	\$2,713,168	\$13,895,355	\$986,779	\$2,602,509	\$6,809,983	\$37,439,437	\$47,097,544	\$3,744,186	\$4,233,605	\$5,058,241
FY 2007-08 (6/2008-4% COLA)	\$4,098,042	\$2,735,753	\$14,530,286	\$941,622	\$2,562,548	\$6,873,643	\$40,692,094	\$52,016,772	\$4,112,273	\$4,023,423	\$5,096,874
FY 2008-09 (No COLA)	\$4,240,541	\$2,815,010	\$14,657,568	\$955,096	\$2,664,185	\$6,769,476	\$43,264,794	\$60,366,189	\$4,758,382	\$3,850,543	\$4,928,820
FY 2009-10 (No COLA)	\$4,341,534	\$2,176,973	\$8,848,527	\$256,455	\$2,929,657	\$6,640,503	\$43,511,536	\$61,847,795	\$4,797,864	\$2,070,454	\$1,518,818
FY 2010-11 (6/2011 -3% COLA Except Non-Bargaining)	\$2,294,569	\$2,266,564	\$9,801,341	\$774,022	\$2,800,748	\$6,613,673	\$43,456,974	\$63,774,695	\$4,866,574	\$1,704,433	\$2,538,951
FY 2011-12 (Projection) No COLA	\$3,244,757	\$1,850,299	\$8,917,844	\$322,347	\$1,165,949	\$3,138,031	\$42,221,993	\$57,200,543	\$4,589,659	\$1,843,623	\$879,187

**NUMBER OF NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS  
BY DEPARTMENT (AS OF 6/8/2012)**

DEPARTMENT/ PAY SUPPLEMENT (CODE) -TYPE (STEP, FLAT, PERCENT)	NUMBER OF EMPLOYEES WITH PAY SUPPLEMENT	ANNUAL COST OF PAY SUPPLEMENTS	AVERAGE ANNUAL COST
<b>MAYORAL DEPARTMENTS</b>	<b>127</b>	<b>\$ 508,999</b>	<b>\$ 4,008</b>
<b>AVIATION</b>	8	\$ 38,813	\$ 4,852
CPA (10)-STEP	1	\$ 3,317	\$ 3,317
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP	4	\$ 22,116	\$ 5,529
PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP	1	\$ 5,031	\$ 5,031
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	2	\$ 8,348	\$ 4,174
<b>COMMUNITY ACTION AND HUMAN SERVICES</b>	4	\$ 18,834	\$ 4,708
HUMAN SERVICE- CBAPF CERTIFICATION (20)-STEP	4	\$ 18,834	\$ 4,708
<b>COMMUNITY INFORMATION AND OUTREACH</b>	1	\$ 4,665	\$ 4,665
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	1	\$ 4,665	\$ 4,665
<b>CORRECTIONS &amp; REHABILITATION</b>	2	\$ 13,481	\$ 6,740
HUMAN SERVICE- CBAPF CERTIFICATION (20)-STEP	1	\$ 7,783	\$ 7,783
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	1	\$ 5,698	\$ 5,698
<b>ELECTIONS</b>	1	\$ 3,280	\$ 3,280
LEADWORKER (1)-STEP	1	\$ 3,280	\$ 3,280
<b>FINANCE</b>	10	\$ 43,692	\$ 4,369
ASSISTANT TAX COLLECTOR - CERTIFIED (0E)-STEP	6	\$ 27,560	\$ 4,593
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP	1	\$ 2,758	\$ 2,758
CPA (10)-STEP	2	\$ 8,753	\$ 4,377
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	1	\$ 4,620	\$ 4,620
<b>FIRE RESCUE</b>	16	\$ 27,810	\$ 1,738
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP	1	\$ 2,758	\$ 2,758
FIRE - A. A. (4A)-FLAT	3	\$ 1,800	\$ 600
FIRE - B. A. (4B)-FLAT	8	\$ 10,560	\$ 1,320
LEADWORKER (1)-STEP	2	\$ 5,799	\$ 2,899
NAN TRADE CONTRACTOR (0Q)-STEP	1	\$ 3,924	\$ 3,924
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	1	\$ 2,968	\$ 2,968
<b>INFORMATION TECHNOLOGY DEPARTMENT</b>	1	\$ 3,986	\$ 3,986
PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP	1	\$ 3,986	\$ 3,986
<b>INTERNAL SERVICES</b>	29	\$ 131,927	\$ 4,549
ASSOCIATE IN RISK MANAGEMENT CERTIFICATE (1V)-STEP	1	\$ 5,427	\$ 5,427
LEADWORKER (1)-STEP	1	\$ 2,006	\$ 2,006
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP	2	\$ 8,552	\$ 4,276
PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP	10	\$ 47,826	\$ 4,783
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	14	\$ 62,256	\$ 4,447
SUBSTANCE ABUSE PROFESSIONAL CERTIFICATE (1U)-STEP	1	\$ 5,860	\$ 5,860
<b>JUVENILE SERVICES</b>	2	\$ 7,460	\$ 3,730
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	2	\$ 7,460	\$ 3,730

**NUMBER OF NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS  
BY DEPARTMENT (AS OF 6/8/2012)**

<b>DEPARTMENT/ PAY SUPPLEMENT (CODE) -TYPE (STEP, FLAT, PERCENT)</b>	<b>NUMBER OF EMPLOYEES WITH PAY SUPPLEMENT</b>	<b>ANNUAL COST OF PAY SUPPLEMENTS</b>	<b>AVERAGE ANNUAL COST</b>
<b>MANAGEMENT AND BUDGET</b>	2	\$ 8,492	\$ 4,246
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	2	\$ 8,492	\$ 4,246
<b>MEDICAL EXAMINER</b>	1	\$ 2,998	\$ 2,998
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP	1	\$ 2,998	\$ 2,998
<b>PARK &amp; RECREATION</b>	4	\$ 15,326	\$ 3,832
LEADWORKER (1)-STEP	2	\$ 5,630	\$ 2,815
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	2	\$ 9,696	\$ 4,848
<b>POLICE</b>	3	\$ 10,739	\$ 3,580
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP	1	\$ 2,173	\$ 2,173
CRIMINALIST 1, 2 & 3 - CERTIFIED (1D)-STEP	1	\$ 5,427	\$ 5,427
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	1	\$ 3,139	\$ 3,139
<b>PUBLIC HOUSING AND COMMUNITY DEVELOPMENT</b>	4	\$ 15,934	\$ 3,983
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP	2	\$ 5,317	\$ 2,659
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP	1	\$ 5,586	\$ 5,586
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	1	\$ 5,031	\$ 5,031
<b>PUBLIC WORKS AND WASTE MANAGEMENT</b>	5	\$ 19,059	\$ 3,812
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP	2	\$ 5,301	\$ 2,650
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP	2	\$ 9,510	\$ 4,755
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	1	\$ 4,248	\$ 4,248
<b>REGULATORY AND ECONOMIC RESOURCES</b>	8	\$ 27,493	\$ 3,437
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP	2	\$ 4,546	\$ 2,273
DEMOLITION & RENOVATION (0S)-STEP	1	\$ 4,104	\$ 4,104
LEADWORKER (1)-STEP	3	\$ 9,127	\$ 3,042
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	2	\$ 9,716	\$ 4,858
<b>SEAPORT</b>	4	\$ 17,340	\$ 4,335
NIGHT DIFFERENTIAL (21)-STEP	2	\$ 9,515	\$ 4,757
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	2	\$ 7,825	\$ 3,913
<b>TRANSIT</b>	12	\$ 58,761	\$ 4,897
CPA (10)-STEP	3	\$ 14,486	\$ 4,829
LEADWORKER (1)-STEP	1	\$ 2,269	\$ 2,269
NAN TRADE CONTRACTOR (0Q)-STEP	1	\$ 4,300	\$ 4,300
NIGHT DIFFERENTIAL (21)-STEP	1	\$ 9,059	\$ 9,059
PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP	1	\$ 5,978	\$ 5,978
SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP	1	\$ 3,873	\$ 3,873
TEMPORARY LEADWORKER (1T)-STEP	4	\$ 18,795	\$ 4,699
<b>VIZCAYA MUSEUM &amp; GARDENS</b>	1	\$ 4,437	\$ 4,437
LEADWORKER (1)-STEP	1	\$ 4,437	\$ 4,437
<b>WATER AND SEWER</b>	9	\$ 34,472	\$ 3,830

**NUMBER OF NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS  
BY DEPARTMENT (AS OF 6/8/2012)**

<b>DEPARTMENT/ PAY SUPPLEMENT (CODE) -TYPE (STEP, FLAT, PERCENT)</b>	<b>NUMBER OF EMPLOYEES WITH PAY SUPPLEMENT</b>	<b>ANNUAL COST OF PAY SUPPLEMENTS</b>	<b>AVERAGE ANNUAL COST</b>
CERTIFIED PROFESSIONAL SECRETARY (19)-STEP	1	\$ 2,306	\$ 2,306
CPA (10)-STEP	2	\$ 8,028	\$ 4,014
LEADWORKER (1)-STEP	3	\$ 11,835	\$ 3,945
PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP	1	\$ 3,754	\$ 3,754
REGISTERED GEOLOGIST (0J)-STEP	2	\$ 8,548	\$ 4,274
<b>NON-MAYORAL DEPARTMENTS</b>	<b>196</b>	<b>\$ 294,297</b>	<b>\$ 1,502</b>
<b>BOARD OF COUNTY COMMISSIONERS</b>	<b>49</b>	<b>\$ 77,527</b>	<b>\$ 1,582</b>
CPA (10)-STEP	5	\$ 18,748	\$ 3,750
LEADWORKER (1)-STEP	1	\$ 5,074	\$ 5,074
LIVING WAGE (LW)-LW	3	\$ 1,705	\$ 568
PREMIUM PAY (LC)-FLAT	40	\$ 52,000	\$ 1,300
<b>CITIZENS' INDEPENDENT TRANSPORTION TRUST</b>	<b>6</b>	<b>\$ 11,269</b>	<b>\$ 1,878</b>
CPA (10)-STEP	1	\$ 4,769	\$ 4,769
PREMIUM PAY (LC)-FLAT	5	\$ 6,500	\$ 1,300
<b>CLERK OF COURTS</b>	<b>84</b>	<b>\$ 112,576</b>	<b>\$ 1,340</b>
CPA (10)-STEP	1	\$ 4,676	\$ 4,676
PREMIUM PAY (LC)-FLAT	83	\$ 107,900	\$ 1,300
<b>JUDICIAL ADMINISTRATION</b>	<b>10</b>	<b>\$ 16,578</b>	<b>\$ 1,658</b>
LEADWORKER (1)-STEP	10	\$ 16,578	\$ 1,658
<b>LAW LIBRARY</b>	<b>4</b>	<b>\$ 5,200</b>	<b>\$ 1,300</b>
PREMIUM PAY (LC)-FLAT	4	\$ 5,200	\$ 1,300
<b>LEGAL AID</b>	<b>26</b>	<b>\$ 33,800</b>	<b>\$ 1,300</b>
PREMIUM PAY (LC)-FLAT	26	\$ 33,800	\$ 1,300
<b>PROPERTY APPRAISAL</b>	<b>5</b>	<b>\$ 21,747</b>	<b>\$ 4,349</b>
CERTIFICATION OF FLORIDA EVALUATORS (8)-STEP	3	\$ 12,132	\$ 4,044
PROPERTY APPRAISER/CERT. FLA. EVALUATOR (Z5)-STEP	1	\$ 4,188	\$ 4,188
PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP	1	\$ 5,427	\$ 5,427
<b>STATE ATTORNEY'S OFFICE</b>	<b>12</b>	<b>\$ 15,600</b>	<b>\$ 1,300</b>
PREMIUM PAY (LC)-FLAT	12	\$ 15,600	\$ 1,300
<b>Grand Total</b>	<b>323</b>	<b>\$ 803,296</b>	<b>\$ 2,487</b>



NON-BARGAINING UNIT EMPLOYEES WITH PAY ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
<b>MAYORAL DEPARTMENTS</b>							
AVIATION	33240	ACCOUNTANT 4	PART TIME	\$53,413	\$56,066	\$3,317	CPA (10)-STEP
AVIATION	23127	AVIA SR PROCUR CONTRACT OFF	EXEMPT	\$100,621	\$105,652	\$5,031	PURCHASING OR CONTRACT PROCUREMENT CERT (12)-STEP
AVIATION	208132	CHIEF, AVIATION PLANNING	EXEMPT	\$91,464	\$96,037	\$4,573	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
AVIATION	18263	ENGINEER 4	PERMANENT	\$127,770	\$133,881	\$6,110	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
AVIATION	13693	ENGINEER 4	PERMANENT	\$122,012	\$127,770	\$5,758	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
AVIATION	34905	PERSONNEL SPECIALIST 2	PERMANENT	\$66,766	\$70,083	\$3,317	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
AVIATION	300220	SECTION CHIEF AVIATION	EXEMPT	\$113,492	\$119,166	\$5,675	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
AVIATION	8071	SENIOR HUMAN RESOUR MGR	EXEMPT	\$100,621	\$105,652	\$5,031	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
COMMUNITY ACTION AND HUMAN SERVICES	172978	CLINICAL PSYCHOLOGIST 1	EXEMPT	\$77,460	\$81,333	\$3,873	HUMAN SERVICE- CBAPF CERTIFICATION (20)-STEP
COMMUNITY ACTION AND HUMAN SERVICES	31372	CLINICAL PSYCHOLOGIST 3	EXEMPT	\$119,657	\$125,640	\$5,983	HUMAN SERVICE- CBAPF CERTIFICATION (20)-STEP
COMMUNITY ACTION AND HUMAN SERVICES	7792	DIR REHAB SERVS DIV	EXEMPT	\$90,760	\$95,298	\$4,538	HUMAN SERVICE- CBAPF CERTIFICATION (20)-STEP
COMMUNITY ACTION AND HUMAN SERVICES	118404	SOCIAL SERVICES ADMIN	EXEMPT	\$88,800	\$93,240	\$4,440	HUMAN SERVICE- CBAPF CERTIFICATION (20)-STEP
COMMUNITY INFORMATION AND OUTREACH	20308	HRD SECTION SUPERVISOR	EXEMPT	\$93,305	\$97,970	\$4,665	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
CORRECTIONS & REHABILITATION	1270	CORRECTIONAL BUREAU COMMDR	EXEMPT	\$113,960	\$119,657	\$5,698	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
CORRECTIONS & REHABILITATION	25289	MENTAL HEALTH SERVICES MANAGER	EXEMPT	\$155,657	\$163,440	\$7,783	HUMAN SERVICE- CBAPF CERTIFICATION (20)-STEP
ELECTIONS	136760	ELECTIONS SECTION SUPERVISOR	EXEMPT	\$65,605	\$68,885	\$3,280	LEADWORKER (1)-STEP
FINANCE	14302	ACCOUNTANT 4	EXEMPT	\$106,215	\$111,188	\$4,973	CPA (10)-STEP
FINANCE	11720	ADMIN SECRETARY	EXEMPT	\$55,159	\$57,917	\$2,758	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP

NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
FINANCE	33508	ASST TAX COLLECTOR	EXEMPT	\$102,091	\$107,196	\$5,105	ASSISTANT TAX COLLECTOR - CERTIFIED (0E)-STEP
FINANCE	5941	CONVENTION TOURISM TAX MGR	EXEMPT	\$91,701	\$96,287	\$4,585	ASSISTANT TAX COLLECTOR - CERTIFIED (0E)-STEP
FINANCE	19641	FINANCE CHIEF	EXEMPT	\$93,182	\$97,841	\$4,659	ASSISTANT TAX COLLECTOR - CERTIFIED (0E)-STEP
FINANCE	161028	FINANCE CHIEF	EXEMPT	\$81,130	\$85,186	\$4,057	ASSISTANT TAX COLLECTOR - CERTIFIED (0E)-STEP
FINANCE	183157	FINANCE CHIEF	EXEMPT	\$108,533	\$113,960	\$5,427	ASSISTANT TAX COLLECTOR - CERTIFIED (0E)-STEP
FINANCE	210015	MGR FINANCIAL REPORTING	EXEMPT	\$75,595	\$79,375	\$3,780	CPA (10)-STEP
FINANCE	11583	SENIOR HUMAN RESOUR MGR	EXEMPT	\$92,409	\$97,029	\$4,620	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
FINANCE	30825	TAX COLLECTOR MANAGER	EXEMPT	\$74,561	\$78,289	\$3,728	ASSISTANT TAX COLLECTOR - CERTIFIED (0E)-STEP
FIRE RESCUE	75403	ADMIN SECRETARY	EXEMPT	\$55,159	\$57,917	\$2,758	LEADWORKER (1)-STEP
FIRE RESCUE	19828	ADMIN SECRETARY	EXEMPT	\$55,159	\$57,917	\$2,758	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
FIRE RESCUE	21481	ASST FIRE CHIEF	EXEMPT	\$162,254	\$163,574	\$1,320	FIRE - B. A. (4B)-FLAT
FIRE RESCUE	19783	ASST FIRE CHIEF	EXEMPT	\$168,824	\$169,424	\$600	FIRE - A. A. (4A)-FLAT
FIRE RESCUE	15742	EXECUTIVE SECRETARY	EXEMPT	\$60,813	\$63,854	\$3,041	LEADWORKER (1)-STEP
FIRE RESCUE	36607	FIRE DEPT SPECIAL ASSISTANT 2	EXEMPT	\$93,305	\$94,625	\$1,320	FIRE - B. A. (4B)-FLAT
FIRE RESCUE	22745	FIRE DIVISION CHIEF	EXEMPT	\$160,785	\$162,105	\$1,320	FIRE - B. A. (4B)-FLAT
FIRE RESCUE	33570	FIRE DIVISION CHIEF	EXEMPT	\$132,882	\$134,202	\$1,320	FIRE - B. A. (4B)-FLAT
FIRE RESCUE	27151	FIRE DIVISION CHIEF	EXEMPT	\$153,303	\$154,623	\$1,320	FIRE - B. A. (4B)-FLAT
FIRE RESCUE	38144	FIRE DIVISION CHIEF	EXEMPT	\$139,026	\$139,626	\$600	FIRE - A. A. (4A)-FLAT
FIRE RESCUE	8831	FIRE DIVISION CHIEF	EXEMPT	\$154,902	\$155,502	\$600	FIRE - A. A. (4A)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
FIRE RESCUE	76319	FIRE DIVISION CHIEF	EXEMPT	\$116,482	\$117,802	\$1,320	FIRE - B. A. (4B)-FLAT
FIRE RESCUE	23210	FIRE DIVISION CHIEF	EXEMPT	\$157,884	\$159,204	\$1,320	FIRE - B. A. (4B)-FLAT
FIRE RESCUE	19660	FIRE DIVISION CHIEF	EXEMPT	\$160,747	\$162,067	\$1,320	FIRE - B. A. (4B)-FLAT
FIRE RESCUE	20594	MGR, F&R BLD. MGT. MAINT.&SECU	PERMANENT	\$84,572	\$88,496	\$3,924	NAN TRADE CONTRACTOR (0Q)-STEP
FIRE RESCUE	196761	PERSONNEL SPECIALIST 2	PERMANENT	\$57,864	\$60,832	\$2,968	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INFORMATION TECHNOLOGY DEPARTMENT	216936	IT CONTRACTS & PROC SUPV	EXEMPT	\$79,727	\$83,714	\$3,986	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	26544	ASSISTANT DIVISION DIR PIM	EXEMPT	\$113,701	\$119,386	\$5,685	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	2111	BENEFITS MANAGER	EXEMPT	\$126,746	\$133,084	\$6,337	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	2846	BENEFITS SUPERVISOR	EXEMPT	\$100,621	\$105,652	\$5,031	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	102035	EXAMINATIONS TECHNICIAN	PERMANENT	\$43,552	\$45,558	\$2,006	LEADWORKER (1)-STEP
INTERNAL SERVICES	155655	HRD ADMIN OPER COORDINATOR	EXEMPT	\$75,947	\$79,744	\$3,797	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	170755	HRD COORDINATOR	EXEMPT	\$91,433	\$96,004	\$4,572	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	138656	HRD PERSONNEL SERVICES SPEC 1	EXEMPT	\$66,384	\$69,703	\$3,319	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	22563	HRD PERSONNEL SERVICES SPEC 1	EXEMPT	\$73,151	\$76,808	\$3,657	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	32748	HRD SECTION SUPERVISOR	EXEMPT	\$93,305	\$97,970	\$4,665	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	24057	LABOR MANAGEMENT SPECIALIST	EXEMPT	\$100,621	\$105,652	\$5,031	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	128772	LANDSCAPE ARCHITECT 3	PERMANENT	\$92,600	\$96,788	\$4,188	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
INTERNAL SERVICES	2010	MANAGER FISCAL RESOURCES	EXEMPT	\$108,533	\$113,960	\$5,427	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	23823	MANAGER HRD SECTION	EXEMPT	\$105,652	\$110,934	\$5,283	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP

NON-BARGAINING UNIT EMPLOYEES WITH PAY ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
INTERNAL SERVICES	11130	MGR EMPLOYEE SUPPORT SERV	EXEMPT	\$117,193	\$123,052	\$5,860	SUBSTANCE ABUSE PROFESSIONAL CERTIFICATE (1U)-STEP
INTERNAL SERVICES	215142	MGR GSA ARCH & ENG SERV	EXEMPT	\$87,266	\$91,629	\$4,363	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
INTERNAL SERVICES	14521	MGR RISK MGT CASUALTY & PROP	EXEMPT	\$108,533	\$113,960	\$5,427	ASSOCIATE IN RISK MANAGEMENT CERTIFICATE (1V)-STEP
INTERNAL SERVICES	79810	PERSONNEL SPECIALIST 1	PERMANENT	\$39,712	\$41,544	\$1,832	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	22475	PERSONNEL SPECIALIST 3	PERMANENT	\$84,572	\$88,496	\$3,924	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	202138	PROCUREMENT CONTRACTING MGR	EXEMPT	\$93,951	\$98,648	\$4,697	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	11892	PROCUREMENT CONTRACTING MGR	EXEMPT	\$114,186	\$119,895	\$5,709	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	202494	PROCUREMENT CONTRACTING MGR	EXEMPT	\$93,951	\$98,649	\$4,698	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	36973	PROCUREMENT CONTRACTING OFF. 2	EXEMPT	\$98,864	\$103,807	\$4,943	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	304457	PROCUREMENT CONTRACTING OFF. 2	MATERNITY LEAVE	\$66,223	\$69,534	\$3,311	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	15649	PROCUREMENT CONTRACTING OFF. 2	EXEMPT	\$89,210	\$93,671	\$4,461	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	158770	PROCUREMENT CONTRACTING OFF. 2	EXEMPT	\$79,475	\$83,449	\$3,974	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	6944	RAIL PROCUREMENT CONTRACT OFFI	EXEMPT	\$119,976	\$125,975	\$5,999	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
INTERNAL SERVICES	79666	SENIOR COMPENSATION SPEC	EXEMPT	\$81,817	\$85,908	\$4,091	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	25388	SENIOR HUMAN RESOUR MGR	EXEMPT	\$100,621	\$105,652	\$5,031	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
INTERNAL SERVICES	198852	SENIOR PROCUR CONTRG OFF	EXEMPT	\$92,161	\$96,769	\$4,608	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
JUVENILE SERVICES	134006	MGR JSD ADMIN SERVICES	EXEMPT	\$81,130	\$85,186	\$4,057	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
JUVENILE SERVICES	160580	SPEC PROJECTS ADMINISTRATOR 1	EXEMPT	\$70,083	\$73,486	\$3,403	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
MANAGEMENT AND BUDGET	19161	PROGRAM COORDINATOR OSBM	EXEMPT	\$113,960	\$119,658	\$5,698	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP

NON-BARGAINING UNIT EMPLOYEES WITH PAY ADJUSTMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
MANAGEMENT AND BUDGET	183071	SPEC PROJECTS ADMINISTRATOR 1	EXEMPT	\$60,832	\$63,626	\$2,794	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
MEDICAL EXAMINER	10707	EXECUTIVE SECRETARY	EXEMPT	\$59,964	\$62,962	\$2,998	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
PARK & RECREATION	13159	HUMAN RESOURCES MANAGER	EXEMPT	\$93,305	\$97,970	\$4,665	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
PARK & RECREATION	13570	MGR TRAINING & STRAT PLNG	EXEMPT	\$100,621	\$105,652	\$5,031	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
PARK & RECREATION	5642	P&R MGR 5	EXEMPT	\$86,439	\$90,761	\$4,322	LEADWORKER (1)-STEP
PARK & RECREATION	303903	P&R WELLNESS & FITNESS SPEC	PROBATIONAL	\$30,547	\$31,856	\$1,308	LEADWORKER (1)-STEP
POLICE	136583	ADMIN SECRETARY	EXEMPT	\$43,465	\$45,639	\$2,173	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
POLICE	6332	MANAGER, MDPD CRIME LAB	EXEMPT	\$108,533	\$113,960	\$5,427	CRIMINALIST 1, 2 & 3 - CERTIFIED (1D)-STEP
POLICE	65723	PERSONNEL SPECIALIST 2	PERMANENT	\$63,626	\$66,766	\$3,139	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
PUBLIC HOUSING AND COMMUNITY DEVELOPMENT	27877	CONSTRUCTION MANAGER 3	EXEMPT	\$116,426	\$122,012	\$5,586	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
PUBLIC HOUSING AND COMMUNITY DEVELOPMENT	133879	EXECUTIVE SECRETARY	EXEMPT	\$48,420	\$50,841	\$2,421	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
PUBLIC HOUSING AND COMMUNITY DEVELOPMENT	13628	EXECUTIVE SECRETARY	EXEMPT	\$57,917	\$60,813	\$2,896	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
PUBLIC HOUSING AND COMMUNITY DEVELOPMENT	18134	SENIOR HUMAN RESOUR MGR	EXEMPT	\$100,621	\$105,652	\$5,031	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
PUBLIC WORKS AND WASTE MANAGEMENT	34295	ADMIN SECRETARY	EXEMPT	\$55,159	\$57,917	\$2,758	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
PUBLIC WORKS AND WASTE MANAGEMENT	29384	CONSTRUCTION MANAGER 3	PERMANENT	\$116,426	\$122,012	\$5,586	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
PUBLIC WORKS AND WASTE MANAGEMENT	158628	EXECUTIVE SECRETARY	EXEMPT	\$50,851	\$53,393	\$2,543	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
PUBLIC WORKS AND WASTE MANAGEMENT	36961	HUMAN RESOURCES MANAGER	EXEMPT	\$84,962	\$89,210	\$4,248	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
PUBLIC WORKS AND WASTE MANAGEMENT	210041	TRAFFIC ENGINEER 3	PERMANENT	\$84,572	\$88,496	\$3,924	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
REGULATORY AND ECONOMIC RESOURCES	161717	ADMIN SECRETARY	EXEMPT	\$44,955	\$47,202	\$2,248	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP

NON-BARGAINING UNIT EMPLOYEES WITH PAY ADJUSTMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
REGULATORY AND ECONOMIC RESOURCES	219336	BCCO CONTRACTOR LICENSE CLERK	PERMANENT	\$28,844	\$30,074	\$1,230	LEADWORKER (1)-STEP
REGULATORY AND ECONOMIC RESOURCES	184789	SENIOR EXECUTIVE SECRETARY	EXEMPT	\$45,971	\$48,270	\$2,299	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
REGULATORY AND ECONOMIC RESOURCES	30370	SENIOR HUMAN RESOUR MGR	EXEMPT	\$100,621	\$105,652	\$5,031	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
REGULATORY AND ECONOMIC RESOURCES	17069	SENIOR HUMAN RESOUR MGR	EXEMPT	\$93,711	\$98,397	\$4,685	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
REGULATORY AND ECONOMIC RESOURCES	33194	SPEC PROJECTS ADMINISTRATOR 1	PERMANENT	\$88,496	\$92,600	\$4,104	DEMOLITION & RENOVATION (0S)-STEP
REGULATORY AND ECONOMIC RESOURCES	33273	SPEC PROJECTS ADMINISTRATOR 2	EXEMPT	\$89,877	\$94,371	\$4,494	LEADWORKER (1)-STEP
REGULATORY AND ECONOMIC RESOURCES	21837	ZONING DEVELOPMENT ANALYST	PERMANENT	\$70,083	\$73,486	\$3,403	LEADWORKER (1)-STEP
SEAPORT	25359	PERSONNEL SPECIALIST 2	PERMANENT	\$60,832	\$63,626	\$2,794	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
SEAPORT	21457	SEAPORT BERTHING OFFICER	PERMANENT	\$47,653	\$52,104	\$4,451	NIGHT DIFFERENTIAL (21)-STEP
SEAPORT	78975	SEAPORT BERTHING OFFICER	PERMANENT	\$54,545	\$59,609	\$5,063	NIGHT DIFFERENTIAL (21)-STEP
SEAPORT	29846	SENIOR HUMAN RESOUR MGR	EXEMPT	\$100,621	\$105,652	\$5,031	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
TRANSIT	8290	ACCOUNTANT 4	PROBATIONAL	\$106,215	\$111,188	\$4,973	CPA (10)-STEP
TRANSIT	18330	ACCOUNTANT 4	PERMANENT	\$96,788	\$101,327	\$4,540	CPA (10)-STEP
TRANSIT	34792	ACCOUNTANT 4	PERMANENT	\$106,215	\$111,188	\$4,973	CPA (10)-STEP
TRANSIT	36423	ADMIN SECRETARY	EXEMPT	\$55,159	\$57,917	\$2,758	TEMPORARY LEADWORKER (1T)-STEP
TRANSIT	29774	CONSTRUCTION MANAGER 3	EXEMPT	\$119,551	\$125,529	\$5,978	PROFESSIONAL ENGINEER CERTIFICATE (0B)-STEP
TRANSIT	13856	ELEVATOR CONTRACT SPECIALIST	PERMANENT	\$86,003	\$90,303	\$4,300	NAN TRADE CONTRACTOR (0Q)-STEP
TRANSIT	212006	MDT GENERAL SUPERINTENDENT	EXEMPT	\$137,196	\$144,056	\$6,860	TEMPORARY LEADWORKER (1T)-STEP
TRANSIT	28497	MDT SUPERINTENDENT	EXEMPT	\$100,621	\$105,652	\$5,031	TEMPORARY LEADWORKER (1T)-STEP

NON-BARGAINING UNIT EMPLOYEES WITH PAY : ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
TRANSIT	3523	MDT SUPERINTENDENT	EXEMPT	\$90,592	\$99,651	\$9,059	NIGHT DIFFERENTIAL (21)-STEP
TRANSIT	23141	MDT SUPERINTENDENT	EXEMPT	\$82,932	\$87,079	\$4,146	TEMPORARY LEADWORKER (1T)-STEP
TRANSIT	182450	MGR MDT TRAINING & DEVELOPMENT	EXEMPT	\$77,460	\$81,333	\$3,873	SOCIETY OF HUMAN RESOURCES MNGMNT CERTIF (1G)-STEP
TRANSIT	36490	PERSONNEL SPECIALIST 1	PERMANENT	\$45,558	\$47,827	\$2,269	LEADWORKER (1)-STEP
VIZCAYA MUSEUM & GARDENS	30393	ASST TO DEPT DIRECTOR	EXEMPT	\$88,738	\$93,175	\$4,437	LEADWORKER (1)-STEP
WATER AND SEWER	13448	ACCOUNTANT 4	PERMANENT	\$88,496	\$92,600	\$4,104	CPA (10)-STEP
WATER AND SEWER	182516	ADMIN SECRETARY	EXEMPT	\$43,927	\$46,123	\$2,196	LEADWORKER (1)-STEP
WATER AND SEWER	131827	ADMIN SECRETARY	EXEMPT	\$46,123	\$48,429	\$2,306	CERTIFIED PROFESSIONAL SECRETARY (19)-STEP
WATER AND SEWER	13953	CHIEF W&S DIVISION	EXEMPT	\$137,196	\$144,056	\$6,860	LEADWORKER (1)-STEP
WATER AND SEWER	65411	EXECUTIVE SECRETARY	EXEMPT	\$55,585	\$58,364	\$2,779	LEADWORKER (1)-STEP
WATER AND SEWER	197322	PROFESSIONAL GEOLOGIST	EXEMPT	\$77,651	\$81,534	\$3,883	REGISTERED GEOLOGIST (0J)-STEP
WATER AND SEWER	28986	PROFESSIONAL GEOLOGIST	EXEMPT	\$93,305	\$97,970	\$4,665	REGISTERED GEOLOGIST (0J)-STEP
WATER AND SEWER	185396	SPEC PROJECTS ADMINISTRATOR 1	EXEMPT	\$80,817	\$84,572	\$3,754	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
WATER AND SEWER	21810	SPEC PROJECTS ADMINISTRATOR 1	PERMANENT	\$84,572	\$88,496	\$3,924	CPA (10)-STEP

NON-BARGAINING UNIT EMPLOYEES WITH PAY : ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
<b>NON-MAYORAL DEPARTMENTS</b>							
BOARD OF COUNTY COMMISSIONERS	194503	ADMINISTRATIVE AIDE	PART TIME	\$15,080	\$15,532	\$452	LIVING WAGE (LW)-LW
BOARD OF COUNTY COMMISSIONERS	73198	AIDE TO CTY COMMISSIONER	EXEMPT	\$53,359	\$54,659	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	24288	AIDE TO CTY COMMISSIONER	EXEMPT	\$86,265	\$87,565	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	156430	ASST PROTOCOL RECOGNITION MGR	EXEMPT	\$56,000	\$57,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	155443	ASST PROTOCOL- RECOGNITION SPEC	EXEMPT	\$60,000	\$61,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	306730	BCC ADMINISTRATIVE ASSISTANT	EXEMPT	\$40,500	\$41,800	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	302696	BCC ASSOCIATE AUDITOR	EXEMPT	\$59,800	\$62,790	\$2,990	CPA (10)-STEP
BOARD OF COUNTY COMMISSIONERS	302397	BCC ASSOCIATE AUDITOR	EXEMPT	\$67,600	\$70,980	\$3,380	CPA (10)-STEP
BOARD OF COUNTY COMMISSIONERS	17048	BCC COMMUNITY LIAISON OFFICER	EXEMPT	\$35,000	\$36,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	306468	BCC DISTRICT COORDINATOR	EXEMPT	\$80,000	\$81,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	35326	BCC LEGISLATIVE ASSISTANT	EXEMPT	\$84,210	\$85,510	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	215053	BCC LEGISLATIVE ASSISTANT	EXEMPT	\$38,000	\$39,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	202602	BCC LEGISLATIVE ASSISTANT	EXEMPT	\$35,000	\$36,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	205319	BCC SR AUDITOR	EXEMPT	\$75,871	\$79,665	\$3,794	CPA (10)-STEP
BOARD OF COUNTY COMMISSIONERS	134308	BCC SR AUDITOR	EXEMPT	\$70,077	\$73,581	\$3,504	CPA (10)-STEP
BOARD OF COUNTY COMMISSIONERS	5249	BCC SR BUDGET ANALYST	EXEMPT	\$101,609	\$106,689	\$5,080	CPA (10)-STEP
BOARD OF COUNTY COMMISSIONERS	34564	CH PROTOCOL- RECOGNITION SPEC	EXEMPT	\$62,000	\$63,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	301041	CHIEF MEDIA AIDE	EXEMPT	\$55,000	\$56,300	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
BOARD OF COUNTY COMMISSIONERS	13314	COMM ADVOCACY PROG OFF 2	EXEMPT	\$101,491	\$106,565	\$5,074	LEADWORKER (1)-STEP
BOARD OF COUNTY COMMISSIONERS	202802	COMMISSION AIDE	EXEMPT	\$38,956	\$40,256	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	307056	COMMISSION AIDE	EXEMPT	\$80,000	\$81,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	307466	COMMISSION AIDE	EXEMPT	\$40,000	\$41,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	307848	COMMISSION AIDE	EXEMPT	\$40,000	\$41,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	307340	COMMISSION AIDE	EXEMPT	\$35,000	\$36,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	200368	COMMISSION AIDE	EXEMPT	\$38,231	\$39,531	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	305489	COMMISSION AIDE	EXEMPT	\$27,000	\$28,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	307796	COMMISSION AIDE	PART TIME	\$15,080	\$15,800	\$720	LIVING WAGE (LW)-LW
BOARD OF COUNTY COMMISSIONERS	8513	COMMISSION AIDE	EXEMPT	\$65,000	\$66,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	306652	COMMISSION AIDE	EXEMPT	\$35,000	\$36,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	32661	COMMISSION AIDE	EXEMPT	\$39,782	\$41,082	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	202173	COMMISSION AIDE	EXEMPT	\$43,360	\$44,660	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	214769	COMMISSION AIDE	EXEMPT	\$30,000	\$31,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	183167	COMMISSION AIDE	EXEMPT	\$63,543	\$64,843	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	307341	COMMISSION AIDE	EXEMPT	\$35,000	\$36,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	306643	COMMISSION AIDE	EXEMPT	\$35,000	\$36,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	182610	COMMISSION AIDE	EXEMPT	\$54,140	\$55,440	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	306463	COMMISSION AIDE	EXEMPT	\$28,500	\$29,800	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
BOARD OF COUNTY COMMISSIONERS	196438	COMMISSION AIDE	EXEMPT	\$50,000	\$51,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	210882	COMMSN LEGISLATIVE ANALYST	EXEMPT	\$35,000	\$36,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	306782	COMMSN MEDIA AIDE	EXEMPT	\$47,500	\$48,800	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	202512	COMMSN MEDIA AIDE	EXEMPT	\$51,440	\$52,740	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	182130	DEP CH OF STAFF OFFICE OF CHA	EXEMPT	\$75,000	\$76,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	134332	DISTRICT COMMUNITY LIAISON	EXEMPT	\$40,750	\$42,050	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	307343	DISTRICT SPECIAL ASSISTANT	PART TIME	\$15,000	\$15,532	\$532	LIVING WAGE (LW)-LW
BOARD OF COUNTY COMMISSIONERS	134188	DISTRICT SPECIAL ASSISTANT	EXEMPT	\$39,167	\$40,467	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	307335	EXEC ASST TO CTY COMMISSIONER	EXEMPT	\$55,387	\$56,687	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	308029	EXEC ASST TO CTY COMMISSIONER	EXEMPT	\$40,000	\$41,300	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	23022	EXEC DIR, COMMUNITY ADVOCACY	EXEMPT	\$84,008	\$85,308	\$1,300	PREMIUM PAY (LC)-FLAT
BOARD OF COUNTY COMMISSIONERS	196687	EXEC SEC CTY COMMISSIONER	EXEMPT	\$55,000	\$56,300	\$1,300	PREMIUM PAY (LC)-FLAT
CITIZENS' INDEPENDENT TRANSPORTION TRUST	207837	CITT ADMINISTRATIVE SECRETARY	EXEMPT	\$41,495	\$42,795	\$1,300	PREMIUM PAY (LC)-FLAT
CITIZENS' INDEPENDENT TRANSPORTION TRUST	14879	CITT SENIOR EXECUTIVE SEC	EXEMPT	\$61,444	\$62,744	\$1,300	PREMIUM PAY (LC)-FLAT
CITIZENS' INDEPENDENT TRANSPORTION TRUST	27166	CITT SPECIAL PROJECTS ADMIN 1	EXEMPT	\$95,378	\$101,447	\$4,769	CPA (10)-STEP
CITIZENS' INDEPENDENT TRANSPORTION TRUST	27166	CITT SPECIAL PROJECTS ADMIN 1	EXEMPT	\$95,378	\$101,447	\$1,300	PREMIUM PAY (LC)-FLAT
CITIZENS' INDEPENDENT TRANSPORTION TRUST	79631	CITT SPECIAL PROJECTS ADMIN 1	EXEMPT	\$83,242	\$84,542	\$1,300	PREMIUM PAY (LC)-FLAT
CITIZENS' INDEPENDENT TRANSPORTION TRUST	19553	CITT SPECIAL PROJECTS ADMIN 2	EXEMPT	\$104,367	\$105,667	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	19432	ASST COURTS DIV CHIEF	EXEMPT	\$103,639	\$104,939	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS BY DEPARTMENT (AS OF 6/8/2012)

ATTACHMENT 5B

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
CLERK OF COURTS	7615	ASST COURTS DIV CHIEF	EXEMPT	\$100,910	\$102,210	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	24037	ASST COURTS DIV CHIEF	EXEMPT	\$88,436	\$89,736	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	8725	ASST COURTS DIV CHIEF	EXEMPT	\$103,639	\$104,939	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	33256	ASST DIV CHIEF CTY RECORDER	EXEMPT	\$83,344	\$84,644	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	25245	CLERK OF BOARD ADMIN AIDE	EXEMPT	\$75,345	\$76,645	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	209221	CLERK'S LEGAL ADVISOR ADM AIDE	EXEMPT	\$50,838	\$52,138	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	30652	CODE ENFORCEMENT MANAGER	EXEMPT	\$96,104	\$97,404	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	12974	COURT OPERATIONS OFFICER 1	EXEMPT	\$82,573	\$83,873	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	31784	COURT OPERATIONS OFFICER 1	EXEMPT	\$70,364	\$71,664	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	185446	COURT OPERATIONS OFFICER 1	EXEMPT	\$60,738	\$62,038	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	12350	COURT OPERATIONS OFFICER 1	EXEMPT	\$82,573	\$83,873	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	19449	COURT OPERATIONS OFFICER 1	EXEMPT	\$82,573	\$83,873	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	15320	COURT OPERATIONS OFFICER 1	EXEMPT	\$62,867	\$64,167	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	12340	COURT OPERATIONS OFFICER 1	EXEMPT	\$52,952	\$54,252	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	910	COURT OPERATIONS OFFICER 1	EXEMPT	\$68,499	\$69,799	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	18141	COURT OPERATIONS OFFICER 1	EXEMPT	\$63,051	\$64,351	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	14713	COURT OPERATIONS OFFICER 1	EXEMPT	\$71,453	\$72,753	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	14139	COURT OPERATIONS OFFICER 1	EXEMPT	\$82,573	\$83,873	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	23968	COURT OPERATIONS OFFICER 1	EXEMPT	\$68,027	\$69,327	\$1,300	PREMIUM PAY (LC)-FLAT

## NON-BARGAINING UNIT EMPLOYEES WITH PAY ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

ATTACHMENT 5B

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
CLERK OF COURTS	24935	COURT OPERATIONS OFFICER 1	EXEMPT	\$82,573	\$83,873	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	7633	COURT OPERATIONS OFFICER 1	EXEMPT	\$82,573	\$83,873	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	13635	COURT OPERATIONS OFFICER 1	EXEMPT	\$81,451	\$82,751	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	15297	COURT OPERATIONS OFFICER 1	EXEMPT	\$80,650	\$81,950	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	27627	COURT OPERATIONS OFFICER 1	EXEMPT	\$70,501	\$71,801	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	25938	COURT OPERATIONS OFFICER 1	EXEMPT	\$59,165	\$60,465	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	38024	COURT OPERATIONS OFFICER 2	EXEMPT	\$62,886	\$64,186	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	31013	COURT OPERATIONS OFFICER 2	EXEMPT	\$96,104	\$97,404	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	16277	COURT OPERATIONS OFFICER 2	EXEMPT	\$91,983	\$93,283	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	22112	COURT OPERATIONS OFFICER 2	EXEMPT	\$68,278	\$69,578	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	5130	COURT OPERATIONS OFFICER 2	EXEMPT	\$86,751	\$88,051	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	21713	COURT OPERATIONS OFFICER 2	EXEMPT	\$78,354	\$79,654	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	15382	COURT OPERATIONS OFFICER 2	EXEMPT	\$87,735	\$89,035	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	25089	COURT OPERATIONS OFFICER 2	EXEMPT	\$96,104	\$97,404	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	23920	COURT OPERATIONS OFFICER 2	EXEMPT	\$83,004	\$84,304	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	23892	COURT OPERATIONS OFFICER 2	EXEMPT	\$83,422	\$84,722	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	32858	COURT OPERATIONS OFFICER 2	EXEMPT	\$91,715	\$93,015	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	23057	COURT OPERATIONS OFFICER 2	EXEMPT	\$86,631	\$87,931	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	31449	COURTS ACCOUNTANT 4	PERMANENT	\$99,692	\$100,992	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
CLERK OF COURTS	303281	COURTS ACCOUNTANT 4	PERMANENT	\$83,242	\$84,542	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	16442	COURTS ACCOUNTANT 4	PERMANENT	\$99,692	\$105,667	\$4,676	CPA (10)-STEP
CLERK OF COURTS	16442	COURTS ACCOUNTANT 4	PERMANENT	\$99,692	\$105,667	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	23065	COURTS ADMIN SECRETARY	EXEMPT	\$56,814	\$58,114	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	1127	COURTS ADMIN SECRETARY	EXEMPT	\$56,814	\$58,114	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	16299	COURTS ADMIN SECRETARY	EXEMPT	\$56,814	\$58,114	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	158796	COURTS ADMIN SECRETARY	EXEMPT	\$42,745	\$44,045	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	37135	COURTS ADMIN SECRETARY	EXEMPT	\$56,814	\$58,114	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	14711	COURTS ADMIN SECRETARY	EXEMPT	\$56,814	\$58,114	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	24874	COURTS ADMIN SECRETARY	EXEMPT	\$55,462	\$56,762	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	10120	COURTS ADMIN SECRETARY	EXEMPT	\$55,429	\$56,729	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	307004	COURTS AUDITOR	PERMANENT	\$46,925	\$48,225	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	4304	COURTS COMPTROLLER ADMIN AIDE	PERMANENT	\$44,858	\$46,158	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	17450	COURTS COMPTROLLER ADMIN AIDE	PERMANENT	\$51,778	\$53,078	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	160657	COURTS HR SERVICES SUPERVISOR	PROBATIONAL	\$54,296	\$55,596	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	9187	COURTS HUM RES & PROJ MGR	EXEMPT	\$111,789	\$113,089	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	14205	COURTS JURY POOL MANAGER	EXEMPT	\$100,514	\$101,814	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	202369	COURTS PERSONNEL SPECIALIST 2	PERMANENT	\$59,600	\$60,900	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	37758	COURTS PERSONNEL SPECIALIST 3	PERMANENT	\$79,375	\$80,675	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
CLERK OF COURTS	13716	COURTS PROCUREMENT MANAGER	EXEMPT	\$102,661	\$103,961	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	30414	COURTS PROJECT MANAGER	EXEMPT	\$111,789	\$113,089	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	301699	COURTS SENIOR AUDITOR	EXEMPT	\$60,727	\$62,027	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	29495	COURTS SPEC PROJ ADMIN	EXEMPT	\$103,639	\$104,939	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	31967	EXEC SECRETARY TO CLERK	EXEMPT	\$58,744	\$60,044	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	27630	EXEC SECRETARY TO CLERK	EXEMPT	\$68,769	\$70,069	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	8516	EX-PARTE CLERK	EXEMPT	\$47,554	\$48,854	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	35547	EX-PARTE CLERK	EXEMPT	\$47,554	\$48,854	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	5240	EX-PARTE CLERK	EXEMPT	\$49,892	\$51,192	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	24735	EX-PARTE CLERK	EXEMPT	\$54,477	\$55,777	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	102434	EX-PARTE CLERK	EXEMPT	\$47,554	\$48,854	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	65637	EX-PARTE CLERK	EXEMPT	\$45,486	\$46,786	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	22669	EX-PARTE CLERK	EXEMPT	\$54,477	\$55,777	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	23280	EX-PARTE CLERK	EXEMPT	\$47,554	\$48,854	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	33640	EX-PARTE CLERK	EXEMPT	\$49,892	\$51,192	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	200972	EX-PARTE CLERK	EXEMPT	\$38,296	\$39,596	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	304107	FORECLOSURE & TAX DEED OPE OFF	EXEMPT	\$59,537	\$60,837	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	197813	HR LEGAL & JURY LAW COUNSEL	EXEMPT	\$88,093	\$89,393	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	37100	PARKING VIOLATION BUR SYS ADMN	EXEMPT	\$83,040	\$84,340	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
CLERK OF COURTS	11893	SECRETARY TO SR DEP CLERK	EXEMPT	\$62,657	\$63,957	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	300379	SECRETARY TO SR DEP CLERK	EXEMPT	\$50,257	\$51,557	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	1900	SECRETARY TO SR DEP CLERK	EXEMPT	\$48,062	\$49,362	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	30934	SENIOR COUNTY COMM CLERK	EXEMPT	\$87,109	\$88,409	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	14078	SENIOR COUNTY COMM CLERK	EXEMPT	\$87,109	\$88,409	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	7908	SENIOR EXEC SEC TO CLERK	EXEMPT	\$91,030	\$92,330	\$1,300	PREMIUM PAY (LC)-FLAT
CLERK OF COURTS	35175	VALUE ADJUSTMENT BOARD MGR	EXEMPT	\$85,762	\$87,062	\$1,300	PREMIUM PAY (LC)-FLAT
JUDICIAL ADMINISTRATION	21044	BAILIFF	EXEMPT	\$42,416	\$44,161	\$1,745	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	307564	BAILIFF	EXEMPT	\$31,333	\$32,640	\$1,307	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	201562	BAILIFF	EXEMPT	\$38,837	\$40,496	\$1,659	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	56957	BAILIFF	EXEMPT	\$40,496	\$42,416	\$1,920	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	307432	BAILIFF	EXEMPT	\$31,333	\$32,640	\$1,307	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	202758	BAILIFF	EXEMPT	\$37,181	\$38,837	\$1,656	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	133726	BAILIFF	EXEMPT	\$38,837	\$40,496	\$1,659	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	21292	BAILIFF	EXEMPT	\$40,496	\$42,416	\$1,920	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	197829	BAILIFF	EXEMPT	\$38,837	\$40,496	\$1,659	LEADWORKER (1)-STEP
JUDICIAL ADMINISTRATION	8606	JA COURT SECURITY SPECIALIST	EXEMPT	\$42,416	\$44,161	\$1,745	LEADWORKER (1)-STEP
LAW LIBRARY	20336	ADMIN ASSISTANT 1	EXEMPT	\$55,638	\$56,938	\$1,300	PREMIUM PAY (LC)-FLAT
LAW LIBRARY	25025	ADMIN ASSISTANT 1	EXEMPT	\$55,638	\$56,938	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
LAW LIBRARY	1257	DIR OF LAW LIBRARY	EXEMPT	\$99,455	\$100,755	\$1,300	PREMIUM PAY (LC)-FLAT
LAW LIBRARY	545	LAW LIBRARIAN 1	EXEMPT	\$51,406	\$52,706	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	6134	ASST TO DEPT DIR, LEGAL AIDE	EXEMPT	\$89,117	\$90,417	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	21357	DIR LEGAL AID SOC	EXEMPT	\$156,200	\$157,500	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	304571	LEGAL AID ATTORNEY	EXEMPT	\$55,260	\$56,560	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	209841	LEGAL AID ATTORNEY	EXEMPT	\$67,620	\$68,920	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	131983	LEGAL AID ATTORNEY	EXEMPT	\$83,100	\$84,400	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	5352	LEGAL AID ATTORNEY	EXEMPT	\$118,074	\$119,374	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	212078	LEGAL AID ATTORNEY	EXEMPT	\$67,620	\$68,920	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	210201	LEGAL AID ATTORNEY	EXEMPT	\$73,800	\$75,100	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	7740	LEGAL AID ATTORNEY	EXEMPT	\$91,340	\$92,640	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	30426	LEGAL AID ATTORNEY	EXEMPT	\$97,520	\$98,820	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	205622	LEGAL AID ATTORNEY	EXEMPT	\$70,710	\$72,010	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	56545	LEGAL AID ATTORNEY	EXEMPT	\$105,289	\$106,589	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	75642	LEGAL AID ATTORNEY	EXEMPT	\$87,220	\$88,520	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	28760	LEGAL AID HUM RES & TECH COORD	EXEMPT	\$72,523	\$73,823	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	6135	LEGAL AID OFFICE MANAGER	EXEMPT	\$64,975	\$66,275	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	216705	LEGAL AIDE SECRETARY 1	ILLNESS	\$33,524	\$34,824	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	26937	LEGAL AIDE SECRETARY 2	EXEMPT	\$47,076	\$48,376	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY ELEMENTS BY DEPARTMENT (AS OF 6/8/2012)

ATTACHMENT 5B

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
LEGAL AID	4288	LEGAL AIDE SECRETARY 2	EXEMPT	\$46,169	\$47,469	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	32640	LEGAL AIDE SECRETARY 2	EXEMPT	\$42,689	\$43,989	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	25589	LEGAL AIDE SECRETARY 2	EXEMPT	\$44,333	\$45,633	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	158888	LEGAL AIDE SECRETARY 2	EXEMPT	\$37,892	\$39,192	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	172782	LEGAL AIDE SECRETARY 2	EXEMPT	\$35,708	\$37,008	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	36113	LEGAL AIDE SECRETARY 2	EXEMPT	\$39,310	\$40,610	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	105320	LEGAL AIDE SECRETARY 2	EXEMPT	\$37,743	\$39,043	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	15301	LEGAL AIDE SECRETARY 2	EXEMPT	\$50,415	\$51,715	\$1,300	PREMIUM PAY (LC)-FLAT
LEGAL AID	31304	PARALEGAL SPECIALIST 1	EXEMPT	\$67,214	\$68,514	\$1,300	PREMIUM PAY (LC)-FLAT
PROPERTY APPRAISAL	31902	PA TAX ROLL COORDINATOR	PERMANENT	\$84,572	\$88,496	\$3,924	CERTIFICATION OF FLORIDA EVALUATORS (8)-STEP
PROPERTY APPRAISAL	15294	PROPERTY APP PROCUREMENT MGR	EXEMPT	\$108,533	\$113,960	\$5,427	PURCHASING OR CONTRACT PROCUREMENT CERT (1Z)-STEP
PROPERTY APPRAISAL	3161	PROPERTY APPRAISER LGL SPEC 1	PERMANENT	\$88,496	\$92,600	\$4,104	CERTIFICATION OF FLORIDA EVALUATORS (8)-STEP
PROPERTY APPRAISAL	25911	PROPERTY APPRAISER LGL SPEC 1	PERMANENT	\$88,496	\$96,788	\$4,104	CERTIFICATION OF FLORIDA EVALUATORS (8)-STEP
PROPERTY APPRAISAL	25911	PROPERTY APPRAISER LGL SPEC 1	PERMANENT	\$88,496	\$96,788	\$4,188	PROPERTY APPRAISER/CERT. FLA. EVALUATOR (Z5)-STEP
STATE ATTORNEY'S OFFICE	56667	BAILIFF	EXEMPT	\$40,496	\$41,796	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	217294	JA CLERK 2	EXEMPT	\$28,208	\$29,508	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	301738	JA CLERK 2	EXEMPT	\$27,184	\$28,484	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	301102	JA CLERK 2	EXEMPT	\$27,184	\$28,484	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	217954	JA CLERK 2	EXEMPT	\$28,208	\$29,508	\$1,300	PREMIUM PAY (LC)-FLAT

NON-BARGAINING UNIT EMPLOYEES WITH PAY SUPPLEMENTS BY DEPARTMENT (AS OF 6/8/2012)

DEPARTMENT	EMPLOYEE ID	TITLE	STATUS DESCRIPTION	BASE ANNUAL SALARY	ADJUSTED ANNUAL SALARY	ANNUAL VALUE OF PAY SUPPLEMENT	PAY SUPPLEMENT (CODE)-TYPE (STEP, FLAT, PERCENT)
STATE ATTORNEY'S OFFICE	305417	JA CLERK 2	EXEMPT	\$25,220	\$26,520	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	303427	JA CLERK 2	EXEMPT	\$27,184	\$28,484	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	307592	JA CLERK 2	EXEMPT	\$24,282	\$25,582	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	306379	JA CLERK 2	EXEMPT	\$25,220	\$26,520	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	303774	JA CLERK 2	EXEMPT	\$25,220	\$26,520	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	209256	JA CLERK 2	EXEMPT	\$28,208	\$29,508	\$1,300	PREMIUM PAY (LC)-FLAT
STATE ATTORNEY'S OFFICE	217295	JA CLERK 2	EXEMPT	\$28,208	\$29,508	\$1,300	PREMIUM PAY (LC)-FLAT
<b>COUNT (MAYORAL EMPLOYEES): 127</b>		<b>TOTAL ANNUAL VALUE (MAYORAL):</b>				<b>\$508,999</b>	
<b>COUNT (NON- MAYORAL EMPLOYEES): 196</b>		<b>TOTAL ANNUAL VALUE (NON-MAYORAL):</b>				<b>\$294,297</b>	
<b>TOTAL COUNT (ALL NON-BARGAINING UNIT EMPLOYEES): 323</b>		<b>TOTAL ANNUAL VALUE (ALL NON-BARGAINING UNIT EMPLOYEES):</b>				<b>\$803,296</b>	

PAY SUPPLEMENTS BY RANK AND FILE (FY 2010-11)

ATTACHMENT: 6A

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
1B	AIRPORT WITH PROTOCOLS	Law enforcement personnel in the classifications of Police Officer and Police Sergeant with permanent status, who are assigned to the Miami International Airport and who meet protocols and attain certifications established and maintained by the Miami-Dade Police Department, will be eligible to receive a one (1) pay step supplement.	1 Pay Step	149	\$484,680	C
1R	ARSON UNIT INVESTIGATORS	Employees with permanent status in the classifications of Police Officer and Police Sergeant who are assigned full-time as Investigators in the Miami-Dade Police Department's Arsons Unit and who meet all protocols established and maintained by the Department will be eligible to receive a one (1) pay step supplement.	1 Pay Step	5	\$16,533	C
3	ASSISTANT TRAINING OFFICERS	Correctional Officers designated as Assistant Training Officers will receive the equivalent of one (1) pay step.	1 Pay Step	39	\$2,874	C
0	BOOT CAMP	Correctional Lieutenants who are designated as Certified Drill Instructors and assigned to the Corrections and Rehabilitation Boot Camp, shall receive the equivalent of one (1) pay step.	1 Pay Step	44	\$105,266	C
50	CAREER DEVELOPMENT 1	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	1,049	\$238,512	S
55	CAREER DEVELOPMENT 2	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	574	\$274,463	S
56	CAREER DEVELOPMENT 3	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	207	\$141,524	S

(1) Annual value of supplements does not include fringes.

PAY SUPPLEMENTS PBA RANK AND FILE (FY 2010-11)

ATTACHMENT: 6A

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
57	CAREER DEVELOPMENT 4	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	55	\$50,359	S
58	CAREER DEVELOPMENT 5	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	29	\$32,213	S
51	CAREER DEVELOPMENT 6	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	11	\$16,060	S
4M	CAREER DEVELOPMENT II MAXIMUM	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	104	\$63,008	S
59	CAREER DEVELOPMENT III MAXIMUM	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	7	\$5,297	S
60	CAREER DEVELOPMENT MAXIMUM ADJUSTMENT FACTOR	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	6	\$1,696	S
Z1	CERTIFIED FORENSIC COMPUTER EXAMINER	Police Officers and Police Sergeants assigned to the Forensic Computer Laboratory who are certified Forensic Computer Examiners by the International Association of Computer Investigative Specialists shall receive a one (1) pay step supplement.	1 Pay Step	8	\$26,804	C

(1) Annual value of supplements does not include fringes.

PAY SUPPLEMENTS PBA RANK AND FILE (FY 2010-11)

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
8P	COMPETENCY MILESTONE	Employees in the classifications of Police Dispatchers, Police Complaint Officers, and Police Communication Supervisor who achieve and maintain specific competency milestones for their respective classifications will be eligible to receive a 5% competency pay supplement upon authorization by the Department and review by the Human Resources Department.	5%	209	\$578,492	C
Z1	CORRECTIONAL/RECREATION OFFICER	Correctional Officers, who are designated by the Department to function as Recreation Officers or Counselor/Case Managers, will be eligible to receive the equivalent of one (1) pay step increase.	1 Pay Step	39	\$110,320	C
1D	CRIMINALIST 1, 2, & 3	Miami-Dade Police Department employees in the classifications of Criminalist 1, Criminalist 2, MDPD Criminalist Supervisor or Manager, MDPD Crime Laboratory, who obtain and maintain current certification from either the American Board of Criminalistics (ABC), the Association of Firearm and Toolmark Examiners (AFTE) or the American Board of Forensic Document Examiners (ABFDE), will receive the equivalent of one (1) pay step.	1 Pay Step	4	\$13,831	C
6	EDUCATION INCENTIVE	Employees in the classifications of Correctional Officer, Correctional Corporal, Correctional Sergeant and Correctional Lieutenant with Baccalaureate or higher advanced degrees in academic fields covered by the Law Enforcement Assistance Act, who were not required to have such degrees upon employment into their classification, will receive the equivalent of one (1) pay step.	1 Pay Step	833	\$2,594,722	S
47	EXPLOSIVE MATERIALS	Law enforcement personnel assigned full-time or additional duties involving locating and removal of explosive materials shall receive two (2) pay steps.	2 Pay Steps	47	\$341,567	C
16	FIELD TRAINING OFFICER	Police Officers certified as Field Training Officers, who are assigned to the field training program, will receive the equivalent of a one (1) step salary supplement. All Police Sergeants, Police Complaint Supervisors and Police Dispatch Supervisors, who are designated by the Miami-Dade Police Department to function as Field Training Supervisor or Communications Training Supervisor, will receive a one (1) step pay supplement.	1 Pay Step	173	\$440,445	C
Z7	FIELD TRAINING SUPERVISOR	Employees in the classification of Police Sergeant, Police Lieutenant, Police Complaint Supervisor 1, Police Complaint Supervisor 2, Police Dispatch Supervisor 1 and Police Dispatch Supervisor 2, who are designated by the Miami-Dade Police Department to function as Field Training Supervisors or Communications Training Supervisor, will receive the equivalent of a one (1) step pay increase. This pay supplement will replace the lead worker designation previously received by these employees.	1 Pay Step	52	\$169,617	C

(1) Annual value of supplements does not include fringes.

PAY SUPPLEMENTS BY RANK AND FILE (FY 2010-11)

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
Z8	FINGERPRINT - IAI CERTIFICATION	Miami-Dade Police Department employees in the Fingerprint Analyst 1, Fingerprint Analyst 2, Fingerprint Supervisor, Fingerprint Superintendent and Latent Fingerprint Examiner classifications, who possess latent print certification from the International Association for Identification (IAI), will receive the equivalent of one (1) pay step. This pay supplement will replace the lead worker designation previously received by these employees.	1 Pay Step	6	\$25,778	C
Z9	FLORIDA DEPARTMENT OF LAW ENFORCEMENT	Law enforcement personnel in the classifications of Police Officer, Police Sergeant, Correctional Officer, Correctional Corporal, Correctional Sergeant, who possess and maintain certification by the State of Florida Department of Law Enforcement (FDLE) Criminal Justice Training Commission, will be eligible for a 4% pay supplement. Other sworn bargaining unit employees, who were grandfathered into the terms of this provision and who possess and maintain this certification as of July 10, 2001, are also eligible for this pay supplement.	4%	4,807	\$11,859,141	C
ZK	FLORIDA DEPARTMENT OF LAW ENFORCEMENT TRAINING CERTIFICATION	Police Officers, Police Sergeants, Correctional Officers, Correctional Corporals and Correctional Sergeants assigned to the Training Bureau who attain and maintain certification by the Florida Department of Law Enforcement's Criminal Justice Standards and Training Commission by completing the requirements of the Instructor Technique Workshop or Curriculum Maintenance System course shall receive a one (1) pay step supplement.	1 Pay Step	41	\$128,952	C
1S	FORENSIC HEALTH CARE	Employees with permanent status in the classifications of Correctional Officer, Correctional Corporal, and Correctional Sergeant, who are assigned full-time to any Forensic Health Care Unit in the Miami-Dade Corrections and Rehabilitation Department (including but not limited to the Pre-Trial Detention Center, the Woman's Annex and Ward D) and who meets all protocols, training requirements and attain required certifications established and maintained by the Department, will be eligible to receive a one (1) pay step supplement.	1 Pay Step	85	\$346,748	C
1H	FORENSIC PHOTOGRAPHER	Miami-Dade Police Department employees in the MDPD Photographer classification, who are assigned to the Crime Scene Investigations Bureau and possess and maintain current a Forensic Photographer Certification through the International Association for Identification (IAI), will receive the equivalent of one (1) pay step.	1 Pay Step	1	\$3,340	P

(1) Annual value of supplements does not include fringes.

PAY SUPPLEMENTS RANK AND FILE (FY 2010-11)

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
1	LEADWORKER	A Leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step		\$103,150	C
54	MOTORCYCLE PATROL DUTY	Law enforcement personnel assigned to full-time motorcycle patrol duty shall receive one (1) pay step.	1 Pay Step	34	\$109,000	C
5	NIGHT-SHIFT DIFFERENTIAL	Employees in the bargaining unit classification of Police Officer, Police Sergeant, Correctional Officer, Correctional Corporal and Correctional Sergeant shall be eligible to receive a night shift differential of one (1) pay step for shifts that have the majority of work hours between 6:00 p.m. and 6:00 a.m. Additionally, such employees assigned to work 2:00 p.m. to 10:00 p.m. shift are eligible for this one (1) pay step night differential.	1 Pay Step	24	\$42,802	C
21	NIGHT-SHIFT DIFFERENTIAL	Employees in the bargaining unit classification of Police Officer, Police Sergeant, Correctional Officer, Correctional Corporal and Correctional Sergeant shall be eligible to receive a night shift differential of one (1) pay step for shifts that have the majority of work hours between 6:00 p.m. and 6:00 a.m. Additionally, such employees assigned to work 2:00 p.m. to 10:00 p.m. shift are eligible for this one (1) pay step night differential.	1 Pay Step	2998	\$13,422,041	C
5B	NON-SWORN SUPPORT	Bargaining unit employees, who are not eligible for the hazardous duty pay specified in (14), shall receive a non-sworn law enforcement support specialty pay supplement of \$80.00 biweekly.	Flat Rate - \$80 bi-weekly	412	\$836,480	C
4B	OBSERVERS IN AIRCRAFT	Law enforcement personnel assigned to full-time duties as Observers in Aircraft shall receive \$30.00 biweekly.	Flat Rate - \$30 bi-weekly	2	\$2,820	C
8M	PBA FIRST RESPONDERS	Employees in the classifications of Police Officer, Police Sergeant, Correctional Officer, Correctional Corporal, Correctional Sergeant, who are classified as "First Responders", which is defined as those employees specifically trained to render initial care to an ill or injured person, are eligible to receive a five percent (5%) pay supplement.	5%	4,804	\$14,810,333	C

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PAY SUPPLEMENTS . . . RANK AND FILE (FY 2010-11)

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
43	PBA HAZARDOUS DUTY PAY	Sworn bargaining unit employees, as defined by Chapter 943 Florida Statutes, shall receive hazardous duty pay in the amount of \$125.00 biweekly.	Flat Rate - \$125 bi-weekly	4,807	\$15,656,250	C
0G	POLICE DISPATCHER, FIRE RESCUE DISPATCHER & POLICE COMPLAINT OFFICER TRAINERS	Police Dispatchers, Fire Rescue Dispatchers, and Police Complaint Officers designated by the Department to train other employees in these classifications will receive the equivalent of one (1) pay step for each complete shift in which active training is performed.	1 Pay Step	42	\$57,010	P
63	POLICE NOT CLASSIFIED AS AIRCRAFT OPERATOR	Police Officers and Police Sergeants regularly assigned to operate aircraft who are not classified as Aircraft Operators shall receive three (3) pay steps.	3 Pay Steps	11	\$131,973	C
49	POLICE STANDARDS PAY	Law enforcement personnel, who meet the requirements for "basic certification" as defined in Sections 943.22(1)(b) and (2)(a), Florida Statutes, shall receive \$11.54 biweekly.	Flat Rate - \$11.54 bi-weekly	43	\$12,232	S
4C	PREMIUM PAY	Full-time bargaining unit employees are eligible to receive a \$50.00 biweekly pay supplement.	Flat Rate - \$50 bi-weekly	2	\$100	C
52	PSD ASSOCIATE ARTS DEGREE	Law enforcement personnel, who meet the requirements defined in Sections 943.22 (1) (b) and (2) (b), Florida Statutes, with a "community college degree or equivalent", shall receive \$13.85 biweekly.	Flat Rate - \$13.85 bi-weekly	491	\$170,203	S
53	PSD BACCALAUREATE DEGREE	Law enforcement personnel, who meet the requirements defined in Sections 943.22 (1) (b) and (2) (c), Florida Statutes, with a "Bachelor's degree", who are exempt from the County classified service and whose classification maximum pay rate exceeds the maximum pay rate for Police Captain, shall receive \$36.93 biweekly.	Flat Rate - \$36.93 bi-weekly	53	\$28,030	S
8N	SERGEANT-AT-ARMS	Employees in the bargaining unit classification of Police Officer and Police Sergeant, who are assigned full-time duties as a Sergeant-at-Arms for the Miami-Dade County Board of County Commissioners, will be eligible to receive a seven (7%) pay supplement.	7%	5	\$19,632	C
41	SPECIAL INVESTIGATIVE DUTY	Law enforcement personnel classified as Police Officers (occupational code number 4201) assigned to special investigative duties in the Internal Review Section, or as authorized by the Director, Miami-Dade Police Department, shall receive \$10.00 biweekly.	Flat Rate - \$10 bi-weekly	6	\$1,560	C

(1) Annual value of supplements does not include fringes.

PAY SUPPLEMENTS | RANK AND FILE (FY 2010-11)

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
42	SPECIAL RESPONSE TEAM	Police personnel assigned to the Miami-Dade Police Department Special Response Teams shall receive one (1) pay step.	1 Pay Step	66	\$231,761	C
44	UNDERWATER SEARCH AND RESCUE	Law enforcement personnel in the classifications of Police Captain and Police Lieutenant, who maintain police diver certification and are assigned to the Special Patrol, Marine Unit, or Intergovernmental Bureau, Underwater Recovery Unit whose duties include underwater search and recovery shall receive a one (1) step supplement.	1 Pay Step	35	\$67,075	C
<b>TOTALS</b>				<b>22,419</b>	<b>\$63,774,694</b>	

(1) Annual value of supplements does not include fringes.



PAY SUPPLEMENTS FOR SUPERVISORS (FY 2010-11)

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
1B	AIRPORT WITH PROTOCOLS	Law enforcement personnel in the classifications of Police Officer and Police Sergeant with permanent status, who are assigned to the Miami International Airport and who meet protocols and attain certifications established and maintained by the Miami-Dade Police Department, will be eligible to receive a one (1) pay step supplement.	1 Pay Step	12	\$36,159	C
00	BOOT CAMP	Correctional Lieutenants who are designated as Certified Drill Instructors and assigned to the Corrections and Rehabilitation Boot Camp, shall receive the equivalent of one (1) pay step.	1 Pay Step	1	\$3,817	C
50	CAREER DEVELOPMENT 1	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	27	\$6,646	S
55	CAREER DEVELOPMENT 2	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	45	\$21,764	S
56	CAREER DEVELOPMENT 3	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	31	\$20,518	S
57	CAREER DEVELOPMENT 4	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	15	\$11,224	S
58	CAREER DEVELOPMENT 5	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	8	\$8,630	S

<sup>(1)</sup> Annual value of supplements does not include fringes.

PAY SUPPLEMENTS A SUPERVISORS (FY 2010-11)

ATTACHMENT: 6A

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
51	CAREER DEVELOPMENT 6	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	3	\$4,320	S
4M	CAREER DEVELOPMENT II MAXIMUM	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	101	\$60,862	S
59	CAREER DEVELOPMENT III MAXIMUM	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly for each 80 hours training	2	\$1,800	S
60	CAREER DEVELOPMENT MAXIMUM ADJUSTMENT FACTOR	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate	6	\$2,043	S
1D	CRIMINALIST 1, 2, & 3	Miami-Dade Police Department employees in the classifications of Criminalist 1, Criminalist 2, MDPD Criminalist Supervisor or Manager, MDPD Crime Laboratory, who obtain and maintain current certification from either the American Board of Criminalistics (ABC), the Association of Firearm and Tool mark Examiners (AFTE) or the American Board of Forensic Document Examiners (ABFDE), will receive the equivalent of one (1) pay step.	1 Pay Step	2	\$12,016	C
06	EDUCATION INCENTIVE	Employees in the classifications of Correctional Officer, Correctional Corporal, Correctional Sergeant and Correctional Lieutenant with Baccalaureate or higher advanced degrees in academic fields covered by the Law Enforcement Assistance Act, who were not required to have such degrees upon employment into their classification, will receive the equivalent of one (1) pay step.	1 Pay Step	161	\$682,039	C

<sup>(1)</sup> Annual value of supplements does not include fringes.

**PAY SUPPLEMENTS - SUPERVISORS (FY 2010-11)**

ATTACHMENT: 6A

<b>CODE</b>	<b>SUPPLEMENT NAME</b>	<b>DESCRIPTION</b>	<b>VALUE (STEP, PERCENT OR FLAT RATE)</b>	<b>COUNT OF EMPLOYEES EARNING THE SUPPLEMENT</b>	<b>ANNUALIZED COST <sup>(1)</sup></b>	<b>CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION</b>
49	<b>EXPLOSIVE MATERIALS</b>	Law enforcement personnel assigned full-time or additional duties involving locating and removal of explosive materials shall receive two (2) pay steps.	2 Pay Steps	4	\$27,440	C
ZM	<b>FIELD TRAINING COORDINATOR</b>	Police Lieutenants who are designated by the Miami-Dade Police Department to function as Field Training Coordinators and all Police Lieutenants assigned to the Basic Training Unit at the Training Bureau will receive a one (1) step pay supplement.	1 Pay Step	8	\$28,503	C
Z7	<b>FIELD TRAINING SUPERVISOR</b>	Employees in the classifications of Police Sergeant, police Lieutenant, Police Complaint Supervisor 1, Police Complaint Supervisor 2, Police Dispatch Supervisor 1 and Police Dispatch Supervisor 2, who are designated by the Miami-Dade Police Department to function as Field Training Supervisors or Communications Training Supervisor, will receive the equivalent of a (1) one step pay increase. This pay supplement will replace the leadworker designation previously received by these employees.	1 Pay Step	2	\$7,500	C
Z8	<b>FINGERPRINT - IAI CERTIFICATION</b>	Miami-Dade Police Department employees in the Fingerprint Analyst 1, Fingerprint Analyst 2, Fingerprint Supervisor, Fingerprint Superintendent and Latent Fingerprint Examiner classifications, who possess latent print certification from the International Association for Identification (IAI), will receive the equivalent of one (1) pay step. This pay supplement will replace the lead worker designation previously received by these employees.	1 Pay Step	1	\$4,135	C
Z6	<b>FIRST LIUETENANT</b>	Employees in the Police Liuetenant classification, who are designated by the Miami-Dade Police Department to function as First Liuetenant, and employees in the Correctional Liuetenant classification, who are designated by the Corrections and Rehabilitation Department to function as Facility Executive Officers, will receive the equivalent of a one (1) pay step increase. This pay supplement replaces the leadworker supplement previously received by these employees.	1 Pay Step	21	\$78,667	C

<sup>(1)</sup> Annual value of supplements does not include fringes.

**PAY SUPPLEMENTS - SUPERVISORS (FY 2010-11)**

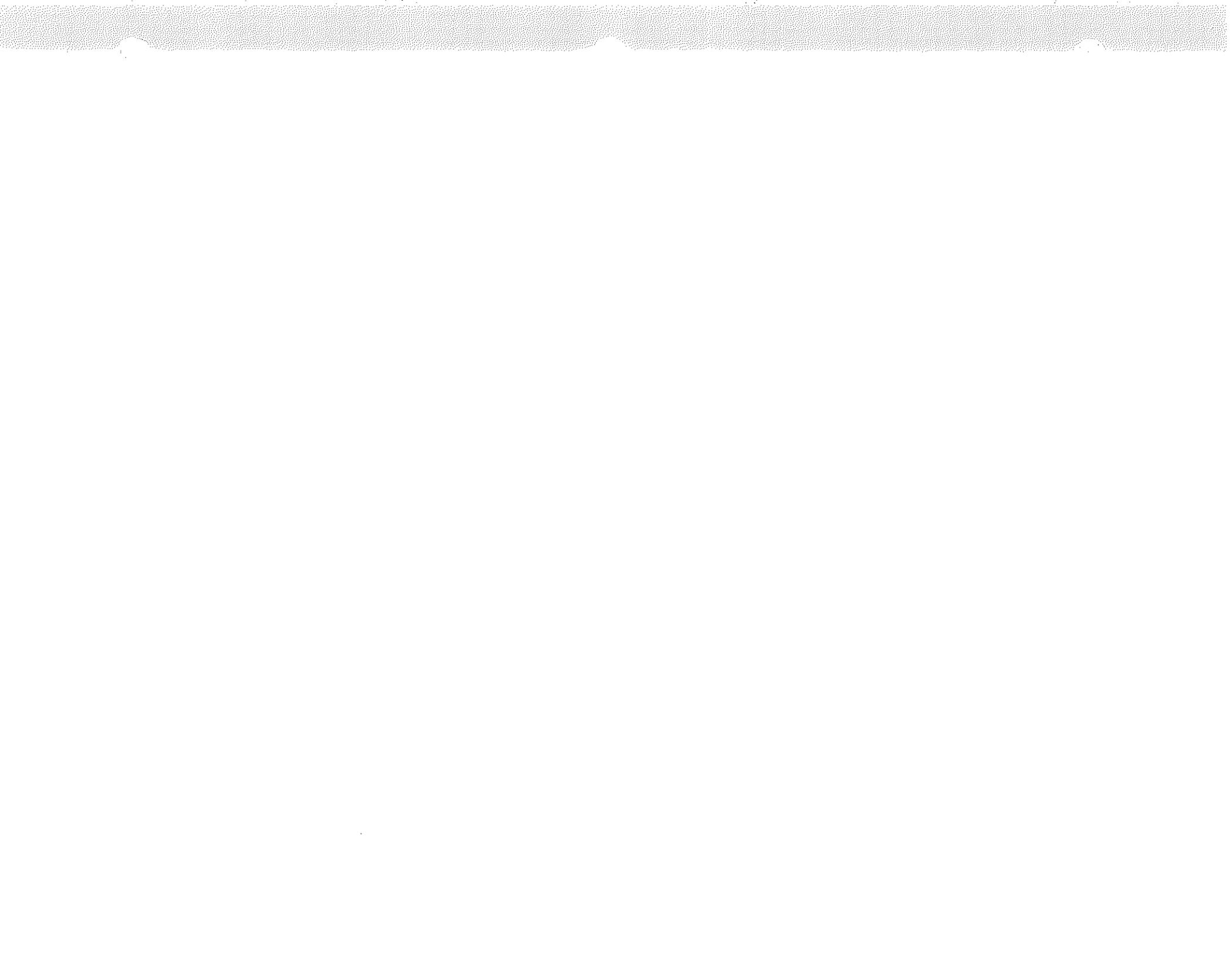
<b>CODE</b>	<b>SUPPLEMENT NAME</b>	<b>DESCRIPTION</b>	<b>VALUE (STEP, PERCENT OR FLAT RATE)</b>	<b>COUNT OF EMPLOYEES EARNING THE SUPPLEMENT</b>	<b>ANNUALIZED COST <sup>(1)</sup></b>	<b>CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION</b>
29	<b>FLORIDA DEPARTMENT OF LAW ENFORCEMENT</b>	Law enforcement personnel in the classifications of Police Officer, Police Sergeant, Correctional Officer, Correctional Corporal, Correctional Sergeant, who possess and maintain certification by the State of Florida Department of Law Enforcement (FDLE) Criminal Justice Training Commission, will be eligible for a 4% pay supplement. Other sworn bargaining unit employees, who were grandfathered into the terms of this provision and who possess and maintain this certification as of July 10, 2001, are also eligible for this pay supplement.	4%	246	\$966,283	C
54	<b>MOTORCYCLE PATROL DUTY</b>	Law enforcement personnel assigned to full-time motorcycle patrol duty shall receive one (1) pay step.	1 Pay Step	3	\$8,293	C
21	<b>NIGHT-SHIFT DIFFERENTIAL</b>	Employees in the bargaining unit classification of Police Officer, Police Sergeant, Correctional Officer, Correctional Corporal and Correctional Sergeant shall be eligible to receive a night shift differential of one (1) pay step for shifts that have the majority of work hours between 6:00 p.m. and 6:00 a.m. Additionally, such employees assigned to work 2:00 p.m. to 10:00 p.m. shift are eligible for this one (1) pay step night differential.	1 Pay Step	87	\$653,971	C
5B	<b>NON-SWORN SUPPORT (5B)</b>	Bargaining unit employees, who are not eligible for the hazardous duty pay specified in (14), shall receive a non-sworn law enforcement support specialty pay supplement of \$80.00 biweekly.	Flat Rate - \$80 bi-weekly	11	\$21,600	C
8M	<b>PBA FIRST RESPONDERS</b>	Employees in the classifications of Police Officer, Police Sergeant, Correctional Officer, Correctional Corporal, Correctional Sergeant, who are classified as "First Responders", which is defined as those employees specifically trained to render initial care to an ill or injured person, are eligible to receive a five percent (5%) pay supplement.	5%	246	\$1,207,854	C
43	<b>PBA HAZARDOUS DUTY PAY</b>	Sworn bargaining unit employees, as defined by Chapter 943 Florida Statutes, shall receive hazardous duty pay in the amount of \$125.00 biweekly.	Flat Rate - \$125 bi-weekly	246	\$807,625	C
46	<b>POLICE CAPTAIN, POLICE LIUETENANT AND, CORRECTIONAL LIUETENANT</b>	Police Lieutenants and Correctional Lieutenants, assigned to normal and regular supervisory duties, shall receive \$50.00 biweekly.	Flat Rate - \$50.00 bi-weekly	90	\$226,500	C

<sup>(1)</sup> Annual value of supplements does not include fringes.

PAY SUPPLEMENTS - SUPERVISORS (FY 2010-11)

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING THE SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL, PAY PLAN, OR STATUTE PROVISION
49	POLICE STANDARDS PAY	Law enforcement personnel, who meet the requirements for "basic certification" as defined in Sections 943.22(1)(b) and (2)(a), Florida Statutes, shall receive \$11.54 biweekly.	Flat Rate - \$11.54 bi-weekly	9	\$2,539	C
52	PSD ASSOCIATE ARTS DEGREE	Law enforcement personnel, who meet the requirements defined in Sections 943.22 (1) (b) and (2) (b), Florida Statutes, with a "community college degree or equivalent", shall receive \$13.85 biweekly.	Flat Rate - \$13.85 bi-weekly	24	\$8,767	S
53	PSD BACCALAUREATE DEGREE	Law enforcement personnel, who meet the requirements defined in Sections 943.22 (1) (b) and (2) (c), Florida Statutes, with a "Bachelor's degree", who are exempt from the County classified service and whose classification maximum pay rate exceeds the maximum pay rate for Police Captain, shall receive \$36.93 biweekly.	Flat Rate - \$36.93 bi-weekly	8	\$2,290	S
42	SPECIAL RESPONSE TEAMS	Police personnel assigned to the Miami-Dade Police Department Special Response Teams shall receive one (1) pay step.	1 Pay Step	11	\$42,770	C
Totals				1431	\$4,866,576	

<sup>(1)</sup> Annual value of supplements does not include fringes.



PAY SUPPLEMENTS IAFF LOCAL 1403 (FIRE) (FY 2010-11)

ATTACHMENT: 6B

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
0N	AIR RESCUE - FIRE	Fire personnel assigned full-time duties on "Air Rescue" units will receive the equivalent of one (1) pay step.	1 Pay Step	43	\$141,348	C
0K	AIR TRUCK - FIRE	Fire personnel assigned full-time duties on "air truck" units will receive the equivalent of one (1) pay step.	1 Pay Step	11	\$28,949	C
85	AIRPORT - CERTIFIED & ASSIGNED	Firefighting personnel, who are Certified Fire Rescue and Miami-Dade Fire Rescue Department certified and assigned to Airport units, shall receive 5%.	5%	134	\$457,634	C
84	CERTIFIED STATE OF FL INSPECTORS	Those employees, who are County Certified Inspectors, shall receive an additional 2.5% during their assignment to the Fire Safety Bureau.	2.5%	39	\$94,378	C
8P	COMPETENCY MILESTONE	Effective October 9, 2006, employees in the classifications of Fire Rescue Dispatcher and Fire Rescue Dispatcher Supervisor who achieve and maintain all of the following specific competency milestones will be eligible to receive a 5% competency pay supplement, upon authorization by the Department and review by the Internal Services Department.	5%	66	\$194,866	C
06	EDUCATION INCENTIVE	Firefighting personnel, who receive an Associate Degree or higher in Fire Science Technology, Emergency Medical Service or Fire Administration; OR who receive an Associate or higher in a subject that they are utilizing in the every day work of their assignment within the Miami-Dade Fire Rescue Department; OR any equivalent program approved in advance by the Miami-Dade Fire Rescue Department and the Internal Services Department, shall receive a one (1) step pay increase.	1 Pay Step	946	\$3,169,861	C
88	EMS FIRE CAPTAINS & LIEUTENANTS	In addition, E.M.S. Captains and Fire Lieutenants assigned to this Bureau shall be paid 2.5% above their regular rate of pay in lieu of Article 25.1 (Night Differential) and remain on their current 10's/14's, forty-three hour average work week schedule	2.5%	30	\$57,448	C
87	EMS OPERATIONS BUREAU	Bargaining unit employees assigned full-time by the Department to the Emergency Medical Services (E.M.S.) Division's Operations Bureau shall receive 5% pay supplement above their regular rate of pay.	5%	35	\$128,869	C
NC	FIRE EMT OR PARAMEDIC - NON-PROTOCOL	Firefighting personnel, who are State Certified Emergency Medical Technicians or State Certified Paramedics who do not have Department Paramedic Protocol Certification, shall be paid at a rate of 15% above their regular rate of pay.	15%	481	\$4,511,777	C
4A	FIRE - A.A.	Firefighting personnel with an approved Associate of Arts degree in accordance with Chapter 633, Florida Statutes, will receive \$23.08 biweekly.	Flat Rate - \$23.08 bi-weekly	710	\$392,591	S
4B	FIRE - B.A.	Firefighting personnel with a Baccalaureate or higher advanced degrees in accordance with Chapter 633, Florida Statutes, will receive \$50.77 biweekly.	Flat Rate - \$50.77 bi-weekly	270	\$364,556	S

<sup>(1)</sup> Annual value of supplements does not include fringes

PAY SUPPLEMENTS IAFF LOCAL 1403 (FIRE) (FY 2010-11)

ATTACHMENT: 6B

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
13	FIRE COLLEGE PERSONNEL	Fire personnel, who are assigned full-time to the Fire College Staff, will receive the equivalent of one (1) additional pay step.	1 Pay Step	22	\$82,836	C
5G	FIRE DIVER'S PAY	In accordance with the applicable provision of the Collective Bargaining Unit, bargaining unit employees, who are certified Department authorized divers in accordance with rules, regulations, and protocols established and maintained by the Fire Department, will be eligible to receive an underwater rescue pay supplement of one (1) step. The Mayor and the Director of the Miami-Dade Fire Department shall retain the authority and discretion to determine the number of employees who will receive this pay supplement.	1 Pay Step	655	\$2,314,980	C
5C	FIRE HAZARDOUS DUTY PAY	Fire personnel shall receive hazardous duty pay of \$125.00 biweekly.	Flat Rate - \$125 bi-weekly	2,000	\$6,409,000	C
8I	FIRE INVESTIGATOR 1	Employees assigned full time to the Fire Investigation Bureau who have attained and maintain Fire Investigator I Certification shall receive 1% above their regular rate of pay.	1%			C
8J	FIRE INVESTIGATOR 2	Employees assigned full time to the Fire Investigation Bureau who have attained and maintain Fire Investigator II Certification shall receive an additional 2% (for an accumulative total of 3%) above their regular rate of pay.	3%	1	\$2,060	C
8K	FIRE INVESTIGATOR 3	Employees assigned full time to the Fire Investigation Bureau who have attained and maintain Fire Investigator III Certification shall receive an additional 3% (for an accumulative total of 6%) above their regular rate of pay.	6%	2	\$5,700	C
8L	FIRE INVESTIGATOR 4	Employees assigned full time to the Fire Investigation Bureau who have attained and maintain Fire Investigator IV Certification shall receive an additional 3% (for an accumulative total of 9%) above their regular rate of pay.	9%	5	\$32,205	C
PC	FIRE PARAMEDIC WITH PROTOCOL	Firefighting personnel, who are State Certified Paramedics and have passed Department Paramedic Protocol Certification, shall be paid at a rate of 20% above their regular rate of pay.	20%	1,554	\$22,597,639	C
12	FIRE PERSONNEL BUREAU OFFICER-IN-CHARGE	Fire personnel assigned full-time as Bureau Officer-in-Charge will receive the equivalent of one (1) additional pay step.	1 Pay Step	32	\$132,807	C

<sup>(1)</sup> Annual value of supplements does not include fringes

PAY SUPPLEMENTS IAFF LOCAL 1403 (FIRE) (FY 2010-11)

ATTACHMENT: 6B

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
51	FIRE PLANS PROCESSOR	Employees in the Fire Plans Processor classification or other classifications as determined by the Fire Chief, Miami-Dade Fire Rescue Department and the Internal Services Department, who wish to work on the Life Safety Plans review process "Plus Time and Optional Plan Review Project", will be assigned to review a work bundle of plans outside scheduled work hours. The employees will be required to complete the work bundle outside of the required work schedule. Completion of this assigned work package will entitle the employee to a money adjustment in the amount of \$55.00 per work bundle, not to exceed a total of \$2,000. This compensation shall not be considered as part of the employee's base pay.	Flat Rate - \$55.00 per work bundle			P
8D	FIRE PREVENTION INSPECTOR 1	Employees assigned full-time to the Fire Prevention Division who have attained and maintain Fire Prevention Inspector I Certification shall receive an additional 1% above their regular rate of pay.	1%	5	\$2,193	C
8E	FIRE PREVENTION INSPECTOR 2	Employees assigned full time to the Fire Prevention Division who have attained and maintain Fire Inspector II Certification shall receive an additional 2% (for a cumulative total of 3%) above their regular rate of pay.	3%	6	\$14,305	C
8F	FIRE PREVENTION INSPECTOR 3	Employees assigned full time to the Fire Prevention Division who have attained and maintain Fire Inspector III Certification shall receive an additional 2% (for an accumulative total of 5%) above their regular rate of pay.	5%	18	\$74,844	C
14	FIRE SAFETY BUREAU	Firefighting personnel, who are assigned full-time to the Fire Safety Bureau, will receive the equivalent of one (1) pay step.	1 Pay Step	14	\$141,395	C
02	FIREFIGHTER ASSIGNED AS DRIVER OPERATOR	Firefighters certified as "Driver Operators", who are assigned full-time as operators on fire apparatus, will receive the equivalent of one (1) pay step.	1 Pay Step	263	\$679,203	C
8H	FLORIDA CERTIFIED FIRE INSPECTOR II	Employees assigned full time to the Fire Prevention Division who have attained and maintain Fire Inspector II Certification shall receive an additional 2% (for an accumulative total of 3%) above their regular rate of pay.	3%	9	\$12,189	C
0L	HAZARDOUS MATERIALS	Fire personnel assigned full-time duties on "haz/mat" units will receive the equivalent of one (1) pay step.	1 Pay Step	109	\$305,049	C

<sup>(1)</sup> Annual value of supplements does not include fringes

PAY SUPPLEMENTS IAFF LOCAL 1403 (FIRE) (FY 2010-11)

ATTACHMENT: 6B

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
ZD	HAZMAT SPECIALIST	Firefighting personnel who are certified and assigned full time duties on "haz/mat" units shall be paid at one step above their regular rate of pay. Those bargaining unit personnel who are duly certified as Hazmat Specialist in accordance with rules, regulations and protocols established and maintained by the Miami-Dade Fire Rescue Department and assigned full time duties on Hazmat 17, or like haz/mat specialty units or to the Hazardous Materials Bureau, shall be paid at one step above their regular rate of pay in addition to haz/mat assignment pay supplement.	1 Pay Step	8	\$28,421	C
01	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and remove at the sole discretion of the County.	1 Pay Step	16	\$63,801	P
0M	LOGISTICAL SERVICES	Fire personnel assigned full-time duties in the Logistical Services Division will receive the equivalent of one (1) pay step.	1 Pay Step	23	\$77,799	C
8G	NFPA PLANS EXAMINER 1	Employees assigned full time to the Fire Prevention Division who have attained and maintain Fire Prevention Inspector I Certification and NFPA Plan Examiner I Certification will receive an additional pay supplement of 2% above their regular rate of pay.	2%	13	\$21,378	C
21	NIGHT DIFFERENTIAL	Employees, who are assigned to a work shift having the major portion of the hours scheduled after 6:00 p.m., shall receive the equivalent of two (2) pay steps.	2 Pay Steps	54	\$235,190	C
8R	FIRE RESCUE RESPONSE	Fire personnel, who respond to rescue calls, shall receive an additional 5%, excluding: (1) personnel who receive assignment pay under Article 6.2 of the Collective Bargaining Agreement, and (2) personnel who receive assignment pay under employees classified as a Fire Department Helicopter Pilot, or Fire Helicopter Chief Pilot will be eligible for this supplement, but not the supplement provided for in Article 6.2.	5%	6	\$17,161	C
5B	NON-SWORN SUPPORT	Bargaining unit employees, who are not eligible for the hazardous duty pay specified in (14), shall receive a non-sworn law enforcement support specialty pay supplement of \$80.00 biweekly.	Flat Rate	72	\$147,680	C

<sup>(1)</sup> Annual value of supplements does not include fringes

PAY SUPPLEMENTS IAFF LOCAL 1403 (FIRE) (FY 2010-11)

ATTACHMENT: 6B

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
0G	DISPATCHERS & COMPLAINT OFFICERS	Police Dispatchers, Fire Rescue Dispatchers, and Police Complaint Officers designated by the Department to train other employees in these classifications will receive the equivalent of one (1) pay step for each complete shift in which active training is performed.	1 Pay Step	12	\$33,526	C
86	SPECIAL INVESTIGATOR - DIRECTOR'S OFFICE	Firefighting personnel, who are Special Investigators assigned to the Miami-Dade Fire Rescue Department Director's Office, shall receive 5%.	5%			P
ZA	SPECIAL OPERATIONS	Firefighting personnel who are assigned full-time to the Special Operations Division, shall be eligible to receive the equivalent of one (1) pay step in accordance with rules, regulations and protocols established and maintained by the department. The Mayor and the Fire Chief, Miami-Dade Fire Rescue Department shall retain the authority and discretion to determine the number of employees who will receive this pay supplement. This supplement does not apply to employees covered by Articles 6.7, 6.12, 6.13 and 6.15 of the Dade County Association of Fire Fighters, Local 1403, collective bargaining agreement.	1 Pay Step	19	\$68,215	C
8A	SPECIAL PROJECTS ASSIGNMENT	Firefighting personnel, who are assigned to special projects as defined and approved by the Fire Department Director, shall receive 5%.	5%	26	\$91,438	C
8B	STATE CERTIFIED INSPECTOR	Fire personnel assigned full-time to the Training Division, who are State Certified instructors, shall receive an additional 2.5%.	2%	35	\$71,880	C
ZB	TRT - MARINE	Firefighting personnel, who have been certified by the Miami-Dade Fire Resue Department as Technical Rescue Technicians or Marine Firefighters and are assigned full-time duties on a technical response truck (TRT) or Marine Fire Fighting Unit (Port of Miami), shall be eligible to receive the equivalent of one (1) pay step. The Mayor and the Fire Chief, Miami-Dade Fire Rescue Department shall retain the authority and discretion to determine the number of employees who will receive this pay supplement. This supplement does not apply to employees covered by Article 6.19 of the Dade County Association of Fire Fighters, Local 1403, collective bargaining agreement	1 Pay Step	95	\$162,116	C

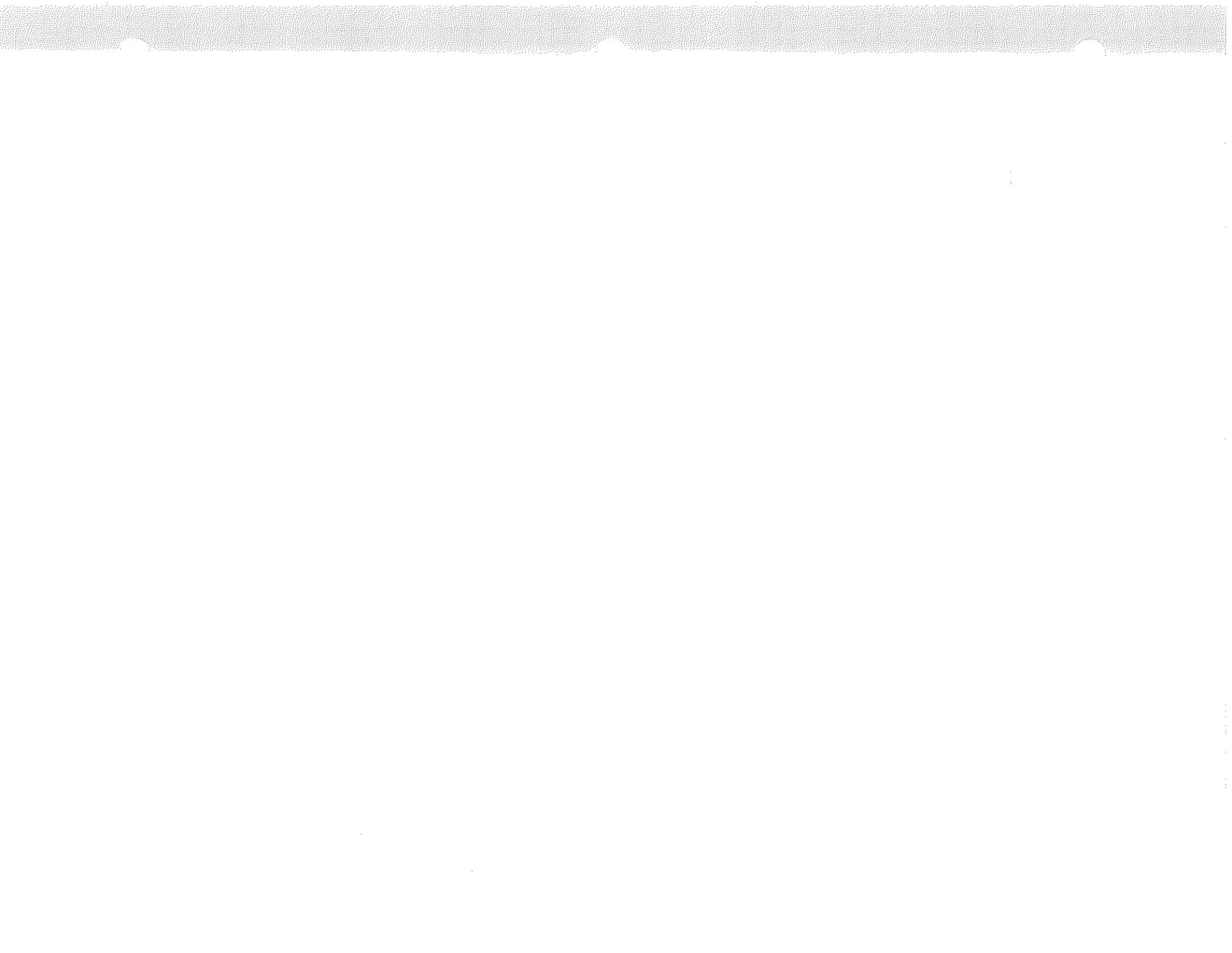
<sup>(1)</sup> Annual value of supplements does not include fringes

PAY SUPPLEMENTS IAFF LOCAL 1403 (FIRE) (FY 2010-11)

ATTACHMENT: 6B

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
ZF	TR/TECHNICAL RESPONSE TRUCK	Firefighting personnel, who have been certified by the Miami-Dade Fire Rescue Department as Technical Rescue Technicians or Marine Firefighters and are assigned full-time duties on a technical response truck (TRT) or Marine Fire Fighting Unit (Port of Miami), shall be eligible to receive the equivalent of one (1) pay step. The Mayor and the Fire Chief, Miami-Dade Fire Rescue Department shall retain the authority and discretion to determine the number of employees who will receive this pay supplement. This supplement does not apply to employees covered by Article 6.19 of the Dade County Association of Fire Fighters, Local 1403, collective bargaining agreement	1 Pay Step	54	\$107,588	C
ZV	VENOM RESPONSE	Firefighting personnel assigned to the Anti-Venom Response Team, who possess and maintain a Venomous Reptile License (VRL), shall receive one (1) pay step or 5% above their regular rate of pay.	1 Pay Step or 5%			C
	TOTALS			7,920	\$43,456,974	

<sup>(1)</sup> Annual value of supplements does not include fringes



**PAY SUPPLEMENTS GSAF LOCAL 100 PROFESSIONALS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COUNT <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
CC	PERFORMANCE ADJUSTMENT PROGRAM CODE	Employees whose employee record contains "CC" carry an extra .93% (above base) in their pay. They carry that extra pay until they separate from the County. It was awarded for having received an Outstanding on their performance evaluation between 1977 and 1981.	0.93%	3	\$2,743	P
CJ	PERFORMANCE ADJUSTMENT PROGRAM CODE	Employees whose employee record contains "CJ" carry an extra .88% (above base) in their pay. They carry that extra pay until they separate from the County. It was awarded for having received an Outstanding on their performance evaluation between 1977 and 1981.	0.88%	1	\$683	P
CK	PERFORMANCE ADJUSTMENT PROGRAM CODE	Employees whose employee record contains "CK" carry an extra 1.82% (above base) in their pay. They carry that extra pay until they separate from the County. It was awarded for having received an Outstanding on their performance evaluation between 1977 and 1981.	1.82%	1	\$1,412	P
0E	ASSISTANT TAX COLLECTOR	Finance Department employees in the classifications listed who possess a current certification in good standing as a Florida Collector Assistant issued by the Florida Department of Revenue, shall receive the equivalent of one (1) pay step.	1 Pay Step	2	\$6,681	P
0F	CAA CERTIFICATION	Employees in the classifications of Teacher, Teacher Assistant 1 and Teacher Assistant 2, who have obtained Child Development Associate certification, shall receive the equivalent of one (1) pay step. <b>*Currently suspended per Collective Bargaining Agreement until September 30, 2014*</b>	1 Pay Step	84	\$174,412	P
30	CAA STATE OF FLORIDA TEACHER CERTIFICATION	Community Action Agency and Human Services employees in the classification of Teacher, who obtain a valid State of Florida Teacher's Certification and are assigned to the Headstart Program, upon authorization of the Department and review by the Internal Services Department, shall receive the equivalent of three (3) pay steps. <b>*Currently suspended per Collective Bargaining Agreement until September 30, 2014*</b>	3 Pay Steps	14	\$98,466	P
0S	DEMOLITION & RENOVATION	Employees, who are required by their department to regularly inspect demolition and renovation projects where there is a risk of exposure to asbestos fibers, shall receive upon approval of the Internal Services Department the equivalent of one (1) pay step.	1 Pay Step	1	\$3,388	P
0T	DERM - SCUBA/UNDERWATER	Employees of the Permitting, Environmental Regulatory Affairs Department, who are regularly assigned by the Department to scuba diving or under-water environmental monitoring activities, upon authorization by the Department and review by the Internal Services Department shall receive the equivalent of one (1) pay step. This pay allowance replaces the leadworker supplement previously received by these employees. In no event shall an employee be eligible for both pay supplements.	1 Pay Step	23	\$37,141	P
98	FIRE RESCUE EMERGENCY MEDICAL DISPATCHER	Fire Rescue employees in the EMD Quality Assurance Specialist 1 and EMD Quality Assurance Specialist 2 classifications, who are certified as an Emergency Medical Dispatcher (EMD) through the National Academy of Emergency Medical Dispatch, will receive the equivalent of one (1) pay step. This pay supplement will replace the leadworker designation previously received by these employees.	1 Pay Step	2	\$5,061	M

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**PAY SUPPLEMENTS GSAF LOCAL 100 PROFESSIONALS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COUNT <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
20	HUMAN SERVICE-CERTIFICATION BOARD FOR ADDICTION PROFESSIONALS OF FLORIDA	Employees in the Rehabilitative Services Supervisor, Rehabilitative Services Administrator, Clinical Psychologist 1, Clinical Psychologist 3, Inclusion Assessment Manager, Psychological Specialist 1 and Child Development Quality Assurance Supervisor classifications, who are required by Community Action & Human Services Department to authorize treatment plans in the Office of Rehabilitative Services, when recommended by the Community Action & Human Services Department Director and reviewed by the Internal Services Department, will receive the equivalent of one (1) pay step. Eligible employees must be licensed by the State of Florida, pursuant to Chapter 490 or 491, as a Psychologist, Clinical Social Worker, Mental Health Counselor, or Marriage and Family Therapist or must be certified by the Certification Board for Addiction Professionals of Florida as a Certified Addictions Professional.	1 Pay Step	20	\$61,737	P
LW	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	55	\$106,991	
LT	LIBRARIAN TRAINEE	Upon successful completion of the Librarian internship, the employees of the Librarian 1 classification will be eligible for a pay supplement equivalent to the difference between the Librarian internship pay rate and the trainee rate of Librarian 1. This supplement will be adjusted as wage adjustments are implemented.	Flat Rate	16	\$16,988	P
21	NIGHT DIFFERENTIAL	Employees, who are assigned to work a shift having the major portion of the hours scheduled after 6:00 p.m., shall receive the equivalent of two (1) pay steps.	1 Pay Step	42	\$202,772	C
05	NIGHT DIFFERENTIAL	A work schedule which is divided equally before and after 6:00 p.m. shall entitle an assigned employee to the equivalent of one (1) pay step.	1 Pay Step	2	\$3,913	C
ZJ	POSITIVE ATTITUDE CHANGE TOOL CERTIFICATION	Employees in the Juvenile Assessment Counselor classification who are assigned to the Intake and Screening Section of the Juvenile Services Department (JSD) and who successfully complete State of Florida mandated Detention Screening training, obtain and maintain current Positive Attitude Change Tool (PACT) certification shall receive the equivalent of one (1) pay step, upon authorization by the department and review by the Internal Services Department. Employees will be eligible to receive the pay supplement effective the beginning of the next period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step	21	\$45,029	P
4C	PREMIUM PAY	All bargaining unit employees are eligible to receive a \$50.00 biweekly pay supplement. *Currently suspended per Collective Bargaining Agreement until September 30, 2014*	Flat Rate - \$50.00 bi-weekly	1533	\$1,799,300	C

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**PAY SUPPLEMENTS GSAF LOCAL 100 PROFESSIONALS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COUNT <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
0B	PROFESSIONAL ENGINEER	Employees in engineering, architectural, land surveying or construction management classifications who possess a license from the State of Florida as a Professional Engineer, Registered Architect, Professional Land Surveyor, or Professional Landscape Architect shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. An employee is eligible to receive supplemental payment for only one of the aforementioned licenses. Continued eligibility for this supplement is contingent upon maintaining current licensure.	1 Pay Step	44	\$152,686	P
1Z	PURCHASING OR CONTRACTS CERTIFICATION	Employees below the level of division director whose primary job function is contract procurement and/or purchasing, and who obtain and maintain current either a National Institute of Government Purchasing (Certified Public Purchasing Officer, Certified Professional Public Buyer), State of Florida (Florida Certified Purchasing Agent, Florida Certified Purchasing Manager, Florida Certified Contract Manager, Florida Certified Contract Negotiator), or Institute for Supply Management (Certified Purchasing Manager) purchasing certification, upon authorization of the department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. An employee is eligible to receive supplemental payment for only one of the aforementioned certifications.	1 Pay Step	1	\$2,814	P
0J	REGISTERED GEOLOGIST	Employees in hydrogeological classifications and in the SWM Environmental Affairs Manager classification, who obtain certification as a Professional Geologist from the State of Florida, shall receive the equivalent of one (1) pay step.	1 Pay Step	2	\$7,998	P
0R	SOCIAL WORKER I	Employees in the classification of Social Worker 1, who are assigned to the Advocates for Victims Program, shall receive the equivalent of one (1) pay step.	1 Pay Step	15	\$29,048	P
1G	SOCIETY OF HUMAN RESOURCES	Employees in the Personnel Administration classifications, below the level of division director, who obtain and maintain current the Professional Human Resources (PHR) or Senior Professional Human Resources (SPHR) certification, upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. An employee is eligible to receive supplemental payment for only one of the aforementioned certifications.	1 Pay Step	9	\$26,048	P
04	SPLIT SHIFT	Employees required to work an eight (8) hour shift, with interim time off which consumes more than one (1) hour, shall receive the equivalent of one (1) pay step in addition to the normal pay rate when approved by the Internal Services Department.	1 Pay Step			C

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**PAY SUPPLEMENTS GSAF LOCAL 100 PROFESSIONALS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COUNT <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
1T	TEMPORARY LEADWORKER	A temporary leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the temporary leadworker. Temporary leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Temporary leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step for a limited time. Temporary leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	2	\$4,463	P
26	W&S ON CALL	Employees, who are officially placed on regularly scheduled 24 hour on-call duty to respond to emergencies, upon authorization by the Department and review by the Human Resources Department, shall receive the equivalent of two (2) additional pay steps.	2 Pay Steps	2	\$10,896	C
<b>TOTAL</b>				\$1,895	\$2,800,670	

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**PAY SUPPLEMENTS GSAF LOCAL 100 SUPERVISORS (FY 2010-2011)**

ATTACHMENT 6C

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CC	PERFORMANCE ADJUSTMENT PROGRAM CODE	Employees whose employee record contains "CC" carry an extra .93% (above base) in their pay. They carry that extra pay until they separate from the County. It was awarded for having received an Outstanding on their performance evaluation between 1977 and 1981.	0.93%	4	\$2,788	P
CK	PERFORMANCE ADJUSTMENT PROGRAM CODE	Employees whose employee record contains "CK" carry an extra 1.82% (above base) in their pay. They carry that extra pay until they separate from the County. It was awarded for having received an Outstanding on their performance evaluation between 1977 and 1981.	1.82%	1	\$1,105	P
C4	PERFORMANCE ADJUSTMENT PROGRAM CODE	Employees whose employee record contains "C4" carry an extra 1.85% (above base) in their pay. They carry that extra pay until they separate from the County. It was awarded for having received an Outstanding on their performance evaluation between 1977 and 1981.	1.85%	1	\$1,662	C
5H	4 ASE CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of four (4) valid Automotive Service Excellence (ASE) certifications in the automotive specialty will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment will be made following the fourth (4th) ASE obtained.	Flat Rate - \$38.46 bi-weekly	6	\$6,000	P
5P	4 ASE CERTIFICATIONS - HEAVY TRUCK	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of four (4) valid Automotive Service Excellence (ASE) certifications in the heavy truck specialty will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment will be made following the fourth (4 <sup>th</sup> ) ASE obtained.	Flat Rate - \$38.46 bi-weekly	11	\$8,038	P
5K	7 ASE HEAVY TRUCK CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by their Department and review by the Internal Services Department, who attain and maintain current a minimum of seven (7) Automotive Service Excellence (ASE) certifications in the Heavy Truck specialty or become an ASE Certified Master Heavy Truck Technician, will receive \$2,000 per year to be paid in biweekly installments of \$76.92.	Flat Rate - \$76.92 bi-weekly	32	\$62,228	P
5J	8 ASE CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of eight (8) Automotive Service Excellence (ASE) certifications in the Automotive specialty or become an ASE certified Master Automobile Technician will receive \$2,000 per year to be paid in biweekly installments of \$76.92. Payment for the aforementioned incorporates payment for ASE Supplement 5H.	Flat Rate - \$76.92 bi-weekly	15	\$29,768	P
1L	AIRCRAFT TECHNICIAN FAA AIRFRAME CERTIFICATION	Employees in the Aircraft Technician classification and Aircraft Technician Supervisor classifications, who possess and maintain current an FAA Airframe Certificate, will receive the equivalent of one (1) pay step.	1 Pay Step	2	\$7,911	P
1K	AIRCRAFT TECHNICIAN POWERPLANT CERTIFICATION	Employees in the Aircraft Technician classification and Aircraft Technician Supervisor classifications, who possess and maintain current a Power plant Mechanic Certificate, will receive the equivalent of one (1) pay step.	1 Pay Step	2	\$7,735	P

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**PAY SUPPLEMENTS GSAF LOCAL 100 SUPERVISORS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAY PROVISION
23	AIRFIELD PROFICIENCY	Full-time Aviation Department maintenance employees, who have completed 13 pay periods in classifications designated in the Collective Bargaining Agreement are eligible to receive Airfield Operating Area Proficiency Allowance equivalent to two (2) pay steps.	2 Pay Steps	1	\$5,448	P
22	APPRAISER OR ASSESSMENT EVALUATOR CERTIFICATION	Employees in the classifications who possess a current certification in good standing from the Appraisal Institute (MAI or SRPA), or the American Society of Appraisers (ASA-Urban), or the International Association of Assessing Officers (CAE) shall receive the equivalent of two (2) pay steps.	2 Pay Steps	5	\$43,519	P
0E	ASSISTANT TAX COLLECTOR	Finance Department employees who possess a current certification in good standing as a Florida Collector Assistant issued by the Florida Department of Revenue, shall receive the equivalent of one (1) pay step.	1 Pay Step	13	\$42,346	P
0F	CAA CERTIFICATION	Employees in the classifications of Teacher, Teacher Assistant 1 and Teacher Assistant 2, who have obtained Child Development Associate certification, shall receive the equivalent of one (1) pay step. <b>*Currently suspended per Collective Bargaining Agreement until September 30, 2014*</b>	1 Pay Step	14	\$24,019	P
08	CERTIFICATION OF FLORIDA EVALUATORS	Employees in the classifications who possess a current certification in good standing from the Appraisal Institute (RM or SRA), or the American Society of Appraisers (ASA-AD Valorem), (ASA-residential), or the International Association of Assessing Officers (PPS or RES) shall receive the equivalent of one (1) pay step.	1 Pay Step	24	\$97,939	P
17	CERTIFIED EMPLOYEE BENEFIT SPECIALIST CERTIFICATION	Employees in the classifications who obtain and maintain current the Certified Employee Benefit Specialist certification, upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step			P
19	CERTIFIED PROFESSIONAL SECRETARY	Employees in clerical classifications who possess current certification as a Certified Professional Secretary (CPS) upon authorization by the Department and approval by the Internal Services Department shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. Employees certified prior to January 1, 1988 need not recertify.	1 Pay Step	2	\$2,497	P
Z3	CORRECTIONAL OFFICER MAINTENANCE SUPERVISOR TRADES ALLOWANCE	Corrections and Rehabilitation Department employees in trade supervisory classifications who are designated by the Department to work in the jail facilities, shall be eligible to receive the equivalent of two (2) pay steps.	2 Pay Steps	14	\$101,966	P
OZ	COURTROOM CLERK 1 - DISTRICT OPERATIONS	Clerk of Courts' employees in the classification of Courtroom Clerk 1, Court Records Supervisor 2 and Court Records Supervisor 3 performing courtroom functions assigned to District Operations Division, and employees in the classifications of Tax Collection Clerk 1 and Tax Collection Clerk 2, who are assigned to the South Dade Government Center, upon approval by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	14	\$31,185	P

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**PAY SUPPLEMENTS GSAF LOCAL 100 SUPERVISORS (FY 2010-2011)**

ATTACHMENT 6C

<b>CODE</b>	<b>SUPPLEMENT NAME</b>	<b>DESCRIPTION</b>	<b>VALUE (STEP, PERCENT OR FLAT RATE)</b>	<b>COUNT OF EMPLOYEES EARNING SUPPLEMENT</b>	<b>ANNUALIZED COST <sup>(1)</sup></b>	<b>CONTRACTUAL OR PAY PLAY PROVISION</b>
ZH	COURTS CENTRAL DIVISION INTAKE UNIT	Employees in the Clerk of Courts Family Division, working in the classifications of Courts Records Supervisor 3, Court Records Specialist 2, and Courtroom Clerk 1 conducting DV intake interviews in the DV intake areas and assigned to District Operations Division, who are serving as supervisors over the Central DV Intake Unit Family Division, shall receive the equivalent of one (1) pay step, upon authorization by the department and review by the Internal Services Department.	1 Pay Step	4	\$6,522	P
10	CPA	Employees in accounting classifications who obtain and maintain current a valid license from the State of Florida as a Certified Public Accountant (CPA), upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step	9	\$30,529	P
0S	DEMOLITION & RENOVATION	Employees, who are required by their department to regularly inspect demolition and renovation projects where there is a risk of exposure to asbestos fibers, shall receive upon approval of the Internal Services Department the equivalent of one (1) pay step.	1 Pay Step	2	\$7,747	P
0T	DERM - SCUBA/UNDERWATER	Employees of the Permitting, Environmental Regulatory Affairs Department, who are regularly assigned by the Department to scuba diving or under-water environmental monitoring activities, upon authorization by the Department and review by the Internal Services Department shall receive the equivalent of one (1) pay step. This pay allowance replaces the leadworker supplement previously received by these employees. In no event shall an employee be eligible for both pay supplements.	1 Pay Step	2	\$4,211	P
98	FIRE RESCUE EMERGENCY MEDICAL DISPATCHER	Fire Rescue employees in the EMD Quality Assurance Specialist 1 and EMD Quality Assurance Specialist 2 classifications, who are certified as an Emergency Medical Dispatcher (EMD) through the National Academy of Emergency Medical Dispatch, will receive the equivalent of one (1) pay step. This pay supplement will replace the leadworker designation previously received by these employees.	1 Pay Step	2	\$5,625	C
HZ	HAZARDOUS DUTY-TREATMENT PLANT OPERATOR	Effective June 14, 2010, the County shall provide a 1% pay supplement to those bargaining unit employees in the Water and Sewer Department who directly supervise those AFSCME Local 121 employees who receive a 1% pay supplement as Plant Electricians, Plant Mechanics and Treatment Plant Operators 1 and 2 assigned to Water Production and Wastewater Plants.	1%	35	\$29,022	C
5E	HUD SITE MANAGER	Public Housing & Community Development employees in the classification of Site Manager, who are assigned by the Department to Class 1 Project Groupings as defined by established criteria for evaluating project management difficulty upon approval by Internal Services Department, shall receive \$100.00 biweekly.	Flat Rate - \$100 bi-weekly	9	\$21,800	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS GSAF LOCAL 100 SUPERVISORS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAY PROVISION
LW	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	110	\$321,711	P
5M	LEVEL 2 EMERGENCY VEHICLE TECHNICIAN	Employees assigned to the Fire Department, who service and maintain fire apparatus and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a Level 2 Emergency Vehicle Technician (EVT) Fire or Ambulance certification, will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment for the aforementioned incorporates payment for EVT Pay Supplement 5L.	Flat Rate - \$38.46 bi-weekly			P
5N	LEVEL 3 EMERGENCY VEHICLE TECHNICIAN	Employees assigned to the Fire Department, who service and maintain fire apparatus and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a Master Level III Emergency Vehicle Technician (EVT) Fire or Ambulance certification, will receive \$1,500 per year to be paid in biweekly installments of \$57.69. Payment for the aforementioned incorporates payment for EVT Pay Supplement 5L and 5M.	Flat Rate - \$57.69 bi-weekly	2	\$3,000	P
0A	LIFEGUARD 1	Employees in the Ocean Lifeguard 1, Ocean Lifeguard 2 and Beach Safety Manager, Recreation Specialist 1, Recreation Specialist 2, Aquatics Coordinator and MDFR Ocean Rescue Administrator classifications who possess and maintain current an Emergency Medical Technician Certification from the State of Florida shall receive the equivalent of one (1) pay step.	1 Pay Step	12	\$18,958	P
5I	MASTER TRUCK EQUIPMENT TECHNICIAN ASE CERTIFICATE	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain the current Master Truck Equipment Technician Automotive Service Excellence (ASE) certification, will receive \$1,000 per year to be paid in biweekly installments of \$38.46.	Flat Rate - \$38.46 bi-weekly	10	\$9,730	P
Z4	MDT SUPERVISORY INSTRUCTOR FOR RAIL	MDT Rail Supervisory employees, who are designated by the Department to regularly function as instructors for Rail training, shall be eligible to receive the equivalent of one (1) pay step.	1 Pay Step	2	\$4,894	C
21	NIGHT DIFFERENTIAL	Employees, who are assigned to work a shift having the major portion of the hours scheduled after 6:00 p.m., shall receive the equivalent of two (1) pay steps.	1 Pay Step	147	\$763,054	C
05	NIGHT DIFFERENTIAL	A work schedule which is divided equally before and after 6:00 p.m. shall entitle an assigned employee to the equivalent of one (1) pay step.	1 Pay Step	9	\$32,380	C
4C	PREMIUM PAY	All bargaining unit employees are eligible to receive a \$50.00 biweekly pay supplement. *Currently suspended per Collective Bargaining Agreement until September 30, 2014*	Flat Rate - \$50.00 bi-weekly	3513	\$4,199,800	C

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS GSAF LOCAL 100 SUPERVISORS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAY PROVISION
LC	PREMIUM PAY	Full-time non-bargaining unit employees not subject to the Mayor's purview are eligible to receive a \$50.00 biweekly pay supplement unless otherwise specified by the elected official or executive officer responsible for the employee's appointment. <b>*Currently suspended per Collective Bargaining Agreement until September 30, 2014*</b>	Flat Rate - \$50.00 bi-weekly	2	\$100	C
0B	PROFESSIONAL ENGINEER	Employees in engineering, architectural, land surveying or construction management classifications who possess a license from the State of Florida as a Professional Engineer, Registered Architect, Professional Land Surveyor, or Professional Landscape Architect shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. An employee is eligible to receive supplemental payment for only one of the aforementioned licenses. Continued eligibility for this supplement is contingent upon maintaining current licensure.	1 Pay Step	28	\$104,265	P
25	PROGRAMMER 2 ON-CALL	Information Technology Department employees or appropriate computer center employees of other departments, upon authorization by the Department and review by the Internal Services Department, who are officially placed on regularly scheduled 24 hour on-call duty to respond to emergencies, shall receive the equivalent of two (2) pay steps. On-call duty must be rotated and under no circumstances shall an employee receive the on-call supplement for more than two (2) consecutive pay periods without the approval of the Internal Services Department.	2 Pay Steps	24	\$113,009	P
25	PROPERTY APPRAISER CERTIFICATION EVALUATOR	Employees in the Property Appraiser Clerk classification and those who possess a current certification of Florida Evaluator in good standing issued by the Florida Department of Revenue shall receive the equivalent of one (1) pay step.	1 Pay Step	4	\$11,909	P
1Z	PURCHASING OR CONTRACTS CERTIFICATION	Employees below the level of division director whose primary job function is contract procurement and/or purchasing, and who obtain and maintain current either a National Institute of Government Purchasing (Certified Public Purchasing Officer, Certified Professional Public Buyer), State of Florida (Florida Certified Purchasing Agent, Florida Certified Purchasing Manager, Florida Certified Contract Manager, Florida Certified Contract Negotiator), or Institute for Supply Management (Certified Purchasing Manager) purchasing certification, upon authorization of the department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. An employee is eligible to receive supplemental payment for only one of the aforementioned certifications.	1 Pay Step	25	\$73,892	P
0X	RAIL STRUCTURE INSPECTOR SPECIALIST	Transit employees in the classifications of Rail Structural Inspection Specialist, Rail Structural Repairer and Rail Structure and Track Supervisor, who obtain and maintain a State of Florida Bridge Inspection Certification, upon authorization by the Transit Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	3	\$9,772	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS GSAF LOCAL 100 SUPERVISORS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAY PROVISION
0J	REGISTERED GEOLOGIST	Employees in hydrogeological classifications and in the SWM Environmental Affairs Manager classification, who obtain certification as a Professional Geologist from the State of Florida, shall receive the equivalent of one (1) pay step.	1 Pay Step	1	\$3,296	P
1Q	REGISTERED INTERIOR DESIGNER	Miami-Dade County employees in the Interior Design Specialist classification, when designated by the department and approved by the Internal Services Department, who possess and maintain a current certification for the Registered Interior Design license shall receive the equivalent of one (1) pay step. Continued eligibility for this supplement is contingent upon maintaining current licensure. Employees will be required to present proof that current licensure has been maintained.	1 Pay Step	5	\$16,382	P
1G	SOCIETY OF HUMAN RESOURCES	Employees in the Personnel Administration classifications, below the level of division director, who obtain and maintain current the Professional Human Resources (PHR) or Senior Professional Human Resources (SPHR) certification, upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. An employee is eligible to receive supplemental payment for only one of the aforementioned certifications.	1 Pay Step	2	\$4,290	P
0C	STENO REPORTER - CERTIFIED	Employees in the classification of Stenographic Reporter Supervisor and Stenographic Reporter who maintain current certification as Registered Professional Reporter shall receive the equivalent of one (1) pay step.	1 Pay Step	1	\$2,655	P
1X	SURVEY TECHNICIAN CERTIFICATION	Employees in the classifications of Engineering Survey Technician 1, Engineering Survey Technician 2, W&S Engineering Survey Technician 1, W&S Engineering Survey Technician 2 and Engineering Survey Technician Supervisor, who obtain and maintain current the Survey Technician Certification through the National Society of Professional Surveyors (NSPS), upon authorization by the department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will not be eligible for multiple Survey Technician Certification supplements.	1 Pay Step	2	\$4,840	P
1T	TEMPORARY LEADWORKER	A temporary leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the temporary leadworker. Temporary leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Temporary leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step for a limited time. Temporary leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	4	\$5,116	P
0Q	TRADES SUPERVISOR CONTRACTOR	Employees, upon authorization of the Department and review by the Internal Services Department, who regularly qualify the County as a contractor by obtaining permits in a particular trade, and who are in classifications with salary ranges that are below Pay Grade 05 or in pay step ranges below the level of Construction Manager 2, shall receive the equivalent of one (1) pay step.	1 Pay Step	20	\$71,750	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS GSAF LOCAL 100 SUPERVISORS (FY 2010-2011)**

ATTACHMENT 6C

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAY PROVISION
0P	TRAFFIC SIGNAL TECHNICIANS/SUPERVISORS ASSIGNED AS BENCH TECHNICIANS	Employees in the classifications of Traffic Signal Technicians 1, 2, and Traffic Signal Technician Supervisor, upon authorization by the Department and review by the Internal Services Department, who are assigned duties as Bench Technicians, shall receive the equivalent of one (1) pay step.	1 Pay Step	3	\$10,898	P
26	W&S ON CALL	Employees, who are officially placed on regularly scheduled 24 hour on-call duty to respond to emergencies, upon authorization by the Department and review by the Human Resources Department, shall receive the equivalent of two (2) additional pay steps.	2 Pay Steps	35	\$245,996	C
TOTAL				\$4,188	\$6,613,308	

<sup>(1)</sup> Annual value of supplements does not include fringes



PAY SUPPLEMENTS AFSCME LOCAL 199 GENERAL (FY 2010-11)

ATTACHMENT 6D

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
IP	4 ASE CERTIFICATIONS	Full-time journeyman automotive maintenance employees, who attain and maintain current a minimum of four (4) Automotive Service Excellence (ASE) certifications in the heavy truck specialty, upon authorization by the Miami-Dade Transit Department and review by the Internal Services Department, will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment will be made following the fourth (4 <sup>th</sup> ) ASE obtained.	Flat Rate - \$38.46 bi-weekly	19	\$14,538	P
IH	4 ASE CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of four (4) valid Automotive Service Excellence (ASE) certifications in the automotive specialty will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment will be made following the fourth (4 <sup>th</sup> ) ASE obtained.	Flat Rate - \$38.46 bi-weekly	38	\$30,806	P
5K	7 ASE HEAVY TRUCK CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by their Department and review by the Internal Services Department, who attain and maintain current a minimum of seven (7) Automotive Service Excellence (ASE) certifications in the Heavy Truck specialty or become an ASE Certified Master Heavy Truck Technician, will receive \$2,000 per year to be paid in biweekly installments of \$76.92. Payment for the aforementioned incorporates payment for ASE Supplement 5P.	Flat Rate - \$76.92 bi-weekly	19	\$33,537	P
5J	8 ASE CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of eight (8) Automotive Service Excellence (ASE) certifications in the Automotive specialty or become an ASE certified Master Automobile Technician will receive \$2,000 per year to be paid in biweekly installments of \$76.92. Payment for the aforementioned incorporates payment for ASE Supplement 5H.	Flat Rate - \$76.92 bi-weekly	24	\$40,614	P
1L	AIRCRAFT TECHNICIAN FAA AIRFRAME CERTIFICATE	Employees in the Aircraft Technician classification and Aircraft Technician Supervisor classifications, who possess and maintain current an FAA Airframe Certificate, will receive the equivalent of one (1) pay step.	1 Pay Step	10	\$30,186	P
1K	AIRCRAFT TECHNICIAN POWERPLANT CERTIFICATE	Employees in the Aircraft Technician classification and Aircraft Technician Supervisor classifications, who possess and maintain current a Power plant Mechanic Certificate, will receive the equivalent of one (1) pay step.	1 Pay Step	10	\$28,662	P
22	APPRAISER OR ASSESSMENT EVALUATOR	Employees in the classifications of Real Estate Evaluator 1 or 2, Income Evaluation Specialist, Property Evaluation Specialist, Personal Property Evaluator 1 or 2, Property Appraiser Legal Specialist 1, or Property Appraiser Supervisor 1 or 2 who possess a current certification in good standing from the Appraisal Institute (MAI or SRPA), or the American Society of Appraisers (ASA-Urban), or the International Association of Assessing Officers (CAE) shall receive the equivalent of two (2) pay steps.	2 Pay Steps	5	\$35,406	C
1A	ASD ASSIGNMENT PAY 1	Internal Services Department employees in the classification of Personnel-Payroll Technician, who are assigned to the Position Control Unit of the Payroll & Information Management Division, upon authorization of the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	23	\$40,291	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS AFSCME LOCAL 199 GENERAL (FY 2010-11)**

ATTACHMENT 6D

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
2A	ASD ASSIGNMENT PAY 2	Internal Services Department employees in the classification of Personnel-Payroll Technician, who are assigned to the Executive Benefits or Auditing Units of the Payroll & Information Management Division, upon authorization of the Internal Services Department, shall receive the equivalent of two (2) pay steps.	2 Pay Steps	2	\$6,233	P
31	AUTOMOTIVE TRADE ALLOWANCE-AFSCME 199	Automotive maintenance journeymen with permanent status in classifications designated in the Collective Bargaining Agreement will receive a Trades Allowance of \$20.00 biweekly.	Flat Rate - \$20 bi-weekly	164	\$79,360	P
0F	CAA CERTIFICATION	Employees in the classifications of Teacher, Teacher Assistant 1 and Teacher Assistant 2, who have obtained Child Development Associate certification, shall receive the equivalent of one (1) pay step. *Currently suspended per Collective Bargaining Agreement until September 30, 2014*	1 Pay Step	139	\$148,911	P
1M	CADASTRAL TECHNICIAN	Employees in the Cadastral Technician, Senior Cadastral Technician classifications as well as employees in other classifications, who possess and maintain a current certification for the Cadastral Mapping Specialist (CMS) or the Certified Cadastralist of Florida (CCF) from the International Association of Assessing Officers (IAAO), upon authorization of the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	1	\$2,683	P
51	CAREER DEVELOPMENT 6	Law enforcement personnel, who meet the requirements as defined in Section 943.22 (1) (b), Florida Statutes, employed prior to June 30, 1972, shall receive \$9.23 biweekly for each 80 hours training unit successfully completed under the Police Standards Council certified and established Career Development Programs.	Flat Rate - \$9.23 bi-weekly	2	\$1,274	S
08	CERTIFICATION OF FLORIDA EVALUATORS	Employees in the classifications of Real Estate Evaluator 1 or 2, Income Evaluation Specialist, Property Evaluation Specialist, Personal Property Evaluator 1 or 2, Property Appraiser Legal Specialist 1, Property Appraiser Supervisor 1 or 2, who possess a current certification in good standing from the Appraisal Institute (RM or SRA), or the American Society of Appraisers (ASA-AD Valorem), (ASA-residential), or the International Association of Assessing Officers (PPS or RES) shall receive the equivalent of one (1) pay step.	1 Pay Step	83	\$262,756	C
19	CERTIFIED PROFESSIONAL SECRETARY	Employees in clerical classifications who possess current certification as a Certified Professional Secretary (CPS) upon authorization by the Department and approval by the Internal Services Department shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. Employees certified prior to January 1, 1988 need not recertify.	1 Pay Step	9	\$14,055	P
22	CORRECTIONS DEPARTMENT TRADES	Corrections and Rehabilitation Department employees in trade classifications who are designated by the Department to work in the jail facilities, shall be eligible to receive the equivalent of two (2) pay steps.	2 Pay Steps	55	\$271,629	P
0Z	COURTROOM CLERK 1	Clerk of Courts' employees in the classification of Courtroom Clerk 1, Court Records Supervisor 2 and Court Records Supervisor 3 performing courtroom functions assigned to District Operations Division, and employees in the classifications of Tax Collection Clerk 1 and Tax Collection Clerk 2, who are assigned to the South Dade Government Center, upon approval by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	152	\$241,514	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS AFSCME LOCAL 199 GENERAL (FY 2010-11)**

ATTACHMENT 6D

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
P	COURTROOM CLERK 1 UNIFIED FAMILY COURT	Clerk of Court's employees in the classification of Courtroom Clerk 1, who are assigned courtroom duties involving Unified Family Court Cases, in addition to performing assigned duties of a Courtroom Clerk 1 in the Family Division upon authorization of the Clerk and review by the Internal Services Department shall receive the equivalent of one (1) pay step.	1 Pay Step	3	\$5,657	P
HW	COURTS - PRIMARY CLERK	Clerk of the Courts employees, who are assigned as the primary clerk to an Administrative Judge, Associate Administrative Judge or Associate Judge, upon approval by the Internal Services Department, shall receive the equivalent of one (1) pay step. This pay allowance replaces the leadworker supplement previously received by these employees. In no event shall an employee be eligible for both pay supplements.	1 Pay Step	18	\$24,444	P
ZH	COURTS CENTRAL DIVISION INTAKE UNIT	Employees in the Clerk of Courts Family Division, working in the classifications of Courts Records Supervisor 3, Court Records Specialist 2, and Courtroom Clerk 1 conducting DV intake interviews in the DV intake areas and assigned to District Operations Division, who are serving as supervisors over the Central DV Intake Unit Family Division, shall receive the equivalent of one (1) pay step, upon authorization by the department and review by the Internal Services Department.	1 Pay Step	11	\$15,477	P
OS	DEMOLITION & RENOVATION	Employees, who are required by their department to regularly inspect demolition and renovation projects where there is a risk of exposure to asbestos fibers, shall receive upon approval of the Internal Services Department the equivalent of one (1) pay step.	1 Pay Step	3	\$6,974	P
OT	DERM - SCUBA/UNDERWATER	Employees of the Permitting, Environment and Regulatory Affairs who are regularly assigned by the Department to scuba diving or under-water environmental monitoring activities, upon authorization by the Department and review by the Internal Services Department shall receive the equivalent of one (1) pay step. This pay allowance replaces the leadworker supplement previously received by these employees. In no event shall an employee be eligible for both pay supplements.	1 Pay Step	1	\$352	P
1C	ELECTRONIC COURTROOM	Clerk of Court employees in the classification of Courtroom Clerk 1, who are assigned to work in an electronic courtroom environment upon authorization of the Clerk and review by the Internal Services Department, shall receive the equivalent of a one pay (1) step supplement increase.	1 Pay Step	105	\$154,054	C
29	GSA - FLORIDA DEPARTMENT INSURANCE	Internal Services Department employees in the Legal Claims Adjuster, Liability Claims Adjuster, Liability Claims Investigator, Workers' Compensation Claims Adjuster, Managed Care Claims Examiner and Liability Legal Claims Investigator classifications who are licensed by the Florida Department of Insurance as an Independent Adjuster-Workers' Compensation or as a 5-20 Independent Adjuster shall be eligible to receive the equivalent of two (2) pay steps. This pay supplement will replace pay exception code 24 previously received by these employees.	2 Pay Steps	32	\$194,880	P
1E	HEAVY EQUIPMENT TECHNICIAN	Employees in the classification of Heavy Equipment Technician, who are performing automotive mechanic related duties on construction, quarry and landfill equipment, upon approval by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	24	\$55,842	P

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**PAY SUPPLEMENTS AFSCME LOCAL 199 GENERAL (FY 2010-11)**

ATTACHMENT 6D

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
11	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise on or more employees who are ordinarily classified the same as the leadworker. Leadworker perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designation may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	386	\$684,656	P
5L	LEVEL 1 EMERGENCY VEHICLE TECHNICIAN	Employees assigned to the Fire Department, who service and maintain fire apparatus and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a Level 1 Emergency Vehicle Technician (EVT) Fire or Ambulance certification, will receive \$500 per year to be paid in biweekly installments of \$19.23. Payment for the aforementioned incorporates payment for ASE Supplement 5P	Flat Rate - \$19.23 bi-weekly	2	\$365	P
5M	LEVEL 2 EMERGENCY VEHICLE TECHNICIAN	Employees assigned to the Fire Department, who service and maintain fire apparatus and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a Level 2 Emergency Vehicle Technician (EVT) Fire or Ambulance certification, will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment for the aforementioned incorporates payment for EVT Pay Supplement 5L.	Flat Rate - \$38.46 bi-weekly	3	\$2,269	P
5N	LEVEL 3 EMERGENCY VEHICLE TECHNICIAN	Employees assigned to the Fire Department, who service and maintain fire apparatus and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a Master Level III Emergency Vehicle Technician (EVT) Fire or Ambulance certification, will receive \$1,500 per year to be paid in biweekly installments of \$57.69. Payment for the aforementioned incorporates payment for EVT Pay Supplement 5L and 5M.	Flat Rate - \$57.69 bi-weekly	2	\$1,961	P
0A	LIFEGUARD 1	Employees in the Ocean Lifeguard 1, Ocean Lifeguard 2 and Beach Safety Manager, Recreation Specialist 1, Recreation Specialist 2, Aquatics Coordinator and MDRR Ocean Rescue Administrator classifications who possess and maintain current an Emergency Medical Technician Certification from the State of Florida shall receive the equivalent of one (1) pay step.	1 Pay Step	55	\$52,422	P
LW	LIVING WAGE	Employee Eligible for Health Care Insurance - \$11.70 per hour. Employee Not Eligible for Health Care Insurance - \$13.41 per hour.	Flat Rate - per hour	29	\$17,102	P
51	MASTER TRUCK EQUIPMENT TECHNICIAN	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain the current Master Truck Equipment Technician Automotive Service Excellence (ASE) certification, will receive \$1,000 per year to be paid in biweekly installments of \$38.46.	Flat Rate - \$38.46 bi-weekly	3	\$1,808	P
24	MOSQUITO CONTROL CERTIFICATION	Employees in the classification of Mosquito Control Inspector, who have obtained the Miami-Dade Code Enforcement Officer Certification, upon authorization of the Public Works and Waste Management Department and review by the Internal Services Department, shall be eligible to receive the equivalent of two (2) pay steps.	2 Pay Steps	4	\$13,877	P

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**PAY SUPPLEMENTS AFSCME LOCAL 199 GENERAL (FY 2010-11)**

ATTACHMENT 6D

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
1	NIGHT DIFFERENTIAL	Employees who are assigned to a work shift having the major portion of the hours scheduled after 6:00 p.m. shall receive the equivalent of two (2) pay steps.	2 Pay Steps	1	\$887	C
19	NIGHT DIFFERENTIAL	Those employees assigned to work shifts which are equally divided before and after 6:00 p.m. shall be entitled to receive a pay differential of sixty cents (\$.60) per hour for the entire work shift.	Flat Rate	11	\$13,440	C
18	NIGHT DIFFERENTIAL	Employees in classifications represented by A.F.S.C.M.E. Locals 121, 199 and 1542, as well as employees in classifications approved and designated by Internal Services Department, who are assigned to work shifts which have the major portion of the scheduled hours of work occurring between the shift hours of 6:00 p.m. and 6:00 a.m. shall be entitled to receive a pay differential of one (1) step per hour for the entire work shift.	1 Pay Step	381	\$579,338	C
ZC	PARALEGAL/LEGAL ASSISTANT CERTIFICATION	Employees in the JA Legal Secretary 1, Legal Secretary 1, JA Legal Secretary 2, Legal Secretary 2 and Imaging Records Technician classifications who obtain a Paralegal or Legal Assistant Certification shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step	1	\$1,376	P
4C	PREMIUM PAY	Full time bargaining unit employees are eligible to receive a \$50.00 biweekly pay supplement based on the bargaining unit contract effective date. <b>*Currently suspended per Collective Bargaining agreement until September 30, 2014*</b>	Flat Rate - \$50.00 bi-weekly	7019	\$5,012,050	C
25	PROGRAMMER 2 ON-CALL	Information Technology Department employees or appropriate computer center employees of other departments, upon authorization by the Department and review by the Internal Services Department, who are officially placed on regularly scheduled 24 hour on-call duty to respond to emergencies, shall receive the equivalent of two (2) pay steps. On-call duty must be rotated and under no circumstances shall an employee receive the on-call supplement for more than two (2) consecutive pay periods without the approval of the Internal Services Department.	2 Pay Steps	7	\$41,464	P
Z5	PROPERTY APPRAISER/CERTIFIED EVALUATOR	Employees in the Property Appraiser Clerk classification and in those classifications, Real Estate Evaluator 1 and 2, Income Evaluation Specialist, Property Evaluation Specialist, Personal Property Evaluator 1 and 2, Property Appraiser Legal Specialist 1, and Property Appraiser Supervisor 1 and 2, who possess a current certification of Florida Evaluator in good standing issued by the Florida Department of Revenue, shall receive the equivalent of one (1) pay step.	1 Pay Step	46	\$102,839	C

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS AFSCME LOCAL 199 GENERAL (FY 2010-11)**

ATTACHMENT 6D

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
Z	PURCHASING OR CONTRACTS	Employees below the level of division director, in procurement and contract related classifications, whose primary job function is contract procurement and/or purchasing, and who obtain and maintain current either a National Institute of Government Purchasing (Certified Public Purchasing Officer, Certified Professional Public Buyer), State of Florida (Florida Certified Purchasing Agent, Florida Certified Purchasing Manager, Florida Certified Contract Manager, Florida Certified Contract Negotiator), or Institute for Supply Management (Certified Purchasing Manager) purchasing certification, upon authorization of the department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the internal Services Department. An employee is eligible to receive supplement payment for only one of the aforementioned certifications.	1 Pay Step	4	\$8,190	P
04	SPLIT SHIFT	Employees required to work an eight (8) hour shift, with interim time off which consumes more than one (1) hour, shall receive the equivalent of one pay step in addition to the normal pay rate when approved by the Internal Services Department.	1 Pay Step			P
0C	STENO REPORTER - CERTIFIED	Employees in the classification of Stenographic Reporter Supervisor and Stenographic Reporter who maintain current certification as Registered Professional Reporter shall receive the equivalent of one (1) pay step.	1 Pay Step	2	\$3,808	P
1T	TEMPORARY LEADWORKER	A temporary leadworker is assigned responsibility by the appointing authority to supervise on or more employees who are ordinarily classified the same as the leadworker. Temporary leadworker perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervisor to the work because of duties and assignments which take them to other areas. Temporary leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Temporary leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	1	\$187	P
07	TRADES ALLOWANCE- AFSCME 199	Trades maintenance journeymen with permanent status in classifications designated in the Collective Bargaining Agreement will receive a Trade Allowance equivalent of one (1) pay step.	1 Pay Step	581	\$1,431,543	C
18	TRADES ALLOWANCE NON - UNION	Employees with permanent status in journeyman trades classifications, who are approved by the Internal Services Department, shall receive a Trades Allowance the equivalent of one (1) pay step.	1 Pay Step	14	\$28,303	C
0Q	TRADES SUPERVISOR CONTRACTOR	Employees, upon authorization of the Department and review by the Internal Services Department, who regularly qualify the County as a contractor by obtaining permits in a particular trade, and who are in classifications with salary ranges that are below Pay Grade 05 or in pay step ranges below the level of Construction Manager 2, shall receive the equivalent of one (1) pay step.	1 Pay Step	3	\$8,796	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS AFSCME LOCAL 199 GENERAL (FY 2010-11)**

ATTACHMENT 6D

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
IP	TRAFFIC SIGNAL TECHNICIANS/ SUPERVISORS ASSIGNED AS BENCH TECHNICIANS	Employees in the classifications of Traffic Signal Technicians 1, 2, and Traffic Signal Technician Supervisor, upon authorization by the Department and review by the Internal Services Department, who are assigned duties as Bench Technicians, shall receive the equivalent of one (1) pay step.	1 Pay Step	9	\$21,396	P
WC	WELDER 6G LEVEL CERTIFICATE	Employees in the Welder and Transit Welder classification, when authorized by the Department and reviewed by Internal Services Department, who possess and maintain a current 6G Level Welding Certification, shall receive the equivalent of one (1) pay step. Employee will become eligible for this pay supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step	14	\$32,362	P
<b>TOTAL</b>				<b>\$9,530</b>	<b>\$9,800,594</b>	

<sup>(1)</sup> Annual value of supplements does not include fringes



PAY SUPPLEMENTS AFSCME LOCAL 121 WATER AND SEWER (FY 2010-11)

ATTACHMENT: 6E

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
5K	7 ASE HEAVY TRUCK CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by their Department and review by the Internal Services Department, who attain and maintain current a minimum of seven (7) Automotive Service Excellence (ASE) certifications in the Heavy Truck specialty or become an ASE Certified Master Heavy Truck Technician, will receive \$2,000 per year to be paid in biweekly installments of \$76.92. Payment for the aforementioned incorporates payment for ASE Supplement 5P.	Flat Rate - \$76.92 bi-weekly	1	\$2,000	P
5J	8 ASE CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by their Department and review by the Internal Services Department, who attain and maintain current a minimum of eight (8) Automotive Service Excellence (ASE) certifications in the Automotive specialty or become an ASE certified Master Automobile Technician will receive \$2,000 per year to be paid in biweekly installments of \$76.92. Payment for the aforementioned incorporates payment for ASE Supplement 5H.	Flat Rate - \$76.92 bi-weekly	1	\$2,000	P
5H	4 ASE CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of four (4) valid Automotive Service Excellence (ASE) certifications in the automotive specialty will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment will be made following the fourth (4th) ASE obtained.	Flat Rate - \$38.46 bi-weekly			P
5I	MASTER TRUCK EQUIPMENT TECHNICIAN ASE CERTIFICATION	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the department and review by the Internal Services Department, who attain and maintain current Master Truck Equipment Technician Automotive Service Excellence (ASE) certification, will receive \$1,000 per year to be paid in biweekly installments of \$38.46.	Flat Rate - \$38.46 bi-weekly			P
19	CERTIFIED PROFESSIONAL SECRETARY	Employees in clerical classifications who possess current certification as a Certified Professional Secretary (CPS) upon authorization by the Department and approval by the Internal Services Department shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. Employees certified prior to January 1, 1998 need not recertify.	1 Pay Step	1	\$1,753	P

<sup>(1)</sup> Annual value of supplements does not include fringes

PAY SUPPLEMENTS AFSCME LOCAL 121 WATER AND SEWER (FY 2010-11)

ATTACHMENT: 6E

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
OS	DEMOLITION AND RENOVATION	Employees, who are required by their department to regularly inspect demolition and renovation projects where this a risk of exposure to asbestos fibers, shall receive upon approval of the Internal Services Department the equivalent of one (1) pay step.	1 Pay Step	1	\$2,724	P
HZ	HAZARDOUS DUTY - TREATMENT PLANT OPERATOR	Employees in the Treatment Plant Operator 1, Treatment Plant Operator 2, Plant Mechanic and Plant Electrician classifications, who are approved, trained, certified, authorized and required by the Miami-Dade Water and Sewer Department to respond to a declared hazardous materials emergency, shall receive a 1% pay supplement. Employees receiving this supplement shall not be eligible to receive Pay Exception 27, Water & Sewer Hazardous Duty.	Percent	263	\$148,163	C
1E	HEAVY EQUIPMENT TECHNICIAN	Employees in the classification of W & S Utility Equipment Technician, who are performing automotive mechanic related duties on construction, quarry and landfill equipment, upon authorization of the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	23	\$66,855	C
01	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	107	\$258,632	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS AFSCME LOCAL 121 WATER AND SEWER (FY 2010-11)**

ATTACHMENT: 6E

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
MS	MEDICAL SURVEILLANCE	Employees in the W & S Plant Electrician and W & S Plant Mechanic classifications assigned to the Water Production and Wastewater Treatment plants; W & S Treatment Plant Operator 1, W & S Treatment Plant Operator 2, W & S Instrument Technician, Plant Diesel Mechanic, W & S Power Plant Operator 1 and W & S Power Plant Operator 2 classifications who complete and maintain competency in the courses as outlined in the settlement agreement; participate in and pass the appropriate medical surveillance program and participate in leak investigation actions immediately after receiving a chemical alarm as directed by the Treatment Plant in charge, shall receive supplemental compensation in the amount of 5% for all hours worked. Employees receiving this 5% supplemental compensation shall not be eligible to receive the two (2) pay step hazardous duty pay supplement (27) described in the Memorandum of Understanding on Hazardous Duty dated December 27, 2006.	Percent - 5% of hours worked			P
68	NIGHT DIFFERENTIAL	Employees in classifications represented by AFSCME Locals 199, 1542 and 121, as well as employees in classifications approved and designated by the Internal Services Department, who are assigned to work shifts which have the major portion of the scheduled hours of work occurring between the shift hours of 6:00 p.m. and 6:00 a.m. shall be entitled to receive a pay differential of one (1) step per hour for the entire work shift.	1 Pay Step	115	\$190,282	C
4C	PREMIUM PAY	All bargaining unit employees are eligible to receive a \$50.00 bi-weekly pay supplement.	Flat - \$50.00 bi-weekly	1,670	\$83,500	C
25	PROGRAMMER 2 - ON CALL	Information Technology Department employees or appropriate computer center employees of other departments, upon authorization by the Department and review by the Internal Services Department, who are officially placed on regularly scheduled 24 hour on-call duty to respond to emergencies, shall receive the equivalent of two (2) pay steps. On-call duty must be rotated and under no circumstances shall an employee receive the on-call supplement for more than two (2) consecutive pay periods without the approval of the Internal Services Department.	2 Pay Steps	1	\$3,356	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS AFSCME LOCAL 121 WATER AND SEWER (FY 2010-11)**

ATTACHMENT: 6E

<b>CODE</b>	<b>SUPPLEMENT NAME</b>	<b>DESCRIPTION</b>	<b>VALUE (STEP, PERCENT OR FLAT RATE)</b>	<b>COUNT OF EMPLOYEES EARNING SUPPLEMENT</b>	<b>ANNUALIZED COST <sup>(1)</sup></b>	<b>CONTRACTUAL OR PAY PLAN PROVISION</b>
12	<b>PURCHASING OR CONTRACTS</b>	Employees below the level of division director whose primary job function is contract procurement and/or purchasing, and who obtain and maintain current either a National Institute of Government Purchasing (Certified Public Purchasing Officer, Certified Professional Public Buyer), State of Florida (Florida Certified Purchasing Agent, Florida Certified Purchasing Manager, Florida Certified Contract Manager, Florida Certified Contract Negotiator), or Institute for Supply Management (Certified Purchasing Manager) purchasing certification, upon authorization of the department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. An employee is eligible to receive supplemental payment for only one of the aforementioned certifications.	1 Pay Step	1	\$2,814	P
26	<b>W &amp; S ON CALL</b>	Employees, who are officially placed on regularly scheduled 24 on-call duty to respond to emergencies, upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of two (2) additional pay steps.	2 Pay Steps	35	\$122,323	C
27	<b>WATER &amp; SEWER HAZARDOUS DUTY</b>	Employees, who are performing duties under unusual working conditions, upon authorization of the Department and review by the Internal Services Department, shall receive the equivalent of two (2) additional pay steps.	2 Pay Steps			C
11	<b>WATER &amp; SEWER TRADES ALLOWANCE</b>	Employees with permanent status in classifications designated in the Collective Bargaining Agreement whose pay rates are not "over maximum" will receive a Trades Allowance of one (1) pay step.	1 Pay Step	497	\$1,363,016	C

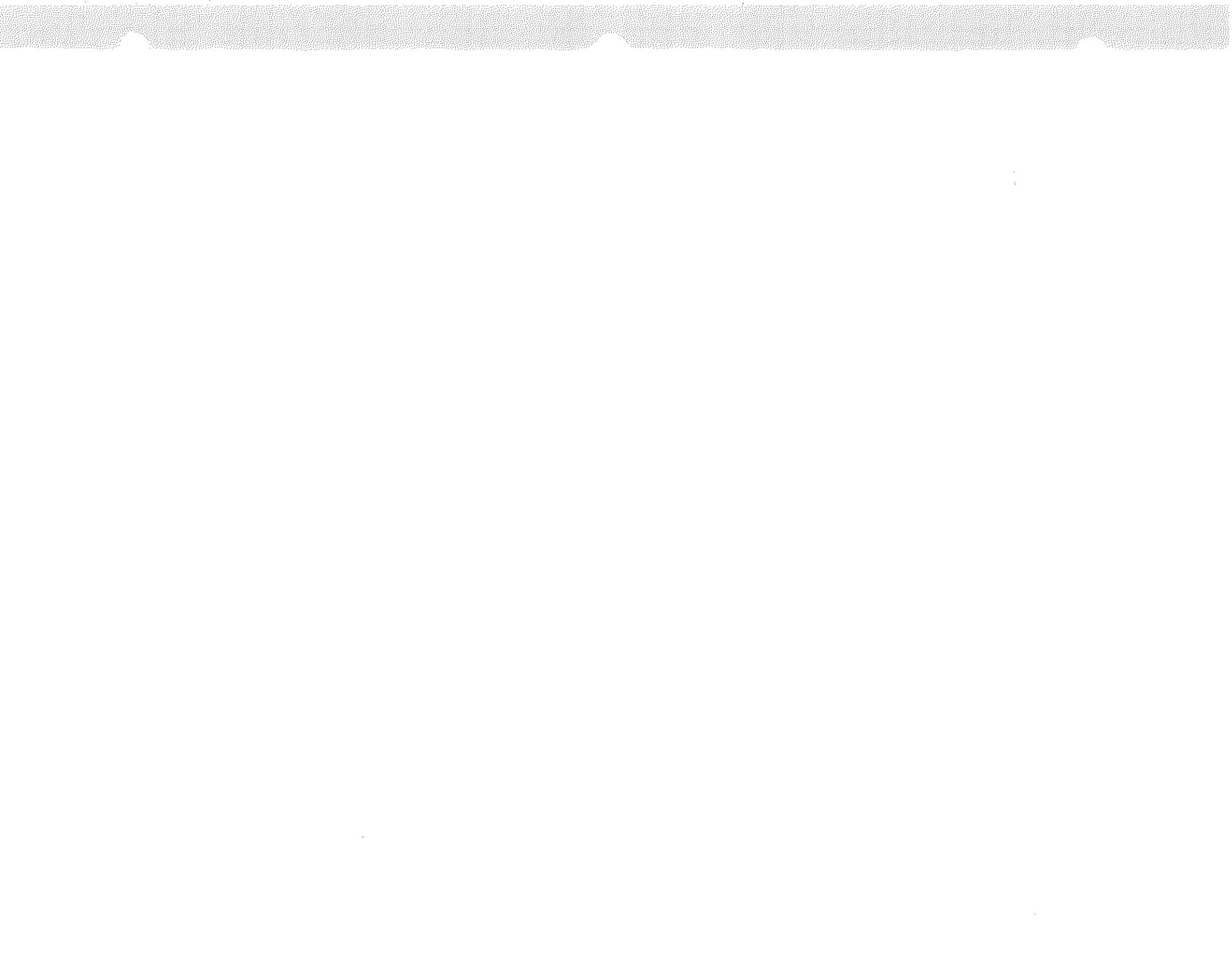
<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS AFSCME LOCAL 121 WATER AND SEWER (FY 2010-11)**

ATTACHMENT: 6E

<b>CODE</b>	<b>SUPPLEMENT NAME</b>	<b>DESCRIPTION</b>	<b>VALUE (STEP, PERCENT OR FLAT RATE)</b>	<b>COUNT OF EMPLOYEES EARNING SUPPLEMENT</b>	<b>ANNUALIZED COST <sup>(1)</sup></b>	<b>CONTRACTUAL OR PAY PLAN PROVISION</b>
62	<b>WATER &amp; SEWER TRADES ALLOWANCE</b>	Employees with permanent status in classifications designated in the Collective Bargaining Agreement whose pay rates are "over maximum" will receive a Trades Allowance of \$20.00 bi-weekly	Flat Rate - \$20.00 bi-weekly			C
1N	<b>WATER/WASTEWATER TREATMENT</b>	Employees in the Treatment Plant Operator 1 classification, who attain and maintain either the A-Level or B-Level State of Florida water/wastewater plant operator license, shall receive the equivalent of one (1) pay step. Employees in the Treatment Plant Operator 2 classification, who attain and maintain the A-level State of Florida water/wastewater plant operator license, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of all required documentation.	1 Pay Step	22	\$47,153	P
WC	<b>WELDER 6G LEVEL CERTIFICATION</b>	Employees in the Welder and Transit Welder classification, when authorized by the Department and reviewed by Internal Services Department, who possess and maintain a current 6G Level Welding Certification, shall receive the equivalent of one (1) pay step. Employees will become eligible for this pay supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step			P
	<b>TOTALS</b>			<b>2,738</b>	<b>\$2,294,569</b>	

<sup>(1)</sup> Annual value of supplements does not include fringes



**PAY SUPPLEMENTS AFSCME LOCAL 1542 AVIATION (FY 2010-11)**

ATTACHMENT 6F

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
5H	4 ASE CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of four (4) valid Automotive Service Excellence (ASE) certifications in the automotive specialty will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment will be made following the fourth (4th) ASE obtained.	Flat Rate - \$38.46 bi-weekly	1	\$1,000	P
5J	8 ASE CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of eight (8) Automotive Service Excellence (ASE) certifications in the Automotive specialty or become an ASE certified Master Automobile Technician will receive \$2,000 per year to be paid in biweekly installments of \$76.92. <b>Payment for the aforementioned incorporates payment for ASE Supplement 5H.</b>	Flat Rate - \$76.92 bi-weekly	2	\$3,923	P
23	AIRFIELD PROFICIENCY	Full-time Aviation Department maintenance employees, who have completed 13 pay periods in classifications designated in the Collective Bargaining Agreement, are eligible to receive an Airfield Operating Area Proficiency Allowance equivalent to two (2) pay steps.	2 Pay Steps	326	\$1,415,239	C
0Y	AIRPORT ATTENDANT - AUXILIARY AIRPORT	Aviation Department employees in the classification of Airport Attendant, who are assigned by the Department to an auxiliary airport, upon approval by Internal Services Department, shall receive the equivalent of (1) pay step. This pay allowance replaces the leadworker supplement previously received by these employees. In no event shall an employee be eligible for both pay supplements.	1 Pay Step	16	\$17,861	P
19	CERTIFIED PROFESSIONAL SECRETARY	Employees in clerical classifications who possess current certification as a Certified Professional Secretary (CPS) upon authorization by the Department and approval by the Internal Services Department shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. Employees certified prior to January 1, 1988 need not recertify.	1 Pay Step	2	\$2,231	P
1E	HEAVY EQUIPMENT TECHNICIAN	Employees in the classification of W&S Utility Equipment Technician, who are performing automotive mechanic related duties on construction, quarry and landfill equipment, upon authorization of the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	2	\$5,442	P
01	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the leadworker. Leadworker perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designation may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. An employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	66	\$135,670	P

<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS AFSCME LOCAL 1542 AVIATION (FY 2010-11)**

ATTACHMENT 6F

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
68	NIGHT DIFFERENTIAL	Employees in classifications represented by A.F.S.C.M.E. Locals 121, 199, 1542, as well as employees in classifications approved and designated by Internal Services Department, who are assigned to work shifts which have the major portion of the scheduled hours of work occurring between the shift hours of 6:00 p.m. and 6:00 a.m. shall be entitled to receive a one (1) pay step per hour for the entire work shift.	1 Pay Step	34	\$63,551	C
69	NIGHT DIFFERENTIAL	Those employees assigned to work shifts which are equally divided before and after 6:00 p.m. shall be entitled to receive a pay differential of sixty cents (\$.60) per hour of the entire work shift.	Flat Rate	1	\$48	C
4C	PREMIUM PAY	Full-time bargaining unit employees are eligible to receive a \$50.00 biweekly pay supplement. <b>*Currently Suspended per Collective Bargaining Agreement until September 30, 2014*</b>	Flat Rate - \$50.00 Bi-weekly	856	\$621,600	C
	<b>TOTAL</b>			<b>\$1,306</b>	<b>\$2,266,565</b>	

<sup>(1)</sup> Annual value of supplements does not include fringes

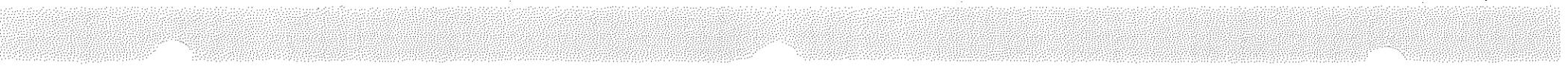


**PAY SUPPLEMENTS AFSCME LOCAL 3292 SOLID WASTE (FY 2010-11)**

ATTACHMENT 6G

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
01	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise on or more employees who are ordinarily classified the same as the leadworker. Leadworker perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be presented to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designation may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	13	\$15,966	P
4C	PREMIUM PAY	Full-time bargaining unit employees are eligible to receive a \$50 biweekly pay supplement. <b>*Currently suspended per Collective Bargaining Agreement until September 30, 2014*</b>	Flat Rate - \$50.00 bi-weekly	687	\$692,350	C
01	SOLID WASTE TRAINING	Employees of the Public Works and Waste Management Department when undergoing a training program for the purpose of providing promotional opportunities for employees in the bargaining unit will receive the equivalent of one (1) pay step for the duration of their participation in the program.	1 Pay Step	16	\$1,706	P
0V	TRASH TRUCK DRIVER 1	Full-time employees of the Public Works and Waste Management Department in the classification of Trash Truck Driver 1 who are regularly assigned to operate roll-off vehicles shall receive the equivalent of one (1) pay step. This pay allowance replaces the leadworker supplement previously received by these employees. In no event shall an employee be eligible for both pay supplements. <b>*Currently suspended per Collective Bargaining Agreement until September 30, 2014*</b>	1 Pay Step	69	\$59,135	C
4D	WASTE EQUIPMENT OPERATOR	Waste Equipment Operators, who are certified Solid Waste Landfill Operators in accordance with the Florida Solid Waste Act, upon authorization by the Department and review by the Internal Services Department, shall receive \$20.00 biweekly. <b>*Currently suspended per Collective Bargaining Agreement until September 30, 2014*</b>	Flat Rate - \$20 bi-weekly	13	\$4,820	C
	<b>TOTAL</b>			<b>798</b>	<b>\$773,977</b>	

<sup>(1)</sup> Annual value of supplements does not include fringes



**PAY SUPPLEMENTS TWU LOCAL 291 (FY 2010-11)**

ATTACHMENT: 6H

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACT OR PAY PLAN PROVISION
5K	7 ASE HEAVY TRUCK CERTIFICATIONS	Employees, who are performing automotive mechanic related duties and their direct supervisors, upon authorization by their Department and review by the Internal Services Department, who attain and maintain current a minimum of seven (7) Automotive Service Excellence (ASE) certifications in the Heavy Truck specialty or become an ASE Certified Master Heavy Truck Technician, will receive \$2,000 per year to be paid in biweekly installments of \$76.92. Payment for the aforementioned incorporates payment for ASE Supplement 5P.	Flat Rate - \$76.92 bi-weekly	56	\$92,073	P
5P	4 ASE CERTIFICATIONS	Employees who are performing automotive mechanic related duties and their direct supervisors, upon authorization by the Department and review by the Internal Services Department, who attain and maintain current a minimum of four (4) valid Automotive Service Excellence (ASE) certifications in the heavy truck specialty will receive \$1,000 per year to be paid in biweekly installments of \$38.46. Payment will be made following the fourth (4th) ASE obtained.	Flat Rate - \$38.46 bi-weekly	30	\$23,114	P
01	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	31	\$470	P
1T	TEMPORARY LEADWORKER	A temporary leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the temporary leadworker. Temporary leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Temporary leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties are required. Employee designated as a temporary leadworker shall receive the equivalent of one (1) pay step. Temporary leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	1	\$6	P

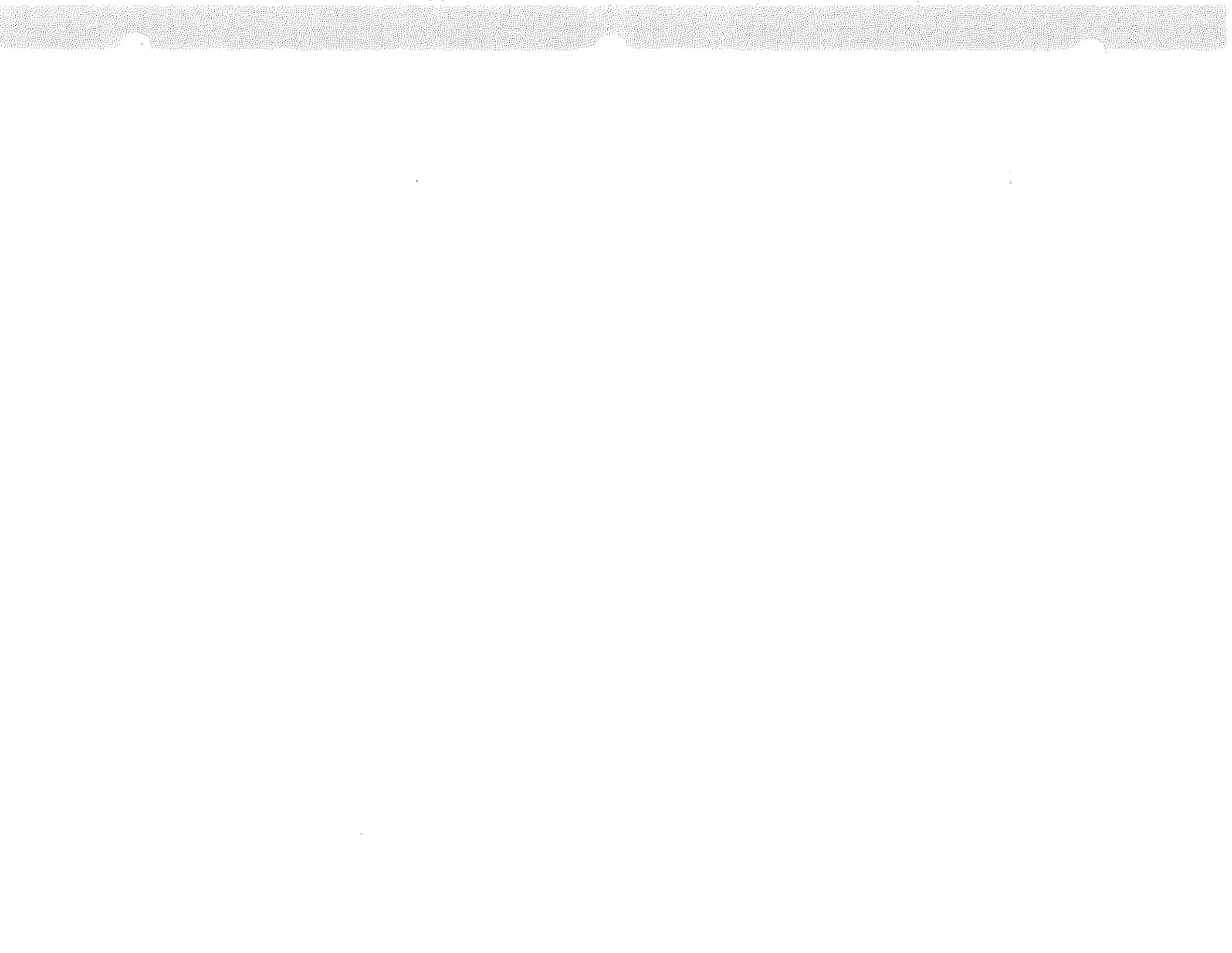
<sup>(1)</sup> Annual value of supplements does not include fringes

**PAY SUPPLEMENTS TWU LOCAL 291 (FY 2010-11)**

ATTACHMENT: 6H

<b>CODE</b>	<b>SUPPLEMENT NAME</b>	<b>DESCRIPTION</b>	<b>VALUE (STEP, PERCENT OR FLAT RATE)</b>	<b>COUNT OF EMPLOYEES EARNING SUPPLEMENT</b>	<b>ANNUALIZED COST <sup>(1)</sup></b>	<b>CONTRACT OR PAY PLAN PROVISION</b>
45	NIGHT SHIFT DIFFERENTIAL	Transport Workers Union bargaining unit employees shall receive night shift differential of 5% per hour in accordance with the Collective Bargaining Agreement.	5% per hour			C
4C	PREMIUM PAY	All bargaining unit employees are eligible to receive a \$50.00 bi-weekly pay supplement.	Flat Rate - \$50.00 bi-weekly	2,687	\$1,588,700	C
0X	RAIL STRUCTURE INSPECTOR	Miami-Dade Transit employees in the classifications of Rail Structural Inspection Specialist, Rail Structural Repairer and Rail Structure and Track Supervisor, who obtain and maintain a State of Florida Bridge Inspection Certification, upon authorization by the Miami-Dade Transit Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step	4	\$55	P
0H	TRACK EQUIPMENT OPERATOR	Miami-Dade Transit employees in the classification of Track Equipment Operator, who are required by their department to perform major mechanical repair work on specialized equipment, shall receive the equivalent of one (1) pay step for each pay period in which a majority of hours is involved in the performance of such work.	1 Pay Step			P
WC	WELDER 6G LEVEL CERT	Employees in the Welder and Transit Welder classification, when authorized by the Department and reviewed by Internal Services Department, who possess and maintain a current 6G Level Welding Certification, shall receive the equivalent of one (1) pay step. Employees will become eligible for this pay supplement effective the beginning of the next pay period following the receipt of all required documentation by the Human Resources Department.	1 Pay Step	1	\$14	P
	<b>TOTALS</b>			<b>2,810</b>	<b>\$1,704,433</b>	

<sup>(1)</sup> Annual value of supplements does not include fringes



PAY SUPPLEMENTS NON-BARGAINING (FY 2010-11)

ATTACHMENT: 61

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
0E	ASSISTANT TAX COLLECTOR	Finance Department employees who possess a current certification in good standing as a Florida Collector Assistant issued by the Florida Department of Revenue, shall receive the equivalent of one (1) pay step.	1 Pay Step	8	\$28,349	P
1V	ASSOCIATE IN RISK MANAGEMENT	Employees in the Property and Casualty Manager and Risk Management Specialist classifications, who possess and maintain the Associate in Risk Management (ARM) certification, upon authorization by their department and approval by the Internal Services Department shall receive a pay supplement equivalent to one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of all required documentation by the Internal Services Department.	1 Pay Step	1	\$5,427	P
08	CERTIFICATION OF FL EVALUATORS	Employees who possess a current certification in good standing from the Appraisal Institute (RM or SRA), or the American Society of Appraisers (ASA-AD Valorem), (ASA-residential), or the International Association of Assessing Officers (PPS or RES) shall receive the equivalent of one (1) pay step.	1 Pay Step	3	\$12,132	P
8Q	CERTIFIED INTERNAL AUDITOR	Employees in the BCC Associate Auditor, BCC Senior Auditor and the BCC Audit Manager classifications, who possess and maintain a current valid license for Certified Internal Auditor (CIA), upon authorization of the Commission Auditor and review by the Internal Services Department, shall receive a 5% supplemental increase. This supplement is mutually exclusive from the CPA supplement. Employees will become eligible for this supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	5%	3	\$12,058	P
19	CERTIFIED PROFESSIONAL SECRETARY	Employees in clerical classifications who possess current certification as a Certified Professional Secretary (CPS) upon authorization by the Department and approval by the Internal Services Department shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Internal Services Department. Employees certified prior to January 1, 1988 need not recertify.	1 Pay Step	15	\$33,793	P

<sup>(1)</sup> Annual value of supplements does not include fringes

PAY SUPPLEMENTS NON-BARGAINING (FY 2010-11)

ATTACHMENT: 6I

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
RC	CERTIFIED REHABILITATION COUNSELOR	Employees, who obtain and maintain current the Certified Rehabilitation Counselor Certification (CRCC) and who are assigned to work with disabled individuals or with disability issues, upon authorization by the Department and review by the Internal Services Department shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the new pay period following the receipt of all required documentation by the Internal Services Department. Employees will not be eligible for multiple Certified Rehabilitation Counselor Certification supplements.	1 Pay Step	1	\$3,752	P
10	CPA	Employees in accounting classifications who obtain and maintain current a valid license from the State of Florida as a Certified Public Accountant (CPA), upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step	16	\$60,214	P
1D	CRIMINALIST 1, 2, & 3	Police Department employees in the classifications of Criminalist 1, Criminalist 2, Criminalist 3, MDPD Criminalist Supervisor or Manager, MDPD Crime Laboratory, who obtain and maintain current certification from either the American Board of Criminalistics (ABC), the Association of Firearm and Toolmark Examiners (AFTE) or the American Board of Forensic Document Examiners (ABFDE), will receive the equivalent of one (1) pay step.	1 Pay Step	1	\$5,427	P
4A	FIRE - A.A.	Firefighting personnel with an approved Associate of Arts degree in accordance with Chapter 633, Florida Statutes, will receive \$23.08 bi-weekly.	\$23.08 bi-weekly	4	\$1,985	S
4B	FIRE - B.A.	Firefighting personnel with a Baccalaureate or higher advanced degrees in accordance with Chapter 633, Florida Statutes, will receive \$50.77 bi-weekly	\$50.77 bi-weekly	12	\$15,333	S

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PAY SUPPLEMENTS NON-BARGAINING (FY 2010-11)

ATTACHMENT: 61

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
20	HUMAN SERVICE - CERTIFICATION FOR ADDICTION PROFESSIONALS OF FLORIDA	Employees in the Rehabilitative Services Supervisor, Rehabilitative Services Administrator, Clinical Psychologist 1, Clinical Psychologist 3, Inclusion Assessment Manager, Psychological Specialist 1 and Child Development Quality Assurance Supervisor classifications, who are required by the Community Action and Human Services to authorize treatment plans in the Office of Rehabilitative Services, when recommended by the Internal Services Department Director and reviewed by the Internal Services Department, will receive the equivalent of one (1) pay step. Eligible employees must be licensed by the State of Florida, pursuant to Chapter 490 or 491, as a Psychologist, Clinical Social Worker, Mental Health Counselor, or Marriage and Family Therapist or must be certified by the Certification Board for Addiction Professionals of Florida as a Certified Addictions Professional	1 Pay Step	5	\$26,617	P
01	LEADWORKER	A leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the leadworker. Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. An employee designated as a leadworker shall receive the equivalent of one (1) pay step. A leadworker pay provision does not affect the employee's pay anniversary date. Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	32	\$79,689	P
0A	LIFEGUARD 1	Employees in the Ocean Lifeguard 1, Ocean Lifeguard 2 and Beach Safety Manager, Recreation Specialist 1, Recreation Specialist 2, Aquatics Coordinator and MDRF Ocean Rescue Administrator classifications who possess and maintain current an Emergency Medical Technician Certification from the State of Florida shall receive the equivalent of one (1) pay step.	1 Pay Step	51	\$44,179	P
LW	LIVING WAGE	Employees Eligible for Health Insurance: \$11.70 per hour Employees Not Eligible for Health Insurance : \$13.41 per hour	\$11.70 per hour (insurance) \$13.41 per hour (no insurance)	3	\$721	P
21	NIGHT DIFFERENTIAL	Employees, who are assigned to a work shift having the major portion of the hours scheduled after 6:00 p.m., shall receive the equivalent of two (1) pay step.	1 Pay Step	5	\$27,636	C

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PAY SUPPLEMENTS NON-BARGAINING (FY 2010-11)

ATTACHMENT: 6I

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
LC	PREMIUM PAY	Full-time non-bargaining unit employees not subject to the Mayor's purview are eligible to receive a \$50.00 biweekly pay supplement unless otherwise specified by the elected official or executive officer responsible for the employee's appointment. *Currently Suspended per Collective Bargaining Agreement until September 30, 2014*	\$50.00 bi-weekly	2207	\$1,838,550	C
0B	PROFESSIONAL ENGINEER	Employees in engineering, architectural, land surveying or construction management classifications who possess a license from the State of Florida as a Professional Engineer, Registered Architect, Professional Land Surveyor, or Professional Landscape Architect shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the Human Resources Department. An employee is eligible to receive supplemental payment for only one of the aforementioned licenses. Continued eligibility for this supplement is contingent upon maintaining current licensure.	1 Pay Step	15	\$61,975	P
Z5	PROPERTY APPRAISER/CERTIFIED EVALUATOR	Employees in the Property Appraiser Clerk classification who possess a current certification of Florida Evaluator in good standing issued by the Florida Department of Revenue, shall receive the equivalent of one (1) pay step.	1 Pay Step	1	\$4,188	P
1Z	PURCHASING OR CONTRACTS	Employees below the level of division director whose primary job function is contract procurement and/or purchasing, and who obtain and maintain current either a National Institute of Government Purchasing (Certified Public Purchasing Officer, Certified Professional Public Buyer), State of Florida (Florida Certified Purchasing Agent, Florida Certified Purchasing Manager, Florida Certified Contract Manager, Florida Certified Contract Negotiator), or Institute for Supply Management (Certified Purchasing Manager) purchasing certification, upon authorization of the department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of required documentation by the internal Services Department. An employee is eligible to receive supplemental payment for only one of the aforementioned certifications.	1 Pay Step	20	\$74,621	P
0J	REGISTERED GEOLOGIST	Employees in hydrogeological classifications and in the SWM Environmental Affairs Manager classification, who obtain certification as a Professional Geologist from the State of Florida, shall receive the equivalent of one (1) pay step.	1 Pay Step	2	\$8,505	P

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PAY SUPPLEMENTS NON-BARGAINING (FY 2010-11)

ATTACHMENT: 6i

CODE	SUPPLEMENT NAME	DESCRIPTION	VALUE (STEP, PERCENT OR FLAT RATE)	COUNT OF EMPLOYEES EARNING SUPPLEMENT	ANNUALIZED COST <sup>(1)</sup>	CONTRACTUAL OR PAY PLAN PROVISION
1G	SOCIETY OF HUMAN RESOURCES	Employees in the Personnel Administration classifications, below the level of division director, who obtain and maintain current the Professional Human Resources (PHR) or Senior Professional Human Resources (SPHR) certification, upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. An employee is eligible to receive supplemental payment for only one of the aforementioned certifications.	1 Pay Step	41	\$162,136	P
1U	SUBSTANCE ABUSE PROFESSIONAL	Professional employees in the Employee Assistance Section of the Internal Services Department who obtain and maintain current the certification as a Substance Abuse Professional (SAP), upon authorization by the department, will receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of all required documentation by the Internal Services Department.	1 Pay Step	1	\$5,860	P
1T	TEMPORARY LEADWORKER	A Temporary Leadworker is assigned responsibility by the appointing authority to supervise one or more employees who are ordinarily classified the same as the temporary leadworker. Temporary Leadworkers perform their tasks under the direction of a supervisor of a higher level. Supervisors usually cannot be present to give constant supervision to the work because of duties and assignments which take them to other areas. Temporary Leadworker designations may also be authorized by the Internal Services Department for certain positions where extraordinary duties and responsibilities are required. Employee designated as a leadworker shall receive the equivalent of one (1) pay step for a limited time. Temporary Leadworker pay provisions may be assigned and removed at the sole discretion of the County.	1 Pay Step	6	\$15,921	P
0Q	TRADES SUPERVISOR CONTRACTOR	Employees, upon authorization of the Department and review by the Internal Services Department, who regularly qualify the County as a contractor by obtaining permits in a particular trade, and who are in classifications with salary ranges that are below pay grade 05 or in pay step ranges below the level of Construction Manager 2, shall receive the equivalent of one (1) pay step.	1 Pay Step	2	\$8,176	P
1M	CADASTRAL TECHNICIAN CERTIFICATE	Employees in the Cadastral Technician, Senior Cadastral Technician classifications as well as employees in other classifications, who possess and maintain a current certification for the Cadastral Mapping Specialist (CMS) or the Certified Cadastralist of Florida (CCF) from the International Association of Assessing Officers (IAAO), upon authorization of the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step.	1 Pay Step			P

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PAY SUPPLEMENTS NON-BARGAINING (FY 2010-11)

ATTACHMENT: 6I

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17	CERTIFIED EMPLOYEE BENEFITS SPECIALIST	Employees in the classifications who obtain and maintain current the Certified Employee Benefit Specialist certification, upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step			P
1F	CERTIFIED COMPENSATION SPEC	Employees who obtain and maintain current the Certified Compensation Professional certification, upon authorization by the Department and review by the Internal Services Department, shall receive the equivalent of one (1) pay step. Employees will become eligible for this supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step			P
0S	DEMOLITION & RENOVATION	Employees, who are required by their department to regularly inspect demolition and renovation projects where there is a risk of exposure to asbestos fibers, shall receive upon approval of the Internal Services Department the equivalent of one (1) pay step	1 Pay Step			P
1W	FORENSIC TOXICOLOGY CERTIFICATION (TOXICOLOGIST 1, 2 & 3)	Employees of the Medical Examiner Department in the Toxicologist 1, 2, and 3 classifications, who obtain and maintain current a Forensic Toxicology Certification, upon authorization by the Medical Examiner Department and review by the Internal Services Department will receive the equivalent of one (1) pay step for Toxicologist 1 and 5% for Toxicologist 2 and 3. Employees will not be eligible for multiple Forensic Toxicology Certification supplements. Employees will become eligible for this supplement effective the beginning of the next pay period following receipt of all required documentation by the Internal Services Department.	1 Pay Step Toxicologist 1 5% Toxicologist 2 & 3			P
89	NON BARGAINING EE'S AT MAX	Non-bargaining unit employees in a pay range who for an extended period of time assume duties of a higher classification wherein there is no vacancy and are at the maximum of the pay range, shall be eligible for a 5% special pay adjustment following a joint review of the request by the Internal Services Department and Mayor or designee.	5%			P
1Y	VETERINARIAN MASTERS IN PUBLIC HEALTH	Animal Services Department employees in the Veterinarian classification, when designated by the department and approved by the Internal Services Department, who possess a master's in public health, shall receive the equivalent of one (1) pay step. Employees will become eligible for this pay supplement effective the beginning of the next pay period following the receipt of all required documentation by the Internal Services Department.	1 Pay Step			P

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PAY SUPPLEMENTS NON-BARGAINING (FY 2010-11)

ATTACHMENT: 6I

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ZE	NON-LINEAR EDITING PAY	Department Community Information and Outreach employee's in the Videographer/Editor classification who are assigned to perform non-linear editing shall be eligible to receive an equivalent of one (1) pay step increase.	1 Pay Step			P
	<b>Total</b>			<b>2455</b>	<b>\$2,537,242</b>	

<sup>(1)</sup> Annual value of supplements does not include fringes

## COMPENSATION & BENEFITS REVIEW AD HOC COMMITTEE

Chairperson: Commissioner Barbara J. Jordan

Thursday, June 14, 2012 at 9:00 A.M.

Stephen P. Clark Center, Rooms 18-3 & 4

# SIGN-IN SHEET

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Manny Anon, Jr	AFSCME FL Council 79	
T Floyd	Comm. Jordan's Office	

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Comm. B. Jordan	D1	
Comm. T. Monestime	D2	
Comm. B. Bovo	D13	
Lester Sola	ISD	
Mario Morote	Mayor's Office	
Sean McCrackie	D2	
Core Andino	D13	
Rochelle Boreland	D1	
Ryan Hawkins	D1	
Chris Agrippa	Clerk of the Board	
Alan Eisenberg	Clerk of the Board	