

**SALARY REVIEW
WORKSHOP
AUGUST 20, 2024**



2024 CALENDAR

January-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

March-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30
31						

May-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

July-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

September-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30					

November-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21	22	23
24	25	26	27	28	29	30

February-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

April-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

June-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30						

August-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

October-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

December-2024						
SUN	MON	TUES	WED	THUR	FRI	SAT
1	2	3	4	5	6	7
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31				

Holidays
 Meetings
 Conferences

Salary Review Workshop

Florida Keys Mosquito Control District
Marathon Office
503 107th Street, Marathon, FL 33050

August 20th, 2024 2:00 pm (approximate)

- 1. Call to Order**

- 2. Roll Call**

- 3. Approval of Agenda**

- 4. Purpose of the Workshop:** Chairman Goodman announces the purpose of this workshop is to discuss the recent salary review.

- 5. Good of the Order**

- 6. Meeting Adjourned**

		# of Staff	Min % Diff	Minimum	Maximum	Max % Diff
1	Director of Operations - Current	1		\$85,000	\$125,000	
	FKMCD - Recommended		8.2%	\$92,000	\$155,000	24.0%
	LCMCD		2.5%	\$89,700	\$157,000	-1.3%
	CMCD		13.5%	\$79,600	\$139,000	10.3%
	FCAA - Director Level		-30.2%	\$119,800	\$202,400	-30.6%
	KEYS ENERGY - Director Level		-72.4%	\$158,608	\$202,130	-30.4%
	MONROE COUNTY		-12.2%	\$103,200	\$165,200	-6.6%
	PRIVATE SECTOR		13.8%	\$79,310	\$148,824	4.0%
2	Director of Aerial Operations - Current	1		\$85,000	\$125,000	
	FKMCD - Recommended		8.2%	\$92,000	\$155,000	24.0%
	LCMCD		2.5%	\$89,700	\$157,000	-1.3%
	CMCD		13.5%	\$79,600	\$139,000	10.3%
	FCAA - Director Level		-30.2%	\$119,800	\$202,400	-30.6%
	KEYS ENERGY - Director Level		-72.4%	\$158,608	\$202,130	-30.4%
3	Director of Finance - Current	1		\$85,000	\$125,000	
	FKMCD - Recommended		8.2%	\$92,000	\$155,000	24.0%
	LCMCD		2.5%	\$89,700	\$157,000	-1.3%
	CMCD		-1.7%	\$93,600	\$176,100	-13.6%
	FCAA - Director Level		-30.2%	\$119,800	\$202,400	-30.6%
	KEYS ENERGY - Director Level		-72.4%	\$158,608	\$202,130	-30.4%
	MONROE COUNTY		-20.3%	\$110,700	\$182,700	-17.9%
	PRIVATE SECTOR		-30.8%	\$120,328	\$191,193	-23.4%
4	Director of Research - Current	1		\$85,000	\$125,000	
	FKMCD - Recommended		8.2%	\$92,000	\$155,000	24.0%
	LCMCD		2.5%	\$89,700	\$157,000	-1.3%
	CMCD		11.3%	\$79,600	\$139,000	10.3%
5	Director of Human Resources - Current	1		\$85,000	\$125,000	
	FKMCD - Recommended		8.2%	\$92,000	\$155,000	24.0%
	LCMCD		2.5%	\$89,700	\$157,000	-1.3%
	CMCD		11.3%	\$79,600	\$139,000	10.3%
	FCAA - Director Level		-23.2%	\$119,800	\$202,400	-23.4%
	KEYS ENERGY - Director Level		-42.0%	\$158,608	\$202,130	-23.3%
	MONROE COUNTY		-12.5%	\$103,500	\$165,600	-6.8%
	PRIVATE SECTOR		4.6%	\$87,776	\$132,704	14.4%
6	Director of Aircraft Maintenance - Current	1		\$85,000	\$125,000	
	FKMCD - Recommended		8.2%	\$92,000	\$155,000	24.0%
	LCMCD		2.5%	\$89,700	\$157,000	-1.3%
	CMCD		11.3%	\$79,600	\$139,000	10.3%
	MCSO		-12.0%	\$103,000	\$165,000	-6.5%
7	Chief Pilot - Current	1		\$85,000	\$125,000	
	FKMCD - Recommended		8.2%	\$92,000	\$150,000	20.0%
	LCMCD		2.5%	\$89,700	\$157,000	-4.5%
	CMCD		11.3%	\$79,600	\$139,000	7.3%
	MCSO		-1.7%	\$93,600	\$149,800	0.1%
8	Lower and Upper Keys Area Supervisor - Current	2		\$54,000	\$95,000	
	FKMCD - Recommended		20.4%	\$65,000	\$110,000	15.8%
	LCMCD		1.2%	\$64,200	\$112,400	-2.1%
	CMCD		-2.2%	\$65,600	\$114,800	-4.4%
9	Middle Keys Area Supervisor - Current	1		\$54,000	\$95,000	
	FKMCD - Recommended			\$55,000	\$100,000	5.0%
	LCMCD		-19.3%	\$64,200	\$112,400	-12.4%
	CMCD		-19.3%	\$65,600	\$114,800	-14.8%

10	Mechanic Supervisor - Current	1		\$65,000	\$100,000	
	FKMCD - Recommended		23.1%	\$80,000	\$120,000	20.0%
	LCMCD		12.1%	\$70,300	\$123,200	-2.6%
	CMCD		-13.2%	\$79,600	\$139,300	-16.1%
11	ULV Coordinator - Current	1		\$55,000	\$70,000	
	FKMCD - Recommended		0%	\$55,000	\$85,000	17.6%
	LCMCD			N/A	N/A	
	CMCD		6.4%	\$51,500	\$90,100	-6.0%
12	Executive Assistant - Current	1		\$50,000	\$72,500	
	FKMCD - Recommended		20.0%	\$60,000	\$95,000	23.7%
	LCMCD		3.2%	\$58,100	\$101,600	-6.9%
	CMCD		20.0%	\$48,000	\$84,000	11.6%
	FCAA		-15.7%	\$69,400	\$110,000	-15.8%
	KEYS ENERGY		-45.8%	\$87,500	\$111,600	-17.5%
	MONROE COUNTY		-7.3%	\$64,400	\$103,000	-8.4%
	PRIVATE SECTOR		16.7%	\$50,003	\$72,508	23.7%
13	Office Coordinator - Current	2		\$45,000	\$65,000	
	FKMCD - Recommended		0%	\$45,000	\$70,000	7.1%
	LCMCD		11.6%	\$39,800	\$69,500	0.7%
	CMCD		6.2%	\$42,200	\$53,600	23.4%
	FCAA		-11.8%	\$50,300	\$77,100	-10.1%
	KEYS ENERGY		6.7%	\$42,000	\$52,100	25.6%
	MONROE COUNTY		4.9%	\$42,800	\$66,300	5.3%
	PRIVATE SECTOR		-15.6%	\$52,021	\$79,664	-13.8%
14	Purchasing Agent/Financial Analyst - Current	1		\$60,000	\$95,000	
	FKMCD - Recommended		8.3%	\$65,000	\$100,000	5.0%
	LCMCD		20.0%	\$52,000	\$91,100	8.9%
	CMCD		1.5%	\$64,000	\$106,100	-6.1%
	FCAA		5.8%	\$61,200	\$97,000	3.0%
	KEYS ENERGY		-4.3%	\$67,800	\$84,100	15.9%
	MONROE COUNTY		0.9%	\$64,400	\$103,100	-3.1%
	PRIVATE SECTOR		-26.1%	\$81,994	\$119,101	-19.1%
15	Fiscal Assistant - Current	1		\$50,000	\$80,000	
	FKMCD - Recommended		0.0%	\$50,000	\$85,000	5.9%
	LCMCD		8.2%	\$45,900	\$80,000	5.9%
	CMCD		4.0%	\$48,000	\$84,000	1.2%
	FCAA		-0.6%	\$50,300	\$77,100	9.3%
	KEYS ENERGY		-8.8%	\$54,400	\$67,500	20.6%
	MONROE COUNTY		-15.6%	\$57,800	\$92,400	-8.7%
	PRIVATE SECTOR		-12.7%	\$56,326	\$79,997	5.9%
16	Chief Technology Officer - Current	1		\$70,000	\$110,000	
	FKMCD - Recommended		17.6%	\$85,000	\$130,000	15.4%
	LCMCD		-5.5%	\$89,700	\$157,000	-20.8%
	CMCD		6.4%	\$79,600	\$139,300	-7.2%
	FCAA		-40.9%	\$119,800	\$202,400	-55.7%
	KEYS ENERGY		-40.1%	\$119,100	\$151,800	-16.8%
	MONROE COUNTY		-54.0%	\$130,900	\$215,900	-66.1%
	PRIVATE SECTOR		-31.7%	\$111,966	\$173,118	-33.2%
17	IT Assistant - Current	0		\$46,800	\$70,000	
	FKMCD - Recommended		38.9%	\$65,000	\$95,000	26.3%
	LCMCD		20.0%	\$52,000	\$91,100	4.1%
	CMCD		26.2%	\$48,000	\$84,000	11.6%
	FCAA		1.5%	\$64,000	\$101,400	-6.7%
	KEYS ENERGY		1.1%	\$64,300	\$82,000	13.7%
	MONROE COUNTY		25.4%	\$48,500	\$75,200	20.8%
	PRIVATE SECTOR		-37.6%	\$89,440	\$159,411	-67.8%

18	Safety Coordinator - Current	1		\$55,000	\$85,000	
	FKMCD - Recommended		18.2%	\$65,000	\$95,000	10.5%
	LCMCD		10.6%	\$58,100	\$101,600	-6.9%
	CMCD		20.8%	\$51,500	\$90,100	5.2%
	FCAA		-15.2%	\$74,900	\$118,600	-24.8%
	KEYS ENERGY		-15.4%	\$75,000	\$95,600	-0.6%
	MONROE COUNTY		-25.1%	\$81,300	\$130,100	-36.9%
19	Public Education and Information Officer - Current	1		\$65,000	\$95,000	
	FKMCD - Recommended		0.0%	\$65,000	\$100,000	5.0%
	LCMCD		20.0%	\$52,000	\$91,100	8.9%
	CMCD		-0.9%	\$65,600	\$114,800	-14.8%
	FCAA		1.5%	\$64,020	\$101,409	-1.4%
	KEYS ENERGY		-24.8%	\$81,102	\$103,356	-3.4%
	MONROE COUNTY		-40.6%	\$91,400	\$146,200	-46.2%
	PRIVATE SECTOR		-38.7%	\$90,126	\$102,398	-2.4%
20	Field Inspector / Off Shore Technician Level I	4		\$43,680	\$46,800	
	FKMCD - Recommended		6.5%	\$46,738	\$52,000	10.0%
	LCMCD			N/A	N/A	
	CMCD			N/A	N/A	
21	Field Inspector / Off Shore Technician Level II	17		\$44,720	\$65,000	
	FKMCD - Recommended		14.0%	\$52,000	\$72,000	9.7%
	LCMCD		0.0%	\$52,000	\$91,100	-21.0%
	CMCD		21.2%	\$41,000	\$71,800	0.3%
22	Field Inspector / Off Shore Technician Level III	16		\$46,800	\$75,000	
	FKMCD - Recommended		10.9%	\$52,500	\$87,000	13.8%
	LCMCD		1.0%	\$52,000	\$91,100	-4.7%
	CMCD		8.6%	\$48,000	\$84,000	3.4%
23	Aircraft Support Technician - Current	2		\$46,800	\$75,000	
	FKMCD - Recommended		12.2%	\$52,500	\$87,000	13.8%
	LCMCD		1.0%	\$52,000	\$91,100	-4.7%
	CMCD		-11.4%	\$58,500	\$102,400	-17.7%
24	Trap Surveillance Technician Level I - Current	0		\$43,680	\$46,800	
	FKMCD - Recommended		7.0%	\$46,738	\$52,000	10.0%
	LCMCD			N/A	N/A	
	CMCD			N/A	N/A	
25	Trap Surveillance Technician Level II - Current	1		\$44,720	\$65,000	
	FKMCD - Recommended		14.0%	\$52,000	\$72,000	9.7%
	LCMCD		11.7%	\$45,900	\$80,300	-11.5%
	CMCD		21.2%	\$41,000	\$71,800	0.3%
26	Mechanic Technician - Current	3		\$55,000	\$80,000	
	FKMCD - Recommended		18.2%	\$65,000	\$95,000	15.8%
	LCMCD		10.6%	\$58,100	\$101,600	-6.9%
	CMCD		31.5%	\$44,500	\$77,900	18.0%
	MONROE COUNTY		-18.1%	\$76,757	\$122,812	-29.3%
27	Research Biologist / Entomologist - Current	3		\$55,000	\$85,000	
	FKMCD - Recommended		9.1%	\$60,000	\$100,000	15.0%
	LCMCD		3.2%	\$58,100	\$101,600	-1.6%
	CMCD		8.3%	\$55,000	\$96,300	3.7%
	MONROE COUNTY		-1.3%	\$60,799	\$97,278	2.7%
28	A & P Mechanic - Current	3		\$65,000	\$90,000	
	FKMCD - Recommended		0.0%	\$65,000	\$100,000	10.0%
	LCMCD		1.2%	\$64,200	\$112,400	-12.4%
	CMCD		15.4%	\$55,000	\$96,300	3.7%
	PRIVATE SECTOR		46.2%	\$35,000	\$97,630	2.4%

29	Pilot - Current	2		\$75,000	\$120,000	
	FKMCD - Recommended		11.8%	\$85,000	\$130,000	7.7%
	LCMCD		10.0%	\$76,500	\$133,800	-2.9%
	CMCD		18.8%	\$69,000	\$120,800	7.1%
	MONROE COUNTY		-4.7%	\$89,000	\$142,000	-9.2%
	PRIVATE SECTOR		-1.2%	\$86,000	\$130,500	-0.4%
30	On Call ULV Operators - Current	TBD		\$15	\$21	
	FKMCD - Recommended		66.7%	\$25	\$32	34.4%
31	On Call Pilots (Flight Time) - Current	TBD		\$80.00 SIC	\$90.00 PIC	
	FKMCD - Recommended		12.5%	\$90.00	\$100.00	10%
	LCMCD				\$33.00	
	CMCD				\$44.00	
	On Call Pilots (Non-Flight Hours, Training, etc.)			\$25.00/Hour	\$100.00/Day [‡]	
	FKMCD - No Change Recommended					
32	Part-Time Surveillance Technician - Current	TBD		\$14.00	\$24.00	
	FKMCD - Recommended		78.57%	\$25.00	\$31.00	22.6%