

Salary Review Workshop Minutes

Florida Keys Mosquito Control District

Marathon Office
503 107th Street
Marathon, FL 33050

August 20th, 2024 1:43 pm

The Board of Commissioners of the Florida Keys Mosquito Control District held a Salary Review Workshop on August 20, 2024, at the FKMCD Marathon Office.

Present Were: Phillip Goodman, Chairman; Dr. Stanley Zuba, Vice-Chair; Bette Brown, Secretary/Treasurer; Jill Cranney, Commissioner; Brandon Pinder, Commissioner; Andrea Leal, Executive Director; Dirk Smits, Board Attorney; Shauna Morris; Board Attorney.

Employees Present Were: Mikki Coss, Director of Operations; Bruce Holden, Director of Finance; Michael Behrend, Director of Human Resources; Chad Huff, Public Education & Information Officer; Deanna Darias, Executive Assistant; Tony Nunez, Chief Technology Officer.

Invited Guests Present: Tina Wyatt, FBMC.

Approval of Agenda: Chairman Goodman asked the Board if there were any corrections or additions to the agenda, hearing none, the agenda was unanimously approved.

Community Input: None


Chairman Goodman stated that this workshop is to discuss the recent salary review.

Discussion: Director Leal explained that all the information was presented to the Board at the July meeting and that today they will be reviewing that information, and if the Board sees fit, it will be brought back in the September meeting as a resolution updating the employee manual with the new salary ranges. Michael Behrend, Director of Human Resources, then reviewed the chart that he presented with the new salary ranges and how they compare with other local organizations in the community as well as other mosquito control districts. To be competitive in the county, staff felt it necessary to adjust some salary ranges, especially for field inspectors and pilots. Some local entities are still much higher than us, but they may have different job descriptions. This would increase the Level 1 Field Inspector position to \$46,738 for a starting salary. Once the budget is approved, they will add the new Education Coordinator position to the pay plan. The next salary review will be completed and brought back to the board in three (3) years.

Good of the Order: None

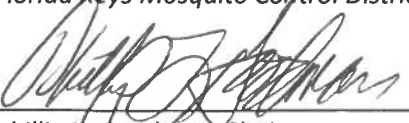
Adjourn: There being no further business to come before the Board, the meeting was adjourned.

Respectfully submitted,



Andrea Leal
Executive Director

Board of Commissioners
Florida Keys Mosquito Control District



Phillip L. Goodman, Chairman



Bette Brown, Secretary-Treasurer

For additional information, please refer to www.keysmosquito.org.