

COOPER CITY PAY PLAN - Revised November 2021

Job Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum	Minimum Hrly Rate	Maximum Hrly Rate
Park Attendant	N	9	\$ 33,660	\$ 40,610	\$ 47,560	\$ 16.18	\$ 22.87
Maintenance Technician I	N	9	\$ 33,660	\$ 40,610	\$ 47,560	\$ 16.18	\$ 22.87
Customer Service Rep I	N	10	\$ 34,680	\$ 41,841	\$ 49,002	\$ 16.67	\$ 23.56
Head Lifeguard	N	10	\$ 34,680	\$ 41,841	\$ 49,002	\$ 16.67	\$ 23.56
Recreation Leader	N	10	\$ 34,680	\$ 41,841	\$ 49,002	\$ 16.67	\$ 23.56
Maintenance Technician II	N	10	\$ 34,680	\$ 41,841	\$ 49,002	\$ 16.67	\$ 23.56
Facilities & Recreation Asst.	N	11	\$ 36,720	\$ 44,302	\$ 51,884	\$ 17.65	\$ 24.94
Park Ranger	N	11	\$ 36,720	\$ 44,302	\$ 51,884	\$ 17.65	\$ 24.94
Administrative Specialist	N	13	\$ 40,800	\$ 49,225	\$ 57,649	\$ 19.62	\$ 27.72
Accounting Technician	N	13	\$ 40,800	\$ 49,225	\$ 57,649	\$ 19.62	\$ 27.72
Customer Service Rep II	N	13	\$ 40,800	\$ 49,225	\$ 57,649	\$ 19.62	\$ 27.72
Horticultural Tech	N	13	\$ 40,800	\$ 49,225	\$ 57,649	\$ 19.62	\$ 27.72
Maintenance Technician III	N	13	\$ 40,800	\$ 49,225	\$ 57,649	\$ 19.62	\$ 27.72
Tradesworker I	N	13	\$ 40,800	\$ 49,225	\$ 57,649	\$ 19.62	\$ 27.72
Utility Mechanic I	N	13	\$ 40,800	\$ 49,225	\$ 57,649	\$ 19.62	\$ 27.72
Adult Program Specialist	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Aquatics Program Coordinator	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Purchasing Assistant	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Customer Service Rep III	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Equipment Operator	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Senior Admin. Specialist	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Tradesworker II	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Treatment Plant Oper Trainee	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Youth Program Specialist	N	14	\$ 43,860	\$ 52,917	\$ 61,973	\$ 21.09	\$ 29.79
Senior Accounting Technician	E	15	\$ 45,900	\$ 55,378	\$ 64,855	\$ 22.07	\$ 31.18
Budget Analyst	E	15	\$ 45,900	\$ 55,378	\$ 64,855	\$ 22.07	\$ 31.18
Fleet Mechanic	N	15	\$ 45,900	\$ 55,378	\$ 64,855	\$ 22.07	\$ 31.18
IT Technician	N	15	\$ 45,900	\$ 55,378	\$ 64,855	\$ 22.07	\$ 31.18
Treatment Plant Operator I	N	15	\$ 45,900	\$ 55,378	\$ 64,855	\$ 22.07	\$ 31.18
Utilities Mechanic II	N	15	\$ 45,900	\$ 55,378	\$ 64,855	\$ 22.07	\$ 31.18
Treatment Plant Operator II	N	16	\$ 49,980	\$ 60,300	\$ 70,620	\$ 24.03	\$ 33.95
Journey Electrician	N	16	\$ 49,980	\$ 60,300	\$ 70,620	\$ 24.03	\$ 33.95
Community Liaison	E	16	\$ 49,980	\$ 60,300	\$ 70,620	\$ 24.03	\$ 33.95
Crew Leader	N	16	\$ 49,980	\$ 60,300	\$ 70,620	\$ 24.03	\$ 33.95
Utilities Electrician	N	16	\$ 49,980	\$ 60,300	\$ 70,620	\$ 24.03	\$ 33.95
Accountant	E	17	\$ 53,040	\$ 63,992	\$ 74,944	\$ 25.50	\$ 36.03

Job Title	FLSA	Pay Grade	Minimum	Midpoint	Maximum	Minimum Hrly Rate	Maximum Hrly Rate
Administrative Coordinator	N	17	\$ 53,040	\$ 63,992	\$ 74,944	\$ 25.50	\$ 36.03
Customer Service Supervisor	E	17	\$ 53,040	\$ 63,992	\$ 74,944	\$ 25.50	\$ 36.03
Engineering Inspector	E	17	\$ 53,040	\$ 63,992	\$ 74,944	\$ 25.50	\$ 36.03
Facility Coordinator	E	17	\$ 53,040	\$ 63,992	\$ 74,944	\$ 25.50	\$ 36.03
Maintenance Foreman	N	17	\$ 53,040	\$ 63,992	\$ 74,944	\$ 25.50	\$ 36.03
Rec. Programs Specialist	N	17	\$ 53,040	\$ 63,992	\$ 74,944	\$ 25.50	\$ 36.03
Utilities Foreman	N	17	\$ 53,040	\$ 63,992	\$ 74,944	\$ 25.50	\$ 36.03
Assistant City Clerk	N	18	\$ 57,120	\$ 68,915	\$ 80,709	\$ 27.46	\$ 38.80
Chief Plant Operator	N	18	\$ 57,120	\$ 68,915	\$ 80,709	\$ 27.46	\$ 38.80
Communications Coordinator	E	18	\$ 57,120	\$ 68,915	\$ 80,709	\$ 27.46	\$ 38.80
Exec. Asst. to Elected Officials	E	18	\$ 57,120	\$ 68,915	\$ 80,709	\$ 27.46	\$ 38.80
Planner	E	18	\$ 57,120	\$ 68,915	\$ 80,709	\$ 27.46	\$ 38.80
Bldg Inspector/Plans Examiner	N	19	\$ 60,180	\$ 72,607	\$ 85,033	\$ 28.93	\$ 40.88
Fleet Maintenance Supervisor	E	19	\$ 60,180	\$ 72,607	\$ 85,033	\$ 28.93	\$ 40.88
Human Resources Programs- Administrator	E	19	\$ 60,180	\$ 72,607	\$ 85,033	\$ 28.93	\$ 40.88
Plumbing Inspector	N	19	\$ 60,180	\$ 72,607	\$ 85,033	\$ 28.93	\$ 40.88
Purchasing Agent	E	19	\$ 60,180	\$ 72,607	\$ 85,033	\$ 28.93	\$ 40.88
Chief Electrical Inspector	E	20	\$ 65,280	\$ 78,759	\$ 92,238	\$ 31.38	\$ 44.35
Chief Structural Inspector	E	20	\$ 65,280	\$ 78,759	\$ 92,238	\$ 31.38	\$ 44.35
Field Operations Supervisor	E	20	\$ 65,280	\$ 78,759	\$ 92,238	\$ 31.38	\$ 44.35
Structural Insp/Plans Examiner	E	20	\$ 65,280	\$ 78,759	\$ 92,238	\$ 31.38	\$ 44.35
Capital Projects Coordinator	E	20	\$ 65,280	\$ 78,759	\$ 92,238	\$ 31.38	\$ 44.35
Asst. Bldg Official/Chief- Plumbing/Mechanical Inspector	E	21	\$ 69,360	\$ 83,682	\$ 98,003	\$ 33.35	\$ 47.12
Senior Accountant	E	21	\$ 69,360	\$ 83,682	\$ 98,003	\$ 33.35	\$ 47.12
Senior Planner	E	21	\$ 69,360	\$ 83,682	\$ 98,003	\$ 33.35	\$ 47.12
Plant Operations Supervisor	E	21	\$ 69,360	\$ 83,682	\$ 98,003	\$ 33.35	\$ 47.12
Asst Community Development Director	E	22	\$ 76,500	\$ 92,296	\$ 108,092	\$ 36.78	\$ 51.97
Information Systems Manager	E	22	\$ 76,500	\$ 92,296	\$ 108,092	\$ 36.78	\$ 51.97
Asst Finance Director	E	23	\$ 82,620	\$ 99,680	\$ 116,740	\$ 39.72	\$ 56.13
Asst Utilities Director	E	23	\$ 82,620	\$ 99,680	\$ 116,740	\$ 39.72	\$ 56.13
City Clerk	E	23	\$ 82,620	\$ 99,680	\$ 116,740	\$ 39.72	\$ 56.13
Community Development Director	E	25	\$ 103,020	\$ 124,293	\$ 145,565	\$ 49.53	\$ 69.98
Director of Public Works	E	25	\$ 103,020	\$ 124,293	\$ 145,565	\$ 49.53	\$ 69.98
Recreation Director	E	25	\$ 103,020	\$ 124,293	\$ 145,565	\$ 49.53	\$ 69.98

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Human Resources Director	E	25	\$ 103,020	\$ 124,293	\$ 145,565	\$ 49.53	\$ 69.98
Chief Financial Officer	E	26	\$ 115,260	\$ 139,060	\$ 162,859	\$ 55.41	\$ 78.30
Utilities Director/City Engineer	E	26	\$ 115,260	\$ 139,060	\$ 162,859	\$ 55.41	\$ 78.30

Range	Min	Max		
6	\$ 46.78	\$ 55.00	Building Official	L3
5	\$ 36.41	\$ 42.84	Asst. Bldg Official/Chief Plumbing and Mechanical Inspector (PT)	T6
5	\$ 36.41	\$ 42.84	Chief Electrical Inspector (PT)	T5
5	\$ 36.41	\$ 42.84	Electrical Inspector (on call)	T4
5	\$ 36.41	\$ 42.84	Mechanical Inspector (on call)	T4
5	\$ 36.41	\$ 42.84	Plumbing Inspector (on call)	T4
5	\$ 36.41	\$ 42.84	Structural Inspector/Plans Examiner (on call)	T4
5	\$ 36.41	\$ 42.84	Structural Inspector/Plans Examiner (PT)	T4
4	\$ 16.67	\$ 23.56	Administrative Specialist	A2
4	\$ 16.67	\$ 23.56	Facilities and Recreation Assistant	A2
3	\$ 13.50	\$ 17.84	Adult Program Recreation Aide	A1
3	\$ 13.50	\$ 17.84	Class/Fitness Instructor and Swim Coach	T1
3	\$ 13.50	\$ 17.84	Meter Reader	A1
3	\$ 13.50	\$ 17.84	PreSchool Instructor	T1
3	\$ 13.50	\$ 17.84	Youth Program Instructor	T1
2	\$ 11.50	\$ 14.81	Engineering Intern	T1
2	\$ 11.50	\$ 14.81	Recreation Attendant/Facility Attendant	A1
2	\$ 11.50	\$ 14.81	Park Attendant	A1
2	\$ 11.50	\$ 14.81	Lifeguard II/WSI	T1
1	\$ 10.50	\$ 13.56	Camp Counselor	A1
			<i>Full Time Salary Equivalants</i>	
	Minimum	Midpoint	Maximum	
6	\$ 97,240.00	\$ 105,820.00	\$ 114,400.00	
5	\$ 75,741.00	\$ 82,424.00	\$ 89,107.00	
4	\$ 34,673.60	\$ 41,839.20	\$ 49,004.80	
3	\$ 28,080.00	\$ 32,593.60	\$ 37,107.20	
2	\$ 23,920.00	\$ 27,362.40	\$ 30,804.80	
1	\$ 21,840.00	\$ 25,022.40	\$ 28,204.80	