



Exhibit E

Town of Lake Park Town Commission

Agenda Request Form

Meeting Date: May 20, 2026

Originating Department: Human Resources

Agenda Title: FY 2026 Town of Lake Park Pay Grade Chart & Amend Pay Grades - Sanitation Truck Operator I and Sanitation Truck Operator II

Approved by Town Manager: _____ **Date:** _____

Cost of Item: N/A **Funding Source:** _____

Account Number: _____ **Finance Signature:** Barbara A. Gould

Advertised:

Date: _____ **Newspaper:** _____

Attachments: Job Descriptions for Sanitation Truck Operator I and Sanitation Truck Operator II.

Please initial one:

_____ Yes, I have notified everyone.

DMP Not applicable in this case

Summary Explanation/Background:

The Human Resources Department, in coordination with the Public Works Department, has identified the need to amend the approved FY 2026 Town of Lake Park Pay Grade Chart to reclassify the Sanitation Truck Operator I and Sanitation Truck Operator II positions. The proposed amendment is intended to better align pay grades with operational requirements, skill levels, licensing requirements, safety responsibilities, and current labor market conditions associated with municipal sanitation operations.

These positions are existing funded positions within the Sanitation Division. The proposed amendment does not create new positions. Rather, it updates the assigned pay grades to more accurately reflect the duties currently required to maintain reliable residential, commercial, recycling, and bulk waste collection

services throughout the Town.

Sanitation Truck Operators are required to operate heavy commercial vehicles in residential and commercial environments, including vehicles equipped with air brakes, automated side-load systems, rear-load compactors, front-load collection systems, and grapple boom attachments. These duties require a valid Florida Class B Commercial Driver's License with air brake endorsement, safe route navigation, equipment inspection, preventive maintenance awareness, customer service, emergency response availability, and the ability to work under adverse weather and field conditions.

The Public Works Department continues to experience recruitment and retention challenges for positions that require Commercial Driver's License qualifications and the ability to operate heavy equipment. The reclassification will support the Town's ability to attract and retain qualified sanitation operators, reduce operational disruption, preserve route continuity, and maintain the level of service expected by residents, businesses, and the Town Commission.

1. **Sanitation Truck Operator I** (Full Time) - reclassify existing (funded) positions within the Sanitation Division to support the actual/current needs of the department. The annual salary range (or pay grade) for this position is pay grade 40: \$40,503.60 to \$64,805.75. The proposed new pay grade for this reclassification, if approved, would be pay grade 55, with a pay range of \$44,865.60 to \$71,784.96.

This position is responsible for the safe and effective operation of residential sanitation collection vehicles and related equipment, including side-load and rear-load garbage packers and trash trucks equipped with an attached grapple boom. The position supports curbside garbage, recycling, and bulk trash collection services; performs routine inspections and basic preventive maintenance checks; reports safety or service issues; and responds to emergency call-ins, including hurricanes and other critical events.

2. **Sanitation Truck Operator II** (Full Time) - reclassify existing (funded) positions within the Sanitation Division to support the actual/current needs of the department. The annual salary range (or pay grade) for this position is pay grade 60: \$46,372.57 to \$74,196.11. The proposed new pay grade for this reclassification will be pay grade 75, with a range of \$51,355.20 to \$82,168.32.

This position is responsible for the safe and efficient operation of all commercial and residential sanitation collection vehicles, including front-load, side-load, and rear-load garbage packers and trash trucks equipped with an attached grapple boom. The position is expected to operate all sanitation equipment as needed to accomplish operational objectives, resolve customer work orders and complaints, document hazardous conditions, assist with commercial dumpster repair or replacement, and assume operational responsibility in the Sanitation Foreman's absence.

The proposed reclassification recognizes that the Sanitation Truck Operator II classification entails greater responsibility, operational flexibility, equipment proficiency, and independent judgment than the Sanitation Truck Operator I classification. This distinction supports an appropriate internal career ladder while also improving the Town's competitiveness in the current labor market.

Note: All current personnel serving within either of the two positions above who currently earn a pay rate below the proposed amount, if approved, would be moved up to the minimum of the proposed pay grade. This proposed pay increase is available within the Town's Sanitation Fund (per the Public Works Director and the Finance Director).

This agenda item was prepared by the Human Resources Department in coordination with the Public Works Department, Finance Director, and reviewed by the Town Manager.

Recommendation:

I move to approve the FY 2026 Town of Lake Park Pay Grade Chart & Amend Pay Grades for two (2) positions - Sanitation Truck Operator I and Sanitation Truck Operator II