

Pay Matrix

Non-Bargaining Classifications Only

Grade	Job Code	Classification	Min Hourly	Mid Hourly	Max Hourly	Min Salaried (per pay)	Mid Salaried (per pay)	Max Salaried (per pay)	Min Annual	Mid Annual	Max Annual
1		Custodian Laborer (I and II) Leisure Driver (PT)	12.66	16.46	20.25	1,013	1,317	1,620	26,330	34,236	42,120
2		Groundskeeper Office Assistant Office Assistant (PT)	13.29	17.28	21.27	1,063	1,383	1,702	27,637	35,949	44,241
3		Recreation Leader Recreation Leader (PT) Recreation Leader (On-Call)	13.96	18.14	22.33	1,117	1,451	1,786	29,030	37,728	46,447
4		Groundskeeper II Nursery Worker Sanitation Apprentice	14.66	19.06	23.44	1,173	1,524	1,875	30,486	39,634	48,761
5		Afterschool Program Leader Community Engagement Recreation Spec (PT) Distribution & Collection Apprentice Groundskeeper Specialist Sanitation Worker Utilities Maintenance Mechanic Apprentice	15.39	20.00	24.62	1,231	1,600	1,969	32,007	41,605	51,203
6		Customer Service Representative I Customer Service Representative I (PT) Lead Leisure Driver (PT) Parking Enforcement Specialist (PT) W/WW Treatment Plant Operator Trainee	16.16	20.99	25.85	1,293	1,679	2,068	33,614	43,662	53,774

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7		Auto Service Worker	16.96	22.05	27.14	1,357	1,764	2,171	35,285	45,869	56,452
		Crime Analyst (PT)									
		Customer Service Representative II									
		Equipment Operator I									
		Fiscal Assistant I									
		Fiscal Assistant (PT)									
		Maintenance Mechanic									
		Maintenance Mechanic / Electrician									
		Special Events & Tourism Specialist									
	Utility Service Worker II										
8		Customer Service Representative III	17.81	23.15	28.50	1,425	1,852	2,280	37,042	48,161	59,280
		Distribution Field Technician									
		Division Assistant									
		Permit Technician									
		Sanitation Equipment Operator I									
		Senior Maintenance Mechanic									
	W/WW Treatment Plant Operator I										
9		Accounts Payable Specialist	18.70	24.32	29.92	1,496	1,945	2,394	38,906	50,582	62,237
		Payroll Specialist									
		Planning & Permitting Coordinator									
		Police Dispatcher I									
		Police Dispatcher (PT)									
		Sanitation Equipment Operator II									
		Utility Maintenance Mechanic									
		W/WW Treatment Plant Operator II									

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10		Business Tax Specialist	19.64	25.53	31.43	1,571	2,043	2,514	40,856	53,110	65,365
		Digital Marketing & Media Specialist (PT)									
		Public Works Program Specialist									
		Sanitation Equipment Operator III									
		WW Collections Systems Specialist									
		Water Systems Specialist									
11		Youth Intervention Counselor	20.62	26.80	32.99	1,650	2,144	2,639	42,891	55,745	68,621
		Administrative Assistant to Fire Rescue									
		Admin Office Coord - Comm Svc & Tech Svc									
		Asset System Coordinator									
		Civilian Enforcement Officer / Parking Enforce									
		Executive Admin Asst / CRA Program Specialist									
		Human Resources Specialist									
		Logistics & Support Technician									
		Police Dispatcher II									
		Property Inspector									
		Utility Senior Maintenance Mechanic									
		W/WW Treatment Plant Operator III									
12		Water Distribution System Specialist	21.65	28.15	34.64	1,732	2,252	2,771	45,033	58,552	72,049
		Water Reclamation System Specialist									
		Administrative & Program Supervisor									
		Athletics Coordinator									
		Behavioral Program Specialist (PT)									
		Customer Service Supervisor									
		Fire Inspector									
		Infrastructure Location System Specialist									
	Laboratory Analyst										
	Police Dispatch Supervisor										
	Recreation Programs Supervisor										

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13		Building Inspector Building Inspector (PT) Executive Assistant to City Manager Executive Assistant to the Chief of Police Fire Inspector / Investigator	22.73	29.55	36.37	1,819	2,364	2,910	47,283	61,465	75,648
14		Accountant Diesel/Gas Mechanic Deputy City Clerk U & E Program Manager U & E Administrative Coordinator U & E Inspector Records Supervisor	23.87	31.03	38.19	1,909	2,483	3,055	49,639	64,551	79,440
15		Engineer In Training Grants Administrator Instrument / Control / SCADA Specialist Procurement & Contracting Services Coordinator	25.06	32.58	40.10	2,005	2,606	3,208	52,125	67,764	83,404
16		Community Affairs Liaison GIS Applications Analyst Human Resources Analyst Paralegal Senior Accountant Senior Planner Team Leader II Technology Services Specialist U & E Project Specialist	26.32	34.22	42.11	2,105	2,737	3,369	54,738	71,171	87,581
17		Accounting Supervisor Network Specialist	27.63	35.93	44.21	2,211	2,874	3,537	57,481	74,727	91,952
18		Building Maintenance Coordinator Community Services Division Manager Team Leader III	29.02	37.72	46.42	2,321	3,017	3,714	60,351	78,455	96,558

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19		Field Services Manager Plant Services Manager Public Works Operations Services Manager Sanitation Manager U & E Project Manager	30.47	39.60	48.74	2,437	3,168	3,899	63,372	82,375	101,378
20		Assistant Building Official CRA Administrator Technology Services Assistant Director	31.99	41.58	51.18	2,559	3,326	4,094	66,543	86,489	106,456
21		Police Lieutenant	33.59	43.66	53.74	2,687	3,493	4,299	69,864	90,816	111,769
22		Building Official City Clerk Fire Rescue Operations Chief Police Captain	35.27	45.85	56.42	2,821	3,668	4,514	73,356	95,358	117,361
23		Community Services Director Development Director Human Resources Director Public Works Director Technology Services Director Utilities and Engineering Director	37.03	48.14	59.25	2,962	3,851	4,740	77,019	100,136	123,231
24		Fire Chief Police Chief	38.88	50.54	62.21	3,111	4,043	4,977	80,876	105,128	129,401
25		Financial Services Director	40.83	53.08	65.32	3,266	4,246	5,226	84,925	110,398	135,871
BAT		Fire Rescue Battalion Chief (annual = 2496 hours)	28.05	38.46	48.96	2,693	3,692	4,700	70,005	95,997	122,194
Notes:	Notes:	Elected Officials (City Commission)	\$18,000 Annual (as of 10/1/17)								
		City Manager	In accordance with Agreement								
		City Attorney	In accordance with Agreement								
Q&A	Q&A	I'm FT hourly. How do I calculate my annual base salary?	Multiply your hourly rate times 2080 hours (40 hours per week x 52 weeks); Battalion Chief x 2496 hrs								
		I'm FT salaried. How do I calculate my annual base salary?	Multiply your salaried rate times 26 paycycles								