

Pay Matrix

Non-Bargaining Classifications Only

Grade	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)	12.29	15.98	19.66	983	1,278	1,573	25,563	33,238	40,893
2	Groundskeeper Office Assistant Office Assistant (PT)	12.90	16.78	20.65	1,032	1,342	1,652	26,832	34,902	42,952
3	Recreation Leader Recreation Leader (PT) Recreation Leader (On-Call) Parking Enforcement Specialist (PT)	13.55	17.61	21.68	1,084	1,409	1,734	28,184	36,629	45,094
4	Groundskeeper II Nursery Worker Sanitation Apprentice (FY22 request)	14.23	18.50	22.76	1,138	1,480	1,821	29,598	38,480	47,341
5	Afterschool Program Leader Groundskeeper Specialist Sanitation Worker Utilities Maintenance Apprentice (FY22 request)	14.94	19.42	23.90	1,195	1,554	1,912	31,075	40,394	49,712
6	Customer Service Representative I Customer Service Representative I (PT) Lead Leisure Driver (PT) Parking Enforcement Specialist (PT) W/WW Treatment Plant Operator Trainee	15.69	20.39	25.10	1,255	1,631	2,008	32,635	42,411	52,208

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7	Auto Service Worker	16.47	21.41	26.35	1,318	1,713	2,108	34,258	44,533	54,808
	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	Accounting Support Specialist	17.29	22.48	27.67	1,383	1,798	2,214	35,963	46,758	57,554
	Customer Service Representative III									
	Division Assistant									
	Meter Reader									
	Payroll Specialist									
	Permit Technician									
	Sanitation Equipment Operator I									
	Senior Maintenance Mechanic									
	Systems Analyst									
	Team Leader I									
W/WW Treatment Plant Operator I										
9	Accounts Payable Specialist	18.16	23.61	29.05	1,453	1,889	2,324	37,773	49,109	60,424
	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	19.07	24.79	30.51	1,526	1,983	2,441	39,666	51,563	63,461
	Digital Marketing & Media Specialist (PT)									
	Public Works Program Specialist									
	Sanitation Equipment Operator III									
	WW Collections Systems Specialist									
	Water Systems Specialist									
Youth Intervention Counselor										
11	Administrative Assistant to Fire Rescue	20.02	26.02	32.03	1,602	2,082	2,562	41,642	54,122	66,622
	Administrative Office Coordinator - Community Svc									
	Asset System Coordinator									
	Civilian Enforcement Officer									
	Executive Administrative Assistant / CRA Specialist									
	Human Resources Specialist									
	Logistics & Support Technician									
	Police Dispatcher II									
	Property Inspector									
	Utility Senior Maintenance Mechanic									
	W/WW Treatment Plant Operator III									
	Water Distribution System Specialist									
Water Reclamation System Specialist										
12	Administrative & Program Supervisor	21.02	27.33	33.63	1,682	2,186	2,690	43,722	56,846	69,950
	Assistant to City Clerk									
	Athletics Coordinator									
	Behavioral Program Specialist (PT)									
	Customer Service Supervisor									
	Fire Inspector									
	Infrastructure System Locator									
	Laboratory Analyst									
	Police Dispatch Supervisor									
Recreation Programs Supervisor										

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13	Building Inspector Building Inspector (PT) Executive Assistant to City Manager Executive Secretary to Public Safety Fire Inspector / Investigator Procurement Specialist	22.07	28.69	35.31	1,766	2,295	2,825	45,906	59,675	73,445
14	Accountant Diesel/Gas Mechanic Deputy City Clerk U&E Program Manager Administrative Coordinator - U&E Utilities & Engineering Inspector Records Supervisor	23.17	30.13	37.08	1,854	2,410	2,966	48,194	62,670	77,126
15	Engineer In Training Grants Administrator Instrument / Control / SCADA Analyst	24.33	31.63	38.93	1,946	2,530	3,114	50,606	65,790	80,974
16	Community Affairs Liaison GIS Applications Analyst Human Resources Analyst Paralegal Senior Accountant Senior Planner Team Leader II Technology Services Specialist Utilities & Engineering Project Specialist	25.55	33.22	40.88	2,044	2,658	3,270	53,144	69,098	85,030
17	Accounting Supervisor Network Specialist	26.83	34.88	42.92	2,146	2,790	3,434	55,806	72,550	89,274
18	Building Maintenance Coordinator Community Services Manager Team Leader III	28.17	36.62	45.07	2,254	2,930	3,606	58,594	76,170	93,746

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19	Field Services Manager Plant Services Manager Public Works Operations Services Manager Sanitation Manager Utilities & Engineering Project Manager	29.58	38.45	47.32	2,366	3,076	3,786	61,526	79,976	98,426
20	Assistant Building Official CRA Administrator Technology Services Assistant Manager	31.06	40.37	49.69	2,485	3,230	3,975	64,605	83,970	103,355
21	None at this time	32.61	42.39	52.17	2,609	3,391	4,174	67,829	88,171	108,514
22	Building Official City Clerk Fire Rescue Operations Chief Police Captain	34.24	44.51	54.78	2,739	3,561	4,382	71,219	92,581	113,942
23	Community Services Director Development Director Human Resources Director Public Works Director Technology Services Director Utilities and Engineering Director	35.95	46.74	57.52	2,876	3,739	4,602	74,776	97,219	119,642
24	Fire Chief Police Chief	37.75	49.07	60.40	3,020	3,926	4,832	78,520	102,066	125,632
25	Financial Services Director	39.64	51.53	63.42	3,171	4,122	5,074	82,451	107,182	131,914
BAT	Fire Rescue Battalion Chief (annual = 2496 hours)	27.23	37.34	47.53	2,614	3,585	4,563	67,966	93,201	118,635
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	I'm full-time 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 full-time salaried. How do I calculate my annual base salary?	Multiply your salaried rate times 26 paycycles								