



Welcome  
To The City Of  
**BOCA  
RATON**

**CITY OF BOCA RATON**  
Pay & Classification Plan  
Fiscal Year 2011 - 2012

**City of Boca Raton  
Pay & Classification Plan  
Fiscal Year 2011 –2012**

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FULL-TIME  
JOB  
CLASSIFICATIONS

**FULL-TIME JOB CLASSIFICATION LIST  
ALPHABETICAL LISTING  
FISCAL YEAR 2011/2012**

**Union Code Description**

B: SEIU Bargaining Unit  
CX: Contract  
F: IAFF Bargaining Unit  
N: Non Bargaining - Non Exempt  
P: FOP Bargaining Unit  
X: Non Bargaining - Exempt  
Y: Division Head  
Z: Department Head

Classification Title	Union	Salary Grade
ACCOUNTANT	X	32
ACCOUNTING COORDINATOR	N	19
ACCOUNTING MANAGER	Y	D1
ACCOUNTING SPECIALIST	N	19
ACCOUNTS PAYABLE CLERK	N	18
ACCOUNTS PAYABLE MANAGER	X	30
ACCREDITATION MANAGER	X	32
ADMINISTRATIVE ASSISTANT	N	21
APPRAISER/PROPERTY SPECIALIST	X	37
AQUATICS ADMINISTRATOR/POOL	X	32
AQUATICS CAPTAIN/POOL	X	30
AQUATICS LIEUTENANT	B	B23
ASSISTANT ACCOUNTANT	N	25
ASSISTANT BUILDING OFFICIAL	X	42
ASSISTANT CHIEF OF POLICE	Y	D7
ASSISTANT CITY ATTORNEY	Y	D4
ASSISTANT CITY CLERK	X	30
ASSISTANT CITY MANAGER	Z	DD4
ASSISTANT FIRE CHIEF	Y	D5
ASSISTANT GOLF COURSE MANAGER	X	28
ASSISTANT GOLF COURSE SUPERINTENDENT	N	27
ASSISTANT HUMAN RESOURCES DIRECTOR	Y	D2
ASSISTANT IT DIRECTOR - NETWORK SERVICES	Y	D2
ASSISTANT IT DIRECTOR - SYSTEMS & DEVELOPMENT	Y	D2
ASSISTANT VEHICLE TECHNICIAN	B	B17
ATHLETIC ASSISTANT	N	15
ATHLETIC PROGRAM COORDINATOR	N	20
ATHLETIC PROGRAMS ADMINISTRATOR	X	37
ATHLETIC SUPERVISOR I	N	23
ATHLETIC SUPERVISOR II	N	28
AUTOMOTIVE SUPERINTENDENT	X	37
BACKGROUND INVESTIGATOR/POLYGRAPHER	X	33
BATTALION CHIEF	F	IAFF Step Plan
BENEFITS ADMINISTRATOR	X	30
BIOLOGICAL PROCESSING LABORATORY TECHNICIAN	N	34
BOOKING COORDINATOR	N	25
BUDGET ANALYST	X	33
BUILDING INSPECTOR-I	N	33
BUILDING INSPECTOR-II	N	34
BUILDING INSPECTOR-III	N	35
BUILDING MAINTENANCE SUPERVISOR	N	31
BUILDING OFFICIAL	Y	D2

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BUYER I	X	31
BUYER II	X	33
CAD ADMINISTRATOR	N	31
CADD/GIS TECHNICIAN	X	31
CARPENTER	B	B30
CEMETERY CARETAKER	B	B13
CEMETERY/MAUSOLEUM CARETAKER	B	B13
CEMETERY/MAUSOLEUM MANAGER	X	30
CHIEF CONSTRUCTION INSPECTOR	X	32
CHIEF HEAVY EQUIPMENT OPERATOR	N	25
CHIEF OF DESIGN/STORMWATER MANAGER	X	38
CHIEF OF POLICE	Z	DD3
CHIEF PARK RANGER	X	34
CHIEF TRAFFIC SIGNAL TECHNICIAN	X	37
CITY CIVIL ENGINEER	Y	D4
CITY CLERK	Y	D2
CODE COMPLIANCE OFFICER I	N	25
CODE COMPLIANCE OFFICER II	N	27
CODE COMPLIANCE SPECIALIST	N	19
CODE COMPLIANCE SUPERVISOR	X	37
COMMUNICATIONS ADMINISTRATOR	X	37
COMMUNICATIONS CENTER MANAGER	Y	D2
COMMUNICATIONS TECHNICIAN	N	26
COMMUNITY CENTERS ADMINISTRATOR	X	37
COMMUNITY IMPROVEMENT ADMINISTRATOR	X	37
COMMUNITY IMPROVEMENT ASSISTANT	N	20
COMMUNITY PROJECT MANAGER	Y	D1
COMMUNITY RESOURCES & AFFAIRS SPECIALIST	X	32
COMMUNITY SERVICE OFFICER	N	21
COMMUNITY SERVICE OFFICER SUPERVISOR	N	27
COMMUNITY SERVICE OFFICER/BOOKING	N	21
COMPUTER ANALYST/PROCESS CONTROL	X	34
CONSTRUCTION INSPECTOR	N	29
CONSTRUCTION PROJECT COORDINATOR	X	34
CONSTRUCTION PROJECT MANAGER	X	34
CONTRACT ADMINISTRATOR	N	29
CRIME INTELLIGENCE ANALYST	N	24
CRIME LAB SUPERVISOR	N	35
CRIME SCENE TECHNICIAN	N	22
CULTURAL FACILITIES MANAGER	X	40
CUSTODIAL WORKER	B	B11
CUSTOMER ASSISTANCE SPECIALIST	N	16

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CUSTOMER SERVICE REPRESENTATIVE	N	16
CUSTOMER SERVICE REPRESENTATIVE II	N	21
CUSTOMER SERVICE REPRESENTATIVE II - PARKING	N	21
CUSTOMER SERVICE SPECIALIST	N	19
DEPUTY CITY ATTORNEY	Z	DD2
DEPUTY CITY MANAGER	Z	DD5
DEPUTY DIRECTOR DEVELOPMENT SERVICES	Y	D4
DEPUTY FINANCIAL SERVICES DIRECTOR	Y	D5
DEPUTY FIRE CHIEF	Y	D6
DEPUTY RECREATION SERVICES DIRECTOR	Y	D4
DESIGN DRAFTER	N	27
DISTRICT SUPERVISOR	X	34
DISTRICT SUPERVISOR - ATHELETIC FIELDS MAINTENANCE	X	34
DIVISION CHIEF - FIRE	F	IAFF Step Plan
DOWNTOWN MANAGER	Y	D2
DREDGE DECK HAND I	B	B15
DREDGE DECK HAND II	N	17
DREDGE OPERATOR	N	27
ELECTRICIAN	B	B30
ELECTRONIC PROCESSING SPECIALIST	N	19
ENGINEERING OPERATIONS MANAGER	Y	D3
ENVIRONMENTAL PROGRAM COORDINATOR	N	24
EQUIPMENT MAINTENANCE SPECIALIST	N	30
EQUIPMENT MECHANIC	B	B29
EQUIPMENT OPERATOR & MAINTENANCE SUPERVISOR	N	27
EQUIPMENT OPERATOR I	B	B16
EQUIPMENT OPERATOR II	B	B19
EQUIPMENT/TV TRUCK OPERATOR	B	B20
EVIDENCE CUSTODIAN	N	24
EXECUTIVE ASSISTANT	N	21
EXECUTIVE OFFICE MANAGER	N	26
EXHIBITS COORDINATOR	N	24
FACILITIES MANAGER	Y	D2
FINANCIAL ADMINISTRATOR	X	35
FINANCIAL MANAGER	X	37
FINANCIAL SERVICES DIRECTOR	Z	DD2
FIRE CAPTAIN	F	IAFF Step Plan
FIRE CHIEF	Z	DD2
FIRE EMS CAPTAIN	F	IAFF Step Plan
FIRE INSPECTOR	F	IAFF Step Plan
FIRE LIEUTENANT	F	IAFF Step Plan
FIREFIGHTER	F	IAFF Step Plan

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FIREFIGHTER-DRIVER	F	IAFF Step Plan
FLEET OPERATIONS MANAGER	X	32
FLEET QUALITY ASSURANCE SPECIALIST	N	26
GIS COORDINATOR	X	37
GIS SPECIALIST	X	33
GOLF ADMINISTRATIVE SPECIALIST	N	20
GOLF COURSE MANAGER	Y	D2
GOLF COURSE MECHANIC	B	B27
GOLF COURSE SUPERINTENDENT	X	37
GOLF OPERATIONS ASSISTANT	N	14
GOLF OPERATIONS SUPERVISOR	N	23
GRANTS ADMINISTRATOR	X	29
GREENSKEEPER	B	B13
GREENSKEEPER/OPERATOR	B	B16
GROUNDSKEEPER	B	B13
GUEST SERVICES COORDINATOR	N	20
HEAVY EQUIPMENT OPERATOR	B	B22
HORTICULTURIST/ARBORIST	N	31
HOUSING CODE COMPLIANCE OFFICER	N	30
HUMAN RESOURCES DIRECTOR	Y	D4
HUMAN RESOURCES GENERALIST	X	25
HUMAN RESOURCES INFORMATION ANALYST	X	35
HUMAN RESOURCES TECHNICIAN	N	19
HUMAN RESOURCES TECHNICIAN SUPERVISOR	N	25
INFORMATION SERVICES DIRECTOR	Y	D4
INSTRUMENTATION & CONTROL TECHNICIAN	N	31
INSTRUMENTATION SUPERVISOR	X	34
IRRIGATION ELECTRICIAN	B	B30
IRRIGATION SYSTEM MANAGER	X	34
IRRIGATION SYSTEM SUPERVISOR	N	29
IRRIGATION SYSTEM TECHNICIAN I	B	B18
INSTRUMENTATION CONTROL AND ELECTRICAL SUPERVISOR	X	34
IT PROJECT MANAGER	X	37
IT TRAINING ADMINISTRATOR	X	35
LAB SUPERVISOR/CHEMIST	X	33
LABORATORY ANALYST	B	B29
LAND DEVELOPMENT COORDINATOR	X	32
LAND SURVEYOR	Y	D2
LANDSCAPE ARCHITECT/PARK PLANNER	X	37
LANDSCAPE DESIGNER/PROJECT MANAGER	N	27
LATENT FINGERPRINT TECHNICIAN	N	30
LEGAL ADMINISTRATIVE ASSISTANT	N	22

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LEGAL OFFICE MANAGER	N	26
LIBRARIAN I	N	27
LIBRARIAN II-COLLECTIONS	X	30
LIBRARIAN II-REFERENCE	X	30
LIBRARIAN II-TECHNICAL SERVICE	X	30
LIBRARIAN II-YOUTH SERVICES	X	30
LIBRARY ASSISTANT II	N	16
LIBRARY ASSISTANT III	N	20
LIFT STATION CREWCHIEF	B	B20
LIFT STATION CREWMEMBER	B	B17
LIFT STATION FOREMAN	B	B20B
LIFT STATION MAINTENANCE SUPERVISOR	X	33
MAINTENANCE PLANNER/SCHEDULER	N	23
MAINTENANCE SUPERVISOR III	N	27
MAINTENANCE WORKER	B	B13
MANAGEMENT & BUDGET DIRECTOR	Y	D4
MANAGER OF LIBRARY SERVICES	Y	D2
MANAGER, GUMBO LIMBO ENVIRONMENTAL EDUCATION COMPLEX	X	34
MARINE CONSERVATIONIST	N	30
MAUSOLEUM CARETAKER	B	B13
MECHANICS HELPER	B	B15
METER READER/MECHANIC	B	B18
METER READING SUPERVISOR	B	B25A
MUNICIPAL SERVICES DIRECTOR	Z	DD2
MUNICIPAL SERVICES OPERATIONS MANAGER	Y	D3
NETWORK ANALYST	X	35
NETWORK ANALYST-PUBLIC SAFETY	X	35
OCEAN RESCUE CAPTAIN	X	31
OCEAN RESCUE CHIEF	X	34
OCEAN RESCUE LIEUTENANT	B	B23
OCEAN RESCUE LIFEGUARD	B	B17
OFFICE ASSISTANT I	N	13
OFFICE ASSISTANT II	N	16
OFFICE SUPERVISOR I	N	22
OFFICE SUPERVISOR II	N	23
PACKER OPERATOR/DRIVER	B	B20
PARK MAINTENANCE SUPERVISOR III	N	27
PARK RANGER SUPERVISOR	X	27
PARKING SUPERVISOR	N	23
PARTS CLERK	N	19
PAYROLL ADMINISTRATOR	X	33

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PERMIT & CUSTOMER SERVICE MANAGER	X	37
PERMIT & LICENSING TECHNICIAN	N	19
PERMIT & LICENSING TECHNICIAN - LEAD	N	21
PERMIT & LICENSING TECHNICIAN II	N	22
PERMIT SPECIALIST	N	19
PLANNER	X	32
PLANNING AND ZONING MANAGER	Y	D1
PLANNING, ZONING & DEVELOPMENT DIRECTOR	Z	DD2
PLANT AND EQUIPMENT MECHANIC	B	B29A
PLANT ELECTRICIAN	B	B30
PLANT MAINTENANCE SUPERVISOR	X	34
PLANT MECHANIC	B	B17
PLANT OPERATOR/TRAINEE	B	B17
PLUMBER	B	B30
POLICE ADMINISTRATIVE SPECIALIST	N	21
POLICE CAPTAIN	Y	D6
POLICE LIEUTENANT	P	FOP Step Plan
POLICE OFFICER	P	FOP Step Plan
POLICE OFFICER CANDIDATE	N	21
POLICE OFFICER-PUBLIC INFORMATION	P	FOP Step Plan
POLICE RECORDS MANAGER	X	35
POLICE RECORD MANAGEMENT SUPERVISOR	N	23
POLICE RECORDS CLERK	N	14
POLICE SERGEANT	P	FOP Step Plan
POOL LIFEGUARD	B	B16
PROCESS/COMPLIANCE REVIEW MANAGER	Y	D1
PROGRAM DEVELOPMENT MANAGER	Y	D2
PROGRAM INTERPRETER	N	13
PROGRAMMER/ANALYST	X	35
PROGRAMMER/OPERATOR	N	27
PROJECT ENGINEER	X	36
PUBLIC INFORMATION MANAGER	Y	D1
PURCHASING MANAGER	Y	D3
PURCHASING TECHNICIAN	N	21
QUALITY CONTROL ANALYST	N	30
QUALITY CONTROL MANAGER	Y	D2
RECORDS & CUSTOMER SERVICE SPECIALIST	N	19
RECREATION CENTER MANAGER	X	33
RECREATION CENTER SUPERVISOR I	N	20
RECREATION CENTER SUPERVISOR II	N	25
RECREATION CENTER SUPERVISOR III	X	30
RECREATION SERVICES DIRECTOR	Z	DD2

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RECREATION SERVICES SUPERINTENDENT	Y	D2
REFRIGERATION MECHANIC	B	B30
REFUSE COLLECTOR	B	B16
RESEARCH AND PLANNING MANAGER	X	35
RISK MANAGEMENT SPECIALIST	N	25
RISK MANAGER	Y	D2
SAFETY OFFICER	X	32
SANITATION BILLING/CUSTOMER SUPPORT REPRESENTATIVE	N	21
SANITATION SUPERINTENDENT	X	35
SANITATION SUPERVISOR	N	23
SCIENCE CENTER CURATOR	X	25
SCIENCE EDUCATOR	N	20
SECRETARY	N	19
SENIOR ASSISTANT ATTORNEY	Y	D4
SENIOR BUYER	X	37
SENIOR CODE COMPLIANCE OFFICER	N	30
SENIOR CODE COMPLIANCE SPECIALIST	N	21
SENIOR ENVIRONMENTAL OFFICER	N	34
SENIOR FIRE INSPECTOR	F	IAFF Step Plan
SENIOR PARTS CLERK	N	21
SENIOR PLANNER	X	37
SENIOR PLANS EXAMINER	X	40
SENIOR PLANT MECHANIC	B	B20
SENIOR POLICE RECORDS CLERK	N	16
SENIOR PROGRAMMER ANALYST	X	37
SENIOR STORES CLERK	N	19
SENIOR VACUUM FILTER OPERATOR	B	B19
SENIOR ZONING OFFICER	N	34
SIGNS & MARKING CHIEF	X	32
SOLIDS PROCESSING TECHNICIAN	B	B25
SPECIAL EVENTS COORDINATOR	X	24
SPECIAL PROJECTS DIRECTOR	Y	D4
SPRAY EQUIPMENT OPERATOR	B	B16
STREET MAINTENANCE SUPERVISOR	N	27
STREETS SUPERINTENDENT	X	33
SUPPLY OFFICER	N	19
SUPPORT SERVICES ASSISTANT	N	19
SUPPORT SERVICES DIRECTOR	Y	D4
SURVEY PARTY CHIEF	N	27
SURVEY SECTION CHIEF	X	32
TELECOMMUNICATOR	N	26
TELECOMMUNICATOR RELIEF SUPERVISOR	N	32

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TELECOMMUNICATOR SUPERVISOR	N	32
TENNIS ADMINISTRATIVE SPECIALIST	N	19
TENNIS AIDE II	N	07
TENNIS CENTER SUPERVISOR I	N	25
TENNIS CENTER SUPERVISOR II	N	27
TENNIS CENTERS ADMINISTRATOR	X	34
TRADES ASSISTANT	N	22
TRAFFIC CONTROL TECHNICIAN	B	B15
TRAFFIC CONTROL TECHNICIAN II	B	B19
TRAFFIC ENGINEER	Y	D4
TRAFFIC OPERATIONS ENGINEER	Y	D2
TRAFFIC SIGNAL TECHNICIAN I	B	B30
TRAFFIC SIGNAL TECHNICIAN II	N	32
TRANSPORTATION ANALYST	X	38
TRANSPORTATION ENGINEER	X	40
TRANSPORTATION PLANNING ENGINEER	Y	D1
TREASURER	Y	D4
TREATMENT OPERATIONS MANAGER	Y	D3
TREE TRIMMER/PRUNER	B	B16
TV TRUCK OPERATOR	B	B20A
UTILITIES LOCATE TECHNICIAN	B	B17
UTILITIES NETWORK CREWCHIEF	B	B20
UTILITIES NETWORK CREWMEMBER	B	B17
UTILITY BILLING/CUSTOMER SERVICE MANAGER	X	30
UTILITY INSTRUMENTATION/CONTROL SUPERINTENDENT	X	37
UTILITY LANDSCAPE MECHANIC	B	B17
UTILITY MAINTENANCE SUPERINTENDENT	X	37
UTILITY PROGRAMS INSPECTOR	N	26
UTILITY SCADA TECHNICIAN	X	31
UTILITY SCADA/PROCESS ANALYST	X	35
UTILITY SERVICES DEPUTY DIRECTOR	Y	D6
UTILITY SERVICES DIRECTOR	Z	DD2
UTILITY SERVICES PROGRAM POLICY COORDINATOR	X	34
VACTOR TRUCK OPERATOR	B	B20
VEHICLE TECHNICIAN I	B	B25
VEHICLE TECHNICIAN III	B	B30
VICTIM ADVOCATE	N	30
VIDEO & COMMUNICATION SUPPORT TECHNICIAN	X	35
VIDEO PRODUCER/MULTI-MEDIA SPECIALIST	N	29
VISITOR PROGRAM SPECIALIST	N	13
WASTEWATER PLANT OPERATOR	B	B24C
WASTEWATER PLANT SUPERINTENDENT	X	37

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Classification Title	Union	Salary Grade
WASTEWATER PLANT SUPERVISOR	X	33
WATER & SEWER NETWORK SUPERVISOR	X	33
WATER DISTRIBUTION OPERATOR TECHNICIAN	B	B24
WATER PLANT MAINTAINER	B	B17
WATER PLANT OPERATOR	B	B24
WATER PLANT SUPERINTENDENT	X	37
WATER PLANT SUPERVISOR	X	33
WATER PRODUCTION MAINTENANCE CREW CHIEF	B	B26A
WATER PRODUCTION MAINTENANCE MECHANIC	B	B22
WEB ANALYST	X	35
WILLOW THEATRE TECHNICAL SUPERVISOR	N	25
WILLOW THEATRE TECHNICIAN	N	13
WORKERS' COMPENSATION ADMINISTRATOR	N	28
YOUTH CRIMES SPECIALIST	N	30
YOUTH PROGRAM DIRECTOR - TEEN & CAMP	N	27
ZONING OFFICER	N	30

PART-TIME  
JOB  
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Classification Title	Union	Salary Grade
ACCIDENT RECORDS CLERK	U	11
ACCOUNTANT	U	32
ADMINISTRATIVE ASSISTANT	U	21
AQUARIST	U	20
ASSISTANT ACTIVITIES DIRECTOR	U	15
ASSISTANT CAMP DIRECTOR	U	09
ASSISTANT CEMETERY MANAGER	U	20
ASSISTANT VEHICLE TECHNICIAN	U	B17
ATHLETIC LEADER	U	05
ATHLETIC SPECIALIST	U	05
BATTALION CHIEF AIDE	U	23
BOARD SECRETARY	U	15
BUILDING INSPECTOR (ON-CALL)	U	33
CAMP DIRECTOR	U	15
CARPENTER	U	B30
CLERK TYPIST	U	11
CODE COMPLIANCE OFFICER (ON CALL)	U	25
CODE COMPLIANCE OFFICER - SIGN ENFORCEMENT	U	26
COMMUNITY IMPROVEMENT ADMINISTRATOR	U	37
COURSE RANGER/STARTER	U	01
CUSTODIAL WORKER	U	B11
CUSTOMER SERVICE REPRESENTATIVE	U	16
ELECTRICAL INSPECTOR (ON-CALL)	U	33
ENGINEERING INTERN	U	00
ENVIRONMENTAL EDUCATION INSTRUCTOR	U	04
EXECUTIVE ASSISTANT	U	21
GOLF CART ATTENDANT	U	01
GROUNDSKEEPER	U	B13
GUEST SERVICES ASSOCIATE	U	05
GUEST SERVICES SPECIALIST	U	13
HUMAN RESOURCES ANALYST	U	31
IRRIGATION SYSTEM TECHNICIAN I	U	B18
LIBRARY ASSISTANT I	U	11
LIBRARY ASSISTANT II	U	16
LIBRARY ASSISTANT III	U	20
LIBRARY PAGE	U	01
MAIL COURIER	U	07
MARINE TURTLE SPECIALIST	U	00
MARINE TURTLE SPECIALIST II	U	13
MARKETING COORDINATOR	U	24
MECHANICAL INSPECTOR (ON-CALL)	U	33

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Classification Title	Union	Salary Grade
OCEAN RESCUE LIFEGUARD	U	B17
OFFICE ASSISTANT I	U	13
OFFICE ASSISTANT II	U	16
PARK GATE ATTENDANT	U	05
PARK RANGER	U	B15
PARKING ENFORCEMENT REPRESENTATIVE - P/T	U	13
PC/NETWORK TECHNICIAN	U	29
PERMIT & LICENSING TECHNICIAN	U	19
PLUMBING INSPECTOR (ON-CALL)	U	33
POLICE RECORDS CLERK	U	14
POOL LIFEGUARD	U	B16
PRO SHOP ATTENDANT	U	04
PROGRAM INTERPRETER	U	13
RECORDS MANAGEMENT & DATA ANALYST	U	32
RECREATION AIDE	U	05
RECREATION CENTER SUPERVISOR I - DIXIE MANOR	U	20
RECREATION SERVICES INTERN	U	05
REFUSE COLLECTOR (TEMPORARY)	U	B16
RIDE OPERATOR	U	B11
SCBA TECHNICIAN	U	25
SCHOOL CROSSING GUARD	U	02
SCIENCE PROGRAM PRESENTER	U	13
SECRETARY	U	19
SECRETARY (ON-CALL)	U	09
SPECIAL EVENTS AIDE	U	05
SUMMER POOL LIFEGUARD	U	B15
SUPPLY OFFICER	U	19
TELECOMMUNICATOR	U	26
TENNIS AIDE I	U	05
TENNIS AIDE II	U	07
TRAFFIC OPERATIONS AIDE	U	20
VEHICLE TECHNICIAN III	U	B30
VENUE ASSISTANT	U	13
VOLUNTEER COORDINATOR	U	25
WASTE WATER PLANT OPERATOR (ON-CALL)	U	B24
WATER PLANT OPERATOR (ON-CALL)	U	B24
WILLOW THEATRE ATTENDANT	U	05
WILLOW THEATRE TECHNICAL ASSISTANT	U	13
YOUTH COUNSELOR	U	00

JOB  
CLASSIFICATIONS  
BY PAY GRADE

**JOB CLASSIFICATION LIST  
LISTING BY PAY GRADE  
FISCAL YEAR 2011/2012**

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B: SEIU Bargaining Unit  
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Classification Title	Union	Salary Grade
CUSTODIAL WORKER	B	B11
CEMETERY CARETAKER	B	B13
CEMETERY/MAUSOLEUM CARETAKER	B	B13
GREENSKEEPER	B	B13
GROUNDSKEEPER	B	B13
MAINTENANCE WORKER	B	B13
MAUSOLEUM CARETAKER	B	B13
DREDGE DECK HAND I	B	B15
MECHANICS HELPER	B	B15
TRAFFIC CONTROL TECHNICIAN	B	B15
EQUIPMENT OPERATOR I	B	B16
GREENSKEEPER/OPERATOR	B	B16
POOL LIFEGUARD	B	B16
REFUSE COLLECTOR	B	B16
SPRAY EQUIPMENT OPERATOR	B	B16
TREE TRIMMER/PRUNER	B	B16
ASSISTANT VEHICLE TECHNICIAN	B	B17
LIFT STATION CREWMEMBER	B	B17
OCEAN RESCUE LIFEGUARD	B	B17
PLANT MECHANIC	B	B17
PLANT OPERATOR/TRAINEE	B	B17
UTILITIES LOCATE TECHNICIAN	B	B17
UTILITIES NETWORK CREWMEMBER	B	B17
UTILITY LANDSCAPE MECHANIC	B	B17
WATER PLANT MAINTAINER	B	B17
IRRIGATION SYSTEM TECHNICIAN I	B	B18
METER READER/MECHANIC	B	B18
EQUIPMENT OPERATOR II	B	B19
SENIOR VACUUM FILTER OPERATOR	B	B19
TRAFFIC CONTROL TECHNICIAN II	B	B19
EQUIPMENT/TV TRUCK OPERATOR	B	B20
LIFT STATION CREWCHIEF	B	B20
PACKER OPERATOR/DRIVER	B	B20
SENIOR PLANT MECHANIC	B	B20
UTILITIES NETWORK CREWCHIEF	B	B20
VACTOR TRUCK OPERATOR	B	B20
TV TRUCK OPERATOR	B	B20A
LIFT STATION FOREMAN	B	B20B
HEAVY EQUIPMENT OPERATOR	B	B22
WATER PRODUCTION MAINTENANCE MECHANIC	B	B22
AQUATICS LIEUTENANT	B	B23
OCEAN RESCUE LIEUTENANT	B	B23
WATER DISTRIBUTION OPERATOR TECHNICIAN	B	B24

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WATER PLANT OPERATOR	B	B24
WASTEWATER PLANT OPERATOR	B	B24C
SOLIDS PROCESSING TECHNICIAN	B	B25
VEHICLE TECHNICIAN I	B	B25
METER READING SUPERVISOR	B	B25A
WATER PRODUCTION MAINTENANCE CREW CHIEF	B	B26A
GOLF COURSE MECHANIC	B	B27
EQUIPMENT MECHANIC	B	B29
LABORATORY ANALYST	B	B29
PLANT AND EQUIPMENT MECHANIC	B	B29A
CARPENTER	B	B30
ELECTRICIAN	B	B30
IRRIGATION ELECTRICIAN	B	B30
PLANT ELECTRICIAN	B	B30
PLUMBER	B	B30
REFRIGERATION MECHANIC	B	B30
TRAFFIC SIGNAL TECHNICIAN I	B	B30
VEHICLE TECHNICIAN III	B	B30
BATTALION CHIEF	F	IAFF Step Plan
DIVISION CHIEF - FIRE	F	IAFF Step Plan
FIRE CAPTAIN	F	IAFF Step Plan
FIRE EMS CAPTAIN	F	IAFF Step Plan
FIRE INSPECTOR	F	IAFF Step Plan
FIRE LIEUTENANT	F	IAFF Step Plan
FIREFIGHTER	F	IAFF Step Plan
FIREFIGHTER-DRIVER	F	IAFF Step Plan
SENIOR FIRE INSPECTOR	F	IAFF Step Plan
TENNIS AIDE II	N	07
OFFICE ASSISTANT I	N	13
PROGRAM INTERPRETER	N	13
THEATRE ACTIVITY MONITOR	N	13
VISITOR PROGRAM SPECIALIST	N	13
WILLOW THEATRE TECHNICIAN	N	13
GOLF OPERATIONS ASSISTANT	N	14
POLICE RECORDS CLERK	N	14
ATHLETIC ASSISTANT	N	15
CUSTOMER ASSISTANCE SPECIALIST	N	16
CUSTOMER SERVICE REPRESENTATIVE	N	16
LIBRARY ASSISTANT II	N	16
OFFICE ASSISTANT II	N	16
SENIOR POLICE RECORDS CLERK	N	16
DREDGE DECK HAND II	N	17
ACCOUNTS PAYABLE CLERK	N	18
ACCOUNTING COORDINATOR	N	19

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ACCOUNTING SPECIALIST	N	19
CODE COMPLIANCE SPECIALIST	N	19
CUSTOMER SERVICE SPECIALIST	N	19
ELECTRONIC PROCESSING SPECIALIST	N	19
HUMAN RESOURCES TECHNICIAN	N	19
PARTS CLERK	N	19
PERMIT & LICENSING TECHNICIAN	N	19
PERMIT SPECIALIST	N	19
RECORDS & CUSTOMER SERVICE SPECIALIST	N	19
SECRETARY	N	19
SENIOR STORES CLERK	N	19
SUPPLY OFFICER	N	19
SUPPORT SERVICES ASSISTANT	N	19
TENNIS ADMINISTRATIVE SPECIALIST	N	19
ATHLETIC PROGRAM COORDINATOR	N	20
COMMUNITY IMPROVEMENT ASSISTANT	N	20
GOLF ADMINISTRATIVE SPECIALIST	N	20
GUEST SERVICES COORDINATOR	N	20
LIBRARY ASSISTANT III	N	20
RECREATION CENTER SUPERVISOR I	N	20
SCIENCE EDUCATOR	N	20
ADMINISTRATIVE ASSISTANT	N	21
COMMUNITY SERVICE OFFICER	N	21
COMMUNITY SERVICE OFFICER/BOOKING	N	21
CUSTOMER SERVICE REPRESENTATIVE II	N	21
CUSTOMER SERVICE REPRESENTATIVE II - PARKING	N	21
EXECUTIVE ASSISTANT	N	21
PERMIT & LICENSING TECHNICIAN - LEAD	N	21
POLICE ADMINISTRATIVE SPECIALIST	N	21
POLICE OFFICER CANDIDATE	N	21
PURCHASING TECHNICIAN	N	21
SANITATION BILLING/CUSTOMER SUPPORT REPRESENTATIVE	N	21
SENIOR CODE COMPLIANCE SPECIALIST	N	21
SENIOR PARTS CLERK	N	21
CRIME SCENE TECHNICIAN	N	22
LEGAL ADMINISTRATIVE ASSISTANT	N	22
OFFICE SUPERVISOR I	N	22
PERMIT & LICENSING TECHNICIAN II	N	22
TRADES ASSISTANT	N	22
ATHLETIC SUPERVISOR I	N	23
GOLF OPERATIONS SUPERVISOR	N	23
MAINTENANCE PLANNER/SCHEDULER	N	23
OFFICE SUPERVISOR II	N	23
PARKING SUPERVISOR	N	23

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POLICE RECORD MANAGEMENT SUPERVISOR	N	23
SANITATION SUPERVISOR	N	23
BUDGET ASSISTANT	N	24
CRIME INTELLIGENCE ANALYST	N	24
ENVIRONMENTAL PROGRAM COORDINATOR	N	24
EVIDENCE CUSTODIAN	N	24
EXHIBITS COORDINATOR	N	24
ASSISTANT ACCOUNTANT	N	25
BOOKING COORDINATOR	N	25
CHIEF HEAVY EQUIPMENT OPERATOR	N	25
CODE COMPLIANCE OFFICER I	N	25
HUMAN RESOURCES TECHNICIAN SUPERVISOR	N	25
RECREATION CENTER SUPERVISOR II	N	25
RISK MANAGEMENT SPECIALIST	N	25
TENNIS CENTER SUPERVISOR I	N	25
THEATER COORDINATOR	N	25
WILLOW THEATRE TECHNICAL SUPERVISOR	N	25
COMMUNICATIONS TECHNICIAN	N	26
EXECUTIVE OFFICE MANAGER	N	26
FLEET QUALITY ASSURANCE SPECIALIST	N	26
LEGAL OFFICE MANAGER	N	26
TELECOMMUNICATOR	N	26
UTILITY PROGRAMS INSPECTOR	N	26
ASSISTANT GOLF COURSE SUPERINTENDENT	N	27
ASSISTANT GOLF COURSE SUPERINTENDENT	N	27
CODE COMPLIANCE OFFICER II	N	27
COMMUNITY SERVICE OFFICER SUPERVISOR	N	27
DESIGN DRAFTER	N	27
DREDGE OPERATOR	N	27
EQUIPMENT OPERATOR & MAINTENANCE SUPERVISOR	N	27
LANDSCAPE DESIGNER/PROJECT MANAGER	N	27
LIBRARIAN I	N	27
MAINTENANCE SUPERVISOR III	N	27
PARK MAINTENANCE SUPERVISOR III	N	27
PROGRAMMER/OPERATOR	N	27
STREET MAINTENANCE SUPERVISOR	N	27
SURVEY PARTY CHIEF	N	27
TENNIS CENTER SUPERVISOR II	N	27
YOUTH PROGRAM DIRECTOR - TEEN & CAMP	N	27
ATHLETIC SUPERVISOR II	N	28
WORKERS' COMPENSATION ADMINISTRATOR	N	28
CONSTRUCTION INSPECTOR	N	29
CONTRACT ADMINISTRATOR	N	29
ELECTRONICS & TELEMETRY TECHNICIAN	N	29

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IRRIGATION SYSTEM SUPERVISOR	N	29
VIDEO PRODUCER/MULTI-MEDIA SPECIALIST	N	29
EQUIPMENT MAINTENANCE SPECIALIST	N	30
HOUSING CODE COMPLIANCE OFFICER	N	30
LATENT FINGERPRINT TECHNICIAN	N	30
MARINE CONSERVATIONIST	N	30
QUALITY CONTROL ANALYST	N	30
SENIOR CODE COMPLIANCE OFFICER	N	30
VICTIM ADVOCATE	N	30
YOUTH CRIMES SPECIALIST	N	30
ZONING OFFICER	N	30
BUILDING MAINTENANCE SUPERVISOR	N	31
CAD ADMINISTRATOR	N	31
HORTICULTURIST/ARBORIST	N	31
INSTRUMENTATION & CONTROL TECHNICIAN	N	31
TELECOMMUNICATOR RELIEF SUPERVISOR	N	32
TELECOMMUNICATOR SUPERVISOR	N	32
TRAFFIC SIGNAL TECHNICIAN II	N	32
BUILDING INSPECTOR-I	N	33
BIOLOGICAL PROCESSING LABORATORY TECHNICIAN	N	34
BUILDING INSPECTOR-II	N	34
SENIOR ENVIRONMENTAL OFFICER	N	34
SENIOR ZONING OFFICER	N	34
BUILDING INSPECTOR-III	N	35
CRIME LAB SUPERVISOR	N	35
POLICE LIEUTENANT	P	FOP Step Plan
POLICE OFFICER	P	FOP Step Plan
POLICE OFFICER-PUBLIC INFORMATION	P	FOP Step Plan
POLICE SERGEANT	P	FOP Step Plan
PROGRAM INTERPRETER	U	13
ACCOUNTANT	U	32
IRRIGATION SYSTEM TECHNICIAN I	U	B18
ENGINEERING INTERN	U	00
MARINE TURTLE SPECIALIST	U	00
YOUTH COUNSELOR	U	00
COURSE RANGER/STARTER	U	01
GOLF CART ATTENDANT	U	01
LIBRARY PAGE	U	01
SCHOOL CROSSING GUARD	U	02
ENVIRONMENTAL EDUCATION INSTRUCTOR	U	04
PRO SHOP ATTENDANT	U	04
ATHLETIC LEADER	U	05
ATHLETIC SPECIALIST	U	05
COMMUNITY CENTER ASSISTANT	U	05

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GUEST SERVICES ASSOCIATE	U	05
PARK GATE ATTENDANT	U	05
RECREATION AIDE	U	05
RECREATION SERVICES INTERN	U	05
TENNIS AIDE I	U	05
WILLOW THEATRE ATTENDANT	U	05
MAIL COURIER	U	07
TENNIS AIDE II	U	07
ASSISTANT CAMP DIRECTOR	U	09
SECRETARY (ON-CALL)	U	09
ACCIDENT RECORDS CLERK	U	11
CLERK TYPIST	U	11
LIBRARY ASSISTANT I	U	11
GUEST SERVICES SPECIALIST	U	13
MARINE TURTLE SPECIALIST II	U	13
OFFICE ASSISTANT I	U	13
PARKING ENFORCEMENT REPRESENTATIVE - P/T	U	13
SCIENCE PROGRAM PRESENTER	U	13
VENUE ASSISTANT	U	13
WILLOW THEATRE TECHNICAL ASSISTANT	U	13
POLICE RECORDS CLERK	U	14
ASSISTANT ACTIVITIES DIRECTOR	U	15
BOARD SECRETARY	U	15
CAMP DIRECTOR	U	15
CUSTOMER SERVICE REPRESENTATIVE	U	16
LIBRARY ASSISTANT II	U	16
OFFICE ASSISTANT II	U	16
PERMIT & LICENSING TECHNICIAN	U	19
SECRETARY	U	19
SUPPLY OFFICER	U	19
AQUARIST	U	20
ASSISTANT CEMETERY MANAGER	U	20
LIBRARY ASSISTANT III	U	20
RECREATION CENTER SUPERVISOR I - DIXIE MANOR	U	20
TRAFFIC OPERATIONS AIDE	U	20
ADMINISTRATIVE ASSISTANT	U	21
EXECUTIVE ASSISTANT	U	21
BATTALION CHIEF AIDE	U	23
MARKETING COORDINATOR	U	24
CODE COMPLIANCE OFFICER (ON CALL)	U	25
CODE COMPLIANCE OFFICER - SIGN ENFORCEMENT	U	26
SCBA TECHNICIAN	U	25
VOLUNTEER COORDINATOR	U	25
TELECOMMUNICATOR	U	26

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PC/NETWORK TECHNICIAN	U	29
HUMAN RESOURCES ANALYST	U	31
RECORDS MANAGEMENT & DATA ANALYST	U	32
BUILDING INSPECTOR (ON-CALL)	U	33
ELECTRICAL INSPECTOR (ON-CALL)	U	33
MECHANICAL INSPECTOR (ON-CALL)	U	33
PLUMBING INSPECTOR (ON-CALL)	U	33
COMMUNITY IMPROVEMENT ADMINISTRATOR	U	37
CUSTODIAL WORKER	U	B11
RIDE OPERATOR	U	B11
GROUNDSKEEPER	U	B13
PARK RANGER	U	B15
SUMMER POOL LIFEGUARD	U	B15
POOL LIFEGUARD	U	B16
REFUSE COLLECTOR (TEMPORARY)	U	B16
ASSISTANT VEHICLE TECHNICIAN	U	B17
OCEAN RESCUE LIFEGUARD	U	B17
CARPENTER	U	B30
VEHICLE TECHNICIAN III	U	B30
SPECIAL EVENTS COORDINATOR	X	24
HUMAN RESOURCES GENERALIST	X	25
SCIENCE CENTER CURATOR	X	25
PARK RANGER SUPERVISOR	X	27
ASSISTANT GOLF COURSE MANAGER	X	28
GRANTS ADMINISTRATOR	X	29
ACCOUNTS PAYABLE MANAGER	X	30
AQUATICS CAPTAIN/POOL	X	30
ASSISTANT CITY CLERK	X	30
BENEFITS ADMINISTRATOR	X	30
CEMETERY/MAUSOLEUM MANAGER	X	30
LIBRARIAN II-COLLECTIONS	X	30
LIBRARIAN II-REFERENCE	X	30
LIBRARIAN II-TECHNICAL SERVICE	X	30
LIBRARIAN II-YOUTH SERVICES	X	30
RECREATION CENTER SUPERVISOR III	X	30
UTILITY BILLING/CUSTOMER SERVICE MANAGER	X	30
BUYER I	X	31
CADD/GIS TECHNICIAN	X	31
OCEAN RESCUE CAPTAIN	X	31
ACCOUNTANT	X	32
ACCREDITATION MANAGER	X	32
AQUATICS ADMINISTRATOR/POOL	X	32
CHIEF CONSTRUCTION INSPECTOR	X	32
COMMUNITY RESOURCES & AFFAIRS SPECIALIST	X	32

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FLEET OPERATIONS MANAGER	X	32
LAND DEVELOPMENT COORDINATOR	X	32
MANAGEMENT ASSISTANT	X	32
PLANNER	X	32
SAFETY OFFICER	X	32
SIGNS & MARKING CHIEF	X	32
SURVEY SECTION CHIEF	X	32
BACKGROUND INVESTIGATOR/POLYGRAPHER	X	33
BUYER II	X	33
GIS SPECIALIST	X	33
LAB SUPERVISOR/CHEMIST	X	33
LIFT STATION MAINTENANCE SUPERVISOR	X	33
PAYROLL ADMINISTRATOR	X	33
RECREATION CENTER MANAGER	X	33
STREETS SUPERINTENDENT	X	33
WASTEWATER PLANT SUPERVISOR	X	33
WATER & SEWER NETWORK SUPERVISOR	X	33
WATER PLANT SUPERVISOR	X	33
ASSISTANT LIBRARY MANAGER	X	34
CHIEF PARK RANGER	X	34
COMPUTER ANALYST/PROCESS CONTROL	X	34
CONSTRUCTION PROJECT COORDINATOR	X	34
CONSTRUCTION PROJECT MANAGER	X	34
DISTRICT SUPERVISOR	X	34
DISTRICT SUPERVISOR - ATHELETIC FIELDS MAINTENANCE	X	34
INSTRUMENTATION CONTROL AND ELECTRICAL SUPERVISOR	X	34
IRRIGATION SYSTEM MANAGER	X	34
MANAGER, GUMBO LIMBO ENVIRONMENTAL EDUCATION COMPLEX	X	34
OCEAN RESCUE CHIEF	X	34
PLANT MAINTENANCE SUPERVISOR	X	34
TENNIS CENTERS ADMINISTRATOR	X	34
UTILITY SCADA TECHNICIAN	X	31
UTILITY SERVICES PROGRAM POLICY COORDINATOR	X	34
FINANCIAL ADMINISTRATOR	X	35
HUMAN RESOURCES INFORMATION ANALYST	X	35
IT TRAINING ADMINISTRATOR	X	35
NETWORK ANALYST	X	35
NETWORK ANALYST-PUBLIC SAFETY	X	35
POLICE RECORDS MANAGER	X	35
PROGRAMMER/ANALYST	X	35
RESEARCH AND PLANNING MANAGER	X	35
SANITATION SUPERINTENDENT	X	35
UTILITY SCADA/PROCESS ANALYST	X	35

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VIDEO & COMMUNICATION SUPPORT TECHNICIAN	X	35
WEB ANALYST	X	35
PROJECT ENGINEER	X	36
APPRAISER/PROPERTY SPECIALIST	X	37
ATHLETIC PROGRAMS ADMINISTRATOR	X	37
AUTOMOTIVE SUPERINTENDENT	X	37
CHIEF TRAFFIC SIGNAL TECHNICIAN	X	37
CODE COMPLIANCE SUPERVISOR	X	37
COMMUNITY CENTERS ADMINISTRATOR	X	37
COMMUNITY IMPROVEMENT ADMINISTRATOR	X	37
FINANCIAL MANAGER	X	37
GIS COORDINATOR	X	37
GOLF COURSE SUPERINTENDENT	X	37
IT PROJECT MANAGER	X	37
LANDSCAPE ARCHITECT/PARK PLANNER	X	37
PERMIT & CUSTOMER SERVICE MANAGER	X	37
SENIOR BUYER	X	37
SENIOR PLANNER	X	37
SENIOR PROGRAMMER ANALYST	X	37
UTILITY INSTRUMENTATION/CONTROL SUPERINTENDENT	X	37
UTILITY MAINTENANCE SUPERINTENDENT	X	37
WASTEWATER PLANT SUPERINTENDENT	X	37
WATER PLANT SUPERINTENDENT	X	37
CHIEF OF DESIGN/STORMWATER MANAGER	X	38
TRANSPORTATION ANALYST	X	38
CULTURAL FACILITIES MANAGER	X	40
SENIOR PLANS EXAMINER	X	40
TRANSPORTATION ENGINEER	X	40
ASSISTANT BUILDING OFFICIAL	X	42
ACCOUNTING MANAGER	Y	D1
COMMUNITY PROJECT MANAGER	Y	D1
PLANNING AND ZONING MANAGER	Y	D1
PROCESS/COMPLIANCE REVIEW MANAGER	Y	D1
PUBLIC INFORMATION MANAGER	Y	D1
TRANSPORTATION PLANNING ENGINEER	Y	D1
ASSISTANT HUMAN RESOURCES DIRECTOR	Y	D2
ASSISTANT IT DIRECTOR - NETWORK SERVICES	Y	D2
ASSISTANT IT DIRECTOR - SYSTEMS & DEVELOPMENT	Y	D2
BUILDING OFFICIAL	Y	D2
CITY CLERK	Y	D2
COMMUNICATIONS CENTER MANAGER	Y	D2
DOWNTOWN MANAGER	Y	D2
FACILITIES MANAGER	Y	D2
GOLF COURSE MANAGER	Y	D2

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LAND SURVEYOR	Y	D2
MANAGER OF LIBRARY SERVICES	Y	D2
PROGRAM DEVELOPMENT MANAGER	Y	D2
QUALITY CONTROL MANAGER	Y	D2
RECREATION SERVICES SUPERINTENDENT	Y	D2
RISK MANAGER	Y	D2
TRAFFIC OPERATIONS ENGINEER	Y	D2
ENGINEERING OPERATIONS MANAGER	Y	D3
MUNICIPAL SERVICES OPERATIONS MANAGER	Y	D3
PURCHASING MANAGER	Y	D3
TREATMENT OPERATIONS MANAGER	Y	D3
ASSISTANT CITY ATTORNEY	Y	D4
CITY CIVIL ENGINEER	Y	D4
DEPUTY DIRECTOR DEVELOPMENT SERVICES	Y	D4
DEPUTY RECREATION SERVICES DIRECTOR	Y	D4
HUMAN RESOURCES DIRECTOR	Y	D4
INFORMATION SERVICES DIRECTOR	Y	D4
MANAGEMENT & BUDGET DIRECTOR	Y	D4
SENIOR ASSISTANT ATTORNEY	Y	D4
SPECIAL PROJECTS DIRECTOR	Y	D4
SUPPORT SERVICES DIRECTOR	Y	D4
TRAFFIC ENGINEER	Y	D4
TREASURER	Y	D4
ASSISTANT FIRE CHIEF	Y	D5
DEPUTY FINANCIAL SERVICES DIRECTOR	Y	D5
DEPUTY FIRE CHIEF	Y	D6
POLICE CAPTAIN	Y	D6
UTILITY SERVICES DEPUTY DIRECTOR	Y	D6
ASSISTANT CHIEF OF POLICE	Y	D7
DEPUTY CITY ATTORNEY	Z	DD2
FINANCIAL SERVICES DIRECTOR	Z	DD2
FIRE CHIEF	Z	DD2
MUNICIPAL SERVICES DIRECTOR	Z	DD2
PLANNING, ZONING & DEVELOPMENT DIRECTOR	Z	DD2
RECREATION SERVICES DIRECTOR	Z	DD2
UTILITY SERVICES DIRECTOR	Z	DD2
CHIEF OF POLICE	Z	DD3
ASSISTANT CITY MANAGER	Z	DD4
DEPUTY CITY MANAGER	Z	DD5

# PAY SCHEDULE

# PAYDAY SCHEDULE 2011/2012

<u>PAY PERIOD</u>	<u>PAY DAY</u>
08/22/11 - 09/04/11	09/09/11*
09/05/11 - 09/18/11	09/23/11
09/19/11 - 10/02/11	10/07/11*
10/03/11 - 10/16/11	10/21/11
10/17/11 - 10/30/11	11/04/11
10/31/11 - 11/13/11	11/18/11*
11/14/11 - 11/27/11	12/02/11
11/28/11 - 12/11/11	12/16/11*
12/12/11 - 12/25/11	12/30/11
12/26/11 - 01/08/12	01/13/12*
01/09/12 - 01/22/12	01/27/12
01/23/12 - 02/05/12	02/10/12*
02/06/12 - 02/19/12	02/24/12
02/20/12 - 03/04/12	03/09/12*
03/05/12 - 03/18/12	03/23/12
03/19/12 - 04/01/12	04/06/12*
04/02/12 - 04/15/12	04/20/12
04/16/12 - 04/29/12	05/04/12
04/30/12 - 05/13/12	05/18/12*
05/14/12 - 05/27/12	06/01/12
05/28/12 - 06/10/12	06/15/12*
06/11/12 - 06/24/12	06/29/12
06/25/12 - 07/08/12	07/13/12*
07/09/12 - 07/22/12	07/27/12
07/23/12 - 08/05/12	08/10/12*
08/06/12 - 08/19/12	08/24/12
08/20/12 - 09/02/12	09/07/12*
09/03/12 - 09/16/12	09/21/12
09/17/12 - 09/30/12	10/05/12*
10/01/12 - 10/14/12	10/19/12
10/15/12 - 10/28/12	11/02/12
10/29/12 - 11/11/12	11/16/12*
11/12/12 - 11/25/12	11/30/12
11/26/12 - 12/09/12	12/14/12*
12/10/12 - 12/23/12	12/28/12
12/24/12 - 01/06/13	01/11/13*

\* Indicates pay date on which previous month's annual and sick leave accruals will appear on pay stub.

PAY GRADES

AND

STEP PLANS

**Non-Bargaining  
Pay and Classification Plan  
Fiscal Year 2011/2012**

Salary Grade	Hourly Minimum	Annual Minimum	Hourly Midpoint	Annual Midpoint	Hourly Maximum	Annual Maximum
0	\$ 9.2232	\$ 19,184.26	\$ 12.1189	\$ 25,207.31	\$ 15.0146	\$ 31,230.37
1	\$ 9.6263	\$ 20,022.70	\$ 12.6884	\$ 26,391.87	\$ 15.7505	\$ 32,761.04
2	\$ 9.8587	\$ 20,506.10	\$ 13.0074	\$ 27,055.39	\$ 16.1561	\$ 33,604.69
3	\$ 10.0913	\$ 20,989.90	\$ 13.3201	\$ 27,705.81	\$ 16.5489	\$ 34,421.71
4	\$ 10.3886	\$ 21,608.29	\$ 13.6714	\$ 28,436.51	\$ 16.9541	\$ 35,264.53
5	\$ 10.6212	\$ 22,092.10	\$ 13.9841	\$ 29,086.93	\$ 17.3470	\$ 36,081.76
6	\$ 10.8795	\$ 22,629.36	\$ 14.3351	\$ 29,817.01	\$ 17.7907	\$ 37,004.66
7	\$ 11.1509	\$ 23,193.87	\$ 14.6799	\$ 30,534.19	\$ 18.2088	\$ 37,874.30
8	\$ 11.4352	\$ 23,785.22	\$ 15.0564	\$ 31,317.31	\$ 18.6776	\$ 38,849.41
9	\$ 11.6935	\$ 24,322.48	\$ 15.4200	\$ 32,073.60	\$ 19.1464	\$ 39,824.51
10	\$ 12.0037	\$ 24,967.70	\$ 15.8158	\$ 32,896.86	\$ 19.6279	\$ 40,826.03
11	\$ 12.3138	\$ 25,612.70	\$ 16.2243	\$ 33,746.54	\$ 20.1347	\$ 41,880.18
12	\$ 12.6626	\$ 26,338.21	\$ 16.6395	\$ 34,610.16	\$ 20.6163	\$ 42,881.90
13	\$ 12.8953	\$ 26,822.22	\$ 17.0219	\$ 35,405.55	\$ 21.1484	\$ 43,988.67
14	\$ 13.2700	\$ 27,601.60	\$ 17.4754	\$ 36,348.83	\$ 21.6808	\$ 45,096.06
15	\$ 13.6316	\$ 28,353.73	\$ 17.9350	\$ 37,304.80	\$ 22.2383	\$ 46,255.66
16	\$ 13.9161	\$ 28,945.49	\$ 18.3307	\$ 38,127.86	\$ 22.7452	\$ 47,310.02
17	\$ 14.2777	\$ 29,697.62	\$ 18.8346	\$ 39,175.97	\$ 23.3914	\$ 48,654.11
18	\$ 14.6137	\$ 30,396.50	\$ 19.2813	\$ 40,105.10	\$ 23.9489	\$ 49,813.71
19	\$ 15.0273	\$ 31,256.78	\$ 19.7669	\$ 41,115.15	\$ 24.5064	\$ 50,973.31
20	\$ 15.4020	\$ 32,036.16	\$ 20.2900	\$ 42,203.20	\$ 25.1780	\$ 52,370.24
21	\$ 15.8154	\$ 32,896.03	\$ 20.8008	\$ 43,265.66	\$ 25.7862	\$ 53,635.30
22	\$ 16.1514	\$ 33,594.91	\$ 21.2983	\$ 44,300.46	\$ 26.4452	\$ 55,006.02
23	\$ 16.5649	\$ 34,454.99	\$ 21.8029	\$ 45,350.03	\$ 27.0408	\$ 56,244.86
24	\$ 16.9911	\$ 35,341.49	\$ 22.3898	\$ 46,570.78	\$ 27.7884	\$ 57,799.87
25	\$ 17.4304	\$ 36,255.23	\$ 22.9452	\$ 47,726.02	\$ 28.4599	\$ 59,196.59
26	\$ 17.8439	\$ 37,115.31	\$ 23.4941	\$ 48,867.73	\$ 29.1442	\$ 60,619.94
27	\$ 18.3222	\$ 38,110.18	\$ 24.1070	\$ 50,142.56	\$ 29.8917	\$ 62,174.74
28	\$ 18.7742	\$ 39,050.34	\$ 24.7258	\$ 51,429.66	\$ 30.6774	\$ 63,808.99
29	\$ 19.2394	\$ 40,017.95	\$ 25.3133	\$ 52,651.66	\$ 31.3871	\$ 65,285.17
30	\$ 19.7305	\$ 41,039.44	\$ 25.9580	\$ 53,992.64	\$ 32.1854	\$ 66,945.63
31	\$ 20.1958	\$ 42,007.26	\$ 26.5960	\$ 55,319.68	\$ 32.9962	\$ 68,632.10
32	\$ 20.6866	\$ 43,028.13	\$ 27.2469	\$ 56,673.55	\$ 33.8072	\$ 70,318.98
33	\$ 21.1907	\$ 44,076.66	\$ 27.9108	\$ 58,054.46	\$ 34.6308	\$ 72,032.06
34	\$ 21.7850	\$ 45,312.80	\$ 28.6388	\$ 59,568.70	\$ 35.4925	\$ 73,824.40
35	\$ 22.2888	\$ 46,360.70	\$ 29.3532	\$ 61,054.66	\$ 36.4176	\$ 75,748.61
36	\$ 22.8701	\$ 47,569.81	\$ 30.1000	\$ 62,608.00	\$ 37.3299	\$ 77,646.19
37	\$ 23.4001	\$ 48,672.21	\$ 30.8465	\$ 64,160.72	\$ 38.2929	\$ 79,649.23
38	\$ 23.9685	\$ 49,854.48	\$ 31.5996	\$ 65,727.17	\$ 39.2306	\$ 81,599.65
39	\$ 24.2141	\$ 50,365.33	\$ 31.9283	\$ 66,410.86	\$ 39.6424	\$ 82,456.19
40	\$ 24.4596	\$ 50,875.97	\$ 32.2569	\$ 67,094.35	\$ 40.0542	\$ 83,312.74
41	\$ 24.7040	\$ 51,384.32	\$ 32.5838	\$ 67,774.30	\$ 40.4636	\$ 84,164.29
42	\$ 24.9510	\$ 51,898.08	\$ 32.9175	\$ 68,468.40	\$ 40.8839	\$ 85,038.51
43	\$ 25.2005	\$ 52,417.04	\$ 33.2526	\$ 69,165.41	\$ 41.3046	\$ 85,913.57
D1	\$ 23.9576	\$ 49,831.81	\$ 33.4067	\$ 69,485.94	\$ 42.8558	\$ 89,140.06
D2	\$ 27.5242	\$ 57,250.34	\$ 36.5650	\$ 76,055.20	\$ 45.6058	\$ 94,860.06
D3	\$ 31.6528	\$ 65,837.82	\$ 40.9796	\$ 85,237.57	\$ 50.3063	\$ 104,637.10
D4	\$ 36.0514	\$ 74,986.91	\$ 45.9508	\$ 95,577.66	\$ 55.8502	\$ 116,168.42
D5	\$ 38.9560	\$ 81,028.48	\$ 48.6489	\$ 101,189.71	\$ 58.3417	\$ 121,350.74
D6	\$ 41.8605	\$ 87,069.84	\$ 52.2277	\$ 108,633.62	\$ 62.5949	\$ 130,197.39
D7	\$ 42.9067	\$ 89,245.94	\$ 54.0027	\$ 112,325.62	\$ 65.0986	\$ 135,405.09
DD2	\$ 43.9529	\$ 91,422.03	\$ 57.2548	\$ 119,089.98	\$ 70.5566	\$ 146,757.73
DD3	\$ 48.3488	\$ 100,565.50	\$ 61.2188	\$ 127,335.10	\$ 74.0887	\$ 154,104.50
DD4	\$ 51.2296	\$ 106,557.57	\$ 63.1508	\$ 131,353.66	\$ 75.0720	\$ 156,149.76
DD5	\$ 54.1103	\$ 112,549.42	\$ 65.3667	\$ 135,962.74	\$ 76.6230	\$ 159,375.84

Appendix 'A'  
Salary Schedules  
2011-2012

<b>Salary</b>	<b>Hourly</b>	<b>Annual</b>		<b>Hourly</b>	<b>Annual</b>
<b>Grade</b>	<b>Minimum</b>	<b>Minimum</b>		<b>Maximum</b>	<b>Maximum</b>
B9	\$10.8036	\$22,471.49		\$18.6015	\$38,691.12
B10	\$11.0905	\$23,068.24		\$19.0450	\$39,613.60
B11	\$11.3776	\$23,665.41		\$19.5519	\$40,667.95
B12	\$11.6908	\$24,316.86		\$20.0209	\$41,643.47
B13	\$11.9255	\$24,805.04		\$20.5404	\$42,724.03
B14	\$12.2650	\$25,511.20		\$21.0598	\$43,804.38
B15	\$12.5909	\$26,189.07		\$21.5920	\$44,911.36
B16	\$12.8650	\$26,759.20		\$22.0989	\$45,965.71
B17	\$13.2044	\$27,465.15		\$22.7198	\$47,257.18
B18	\$13.5044	\$28,089.15		\$23.2646	\$48,390.37
B19	\$13.8828	\$28,876.22		\$23.7967	\$49,497.14
B20	\$14.2219	\$29,581.55		\$24.4431	\$50,841.65
B22	\$14.9396	\$31,074.37		\$25.6849	\$53,424.59
B23	\$15.3246	\$31,875.17		\$26.3375	\$54,782.00
B24	\$15.7094	\$32,675.55		\$26.9901	\$56,139.41
B25	\$16.1140	\$33,517.12		\$27.6362	\$57,483.30
B26	\$16.4925	\$34,304.40		\$28.3078	\$58,880.22
B27	\$16.9360	\$35,226.88		\$29.0174	\$60,356.19
B28	\$17.3536	\$36,095.49		\$30.3860	\$63,202.88
B29	\$17.7840	\$36,990.72		\$30.4746	\$63,387.17
B30	\$18.2407	\$37,940.66		\$31.2350	\$64,968.80

APPENDIX 'B' SALARY SCHEDULES

Fraternal Order of Police (FOP)

Step and Grade Schedule

FY 2011/2012

POLICE OFFICER										
Step	1	2	3	4	5	6	7	8	9	10
Hourly	25.2142	26.4296	27.7035	29.0388	30.4384	31.9056	33.4434	35.0554	36.7450	38.5162
Annual	52,445.54	54,973.57	57,623.28	60,400.70	63,311.87	66,363.65	69,562.27	72,915.23	76,429.60	80,113.70

SERGEANT				
Step	1	2	3	4
Hourly	39.6716	41.5838	43.5882	45.6891
Annual	82,516.93	86,494.30	90,663.46	95,033.33

LIEUTENANT			
Step	1	2	3
Hourly	47.0599	49.3280	51.7057
Annual	97,884.59	102,602.24	107,547.86

International Association of Firefighters (IAFF)  
Step and Grade Schedule  
FY 2011/2012

<b>FIREFIGHTER</b>										
Step	1	2	3	4	5	6	7	8	9	10
Shift	20.7755	21.7767	22.8264	23.9267	25.0800	26.2889	27.5558	28.8842	30.2764	31.7357
Shift Annual	45373.69	47560.31	49852.86	52255.91	54774.72	57414.96	60181.87	63083.09	66123.66	69310.77
40-Hour	21.8141	22.8656	23.9677	25.1229	26.3340	27.6033	28.9336	30.3282	31.7900	33.3225
40 Hr. Annual	45373.33	47560.45	49852.82	52255.63	54774.72	57414.86	60181.89	63082.66	66123.20	69310.80
<b>FIREFIGHTER-DRIVER/FIRE PREVENTION OFFICER</b>										
Step	1	2	3	4	5	6	7	8	9	10
Shift	21.8141	22.8656	23.9677	25.1229	26.3340	27.6033	28.9336	30.3282	31.7900	33.3225
Shift Annual	47641.99	49938.47	52345.46	54868.41	57513.46	60285.61	63190.98	66236.79	69429.36	72776.34
40-Hour	22.9047	24.0089	25.1662	26.3791	27.6506	28.9834	30.3803	31.8447	33.3797	34.9886
40 Hr. Annual	47641.78	49938.51	52345.70	54868.53	57513.25	60285.47	63191.02	66236.98	69429.78	72776.29
<b>LIEUTENANT</b>										
Step	1	2	3	4	5	6	7	8	9	10
Shift	23.8919	25.0432	26.2504	27.5157	28.8418	30.2322	31.6892	33.2165	34.8176	36.4960
Shift Annual	52179.91	54694.35	57330.87	60094.29	62990.49	66027.12	69209.21	72544.84	76041.64	79707.26
40-Hour	25.0862	26.2954	27.5630	28.8914	30.2840	31.7437	33.2737	34.8776	36.5586	38.3209
40 Hr. Annual	52179.30	54694.43	57331.04	60094.11	62990.72	66026.90	69209.30	72545.41	76041.89	79707.47
<b>CAPTAIN/FIRE INSPECTOR</b>										
Step	1	2	3	4	5	6	7	8	9	10
Shift	25.6317	26.8670	28.1620	29.5194	30.9423	32.4338	33.9971	35.6356	37.3534	39.1538
Shift Annual	55979.63	58677.53	61505.81	64470.37	67577.98	70835.42	74249.67	77828.15	81579.83	85511.90
40-Hour	26.9132	28.2105	29.5701	30.9955	32.4894	34.0556	35.6967	37.4176	39.2210	41.1114
40 Hr. Annual	55979.46	58677.84	61505.81	64470.64	67577.95	70835.65	74249.14	77828.61	81579.68	85511.71
<b>EMS CAPTAIN/SENIOR FIRE INSPECTOR</b>										
Step	1	2	3	4	5	6	7	8	9	10
Shift	26.9132	28.2105	29.5700	30.9953	32.4894	34.0556	35.6968	37.4175	39.2210	41.1115
Shift Annual	58778.43	61611.73	64580.88	67693.74	70956.85	74377.43	77961.81	81719.82	85658.66	89787.52
40-Hour	28.2589	29.6209	31.0488	32.5452	34.1140	35.7583	37.4816	39.2886	41.1820	43.1670
40 Hr. Annual	58778.51	61611.47	64581.50	67694.02	70957.12	74377.26	77961.73	81720.29	85658.56	89787.36
<b>BATTALION CHIEF / DIVISION CHIEF</b>										
Step	1	2	3	4	5	6	7	8	9	10
Shift	28.1947	29.5539	30.9783	32.4714	34.0366	35.6771	37.3967	39.1992	41.0888	43.0691
Shift Annual	61577.22	64545.72	67656.61	70917.54	74335.93	77918.79	81674.39	85611.05	89737.94	94062.91
40-Hour	29.6045	31.0315	32.5273	34.0950	35.7385	37.4609	39.2666	41.1593	43.1431	45.2225
40 Hr. Annual	61577.36	64545.52	67656.78	70917.60	74336.08	77918.67	81674.53	85611.34	89737.65	94062.80
<b>EMT Certification</b>										
Step	1	2	3	4	5	6	7	8	9	10
Shift	1.5766	1.6223	1.6693	1.7178	1.7675	1.8189	1.8716	1.9258	1.9818	2.0392
Shift Annual	3443.29	3543.10	3645.75	3751.68	3860.22	3972.48	4087.57	4205.95	4328.25	4453.61
40-Hour	1.6554	1.7034	1.7528	1.8037	1.8560	1.9097	1.9651	2.0222	2.0808	2.1411
40 Hr. Annual	3443.23	3543.07	3645.82	3751.70	3860.48	3972.18	4087.41	4206.18	4328.06	4453.49
<b>PARAMEDIC Certification</b>										
Step	1	2	3	4	5	6	7	8	9	10
Shift	3.2980	3.4571	3.6237	3.7982	3.9814	4.1731	4.3745	4.5852	4.8063	5.0379
Shift Annual	7202.83	7550.31	7914.16	8295.27	8695.38	9114.05	9553.91	10014.08	10496.96	11002.77
40-Hour	3.4629	3.6300	3.8047	3.9883	4.1805	4.3819	4.5931	4.8146	5.0467	5.2899
40 Hr. Annual	7202.83	7550.40	7913.78	8295.66	8695.44	9114.35	9553.65	10014.37	10497.14	11002.99

HUMAN  
RESOURCES  
CONTACT LIST

# *Human Resources Staff*

*Mark H. Buckingham, SPHR, IPMA-CP, Director of Human Resources – 393-7779*

- Provides Executive leadership and administers all Human Resources activities for the City
- Negotiates and administers the City's three (3) labor Unions (FOP, IAFF, & SEIU)
- Ensures compliance with all federal and state employment laws
- Administers recruitment and retention policies
- Provides direction on compensation strategies

*Jacqueline Mowatt, SPHR, Assistant Human Resources Director – 393-7803*

- Conducts investigations and supervises the EEOC/employee complaint process
- Administers the City's Unemployment Compensation process
- Assists with the administration of the recruitment and selection process
- Administers the progressive discipline policy on all employee disciplinary matters

*Matthew Graham, Human Resources Information Analyst – 393-7913*

- Salary Surveys
- Position Control
- Reclassifications of Positions
- HRIS Administration and liaison to the Information Technology Division
- Assists with labor relations activities

*Iliana Haddock, Human Resources Analyst – 393-7816*

- Assists with labor negotiations
- Conducts internal investigations and responds to EEOC investigations
- Assists with employee discipline
- Conducts citywide training programs
- 

*Paula Wachter, Human Resources Generalist – 393-7805*

- Qualifies and Routes Employment Applications
- E-Labor Contact
- Conducts New Hire Orientation
- Coordinates Employee Relations Events
- Arranges Recruitment and Coordination with Advertising Sources
- FMLA – Family Medical Leave

*Reynea Davis, Office Supervisor – 393-7804*

- Assistant to Mark H. Buckingham
- Assists with Employee Relation Events; Coordinates Charitable Giving Campaign, citywide participation in charitable walks, administers Dress Down Day, Departmental Incentive Award Programs

*Cindy Valdez, Human Resources Technician Supervisor – 393-7802*

- E-Labor Contact
- Responsible for Updating the Departments Employee Information
- Supervises work of Human Resources Technicians

*Christine Odoms, Human Resources Technician – 393-7801*

- Responsible for Updating the Departments Employee Information
- Responds to Inquiries from Departments
- Schedules and Administers Pre-Employment Testing; Coordinates Completion of New Hire Paperwork

*Catherine Vanden Broeck, Volunteer Coordinator– 393-7770*

- Administers Citywide Volunteer Program
- Administers, Supervises and Maintains Records for the Court Appointed Community Service Program
- Assists with all Employee Relations Events

*Gerri Ode, Office Assistant I – 393-7880*

- Responsible for filing all documents in the employee personnel files
- Data entry; prepares new hire packets and oversees tuition reimbursement program
- Schedules and administers pre-employment testing