

# CITY OF ORMOND BEACH

## PAY AND CLASSIFICATION PLAN



Revised 1/20/2009

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<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Account Clerk I	107	\$22,750 10.9375	\$39,184 18.8385	N	0301(04).513.08400
Account Clerk II	108	\$23,890 11.4857	\$41,148 19.7828	N	0301(04).513.07450
Accounting Manager	505	\$47,999 23.0764	\$81,727 39.2918	Y	0301.513.34800
Accounting Technician	111	\$27,658 13.2970	\$47,637 22.9024	N	0301(04).513.06100
Administrative Assistant	203	\$23,658 11.3741	\$40,748 19.5904	N	6002.552.38250
Airport Manager	505	\$47,999 23.0764	\$81,727 39.2918	Y	6001.542.39510
Assistant City Clerk	206	\$27,538 13.2393	\$47,430 22.8030	Y	0105.512.96333
Assistant City Manager	512	\$67,541 32.4716	\$115,000 55.2885	Y	0102.512.38150
Assistant Fire Chief	508	\$55,566 26.7144	\$94,612 45.4865	Y	2502.522.33800
Assistant Police Chief	508	\$55,566 26.7144	\$94,612 45.4865	Y	2001.521.30800
Athletic and Activities Specialist	106	\$21,662 10.4146	\$37,312 17.9383	N	2007.521.80001
Athletic Fields Maintenance Supervisor	208	\$32,325 15.5411	\$55,676 26.7675	Y	8516.572.36901
Athletics Supervisor	209	\$34,749 16.7062	\$59,851 28.7744	Y	8513.572.37200
Budget Director	508	\$55,566 26.7144	\$94,612 45.4865	Y	0303.513.32210

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Building Inspector	208	\$32,325 15.5411	\$55,676 26.7675	N	3012.524.37050
Building Maintenance Foreman	111	\$27,658 13.2970	\$47,637 22.9024	N	3004.519.03400
Building Maintenance Supervisor	209	\$34,749 16.7062	\$59,851 28.7744	N	3004.519.36800
Chief Building Inspector	212	\$42,096 20.2386	\$72,506 34.8587	Y	3012.524.35800
Chief Building Official	505	\$47,999 23.0764	\$81,727 39.2918	Y	3012.524.32600
Chief Engineering Technician	209	\$34,749 16.7062	\$59,851 28.7744	Y	3010.541.35700
Chief Fire Inspector	211	\$40,374 19.4105	\$69,539 33.4324	Y	2501.522.36710
Chief Laboratory Technician	208	\$32,325 15.5411	\$55,676 26.7675	Y	3022.535.38500
Chief Planner	506	\$50,400 24.2308	\$85,812 41.2558	Y	0701.515.33500
Chief Treatment Plant Operator	211	\$40,374 19.4105	\$69,539 33.4324	Y	3021(22).533(5).35500
City Clerk	504	\$45,716 21.9788	\$77,837 37.4216	Y	0105.512.32100
Civil Engineer	214	\$47,762 22.9623	\$82,264 39.5500	Y	3010.541.33400
Community Events Coordinator	207	\$29,236 14.0559	\$50,356 24.2097	N	8508.574.81200
Community Program Coordinator (PAL)	207	\$29,236 14.0559	\$50,356 24.2097	N	2007.521.64001

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Community Service Officer	108	\$23,890 11.4857	\$41,148 19.7828	N	2005.521.06900
Construction Engineer	215	\$50,952 24.4963	\$87,760 42.1921	Y	3010.541.37110
Courier	103	\$19,074 9.1701	\$32,852 15.7942	N	0105.512.09500
Crime Analyst	204	\$24,977 12.0079	\$43,019 20.6823	N	2008.521.06410
Cultural Center Coordinator	209	\$34,749 16.7062	\$59,851 28.7744	Y	8501.573.37900
Custodian	102	\$18,182 8.7414	\$31,317 15.0561	N	8510.572.81100
Customer Service Supervisor	208	\$32,325 15.5411	\$55,676 26.7675	N	0301.513.37550
Deputy City Engineer	507	\$52,921 25.4428	\$90,106 43.3202	Y	3010.541.31550
Economic Development Director	510	\$61,262 29.4529	\$104,309 50.1486	Y	6001.542.32700
Employee Relations Assistant	209	\$34,749 16.7062	\$59,851 28.7744	N	0401.513.39410
Engineering Inspector	208	\$32,325 15.5411	\$55,676 26.7675	N	3010.541.37100
Engineering Projects Coordinator	208	\$32,325 15.5411	\$55,676 26.7675	Y	3010.541.32800
Engineering Technician	113	\$30,734 14.7761	\$52,936 25.4501	N	3010.541.38600
Environmental Improvement Officer	210	\$35,304 16.9733	\$60,809 29.2345	N	3012.524.33700

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Environmental Systems Manager	504	\$45,716 21.9788	\$77,837 37.4216	Y	3001.534.30920
Evidence/Crime Scene Custodian	109	\$25,086 12.0608	\$43,207 20.7728	N	2008.521.06420
Evidence/Crime Scene Technician	110	\$26,342 12.6643	\$45,371 21.8128	N	2008.521.03720
Executive Secretary	205	\$26,230 12.6108	\$45,179 21.7206	N	0102.512.39100
Facilities Maintenance Manager	505	\$47,999 23.0764	\$81,727 39.2918	N	3003.541.34300
Finance Director	510	\$61,262 29.4529	\$104,309 50.1486	Y	0301.513.31100
Fire Battalion Commander	504	\$45,716 21.9788	\$77,837 37.4216	Y	2502.522.40010
Fire Captain/EMT	404	\$46,493 15.9661	\$65,413 22.4632	N	2502.522.01700
Fire Captain/Paramedic	454	\$50,993 17.5114	\$69,913 24.0085	N	2502.522.33350
Fire Chief	510	\$61,262 29.4529	\$104,309 50.1486	Y	2502.522.31400
Fire Division Chief	506	\$50,400 24.2308	\$85,812 41.2558	Y	2502.522.01450
Fire Driver Engineer/EMT	402	\$39,954 13.7205	\$56,239 19.3130	N	2502.522.03200
Fire Driver Engineer/Paramedic	452	\$44,454 15.2658	\$60,739 20.8583	N	2502.522.03210
Fire Inspector	208	\$32,325 15.5411	\$55,676 26.7675	N	2501.522.36700

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Fire Lieutenant/EMT	403	\$43,224 14.8433	\$60,851 20.8966	N	2502.522.3333
Fire Lieutenant/Paramedic	453	\$47,724 16.3886	\$65,351 22.4419	N	2502.522.01710
Firefighter/EMT	401	\$36,328 12.4753	\$51,170 17.5720	N	2502.522.05300
Firefighter/Paramedic	451	\$40,828 14.0206	\$55,670 19.1173	N	2502.522.05310
Fleet Operations Manager	504	\$45,716 21.9788	\$77,837 37.4216	Y	3015.519.32500
Fleet Systems Specialist	207	\$29,236 14.0559	\$50,356 24.2097	N	3015.519.39420
Garage Supervisor	208	\$32,325 15.5411	\$55,676 26.7675	N	3015.519.02500
G.I.S. Technician	113	\$30,734 14.7761	\$52,936 25.4501	N	3010.541.39190
Grants Coordinator	209	\$34,749 16.7062	\$59,851 28.7744	Y	0102.512.34600
Gymnastics Program Coordinator	206	\$27,538 13.2393	\$47,430 22.8030	Y	8511.572.39900
House Technician	201	\$21,579 10.3746	\$37,168 17.8691	N	8502.573.96014
Human Resources Director	508	\$55,566 26.7144	\$94,612 45.4865	Y	0401.513.31900
Human Resources Specialist	206	\$27,538 13.2393	\$47,430 22.8030	N	0401.513.33140
Information Systems Specialist	210	\$35,304 16.9733	\$60,809 29.2345	N	0302.513.33150

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Landscape Architect	212	\$42,096 20.2386	\$72,506 34.8587	Y	3010.541.35300
Lead Community Service Officer	204	\$24,977 12.0079	\$43,019 20.6823	N	2009.521.39750
Lead/Senior Records Clerk	203	\$23,658 11.3741	\$40,748 19.5904	N	2010.521.08991
Lead Operator	114	\$32,271 15.5149	\$55,583 26.7227	N	3021(2).533(5).39205
Legal Assistant	206	\$27,538 13.2393	\$47,430 22.8030	N	0106.514.38400
Leisure Services Director	508	\$55,566 26.7144	\$94,612 45.4865	Y	8510.572.31700
Maintenance Worker I	104	\$19,657 9.4506	\$33,857 16.2775	N	3021.533.07810
Maintenance Worker II	105	\$20,633 9.9198	\$35,539 17.0859	N	Dept#.Acct#.07820
Maintenance Worker III	107	\$22,750 10.9375	\$39,184 18.8385	N	Dept#.Acct#.07830
Maintenance Worker IV	110	\$26,342 12.6643	\$45,371 21.8128	N	Dept#.Acct#.07840
Mechanic I/Parts Clerk	107	\$22,750 10.9375	\$39,184 18.8385	N	3015.519.07300
Mechanic II	109	\$25,086 12.0608	\$43,207 20.7728	N	3015.519.05800
Mechanic III	111	\$27,658 13.2970	\$47,637 22.9024	N	3015.519.04200
Meter Reader	105	\$20,633 9.9198	\$35,539 17.0859	N	0304.513.07200

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Meter Reader Supervisor	206	\$27,538 13.2393	\$47,430 22.8030	N	0304.513.38300
M.I.S. Manager	507	\$52,921 25.4428	\$90,106 43.3202	Y	0302.513.32000
Neighborhood Improvement Manager	504	\$45,716 21.9788	\$77,837 37.4216	Y	3013.524.32610
Neighborhood Improvement Officer	207	\$29,236 14.0559	\$50,356 24.2097	N	3013.524.38220
Network Coordinator	212	\$42,096 20.2386	\$72,506 34.8587	Y	0302.513.33155
Office Assistant I/Receptionist	104	\$19,657 9.4506	\$33,857 16.2775	N	Dept#.Acct#.09400
Office Assistant II	105	\$20,633 9.9198	\$35,539 17.0859	N	Dept#.Acct#.08300
Office Assistant III	106	\$21,662 10.4146	\$37,312 17.9383	N	Dept#.Acct#.06700
Office Assistant IV	108	\$23,890 11.4857	\$41,148 19.7828	N	Dept#.Acct#.05700
Office Manager	205	\$26,230 12.6108	\$45,179 21.7206	N	Dept#.Acct#.39400
Paralegal	208	\$32,325 15.5411	\$55,676 26.7675	N	0106.514.38420
Performing Arts Center Supervisor	209	\$34,749 16.7062	\$59,851 28.7744	Y	8502.573.35210
Permit Technician	111	\$27,658 13.2970	\$47,637 22.9024	N	3012.524.37150
Permitting & Licensing Coordinator	206	\$27,538 13.2393	\$47,430 22.8030	N	3012.524.38120

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Planner	211	\$40,374 19.4105	\$69,539 33.4324	Y	0701.515.35200
Planning Director	511	\$64,326 30.9260	\$109,524 52.6558	Y	0701.513.31000
Planning Technician	205	\$26,230 12.6108	\$45,179 21.7206	N	0701.515.39000
Plans Examiner	209	\$34,749 16.7062	\$59,851 28.7744	N	3012.524.34700
Plant/Pump Mechanic	110	\$26,342 12.6643	\$45,371 21.8128	N	3021(2,4).535.04100
Police Chief	510	\$61,262 29.4529	\$104,309 50.1486	Y	2001.521.30600
Police Corporal	302	\$38,597 18.5563	\$59,155 28.4398	N	2005.521.03110
Police Division Chief	506	\$50,400 24.2308	\$85,812 41.2558	Y	2001(05).521.33120
Police Officer	301	\$34,782 16.7219	\$53,185 25.5696	N	2005.521.03100
Police Sergeant	303	\$42,382 20.3762	\$65,078 31.2873	N	2005.521.01500
Principal G.I.S. Technician	209	\$34,749 16.7062	\$59,851 28.7744	N	3010.514.37610
Principal Landscape Architect	213	\$45,541 21.8949	\$78,440 37.7116	Y	3010.541.33410
Public Information Officer	500	\$37,515 18.0361	\$63,875 30.7091	Y	0102.512.33610
Public Works Director	511	\$64,326 30.9260	\$109,524 52.6558	Y	3050.541.30700

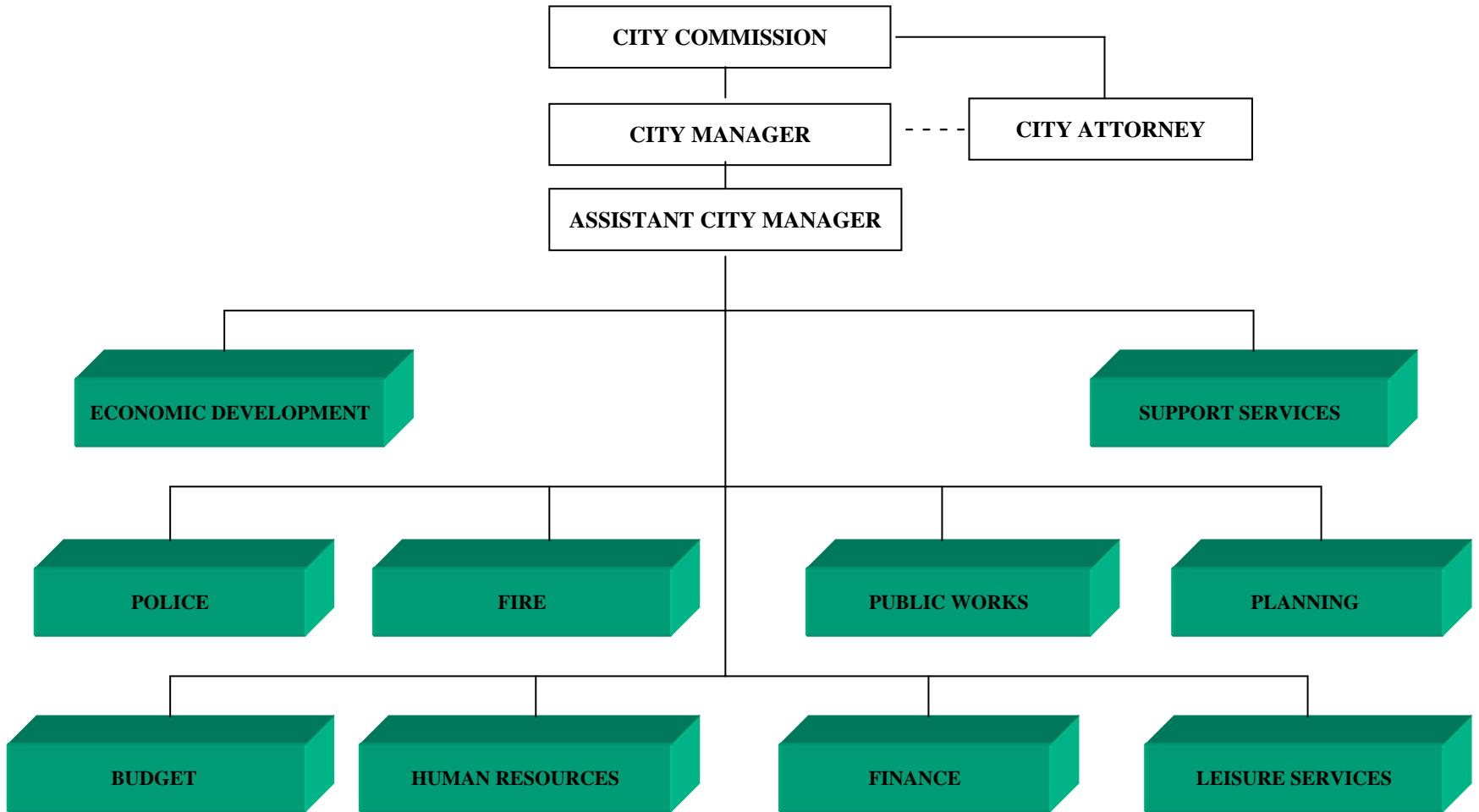
<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Purchasing Coordinator	211	\$40,374 19.4105	\$69,539 33.4324	Y	0303.513.34500
Records Clerk	105	\$20,633 9.9198	\$35,539 17.0859	N	2010.521.08100
Recreation Center Coordinator	207	\$29,236 14.0559	\$50,356 24.2097	Y	8514(15).572.39700
Recreation Leader	105	\$20,633 9.9198	\$35,539 17.0859	N	2007.521.80800
Recreation Manager	501	\$39,491 18.9861	\$67,238 32.3260	Y	8510.572.34200
Recreation Program Specialist	205	\$26,230 12.6108	\$45,179 21.7206	N	8510.572.38900
Risk Manager	502	\$41,466 19.9356	\$70,602 33.9433	Y	0401.513.37800
Secretary to the City Manager	207	\$29,236 14.0559	\$50,356 24.2097	N	0102.512.38200
Senior Accountant/Budget Analyst	211	\$40,374 19.4105	\$69,539 33.4324	Y	0301.513.37750
Senior Center Coordinator	207	\$29,236 14.0559	\$50,356 24.2097	Y	8507.573.36120
Senior Communications Officer	205	\$26,230 12.6108	\$45,179 21.7206	N	2006.521.39680
Senior Planner	213	\$45,541 21.8949	\$78,440 37.7116	Y	0701.515.34000
Special Populations Coordinator	206	\$27,538 13.2393	\$47,430 22.8030	N	8508.574.81250
Streets Supervisor	210	\$35,304 16.9733	\$60,809 29.2345	Y	3003.541.36000

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Supervisor Collections/Reuse System Maint.	209	\$34,749 16.7062	\$59,851 28.7744	Y	3024.535.37400
Supervisor of Equipment Maintenance	209	\$34,749 16.7062	\$59,851 28.7744	N	3021.533.37500
Supervisor of WW/Reuse Systems	214	\$47,762 22.9623	\$82,264 39.5500	N	3023.533.35400
Supervisor of Treatment Operations	214	\$47,762 22.9623	\$82,264 39.5500	Y	3021.533.32300
Support Services Director	507	\$52,921 25.4428	\$90,106 43.3202	Y	0105.512.38110
System Maintenance Foreman	114	\$32,271 15.5149	\$55,583 26.7227	N	3021(2 & 4).533(5).03800
System Maint. Supervisor	209	\$34,749 16.7062	\$59,851 28.7744	N	3011.538.00387
Tennis Instructor/Coordinator	206	\$27,538 13.2393	\$47,430 22.8030	Y	8512.572.37700
Tennis Leader	105	\$20,633 9.9198	\$35,539 17.0859	N	8512.572.08800
Tradesworker	109	\$25,086 12.0608	\$43,207 20.7728	N	3004.519.04800
Treatment Plant Operator "A"	113	\$30,734 14.7761	\$52,936 25.4501	N	3021(2).533(5).39300
Treatment Plant Operator "B"	112	\$28,995 13.9398	\$49,941 24.0100	N	3021(2).533(5).02800
Treatment Plant Operator "C"	111	\$27,658 13.2970	\$47,637 22.9024	N	3021(2).533(5).03900
Treatment Plant Operator Trainee	104	\$19,657 9.4506	\$33,857 16.2775	N	3021(2).533(5).07900

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Utilities Engineering Manager	506	\$50,400 24.2308	\$85,812 41.2558	Y	3021.533.30901
Utilities Manager	508	\$55,566 26.7144	\$94,612 45.4865	Y	3021.533.30900
Utility Electrician	113	\$30,734 14.7761	\$52,936 25.4501	N	3021.533.30900
Utility Maintenance Foreman	114	\$32,271 15.5149	\$55,583 26.7227	N	3021(2).533(5).02200
Utility Mapping/Locate Technician	110	\$26,342 12.6643	\$45,371 21.8128	N	3023.533.37620
Utility Sludge Hauling Technician	109	\$25,086 12.0608	\$43,207 20.7728	N	3021.533.04900
Victim's Advocate Coordinator	209	\$34,749 16.7062	\$59,851 28.7744	Y	2007.521.64110
Water Quality Control Technician	112	\$28,995 13.9398	\$49,941 24.0100	N	3023(4).533(5).03890

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>CURRENT RANGE</u>		<u>EXEMPT O/T</u>	<u>POSITION CODE</u>
		<u>10/1/2008</u>	<u>10/1/2009</u>		
Assistant Gymnastics Instructor	600			N	8511.572.80300
Board Minutes Technician	600			N	0701.515.80820
Box Office Attendant	600			N	8502.573.80600
Center Leader	600			N	8507(14,15).572.80100
Custodian	600	8.7414	15.0561	N	8510.572.81100
Engineering Inspector	600	14.0559	24.2097	N	3010.541.37100
Intern	600			N	Dept#.Acct#.00050
Intern-Economic Development	600	10.3746	17.8691	N	6001.542.80010
Office Assistant I/Receptionist	600	9.4506	16.2775	N	Dept#.Acct#.09400
Recreation Leader	600			N	Dept#.Acct#.80800
Special Events Leader	600			N	8508.574.81400
Special Events Technician	600			N	8508.574.81300
Summer Counselor	600			N	8506(14).572.80810
Tennis Leader	600	9.1701	15.7942	N	8506(12).572.80400

# ORMOND BEACH CITIZENS



This is to certify that this is the official organizational chart of the City of Ormond Beach referred to in Article II, Chapter 2, of the City of Ormond Beach, Florida, *Code of Ordinances*, adopted by Resolution No. 2002-94

*Carl Persis*  
CARL PERSIS, MAYOR

*Veronica Patterson*  
VERONICA PATTERSON, City Clerk

**Pay Plan Matrix**  
**Represented General Employees**  
**100 Series Positions**  
**Effective 10/1/08 (Revised 1/20/09)**

<b>PAY GRADE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>STEP 14</b>	<b>STEP 15</b>	<b>STEP 16</b>	<b>STEP 17</b>	<b>STEP 18</b>
101	\$17,264 8.2999	\$17,825 8.5697	\$18,404 8.8481	\$19,002 9.1358	\$19,620 9.4326	\$20,257 9.7392	\$20,916 10.0559	\$21,596 10.3825	\$22,298 10.7201	\$23,022 11.0685	\$23,771 11.4283	\$24,543 11.7996	\$25,341 12.1830	\$26,164 12.5790	\$27,015 12.9879	\$27,893 13.4099	\$28,799 13.8457	\$29,735 14.2958
102	\$18,182 8.7414	\$18,773 9.0255	\$19,383 9.3186	\$20,013 9.6217	\$20,663 9.9342	\$21,335 10.2573	\$22,029 10.5907	\$22,744 10.9347	\$23,483 11.2901	\$24,246 11.6569	\$25,035 12.0360	\$25,848 12.4272	\$26,689 12.8310	\$27,556 13.2480	\$28,451 13.6785	\$29,376 14.1231	\$30,331 14.5821	\$31,317 15.0561
103	\$19,074 9.1701	\$19,693 9.4680	\$20,334 9.7757	\$20,994 10.0934	\$21,677 10.4215	\$22,381 10.7601	\$23,109 11.1099	\$23,860 11.4710	\$24,635 11.8438	\$25,436 12.2287	\$26,262 12.6259	\$27,116 13.0364	\$27,997 13.4601	\$28,907 13.8976	\$29,847 14.3494	\$30,817 14.8157	\$31,818 15.2973	\$32,852 15.7942
104	\$19,657 9.4506	\$20,296 9.7576	\$20,956 10.0748	\$21,637 10.4023	\$22,340 10.7403	\$23,066 11.0893	\$23,815 11.4497	\$24,590 11.8219	\$25,389 12.2061	\$26,214 12.6028	\$27,066 13.0123	\$27,945 13.4353	\$28,854 13.8719	\$29,791 14.3227	\$30,760 14.7882	\$31,759 15.2689	\$32,791 15.7651	\$33,857 16.2775
105	\$20,633 9.9198	\$21,304 10.2422	\$21,996 10.5750	\$22,711 10.9188	\$23,449 11.2737	\$24,211 11.6401	\$24,998 12.0185	\$25,811 12.4089	\$26,650 12.8123	\$27,516 13.2287	\$28,410 13.6585	\$29,333 14.1026	\$30,287 14.5609	\$31,271 15.0340	\$32,287 15.5226	\$33,337 16.0272	\$34,420 16.5480	\$35,539 17.0859
106	\$21,662 10.4146	\$22,367 10.7532	\$23,094 11.1027	\$23,844 11.4635	\$24,619 11.8361	\$25,419 12.2207	\$26,245 12.6178	\$27,098 13.0280	\$27,979 13.4515	\$28,888 13.8885	\$29,827 14.3399	\$30,796 14.8059	\$31,797 15.2872	\$32,831 15.7839	\$33,898 16.2970	\$34,999 16.8266	\$36,137 17.3735	\$37,312 17.9383
107	\$22,750 10.9375	\$23,489 11.2928	\$24,253 11.6599	\$25,041 12.0388	\$25,855 12.4301	\$26,695 12.8341	\$27,563 13.2513	\$28,458 13.6819	\$29,383 14.1266	\$30,338 14.5855	\$31,324 15.0598	\$32,342 15.5491	\$33,393 16.0545	\$34,479 16.5763	\$35,599 17.1151	\$36,756 17.6713	\$37,951 18.2455	\$39,184 18.8385
108	\$23,890 11.4857	\$24,667 11.8590	\$25,468 12.2444	\$26,296 12.6423	\$27,151 13.0533	\$28,033 13.4774	\$28,944 13.9154	\$29,885 14.3678	\$30,856 14.8347	\$31,859 15.3168	\$32,894 15.8146	\$33,963 16.3286	\$35,067 16.8592	\$36,207 17.4072	\$37,384 17.9729	\$38,599 18.5571	\$39,853 19.1602	\$41,148 19.7828
109	\$25,086 12.0608	\$25,902 12.4527	\$26,743 12.8574	\$27,613 13.2753	\$28,510 13.7067	\$29,436 14.1521	\$30,393 14.6122	\$31,381 15.0869	\$32,401 15.5773	\$33,454 16.0837	\$34,541 16.6063	\$35,664 17.1461	\$36,823 17.7032	\$38,019 18.2786	\$39,255 18.8727	\$40,531 19.4861	\$41,848 20.1194	\$43,207 20.7728
110	\$26,342 12.6643	\$27,198 13.0760	\$28,082 13.5009	\$28,994 13.9396	\$29,937 14.3926	\$30,910 14.8604	\$31,914 15.3433	\$32,951 15.8419	\$34,022 16.3568	\$35,128 16.8885	\$36,270 17.4373	\$37,449 18.0041	\$38,666 18.5892	\$39,922 19.1932	\$41,220 19.8172	\$42,559 20.4612	\$43,942 21.1261	\$45,371 21.8128
111	\$27,658 13.2970	\$28,556 13.7291	\$29,485 14.1753	\$30,443 14.6360	\$31,432 15.1115	\$32,454 15.6029	\$33,509 16.1099	\$34,598 16.6335	\$35,722 17.1739	\$36,883 17.7321	\$38,081 18.3084	\$39,319 18.9034	\$40,597 19.5177	\$41,917 20.1523	\$43,279 20.8070	\$44,685 21.4833	\$46,137 22.1815	\$47,637 22.9024
112	\$28,995 13.9398	\$29,937 14.3929	\$30,910 14.8607	\$31,915 15.3436	\$32,952 15.8423	\$34,023 16.3571	\$35,129 16.8889	\$36,270 17.4377	\$37,449 18.0044	\$38,666 18.5896	\$39,923 19.1938	\$41,221 19.8176	\$42,560 20.4617	\$43,943 21.1266	\$45,372 21.8132	\$46,846 22.5221	\$48,369 23.2542	\$49,941 24.0100
113	\$30,734 14.7761	\$31,733 15.2564	\$32,764 15.7521	\$33,829 16.2640	\$34,929 16.7926	\$36,064 17.3384	\$37,236 17.9019	\$38,446 18.4838	\$39,695 19.0844	\$40,986 19.7047	\$42,318 20.3451	\$43,693 21.0062	\$45,113 21.6889	\$46,579 22.3937	\$48,093 23.1216	\$49,656 23.8731	\$51,270 24.6489	\$52,936 25.4501
114	\$32,271 15.5149	\$33,320 16.0191	\$34,403 16.5397	\$35,521 17.0773	\$36,675 17.6323	\$37,867 18.2053	\$39,098 18.7970	\$40,368 19.4079	\$41,680 20.0387	\$43,035 20.6899	\$44,434 21.3624	\$45,878 22.0566	\$47,369 22.7735	\$48,908 23.5136	\$50,498 24.2778	\$52,139 25.0668	\$53,834 25.8815	\$55,583 26.7227



**Pay Plan Matrix**  
**Non-Represented General Employees**  
**200 Series Positions**  
**Effective 10-1-08**

<b>PAY GRADE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>STEP 14</b>	<b>STEP 15</b>	<b>STEP 16</b>	<b>STEP 17</b>	<b>STEP 18</b>
201	\$21,579 10.3746	\$22,280 10.7117	\$23,005 11.0599	\$23,752 11.4194	\$24,524 11.7905	\$25,321 12.1737	\$26,144 12.5693	\$26,994 12.9779	\$27,871 13.3996	\$28,777 13.8351	\$29,712 14.2848	\$30,678 14.7490	\$31,675 15.2284	\$32,704 15.7233	\$33,767 16.2343	\$34,865 16.7618	\$35,998 17.3067	\$37,168 17.8691
202	\$22,665 10.8968	\$23,402 11.2510	\$24,162 11.6165	\$24,948 11.9941	\$25,759 12.3839	\$26,596 12.7864	\$27,460 13.2020	\$28,353 13.6311	\$29,274 14.0740	\$30,225 14.5313	\$31,208 15.0037	\$32,222 15.4913	\$33,269 15.9949	\$34,350 16.5146	\$35,467 17.0513	\$36,619 17.6054	\$37,810 18.1777	\$39,039 18.7685
203	\$23,658 11.3741	\$24,427 11.7436	\$25,221 12.1253	\$26,040 12.5194	\$26,887 12.9263	\$27,761 13.3464	\$28,663 13.7802	\$29,594 14.2280	\$30,556 14.6904	\$31,549 15.1678	\$32,575 15.6609	\$33,633 16.1697	\$34,726 16.6954	\$35,855 17.2380	\$37,020 17.7981	\$38,223 18.3766	\$39,465 18.9737	\$40,748 19.5904
204	\$24,977 12.0079	\$25,788 12.3982	\$26,626 12.8010	\$27,492 13.2172	\$28,385 13.6467	\$29,307 14.0901	\$30,260 14.5481	\$31,244 15.0210	\$32,259 15.5092	\$33,307 16.0131	\$34,390 16.5335	\$35,507 17.0709	\$36,661 17.6257	\$37,853 18.1985	\$39,083 18.7900	\$40,353 19.4007	\$41,665 20.0312	\$43,019 20.6823
205	\$26,230 12.6108	\$27,083 13.0207	\$27,963 13.4438	\$28,872 13.8808	\$29,810 14.3319	\$30,779 14.7976	\$31,780 15.2786	\$32,812 15.7752	\$33,879 16.2878	\$34,980 16.8172	\$36,117 17.3638	\$37,290 17.9281	\$38,502 18.5108	\$39,754 19.1124	\$41,046 19.7335	\$42,380 20.3748	\$43,757 21.0371	\$45,179 21.7206
206	\$27,538 13.2393	\$28,432 13.6694	\$29,357 14.1138	\$30,311 14.5725	\$31,296 15.0461	\$32,313 15.5351	\$33,363 16.0401	\$34,447 16.5612	\$35,567 17.0994	\$36,722 17.6550	\$37,916 18.2290	\$39,149 18.8214	\$40,421 19.4331	\$41,735 20.0647	\$43,091 20.7168	\$44,492 21.3902	\$45,937 22.0853	\$47,430 22.8030
207	\$29,236 14.0559	\$30,186 14.5127	\$31,167 14.9844	\$32,180 15.4714	\$33,226 15.9743	\$34,306 16.4933	\$35,421 17.0294	\$36,572 17.5829	\$37,761 18.1542	\$38,988 18.7442	\$40,255 19.3534	\$41,563 19.9824	\$42,914 20.6317	\$44,309 21.3024	\$45,749 21.9947	\$47,236 22.7095	\$48,771 23.4476	\$50,356 24.2097
208	\$32,325 15.5411	\$33,376 16.0461	\$34,461 16.5676	\$35,581 17.1061	\$36,737 17.6619	\$37,931 18.2362	\$39,164 18.8286	\$40,436 19.4405	\$41,750 20.0724	\$43,107 20.7247	\$44,509 21.3984	\$45,955 22.0937	\$47,449 22.8118	\$48,990 23.5531	\$50,583 24.3187	\$52,227 25.1089	\$53,924 25.9251	\$55,676 26.7675
209	\$34,749 16.7062	\$35,878 17.2492	\$37,044 17.8097	\$38,248 18.3885	\$39,491 18.9862	\$40,774 19.6031	\$42,100 20.2403	\$43,468 20.8981	\$44,881 21.5774	\$46,339 22.2785	\$47,845 23.0025	\$49,400 23.7501	\$51,006 24.5219	\$52,663 25.3189	\$54,375 26.1418	\$56,142 26.9914	\$57,967 27.8687	\$59,851 28.7744
210	\$35,304 16.9733	\$36,452 17.5248	\$37,637 18.0945	\$38,860 18.6826	\$40,123 19.2898	\$41,427 19.9166	\$42,773 20.5640	\$44,163 21.2322	\$45,598 21.9223	\$47,080 22.6348	\$48,610 23.3704	\$50,190 24.1300	\$51,821 24.9142	\$53,506 25.7239	\$55,245 26.5600	\$57,040 27.4232	\$58,894 28.3144	\$60,809 29.2345
211	\$40,374 19.4105	\$41,686 20.0412	\$43,041 20.6926	\$44,440 21.3652	\$45,884 22.0596	\$47,375 22.7765	\$48,915 23.5167	\$50,504 24.2809	\$52,146 25.0700	\$53,840 25.8848	\$55,590 26.7261	\$57,397 27.5947	\$59,262 28.4915	\$61,188 29.4175	\$63,177 30.3736	\$65,230 31.3607	\$67,350 32.3800	\$69,539 33.4324
212	\$42,096 20.2386	\$43,464 20.8963	\$44,877 21.5755	\$46,335 22.2767	\$47,842 23.0007	\$49,396 23.7482	\$51,002 24.5201	\$52,659 25.3170	\$54,370 26.1396	\$56,138 26.9893	\$57,962 27.8664	\$59,846 28.7720	\$61,791 29.7073	\$63,799 30.6727	\$65,873 31.6695	\$68,013 32.6988	\$70,224 33.7615	\$72,506 34.8587
213	\$45,541 21.8949	\$47,022 22.6065	\$48,550 23.3411	\$50,128 24.0998	\$51,757 24.8831	\$53,439 25.6919	\$55,176 26.5267	\$56,969 27.3888	\$58,820 28.2791	\$60,732 29.1981	\$62,706 30.1471	\$64,744 31.1269	\$66,848 32.1385	\$69,020 33.1828	\$71,264 34.2614	\$73,580 35.3748	\$75,971 36.5246	\$78,440 37.7116
214	\$47,762 22.9623	\$49,314 23.7086	\$50,917 24.4792	\$52,571 25.2747	\$54,280 26.0962	\$56,044 26.9442	\$57,866 27.8200	\$59,746 28.7241	\$61,688 29.6577	\$63,693 30.6215	\$65,763 31.6168	\$67,900 32.6443	\$70,107 33.7052	\$72,385 34.8006	\$74,738 35.9318	\$77,167 37.0995	\$79,675 38.3052	\$82,264 39.5500
215	\$50,952 24.4963	\$52,608 25.2924	\$54,318 26.1143	\$56,084 26.9632	\$57,906 27.8394	\$59,788 28.7442	\$61,731 29.6783	\$63,737 30.6429	\$65,809 31.6388	\$67,948 32.6672	\$70,156 33.7288	\$72,436 34.8250	\$74,790 35.9569	\$77,221 37.1254	\$79,731 38.3320	\$82,322 39.5778	\$84,997 40.8640	\$87,760 42.1921

Pay Plan Matrix  
 Represented Police Department Employees  
 300 Series Positions  
 Effective 10/01/08

<b>PAY GRADE</b>	<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>STEP 6</b>	<b>STEP 7</b>	<b>STEP 8</b>	<b>STEP 9</b>	<b>STEP 10</b>	<b>STEP 11</b>	<b>STEP 12</b>	<b>STEP 13</b>	<b>STEP 14</b>	<b>STEP 15</b>
<b>Police Officer</b> 301	\$34,782 16.7219	\$35,840 17.2310	\$36,934 17.7567	\$38,063 18.2994	\$39,228 18.8597	\$40,432 19.4383	\$41,674 20.0357	\$42,957 20.6524	\$44,282 21.2893	\$45,650 21.9470	\$47,061 22.6257	\$48,520 23.3271	\$50,025 24.0503	\$51,580 24.7981	\$53,185 25.5696
<b>Corporal</b> 302	\$38,597 18.5563	\$39,780 19.1250	\$41,001 19.7122	\$42,263 20.3186	\$43,565 20.9445	\$44,909 21.5908	\$46,297 22.2581	\$47,730 22.9472	\$49,210 23.6585	\$50,738 24.3931	\$52,315 25.1515	\$53,944 25.9346	\$55,626 26.7431	\$57,362 27.5779	\$59,155 28.4398
<b>Sergeant</b> 303	\$42,382 20.3762	\$43,688 21.0040	\$45,037 21.6522	\$46,429 22.3216	\$47,866 23.0126	\$49,350 23.7261	\$50,883 24.4628	\$52,465 25.2237	\$54,098 26.0089	\$55,785 26.8199	\$57,527 27.6572	\$59,325 28.5216	\$61,181 29.4142	\$63,098 30.3358	\$65,078 31.2873

Represented Fire Department Employees  
 400 Series Positions  
 Effective 10-1-06

PAY GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15
Firefighter/EMT 401	\$36,120 12.4038	\$37,034 12.7177	\$37,971 13.0396	\$38,933 13.3698	\$39,918 13.7081	\$40,928 14.0551	\$41,964 14.4108	\$43,026 14.7754	\$44,115 15.1494	\$45,232 15.5330	\$46,377 15.9260	\$47,550 16.3290	\$48,601 16.6899	\$49,769 17.0911	\$50,961 17.5005
Driver Engineer/EMT 402	\$39,746 13.6490	\$40,749 13.9936	\$41,778 14.3470	\$42,833 14.7091	\$43,914 15.0805	\$45,024 15.4615	\$46,160 15.8517	\$47,326 16.2520	\$48,521 16.6624	\$49,746 17.0832	\$51,002 17.5145	\$52,290 17.9569	\$53,442 18.3525	\$54,724 18.7926	\$56,031 19.2415
Lieutenant/EMT 403	\$43,015 14.7718	\$44,102 15.1448	\$45,215 15.5273	\$46,357 15.9194	\$47,528 16.3214	\$48,728 16.7335	\$49,959 17.1561	\$51,220 17.5894	\$52,514 18.0335	\$53,840 18.4890	\$55,199 18.9558	\$56,593 19.4344	\$57,840 19.8627	\$59,227 20.3390	\$60,643 20.8251
Captain/EMT 404	\$46,285 15.8946	\$47,451 16.2951	\$48,647 16.7058	\$49,873 17.1268	\$51,130 17.5583	\$52,436 18.0070	\$53,739 18.4544	\$55,093 18.9194	\$56,482 19.3963	\$57,905 19.8849	\$59,364 20.3859	\$60,860 20.8997	\$62,198 21.3591	\$63,686 21.8702	\$65,205 22.3917

**PARAMEDIC INCENTIVE NOT INCLUDED IN ABOVE WAGES**

EMT or EMT-P additional pay of \$.0714 should be added to these hourly rates per Article 28.2 of the 2007-2008 Collective Bargaining Agreement between the City and IAFF.

**"500 Series" Department Directors & Division Managers**

**Effective 10/01/08**

<b>Pay Grade</b>	<b>Salary Range</b>		<b>Position Titles</b>
500	37,515	63,875	Public Information Officer
501	39,491	67,238	Recreation Manager
502	41,466	70,602	Risk Manager
503	43,538	74,130	Reserved
504	45,716	77,837	City Clerk Environmental Systems Manager Fire Battalion Commander Fleet Operations Manager Neighborhood Improvement Manager
505	47,999	81,727	Accounting Manager Airport Manager Chief Building Official Facilities Maintenance Manager
506	50,400	85,812	Chief Planner Fire Division Chief Police Division Chief Utilities Engineering Manager
507	52,921	90,106	Deputy City Engineer Management Information Systems Manager Support Services Director
508	55,566	94,612	Assistant Fire Chief Assistant Police Chief Budget Director Human Resources Director Leisure Service Director Utilities Manager
509	58,366	99,332	Deputy Public Works Director
510	61,262	104,309	Economic Development Director Finance Director Fire Chief Police Chief
511	64,326	109,524	Planning Director Public Works Director
512	67,541	115,000	Assistant City Manager