

CITY OF ORMOND BEACH

PAY AND CLASSIFICATION PLAN 2018-2019



Revised 10/01/2018

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SECTION 1

ALPHABETICAL LISTING OF JOB TITLES

Position Title	Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	Exempt
Account Clerk I	107	\$12.2784	\$22.0524	\$25,539	\$45,869	N
Account Clerk II	108	\$12.8688	\$23.1312	\$26,767	\$48,113	N
Accounting Manager	506	n/a	n/a	\$54,287	\$98,059	Y
Accounting Technician	111	\$14.8192	\$26.6954	\$30,824	\$55,526	N
Accreditation Specialist	204	\$13.1211	\$23.9759	\$27,292	\$49,870	N
Administrative Assistant	204	\$13.1211	\$23.9759	\$27,292	\$49,870	N
Airport Manager	506	n/a	n/a	\$54,287	\$98,059	Y
Assistant City Attorney	217	\$24.7419	\$45.2101	\$51,463	\$94,037	Y
Assistant City Clerk	209	\$16.7463	\$30.6001	\$34,832	\$63,648	Y
Assistant City Manager	514	n/a	n/a	\$79,841	\$144,222	Y
Assistant Finance Director	507	n/a	n/a	\$57,002	\$102,967	Y
Assistant Fire Chief	510	n/a	n/a	\$65,987	\$119,196	Y
Assistant Leisure Services Director	507	n/a	n/a	\$57,002	\$102,967	Y
Assistant Police Chief	510	n/a	n/a	\$65,987	\$119,196	Y
Athletic and Activities Specialist	106	\$11.7151	\$21.0236	\$24,367	\$43,729	N
Athletic Fields Maintenance Supervisor	210	\$17.5836	\$32.1300	\$36,574	\$66,830	N
Athletic Leader	106	\$11.7151	\$21.0236	\$24,367	\$43,729	N
Athletics Supervisor	211	\$18.4628	\$33.7365	\$38,403	\$70,172	Y
Box Office Attendant	104	\$10.6769	\$19.1268	\$22,208	\$39,784	N
Budget Director	510	n/a	n/a	\$65,987	\$119,196	Y
Building Inspector	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Building Maintenance Supervisor	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Chief Building Inspector	216	\$23.5637	\$43.0573	\$49,012	\$89,559	Y
Chief Building Official	507	n/a	n/a	\$57,002	\$102,967	Y
Chief Engineering Technician	211	\$18.4628	\$33.7365	\$38,403	\$70,172	Y
Chief Fire Inspector	214	\$21.3730	\$39.0543	\$44,456	\$81,233	Y
Chief Laboratory Technician	210	\$17.5836	\$32.1300	\$36,574	\$66,830	N
Chief Planner	507	n/a	n/a	\$57,002	\$102,967	Y
Chief Treatment Plant Operator	215	\$22.4416	\$41.0070	\$46,679	\$85,294	Y

City Clerk	506	n/a	n/a	\$54,287	\$98,059	Y
City Engineer	510	n/a	n/a	\$65,987	\$119,196	Y
Civil Engineer	219	\$27.2779	\$49.8442	\$56,738	\$103,676	Y
Community Events Coordinator	208	\$15.9488	\$29.1429	\$33,174	\$60,617	Y
Community Program Coordinator (PAL)	207	\$15.1894	\$27.7552	\$31,594	\$57,731	Y
Community Service Officer	109	\$13.4880	\$24.2619	\$28,055	\$50,465	N
Construction Engineer	219	\$27.2779	\$49.8442	\$56,738	\$103,676	Y
Contract Manager	506	n/a	n/a	\$54,287	\$98,059	Y
Courier	103	\$10.3750	\$18.5744	\$21,580	\$38,635	N
Crime Analyst	205	\$13.7772	\$25.1747	\$28,657	\$52,363	N
Cultural Center Coordinator	211	\$18.4628	\$33.7365	\$38,403	\$70,172	Y
Custodian	102	\$9.9135	\$17.7314	\$20,620	\$36,881	N
Customer Service Supervisor	209	\$16.7463	\$30.6001	\$34,832	\$63,648	N
Deputy City Attorney	514	n/a	n/a	\$79,841	\$144,222	Y
Deputy City Engineer	508	n/a	n/a	\$59,851	\$108,115	Y
Economic Development Director	512	n/a	n/a	\$72,750	\$131,414	Y
Engineering Inspector	210	\$17.5836	\$32.1300	\$36,574	\$66,830	N
Engineering Projects Coordinator	210	\$17.5836	\$32.1300	\$36,574	\$66,830	Y
Engineering Technician	113	\$16.4120	\$29.6058	\$34,137	\$61,580	N
Environmental Improvement Officer	211	\$18.4628	\$33.7365	\$38,403	\$70,172	Y
Environmental Regulatory Compliance Coordinator	215	\$22.4416	\$41.0070	\$46,679	\$85,294	Y
Events Leader	107	\$12.2784	\$22.0524	\$25,539	\$45,869	N
Events Technician	106	\$11.7151	\$21.0236	\$24,367	\$43,729	N
Evidence/Crime Scene Custodian	109	\$13.4880	\$24.2619	\$28,055	\$50,465	N
Evidence/Crime Scene Technician	110	\$14.1375	\$25.4504	\$29,406	\$52,937	N
Executive Secretary	206	\$14.4661	\$26.4335	\$30,089	\$54,982	N
Facilities Maintenance Manager	506	n/a	n/a	\$54,287	\$98,059	Y
Finance Director	512	n/a	n/a	\$72,750	\$131,414	Y
Fire Battalion Commander	505	n/a	n/a	\$51,701	\$93,391	Y
Fire Captain/EMT	404	\$15.9661	\$26.0486	\$46,493	\$75,117	N

Fire Chief	512	n/a	n/a	\$72,750	\$131,414	Y
Fire Division Chief	506	n/a	n/a	\$54,287	\$98,059	Y
Fire Driver Engineer/EMT	402	\$13.7205	\$22.3957	\$39,954	\$64,583	N
Fire Inspector	209	\$16.7463	\$30.6001	\$34,832	\$63,648	N
Fire Lieutenant/EMT	403	\$14.8433	\$24.2319	\$43,224	\$69,878	N
Firefighter/EMT	401	\$12.4753	\$20.3766	\$36,328	\$58,761	N
Fleet Operations Manager	504	n/a	n/a	\$49,242	\$88,946	Y
Fleet Systems Specialist	207	\$15.1894	\$27.7552	\$31,594	\$57,731	N
G.I.S Analyst	209	\$16.7463	\$30.6001	\$34,832	\$63,648	N
G.I.S. Technician	113	\$16.4120	\$29.6058	\$34,137	\$61,580	N
Garage Supervisor	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Grants Coordinator	213	\$20.3552	\$37.1945	\$40,323	\$77,365	Y
Gymnastics Coordinator	206	\$14.4661	\$26.4335	\$30,089	\$54,982	Y
Gymnastics Instructor	106	\$11.7149	\$21.0236	\$24,367	\$43,729	N
House Technician	201	\$11.2779	\$20.6079	\$23,458	\$42,864	N
Human Resources Assistant	206	\$14.4661	\$26.4335	\$30,089	\$54,982	N
Human Resources Director	510	n/a	n/a	\$65,987	\$119,196	Y
Human Resources Generalist	212	\$19.3859	\$35.4233	\$40,323	\$73,681	Y
Human Resources Manager	504	n/a	n/a	\$49,242	\$88,946	Y
Information Systems Specialist	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Landscape Architect	216	\$23.5637	\$43.0573	\$49,012	\$89,559	Y
Lead Community Service Officer	206	\$14.4661	\$26.4335	\$30,089	\$54,982	N
Lead Meter Reader	110	\$14.1375	\$25.4504	\$29,406	\$52,937	N
Lead Operator	116	\$18.9716	\$34.2435	\$39,461	\$71,227	N
Lead/Senior Records Clerk	204	\$13.1211	\$23.9759	\$27,292	\$49,870	N
Legal Assistant	206	\$14.4661	\$26.4335	\$30,089	\$54,982	N
Leisure Services Director	510	n/a	n/a	\$65,987	\$119,196	Y
M.I.S. Manager	507	n/a	n/a	\$57,002	\$102,967	Y
Maintenance Foreman	114	\$17.2077	\$31.0599	\$35,792	\$64,605	N
Maintenance Worker I	102	\$9.9135	\$17.7314	\$20,620	\$36,881	N

Maintenance Worker II	105	\$11.1822	\$20.0505	\$23,259	\$41,705	N
Maintenance Worker III	107	\$12.2784	\$22.0524	\$25,539	\$45,869	N
Maintenance Worker IV	110	\$14.1375	\$25.4504	\$29,406	\$52,937	N
Mechanic I/Parts Clerk	107	\$12.2784	\$22.0524	\$25,539	\$45,869	N
Mechanic II	110	\$14.1375	\$25.4504	\$29,406	\$52,937	N
Mechanic III	112	\$15.5111	\$27.9603	\$32,263	\$58,158	N
Meter Reader	107	\$12.2784	\$22.0524	\$25,539	\$45,869	N
Meter Reader Supervisor	207	\$15.1894	\$27.7552	\$31,594	\$57,731	N
Neighborhood Improvement Manager	505	n/a	n/a	\$51,701	\$93,391	Y
Neighborhood Improvement Officer	208	\$15.9488	\$29.1429	\$33,174	\$60,617	N
Office Assistant I/Receptionist	104	\$10.6769	\$19.1268	\$22,208	\$39,784	N
Office Assistant II	106	\$11.7149	\$21.0236	\$24,367	\$43,729	N
Office Assistant III	107	\$12.2784	\$22.0524	\$25,539	\$45,869	N
Office Assistant IV	109	\$13.4880	\$24.2619	\$28,055	\$50,465	N
Office Manager	207	\$15.1894	\$27.7552	\$31,594	\$57,731	N
Paralegal	210	\$17.5836	\$32.1300	\$36,574	\$66,830	N
Performing Arts Center Coordinator	211	\$18.4628	\$33.7365	\$38,403	\$70,172	Y
Permit Manager	211	\$18.4628	\$33.7365	\$38,403	\$70,172	Y
Permit Technician	112	\$15.5111	\$27.9603	\$32,263	\$58,158	N
Permitting & Licensing Coordinator	207	\$15.1894	\$27.7552	\$31,594	\$57,731	N
Planner	215	\$22.4416	\$41.0070	\$46,679	\$85,294	Y
Planning Director	513	n/a	n/a	\$76,213	\$137,669	Y
Planning Technician	206	\$14.4661	\$26.4335	\$30,089	\$54,982	N
Plans Examiner	213	\$20.3552	\$37.1945	\$40,323	\$77,365	N
Plant/Pump Mechanic	111	\$14.8192	\$26.6954	\$30,824	\$55,526	N
Police Captain	507	n/a	n/a	\$57,002	\$102,967	Y
Police Chief	512	n/a	n/a	\$72,750	\$131,414	Y
Police Corporal (2184 Hours)	305	\$20.4871	\$33.3113	\$44,744	\$72,752	N
Police Lieutenant	506	n/a	n/a	\$54,287	\$98,059	Y
Police Officer (2184 Hours)	304	\$18.4619	\$29.9494	\$40,321	\$65,409	N

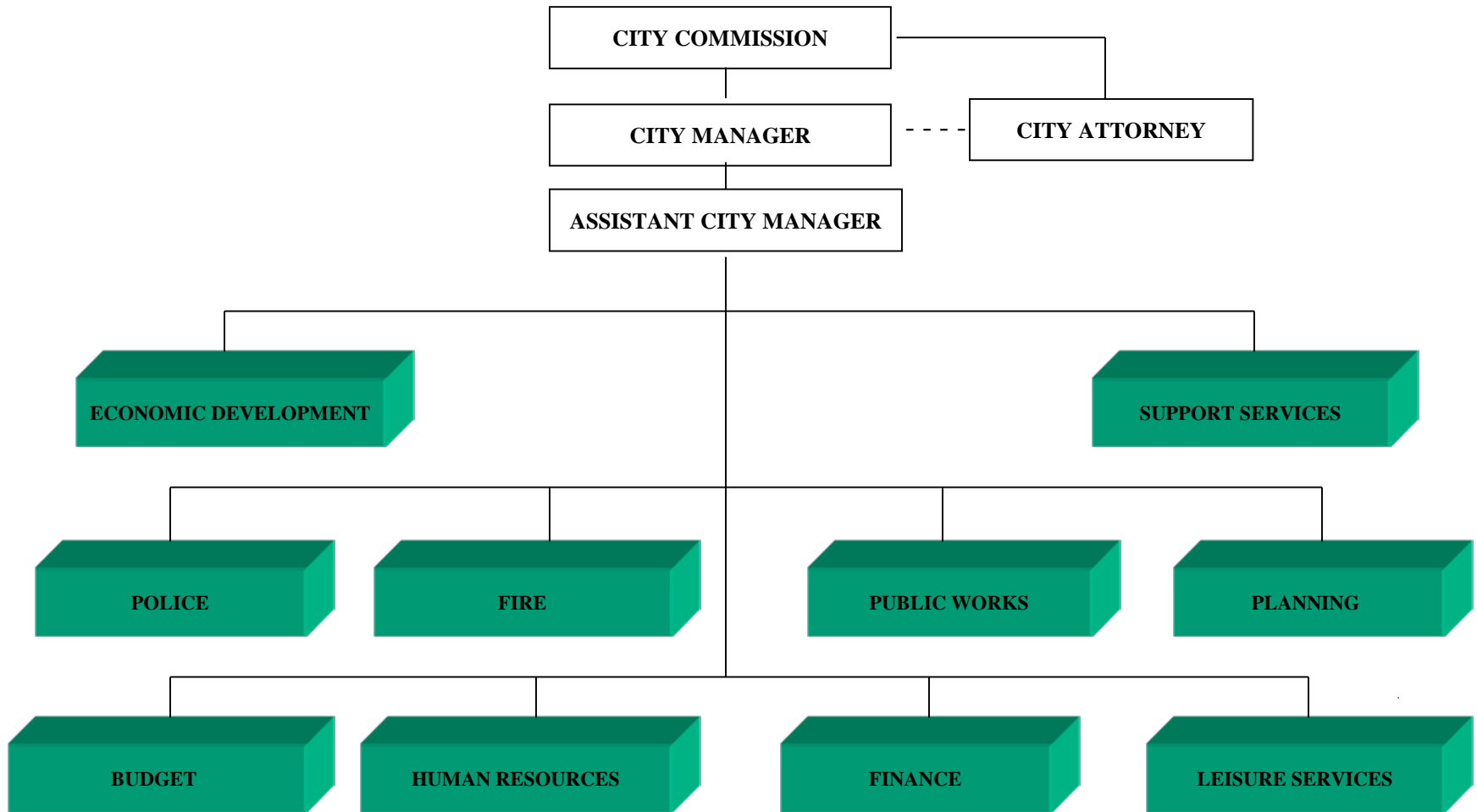
Police Sergeant (2184 Hours)	306	\$22.4965	\$36.6465	\$49,132	\$80,036	N
Principal G.I.S. Technician	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Principal Landscape Architect	217	\$24.7419	\$45.2101	\$51,463	\$94,037	Y
Public Information Officer	501	n/a	n/a	\$42,537	\$76,835	Y
Public Works Director	513	n/a	n/a	\$76,213	\$137,669	Y
Public Works Operations Manager	507	n/a	n/a	\$57,002	\$102,967	Y
Purchasing Coordinator	214	\$21.3730	\$39.0543	\$44,456	\$81,233	Y
Records Specialist	108	\$12.8688	\$23.1312	\$26,767	\$48,113	N
Recreation Center Coordinator	207	\$15.1894	\$27.7552	\$31,594	\$57,731	Y
Recreation Leader	106	\$11.7149	\$21.0236	\$24,367	\$43,729	N
Recreation Manager	502	n/a	n/a	\$44,664	\$80,678	Y
Recreation Program Specialist	206	\$14.4661	\$26.4335	\$30,089	\$54,982	Y
Risk Manager	503	n/a	n/a	\$46,896	\$84,711	Y
SCADA Technician	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Senior Center Coordinator	207	\$15.1894	\$27.7552	\$31,594	\$57,731	N
Senior Communications Officer	206	\$14.4661	\$26.4335	\$30,089	\$54,982	N
Senior Paralegal	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Senior Planner	217	\$24.7419	\$45.2101	\$51,463	\$94,037	Y
Senior Staff Accountant/Budget Analyst	214	\$21.3730	\$39.0543	\$44,456	\$81,233	Y
Special Populations Coordinator	206	\$14.4661	\$26.4335	\$30,089	\$54,982	N
Streets Supervisor	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Supervisor Collections/Reuse System Maint.	211	\$18.4628	\$33.7365	\$38,403	\$70,172	N
Supervisor of Equipment Maintenance	213	\$20.3552	\$37.1945	\$40,323	\$77,365	N
Supervisor of Treatment Operations	218	\$25.9790	\$47.4707	\$54,036	\$98,739	Y
Supervisor of WW/Reuse Systems	218	\$25.9790	\$47.4707	\$54,036	\$98,739	Y
Support Services Director	509	n/a	n/a	\$62,868	\$113,509	Y
System Maint. Supervisor	213	\$20.3552	\$37.1945	\$40,323	\$77,365	N
Tennis Coordinator	206	\$14.4661	\$26.4335	\$30,089	\$54,982	N
Tennis Leader	105	\$11.1822	\$20.0505	\$23,259	\$41,705	N
Therapeutic Aide	108	\$12.8688	\$23.1312	\$26,767	\$48,113	N

Tradesworker	109	\$13.4880	\$24.2619	\$28,055	\$50,465	N
Treatment Plant Operator "A"	115	\$18.0683	\$32.6128	\$37,582	\$67,835	N
Treatment Plant Operator "B"	114	\$17.2077	\$31.0599	\$35,792	\$64,605	N
Treatment Plant Operator "C"	113	\$16.4120	\$29.6058	\$34,137	\$61,580	N
Treatment Plant Operator Trainee	106	\$11.7149	\$21.0236	\$24,367	\$43,729	N
Utilities Engineer	219	\$27.2779	\$49.8442	\$56,738	\$103,676	Y
Utilities Manager	510	n/a	n/a	\$65,987	\$119,196	Y
Utility Electrician	114	\$17.2077	\$31.0599	\$35,792	\$64,605	N
Utility Mapping/Locate Technician	110	\$14.1375	\$25.4504	\$29,406	\$52,937	N
Utility Sludge Hauling Technician	110	\$14.1375	\$25.4504	\$29,406	\$52,937	N
Victim's Advocate Coordinator	211	\$18.4628	\$33.7365	\$38,403	\$70,172	Y
Water Distribution Foreman	114	\$17.2077	\$31.0599	\$35,792	\$64,605	N
Water Distribution Operator 1	112	\$15.5111	\$27.9603	\$32,263	\$58,158	N
Water Distribution Operator 2	111	\$14.8192	\$26.6954	\$30,824	\$55,526	N
Water Distribution Operator 3	108	\$12.8688	\$23.1312	\$26,767	\$48,113	N
Water Distribution Supervisor	213	\$20.3552	\$37.1945	\$40,323	\$77,365	N
Water Distribution Trainee	105	\$11.1822	\$20.0505	\$23,259	\$41,705	N
Water Quality Control Technician	113	\$16.4120	\$29.6058	\$34,137	\$61,580	N

SECTION 2

ORGANIZATION CHART

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

SECTION 3

SERIES 100 PAY GRADES

REPRESENTED GENERAL EMPLOYEES

Pay Plan Matrix
 100 Series Positions
 Represented General Employees
 Effective 10/1/2018

Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary
101	\$9.4380	\$16.8627	\$19,631	\$35,074
102	\$9.9135	\$17.7314	\$20,620	\$36,881
103	\$10.3750	\$18.5744	\$21,580	\$38,635
104	\$10.6769	\$19.1268	\$22,208	\$39,784
105	\$11.1822	\$20.0505	\$23,259	\$41,705
106	\$11.7151	\$21.0236	\$24,367	\$43,729
107	\$12.2784	\$22.0524	\$25,539	\$45,869
108	\$12.8688	\$23.1312	\$26,767	\$48,113
109	\$13.4880	\$24.2619	\$28,055	\$50,465
110	\$14.1375	\$25.4504	\$29,406	\$52,937
111	\$14.8192	\$26.6954	\$30,824	\$55,526
112	\$15.5111	\$27.9603	\$32,263	\$58,158
113	\$16.4120	\$29.6058	\$34,137	\$61,580
114	\$17.2077	\$31.0599	\$35,792	\$64,605
115	\$18.0681	\$32.6128	\$37,582	\$67,835
116	\$18.9715	\$34.2435	\$39,461	\$71,227

SECTION 4

SERIES 200 PAY GRADES

**NON-REPRESENTED GENERAL
EMPLOYEES**

Pay Plan Matrix
 200 Series Positions
 Non-Represented General Employees
 Effective 10/1/2018

Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary
201	\$11.2779	\$20.6079	\$23,458	\$42,864
202	\$11.8715	\$21.6925	\$24,693	\$45,120
203	\$12.4963	\$22.8342	\$25,992	\$47,495
204	\$13.1211	\$23.9759	\$27,292	\$49,870
205	\$13.7772	\$25.1747	\$28,657	\$52,363
206	\$14.4661	\$26.4335	\$30,089	\$54,982
207	\$15.1894	\$27.7552	\$31,594	\$57,731
208	\$15.9488	\$29.1429	\$33,174	\$60,617
209	\$16.7463	\$30.6001	\$34,832	\$63,648
210	\$17.5836	\$32.1300	\$36,574	\$66,830
211	\$18.4628	\$33.7365	\$38,403	\$70,172
212	\$19.3859	\$35.4233	\$40,323	\$73,681
213	\$20.3552	\$37.1945	\$42,339	\$77,365
214	\$21.3730	\$39.0543	\$44,456	\$81,233
215	\$22.4416	\$41.0070	\$46,679	\$85,294
216	\$23.5637	\$43.0573	\$49,012	\$89,559
217	\$24.7419	\$45.2101	\$51,463	\$94,037
218	\$25.9790	\$47.4707	\$54,036	\$98,739
219	\$27.2779	\$49.8442	\$56,738	\$103,676
220	\$28.6418	\$52.3364	\$59,575	\$108,860

SECTION 5

SERIES 300 PAY GRADES

POLICE DEPARTMENT EMPLOYEES

Pay Plan Matrix
300 Series Positions
Represented Police Department Employees
Effective 10/1/2018

Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	<i>Positions</i>
304	\$18.4619	\$29.9494	\$40,321	\$65,409	<i>2184 hours - Officer</i>
305	\$20.4871	\$33.3113	\$44,744	\$72,752	<i>2184 hours - Corporal</i>
306	\$22.4965	\$36.6465	\$49,132	\$80,036	<i>2184 hours - Sergeant</i>

SECTION 6

SERIES 400 PAY GRADES

FIRE DEPARTMENT EMPLOYEES

Pay Plan Matrix
400 Series Positions
Represented Fire Department Employees
Effective 10/1/2018

Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary
401	\$12.4753	\$20.1788	\$36,328	\$58,761
402	\$13.7205	\$22.1782	\$39,954	\$64,583
403	\$14.8433	\$23.9966	\$43,224	\$69,878
404	\$15.9661	\$25.7957	\$46,493	\$75,117

SECTION 7

SERIES 500 PAY GRADES

**DEPARTMENT HEADS AND DIVISION
MANAGERS**

Pay Plan Matrix
500 Series Positions
Department Directors & Division Managers
Effective 10/1/2018

Pay Grade	Min. Salary	Max. Salary
500	\$40,409	\$72,992
501	\$42,537	\$76,835
502	\$44,664	\$80,678
503	\$46,896	\$84,711
504	\$49,242	\$88,946
505	\$51,701	\$93,391
506	\$54,287	\$98,059
507	\$57,002	\$102,967
508	\$59,851	\$108,115
509	\$62,868	\$113,509
510	\$65,987	\$119,196
511	\$69,288	\$125,155
512	\$72,750	\$131,414
513	\$76,213	\$137,669
514	\$79,841	\$144,222