

CITY OF ORMOND BEACH

PAY AND CLASSIFICATION PLAN 2019-2020



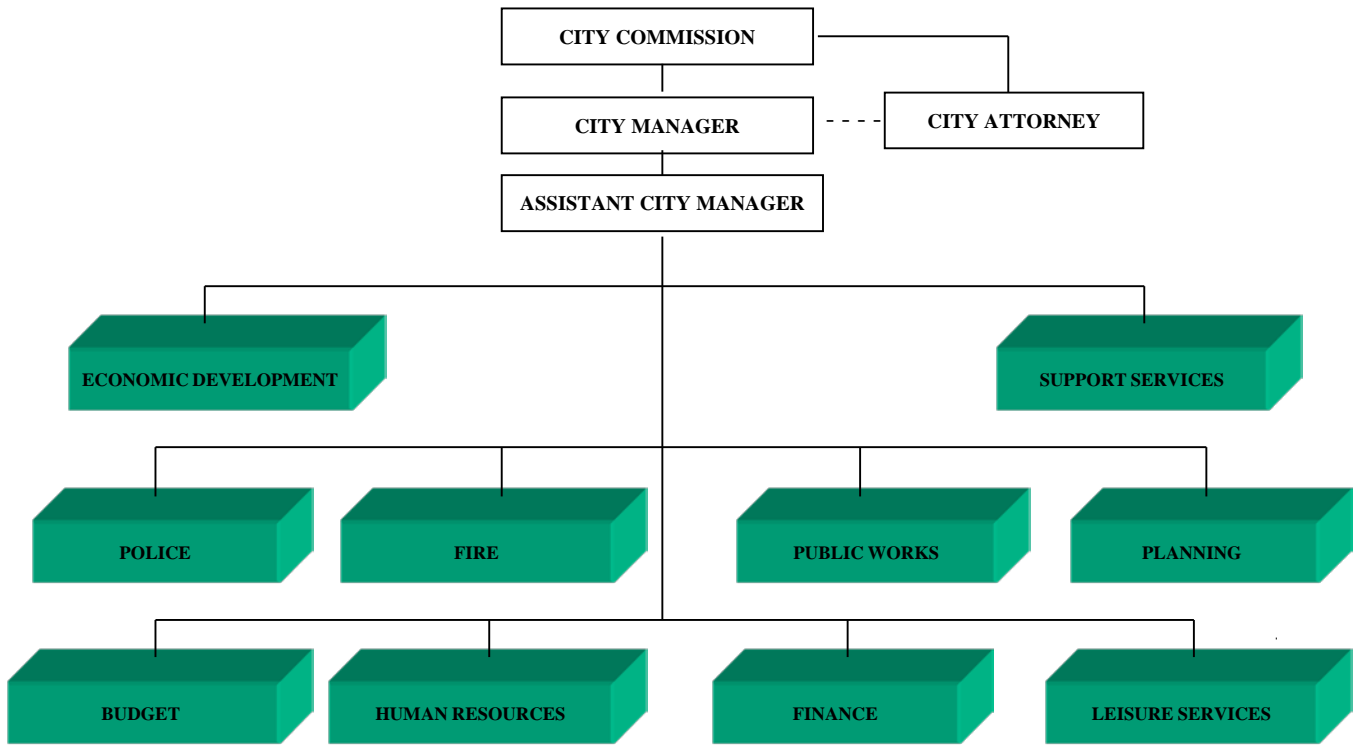
**22 S. Beach Street
Ormond Beach, FL 32174**

Revised 10/01/2019

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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

Position Title	Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	Exempt
Account Clerk I	107	12.7081	22.8242	\$26,433	\$47,474	N
Account Clerk II	108	13.3192	23.9408	\$27,704	\$49,797	N
Accounting Manager	506	n/a	n/a	\$56,187	\$101,491	Y
Accounting Technician	111	15.3379	27.6297	\$31,903	\$57,470	N
Accreditation Specialist	204	\$13.5803	\$24.8151	\$28,247	\$51,615	N
Administrative Assistant	204	\$13.5803	\$24.8151	\$28,247	\$51,615	N
Airport Manager	506	n/a	n/a	\$56,187	\$101,491	Y
Assistant City Attorney	217	\$25.6079	\$46.7925	\$53,264	\$97,328	Y
Assistant City Clerk	209	\$17.3324	\$31.6711	\$36,051	\$65,876	Y
Assistant City Manager	514	n/a	n/a	\$82,635	\$149,270	Y
Assistant Finance Director	507	n/a	n/a	\$58,997	\$106,571	Y
Assistant Leisure Services Director	507	n/a	n/a	\$58,997	\$106,571	Y
Athletic and Activities Specialist	106	12.1251	21.7594	\$25,220	\$45,260	N
Athletic Fields Maintenance Supervisor	210	\$18.1990	\$33.2545	\$37,854	\$69,169	N
Athletic Leader	106	12.1251	21.7594	\$25,220	\$45,260	N
Athletics Supervisor	211	\$19.1090	\$34.9173	\$39,747	\$72,628	Y
Box Office Attendant	104	11.0506	19.7962	\$22,985	\$41,176	N
Budget Director	510	n/a	n/a	\$68,297	\$123,368	Y
Building Inspector	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
Building Maintenance Supervisor	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
Chief Building Inspector	216	\$24.3884	\$44.5643	\$50,728	\$92,694	Y
Chief Building Official	507	n/a	n/a	\$58,997	\$106,571	Y
Chief Engineering Technician	211	\$19.1090	\$34.9173	\$39,747	\$72,628	Y
Chief Fire Inspector	214	\$22.1211	\$40.4212	\$46,012	\$84,076	Y
Chief Laboratory Technician	210	\$18.1990	\$33.2545	\$37,854	\$69,169	N
Chief Planner	507	n/a	n/a	\$58,997	\$106,571	Y

Position Title	Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	Exempt
Chief Treatment Plant Operator	215	\$23.2271	\$42.4422	\$48,312	\$88,280	Y
City Clerk	506	n/a	n/a	\$56,187	\$101,491	Y
City Engineer	510	n/a	n/a	\$68,297	\$123,368	Y
Civil Engineer	219	\$28.2326	\$51.5887	\$58,724	\$107,305	Y
Community Events Coordinator	208	\$16.5070	\$30.1629	\$34,335	\$62,739	Y
Community Program Coordinator (PAL)	207	\$15.7210	\$28.7266	\$32,700	\$59,751	Y
Community Service Officer	109	13.9601	25.1111	\$29,037	\$52,231	N
Construction Engineer	219	\$28.2326	\$51.5887	\$58,724	\$107,305	Y
Contract Manager	506	n/a	n/a	\$56,187	\$101,491	Y
Courier	103	10.7381	19.2245	\$22,335	\$39,987	N
Crime Analyst	205	\$14.2594	\$26.0558	\$29,660	\$54,196	N
Cultural Center Coordinator	211	\$19.1090	\$34.9173	\$39,747	\$72,628	Y
Custodian	102	10.2605	18.3520	\$21,342	\$38,172	N
Customer Service Supervisor	209	\$17.3324	\$31.6711	\$36,051	\$65,876	N
Deputy City Attorney	514	n/a	n/a	\$82,635	\$149,270	Y
Deputy City Engineer	508	n/a	n/a	\$61,946	\$111,899	Y
Deputy Fire Chief	510	n/a	n/a	\$68,297	\$123,368	Y
Deputy Police Chief	510	n/a	n/a	\$68,297	\$123,368	Y
Economic Development Director	512	n/a	n/a	\$75,296	\$136,013	Y
Engineering Inspector	210	\$18.1990	\$33.2545	\$37,854	\$69,169	N
Engineering Projects Coordinator	210	\$18.1990	\$33.2545	\$37,854	\$69,169	Y
Engineering Technician	113	16.9864	30.6420	\$35,332	\$63,735	N
Environmental Improvement Officer	211	\$19.1090	\$34.9173	\$39,747	\$72,628	Y
Environmental Regulatory Compliance Coordinator	215	\$23.2271	\$42.4422	\$48,312	\$88,280	Y
Events Leader	107	12.7081	22.8242	\$26,433	\$47,474	N
Events Technician	106	12.1251	21.7594	\$25,220	\$45,260	N

Position Title	Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	Exempt
Evidence/Crime Scene Custodian	109	13.9601	25.1111	\$29,037	\$52,231	N
Evidence/Crime Scene Supervisor	210	\$18.1990	\$33.2545	\$37,854	\$69,169	N
Evidence/Crime Scene Technician	110	14.6323	26.3412	\$30,435	\$54,790	N
Executive Secretary	206	\$14.9724	\$27.3587	\$31,143	\$56,906	N
Facilities Maintenance Manager	506	n/a	n/a	\$56,187	\$101,491	Y
Finance Director	512	n/a	n/a	\$75,296	\$136,013	Y
Fire Battalion Commander	505	n/a	n/a	\$53,511	\$96,660	Y
Fire Captain/EMT	404	\$16.5249	\$26.6985	\$48,121	\$77,746	N
Fire Chief	512	n/a	n/a	\$75,296	\$136,013	Y
Fire Division Chief	506	n/a	n/a	\$56,187	\$101,491	Y
Fire Driver Engineer/EMT	402	\$14.2007	\$22.9544	\$41,352	\$66,843	N
Fire Inspector	209	\$17.3324	\$31.6711	\$36,051	\$65,876	N
Fire Lieutenant/EMT	403	\$15.3628	\$24.8365	\$44,737	\$72,324	N
Firefighter/EMT	401	\$12.9119	\$20.8851	\$37,600	\$60,817	N
Fleet Operations Manager	504	n/a	n/a	\$50,965	\$92,059	Y
Fleet Systems Specialist	207	\$15.7210	\$28.7266	\$32,700	\$59,751	N
G.I.S Analyst	209	\$17.3324	\$31.6711	\$36,051	\$65,876	N
G.I.S. Technician	113	16.9864	30.6420	\$35,332	\$63,735	N
Garage Supervisor	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
Grants Coordinator	213	\$21.0676	\$38.4963	\$43,821	\$80,072	Y
Gymnastics Coordinator	206	\$14.9724	\$27.3587	\$31,143	\$56,906	Y
Gymnastics Instructor	106	12.1251	21.7594	\$25,220	\$45,260	N
House Technician	201	\$11.6726	\$21.3292	\$24,279	\$44,365	N
Human Resources Assistant	206	\$14.9724	\$27.3587	\$31,143	\$56,906	N
Human Resources Director	510	n/a	n/a	\$68,297	\$123,368	Y
Human Resources Generalist	212	\$20.0644	\$36.6632	\$41,734	\$76,259	Y

Position Title	Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	Exempt
Human Resources Manager	504	n/a	n/a	\$50,965	\$92,059	Y
Information Systems Specialist	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
IT Manager	507	n/a	n/a	\$58,997	\$106,571	Y
Landscape Architect	216	\$24.3884	\$44.5643	\$50,728	\$92,694	Y
Lead Community Service Officer	206	\$14.9724	\$27.3587	\$31,143	\$56,906	N
Lead Meter Reader	110	14.6323	26.3412	\$30,435	\$54,790	N
Lead Operator	116	19.6355	35.4420	\$40,842	\$73,719	N
Lead/Senior Records Clerk	204	\$13.5803	\$24.8151	\$28,247	\$51,615	N
Legal Assistant	206	\$14.9724	\$27.3587	\$31,143	\$56,906	N
Leisure Services Director	510	n/a	n/a	\$68,297	\$123,368	Y
M.I.S. Manager	507	n/a	n/a	\$58,997	\$106,571	Y
Maintenance Foreman	114	17.8100	32.1470	\$37,045	\$66,866	N
Maintenance Worker I	102	10.2605	18.3520	\$21,342	\$38,172	N
Maintenance Worker II	105	11.5736	20.7523	\$24,073	\$43,165	N
Maintenance Worker III	107	12.7081	22.8242	\$26,433	\$47,474	N
Maintenance Worker IV	110	14.6323	26.3412	\$30,435	\$54,790	N
Mechanic I/Parts Clerk	107	12.7081	22.8242	\$26,433	\$47,474	N
Mechanic II	110	14.6323	26.3412	\$30,435	\$54,790	N
Mechanic III	112	16.0540	28.9389	\$33,392	\$60,193	N
Meter Reader	107	12.7081	22.8242	\$26,433	\$47,474	N
Meter Reader Supervisor	207	\$15.7210	\$28.7266	\$32,700	\$59,751	N
Neighborhood Improvement Manager	505	n/a	n/a	\$53,511	\$96,660	Y
Neighborhood Improvement Officer	208	\$16.5070	\$30.1629	\$34,335	\$62,739	N
Office Assistant I/Receptionist	104	11.0506	19.7962	\$22,985	\$41,176	N
Office Assistant II	106	12.1251	21.7594	\$25,220	\$45,260	N
Office Assistant III	107	12.7081	22.8242	\$26,433	\$47,474	N

Position Title	Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	Exempt
Office Assistant IV	109	13.9601	25.1111	\$29,037	\$52,231	N
Office Manager	207	\$15.7210	\$28.7266	\$32,700	\$59,751	N
Paralegal	210	\$18.1990	\$33.2545	\$37,854	\$69,169	N
Performing Arts Center Coordinator	211	\$19.1090	\$34.9173	\$39,747	\$72,628	Y
Permit Manager	211	\$19.1090	\$34.9173	\$39,747	\$72,628	Y
Permit Technician	112	16.0540	28.9389	\$33,392	\$60,193	N
Permitting & Licensing Coordinator	207	\$15.7210	\$28.7266	\$32,700	\$59,751	N
Planner	215	\$23.2271	\$42.4422	\$48,312	\$88,280	Y
Planning Director	513	n/a	n/a	\$78,880	\$142,487	Y
Planning Technician	206	\$14.9724	\$27.3587	\$31,143	\$56,906	N
Plans Examiner	213	\$21.0676	\$38.4963	\$43,821	\$80,072	N
Plant/Pump Mechanic	111	15.3379	27.6297	\$31,903	\$57,470	N
Police Captain	507	n/a	n/a	\$58,997	\$106,571	Y
Police Chief	512	n/a	n/a	\$75,296	\$136,013	Y
Police Corporal (2184 Hours)	305	\$21.2041	\$34.4772	\$46,310	\$75,298	N
Police Lieutenant	506	n/a	n/a	\$56,187	\$101,491	Y
Police Officer (2184 Hours)	304	\$19.1081	\$30.9976	\$41,732	\$67,699	N
Police Sergeant (2184 Hours)	306	\$23.2839	\$37.9291	\$50,852	\$82,837	N
Principal G.I.S. Technician	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
Principal Landscape Architect	217	\$25.6079	\$46.7925	\$53,264	\$97,328	Y
Public Information Officer	501	n/a	n/a	\$44,026	\$79,524	Y
Public Works Director	513	n/a	n/a	\$78,880	\$142,487	Y
Public Works Operations Manager	507	n/a	n/a	\$58,997	\$106,571	Y
Purchasing Coordinator	214	\$22.1211	\$40.4212	\$46,012	\$84,076	Y
Records Specialist	108	13.3192	23.9408	\$27,704	\$49,797	N
Recreation Center Coordinator	207	\$15.7210	\$28.7266	\$32,700	\$59,751	Y

Position Title	Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	Exempt
Recreation Leader	106	12.1251	21.7594	\$25,220	\$45,260	N
Recreation Manager	502	n/a	n/a	\$46,227	\$83,502	Y
Recreation Program Specialist	206	\$14.9724	\$27.3587	\$31,143	\$56,906	Y
Risk Manager	503	n/a	n/a	\$48,537	\$87,676	Y
SCADA Technician	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
Senior Center Coordinator	207	\$15.7210	\$28.7266	\$32,700	\$59,751	N
Senior Communications Officer	206	\$14.9724	\$27.3587	\$31,143	\$56,906	N
Senior Paralegal	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
Senior Planner	217	\$25.6079	\$46.7925	\$53,264	\$97,328	Y
Senior Staff Accountant	214	\$22.1211	\$40.4212	\$46,012	\$84,076	Y
Special Populations Coordinator	206	\$14.9724	\$27.3587	\$31,143	\$56,906	N
Streets Supervisor	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
Supervisor Collections/Reuse System Maint.	211	\$19.1090	\$34.9173	\$39,747	\$72,628	N
Supervisor of Equipment Maintenance	213	\$21.0676	\$38.4963	\$43,821	\$80,072	N
Supervisor of Treatment Operations	218	\$26.8883	\$49.1322	\$55,928	\$102,195	Y
Supervisor of WW/Reuse Systems	218	\$26.8883	\$49.1322	\$55,928	\$102,195	Y
Support Services Director	509	n/a	n/a	\$65,068	\$117,482	Y
System Maint. Supervisor	213	\$21.0676	\$38.4963	\$43,821	\$80,072	N
Tennis Coordinator	206	\$14.9724	\$27.3587	\$31,143	\$56,906	N
Tennis Leader	105	11.5736	20.7523	\$24,073	\$43,165	N
Therapeutic Aide	108	13.3192	23.9408	\$27,704	\$49,797	N
Tradesworker	109	13.9601	25.1111	\$29,037	\$52,231	N
Treatment Plant Operator "A"	115	18.7005	33.7542	\$38,897	\$70,209	N
Treatment Plant Operator "B"	114	17.8100	32.1470	\$37,045	\$66,866	N
Treatment Plant Operator "C"	113	16.9864	30.6420	\$35,332	\$63,735	N
Treatment Plant Operator Trainee	106	12.1251	21.7594	\$25,220	\$45,260	N

Position Title	Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary	Exempt
Utilities Engineer	219	\$28.2326	\$51.5887	\$58,724	\$107,305	Y
Utilities Manager	510	n/a	n/a	\$68,297	\$123,368	Y
Utility Electrician	114	17.8100	32.1470	\$37,045	\$66,866	N
Utility Mapping/Locate Technician	110	14.6323	26.3412	\$30,435	\$54,790	N
Utility Sludge Hauling Technician	110	14.6323	26.3412	\$30,435	\$54,790	N
Victim's Advocate Coordinator	211	\$19.1090	\$34.9173	\$39,747	\$72,628	Y
Water Distribution Foreman	114	17.8100	32.1470	\$37,045	\$66,866	N
Water Distribution Operator 1	112	16.0540	28.9389	\$33,392	\$60,193	N
Water Distribution Operator 2	111	15.3379	27.6297	\$31,903	\$57,470	N
Water Distribution Operator 3	108	13.3192	23.9408	\$27,704	\$49,797	N
Water Distribution Supervisor	213	\$21.0676	\$38.4963	\$43,821	\$80,072	N
Water Distribution Trainee	105	11.5736	20.7523	\$24,073	\$43,165	N
Water Quality Control Technician	113	16.9864	30.6420	\$35,332	\$63,735	N

Represented General Employees
Effective 10/1/2019

Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary
101	9.7683	17.4529	\$20,318	\$36,302
102	10.2605	18.3520	\$21,342	\$38,172
103	10.7381	19.2245	\$22,335	\$39,987
104	11.0506	19.7962	\$22,985	\$41,176
105	11.5736	20.7523	\$24,073	\$43,165
106	12.1251	21.7594	\$25,220	\$45,260
107	12.7081	22.8242	\$26,433	\$47,474
108	13.3192	23.9408	\$27,704	\$49,797
109	13.9601	25.1111	\$29,037	\$52,231
110	14.6323	26.3412	\$30,435	\$54,790
111	15.3379	27.6297	\$31,903	\$57,470
112	16.0540	28.9389	\$33,392	\$60,193
113	16.9864	30.6420	\$35,332	\$63,735
114	17.8100	32.1470	\$37,045	\$66,866
115	18.7005	33.7542	\$38,897	\$70,209
116	19.6355	35.4420	\$40,842	\$73,719

Pay Plan Matrix
200 Series Positions
Non-Represented General Employees
Effective 10/1/2019

Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary
201	\$11.6726	\$21.3292	\$24,279	\$44,365
202	\$12.2870	\$22.4518	\$25,557	\$46,700
203	\$12.9337	\$23.6334	\$26,902	\$49,157
204	\$13.5803	\$24.8151	\$28,247	\$51,615
205	\$14.2594	\$26.0558	\$29,660	\$54,196
206	\$14.9724	\$27.3587	\$31,143	\$56,906
207	\$15.7210	\$28.7266	\$32,700	\$59,751
208	\$16.5070	\$30.1629	\$34,335	\$62,739
209	\$17.3324	\$31.6711	\$36,051	\$65,876
210	\$18.1990	\$33.2545	\$37,854	\$69,169
211	\$19.1090	\$34.9173	\$39,747	\$72,628
212	\$20.0644	\$36.6632	\$41,734	\$76,259
213	\$21.0676	\$38.4963	\$43,821	\$80,072
214	\$22.1211	\$40.4212	\$46,012	\$84,076
215	\$23.2271	\$42.4422	\$48,312	\$88,280
216	\$24.3884	\$44.5643	\$50,728	\$92,694
217	\$25.6079	\$46.7925	\$53,264	\$97,328
218	\$26.8883	\$49.1322	\$55,928	\$102,195
219	\$28.2326	\$51.5887	\$58,724	\$107,305
220	\$29.6443	\$54.1682	\$61,660	\$112,670

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	\$19.1081	\$30.9976	\$41,732	\$67,699	<i>2184 hours - Officer</i>
305	\$21.2041	\$34.4772	\$46,310	\$75,298	<i>2184 hours - Corporal</i>
306	\$23.2839	\$37.9291	\$50,852	\$82,837	<i>2184 hours - Sergeant</i>

Pay Plan Matrix
400 Series Positions
Represented Fire Department Employees
Effective 10/1/2019

Pay Grade	Min. Hourly	Max. Hourly	Min. Salary	Max. Salary
401	\$12.9119	\$20.8851	\$37,600	\$60,817
402	\$14.2007	\$22.9544	\$41,352	\$66,843
403	\$15.3628	\$24.8365	\$44,737	\$72,324
404	\$16.5249	\$26.6985	\$48,121	\$77,746

Pay Plan Matrix
 500 Series Positions
 Department Directors & Division Managers
 Effective 10/1/2019

Pay Grade	Min. Salary	Max. Salary
500	\$41,823	\$75,547
501	\$44,026	\$79,524
502	\$46,227	\$83,502
503	\$48,537	\$87,676
504	\$50,965	\$92,059
505	\$53,511	\$96,660
506	\$56,187	\$101,491
507	\$58,997	\$106,571
508	\$61,946	\$111,899
509	\$65,068	\$117,482
510	\$68,297	\$123,368
511	\$71,713	\$129,536
512	\$75,296	\$136,013
513	\$78,880	\$142,487
514	\$82,635	\$149,270