

ORDINANCE NO. _____

AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AMENDING ORDINANCE NO. 1605, THE UNCLASSIFIED SALARY ORDINANCE, AS FOLLOWS: RETROACTIVELY, EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN APRIL OF 2022, THERE SHALL BE AN ACROSS THE BOARD COST-OF-LIVING ADJUSTMENT (“COLA”) OF TWO PERCENT (2%), AND THE MINIMUM AND MAXIMUM OF EACH SALARY RANGE WILL ALSO BE INCREASED BY TWO PERCENT (2%); EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN APRIL OF 2023, THERE SHALL BE AN ACROSS THE BOARD COLA OF THREE PERCENT (3%), AND THE MINIMUM AND MAXIMUM OF EACH SALARY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); EFFECTIVE THE FIRST FULL PAY PERIOD ENDING IN APRIL OF 2024, THERE SHALL BE AN ACROSS THE BOARD COLA OF THREE PERCENT (3%), AND THE MINIMUM AND MAXIMUM OF EACH SALARY RANGE WILL ALSO BE INCREASED BY THREE PERCENT (3%); THE MAXIMUM OF EACH SALARY RANGE SHALL BE RAISED BY FIVE PERCENT (5%) TO ACCOUNT FOR COLAS NOT AWARDED TO UNCLASSIFIED EMPLOYEES IN 2017, 2019, AND 2020; VARIOUS CLASSIFICATIONS FOR THE GROUP SHALL BE ADDED AND/OR REMOVED; RANGE CHANGES DUE TO RECLASSIFICATION OF VARIOUS CLASSIFICATIONS SHALL BE ADOPTED; ALL CLASSIFICATIONS AND GRADES IN ALPHABETICAL ORDER SHALL BE READOPTED; OUTDATED LANGUAGE SHALL BE DELETED AND/OR REVISED; AND PROVIDING FOR REPEALER, SEVERABILITY, AND AN EFFECTIVE DATE.

WHEREAS, the City has over 700 employees who are members of the unclassified salary group; and

WHEREAS, the Unclassified Service is categorized as Group VII, comprised of at-will employees (commonly referred to as “Unclassified Employees”) and the Classified Service are categorized into six (6) groups: Group I represented by the American Federation of State, County and Municipal Employees (AFSCME) Local 1554; Group II represented by the Fraternal Order of Police (FOP) William Nichols Lodge No. 8; Group III represented by the International Association of Firefighters (IAFF) Local 1510; Group IV represented by the Communications Workers of America (CWA) Local 3178; Group V represented by the Government Supervisors Association of Florida (GSAF), OPEIU, Local 100; and Group VI comprising of all other classifications in the classified service not covered by a bargaining unit (commonly referred to as “Others”); and

WHEREAS, there is a need to amend the salary ordinance to ensure the City has an employee classification and compensation system that is fair and competitive; and

WHEREAS, there is a need to amend the salary ordinance to delete obsolete classifications; correct scrivener's errors; make housekeeping amendments; and to amend classifications and grades; and

WHEREAS, the City has reached tentative agreements with all five bargaining units to amend the prior three-year collective bargaining agreements (CBAs) including the Fraternal Order of Police (FOP) William Nichols Lodge No. 8, the International Association of Fire Fighters (IAFF) Local 1510, Government Supervisors Association of Florida/OPEIU, Local 100 (GSAF), American Federation of State, County and Municipal Employees (AFSCME) Local 1554; and Communication Workers of America (CWA) Local 3178; and

WHEREAS, included in the negotiated agreements between the City and the IAFF, FOP, GSAF, and CWA for a three-year period from October 1, 2021 through September 30, 2024; and for AFSCME the period of May 1, 2022 through April 30, 2025, are provisions for the implementation of across-the-board cost-of-living adjustments (COLA); and

WHEREAS the City's past practice has been to provide COLAs to Unclassified employees consistent with those COLAs negotiated by the represented Classified employees; and

WHEREAS, retroactively, effective the first full pay period ending in April of 2022, there shall be an across the board COLA of two percent (2%), and the minimum and maximum of each salary range will also be increased by two percent (2%); effective the first full pay period ending in April of 2023, there shall be an across the board COLA of three percent (3%), and the minimum and maximum of each salary range will also be increased by three percent (3%); effective the first full pay period ending in April of 2024, there shall be an across the board COLA of three percent (3%), and the minimum and maximum of each salary range will also be increased by three percent (3%);

WHEREAS, to account for COLAs not awarded to Unclassified employees in 2017, 2019, and 2020, the maximum of each salary range shall be raised by five percent (5%), effective upon ratification of this Ordinance, in order to provide parity and prevent salary compression and loss of wage growth; and

WHEREAS, Unclassified employees who separate from employment with the City prior to the date of implementation of the COLA (effective the first full pay period in April 2022; effective the first full pay period in April 2023; and effective the first full pay period in April 2024) will not be qualifying incumbents and will not be eligible for the COLA increases post separation; and

WHEREAS, the estimated financial impact for Unclassified employees in fiscal year (FY) 2021-22 operating budget is \$655,476; FY2022-23 operating budget is \$2,345,629; and FY2023-24 operating budget is \$4,469,225.

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COMMISSION OF THE CITY OF MIAMI BEACH, FLORIDA, AS FOLLOWS:

SECTION 1. CLASS AND PAY GRADES, SALARIES AND CLASSIFICATIONS

The Unclassified Salary Ordinance No. 1605 shall be amended as follows: to correct scrivener's errors:

A. Salary Grades and Ranges

~~Grade, Classifications and Compensation for the City Manager and City Attorney~~

1. All Charter Officials (City Manager, City Attorney, City Clerk, Inspector General) and full and part time Unclassified staff shall receive COLAs herein. The ranges previously designated for the City Manager and City Attorney shall be consolidated and renamed "UNCL Appointed Charter Officers" in the pay grades chart.
2. 1. The following chart reflects a two percent (2%) increase to the minimum and maximum of salary ranges, and a 2% COLA, effective the first full pay period in April 2022, retroactively.

~~The following amendments reflect the correct one percent (1%) COLA for qualifying incumbents and shall be effective the first pay period ending in April, 2016:~~

~~UNCL City Manager Base Salary: \$169,481.03/yr to \$274,306.24/yr
Medical insurance
Dental insurance
Life insurance
457 deferred compensation
City vehicle and/or vehicle allowance
Annual vacation, sick leave, floating, and birthday holidays as provided in the Unclassified Employees Leave Ordinance
Defined benefit retirement plan~~

~~UNCL City Attorney Base Salary: \$169,481.03/yr to \$274,306.24/yr
Medical insurance
Dental insurance
Life insurance
457 deferred compensation
City vehicle and/or vehicle allowance
Annual vacation, sick leave, floating, and birthday holidays as provided in the Unclassified Employees Leave Ordinance
Defined benefit retirement plan~~

UNCLASSIFIED SALARY RANGES*
Effective First Full Pay Period in April 2022

2% Increase to MIN & MAX of Salary Range and 2% COLA
 Annual salary based on 2080 hours per year

GRADE	CURRENT MINIMUM	MINIMUM AFTER COLA	CURRENT MAXIMUM	MAXIMUM AFTER COLA
UNCL <i>Charter Officers</i>	178,074.78	181,636.28	324,419.16	330,907.54
31	175,864.52	179,381.81	311,940.20	318,179.00
30	162,837.48	166,094.23	288,833.48	294,610.15
29	150,775.56	153,791.07	267,438.60	272,787.37
28	136,595.42	139,327.33	242,285.94	247,131.66
27	130,013.52	132,613.79	230,611.42	235,223.65
26	112,110.44	114,352.65	198,855.54	202,832.65
25	106,708.42	108,842.59	189,273.76	193,059.24
24	101,566.40	103,597.73	180,153.48	183,756.55
23	87,580.48	89,332.09	143,258.70	146,123.87
22	79,343.42	80,930.29	129,784.98	132,380.68
21	71,881.16	73,318.78	117,578.76	119,930.34
20	65,120.64	66,423.05	106,520.96	108,651.38
19	61,982.96	63,222.62	101,388.04	103,415.80
18	58,996.60	60,176.53	96,502.90	98,432.96
17	56,153.50	57,276.57	91,852.54	93,689.59
16	53,447.94	54,516.90	87,426.30	89,174.83
15	50,872.12	51,889.56	83,214.04	84,878.32
14	48,421.10	49,389.52	79,204.06	80,788.14
12	43,867.46	44,744.81	71,755.06	73,190.16
11	41,753.14	42,588.20	68,297.58	69,663.53
10	39,741.26	40,536.09	65,006.24	66,306.36
9	37,826.36	38,582.89	61,874.28	63,111.77
7	34,268.78	34,954.16	56,054.70	57,175.79
6	32,617.52	33,269.87	53,353.82	54,420.90
5	31,045.56	31,666.47	50,783.46	51,799.13
3	28,126.54	28,689.07	46,007.00	46,927.14
1	25,502.36	26,012.41	41,679.82	42,513.42

**

**Salary charts are a representation of pay corresponding to a salary change from the current salary ranges authorized by the City Commission.*

~~*in Munis, which will be applied with rounding to four (4) significant digits.*~~

***UNCL range maximum is subject to adjustment by the City Commission at its discretion.*

- The following chart reflects a five percent (5%) increase to the maximum of salary ranges and shall be effective upon ratification of this Ordinance.

UNCLASSIFIED SALARY RANGE*

Effective Upon Ratification

5% Increase to MAX of Salary Range

Annual salary based on 2080 hours per year

GRADE	MINIMUM	MAXIMUM	MAXIMUM AFTER ADJUSTMENT
UNCL <i>Charter Officers</i>	181,636.28	330,907.54	347,452.92
31	179,381.81	318,179.00	334,087.95
30	166,094.23	294,610.15	309,340.66
29	153,791.07	272,787.37	286,426.74
28	139,327.33	247,131.66	259,488.24
27	132,613.79	235,223.65	246,984.83
26	114,352.65	202,832.65	212,974.28
25	108,842.59	193,059.24	202,712.20
24	103,597.73	183,756.55	192,944.38
23	89,332.09	146,123.87	153,430.07
22	80,930.29	132,380.68	138,999.71
21	73,318.78	119,930.34	125,926.85
20	66,423.05	108,651.38	114,083.95
19	63,222.62	103,415.80	108,586.59
18	60,176.53	98,432.96	103,354.61
17	57,276.57	93,689.59	98,374.07
16	54,516.90	89,174.83	93,633.57
15	51,889.56	84,878.32	89,122.24
14	49,389.52	80,788.14	84,827.55
12	44,744.81	73,190.16	76,849.67
11	42,588.20	69,663.53	73,146.71
10	40,536.09	66,306.36	69,621.68
9	38,582.89	63,111.77	66,267.35
7	34,954.16	57,175.79	60,034.58
6	33,269.87	54,420.90	57,141.94
5	31,666.47	51,799.13	54,389.09
3	28,689.07	46,927.14	49,273.50
1	26,012.41	42,513.42	44,639.09

**

**Salary charts are a representation of pay corresponding to a salary change from the current salary ranges authorized by the City Commission.*

~~in Munis, which will be applied with rounding to four (4) significant digits.~~

***UNCL range maximum is subject to adjustment by the City Commission at its discretion.*

4. The following chart reflects a three percent (3%) increase to the minimum and maximum of the salary ranges, and a three percent COLA, effective the first full pay period in April 2023.

~~The following amendments reflect the correct three percent (3%) COLA for qualifying incumbents and shall be effective the first pay period ending in July, 2017:~~

~~UNCL City Manager Base Salary: \$174,565.46/yr to \$282,535.43/yr~~

- ~~Medical insurance~~
- ~~Dental insurance~~
- ~~Life insurance~~
- ~~457 deferred compensation~~
- ~~City vehicle and/or vehicle allowance~~
- ~~Annual vacation, sick leave, floating, and birthday holidays as provided in the Unclassified Employees Leave Ordinance~~
- ~~Defined benefit retirement plan~~

~~UNCL City Attorney Base Salary: \$174,565.46/yr to \$282,535.43/yr~~

- ~~Medical insurance~~
- ~~Dental insurance~~
- ~~Life insurance~~
- ~~457 deferred compensation~~
- ~~City vehicle and/or vehicle allowance~~
- ~~Annual vacation, sick leave, floating, and birthday holidays as provided in the Unclassified Employees Leave Ordinance~~
- ~~Defined benefit retirement plan~~

UNCLASSIFIED SALARY RANGE*

Effective First Full Pay Period in April 2023

3% Increase to MIN & MAX of Salary Range and 3% COLA

Annual salary based on 2080 hours per year

GRADE	MINIMUM	MINIMUM AFTER COLA	MAXIMUM	MAXIMUM AFTER COLA
UNCL <i>Charter Officers</i>	181,636.28	187,085.36	347,452.92	357,876.51
31	179,381.81	184,763.26	334,087.95	344,110.59
30	166,094.23	171,077.06	309,340.66	318,620.88
29	153,791.07	158,404.80	286,426.74	295,019.54
28	139,327.33	143,507.15	259,488.24	267,272.89
27	132,613.79	136,592.20	246,984.83	254,394.38
26	114,352.65	117,783.23	212,974.28	219,363.51
25	108,842.59	112,107.87	202,712.20	208,793.56
24	103,597.73	106,705.66	192,944.38	198,732.71
23	89,332.09	92,012.05	153,430.07	158,032.97

**

22	80,930.29	83,358.20	138,999.71	143,169.70
21	73,318.78	75,518.35	125,926.85	129,704.66
20	66,423.05	68,415.74	114,083.95	117,506.47
19	63,222.62	65,119.30	108,586.59	111,844.19
18	60,176.53	61,981.83	103,354.61	106,455.24
17	57,276.57	58,994.87	98,374.07	101,325.29
16	54,516.90	56,152.41	93,633.57	96,442.57
15	51,889.56	53,446.25	89,122.24	91,795.90
14	49,389.52	50,871.21	84,827.55	87,372.37
12	44,744.81	46,087.15	76,849.67	79,155.16
11	42,588.20	43,865.85	73,146.71	75,341.11
10	40,536.09	41,752.17	69,621.68	71,710.33
9	38,582.89	39,740.37	66,267.35	68,255.37
7	34,954.16	36,002.78	60,034.58	61,835.62
6	33,269.87	34,267.97	57,141.94	58,856.20
5	31,666.47	32,616.47	54,389.09	56,020.76
3	28,689.07	29,549.74	49,273.50	50,751.70
1	26,012.41	26,792.78	44,639.09	45,978.26

**Salary charts are a representation of pay corresponding to a salary change from the current salary ranges authorized by the City Commission.*

~~in Munis, which will be applied with rounding to four (4) significant digits.~~

***UNCL range maximum is subject to adjustment by the City Commission at its discretion.*

5. The following chart reflects a three percent (3%) increase to the minimum and maximum of the salary ranges, and a three percent COLA, effective the first full pay period in April 2024.

~~The following amendments reflect the correct three percent (3%) COLA for qualifying incumbents and shall be effective the first pay period ending in July, 2018:~~

~~UNCL City Manager Base Salary: \$179,802.42/yr to \$291,011.49/yr~~

~~Medical insurance~~

~~Dental insurance~~

~~Life insurance~~

~~457 deferred compensation~~

~~City vehicle and/or vehicle allowance~~

~~Annual vacation, sick leave, floating, and birthday holidays as provided in the Unclassified Employees Leave Ordinance~~

~~Defined benefit retirement plan~~

~~UNCL City Attorney Base Salary: \$179,802.42/yr to \$291,011.49/yr~~

~~Medical~~

~~insurance~~

~~Dental insurance~~
~~Life insurance~~
~~457 deferred compensation~~
~~City vehicle and/or vehicle allowance~~
~~Annual vacation, sick leave, floating, and birthday holidays as provided in the Unclassified Employees Leave Ordinance~~
~~Defined benefit retirement plan~~

UNCLASSIFIED SALARY RANGE*

Effective First Full Pay Period in April 2024

3% Increase to MIN & MAX of Salary Range and 3% COLA

Annual salary based on 2080 hours per year

GRADE	MINIMUM	MINIMUM AFTER COLA	MAXIMUM	MAXIMUM AFTER COLA
UNCL <i>Charter Officers</i>	187,085.36	192,697.92	357,876.51	368,612.80
31	184,763.26	190,306.16	344,110.59	354,433.91
30	171,077.06	176,209.37	318,620.88	328,179.50
29	158,404.80	163,156.95	295,019.54	303,870.13
28	143,507.15	147,812.36	267,272.89	275,291.08
27	136,592.20	140,689.97	254,394.38	262,026.21
26	117,783.23	121,316.73	219,363.51	225,944.42
25	112,107.87	115,471.10	208,793.56	215,057.37
24	106,705.66	109,906.83	198,732.71	204,694.69
23	92,012.05	94,772.41	158,032.97	162,773.96
22	83,358.20	85,858.94	143,169.70	147,464.80
21	75,518.35	77,783.90	129,704.66	133,595.80
20	68,415.74	70,468.22	117,506.47	121,031.66
19	65,119.30	67,072.88	111,844.19	115,199.51
18	61,981.83	63,841.28	106,455.24	109,648.90
17	58,994.87	60,764.71	101,325.29	104,365.05
16	56,152.41	57,836.98	96,442.57	99,335.85
15	53,446.25	55,049.64	91,795.90	94,549.78
14	50,871.24	52,397.34	87,372.37	89,993.55
12	46,087.15	47,469.77	79,155.16	81,529.81
11	43,865.85	45,181.82	75,341.11	77,601.34
10	41,752.17	43,004.73	71,710.33	73,861.64
9	39,740.37	40,932.59	68,255.37	70,303.04
7	36,002.78	37,082.86	61,835.62	63,690.69
6	34,267.97	35,296.01	58,856.20	60,621.89
5	32,616.47	33,594.96	56,020.76	57,701.38
3	29,549.74	30,436.24	50,751.70	52,274.25
1	26,792.78	27,596.56	45,978.26	47,357.61

**

**Salary charts are a representation of pay corresponding to a salary change from the current salary ranges authorized by the City Commission.*

~~in Munis, which will be applied with rounding to four (4) significant digits.~~

***UNCL range maximum is subject to adjustment by the City Commission at its discretion.*

B. Classifications and Grades

The Classifications and Grades of the Unclassified Salary Ordinance No. 1605 shall be amended by readopting all classifications and grades in alphabetical order and amending the list of Classifications and Grades as follows:

JOB Code	CLASSIFICATION	Salary Grade
<u>1103</u>	<u>Accounting Manager</u>	<u>23</u>
5516	Active Reserve Officer	HR02
<u>3030</u>	<u>ADA Coordinator</u>	<u>21</u>
3026	Administration and Business Officer	49 <u>21</u>
3152	Administrative Manager	20
<u>3153</u>	<u>Administrative Manager PT</u>	<u>20</u>
3192	Administrative Officer	17
3160	Administrative Officer - City Manager's Office	45 <u>17</u>
3205	Administrative Officer - Planning Department	17
3110	Administrative Services Manager	23
<u>3150</u>	<u>Administrative Support Manager</u>	<u>17</u>
1016	Agenda Coordinator	48 <u>22</u>
<u>5417</u>	<u>Aquatics Coordinator</u>	<u>19</u>
<u>5418</u>	<u>Aquatics Manager</u>	<u>21</u>
1608	Asset Manager	24
1613	Asset Specialist	48
5002	Assistant Police Chief <u>Chief of Police</u>	26 <u>27</u>
1409	Assistant City Attorney I	21
1408 <u>1160</u>	Assistant City Attorney II	22
1408	Assistant City Attorney II <u>Prosecutor</u>	22 <u>21</u>
2002	Assistant City Clerk	21
3027	Assistant City Engineer	23 <u>25</u>
1002	Assistant City Manager	29 <u>30</u>
6403	Assistant Director - Bass Museum	21
3103 <u>3104</u>	Assistant Director – Building	24 <u>27</u>
3006	Assistant Director - Capital Improvement Projects	24 <u>27</u>
3301 <u>1061</u>	Assistant Director - Community / Economic Development	21 <u>27</u>
1102	Assistant Director – Finance	24 <u>27</u>
3332	Assistant Director - Housing and Community Services	24 <u>27</u>
1704	Assistant Director - Human Resources	24 <u>27</u>
<u>1148</u>	<u>Assistant Director – Marketing & Communications</u>	24 <u>27</u>
1801	Assistant Director – Parking	24 <u>27</u>

JOB Code	CLASSIFICATION	Salary Grade	
<u>6002</u>	<u>Assistant Director - Parks and Recreation</u>	<u>24</u>	<u>27</u>
3201	Assistant Director – Planning	24	<u>27</u>
1604	Assistant Director – Procurement	24	<u>27</u>
3002	Assistant Director - Public Works	25	<u>27</u>
4043	Assistant Director – Sanitation	20	<u>24</u>
1036	Assistant Director - Tourism, & Culture, and Economic Development	24	<u>27</u>
3036	Project Manager Assistant Director Transportation	19	<u>27</u>
<u>4306</u>	<u>Assistant Division Director – Fleet Management</u>	<u>24</u>	
6009	Parks and Recreation Administrative Specialist Assistant Division Director Greenspace	18	<u>24</u>
<u>3054</u>	<u>Assistant Division Director - Infrastructure</u>	<u>24</u>	
<u>4403</u>	<u>Assistant Division Director – Property Management</u>	<u>24</u>	<u>27</u>
5200	Assistant Emergency Management Director	24	
5102	Assistant Fire Chief	26	<u>27</u>
5112	Assistant Fire Marshall	20 17	<u>18</u>
6121	Assistant Ice Rink Manager	14	
1114	Assistant Internal Auditor	23	
1404	Assistant to the City Attorney II	21	<u>23</u>
1003	Assistant to the City Manager	23	<u>22</u>
1063	Assistant to the Neighborhood Services Director	19	
<u>6016</u>	<u>Athletic Manager</u>	<u>21</u>	
1119	Auditor	19	
6402	Bass Museum Director	24	<u>25</u>
5402	Beach Maintenance Division Director	23	<u>25</u>
1553	Bicycle Program Coordinator	17	
<u>3164</u>	<u>Bldg Permit Information Analyst III</u>	<u>20</u>	
1115	Budget and Performance Improvement Director	27/28	<u>28</u>
1117	Budget Officer	24	<u>27</u>
3102	Building Director	27/28	<u>28</u>
3104	Building Official Deputy Building Director	25	
3116	Building Operations Manager	23	
<u>3100</u>	<u>Building Permit Service Manger</u>	<u>19</u>	
<u>3120</u>	<u>Building Permit Service Supervisor</u>	<u>17</u>	
3145	Building Permitting Information Analyst	17	
3146	Building Permitting Information Analyst II	18	
3114	Building Records Manager	17	
3115	Building Records Supervisor	15	
<u>1557</u>	<u>Business Intelligence Engineer</u>	<u>21</u>	
5509	Business Manager	19	
1406	CAO Paralegal Specialist	21	
3015	Capital Improvement Projects Director	27/28	<u>28</u>

JOB Code	CLASSIFICATION	Salary Grade	
3005	Capital Improvement Projects Division Director	23	<u>25</u>
1106	Capital Improvements Administrative-Finance	24	
1020	Capital Projects Administrator	20	
3010	Capital Projects Coordinator	22	
3037	Capital Projects Director for the Convention Center District	25	<u>26</u>
<u>1072</u>	<u>Care Coordinator</u>	<u>H12</u>	
1021	Case Worker	11	
1013	Case Worker II	12	
<u>1008</u>	<u>Caseworker II- PT</u>	<u>H12A</u>	
<u>1075</u>	<u>Cat Program Coordinator</u>	<u>14</u>	
3404	CDBG Program Analyst	20	
3405	CDBG Projects Coordinator	23	
4407	Central Services Coordinator	16	
3191	Chief Accessibility Inspector	20	
1103	Chief Accountant	48	<u>23</u>
<u>1110</u>	<u>Chief Auditor</u>	<u>25</u>	
3109	Chief Building Code Compliance Officer	20	<u>22</u>
3141	Chief Building Inspector	20	
<u>1572</u>	<u>Chief Data Officer</u>	<u>24</u>	
1402	Chief Deputy City Attorney	29	<u>31</u>
3111	Chief Electrical Inspector	20	<u>22</u>
3171	Chief Elevator Inspector	20	<u>22</u>
1101	Chief Financial Officer	23	<u>30</u>
5115	Chief Fire Protection Analyst	22	
<u>1502</u>	<u>Chief Information Officer</u>	<u>28</u>	
1550	Construction Management Division Director/Chief Information Security Officer	23	<u>25</u>
1034	Chief Learning and Development Officer	23	<u>25</u>
3121	Chief Mechanical Inspector	20	<u>22</u>
3221	Chief of Community Planning and Sustainability	<u>21</u>	<u>23</u>
3219	Chief of Historic Preservation	<u>23</u>	<u>24</u>
1086	Chief of Legislative & External Affairs	<u>28</u>	
3218	Chief of Planning and Zoning	<u>23</u>	
1011	Chief of Staff	23	<u>28</u>
3220	Chief of Urban Design	<u>21</u>	<u>23</u>
3131	Chief Plumbing Inspector	20	<u>22</u>
4131	Chief Resiliency Officer/ Environmental & Sustainability Director	<u>27</u>	<u>28</u>
3124	Chief Roofing Inspector	20	
1569	Chief Software Architect	24	
3140	Chief Structural Engineer	24	
1565	Chief Technology Officer	<u>24</u>	
3407	Child Group Facilitator	<u>06</u>	

JOB Code	CLASSIFICATION	Salary Grade	
1401	City Attorney	UNCL	
2001	City Clerk	27/28	UNCL
3016	City Engineer	24	26
1001	City Manager	UNCL	
3000	City Surveyor Manager	22	
3009	Civil Engineer I	21	
3008	Civil Engineer II	22	
3007	Civil Engineer III	23	
1143	Claims Coordinator	20	
3039	Clerk of Boards	18	
1080	Client Services Specialist	14	
1057	CMB Media Ambassador	24	
3159	Code Compliance Assistant Director	23	27
3165	Code Compliance Business Manager	19	
3147	Code Compliance Director	27/28	28
3151	Code Compliance Division Director	19	
3051	Code Compliance Division Director	e017	
3154	Code Compliance Manager	21	
3149	Code Compliance Recreation Supervisor	12	
3153	Code Compliance Supervisor	18	
2223	Code Violations Clerk	12	
2100	Commission Aide	15	
5201	Communications Manager	17	23
3320	Community Development and Housing Director	23	
3302	Community Development Coordinator	21	
3305	Community Development Technician	14	
1022	Community Information Coordinator	19	
2012	Community Outreach Manager	20	
1047	Community Resources Coordinator	17	
3330	Community Services Division Director	21	
1551	Construction Manager	20	24
1609	Contracts Compliance Administrator	21	
1603	Contracts Compliance Specialist	18	
4018	Control Room Supervisor PW	15	
1082	Controller	24	
5218	Crime Analyst Manager	22	
4034	Cultural Affairs and Tourism Development Director	20	
1035	Cultural Affairs Program Manager	22	
1038	Cultural Facilities Manager	20	
6423	Curator	18	
6427	Curator of Collections	20	
6424	Curator of Education	18	

JOB Code	CLASSIFICATION	Salary Grade
1823	Customer Service Liaison	14
<u>1157</u>	<u>Customer Service Representative</u>	<u>15</u>
<u>1158</u>	<u>Customer Service Representative I</u>	<u>17</u>
<u>1159</u>	<u>Customer Service Representative II</u>	<u>19</u>
<u>6124</u>	<u>Customer Services Manager</u>	<u>23</u>
<u>1536</u>	<u>Data Architect</u>	<u>23</u>
1510	Database Administrator	21 <u>22</u>
3021	Departmental ADA Coordinator	21
3024P	Departmental ADA Coordinator, Part-Time	e015
<u>1111</u>	<u>Deputy Chief Auditor</u>	<u>24</u>
<u>5025</u>	<u>Deputy Chief of Police</u>	<u>27/28</u>
1018	Capital Improvement Administrator-Deputy Chief of Staff	21 <u>24</u>
1403	Deputy City Attorney	27/28 <u>30</u>
1004	Deputy City Manager	30 <u>31</u>
3103	Deputy Director Building	24 <u>27</u>
1100	Deputy Director Finance	25 <u>27</u>
6006	Deputy Director Parks and Recreation	25 <u>27</u>
<u>1133</u>	<u>Deputy Finance Director PT</u>	<u>HR25</u>
<u>5120</u>	<u>Deputy Fire</u>	<u>27</u> <u>28</u>
<u>5210</u>	<u>Deputy Public Safety Communications Unit Administrator</u>	<u>24</u>
<u>4130</u>	<u>Deputy Resiliency Officer</u>	<u>25</u>
3108	Development Review Services Coordinator	18
<u>4233</u>	<u>Division Director Facility Management</u>	<u>24</u> <u>25</u>
<u>6019</u>	<u>Division Director Park Development</u>	<u>24</u> <u>25</u>
<u>1716</u>	<u>Division Director Risk Management and Benefits</u>	<u>24</u> <u>25</u>
<u>3313</u>	<u>Economic Development Director</u>	<u>27</u> <u>28</u>
3314	Economic Development Division Director	24
<u>3312</u>	<u>Economic Development Manager</u>	<u>22</u>
<u>1708</u>	<u>Education Compact Coordinator FT</u>	<u>17</u>
6103	Educational Aide	7
1522	e-Government Administrator	19
<u>3173</u>	<u>Elevator Inspector Manager</u>	<u>19</u>
<u>5216</u>	<u>Emergency Dispatch Quality Assurance Officer</u>	<u>20</u>
5111	Emergency Management Coordinator	23
5008	Emergency Management Director	27/28
5118	Fire Protection Analyst Section Manager-Emergency Management Division Administrator	22 <u>25</u>
1010	Emergency Management Specialist	21
1060	Emergency Management Technician	18
1724	Employee Benefits Coordinator	19
1723	Employee Benefits Manager	23
5108	EMS Coordinator	22

JOB Code	CLASSIFICATION	Salary Grade	
<u>5012</u>	<u>EMS Manager/ ICO</u>	<u>23</u>	
<u>3148</u>	<u>Engineer</u>	<u>21</u>	
<u>1032</u>	<u>Entertainment Industry Liaison</u>	<u>20</u>	
<u>4129</u>	<u>Environment and Sustainability Director</u>	<u>27/28</u>	<u>27</u>
<u>4135</u>	<u>Environmental & Sustainability Analyst</u>	<u>16</u>	
<u>1548</u>	<u>Environmental & Sustainability Assistant Director</u>	<u>24</u>	<u>27</u>
<u>1547</u>	<u>Environmental Resources Manager</u>	<u>19</u>	<u>21</u>
<u>1552</u>	<u>Environmental Specialist</u>	<u>17</u>	
<u>4111</u>	<u>Excellence Program Assessor</u>	<u>1</u>	
<u>5005</u>	<u>Executive Assistant to the Chief</u>	<u>23</u>	<u>25</u>
<u>2108</u>	<u>Executive Office Associate I</u>	<u>15</u>	
<u>2107</u>	<u>Executive Office Associate II</u>	<u>16</u>	<u>19</u>
<u>5026</u>	<u>Executive Officer to Chief of Police</u>	<u>24</u>	
<u>4404</u>	<u>Facilities Zone Manager</u>	<u>20</u>	
<u>1555</u>	<u>Facility Capitol Projects Coordinator</u>	<u>22</u>	
<u>3040</u>	<u>Field Inspections Supervisor</u>	<u>19</u>	
<u>3023</u>	<u>Field Monitor</u>	<u>12</u>	
<u>1039</u>	<u>Film and Event Production Manager</u>	<u>22</u>	
<u>1026</u>	<u>Film and Print Coordinator</u>	<u>16</u>	
<u>1068</u>	<u>Film Liaison</u>	<u>19</u>	
<u>1105</u>	<u>Finance Manager</u>	<u>23</u>	
<u>1156</u>	<u>Financial Analyst</u>	<u>15</u>	
<u>1155</u>	<u>Financial Analyst I</u>	<u>17</u>	
<u>1154</u>	<u>Financial Analyst II</u>	<u>19</u>	
<u>1153</u>	<u>Financial Analyst III</u>	<u>21</u>	
<u>5113</u>	<u>Fire Administrative Services Manager</u>	<u>23</u>	
<u>5101</u>	<u>Fire Chief</u>	<u>27/28</u>	<u>29</u>
<u>5019</u>	<u>Fire Communications Manager</u>	<u>18</u>	
<u>5103</u>	<u>Fire Division Chief</u>	<u>25</u>	<u>26</u>
<u>5116</u>	<u>Fire Inspection Supervisor</u>	<u>22</u>	
<u>5104</u>	<u>Fire Marshall</u>	<u>25</u>	
<u>5106</u>	<u>Fire Protection Analyst</u>	<u>18</u>	
<u>1405</u>	<u>First Assistant City Attorney</u>	<u>26</u>	
<u>4310</u>	<u>Fleet Analyst</u>	<u>18</u>	
<u>4302</u>	<u>Fleet Management <u>Division</u> Director</u>	<u>24</u>	<u>25</u>
<u>4305</u>	<u>Fleet Manager</u>	<u>22</u>	
<u>3163</u>	<u>Flood Plain Manager</u>	<u>22</u>	
<u>1549</u>	<u>Forestry Filed Specialist</u>	<u>17</u>	
<u>1511</u>	<u>Geographic Information System (GIS) Analyst</u>	<u>17</u>	
<u>3024</u>	<u>Geographic Information System (GIS) Manager</u>	<u>21</u>	<u>22</u>
<u>3119</u>	<u>GO Bond Program Assistant Director</u>	<u>24</u>	<u>27</u>
<u>3118</u>	<u>GO Bond Program Director</u>	<u>27</u>	<u>28</u>

JOB Code	CLASSIFICATION	Salary Grade	
3161	Governmental Compliance Coordinator	19	
4225	Graffiti Removal Coordinator	10	
1042	Grants and Operations Administrator	44	<u>15</u>
3209	CIP Field Supervisor Grants & Intergovernmental <u>Div Director</u>	49	<u>25</u>
3206	Grants Officer Management Division Director	23	
1055	Grants Management Specialist	12	
<u>3207</u>	<u>Grants Manager</u>	<u>21</u>	
3208	Grants Writer / Researcher	17	
6007	Greenspace Division Director	23	<u>25</u>
6014	Greenspace Superintendent	21	
3217	<u>Planner II Historic Preservation & Architecture Officer</u>	48	<u>24</u>
<u>3308</u>	<u>Home/Ship Projects Coordinator</u>	<u>23</u>	
<u>1083</u>	<u>Homeless Liaison Specialist</u>	<u>14</u>	
<u>1081</u>	<u>Homeless Outreach Specialist</u>	<u>14</u>	
1048	Homeless Program Coordinator	18	
3304	Housing and Community Development Programs Specialist	18	
3331	Housing and Community Services Director	27/28	<u>28</u>
3310	<u>Housing Community and Economic Development Div. Director</u>	47	
3303	Housing Specialist	18	
1733	Human Resources Administrator	20	
1702	Human Resources Administrator II	23	
1701	Human Resources Director	27/28	<u>28</u>
<u>1715</u>	<u>Human Resources Risk and Benefits Analyst</u>	<u>19</u>	
1711	Human Resources Specialist	18	
6120	Ice Rink Manager	16	
<u>6112</u>	<u>Inclusionary Aide</u>	<u>10</u>	
<u>1562</u>	<u>Information Security Engineer</u>	<u>21</u>	
1500	Information Technology Director	27/28	<u>28</u>
1501	Information Technology Division Director	24	<u>23</u>
1508	Information Technology Specialist I	16	
1507	Information Technology Specialist II	44	<u>18</u>
1506	Information Technology Specialist III	20	
3028	Infrastructure Division Director	24	<u>25</u>
3144	Inspection Services Coordinator	20	
<u>1113</u>	<u>Inspector General</u>	<u>UNCL</u>	
1045	Intern	7	<u>HOU6</u>
1116	Internal Auditor	24	
5018	Investigator Supervisor	23	
1503	<u>IT Application Systems Manager</u>	23	
<u>1534</u>	<u>IT Business Analyst</u>	<u>21</u>	
<u>1541</u>	<u>IT Projects Manager</u>	<u>22</u>	
<u>1563</u>	<u>Junior Network Administrator</u>	<u>19</u>	

<u>JOB Code</u>	<u>CLASSIFICATION</u>	<u>Salary Grade</u>
<u>1571</u>	<u>Junior System Administrator</u>	<u>19</u>
1040	Labor Relations Director	e019
4012	Labor Relations Manager	21
1041	Labor Relations Specialist	18
1009	Labor Relations Technician	14
6013	Landscape Projects Coordinator	21
<u>1570</u>	<u>Lead Software Engineer</u>	<u>23</u>
2215	Legal Administrator	18
<u>2216</u>	<u>Legal Assistant Municipal Prosecutor</u>	<u>15</u>
2214	Legal Secretary	16
<u>2101</u>	<u>Legislative Aide</u>	<u>15</u>
7112	Log Cabin Education Coordinator	e014
7123	Log Cabin Employment Specialist/ Job Coordinator	e011
7125	Log Cabin Instructor	e007
7111	Log Cabin Program Administrator	e016
4252	Maintenance Management Coordinator	20
1123	Management and Budget Analyst	18
1125	Management and Budget Analyst I	e014
1120	Management and Budget Manager	17
1124	Management Consultant	19
1043	Management Intern	16
<u>1539</u>	<u>Manager Information Security</u>	<u>23</u>
<u>1540</u>	<u>Manager Technical Operations</u>	<u>23</u>
<u>1089</u>	<u>Manager Video Productions & Operations</u>	<u>23</u>
1028	Marketing and Tourism Manager	22
1146	Marketing, Tourism and Development Manager	22
4028	Marketing, Tourism Manager	22
2129	Mayor/Commission Branding Manager	20
2128	Mayor/Commission Office Manager	5
5003	MBPD Chief of Staff	25
1027	Media Assistant	15
1025	Media Specialist	16
4050	Neighborhood Services Director	21
<u>1073</u>	<u>Neighborhoods Affairs Coordinator</u>	<u>19</u>
<u>1090</u>	<u>Neighborhoods Affairs Division Director</u>	<u>24</u> <u>25</u>
1505	Network Administrator	21
5401	Ocean Rescue Division Chief	20 <u>25</u>
2130	Office Assistant	3
2123	Office Associate II	5
2122	Office Associate III	11
<u>2118</u>	<u>Office Associate III PT</u>	<u>H11</u>
2121	Office Associate IV	12

<u>JOB Code</u>	<u>CLASSIFICATION</u>	<u>Salary Grade</u>	
<u>2116</u>	<u>Office Associate IV PT</u>	<u>H12A</u>	
2120	Office Associate V	14	
<u>2119</u>	<u>Office Associate V PT</u>	<u>H14A</u>	
<u>1129</u>	<u>Office Inspector General Investigator</u>	<u>20</u>	
<u>1127</u>	<u>Office Inspector General Special Agent</u>	<u>20</u>	
2104	Office Manager	18	
2201	Office Manager (City Attorney)	18	
1023	Office of Communications Director	<u>27/28</u>	<u>28</u>
<u>4210</u>	<u>Operations Manager Property</u>	<u>23</u>	
1705	Organizational Development and Training Coordinator	22	
1710	Organizational Development and Training Specialist	21	
2203	Paralegal	14	<u>15</u>
<u>3408</u>	<u>Parent Child Facilitator</u>	<u>15</u>	
<u>6141</u>	<u>Park Ranger Supervisor</u>	<u>18</u>	
<u>1825</u>	<u>Parking Account Coordinator</u>	<u>14</u>	
<u>1826</u>	<u>Parking Account Supervisor</u>	<u>16</u>	
<u>1824</u>	<u>Parking Admin Specialist</u>	<u>12</u>	
1809	Parking Administration Manager	20	<u>18</u>
1800	Parking Director	<u>27/28</u>	<u>28</u>
1802	Parking Operations Manager	18	
6119	Parks and Recreation Analyst	16	
6001	Parks and Recreation Director	<u>27/28</u>	<u>28</u>
6015	Parks and Recreation Project Supervisor	20	
6010	Parks and Recreation Projects Coordinator	21	
6005	Parks Facility Manager	21	
6003	Parks Superintendent - Urban Forester	21	
3032	Performance and Scheduling Analyst	20	
3214	Planner	14	<u>15</u>
3215	Planner I	16	
<u>3045</u>	<u>Planning & Design Manager</u>	<u>24</u>	
3020	Planning and Zoning Inspector	16	
3210	Planning and Zoning Inspector	16	
3204	Planning and Zoning Manager	23	
3203	Planning Department Deputy Director	25	<u>27</u>
3200	Planning Director	<u>27/28</u>	<u>28</u>
5510	Police Accreditation Manager	18	
5006	Police Captain	24	<u>25</u>
5001	Police Chief	<u>27/28</u>	<u>29</u>
5007	Police Commander	23	<u>25</u>
5004	Police Division Major	25	<u>26</u>
<u>5500</u>	<u>Police Grants and Victims Service</u>	<u>22</u>	
<u>5515</u>	<u>Police Information Resource Specialist</u>	<u>15</u>	

JOB Code	CLASSIFICATION	Salary Grade
5505	Police Plans and Policies Manager	21
<u>5020</u>	<u>Police Real Time Crime Coordinator Specialist</u>	<u>15</u>
5507	Police Records Manager	46 <u>22</u>
5506	Police Records Supervisor	o510
<u>5024</u>	<u>Police Technology Service Manager</u>	<u>23</u>
<u>5021</u>	<u>Police Training & Wellness Program</u>	<u>15</u>
3202	Preservation and Design Manager	23
<u>3043</u>	<u>Principal Engineer</u>	<u>22</u>
3212	Principal Planner	21
<u>1625</u>	<u>Procurement Contract Analyst III</u>	<u>20</u>
<u>1624</u>	<u>Procurement Contract Analyst PT</u>	<u>H14A</u>
<u>1623</u>	<u>Procurement Contract Manager</u>	<u>23</u>
1621	Procurement Contracting Analyst	44 <u>16</u>
<u>1622</u>	<u>Procurement Contracting Analyst II</u>	<u>46</u> <u>19</u>
1599	Procurement Contracting Officer I	46 <u>19</u>
<u>1619</u>	<u>Procurement Contracting Officer II</u>	<u>48</u> <u>21</u>
<u>1620</u>	<u>Procurement Contracting Officer III</u>	<u>20</u> <u>22</u>
<u>1607</u>	<u>Procurement Coordinator</u>	<u>16</u>
1600	Procurement Director	27/28 <u>28</u>
1601	Procurement Division Director	49
<u>71141056</u>	<u>Program Coordinator (Youth Empowerment Network)</u>	46 <u>14</u>
<u>1706</u>	<u>Program Supervisor</u>	<u>16</u>
<u>1707</u>	<u>Program Supervisor PT</u>	<u>H16</u>
<u>3042</u>	<u>Project Engineer</u>	<u>21</u>
4231	Property Maintenance/Operations Superintendent	22
4401	Property Management Director	24 <u>28</u>
5307	Property/Evidence Supervisor	24
1037	Public Arts Coordinator	16
4051	Public Information Coordinator	24
1024	Public Information Officer	21
1029	Public Information Specialist	46 <u>18</u>
<u>1066</u>	<u>Public Relations Manager</u>	<u>23</u>
<u>5209</u>	<u>Public Safety Communications Unit Administrator</u>	<u>25</u>
<u>1126</u>	<u>Public Safety Management and Budget Analyst</u>	<u>21</u>
1144	Public Safety Payroll Administrator	o512
3001	Public Works Director	27/28 <u>28</u>
2194	Quality Assurance Coordinator	16
1515	Radio Systems Administrator	21
4108	Rapid Response Team	9
3306	Real Estate Asset Specialist	20
2113	Receptionist	9
<u>2003</u>	<u>Records Management Specialist</u>	<u>14</u>

JOB Code	CLASSIFICATION	Salary Grade
2006	Records Manager	18
<u>6018</u>	<u>Recreation Program Assistant Manager</u>	<u>18</u>
<u>6017</u>	<u>Recreation Program Manager</u>	<u>21</u>
6106	Recreation Supervisor II	20
<u>5517</u>	<u>Red Light Camera Violation Examiner</u>	<u>HR14</u>
1017	Redevelopment Coordinator	21
1007	Redevelopment Specialist	19
6411	Registrar	e012
<u>3044</u>	<u>Regulatory Compliance Monitor</u>	<u>24</u>
<u>1078</u>	<u>Residential Cleaner</u>	<u>14</u>
1131	Revenue Manager	23
3017	Right-of-Way Manager	19 <u>21</u>
1141	Risk Manager	23
<u>1140</u>	<u>Risk Manager PT</u>	<u>HR23</u>
1142	Safety Officer	21
4053	Sanitation Business Manager	19
4042	Sanitation Coordinator	14
4041	Sanitation <u>Division</u> Director	24 <u>25</u>
4044	Sanitation Superintendent	<u>18</u> <u>21</u>
<u>1167</u>	<u>Sanitation Tax Auditor</u>	<u>18</u>
<u>5522</u>	<u>School Resources Program Coordinator</u>	<u>11</u>
<u>6113</u>	<u>Seasonal Inclusionary Aide</u>	<u>H10</u>
2127	Secretary	5
1813	Transportation Engineer Securities Operations Manager	18 <u>21</u>
4814	Security Specialist	18
1810	Senior Administrative Manager	21
<u>3167</u>	<u>Senior Administrative Support Manager</u>	<u>20</u>
1407	Senior Assistant City Attorney	24
1118	Senior Auditor	22
<u>3174</u>	<u>Senior Building Code Compliance Officer</u>	<u>20</u>
3014	Senior Capital Projects Coordinator	23
3211	Senior Capital Projects Planner	21
<u>1147</u>	<u>Senior Claims Coordinator</u>	<u>21</u>
<u>2106</u>	<u>Senior Executive Assistant to the City Manager</u>	<u>23</u>
<u>4402</u>	<u>Senior Facility Capitol Projects Coordinator</u>	<u>23</u>
<u>5203</u>	<u>Senior Fire Protection Analyst</u>	<u>20</u>
1524	Senior Geographic Information System (GIS) Analyst	21
1712	Senior Human Resources Specialist	21
2213	Senior Legal Secretary	17
4029	Senior Management Analyst	20
1122	Senior Management and Budget Analyst	20
1121	Senior Management Consultant	21

JOB Code	CLASSIFICATION	Salary Grade
1517	Senior Network Administrator	24 <u>22</u>
1812	Assistant Director – Services Compliance Senior Parking Operations Manager	24 <u>21</u>
3213	Senior Planner	20
3233	Senior Plans Designer	21
<u>3041</u>	<u>Senior Principal Engineer</u>	<u>25</u>
1605	Senior Procurement Specialist	20 <u>19</u>
<u>1052</u>	<u>Senior Programs Coordinator</u>	<u>20</u>
<u>1559</u>	<u>Senior Sharepoint Administrator</u>	<u>22</u>
<u>1566</u>	<u>Senior Software Engineer</u>	<u>22</u>
<u>1059</u>	<u>Senior Special Project Manager</u>	<u>22</u>
1520	Senior Systems Administrator	21 <u>22</u>
1512	Senior Systems Analyst	20 <u>22</u>
1514	Senior Telecommunications Specialist	19
<u>3031</u>	<u>Senior Transportation Engineer</u>	<u>23</u>
<u>1560</u>	<u>Senior Voice Engineer</u>	<u>22</u>
<u>1561</u>	<u>Senior Website Administrator</u>	<u>20</u>
1046	Service Delivery Manager	17
7113	Social Worker	22
7119	Social Worker Intern	10
<u>1564</u>	<u>Software Engineer I</u>	<u>19</u>
<u>1573</u>	<u>Software Engineer III</u>	<u>21</u>
1005	Special Assistant to the City Manager	22
1033	Special Events Coordinator	16
1725	Special Projects Administrator	24
1006	Special Projects Coordinator	19
1521	Storage Area Network Architect	21
3053	Stormwater Superintendent	22
4031	Street, Light and Storm Superintendent	17
3052	Streets and Street Lighting Superintendent	22
3025	Streets/Stormwater Superintendent	22
<u>1091</u>	<u>Success Coach</u>	<u>12</u>
<u>1544</u>	<u>Sustainability Coordinator</u>	<u>18</u>
<u>1546</u>	<u>Sustainability Manager</u>	<u>21</u>
<u>1545</u>	<u>Sustainability Specialist</u>	<u>17</u>
1513	Systems Administrator	19 <u>20</u>
1519	Systems Analyst	19
<u>1556</u>	<u>Systems Analyst- ERP</u>	<u>20</u>
1509	Systems Support Manager	23
1166	Tax Auditor	17
<u>5114</u>	<u>Technical Assistant to Fire Marshall</u>	<u>23</u>
<u>1574</u>	<u>Technical Service Analyst</u>	<u>21</u>

JOB Code	CLASSIFICATION	Salary Grade	
1504	Technical Services Manager	23	
1518	Telecommunications Specialist	18	
<u>3309</u>	<u>Tenant Services Coordinator</u>	<u>19</u>	
<u>5215</u>	<u>Terminal Agency Coordinator</u>	<u>20</u>	
1054	Tourism, & Cultural Affairs and Economic Development Director	27/28	<u>28</u>
3022	Traffic Engineer	22	
3034	Transportation Analyst	18	<u>21</u>
3003	Transportation Coordinator	19	
<u>3050</u>	<u>Transportation Deputy Director</u>	25	27
3035	Transportation Director	27/28	<u>28</u>
3029	Transportation Manager	22	
3033	Transportation Operations Supervisor	22	
3038	Transportation Planner	20	
1104	Treasury Manager	23	
1053	Truancy Prevention Program Coordinator	16	
6104	Tutoring Supervisor	14	
6011	Parks Superintendent - Urban Forester	21	
4132	Utility Billing Supervisor	20	
5211	Victim's Advocate	15	
<u>1067</u>	<u>Visual Communications Manager</u>	<u>22</u>	
1044	Visual Communications Specialist	16	
1516	VOIP Network Administrator	22	
4001	Water and Sewer Superintendent	23	
1064	Senior Media Specialist Writer / Editor	19	<u>16</u>

* * *

C. Salary information to be provided to City Commission

Effective September 30, 2015, the City Commission shall be informed whenever an Unclassified employee is hired at an annual salary of \$75,000 or more.

C. D.Intent and Applicability Interim Adjustments

~~That adopting this ordinance is a substantial step toward having a salary plan for all City employees without adversely impacting any individual's current earnings; therefore, those at or over the medium of the range for their respective classifications shall have their salaries frozen or red-circled until such time as the range catches up to them.~~

This Ordinance shall be amended every three years simultaneously with the ratification of one or more of the City's collective bargaining agreements. In the period between the amendments, the City Manager may evaluate salaries and/or classifications to stay abreast of the market. The City Manager shall have the authority to establish or amend salaries and/or classifications in order to adjust to staffing requirements and actual

changes in position duties, and to establish incentive pays. These salary ranges and classification changes are subject to ratification of the City Commission at the time of the amendment of this Ordinance. Employees at or over the maximum of the range for their respective classifications shall ~~may~~ have their classifications ~~studied~~ evaluated if they demonstrate to the City Manager, through the Human Resources Director, that their duties have changed substantially ~~since the study was conducted~~, or that there has been an equally significant change in reporting structure.

To promote morale and recognize jobs well done, employees at or over the maximum of their respective salary ranges, shall be eligible each year, in lieu of a COLA, for a discretionary one-time, non-recurring, non-pensionable adjustments of up to ~~two~~ three percent (3%) of their salaries based on whether they met, exceeded or significantly exceeded performance expectations as reflected by the ratings on their individual performance evaluations.

SECTION 2. REPEALER.

All ordinances or parts of ordinances in conflict herewith be and the same are hereby repealed.

SECTION 3. SEVERABILITY.

If any section, subsection, clause or provision of this Ordinance is held invalid, the remainder shall not be affected by such invalidity.

SECTION 4. EFFECTIVE DATE.

The Ordinance shall become effective upon adoption.

This Ordinance shall take effect on the ___ day of _____, 2022.

PASSED AND ADOPTED this ___ day of _____, 2022.

ATTEST:

Dan Gelber, Mayor

Rafael E. Granado, City Clerk

Underline denotes additions.

~~Strike through~~ denotes deletions.

Double underline denotes additions after First Reading.

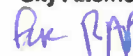
~~Double strike through~~ denotes deletions after First Reading

(Sponsored by Mayor Dan Gelber)

APPROVED AS TO
FORM & LANGUAGE
& FOR EXECUTION



City Attorney





Date