

CITY OF ORMOND BEACH

PAY AND CLASSIFICATION PLAN 2020-2021



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

Revised 10/01/2019

TABLE OF CONTENTS

ORGANIZATION CHART.....	SECTION 1
ALPHABETICAL LISTING OF JOB TITLES	SECTION 2
SERIES 100 PAY GRADES REPRESENTED GENERAL EMPLOYEES	SECTION 3
SERIES 200 PAY GRADES NON-REPRESENTED GENERAL EMPLOYEES	SECTION 4
SERIES 300 PAY GRADES POLICE DEPARTMENT EMPLOYEES	SECTION 5
SERIES 400 PAY GRADES FIRE DEPARTMENT EMPLOYEES	SECTION 6
SERIES 500 PAY GRADES DEPARTMENT HEADS & DIVISION MANAGERS.....	SECTION 7

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