

RESOLUTION No. 22-114

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, APPROVING THE JOB DESCRIPTIONS, APPLICABLE SALARY SCALE AND APPLICABLE PERFORMANCE MEASURES AND METRICS FOR POSITIONS IN THE 2021–22 FISCAL BUDGET AS APPROVED BY THE CITY COUNCIL; APPROVING THE UPDATED CITYWIDE PAY PLAN TO INCLUDE NEW POSITIONS AND APPROVED BUDGETED ADJUSTMENTS; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the approved and adopted 2021–2022 Fiscal Year Budget for the City of Doral (the “City”) did not contemplate the creation and provided funding for the newly created positions in the City, including: “Chief Roofing Inspector,” “Building Records Manager”; and “Police Budget Operations Manager”, and

WHEREAS, Section 2-7 of the City Code of Ordinance requires, in part, that “the creation of new full time employment positions” be approved by the Mayor and City Council, along with “[a] complete description of the duties and responsibilities of the position created or modified; [t]he applicable salary scale and other monetary and non-monetary benefits attached to the position created or modified; and [t]he applicable performance measures and metrics to be utilized in assessing the performance of individuals that will be hired to fill the position created or modified”; and

WHEREAS, Staff has recommended approval of the job descriptions, salary scales, performance measures and metrics, associated with the Positions, as provided in the August 9, 2022, Memorandum from the Human Resources Department, which is attached hereto as Exhibit “A” and incorporated herein and made a part hereof by this reference; and

WHEREAS, via Resolution 15-88, in May of 2015, the City Council approved a citywide Job Classification and Pay Plan (the “Pay Plan”), which specified the new and/or revised job titles and corresponding pay ranges for all City employees; and

WHEREAS, from time to time, the City needs to adjust the Pay Plan to account for new positions and/or approved budgetary adjustments; and

WHEREAS, staff has recommended for the City Council approve the updated Pay Plan, attached hereto as Exhibit “B”, which is incorporated herein and made a part hereof by this reference, that takes into account the new positions and budgetary adjustment for fiscal year 2021-2022.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, AS FOLLOWS:

Section 1. Recitals. The above recitals are confirmed, adopted, and incorporated herein and made a part hereof by this reference.

Section 2. Approval. The job descriptions, salary scales, and performance measures and metrics associated with the “Chief Roofing Inspector,” and “Building Records Manager”; as provided in Exhibit “A” and Exhibit “C”, are hereby approved. The updated Pay Plan, attached in Exhibit “B”, accounting for new position and budgetary adjustment for fiscal year 2021-2022, is hereby approved.

Section 3. Implementation. The City Manager and the City Attorney are hereby authorized to take such other action as is necessary to implement the provisions of this Resolution.

Section 4. Effective Date. This Resolution shall become effective immediately upon its adoption.

The foregoing Resolution was offered by Councilmember Mariaca who moved its adoption. The motion was seconded by Vice Mayor Cabral and upon being put to a vote, the vote was as follows:

Mayor Juan Carlos Bermudez	Yes
Vice Mayor Digna Cabral	Yes
Councilman Pete Cabrera	Yes
Councilwoman Claudia Mariaca	Yes
Councilman Oscar Puig-Corve	Yes

PASSED AND ADOPTED this 9 day of August, 2022.



JUAN CARLOS BERMUDEZ, MAYOR

ATTEST:



CONNIE DIAZ, MMC
CITY CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY
FOR THE USE AND RELIANCE OF THE CITY OF DORAL ONLY:



LUIS FIGUEREDO, ESQ.
CITY ATTORNEY

EXHIBITS



City of Doral, FL Classification Description

Classification Title: Building Records Manager
Department: Building
Pay Grade: 108
FLSA Status: NE

GENERAL STATEMENT OF JOB

This position provides a variety of support service functions including collecting, sorting, updating, distributing, and purging agency submitted records. Ensures the completeness and accuracy of records. Provides copies and timely delivery of documents to appropriate parties. Assists other units with lookups, data entry and location of key information and records as needed. This position works under the general supervision of the Assistant Building Director.

SPECIFIC DUTIES AND RESPONSIBILITIES

Essential Functions:

- Represent the Department as official custodian of records under the direction of the Supervisor.
- Serve as the main contact for public records requests.
- Assist and train assigned staff with public records requests; research and compile documents responsive to freedom of information requests, public records requests, historical research, litigation, and subpoenas served to the Department.
- Secure documents that reflect Department actions for short term, long term, and permanent retention; verify that permanent documents are processed properly including any recordation required.
- Plan, develop, and establish methods and procedures intended to standardize filing and protect and retrieve records, reports, and other information contained on paper, microfilm, computer programs, or other media for the systematic retention, transfer, storage, and disposal of records as required by law; monitor and oversee compliance with such policies, procedures, and schedules.
- Creates new files and processes records as needed; enters data into system; prepares records and files for imaging by digitizing; generates reports as requested.
- Processes and updates contractor licenses and related documents into the permitting system.
- Completes open permit search requests.
- Directly supervises Records Clerk Positions.
- Maintains files for FEMA and CRS auditing.
- Assists in the completion of documents for destruction of records as per the Florida State Statutes.
- Performs clerical support duties necessary to the Department.

Additional Duties:

- Performs other related work as required.

MINIMUM EDUCATION AND TRAINING

- Associate degree with major course work or specialized training in records management, information management, public administration, business administration, or related field.
- A minimum of two (2) years of related work experience is required.
- A minimum of one (1) year of experience as a supervisor.
- Required Certifications: Possession of, or ability to obtain within two (2) years of appointment, a Certified Records Manager's Credential (CRM) or equivalent; registered Public Notary.
- Must possess a valid driver's license with an acceptable driving record.

MINIMUM QUALIFICATIONS AND STANDARDS REQUIRED

Knowledge, Skills and Abilities:

- Must be fluent in the English language. Ability to communicate in Spanish is a plus.
- Knowledge of operational characteristics, services, and activities of a records management program.
- Knowledge of procedures and legal requirements necessary to maintain, archive, preserve, and protect municipal records.
- Knowledge of principles, practices, and procedures of automated and manual records management, retrieval, and storage including micrographics, electronic imaging, automated information retrieval systems, and computer applications and capabilities for use in records and document management programs.
- Knowledge of principles and practices used in the development and implementation of classification systems and records retention schedules.
- Knowledge of federal, state, and local laws, codes, and regulations including the Florida Sunshine Law.
- Knowledge of modern office procedures, methods, and equipment including computers and computer applications such as word processing, spreadsheets, and statistical databases.
- Skill in clear and concise communication, both orally and in writing.
- Ability to organize work, set priorities, and provide support to meet records and document management needs.
- Ability to analyze records, document problems, and recommend sound solutions.
- Ability to maintain online electronic and off-site records storage systems and programs.
- Ability to organize, gather, and compile data for various legal issues, facts, public records, contracts, and resolutions for the preparation of cases and legal documents to assist the Department as needed.
- Ability to plan and organize work to meet changing priorities and deadlines.
- Ability to respond tactfully, clearly, concisely, and appropriately to inquiries from the public, staff, or other agencies on sensitive issues in area of responsibility.
- Ability to interpret and explain records policies and procedures.
- Ability to prepare clear and concise reports.
- Ability to supervise, direct, and coordinate the work of lower-level staff.
- Ability to establish and maintain effective working relationships with those contacted in the course of work.
- Must be a non-smoker.
- The minimum requirements may be waived by the City Manager.

Physical Requirements:

- Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body.

Building Records Manager

- Perceiving attributes of objects, such as size, shape, temperature or texture by touching with skin, particularly that of fingertips.
- Applying pressure to an object with the fingers and palm.
- Ability to make rational decisions through sound logic and deductive processes.
- Expressing or exchanging ideas by means of the spoken word including those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.
- Have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; and/or extensive reading.
- Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.

Employee Name: _____
(PRINT)

Date: _____

Employee Signature: _____



City of Doral, FL Classification Description

Classification Title: Chief Roofing Inspector
Department: Building
Pay Grade: 118
FLSA Status: NE

GENERAL STATEMENT OF JOB

The Chief Roofing Inspector is responsible for performing technical work pertaining to the enforcement of State building codes and various ordinances. This position reviews residential and commercial construction plans, oversees work of roofing personnel, conducts inspections, and provides advice, consultation, and interpretation to builders, contractors, and property owners. Supervise and conduct inspections and ensure compliance with laws and regulations pertaining to installation of roofing components, roofing systems, roofing assemblies and the waterproofing thereof. evaluating substandard roofing applications to determine the extent of plans reviews for errors and omissions, supervising the roofing enforcement program assuring that the legally established requirement for plans, workmanship and materials are met with regards to roofing work throughout the City.

This position is classified as a non-exempt, full-time position with a 40-hour work-week.

SPECIFIC DUTIES AND RESPONSIBILITIES

Essential Functions:

- Supervises the building inspectors and building plans examiners.
- Reviews residential and commercial roofing plans to ensure compliance with building codes and other regulatory requirements.
- Performs skilled inspections and supervisory work in the examination, review, analysis, approval and/or disapproval of plans to ensure compliance with the Florida Building Code and other applicable codes and regulations as it relates to building and/or structural plans examining.
- Attend regular meetings, both internal and external, relating to field of work; maintain continuing education and seminars, etc. at the direction of the supervisor.
- Interact with customers as needed to discuss results of plans reviews or inspections; respond to questions, complaints, and/or requests for information from the general public, property owners, contractors, developers, and other citizens.
- Reviews roofing applications. Notice of Acceptance. specifications. and materials lists to determine compliance with applicable regulations and good building and construction practices and recommends approval or rejection.
- Conducts technical field inspections of buildings and premises during various phases of construction and use.
- Supervises and conducts inspections of roofing installation for possession of permits; inspects for compliance with building code and approved plans and specifications requirements.
- Maintains records of every roofing examination and inspection of all violations of the code.
- Records all corrections or dispositions of violations through data entry. written or other means.
- Reviews and checks for appropriate permits for all alterations. major or minor roofing construction or repairs to buildings or other structures to ensure conformity with building codes.
- Conducts investigations for possible non-compliance with City ordinances or other roofing codes.

Chief Roofing Inspector

- Determines acceptability of qualifications of contractors engaged in work relating to the type of work referred to herein.
- Testifies in court and before related boards. obtains documentation and prepares testimony.
- Reports suspected or known violations of zoning, electrical, plumbing, mechanical, licensing, fire, marine, and planning standards to the appropriate authority.
- Prepares and maintains reports, records, and correspondence concerning building structure enforcement and inspection activities.

Additional Duties:

- Performs other related work as required.

MINIMUM EDUCATION AND TRAINING

- Associate degree, supplemented by two (2) years of related experience is required.
- A High School Diploma or GED equivalent is required supplemented with the following:
 - State certified roofing contractor with five years' experience as a roofing contractor
 - State certified roofing inspector for a minimum of five years
 - Five years' experience conducting inspections for a municipal government
- Standard certification by the State of Florida Department of Business and Professional Regulation as an inspector and plans examiner. Provisional certification in those categories will be acceptable for the period allowed prior to obtaining standard certification.
- Must meet the licensing qualifications set forth in Article II Chapter 8, Section 8-21 of the Code of Miami-Dade County for Chief Building Inspector with commercial/residential roofing inspector a plus and have or be able to obtain a certificate from the Miami-Dade County Board of Rules and Appeals.
- Must possess a valid driver's license with an acceptable driving record.

MINIMUM QUALIFICATIONS AND STANDARDS REQUIRED

Knowledge, Skills, and Abilities:

- Must be fluent in the English language. Ability to communicate in Spanish is a plus.
- Thorough knowledge of structural elements, building defects and flaws; knowledge of corrective measures related to installation of roofing components, roofing systems, roofing assemblies and the waterproofing thereof.
- Thorough knowledge of the Florida Building Code and Miami Dade County Code and all other applicable codes, standards and regulations pertaining to building construction and related activities.
- Thorough knowledge of general construction methods and procedures, as they pertain to roofing.
- Thorough knowledge of laws and regulations governing construction, more specifically roofing.
- Able to enforce regulations tactfully, firmly, and impartially.
- Able to prepare and maintain complete and accurate records and to make effective reports concerning work performed.
- Able to detect and locate defective workmanship and materials; and to ascertain the stage of construction when defects are most easily found and remedied.

Chief Roofing Inspector

- Able to supervise the work of others in a manner conducive to full performance and high morale.
- Able to make arithmetic and statistical computations with speed and accuracy.
- Possesses skills to communicate effectively, both verbally and in writing
- Skilled at using appropriate computer software in analysis, calculations, and record keeping.
- Able to examine and evaluate more complex plans. blueprints, tracings, sketches and specifications.
- Able to approve and/or disapprove proposed plans in accordance with codes and other regulatory requirements and discusses disapproved items with architects. engineers, contractors and/ or owner builders to obtain plan changes necessary for approval.
- Able to review roofing applications for compliance with Florida Building Code and Miami Dade County Code and other applicable codes.
- Supervise and perform the more complex roofing inspections and enforce the Florida Building Code and Miami Dade County Code and other applicable codes.
- Able to investigate and follow-up with complaints.
- Prepare monthly reports for management.
- Ability to establish and maintain effective working relationships with elected officials, coworkers. the press the general public and members of diverse cultural and linguistic backgrounds regardless of race. religion, age, sex. disability. political affiliation, gender identity or sexual orientation.
- Ability to serve the public and fellow employees with honesty and integrity in full accord with the letter and spirit of all city ethics and conflicts of interest policies Strong understanding of ethical behavior is required.
- Ability to maintain regular and punctual attendance.
- Ability to report to work as directed during an emergency as an essential employee of the City of Doral.
- Performs related work as required.
- Must be a non-smoker.
- The minimum requirements may be waived by the City Manager.

Physical Requirements:

- Ability to balance on narrow, slippery or erratically moving surfaces; climb; receive information through oral communication; make ration decisions; reach; make repetitive motions with the hands; express ideas through speaking accurately/quickly/loudly; use visual acuity to perform activities such as viewing a computer terminal, making general observations of facilities and operating heavy equipment; and walk from one work site to another.

Ability to exert up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body.

Employee Name: _____
(PRINT)

Date: _____

Employee Signature: _____



City of Doral, FL Classification Description

Classification Title: Police Budget Operations Manager
Department: Police
Pay Grade: 118
FLSA Status: E

GENERAL STATEMENT OF JOB

The Police Budget Operations Manager is responsible for managing the Police Department's budget and ensures its implementation through the different departmental units. This position is responsible for advanced level budget and payroll coordination, preparation, research, analysis, forecasting, and procurement services. In addition, this position supervises the operation, modification and administration of the police department payroll and supervises and evaluates the accounts payable operations. This position works under the general supervisions of the Police Chief.

SPECIFIC DUTIES AND RESPONSIBILITIES

Essential Functions:

- Communicates with all levels of police personnel to provide an understanding of budget, projections, procedures and philosophies.
- Leads the Police Executive Staff members in expenditure estimates, budget preparation and maintenance, budget reductions, and other fiscal matters.
- Coordinates all purchases for the Police Department and handles all procurement matters.
- Manages the grant coordination and tracking process.
- Coordinates audit of restricted police funds including but not limited to Asset Forfeiture and donations; creates, manages, and maintains budget databases to generate complex division reports; monitors, research, analyzes, and makes recommendations on expenditures.
- Provides information and support related to computer-related budgets, expenditures, and program costs to divisions; works with City Budget and Research Division to meet deadlines and provide budgetary input as required.
- Supervise and evaluate payable operations.
- Prepares budget proposals, reports, and recommendations to ensure that the department meets its goals and objectives.
- Supervises and participates in the preparation and monitoring of the departmental operating budget.
- Coordinates departmental budget submissions.
- Identifies budget variances and/or discrepancies.
- Monitors compliance with budgetary and funding requirements.
- Provides budget information for Capital Improvement Projects (CIPs).
- Reviews and approves Limited Purchase Orders (LPOs), Blanket Purchase Orders (BPOs), and Invoice for Payments (IFPs).
- Reviews Police Department policies and procedures relating to accounting/purchasing practices and recommends process improvements; develops financial controls for police systems and processes; reviews and requests encumbrances at year-end; supervises purchasing, financial, audit, and supply staff; provides development, training, and education to staff.
- Monitors performance and participates in department projects as a team member or leader.

Police Budget Operations Manager

- Reviews and answers correspondence or other inquiries concerning departmental activities and other matters, to provide satisfactory and effective responses.
- Supervise and evaluate payable operations.
- Performs a variety of other budget and related duties, including preparing briefings, recommendations, and presentations.
- Writes grant application, according to format required, and submits application to funding agency or foundation.
- Supervises two or more assigned employees on a recurring daily basis, which includes scheduling and assigning work; mentoring, coaching, and training; developing work plans and reviewing work for completion; evaluating performance and providing necessary feedback to employee.
- Supervises the operation, modification, and administration of the police department payroll.
- Reviews required payroll and accounting reports.
- Assist Finance with payroll validation.
- Monitors paperwork connected with grant-funded programs.
- Analyzes data and provides recommendations to improve efficiency.
- Monitors and analyzes monthly revenues and expenditures of Departments; projects future revenues and expenditures of Departments.
- Prepares line-item budgets, interacting with Department key staff members.
- Manages the business functions of the department pertaining to purchasing, accounting, grants, contracts, and budget administration.

Additional Duties:

- Performs other related work as required.

MINIMUM EDUCATION AND TRAINING

- Bachelor Degree in Finance or Accounting is required OR
- Associate Degree supplemented by a minimum of 8 years of experience in payroll preparation, accounting in a local government is required.
- Extensive professional level experience in budget preparation, or related field is required.
- Five (5) years' general accounting or public accounting experience is required; government accounting experience preferred.
- Minimum (5) years of experience in the performance of general office management, and financial planning experience required.
- Must possess a minimum of four (4) years' experience in a supervisory capacity within a finance department or division.
- Prior experience in accounting and grant administration is preferred.
- Must possess a valid driver's license with an acceptable driving record.

MINIMUM QUALIFICATIONS AND STANDARDS REQUIRED

Knowledge, Skills, and Abilities:

- Must be fluent in the English language. Ability to communicate in Spanish is a plus.
- Ability to perform detailed work involving written or numeric data and to make arithmetic calculations rapidly and accurately.
- Considerable knowledge of computerized payroll and time entry processes, practices, procedures, including equipment and standard clerical techniques.
- Must be computer literate with knowledge of Microsoft Office applications.
- Ability to maintain a high level of confidentiality.

Police Budget Operations Manager

- Ability to establish and maintain effective working relationships with auditors, employees, the general public and city officials.
- Ability to accept, receive, and/or collect payments.
- Ability to prepare and/or process purchase orders.
- Ability to be held accountable for inventory/property management.
- Ability to manage or administer grant funds.
- Ability to make recommendations that impact the budget.
- Ability to manage the budget within assigned unit/division.
- Ability to determine allocation of budget among divisions.
- Ability to manage the budget within assigned department.
- Ability to use small office equipment, including copy machines or multi-line telephone systems.
- Ability to use computers for data entry.
- Ability to use computers for word processing and/or accounting purposes.
- Ability to use or repair small/light equipment, such as power tools.
- Ability to repair, develop, or install computer hardware or network systems.
- Must be a non-smoker.
- The minimum requirements may be waived by the City Manager.

Physical Requirements:

- Exerting up to 10 pounds of force occasionally and/or negligible amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body.
- Perceiving attributes of objects, such as size, shape, temperature, or texture by touching with skin, particularly that of fingertips.
- Applying pressure to an object with the fingers and palm.
- Ability to make rational decisions through sound logic and deductive processes.
- Expressing or exchanging ideas by means of the spoken word including those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.
- Have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; and/or extensive reading.
- Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.

Employee Name: _____
(PRINT)

Date: _____

Employee Signature: _____



CITY OF DORAL
CLASSIFICATION & PAY PLAN
OCTOBER 1, 2021 TO SEPTEMBER 30, 2022
(SUMMARY OF CHANGES FY 21-22)

EXHIBIT B

POSITION RECLASSIFICATIONS TO NEW POSITIONS

Classification FY 21-22	New Classification	Department	New Pay Grade	Min	Mid	Max
Building Inspector	Chief Roofing Inspector	Building	118	\$73,570.33	\$95,641.43	\$117,712.53
Police Budget Coordinator	Police Budget Operations Manager	Police	118	\$73,570.33	\$95,641.43	\$117,712.53
Building Records Clerk	Building Records Manager	Building	108	\$41,002.71	\$51,253.38	\$61,504.06

Rev. 7/18/22



CITY OF DORAL
CLASSIFICATION & PAY PLAN

EXHIBIT B

OCTOBER 1, 2021 TO SEPTEMBER 30, 2022

Position Title (Current)	Job Classification (Proposed)	Department	Grade	Min	Min Hourly	Mid	Mid Hourly	Max	Max Hourly
Facilities Janitor	Facilities Janitor	Public Works	101	\$28,261.81	\$13.60	\$35,327.26	\$16.99	\$42,392.71	\$20.39
Laborer	Laborer I	Public Works	102	\$29,858.60	\$14.37	\$37,323.26	\$17.95	\$44,787.91	\$21.54
Clerical Aide	Clerical Aide	Police	103	\$31,694.91	\$15.25	\$39,618.64	\$19.06	\$47,542.36	\$22.87
Mail Clerk	Mail Clerk	Public Works	103	\$31,694.91	\$15.25	\$39,618.64	\$19.06	\$47,542.36	\$22.87
Clerical Aide II	Clerical Aide II	City Manager	104	\$33,802.62	\$16.26	\$42,253.27	\$20.32	\$50,703.93	\$24.39
Laborer II	Laborer II	Public Works	104	\$33,802.62	\$16.26	\$42,253.27	\$20.32	\$50,703.93	\$24.39
Solution Center Representative	Solution Center Representative	Building	104	\$33,802.62	\$16.26	\$42,253.27	\$20.32	\$50,703.93	\$24.39
Park Ranger	Park Ranger	Parks & Recreation	105	\$36,219.51	\$17.42	\$45,274.38	\$21.78	\$54,329.26	\$26.13
Police Records Specialist	Police Records Specialist	Police	105	\$36,219.51	\$17.42	\$45,274.38	\$21.78	\$54,329.26	\$26.13
Police Review Specialist	Police Review Specialist	Police	105	\$36,219.51	\$17.42	\$45,274.38	\$21.78	\$54,329.26	\$26.13
Police Service Aide	Police Service Aide	Police	105	\$36,219.51	\$17.42	\$45,274.38	\$21.78	\$54,329.26	\$26.13
Accounting Clerk (P&R)	Accounting Clerk (P&R)	Parks & Recreation	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Accounts Payable Specialist	Accounts Payable Specialist	Police	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Assistant Community Center Manager	Assistant Community Center Supervisor	Parks & Recreation	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Assistant Cultural Center Manager	Assistant Cultural Center Supervisor	Parks & Recreation	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Assistant Park Manager	Assistant Park Supervisor	Parks & Recreation	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Auto Maintenance Helper	Auto Maintenance Helper	Public Works	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Building Records Clerk	Building Records Clerk	Building	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Licensing Clerk	Licensing Clerk	Planning & Zoning	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Permit Clerk	Permit Clerk	Building	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Permit Clerk (PW)	Permit Clerk (PW)	Public Works	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Plans Processing Clerk I	Plans Processing Clerk I	Building	106	\$36,561.42	\$17.59	\$45,701.77	\$21.98	\$54,842.12	\$26.38
Accounting Clerk/ Permit Clerk	Accounting Clerk/ Permit Clerk	Public Works	107	\$38,627.14	\$18.58	\$48,283.92	\$23.22	\$57,940.70	\$27.87
Facility Maintenance Technician	Facility Maintenance Technician	Public Works	107	\$38,627.14	\$18.58	\$48,283.92	\$23.22	\$57,940.70	\$27.87
Finance Clerk	Finance Clerk	Finance	107	\$38,627.14	\$18.58	\$48,283.92	\$23.22	\$57,940.70	\$27.87
Nature Facility Manager	Nature Facility Supervisor	Parks & Recreation	107	\$38,627.14	\$18.58	\$48,283.92	\$23.22	\$57,940.70	\$27.87
Plans Processing Clerk II	Plans Processing Clerk II	Building	107	\$38,627.14	\$18.58	\$48,283.92	\$23.22	\$57,940.70	\$27.87
Police Administrative Assistant	Police Administrative Assistant	Police	107	\$38,627.14	\$18.58	\$48,283.92	\$23.22	\$57,940.70	\$27.87
Police Property & Evidence Specialist	Police Property & Evidence Specialist	Police	107	\$38,627.14	\$18.58	\$48,283.92	\$23.22	\$57,940.70	\$27.87
Police Record Specialist Teletype (PRS)	Police Record Specialist Teletype (PRS)	Police	107	\$38,627.14	\$18.58	\$48,283.92	\$23.22	\$57,940.70	\$27.87
Accounting Clerk	Accounting Clerk	Finance	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Administrative Assistant (P&R)	Administrative Assistant (P&R)	Parks & Recreation	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Administrative Assistant (PA)	Administrative Assistant (PA)	Public Affairs	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Administrative Assistant Assistant (PW)	Administrative Assistant Assistant (PW)	Public Works	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Auto Maintenance Technician	Auto Maintenance Technician	Public Works	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Community Center Manager	Community Center Supervisor	Parks & Recreation	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Park Manager	Park Supervisor	Parks & Recreation	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Parks Maintenance Technician	Parks Maintenance Technician	Parks & Recreation	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Police Field Logistics Specialist	Police Field Logistics Specialist	Police	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Quartermaster	Quartermaster	Police	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Records Management Specialist	Records Management Specialist	Police	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Special Needs Program Specialist	Special Needs Program Specialist	Parks & Recreation	108	\$41,002.71	\$19.72	\$51,253.38	\$24.65	\$61,504.06	\$29.58
Administrative Assistant II (CE)	Administrative Assistant II (CE)	Code	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Administrative Assistant II/Outdoor Events Coordinator	Administrative Assistant II/Outdoor Events Coordinator	Planning & Zoning	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Crew Supervisor	Crew Supervisor	Public Works	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Cultural Events Specialist	Cultural Events Specialist	Parks & Recreation	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Events Specialist	Events Specialist	Parks & Recreation	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Fixed Asset and Purchasing Coordinator	Fixed Asset and Purchasing Coordinator	Procurement	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Help Desk Specialist	Help Desk Specialist	IT	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
News Producer	News Producer	Public Affairs	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Parks Foreman	Parks Foreman	Parks & Recreation	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Property & Evidence Supervisor	Property & Evidence Supervisor	Police	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Transit Road Supervisor	Transit Road Supervisor	Transportation	109	\$43,729.38	\$21.03	\$54,661.73	\$26.29	\$65,594.08	\$31.55
Constituent Services Coordinator	Constituent Services Coordinator	Public Affairs	110	\$46,856.03	\$22.54	\$58,570.04	\$28.17	\$70,284.05	\$33.80
Court Liaison Coordinator	Court Liaison Coordinator	Police	110	\$46,856.03	\$22.54	\$58,570.04	\$28.17	\$70,284.05	\$33.80
Crime Scene Technician	Crime Scene Technician	Police	110	\$46,856.03	\$22.54	\$58,570.04	\$28.17	\$70,284.05	\$33.80
Facility Maintenance Foreman	Facility Maintenance Coordinator	Public Works	110	\$46,856.03	\$22.54	\$58,570.04	\$28.17	\$70,284.05	\$33.80
IT Specialist	IT Specialist	IT	110	\$46,856.03	\$22.54	\$58,570.04	\$28.17	\$70,284.05	\$33.80
Payroll Specialist	Payroll Specialist I	Police	110	\$46,856.03	\$22.54	\$58,570.04	\$28.17	\$70,284.05	\$33.80
Stormwater Technician	Stormwater Technician	Stormwater	110	\$46,856.03	\$22.54	\$58,570.04	\$28.17	\$70,284.05	\$33.80
Code Compliance Officer I	Code Compliance Officer I	Code	111	\$48,303.06	\$23.23	\$61,586.40	\$29.62	\$74,869.75	\$36.01
Payroll Specialist II	Payroll Specialist II	Finance	111	\$48,303.06	\$23.23	\$61,586.40	\$29.62	\$74,869.75	\$36.01
Special Magistrate Coordinator	Special Magistrate Coordinator	Code	111	\$48,303.06	\$23.23	\$61,586.40	\$29.62	\$74,869.75	\$36.01
AV Systems Technician	AV Systems Technician	IT	112	\$51,032.18	\$24.54	\$65,066.03	\$31.29	\$79,099.89	\$38.04
Code Compliance Officer II	Code Compliance Officer II	Code	112	\$51,032.18	\$24.54	\$65,066.03	\$31.29	\$79,099.89	\$38.04
IT Technician	IT Technician	IT	112	\$51,032.18	\$24.54	\$65,066.03	\$31.29	\$79,099.89	\$38.04



**CITY OF DORAL
CLASSIFICATION & PAY PLAN**

EXHIBIT B

OCTOBER 1, 2021 TO SEPTEMBER 30, 2022

Position Title (Current)	Job Classification (Proposed)	Department	Grade	Min	Min Hourly	Mid	Mid Hourly	Max	Max Hourly
IT Technician (Public Safety)	IT Technician (Public Safety)	IT/Police	112	\$51,032.18	\$24.54	\$65,066.03	\$31.29	\$79,099.89	\$38.04
Police Crime Analyst Specialist	Police Crime Analyst Specialist	Police	112	\$51,032.18	\$24.54	\$65,066.03	\$31.29	\$79,099.89	\$38.04
Procurement Specialist	Procurement Specialist	Procurement	112	\$51,032.18	\$24.54	\$65,066.03	\$31.29	\$79,099.89	\$38.04
Accountant	Accountant	Finance	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Administrative Coordinator & Capital Improvement Liaison	Administrative Coordinator & Capital Improvement Liaison	Building	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Advisory Board Coordinator	Advisory Board Coordinator	City Clerk	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Athletics Coordinator	Athletics Coordinator	Parks & Recreation	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Body Worn Camera Administrator	Body Worn Camera Administrator	Police	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Business Outreach Coordinator	Business Outreach Coordinator	Planning & Zoning	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
CIP Administrative Coordinator	CIP Administrative Coordinator	Public Works	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Code Compliance Officer III	Code Compliance Officer III	Code	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Code Compliance Officer III/Outreach Coordinator	Code Compliance Officer III/Outreach Coordinator	Code	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Communication Supervisor	Communication Supervisor	Police	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Creative Producer	Creative Producer	Public Affairs	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Development Review Coordinator	Development Review Coordinator	Planning & Zoning	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
General Services Administrator / Sustainability	General Services Administrator / Sustainability	Public Works	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Police Special Events Coordinator	Police Special Events Coordinator	Police	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Project Engineer	Project Engineer	Public Works	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Recreation Facility Supervisor	Recreation Facility Manager	Parks & Recreation	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Recreation Marketing & Sponsorship Coordinator	Recreation Marketing & Sponsorship Coordinator	Parks & Recreation	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Recreation Program Coordinator	Recreation Program Coordinator	Parks & Recreation	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Special Events Coordinator	Special Events Coordinator	Parks & Recreation	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
Special Needs Coordinator	Special Needs Coordinator	Parks & Recreation	113	\$54,170.66	\$26.05	\$69,067.59	\$33.22	\$83,964.53	\$40.38
AV Systems Analyst	AV Systems Analyst	IT	114	\$57,773.02	\$27.79	\$73,660.59	\$35.42	\$89,548.16	\$43.06
Building Budget Coordinator	Building Budget Coordinator	Building	114	\$57,773.02	\$27.79	\$73,660.59	\$35.42	\$89,548.16	\$43.06
Help Desk Supervisor	Help Desk Supervisor	IT	114	\$57,773.02	\$27.79	\$73,660.59	\$35.42	\$89,548.16	\$43.06
Police Budget Coordinator	Police Budget Coordinator	Police	114	\$57,773.02	\$27.79	\$73,660.59	\$35.42	\$89,548.16	\$43.06
Project Inspector	Project Inspector	Public Works	114	\$57,773.02	\$27.79	\$73,660.59	\$35.42	\$89,548.16	\$43.06
Accreditation Manager	Accreditation Manager	Police	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Building Inspector	Building Inspector	Building	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Electrical Inspector	Electrical Inspector	Building	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Emergency Management & Community Liaison	Emergency Management & Community Liaison	Police	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Executive Administrative Assistant	Executive Administrative Assistant	Police	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Executive Administrative Assistant to the City Manager	Executive Administrative Assistant to the City Manager	City Manager	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Fleet Maintenance Supervisor	Fleet Maintenance Manager	Public Works	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
GIS Developer	GIS Developer	IT	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Human Resources Generalist (City & Police)	Human Resources Generalist (City & Police)	Human Resources	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Internal Affairs & Background Investigator	Internal Affairs & Background Investigator	Police	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Mechanical Inspector	Mechanical Inspector	Building	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Mechanical Inspector / Plans Examiner (PT)	Mechanical Inspector / Plans Examiner (PT)	Building	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Media & Emergency Management Specialist	Media & Emergency Management Specialist	Police	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Planner	Planner	Planning & Zoning	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Plans Examiner	Plans Examiner	Building	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Plans Reviewer (PW)	Plans Reviewer (PW)	Public Works	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Plumbing Inspector	Plumbing Inspector	Building	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Public Safety Technical Services Supervisor	Public Safety Technical Services Supervisor	Police	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
System Analyst	System Analyst	IT	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Transit Operations Manager	Trolley Operations Manager	Transportation	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Transportation Analyst	Transportation Analyst	Transportation	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Webmaster/ Graphic Designer	Webmaster/ Graphic Designer	Public Affairs	115	\$61,903.78	\$29.77	\$78,927.32	\$37.96	\$95,950.86	\$46.14
Budget/ Grants Administrator	Budget/ Grants Administrator	Finance	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Code Compliance Field Supervisor	Code Compliance Field Supervisor	Code	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Floodplain Manager	Flood Plain Manager	Building	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Intersection Technology Systems Analyst	Intersection Technology System Analyst	IT	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Legislative Analyst/Asst. to Council Member	Legislative Analyst/Asst. to Council Member	Mayor & Council	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Parks Operations Administrator	Superintendent of Park Operations	Parks & Recreation	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Recreation Administrator	Superintendent of Recreation	Parks & Recreation	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Senior Human Resources Generalist	Senior Human Resources Generalist	Human Resources	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Senior Planner	Senior Planner	Planning & Zoning	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Superintendent of Streets	Superintendent of Streets	Public Works	116	\$65,570.39	\$31.53	\$85,241.50	\$40.99	\$104,912.62	\$50.45
Chief Licensing Officer	Chief Licensing Officer	Planning & Zoning	117	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32
Chief of Construction	Chief of Construction	Public Works	117	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32
Chief of Staff	Chief of Staff	Mayor & Council	117	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32
Facility Manager	Facility Manager	Public Works	117	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32
Legal Office Manager	Legal Office Manager	City Attorney	117	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32
Senior Software Developer	Senior Software Developer	IT	117	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32



CITY OF DORAL
CLASSIFICATION & PAY PLAN

EXHIBIT B

OCTOBER 1, 2021 TO SEPTEMBER 30, 2022

Position Title (Current)	Job Classification (Proposed)	Department	Grade	Min	Min Hourly	Mid	Mid Hourly	Max	Max Hourly
Senior Systems Analyst	Senior Systems Analyst	IT	117	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32
Stormwater Utility Manager	Stormwater Utility Manager	Stormwater	117	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32
Chief Building Inspector	Chief Building Inspector	Building	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Chief Electrical Inspector	Chief Electrical Inspector	Building	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Chief Mechanical Inspector	Chief Mechanical Inspector	Building	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Chief of Engineering	Chief of Engineering	Public Works	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Chief Plumbing Inspector	Chief Plumbing Inspector	Building	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Database Administrator Developer	Data Integration Engineer	IT	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Economic Developer	Economic Developer	Planning & Zoning	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Human Resources Manager	Human Resources Manager	Human Resources	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
IT Security Manager	IT Security Manager	IT	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Public Information Officer	Public Information Officer	Police	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Senior Network Analyst	Senior Network Architect	IT	118	\$69,307.90	\$33.33	\$90,100.27	\$43.33	\$110,892.64	\$53.32
Structural Plans Examiner	Structural Plans Examiner	Building	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Technology Project Manager	Technology Project Manager	IT	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Transportation Manager	Transportation Manager	Transportation	118	\$73,570.33	\$35.38	\$95,641.43	\$45.99	\$117,712.53	\$56.60
Financial Analyst (PT)	Financial Analyst (PT)	Finance	119	\$78,462.76	\$37.73	\$102,001.60	\$49.05	\$125,540.43	\$60.37
Procurement Manager	Procurement Division Manager	Procurement	119	\$78,462.76	\$37.73	\$102,001.60	\$49.05	\$125,540.43	\$60.37
Assistant Building Director	Assistant Building Director	Building	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Assistant Code Compliance Director	Assistant Code Compliance Director	Code	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Assistant Communications Director	Assistant Communications Director	Public Affairs	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Assistant Director of IT Operations	Assistant Director of IT Operations	IT	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Assistant Finance Director	Assistant Finance Director	Finance	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Assistant Human Resources Director	Assistant Human Resources Director	Human Resources	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Assistant Parks & Recreation Director	Assistant Parks & Recreation Director	Parks & Recreation	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Assistant Planning & Zoning Director	Assistant Planning & Zoning Director	Planning & Zoning	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Assistant Public Works Director	Assistant Public Works Director	Public Works	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Building Official	Building Official/ Floodplain Administrator	Building	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Deputy Chief Information Officer	Deputy Chief Information Officer	IT	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Deputy City Clerk	Deputy City Clerk	City Clerk	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Executive Officer to the Chief of Police	Executive Officer to the Chief of Police	Police	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Internal Affairs Inspector	Internal Affairs Inspector	Police	120	\$84,072.85	\$40.43	\$109,294.71	\$52.56	\$134,516.56	\$64.68
Deputy Chief	Deputy Chief	Police	123	\$99,907.14	\$48.04	\$132,376.96	\$63.65	\$164,846.78	\$79.26
Building Director	Building Director	Building	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Code Compliance Director	Code Compliance Director	Code	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Communications Director	Communications Director	Public Affairs	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Finance Director	Chief Financial Officer	Finance	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Human Resources Director	Human Resources Director	Human Resources	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Information Technology Director	Chief Information Officer	IT	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Parks & Recreation Director	Parks & Recreation Director	Parks & Recreation	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Planning & Zoning Director	Planning & Zoning Director	Planning & Zoning	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Public Works Director	Public Works Director	Public Works	124	\$106,900.64	\$51.40	\$146,988.38	\$70.68	\$187,076.11	\$89.95
Deputy City Manager	Deputy City Manager	City Manager	125	\$122,533.61	\$58.92	\$168,483.71	\$81.01	\$214,433.81	\$103.10
Chief of Police	Chief of Police	Police	126	\$125,154.83	\$60.18	\$172,087.89	\$82.74	\$219,020.96	\$105.31
Police Officer	Police Officer	Police	201	\$56,114.46	\$26.99	\$68,740.21	\$33.06	\$81,365.95	\$39.13
Police Sergeant	Police Sergeant	Police	202	\$68,740.21	\$33.06	\$82,488.26	\$39.67	\$96,236.29	\$46.28
Police Lieutenant	Police Lieutenant	Police	203	\$78,268.56	\$37.64	\$93,922.27	\$45.16	\$109,575.98	\$52.69
Police Captain	Police Captain	Police	204	\$93,380.00	\$44.90	\$116,725.00	\$56.13	\$140,070.00	\$67.35
Police Major	Police Major	Police	205	\$106,575.00	\$51.25	\$130,554.38	\$62.78	\$154,533.75	\$74.31
Athletics Aide/Recreation Service Aide	Athletics Aide/Recreation Service Aide	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Cheer Aide/Recreation Service Aide	Cheer Aide/Recreation Service Aide	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Events Aide/RSA	Events Aide/RSA	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Nature Aide (PT)	Nature Aide (PT)	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Park Service Aide	Park Service Aide	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Parks & Recreation Office and Events Aide	Parks & Recreation Office and Events Aide	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Receptionist /Recreation Service Aide	Receptionist /Recreation Service Aide	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Recreation Service Aide	Recreation Service Aide	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Service Aide - Intern	Service Aide - Intern	Parks & Recreation	PT	\$12.59		\$15.98		\$19.38	
Special Needs Programs Aide/RSA	Special Needs Programs Aide/RSA	Parks & Recreation	PT	\$13.59		\$16.98		\$20.38	
Reserve Officer	Reserve Officer	Police	PT			\$30.00			
Reserve Officer/ Traffic Initiative	Reserve Officer/ Traffic Initiative	Police	PT			\$30.00			
Reserve School Resource Officer	Reserve School Resource Officer	Police	PT			\$30.00			
Red Light Camera Reserve Officer	Red Light Camera Reserve Officer	Police	PT			\$30.00			