

RESOLUTION No. 24-227

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 2024–25 FISCAL BUDGET AS APPROVED BY THE CITY COUNCIL; APPROVING THE UPDATED CITYWIDE PAY PLAN TO INCLUDE NEW POSITIONS AND APPROVED BUDGETED ADJUSTMENT; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the approved and adopted 2024–2025 Fiscal Year Budget for the City of Doral (the “City”) did not contemplate the creation and provided funding for the newly created position in the City, including: “Assistant Aquatics Manager”; Aquatics Manager” “Lifeguard I”; “Lifeguard II”; Warehouse Manager”; “Creative Content Videographer/Editor”, “Application Services Manager”; “IT Security Analyst”; 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; the applicable salary scale and other monetary and non-monetary benefits attached to the position created or modified; and the 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 scale, performance measures and metrics, associated with the Position, as provided in the September 17, 2024, 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, via Resolution 21-187, on August 11, 2021, the City Council approved citywide Job Classification and Pay Plan adjustments (the “Pay Plan”), which specified revision on job titles, duties, salary adjustments, ensuring that said adjustments would fall within approved pay ranges; 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 2024-2025.

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 description, salary scale, and performance measures and metrics associated with the : “Assistant Aquatics Manager”; Aquatics Manager” “Lifeguard I”; “Lifeguard II”; Warehouse Manager”; “Creative Content Videographer/Editor”, “Application Services Manager”; “IT Security Analyst”; 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 2024-2025, 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 Porras who moved its adoption.

The motion was seconded by Vice Mayor Puig-Corve and upon being put to a vote, the vote was as follows:

Mayor Christi Fraga	Yes
Vice Mayor Oscar Puig-Corve	Yes
Councilwoman Digna Cabral	Yes
Councilman Rafael Pineyro	No
Councilwoman Maureen Porras	Yes

PASSED AND ADOPTED this 30 day of September, 2024.




CHRISTI FRAGA, 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:



LORENZO COBIELLA
GASTESI, LOPEZ & MESTRE, PLLC
CITY ATTORNEY

EXHIBIT “A”



Memorandum

Date: September 17, 2024

To: Honorable Mayor and Councilmembers

Via: Rey Valdes
City Manager

From: Maria T. Jose
Human Resources Director

Subject: **Establishment of New Positions for Fiscal Year 2024-2025**

Introduction

In accordance with City Ordinance 2-7, the creation of new full-time positions requires approval from the Mayor and City Council. This includes providing a detailed job description, salary information, and performance metrics. Pursuant to the approved FY24/25 budget, the Human Resources Department has developed job classifications for new positions, including pay grades and FLSA designations.

Background

Job descriptions, pay grades, and FLSA designations for new positions and reclassifications were determined through a job analysis conducted by Evergreen Solutions, LLC. Based on these findings and budgetary adjustments, the Human Resources Department has updated the Citywide Classification and Pay Plan.

New job classifications:

- **Assistant Aquatics Manager:**
The salary range is \$45,022.27 to 67,533.40 annually. The position grade is I08.
- **Aquatics Manager:**
The salary range is \$53,038.28 to 82,209.34 annually. The position grade is III.

Lifeguard I:

The salary range is \$40,145.59 to \$60,218.38 annually. The position grade is 106.

- **Lifeguard II:**

The salary range is \$45,022.27 to 67,533.40 annually. The position grade is 108.

- **Warehouse Manager:**

The salary range is \$45,022.27 to 67,533.40 annually. The position grade is 108.

- **Creative Content Videographer/Editor:**

The salary range is \$59,481.09 to \$92,195.70 annually. The position grade is 113.

- **Application Services Manager:**

The salary range is \$86,154.58 to \$137,847.35 annually. The position grade is 119.

- **IT Security Analyst:**

The salary range is \$71,998.35 to \$115,197.36 annually. The position grade is 116.

All job classifications will be evaluated annually using the performance metrics and competencies outlined below.:

- Skill level and Job knowledge: Skills and knowledge demonstrated in the position and his/her understanding of all phases of the job.
- Quality of work: Accuracy, completeness and thoroughness of work performed. This includes attention to details and verifying work for adherence to standards.
- Quantity of work: The amount of work produced and completed successfully. This also includes flexibility in accommodating work interruptions and changes in priorities
- Initiative and Interpersonal Development: Employee's initiative and resourcefulness in accomplishing work beyond his/her assigned duties. The desire to broaden his/her knowledge base to enhance his/her skills.
- Dependability: Compliance to policies and procedures regarding absenteeism and tardiness.
- Planning and Organizing skills: Ability to analyze problems and prioritize assignments. Keeping work area in order.
- Communications Skills/Job courtesy and Behavior: Effectiveness of written and oral communication skills with co-workers and/or customers in the performance of duties. The employee's personal courtesy, disposition and general outlook towards job requirements, job assignments, other employees and the public.
- Judgment and Problem solving: Recognizing a problem, determining options to correct the problem and making a decision.

<ul style="list-style-type: none"> • Each position will be evaluated using the following evaluation scale: Scale 	<ul style="list-style-type: none"> • Description
<ul style="list-style-type: none"> • 4 = Exceptional 	<ul style="list-style-type: none"> • Performance far exceeds job requirements by instituting change in policy or program
<ul style="list-style-type: none"> • 3 = Above Average 	<ul style="list-style-type: none"> • Performance exceeds job requirements
<ul style="list-style-type: none"> • 2= Average 	<ul style="list-style-type: none"> • Performance met job requirements
<ul style="list-style-type: none"> • 1= Below Average 	<ul style="list-style-type: none"> • Some job requirements may be met but performance needs improvement.
<ul style="list-style-type: none"> • 0 = Unacceptable 	<ul style="list-style-type: none"> • Performance is consistently below acceptable standards. Immediate and substantial improvement is required. Performance continued at this level is grounds for dismissal

Updated Citywide Pay Plan:

On August 11, 2021, the City Council, via Resolution 21-187, approved a Pay Plan which specified the new and/or revised job titles and corresponding pay ranges for all City employees. As new positions are created, and/or existing positions modified, the Pay Plan should be revised to account for these changes. The Human Resources Department has updated the City Pay Plan to account for the new positions specified herein. The updated Pay Plan also accounts for the (3.5%) cost of living adjustment authorized by the City Council in the FY 24/25 Budget. A copy of the updated Pay Plan is attached to this memorandum.

Fiscal Impact:

The Fiscal Impact for the eight (8) proposed positions is included in the FY24/25 budget proposal.

Recommendation

The City Manager’s Office respectfully requests that the Mayor and City Councilmembers authorize the new positions with their corresponding job descriptions, metrics, and applicable pay scale, as well as the updated Pay Plan. Enclosed you will find the job descriptions for the above referenced positions and updated pay plan.

EXHIBIT “B”



**CITY OF DORAL
CLASSIFICATION & PAY PLAN
OCTOBER 1, 2024 TO SEPTEMBER 30, 2025
(SUMMARY OF CHANGES FY 24-25)**

EXHIBIT B

NEW POSITIONS

New Classification FY 24-25	Department	Pay Grade	Min. (Yearly)	Mid. (Yearly)	Max. (Yearly)
Lifeguard I	Parks & Recreation	106	\$40,339.54	\$50,424.42	\$60,509.30
Assistant Aquatics Manager	Parks & Recreation	108	\$45,239.78	\$56,549.71	\$67,859.65
Warehouse Manager	Parks & Recreation	108	\$45,239.78	\$56,549.71	\$67,859.65
Lifeguard II	Parks & Recreation	108	\$45,239.78	\$56,549.71	\$67,859.65
Aquatics Manager	Parks & Recreation	111	\$53,294.52	\$67,950.50	\$82,606.50
Creative Content Videographer/ Editor	Public Affairs	113	\$59,768.45	\$76,204.77	\$92,641.10
IT Security Analyst	Information Technology	116	\$72,346.18	\$94,050.03	\$115,753.88
Applications Services Manager	Information Technology	119	\$86,570.80	\$112,542.05	\$138,513.29



CITY OF DORAL
CLASSIFICATION & PAY PLAN

OCTOBER 1, 2024 TO SEPTEMBER 30, 2025

Job Classification	Department	Grade	Min. (Yearly)	Min. (Hourly)	Mid. (Yearly)	Mid. (Hourly)	Max. (Yearly)	Max. (Hourly)
Facilities Janitor/Custodian	Public Works /Parks & Recreation	101	\$31,182.28	\$15.01	\$38,977.85	\$18.75	\$46,773.41	\$23.17
Laborer I	Public Works	102	\$32,944.08	\$15.85	\$41,180.10	\$19.81	\$49,416.12	\$24.47
Clerical Aide I	Police	103	\$34,970.15	\$16.83	\$43,712.68	\$21.03	\$52,455.21	\$25.98
Mail Clerk	Public Works	103	\$34,970.15	\$16.83	\$43,712.68	\$21.03	\$52,455.21	\$25.98
Clerical Aide II	Office of the City Manager	104	\$37,295.66	\$17.95	\$46,619.56	\$22.42	\$55,943.48	\$27.70
Laborer II	Public Works	104	\$37,295.66	\$17.95	\$46,619.56	\$22.42	\$55,943.48	\$27.70
Solution Center Representative	Building	104	\$37,295.66	\$17.95	\$46,619.56	\$22.42	\$55,943.48	\$27.70
Park Ranger	Parks & Recreation	105	\$39,962.30	\$19.23	\$49,952.86	\$24.03	\$59,943.44	\$29.68
Police Records Specialist	Police	105	\$39,962.30	\$19.23	\$49,952.86	\$24.03	\$59,943.44	\$29.68
Police Review Specialist	Police	105	\$39,962.30	\$19.23	\$49,952.86	\$24.03	\$59,943.44	\$29.68
Police Service Aide	Police	105	\$39,962.30	\$19.23	\$49,952.86	\$24.03	\$59,943.44	\$29.68
Accounts Payable Specialist	Police	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Assistant Community Center Manager	Parks & Recreation	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Assistant Cultural Center Supervisor	Parks & Recreation	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Assistant Park Manager	Parks & Recreation	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Auto Maintenance Helper	Public Works	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Building Records Clerk	Building	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Code Compliance Clerk	Code	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Irrigation Systems Technician	Public Works	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Licensing Clerk	Planning & Zoning	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Lifeguard I	Parks & Recreation	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Permit Clerk	Building	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Permit Clerk (PW)	Public Works	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Plans Processing Clerk I	Building	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Accounting Clerk/ Permit Clerk	Public Works	107	\$42,618.72	\$20.51	\$53,273.40	\$25.62	\$63,928.07	\$31.66
Facility Maintenance Technician	Public Works	107	\$42,618.72	\$20.51	\$53,273.40	\$25.62	\$63,928.07	\$31.66
Finance Clerk	Finance	107	\$42,618.72	\$20.51	\$53,273.40	\$25.62	\$63,928.07	\$31.66
Police Administrative Assistant	Police	107	\$42,618.72	\$20.51	\$53,273.40	\$25.62	\$63,928.07	\$31.66
Police Property & Evidence Specialist	Police	107	\$42,618.72	\$20.51	\$53,273.40	\$25.62	\$63,928.07	\$31.66
Accounting Clerk	Finance	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Administrative Assistant (HR)	Human Resources	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Administrative Assistant (P&R)	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Administrative Assistant (PA)	Public Affairs	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Administrative Assistant (PW)	Public Works	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Assistant Aquatics Manager	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Auto Maintenance Technician	Public Works	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Building Records Manager	Building	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Community Center Manager I	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Lifeguard II	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Park Manager I	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Park Ranger Supervisor	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Parks Maintenance Technician	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Police Field Logistics Specialist	Police	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Quartermaster	Police	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Records Management Specialist	Police	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Special Needs Program Specialist	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Warehouse Manager	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Administrative Assistant II/Outdoor Events Coordinator	Planning & Zoning	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Community Center Manager II	Parks & Recreation	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Crew Supervisor	Public Works	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Cultural Events Specialist	Parks & Recreation	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Events Specialist	Parks & Recreation	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Help Desk Specialist	Information Technology	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84



CITY OF DORAL
CLASSIFICATION & PAY PLAN

OCTOBER 1, 2024 TO SEPTEMBER 30, 2025

Job Classification	Department	Grade	Min. (Yearly)	Min. (Hourly)	Mid. (Yearly)	Mid. (Hourly)	Max. (Yearly)	Max. (Hourly)
News Producer	Public Affairs	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Park Manager II	Parks & Recreation	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Parks Foreman	Parks & Recreation	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Transit Road Supervisor	Public Works / Transportation	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Court Liaison Coordinator	Police	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
Crime Scene Technician	Police	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
Facility Maintenance Coordinator	Public Works	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
IT Specialist	Information Technology	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
Payroll Specialist I	Police	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
Police Communications Operator	Police	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
Police Training Coordinator	Police	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
Stormwater Technician	Public Works / Stormwater	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
Code Compliance Officer I	Code	111	\$53,294.52	\$25.64	\$67,950.50	\$32.68	\$82,606.50	\$40.90
Payroll Specialist II	Finance	111	\$53,294.52	\$25.64	\$67,950.50	\$32.68	\$82,606.50	\$40.90
Vacuum Truck Operator	Public Works / Stormwater	111	\$53,294.52	\$25.64	\$67,950.50	\$32.68	\$82,606.50	\$40.90
AV Systems Technician	Information Technology	112	\$56,305.65	\$27.08	\$71,789.70	\$34.52	\$87,273.77	\$43.21
Code Compliance Officer II	Code	112	\$56,305.65	\$27.08	\$71,789.70	\$34.52	\$87,273.77	\$43.21
IT Technician	Information Technology	112	\$56,305.65	\$27.08	\$71,789.70	\$34.52	\$87,273.77	\$43.21
IT Technician (Public Safety)	Information Technology / Police	112	\$56,305.65	\$27.08	\$71,789.70	\$34.52	\$87,273.77	\$43.21
Marketing Specialist	Public Affairs	112	\$56,305.65	\$27.08	\$71,789.70	\$34.52	\$87,273.77	\$43.21
Parks Engagement Specialist	Parks & Recreation	112	\$56,305.65	\$27.08	\$71,789.70	\$34.52	\$87,273.77	\$43.21
Police Crime Analyst Specialist	Police	112	\$56,305.65	\$27.08	\$71,789.70	\$34.52	\$87,273.77	\$43.21
Procurement Specialist	Procurement	112	\$56,305.65	\$27.08	\$71,789.70	\$34.52	\$87,273.77	\$43.21
Administrative Coordinator & Capital Improvement Liaison	Building	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Advisory Board Coordinator	Office of the City Clerk	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Athletics Coordinator	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Body Worn Camera Administrator	Police	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Business Outreach Coordinator	Planning & Zoning	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
CIP Project Administrative Coordinator	Parks G.O.Bond	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Code Compliance Administrative Coordinator	Code	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Code Compliance Officer III	Code	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Code Compliance Officer III/Outreach Coordinator	Code	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Communication Supervisor	Police	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Community Outreach Coordinator	Mayor & Council	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Creative Content Videographer/Editor	Public Affairs	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Cultural Arts Center Facility Manager	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Development Review Coordinator	Planning & Zoning	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Finance Coordinator	Finance	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Nature Conservation Coordinator	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Permitting & Development Services Manager	Building	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Police Special Events Coordinator	Police	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Project Engineer	Public Works	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Recreation Contracts Coordinator	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Recreation Facility Supervisor	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Recreation Marketing & Sponsorship Coordinator	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Recreation Programs Coordinator	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Seniors & Special Needs Coordinator	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Social Media Coordinator	Public Affairs	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Sponsorship Coordinator	Public Affairs	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Building Budget Coordinator	Building	114	\$63,743.06	\$30.90	\$81,272.39	\$39.08	\$98,801.72	\$48.92
Code Compliance Training & Outreach Officer	Code	114	\$63,743.06	\$30.90	\$81,272.39	\$39.08	\$98,801.72	\$48.92
Project Inspector	Public Works	114	\$63,743.06	\$30.90	\$81,272.39	\$39.08	\$98,801.72	\$48.92
Community Rating System Coordinator & Floodplain Plans Examiner	Building	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42



CITY OF DORAL
CLASSIFICATION & PAY PLAN

OCTOBER 1, 2024 TO SEPTEMBER 30, 2025

Job Classification	Department	Grade	Min. (Yearly)	Min. (Hourly)	Mid. (Yearly)	Mid. (Hourly)	Max. (Yearly)	Max. (Hourly)
Accountant/Budget Analyst	Finance	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Accreditation Manager	Police	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Building Inspector	Building	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Development Review Coordinator	Building	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Electrical Inspector	Building	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Emergency Management & Community Liaison	Police	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Executive Administrative Assistant	Police	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Executive Administrative Assistant to the City Manager	Office of the City Manager	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Fleet Maintenance Manager	Public Works	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
GIS Developer	Information Technology	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Human Resources Generalist (City & Police)	Human Resources	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Internal Affairs & Background Investigator	Police	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Mechanical Inspector	Building	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Media & Emergency Management Specialist	Police	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Planner	Planning & Zoning	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Plans Examiner	Building	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Plans Examiner(Electrical) PT	Building	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Plans Reviewer (PW)	Public Works	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Plumbing Inspector	Building	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Senior Accountant	Finance	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Sustainability Manager	Public Works	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
System Analyst	Information Technology	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Technical Support Manager	Information Technology	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Transportation Analyst	Public Works / Transportation	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Trolley Operations Manager	Public Works / Transportation	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Webmaster/ Graphic Designer	Public Affairs	115	\$68,300.68	\$32.85	\$87,083.36	\$41.88	\$105,866.05	\$52.42
Chief of Staff to Councilmember	Mayor & Council	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Code Compliance Field Supervisor	Code	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Cultural Arts & Events Administrator	Parks & Recreation	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Flood Plain Manager	Building	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Intersection Technology System Analyst	Information Technology	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
IT Security Analyst	Information Technology	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Network Administrator	Information Technology	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Parking Operations Supervisor	Public Works	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Parks Aquatic Superintendent	Parks & Recreation	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Senior Human Resources Generalist	Human Resources	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Senior Planner	Planning & Zoning	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Superintendent of Park Operations	Parks & Recreation	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Superintendent of Recreation	Parks & Recreation	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Superintendent of Streets	Public Works	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Chief Licensing Officer	Planning & Zoning	117	\$76,469.91	\$36.78	\$99,410.88	\$47.80	\$122,351.85	\$60.58
Chief of Construction	Public Works	117	\$76,469.91	\$36.78	\$99,410.88	\$47.80	\$122,351.85	\$60.58
Chief of Staff	Mayor & Council	117	\$76,469.91	\$36.78	\$99,410.88	\$47.80	\$122,351.85	\$60.58
Facility Manager	Public Works	117	\$76,469.91	\$36.78	\$99,410.88	\$47.80	\$122,351.85	\$60.58
Senior Software Developer	Information Technology	117	\$76,469.91	\$36.78	\$99,410.88	\$47.80	\$122,351.85	\$60.58
Senior Systems Analyst	Information Technology	117	\$76,469.91	\$36.78	\$99,410.88	\$47.80	\$122,351.85	\$60.58
Stormwater Utility Manager	Public Works / Stormwater	117	\$76,469.91	\$36.78	\$99,410.88	\$47.80	\$122,351.85	\$60.58
Audiovisual Program Manager	Information Technology	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Chief Electrical Inspector	Building	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Chief Mechanical Inspector	Building	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Chief of Engineering	Public Works	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Chief Plumbing Inspector	Building	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Chief Roofing Inspector	Building	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31



**CITY OF DORAL
CLASSIFICATION & PAY PLAN**

OCTOBER 1, 2024 TO SEPTEMBER 30, 2025

Job Classification	Department	Grade	Min. (Yearly)	Min. (Hourly)	Mid. (Yearly)	Mid. (Hourly)	Max. (Yearly)	Max. (Hourly)
Chief Structural Plans Examiner	Building	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
CIP Senior Project Manager	Parks G.O.Bond	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Data Integration Engineer	Information Technology	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Economic Developer	Planning & Zoning	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Human Resources Manager	Human Resources	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
IT Security Manager	Information Technology	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Police Budget Operations Manager	Police	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Public Safety Technology Manager	Information Technology	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Risk Manager	Human Resources	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Senior Budget Manager	Finance	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Senior Network Architect	Information Technology	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Structural Plans Examiner	Building	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Technology Project Manager	Information Technology	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Transportation Manager	Public Works / Transportation	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Deputy Building Official / Chief Building Inspector	Building	119	\$86,570.80	\$41.63	\$112,542.05	\$54.12	\$138,513.29	\$68.58
Application Services Manager	Information Technology	119	\$86,570.80	\$41.63	\$112,542.05	\$54.12	\$138,513.29	\$68.58
Assistant Building Director	Building	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Assistant Code Compliance Director	Code	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Assistant Communications Director	Public Affairs	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Assistant Director of IT Operations	Information Technology	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Assistant Finance Director	Finance	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Assistant Human Resources Director	Human Resources	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Assistant Parks & Recreation Director	Parks & Recreation	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Assistant Planning & Zoning Director	Planning & Zoning	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Assistant Public Works Director	Public Works	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Building Official/ Floodplain Administrator	Building	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Capital Improvements Division Chief	Parks G.O.Bond	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Deputy City Clerk	Office of the City Clerk	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Executive Officer to the Chief of Police	Police	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Internal Affairs Inspector	Police	120	\$92,760.61	\$44.62	\$120,588.80	\$57.99	\$148,416.97	\$73.48
Deputy Chief	Police	123	\$110,231.15	\$53.01	\$146,056.28	\$70.23	\$181,881.40	\$90.05
Building Director	Building	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Code Compliance Director	Code	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Communications Director	Public Affairs	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Community Development/Planning & Zoning Director	Planning & Zoning	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Finance Director	Finance	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Human Resources Director	Human Resources	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Information Technology Director	Information Technology	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Parks & Recreation Director	Parks & Recreation	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Procurement & Asset Management Director	Procurement	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Public Works Director	Public Works	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Assistant City Manager /Chief Financial Officer	Office of the City Manager	126	\$138,087.84	\$66.40	\$189,870.77	\$91.29	\$241,653.72	\$119.64
Chief of Police	Police	126	\$138,087.84	\$66.40	\$189,870.77	\$91.29	\$241,653.72	\$119.64
Deputy City Manager	Office of the City Manager	126	\$138,087.84	\$66.40	\$189,870.77	\$91.29	\$241,653.72	\$119.64
Police Captain	Police	204	\$103,029.53	\$49.55	\$128,786.90	\$61.93	\$154,544.28	\$76.52
Police Major	Police	205	\$117,588.04	\$56.54	\$144,045.36	\$69.26	\$170,502.66	\$84.42

Cost of Living Adjustment FY 24-25: 4%

Performance Merit Increase: 6.5%

Police Officer Trainee*				
Job Classification	Department	Grade	Min. (Yearly)	Min. (Hourly)
Police Officer Trainee*	Police	112	\$52,563.15	\$25.28

***Not Eligible for COLA or Merit**



CITY OF DORAL
CLASSIFICATION & PAY PLAN

OCTOBER 1, 2024 TO SEPTEMBER 30, 2025

Job Classification	Department	Grade	Min. (Yearly)	Min. (Hourly)	Mid. (Yearly)
Part-Time Sworn**					
Job Classification	Department	Grade	Hourly Rate		
Reserve Officer	Police	PT	\$30.00		
Reserve Officer/ Traffic Initiative	Police	PT	\$30.00		
Reserve School Resource Officer	Police	PT	\$30.00		
Red Light Camera Reserve Officer	Police	PT	\$30.00		

****Not Eligible for COLA or MERIT****

Part Time Employee					
Job Classification	Department	Grade	Min. (Hourly)	Mid. (Hourly)	Max. (Hourly)
Service Aide - Intern	Parks & Recreation	PT	\$13.90	\$17.64	\$21.40
Athletics Aide/Recreation Service Aide	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51
Cheer Aide/Recreation Service Aide	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51
Events Aide/RSA	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51
Nature Aide (PT)	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51
Park Service Aide	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51
Parks & Recreation Office and Events Aide	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51
Receptionist /Recreation Service Aide	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51
Recreation Service Aide	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51
Special Needs Programs Aide/RSA	Parks & Recreation	PT	\$15.01	\$18.75	\$22.51

Cost of Living Adjustment FY 24-25: 4%

Performance Merit Increase: 6.5%



CITY OF DORAL
CLASSIFICATION & PAY PLAN
OCTOBER 1, 2024 TO SEPTEMBER 30, 2025

Bank of Previously Approved Positions								
Job Classification	Department	Grade	Min. (Yearly)	Min. (Hourly)	Mid. (Yearly)	Mid. (Hourly)	Max. (Yearly)	Max. (Hourly)
Nature Facility Supervisor	Parks & Recreation	106	\$40,339.54	\$19.41	\$50,424.42	\$24.25	\$60,509.30	\$29.97
Plans Processing Clerk II	Building	107	\$42,618.72	\$20.51	\$53,273.40	\$25.62	\$63,928.07	\$31.66
Police Records Specialist-Teletype	Police	107	\$42,618.72	\$20.51	\$53,273.40	\$25.62	\$63,928.07	\$31.66
Community Center Manager I	Parks & Recreation	108	\$45,239.78	\$21.77	\$56,549.71	\$27.20	\$67,859.65	\$33.60
Administrative Assistant II (CE)	Code	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Cultural Events Specialist	Mayor & Council	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Fixed Asset Purchasing Coordinator	Procurement	109	\$48,248.21	\$23.21	\$60,310.26	\$29.01	\$72,372.32	\$35.84
Constituent Services Coordinator	Public Affairs	110	\$51,697.95	\$24.87	\$64,622.44	\$31.08	\$77,546.93	\$38.40
Special Magistrate Coordinator	Code	111	\$53,294.52	\$25.64	\$67,950.50	\$32.68	\$82,606.50	\$40.90
Accountant	Finance	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Special Events Coordinator	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Special Needs Coordinator	Parks & Recreation	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
General Services Administrator / Sustainability	Public Works	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Creative Producer	Public Affairs	113	\$59,768.45	\$28.75	\$76,204.77	\$36.65	\$92,641.10	\$45.87
Audiovisual Systems Analyst	Information Technology	114	\$63,743.06	\$30.90	\$81,272.39	\$39.08	\$98,801.72	\$48.92
Help Desk Supervisor	Information Technology	114	\$63,743.06	\$30.90	\$81,272.39	\$39.08	\$98,801.72	\$48.92
Legislative Analyst	Mayor & Council	116	\$72,346.18	\$34.80	\$94,050.03	\$45.23	\$115,753.88	\$57.31
Legal Office Manager	Office of the City Attorney	117	\$76,469.91	\$36.78	\$99,410.88	\$47.80	\$122,351.85	\$60.58
Chief Building Inspector	Building	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Structural Plans Examiner	Building	118	\$81,172.80	\$39.04	\$105,524.64	\$50.74	\$129,876.48	\$64.31
Procurement Division Manager	Procurement	119	\$86,570.80	\$41.63	\$112,542.05	\$54.12	\$138,513.29	\$68.58
Chief Financial Officer	Finance	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Planning & Zoning Director	Planning & Zoning	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Chief Information Officer	Information Technology	124	\$117,947.33	\$56.72	\$162,177.58	\$77.98	\$206,407.82	\$102.19
Development Services Administrator	Office of the City Manager	125	\$130,645.90	\$62.82	\$179,638.10	\$86.38	\$228,630.30	\$43.05



**CLASSIFICATION & PAY PLAN
OCTOBER 1, 2024 TO SEPTEMBER 30, 2025**

FY 2024-2025		
Job Classification:	Police Officer (201)	
Grade	Annual	Hourly
Step 1	\$63,742.64	\$30.66
Step 2	\$65,655.20	\$31.58
Step 3	\$67,624.96	\$32.53
Step 4	\$69,654.00	\$33.51
Step 5	\$71,743.36	\$34.50
Step 6	\$73,896.16	\$35.55
Step 7	\$76,112.40	\$36.60
Step 8	\$78,396.24	\$37.71
Step 9	\$80,747.68	\$38.83
Step 10	\$83,169.84	\$40.00
Step 11	\$85,665.84	\$41.20
Step 12	\$88,235.68	\$42.43
Step 13	\$90,882.48	\$43.71

FY 2024-2025		
Job Classification:	Police Sergeant (202)	
Grade	Annual	Hourly
Step 1	\$80,889.12	\$38.91
Step 2	\$83,315.44	\$40.07
Step 3	\$85,815.60	\$41.28
Step 4	\$88,389.60	\$42.51
Step 5	\$91,041.60	\$43.78
Step 6	\$93,772.64	\$45.09
Step 7	\$96,585.84	\$46.46
Step 8	\$99,483.28	\$47.84
Step 9	\$102,468.08	\$49.27
Step 10	\$105,542.32	\$50.76
Step 11	\$108,708.08	\$52.28
Step 12	\$111,969.52	\$53.85
Step 13	\$115,363.04	\$55.47

FY 2024-2025		
Job Classification:	Police Lieutenant (203)	
Grade	Annual	Hourly
Step 1	\$93,753.92	\$45.09
Step 2	\$96,566.08	\$46.45
Step 3	\$99,463.52	\$47.84
Step 4	\$102,447.28	\$49.26
Step 5	\$105,520.48	\$50.75
Step 6	\$108,686.24	\$52.27
Step 7	\$111,946.64	\$53.84
Step 8	\$115,304.80	\$55.45
Step 9	\$118,763.84	\$57.12
Step 10	\$122,326.88	\$58.82
Step 11	\$125,997.04	\$60.59
Step 12	\$129,776.40	\$62.41
Step 13	\$133,685.76	\$64.29

Cost of Living Adjustment FY 24-25: 4%
Performance Merit Increase: 3%

City of Doral- Approved Classification Steps for Bargaining Members

Revised 09/30/24