

DUNEDIN

Home of Honeymoon Island



*Pay Plan
for
Fiscal Year 2017*

“Dedicated to Quality Service”

2016/2017 PAY PLAN

***Julie Ward Bujalski, Mayor
Bruce Livingston, Vice-Mayor
Deborah Kynes, Commissioner
Heather Gracy, Commissioner
John Tornga, Commissioner***



Doug Hutchens, Interim City Manager

Home of Honeymoon Island
Effective October 1, 2016

***“A community partnership dedicated to Quality Service
that effectively, efficiently and equitably enhances
the Quality of Life in Dunedin.”***

Prepared by the Department of Human Resources & Risk Management

TABLE OF CONTENTS

Table of Contents	iii
Personnel Review Board Recommendations	1-2
Organizational Chart	3
Employee Classifications	4
Pay Plan Tables.....	5
Pay Plan Reports	
Job Titles in Alphabetical Order	7-9
Job Titles by Grade	10-13
Variable / On Demand Positions	14
Personnel Changes by Department	15
Full-Time Equivalent (FTE) By Department	17-18

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MEMORANDUM

TO: City Commission

FROM: J. Patrick Donoghue, Chairman
Personnel Review Board

DATE: August 4, 2016

SUBJECT: FY 2016/2017 Pay Plan

The Personnel Review Board (PRB) met on July 22, 2016 to discuss the Proposed FY 2016/2017 Pay Plan and proposed initiatives.

The PRB met with staff to review and discuss the proposal.

After explanation of the proposed pay plan changes, the board unanimously supports staff's recommendations summarized by the following:

1. Merit Increases for General Employees

- a. 3% merit increase is recommended based on an annual performance rating of at least Competent/Proficient
- b. For those rated Fair/Developing, a 1% increase
- c. For those rated Needs Improvement, no merit based raise and enrollment in a 6-month Improvement Plan with the opportunity to be reevaluated after 6-months
- d. For Firefighters, their merit increase for Competent/Proficient will be based on their negotiated contract

2. Pay Study Recommendations

- a. No change in the City's minimum or maximum rates for pay grades. We believe the ranges remain broad enough to be both flexible and fair.

- b. Funding of the Second Year Parity Program at 50% of the second year amount.
- c. No change to the City's current pay grades. The PRB believes the ranges allocated to each pay grade allow ample flexibility within each role.

3. Position Changes

- a. The PRB encourages acceptance of the Classification Updates as recommended by City of Dunedin Human Resources to roles in Planning & Development and Public Works / Solid Waste.

4. Technology Initiatives – the Board recommends consideration of utilizing technology to improve the following HR roles.

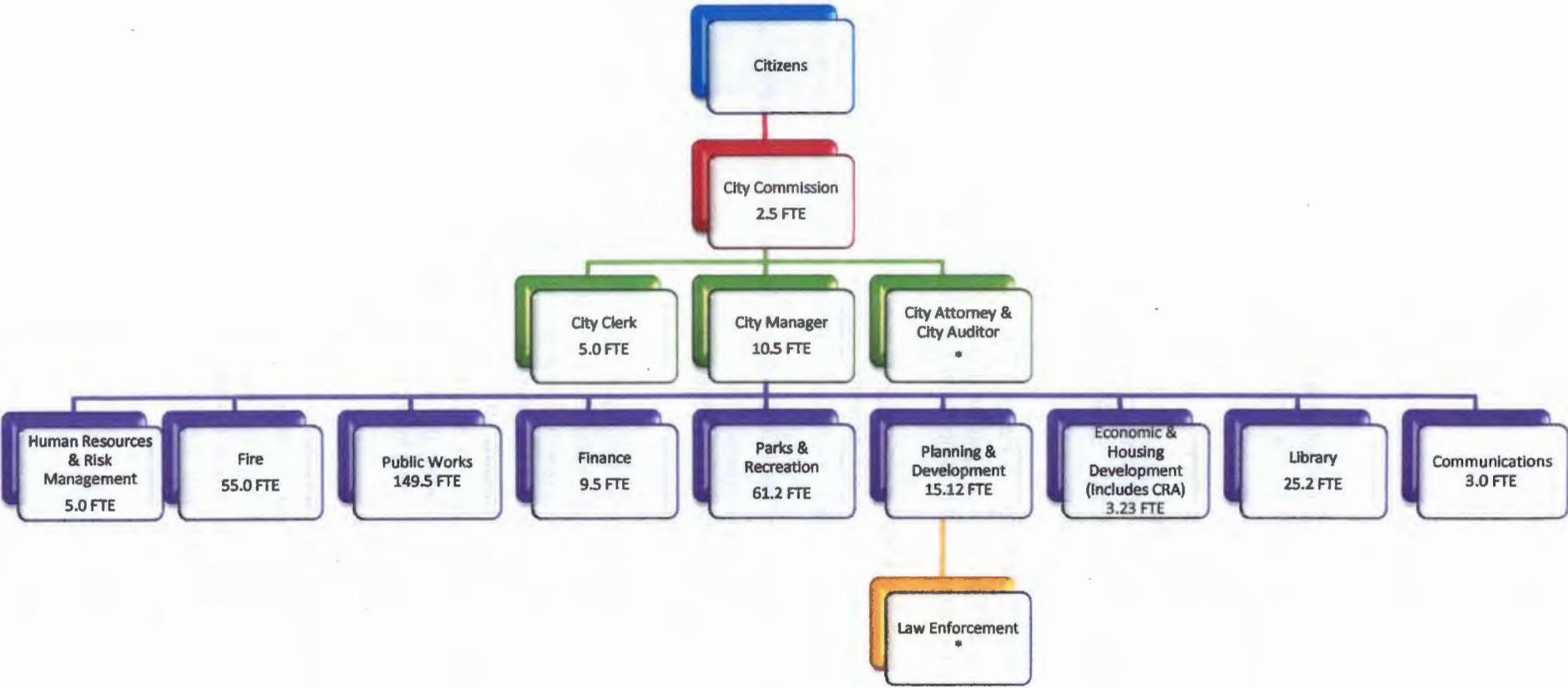
- a. **Timekeeping/Payroll:** Over the last few years, we have discussed the timekeeping and payroll systems. We recommend the Commission consider upgrading the system to help reduce the opportunity for error and better track FLSA requirement and employee leave hours.
- b. **HRIS:** Acquisition of HRIS including Online Performance Management System – This recommendation is contingent on results of City's RFP for an Enterprise Resource Planning System. A performance tracking system would not only allow for streamlined tracking of employees, but also help ensure consistency and fairness across roles.
- c. **Intranet:** HR is currently working with Information Technology Services (ITS) into the concept of adding an Employee Intranet. We believe this would be a benefit to the City by streamlining the dissemination of important city initiatives and HR information.

Finally, we would like to thank the Commission and staff for all their efforts in making Dunedin a wonderful place to live and work. We recognize the effort and difficult decisions required and respectfully submit the recommendations we believe will help keep our City a fair, competitive and efficient employer.



J. Patrick Donoghue
Chairman

City of Dunedin
Organizational Chart
344.75 FTE



3

City of Dunedin
Employee Classifications
Effective October 1, 2014

The following are the classifications for all City of Dunedin employees, based on hours worked:

Regular Employee - An employee who has been appointed to a position in the classified service in accordance with the Employee Service System Rules (ESSR), and is subject to a probationary period.

Regular Full-Time – A Regular employee in the classified service who regularly works a minimum of 35 hours per week, on a year-round basis.

Benefits Eligibility: All employee insurance and retirement benefits, as detailed in the City's Employee Benefit Highlights Booklet; accrual of Annual & Sick leave on a pro-rated basis, according to hours worked.

Regular Part-Time Plus – A Regular Employee in the classified service who works at least 30 hours but less than 35 hours per week, on a year-round basis. This employee will be eligible for medical insurance in accordance with the provisions of the Patient Protection Affordable Care Act (PPACA).

Benefits Eligibility: Medical insurance (City contribution for Single coverage, base plan only, with option to waive), Retirement benefits, accrual of Annual & Sick leave on a pro-rated basis, according to hours worked. No Waiver stipend if medical insurance is waived.

Regular Part-Time - A Regular Employee in the classified service who works less than 30 hours per week, on a year-round basis.

Benefits Eligibility: Retirement benefits, accrual of Annual & Sick leave on a pro-rated basis, according to hours worked.

Variable/On-Demand – An employee who is not a Regular Employee and is hired for a specific function (e.g. lifeguard, recreation leader) that may be longer than four months and throughout the year. The work is exclusively performed at certain seasons or periods of the year and may be continuous or carried on throughout the year. Employment periods may also be for a day or a few days at a time, depending upon the needs of the department and is called in to work on an as needed basis, with no default work schedule. The employee may perform different functions throughout the year, depending on the needs of the department; however, total work hours shall be less than 1,560 hours per year.

Benefits Eligibility: None

Seasonal/Temporary - A person who is not a Regular Employee and is hired on a temporary basis for a specific function, and only for a specific period lasting no more than three (3) consecutive months at a time. The employee may work in more than one temporary assignment in the City throughout the year, but no assignment shall last longer than three (3) months. Total work hours shall be less than 1,560 hours per year.

Benefits Eligibility: None.

2016/17 Pay Plan Tables

Annual				Bi-Weekly			Hourly			
Grade	Minimum	Midpoint	Maximum	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Minimum Hourly	Midpoint Hourly	Maximum Hourly	Range Spread
A04	16,947.09	22,031.21	27,115.34	651.8112	847.3545	1,042.8978	8.1476	10.5919	13.0362	60%
A05	18,745.41	24,369.03	29,992.65	720.9773	937.2705	1,153.5637	9.0122	11.7159	14.4195	60%
A06	20,547.31	26,711.50	32,875.69	790.2812	1,027.3655	1,264.4498	9.8785	12.8421	15.8056	60%
A07	22,359.89	29,067.86	35,775.82	859.9958	1,117.9945	1,375.9932	10.7499	13.9749	17.1999	60%
A08	24,171.29	31,422.67	38,674.06	929.6650	1,208.5645	1,487.4640	11.6208	15.1071	18.5933	60%
A09	26,000.00	33,800.00	41,600.00	1,000.0000	1,300.0000	1,600.0000	12.5000	16.2500	20.0000	60%
A10	27,795.24	36,133.82	44,472.39	1,069.0477	1,389.7620	1,710.4763	13.3631	17.3720	21.3810	60%
A11	29,607.84	38,490.19	47,372.54	1,138.7631	1,480.3920	1,822.0209	14.2345	18.5049	22.7753	60%
A12	31,419.22	40,844.99	50,270.76	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686	60%
A13	33,231.79	43,201.33	53,170.87	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629	60%
A14	35,043.19	45,556.15	56,069.11	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563	60%
A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583	60%
A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440	60%
A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383	60%
A18	42,291.13	54,978.47	67,665.80	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316	60%
A19	44,335.58	57,636.25	70,936.92	1,705.2146	2,216.7790	2,728.3434	21.3152	27.7097	34.1043	60%
A20	45,915.11	59,689.64	73,464.17	1,765.9658	2,295.7555	2,825.5452	22.0746	28.6969	35.3193	60%
A21	47,727.69	62,045.99	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136	60%
A22	49,539.06	64,400.78	79,262.50	1,905.3485	2,476.9530	3,048.5575	23.8169	30.9619	38.1070	60%
A23	51,351.67	66,757.17	82,162.66	1,975.0642	2,567.5835	3,160.1028	24.6883	32.0948	39.5013	60%
A24	53,164.23	69,113.49	85,062.76	2,044.7781	2,658.2115	3,271.6449	25.5597	33.2276	40.8956	60%
A25	54,974.44	71,466.77	87,959.10	2,114.4015	2,748.7220	3,383.0425	26.4300	34.3590	42.2880	60%
A26	56,787.01	73,823.11	90,859.22	2,184.1158	2,839.3505	3,494.5852	27.3014	35.4919	43.6823	60%
A27	58,599.60	76,179.48	93,759.36	2,253.8308	2,929.9800	3,606.1292	28.1729	36.6248	45.0766	60%
A28	60,410.99	78,534.29	96,657.58	2,323.4996	3,020.5495	3,717.5994	29.0437	37.7569	46.4700	60%
A29	62,223.57	80,890.64	99,557.71	2,393.2142	3,111.1785	3,829.1428	29.9152	38.8897	47.8643	60%
A30	64,034.95	83,245.43	102,455.92	2,462.8827	3,201.7475	3,940.6123	30.7860	40.0218	49.2577	60%
A31	66,682.61	86,687.40	106,692.18	2,564.7159	3,334.1306	4,103.5454	32.0589	41.6766	51.2943	60%
A32	68,565.81	89,135.55	109,705.29	2,637.1465	3,428.2905	4,219.4345	32.9643	42.8536	52.7429	60%
A33	72,189.78	93,846.71	115,503.64	2,776.5300	3,609.4890	4,442.4480	34.7066	45.1186	55.5306	60%
A34	75,812.56	98,556.33	121,300.10	2,915.8677	3,790.6280	4,665.3883	36.4483	47.3829	58.3174	60%
A35	79,437.71	103,269.03	127,100.34	3,055.2965	3,971.8855	4,888.4745	38.1912	49.6486	61.1059	60%
A36	83,356.59	108,363.57	133,370.55	3,206.0228	4,167.8297	5,129.6365	40.0753	52.0979	64.1205	60%
A37	86,685.65	112,691.34	138,697.04	3,334.0635	4,334.2825	5,334.5015	41.6758	54.1785	66.6813	60%
A38	90,309.64	117,402.53	144,495.42	3,473.4477	4,515.4820	5,557.5163	43.4181	56.4435	69.4690	60%
A39	94,825.12	123,272.66	151,720.19	3,647.1200	4,741.2560	5,835.3920	45.5890	59.2657	72.9424	N/A
C14	39,144.99	48,931.24	58,717.48	1,505.5765	1,881.9708	2,258.3648	13.4426	16.8033	20.1640	50%
C16	45,819.14	57,273.93	68,728.72	1,762.2746	2,202.8435	2,643.4119	15.7346	19.6682	23.6019	50%
C21	53,756.88	64,508.25	75,259.63	2,067.5723	2,481.0865	2,894.6012	18.4605	22.1526	25.8447	40%

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**CITY OF DUNEDIN
FY17 PAY PLAN
Job Titles in Alphabetical Order**

Job Title	Position #	Hrs	Level	Exempt/Non-		Annual Salary Range			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Exempt	Grade	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
ACCOUNTANT/FINANCIAL ANALYST	259	80	G	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
ACCOUNTING MANAGER	175	80	E/M	E	A30	64,034.95	83,245.44	102,455.92	2,462.8827	3,201.7475	3,940.6123	30.7860	40.0218	49.2577
ACCOUNTS TECHNICIAN	297	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
ADMINISTRATIVE ASSISTANT	031	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
ADMINISTRATIVE COORDINATOR	248	80	G	E	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
ASSISTANT DIRECTOR PLANNING/DEVELOPMENT	349	80	E/M	E	A33	72,189.78	93,846.71	115,503.65	2,776.5300	3,609.4890	4,442.4480	34.7066	45.1186	55.5306
ASSISTANT DIRECTOR PUBLIC WORKS/UTILITIES	284	80	E/M	E	A34	75,812.56	98,556.33	121,300.10	2,915.8677	3,790.6280	4,665.3883	36.4483	47.3829	58.3174
BUDGET MANAGER	287	80	E/M	E	A30	64,034.95	83,245.44	102,455.92	2,462.8827	3,201.7475	3,940.6123	30.7860	40.0218	49.2577
BUDGET/FINANCIAL ANALYST	291	80	G	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
BUILDING INSPECTOR LEVEL I-IV	300	80	G	N	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
BUILDING INSPECTOR LEVEL II	343	80	G	N	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
BUILDING INSPECTOR LEVEL III	344	80	G	N	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
BUILDING INSPECTOR LEVEL IV	345	80	G	N	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
BUSINESS MANAGER	294	80	G	E	A21	47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
CAD / GIS ADMINISTRATOR	314	80	G	E	A22	49,539.06	64,400.78	79,262.50	1,905.3485	2,476.9530	3,048.5575	23.8169	30.9619	38.1070
CITY ARBORIST	050	80	G	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
CITY CLERK	141	80	Charter Official	E	A30	64,034.95	83,245.44	102,455.92	2,462.8827	3,201.7475	3,940.6123	30.7860	40.0218	49.2577
CITY MANAGER	140	80	Charter Official	E	A40	N/A	Contract		N/A	Contract		N/A	Contract	
CODE ENFORCEMENT INSPECTOR	065	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
CRAFTSWORKER I	039	80	G	N	A10	27,795.24	36,133.81	44,472.38	1,069.0477	1,389.7620	1,710.4763	13.3631	17.3720	21.3810
CRAFTSWORKER II	054	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
CRAFTSWORKER III HVAC	272	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
DEPUTY BUILDING OFFICIAL	254	80	G	E	A22	49,539.06	64,400.78	79,262.50	1,905.3485	2,476.9530	3,048.5575	23.8169	30.9619	38.1070
DEPUTY CITY CLERK	290	80	S	E	A21	47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
DEPUTY CITY MANAGER	286	80	E/M	E	A38	90,309.64	117,402.53	144,495.42	3,473.4477	4,515.4820	5,557.5163	43.4181	56.4435	69.4690
DEPUTY FIRE CHIEF	184	80	E/M	E	A33	72,189.78	93,846.71	115,503.65	2,776.5300	3,609.4890	4,442.4480	34.7066	45.1186	55.5306
DEPUTY FIRE MARSHAL	228	80	S	E	A26	56,787.01	73,823.11	90,859.22	2,184.1158	2,839.3505	3,494.5852	27.3014	35.4919	43.6823
DIRECTOR ECON & HOUSING DEVELOPMENT	240	80	E/M	E	A35	79,437.71	103,269.02	127,100.34	3,055.2965	3,971.8855	4,888.4745	38.1912	49.6486	61.1059
DIRECTOR OF COMMUNICATIONS	281	80	E/M	E	A29	62,223.57	80,890.64	99,557.71	2,393.2142	3,111.1785	3,829.1428	29.9152	38.8897	47.8643
DIRECTOR OF FINANCE	135	80	E/M	E	A37	86,685.65	112,691.35	138,697.04	3,334.0635	4,334.2825	5,334.5015	41.6758	54.1785	66.6813
DIRECTOR OF HR & RISK MGMT	125	80	E/M	E	A34	75,812.56	98,556.33	121,300.10	2,915.8677	3,790.6280	4,665.3883	36.4483	47.3829	58.3174
DIRECTOR OF PARKS & RECREATION	134	80	E/M	E	A34	75,812.56	98,556.33	121,300.10	2,915.8677	3,790.6280	4,665.3883	36.4483	47.3829	58.3174
DIRECTOR OF PLANNING/DEVELOPMENT	136	80	E/M	E	A34	75,812.56	98,556.33	121,300.10	2,915.8677	3,790.6280	4,665.3883	36.4483	47.3829	58.3174
DISTRICT CHIEF	118	A	E/M	E	A27	58,599.60	76,179.48	93,759.36	2,253.8308	2,929.9800	3,606.1292	28.1729	36.6248	45.0766
DIVISION CHIEF OF EMS/SUPPORT SERVS	119	80	E/M	E	A30	64,034.95	83,245.44	102,455.92	2,462.8827	3,201.7475	3,940.6123	30.7860	40.0218	49.2577
DIVISION CHIEF OF TRAINING	244	80	E/M	E	A30	64,034.95	83,245.44	102,455.92	2,462.8827	3,201.7475	3,940.6123	30.7860	40.0218	49.2577
DIVISION DIRECTOR OF FLEET SERVICES	102	80	E/M	E	A25	54,974.44	71,466.77	87,959.10	2,114.4015	2,748.7220	3,383.0425	26.4300	34.3590	42.2880
DIVISION DIRECTOR OF IT SERVICES	275	80	E/M	E	A28	60,410.99	78,534.29	96,657.58	2,323.4996	3,020.5495	3,717.5994	29.0437	37.7569	46.4700
DIVISION DIRECTOR OF PUBLIC SERVICES	182	80	E/M	E	A29	62,223.57	80,890.64	99,557.71	2,393.2142	3,111.1785	3,829.1428	29.9152	38.8897	47.8643
DIVISION DIRECTOR OF SOLID WASTE	121	80	E/M	E	A27	58,599.60	76,179.48	93,759.36	2,253.8308	2,929.9800	3,606.1292	28.1729	36.6248	45.0766
ECONOMIC DEVELOPMENT SPECIALIST	341	80	G	E	A22	49,539.06	64,400.78	79,262.50	1,905.3485	2,476.9530	3,048.5575	23.8169	30.9619	38.1070
EXECUTIVE OFFICE COORDINATOR	051	80	S	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
FIELD SERVICE REPRESENTATIVE	016	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
FIRE CHIEF	137	80	E/M	E	A35	79,437.71	103,269.02	127,100.34	3,055.2965	3,971.8855	4,888.4745	38.1912	49.6486	61.1059
FIRE INSPECTOR	197	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
FIRE LIEUTENANT	143	A	S	E	C21	53,756.88	64,508.25	75,259.63	2,067.5723	2,481.0865	2,894.6012	18.4605	22.1526	25.8447
FIREFIGHTER/EMT	146	A	G	E	C14	39,144.99	48,931.24	58,717.48	1,505.5765	1,881.9708	2,258.3648	13.4426	16.8033	20.1640
FIREFIGHTER/PARAMEDIC	145	A	G	E	C16	45,819.14	57,273.93	68,728.72	1,762.2746	2,202.8435	2,643.4119	15.7346	19.6682	23.6019
FLEET INVENTORY TECHNICIAN	196	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
FOREMAN	337	80	S	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563

**CITY OF DUNEDIN
FY17 PAY PLAN
Job Titles in Alphabetical Order**

Job Title	Position #	Hrs	Level	Exempt/Non-Exempt	Grade	Annual Salary Range			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
						Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
HARBORMASTER	111	80	S	E	A22	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
HR & RISK MANAGER	241	80	E/M	E	A27	58,599.60	76,179.48	93,759.36	2,253.8308	2,929.9800	3,606.1292	28.1729	36.6248	45.0766
HR & RISK MGMT SPECIALIST	279	80	G	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
HYDROGEOLOGIST	199	80	G	E	A23	51,351.67	66,757.17	82,162.67	1,975.0642	2,567.5835	3,160.1028	24.6883	32.0948	39.5013
IRRIGATION TECHNICIAN	189	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
IT SERVICES MANAGER	122	80	E/M	E	A24	53,164.23	69,113.50	85,062.77	2,044.7781	2,658.2115	3,271.6449	25.5597	33.2276	40.8956
IT SERVICES NETWORK ADMINISTRATOR	298	80	G	E	A22	49,539.06	64,400.78	79,262.50	1,905.3485	2,476.9530	3,048.5575	23.8169	30.9619	38.1070
IT SERVICES TECHNICIAN	070	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
LEAD CRAFTSWORKER	340	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
LEAD MECHANIC	195	80	G	N	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
LEAD WASTEWATER PLANT OPERATOR	328	80	S	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
LEAD WATER PLANT OPERATOR	321	80	S	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
LIBRARIAN	306	80	G	E	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
LIBRARY AIDE	010	40	G	N	A06	20,547.31	26,711.50	32,875.70	790.2812	1,027.3655	1,264.4498	9.8785	12.8421	15.8056
LIBRARY ASSISTANT	307	80	G	N	A11	29,607.84	38,490.19	47,372.54	1,138.7631	1,480.3920	1,822.0209	14.2345	18.5049	22.7753
LIBRARY DIRECTOR	133	80	E/M	E	A32	68,565.81	89,135.55	109,705.30	2,637.1465	3,428.2905	4,219.4345	32.9643	42.8536	52.7429
LIBRARY TECHNICAL ASSISTANT	043	80	G	N	A11	29,607.84	38,490.19	47,372.54	1,138.7631	1,480.3920	1,822.0209	14.2345	18.5049	22.7753
MAIL CLERK	002	32	G	N	A07	22,359.89	29,067.86	35,775.82	859.9958	1,117.9945	1,375.9932	10.7499	13.9749	17.1999
MARINE MAINTENANCE TECHNICIAN	312	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
MECHANIC	339	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
MULTIMEDIA SPECIALIST	229	80	G	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
PARK MAINTENANCE CREW LEADER	311	80	S	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
PARK MAINTENANCE WORKER I	003	80	G	N	A10	27,795.24	36,133.81	44,472.38	1,069.0477	1,389.7620	1,710.4763	13.3631	17.3720	21.3810
PARK MAINTENANCE WORKER II	011	80	G	N	A12	31,419.22	40,844.99	50,270.75	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686
PARK MAINTENANCE WORKER III	025	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
PARKS & REC SUPERINTENDENT	113	80	S	E	A24	53,164.23	69,113.50	85,062.77	2,044.7781	2,658.2115	3,271.6449	25.5597	33.2276	40.8956
PARKS MAINTENANCE SUPERVISOR	099	80	S	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
PAYROLL & BENEFITS COORDINATOR	280	80	G	E	A21	47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
PERMIT & LICENSING TECHNICIAN	303	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
PLANS REVIEW ENGINEER	313	80	G	E	A25	54,974.44	71,466.77	87,959.10	2,114.4015	2,748.7220	3,383.0425	26.4300	34.3590	42.2880
PROJECT COORDINATOR	114	80	G	E	A24	53,164.23	69,113.50	85,062.77	2,044.7781	2,658.2115	3,271.6449	25.5597	33.2276	40.8956
PROJECT ENGINEER	293	80	G	E	A25	54,974.44	71,466.77	87,959.10	2,114.4015	2,748.7220	3,383.0425	26.4300	34.3590	42.2880
PUBLIC SERVICES FOREMAN	242	80	S	N	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
PUBLIC SERVICES MAINTENANCE TECHNICIAN	335	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
PUBLIC SERVICES MAINTENANCE WORKER I	214	80	G	N	A10	27,795.24	36,133.81	44,472.38	1,069.0477	1,389.7620	1,710.4763	13.3631	17.3720	21.3810
PUBLIC SERVICES MAINTENANCE WORKER II	215	80	G	N	A12	31,419.22	40,844.99	50,270.75	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686
PUBLIC SERVICES MAINTENANCE WORKER III	216	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
PUBLIC SERVICES SUPERVISOR	217	80	S	E	A20	45,915.11	59,689.64	73,464.18	1,765.9658	2,295.7555	2,825.5452	22.0746	28.6969	35.3193
PUBLIC WORKS & UTILITIES DIR/CITY ENGINEER	319	80	E/M	E	A37	86,685.65	112,691.35	138,697.04	3,334.0635	4,334.2825	5,334.5015	41.6758	54.1785	66.6813
PUBLIC WORKS DESIGNER	317	80	G	N	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
PUBLIC WORKS/UTILITIES INSPECT	316	80	G	N	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
PURCHASING AGENT	107	80	G	E	A21	47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
RECEPTIONIST	006	45	G	N	A08	24,171.29	31,422.68	38,674.06	929.6650	1,208.5645	1,487.4640	11.6208	15.1071	18.5933
RECORDS MANAGEMENT SPECIALIST	276	80	G	E	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
RECREATION LEADER II	030	80	G	N	A11	29,607.84	38,490.19	47,372.54	1,138.7631	1,480.3920	1,822.0209	14.2345	18.5049	22.7753
RECREATION LEADER III	236	80	G	N	A12	31,419.22	40,844.99	50,270.75	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686
RECREATION PROGRAM COORDINATOR	309	80	S	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
RECREATION PROGRAM SPECIALIST	264	80	G	E	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
SECTION ENGINEER	292	80	G	E	A32	68,565.81	89,135.55	109,705.30	2,637.1465	3,428.2905	4,219.4345	32.9643	42.8536	52.7429

**CITY OF DUNEDIN
FY17 PAY PLAN
Job Titles in Alphabetical Order**

Job Title	Position #	Hrs	Level	Exempt/Non-Exempt	Grade	Annual Salary Range			Bi-Weekly Range			Hourly Range (based on 40hr/s/wk)		
						Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
SENIOR ADMINISTRATIVE ASSISTANT	187	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
SENIOR FOREMAN	336	80	S	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
SENIOR IT SERVICES TECHNICIAN	288	80	G	N	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
SENIOR LIBRARIAN	305	80	S	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
SENIOR LIBRARY ASSISTANT	308	80	G	N	A12	31,419.22	40,844.99	50,270.75	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686
SENIOR PERMIT & LICENSING TECHNICIAN	302	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
SENIOR PLANNING & ZONING TECHNICIAN	301	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
SENIOR PUBLIC WORKS DESIGNER	315	80	G	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
SENIOR TECHNICAL ASSISTANT	186	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
SENIOR WASTEWATER COLLECTION TECHNICIAN	331	80	G	N	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
SENIOR WASTEWATER SERVICE WORKER	333	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
SENIOR WATER DISTRIBUTION TECHNICIAN	324	80	G	N	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
SENIOR WATER SERVICE WORKER	326	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
SOLID WASTE DRIVER LOADER	042	75	G	N	A12	31,419.22	40,844.99	50,270.75	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686
SOLID WASTE SUPERVISOR	350	80	S	E	A20	45,915.11	59,689.64	73,464.18	1,765.9658	2,295.7555	2,825.5452	22.0746	28.6969	35.3193
SOLID WASTE TECHNICIAN	346	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
SPECIAL EVENTS COORDINATOR	310	80	S	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
SPECIAL PROJECTS COORDINATOR	237	58	G	N	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
SPRAY TECHNICIAN	190	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
STAFF ASSISTANT	023	80	G	N	A10	27,795.24	36,133.81	44,472.38	1,069.0477	1,389.7620	1,710.4763	13.3631	17.3720	21.3810
STORMWATER PROGRAM COORDINATOR	278	80	G	E	A23	51,351.67	66,757.17	82,162.67	1,975.0642	2,567.5835	3,160.1028	24.6883	32.0948	39.5013
SURVEYOR	082	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
SUSTAINABILITY COORDINATOR	239	80	G	E	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
TECHNICAL COORDINATOR	318	80	G	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
TECHNICAL SUPPORT ASSISTANT	320	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
TRANSPORT/TRAFFIC ENGINEER	124	80	G	E	A27	58,599.60	76,179.48	93,759.36	2,253.8308	2,929.9800	3,606.1292	28.1729	36.6248	45.0766
TV PRODUCTION SPECIALIST	304	80	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
TV/SEAL TRUCK OPERATOR	086	80	G	N	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
UTILITY BILLING SUPERVISOR	295	80	S	E	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
UTILITY BILLING TECHNICIAN	296	80	G	N	A12	31,419.22	40,844.99	50,270.75	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686
WASTEWATER COLLECT SYSTEMS SUPERVISOR	104	80	S	E	A21	47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
WASTEWATER COLLECTION FOREMAN	330	80	S	N	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
WASTEWATER COLLECTION TECHNICIAN	332	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
WASTEWATER MAINTENANCE MECHANIC	087	80	G	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
WASTEWATER PLANT OPERATOR	329	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
WASTEWATER PLANT OPERATOR TRAINEE	056	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
WASTEWATER PLANT SUPERVISOR	105	80	S	E	A21	47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
WASTEWATER SERVICE WORKER	334	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
WATER DISTRIBUTION FOREMAN	323	80	S	N	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
WATER DISTRIBUTION SUPERVISOR	106	80	S	E	A21	47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
WATER DISTRIBUTION TECHNICIAN	325	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
WATER MAINTENANCE MECHANIC	088	80	G	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
WATER PLANT OPERATOR	322	80	G	N	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
WATER PLANT OPERATOR TRAINEE	055	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
WATER PRODUCTION SUPERVISOR	101	80	S	E	A21	47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
WATER SERVICE WORKER	327	80	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629

**CITY OF DUNEDIN
FY17 PAY PLAN
Job Titles by Grade**

Job Title	Level	Exempt/Non-		Annual Salary Range			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
		Exempt	Grade	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
LIBRARY AIDE	G	N	A06	20,547.31	26,711.50	32,875.70	790.2812	1,027.3655	1,264.4498	9.8785	12.8421	15.8056
MAIL CLERK	G	N	A07	22,359.89	29,067.86	35,775.82	859.9958	1,117.9945	1,375.9932	10.7499	13.9749	17.1999
RECEPTIONIST	G	N	A08	24,171.29	31,422.68	38,674.06	929.6650	1,208.5645	1,487.4640	11.6208	15.1071	18.5933
CRAFTSWORKER I	G	N	A10	27,795.24	36,133.81	44,472.38	1,069.0477	1,389.7620	1,710.4763	13.3631	17.3720	21.3810
PARK MAINTENANCE WORKER I	G	N	A10									
PUBLIC SERVICES MAINTENANCE WORKER I	G	N	A10									
STAFF ASSISTANT	G	N	A10									
LIBRARY ASSISTANT	G	N	A11	29,607.84	38,490.19	47,372.54	1,138.7631	1,480.3920	1,822.0209	14.2345	18.5049	22.7753
LIBRARY TECHNICAL ASSISTANT	G	N	A11									
RECREATION LEADER II	G	N	A11									
PARK MAINTENANCE WORKER II	G	N	A12	31,419.22	40,844.99	50,270.75	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686
PUBLIC SERVICES MAINTENANCE WORKER II	G	N	A12									
RECREATION LEADER III	G	N	A12									
SENIOR LIBRARY ASSISTANT	G	N	A12									
SOLID WASTE DRIVER/LOADER	G	N	A12									
UTILITY BILLING TECHNICIAN	G	N	A12									
ACCOUNTS TECHNICIAN	G	N	A13	33,231.79	43,201.33	53,170.86	1,278.1458	1,661.5895	2,045.0332	15.9768	20.7699	25.5629
ADMINISTRATIVE ASSISTANT	G	N	A13									
CRAFTSWORKER II	G	N	A13									
FIELD SERVICE REPRESENTATIVE	G	N	A13									
PARK MAINTENANCE WORKER III	G	N	A13									
PERMIT & LICENSING TECHNICIAN	G	N	A13									
PUBLIC SERVICES MAINTENANCE WORKER III	G	N	A13									
SENIOR TECHNICAL ASSISTANT	G	N	A13									
TECHNICAL SUPPORT ASSISTANT	G	N	A13									
WASTEWATER PLANT OPERATOR TRAINEE	G	N	A13									
WASTEWATER SERVICE WORKER	G	N	A13									
WATER PLANT OPERATOR TRAINEE	G	N	A13									
WATER SERVICE WORKER	G	N	A13									
CRAFTWORKER III HVAC	G	N	A14	35,043.19	45,556.15	56,069.10	1,347.8150	1,752.1595	2,156.5040	16.8477	21.9020	26.9563
FLEET INVENTORY TECHNICIAN	G	N	A14									
FOREMAN	S	N	A14									
IRRIGATION TECHNICIAN	G	N	A14									
IT SERVICES TECHNICIAN	G	N	A14									
MECHANIC	G	N	A14									
PUBLIC SERVICES MAINTENANCE TECHNICIAN	G	N	A14									
SENIOR ADMINISTRATIVE ASSISTANT	G	N	A14									
SENIOR WASTEWATER SERVICE WORKER	G	N	A14									
SENIOR WATER SERVICE WORKER	G	N	A14									
SOLID WASTE TECHNICIAN	G	N	A14									
SPRAY TECHNICIAN	G	N	A14									
SURVEYOR	G	N	A14									
TV PRODUCTION SPECIALIST	G	N	A14									

**CITY OF DUNEDIN
FY17 PAY PLAN
Job Titles by Grade**

Job Title	Level	Exempt/Non-Exempt	Grade	Annual Salary Range			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
ADMINISTRATIVE COORDINATOR	G	E	A15	36,865.83	47,925.58	58,985.33	1,417.9165	1,843.2915	2,268.6665	17.7240	23.0411	28.3583
CODE ENFORCEMENT INSPECTOR	G	N	A15									
FIRE INSPECTOR	G	N	A15									
LEAD CRAFTSWORKER	G	N	A15									
LIBRARIAN	G	E	A15									
MARINE MAINTENANCE TECHNICIAN	G	N	A15									
PARK MAINTENANCE CREW LEADER	S	N	A15									
SENIOR PERMIT & LICENSING TECHNICIAN	G	N	A15									
SENIOR PLANNING & ZONING TECHNICIAN	G	N	A15									
WASTEWATER COLLECTION TECHNICIAN	G	N	A15									
WASTEWATER PLANT OPERATOR	G	N	A15									
WATER DISTRIBUTION TECHNICIAN	G	N	A15									
WATER PLANT OPERATOR	G	N	A15									
LEAD MECHANIC	G	N	A16	38,667.16	50,267.31	61,867.46	1,487.1985	1,933.3580	2,379.5175	18.5900	24.1670	29.7440
PUBLIC WORKS DESIGNER	G	N	A16									
PUBLIC WORKS/UTILITIES INSPECT	G	N	A16									
PUBLIC WORKS/UTILITIES INSPECT	G	N	A16									
RECORDS MANAGEMENT SPECIALIST	G	E	A16									
SENIOR IT SERVICES TECHNICIAN	G	N	A16									
SENIOR WASTEWATER COLLECTION TECHNICIAN	G	N	A16									
SENIOR WATER DISTRIBUTION TECHNICIAN	G	N	A16									
TV/SEAL TRUCK OPERATOR	G	N	A16									
UTILITY BILLING SUPERVISOR	G	N	A16									
CITY ARBORIST	G	N	A17	40,479.75	52,623.68	64,767.60	1,556.9135	2,023.9875	2,491.0615	19.4614	25.2998	31.1383
HR & RISK MGMT SPECIALIST	S	N	A17									
LEAD WASTEWATER PLANT OPERATOR	G	N	A17									
LEAD WATER PLANT OPERATOR	G	N	A17									
MULTIMEDIA SPECIALIST	G	E	A17									
RECREATION PROGRAM SPECIALIST	G	E	A17									
SENIOR FOREMAN	G	E	A17									
SUSTAINABILITY COORDINATOR	G	E	A17									
TECHNICAL COORDINATOR	S	N	A17									
WASTEWATER MAINTENANCE MECHANIC	G	N	A17									
WATER MAINTENANCE MECHANIC	S	N	A17									
ACCOUNTANT/FINANCIAL ANALYST	G	E	A18	42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
BUDGET/FINANCIAL ANALYST	G	N	A18									
BUILDING INSPECTOR LEVEL I-IV	S	E	A18									
EXECUTIVE OFFICE COORDINATOR	S	E	A18									
PARKS MAINTENANCE SUPERVISOR	S	E	A18									
PUBLIC SERVICES FOREMAN	G	N	A18									
RECREATION PROGRAM COORDINATOR	S	E	A18									
SENIOR LIBRARIAN	G	E	A18									

**CITY OF DUNEDIN
FY17 PAY PLAN
Job Titles by Grade**

Job Title	Level	Exempt/Non-			Annual Salary Range			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
		Exempt	Grade		Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
SENIOR PUBLIC WORKS DESIGNER	S	E	A18		42,291.13	54,978.47	67,665.81	1,626.5819	2,114.5565	2,602.5311	20.3323	26.4320	32.5316
SPECIAL EVENTS COORDINATOR	S	E	A18										
SPECIAL PROJECTS COORDINATOR	G	E	A18										
WASTEWATER COLLECTION FOREMAN	S	N	A18										
WATER DISTRIBUTION FOREMAN	S	N	A18										
PUBLIC SERVICES SUPERVISOR	S	E	A20		45,915.11	59,689.64	73,464.18	1,765.9658	2,295.7555	2,825.5452	22.0746	28.6969	35.3193
SOLID WASTE SUPERVISOR	S	E	A20										
BUSINESS MANAGER	S	E	A21		47,727.69	62,046.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
DEPUTY CITY CLERK	G	E	A21										
PAYROLL & BENEFITS COORDINATOR	G	E	A21										
PURCHASING AGENT	G	E	A21										
WASTEWATER COLLECT SYSTEMS SUPERVISOR	S	E	A21										
WASTEWATER PLANT SUPERVISOR	S	E	A21										
WATER DISTRIBUTION SUPERVISOR	S	E	A21										
WATER PRODUCTION SUPERVISOR	S	E	A21										
CAD / GIS ADMINISTRATOR	G	E	A22		49,539.06	64,400.78	79,262.50	1,905.3485	2,476.9530	3,048.5575	23.8169	30.9619	38.1070
DEPUTY BUILDING OFFICIAL	S	E	A22										
ECONOMIC DEVELOPMENT SPECIALIST	G	E	A22										
HARBORMASTER	G	E	A22										
IT SERVICES NETWORK ADMINISTRATOR	G	E	A22										
HYDROGEOLOGIST	G	E	A23		51,351.67	66,757.17	82,162.67	1,975.0642	2,567.5835	3,160.1028	24.6883	32.0948	39.5013
STORMWATER PROGRAM COORDINATOR	G	E	A23										
IT SERVICES MANAGER	G	E	A24		53,164.23	69,113.50	85,062.77	2,044.7781	2,658.2115	3,271.6449	25.5597	33.2276	40.8956
PARKS & REC SUPERINTENDENT	E/M	E	A24										
PROJECT COORDINATOR	S	E	A24										
DIVISION DIRECTOR OF FLEET SERVICES	E/M	E	A25		54,974.44	71,466.77	87,959.10	2,114.4015	2,748.7220	3,383.0425	26.4300	34.3590	42.2880
PLANS REVIEW ENGINEER	G	E	A25										
PROJECT ENGINEER	G	E	A25										
DEPUTY FIRE MARSHAL	S	E	A26		56,787.01	73,823.11	90,859.22	2,184.1158	2,839.3505	3,494.5852	27.3014	35.4919	43.6823
HR & RISK MANAGER	E/M	E	A27		58,599.60	76,179.48	93,759.36	2,253.8308	2,929.9800	3,606.1292	28.1729	36.6248	45.0766
DISTRICT CHIEF	E/M	E	A27										
DIVISION DIRECTOR OF SOLID WASTE	E/M	E	A27										
TRANSPORT/TRAFFIC ENGINEER	G	E	A27										
DIVISION DIRECTOR OF IT SERVICES	E/M	E	A28		60,410.99	78,534.29	96,657.58	2,323.4996	3,020.5495	3,717.5994	29.0437	37.7569	46.4700
DIRECTOR OF COMMUNICATIONS	E/M	E	A29		62,223.57	80,890.64	99,557.71	2,393.2142	3,111.1785	3,829.1428	29.9152	38.8897	47.8643
DIVISION DIRECTOR OF PUBLIC SERVICES	E/M	E	A29										
ACCOUNTING MANAGER	E/M	E	A30		64,034.95	83,245.44	102,455.92	2,462.8827	3,201.7475	3,940.6123	30.7860	40.0218	49.2577
BUDGET MANAGER	E/M	E	A30										
BUILDING OFF/CODE ENF DIVISION DIR	S	E	A30										
CITY CLERK	Charter Official	E	A30										
DIVISION CHIEF OF EMS/SUPPORT SERVS	E/M	E	A30										
DIVISION CHIEF OF TRAINING	E/M	E	A30										
LIBRARY DIRECTOR	E/M	E	A32		68,565.81	89,135.55	109,705.30	2,637.1465	3,428.2905	4,219.4345	32.9643	42.8536	52.7429
SECTION ENGINEER	G	E	A32										

12

**CITY OF DUNEDIN
FY17 PAY PLAN
Job Titles by Grade**

Job Title	Level	Exempt/Non-Exempt	Grade	Annual Salary Range			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
DEPUTY FIRE CHIEF	E/M	E	A33	72,189.78	93,846.71	115,503.65	2,776.5300	3,609.4890	4,442.4480	34.7066	45.1186	55.5306
ASSISTANT DIRECTOR PLANNING/ DEV	E/M	E	A33									
ASSISTANT DIRECTOR PUBLIC WORKS/UTILITIES	E/M	E	A34	75,812.56	98,556.33	121,300.10	2,915.8677	3,790.6280	4,665.3883	36.4483	47.3829	58.3174
DIRECTOR OF HR & RISK MGMT	E/M	E	A34									
DIRECTOR OF PARKS & RECREATION	E/M	E	A34									
DIRECTOR OF PLANNING/DEVELOPMENT	E/M	E	A34									
DIRECTOR ECON & HOUSING DEVELOPMENT	E/M	E	A35	79,437.71	103,269.02	127,100.34	3,055.2965	3,971.8855	4,888.4745	38.1912	49.6486	61.1059
FIRE CHIEF	E/M	E	A35									
DIRECTOR OF FINANCE	E/M	E	A37	86,685.65	112,691.35	138,697.04	3,334.0635	4,334.2825	5,334.5015	41.6758	54.1785	66.6815
PUBLIC WORKS & UTILITIES DIR/CITY ENGINEER	E/M	E	A37									
DEPUTY CITY MANAGER	E/M	E	A38	90,309.64	117,402.53	144,495.42	3,473.4477	4,515.4820	5,557.5163	43.4181	56.4435	69.4690
CITY MANAGER	Charter Official	E	A40	N/A	Contract		N/A	Contract		N/A	Contract	
FIREFIGHTER/EMT	G	E	C14	39,144.99	48,931.24	58,717.48				13.4426	16.8033	20.1640
FIREFIGHTER/PARAMEDIC	G	E	C16	45,819.14	57,273.93	68,728.72				15.7346	19.6682	23.6019
FIRE LIEUTENANT	S	E	C21	53,756.88	64,508.25	75,259.63				18.4605	22.1526	25.8447

13

Variable On Demand Positions

Variable/ On Demand			
	Position #	Grade	Min Hourly Rate
Intern (Paid)	348	4	8.1476
Park Attendant	251	7	10.2074
Recreation Leader	171	7	10.2074
Lifeguard I	009	7	10.2074
Lifeguard II	014	8	11.0343
Lifeguard WSI	347	9	11.8613
Recreation Leader I (SMIC)	024	9	11.8613
Head Lifeguard	200	12	14.3431
Recreation Program Instructor III	271	17	20.0000

PERSONNEL CHANGES BY DEPARTMENT FY 2016 ACTUAL TO FY 2017 BUDGET

CHANGE	FY 2016 ACTUAL (FTE)	FY 2017 BUDGET (FTE)	NET IMPACT (FTE)	FISCAL IMPACT	FUND
Moved from Purchasing Agent position from Purchasing to Finance cost center	1.00	1.00	0.00	\$ -	General
Decrease allocation of Administrative Coordinator in Economic & Housing development Department	0.50	0.40	-0.10	\$ (4,000)	CRA
Reclass Building Official to Assistant Director of Planning & Development	1.00	1.00	0.00	\$ 3,200 \$ 9,600	General Building
Increase allocation of Administrative Coordinator in Planning & Development Department	0.40	0.50	0.10	\$ 4,000	General
Move 1.0 FTE from Parks Maintenance Division to Aquatics	1.00	1.00	0.00	\$ -	General
Part-time Administrative Assistant position in Athletics changed to full-time Recreation Leader II during FY 2016, salary increase offset by reduction in wages for temporary employees	0.69	1.00	0.31	\$ -	General
Part-time Recreation Leader II position at Hale Center changed to full-time during FY 2016, salary increase offset by reduction in wages for temporary employees	0.63	1.00	0.37	\$ -	General
Two variable on-demand Parks Maintenance Worker I positions were changed to two permanent part-time 0.6 FTE positions during FY 2016 and offset by reducing wages for FY 2017	0.00	1.20	1.20	\$ 18,700	General
Increase 0.5 part-time Technical Assistant position in Fleet Division to full-time position during FY 2016	0.50	1.00	0.50	\$ 31,500	Fleet
Reclass Administrative Assistant in Solid Waste to Senior Administrative Assistant	1.00	1.00	0.00	\$ 1,300	Solid Waste
Reclass Solid Waste Foreman to Solid Waste Technician	1.00	1.00	0.00	\$ -	Solid Waste
Citywide FTE & Fiscal Impact			2.38	\$ 64,300	

FULL-TIME EQUIVALENT (FTE) BY FUND

FUND	ACTUAL FY 2016	BUDGET FY 2017	FTEs CHANGE
Building Fund	-	8.70	8.70
CRA Fund	2.19	2.09	(0.10)
Facilities Maintenance Fund	10.68	10.68	-
Fleet Fund	8.50	9.00	0.50
General Fund	188.69	181.97	(6.72)
Health Benefits Fund	1.00	1.00	-
IT Services Fund	6.00	6.00	-
Marina Fund	2.15	2.15	-
Risk Safety Fund	2.00	2.00	-
Solid Waste Fund	21.00	21.00	-
Stormwater Fund	13.66	13.66	-
Water/Wastewater Fund	86.50	86.50	-
Grand Total	342.37	344.75	2.38

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FULL-TIME EQUIVALENT (FTE) BY DEPARTMENT					
	ACTUAL FY 2014	ACTUAL FY 2015	ACTUAL FY 2016	BUDGET FY 2017	FTE CHG
City Manager	4.50	4.50	4.50	4.50	-
IT	5.00	5.00	6.00	6.00	-
CITY MANAGER DEPARTMENT TOTAL	4.50	4.50	10.50	10.50	-
City Clerk	5.00	5.00	5.00	5.00	-
CITY CLERK DEPARTMENT TOTAL	5.00	5.00	5.00	5.00	-
City Commission	2.50	2.50	2.50	2.50	-
CITY COMMISSION DEPARTMENT TOTAL	2.50	2.50	2.50	2.50	-
Purchasing	1.00	1.00	1.00	-	(1.00)
Finance/Accounting	7.50	8.50	8.50	9.50	1.00
FINANCE DEPARTMENT TOTAL	8.50	9.50	9.50	9.50	-
Human Resources	2.00	2.00	2.00	2.00	-
Risk Management	2.00	2.00	2.00	2.00	-
Health/Benefits	1.00	1.00	1.00	1.00	-
HR & RISK MGMT DEPARTMENT TOTAL	5.00	5.00	5.00	5.00	-
Planning & Development	14.52	14.52	6.32	6.42	0.10
Building Services	-	-	8.70	8.70	-
Pinellas County Sheriff's Office	-	-	-	-	-
PLANNING & DEVELOPMT. DEPT. TOTAL	14.52	14.52	15.02	15.12	0.10
CRA	1.67	1.67	2.19	2.09	(0.10)
Economic Housing & Development	0.63	0.63	1.14	1.14	-
ECO. & HSG. DEVELOPMENT DEPT. TOTAL	2.30	2.30	3.33	3.23	(0.10)
Communications	3.00	3.00	3.00	3.00	-
COMMUNICATIONS DEPARTMENT TOTAL	3.00	3.00	3.00	3.00	-
Fire Admin	10.25	10.25	10.25	10.25	-
Fire Ops	35.00	35.00	35.00	35.00	-
EMS	9.75	9.75	9.75	9.75	-
FIRE DEPARTMENT TOTAL	55.00	55.00	55.00	55.00	-
Library	24.75	23.45	25.20	25.20	-
LIBRARY DEPARTMENT TOTAL	24.75	23.45	25.20	25.20	-
Aquatics	1.00	1.00	1.00	2.00	1.00
Athletics	2.00	0.50	1.69	2.00	0.31
Community Center	7.00	9.13	8.00	8.00	-
MLK	3.50	3.50	3.50	3.50	-
Hale Center	3.00	3.00	2.63	3.00	0.37
Nature Center	-	-	-	-	-
Registration ID	3.00	2.00	2.00	2.00	-
Special Events	-	1.00	1.00	1.00	-
Youth Services	3.50	3.50	3.50	3.50	-
Parks & Rec Admin	5.85	5.85	5.85	5.85	-
Parks Maintenance	23.75	27.69	28.00	28.20	0.20
Stadium Admin	-	-	-	-	-
Marina	2.15	2.15	2.15	2.15	-
PARKS & RECREATION DEPT. TOTAL	54.75	59.32	59.32	61.20	1.88

FULL-TIME EQUIVALENT (FTE) BY DEPARTMENT					
	ACTUAL FY 2014	ACTUAL FY 2015	ACTUAL FY 2016	BUDGET FY 2017	FTE CHG
Public Works Admin. & Engineering	14.50	14.50	14.00	14.00	-
Utility Billing	6.34	6.34	6.84	6.84	-
Water- Administration	3.33	3.33	3.33	3.33	-
Water- Production	12.00	12.00	12.00	12.00	-
Water- Distribution & Reclaimed	15.00	15.00	15.00	15.00	-
Wastewater- Administration	1.33	1.33	1.33	1.33	-
Wastewater- Treatment	18.00	18.00	18.00	18.00	-
Wastewater- Collection	16.00	16.00	16.00	16.00	-
Stormwater	13.66	13.66	13.66	13.66	-
Solid Waste - Administration	4.00	5.00	5.00	6.00	1.00
Solid Waste - Residential	15.00	10.00	10.00	10.00	-
Solid Waste - Commercial	5.00	6.00	6.00	5.00	(1.00)
Fleet	8.50	8.50	8.50	9.00	0.50
Streets	8.66	8.66	8.66	8.66	-
Facilities Maintenance	9.68	9.68	10.68	10.68	-
PUBLIC WORKS DEPARTMENT TOTAL	151.00	148.00	149.00	149.50	0.50
CITYWIDE TOTAL	330.8	332.1	342.4	344.8	2.38

