

DUNEDIN

Home of Honeymoon Island



*Pay Plan
for
Fiscal Year 2020*

“Dedicated to Quality Service”

2019/2020 PAY PLAN

***Julie Ward Bujalski, Mayor
Maureen Freaney, Vice-Mayor
Jeffrey Gow, Commissioner
Heather Gracy, Commissioner
Deborah Kynes, Commissioner***

Jennifer Bramley, City Manager

DUNEDIN

Home of Honeymoon Island

Effective October 1, 2019

***“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

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Salary Increases

GENERAL

As part of the FY 2020 Pay Plan, Staff recommended and has budgeted for up to a three-point five percent (3.5%) for regular non-bargaining employees on a graduated scale for their annual evaluation scores as follows:

	Min Score	Max Score	% Increase
Outstanding	3.41	4.00	3.50%
Exceeds Standards	3.01	3.40	3.00%
Competent/Proficient	2.76	3.00	2.50%
Fair/Developing	2.01*	2.75	2.00%
Needs Improvement	0.00	2.00	0.00%

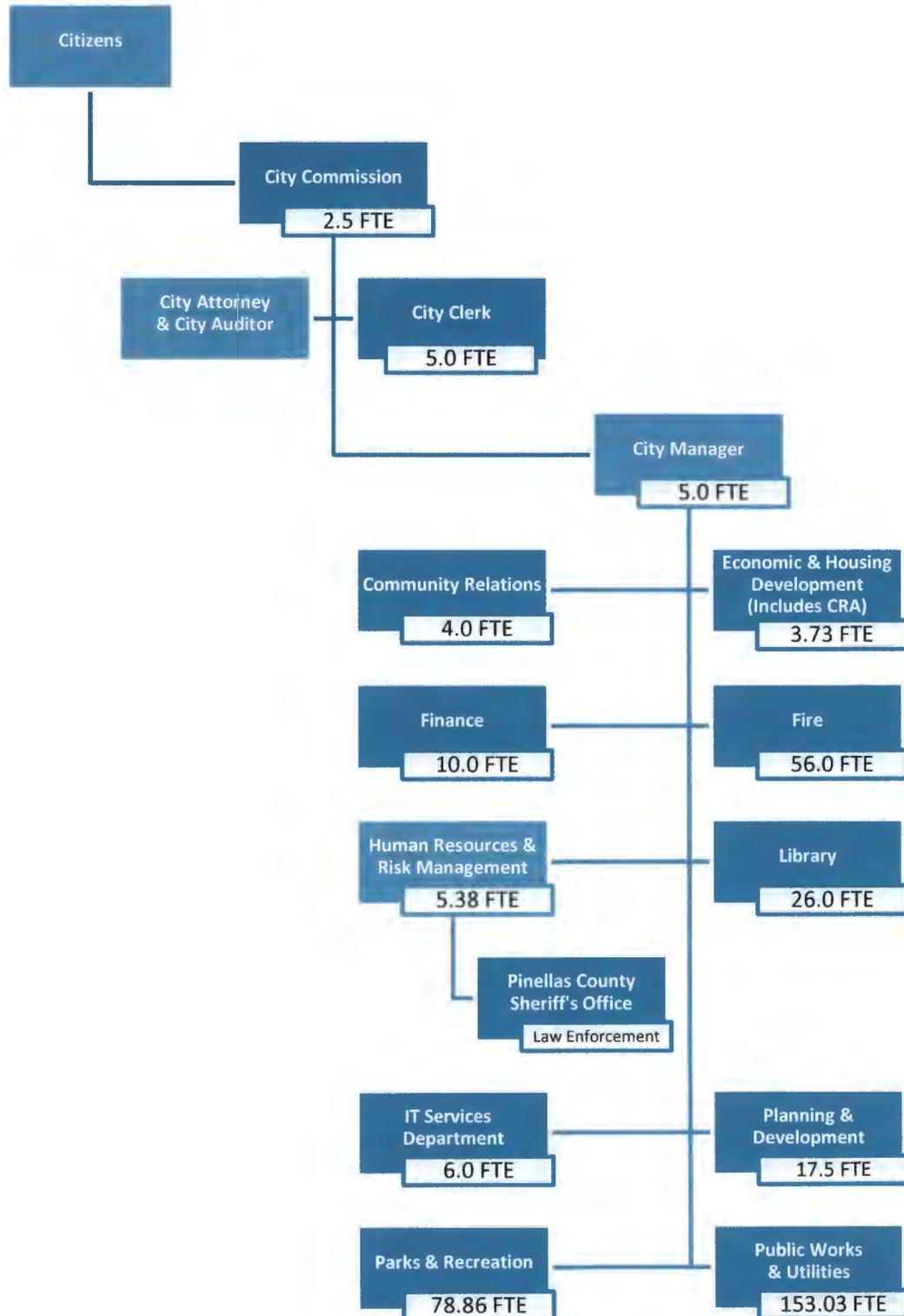
Employees who receive an overall score of Needs Improvement will not initially be eligible for a merit increase, but will have the opportunity to receive an increase upon successful completion of a three- to six-month Employee Improvement Plan.

FIRE

Per the Fire Union Contract, covered employees will receive cost of living adjustments (COLA's) of 2% on October 1, 2019. Employees will advance in the pay plan each year during the term of their contract on their respective anniversary dates to the next STEP, provided that the employee receives an overall rating of at least 2.0 on his/her annual performance evaluation, which is the minimum possible score for "Competent/Proficient".

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City of Dunedin Organizational Chart 373.00 FTE



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.

2019/20 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

FIRE LIEUTENANT		
GR/Step	FY20	
LT1	19.6864	57,326.87
LT2	20.2489	58,964.78
LT3	20.8114	60,602.69
LT4	21.3738	62,240.60
LT5	21.9363	63,878.51
LT6	22.4988	65,516.42
LT7	23.0612	67,154.33
LT8	23.6237	68,792.24
LT9	24.1862	70,430.15
LT10	24.7486	72,068.06
LT11	25.3111	73,705.98
LT12	25.8736	75,343.89
LT13	26.4361	76,981.80
LT14	26.9985	78,619.71
LT15	27.5610	80,257.62

FIREFIGHTER/PARAMEDIC		
GR/Step	FY20	
PM1	16.6977	48,623.68
PM2	17.2940	50,360.23
PM3	17.8904	52,096.79
PM4	18.4867	53,833.35
PM5	19.0831	55,569.90
PM6	19.6794	57,306.46
PM7	20.2758	59,043.01
PM8	20.8721	60,779.57
PM9	21.4685	62,516.13
PM10	22.0648	64,252.68
PM11	22.6611	65,989.24
PM12	23.2575	67,725.79
PM13	23.8538	69,462.35
PM14	24.4502	71,198.91
PM15	25.0465	72,935.46

FIREFIGHTER/EMT		
GR/Step	FY20	
EMT1	14.2654	41,540.98
EMT2	14.7749	43,024.58
EMT3	15.2844	44,508.19
EMT4	15.7939	45,991.79
EMT5	16.3034	47,475.40
EMT6	16.8128	48,959.01
EMT7	17.3223	50,442.61
EMT8	17.8318	51,926.22
EMT9	18.3413	53,409.82
EMT10	18.8508	54,893.43
EMT11	19.3602	56,377.04
EMT12	19.8697	57,860.64
EMT13	20.3792	59,344.25
EMT14	20.8887	60,827.85
EMT15	21.3982	62,311.46

CITY OF DUNEDIN
FY 20 PAY PLAN
Positions by Department

Position #	Job Title	Level*	Grade	Annual Salary Range (based on 40hrs/wk)			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
CITY MANAGER - 1100												
140	City Manager	Charter Official	Contract									
286	Deputy City Manager	E/M	A39	\$94,825.12	\$123,272.66	\$151,720.19	\$3,647.12	\$4,741.26	\$5,835.39	\$45.5890	\$59.2657	\$72.9424
580	Assistant to the City Manager	G	A24	\$53,164.23	\$69,113.49	\$85,062.76	\$2,044.78	\$2,658.21	\$3,271.64	\$25.5597	\$33.2276	\$40.8956
051	Executive Office Coordinator	S	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
187	Sr Administrative Assistant	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
CITY CLERK - 1200												
141	City Clerk	Charter Official	A30	\$64,034.95	\$83,245.43	\$102,455.92	\$2,462.88	\$3,201.75	\$3,940.61	\$30.7860	\$40.0218	\$49.2577
290	Deputy City Clerk	S	A21	\$47,727.69	\$62,045.99	\$76,364.30	\$1,835.68	\$2,386.38	\$2,937.09	\$22.9460	\$29.8298	\$36.7136
276	Records Management Specialist	G	A16	\$38,667.16	\$50,267.31	\$61,867.46	\$1,487.20	\$1,933.36	\$2,379.52	\$18.5900	\$24.1670	\$29.7440
187	Sr Administrative Assistant	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
002	Mail Clerk (Part Time)	G	A07	\$22,359.89	\$29,067.86	\$35,775.82	\$860.00	\$1,117.99	\$1,375.99	\$10.7499	\$13.9749	\$17.1999
COMMUNITY RELATIONS - 1900												
363	Director of Community Relations	E/M	A29	\$62,223.57	\$80,890.64	\$99,557.71	\$2,393.21	\$3,111.18	\$3,829.14	\$29.9152	\$38.8897	\$47.8643
360	Public Information Coordinator	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
229	Multimedia Specialist	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
304	TV Production Specialist	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
FINANCE - 1506												
135	Director of Finance	E/M	A38	\$90,309.64	\$117,402.53	\$144,495.42	\$3,473.45	\$4,515.48	\$5,557.52	\$43.4181	\$56.4435	\$69.4690
175	Accounting Manager	E/M	A32	\$68,565.81	\$89,135.55	\$109,705.29	\$2,637.15	\$3,428.29	\$4,219.43	\$32.9643	\$42.8536	\$52.7429
287	Budget Manager	E/M	A30	\$64,034.95	\$83,245.43	\$102,455.92	\$2,462.88	\$3,201.75	\$3,940.61	\$30.7860	\$40.0218	\$49.2577
289	Sr Accountant	S	A22	\$49,539.06	\$64,400.78	\$79,262.50	\$1,905.35	\$2,476.95	\$3,048.56	\$23.8169	\$30.9619	\$38.1070
107	Purchasing Agent	G	A21	\$47,727.69	\$62,045.99	\$76,364.30	\$1,835.68	\$2,386.38	\$2,937.09	\$22.9460	\$29.8298	\$36.7136
259	Accountant/Financial Analyst	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
291	Budget Analyst	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
248	Administrative Coordinator	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
297	Accounts Technician	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
INFORMATION TECHNOLOGY SERVICES - 1507												
179	Dir of Information Technology Services	E/M	A35	\$79,437.71	\$103,269.03	\$127,100.34	\$3,055.30	\$3,971.89	\$4,888.47	\$38.1912	\$49.6486	\$61.1059
357	IT Senior Systems Engineer	G	A24	\$53,164.23	\$69,113.49	\$85,062.76	\$2,044.78	\$2,658.21	\$3,271.64	\$25.5597	\$33.2276	\$40.8956
298	IT Services Network Admin	G	A22	\$49,539.06	\$64,400.78	\$79,262.50	\$1,905.35	\$2,476.95	\$3,048.56	\$23.8169	\$30.9619	\$38.1070
288	Sr IT Services Technician	G	A16	\$38,667.16	\$50,267.31	\$61,867.46	\$1,487.20	\$1,933.36	\$2,379.52	\$18.5900	\$24.1670	\$29.7440
070	IT Services Technician	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
HUMAN RESOURCES & RISK MANAGEMENT - 1611 - 1612 - 1616												
125	Dir Human Resources & Risk Management	E/M	A35	\$79,437.71	\$103,269.03	\$127,100.34	\$3,055.30	\$3,971.89	\$4,888.47	\$38.1912	\$49.6486	\$61.1059
241	Human Resources & Risk Manager	E/M	A28	\$60,410.99	\$78,534.29	\$96,657.58	\$2,323.50	\$3,020.55	\$3,717.60	\$29.0437	\$37.7569	\$46.4700
280	Payroll & Benefits Coordinator	G	A21	\$47,727.69	\$62,045.99	\$76,364.30	\$1,835.68	\$2,386.38	\$2,937.09	\$22.9460	\$29.8298	\$36.7136
365	HR & Risk Management Coordinator	G	A21	\$47,727.69	\$62,045.99	\$76,364.30	\$1,835.68	\$2,386.38	\$2,937.09	\$22.9460	\$29.8298	\$36.7136
367	HR Specialist	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563

CITY OF DUNEDIN
FY 20 PAY PLAN
Positions by Department

Position #	Job Title	Level*	Grade	Annual Salary Range (based on 40hrs/wk)			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
PLANNING & DEVELOPMENT - 1701												
BUILDING - 1702												
136	Director of Planning & Development	E/M	A34	\$75,812.56	\$98,556.33	\$121,300.10	\$2,915.87	\$3,790.63	\$4,665.39	\$36.4483	\$47.3829	\$58.3174
349	Asst Director of Planning & Development	E/M	A33	\$72,189.78	\$93,846.71	\$115,503.64	\$2,776.53	\$3,609.49	\$4,442.45	\$34.7066	\$45.1186	\$55.5306
359	Planner II	G	A25	\$54,974.44	\$71,466.77	\$87,959.10	\$2,114.40	\$2,748.72	\$3,383.04	\$26.4300	\$34.3590	\$42.2880
254	Deputy Building Official	S	A22	\$49,539.06	\$64,400.78	\$79,262.50	\$1,905.35	\$2,476.95	\$3,048.56	\$23.8169	\$30.9619	\$38.1070
294	Business Manager	G	A21	\$47,727.69	\$62,045.99	\$76,364.30	\$1,835.68	\$2,386.38	\$2,937.09	\$22.9460	\$29.8298	\$36.7136
300	Building Inspector Level I	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
343	Building Inspector Level II	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
344	Building Inspector Level III	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
345	Building Inspector Level IV	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
301	Sr Planning & Zoning Technician	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
065	Code Enforcement Inspector	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
361	Planning/Development Technician	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
023	Staff Assistant	G	A10	\$27,795.24	\$36,133.82	\$44,472.39	\$1,069.05	\$1,389.76	\$1,710.48	\$13.3631	\$17.3720	\$21.3810
CRA - 1716												
ECONOMIC & HOUSING DEVELOPMENT - 1801												
240	Dir of Economic & Housing Development	E/M	A36	\$83,356.59	\$108,363.57	\$133,370.55	\$3,206.02	\$4,167.83	\$5,129.64	\$40.0753	\$52.0979	\$64.1205
341	Economic Development Specialist	G	A22	\$49,539.06	\$64,400.78	\$79,262.50	\$1,905.35	\$2,476.95	\$3,048.56	\$23.8169	\$30.9619	\$38.1070
237	Special Projects Coordinator	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
318	Technical Coordinator	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
FIRE - 2201- 2220 - 2250												
137	Fire Chief	E/M	A35	\$79,437.71	\$103,269.03	\$127,100.34	\$3,055.30	\$3,971.89	\$4,888.47	\$38.1912	\$49.6486	\$61.1059
184	Deputy Fire Chief	E/M	A33	\$72,189.78	\$93,846.71	\$115,503.64	\$2,776.53	\$3,609.49	\$4,442.45	\$34.7066	\$45.1186	\$55.5306
173	Fire Marshal	E/M	A33	\$72,189.78	\$93,846.71	\$115,503.64	\$2,776.53	\$3,609.49	\$4,442.45	\$34.7066	\$45.1186	\$55.5306
119	Division Chief of EMS	E/M	A30	\$64,034.95	\$83,245.43	\$102,455.92	\$2,462.88	\$3,201.75	\$3,940.61	\$30.7860	\$40.0218	\$49.2577
244	Division Chief of Training	E/M	A30	\$64,034.95	\$83,245.43	\$102,455.92	\$2,462.88	\$3,201.75	\$3,940.61	\$30.7860	\$40.0218	\$49.2577
118	District Chief	E/M	A29	\$62,223.57	\$80,890.64	\$99,557.71	\$2,393.21	\$3,111.18	\$3,829.14	\$21.3680	\$27.7784	\$34.1888
197	Fire Inspector	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
248	Administrative Coordinator	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
143	Fire Lieutenant*	S	C21									
145	Firefighter/Paramedic*	G	C16									
146	Firefighter/EMT*	G	C14									
LIBRARY - 4140 - 4141												
133	Library Director	E/M	A34	\$75,812.56	\$98,556.33	\$121,300.10	\$2,915.87	\$3,790.63	\$4,665.39	\$36.4483	\$47.3829	\$58.3174
305	Sr Librarian	S	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
306	Librarian	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
248	Administrative Coordinator	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
043	Library Technical Assistant	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
308	Sr Library Assistant	G	A12	\$31,419.22	\$40,844.99	\$50,270.76	\$1,208.43	\$1,570.96	\$1,933.49	\$15.1054	\$19.6370	\$24.1686
307	Library Assistant	G	A11	\$29,607.84	\$38,490.19	\$47,372.54	\$1,138.76	\$1,480.39	\$1,822.02	\$14.2345	\$18.5049	\$22.7753
010	Library Aide	G	A06	\$20,547.31	\$26,711.50	\$32,875.69	\$790.28	\$1,027.37	\$1,264.45	\$9.8785	\$12.8421	\$15.8056

CITY OF DUNEDIN
FY 20 PAY PLAN
Positions by Department

Position #	Job Title	Level*	Grade	Annual Salary Range (based on 40hrs/wk)			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
PARKS & RECREATION												
<i>Administration - 4501</i>												
134	Director of Parks & Recreation	E/M	A35	\$79,437.71	\$103,269.03	\$127,100.34	\$3,055.30	\$3,971.89	\$4,888.47	\$38.1912	\$49.6486	\$61.1059
368	Div Dir of Parks & Recreation	E/M	A27	\$58,599.60	\$76,179.48	\$93,759.36	\$2,253.83	\$2,929.98	\$3,606.13	\$28.1729	\$36.6248	\$45.0766
356	Parks/Rec Administration Superintendent	S	A24	\$53,164.23	\$69,113.49	\$85,062.76	\$2,044.78	\$2,658.21	\$3,271.64	\$25.5597	\$33.2276	\$40.8956
309	Recreation Program Coordinator	S	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
187	Sr Administrative Assistant	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
 <i>Recreation - 4250 - 4251 - 4252 - 4253 - 4254 - 4255 - 4258 - 4259 - 4260</i>												
309	Recreation Program Coordinator	S	A20	\$45,915.11	\$59,689.64	\$73,464.17	\$1,765.97	\$2,295.76	\$2,825.55	\$22.0746	\$28.6969	\$35.3193
310	Special Events Coordinator	S	A20	\$45,915.11	\$59,689.64	\$73,464.17	\$1,765.97	\$2,295.76	\$2,825.55	\$22.0746	\$28.6969	\$35.3193
264	Recreation Program Specialist	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
236	Recreation Leader III	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
355	Recreation Technician	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
030	Recreation Leader II	G	A12	\$31,419.22	\$40,844.99	\$50,270.76	\$1,208.43	\$1,570.96	\$1,933.49	\$15.1054	\$19.6370	\$24.1686
200	Head Lifeguard	G	A12	\$31,419.22	\$40,844.99	\$50,270.76	\$1,208.43	\$1,570.96	\$1,933.49	\$15.1054	\$19.6370	\$24.1686
 <i>Parks - 4647</i>												
099	Parks Maintenance Supervisor	S	A20	\$45,915.11	\$59,689.64	\$73,464.17	\$1,765.97	\$2,295.76	\$2,825.55	\$22.0746	\$28.6969	\$35.3193
050	City Arborist	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
311	Parks Maint Crew Leader	S	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
189	Irrigation Technician	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
190	Spray Technician	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
031	Administrative Assistant	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
370	Park Attendant III	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
025	Parks Maint Worker III	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
011	Parks Maint Worker II	G	A12	\$31,419.22	\$40,844.99	\$50,270.76	\$1,208.43	\$1,570.96	\$1,933.49	\$15.1054	\$19.6370	\$24.1686
003	Parks Maint Worker I	G	A10	\$27,795.24	\$36,133.82	\$44,472.39	\$1,069.05	\$1,389.76	\$1,710.48	\$13.3631	\$17.3720	\$21.3810
 <i>Marina - 4900</i>												
111	Harbormaster	S	A20	\$45,915.11	\$59,689.64	\$73,464.17	\$1,765.97	\$2,295.76	\$2,825.55	\$22.0746	\$28.6969	\$35.3193
312	Marine Maintenance Technician	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583

CITY OF DUNEDIN
FY 20 PAY PLAN
Positions by Department

Position #	Job Title	Level*	Grade	Annual Salary Range (based on 40hrs/wk)			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
PUBLIC WORKS												
<i>Engineering - 5035</i>												
319	Public Works & Utilities Director/Cty Eng	E/M	A37	\$86,685.65	\$112,691.34	\$138,697.04	\$3,334.06	\$4,334.28	\$5,334.50	\$41.6758	\$54.1785	\$66.6813
292	Section Engineer	S	A32	\$68,565.81	\$89,135.55	\$109,705.29	\$2,637.15	\$3,428.29	\$4,219.43	\$32.9643	\$42.8536	\$52.7429
366	Senior Engineer	S	A28	\$60,410.99	\$78,534.29	\$96,657.58	\$2,323.50	\$3,020.55	\$3,717.60	\$29.0437	\$37.7569	\$46.4700
364	Resident Engineer	S	A28	\$60,410.99	\$78,534.29	\$96,657.58	\$2,323.50	\$3,020.55	\$3,717.60	\$29.0437	\$37.7569	\$46.4700
313	Plans Review Engineer	G	A25	\$54,974.44	\$71,466.77	\$87,959.10	\$2,114.40	\$2,748.72	\$3,383.04	\$26.4300	\$34.3590	\$42.2880
372	Engineering Project Manager	G	A22	\$49,539.06	\$64,400.78	\$79,262.50	\$1,905.35	\$2,476.95	\$3,048.56	\$23.8169	\$30.9619	\$38.1070
314	CAD/ GIS Designer	G	A22	\$49,539.06	\$64,400.78	\$79,262.50	\$1,905.35	\$2,476.95	\$3,048.56	\$23.8169	\$30.9619	\$38.1070
315	Sr Public Works Designer	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
318	Technical Coordinator	S	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
317	Public Works Designer	G	A16	\$38,667.16	\$50,267.31	\$61,867.46	\$1,487.20	\$1,933.36	\$2,379.52	\$18.5900	\$24.1670	\$29.7440
316	Public Works/Utilities Inspector	G	A16	\$38,667.16	\$50,267.31	\$61,867.46	\$1,487.20	\$1,933.36	\$2,379.52	\$18.5900	\$24.1670	\$29.7440
320	Technical Support Assistant	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
<i>Water - 5101 - 5165 - 5166</i>												
<i>Utility Billing -1503</i>												
284	Assistant Director of Public Works & Utilities	E/M	A34	\$75,812.56	\$98,556.33	\$121,300.10	\$2,915.87	\$3,790.63	\$4,665.39	\$36.4483	\$47.3829	\$58.3174
295	Utility Billing Supervisor	S	A20	\$45,915.11	\$59,689.64	\$73,464.17	\$1,765.97	\$2,295.76	\$2,825.55	\$22.0746	\$28.6969	\$35.3193
296	Utility Billing Technician	G	A12	\$31,419.22	\$40,844.99	\$50,270.76	\$1,208.43	\$1,570.96	\$1,933.49	\$15.1054	\$19.6370	\$24.1686
<i>Water Admin 5101</i>												
199	Hydrogeologist	G	A23	\$51,351.67	\$66,757.17	\$82,162.66	\$1,975.06	\$2,567.58	\$3,160.10	\$24.6883	\$32.0948	\$39.5013
358	Utility Data Cntrl Coordinator	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
187	Sr Administrative Assistant	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
<i>Water Production 5165</i>												
353	Water Plant Superintendent	S	A25	\$54,974.44	\$71,466.77	\$87,959.10	\$2,114.40	\$2,748.72	\$3,383.04	\$26.4300	\$34.3590	\$42.2880
088	Water Maintenance Mechanic	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
321	Lead Water Plant Operator	S	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
322	Water Plant Operator	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
<i>Water Distribution 5166</i>												
354	Water Distribution Superintendent	S	A25	\$54,974.44	\$71,466.77	\$87,959.10	\$2,114.40	\$2,748.72	\$3,383.04	\$26.4300	\$34.3590	\$42.2880
323	Water Distribution Foreman	S	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
324	Sr Water Distribution Tech	G	A16	\$38,667.16	\$50,267.31	\$61,867.46	\$1,487.20	\$1,933.36	\$2,379.52	\$18.5900	\$24.1670	\$29.7440
325	Water Distribution Tech	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
326	Sr Water Service Worker	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
327	Water Service Worker	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
016	Field Service Representative	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629

CITY OF DUNEDIN
FY 20 PAY PLAN
Positions by Department

Position #	Job Title	Level*	Grade	Annual Salary Range (based on 40hrs/wk)			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
Wastewater - 5201 - 5265 - 5266												
Water Admin 5201												
023	Administrative Assistant	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
Wastewater Treatment 5265												
351	WW Plant Superintendent	S	A25	\$54,974.44	\$71,466.77	\$87,959.10	\$2,114.40	\$2,748.72	\$3,383.04	\$26.4300	\$34.3590	\$42.2880
087	WW Maint Mechanic	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
328	Lead Wastewater Plant Operator	S	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
329	Wastewater Plant Operator	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
Wastewater Collection 5266												
352	Wastewater Collection Superintendent	S	A25	\$54,974.44	\$71,466.77	\$87,959.10	\$2,114.40	\$2,748.72	\$3,383.04	\$26.4300	\$34.3590	\$42.2880
330	Wastewater Collection Foreman	S	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
086	TV/Seal Truck Operator	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
087	WW Maint Mechanic	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
331	Sr Wastewater Collection Technician	G	A16	\$38,667.16	\$50,267.31	\$61,867.46	\$1,487.20	\$1,933.36	\$2,379.52	\$18.5900	\$24.1670	\$29.7440
332	Wastewater Collection Technician	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
333	Sr Wastewater Service Worker	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
334	Wastewater Service Worker	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
320	Technical Support Assistant	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
Solid Waste - 5401 - 5430 - 5431												
121	Div Dir of Solid Waste	E/M	A27	\$58,599.60	\$76,179.48	\$93,759.36	\$2,253.83	\$2,929.98	\$3,606.13	\$28.1729	\$36.6248	\$45.0766
350	Solid Waste Supervisor	S	A20	\$45,915.11	\$59,689.64	\$73,464.17	\$1,765.97	\$2,295.76	\$2,825.55	\$22.0746	\$28.6969	\$35.3193
239	Sustainability Program Coordinator	G	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
337	Foreman	S	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
346	Solid Waste Technician	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
187	Sr Administrative Assistant	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
042	Solid Waste Driver/Loader	G	A12	\$31,419.22	\$40,844.99	\$50,270.76	\$1,208.43	\$1,570.96	\$1,933.49	\$15.1054	\$19.6370	\$24.1686
Fleet Services - 6200												
102	Div Dir of Fleet Services	E/M	A25	\$54,974.44	\$71,466.77	\$87,959.10	\$2,114.40	\$2,748.72	\$3,383.04	\$26.4300	\$34.3590	\$42.2880
195	Lead Mechanic	G	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
339	Mechanic	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
196	Fleet Inventory Technician	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
320	Technical Support Assistant	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629

CITY OF DUNEDIN
FY 20 PAY PLAN
Positions by Department

Position #	Job Title	Level*	Grade	Annual Salary Range (based on 40hrs/wk)			Bi-Weekly Range			Hourly Range (based on 40hrs/wk)		
				Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum	Minimum	Market Rate	Maximum
Public Services - 5300 - 6300 - 6447												
182	Div Dir of Public Services	E/M	A29	\$62,223.57	\$80,890.64	\$99,557.71	\$2,393.21	\$3,111.18	\$3,829.14	\$29.9152	\$38.8897	\$47.8643
248	Administrative Coordinator	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
Stormwater Utility - 5300												
217	Public Services Superintendent	S	A24	\$53,164.23	\$69,113.49	\$85,062.76	\$2,044.78	\$2,658.21	\$3,271.64	\$25.5597	\$33.2276	\$40.8956
373	Environmental Manager	G	A24	\$53,164.23	\$69,113.49	\$85,062.76	\$2,044.78	\$2,658.21	\$3,271.64	\$25.5597	\$33.2276	\$40.8956
242	Public Services Foreman	S	A18	\$42,291.13	\$54,978.47	\$67,665.80	\$1,626.58	\$2,114.56	\$2,602.53	\$20.3323	\$26.4320	\$32.5316
335	Public Services Maintenance Technician	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
216	Public Services Maint Wrk III	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
215	Public Services Maint Wrk II	G	A12	\$31,419.22	\$40,844.99	\$50,270.76	\$1,208.43	\$1,570.96	\$1,933.49	\$15.1054	\$19.6370	\$24.1686
214	Public Services Maint Wrk I	G	A10	\$27,795.24	\$36,133.82	\$44,472.39	\$1,069.05	\$1,389.76	\$1,710.48	\$13.3631	\$17.3720	\$21.3810
Streets - 6300												
124	Transport/Traffic Engineer	G	A28	\$60,410.99	\$78,534.29	\$96,657.58	\$2,323.50	\$3,020.55	\$3,717.60	\$29.0437	\$37.7569	\$46.4700
335	Public Services Maintenance Technician	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
216	Public Services Maint Wrk III	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
215	Public Services Maint Wrk II	G	A12	\$31,419.22	\$40,844.99	\$50,270.76	\$1,208.43	\$1,570.96	\$1,933.49	\$15.1054	\$19.6370	\$24.1686
214	Public Services Maint Wrk I	G	A10	\$27,795.24	\$36,133.82	\$44,472.39	\$1,069.05	\$1,389.76	\$1,710.48	\$13.3631	\$17.3720	\$21.3810
Facilities Maintenance - 6447												
217	Public Services Supervisor	S	A20	\$45,915.11	\$59,689.64	\$73,464.17	\$1,765.97	\$2,295.76	\$2,825.55	\$22.0746	\$28.6969	\$35.3193
336	Sr Foreman	S	A17	\$40,479.75	\$52,623.68	\$64,767.60	\$1,556.91	\$2,023.99	\$2,491.06	\$19.4614	\$25.2998	\$31.1383
369	Custodial Services Coordinator	G	A16	\$38,667.16	\$50,267.31	\$61,867.46	\$1,487.20	\$1,933.36	\$2,379.52	\$18.5900	\$24.1670	\$29.7440
340	Lead Craftworker	G	A15	\$36,865.83	\$47,925.58	\$58,985.33	\$1,417.92	\$1,843.29	\$2,268.67	\$17.7240	\$23.0411	\$28.3583
272	Craftworker III HVAC	G	A14	\$35,043.19	\$45,556.15	\$56,069.11	\$1,347.82	\$1,752.16	\$2,156.50	\$16.8477	\$21.9020	\$26.9563
054	Craftworker II	G	A13	\$33,231.79	\$43,201.33	\$53,170.87	\$1,278.15	\$1,661.59	\$2,045.03	\$15.9768	\$20.7699	\$25.5629
039	Craftworker I	G	A10	\$27,795.24	\$36,133.82	\$44,472.39	\$1,069.05	\$1,389.76	\$1,710.48	\$13.3631	\$17.3720	\$21.3810

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CITY OF DUNEDIN
FY 20 PAY PLAN
Job Titles in Alphabetical Order

Job Title	Position #	Hrs	Level	Emp/Non-Exe	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
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	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
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
ASSISTANT TO THE CITY MANAGER	252	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
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 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
CUSTODIAL SERVICES COORDINATOR	369	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
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	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
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
DIRECTOR ECON & HOUSING DEVELOPMENT	240	80	E/M	E	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
DIRECTOR OF COMMUNITY RELATIONS	383	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	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
DIRECTOR OF HR & RISK MGMT	125	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 IT SERVICES	179	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 PARKS & RECREATION	134	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 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	112	E/M	E	A29	62,223.57	80,890.64	99,557.71	2,393.2142	3,111.1785	3,829.1428	21.3680	27.7784	34.1888
DIVISION CHIEF OF EMS	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	71,486.77	87,959.10	2,114.4015	2,748.7220	3,383.0425	26.4300	34.3590	42.2880
DIVISION DIRECTOR OF PARKS & RECREATION	368	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
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
ENGINEERING PROJECT MANAGER	372	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
ENVIRONMENTAL MANAGER	373	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

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CITY OF DUNEDIN
FY 20 PAY PLAN
Job Titles in Alphabetical Order

Job Title	Position #	Hrs	Level	Imp/Non-Exe	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
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	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
FIRE LIEUTENANT	143	112	S	N	C21	Refer to Fire Contract								
FIRE MARSHAL	173	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
FIREFIGHTER/EMT	148	112	G	N	C14	Refer to Fire Contract								
FIREFIGHTER/PARAMEDIC	145	112	G	N	C16	Refer to Fire Contract								
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
HARBORMASTER	111	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
HEAD LIFEGUARD	200	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
HR & RISK MANAGER	241	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
HR SPECIALIST	387	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
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 SENIOR SYSTEMS ENGINEER	357	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
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	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
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	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
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	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
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 ATTENDANT III	370	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 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
PARKS 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
PARKS 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
PARKS 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 ADMINISTRATION SUPERINTENDENT	356	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	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
PAYROLL & BENEFITS COORDINATOR	280	80	G	E	A21	47,727.69	62,048.00	76,364.30	1,835.6804	2,386.3845	2,937.0886	22.9460	29.8298	36.7136
PLANNER II	359	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
PLANNING/DEVELOPMENT TECH	361	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
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
PUBLIC INFORMATION COORDINATOR	360	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
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

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CITY OF DUNEDIN
FY 20 PAY PLAN
Job Titles in Alphabetical Order

Job Title	Position #	Hrs	Level	Imp/Non-Exe	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
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 SUPERINTENDENT	371	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
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 INSPECTOR	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
RECORDS MANAGEMENT SPECIALIST	276	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
RECREATION LEADER II	030	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 LEADER III	236	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
RECREATION PROGRAM COORDINATOR	309	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
RECREATION PROGRAM SPECIALIST	264	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
RECREATION TECHNICIAN	355	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
RESIDENT ENGINEER	364	80	S	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
RISK MANAGEMENT COORDINATOR	365	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
SECTION ENGINEER	292	80	S	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
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 ENGINEER	366	80	S	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
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 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	348	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	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
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
SR ACCOUNTANT	289	80	S	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
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
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 PROGRAM 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	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
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	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
TV PRODUCTION SPECIALIST	304	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
TV/SEAL TRUCK OPERATOR	086	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

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CITY OF DUNEDIN
FY 20 PAY PLAN
Job Titles in Alphabetical Order

Job Title	Position #	Hrs	Level	Imp/Non-Exe	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
UTILITY BILLING SUPERVISOR	295	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
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
UTILITY DATA CONTROL COORDINATOR	358	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 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 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 SUPERINTENDENT	354	80	S	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
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 PLANT SUPERINTENDENT	353	80	S	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
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
WW COLLECT SYSTEMS SUPERINTENDENT	352	80	S	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
WW PLANT SUPERINTENDENT	351	80	S	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

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CITY OF DUNEDIN
 FY 20 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
LIBRARY AIDE	G	N	A06	6	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	7	22,359.89	29,067.86	35,775.82	859.9958	1,117.9945	1,375.9932	10.7499	13.9749	17.1999
CRAFTSWORKER I	G	N	A10	10	27,795.24	36,133.81	44,472.38	1,069.0477	1,389.7620	1,710.4763	13.3631	17.3720	21.3810
PARKS MAINTENANCE WORKER I	G	N	A10										
PUBLIC SERVICES MAINTENANCE WORKER I	G	N	A10										
STAFF ASSISTANT	G	N	A10										
LIBRARY ASSISTANT	G	N	A11	11	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										
HEAD LIFEGUARD	G	N	A12	12	31,419.22	40,844.99	50,270.75	1,208.4315	1,570.9610	1,933.4905	15.1054	19.6370	24.1686
PARKS MAINTENANCE WORKER II	G	N	A12										
PUBLIC SERVICES MAINTENANCE WORKER II	G	N	A12										
RECREATION LEADER II	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	13	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 ATTENDANT III	G	N	A13										
PARKS MAINTENANCE WORKER III	G	N	A13										
PUBLIC SERVICES MAINTENANCE WORKER III	G	N	A13										
RECREATION LEADER III	G	N	A13										
RECREATION TECHNICIAN	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	14	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										
HR SPECIALIST	G	N	A14										
IRRIGATION TECHNICIAN	G	N	A14										
IT SERVICES TECHNICIAN	G	N	A14										
MECHANIC	G	N	A14										
PLANNING/DEVELOPMENT TECH	G	N	A13										
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										

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CITY OF DUNEDIN
 FY 20 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	N	A15	15	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										
LEAD CRAFTSWORKER	G	N	A15										
LIBRARIAN	G	N	A15										
MARINE MAINTENANCE TECHNICIAN	G	N	A15										
PARKS MAINTENANCE CREW LEADER	S	N	A15										
SENIOR PLANNING/DEVELOPMENT TECH	G	N	A15										
SENIOR PLANNING & ZONING TECHNICIAN	G	N	A15										
UTILITY DATA CONTROL COORDINATOR	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										
CUSTODIAL SERVICES COORDINATOR	G	N	A16	16	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	N	A16										
SENIOR IT SERVICES TECHNICIAN	G	N	A16										
SENIOR WASTEWATER COLLECTION TECHNICIAN	G	N	A16										
SENIOR WATER DISTRIBUTION TECHNICIAN	G	N	A16										
CITY ARBORIST	G	N	A17	17	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 WASTEWATER PLANT OPERATOR	G	N	A17										
LEAD WATER PLANT OPERATOR	G	N	A17										
MULTIMEDIA SPECIALIST	G	N	A17										
RECREATION PROGRAM SPECIALIST	G	N	A17										
SENIOR FOREMAN	G	E	A17										
SUSTAINABILITY PROGRAM COORDINATOR	G	E	A17										
TECHNICAL COORDINATOR	S	N	A17										
TV PRODUCTION SPECIALIST	G	N	A17										
TV/SEAL TRUCK OPERATOR	G	N	A17										
WASTEWATER MAINTENANCE MECHANIC	G	N	A17										
WATER MAINTENANCE MECHANIC	G	N	A17										
ACCOUNTANT/FINANCIAL ANALYST	G	E	A18	18	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 ANALYST	G	N	A18										
BUILDING INSPECTOR LEVEL I-IV	G	N	A18										
EXECUTIVE OFFICE COORDINATOR	S	E	A18										
FIRE INSPECTOR	G	N	A18										
LEAD MECHANIC	G	N	A18										
PUBLIC INFORMATION COORDINATOR	G	E	A18										
PUBLIC SERVICES FOREMAN	G	N	A18										
SENIOR LIBRARIAN	G	E	A18										
SENIOR PUBLIC WORKS DESIGNER	S	E	A18										
SPECIAL PROJECTS COORDINATOR	G	E	A18										

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CITY OF DUNEDIN
 FY 20 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
WASTEWATER COLLECTION FOREMAN	S	N	A18	18	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 FOREMAN	S	N	A18										
HARBORMASTER	S	E	A20	20	45,915.11	59,689.64	73,464.18	1,765.9658	2,295.7555	2,825.5452	22.0746	28.6969	35.3193
PARKS MAINTENANCE SUPERVISOR	S	E	A20										
RECREATION PROGRAM COORDINATOR	S	E	A20										
SOLID WASTE SUPERVISOR	S	E	A20										
SPECIAL EVENTS COORDINATOR	S	E	A20										
UTILITY BILLING SUPERVISOR	S	E	A20										
BUSINESS MANAGER	S	E	A21	21	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										
RISK MANAGEMENT COORDINATOR	G	E	A21										
CAD / GIS ADMINISTRATOR	G	E	A22	22	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	S	E	A22										
IT SERVICES NETWORK ADMINISTRATOR	G	E	A22										
ENGINEERING PROJECT MANAGER	G	E	A22										
SR ACCOUNTANT	S	E	A22										
HYDROGEOLOGIST	G	E	A23	23	51,351.67	66,757.17	82,162.67	1,975.0642	2,567.5835	3,160.1028	24.6883	32.0948	39.5013
ASSISTANT TO THE CITY MANAGER	G	E	A24	24	53,164.23	69,113.50	85,062.77	2,044.7781	2,658.2115	3,271.6449	25.5597	33.2276	40.8956
ENVIRONMENTAL MANAGER	G	E	A24										
IT SENIOR SYSTEMS ENGINEER	G	E	A24										
PARKS/REC ADMINISTRATION SUPERINTENDENT	S	E	A24										
PUBLIC SERVICES SUPERINTENDENT	S	E	A24										
DIVISION DIRECTOR OF FLEET SERVICES	E/M	E	A25	25	54,974.44	71,466.77	87,959.10	2,114.4015	2,748.7220	3,383.0425	26.4300	34.3590	42.2880
PLANNER II	G	E	A25										
PLANS REVIEW ENGINEER	G	E	A25										
WATER DISTR SUPERINTENDENT	S	E	A25										
WATER PLANT SUPERINTENDENT	S	E	A25										
WW COLLECT SYS SUPERINTENDENT	S	E	A25										
WW PLANT SUPERINTENDENT	S	E	A25										
DIVISION DIRECTOR OF SOLID WASTE	E/M	E	A27	27	58,599.60	76,179.48	93,759.36	2,253.8308	2,929.9800	3,606.1292	28.1729	36.6248	45.0766
DIV DIR OF PARKS & RECREATION	E/M	E	A27										
HR & RISK MANAGER	E/M	E	A28	28	60,410.99	78,534.29	96,657.58	2,323.4996	3,020.5495	3,717.5994	29.0437	37.7569	46.4700
RESIDENT ENGINEER	S	E	A28										
SENIOR ENGINEER	S	E	A28										
TRANSPORT/TRAFFIC ENGINEER	G	E	A28										
DIRECTOR OF COMMUNITY RELATIONS	E/M	E	A29	29	62,223.57	80,890.64	99,557.71	2,393.2142	3,111.1785	3,829.1428	29.9152	38.8397	47.8643
DISTRICT CHIEF (hrly based on 2912 annual hours)	E/M	E	A29	29	62,223.57	80,890.64	99,557.71	2,393.2142	3,111.1785	3,829.1428	21.3680	27.7784	34.1888
DIVISION DIRECTOR OF PUBLIC SERVICES	E/M	E	A29	29	62,223.57	80,890.64	99,557.71	2,393.2142	3,111.1785	3,829.1428	29.9152	38.8897	47.8643
BUDGET MANAGER	E/M	E	A30	30	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 CLERK	Charter Official	E	A30										

CITY OF DUNEDIN
 FY 20 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	
DIVISION CHIEF OF EMS/SUPPORT SERVS	E/M	E	A30	30	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	E/M	E	A30										
ACCOUNTING MANAGER	E/M	E	A32	32	68,565.81	89,135.55	109,705.30	2,637.15	3,428.29	4,219.4345	32.96	42.85	52.7429
SECTION ENGINEER	S	E	A32										
ASSISTANT DIRECTOR PLANNING/ DEV	E/M	E	A33	33	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 CHIEF	E/M	E	A33										
FIRE MARSHAL	E/M	E	A33										
ASSISTANT DIRECTOR PUBLIC WORKS/UTILITIES	E/M	E	A34	34	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	E/M	E	A34										
LIBRARY DIRECTOR	E/M	E	A34										
DIRECTOR OF HR & RISK MGMT	E/M	E	A35	35	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 IT SERVICES	E/M	E	A35										
DIRECTOR OF PARKS & RECREATION	E/M	E	A35										
FIRE CHIEF	E/M	E	A35										
DIRECTOR ECON & HOUSING DEVELOPMENT	E/M	E	A36	36	83,356.59	108,363.57	133,370.55	3,206.0228	4,167.8260	5,129.6365	40.0753	52.0979	64.1205
PUBLIC WORKS & UTILITIES DIR/CITY ENGINEER	E/M	E	A37	37	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 FINANCE	E/M	E	A38	38	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 CITY MANAGER	E/M	E	A39	39	94,825.12	123,272.66	151,720.19	3,647.1200	4,741.2560	5,835.3920	45.5890	59.2657	72.9424
CITY MANAGER	Charter Official	E	A40		N/A	Contract		N/A	Contract		N/A	Contract	
FIREFIGHTER/EMT	G	N	C14			Contract			Contract			Contract	
FIREFIGHTER/PARAMEDIC	G	N	C16			Contract			Contract			Contract	
FIRE LIEUTENANT	S	N	C21			Contract			Contract			Contract	

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Variable On Demand Positions

Variable/ On Demand			
	Position #	Grade	Min Hourly Rate
Intern (Paid)	348	4	8.1476
Marina Attendant	375	7	10.2074
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 2019 ESTIMATED TO FY 2020 ADOPTED BUDGET

CHANGE	ESTIMATED FY 2019 (FTE)	ADOPTED FY 2020 (FTE)	NET IMPACT (FTE)	FISCAL IMPACT	FUND
Park Attendant III	0.00	1.00	1.00	\$ 62,600	General
Traffic Engineer	0.00	0.70	0.70	\$ 65,800	General
Traffic Engineer	0.00	0.30	0.30	\$ 28,100	Risk Safety
Head Lifeguard (PT to FT)	0.16	1.00	0.84	\$ 21,200	General
Code Enforcement Inspector (PT to FT)	0.73	1.00	0.27	\$ 26,700	General
Technical Coordinator	0.50	0.50	0.00	\$ 1,900	General
Technical Coordinator	0.50	0.50	0.00	\$ 1,900	CRA
Recreation Leaders COLA Increase	10.00	10.00	0.00	\$ 20,000	General
Senior Administrative Assistant	1.00	1.00	0.00	\$ 2,600	WaterWW
Public Works Superintendent	1.00	1.00	0.00	\$ 9,000	Stormwater
Assistant to the City Manager	0.50	1.00	0.50	\$ 50,000	General
Project Coordinator (Engineering)	0.50	0.00	-0.50	\$ (50,000)	Water/WW
Student Intern (HR & Risk Management)	0.24	0.08	-0.16	\$ (1,000)	General
Citywide FTE & Fiscal Impact			2.95	\$ 238,800	

FULL-TIME EQUIVALENT (FTE) POSITIONS BY FUND

FUND	ESTIMATED FY 2019	ADOPTED FY 2020	FTEs CHANGE	FISCAL IMPACT	COMMENTS
Building Fund	10.41	10.52	0.11	\$ 0	
CRA Fund	2.09	2.09	-	\$ 1,900	
Facilities Maintenance Fund	11.68	11.68	-	\$ -	
Fleet Fund	9.00	9.00	-	\$ -	
General Fund	208.83	211.87	3.04	\$ 247,200	See Notes
Health Benefits Fund	1.25	1.25	-	\$ -	
IT Services Fund	-	-	-	\$ -	
Marina Fund	2.55	2.55	-	\$ -	
Parking Fund	-	-	-	\$ -	
Risk Safety Fund	1.75	2.05	0.30	\$ 28,100	
Solid Waste Fund	21.00	21.00	-	\$ -	
Stormwater Fund	14.66	14.66	-	\$ 9,000	
Water/Wastewater Fund	86.83	86.33	(0.50)	\$ (47,400)	See Notes
Grand Total	370.05	373.00	2.95	\$ 238,800	

Notes: The increase in the General Fund of 0.5 FTE and decrease in Water/Wastewater Fund of 0.5 FTE occurred in FY 2019. The Project Coordinator position in the City Manager's Department was split 50% with Engineering. This position was changed to Assistant to the City Manager and is funded at 1.0 FTE in the General Fund. The Project Coordinator position at 0.5 FTE has been removed from Engineering.

FULL-TIME EQUIVALENT (FTE) POSITIONS BY DEPARTMENT

	ACTUAL FY 2017	ACTUAL FY 2018	ESTIMATED FY 2019	ADOPTED FY 2020	FTE CHG
City Commission	2.50	2.50	2.50	2.50	-
CITY COMMISSION DEPARTMENT TOTAL	2.50	2.50	2.50	2.50	-
City Attorney	-	-	-	-	-
CITY ATTORNEY DEPARTMENT TOTAL	-	-	-	-	-
City Clerk	5.00	5.00	5.00	5.00	-
CITY CLERK DEPARTMENT TOTAL	5.00	5.00	5.00	5.00	-
City Manager	4.50	4.50	4.50	5.00	0.50
CITY MANAGER DEPARTMENT TOTAL	4.50	4.50	4.50	5.00	0.50
Community Relations	3.00	4.00	4.00	4.00	-
COMMUNITY RELATIONS DEPARTMENT TOTAL	3.00	4.00	4.00	4.00	-
Economic Housing & Development	1.14	1.64	1.64	1.64	-
CRA	2.09	2.09	2.09	2.09	-
ECO. & HSG. DEVELOPMENT DEPT. TOTAL	3.23	3.73	3.73	3.73	-
Finance/Accounting	9.50	10.00	10.00	10.00	-
Purchasing	-	-	-	-	-
FINANCE DEPARTMENT TOTAL	9.50	10.00	10.00	10.00	-
Fire Admin	10.25	10.00	10.00	10.00	-
Fire Ops	35.00	36.00	36.00	36.00	-
EMS	9.75	10.00	10.00	10.00	-
FIRE DEPARTMENT TOTAL	55.00	56.00	56.00	56.00	-
Human Resources	2.08	2.24	2.24	2.08	(0.16)
Risk Management	2.00	1.75	1.75	2.05	0.30
Health/Benefits	1.00	1.25	1.25	1.25	-
HR & RISK MGMT DEPARTMENT TOTAL	5.08	5.24	5.24	5.38	0.14
Law Enforcement	-	-	-	-	-
LAW ENFORCEMENT DEPARTMENT TOTAL	-	-	-	-	-
IT Services	6.00	6.00	6.00	6.00	-
IT SERVICES DEPARTMENT TOTAL	6.00	6.00	6.00	6.00	-
Library	25.28	26.00	26.00	26.00	-
LIBRARY DEPARTMENT TOTAL	25.28	26.00	26.00	26.00	-
Parks & Rec Admin	5.85	5.85	5.85	5.85	-
Parks Maintenance	28.20	28.20	30.80	31.80	1.00
Recreation	39.04	37.82	37.82	38.66	0.84
Golf	-	-	-	-	-
Marina	2.55	2.55	2.55	2.55	-
Stadium	-	-	-	-	-
PARKS & RECREATION DEPT. TOTAL	75.64	74.42	77.02	78.86	1.84
Planning & Development	6.42	6.71	6.71	6.98	0.27
Building Services	8.70	9.41	10.41	10.52	0.11
Parking	-	0.11	0.11		(0.11)
PLANNING & DEVELOPMT. DEPT. TOTAL	15.12	16.23	17.23	17.50	0.27

FULL-TIME EQUIVALENT (FTE) POSITIONS BY DEPARTMENT

	ACTUAL FY 2017	ACTUAL FY 2018	ESTIMATED FY 2019	ADOPTED FY 2020	FTE CHG
Public Works Admin. & Engineering	14.08	14.08	14.08	13.58	(0.50)
Utility Billing	6.84	6.34	6.34	6.34	-
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	15.75	15.75	15.75	-
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	14.66	14.66	-
Solid Waste - Administration	6.00	6.00	6.00	6.00	-
Solid Waste - Residential	10.00	10.00	10.00	10.00	-
Solid Waste - Commercial	5.00	5.00	5.00	5.00	-
Fleet	9.00	9.00	9.00	9.00	-
Streets	8.66	8.66	9.66	10.36	0.70
Facilities Maintenance	10.68	10.68	11.68	11.68	-
PUBLIC WORKS DEPARTMENT TOTAL	149.58	149.83	152.83	153.03	0.20

	ACTUAL FY 2017	ACTUAL FY 2018	ESTIMATED FY 2019	ADOPTED FY 2020	FTE CHG
CITYWIDE REGULAR FTE	359.43	349.54	354.93	362.97	8.04
CITYWIDE VARIABLE/ON-DEMAND FTE	14.68	13.91	15.12	10.03	(5.09)
TOTAL CITYWIDE FTE	374.11	363.45	370.05	373.00	2.95