

RESOLUTION NO. 07-2018

**A RESOLUTION OF THE CITY COUNCIL OF SEMINOLE,
FLORIDA, AMENDING THE CLASSIFICATION AND
COMPENSATION PLAN FOR CITY EMPLOYEES AND
PROVIDING FOR AN EFFECTIVE DATE.**

WHEREAS, City Council passed Resolution 98.12 on September 8, 1998 which directs the employee compensation policy for the City; and

WHEREAS, consistent with the City's Personnel Policies and Procedures Section 5.04 and Section 6.02, a comprehensive review has been conducted of the Classification and Compensation Plan; and

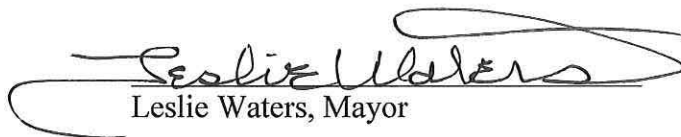
WHEREAS, the proposed amendments to the Classification and Compensation Plan are attached herewith.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SEMINOLE, FLORIDA, THAT:

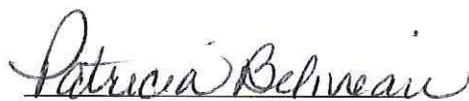
Section 1: The Classification and Compensation Plan is hereby amended in accordance with the attached revised Classification and Compensation Plan attached as Exhibit "A".

Section 2: The effective date of the revised Classification and Compensation Plan shall be October 1, 2018.

PASSED AND ADOPTED this 26th day of June, 2018 by the City Council of the City of Seminole, Florida.


Leslie Waters, Mayor

ATTEST:


Patricia Beliveau, City Clerk

Resolution 07-18: Exhibit A

II.

Seminole Classification and Compensation Plan for City Employees

GRADE	STATUS	POSITION TITLE	POSITION NUMBER	MINIMUM	MID-POINT	MAXIMUM	
1		Unused		\$18,585.23	\$22,766.91	\$26,948.59	Annual
				\$714.82	\$875.65	\$1,036.48	Biweekly
				\$8.9352	\$10.9456	\$12.9561	Hourly
2		Unused		\$19,514.49	\$23,905.26	\$28,296.02	Annual
				\$750.56	\$919.43	\$1,088.31	Biweekly
				\$9.3820	\$11.4929	\$13.6039	Hourly
3	N	Library Aide	509	\$20,490.22	\$25,100.52	\$29,710.82	Annual
				\$788.09	\$965.40	\$1,142.72	Biweekly
				\$9.8511	\$12.0676	\$14.2840	Hourly
4		Unused		\$21,514.73	\$26,355.54	\$31,196.36	Annual
				\$827.49	\$1,013.67	\$1,199.86	Biweekly
				\$10.3436	\$12.6709	\$14.9983	Hourly
5	N	Training Technician	722	\$22,590.46	\$27,673.32	\$32,756.18	Annual
				\$868.86	\$1,064.36	\$1,259.85	Biweekly
				\$10.8608	\$13.3045	\$15.7482	Hourly
6	N	Custodian	407	\$23,719.99	\$29,056.99	\$34,393.99	Annual
	N	Fleet Maintenance Counter Clerk	724	\$912.31	\$1,117.58	\$1,322.85	Biweekly
				\$11.4038	\$13.9697	\$16.5356	Hourly
7	N	Library Assistant I	504	\$24,905.99	\$30,509.84	\$36,113.69	Annual
	N	Information Clerk I	114	\$957.92	\$1,173.46	\$1,388.99	Biweekly
				\$11.9740	\$14.6682	\$17.3623	Hourly

Resolution 07-2018: Exhibit A
Seminole Classification and Compensation Plan for City Employees

GRADE	STATUS	POSITION TITLE	POSITION NUMBER	MINIMUM	MID-POINT	MAXIMUM	
8	N	Recreation Leader I	304	\$26,151.28	\$32,035.33	\$37,919.37	Annual
	N	Maintenance I	406	\$1,005.82	\$1,232.13	\$1,458.44	Biweekly
				\$12.5727	\$15.4016	\$18.2305	Hourly
9	N	Library Assistant II	505	\$27,458.85	\$33,637.10	\$39,815.34	Annual
	N	Building Maintenance Tech. I	412	\$1,056.11	\$1,293.73	\$1,531.36	Biweekly
				\$13.2014	\$16.1717	\$19.1420	Hourly
10	N	Administrative Assistant I	107	\$28,831.79	\$35,318.95	\$41,806.11	Annual
				\$1,108.92	\$1,358.42	\$1,607.93	Biweekly
				\$13.8614	\$16.9803	\$20.0991	Hourly
11	N	Librarian I	507	\$30,273.38	\$37,084.90	\$43,896.41	Annual
	N	Accounts Specialist I	106	\$1,164.36	\$1,426.34	\$1,688.32	Biweekly
	N	Permit/Licensing Technician	206	\$14.5545	\$17.8293	\$21.1040	Hourly
12	N	Recreation Leader II	104	\$31,787.05	\$38,939.14	\$46,091.23	Annual
	N	Administrative Assistant II	108	\$1,222.58	\$1,497.66	\$1,772.74	Biweekly
	N	Maintenance II	405	\$15.2822	\$18.7207	\$22.1592	Hourly
	N	Library Assistant III	506				
	N	EMS Technician	723				
13	N	Permit/Licensing Technician II	new position	\$33,376.40	\$40,886.10	\$48,395.80	Annual
				\$1,283.71	\$1,572.54	\$1,861.38	Biweekly
				\$16.0463	\$19.6568	\$23.2672	Hourly

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GRADE	STATUS	POSITION TITLE	POSITION NUMBER	MINIMUM	MID-POINT	MAXIMUM	
14	N	Administrative Clerk	419	\$35,045.22	\$42,930.40	\$50,815.59	Annual
	N	Public Affairs Officer	710	\$1,347.89	\$1,651.17	\$1,954.45	Biweekly
	N	Secretary to the City Manager	116	\$16.8487	\$20.6396	\$24.4306	Hourly
	N	Human Resources Analyst	104				
15	N	Mechanic	716	\$36,797.48	\$45,076.92	\$53,356.36	Annual
	N	Code Enforcement Officer	204	\$1,415.29	\$1,733.73	\$2,052.17	Biweekly
	N	Building Maintenance Technician II	417	\$17.69	\$21.67	\$25.65	Hourly
16	E	Recreation Program Coordinator	308	\$38,637.36	\$47,330.77	\$56,024.18	Annual
				\$1,486.05	\$1,820.41	\$2,154.78	Biweekly
				\$18.58	\$22.76	\$26.93	Hourly
17	E	Accounts Specialist II	105	\$40,569.23	\$49,697.31	\$58,825.39	Annual
	N	Public Works Foreman	409	\$1,560.35	\$1,911.43	\$2,262.52	Biweekly
	E	Librarian II	508	\$19.50	\$23.89	\$28.28	Hourly
	N	Fire Inspector (Civilian)	725				
18				\$42,597.69	\$52,182.17	\$61,766.66	Annual
				\$1,638.37	\$2,007.01	\$2,375.64	Biweekly
				\$20.48	\$25.09	\$29.70	Hourly
19	E	Building Inspector	203	\$44,727.57	\$54,791.28	\$64,855.00	Annual
	E	Planner I	408	\$1,720.29	\$2,107.36	\$2,494.42	Biweekly
	E	Librarian III	510				
	E	Circulation Supervisor	503				
	E	Public Works Supervisor	new position				

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GRADE	STATUS	POSITION TITLE	POSITION NUMBER	MINIMUM	MID-POINT	MAXIMUM	
20	E	Multi Certification City Inspector	new position	\$46,963.95	\$57,530.85	\$68,097.74	Annual
				\$1,806.31	\$2,212.72	\$2,619.14	Biweekly
21	E	Fleet Maintenance Manager	715	\$49,312.15	\$60,407.39	\$71,502.63	Annual
	E	City Clerk	103	\$1,896.62	\$2,323.36	\$2,750.10	Biweekly
22	E	Planner II	413	\$51,777.76	\$63,427.76	\$75,077.76	Annual
	E	Information Tech. Spec. I	111	\$1,991.45	\$2,439.53	\$2,887.61	Biweekly
23	E	Human Resources Director	117	\$54,366.64	\$66,599.15	\$78,831.65	Annual
				\$2,091.02	\$2,561.51	\$3,031.99	Biweekly
24		Unused		\$57,084.98	\$69,929.10	\$82,773.23	Annual
				\$2,195.58	\$2,689.58	\$3,183.59	Biweekly
25	E	Senior Accountant	110	\$59,939.22	\$73,425.56	\$86,911.90	Annual
	E	Information Tech. Spec. II	112	\$2,305.35	\$2,824.06	\$3,342.77	Biweekly
	E	Fire Marshal	703				
26		Unused		\$62,936.19	\$77,096.84	\$91,257.49	Annual
				\$2,420.62	\$2,965.26	\$3,509.90	Biweekly

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GRADE	STATUS	POSITION TITLE	POSITION NUMBER	MINIMUM	MID-POINT	MAXIMUM	
27	E	District Chief	704	\$66,082.99	\$80,951.68	\$95,820.37	Annual
				\$2,541.65	\$3,113.53	\$3,685.40	Biweekly
28	E	Library Director	501	\$69,387.14	\$84,999.26	\$100,611.38	Annual
	E	Code Admin/Bldg. Official	202	\$2,668.74	\$3,269.20	\$3,869.67	Biweekly
	E	Assistant Chief Admin/Training	707				
	E	Assistant Chief Ops/ EMS Coordinator	702				
	E	Recreation Director	301				
29	E	Director of Public Works	415	\$72,856.50	\$89,249.23	\$105,641.95	Annual
				\$2,802.17	\$3,432.66	\$4,063.15	Biweekly
30	E	Director of Community Development	414	\$76,499.33	\$93,711.69	\$110,924.05	Annual
				\$2,942.28	\$3,604.30	\$4,266.31	Biweekly
31	E	Finance Director	101	\$80,324.29	\$98,397.27	\$116,470.25	Annual
	E	Fire Chief	701	\$3,089.40	\$3,784.51	\$4,479.63	Biweekly
32	E	Director of Administration	102	\$84,340.51	\$103,317.14	\$122,293.77	Annual
				\$3,243.87	\$3,973.74	\$4,703.61	Biweekly
33	E	Assistant City Manager	new position	\$88,557.53	\$108,482.99	\$128,408.45	Annual
				\$3,406.06	\$4,172.42	\$4,938.79	Biweekly
34		Unused		\$92,985.41	\$113,907.14	\$134,828.88	Annual
				\$3,576.36	\$4,381.04	\$5,185.73	Biweekly
35		Unused		\$97,634.68	\$119,602.50	\$141,570.32	Annual
				\$3,755.18	\$4,600.10	\$5,445.01	Biweekly



2018 Compensation Study and Proposed Classification and Compensation Plan

III.

To create the proposed classification and compensation plan, a compensation study was conducted and staff surveyed 22 municipalities in Pinellas County to collect pay ranges and position descriptions. The following municipalities were included in the survey:

- Belleair
- Belleair Beach
- Belleair Bluffs
- Clearwater
- Dunedin
- Gulfport
- Indian Rocks Beach
- Indian Shores
- Kenneth City
- Largo
- Madeira Beach
- N. Redington Beach
- Oldsmar
- Pinellas Park
- Redington Beach
- Redington Shores
- Safety Harbor
- St. Petersburg
- St. Pete Beach
- South Pasadena
- Tarpon Springs
- Treasure Island