

**RESOLUTION NO. 08-2018**

**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

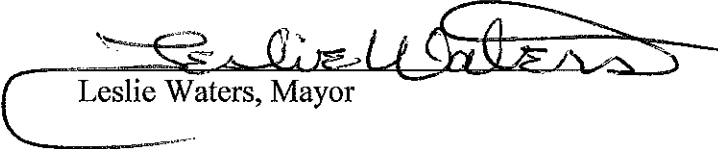
**WHEREAS**, the proposed amendments to the Classification and Compensation Plan are attached herewith.

**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 18<sup>th</sup> day of September, 2018 by the City Council of the City of Seminole, Florida.**

  
Leslie Waters, Mayor

ATTEST:

  
Patricia Beliveau, City Clerk

**Resolution 08-2018: Exhibit A  
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 |
|       |        |                                 |                 | \$714.82    | \$875.65    | \$1,036.48  |
|       |        |                                 |                 | \$8,935.2   | \$10,945.6  | \$12,956.1  |
|       |        |                                 |                 |             |             |             |
| 2     |        | Unused                          |                 | \$19,514.49 | \$23,905.26 | \$28,296.02 |
|       |        |                                 |                 | \$750.56    | \$919.43    | \$1,088.31  |
|       |        |                                 |                 | \$9,382.0   | \$11,492.9  | \$13,603.9  |
|       |        |                                 |                 |             |             |             |
| 3     | N      | Library Aide                    | 509             | \$20,490.22 | \$25,100.52 | \$29,710.82 |
|       |        |                                 |                 | \$788.09    | \$965.40    | \$1,142.72  |
|       |        |                                 |                 | \$9,851.1   | \$12,067.6  | \$14,284.0  |
|       |        |                                 |                 |             |             |             |
| 4     |        | Unused                          |                 | \$21,514.73 | \$26,355.54 | \$31,196.36 |
|       |        |                                 |                 | \$827.49    | \$1,013.67  | \$1,199.86  |
|       |        |                                 |                 | \$10,343.6  | \$12,670.9  | \$14,998.3  |
|       |        |                                 |                 |             |             |             |
| 5     | N      | Training Technician             | 722             | \$22,590.46 | \$27,673.32 | \$32,756.18 |
|       |        |                                 |                 | \$868.86    | \$1,064.36  | \$1,259.85  |
|       |        |                                 |                 | \$10,860.8  | \$13,304.5  | \$15,748.2  |
|       |        |                                 |                 |             |             |             |
| 6     | N      | Custodian                       | 407             | \$23,719.99 | \$29,056.99 | \$34,393.99 |
|       | N      | Fleet Maintenance Counter Clerk | 724             | \$912.31    | \$1,117.58  | \$1,322.85  |
|       |        |                                 |                 | \$11,403.8  | \$13,969.7  | \$16,535.6  |
|       |        |                                 |                 |             |             |             |
| 7     | N      | Library Assistant I             | 504             | \$24,905.99 | \$30,509.84 | \$36,113.69 |
|       | N      | Information Clerk I             | 114             | \$957.92    | \$1,173.46  | \$1,388.99  |
|       |        |                                 |                 | \$11,974.0  | \$14,668.2  | \$17,362.3  |
|       |        |                                 |                 |             |             |             |

**Resolution 08-2018: 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             |             |             |                     |
|       | N      | Parks Technician               | new position    |             |             |                     |
|       |        |                                |                 |             |             |                     |
| 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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Seminole Classification and Compensation Plan for City Employees**

| 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 |
|       | E      | 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      |
|       | N      | Streets & Stormwater Technician    | new position    |             |             |                     |
| 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 |
|       | N      | Librarian II                       | 508             | \$19.50     | \$23.89     | \$28.28 Hourly      |
|       | N      | Fire Inspector (Civilian)          | 725             |             |             |                     |
| 18    | E      | Accounts Specialist III            | new position    | \$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    | N      | City 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  |
|       |        |                                    |                 | \$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 |
|       | E      | City Clerk                         | 103             |             |             |                     |
| 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 |
|       |        |                                    |                 |             |             |                     |
| 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 |

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|    |   |                                      |              |             |              |              |          |
|----|---|--------------------------------------|--------------|-------------|--------------|--------------|----------|
| 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 |