

**RESOLUTION 08-2024**

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

**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 4.01, a comprehensive review has been conducted of the Classification and Compensation Plan; and

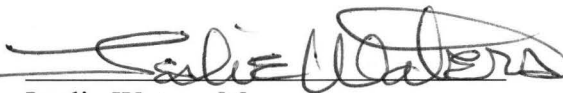
**WHEREAS**, the proposed amendment to the Classification and Compensation Plan are attached herewith.

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

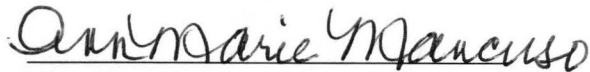
**SECTION 1:** The Classification and Compensation Plan is hereby amended in accordance with the attached revised Classification and Compensation Plan attached as Exhibit A.

**SECTION 2:** The effective date of the revised Classification and Compensation Plan shall be September 22, 2024.

**PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF SEMINOLE, FLORIDA, THIS 16<sup>th</sup> DAY OF SEPTEMBER, 2024.**

  
Leslie Waters, Mayor

ATTEST:

  
Ann Marie Mancuso, City Clerk



**Seminole Classification and Compensation Plan  
for Non-Exempt Employees**

| GRADE | POSITION TITLE                      | POSITION<br>NUMBER | MINIMUM     | MID-POINT   | MAXIMUM     |          |
|-------|-------------------------------------|--------------------|-------------|-------------|-------------|----------|
| 1     | Unused                              |                    | \$22,495.20 | \$28,119.00 | \$33,742.80 | Annual   |
|       |                                     |                    | \$865.20    | \$1,081.50  | \$1,297.80  | Biweekly |
|       |                                     |                    | \$10.8150   | \$13.5188   | \$16.2225   | Hourly   |
| 2     | Unused                              |                    | \$23,566.40 | \$29,498.17 | \$35,429.94 | Annual   |
|       |                                     |                    | \$906.40    | \$1,134.55  | \$1,362.69  | Biweekly |
|       |                                     |                    | \$11.3300   | \$14.1818   | \$17.0336   | Hourly   |
| 3     | Unused                              |                    | \$24,744.72 | \$30,930.90 | \$37,117.08 | Annual   |
|       |                                     |                    | \$951.72    | \$1,189.65  | \$1,427.58  | Biweekly |
|       |                                     |                    | \$11.8965   | \$14.8706   | \$17.8448   | Hourly   |
| 4     | Unused                              |                    | \$25,981.96 | \$32,477.45 | \$38,972.93 | Annual   |
|       |                                     |                    | \$999.31    | \$1,249.13  | \$1,498.96  | Biweekly |
|       |                                     |                    | \$12.4913   | \$15.6142   | \$18.7370   | Hourly   |
| 5     | Library Aide                        | 509                | \$27,281.05 | \$34,101.32 | \$40,921.58 | Annual   |
|       |                                     |                    | \$1,049.27  | \$1,311.59  | \$1,573.91  | Biweekly |
|       |                                     |                    | \$13.1159   | \$16.3949   | \$19.6738   | Hourly   |
| 6     | Library Assistant I                 | 504                | \$28,645.11 | \$35,806.38 | \$42,967.66 | Annual   |
|       | Training Technician                 | 722                | \$1,101.73  | \$1,377.17  | \$1,652.60  | Biweekly |
|       |                                     |                    | \$13.7717   | \$17.2146   | \$20.6575   | Hourly   |
| 7     | Library Assistant II                | 505                | \$30,077.36 | \$37,596.70 | \$45,116.04 | Annual   |
|       | Information Clerk I                 | 114                | \$1,156.82  | \$1,446.03  | \$1,735.23  | Biweekly |
|       | Custodian                           | 407                | \$14.4603   | \$18.0753   | \$21.6904   | Hourly   |
|       | Recreation Leader I                 | 304                |             |             |             |          |
| 8     | <b>Maintenance I</b>                | <b>406</b>         | \$31,581.23 | \$39,476.54 | \$47,371.84 | Annual   |
|       | <b>Building Maintenance Tech. I</b> | <b>412</b>         | \$1,214.66  | \$1,518.33  | \$1,821.99  | Biweekly |
|       | Administrative Assistant I          | 107                | \$15.1833   | \$18.9791   | \$22.7749   | Hourly   |

**Seminole Classification and Compensation Plan  
for Non-Exempt Employees**

| GRADE | POSITION TITLE                      | POSITION<br>NUMBER | MINIMUM     | MID-POINT   | MAXIMUM     |          |
|-------|-------------------------------------|--------------------|-------------|-------------|-------------|----------|
| 9     | Librarian I                         | 507                | \$33,160.29 | \$41,450.36 | \$49,740.44 | Annual   |
|       |                                     |                    | \$1,275.40  | \$1,594.24  | \$1,913.09  | Biweekly |
|       |                                     |                    | \$15.9424   | \$19.9281   | \$23.9137   | Hourly   |
| 10    | <b>Maintenance II</b>               | <b>405</b>         | \$34,818.31 | \$43,522.88 | \$52,227.46 | Annual   |
|       | Fleet Maintenance Counter Clerk     | 724                | \$1,339.17  | \$1,673.96  | \$2,008.75  | Biweekly |
|       | Library Assistant III               | 506                | \$16.7396   | \$20.9245   | \$25.1094   | Hourly   |
|       | EMS Technician                      | 723                |             |             |             |          |
|       | Accounts Payable Technician         | 106                |             |             |             |          |
|       | <b>Maintenance I</b>                | <b>406</b>         |             |             |             |          |
|       | <b>Building Maintenance Tech. I</b> | <b>412</b>         |             |             |             |          |
| 11    | <del>Parks Technician</del>         | <b>420</b>         | \$36,559.22 | \$45,699.03 | \$54,838.83 | Annual   |
|       | Recreation Leader II                | 303                | \$1,406.12  | \$1,757.65  | \$2,109.19  | Biweekly |
|       | Permit/Licensing Technician I       | 206                | \$17.5765   | \$21.9707   | \$26.3648   | Hourly   |
| 12    | Administrative Assistant II         | 108                | \$38,387.18 | \$47,983.98 | \$57,580.77 | Annual   |
|       | Building Maintenance Tech II        | 417                | \$1,476.43  | \$1,845.54  | \$2,214.65  | Biweekly |
|       | Permit/Licensing Technician II      | 207                | \$18.4554   | \$23.0692   | \$27.6831   | Hourly   |
|       | <b>Maintenance II</b>               | <b>405</b>         |             |             |             |          |
| 13    | Code Enforcement Officer            | 204                | \$40,306.54 | \$50,383.18 | \$60,459.81 | Annual   |
|       | Mechanic I                          | 716                | \$1,550.25  | \$1,937.81  | \$2,325.38  | Biweekly |
|       | Administrative Clerk                | 419                | \$19.3781   | \$24.2227   | \$29.0672   | Hourly   |
|       | Senior Permit/Licensing Technician  | 211                |             |             |             |          |
|       | <b>Parks Technician</b>             | <b>420</b>         |             |             |             |          |

**Seminole Classification and Compensation Plan  
for Non-Exempt Employees**

| GRADE | POSITION TITLE                                 | POSITION<br>NUMBER | MINIMUM     | MID-POINT   | MAXIMUM     |          |
|-------|--|--------------------|-------------|-------------|-------------|----------|
| 14    | <del>Streets &amp; Stormwater Technician</del> | <b>418</b>         | \$42,321.87 | \$52,902.34 | \$63,482.80 | Annual   |
|       | <b>Stormwater Compliance Specialist</b>        | <b>418</b>         | \$1,627.76  | \$2,034.71  | \$2,441.65  | Biweekly |
|       | Payroll Specialist I                           | 105                | \$20.3471   | \$25.4338   | \$30.5206   | Hourly   |
|       | Human Resources Analyst                        | 104                |             |             |             |          |
|       | Executive Assistant to the City Manager        | 116                |             |             |             |          |
|       |  |                    |             |             |             |          |
| 15    | Communications Specialist                      | 119                | \$44,437.96 | \$55,547.45 | \$66,656.94 | Annual   |
|       | Mechanic II                                    | 717                | \$1,709.15  | \$2,136.44  | \$2,563.73  | Biweekly |
|       |  |                    | \$21.3644   | \$26.7055   | \$32.0466   | Hourly   |
|       |  |                    |             |             |             |          |
| 16    | Events & Facilities Coordinator                | 309                | \$46,659.86 | \$58,324.83 | \$69,989.79 | Annual   |
|       | Librarian II                                   | 508                | \$1,794.61  | \$2,243.26  | \$2,691.92  | Biweekly |
|       |  |                    | \$22.4326   | \$28.0408   | \$33.6489   | Hourly   |
|       |  |                    |             |             |             |          |
| 17    | Fire Inspector (Civilian)                      | 725                | \$48,992.85 | \$61,241.07 | \$73,489.28 | Annual   |
|       | Parks & Grounds Maintenance Supervisor         | 409                | \$1,884.34  | \$2,355.43  | \$2,826.51  | Biweekly |
|       | Streets & Stormwater Maintenance Supervisor    | 410                | \$23.5543   | \$29.4428   | \$35.3314   | Hourly   |
|       | Facilities Maintenance Supervisor              | 411                |             |             |             |          |
|       | Lead Mechanic                                  | 718                |             |             |             |          |
|       |  |                    |             |             |             |          |
| 18    | City Inspector                                 | 203                | \$51,442.50 | \$64,303.12 | \$77,163.74 | Annual   |
|       | Planner I                                      | 209                | \$1,978.56  | \$2,473.20  | \$2,967.84  | Biweekly |
|       |  |                    | \$24.7320   | \$30.9150   | \$37.0980   | Hourly   |
|       |  |                    |             |             |             |          |
| 19    | Multi Certification City Inspector             | 208                | \$54,014.62 | \$67,518.28 | \$81,021.93 | Annual   |
|       |  |                    | \$2,077.49  | \$2,596.86  | \$3,116.23  | Biweekly |
|       |  |                    | \$25.9686   | \$32.4607   | \$38.9529   | Hourly   |
|       |  |                    |             |             |             |          |
| 20    | Unused   |                    | \$56,715.35 | \$70,894.19 | \$85,073.03 | Annual   |
|       |  |                    | \$2,181.36  | \$2,726.70  | \$3,272.04  | Biweekly |
|       |  |                    | \$27.2670   | \$34.0837   | \$40.9005   | Hourly   |

**Seminole Classification and Compensation Plan  
for Non-Exempt Employees**

| GRADE | POSITION TITLE | POSITION<br>NUMBER | MINIMUM     | MID-POINT   | MAXIMUM     |          |
|-------|----------------|--------------------|-------------|-------------|-------------|----------|
| 21    | Planner II     | 210                | \$59,551.12 | \$74,438.90 | \$89,326.68 | Annual   |
|       |                |                    | \$2,290.43  | \$2,863.03  | \$3,435.64  | Biweekly |
|       |                |                    | \$28.6303   | \$35.7879   | \$42.9455   | Hourly   |
|       |                |                    |             |             |             |          |
| 22    | Unused         |                    | \$62,528.68 | \$78,160.84 | \$93,793.01 | Annual   |
|       |                |                    | \$2,404.95  | \$3,006.19  | \$3,607.42  | Biweekly |
|       |                |                    | \$30.0619   | \$37.5773   | \$45.0928   | Hourly   |
|       |                |                    |             |             |             |          |
| 23    | Unused         |                    | \$65,655.11 | \$82,068.89 | \$98,482.66 | Annual   |
|       |                |                    | \$2,525.20  | \$3,156.50  | \$3,787.79  | Biweekly |
|       |                |                    | \$31.5650   | \$39.4562   | \$47.3474   | Hourly   |
|       |                |                    |             |             |             |          |

**Seminole Classification and Compensation Plan  
for Non-Exempt Employees**

| GRADE | POSITION TITLE                 | POSITION<br>NUMBER | MINIMUM     | MID-POINT   | MAXIMUM     |          |
|-------|--------------------------------|--------------------|-------------|-------------|-------------|----------|
| S1    | Unused                         |                    | \$38,466.79 | \$48,083.49 | \$57,700.19 | Annual   |
|       |                                |                    | \$1,479.49  | \$1,849.37  | \$2,219.24  | Biweekly |
| S2    | Unused                         |                    | \$40,390.13 | \$50,487.66 | \$60,585.20 | Annual   |
|       |                                |                    | \$1,553.47  | \$1,941.83  | \$2,330.20  | Biweekly |
| S3    | Unused                         |                    | \$42,409.64 | \$53,012.05 | \$63,614.46 | Annual   |
|       |                                |                    | \$1,631.14  | \$2,038.92  | \$2,446.71  | Biweekly |
| S4    | Unused                         |                    | \$44,530.12 | \$55,662.65 | \$66,795.18 | Annual   |
|       |                                |                    | \$1,712.70  | \$2,140.87  | \$2,569.05  | Biweekly |
| S5    | Unused                         |                    | \$46,756.63 | \$58,445.78 | \$70,134.94 | Annual   |
|       |                                |                    | \$1,798.33  | \$2,247.91  | \$2,697.50  | Biweekly |
| S6    | Recreation Program Coordinator | 308                | \$49,094.46 | \$61,368.07 | \$73,641.69 | Annual   |
|       | Circulation Supervisor         | 503                | \$1,888.25  | \$2,360.31  | \$2,832.37  | Biweekly |
|       | Payroll Specialist I           | 105                |             |             |             |          |
| S7    | Librarian III                  | 510                | \$51,549.18 | \$64,436.48 | \$77,323.77 | Annual   |
|       | Payroll Specialist II          | 116                | \$1,982.66  | \$2,478.33  | \$2,973.99  | Biweekly |
| S8    | Unused                         |                    | \$54,126.64 | \$67,658.30 | \$81,189.96 | Annual   |
|       |                                |                    | \$2,081.79  | \$2,602.24  | \$3,122.69  | Biweekly |
| S9    | Fleet Maintenance Manager      | 715                | \$56,832.97 | \$71,041.21 | \$85,249.46 | Annual   |
|       |                                |                    | \$2,185.88  | \$2,732.35  | \$3,278.83  | Biweekly |

**Seminole Classification and Compensation Plan  
for Non-Exempt Employees**

| GRADE | POSITION TITLE            | POSITION<br>NUMBER | MINIMUM     | MID-POINT   | MAXIMUM      |          |
|-------|---------------------------|--------------------|-------------|-------------|--------------|----------|
| S10   | Recreation Superintendent | 310                | \$59,674.62 | \$74,593.27 | \$89,511.93  | Annual   |
|       |                           |                    | \$2,295.18  | \$2,868.97  | \$3,442.77   | Biweekly |
| S11   | Senior Accountant         | 110                | \$62,658.35 | \$78,322.94 | \$93,987.53  | Annual   |
|       |                           |                    | \$2,409.94  | \$3,012.42  | \$3,614.90   | Biweekly |
| S12   | Deputy Building Official  | 205                | \$65,791.27 | \$82,239.09 | \$98,686.90  | Annual   |
|       | IT Specialist             | 111                | \$2,530.43  | \$3,163.04  | \$3,795.65   | Biweekly |
|       | Fire Marshal              | 703                |             |             |              |          |
| S13   | <del>City Clerk</del>     | <del>103</del>     | \$69,080.83 | \$86,351.04 | \$103,621.25 | Annual   |
|       |                           |                    | \$2,656.96  | \$3,321.19  | \$3,985.43   | Biweekly |
| S14   | Unused                    |                    | \$72,534.87 | \$90,668.59 | \$108,802.31 | Annual   |
|       |                           |                    | \$2,789.80  | \$3,487.25  | \$4,184.70   | Biweekly |
| S15   | Unused                    |                    | \$76,161.62 | \$95,202.02 | \$114,242.43 | Annual   |
|       |                           |                    | \$2,929.29  | \$3,661.62  | \$4,393.94   | Biweekly |
| S16   | Library Director          | 501                | \$79,969.70 | \$99,962.12 | \$119,954.55 | Annual   |
|       | Code Admin/Bldg. Official | 202                | \$3,075.76  | \$3,844.70  | \$4,613.64   | Biweekly |
|       | Human Resources Director  | 117                |             |             |              |          |
|       | District Chief            | 704                |             |             |              |          |
|       | IT/IS Manager             | 112                |             |             |              |          |
|       | <b>City Clerk</b>         | <b>103</b>         |             |             |              |          |

**Seminole Classification and Compensation Plan  
for Non-Exempt Employees**

| GRADE | POSITION TITLE                                 | POSITION<br>NUMBER | MINIMUM      | MID-POINT    | MAXIMUM      |          |
|-------|--|--------------------|--------------|--------------|--------------|----------|
| S17   | Recreation Director                            | 301                | \$83,968.18  | \$104,960.23 | \$125,952.27 | Annual   |
|       | Division Chief of Operations                   | 707                | \$3,229.55   | \$4,036.93   | \$4,844.32   | Biweekly |
|       |  |                    |              |              |              |          |
|       |  |                    |              |              |              |          |
| S18   | Director of Community Development              | 414                | \$88,166.59  | \$110,208.24 | \$132,249.89 | Annual   |
|       | Assistant Chief Admin/EMS Coordinator          | 702                | \$3,391.02   | \$4,238.78   | \$5,086.53   | Biweekly |
|       |  |                    |              |              |              |          |
|       |  |                    |              |              |              |          |
| S19   | Finance Director                               | 101                | \$92,574.92  | \$115,718.65 | \$138,862.38 | Annual   |
|       | Fire Chief                                     | 701                | \$3,560.57   | \$4,450.72   | \$5,340.86   | Biweekly |
|       | Director of Public Works                       | 415                |              |              |              |          |
|       |  |                    |              |              |              |          |
| S20   | Director of Administration                     | 102                | \$97,203.67  | \$121,504.58 | \$145,805.50 | Annual   |
|       |  |                    | \$3,738.60   | \$4,673.25   | \$5,607.90   | Biweekly |
|       |  |                    |              |              |              |          |
| S21   | Assistant City Manager/Chief Financial Officer | 118                | \$102,063.85 | \$127,579.81 | \$153,095.78 | Annual   |
|       |  |                    | \$3,925.53   | \$4,906.92   | \$5,888.30   | Biweekly |
|       |  |                    |              |              |              |          |
| S22   | Unused   |                    | \$107,167.04 | \$133,958.80 | \$160,750.57 | Annual   |
|       |  |                    | \$4,121.81   | \$5,152.26   | \$6,182.71   | Biweekly |
|       |  |                    |              |              |              |          |
| S23   | Unused   |                    | \$112,525.40 | \$140,656.74 | \$168,788.09 | Annual   |
|       |  |                    | \$4,327.90   | \$5,409.87   | \$6,491.85   | Biweekly |
|       |  |                    |              |              |              |          |