

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:

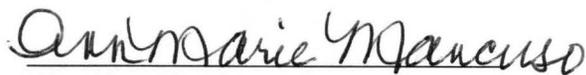
SECTION 1: The Classification and Compensation Plan is hereby amended in accordance with the attached revised Classification and Compensation Plan attached as Exhibit A.

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 16th 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 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	Maintenance I	406	\$31,581.23	\$39,476.54	\$47,371.84	Annual
	Building Maintenance Tech. I	412	\$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 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	Maintenance II	405	\$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				
	Maintenance I	406				
	Building Maintenance Tech. I	412				
11	Parks Technician	420	\$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
	Maintenance II	405				
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				
	Parks Technician	420				

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

GRADE	POSITION TITLE	POSITION NUMBER	MINIMUM	MID-POINT	MAXIMUM	
14	Streets & Stormwater Technician	418	\$42,321.87	\$52,902.34	\$63,482.80	Annual
	Stormwater Compliance Specialist	418	\$1,627.76	\$2,034.71	\$2,441.65	Biweekly
	Payroll Specialist I	105	\$20,347.1	\$25,433.8	\$30,520.6	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
			\$21,364.4	\$26,705.5	\$32,046.6	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
			\$22,432.6	\$28,040.8	\$33,648.9	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	\$23,554.3	\$29,442.8	\$35,331.4	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
			\$24,732.0	\$30,915.0	\$37,098.0	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
			\$25,968.6	\$32,460.7	\$38,952.9	Hourly
20	Unused		\$56,715.35	\$70,894.19	\$85,073.03	Annual
			\$2,181.36	\$2,726.70	\$3,272.04	Biweekly
			\$27,267.0	\$34,083.7	\$40,900.5	Hourly

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

GRADE	POSITION TITLE	POSITION 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 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

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GRADE	POSITION TITLE	POSITION 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	City Clerk	103	\$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				
	City Clerk	103				

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

GRADE	POSITION TITLE	POSITION 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