



COMPENSATION STUDY

FY 2019 Plan for City of Madeira Beach



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1. EXECUTIVE SUMMARY

It is with pleasure that we present this summary describing the findings and recommendations from the FY 2019 Compensation Study.

A. SUMMARY OF FINDINGS

1. The City has approximately 51 unique job descriptions for providing City services; while PSPC was not contracted to make classification changes, we proposed minor title modifications as shown on page 3. These are informal suggestions as we were not afforded the opportunity to conduct a full study.
2. The City's current salary ranges are competitive (within 5% of prevailing rates) for 43% of the benchmark market sample job classifications (page 4).
3. The City's current salary ranges are not competitive (-5% or more below prevailing rates) for 57% of the benchmark market sample job classifications (page 4).
4. The full estimated base pay cost to adopt the proposed pay ranges for FY 2019, established at 100% of market average, and provide market adjustments for affected employees, is \$41,000 (page 10).

B. SUMMARY OF RECOMMENDATIONS

- Adopt the new salary range table on page 5 and the pay ranges proposed for each classification beginning on page 6.
- Bring the salaries of all employees below Minimum up to the new Minimum, and provide additional in-range market adjustments as financially able.
- Budget for salary increases within the proposed pay ranges in future years, and re-calculate the cost of any additional market increases for FY 2020.
 - a) The City does not need to conduct a new salary study as PSPC has already established benchmarks and aligned City jobs to market.
 - b) The City should contact their comparator agencies to establish how they are moving their salary ranges and how they are moving their employees through those ranges.
- Keep pace with the market as much as financially possible. When able, move your employees more than your ranges to avoid compression.

2. POSITION ANALYSIS AND CLASSIFICATION

Position analysis and classification is the process of documenting and verifying the number, type, and distinct levels of occupational job classes within the City, and assigning each budgeted position to the correct occupational job class. This process establishes the sound basis for the subsequent salary plan which is administered at the job class level.

A. *PRINCIPAL STEPS IN THE CLASSIFICATION PROCESS*

Without conducting a full classification study, the information on the following pages are loose recommendations.

Summary of Proposed Title Changes

Current Title	Proposed Title	Job Change Status
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Division Supervisor	Records Supervisor	New Title
Division Supervisor	Parking Enforcement Supervisor	New Title
Division Supervisor	Stormwater Supervisor	New Title
Division Supervisor	Sanitation Supervisor	New Title
Division Supervisor	Marina Supervisor	New Title
Division Supervisor	Recreation Supervisor	New Title
Accounting Manager	Accounting Manager	No Change
Building Codes Compliance Officer I	Building Codes Compliance Officer I	No Change
Building Codes Compliance Officer II	Building Codes Compliance Officer II	No Change
Building Codes Compliance Officer III	Building Codes Compliance Officer III	No Change
Building Official	Building Official	No Change
Childcare Director	Childcare Director	No Change
City Clerk	City Clerk	No Change
Code Enforcement Specialist	Code Enforcement Specialist	No Change
Deputy City Clerk	Deputy City Clerk	No Change
Driver/Paramedic	Driver/Paramedic	No Change
Executive Office Manager	Executive Assistant to City Manager	No Change
Finance Director	Finance Director	No Change
Fire Chief	Fire Chief	No Change
Fire Inspector	Fire Inspector	No Change
Firefighter / Paramedic	Firefighter / Paramedic	No Change
Fiscal Coordinator	Fiscal Coordinator	No Change
HR/Financial Coordinator	HR/Financial Coordinator	No Change
Lieutenant / Paramedic	Lieutenant / Paramedic	No Change
Marina & Public Works Director	Public Works / Marina Director	No Change
Parks and Recreation Director	Parks and Recreation Director	No Change
Planning & Zoning Director	Community Development Director	No Change
Planning and Zoning Coordinator	Planning and Zoning Coordinator	No Change
Public Information Specialist	Public Information Specialist	No Change
Recreation Leader I	Recreation Leader I	No Change
Recreation Leader II	Recreation Leader II	No Change
Recreation Leader III	Recreation Leader III	No Change
Administrative Assistant I	Administrative Assistant	Title Change
Administrative Assistant II	Senior Administrative Assistant	Title Change
Building Maintenance Worker I	Building Maintenance Worker	Title Change
Building Maintenance Worker II	Senior Building Maintenance Worker	Title Change
Grounds Maintenance Worker I	Parks Maintenance Worker	Title Change
Grounds Maintenance Worker II	Senior Parks Maintenance Worker	Title Change
Marina Assistant I	Marina Worker	Title Change
Marina Assistant II	Senior Marina Worker	Title Change
Parking Enforcement Officer I	Parking Enforcement Officer	Title Change
Parking Enforcement Officer II	Senior Parking Enforcement Officer	Title Change
Public Works Technician I	Public Works Technician	Title Change
Public Works Technician II	Senior Public Works Technician	Title Change
Sanitation Worker I	Sanitation Worker	Title Change
Sanitation Worker II	Senior Sanitation Worker	Title Change

3. EXTERNAL COMPARISONS

The following paragraphs and tables describe the market data collected and used for pay plan development.

A. SURVEY COMPARATORS

We obtained salary plan and job description details from the following employers for comparison:

Survey Organization	Number of Matches from Each Comparator	Comparator's Relationship to Madeira Beach	Comparator's Relationship to Market	Average Range Width	Sperlings Cost of Living Index
Belleair, City of	17	10%	-2%	91%	135.0%
Indian Rocks Beach, City of	7	1%	-9%	29%	158.0%
Pinellas Park, City of	28	19%	8%	51%	100.0%
Seminole, City of	25	8%	-2%	45%	106.0%
South Pasadena, City of	16	10%	-3%	47%	112.0%
St. Pete Beach, City of	28	5%	-6%	51%	146.0%
Treasure Island, City of	25	11%	5%	49%	137.5%
Madeira Beach, City of	32	NA	-12%	50%	153.0%

B. SURVEY METHODOLOGY

We utilized the standard "structure-to-structure" method to compare the City's salary structures to the prevailing rates. The City's salary structures and the prevailing rates are represented by their Midpoints, which are the amounts employers pay for sustained competent job performance.

The Midpoint is the most objective, occupation-specific and consistent component of salary structures among employers, as the varying widths of salary ranges are too great to utilize Minimum or Maximum. Midpoint is not affected by actual salary averages which may reflect longevity, pay-for-performance, and a myriad of subjective salary plan administration characteristics of the comparator employers. When individual salary plans were comprised of steps, the beginning and ending steps were added and the sum divided by two (2) to calculate a true midpoint.

C. SUMMARY OF SURVEY FINDINGS

The following table summarizes the City's variance to market; the City's current plan is competitive for 43% of the survey sample, and behind market by more than -5% for 57% of the survey sample.

<u>Relationship to Prevailing Rates</u>	<u>Benchmark Job Classes</u>	<u>% of Sample</u>
Below	17	57%
Comparable	7	23%
Above	6	20%

A. PROPOSED PAY TABLE

The following are suggested pay tables and salary ranges for each job classification.

A. CIVILIAN SCALE

Salary Range	Minimum	Midpoint	Maximum	Salary Range
3	\$18,346	\$22,932	\$27,518	3
4	\$19,263	\$24,079	\$28,894	4
5	\$20,226	\$25,283	\$30,339	5
6	\$21,237	\$26,547	\$31,856	6
7	\$22,299	\$27,874	\$33,449	7
8	\$23,414	\$29,268	\$35,121	8
9	\$24,585	\$30,731	\$36,877	9
10	\$25,814	\$32,268	\$38,721	10
11	\$27,105	\$33,881	\$40,657	11
12	\$28,460	\$35,575	\$42,690	12
13	\$29,883	\$37,354	\$44,825	13
14	\$31,377	\$39,222	\$47,066	14
15	\$32,946	\$41,183	\$49,419	15
16	\$34,593	\$43,242	\$51,890	16
17	\$36,323	\$45,404	\$54,485	17
18	\$38,139	\$47,674	\$57,209	18
19	\$40,046	\$50,058	\$60,069	19
20	\$42,048	\$52,561	\$63,073	20
21	\$44,151	\$55,189	\$66,226	21

- Jobs have been placed on pay ranges based on market data and internal relationships
- Individual jobs can be re-assigned to different pay ranges when market moves
- Salary adjustments can be budgeted within the pay ranges using current merit plan

B. FIRE RANGES

Pay ranges for Fire occupations are unchanged and outside the scope of this study.

PSPC did not review classification or compensation for the Fire Department other than the civilian position of Fire Chief.

Proposed FY 2019 Pay Range Placements (not all titles are active/funded)

Proposed Title	— Illustrated at 100% of Market —			
	Salary Range	Minimum	Midpoint	Maximum
Executive Assistant to City Manager	22	\$46,358	\$57,948	\$69,538
Senior Administrative Assistant	17	\$36,323	\$45,404	\$54,485
Administrative Assistant	12	\$28,460	\$35,575	\$42,690
Seasonal Employee	4	\$19,263	\$24,079	\$28,894
City Clerk	28	\$62,125	\$77,656	\$93,187
Deputy City Clerk	21	\$44,151	\$55,189	\$66,226
Public Information Specialist	21	\$44,151	\$55,189	\$66,226
Records Supervisor	18	\$38,139	\$47,674	\$57,209
Finance Director	34	\$83,253	\$104,066	\$124,880
Accounting Manager	27	\$59,166	\$73,958	\$88,750
Fiscal Coordinator	24	\$51,110	\$63,888	\$76,665
HR/Financial Coordinator	24	\$51,110	\$63,888	\$76,665
Parking Enforcement Supervisor	18	\$38,139	\$47,674	\$57,209
Senior Parking Enforcement Officer	11	\$27,105	\$33,881	\$40,657
Parking Enforcement Officer	3	\$18,346	\$22,932	\$27,518
Community Development Director	32	\$75,513	\$94,391	\$113,269
Building Official	32	\$75,513	\$94,391	\$113,269
Planning and Zoning Coordinator	26	\$56,349	\$70,436	\$84,523
Building Codes Compliance Officer III	19	\$40,046	\$50,058	\$60,069
Permit Technician	17	\$36,323	\$45,404	\$54,485

Building Codes Compliance Officer II	16	\$34,593	\$43,242	\$51,890
Building Codes Compliance Officer I	13	\$29,883	\$37,354	\$44,825
Merge W/ Administrative Assistant				

Code Enforcement Specialist	13	\$29,883	\$37,354	\$44,825
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Stormwater Supervisor	21	\$44,151	\$55,189	\$66,226
Senior Public Works Technician	16	\$34,593	\$43,242	\$51,890
Public Works Technician	12	\$28,460	\$35,575	\$42,690
Senior Building Maintenance Worker	15	\$32,946	\$41,183	\$49,419
Building Maintenance Worker	11	\$27,105	\$33,881	\$40,657

Sanitation Supervisor	21	\$44,151	\$55,189	\$66,226
Senior Sanitation Worker	13	\$29,883	\$37,354	\$44,825
Sanitation Worker	9	\$24,585	\$30,731	\$36,877

Public Works / Marina Director	32	\$75,513	\$94,391	\$113,269
Marina Supervisor	21	\$44,151	\$55,189	\$66,226
Senior Marina Worker	13	\$29,883	\$37,354	\$44,825
Marina Worker	9	\$24,585	\$30,731	\$36,877

Parks and Recreation Director	32	\$75,513	\$94,391	\$113,269
Childcare Director	21	\$44,151	\$55,189	\$66,226
Parks Supervisor	21	\$44,151	\$55,189	\$66,226
Recreation Supervisor	21	\$44,151	\$55,189	\$66,226
Recreation Leader III	17	\$36,323	\$45,404	\$54,485
Recreation Leader II	11	\$27,105	\$33,881	\$40,657

Recreation Leader I	6	\$21,237	\$26,547	\$31,856
Mechanic	17	\$36,323	\$45,404	\$54,485
Senior Parks Maintenance Worker	13	\$29,883	\$37,354	\$44,825
Parks Maintenance Worker	9	\$24,585	\$30,731	\$36,877

Fire Chief	34	\$83,253	\$104,066	\$124,880
Fire Inspector				
Lieutenant / Paramedic				
Driver/Paramedic				
Firefighter / Paramedic				

4. SALARY ADMINISTRATION

Following are key salary plan maintenance procedures.

A. FUNDING INITIAL IMPLEMENTATION AND ANNUAL UPDATES

We recommend the City's salary plan be established, place jobs onto that salary schedule at 100% of the market rate, and move employees through the range to avoid compression.

First Phase of Implementation

- Employees who fall below new minimum will be moved to the new minimum for the pay range
- This was approved to be put into the budget during a Council session in late April 2019
- This costs approximately \$21,000

Second Phase of Implementation

- Move employees to Midpoint of their range in 7 or 10 years
- This costs approximately \$22,000 or \$33,000 depending upon how quickly the City moves employees to the midpoint

B. REGULAR PLAN UPDATE STEPS

- Budget for merit increases within the proposed pay ranges in future years, and re-calculate the cost of any additional market increases for FY 2020.
 - a) The City does not need to conduct a new salary study as PSPC has already established benchmarks and aligned City jobs to market.
 - b) The City should contact their comparator agencies to establish how they are moving their salary ranges and how they are moving their employees through those ranges.
- Keep pace with the market as much as financially possible. When able, move your employees more than your ranges to avoid compression.

PUBLIC SECTOR PERSONNEL CONSULTANTS

RESULTS OF THE COMPENSATION STUDY
FOR MADEIRA BEACH



MEETING AGENDA

- REVIEW PUBLIC SECTOR PERSONNEL CONSULTANT'S ROLE
- REVIEW SALARY SURVEY GUIDELINES
- EVALUATE COMPENSATION RESULTS
- OUTLINE COMPENSATION FINDINGS
- REVIEW IMPLEMENTATION OPTIONS

INTRODUCTION TO PUBLIC SECTOR PERSONNEL CONSULTANTS (PSPC)

- 1972 – ORIGINATED AS PUBLIC SECTOR GROUP OF HAY ASSOCIATES
- 1992 – WE ESTABLISHED OUR NATIONAL OFFICE IN ARIZONA
- WE SPECIALIZE IN HUMAN RESOURCES FOR PUBLIC EMPLOYERS
- OVER 1,000 PUBLIC EMPLOYERS SERVED BY MEMBERS OF OUR FIRM
- OUR GOAL IS TO BE AN OBJECTIVE 3RD PARTY PROVIDING ACCURACY, GUIDANCE, AND THOROUGHNESS IN ALL MATTERS RELATING TO COMPENSATION AND CLASSIFICATION

SALARY SURVEY

- PSPC CONSIDERED THE RECOMMENDATIONS OF EMPLOYEE GROUPS AND REQUESTED JOB DESCRIPTIONS, ORG CHARTS, SALARY STRUCTURES, AND BENEFIT PLANS FROM 8 DIFFERENT ORGANIZATIONS AND THE PRIVATE SECTOR
- THESE COMPARATORS WERE SELECTED BASED ON THE AGREED UPON CRITERIA IN PLACE AT THE START OF THE STUDY
- SALARY SURVEY WILL ANSWER THE QUESTION OF "WHERE ARE WE?"
- IMPLEMENTATION ANSWERS THE QUESTION "WHERE DO WE WANT TO BE?"

HIGH LEVEL COMPENSATION SURVEY RESULTS

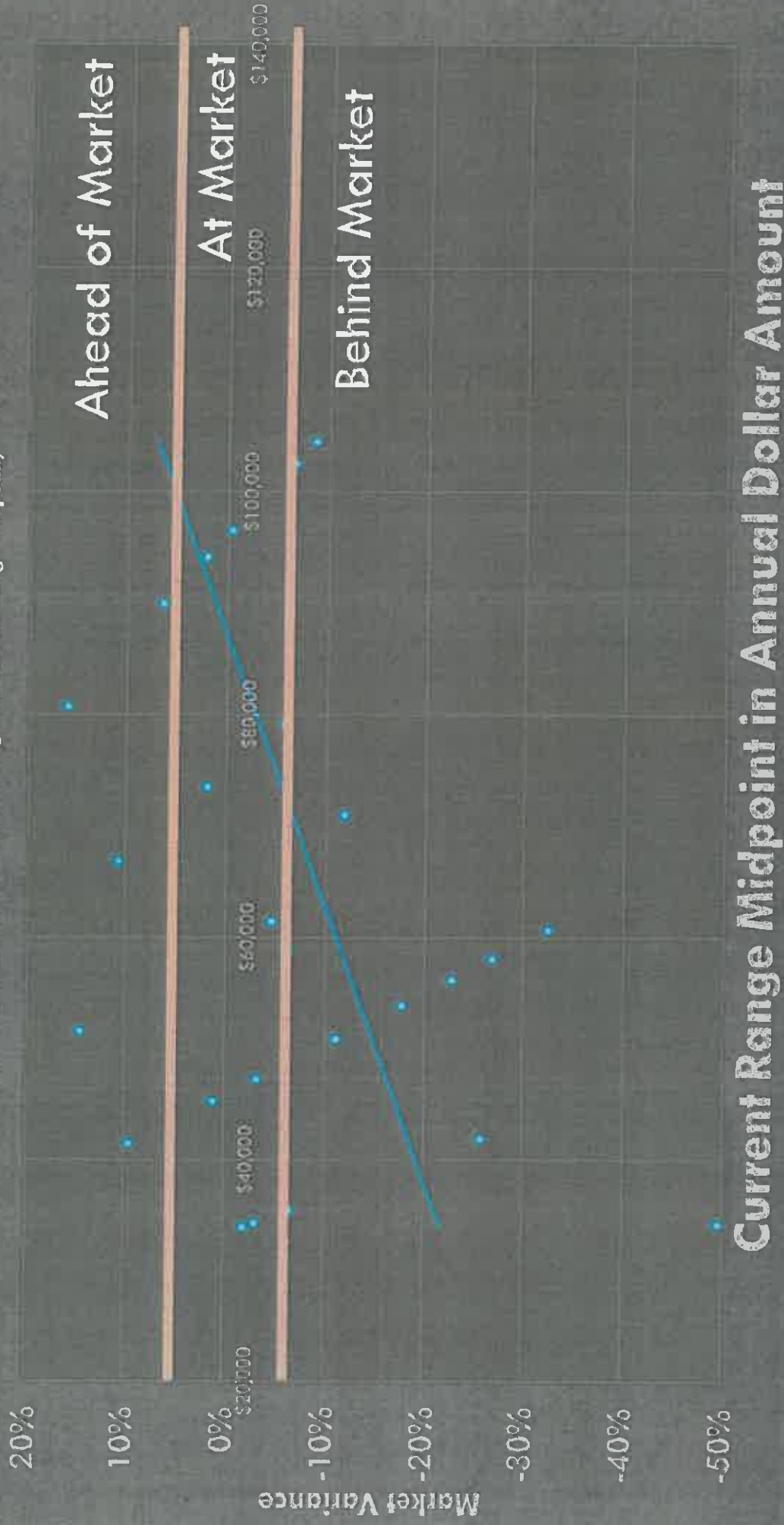
MADEIRA BEACH IS COMPETITIVE FOR 47% OF JOBS

- PSPC SURVEYED ~32 POSITIONS AND FOUND OVER 200 COMPARABLE JOBS IN THE MARKET
- ON AVERAGE, MADEIRA BEACH IS AT, OR AHEAD, OF MARKET FOR 47% OF THEIR JOBS
- THIS IS LOOKING MIDPOINT TO MIDPOINT WITH NO ADJUSTMENTS FOR COST OF LIVING

Compensation Summary	Number of Positions	Percentages of Positions
More than 5% Behind Market	16	53%
AT Market	8	27%
More than 5% Ahead of Market	6	20%

Current Midpoint Vs Market Variances

(Results of Salary Survey Shown Against Current Range Midpoint)



IMPLEMENTATION OPTIONS:

ESTABLISH A NEW SALARY SCHEDULES

- WITH THE EXCEPTION OF FIRE, ALL EMPLOYEES WOULD BE ON A NEW SALARY SCHEDULE THAT IS 50% WIDE, AND HAS 5% INCREASES BETWEEN RANGES
- PUBLIC SAFETY'S SALARY SCHEDULE WOULD BE ADJUSTED TO MATCH MARKET

USE MARKET TO PLACE JOBS ONTO SCHEDULES

- USE MARKET DATA TO PLACE JOBS ONTO THE SALARY SCHEDULE BASED ON PREVAILING RATE
- USE 30+ BENCHMARKS TO "SLOT" ADDITIONAL JOBS BASED ON INTERNAL EQUITY

MOVE EMPLOYEES THROUGH THEIR RANGE

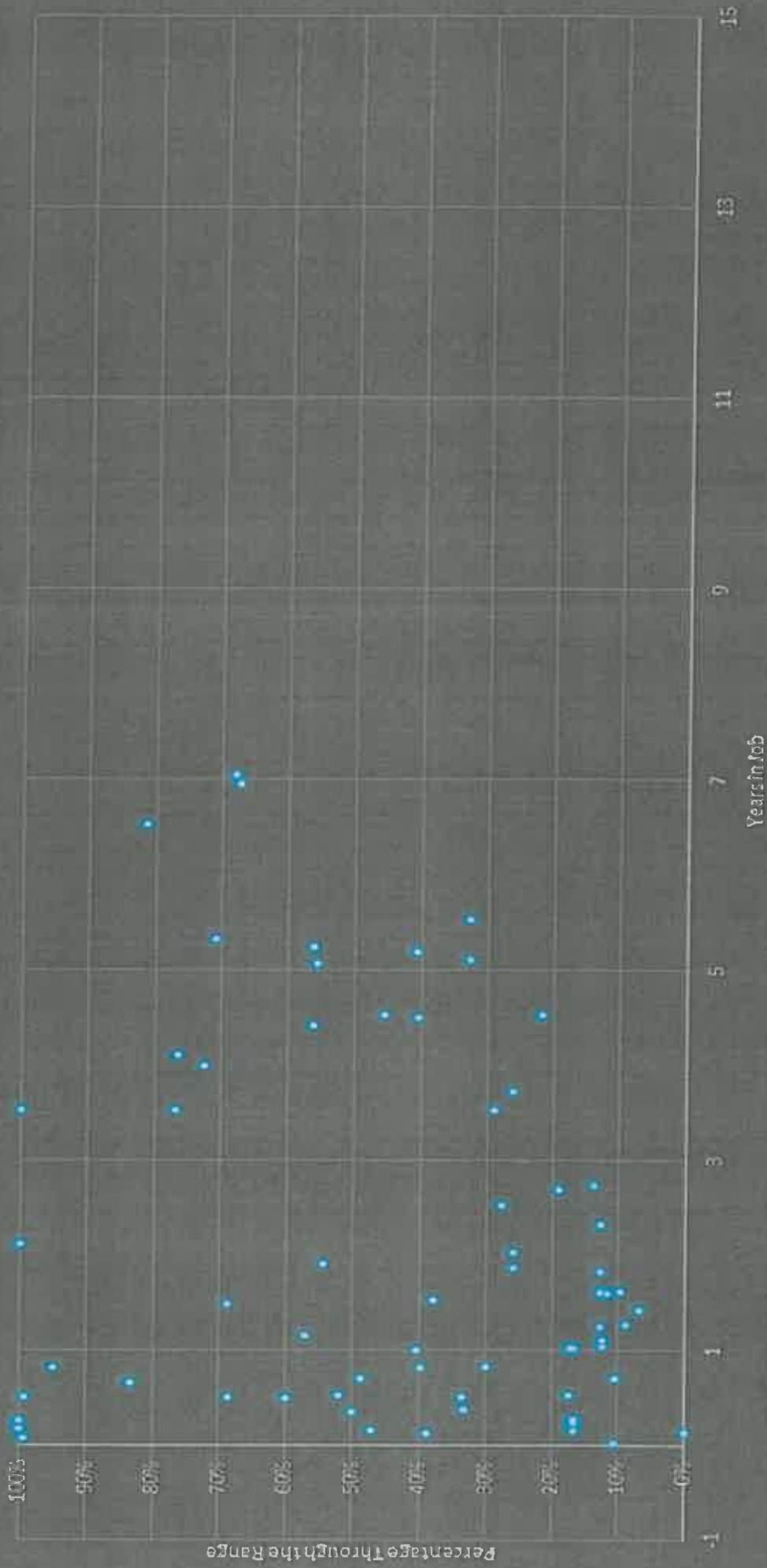
- TO AVOID COMPRESSION, MOVE EMPLOYEES INTO THE NEW RANGE
- MOVE EMPLOYEES TO MIDPOINT WITHIN A SET NUMBER OF YEARS
- SLOW EMPLOYEES DOWN AFTER MIDPOINT TO AVOID TAKING AWAY FUTURE EARNING POTENTIAL
- EMPLOYEES HAVE THE HIGHER GROWTH POTENTIAL FROM EARN IN A HIGHER RANGE WHILE AVOIDING SPENDING MONEY TO MAX OUT EMPLOYEES IN NEW RANGES

PROPOSED SALARY SCHEDULE

- MORE RANGES THAN SHOWN HERE
- PROVIDES ENOUGH RANGES TO RESPOND TO MARKET
- IE, A JOB CAN BE PLACED ON RANGE 8 OR 9 BASED ON MARKET – WITH MORE RANGES COMES MORE CHOICE
- THE RANGES ARE WIDE ENOUGH TO ALLOW EMPLOYEES TO MOVE FROM MINIMUM TO MAXIMUM AND AVOID COMPRESSION

Salary Range	Minimum	Midpoint	Maximum	Salary Range
0	\$0	\$0	\$0	0
1	\$16,640	\$20,800	\$24,960	1
2	\$17,472	\$21,840	\$26,208	2
3	\$18,346	\$22,932	\$27,518	3
4	\$19,263	\$24,079	\$28,894	4
5	\$20,226	\$25,283	\$30,339	5
6	\$21,237	\$26,547	\$31,856	6
7	\$22,299	\$27,874	\$33,449	7
8	\$23,414	\$29,268	\$35,121	8
9	\$24,585	\$30,731	\$36,877	9
10	\$25,814	\$32,268	\$38,721	10
11	\$27,105	\$33,881	\$40,657	11
12	\$28,460	\$35,575	\$42,690	12
13	\$29,883	\$37,354	\$44,825	13
14	\$31,377	\$39,222	\$47,066	14
15	\$32,946	\$41,183	\$49,419	15
16	\$34,593	\$43,242	\$51,890	16
17	\$36,323	\$45,404	\$54,485	17
18	\$38,139	\$47,674	\$57,209	18
19	\$40,046	\$50,058	\$60,069	19
20	\$42,048	\$52,561	\$63,073	20

Current Range Penetration
by Years in Job



MADEIRA BEACH STUDY FINDINGS

SALARY SURVEY TELLS YOU WHERE YOU ARE, NOT WHERE YOU SHOULD BE
FINDINGS INFORM AND GUIDE RECRUITMENT AND RETENTION OF EMPLOYEES

NEXT STEPS:

MOVE ONTO NEW SALARY SCHEDULE

PLACE JOBS ONTO THE SALARY SCHEDULE BASED ON MARKET

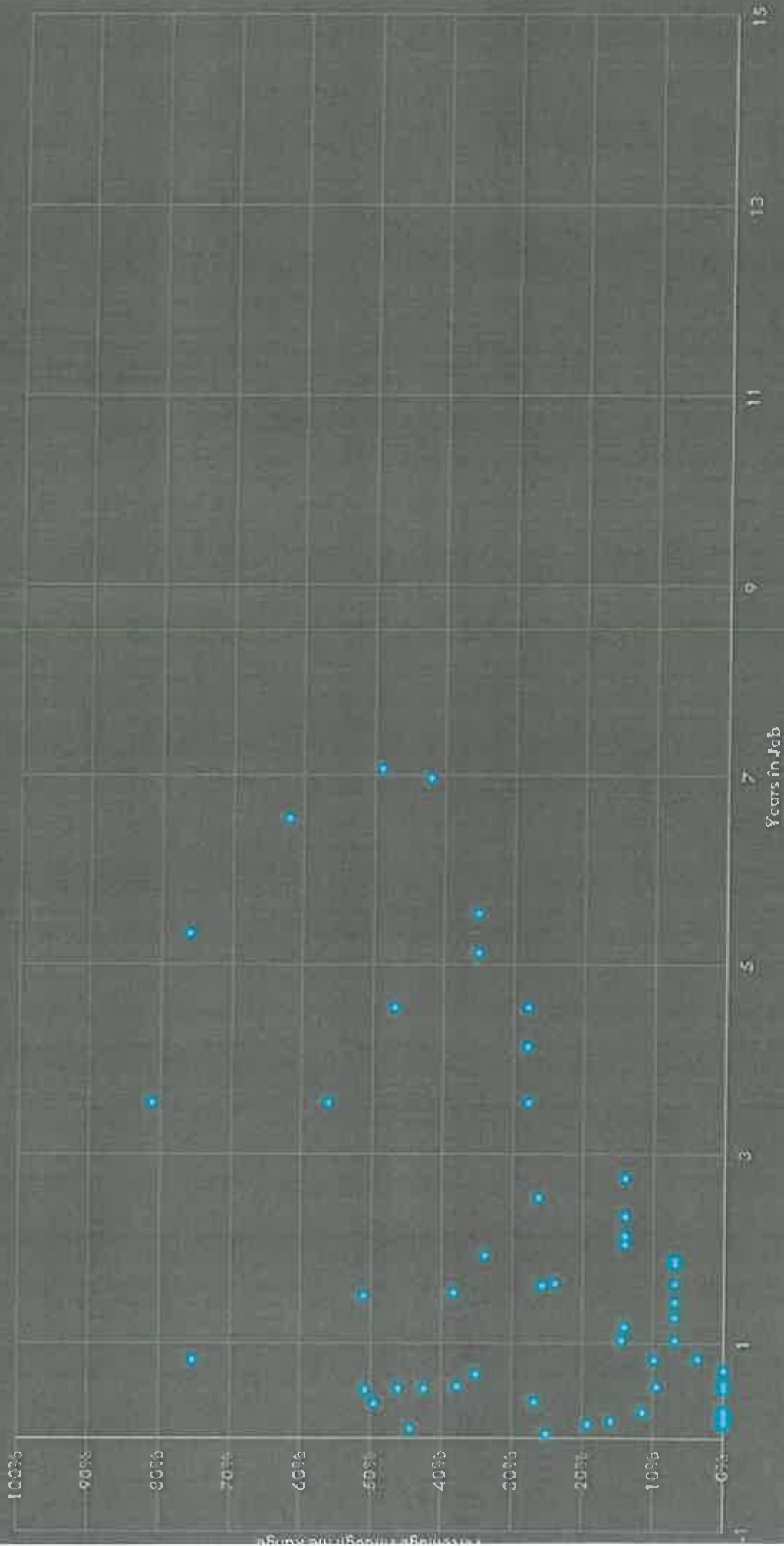
MOVE EMPLOYEES THROUGH THEIR NEW RANGES BASED ON TIME IN JOB

IMPLEMENTATION COSTS AND OPTIONS

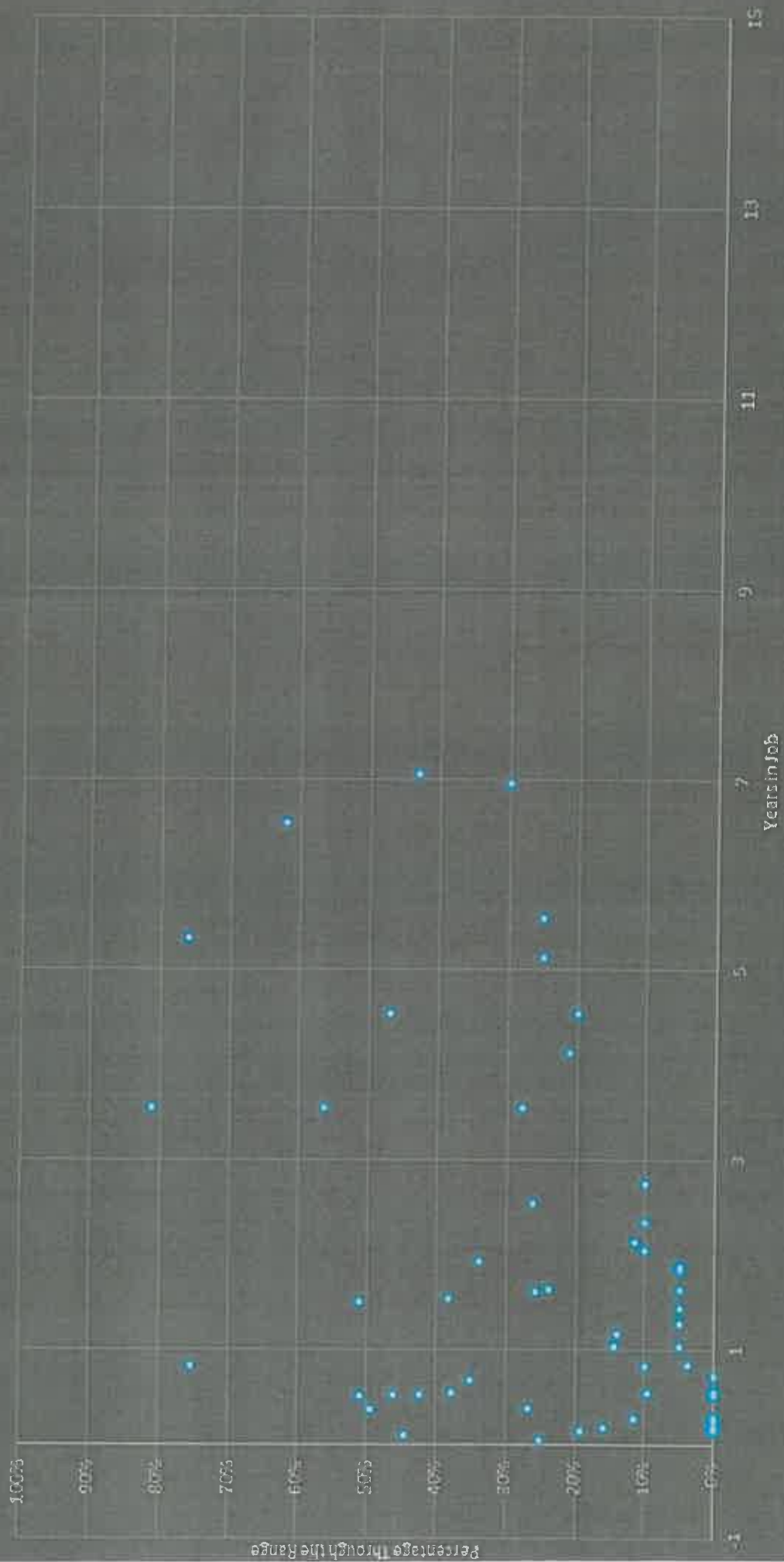
Move to 100% of Market (Not Including Fire)	Number of People Affected	Average Increase in Salary	Total Cost to Implement
Cost to Move to Minimum of New Range	17	\$1,293	\$21,983
Cost to Move to Midpoint in 10 Years (\$8K Cap)	14	\$1,616	\$22,623
Cost to Move to Midpoint in 10 Years (No Cap)	14	\$1,616	\$22,623
Cost to Move to Midpoint in 7 Years (\$8K Cap)	17	\$1,959	\$33,299
Cost to Move to Midpoint in 7 Years (No Cap)	17	\$2,162	\$36,751
Move to 100% of Market (Fire)	Number of People Affected	Average Increase in Salary	Total Cost to Implement
Cost to Remain on Current Step	12	\$4,091	\$49,090
Cost to Move to Next Nearest Step	12	\$255	\$3,055

Move to 105% of Market (Not Including Fire)	Number of People Affected	Average Increase in Salary	Total Cost to Implement
Cost to Move to Minimum of New Range	23	\$1,939	\$44,591
Cost to Move to Midpoint in 10 Years (\$8K Cap)	19	\$1,814	\$34,460
Cost to Move to Midpoint in 10 Years (No Cap)	19	\$1,814	\$34,460
Cost to Move to Midpoint in 7 Years (\$8K Cap)	20	\$2,418	\$48,353
Cost to Move to Midpoint in 7 Years (No Cap)	20	\$2,745	\$54,891
Move to 105% of Market (Fire)	Number of People Affected	Average Increase in Salary	Total Cost to Implement
Cost to Remain on Current Step	12	\$7,113	\$85,357
Cost to Move to Next Nearest Step	12	\$1,425	\$17,105

Range Penetration to Move to Midpoint in 7 Years by Years in Job



Range Penetration to Move to Midpoint in 10 Years
by Years in Job



PUBLIC SECTOR PERSONNEL CONSULTANTS



Madeira Beach 2019 Salary Survey Summary By Comparator Organization

Survey Organization	Number of Matches from Each Comparator	Survey Date	Base Compensation		General Details		
			Aged to	Comparator's Relationship to Madeira Beach	Comparator's Relationship to Market	Average Range Width	Sperrings Cost of Living Index
			8/1/2018				
Annual Aging Fac					5%		
Belleair, City of	17	7/2/2018	0%	10%	-2%	91%	135.0%
Indian Rocks Beach, City of	7	7/3/2018	0%	1%	-9%	29%	158.0%
Pinellas Park, City of	26	7/4/2018	0%	19%	8%	51%	100.0%
Seminole, City of	25	7/5/2018	0%	8%	-2%	45%	106.0%
South Pasadena, City of	15	7/6/2018	0%	10%	-3%	47%	112.0%
St. Pete Beach, City of	28	7/7/2018	0%	5%	-6%	51%	146.0%
Treasure Island, City of	25	7/8/2018	0%	11%	5%	49%	137.5%
Madeira Beach, City of	32			NA	-12%	50%	153.0%

Client Name
Permanent Salary Range Table

Salary Range	Minimum	Midpoint	Maximum	Salary Range
3	\$18,346	\$22,932	\$27,518	3
4	\$19,263	\$24,079	\$28,894	4
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6	\$21,237	\$26,547	\$31,856	6
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19	\$40,046	\$50,058	\$60,069	19
20	\$42,048	\$52,561	\$63,073	20
21	\$44,151	\$55,189	\$66,226	21
22	\$46,358	\$57,948	\$69,538	22
23	\$48,676	\$60,845	\$73,015	23
24	\$51,110	\$63,888	\$76,865	24
25	\$53,666	\$67,082	\$80,498	25
26	\$56,349	\$70,436	\$84,523	26
27	\$59,166	\$73,958	\$88,750	27
28	\$62,125	\$77,656	\$93,187	28
29	\$65,231	\$81,539	\$97,846	29
30	\$68,492	\$85,616	\$102,739	30
31	\$71,917	\$89,896	\$107,876	31
32	\$75,513	\$94,391	\$113,269	32
33	\$79,289	\$99,111	\$118,933	33
34	\$83,253	\$104,066	\$124,880	34
35	\$87,416	\$109,270	\$131,124	35
36	\$91,786	\$114,733	\$137,680	36
37	\$96,376	\$120,470	\$144,564	37
38	\$101,195	\$126,493	\$151,792	38
39	\$106,254	\$132,818	\$159,382	39
40	\$111,567	\$139,459	\$167,351	40
41	\$117,145	\$146,432	\$175,718	41
42	\$123,003	\$153,753	\$184,504	42
43	\$129,153	\$161,441	\$193,729	43
44	\$135,610	\$169,513	\$203,416	44
45	\$142,391	\$177,989	\$213,586	45
46	\$149,511	\$186,888	\$224,266	46
47	\$156,986	\$196,233	\$235,479	47
48	\$164,835	\$206,044	\$247,253	48
49	\$173,077	\$216,346	\$259,616	49
50	\$181,731	\$227,164	\$272,596	50

DRAFT

Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations									
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance		
				Min	Max	Midpoint					\$	%	
Accounting Manager													
	Accounting Manager			\$66,560	\$83,200	\$74,880			\$74,880	\$66,813	\$8,067	10.77%	
	Senior Accountant		Seminole, City of	\$59,939	\$86,912	\$73,426	100%	100%		\$73,697			
	Assistant Finance Director		Treasure Island, City of	\$58,090	\$87,135	\$72,613	100%	100%		\$72,851			
	Finance Director		Indian Rocks Beach, City of	\$58,640	\$84,960	\$70,800	100%	100%		\$71,081			
	Assistant Finance Director		South Pasadena, City of	\$47,988	\$69,314	\$58,650	100%	100%		\$58,859			
	Assistant Finance Director		Belleair, City of	\$39,083	\$75,595	\$57,339	100%	100%		\$57,575			
Current Salary Range:				0									
Range Nearest Market:				64									
										Prevailing Rate:	\$66,813		
Administrative Assistant I													
	Administrative Assistant			\$23,920	\$42,640	\$33,280			\$33,280	\$35,444	-\$2,164	-6.50%	
	Executive Secretary		Belleair, City of	\$29,162	\$46,514	\$37,838	100%	100%		\$37,993			
	Administrative Assistant		Treasure Island, City of	\$29,880	\$44,616	\$37,253	100%	100%		\$37,375			
	Administrative Clerk		Pinellas Park, City of	\$28,680	\$43,639	\$36,159	100%	100%		\$36,298			
	Administrative Assistant I		Seminole, City of	\$28,832	\$41,808	\$35,319	100%	100%		\$35,450			
	Receptionist/Office Assistant		St. Pete Beach, City of	\$23,874	\$36,125	\$30,000	100%	100%		\$30,103			
Current Salary Range:				0									
Range Nearest Market:				38									
										Prevailing Rate:	\$35,444		
Building Codes Compliance Office Building Codes Compliance Officer I													
	Building Codes Compliance Officer			\$19,760	\$26,000	\$22,880			\$22,880	\$38,003	-\$15,123	-65.10%	
	Building Dev Technician		Pinellas Park, City of	\$32,448	\$49,373	\$40,911	100%	100%		\$41,068			
	Permit Tech II		St. Pete Beach, City of	\$30,470	\$46,080	\$38,275	100%	100%		\$38,408			
	Permit/Licensing Technician		Seminole, City of	\$30,275	\$43,898	\$37,087	100%	100%		\$37,224			
	Assistant Permit/Licensing Tech		South Pasadena, City of	\$28,259	\$42,121	\$35,190	100%	100%		\$35,315			
Current Salary Range:				0									
Range Nearest Market:				41									
										Prevailing Rate:	\$38,003		

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations									
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			MATCH Strength (From Matching Trial)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance		
				Min	Max	Midpoint					\$	%	
Building Codes Compliance Office Building Codes Compliance Officer III													
Zoning & Permitting Administrator (H) Building Services Coordinator Permit/Licensing Technician II	Building Dev Plans Examiner		Pinellas Park, City of	\$35,360	\$56,160	\$45,760	100%	100%	\$45,760	\$50,826	-\$5,066	-11.07%	
	Building & Zoning Technician		Belleair, City of	\$44,730	\$68,062	\$56,396	100%	100%		\$56,612			
			St. Pete Beach, City of	\$37,211	\$70,447	\$53,829	100%	100%		\$54,051			
			South Pasadena, City of	\$40,835	\$61,761	\$51,298	100%	100%		\$51,474			
			Seminole, City of	\$40,820	\$60,775	\$50,775	100%	100%		\$50,956			
Current Salary Range: 0				Prevailing Rate: \$50,826									
Range Nearest Market: 53													
Building Maintenance Worker I Building Maintenance Worker													
Facility Maintenance Worker Building Maintenance Building Maintenance Tech. I Facilities Maintenance Worker I			Indian Rocks Beach, City of	\$19,760	\$26,000	\$22,880	100%	100%	\$22,880	\$34,228	-\$11,348	-49.50%	
			Belleair, City of	\$31,200	\$39,516	\$35,358	100%	100%		\$35,498			
			Seminole, City of	\$28,458	\$42,191	\$34,324	100%	100%		\$34,465			
			St. Pete Beach, City of	\$27,460	\$39,816	\$33,638	100%	100%		\$33,763			
				\$26,322	\$39,822	\$33,072	100%	100%		\$33,185			
Current Salary Range: 0				Prevailing Rate: \$34,228									
Range Nearest Market: 37													
Building Official Building Official													
Building Development Director Building Official Building Official Building Official Building Official (Director)			Pinellas Park, City of	\$82,000	\$110,240	\$96,120	100%	100%	\$96,120	\$80,687	\$15,433	19.06%	
			Belleair, City of	\$73,296	\$111,528	\$92,412	100%	100%		\$92,766			
			Treasure Island, City of	\$45,240	\$129,293	\$87,267	100%	100%		\$87,625			
			St. Pete Beach, City of	\$64,533	\$96,800	\$80,667	100%	100%		\$80,932			
			Indian Rocks Beach, City of	\$59,134	\$89,448	\$74,291	100%	100%		\$74,546			
Current Salary Range: 0				Prevailing Rate: \$80,687									
Range Nearest Market: 71													

Madeira Beach 2019 Salary Survey

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations								
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance	
				Min	Max	Midpoint					\$	%
Finance Director	Finance Director			\$82,000	\$110,240	\$96,120			\$96,120	\$102,475	-\$6,355	-6.61%
	Finance Director		Treasure Island, City of	\$89,769	\$134,654	\$112,212	100%	100%		\$112,580		
	Finance Administrator		Pinellas Park, City of	\$87,126	\$132,572	\$109,849	100%	100%		\$110,270		
	Finance Director		Seminole, City of	\$80,324	\$116,470	\$98,397	100%	100%		\$98,761		
	Finance Director		South Pasadena, City of	\$69,313	\$106,636	\$87,975	100%	100%		\$88,288		
Current Salary Range:	0											
Range Nearest Market:	81											
										Prevailing Rate:	\$102,475	
Fire Chief	Fire Chief			\$82,000	\$110,240	\$96,120			\$96,120	\$104,451	-\$8,331	-8.67%
	Fire Chief		Pinellas Park, City of	\$91,536	\$139,283	\$115,410	100%	100%		\$115,852		
	Fire Chief		Treasure Island, City of	\$89,769	\$134,654	\$112,212	100%	100%		\$112,580		
	Fire Chief		Seminole, City of	\$80,324	\$116,470	\$98,397	100%	100%		\$98,761		
	Fire Chief		St. Pete Beach, City of	\$71,880	\$108,725	\$90,303	100%	100%		\$90,612		
Current Salary Range:	0											
Range Nearest Market:	82											
										Prevailing Rate:	\$104,451	
Fire Inspector	Fire Inspector			\$56,356	\$75,737	\$66,046			\$66,046	\$52,475	\$13,572	20.55%
	Fire Inspector/Investigator		Pinellas Park, City of	\$44,932	\$65,075	\$55,004	100%	100%		\$55,214		
	Firefighter/Inspector		Treasure Island, City of	\$44,776	\$63,308	\$54,042	100%	100%		\$54,220		
	Fire Inspector		Seminole, City of	\$40,614	\$55,790	\$48,202	100%	100%		\$48,380		
	Fire Inspector		St. Pete Beach, City of	\$41,609	\$62,205	\$51,907	100%	100%		\$52,085		
Current Salary Range:	0											
Range Nearest Market:	54											
										Prevailing Rate:	\$52,475	

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations								
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance	
				Min	Max	Midpoint					\$	%
Lieutenant / Paramedic				\$53,286	\$73,760	\$63,523			\$63,523	\$70,384	-\$6,861	-10.80%
Fire Lieutenant (56 Hour)+Paramedic Assignment LT/Paramedic LT/Paramedic Lieutenant/Medic LT/Paramedic			Pinellas Park, City of	\$65,537	\$78,758	\$72,148	100%	100%		\$72,424		
			Treasure Island, City of	\$59,259	\$76,056	\$67,658	100%	100%		\$67,880		
			South Pasadena, City of	\$75,503	\$81,267	\$78,385	100%	100%		\$78,664		
			Seminole, City of	\$56,603	\$72,989	\$64,796	100%	100%		\$65,036		
			St. Pete Beach, City of	\$59,457	\$75,914	\$67,686	100%	100%		\$67,917		
Current Salary Range:				Prevailing Rate: \$70,384								
Range Nearest Market:												

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations									
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Survey Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance		
				Min	Max	Midpoint					\$	%	
Parks and Recreation Director				\$82,000	\$110,240	\$96,120			\$96,120	\$89,935	\$6,185	6.43%	
	Recreation Director		Treasure Island, City of	\$79,842	\$119,762	\$99,802	110%	100%		\$110,143			
	Recreation Director		St. Pete Beach, City of	\$88,457	\$103,547	\$96,002	110%	100%		\$94,926			
	Recreation Director		Seminole, City of	\$89,387	\$100,611	\$84,999	110%	100%		\$93,845			
	Director Parks/Recreation & Public Works		Belleair, City of	\$45,240	\$129,293	\$87,267	100%	100%		\$87,625			
	Parks & Recreation Director		Pinellas Park, City of	\$84,782	\$98,575	\$81,678	100%	100%		\$81,992			
	Public Services Director		Indian Rocks Beach, City of	\$56,640	\$84,960	\$70,800	100%	100%		\$71,081			
Current Salary Range:										Prevailing Rate: \$89,935			
Range Nearest Market:													
		0											
		76											

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations									
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance		
				Min	Max	Midpoint					\$	%	
Grounds Maintenance Worker I													
	Parks Maintenance Worker			\$19,760	\$26,000	\$22,880			\$22,880	\$35,319	-\$12,439	-54.37%	
	Parks Technician		Seminole, City of	\$31,787	\$46,091	\$38,939	100%	100%		\$39,083			
	Community Service Worker		Indian Rocks Beach, City of	\$31,200	\$37,612	\$34,406	100%	100%		\$34,543			
	Parks Maintenance Worker I		Belleair, City of	\$28,468	\$42,191	\$34,324	100%	100%		\$34,465			
	Beach Maintenance Worker I		St. Pete Beach, City of	\$26,322	\$39,822	\$33,072	100%	100%		\$33,185			
Current Salary Range:	0									Prevailing Rate:	\$35,319		
Range Nearest Market:	38												
Planning & Zoning Director													
	Community Development Director			\$82,000	\$110,240	\$96,120			\$96,120	\$94,110	\$2,010	2.09%	
	Community Improvement Director		Treasure Island, City of	\$79,842	\$119,762	\$99,802	100%	100%		\$100,130			
	Planning & Development Services Dir.		Pinellas Park, City of	\$77,006	\$117,174	\$97,090	100%	100%		\$97,462			
	Director Of Community Development		Seminole, City of	\$76,499	\$110,924	\$93,712	100%	100%		\$94,058			
	Community Development Director		St. Pete Beach, City of	\$71,880	\$108,725	\$90,303	100%	100%		\$90,612			
	Community Improvement Director		South Pasadena, City of	\$69,313	\$106,636	\$87,975	100%	100%		\$88,288			
Current Salary Range:	0									Prevailing Rate:	\$94,110		
Range Nearest Market:	77												
Planning and Zoning Coordinator													
	Planning and Zoning Coordinator			\$49,920	\$70,720	\$60,320			\$60,320	\$73,487	-\$13,167	-21.83%	
	Assistant Planning & Zoning Director		Pinellas Park, City of	\$63,202	\$86,170	\$79,686	100%	100%		\$79,992			
	City Planner		Treasure Island, City of	\$58,090	\$87,135	\$72,613	100%	100%		\$72,851			
	Senior Planner		St. Pete Beach, City of	\$53,639	\$81,132	\$67,366	100%	100%		\$67,617			
Current Salary Range:	0									Prevailing Rate:	\$73,487		
Range Nearest Market:	67												

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations									
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Survey Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance		
				Min	Max	Midpoint					\$	%	
Public Information Specialist													
Public Information Specialist	Public Information Specialist			\$35,360	\$56,160	\$45,760			\$45,760	\$53,855	-\$8,095	-17.59%	
	Public Information Officer		Treasure Island, City of	\$45,831	\$68,745	\$57,288	100%	100%		\$57,476			
	Management Analyst I And II		Belleair, City of	\$37,211	\$70,447	\$53,829	100%	100%		\$54,051			
	Communications & Marketing Specialist		Pinellas Park, City of	\$39,535	\$60,157	\$49,846	100%	100%		\$50,037			
Current Salary Range:		0											
Range Nearest Market:		55											
										Prevailing Rate:	\$53,855		
Public Works Technician I													
Public Works Technician I	Public Works Technician			\$19,760	\$26,000	\$22,880			\$22,880	\$35,758	-\$12,878	-56.29%	
	Community Services Technician		Pinellas Park, City of	\$33,259	\$50,807	\$41,933	100%	100%		\$42,094			
	Municipal Maint. I		South Pasadena, City of	\$30,398	\$42,572	\$36,485	100%	100%		\$36,615			
	Stormwater Maintenance I		Belleair, City of	\$27,768	\$44,301	\$36,034	100%	100%		\$36,182			
	Service Worker II		Treasure Island, City of	\$27,082	\$41,330	\$34,206	100%	100%		\$34,318			
	Stormwater Maintenance Worker I		St. Pete Beach, City of	\$26,322	\$39,822	\$33,072	100%	100%		\$33,185			
	Maintenance I		Seminole, City of	\$26,151	\$37,919	\$32,035	100%	100%		\$32,154			
Current Salary Range:		0											
Range Nearest Market:		38											
										Prevailing Rate:	\$35,758		
Division Supervisor													
Division Supervisor	Records Supervisor			\$35,360	\$56,160	\$45,760			\$45,760	\$47,248	-\$1,488	-3.25%	
	Records Center Supervisor		Pinellas Park, City of	\$42,574	\$64,782	\$53,678	100%	100%		\$53,884			
	Records Coordinator		Treasure Island, City of	\$37,066	\$54,163	\$45,614	100%	100%		\$45,764			
	Lead Records Center Technician		Pinellas Park, City of	\$33,259	\$50,607	\$41,933	100%	100%		\$42,094			
Current Salary Range:		0											
Range Nearest Market:		50											
										Prevailing Rate:	\$47,248		

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations								
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance	
				Min	Max	Midpoint					\$	%
Recreation Leader II	Recreation Leader II			\$23,920	\$42,540	\$33,280			\$33,280	\$33,931	-\$651	-1.95%
	Recreation Assistant		Pinellas Park, City of	\$27,980	\$42,574	\$35,277	100%	100%		\$35,413		
	Recreation Aide		Treasure Island, City of	\$27,082	\$41,330	\$34,206	100%	100%		\$34,318		
	Recreation Leader I		St. Pete Beach, City of	\$26,322	\$39,822	\$33,072	100%	100%		\$33,185		
	Recreation Leader I		Belleair, City of	\$25,168	\$40,181	\$32,675	100%	100%		\$32,809		
Current Salary Range:	0											
Range Nearest Market:	36									Prevailing Rate: \$33,931		
Recreation Leader III	Recreation Leader III			\$35,360	\$56,160	\$45,760			\$45,760	\$45,259	\$501	1.10%
	Recreation Coordinator		Pinellas Park, City of	\$40,523	\$61,661	\$51,092	100%	100%		\$51,288		
	Recreation Program Coordinator		Seminole, City of	\$38,637	\$56,024	\$47,331	100%	100%		\$47,508		
	Recreation Leader II		St. Pete Beach, City of	\$33,594	\$50,816	\$42,205	100%	100%		\$42,350		
	Recreation Programmer II		Belleair, City of	\$30,618	\$48,840	\$39,729	100%	100%		\$39,892		
Current Salary Range:	0											
Range Nearest Market:	48									Prevailing Rate: \$45,259		
Division Supervisor	Recreation Supervisor			\$35,360	\$56,160	\$45,760			\$45,760	\$56,176	-\$10,416	-22.76%
	Recreation & Aquatics Supervisor		Pinellas Park, City of	\$46,994	\$71,508	\$59,251	100%	100%		\$59,478		
	Recreation Supervisor		Belleair, City of	\$39,083	\$75,595	\$57,339	100%	100%		\$57,575		
	Recreation Program Coordinator		St. Pete Beach, City of	\$40,835	\$61,761	\$51,298	100%	100%		\$51,474		
Current Salary Range:	0											
Range Nearest Market:	57									Prevailing Rate: \$56,176		

Madeira Beach 2019 Salary Survey

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations									
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Survey Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance		
				Min	Max	Midpoint					\$	%	
Parking Enforcement Officer II - Senior Parking Enforcement Officer													
			Treasure Island, City of	\$23,920	\$42,640	\$33,280	100%	100%	\$33,280	\$34,318	-\$1,038	-3.12%	
Parking Enforcement Specialist													
Current Salary Range:	0			\$27,082	\$41,330	\$34,206	100%	100%		\$34,318			
Range Nearest Market:	37									Prevailing Rate: \$34,318			
Division Supervisor													
		Stormwater Supervisor		\$35,360	\$56,160	\$45,760			\$45,760	\$56,823	-\$11,063	-24.18%	
Public Works Supervisor													
		Treasure Island, City of		\$52,025	\$78,038	\$65,032	100%	100%		\$65,245			
		Stormwater Supervisor	Pinellas Park, City of	\$45,848	\$68,763	\$57,806	100%	100%		\$58,028			
		Public Works Supervisor	Seminole, City of	\$44,728	\$64,859	\$54,793	100%	100%		\$54,986			
		Crew Chief	St. Pete Beach, City of	\$38,890	\$58,824	\$48,857	100%	100%		\$49,024			
Current Salary Range:	0									Prevailing Rate: \$56,823			
Range Nearest Market:	57												
Mechanic													
		Mechanic		\$35,360	\$56,160	\$45,760			\$45,760	\$45,167	\$593	1.30%	
Mechanic													
		Seminole, City of		\$36,797	\$53,356	\$45,077	100%	100%		\$45,244			
		City Mechanic	St. Pete Beach, City of	\$37,036	\$56,010	\$46,523	100%	100%		\$46,683			
		Mechanic	Treasure Island, City of	\$35,256	\$51,605	\$43,430	100%	100%		\$43,573			
Current Salary Range:	0									Prevailing Rate: \$45,167			
Range Nearest Market:	48												

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Madeira Beach 2019 Salary Survey

Classification Details				Base Salary Calculations								
Current Job Class Title	Proposed Job Class Title	Survey Job Class	Survey Organization	Base Annual Salary			Match Strength (From Matching Tool)	Aging Factor (From Survey Sources Tab)	Base Comp Midpoint	Market Base Comp Midpoint	Variance	
				Min	Max	Midpoint					\$	%
0	Permit Technician			\$35,360	\$56,160	\$45,760			\$45,760	\$36,308	\$9,452	20.66%
	Permit/Licensing Technician II		Seminole, City of	\$33,376	\$48,396	\$40,886	100%	100%		\$41,037		
	ASSISTANT PERMIT LICENSING TECH		South Pasadena, City of	\$28,259	\$42,121	\$35,190	100%	100%		\$35,315		
	Code Enforcement Clerk (P/T)		St. Pete Beach, City of	\$21,655	\$32,756	\$27,205	100%	100%		\$27,299		
	Permit/Licensing Technician		Treasure Island, City of	\$33,675	\$49,213	\$41,444	100%	100%		\$41,580		
Current Salary Range:				Prevailing Rate: \$36,308								
Range Nearest Market:												
HR/Financial Coordinator	HR/Financial Coordinator			\$49,920	\$70,720	\$60,320			\$60,320	\$63,952	\$3,632	-6.02%
	HR & Risk Management Coordinator		Belleair, City of	\$37,211	\$70,447	\$53,829	100%	100%		\$54,051		
	Human Resources Management Analyst		Pinellas Park, City of	\$53,170	\$80,904	\$67,037	100%	100%		\$67,294		
	Human Resources Director		Seminole, City of	\$54,367	\$78,832	\$66,599	100%	100%		\$66,845		
	Human Resources Administrator		St. Pete Beach, City of	\$53,639	\$81,132	\$67,386	100%	100%		\$67,617		
Current Salary Range:				Prevailing Rate: \$63,952								
Range Nearest Market:												

Madeira Beach 2019 External Competitiveness Review

Class Information		Base Salary Calculations			
Proposed Job Classification Title	Current Job Classification Title	Madeira Beach Base Salary Midpoint	Market Base Salary Midpoint	\$	%
Building Codes Compliance Officer I	Building Codes Compliance Officer I	\$22,880	\$38,003	-\$15,123	-68.10%
Public Works Technician	Public Works Technician I	\$22,880	\$35,758	-\$12,878	-56.37%
Parks Maintenance Worker	Grounds Maintenance Worker I	\$22,880	\$35,319	-\$12,439	-54.37%
Building Maintenance Worker	Building Maintenance Worker I	\$22,880	\$34,228	-\$11,348	-49.80%
Deputy City Clerk	Deputy City Clerk	\$45,700	\$60,628	-\$14,888	-32.49%
Sanitation Supervisor	Division Supervisor	\$45,700	\$68,040	-\$12,280	-28.84%
Senior Building Maintenance Worker	Building Maintenance Worker II	\$33,280	\$41,841	-\$8,561	-25.72%
Recreation Supervisor	Division Supervisor	\$45,700	\$66,178	-\$10,418	-22.76%
Public Information Specialist	Public Information Specialist	\$45,700	\$63,855	-\$8,085	-17.99%
Building Codes Compliance Officer III	Building Codes Compliance Officer III	\$45,700	\$60,828	-\$5,088	-11.07%
Fire Chief	Fire Chief	\$68,120	\$104,451	-\$36,331	-8.67%
Lieutenant / Paramedic	Lieutenant / Paramedic	\$63,623	\$70,384	-\$6,761	-10.80%
Finance Director	Finance Director	\$68,120	\$102,475	-\$34,355	-8.61%
Administrative Assistant	Administrative Assistant I	\$33,280	\$35,444	-\$2,164	-6.50%
City Clerk	City Clerk	\$74,880	\$79,154	-\$4,274	-5.71%
Firefighter / Paramedic	Firefighter / Paramedic	\$55,440	\$68,646	-\$13,206	-5.79%
Records Supervisor	Division Supervisor	\$45,700	\$47,248	-\$1,548	-3.25%
Senior Parking Enforcement Officer	Parking Enforcement Officer II	\$33,280	\$34,318	-\$1,038	-3.12%
Recreation Leader II	Recreation Leader II	\$33,280	\$33,831	-\$551	-1.69%
Driver/Paramedic	Driver/Paramedic	\$58,888	\$61,385	-\$2,497	-4.60%
Public Works / Marina Director	Marina & Public Works Director	\$68,120	\$68,482	-\$362	-0.59%
Recreation Leader III	Recreation Leader III	\$45,700	\$45,259	\$441	1.10%
Planning and Zoning Coordinator	Planning and Zoning Coordinator	\$80,320	\$73,487	\$6,833	-21.83%
Community Development Director	Planning & Zoning Director	\$68,120	\$84,110	\$15,990	2.09%
Parks and Recreation Director	Parks and Recreation Director	\$68,120	\$89,835	\$21,715	8.43%
Senior Administrative Assistant	Administrative Assistant II	\$45,700	\$41,423	\$4,277	8.49%
Accounting Manager	Accounting Manager	\$74,880	\$68,613	\$6,267	10.77%
Executive Assistant to City Manager	Executive Office Manager	\$80,320	\$51,538	\$28,782	14.86%
Building Official	Building Official	\$68,120	\$80,887	\$12,767	18.88%
Fire Inspector	Fire Inspector	\$68,048	\$62,475	\$5,573	20.55%
		\$0			

Madeira Beach 2019 Table 5

Proposed Pay Range Placements (Job Group Order)

9/13/2019

Current Job Title	Proposed Job Title	PROPOSED					Market			Current		
		Job Change Code	Range	MIN	MID	MAX	Nearest Range to Market	Market Midpoint	Nearest Range to Current	Current Min	Current Mid	Current Max
Administrative/Clerical Support												
Executive Office Manager	Executive Assistant to City Manager	No Change	22	\$46,359	\$57,048	\$69,538	20	\$	23	\$49,920	\$60,320	\$70,720
Administrative Assistant II	Senior Administrative Assistant	Title Change	17	\$36,323	\$45,404	\$54,485	16	\$	17	\$35,360	\$45,760	\$55,160
Administrative Assistant I	Administrative Assistant	Title Change	12	\$28,480	\$35,075	\$42,660	12	\$	11	\$23,920	\$33,280	\$42,640
	Seasonal Employee	New Title	4	\$19,263	\$24,079	\$28,894				\$19,760	\$22,880	\$26,000
Administration												
City Clerk	City Clerk	No Change	26	\$62,125	\$77,655	\$93,187	26	\$	27	\$65,560	\$74,880	\$83,200
Deputy City Clerk	Deputy City Clerk	No Change	21	\$44,151	\$55,189	\$66,228	23	\$	17	\$35,360	\$45,760	\$55,160
Public Information Specialist	Public Information Specialist	No Change	21	\$44,151	\$55,189	\$66,228	20	\$	17	\$35,360	\$45,760	\$55,160
Division Supervisor	Records Supervisor	New Title	18	\$38,139	\$47,674	\$57,209	18	\$	17	\$35,360	\$45,760	\$55,160
Finance												
Finance Director	Finance Director	No Change	34	\$65,253	\$104,069	\$124,880	34	\$	32	\$62,000	\$68,120	\$110,240
Accounting Manager	Accounting Manager	No Change	27	\$59,166	\$73,858	\$88,750	25	\$	27	\$58,560	\$74,880	\$83,200
Fiscal Coordinator	Fiscal Coordinator	No Change	24	\$51,110	\$63,888	\$76,665			23	\$49,920	\$60,320	\$70,720
HR/Financial Coordinator	HR/Financial Coordinator	No Change	24	\$51,110	\$63,888	\$76,665	24	\$	23	\$49,920	\$60,320	\$70,720
Finance - Building Enforcement												
Division Supervisor	Pending Enforcement Supervisor	New Title	18	\$38,139	\$47,674	\$57,209			17	\$35,360	\$45,760	\$55,160
Parking Enforcement Officer II	Senior Parking Enforcement Officer	Title Change	11	\$27,105	\$33,881	\$40,657	11	\$	11	\$23,920	\$33,280	\$42,640
Pending Enforcement Officer I	Pending Enforcement Officer	Title Change	3	\$18,346	\$22,932	\$27,518			3	\$18,760	\$22,880	\$26,000
Community Development												
Planning & Zoning Director	Community Development Director	No Change	32	\$76,513	\$94,391	\$113,269	32	\$	32	\$62,000	\$68,120	\$110,240
Building Official	Building Official	No Change	32	\$76,513	\$94,391	\$113,269	29	\$	32	\$62,000	\$68,120	\$110,240
Planning and Zoning Coordinator	Planning and Zoning Coordinator	No Change	26	\$53,349	\$70,436	\$84,523	27	\$	23	\$49,920	\$60,320	\$70,720
Building Codes Compliance Officer III	Building Codes Compliance Officer III	No Change	19	\$40,048	\$50,058	\$60,069	19	\$	17	\$35,360	\$45,760	\$55,160
	Permit Technician	New Title	17	\$38,323	\$46,404	\$54,485	12	\$	17	\$35,360	\$45,760	\$55,160
Building Codes Compliance Officer II	Building Codes Compliance Officer II	No Change	16	\$34,593	\$43,242	\$51,890			11	\$23,920	\$33,280	\$42,640
Building Codes Compliance Officer I	Building Codes Compliance Officer I	No Change	13	\$23,683	\$37,364	\$44,025	13	\$	3	\$19,760	\$22,880	\$26,000
Assistant Building Official	Merge W/ Administrative Assistant	Merge								\$23,920	\$33,280	\$42,640
Community Development - Code Enforcement												
Code Enforcement Specialist	Code Enforcement Specialist	No Change	13	\$23,683	\$37,364	\$44,025			3	\$19,760	\$22,880	\$26,000

Madeira Beach 2019 Table 5

Proposed Pay Range Placements (Job Group Order)

9/13/2019

Current Job Title	Proposed Job Title	PROPOSED					Market		Current				
		Job Change Code	Range	MIN	MID	MAX	Nearest Range to Market	Market Midpoint	Nearest Range to Current	Current Min	Current Mid	Current Max	Current Salary Range
Public Works - Stormwater	Stormwater Supervisor		21	\$44,151	\$55,189	\$68,228	22	\$	58,823	17	\$35,360	\$45,760	\$55,160
	Public Works Technician II	Title Change	16	\$34,593	\$43,242	\$51,890			11	\$23,920	\$33,280	\$42,640	
	Public Works Technician I	Title Change	12	\$28,460	\$35,575	\$42,690	12	\$	35,756	3	\$18,760	\$22,880	\$28,000
	Building Maintenance Worker II	Title Change	15	\$32,948	\$41,183	\$49,419	15	\$	41,841	11	\$23,920	\$33,280	\$42,640
	Building Maintenance Worker I	Title Change	11	\$27,105	\$33,881	\$40,657	11	\$	34,228	3	\$18,760	\$22,880	\$28,000
Public Works - Sanitation	Sanitation Supervisor		21	\$44,151	\$55,189	\$68,228	22	\$	58,040	17	\$35,360	\$45,760	\$55,160
	Sanitor Worker II	Title Change	13	\$29,863	\$37,354	\$44,825			11	\$23,920	\$33,280	\$42,640	
	Sanitation Worker I	Title Change	9	\$24,585	\$30,731	\$38,877			3	\$18,760	\$22,880	\$28,000	
Public Works - Marina	Public Works / Marina Director		32	\$75,513	\$94,391	\$113,269	32	\$	80,492	32	\$62,000	\$88,120	\$110,240
	Marina Supervisor	New Title	21	\$44,151	\$55,189	\$68,228				17	\$35,360	\$45,760	\$55,160
	Marina Assistant I	Title Change	13	\$29,863	\$37,354	\$44,825			11	\$23,920	\$33,280	\$42,640	
	Marina Worker	Title Change	9	\$24,585	\$30,731	\$38,877			3	\$18,760	\$22,880	\$28,000	
Parks and Recreation	Parks and Recreation Director		32	\$75,513	\$94,391	\$113,269	31	\$	89,935	32	\$62,000	\$88,120	\$110,240
	Childcare Director	No Change	21	\$44,151	\$55,189	\$68,228				17	\$35,360	\$45,760	\$55,160
	Parks Supervisor	New Title	21	\$44,151	\$55,189	\$68,228							
	Recreation Supervisor	New Title	21	\$44,151	\$55,189	\$68,228	21	\$	66,176	17	\$35,360	\$45,760	\$55,160
	Recreation Leader III	No Change	17	\$38,323	\$45,404	\$54,485	17	\$	45,259	17	\$35,360	\$45,760	\$55,160
	Recreation Leader II	No Change	11	\$27,105	\$33,881	\$40,657	11	\$	33,931	11	\$23,920	\$33,280	\$42,640
	Recreation Leader I	No Change	6	\$21,237	\$28,547	\$31,859			3	\$18,760	\$22,880	\$28,000	
	Mechanic	New Title	17	\$38,323	\$45,404	\$54,485	17	\$	45,157		\$35,360	\$45,760	\$55,160
	Grounds Maintenance Worker II	Senior Parks Maintenance Worker	Title Change	13	\$29,863	\$37,354	\$44,825			11	\$23,920	\$33,280	\$42,640
	Grounds Maintenance Worker I	Parks Maintenance Worker	Title Change	9	\$24,585	\$30,731	\$38,877	12	\$	35,319	3	\$18,760	\$22,880
Fire	Fire Chief		34	\$83,253	\$104,083	\$124,880	34	\$	104,461	32	\$62,000	\$88,120	\$110,240
	Fire Inspector	No Change					20	\$	52,475	25	\$58,358	\$68,046	\$75,737
	Lieutenant / Paramedic	No Change					26	\$	60,394	24	\$53,286	\$63,523	\$73,760
	Driver/Paramedic	No Change					23	\$	71,365	22	\$47,528	\$58,888	\$69,862
	Firefighter / Paramedic	No Change					22	\$	80,646	21	\$44,917	\$55,440	\$65,963

9/13/2019

Classification Summary Position Classification Plan

Index of Current to Recommended Job Class

Job ID	Current Job Title	Recommended Job Class	Job Change Code
203	Division Supervisor	Records Supervisor	New Title
401	Division Supervisor	Parking Enforcement Supervisor	New Title
601	Division Supervisor	Stormwater Supervisor	New Title
701	Division Supervisor	Sanitation Supervisor	New Title
802	Division Supervisor	Marina Supervisor	New Title
903	Division Supervisor	Recreation Supervisor	New Title
302	Accounting Manager	Accounting Manager	No Change
506	Building Codes Compliance Officer I	Building Codes Compliance Officer I	No Change
505	Building Codes Compliance Officer II	Building Codes Compliance Officer II	No Change
504	Building Codes Compliance Officer III	Building Codes Compliance Officer III	No Change
502	Building Official	Building Official	No Change
902	Childcare Director	Childcare Director	No Change
201	City Clerk	City Clerk	No Change
507	Code Enforcement Specialist	Code Enforcement Specialist	No Change
202	Deputy City Clerk	Deputy City Clerk	No Change
1004	Driver/Paramedic	Driver/Paramedic	No Change
101	Executive Office Manager	Executive Assistant to City Manager	No Change
301	Finance Director	Finance Director	No Change
1001	Fire Chief	Fire Chief	No Change
1002	Fire Inspector	Fire Inspector	No Change
1005	Firefighter / Paramedic	Firefighter / Paramedic	No Change
303	Fiscal Coordinator	Fiscal Coordinator	No Change
304	HR/Financial Coordinator	HR/Financial Coordinator	No Change
1003	Lieutenant / Paramedic	Lieutenant / Paramedic	No Change
801	Marina & Public Works Director	Public Works / Marina Director	No Change
901	Parks and Recreation Director	Parks and Recreation Director	No Change
501	Planning & Zoning Director	Community Development Director	No Change
503	Planning and Zoning Coordinator	Planning and Zoning Coordinator	No Change
204	Public Information Specialist	Public Information Specialist	No Change
906	Recreation Leader I	Recreation Leader I	No Change
905	Recreation Leader II	Recreation Leader II	No Change
904	Recreation Leader III	Recreation Leader III	No Change
103	Administrative Assistant I	Administrative Assistant	Title Change
102	Administrative Assistant II	Senior Administrative Assistant	Title Change
605	Building Maintenance Worker I	Building Maintenance Worker	Title Change
604	Building Maintenance Worker II	Senior Building Maintenance Worker	Title Change
908	Grounds Maintenance Worker I	Parks Maintenance Worker	Title Change
907	Grounds Maintenance Worker II	Senior Parks Maintenance Worker	Title Change
804	Marina Assistant I	Marina Worker	Title Change
803	Marina Assistant II	Senior Marina Worker	Title Change
403	Parking Enforcement Officer I	Parking Enforcement Officer	Title Change
402	Parking Enforcement Officer II	Senior Parking Enforcement Officer	Title Change
603	Public Works Technician I	Public Works Technician	Title Change
602	Public Works Technician II	Senior Public Works Technician	Title Change
703	Sanitation Worker I	Sanitation Worker	Title Change
702	Sanitation Worker II	Senior Sanitation Worker	Title Change

Payroll ID	First Name	Payroll Job Title	Actual Salary	Proposed Job Title	Hours Worked in Year	FTE	Time In Job	Below New Minimum?	Cost to Minimum	Suggested Salary	Suggested Salary After Movement	New Hourly Rate	Cost to Implement Midpoint in 7 Years (W/ 8% Cap)
1132	LOWAN, JENNIFER	Planning and Zoning Coordinator	\$ 65,001.44	Planning and Zoning Coordinator	2080	100%	0.971	Yes	\$1,347.51	\$58,349	\$ 58,349.95	\$ 27.08	\$ -
9242	SCHRAMER, RUSSELL	Public Works Tech I	\$ 26,000.00	Public Works Technician	2080	100%	0.804	Yes	\$2,492.05	\$28,492	\$ 28,492.05	\$ 13.68	\$ -
9331	BROWN, COLIN	Marine Asst I	\$ 9,880.00	Marine Worker	1040	50%	0.557	Yes	\$2,412.43	\$12,292	\$ 12,292.43	\$ 11.82	\$ -
9322	CRABTREE, BRIAN	Marine Supervisor	\$ 42,171.58	Marine Supervisor	2080	100%	5.954	Yes	\$1,979.29	\$44,151	\$ 50,150.87	\$ 24.11	\$ 8,000.00
9207	PIERUCCI, STEVEN	Sanitation Supervisor	\$ 42,171.58	Sanitation Supervisor	2080	100%	5.935	Yes	\$1,979.29	\$44,151	\$ 50,150.87	\$ 24.11	\$ 8,000.00
9326	LAUCHSLEY, BRYAN	Marine Asst II	\$ 27,995.55	Senior Marine Worker	2080	100%	4.954	Yes	\$1,897.50	\$28,893	\$ 34,088.68	\$ 18.38	\$ 4,193.63
9243	GROVINE, DONALD	Public Works Tech II	\$ 32,760.00	Senior Public Works Technl	2080	100%	0.587	Yes	\$1,833.35	\$34,593	\$ 34,593.38	\$ 18.63	\$ -
4242	YAHIA, JAMAL	Parking Enr Officer II	\$ 25,871.87	Senior Parking Enforcement	2080	100%	1.124	Yes	\$1,232.83	\$27,105	\$ 28,053.47	\$ 13.49	\$ 948.67
1131	BUSZKOWSKI, CAROL	Seasonal Code Enr Specialist	\$ 6,489.60	Building Codes Compliance	520	25%	0.833	Yes	\$ 391.16	\$7,471	\$ 7,470.78	\$ 14.37	\$ -
5160	MCCLURE, CATHERINE	Rec Ldr I	\$ 10,275.20	Recreation Leader I	1040	50%	0.884	Yes	\$ 343.45	\$10,919	\$ 10,918.66	\$ 10.57	\$ 371.65
5167	LOMBARD, DEMI	Rec Leader I	\$ 10,400.00	Recreation Leader I	1040	50%	0.864	Yes	\$ 343.45	\$10,919	\$ 10,918.66	\$ 10.57	\$ 371.65
5181	LAWSON, PAGE	Seasonal Rec Ldr I	\$ 5,137.60	Recreation Leader I	520	25%	0.884	Yes	\$ 171.73	\$5,308	\$ 5,308.98	\$ 10.82	\$ 371.65
5165	WATERSKA, TRAVIS	Seasonal Rec Ldr I	\$ 5,137.60	Recreation Leader I	520	25%	2.042	Yes	\$ 171.73	\$5,308	\$ 5,308.98	\$ 10.82	\$ 371.65
7019	CARRIER, COLTON	Seasonal Employee	\$ 5,137.60	Recreation Leader I	520	25%	2.752	Yes	\$ 171.73	\$5,308	\$ 5,308.98	\$ 10.82	\$ 371.65
5185	LOMBARD, BROOKE	Seasonal Rec Ldr I	\$ 5,200.00	Recreation Leader I	520	25%	0.694	Yes	\$ 109.33	\$5,308	\$ 5,308.33	\$ 10.21	\$ -
5181	KAPUSTA, DANIELA	Rec Leader II	\$ 27,040.00	Recreation Leader II	2080	100%	1.448	Yes	\$ 64.81	\$27,105	\$ 28,053.47	\$ 13.49	\$ 948.67
5184	GOTTLE, TYLER	Rec Leader I	\$ 10,686.21	Recreation Leader I	1040	50%	2.291	No	\$ -	\$10,686	\$ 11,351.97	\$ 10.82	\$ 675.76
7020	MCRAE, ALVIN	Sanitation Wr I	\$ 28,000.00	Sanitation Worker	2080	100%	2.543	No	\$ -	\$28,000	\$ 28,305.80	\$ 12.65	\$ 305.82
5182	MECKO, CONNOR	Rec Leader I	\$ 10,686.21	Recreation Leader I	1040	50%	2.464	No	\$ -	\$10,686	\$ 11,351.97	\$ 10.82	\$ 675.76
9211	DAVIS, KENNETH	Rec Leader III	\$ 38,774.40	Recreation Leader III	2080	100%	1.853	No	\$ -	\$38,774	\$ 39,594.34	\$ 18.07	\$ 819.94
9210	MCCOY, KENNETH	Public Works Tech II	\$ 38,245.38	Senior Public Works Technl	2080	100%	4.538	No	\$ -	\$38,245	\$ 39,594.34	\$ 18.07	\$ 819.94
4130	O'NEAL, DERRYL	Fire Chief	\$ 101,239.42	Fire Chief	2080	100%	7.472	No	\$ -	\$101,239	\$ 103,650.08	\$ 48.83	\$ 2,410.63
4904	LARAMEE, DEBORAH	Public Supervisor	\$ 58,104.80	Public Supervisor	2080	100%	24.968	No	\$ -	\$58,105	\$ 60,597.07	\$ 29.13	\$ 2,492.27
4910	ZANGARA, KENNETH	PW Supervisor	\$ 48,374.40	Stormwater Supervisor	2080	100%	7.378	No	\$ -	\$48,374	\$ 50,871.94	\$ 26.43	\$ 5,583.84
1126	CADE, PATRICK	Accounting Manager	\$ 83,200.00	Accounting Manager	2080	100%	9.954	No	\$ -	\$83,200	\$ 83,200.00	\$ 40.00	\$ -
3003	ROLIH, DONNA	Admin Asst I	\$ 43,548.05	Administrative Assistant	2080	100%	9.209	No	\$ -	\$43,548	\$ 43,548.05	\$ 20.84	\$ -
4135	ELNICKA, EATON, PATRICIA	Admin Asst II	\$ 41,378.48	Senior Administrative Asst	2080	100%	3.954	No	\$ -	\$41,378	\$ 41,378.48	\$ 19.89	\$ -
9327	WEEFER, MEGAN	Admin Asst II	\$ 43,284.40	Senior Administrative Asst	2080	100%	1.952	No	\$ -	\$43,284	\$ 43,284.40	\$ 20.80	\$ -
1122	SINKFIELD, GWENDOLYN	Admin Asst II	\$ 44,846.05	Senior Administrative Asst	2080	100%	4.954	No	\$ -	\$44,846	\$ 44,846.05	\$ 21.58	\$ -
4231	PINKARD, HOLDEN	Bldg Codes Comp II	\$ 38,245.38	Building Codes Compliance	2080	100%	3.163	No	\$ -	\$38,245	\$ 38,245.38	\$ 18.38	\$ -
1068	DESANTIS, FRANK	Building Official	\$ 97,870.24	Building Official	2080	100%	5.689	No	\$ -	\$97,870	\$ 97,870.24	\$ 47.05	\$ -
1070	HARVEY, TAMARA	Building Official Asst.	\$ 31,200.00	Administrative Assistant	2080	100%	0.649	No	\$ -	\$31,200	\$ 31,200.00	\$ 15.00	\$ -
1336	VARILANGAN, CLARA	City Clerk	\$ 78,000.00	City Clerk	2080	100%	1.911	No	\$ -	\$78,000	\$ 78,000.00	\$ 37.50	\$ -
1180	PORTAL, LINDA	Community Development Director	\$ 91,520.82	Community Development Di	2080	100%	0.833	No	\$ -	\$91,521	\$ 91,520.82	\$ 44.00	\$ -
1335	GAMBLE, ANDREA	Deputy Clerk	\$ 47,244.28	Deputy City Clerk	2080	100%	1.582	No	\$ -	\$47,244	\$ 47,244.28	\$ 22.71	\$ -
5182	LAFAVE, LACY	Executive Assistant to City Manager	\$ 51,918.80	Executive Assistant to City I	2080	100%	2.041	No	\$ -	\$51,918	\$ 51,918.80	\$ 24.98	\$ -
1129	PERCE, WALTER	Finance Director	\$ 97,344.21	Finance Director	2080	100%	0.952	No	\$ -	\$97,344	\$ 97,344.21	\$ 48.80	\$ -
4237	TARKENTON, CHRISTOPH	Fiscal Coordinator	\$ 53,539.20	Fiscal Coordinator	2080	100%	0.833	No	\$ -	\$53,539	\$ 53,539.20	\$ 25.74	\$ -
5179	SHAW, COLIN	Grounds Maint II	\$ 38,774.40	Senior Parks Maintenance I	2080	100%	3.954	No	\$ -	\$38,774	\$ 38,774.40	\$ 17.88	\$ -
5005	MECKO, CHRISTOPHER	Grounds Maint II	\$ 38,305.70	Senior Parks Maintenance I	2080	100%	0.952	No	\$ -	\$38,305	\$ 38,305.70	\$ 18.42	\$ -
1127	PAULSON, KAREN	Human Resources	\$ 60,742.65	HR/Financial Coordinator	2080	100%	0.952	No	\$ -	\$60,743	\$ 60,742.65	\$ 29.20	\$ -
1063	BUSH, KIMDA	Union Term Employee	\$ 5,460.00	Seasonal Employee	520	25%	0.798	No	\$ -	\$5,460	\$ 5,460.00	\$ 10.50	\$ -
9329	BOESCH, NICHOLAS	Marine Asst I	\$ 28,000.00	Marine Worker	2080	100%	0.883	No	\$ -	\$28,000	\$ 28,000.00	\$ 12.50	\$ -
3008	WALKER, LEROY	P/T Mechanic	\$ 35,152.00	Mechanic	650	31%	12.601	No	\$ -	\$35,152	\$ 35,152.00	\$ 54.08	\$ -
4945	TOFTHAGEN, SUZANNE	Parking Enr Officer I	\$ 22,880.00	Parking Enforcement Officer	2080	100%	0.779	No	\$ -	\$22,880	\$ 22,880.00	\$ 11.00	\$ -
4244	RAU, BRIAN	Permit Supervisor	\$ 47,840.00	Permit Supervisor	2080	100%	0.927	No	\$ -	\$47,840	\$ 47,840.00	\$ 23.00	\$ -
1065	KORDIS, PATRICIA	Permit Technician	\$ 50,118.77	Permit Technician	2080	100%	5.746	No	\$ -	\$50,117	\$ 50,118.77	\$ 24.09	\$ -
9334	JORDAN, CHARLES	Public Information Specialist	\$ 55,120.42	Public Information Specialist	2080	100%	1.239	No	\$ -	\$55,120	\$ 55,120.42	\$ 26.50	\$ -
5186	LADAKAKOS, JOHN	Public Works / Marine Director	\$ 65,000.00	Public Works / Marine Direc	2080	100%	0.453	No	\$ -	\$65,000	\$ 65,000.00	\$ 40.87	\$ -
5194	MONTGOMERY, MADISON	Rec Ldr I Bus Driver	\$ 10,816.00	Recreation Leader I	520	25%	1.086	No	\$ -	\$10,816	\$ 10,816.00	\$ 12.00	\$ -
5192	POMERS, MEGAN	Rec Leader I	\$ 38,937.60	Recreation Leader I	1040	50%	1.250	No	\$ -	\$38,937	\$ 38,937.60	\$ 18.72	\$ 174.32
5143	KEPKIS, CAROL	Rec Leader III	\$ 41,100.80	Recreation Leader III	2080	100%	1.445	No	\$ -	\$41,101	\$ 41,100.80	\$ 18.78	\$ -
5161	HATCH, JOHN	Recreation Director	\$ 85,280.00	Parks and Recreation Direc	2080	100%	2.023	No	\$ -	\$85,280	\$ 85,280.00	\$ 41.00	\$ -
7021	LEPPERT, JOHN	Sanitation Wr II	\$ 31,366.40	Senior Sanitation Worker	2080	100%	1.259	No	\$ -	\$31,366	\$ 31,366.40	\$ 15.08	\$ -
7018	WILLIAMSON, JOHN	Sanitation Wr II	\$ 39,155.58	Senior Sanitation Worker	2080	100%	6.954	No	\$ -	\$39,155	\$ 39,155.58	\$ 18.82	\$ -
7007	OLLIVER, HENRY	Sanitation Wr II	\$ 44,285.49	Senior Sanitation Worker	2080	100%	31.974	No	\$ -	\$44,285	\$ 44,285.49	\$ 21.29	\$ -
7008	WEISE, MARK	Sanitation Wr II	\$ 44,285.49	Senior Sanitation Worker	2080	100%	18.453	No	\$ -	\$44,285	\$ 44,285.49	\$ 21.29	\$ -
5188	BROSAN, VICTORIA	Seasonal Rec Ldr I	\$ 5,200.00	Seasonal Employee	520	25%	0.587	No	\$ -	\$5,200	\$ 5,200.00	\$ 10.00	\$ -
5180	SPICA, MEGAN	Seasonal Rec Leader I	\$ 6,489.60	Recreation Leader I	520	25%	0.502	No	\$ -	\$6,490	\$ 6,489.60	\$ 12.48	\$ -

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4133 BELK, CLINT	Fire Inspector	\$ 59,046.14	Fire Inspector	2080	100%	1,700
4219 HILL, GEORGE	Fire Lieutenant	\$ 61,580.75	Lieutenant / Paramedic	2912	100%	1,431
4134 CHILDERS, DAVID	Fire Lieutenant	\$ 61,580.78	Lieutenant / Paramedic	2912	100%	4,922
4102 ERMSCHER, TODD	Fire Lieutenant	\$ 75,735.98	Lieutenant / Paramedic	2912	100%	13,562
4118 SURANYI, STEVEN	Freightliner Driv Paramedic	\$ 59,424.99	Driver/Paramedic	2912	100%	1,124
4131 ROBERTS, RYAN	Freightliner Driv Paramedic	\$ 60,078.02	Driver/Paramedic	2912	100%	4,845
4121 BUELLER, DOMINIC	Freightliner Driv Paramedic	\$ 63,734.38	Driver/Paramedic	2912	100%	4,428
4142 UBILES, ERICK	Freightliner Paramedic	\$ 48,928.26	Freightliner / Paramedic	2912	100%	3,119
4143 MCCLAVE, THOMAS	Freightliner Paramedic	\$ 47,504.68	Freightliner / Paramedic	2912	100%	1,527
4144 SHENOFSKY, JARED	Freightliner Paramedic	\$ 47,504.68	Freightliner / Paramedic	2912	100%	1,469
4140 PEREZ, NAUL	Freightliner Paramedic	\$ 50,397.06	Freightliner / Paramedic	2912	100%	4,154
4137 SLEPPY, JOHN ROBERT	Freightliner Paramedic	\$ 53,466.36	Freightliner / Paramedic	2912	100%	5,612
4139 MCGAUGHEY, CARL	Freightliner Paramedic	\$ 55,627.37	Freightliner / Paramedic	2912	100%	5,497

Move to 100% of Market (Not Including Fire)	Number of People Affected	Average Increase in Salary	Total Cost to Implement
Cost to Move to Minimum of New Range	18	\$1,095	\$17,365
Cost to Move to Midpoint in 10 Years (\$8K Cap)	15	\$1,533	\$23,001
Cost to Move to Midpoint in 10 Years (No Cap)	15	\$1,533	\$23,001
Cost to Move to Midpoint in 7 Years (\$8K Cap)	18	\$1,884	\$33,907
Cost to Move to Midpoint in 7 Years (No Cap)	18	\$2,076	\$37,360
Move to 100% of Market (Fire)	Number of People Affected	Average Increase in Salary	Total Cost to Implement
Cost to Remain on Current Step	12	\$4,091	\$49,080
Cost to Move to Next Nearest Step	12	\$255	\$3,065

