

DUNEDIN
Home of Honeymoon Island



*Pay Plan
for
Fiscal Year 2025*

“Dedicated to Quality Service”

2024/2025 PAY PLAN

Julie Ward Bujalski, Mayor
Maureen Freaney, Vice-Mayor
John Tornga, Commissioner
Jeffrey Gow, Commissioner
Robert Walker, Commissioner

Jennifer Bramley, City Manager



Effective October 1, 2024

***“A community partnership dedicated to Quality Service
that effectively, efficiently and equitably enhances
the Quality of Life in Dunedin.”***

Prepared by the Department of Human Resources & Risk Management

TABLE OF CONTENTS

Table of Contents	iii
Staffing Memos	1-3
Organizational Chart	4
Employee Classifications	5
Pay Plan Tables.....	6
Fire Step Plan	7
Variable on Demand Positions	8
Job Class Descriptions	9
Pay Plan Reports	
Job Titles by Department/Division	10-16
Job Titles by Grade	17-21
Job Titles in Alphabetical Order	22-26
Full-Time Equivalent (FTE) By Department	27-28
Personnel Changes by Department	29
Impact of Personnel Changes by Fund	30

Highlights of the 2024-2025 Pay Plan

Below is a summary of staffing and salary changes to the City of Dunedin's Pay Plan for Fiscal Year (FY) 2025 as included in the Proposed City Manager's FY2025 Budget. The total number of regular full and part time Full-Time Equivalents (FTEs) for FY 2025 is 415.99. The attached FY2025 Final Personnel Requests exhibit shows the reclassifications and new positions that were recommended by Staff and approved by the City Commission for FY25.

As part of the FY 2025 Pay Plan, the City has budgeted for, up to a three point five per cent (3.5%) merit increase, based on the employee's overall annual performance evaluation rating. Evaluations are now being conducted through the City's online performance management system, Perform, administered by NeoGov.

There were no adjustments to the minimums or maximums of the Pay Plan. The Pay Plan also includes the City's newest employees at the Dunedin Golf Club. The City took over full administration of Golf Club operations in 2024.

Total salaries and benefits for all City employees are shown below.

BUDGET SUMMARY	FY 2024	FY 2025	% Change	\$ Change
Personnel				
Wages	\$25,576,694	\$28,473,237	11%	\$2,896,543
Benefits	\$9,810,018	\$10,712,042	9%	\$902,024

Classification & Compensation Adjustments

❖ City Commission Salaries

- Commission Salaries to City's current minimum rate (\$15/hr.) = \$15,600*
- The Mayor's Salary was adjusted to \$18.3654/hr. = \$19,100* (based on the FY24 \$ difference between Commission & Mayor's salaries). *based on 20 hrs./week.

❖ Department Director Salaries

- As a cost saving measure in FY24, Department Directors received 50% of increases recommended in the Classification & Compensation Study.
- For FY25 Department Directors received the greater of:
 - ❖ 25% of the recommended salary increase, or

- ❖ 1% of their FY24 current salary.
- The increase is in addition to their annual merit increase.
- Fire Union Employees
 - ❖ The City successfully negotiated a new Collective Bargaining Agreement with the International Association of Fire Fighters, Local 2327. The new CBA is in effect from October 1, 2024 – September 30, 2027.

New/Updated Policies

- ❖ Updated Education Reimbursement Policy
- ❖ Paid Parental Leave
- ❖ Reasonable Accommodations for Pregnant Workers
- ❖ Lactation Accommodation

Retention Initiatives

❖ Department Career Pathing Programs

- Utilities Career Ladder Program: Utilities (Wastewater & Water) employees move through Career Levels in respective Career Groups as they attain higher level licensure and experience in Water or Wastewater.
- Parks Operations:
 - Crew Leaders re-classified to Foremen
 - Parks Maintenance III employees recommended for reclassification to Crew Leader as responsibilities increase.

❖ Current Incentives

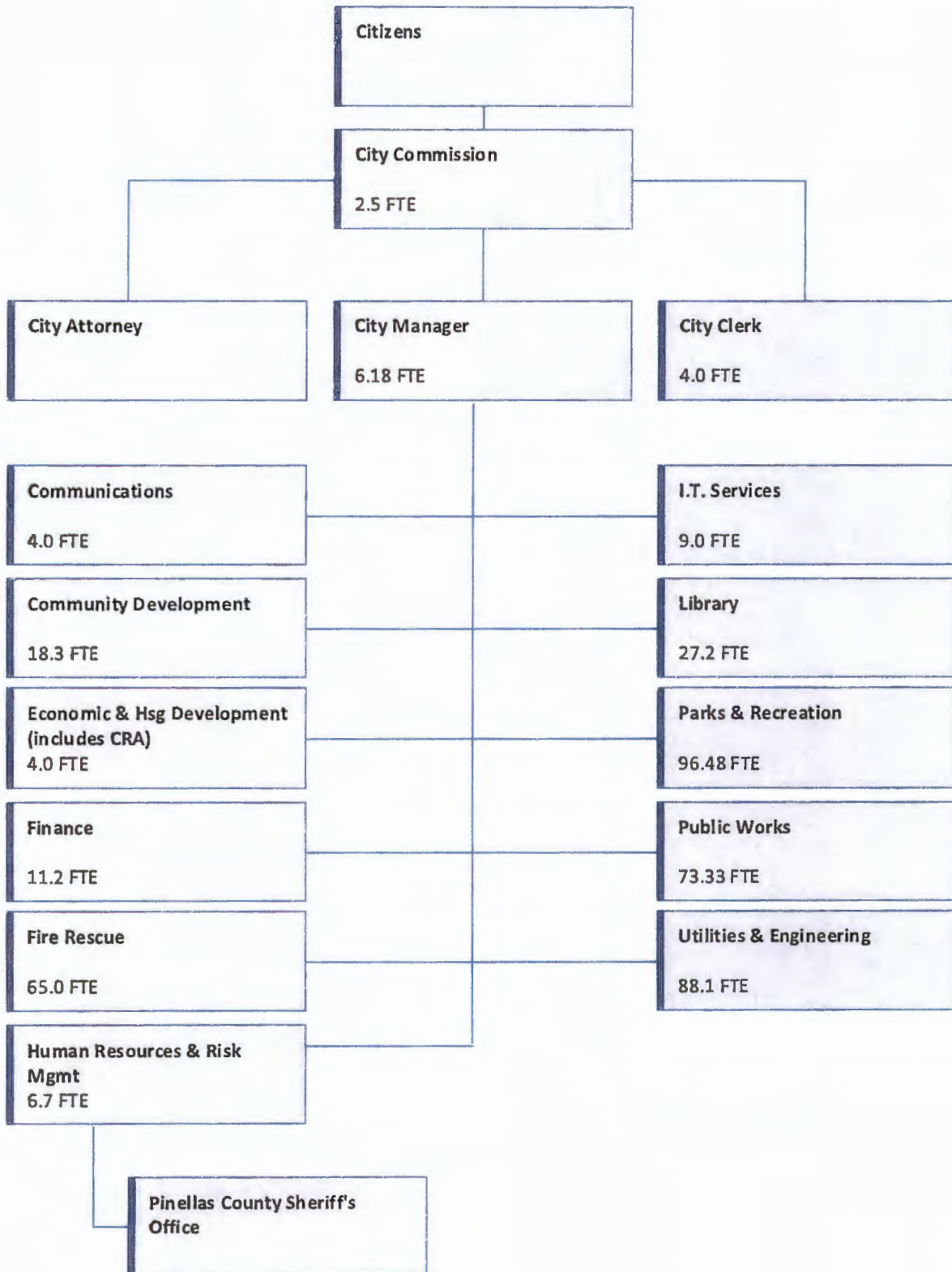
- A revised on-call pay policy was implemented for Public Works and Utilities employees;
- Shift differential for eligible Utilities employees is now calculated on the employee's hourly rate instead of the position minimum.
- Utilities shift differentials are 10% or 15% depending on shift.
- One-Time Employee Retention/Longevity Bonus:
 - A one-time lump-sum bonus for all employees with at least one year of service was awarded to eligible employees, effective October 1, 2024.
 - The bonus was awarded with the first pay of FY 25 as follows:
 - 1 – less than 5 years: \$150
 - 5 – less than 10 years: \$500
 - 10 – less than 15 years: \$1,000
 - 15 – less than 20 years: \$1,500
 - 20+ years: \$2,000.

FY2025 Approved Personnel Requests

Department	Requested Position Title	Request Type	Employee (if reclass)	Type	Current Pay Plan Grade	Grade Change Req.?	New Req. Pay Plan Grade	Net FTE Change	Estimated Fund Impact*	Fund(s)	Notes / Comments
RECLASSIFICATIONS											
Parks & Rec/Recreation	Recreation Technician	Reclass	Brittany Brandemuhl	FT	A52	Y	N/A	0	6,517	General	move to 3rd tercile based on yrs of experience.
Parks & Rec/Recreation	Special Event Programmer	Reclass	Danielle Edwards	FT	A52	Y	A54	0	7,892	General	
Public Works/Public Services (Stormwater)	Public Services Maintenance Associate III	Position Reclass		FT	A48	Y	A50	0	8,083	Stormwater	
Public Works/Public Services (Stormwater)	TV & Seal Truck Operator	Position Reclass		FT	A48	Y	A54	0	35,951	Stormwater	
Public Works/Public Services (Streets)	Public Services Crew Chief	Reclass	Brett Harbauer	FT	A50	Y	A53	0	12,494	Streets	
Public Works/Public Services (Streets)	Public Services Field Technician	Reclass		FT		Y	A53	0	TBD	Streets	Recommended as a reclassification of a current position
Public Works/Sanitation	Sanitation Administrative Coordinator	Reclass	Laura Barron	FT	A51	Y	A52	0	5,920	Solid Waste	
TOTAL EST. IMPACT								0	\$ 76,857		
NEW POSITIONS											
City Manager	Grant Program Specialist	New Position		FT		N	A54	1	87,977	General/Solid Waste/Water	
Fire	Firefighter/Paramedic	New Position	-	FT	-	N		6	-	Requested through SAFR Grant	Final Cost applied to grant
ITS	ITS Database Coordinator* * Reclassified to ITS Database Administrator A59E	New Position		FT	-	N	A55	1	96,783	ITS	
ITS	ITS Network Administrator I	New Position		FT	-	N	A56E	1	87,977	ITS	
Library	Librarian	PT to FT		PT	A53	N		0.5	39,991	General	
Parks & Rec/Recreation	Recreation Leader II	New Position		FT		N	A50	1	60,108	General	Org Review recommendation
Public Works/Facility Services	Craftsworker I	New Position		FT		N	A50	1	30,055	Facility Services	Approved for posting April 1 (6 months)
Public Works/Facility Services	Craftsworker II	New Position		FT		N	A51	1	33,056	Facility Services	
U&E/Wastewater	Environmental Specialist II	New Position		FT		N	A54	1	87,976	Wastewater	
TOTAL EST. IMPACT								13.5	\$ 523,922		
TOTAL EST. IMPACT									\$ 600,779		
*Fund Impact = Salary, FICA, Retirement, Health, and Workers Comp. estimates. New positions budgeted for up to the midpoint of the respective grade.											

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**City of Dunedin
Organizational Chart
415.99 FTE**



City of Dunedin
Employee Classifications
Effective October 1, 2014

The following are the classifications for all City of Dunedin employees, based on hours worked:

Regular Employee - An employee who has been appointed to a position in the classified service in accordance with the Employee Service System Rules (ESSR), and is subject to a probationary period.

Regular Full-Time – A Regular employee in the classified service who regularly works a minimum of 35 hours per week, on a year-round basis.

Benefits Eligibility: All employee insurance and retirement benefits, as detailed in the City's Employee Benefit Highlights Booklet; accrual of Annual & Sick leave on a pro-rated basis, according to hours worked.

Regular Part-Time Plus – A Regular Employee in the classified service who works at least 30 hours but less than 35 hours per week, on a year-round basis. This employee will be eligible for medical insurance in accordance with the provisions of the Patient Protection Affordable Care Act (PPACA).

Benefits Eligibility: Medical insurance (City contribution for Single coverage, base plan only, with option to waive), Retirement benefits, accrual of Annual & Sick leave on a pro-rated basis, according to hours worked. No Waiver stipend if medical insurance is waived.

Regular Part-Time - A Regular Employee in the classified service who works less than 30 hours per week, on a year-round basis.

Benefits Eligibility: Retirement benefits, accrual of Annual & Sick leave on a pro-rated basis, according to hours worked.

Variable/On-Demand – An employee who is not a Regular Employee and is hired for a specific function (e.g. lifeguard, recreation leader) that may be longer than four months **and** throughout the year. The work is exclusively performed at certain seasons or periods of the year and may be continuous or carried on throughout the year. Employment periods may also be for a day or a few days at a time, depending upon the needs of the department and is called in to work on an as needed basis, with no default work schedule. The employee may perform different functions throughout the year, depending on the needs of the department; however, total work hours shall be less than 1,560 hours per year.

Benefits Eligibility: None

Seasonal/Temporary - A person who is not a Regular Employee and is hired on a temporary basis for a specific function, **and** only for a specific period lasting no more than three (3) consecutive months at a time. The employee may work in more than one temporary assignment in the City throughout the year, but no assignment shall last longer than three (3) months. Total work hours shall be less than 1,560 hours per year.

Benefits Eligibility: None.

**City of Dunedin
Pay Plan Tables
FY 25**

gradeid	Annual			Bi-Weekly			Hourly		
	entry point	target rate	max point	entry point	target rate	max point	entry point	target rate	max point
A48	31,200.00	35,880.00	40,560.00	1,200.00	1,380.00	1,560.00	15.0000	17.2500	19.5000
A49	33,529.60	38,563.20	43,596.80	1,289.60	1,483.20	1,676.80	16.1200	18.5400	20.9600
A50	36,046.40	41,454.40	46,862.40	1,386.40	1,594.40	1,802.40	17.3300	19.9300	22.5300
A51	38,001.60	45,593.60	53,206.40	1,461.60	1,753.60	2,046.40	18.2700	21.9200	25.5800
A52	41,787.20	50,148.80	58,510.40	1,607.20	1,928.80	2,250.40	20.0900	24.1100	28.1300
A53	45,968.00	55,161.60	64,355.20	1,768.00	2,121.60	2,475.20	22.1000	26.5200	30.9400
A54	50,564.80	60,673.60	70,782.40	1,944.80	2,333.60	2,722.40	24.3100	29.1700	34.0300
A55	55,619.20	66,747.20	77,875.20	2,139.20	2,567.20	2,995.20	26.7400	32.0900	37.4400
A56	61,193.60	73,424.00	85,675.20	2,353.60	2,824.00	3,295.20	29.4200	35.3000	41.1900
A57	67,308.80	80,766.40	94,224.00	2,588.80	3,106.40	3,624.00	32.3600	38.8300	45.3000
A58	74,027.20	88,836.80	103,646.40	2,847.20	3,416.80	3,986.40	35.5900	42.7100	49.8300
A59	81,432.00	97,718.40	114,004.80	3,132.00	3,758.40	4,384.80	39.1500	46.9800	54.8100
A60	87,942.40	109,928.00	131,913.60	3,382.40	4,228.00	5,073.60	42.2800	52.8500	63.4200
A61	98,945.60	123,676.80	148,428.80	3,805.60	4,756.80	5,708.80	47.5700	59.4600	71.3600
A62	111,300.80	139,131.20	166,961.60	4,280.80	5,351.20	6,421.60	53.5100	66.8900	80.2700
A63	125,216.00	156,520.00	187,824.00	4,816.00	6,020.00	7,224.00	60.2000	75.2500	90.3000
A64	144,476.80	187,824.00	231,171.20	5,556.80	7,224.00	8,891.20	69.4600	90.3000	111.1400
A65	173,388.80	225,388.80	277,430.40	6,668.80	8,668.80	10,670.40	83.3600	108.3600	133.3800

The annual and bi-weekly are based on 2080 hours

Fire Step Tables FY 25

Fire Lieutenant

FY 2025		
Step	Hourly	Annual
LT1	28.2000	82,118.40
LT2	29.1870	84,992.54
LT3	30.2086	87,967.28
LT4	31.2658	91,046.14
LT5	32.3602	94,232.75
LT6	33.2986	96,965.50
LT7	34.2643	99,777.50
LT8	35.2579	102,671.05
LT9	36.2804	105,648.51
LT10	37.3325	108,712.32

Firefighter/Paramedic

FY 2025		
Step	Hourly	Annual
PM1	22.0110	64,096.03
PM2	22.8474	66,531.68
PM3	23.7156	69,059.88
PM4	24.6168	71,684.16
PM5	25.5522	74,408.16
PM6	26.5232	77,235.67
PM7	27.2659	79,398.27
PM8	28.0294	81,621.42
PM9	28.8142	83,906.82
PM10	29.6210	86,256.21
PM11	30.4504	88,671.38
PM12	31.3029	91,154.18

Firefighter/EMT

FY 2025		
Step	Hourly	Annual
EMT1	17.9846	52,371.34
EMT2	18.7040	54,466.19
EMT3	19.4522	56,644.84
EMT4	20.2303	58,910.64
EMT5	21.0396	61,267.06
EMT6	21.5881	63,717.74
EMT7	22.5375	65,629.28
EMT8	23.2137	67,598.15
EMT9	23.9101	69,626.10
EMT10	24.6273	71,714.88
EMT11	25.3662	73,866.33
EMT12	26.2413	76,414.54

City of Dunedin
Variable on Demand/ Temporary Positions
FY 25

entrypoint	maxpoint	step progression
15.00	17.11	2%

Step 1 **1 - 2 yrs**
Step 2 **3 - 4 yrs**
Step 3 **5 - 6 yrs**
Step 4 **7 + yrs**

gradeid	Title	Career Family	Step 1	Step 2	Step 3	Step 4
VOD1	Recreation Leader	Rec Assistant A	15.00	15.30	15.61	15.92
	Park Attendant	Parks Assistant A				
	Marina Attendant	Marina Assistant A				
	Cart Range Attendant	Rec Assistant A				
VOD2	Lifeguard I	Rec Assistant B	15.52	15.83	16.15	16.47
VOD3	Lifeguard WSI	Rec Assistant C	15.83	16.15	16.47	16.80
VOD4	WW/Water Srv Wrk	Utilities Assistant A	16.12	16.44	16.77	17.11
	Rec Leader SMIC	Rec Assistant D				
	Senior Lifeguard	Rec Assistant D				

Job Class Descriptions

Job Class Description	Base Pay Code	Group/BU	Location
1110 COMMISSION	100	2ELE	1400
2000 CITY MANAGER	100	1SAL	1100
2100 CITY CLERK	100	1SAL	1200
3000 EXECUTIVE	100	1SAL	Multi
4000 MANAGER	100	1SAL	Multi
4500 SUPERVISOR EXEMPT	100	1SAL	Multi
4510 SUPERVISOR NON EXEMPT	110	4HRL	Multi
5000 GENERAL FULL TIME EXEMPT	100	1SAL	Multi
5100 GENERAL FULL TIME NON EXEMPT	110	4HRL	Multi
5200 GENERAL PART TIME	110	6PTI	Multi
5300 PART TIME PLUS >30 < 35	110	6PTI	Multi
6050 WATER PLANT SHIFT SUPERVISOR	110	4HRL	5165
6100 WATER PLANT OPERATOR	110	4HRL	5165
6200 WATER PLANT OPERATOR TRAINEE	110	4HRL	5165
6300 WATER MAINTENANCE MECHANIC	110	4HRL	5165
6400 FLEET FOREMAN	110	4HRL	6200
6500 LEAD MECHANIC	110	4HRL	6200
6600 MECHANIC	110	4HRL	6200
6700 FLEET INVENTORY TECHNICIAN	110	4HRL	6200
7000 VARIABLE ON DEMAND/ TEMPORARY	110	9VAR	Multi
9000 FIRE CHIEF	100	3FEX	2201
9100 FIRE LIEUTENANT	110	5FHR	2220 2250
9200 FIRE DEPT ADMIN EXEMPT NON UNION	100	3FEX	2201
9250 FIRE DEPT ADMIN NON EXEMPT NON UNION	100	10FN	2201
9300 FIRE DISTRICT CHIEF	100	3FEX	2201
9505 FIREFIGHTER/ EMT	110	5FHR	2220
9507 FIREFIGHTER/ PARAMEDIC	110	5FHR	2220 2250

City of Dunedin
FY 25 Pay Plan
Positions by Department

Location	Cost Center Split	Position Desc	Job Class	Grade	Annual Salary Range			Hourly Range		
					Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
CITY MANAGER										
CITY MANAGER - 1100										
STRATEGY & SUSTAINABILITY - 1100										
1100		CITY MANAGER	2000	A65E	173,388.80	225,409.60	277,430.40	83.36	108.37	133.38
1100	1100/4900	DEPUTY CITY MANAGER	3000	A64E	144,476.80	187,824.00	231,171.20	69.46	90.30	111.14
1100		STRATEGY & SUSTAINABILITY MANAGER	4000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
1100		EXECUTIVE OFFICE COORDINATOR	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
1100		SUSTAINABILITY PROGRAM MANAGER	4500	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1100		GRANT PROGRAM SPECIALIST	5100	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1100		SR ADMINISTRATIVE ASSISTANT - CITY MANAGER	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
CITY CLERK										
CITY CLERK - 1200										
1200		CITY CLERK	2100	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
1200		DEPUTY CITY CLERK	4000	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
1200		RECORDS MANAGEMENT SPECIALIST	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
1200		SR ADMINISTRATIVE ASSISTANT - CITY CLERK	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
COMMISSION										
COMMISSION - 1400										
1400		MAYOR	1110	C06E	15,000.00	15,000.00	15,000.00	14.42	14.42	14.42
1400		COMMISSIONER	1110	C06E	11,500.00	11,500.00	11,500.00	11.06	11.06	11.06
FINANCE										
ACCOUNTING/BUDGET/PURCHASING - 1506										
1506		DIR OF FINANCE	3000	A63E	125,216.00	156,520.00	187,824.00	60.20	75.25	90.30
1506		ACCOUNTING MANAGER	4000	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
1506		BUDGET MANAGER	4000	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
1506		PURCHASING AGENT	5000	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
1506		SR ACCOUNTANT	4500	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
1506		BUDGET/ FINANCIAL ANALYST	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1506		ACCOUNTANT/ FINANCIAL ANALYST	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1506		BUYER	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1506		ADMINISTRATIVE COORDINATOR - FINANCE	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
1506		ACCOUNTS TECHNICIAN	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
INFORMATION TECH SERVICES										
INFORMATION TECH SERVICES - 1507										
1507		DIR OF IT SERVICES	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
1507		IT NETWORK SECURITY ANALYST	5000	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
1507	1507/1702	IT DATABASE ADMINISTRATOR	5000	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
1507		IT NETWORK ADMINISTRATOR II	5000	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
1507		IT NETWORK ADMINISTRATOR I	5000	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
1507		IT SERVICES TECHNICIAN II	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1507		IT SERVICES TECHNICIAN I	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13

City of Dunedin
FY 25 Pay Plan
Positions by Department

Location	Cost Center Split	Position Desc	Job Class	Grade	Annual Salary Range			Hourly Range		
					Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
HUMAN RESOURCES & RISK MGMT										
HUMAN RESOURCES - 1611										
1611	1611/1616/1612	DIR OF HR & RISK MANAGEMENT	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
1611	1611/1616/1612	HUMAN RESOURCES MANAGER	4000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
1611	1611/1616	SR COMPENSATION & BENEFITS COORDINATOR	5000	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
1611	1611/1612/1616	HR/RISK MANAGEMENT TECHNICIAN	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
1611		ADMINISTRATIVE ASSISTANT - HR	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RISK MANAGEMENT - 1612										
1612	1612/1616/1611	HR/RISK MANAGEMENT COORDINATOR	5000	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
COMMUNITY DEVELOPMENT										
COMMUNITY DEVELOPMENT - 1701										
1701	1701/1702	DIR OF COMMUNITY DEVELOPMENT	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
1701	1701/1612/1702	COMMUNITY DEV PROJECT MANAGER	5000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
1701		BUSINESS MANAGER	4000	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
1701	1701/1702	CODE COMPLIANCE SUPERVISOR	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
1701		PLANNER II	5000	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
1701	1701/1702	PLANNER I	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1701	1701/1702	CODE COMPLIANCE INSPECTOR	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1701	1701/1702	ADMINISTRATIVE ASSISTANT - COMMUNITY DEV	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
BUILDING SERVICES- 1702										
1702	1702/1701	ASSIST DIR OF COMMUNITY DEVELOPMENT	4000	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
1702		CHIEF BUILDING INSPECTOR/PLANS EXAMINER	4000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
1702		SR BUILDING INSPECTOR	5100	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
1702		BUILDING INSPECTOR	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1702	1702/1701	COMMUNITY DEVELOPMENT TECHNICIAN	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ECONOMIC & HOUSING DEVELOPMENT										
COMMUNITY REDEVELOPMENT AGENCY (CRA) - 1716										
1716	1716/1801	DIR OF ECONOMIC & HOUSING DEVELOPMENT	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
1716	1716/1801	ECONOMIC DEVELOPMENT SPECIALIST	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
1716	1716/1801	SPECIAL PROJECT COORDINATOR	5100	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ECONOMIC & HOUSING DEVELOPMENT - 1801										
1801	1801/1716	ECONOMIC DEVELOPMENT PROJECT MANAGER	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
COMMUNICATIONS										
COMMUNICATIONS - 1900										
1900		DIR OF COMMUNICATIONS	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
1900		COMMUNICATIONS MANAGER	4000	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
1900		SR MULTIMEDIA COORDINATOR	5000	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
1900		DIGITAL MULTIMEDIA COORDINATOR	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
FIRE										
FIRE ADMIN - 2201										
2201		FIRE CHIEF	9000	F62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
2201		DEPUTY CHIEF/ FIRE MARSHAL	9200	F61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
2201		DIVISION CHIEF OF TRAINING	9200	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
2201		DIVISION CHIEF OF LOGISTICS	9200	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
2201		DEPUTY FIRE MARSHAL	9200	F58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
2201		DISTRICT CHIEF *	9300	F57E	94,232.32	113,072.96	131,913.60	32.36	38.83	45.30
2201		FIRE INSPECTOR	9250	F54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
2201		ADMINISTRATIVE COORDINATOR - FIRE	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
* annual salary based on 2912 hours										

City of Dunedin
FY 25 Pay Plan
Positions by Department

Location	Cost Center Split	Position Desc	Job Class	Grade	Annual Salary Range			Hourly Range			
					Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max	
FIRE OPERATIONS - 2220											
2220		FIRE LIEUTENANT*	9100	FNEU	65,702.59	78,843.11	91,983.63	22.56	27.08	31.59	
2220		FIREFIGHTER/ PARAMEDIC*	9507	FNEP	55,727.82	69,659.74	83,591.66	19.14	23.92	28.71	
2220		FIREFIGHTER/ EMT*	9505	FNEE	47,610.31	59,512.89	71,415.46	16.35	20.44	24.52	
* annual salary based on 2912 hours											
FIRE EMS - 2250											
2250		DIVISION CHIEF OF EMS	9200	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42	
2250		FIRE LIEUTENANT*	9100	FNEU	65,702.59	78,843.11	91,983.63	22.56	27.08	31.59	
2250		FIREFIGHTER/ PARAMEDIC*	9507	FNEP	55,727.82	69,659.74	83,591.66	19.14	23.92	28.71	
* annual salary based on 2912 hours											
LIBRARY											
LIBRARY - 4140											
4140		LIBRARY DIRECTOR	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27	
4140		ASSISTANT LIBRARY DIRECTOR	4000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83	
4140		LIBRARY MANAGER	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19	
4140		LIBRARIAN	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94	
4140		LIBRARIAN (PT 40 HR)	5200	P53H	22,984.00	27,580.80	32,177.60	22.10	26.52	30.94	
4140		LIBRARIAN (PT 56 HR)	5200	P53H	32,177.60	38,613.12	45,048.64	22.10	26.52	30.94	
4140		ADMINISTRATIVE COORDINATOR - LIBRARY	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13	
4140		SR ADMINISTRATIVE ASSISTANT - LIBRARY	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58	
4140		SR LIBRARY ASSISTANT	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53	
4140		LIBRARY ASSISTANT	5100	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96	
4140		LIBRARY ASSISTANT (PT 40 HR)	5200	P49H	16,764.80	19,281.60	21,798.40	16.12	18.54	20.96	
4140		LIBRARY AIDE (PT 40 HR)	5200	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50	
PARKS & RECREATION											
PARKS & REC ADMIN - 4501											
4501		DIR OF PARKS AND RECREATION	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27	
4501		PARKS & REC SUPERINTENDENT	4000	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42	
4501		PARKS SUPERINTENDENT	4000	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42	
4501		RECREATION MARKETING COORDINATOR	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19	
4501		ADMINISTRATIVE COORDINATOR - PARKS & REC	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13	
4501		SR ADMINISTRATIVE ASSISTANT - RECREATION ADMIN	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58	
STIRLING LINKS - 4242											
4242		PARK ATTENDANT (PT 50 HR)	5200	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50	
4242		PARK ATTENDANT (PT 40 HR)	5200	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50	
AQUATICS - 4250											
4250		RECREATION PROGRAM COORDINATOR - 4250	4500	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30	
4250		HEAD LIFEGUARD	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13	
4250		SENIOR LIFEGUARD (PT 50 HR)	5200	P49H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50	
4250		RECREATION LEADER I - 4250 (PT 50 HR)	5200	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50	
ATHLETICS - 4251											
4251		RECREATION PROGRAM COORDINATOR - 4251	4500	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30	
4251		RECREATION LEADER II - 4251	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53	
COMMUNITY CENTER - 4252											
4252		RECREATION PROGRAM COORDINATOR - 4252	4500	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30	
4252		FITNESS PROGRAM COORDINATOR	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03	
4252		RECREATION LEADER III - 4252	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58	
4252		RECREATION LEADER II - 4252	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53	

City of Dunedin
FY 25 Pay Plan
Positions by Department

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MLK CENTER - 4253										
4253		RECREATION PROGRAM COORDINATOR - 4253	4500	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
4253		RECREATION LEADER III - 4253	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
4253		RECREATION LEADER II - 4253	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
4253		RECREATION LEADER I - 4253 (PT 40 HR)	5200	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
HALE CENTER - 4254										
4254		RECREATION PROGRAM COORDINATOR - 4254	4500	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
4254		RECREATION LEADER III - 4254	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
4254		RECREATION LEADER II - 4254	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
REGISTRATION ID - 4258										
4258		RECREATION TECHNICIAN	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
4258		RECREATION LEADER III - 4258	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SPECIAL EVENTS - 4259										
4259		SPECIAL EVENTS COORDINATOR	5000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
4259		SPECIAL EVENTS PROGRAMMER	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
YOUTH SERVICES - 4260										
4260		RECREATION PROGRAM COORDINATOR - 4260	4500	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
4260		RECREATION LEADER III BASP SUPERVISOR	4510	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
4260		RECREATION LEADER II - 4260	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
4260		RECREATION LEADER I SMIC - 4260 (PT 40 HR)	5200	P49H	16,764.80	19,281.60	21,798.40	16.12	18.54	20.96
4260		RECREATION LEADER I SMIC - 4260 (PT 50 HR)	5200	P49H	20,956.00	24,102.00	27,248.00	16.12	18.54	20.96
4260		RECREATION LEADER I - 4260 (PT 40 HR)	5200	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
4260		RECREATION LEADER I - 4260 (PT 50 HR)	5200	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
PARKS - 4647										
4647		PARKS MAINT SUPERVISOR	4500	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
4647		CITY ARBORIST	4500	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
4647		PARKS MAINT FOREMAN	4510	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
4647		PARKS MAINT CREW LEADER	4510	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
4647		HORTICULTURAL TECHNICIAN	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
4647		IRRIGATION TECHNICIAN	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
4647		PARK ATTENDANT III	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
4647		SPRAY TECHNICIAN	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
4647		SR ADMINISTRATIVE ASSISTANT - PARKS	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
4647		PARKS MAINT WORKER III	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
4647		PARKS MAINT WORKER II	5100	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
4647		PARKS MAINT WORKER I	5100	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
4647		PARKS MAINT WORKER I (PT 48 HR)	5200	P48H	18,720.00	21,528.00	24,336.00	15.00	17.25	19.50
DUNEDIN GOLF COURSE ADMIN - 4401										
4401	4401/4242	GENERAL MANAGER OF GOLF OPERATIONS	3000	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
4401	4401/1506	ACCOUNTANT/ FINANCIAL ANALYST	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
4401		ADMINISTRATIVE COORDINATOR - GOLF COURSE	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
DUNEDIN GOLF COURSE PRO SHOP -4403										
4403		HEAD GOLF PROFESSIONAL	4000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
4403		ASSISTANT GOLF PROFESSIONAL	4510	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
4403		GOLF SHOP ATTENDANT	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
MARINA - 4900										
4900		HARBORMASTER	4500	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
4900		MARINE MAINT TECHNICIAN	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58

13

City of Dunedin
FY 25 Pay Plan
Positions by Department

Location	Cost Center Split	Position Desc	Job Class	Grade	Annual Salary Range			Hourly Range		
					Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
UTILITIES & ENGINEERING										
ENGINEERING DIVISION										
ENGINEERING - 5035										
5035	5035/5101/5201	DIR OF UTILITIES & ENGINEERING	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
5035		ASSIST DIR OF UTILITIES/ CITY ENGINEER	4000	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
5035		ENGINEER III	4500	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
5035		ENGINEER II	4500	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
5035		ENGINEER I	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
5035		ENGINEERING CONTRACTS MANAGER	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
5035		ENGINEERING PROJECT MANAGER	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
5035		PLANS REVIEWER	5000	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5035		GIS TECHNICIAN	5000	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5035		SR ENGINEERING DESIGNER	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5035		ENGINEERING INSPECTOR	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5035		ENGINEERING DESIGNER	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5035		ADMINISTRATIVE ASSISTANT - ENG	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
WATER & UTILITY BILLING DIVISION										
WATER ADMINISTRATION - 5101										
5101		HYDROGEOLOGIST	5000	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
5101		UTILITY DATA CONTROL COORDINATOR	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
5101		SR ADMINISTRATIVE ASSISTANT - WATER	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WATER PRODUCTION - 5165										
5165		WATER PLANT MANAGER	4000	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
5165		WATER PLANT SHIFT SUPERVISOR	6000	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
5165		WATER PLANT LEAD OPERATOR	6300	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5165		WATER PLANT OPERATOR A	6300	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5165		WATER PLANT LEAD MECHANIC	6300	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5165		WATER PLANT MECHANIC	6300	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5165		WATER PLANT OPERATOR B	6100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5165		WATER PLANT OPERATOR C	6100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
5165		WATER PLANT OPERATOR TRAINEE	6200	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WATER DISTRIBUTION - 5166										
5166		WATER DISTRIBUTION MANAGER	4000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
5166		WATER DISTRIBUTION FOREMAN	4510	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
5166		SR WATER DISTRIBUTION TECHNICIAN	5100	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5166		WATER DISTRIBUTION TECHNICIAN	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5166		SR WATER SERVICE WORKER	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5166		WATER SERVICE WORKER	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
5166		WATER SERVICE WORKER TRAINEE	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
5166		FIELD SERVICE REPRESENTATIVE	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
UTILITY BILLING - 1503										
1503		UTILITY BILLING SUPERVISOR	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
1503		UTILITY BILLING TECHNICIAN	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53

City of Dunedin
FY 25 Pay Plan
Positions by Department

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WASTEWATER DIVISION										
WASTEWATER ADMINISTRATION - 5201										
5201		ADMINISTRATIVE COORDINATOR - WW	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WASTEWATER PLANT - 5265										
5265		WW PLANT MANAGER	4000	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
5265		WW PLANT SHIFT SUPERVISOR	4510	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
5265		WW PLANT SHIFT LEAD OPERATOR	5100	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5265		WW PLANT OPERATOR A	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5265		WW PLANT LEAD MECHANIC	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5265		WW PLANT MECHANIC	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5265		WW PLANT OPERATOR B	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5265		WW PLANT OPERATOR C	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
5265		WW PLANT OPERATOR TRAINEE	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WASTEWATER COLLECTIONS - 5266										
5266		WW COLLECTION MANAGER	4000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
5266		WW COLLECTION FOREMAN	4510	A56H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5266		SR WW COLLECTION TECHNICIAN	5100	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5266		TV & SEAL TRUCK SUPERVISOR	5100	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5266		ENVIRONMENTAL SPECIALIST II - WASTEWATER	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5266		WW COLLECTION TECHNICIAN	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5266		WW LEAD MECHANIC	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5266		SR WW SERVICE WORKER	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5266		WW MECHANIC	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5266		TECHNICAL SUPPORT COORDINATOR - WW	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
5266		WW SERVICE WORKER	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
5266		WW SERVICE WORKER TRAINEE	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
PUBLIC WORKS										
SANITATION & RECYCLING DIVISION										
SANITATION & RECYCLING ADMINISTRATION - 5401										
5401	5401/5300/6200/6300/6447	DIR OF PUBLIC WORKS	3000	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
5401	5401/5300/6200/6300/6447	ASSIST DIR OF PUBLIC WORKS	4000	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
5401		SANITATION & RECYCLING SUPERINTENDENT	4000	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
5401		SANITATION MANAGER	4500	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
5401		SANITATION FOREMAN	4510	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
5401		LEAD SANITATION ASSOCIATE	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5401		ENVIRONMENTAL SPECIALIST I PW - SOLID WASTE	5000	A53E	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5401		ADMINISTRATIVE COORDINATOR - SOLID WASTE	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
SANITATION & RECYCLING RESIDENTIAL - 5430										
5430		SANITATION ASSOCIATE III - 5430	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
5430		SANITATION ASSOCIATE II - 5430	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
5430		SANITATION ASSOCIATE I - 5430	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
SANITATION & RECYCLING COMMERCIAL - 5431										
5431		SANITATION ASSOCIATE III - 5431	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
5431		SANITATION ASSOCIATE II - 5431	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
5431		SANITATION ASSOCIATE I - 5431	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
FLEET SERVICES DIVISION										
FLEET SERVICES - 6200										
6200		FLEET SERVICES MANAGER	4000	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
6200		FLEET FOREMAN	6400	A57H	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
6200		LEAD MECHANIC	6500	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
6200		MECHANIC	6600	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
6200		FLEET ADMINISTRATIVE TECHNICIAN	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13

City of Dunedin
FY 25 Pay Plan
Positions by Department

Location	Cost Center Split	Position Desc	Job Class	Grade	Annual Salary Range			Hourly Range		
					Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
PUBLIC SERVICES DIVISION										
STORMWATER - 5300										
5300		PUBLIC SERVICES MANAGER	4000	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
5300		ENVIRONMENTAL PROGRAM MANAGER	4500	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
5300		PUBLIC SERVICES FOREMAN	4510	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5300		TV & SEAL TRUCK OPERATOR	5100	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5300		BUSINESS ANALYST	5000	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
5300		ENVIRONMENTAL SPECIALIST I PW - STORMWATER	5000	A53E	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5300		PUBLIC SERVICES CREW CHIEF - 5300	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
5300		PUBLIC SERVICES MAINT ASSOC III - 5300	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
5300		PUBLIC SERVICES MAINT ASSOC II - 5300	5100	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
5300		PUBLIC SERVICES MAIN ASSOC I - 5300	5100	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
STREETS - 6300										
6300		PUBLIC SERVICES CREW CHIEF - 6300	5100	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
6300		PUBLIC SERVICES MAINT ASSOC III - 6300	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
6300		PUBLIC SERVICES MAINT ASSOC II - 6300	5100	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
6300		PUBLIC SERVICES MAINT ASSOC I - 6300	5100	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
FACILITIES DIVISION										
FACILITIES - 6447										
6447		FACILITIES MANAGER	4500	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
6447		FACILITIES FOREMAN	4510	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
6447		LEAD CRAFTSWORKER	4510	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
6447	6447/5300/6300	ADMINISTRATIVE COORDINATOR - PUB SERVICES	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
6447		CRAFTSWORKER III - HVAC	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
6447		CUSTODIAL SERVICES COORDINATOR	5100	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
6447		CRAFTSWORKER II	5100	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
6447		CRAFTSWORKER I	5100	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53

16

City of Dunedin
FY 25 Pay Plan
Positions by Grade

Position Desc	Job Class	Exempt/Non	Grade	Annual Salary Range			Hourly Range		
				Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
LIBRARY AIDE (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
PARK ATTENDANT (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
PARK ATTENDANT (PT 50 HR)	5200	N	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
PARKS MAINT WORKER I	5100	N	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
PARKS MAINT WORKER I (PT 48 HR)	5200	N	P48H	18,720.00	21,528.00	24,336.00	15.00	17.25	19.50
PUBLIC SERVICES MAINT ASSOC I - 5300	5100	N	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
PUBLIC SERVICES MAINT ASSOC I - 6300	5100	N	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
RECREATION LEADER I - 4250 (PT 50 HR)	5200	N	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
RECREATION LEADER I - 4253 (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
RECREATION LEADER I - 4260 (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
RECREATION LEADER I - 4260 (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
RECREATION LEADER I - 4260 (PT 50 HR)	5200	N	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
LIBRARY ASSISTANT	5100	N	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
LIBRARY ASSISTANT (PT 40 HR)	5200	N	P49H	16,764.80	19,281.60	21,798.40	16.12	18.54	20.96
PARKS MAINT WORKER II	5100	N	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
PUBLIC SERVICES MAINT ASSOC II - 5300	5100	N	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
PUBLIC SERVICES MAINT ASSOC II - 6300	5100	N	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
RECREATION LEADER I SMIC - 4260 (PT 40HR)	5200	N	P49H	16,764.80	19,281.60	21,798.40	16.12	18.54	20.96
RECREATION LEADER I SMIC - 4260 (PT 50HR)	5200	N	P49H	20,956.00	24,102.00	27,248.00	16.12	18.54	20.96
SENIOR LIFEGUARD (PT 50 HR)	5200	N	P49H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
ADMINISTRATIVE ASSISTANT - COMMUNITY DEV	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
ADMINISTRATIVE ASSISTANT - ENG	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
ADMINISTRATIVE ASSISTANT - HR	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
CRAFTSWORKER I	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
GOLF SHOP ATTENDANT	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
PARKS MAINT WORKER III	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
PUBLIC SERVICES MAINT ASSOC III - 5300	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
PUBLIC SERVICES MAINT ASSOC III - 6300	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4251	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4252	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4253	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4254	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4260	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
SANITATION ASSOCIATE I - 5430	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
SANITATION ASSOCIATE I - 5431	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
SR LIBRARY ASSISTANT	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
UTILITY BILLING TECHNICIAN	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
CRAFTSWORKER II	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
FIELD SERVICE REPRESENTATIVE	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
HORTICULTURAL TECHNICIAN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
IRRIGATION TECHNICIAN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
MARINE MAINT TECHNICIAN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
PARK ATTENDANT III	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
RECREATION LEADER III - 4252	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
RECREATION LEADER III - 4253	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
RECREATION LEADER III - 4254	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
RECREATION LEADER III - 4258	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SANITATION ASSOCIATE II - 5430	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SANITATION ASSOCIATE II - 5431	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SPRAY TECHNICIAN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - CITY CLERK	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - CITY MANAGER	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58

City of Dunedin
FY 25 Pay Plan
Positions by Grade

Position Desc	Job Class	Exempt/Non	Grade	Annual Salary Range			Hourly Range		
				Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
SR ADMINISTRATIVE ASSISTANT - LIBRARY	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - PARKS	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - RECREATION ADMIN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - WATER	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WATER PLANT OPERATOR TRAINEE	6200	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WATER SERVICE WORKER TRAINEE	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WW PLANT OPERATOR TRAINEE	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WW SERVICE WORKER TRAINEE	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
ACCOUNTS TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - FINANCE	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - FIRE	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - GOLF COURSE	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - LIBRARY	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - PARKS & REC	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - PUB SERVICES	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - SANITATION	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - WW	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
COMMUNITY DEVELOPMENT TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
CRAFTSWORKER III - HVAC	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
CUSTODIAL SERVICES COORDINATOR	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
FLEET ADMINISTRATIVE TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
HEAD LIFEGUARD	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
HR/RISK MANAGEMENT TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
IT SERVICES TECHNICIAN I	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
MECHANIC	6600	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
PARKS MAINT CREW LEADER	4510	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
RECORDS MANAGEMENT SPECIALIST	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
RECREATION LEADER III BASP SUPERVISOR	4510	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
RECREATION TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
SANITATION ASSOCIATE III - 5430	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
SANITATION ASSOCIATE III - 5431	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
TECHNICAL SUPPORT COORDINATOR - WW	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
UTILITY DATA CONTROL COORDINATOR	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WATER PLANT OPERATOR C	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WATER SERVICE WORKER	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WW PLANT OPERATOR C	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WW SERVICE WORKER	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ASSISTANT GOLF PROFESSIONAL	4510	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
ENGINEERING DESIGNER	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
ENVIRONMENTAL SPECIALIST I PW - SOLID WASTE	5000	E	A53E	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
ENVIRONMENTAL SPECIALIST I PW - STORMWATER	5000	E	A53E	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
LEAD SANITATION ASSOCIATE	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
LIBRARIAN	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
LIBRARIAN (PT 40 HR)	5200	N	P53H	22,984.00	27,580.80	32,177.60	22.10	26.52	30.94
LIBRARIAN (PT 56 HR)	5200	N	P53H	32,177.60	38,613.12	45,048.64	22.10	26.52	30.94
PUBLIC SERVICES CREW CHIEF - 5300	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
PUBLIC SERVICES CREW CHIEF - 6300	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
SR WATER SERVICE WORKER	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
SR WW SERVICE WORKER	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WATER PLANT MECHANIC	6300	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WATER PLANT OPERATOR B	6100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WW MECHANIC	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94

City of Dunedin
FY 25 Pay Plan
Positions by Grade

Position Desc	Job Class	Exempt/Non	Grade	Annual Salary Range			Hourly Range		
				Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
WW PLANT MECHANIC	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WW PLANT OPERATOR B	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
ACCOUNTANT/ FINANCIAL ANALYST	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ACCOUNTANT/ FINANCIAL ANALYST 4401/1506	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
BUDGET/ FINANCIAL ANALYST	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
BUILDING INSPECTOR	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
BUSINESS ANALYST	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
BUYER	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
CODE COMPLIANCE INSPECTOR	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
DIGITAL MULTIMEDIA COORDINATOR	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ECONOMIC DEVELOPMENT SPECIALIST	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ENGINEERING INSPECTOR	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ENVIRONMENTAL SPECIALIST II - WASTEWATER	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
FIRE INSPECTOR	9250	N	F54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
FITNESS PROGRAM COORDINATOR	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
GRANT PROGRAM SPECIALIST	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
IT SERVICES TECHNICIAN II	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
LEAD CRAFTSWORKER	4510	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
LEAD CRAFTSWORKER	4510	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
LEAD CRAFTSWORKER	4510	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
PLANNER I	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
PUBLIC SERVICES FOREMAN	4510	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SPECIAL EVENTS PROGRAMMER	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SPECIAL PROJECT COORDINATOR	5100	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SR ENGINEERING DESIGNER	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SR WATER DISTRIBUTION TECH	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SR WW COLLECTION TECH	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SUSTAINABILITY PROGRAM MANAGER	4500	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WATER DISTRIBUTION TECH	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WATER PLANT LEAD MECHANIC	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WATER PLANT OPERATOR A	6100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WW COLLECTION TECHNICIAN	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WW LEAD MECHANIC	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WW PLANT LEAD MECHANIC	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WW PLANT OPERATOR A	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
GIS TECHNICIAN	5000	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
HR/RISK MANAGEMENT COORDINATOR	5000	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
LEAD MECHANIC	6500	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
LEAD WATER PLANT OPERATOR	6000	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
LEAD WW PLANT OPERATOR	4510	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
PARKS MAINTENANCE FOREMAN	4510	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
PLANS REVIEWER	5000	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
SANITATION FOREMAN	4510	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
SR ACCOUNTANT	4500	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
SR MULTIMEDIA COORDINATOR	5000	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
TV & SEAL TRUCK SUPERVISOR	5100	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
WATER PLANT LEAD OPERATOR A	6100	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
WW PLANT SHIFT LEAD OPERATOR	5100	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
BUSINESS MANAGER	4000	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
CODE COMPLIANCE SUPERVISOR	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
DEPUTY CITY CLERK	4000	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
ECONOMIC DEVELOPMENT PROJECT MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19

City of Dunedin
FY 25 Pay Plan
Positions by Grade

Position Desc	Job Class	Exempt/Non	Grade	Annual Salary Range			Hourly Range		
				Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
ENGINEER I	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
ENGINEERING CONTRACTS MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
ENGINEERING PROJECT MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
EXECUTIVE OFFICE COORDINATOR	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
FACILITIES FOREMAN	4510	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
IT NETWORK ADMINISTRATOR I	5000	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
LIBRARY MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
PLANNER II	5000	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
RECREATION MARKETING COORDINATOR	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
SANITATION MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
SR BUILDING INSPECTOR	5100	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
UTILITY BILLING SUPERVISOR	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
WATER DISTRIBUTION FOREMAN	4510	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
WW COLLECTION FOREMAN	4510	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
CITY ARBORIST	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
COMMUNICATIONS MANAGER	4000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
DISTRICT CHIEF*	9300	E	F57E	94,232.32	113,072.96	131,913.60	32.36	38.83	45.30
FLEET FOREMAN	6400	N	A57H	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
HARBORMASTER	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
HYDROGEOLOGIST	5000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
IT NETWORK ADMINISTRATOR II	5000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
PURCHASING AGENT	5000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4250	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4251	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4252	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4253	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4254	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4260	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
SR COMPENSATION & BENEFITS COORDINATOR	5000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
WATER DISTRIBUTION MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
WW COLLECTION MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
ASSISTANT LIBRARY DIRECTOR	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
CHIEF BUILDING INSPECTOR/PLANS EXAMINER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
COMMUNITY DEV PROJECT MANAGER	5000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
DEPUTY FIRE MARSHAL	9200	E	F58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
ENGINEER II	4500	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
ENVIRONMENTAL PROGRAM MANAGER	4500	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
FACILITIES MANAGER	4500	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
HEAD GOLF PROFESSIONAL	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
HUMAN RESOURCES MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
PARKS MAINT SUPERVISOR	4500	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
PUBLIC SERVICES MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
SPECIAL EVENTS COORDINATOR	5000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
STRATEGY & SUSTAINABILITY MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
WATER DISTRIBUTION MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
WW COLLECTION MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
FLEET SERVICES MANAGER	4000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
IT DATABASE ADMINISTRATOR	5000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
IT NETWORK SECURITY ANALYST	5000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
WATER PLANT MANAGER	4000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
WW PLANT MANAGER	4000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
ACCOUNTING MANAGER	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42

City of Dunedin
FY 25 Pay Plan
Positions by Grade

Position Desc	Job Class	Exempt/Non	Grade	Annual Salary Range			Hourly Range		
				Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
BUDGET MANAGER	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
DIVISION CHIEF OF EMS	9200	E	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
DIVISION CHIEF OF LOGISTICS	9200	E	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
DIVISION CHIEF OF TRAINING	9200	E	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
ENGINEER III	4500	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
GENERAL MANAGER OF GOLF OPERATIONS	3000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
PARKS & REC ADMIN SUPERINTENDENT	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
PARKS & REC SUPERINTENDENT	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
SANITATION & RECYCLING SUPERINTENDENT	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
ASSIST DIR OF COMMUNITY DEVELOPMENT	4000	E	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
ASSIST DIR OF PUBLIC WORKS	4000	E	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
ASSIST DIR OF UTILITIES/ CITY ENGINEER	4000	E	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
CITY CLERK	2100	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DEPUTY CHIEF/ FIRE MARSHAL	9200	E	F61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
DIR OF COMMUNICATIONS	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF COMMUNITY DEVELOPMENT	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF ECONOMIC & HOUSING DEVELOPMENT	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF HR & RISK MANAGEMENT	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF IT SERVICES	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF PARKS AND RECREATION	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF PUBLIC WORKS	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF UTILITIES & ENGINEERING	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
FIRE CHIEF	9000	E	F62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
LIBRARY DIRECTOR	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF FINANCE	3000	E	A63E	125,216.00	156,520.00	187,824.00	60.20	75.25	90.30
DEPUTY CITY MANAGER	3000	E	A64E	144,476.80	187,824.00	231,171.20	69.46	90.30	111.14
CITY MANAGER	2000	E	A65E	173,388.80	225,409.60	277,430.40	83.36	108.37	133.38
COMMISSIONER	1110	E	C06E	11,500.00	11,500.00	11,500.00	11.06	11.06	11.06
MAYOR	1110	E	C06E	15,000.00	15,000.00	15,000.00	14.42	14.42	14.42
FIREFIGHTER/ EMT*	9505	N	FNEE	47,610.31	59,512.89	71,415.46	16.35	20.44	24.52
FIREFIGHTER/ PARAMEDIC*	9507	N	FNEP	55,727.82	69,659.74	83,591.66	19.14	23.92	28.71
FIRE LIEUTENANT*	9100	N	FNEU	65,702.59	78,843.11	91,983.63	22.56	27.08	31.59

* Annual Salary based on 2912 hours

City of Dunedin
FY 25 Pay Plan
Positions in Alphabetical Order

Position Desc	Job Class	Exempt/Non	Grade	Annual Salary Range			Hrly Min	Hourly Range	
				Min Pay	Mid Pay	Max Pay		Hrly Mid	Hrly Max
ACCOUNTANT/ FINANCIAL ANALYST	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ACCOUNTANT/ FINANCIAL ANALYST 4401/1506	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ACCOUNTING MANAGER	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
ACCOUNTS TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE ASSISTANT - COMMUNITY DEV	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
ADMINISTRATIVE ASSISTANT - ENG	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
ADMINISTRATIVE ASSISTANT - HR	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
ADMINISTRATIVE COORDINATOR - FINANCE	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - FIRE	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - GOLF COURSE	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - LIBRARY	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - PARKS & REC	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - PUB SERVICES	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - SANITATION	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ADMINISTRATIVE COORDINATOR - VVV	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
ASSIST DIR OF COMMUNITY DEVELOPMENT	4000	E	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
ASSIST DIR OF PUBLIC WORKS	4000	E	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
ASSIST DIR OF UTILITIES/ CITY ENGINEER	4000	E	A61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
ASSISTANT GOLF PROFESSIONAL	4510	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
ASSISTANT LIBRARY DIRECTOR	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
BUDGET MANAGER	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
BUDGET/ FINANCIAL ANALYST	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
BUILDING INSPECTOR	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
BUSINESS ANALYST	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
BUSINESS MANAGER	4000	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
BUYER	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
CHIEF BUILDING INSPECTOR/PLANS EXAMINER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
CITY ARBORIST	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
CITY CLERK	2100	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
CITY MANAGER	2000	E	A65E	173,388.80	225,409.60	277,430.40	83.36	108.37	133.38
CODE COMPLIANCE INSPECTOR	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
CODE COMPLIANCE SUPERVISOR	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
COMMISSIONER	1110	E	C06E	11,500.00	11,500.00	11,500.00	11.06	11.06	11.06
COMMUNICATIONS MANAGER	4000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
COMMUNITY DEV PROJECT MANAGER	5000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
COMMUNITY DEVELOPMENT TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
CRAFTSWORKER I	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
CRAFTSWORKER II	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
CRAFTSWORKER III - HVAC	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
CUSTODIAL SERVICES COORDINATOR	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
DEPUTY CHIEF/ FIRE MARSHAL	9200	E	F61E	98,945.60	123,687.20	148,428.80	47.57	59.47	71.36
DEPUTY CITY CLERK	4000	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
DEPUTY CITY MANAGER	3000	E	A64E	144,476.80	187,824.00	231,171.20	69.46	90.30	111.14
DEPUTY FIRE MARSHAL	9200	E	F58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
DIGITAL & MEDIA COORDINATOR	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
DIR OF COMMUNICATIONS	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF COMMUNITY DEVELOPMENT	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF ECONOMIC & HOUSING DEVELOPMENT	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF FINANCE	3000	E	A63E	125,216.00	156,520.00	187,824.00	60.20	75.25	90.30
DIR OF HR & RISK MANAGEMENT	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF IT SERVICES	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF PARKS AND RECREATION	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27

City of Dunedin
FY 25 Pay Plan
Positions in Alphabetical Order

Position Desc	Job Class	Exempt/Non	Grade	Annual Salary Range			Hourly Range		
				Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
DIR OF PUBLIC WORKS	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DIR OF UTILITIES & ENGINEERING	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
DISTRICT CHIEF*	9300	E	F57E	94,232.32	113,072.96	131,913.60	32.36	38.83	45.30
DIVISION CHIEF OF EMS	9200	E	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
DIVISION CHIEF OF LOGISTICS	9200	E	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
DIVISION CHIEF OF TRAINING	9200	E	F60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
ECONOMIC DEVELOPMENT PROJECT MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
ECONOMIC DEVELOPMENT SPECIALIST	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ENGINEER I	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
ENGINEER II	4500	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
ENGINEER III	4500	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
ENGINEERING CONTRACTS MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
ENGINEERING DESIGNER	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
ENGINEERING INSPECTOR	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
ENGINEERING PROJECT MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
ENVIRONMENTAL PROGRAM MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
ENVIRONMENTAL SPECIALIST I PW - SOLID WASTE	5000	E	A53E	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
ENVIRONMENTAL SPECIALIST I PW - STORMWATER	5000	E	A53E	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
ENVIRONMENTAL SPECIALIST II - WASTEWATER	5000	E	A54E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
EXECUTIVE OFFICE COORDINATOR	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
FACILITIES FOREMAN	4510	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
FACILITIES MANAGER	4500	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
FIELD SERVICE REPRESENTATIVE	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
FIRE CHIEF	9000	E	F62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
FIRE INSPECTOR	9250	N	F54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
FIRE LIEUTENANT*	9100	N	FNEU	65,702.59	78,843.11	91,983.63	22.56	27.08	31.59
FIREFIGHTER/ EMT*	9505	N	FNEE	47,610.31	59,512.89	71,415.46	16.35	20.44	24.52
FIREFIGHTER/ PARAMEDIC*	9507	N	FNEP	55,727.82	69,659.74	83,591.66	19.14	23.92	28.71
FITNESS PROGRAM COORDINATOR	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
FLEET ADMINISTRATIVE TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
FLEET FOREMAN	6400	N	A57H	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
FLEET SERVICES MANAGER	4000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
GENERAL MANAGER OF GOLF OPERATIONS	3000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
GIS TECHNICIAN	5000	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
GOLF SHOP ATTENDANT	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
GRANT PROGRAM SPECIALIST	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
HARBORMASTER	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
HEAD GOLF PROFESSIONAL	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
HEAD LIFEGUARD	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
HORTICULTURAL TECHNICIAN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
HR/RISK MANAGEMENT COORDINATOR	5000	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
HR/RISK MANAGEMENT TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
HUMAN RESOURCES MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
HYDROGEOLOGIST	5000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
IRRIGATION TECHNICIAN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
IT DATABASE ADMINISTRATOR	5000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
IT NETWORK ADMINISTRATOR I	5000	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
IT NETWORK ADMINISTRATOR II	5000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
IT NETWORK SECURITY ANALYST	5000	E	A59E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
IT SERVICES TECHNICIAN I	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
IT SERVICES TECHNICIAN II	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
LEAD CRAFTSWORKER	4510	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
LEAD MECHANIC	6500	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44

City of Dunedin
FY 25 Pay Plan
Positions in Alphabetical Order

Position Desc	Job Class	Exempt/Non	Grade	Annual Salary Range			Hourly Range		
				Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
LEAD SANITATION ASSOCIATE	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
LIBRARIAN	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
LIBRARIAN (PT 40 HR)	5200	N	P53H	22,984.00	27,580.80	32,177.60	22.10	26.52	30.94
LIBRARIAN (PT 56 HR)	5200	N	P53H	32,177.60	38,613.12	45,048.64	22.10	26.52	30.94
LIBRARY AIDE (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
LIBRARY ASSISTANT	5100	N	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
LIBRARY ASSISTANT (PT 40 HR)	5200	N	P49H	16,764.80	19,281.60	21,798.40	16.12	18.54	20.96
LIBRARY DIRECTOR	3000	E	A62E	111,300.80	139,131.20	166,961.60	53.51	66.89	80.27
LIBRARY MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
MARINE MAINT TECHNICIAN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
MAYOR	1110	E	C06E	15,000.00	15,000.00	15,000.00	14.42	14.42	14.42
MECHANIC	6600	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
PARK ATTENDANT (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
PARK ATTENDANT (PT 50 HR)	5200	N	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
PARK ATTENDANT III	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
PARKS & REC SUPERINTENDENT	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
PARKS MAINT CREW LEADER	4510	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
PARKS MAINT FOREMAN	4510	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
PARKS MAINT SUPERVISOR	4500	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
PARKS MAINT WORKER I	5100	N	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
PARKS MAINT WORKER I (PT 48 HR)	5200	N	P48H	18,720.00	21,528.00	24,336.00	15.00	17.25	19.50
PARKS MAINT WORKER II	5100	N	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
PARKS MAINT WORKER III	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
PARKS SUPERINTENDENT	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
PLANNER I	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
PLANNER II	5000	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
PLANS REVIEWER	5000	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
PUBLIC SERVICES CREW CHIEF - 5300	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
PUBLIC SERVICES CREW CHIEF - 6300	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
PUBLIC SERVICES FOREMAN	4510	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
PUBLIC SERVICES MAINT ASSOC I - 5300	5100	N	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
PUBLIC SERVICES MAINT ASSOC I - 6300	5100	N	A48H	31,200.00	35,880.00	40,560.00	15.00	17.25	19.50
PUBLIC SERVICES MAINT ASSOC II - 5300	5100	N	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
PUBLIC SERVICES MAINT ASSOC II - 6300	5100	N	A49H	33,529.60	38,563.20	43,596.80	16.12	18.54	20.96
PUBLIC SERVICES MAINT ASSOC III - 5300	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
PUBLIC SERVICES MAINT ASSOC III - 6300	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
PUBLIC SERVICES MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
PURCHASING AGENT	5000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECORDS MANAGEMENT SPECIALIST	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
RECREATION LEADER I - 4250 (PT 50 HR)	5200	N	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
RECREATION LEADER I - 4253 (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
RECREATION LEADER I - 4260 (PT 40 HR)	5200	N	P48H	15,600.00	17,940.00	20,280.00	15.00	17.25	19.50
RECREATION LEADER I - 4260 (PT 50 HR)	5200	N	P48H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
RECREATION LEADER I SMIC - 4260 (PT 40HR)	5200	N	P49H	16,764.80	19,281.60	21,798.40	16.12	18.54	20.96
RECREATION LEADER I SMIC - 4260 (PT 50HR)	5200	N	P49H	20,956.00	24,102.00	27,248.00	16.12	18.54	20.96
RECREATION LEADER II - 4251	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4252	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4253	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4254	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER II - 4260	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
RECREATION LEADER III - 4252	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
RECREATION LEADER III - 4253	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
RECREATION LEADER III - 4254	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58

City of Dunedin
FY 25 Pay Plan
Positions in Alphabetical Order

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				Min Pay	Mid Pay	Max Pay	Hrly Min	Hrly Mid	Hrly Max
RECREATION LEADER III - 4258	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
RECREATION LEADER III BASP SUPERVISOR	4510	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
RECREATION MARKETING COORDINATOR	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
RECREATION PROGRAM COORDINATOR - 4250	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4251	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4252	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4253	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4254	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION PROGRAM COORDINATOR - 4260	4500	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
RECREATION TECHNICIAN	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
SANITATION & RECYCLING SUPERINTENDENT	4000	E	A60E	87,942.40	109,928.00	131,913.60	42.28	52.85	63.42
SANITATION ASSOCIATE I - 5430	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
SANITATION ASSOCIATE I - 5431	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
SANITATION ASSOCIATE II - 5430	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SANITATION ASSOCIATE II - 5431	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SANITATION ASSOCIATE III - 5430	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
SANITATION ASSOCIATE III - 5431	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
SANITATION FOREMAN	4510	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
SANITATION MANAGER	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
SENIOR LIFEGUARD (PT 50 HR)	5200	N	P49H	19,500.00	22,425.00	25,350.00	15.00	17.25	19.50
SPECIAL EVENTS COORDINATOR	5000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
SPECIAL EVENTS PROGRAMMER	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SPECIAL PROJECT COORDINATOR	5100	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SPRAY TECHNICIAN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ACCOUNTANT	4500	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
SR ADMINISTRATIVE ASSISTANT - CITY CLERK	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - CITY MANAGER	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - LIBRARY	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - PARKS	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - RECREATION ADMIN	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR ADMINISTRATIVE ASSISTANT - WATER	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
SR BUILDING INSPECTOR	5100	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
SR COMPENSATION & BENEFITS COORDINATOR	5000	E	A57E	67,308.80	80,766.40	94,224.00	32.36	38.83	45.30
SR ENGINEERING DESIGNER	5000	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
SR LIBRARY ASSISTANT	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
SR MULTIMEDIA COORDINATOR	5000	E	A55E	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
SR WATER DISTRIBUTION TECHNICIAN	5100	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
SR WATER SERVICE WORKER	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
SR WW COLLECTION TECHNICIAN	5100	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
SR WW SERVICE WORKER	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
STRATEGY & SUSTAINABILITY MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
SUSTAINABILITY PROGRAM MANAGER	4500	E	A54E	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
TECHNICAL SUPPORT COORDINATOR - WW	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
TV & SEAL TRUCK OPERATOR - STORMWATER	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
TV & SEAL TRUCK OPERATOR SUPERVISOR	5100	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
UTILITY BILLING SUPERVISOR	4500	E	A56E	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
UTILITY BILLING TECHNICIAN	5100	N	A50H	36,046.40	41,454.40	46,862.40	17.33	19.93	22.53
UTILITY DATA CONTROL COORDINATOR	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WATER DISTRIBUTION FOREMAN	4510	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
WATER DISTRIBUTION MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
WATER DISTRIBUTION TECHNICIAN	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WATER PLANT LEAD MECHANIC	6300	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WATER PLANT LEAD OPERATOR	6100	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44

City of Dunedin
FY 25 Pay Plan
Positions in Alphabetical Order

<u>Position Desc</u>	<u>Job Class</u>	<u>Exempt/Non</u>	<u>Grade</u>	<u>Annual Salary Range</u>			<u>Hourly Range</u>		
				<u>Min Pay</u>	<u>Mid Pay</u>	<u>Max Pay</u>	<u>Hrly Min</u>	<u>Hrly Mid</u>	<u>Hrly Max</u>
WATER PLANT MECHANIC	6300	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WATER PLANT MANAGER	4000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
WATER PLANT OPERATOR A	6100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WATER PLANT OPERATOR B	6100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WATER PLANT OPERATOR C	6100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WATER PLANT OPERATOR TRAINEE	6200	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WATER PLANT SHIFT SUPERVISOR	4510	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
WATER SERVICE WORKER	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WATER SERVICE WORKER TRAINEE	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WW COLLECTION FOREMAN	4510	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
WW COLLECTION MANAGER	4000	E	A58E	74,027.20	88,836.80	103,646.40	35.59	42.71	49.83
WW COLLECTION TECHNICIAN	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WW LEAD MECHANIC	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WW MECHANIC	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WW PLANT LEAD MECHANIC	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WW PLANT MANAGER	4000	E	A59E	81,432.00	97,718.40	114,004.80	39.15	46.98	54.81
WW PLANT MECHANIC	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WW PLANT OPERATOR A	5100	N	A54H	50,564.80	60,673.60	70,782.40	24.31	29.17	34.03
WW PLANT OPERATOR B	5100	N	A53H	45,968.00	55,161.60	64,355.20	22.10	26.52	30.94
WW PLANT OPERATOR C	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WW PLANT OPERATOR TRAINEE	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58
WW PLANT SHIFT LEAD OPERATOR	5100	N	A55H	55,619.20	66,747.20	77,875.20	26.74	32.09	37.44
WW PLANT SHIFT SUPERVISOR	4510	N	A56H	61,193.60	73,434.40	85,675.20	29.42	35.31	41.19
WW SERVICE WORKER	5100	N	A52H	41,787.20	50,148.80	58,510.40	20.09	24.11	28.13
WW SERVICE WORKER TRAINEE	5100	N	A51H	38,001.60	45,604.00	53,206.40	18.27	21.93	25.58

* Annual Salary based on 2912 hours

FULL-TIME EQUIVALENT (FTE) POSITIONS BY DEPARTMENT					
DEPARTMENT	FINAL BUDGET FY 2022	FINAL BUDGET FY 2023	ESTIMATED BUDGET FY 2024	ADOPTED BUDGET FY 2025	FTE CHG
City Commission	2.50	2.50	2.50	2.50	-
CITY COMMISSION DEPARTMENT TOTAL	2.50	2.50	2.50	2.50	-
City Attorney	-	-	-	-	-
CITY ATTORNEY DEPARTMENT TOTAL	-	-	-	-	-
City Clerk	5.00	4.00	4.00	4.00	-
CITY CLERK DEPARTMENT TOTAL	5.00	4.00	4.00	4.00	-
City Manager	4.85	4.85	5.85	6.18	0.33
CITY MANAGER DEPARTMENT TOTAL	4.85	4.85	5.85	6.18	0.33
Communications	4.00	4.25	4.25	4.00	(0.25)
COMMUNICATIONS DEPARTMENT TOTAL	4.00	4.25	4.25	4.00	(0.25)
Economic Housing & Development	2.25	2.25	2.25	2.25	-
CRA	1.75	1.75	1.75	1.75	-
ECO. & HSG. DEVELOPMENT DEPT. TOTAL	4.00	4.00	4.00	4.00	-
Finance/Accounting	10.00	10.20	11.20	11.20	-
FINANCE DEPARTMENT TOTAL	10.00	10.20	11.20	11.20	-
Fire Admin	10.00	10.00	10.00	10.00	-
Fire Ops	36.00	36.00	36.00	42.00	6.00
EMS	10.00	13.00	13.00	13.00	-
FIRE DEPARTMENT TOTAL	56.00	59.00	59.00	65.00	6.00
Human Resources	2.08	2.83	2.83	3.08	0.25
Risk Management	2.37	2.37	2.37	2.37	-
Health/Benefits	1.25	1.25	1.25	1.25	-
HR & RISK MGMT DEPARTMENT TOTAL	5.70	6.45	6.45	6.70	0.25
Law Enforcement	-	-	-	-	-
LAW ENFORCEMENT DEPARTMENT TOTAL	-	-	-	-	-
IT Services	7.00	7.00	7.00	9.00	2.00
IT SERVICES DEPARTMENT TOTAL	7.00	7.00	7.00	9.00	2.00
Library	25.70	25.70	26.70	27.20	0.50
LIBRARY DEPARTMENT TOTAL	25.70	25.70	26.70	27.20	0.50
Parks & Rec Admin	6.00	6.00	6.00	6.00	-
Parks Maintenance	32.80	32.80	33.80	33.80	-
Recreation	42.83	43.03	44.03	45.03	1.00
Golf Operations	-	9.10	9.10	9.10	-
Marina	2.55	2.55	2.55	2.55	-
Stadium	-	-	-	-	-
PARKS & RECREATION DEPT. TOTAL	84.18	93.48	95.48	96.48	1.00
Community Development	7.65	7.65	7.65	7.65	-
Building Services	10.65	10.65	10.65	10.65	-
COMMUNITY DEVELOPMENT. DEPT. TOTAL	18.30	18.30	18.30	18.30	-

FULL-TIME EQUIVALENT (FTE) POSITIONS BY DEPARTMENT CONTINUED					
DEPARTMENT	FINAL BUDGET FY 2022	FINAL BUDGET FY 2023	ESTIMATED BUDGET FY 2024	ADOPTED BUDGET FY 2025	FTE CHG
Stormwater	15.36	15.56	17.43	16.73	(0.70)
Sanitation and Recycling - Administration	6.00	6.40	6.80	7.13	0.33
Sanitation and Recycling - Residential	10.00	10.00	10.00	10.00	-
Sanitation and Recycling - Commercial	5.00	5.00	5.00	5.00	-
Fleet	9.00	9.20	9.40	9.40	-
Streets	9.66	9.76	9.53	9.53	-
Facilities Maintenance	11.68	11.78	13.54	15.54	2.00
PUBLIC WORKS DEPARTMENT TOTAL	66.70	67.70	71.70	73.33	1.63
Engineering	13.14	12.14	12.14	12.84	0.70
Utility Billing	6.00	6.00	6.00	6.00	-
Water- Administration	3.33	3.33	3.33	3.67	0.34
Water- Production	12.00	12.00	13.00	13.00	-
Water- Distribution & Reclaimed	15.63	15.63	15.63	15.63	-
Wastewater- Administration	1.33	1.33	1.33	1.33	-
Wastewater- Treatment	18.00	18.00	18.00	18.00	-
Wastewater- Collection	16.63	16.63	16.63	17.63	1.00
UTILITIES & ENGINEERING DEPARTMENT TOTAL	86.06	85.06	86.06	88.10	2.04
TOTAL CITYWIDE FTE	379.99	392.49	402.49	415.99	13.50
FULL-TIME EQUIVALENT (FTE) POSITIONS BY TYPE					
TYPE	FINAL BUDGET FY 2022	FINAL BUDGET FY 2023	ESTIMATED BUDGET FY 2024	ADOPTED BUDGET FY 2025	FTE CHG
CITYWIDE REGULAR FTE	361.63	373.50	382.00	407.67	25.67
CITYWIDE VARIABLE/ON-DEMAND FTE	18.36	18.99	20.49	8.32	(12.17)
TOTAL CITYWIDE FTE	379.99	392.49	402.49	415.99	13.50
FULL-TIME EQUIVALENT (FTE) POSITIONS BY FUND					
FUND	FINAL BUDGET FY 2022	FINAL BUDGET FY 2023	ESTIMATED BUDGET FY 2024	ADOPTED BUDGET FY 2025	FTE CHG
General Fund	211.32	214.82	219.59	227.42	7.83
Building Fund	10.65	10.65	10.65	10.65	-
CRA Fund	1.75	1.75	1.75	1.75	-
Solid Waste Fund	21.00	21.40	21.80	22.13	0.33
Water/Wastewater Fund	86.06	85.06	86.06	88.10	2.04
Stormwater Fund	15.36	15.56	17.43	16.73	(0.70)
Marina Fund	2.55	2.55	2.55	2.55	-
Golf Operations Fund	-	9.10	9.10	9.10	-
Fleet Fund	9.00	9.20	9.40	9.40	-
Facilities Maintenance Fund	11.68	11.78	13.54	15.54	2.00
Risk Safety Fund	2.37	2.37	2.37	2.37	-
Health Benefits Fund	1.25	1.25	1.25	1.25	-
IT Services Fund	7.00	7.00	7.00	9.00	2.00
TOTAL CITYWIDE FTE	379.99	392.49	402.49	415.99	13.50

PERSONNEL CHANGES BY POSITION							
POSITION	DEPARTMENT	ESTIMATED BUDGET FY 2024	ADOPTED BUDGET FY 2025	FTE IMPACT	FISCAL IMPACT	FUND	COMMENTS
Administrative Assistant	Communication	0.25	0.00	-0.25	\$ (9,012)	General	Department Reclass
	HR & Risk Mgmt	0.75	1.00	0.25	\$ 9,012	General	Department Reclass
Craftworker I	Public Works Facilities	0.00	1.00	1.00	\$ 30,055	Facilities	New Position
Craftworker II	Public Works Facilities	0.00	1.00	1.00	\$ 33,056	Facilities	New Position
Engineer III	Public Works	0.70	0.00	(0.70)	\$ (76,950)	Stormwater	Department Reclass
	Utilities & Eng	0.00	0.70	0.70	\$ 76,950	Water/WW	Department Reclass
Environmental Specialist	Utilities & Eng Wastewater	0.00	1.00	1.00	\$ 87,976	Water/WW	New Position
Firefighter Paramedic	Fire	0.00	6.00	6.00	\$ 466,400	General	New Positions to be funded by the SAFER Grant
Grant Program Coordinator	City Manager	0.00	1.00	0.33	\$ 29,033	General	New Position
				0.33	\$ 29,033	Solid Waste	
				0.34	\$ 29,910	Water/WW	
Librarian	Library	0.00	0.50	0.50	\$ 39,991	General	Position Reclass from Part-time to Full-time
ITS Database Coordinaator	IT Services	0.00	1.00	1.00	\$ 96,783	IT Services	New Position
ITS Network Administrator I	IT Services	0.00	1.00	1.00	\$ 87,977	IT Services	New Position
Park Attendant	Parks & Rec	5.65	5.65	0.00	\$ -	General	Reclass from VOD to Part-Time
Public Services Crew Chief	Public Works Public Services	1.00	1.00	0.00	\$ 12,494	General	Position Reclass
Public Services Field Technician	Public Works Public Services	1.00	1.00	0.00	\$ -	General	Position Reclass
Public Services Maint Assoc III	Public Works Public Services	1.00	1.00	0.00	\$ 8,083	Stormwater	Position Reclass
Recreation Leader PT	Parks & Rec	5.89	5.89	0.00	\$ -	General	Reclass from VOD to Part-Time
Recreation Leader II	Parks & Rec	0.00	1.00	1.00	\$ 60,108	General	New Position
Recreation Technician	Parks & Rec	1.00	1.00	0.00	\$ 6,517	General	Position Reclass
Sanitation Administrative Coordinator	Public Works Sanitation	1.00	1.00	0.00	\$ 5,920	Solid Waste	Position Reclass
Senior Lifeguard	Parks & Rec	0.63	0.63	0.00	\$ -	General	Reclass from VOD to Part-Time
Special Events Programmer	Parks & Rec	1.00	1.00	0.00	\$ 7,892	General	Position Reclass
TV & Seal Truck Operator	Public Works Public Services	1.00	1.00	0.00	\$ 35,951	Stormwater	Position Reclass
CITYWIDE FTE & FISCAL IMPACT		20.87	34.37	13.50	\$ 1,067,179		

IMPACT OF PERSONNEL CHANGES BY FUND					
FUND	ESTIMATED BUDGET FY 2024	ADOPTED BUDGET FY 2025	FTE IMPACT	FISCAL IMPACT	COMMENTS
General Fund	219.59	227.42	7.83	\$ 622,435	
Building Fund	10.65	10.65	0.00	-	
CRA Fund	1.75	1.75	0.00	-	
Solid Waste Fund	21.80	22.13	0.33	34,953	
Water/Wastewater Fund	86.06	88.10	2.04	194,836	
Stormwater Fund	17.43	16.73	-0.70	(32,916)	
Marina Fund	2.55	2.55	0.00	-	
Golf Operations Fund	9.10	9.10	0.00	-	
Fleet Fund	9.40	9.40	0.00	-	
Facilities Maintenance Fund	13.54	15.54	2.00	63,111	
Risk Safety Fund	2.37	2.37	0.00	-	
Health Benefits Fund	1.25	1.25	0.00	-	
IT Services Fund	7.00	9.00	2.00	184,760	
CITYWIDE FTE & FISCAL IMPACT	402.49	415.99	13.50	\$ 1,067,179	

Details on the FY 2025 Personnel Requests and updates on prior year requests can be found in Appendix C of this document.