

CITY OF HOLLYWOOD
COMPREHENSIVE PAY PLAN
2019

SECTION 1. ESTABLISHMENT

There is hereby established a Comprehensive Pay Plan (hereinafter referred to as Compensation Plan) for the City of Hollywood (the "City") for Fiscal Year 2019 (i.e., October 1, 2018 through September 30, 2019), pertaining to all position classifications included in the attached Salary Schedule (i.e., those position classifications not specified elsewhere in existing negotiated collective bargaining agreements, and including provisions for elected officials). All references to Regular Employees in this document refer to Full Time non-represented employees as outlined herein except for Part Time employees identified in Section 28, unless otherwise provided. All references to "All Employees" refer to Regular Full and Part Time Employees.

SECTION 2. COMPOSITION OF SALARY SCHEDULE

- A. Each position classification is assigned a pay grade.
- B. Each pay grade is assigned a salary range.

SECTION 3. MINIMUM ENTRANCE SALARY

- A. Regular Full and Part Time Employees shall be paid in accordance with established salary/hourly ranges for each non-represented position. The City Manager may amend the salary schedule within the fiscal year because of, but not limited to; operational needs, changes in any relevant final orders from the Public Employment Relations Commission regarding bargaining unit clarifications, salary inequities, compression and/or appropriate position classification.
- B. Salary rates for regular Full and Part Time original appointments shall normally be within the first quartile of the pay grade designated for the position classification. When the City is unable to recruit qualified applicants, or when an applicant possesses exceptional qualifications warranting employment above the first quartile, the City Manager or his/her designee (or City Attorney in the case of employees in his/her office) may authorize appointment at a higher amount in the appropriate pay grade. In such cases, the Department/Office Director may seek approval from the City Manager for a higher salary rate, so long as sufficient funds are available in the budget.

SECTION 4. ALL EMPLOYEES COMPENSATION PHILOSOPHY

Salaries and benefits for All Employees in the City will be maintained in a reasonable, innovative and competitive manner in relation to the City's recruitment and retention needs. Notwithstanding the above, salary and benefit increases or reductions for All Employees will be in accordance with the expenditure assumptions included in the City's authorized operating budget.

SECTION 5. ANNUAL SALARY ADJUSTMENT

All Regular Full and Part Time Employees, including the City Commission, may receive a salary adjustment effective the first pay period in October, based on the City Manager's review and the adoption of the City's annual budget by the City Commission. Notwithstanding the foregoing, there shall continue to be no merit increases.

Sworn and Certified non-represented employees' salaries shall progress the same as the sworn or certified bargaining unit employees (i.e.; length of service and COLA, if provided).

SECTION 6. AMENDMENT OF THE PAY PLAN

Prior to the annual submission of the proposed budget to the City Commission, the City Manager shall review the Pay Plan and make appropriate changes based upon a review of the maximum pay ranges, economic conditions, internal/external equities, changes in position duties and responsibilities, and the salaries of the subordinate employees. The City Manager may also make such reviews of the Pay Plan during the fiscal year as he/she may consider advisable. On the basis of the information derived from such review, the City Manager shall approve such amendments as he/she deems necessary to properly maintain the integrity of the Pay Plan. Amendments to the Pay Plan as proposed in this section shall become effective upon the approval of the City Manager. Employee's salaries that are currently below the minimum pay ranges will be raised to the minimum. Those employees whose base pay reaches the maximum will be frozen until the maximums are revised.

SECTION 7. SALARY RANGE FOR ASSISTANT CITY MANAGERS AND DEPARTMENT DIRECTORS

Salary range maximums for Assistant City Managers and Department Directors shall be at least 8% higher than the salary range maximum of their next lower ranked subordinates.

SECTION 8. PERFORMANCE MANAGEMENT

- A. Regular Employees whose positions are not covered by any collective bargaining unit will be evaluated October 1 of each year. This process will not affect the employment and/or promotion anniversary dates of such employees. Failure by the City to conduct an annual job evaluation will not alter the terms or conditions of this Pay Plan.
- B. Regular Employees covered by the Civil Service system who have not completed their initial probationary period will receive their evaluation on their one-year anniversary date.
- C. All Employees whose performance is considered by the City Manager or City Attorney, as the case may be, to be "Below Average" or "Unsatisfactory" may be required to develop and implement an Action Plan to improve their performance. At the end of not more than six months (180 days), they may receive a Special Evaluation. This in no way, however, changes the "at will" employment status of non-civil service employees.

SECTION 9. PROMOTIONS & ADJUSTMENTS

- A. Promotional appointments shall generally be made at not less than 5% and not more than 10%. Any exceptions to the above will only be made with the written consent of the City Manager or City Attorney, as the case may be, provided that the salary granted shall not be below the minimum or above the maximum of the assigned pay grade. All promotional appointments and salary increases shall be made upon the recommendation of the Assistant City Manager/Department Director and the Director of Human Resources, subject to the approval of the City Manager. Salary equity and compression issues will be assessed on a case-by-case basis.
- B. A promoted employee covered by the City's Civil Service system shall serve a six-month probationary period in the new job classification. At the end of the probationary period, the employee shall receive a performance evaluation.
- C. Any employee promoted to Senior Executive, Executive, Management, Technical or Confidential from any bargaining unit, ceases to be covered by any provisions of the collective bargaining agreements. The employee will be covered by the Senior Executive, Executive, Management, Technical and Confidential Pay Plan and the Human Resources Policies and Procedures Manual. Individual employees requesting to sit for a closed competitive examination must be in a full-time permanent Civil Service status or regularly scheduled part-time status.

- D. An employee who is temporarily assigned to a higher classification, or assigned the essential functions of a vacant position, or assigned significant additional responsibilities outside the scope of their classification within the City's Pay Plan, may receive compensation equal to a 5% increase of base salary. However, under extraordinary circumstances, an employee may receive the minimum of the higher classification or a reasonable adjustment based on the assignment and internal equity. These circumstances must be documented and approved by the City Manager.

Assignment compensation shall be given upon the recommendation of the Assistant City Manager/Department Director with the approval of the City Manager or his/her designee. Assignment compensation may only be given in minimum increments of fifteen (15) days up to a maximum of ninety (90) days. An extension beyond the ninety (90) day period must be approved by the City Manager. Assignment compensation will generally be given when there is a vacancy. It will not be given for absences such as short-term vacations or sick leave less than fifteen (15) days. If long term assignment pay of six months or more is expected, an employee may receive an additional 5% increase for a total increase of 10%.

- E. Notwithstanding the above, the City Manager or his/her Designee (or City Attorney in the case of employees in his/her office) shall have the sole discretion to authorize a salary adjustment to address issues of retention, recruitment, salary compression, and reorganization or for other job-related reasons as prescribed by City policy, which is based on industry bench market standards.
- F. The City Manager or City Attorney, as the case may be, is authorized to make and approve changes in salary grades and/or benefits for All Employees throughout the City to prevent salary grade compaction or to insure that relative salary range equity is maintained.

SECTION 10. RECLASSIFICATION AND DEMOTIONS

Reclassification

When a position is moved from an existing class in a lower pay grade to a class in a higher pay grade, the salary of the incumbent shall be adjusted up within the pay grade by the City Manager or his/her designee. All reclassification actions require final approval of the City Manager or his/her designee based upon the initial recommendation of the Department Director, Assistant City Manager/Finance & Administration and the Director of Human Resources.

Demotions

When an action either voluntary or involuntary changes the employees classification from a higher pay grade to a classification in a lower pay grade, the salary of the incumbent may be adjusted down by a minimum of 5% or to the maximum of the new pay grade if the employee's salary is beyond the maximum of the new pay grade. All demotion actions require final approval of the City Manager or his/her designee based upon the initial recommendation of the Assistant City Manager/Department Director and the Director of

Human Resources.

SECTION 11. OVERTIME COMPENSATION

Senior Executive, Executive, Management, and most Legal employees are considered salaried and FLSA exempt employees and are not entitled to overtime payment and/or compensatory time-off. Overtime for Confidential and Technical employees shall be administered according to the Fair Labor Standards Act and the City of Hollywood Policies and Procedures Manual or other City policies.

SECTION 12. INDEMNIFICATION

The City shall defend and indemnify all non-represented employees against any tort, professional liability claim or demand or any and all other legal action, arising out of an alleged act or omission occurring in the performance of employee's duties, unless the employee acted in bad faith, with malicious purpose, or in a manner exhibiting wanton and willful disregard of human rights, safety, or property.

The City will litigate, compromise or settle any such claim or suit and pay the amount of any settlement or judgment rendered thereon. The City, or its insurance carrier, will provide legal representation for Senior Executive, Executive and Legal employees, as deemed appropriate by the City Manager or the City Attorney, as the case may be, for any and all claims, proceedings or lawsuits, related to or arising out of the employee's affiliation with City. Nothing herein is intended to provide indemnification of any act of the employee which is held by a court of competent jurisdiction to constitute a crime under the laws of Florida or the United States or to constitute fraud. Indemnification shall survive the termination of employment.

SECTION 13. EMPLOYMENT AT WILL

Senior Executive, Executive and Legal employees, exempt from the Civil Service System in accordance with Ordinance No.O-2010-30, are employed "at will" and may be terminated at any time, with or without cause, for any reason or for no reason. Upon termination, employees are not entitled to any further payments unless otherwise stipulated in this pay plan.

Upon notice of termination without cause, Senior Executive, Executive and Legal employees exempt from Civil Service shall have the right, but not the obligation, to continue employment with the City for an additional sixty (60) days in exchange for a general release of all claims the employee has or may have against the City, in a form acceptable to the City Attorney.

SECTION 14. TEMPORARY APPOINTMENT

- A. The City Manager may appoint personnel temporarily, or in an acting capacity, provided that background checks have been conducted and excess budgeted funds exist because of past vacancies in authorized employment positions, or within the departmental activity budget that contains the designated position.

- B. Under normal circumstances, temporary employment should not exceed one (1) year. In work units where demand may be cyclical, temporary employment of longer than one (1) year may be approved by the City Manager.
- C. Individuals who are employed temporarily shall be paid the appropriate rate of pay as defined by the City Pay Plan. Earnings received will be subject to Social Security and other normal withholdings.
- D. Temporary employee benefits vary from that of regular full-time employees.

SECTION 15. LONGEVITY INCENTIVE

All regular full-time employees and regularly scheduled part-time employees will receive the following longevity compensation based on continuous years of service with the City:

- 10 years of service 5%
- 15 years of service 3%
- 20 years of service 2%

Longevity compensation may exceed the maximum of an employee’s base salary.

Sworn and Certified non-represented employees’ salaries shall progress based on length of service and they shall receive a cost of living increase similar to or the same as the sworn or certified bargaining unit employees. These employees will not receive longevity compensation.

SECTION 16. TUITION REIMBURSEMENT ASSISTANCE

The City shall reimburse each eligible employee who participates in the Tuition Reimbursement Assistance Program (the "Program"), as set forth herein, up to \$1,800 per fiscal year. The reimbursement is provided based on the class dates as defined in the course catalog and not on the submission date of the receipt.

In furtherance of the Program, the City shall reimburse eligible employees, up to the maximum amount set forth above, as follows:

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|----|----------------------|---|
| A. | Graduate | Benefit |
| | Grade of B or Better | 100% Reimbursement at State tuition rates |
| | Grade of Pass | 100% Reimbursement at State tuition rates |
| | Undergraduate | Benefit |
| | Grade of C or Better | 100% Reimbursement at State tuition rates |
| | Grade of Pass | 100% Reimbursement at State tuition rates |

- B. In order to be considered for Educational Reimbursement, all coursework must be properly approved prior to the beginning of the class by the Department/Office Director and the City Manager or designee.
- C. Any coursework eligible for reimbursement must have a direct relationship to the job requirements of the employee's position.
- D. Reimbursement will be provided for attendance at an accredited college or university. Employees enrolled in a technical or vocational institution shall not be eligible for tuition reimbursement under this program.
- E. Reimbursement will not exceed \$1,800 for any employee in any one fiscal year. Employees shall be eligible to receive reimbursement for books and course fees (other than tuition) subject to the approval of the Department/Office Director and City Manager or designee.
- F. Employees who receive benefits under this program, who voluntarily leave the City's employment within two (2) years of receiving such benefit, shall be responsible for reimbursing the City for the entire cost of this benefit. The employee is responsible for contacting the Office of Human Resources to make appropriate arrangements regarding monies owed. An appeal to waive this requirement shall be directed to Department/Office Director for recommendation subject to the approval of the City Manager or designee.
- G. The availability of the Educational Reimbursement Program is contingent upon sufficient funds within the City's operating budgets during each fiscal year. City reserves the right to discontinue educational reimbursement for any courses not previously approved.

SECTION 17. ANNUAL LEAVE ACCRUAL

- A. Regular full-time employees shall accrue vacation leave as follows:

Senior Executive, Executive, Management, Legal, and Technical level employees shall accrue two hundred (200) hours of vacation leave per vacation year, (the vacation leave year shall begin on October 1st and end on the following September 30th). Employees in these classifications shall be required to utilize eighty (80) hours of vacation during the vacation year for which it is earned or it will be lost at the end of the vacation year (In individual circumstances, the City Manager may determine that vacation that is unable to be used may be paid out rather than lost or may remain in the employee's bank). The remaining days may be carried forward and must be used within fifteen (15) months following the vacation year in which the leave is earned or be liquidated by cash payment at the end of the fifteen (15) month period. Such leave that is liquidated by cash payment shall be paid at the employee's rate of pay when the vacation time was earned. Such leave shall be earned on an accrual basis of 7.69 hours per bi-weekly pay period.

- B. When a Senior Executive, Executive, Management, Legal and Technical Employee are unable to use any portion of the eighty (80) hours of vacation subject to lose provisions, the employee must notify the Department or Office Director before August 1st of that vacation year. The Department or Office Director will have the discretion to either require vacation for the employee to be used before October 1st or follow the procedure below.
- C. The Department or Office Director shall make a request in writing to the City Manager, before August 15th for alternative consideration. The following information must be in the request:
- An explanation of the unique, unforeseen, or unusual circumstances that prevented the Department from allowing the employee time off to utilize eighty (80) hours of vacation.
 - A history of the employee's request for vacation during the vacation year.
 - A review of the employee's use of sick time.
 - The City Manager will review the request (with a copy forwarded to the Human Resources Director) and will either reject or approve the Department's request. Should the City Manager reject the request, the employee will be notified to either use the vacation before October 1st or lose the remaining days according to the Vacation Leave Policy.
 - Should the City Manager approve the request for alternative consideration, the remaining vacation days will be liquidated by cash payment in accordance with the vacation leave policy.
- D. Confidential employees shall accrue vacation leave on a bi-weekly basis according to the following schedule:
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|---------------------------------------|-----------|
| • up to 7 completed years | 80 hours |
| • 7 but less than 10 completed years | 112 hours |
| • 10 but less than 15 completed years | 144 hours |
| • 15 but less than 20 completed years | 160 hours |
| • 20 years and thereafter | 200 hours |
- E. Confidential employees shall be required to use fifty percent (50%) of their vacation accrual but shall not be required to use more than eighty (80) hours during the vacation year for which it is earned or it will be lost at the end of the vacation year. (In individual circumstances, the City Manager may determine vacation that is unused may be paid out rather than lost or may remain in the employee's bank.) Any accrual carried over before payouts were permitted will be paid out at the first available opportunity.
- F. At the end of each vacation year, all Confidential employees with unused vacation may carry over and utilize such unused vacation during the next fifteen (15) month period following the vacation year in which such vacation time was earned. Cash payment of unused vacation time at the end of the fifteen (15) month period will be

limited to 50% of the employee's annual accrued amount. Such leave that is liquidated by cash payment shall be paid at the employee's rate of pay when the vacation time was earned.

- G. For accrual purposes under this policy, City service shall be defined as continuous service within the City regardless of the funding source for paying the wages or salary of the employee.

SECTION 18. PAID HOLIDAYS

All regular full-time and salaried employees shall be granted leave with pay on the following holidays:

- New Year's Day
- Martin Luther King's Birthday
- Presidents Day
- Memorial Day
- Independence Day (Fourth of July)
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day after Thanksgiving
- Christmas Eve
- Christmas Day
- New Year's Eve

Employee's Birthday: The birthday holiday shall be taken at the discretion of the employee with the consent of the supervisor. The holiday shall not be taken more than one (1) week prior to the actual birthday and must be utilized within 365 calendar days following the day it is accrued.

SECTIONS 19. SICK LEAVE ACCRUAL

Regular full-time employees shall accrue sick leave at the rate of eight (8) hours for each calendar month of service. Sick leave shall be allowed to accrue without limit; however, the maximum number of accrued sick leave hours paid at separation shall not exceed 1,200 hours. For an employee who has accrued sick leave hours over 1,200 hours on November 25, 2013, the payout limit shall not exceed the balance accrued as of November 25, 2013.

Upon separation, employees shall receive the below applicable percentage payment for their accrued sick leave in relationship to their overall employment tenure.

Years of Service	Accrued Sick Leave Payout
Less than five (5) years	20% sick leave
Five (5) to ten (10) years	40% sick leave
Ten (10) or more years	80% sick leave

Probationary employees will be allowed to utilize accrued sick leave. When employees have accrued two hundred (200) hours of sick leave, they shall have the option of converting up to forty-eight (48) hours to annual leave for use only. This conversion option will take place during October of each year.

SECTION 20. PERSONAL LEAVE

All regular full-time employees shall accrue forty (40) personal leave hours per fiscal year (the fiscal year shall begin on October 1st and end the following September 30th). Employees hired after October 1 through February 1 will accrue ten (10) less personal leave hours during their first year. Employees hired after February 1 through June 1 will accrue twenty (20) less personal leave hours during their first year. Employees hired after June 1 will not accrue any personal leave during their first personal leave year.

All regular full-time employees must use their personal leave in the same fiscal year in which they are earned unless granted an exception by the City Manager or City Attorney, as the case may be. If an exception is granted, the employee must use the carried over personal leave by the end of the first quarter of the new fiscal year (December 31). Personal leave will not accumulate from year to year and cannot be liquidated by cash payment.

SECTION 21. SERVICE DAYS

All regular full-time employees shall be eligible to request to use one (1) paid day off, or two (2) one-half paid days off, e.g. in two (2) increments of five (5) hours annually to volunteer at a charitable organization or school event (that is scheduled on the employee's normal work day and is of a duration that justifies a full or one-half day off), subject to advance approval by the City and at the sole discretion of the City Manager or City Attorney, as the case may be.

SECTION 22. WIRELESS COMMUNICATION DEVICES

- A. Consistent with the City's Acquisition of Wireless Communication Devices policy, the City Manager or City Attorney, as the case may be, may authorize a wireless phone, a wireless phone stipend or other electronic device to an employee covered by this plan to assist in the performance of his/her duties.

- B. The monthly wireless stipend for Senior Executive positions shall be \$100 and the monthly wireless stipend for Executive/Legal positions shall be \$70.
- C. The City Manager may revise or amend the Acquisition of Wireless Communication Devices policy in his or her discretion without further approval of the City Commission.

SECTION 23. TAKE HOME VEHICLES/VEHICLE ALLOWANCE

- A. Consistent with the City's Take Home Vehicle policy, the City Manager may authorize the assignment of a vehicle. Any use other than portal to portal is subject to approval by the Department Director and the City Manager.
- B. The City accepts no liability for City employees' operation of a vehicle outside the course and scope of employment.
- C. City employees are responsible for purchasing and maintaining automobile liability insurance associated with the use of a "take home" vehicle in amounts sufficient to protect themselves from the risk of using a City "take home" vehicle outside the course and scope of their employment with the City.
- D. The City Manager may revise or amend the vehicle use policy in his or her discretion without further approval of the City Commission.
- E. In lieu of a city take home vehicle, the City Manager/City Attorney may authorize the payment of a vehicle allowance to a Senior Executive, Executive or Legal employee covered by this plan. The monthly vehicle allowance for Senior Executive positions shall be \$500 and the monthly vehicle allowance for Executive/Legal positions shall be \$400.
- F. Any employee with a vehicle allowance will not be provided or permanently assigned to use a City vehicle or allowed to use a pool vehicle except under extraordinary circumstances. Vehicle Allowance benefit will be determined at the sole discretion of the City Manager/City Attorney (for Legal employees).

SECTION 24. PROVISIONS FOR PENSION PLAN MEMBERS

Eligible regular full-time employees shall be members of the respective pension plan based on their position. Pension benefits for members shall be governed, as applicable, by the subsection of Chapter 33 of the Code of Ordinances titled "Employees' Retirement Fund", the subsection of Chapter 33 titled "Firefighter's Pensions and Retirement", and the subsection of Chapter 33 titled "Police Officer's Retirement System".

SECTION 25. CITY PAID LIFE INSURANCE

Upon becoming eligible, all regular full-time employees shall receive term life insurance and accidental death and dismemberment benefits according to the following schedule and at the discretion of the City Manager:

<u>Category</u>	<u>Value</u>
Senior Executive, Executive, Management, Legal and Technical	\$100,000
Confidential	\$ 25,000

The City shall assume the premium costs for each employee's baseline life insurance and accidental death and dismemberment coverage. Employees shall have the option, to the extent possible and allowable by the policy, of purchasing, at the employee's expense, additional amounts of term life/AD&D insurance at group rates.

SECTION 26. HEALTH INSURANCE BENEFITS

The City of Hollywood shall provide health insurance to Senior Executive, Executive, Management, Legal, Technical and Confidential employees and their spouses, eligible partners and eligible dependents. The employee contribution rates are determined annually. The City Manager in his/her sole discretion may change the premium rates, the health insurance benefit levels, the types of health insurance plans offered, and/or the insurance carriers.

SECTION 27. POST- EMPLOYMENT HEALTH INSURANCE BENEFITS

- A. Upon retirement from the City with ten (10) or more years of credited service and eligibility to collect pension payments, Senior Executive, Executive, Management, Legal, Technical and Confidential employees hired prior to October 1, 2002, shall be eligible to continue Individual and Dependent coverage fully paid by the City. The City's plan is secondary for Medicare eligible retirees.
- B. Senior Executive, Executive, Management, Legal, Technical and Confidential employees hired on or after October 1, 2002 but prior to April 6, 2016, who retire from the City with ten (10) or more years of credited service and eligibility to collect pension payments shall be eligible to continue Individual and Dependent health coverage at the same cost terms as an active employee. The City's plan is secondary for Medicare eligible retirees.
- C. Senior Executive, Executive, Management, Legal, Technical and Confidential employees hired on or after April 6, 2016 have the option of continuing under the City's health insurance plan upon reaching retirement eligibility to collect pension payment and having ten (10) or more years of service; however, they shall be

responsible for the entire cost of the premium for themselves and their dependents. The City's plan is secondary for Medicare eligible retirees.

- D. Executive, Management, Legal, Technical and Confidential employees hired or promoted to their Executive, Management, Legal, Technical and Confidential level position prior to June 9, 2003 and who are employed in this category as of December 9, 2009, who separate from the City with ten (10) or more years of credited service but, who are not immediately eligible to collect City pension payments shall be eligible to return for coverage under the City's health plan when they begin collecting City pension payments and shall have their Individual and Dependent coverage health premiums paid in accordance with the premium schedule above for retired employees. The City's plan is secondary for Medicare eligible retirees.
- E. Senior Executive, Executive, Management, Legal, Technical and Confidential employees retiring with a duty disability shall receive health benefits for him/herself and dependent(s) coverage fully paid by the City. Only employees hired prior to April 6, 2016 receiving non-duty disability will receive health insurance for themselves fully paid by the City, provided they have ten (10) years of credited service prior to retirement however; they shall be responsible for paying the full cost for dependent health care. The City's plan is secondary for Medicare eligible retirees.
- F. Senior Executive, Executive, Management, Legal, Technical and Confidential employees hired on or after April 6, 2016 who receive a non-disability retirement shall be responsible for the entire cost of the premium for themselves and their dependents. The City's plan is secondary for Medicare eligible retirees.
- G. Upon the death of an active or retired Senior Executive, Executive, Management, Legal, Technical or Confidential employee who was employed as of December 9, 2009, and with ten years of credited service, covered dependent(s) may continue to receive health coverage under the City's plan. Covered dependent(s) will be charged the same rate as the then active Senior Executive, Executive, Management, Legal, and Technical and Confidential employee, based on the hire date of the deceased employee/retiree. The City's plan will be secondary for Medicare eligible retirees.
- H. In all circumstances, when the retiree or the retiree's eligible dependents become medicare eligible, the City's plan is secondary.

SECTION 28. PART-TIME EMPLOYMENT

- A. Part-time Employees shall be paid hourly wages in bi-weekly increments. Part-time Employees may receive an annual salary adjustment, if specified in the Annual Comprehensive Pay Plan.

- B. Non-seasonal part-time employees, whose positions are not covered by any collective bargaining unit, will be evaluated October 1 of every year. Failure by the City to conduct an annual job evaluation will not alter the terms or conditions of this Pay Plan.
- C. Effective April 1, 2014, regularly scheduled non-seasonal part-time employees, who average at least thirty (30) hours or more of work per week shall, after a 60 day waiting period, be eligible for the following benefits:
- Sick Leave: three quarters (75%) of the sick leave accruals for full-time employees.
 - Vacation Leave: three quarters (75%) of the vacation leave accruals for full-time employees.
 - Holidays: eight (8) holidays and the Employee's Birthday.
 - Bereavement Leave.
 - Health Insurance: these employees shall be eligible for the City's health insurance coverage, on the 1st of the month after the 60 day waiting period has expired. The City shall pay one-half the premium equivalent of the coverage selected (which may change from year to year). The employee shall be responsible for one-half the appropriate premium equivalent.
 - A Health Reimbursement Account comparable to full-time employees.
 - A (non-matching) City contribution to a deferred comp 457 plan in the amount of \$1,000.00 to be paid annually on the employee's anniversary date of hire.
- D. Effective on April 1, 2014, regularly scheduled non-seasonal part-time employees who average more than 15 hours per week but less than thirty (30) hours of work per week shall, after a 60 day waiting period, be eligible for the following benefits:
- Sick Leave: fifty percent (50%) of the sick leave accruals for full-time employees.
 - Vacation Leave: fifty percent (50%) of the vacation leave accruals for full-time employees.
 - Holidays: five (5) holidays and the Employee's Birthday.
 - Bereavement Leave.
 - A (non-matching) City contribution to a deferred comp 457 plan in the amount of \$1,000.00 to be paid annually on the employee's anniversary date of hire.
 - An AFLAC insurance plan (hospital indemnity plus accident) offered to the City as Option 3 or a plan that is substantially equivalent thereto in the amount of \$500.00 annually.

SECTION 29. CONTRACT EMPLOYEES

The City Manager may outsource current job positions if he/she determines in his/her sole discretion that outsourcing saves the City money, improves service quality and/or increases efficiency, subject to the City's Code.

SECTION 30. MISCELLANEOUS PROVISIONS

- A. Upon the sole discretion of the City Manager, non-represented sworn regular employees of the Fire Rescue and Police Departments may be eligible to receive benefits at least equal, in the City Manager's judgment, to the generally prevailing salary incentives for respective Fire and Police Collective Bargaining Units, subject to availability of funds. In the sole discretion of the City Manager, other Regular Employees may be eligible to receive AFSCME contract benefits, if any, which the City Manager may conclude exceed the level of non-represented benefits.
- B. Other benefits currently in place for All Employees that are not addressed within this Pay Plan will remain unchanged, except by action of the City Commission amending this Comprehensive Pay Plan.
- C. This Comprehensive Pay Plan is the complete plan and supersedes all previously established pay plans.

SECTION 31. ELECTED OFFICIALS' BENEFITS

- A. Pension. The Mayor and City Commissioners may participate in the Florida Retirement System ("FRS"). For any Elected Official who is ineligible to participate in FRS, the City, in lieu of making a contribution to FRS, shall make a contribution for each month the Elected Official is in office, on the Non-FRS Elected Official's behalf, in the amount it contributes to FRS on behalf of each other Elected Official to an authorized 401, 457 and/or individual retirement account (IRA), or any other legal deferred compensation, annuity plan and/or retirement-related tax sheltered plan as may be designated by the Non-FRS Elected Official in accordance with, and subject to the limits of, applicable federal and state law, and such contribution shall be retroactive to the date that the Elected Official took office.
- B. Insurance. The Mayor and City Commissioners shall receive the same insurance (health, dental, life & LTD) as Senior Executive positions. The city will cover the full cost for employee and dependent medical insurance.
- C. Technology. The Mayor and City Commissioners shall receive the same technology benefits; i.e., wireless stipend, as Senior Executive positions.

FY 2019 Pay Plan - Salary Schedule

Position	Pay Grade	Classification	FLSA Status	Civil Service Y/N	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
Legal Secretary	3	Confidential	N	Y	\$ 40,071.50	\$ 64,114.40	19.27	30.82
Administrative Assistant II	4	Confidential	N	Y	\$ 42,876.51	\$ 68,602.41	20.61	32.98
Budget Support Technician	4	Technical	N	Y	\$ 42,876.51	\$ 68,602.41	20.61	32.98
Procurement Services Technician	4	Technical	N	Y	\$ 42,876.51	\$ 68,602.41	20.61	32.98
Human Resources Technician	4	Technical	N	Y	\$ 42,876.51	\$ 68,602.41	20.61	32.98
Paralegal	5	Confidential	N	Y	\$ 45,877.86	\$ 73,404.58	22.06	35.29
Special Projects Data Analyst	5	Technical	N	Y	\$ 45,877.86	\$ 73,404.58	22.06	35.29
Accreditation Program Manager	6	Management	E	Y	\$ 49,089.31	\$ 78,542.90	23.60	37.76
Chief Assistant To The Mayor	6	Management	E	Y	\$ 49,089.31	\$ 78,542.90	23.60	37.76
Executive Assistant	6	Management	E	Y	\$ 49,089.31	\$ 78,542.90	23.60	37.76
Human Resource Analyst	6	Management	E	Y	\$ 49,089.31	\$ 78,542.90	23.60	37.76
Management Budget Analyst	6	Management	E	Y	\$ 49,089.31	\$ 78,542.90	23.60	37.76
Risk Management Analyst	6	Management	E	Y	\$ 49,089.31	\$ 78,542.90	23.60	37.76
Teacher	6	Management	E	Y	\$ 49,089.31	\$ 78,542.90	23.60	37.76
Human Resources Officer	7	Management	E	Y	\$ 52,525.56	\$ 84,040.90	25.25	40.40
Sr Human Resources and Risk Management Acct Analyst	7	Management	E	Y	\$ 52,525.56	\$ 84,040.90	25.25	40.40
Sr Management Budget Analyst	7	Management	E	Y	\$ 52,525.56	\$ 84,040.90	25.25	40.40
Collections Attorney	8	Legal	E	Y	\$ 56,202.35	\$ 89,923.76	27.02	43.23
Municipal Prosecutor I	8	Legal	E	Y	\$ 56,202.35	\$ 89,923.76	27.02	43.23
Emergency Operations Coordinator	9	Management	E	Y	\$ 60,136.52	\$ 96,218.43	28.91	46.26
Grants and Special Projects Manager	9	Management	E	Y	\$ 60,136.52	\$ 96,218.43	28.91	46.26
Human Resources Administrator	9	Management	E	Y	\$ 60,136.52	\$ 96,218.43	28.91	46.26
Procurement Manager	9	Management	E	Y	\$ 60,136.52	\$ 96,218.43	28.91	46.26
Public Information Manager - Police	9	Management	E	Y	\$ 60,136.52	\$ 96,218.43	28.91	46.26
Budget Officer	10	Management	E	Y	\$ 64,346.07	\$ 102,953.72	30.94	49.50
Deputy City Clerk	10	Management	E	Y	\$ 64,346.07	\$ 102,953.72	30.94	49.50
Fiscal Affairs Manager	10	Management	E	Y	\$ 64,346.07	\$ 102,953.72	30.94	49.50

Position	Pay Grade	Classification	FLSA Status	Civil Service Y/N	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
Fire Rescue Business and Compliance Manager	10	Management	E	Y	\$ 64,346.07	\$ 102,953.72	30.94	49.50
Municipal Prosecutor II	10	Legal	E	N	\$ 64,346.07	\$ 102,953.72	30.94	49.50
Accounting Systems Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Assistant Building Official	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Assistant City Attorney	11	Legal	E	N	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Budget Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Communications Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Community Development Division Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Corridor Redevelopment Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Economic Development Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Helpdesk Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Manager, Network and Server Operations	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Parking Administrator	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Planning Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Risk Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Systems and Programming Manager	11	Management	E	Y	\$ 68,850.30	\$ 110,160.48	33.10	52.96
Division Director, Real Estate	12	Management	E	Y	\$ 73,669.82	\$ 117,871.71	35.42	56.67
Assistant Director, Development Services	13	Executive	E	Y	\$ 79,563.40	\$ 127,301.45	38.25	61.20
Assistant Director, Information Technology	13	Executive	E	Y	\$ 79,563.40	\$ 127,301.45	38.25	61.20
Assistant Director, Parks, Recreation & Cultural Arts	13	Executive	E	Y	\$ 79,563.40	\$ 127,301.45	38.25	61.20
Assistant Director, Procurement & Contract Compliance	13	Executive	E	Y	\$ 79,563.40	\$ 127,301.45	38.25	61.20
Assistant Director, Public Utilities	13	Executive	E	Y	\$ 79,563.40	\$ 127,301.45	38.25	61.20
Assistant Director, Public Works	13	Executive	E	Y	\$ 79,563.40	\$ 127,301.45	38.25	61.20

Position	Pay Grade	Classification	FLSA Status	Civil Service Y/N	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
Division Director, General Accounting	13	Management	E	Y	\$ 79,563.40	\$ 127,301.45	38.25	61.20
Division Director, Treasury	13	Management	E	Y	\$ 79,563.40	\$ 127,301.45	38.25	61.20
Assistant Director, Budget and Financial Services	14	Executive	E	Y	\$ 85,928.48	\$ 137,485.56	41.31	66.10
Assistant Director, Human Resources	14	Executive	E	Y	\$ 85,928.48	\$ 137,485.56	41.31	66.10
Chief Building Official	14	Management	E	Y	\$ 85,928.48	\$ 137,485.56	41.31	66.10
City Engineer	14	Executive	E	Y	\$ 85,928.48	\$ 137,485.56	41.31	66.10
Code Enforcement Manager	14	Management	E	Y	\$ 85,928.48	\$ 137,485.56	41.31	66.10
Deputy Director, Public Utilities – Finance	14	Executive	E	Y	\$ 85,928.48	\$ 137,485.56	41.31	66.10
Deputy Director, Public Utilities – Operations	14	Executive	E	Y	\$ 85,928.48	\$ 137,485.56	41.31	66.10
Deputy Director, Public Works	14	Executive	E	Y	\$ 85,928.48	\$ 137,485.56	41.31	66.10
Public Safety Legal Advisor	14	Legal	E	N	\$ 85,928.48	\$ 137,485.56	41.31	66.10
Senior Assistant City Attorney	14	Legal	E	N	\$ 85,928.48	\$ 137,485.56	41.31	66.10
City Clerk	15	Executive	E	N	\$ 92,802.75	\$ 148,484.41	44.62	71.39
Director, Parks Recreation and Cultural Arts	15	Executive	E	N	\$ 92,802.75	\$ 148,484.41	44.62	71.39
Director, Procurement and Contract Compliance	15	Executive	E	N	\$ 92,802.75	\$ 148,484.41	44.62	71.39
Director, Communications, Marketing and Economic Development	15	Executive	E	N	\$ 92,802.75	\$ 148,484.41	44.62	71.39
Chief Civic Affairs Officer	16	Executive	E	N	\$ 100,226.97	\$ 160,363.16	48.19	77.10
Chief Development Officer	16	Executive	E	N	\$ 100,226.97	\$ 160,363.16	48.19	77.10
Deputy City Attorney	16	Legal	E	N	\$ 100,226.97	\$ 160,363.16	48.19	77.10
Chief Litigation Counsel	16	Legal	E	N	\$ 100,226.97	\$ 160,363.16	48.19	77.10
Director, Human Resources	17	Executive	E	N	\$ 108,245.13	\$ 173,192.21	52.04	83.27
Director, Development Services	17	Executive	E	N	\$ 108,245.13	\$ 173,192.21	52.04	83.27
Director, Information Technology	17	Executive	E	N	\$ 108,245.13	\$ 173,192.21	52.04	83.27

Position	Pay Grade	Classification	FLSA Status	Civil Service Y/N	Annual Minimum	Annual Maximum	Hourly Minimum	Hourly Maximum
Director, Public Utilities	17	Executive	E	N	\$ 108,245.13	\$ 173,192.21	52.04	83.27
Director, Public Works	17	Executive	E	N	\$ 108,245.13	\$ 173,192.21	52.04	83.27
Director, Financial Services	18	Executive	E	N	\$ 116,904.74	\$ 187,047.59	56.20	89.93
Fire Chief	18	Executive	E	N	\$ 116,904.74	\$ 187,047.59	56.20	89.93
Police Chief	18	Executive	E	N	\$ 116,904.74	\$ 187,047.59	56.20	89.93
Assistant City Manager - Finance & Administration	19	Senior Executive	E	N	\$ 126,257.12	\$ 202,011.40	60.70	97.12
Assistant City Manager - Public Safety	19	Senior Executive	E	N	\$ 126,257.12	\$ 202,011.40	60.70	97.12
Assistant City Manager - Sustainable Development	19	Senior Executive	E	N	\$ 126,257.12	\$ 202,011.40	60.70	97.12

FIRE NON-REPRESENTED PAY PLAN

**Fiscal Year 2019 - Effective October 8, 2018
(3.0% Adjustment)**

Years of Service	Battalion Chief	Fire Division Chief/Fire Marshall	Deputy Fire Chief
12	\$130,748.80	\$137,280.00	\$144,144.00
15	\$139,900.80	\$146,899.60	\$154,252.80
20	\$142,688.00	\$149,843.20	\$157,310.40

POLICE NON-REPRESENTED PAY PLAN

**Fiscal Year 2018 - Effective October 8, 2018
(3.0% Adjustment)**

Years of Service	Major	Assistant Chief
16	\$146,889.60	\$154,252.80
20	\$150,571.20	\$158,100.80