

RESOLUTION NO. 2025-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PINELLAS PARK, PINELLAS COUNTY, FLORIDA, PROVIDING FOR REVISIONS TO THE CLASSIFICATION AND PAY PLAN; PROVIDING FOR AN INCREASE IN THE WAGE RATE PROVIDED TO EMPLOYEES COVERED BY THE CITY OF PINELLAS PARK CLASSIFICATION AND PAY PLAN; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Pinellas Park wishes to provide competitive rates of pay for employees in non-bargaining unit positions; and

WHEREAS, the City wishes to maintain a Classification and Pay Plan that aligns with the 2025-2026 Annual Budget; and

WHEREAS, the 2025-2026 budget provides for salary adjustments for positions not included in the bargaining units.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF PINELLAS PARK, PINELLAS COUNTY, FLORIDA, AS FOLLOWS:

SECTION 1: That the City Council does hereby authorize revisions to the City of Pinellas Park Classification and Pay Plan for positions not included in bargaining units, attached hereto as EXHIBIT “A” and made a part hereof by this reference, for all eligible employees.

SECTION 2: The rates, as listed in EXHIBIT “A”, represent an increase in the minimum and maximum rates of 3.0% over the October 1, 2024 through September 30, 2025 Classification and Pay Plan, rounded and adjusted to maintain the internal integrity of the pay plan.

SECTION 3: That effective with the first day of the pay period that includes October 1, 2025, the hourly wage rate for each employee working in such positions shall be increased by 5.0%. Employees receiving pay increases shall not exceed the maximum rate of pay for the classification. Employees in non-bargaining unit positions who, as of October 1, 2025, have 20-24 years of continuous city service will receive a 2.5% longevity pay incentive added to their base hourly rate. Employees in non-bargaining unit positions who, as of October 1, 2025, have 25 or more years of continuous city service will instead receive a 5.0% longevity pay incentive added to their base hourly rate.

SECTION 4: That this Resolution shall be in full force and effective immediately after its adoption and approval in the manner provided by law.

ADOPTED THIS _____, DAY OF _____, 2025.

AYES:

NAYS:

ABSENT:

ABSTAIN:

APPROVED THIS _____, DAY OF _____, 2025.

Sandra L. Bradbury
MAYOR

ATTEST:

Jennifer R. Carfagno, MMC
CITY CLERK

EXHIBIT A

**CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN
Effective October 1, 2025**

*5% General Wage Increase
(Minimum and Maximum increased by 3%)*

GRADE	EXEMPT OR NONEXEMPT	CLASSIFICATION	MINIMUM	MAXIMUM
10	NE	City Apprentice	\$15.9887 \$1,279.10 \$33,256.60	\$24.3287 \$1,946.30 \$50,603.80
11	NE	Cashier	\$16.3884	\$24.9369
	NE	Lifeguard	\$1,311.07	\$1,994.95
	NE	Swimming Pool Cashier	\$34,087.82	\$51,868.70
12	NE	Administrative Clerk	\$16.7981	\$25.5603
	NE	Custodial Worker	\$1,343.85	\$2,044.82
	NE	Library Clerk	\$34,940.10	\$53,165.32
	NE	Mail Clerk		
13	NE	Water Safety Instructor	\$17.2181	\$26.1993
	NE	Recreation Assistant <i>(Temporary/Seasonal or less than 20 hrs)</i>	\$1,377.45 \$35,813.70	\$2,095.94 \$54,494.44
14	NE	Library Assistant	\$17.6486	\$26.8543
	NE	Staff Assistant	\$1,411.89 \$36,709.14	\$2,148.34 \$55,856.84
15	NE	Agricultural Assistant	\$18.0898	\$27.5257
	NE	Customer Service Representative	\$1,447.18	\$2,202.06
	NE	Head Lifeguard	\$37,626.68	\$57,253.56
	NE	Office Specialist		
	NE	Police Records Technician		
	NE	Recreation Instructor		
	NE	Switchboard Operator		
16	NE	School Crossing Guard	\$18.5420 \$1,483.36 \$38,567.36	\$28.2138 \$2,257.10 \$58,684.60
17	NE	Accounting Clerk	\$19.0056	\$28.9191
	NE	Neighborhood Services Technician	\$1,520.45	\$2,313.53
	NE	Planning & Development Svcs. Technician	\$39,531.70	\$60,151.78
	NE	Purchasing Technician		
	NE	Sr. Library Assistant		
	NE	Sr. Utility Meter Reader		
18	NE	Debris Maintenance Technician	\$19.4807 \$1,558.46 \$40,519.96	\$29.6421 \$2,371.37 \$61,655.62

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19	NE	Sr. Customer Service Representative	\$19.9677	\$30.3832
	NE	Sr. Police Records Technician	\$1,597.42	\$2,430.66
	NE	Sr. Staff Assistant	\$41,532.92	\$63,197.16
20	NE	Building Development Technician	\$20.4669	\$31.1428
	NE	Fire Services Technician	\$1,637.35	\$2,491.42
	NE	Firefighter Recruit	\$42,571.10	\$64,776.92
	NE	Police Officer Recruit		
	NE	Records Management Specialist		
21	NE	Accounting Technician	\$20.9786	\$31.9214
	NE	Finance Assistant	\$1,678.29	\$2,553.71
	NE	Human Resources Assistant	\$43,635.54	\$66,396.46
	NE	Planning Specialist		
22	NE	Police Services Specialist	\$21.5031	\$32.7194
			\$1,720.25	\$2,617.55
			\$44,726.50	\$68,056.30
24	NE	Human Resources Specialist	\$22.5917	\$34.3758
	NE	Permit Coordinator	\$1,807.34	\$2,750.06
	NE	Police Records Specialist	\$46,990.84	\$71,501.56
25	NE	Business Compliance Specialist	\$23.1565	\$35.2352
	NE	Community Compliance Specialist	\$1,852.52	\$2,818.82
			\$48,165.52	\$73,289.32
26	NE	Billing & Collection Specialist	\$23.7354	\$36.1161
	NE	Communications & Marketing Specialist	\$1,898.83	\$2,889.29
	NE	Events Specialist	\$49,369.58	\$75,121.54
	NE	Neighborhood Services Coordinator		
27	NE	CADD Technician	\$24.3288	\$37.0190
			\$1,946.30	\$2,961.52
			\$50,603.80	\$76,999.52
28	NE	Executive Assistant	\$24.9370	\$37.9445
	NE	Fire Prevention Specialist	\$1,994.96	\$3,035.56
	NE	IT Application Support Specialist	\$51,868.96	\$78,924.56
	NE	Law Enforcement Data Analyst		
	NE	Purchasing Coordinator		
29	NE	Recreation Programming Coordinator	\$25.5604	\$38.8931
	NE	Victim Assistance Coordinator	\$2,044.83	\$3,111.45
			\$53,165.58	\$80,897.70

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30	NE	Community Services Analyst	\$26.1994	\$39.8654
	NE	Human Resources Coordinator	\$2,095.95	\$3,189.23
	NE	IT GIS & Application Support Specialist	\$54,494.70	\$82,919.98
	NE	Public Works Foreman/Forewoman		
31	NE	Associate Planner	\$26.8544	\$40.8620
	NE	Transportation & Stormwater Analyst	\$2,148.35	\$3,268.96
			\$55,857.10	\$84,992.96
32	NE	Building Dev Inspector	\$27.5258	\$41.8836
	NE	Building Dev Plans Exam/Inspector	\$2,202.06	\$3,350.69
	NE	Building Dev Plans Examiner	\$57,253.56	\$87,117.94
35	NE	Community Risk Reduction Coordinator	\$29.6422	\$45.1041
	E	Aquatics Supervisor	\$2,371.38	\$3,608.33
	E	Economic Development Coordinator	\$61,655.88	\$93,816.58
	E	Grants Coordinator		
	E	Librarian		
	E	Management & Budget Analyst		
	E	Planning Coordinator		
36	E	Central Records Supervisor	\$30.3833	\$46.2317
	E	Police Records Supervisor	\$2,430.66	\$3,698.54
	E	Purchasing Supervisor	\$63,197.16	\$96,162.04
	E	Risk & Safety Coordinator		
37	NE	Network Systems Analyst	\$31.1429	\$47.3875
	E	Accountant	\$2,491.43	\$3,791.00
	E	Billing & Collections Supervisor	\$64,777.18	\$98,566.00
	E	Events Manager		
	E	Facilities Maintenance Supervisor		
	E	Fleet Supervisor		
	E	Public Relations & Media Supervisor		
	E	Public Works Supervisor		
	E	Recreation Program Manager		
	E	Sr. Human Resources Analyst		
	E	Sr. Planner		
	E	Utility Services Coordinator		
38	E	Building Dev Inspection Supervisor	\$31.9215	\$48.5722
	E	Building Dev Services Supervisor	\$2,553.72	\$3,885.78
	E	Community Compliance Supervisor	\$66,396.72	\$101,030.28
	E	Sr. Librarian		

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39	E	GIS Coordinator	\$32,719.5	\$49,786.5
	E	IT Application Analyst	\$2,617.56	\$3,982.92
	E	IT Digital Media Coordinator	\$68,056.56	\$103,555.92
41	E	IT Network Security Analyst	\$34,375.9	\$52,307.0
	E	Sr. Application/Programmer Analyst	\$2,750.07	\$4,184.56
	E	Sr. Network Systems Analyst	\$71,501.82	\$108,798.56
42	E	Accounting Manager	\$35,235.3	\$53,614.7
	E	Assistant Building Official	\$2,818.82	\$4,289.18
	E	Community Engagement Program Manager	\$73,289.32	\$111,518.68
	E	Community Services Manager		
	E	Deputy Fire Marshal		
	E	Development Review Manager		
	E	Emergency Management Manager		
	E	Fleet Manager		
	E	Human Resources Manager		
	E	Long Range Planning Manager		
	E	Management & Budget Manager		
	E	Project Manager		
	E	Public Works Manager		
	E	Utility Billing Manager		
46	E	Fire Administrative Services Director	\$38,893.2	\$59,180.6
			\$3,111.46	\$4,734.45
			\$80,897.96	\$123,095.70
48	E	Library Director	\$40,862.1	\$62,176.6
	E	Risk & Emergency Management Director	\$3,268.97	\$4,974.13
			\$84,993.22	\$129,327.38
49	E	Building Development Director	\$41,883.7	\$63,731.0
	E	Information Technology Director	\$3,350.70	\$5,098.48
	E	Public Relations & Media Director	\$87,118.20	\$132,560.48
	E	Purchasing Director		
	E	Transportation & Stormwater Director		
	E	Utilities Director		
51	E	Planning & Development Services Director	\$44,004.1	\$66,957.4
			\$3,520.33	\$5,356.59
			\$91,528.58	\$139,271.34

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52	E	Assistant Community Dev. Administrator	\$45.1042	\$68.6313
	E	Assistant Finance Administrator	\$3,608.34	\$5,490.50
	E	Assistant Human Resources Administrator	\$93,816.84	\$142,753.00
	E	Assistant Information Technology Administrator		
	E	Assistant Leisure Services Administrator		
	E	Assistant Public Works Administrator		
54	NE	City Engineer	\$47.3876	\$72.1058
			\$3,791.01	\$5,768.46
			\$98,566.26	\$149,979.96
59	E	Community Development Administrator	\$53.6148	\$81.5811
	E	Finance Administrator	\$4,289.18	\$6,526.49
	E	Govn. Relations/Communications Administrator	\$111,518.68	\$169,688.74
	E	Human Resources Administrator		
	E	Information Technology Administrator		
	E	Leisure Services Administrator		
	E	Management & Budget Administrator		
	E	Public Works Administrator		
90	E	Deputy City Clerk	\$36.7235	\$56.1052
			\$2,937.88	\$4,488.42
			\$76,384.88	\$116,698.92
95	E	Assistant City Manager	\$60.6603	\$92.3013
			\$4,852.82	\$7,384.10
			\$126,173.32	\$191,986.60
101	E	District Fire Chief (56 hour work week)	\$36.4646	\$49.2272
			\$4,084.04	\$5,513.45
			\$106,185.04	\$143,349.70
102	E	Division Chief - EMS	\$53.6032	\$72.3643
	E	Division Chief - Training	\$4,288.26	\$5,789.14
			\$111,494.76	\$150,517.64
103	E	Deputy Fire Chief	\$54.9433	\$74.1735
			\$4,395.46	\$5,933.88
			\$114,281.96	\$154,280.88

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GRADE	EXEMPT OR NONEXEMPT	CLASSIFICATION	MINIMUM	MAXIMUM
200	E	Police Lieutenant	\$53,567.80 \$4,285.42 \$111,420.92	\$72,316.50 \$5,785.32 \$150,418.32
201	E	Police Major	\$54,907.00 \$4,392.56 \$114,206.56	\$74,124.50 \$5,929.96 \$154,178.96
202	E	Deputy Police Chief	\$56,279.70 \$4,502.38 \$117,061.88	\$78,791.60 \$6,303.33 \$163,886.58
203	E	Fire Chief	\$57,686.70	\$86,530.10
	E	Police Chief	\$4,614.94 \$119,988.44	\$6,922.41 \$179,982.66

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<i>5% General Wage Increase</i>				
98	E	* City Clerk		\$123,292.58
99	E	** City Manager		\$227,750.74
		10% 457 Retirement Contribution		<u>\$22,775.07</u>
		Total		\$250,525.81
		*** City Council Member		\$27,665.73
		*** Vice-Mayor		
		*** Mayor		\$31,921.98

- * *Established by City Council per City Charter*
 ** *Established by City Council per Employment Contract*
 *** *Established by City Ordinance*