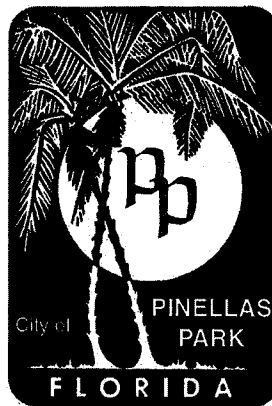


City of
PINELLAS PARK

5141 78TH AVE. • P.O. BOX 1100
PINELLAS PARK, FL 33780-1100



FLORIDA

PHONE • (727) 369-0700
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Please Respond To:

James W. Denhardt, City Attorney
Lauren Christ Rubenstein, Assistant City Attorney
Denhardt and Rubenstein, Attorneys at Law
2700 First Avenue North
St. Petersburg, Florida 33713
(727) 327-3400 - Telephone
(727) 323-0888 - Facsimile

September 5, 2019

Ms. Kathy Johnson
Staffing & Benefits Director
City of Pinellas Park
P.O. Box 1100
Pinellas Park, Florida 33780

RE: City Document #19-279
2019-2020 Budget Resolution

Dear Ms. Johnson:

We have received the proposed Resolution for revisions to the Classification and Pay Plan, including the Exhibits, and would approve of the same as to form and correctness.

Very truly yours,

James W. Denhardt
City Attorney

cc: Doug Lewis, City Manager
Diane M. Corna, MMC, City Clerk
Patrick Murphy, Deputy City Manager
Lisa Hendrickson, Human Resources Administrator

JWD/dh

19-279.09052019.LKJ.2019-20 Budget Resolution.wpd



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RESOLUTION NO. 19-

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 Council 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 with position titles that align with the 2019-2020 Annual Budget; and

WHEREAS, the 2019-2020 budget provides for salary adjustments for positions not included in 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 ONE: 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 TWO: That the classification titles in the City of Pinellas Park Classification and Pay Plan will align with the position titles in the 2019-2020 Annual Budget.

SECTION THREE: The rates, as listed in Exhibit "A", represent an increase in the minimum and maximum rates of pay of 2.0% over the October 1, 2018 through September 30, 2019 Classification and Pay Plan, rounded and adjusted to maintain the internal integrity of the pay plan.

SECTION FOUR: That effective with the first day of the pay period that includes October 1, 2019, the hourly wage rate for each employee working in such positions shall be increased by 4.0%.

Employees receiving pay increases shall not exceed the maximum rate of pay for the classification. Employees at the maximum of the pay range will receive a one-time 4.0% longevity pay out of base pay. Employees whose pay rate is currently within 4.0% of the maximum shall be brought up to the maximum pay rate and receive a one-time longevity pay out of base pay for the remaining amount not to exceed 4.0%.

SECTION FIVE: 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 _____, 2019.

AYES:

NAYS:

ABSENT:

ABSTAIN:

APPROVED THIS _____ DAY OF _____, 2019.

Sandra L. Bradbury
MAYOR

ATTEST:

Diane M. Corna, MMC
CITY CLERK

CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN
Effective October 1, 2019
Per the 2019-2020 Annual Budget

Exhibit A

Section I: Non-Exempt, Non-Union Positions

*4% General Wage Increase
(Minimum and Maximum increased by 2%)*

GRADE	CLASSIFICATION	MINIMUM	MAXIMUM
4	Library Clerk	\$11.8314	\$18.0028
	Lifeguard	\$946.51	\$1,440.22
	Swimming Pool Cashier	\$24,609.26	\$37,445.72
	Water Safety Instructor		
	Cashier		
	Custodial Worker		
8	Head Lifeguard	\$13.0597	\$19.8719
	Library Assistant	\$1,044.78	\$1,589.75
	Purchasing Clerk	\$27,164.28	\$41,333.50
9	Mail Clerk	\$13.3864	\$20.3687
	School Crossing Guard	\$1,070.91	\$1,629.50
		\$27,843.66	\$42,367.00
10	Senior Library Assistant	\$13.7210	\$20.8779
	Recreation Assistant	\$1,097.68	\$1,670.23
	<i>(Temporary/Seasonal or less than 20 hrs)</i>	\$28,539.68	\$43,425.98
11	Administrative Clerk	\$14.0640	\$21.4000
		\$1,125.12	\$1,712.00
		\$29,253.12	\$44,512.00
13	Customer Service Representative	\$14.7760	\$22.4834
	Switchboard Operator	\$1,182.08	\$1,798.67
		\$30,734.08	\$46,765.42
14	Staff Assistant	\$15.1453	\$23.0454
	Firefighter Cadet	\$1,211.62	\$1,843.63
		\$31,502.12	\$47,934.38
15	Office Specialist	\$15.5240	\$23.6215
		\$1,241.92	\$1,889.72
		\$32,289.92	\$49,132.72

CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN

Effective October 1, 2019

Per the 2019-2020 Annual Budget

Section I: Non-Exempt, Non-Union Positions

4% General Wage Increase
(Minimum and Maximum increased by 2%)

GRADE	CLASSIFICATION	MINIMUM	MAXIMUM
16	Building Dev Technician	\$15.9120 \$1,272.96 \$33,096.96	\$24.2119 \$1,936.95 \$50,360.70
17	Accounting Clerk	\$16.3099	\$24.8171
	Economic Development Technician	\$1,304.79	\$1,985.37
	Lead Records Center Technician	\$33,924.54	\$51,619.62
	Purchasing Technician		
	Community Services Technician		
	Senior Administrative Clerk		
	Senior Customer Service Representative		
18	Police Services Clerk	\$16.7176	\$25.4378
	Public Works Clerk	\$1,337.41 \$34,772.66	\$2,035.02 \$52,910.52
19	Accounting Technician	\$17.1354	\$26.0736
	Finance Assistant	\$1,370.83	\$2,085.89
	Senior Staff Assistant	\$35,641.58	\$54,233.14
20	Building Dev Sr Technician	\$17.5638	\$26.7254
	Fire Services Technician	\$1,405.10	\$2,138.03
	Public Safety Dispatcher	\$36,532.60	\$55,588.78
*	Senior Office Specialist		
21	Human Resources Assistant	\$18.0028	\$27.3938
	Community Compliance Specialist	\$1,440.22 \$37,445.72	\$2,191.50 \$56,979.00
22	Administrative Assistant	\$18.4530	\$28.0785
	Senior Public Safety Dispatcher	\$1,476.24 \$38,382.24	\$2,246.28 \$58,403.28
24	Human Resources Specialist	\$19.3873	\$29.4999
	I.T. Support Specialist	\$1,550.98	\$2,359.99
	Purchasing Coordinator	\$40,325.48	\$61,359.74

* *Established by City Council per City Charter*

CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN
Effective October 1, 2019
Per the 2019-2020 Annual Budget

Section I: Non-Exempt, Non-Union Positions

*4% General Wage Increase
(Minimum and Maximum increased by 2%)*

GRADE	CLASSIFICATION	MINIMUM	MAXIMUM
26	Billing & Collection Specialist	\$20.3687	\$30.9933
	Communications & Marketing Specialist	\$1,629.50	\$2,479.46
	Crime Data Analyst	\$42,367.00	\$64,465.96
	Graphics & Web Specialist		
	Neighborhood Services Coordinator		
27	CADD Technician	\$20.8779	\$31.7681
		\$1,670.23	\$2,541.45
		\$43,425.98	\$66,077.70
28	Fire Prevention Specialist	\$21.4000	\$32.5625
	GIS Specialist	\$1,712.00	\$2,605.00
		\$44,512.00	\$67,730.00
29	Building Dev Inspector	\$21.9348	\$33.3765
	Building Dev Plans Examiner	\$1,754.78	\$2,670.12
	Building Dev Plans Exam/Insp	\$45,624.28	\$69,423.12
	Planning & Development Analyst		
	Victim Assistance Coordinator		
30	Emergency Management Coordinator	\$22.4832	\$34.2109
	Project Management Coordinator	\$1,798.66	\$2,736.87
		\$46,765.16	\$71,158.62
31	Transportation & Stormwater Analyst	\$23.0454	\$35.0662
	Senior Planning & Development Analyst	\$1,843.63	\$2,805.30
		\$47,934.38	\$72,937.80
34	Building Dev Senior Plans Exam	\$24.8174	\$37.7624
		\$1,985.39	\$3,020.99
		\$51,620.14	\$78,545.74
35	Fire Prevention Coordinator	\$25.4379	\$38.7065
		\$2,035.03	\$3,096.52
		\$52,910.78	\$80,509.52
37	Network Systems Analyst	\$26.7254	\$40.6663
		\$2,138.03	\$3,253.30
		\$55,588.78	\$84,585.80

CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN

Effective October 1, 2019

Per the 2019-2020 Annual Budget

Section II: Exempt, Non-Union Positions

4% General Wage Increase
(Minimum and Maximum increased by 2%)

GRADE	CLASSIFICATION	MINIMUM	MAXIMUM
25	Librarian	\$19.8719	\$30.2374
	Recreation Coordinator	\$1,589.75	\$2,418.99
		\$41,333.50	\$62,893.74
27	Public Works Foreman/Forewoman	\$20.8779	\$31.7681
	Records Center Supervisor	\$1,670.23	\$2,541.45
	Utility Meter Reader Foreman/Forewoman	\$43,425.98	\$66,077.70
29	Billing and Collection Coordinator	\$21.9348	\$33.3765
	Communications Supervisor	\$1,754.78	\$2,670.12
	Facilities Maintenance Supervisor	\$45,624.28	\$69,423.12
30	Human Resources Analyst	\$22.4834	\$34.2109
		\$1,798.67	\$2,736.87
		\$46,765.42	\$71,158.62
31	Accountant	\$23.0454	\$35.0662
	Fleet Manager	\$1,843.63	\$2,805.30
	Recreation & Aquatics Supervisor	\$47,934.38	\$72,937.80
32	Community Compliance Supervisor	\$23.6215	\$35.9431
	Purchasing Supervisor	\$1,889.72	\$2,875.45
	Stormwater Supervisor	\$49,132.72	\$74,761.70
33	Senior Librarian	\$24.2119	\$36.8416
		\$1,936.95	\$2,947.33
		\$50,360.70	\$76,630.58
34	Economic Development Coordinator	\$24.8171	\$37.7625
	GIS Coordinator	\$1,985.37	\$3,021.00
	Senior Human Resources Analyst	\$51,619.62	\$78,546.00

CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN

Effective October 1, 2019

Per the 2019-2020 Annual Budget

Section II: Exempt, Non-Union Positions

4% General Wage Increase
(Minimum and Maximum increased by 2%)

GRADE	CLASSIFICATION	MINIMUM	MAXIMUM
35	Management & Budget Analyst	\$25.4378	\$38.7066
	Multi-Media & Events Manager	\$2,035.02	\$3,096.53
	Principal Planner	\$52,910.52	\$80,509.78
	Public Utilities Supervisor		
	Transportation & Stormwater Supervisor		
	Urban Planner/HiAP		
36	Building Dev Inspector Supervisor	\$26.0738	\$39.6743
	Building Dev Services Supervisor	\$2,085.90	\$3,173.94
	Human Resources Management Analyst	\$54,233.40	\$82,522.44
37	Accounting Manager	\$26.7254	\$40.6663
*	Deputy City Clerk	\$2,138.03	\$3,253.30
	Recreation Program Manager	\$55,588.78	\$84,585.80
	Utility Billing Manager		
	Utility Services Coordinator		
38	CRA Manager	\$27.3935	\$41.6828
		\$2,191.48	\$3,334.62
		\$56,978.48	\$86,700.12
39	Programmer/Analyst	\$28.0785	\$42.7251
		\$2,246.28	\$3,418.01
		\$58,403.28	\$88,868.26
40	Assistant Library Director	\$28.7805	\$43.7934
	I.T. Security Analyst	\$2,302.44	\$3,503.47
	Sr. Application/Programming Analyst	\$59,863.44	\$91,090.22
	Sr. Network Systems Analyst		
42	Community Services Manager	\$30.2374	\$46.0104
	Economic Development Manager	\$2,418.99	\$3,680.83
	Neighborhood Services Director	\$62,893.74	\$95,701.58
	Planning & Development Review Mgr.		
	Utility Billing Division Director		

* Established by City Council per City Charter

CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN
Effective October 1, 2019
Per the 2019-2020 Annual Budget

Section II: Exempt, Non-Union Positions

*4% General Wage Increase
(Minimum and Maximum increased by 2%)*

GRADE	CLASSIFICATION	MINIMUM	MAXIMUM
43	Fire Administrative Services Director	\$30.9933 \$2,479.46 \$64,465.96	\$47.1605 \$3,772.84 \$98,093.84
44	Fleet & Facilities Director IT Operations Director Parks & Recreation Director	\$31.7681 \$2,541.45 \$66,077.70	\$48.3394 \$3,867.15 \$100,545.90
46	Library Director Pension & Risk Management Director Staffing & Benefits Director	\$33.3764 \$2,670.11 \$69,422.86	\$50.7867 \$4,062.94 \$105,636.44
48	IT Software Applications Director Transportation & Storm. Div. Director Utilities Director Construction Services Director	\$35.0662 \$2,805.30 \$72,937.80	\$53.3577 \$4,268.62 \$110,984.12
49	Building Development Director Purchasing Director	\$35.9431 \$2,875.45 \$74,761.70	\$54.6917 \$4,375.34 \$113,758.84
50	Police Lieutenant	\$36.8416 \$2,947.33 \$76,630.58	\$56.0590 \$4,484.72 \$116,602.72
51	Assistant Finance Administrator Planning & Development Services Dir.	\$37.7625 \$3,021.00 \$78,546.00	\$57.4603 \$4,596.82 \$119,517.32
52	Govn. Relations/Communications Admin. Leisure Services Administrator	\$38.7066 \$3,096.53 \$80,509.78	\$58.8969 \$4,711.75 \$122,505.50
54	City Engineer Police Captain	\$40.6663 \$3,253.30 \$84,585.80	\$61.8787 \$4,950.30 \$128,707.80

CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN
Effective October 1, 2019
Per the 2019-2020 Annual Budget

Section II: Exempt, Non-Union Positions

*4% General Wage Increase
(Minimum and Maximum increased by 2%)*

GRADE	CLASSIFICATION	MINIMUM	MAXIMUM
56	Community Development Administrator	\$42,725.1	\$65,011.3
	Finance Administrator	\$3,418.01	\$5,200.90
	Human Resources Administrator	\$88,868.26	\$135,223.40
	IT Administrator		
	Management & Budget Administrator		
	Public Works Administrator		
58	Fire Chief	\$44,888.1	\$68,302.2
	Police Chief	\$3,591.05	\$5,464.18
		\$93,367.30	\$142,068.68
60	Deputy City Manager	\$47,160.5	\$71,760.0
		\$3,772.84	\$5,740.80
		\$98,093.84	\$149,260.80
101	District Fire Chief	\$22,670.6	\$34,238.9
	(56 hour work week)	2,539.11	3,834.76
		\$66,016.86	\$99,703.76
102	Division Chief - EMS	\$35,551.5	\$50,322.0
	Division Chief - Training	\$2,844.12	\$4,025.76
		\$73,947.12	\$104,669.76
103	Deputy Fire Chief	\$39,501.5	\$51,555.3
	Deputy Fire Chief - Life Safety	\$3,160.12	\$4,124.42
		\$82,163.12	\$107,234.92

CITY OF PINELLAS PARK, FL
CLASSIFICATION AND PAY PLAN
Effective October 1, 2019
Per the 2019-2020 Annual Budget

Section II: Exempt, Non-Union Positions

4% General Wage Increase

98	* City Clerk	\$116,899.06
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99	** City Manager <div style="display: flex; justify-content: flex-end; align-items: flex-end;"> <div style="text-align: right; margin-right: 20px;"> 10% Retirement Contribution Total </div> <div style="text-align: right;"> <div style="border-top: 1px solid black; display: inline-block; width: 100px;"></div> \$18,148.00 \$199,628.00 </div> </div>	\$181,480.00 <div style="border-top: 1px solid black; display: inline-block; width: 100px;"></div> \$18,148.00 \$199,628.00
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*** City Council Member *** Vice-Mayor	\$20,945.68
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*** Mayor	\$24,168.09
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* *Established by City Council per City Charter*
** *Established by City Council per Employment Contract*
*** *Established by City Ordinance*