

Introduced by: Council Member Chris Hoffman

Adopted: 2 December 2019

RESOLUTION NO. 2045-2019

A RESOLUTION AMENDING THE CITY OF JACKSONVILLE BEACH POSITION CLASSIFICATION AND PAY PLAN FOR MANAGERIAL, PROFESSIONAL AND ADMINISTRATIVE (NONUNION) POSITIONS, EFFECTIVE OCTOBER 1, 2019.

WHEREAS, the City Council has adopted a Position Classification and Pay Plan for Managerial, Professional and Administrative (Nonunion) Positions, which establishes job classifications and salary ranges for each position that are competitive with similar positions in the labor market, and

WHEREAS, it periodically becomes necessary to update the Position Classification and Pay Plan to ensure positions are properly classified and compensated in accordance with skill levels, job duties and supervisory responsibility.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF JACKSONVILLE BEACH, FLORIDA, THAT:

SECTION 1. The City amends the Position Classification and Pay Plan for Managerial, Professional and Administrative (Nonunion) Positions attached hereto as *Attachment A*, dated October 1, 2019.

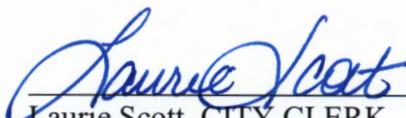
SECTION 2. The City Manager is hereby authorized to implement the amended pay plan and take any action necessary to carry out implementation not in conflict with any other laws or ordinances.

SECTION 3. This Resolution shall become effective immediately upon its adoption.

AUTHENTICATED this 2nd day of December, 2019.



William C. Latham, MAYOR



Laurie Scott, CITY CLERK

CITY OF JACKSONVILLE BEACH
POSITION CLASSIFICATION AND PAY PLAN



Managerial, Professional and Administrative (Nonunion)

Effective October 1, 2019

INTRODUCTION

The Position Classification and Pay Plan for the City of Jacksonville Beach ~~was prepared in July, 1990 and subsequently revised. The Plan~~ is divided into three major sections:

Section I: General Rules and Regulations provides for the rules which guide the administration of the Position Classification and Pay Plan.

Section II: Classification and Pay Grades provides for the assignment of a classification and pay grade to each position within the plan.

Section III: Pay Grade Schedule provides pay grades and pay ranges in hourly and annual amounts. Minimums, maximums and midpoints are identified.

Job descriptions have been written for each classification in the plan. Although not part of this document, the job descriptions are incorporated by reference and are on file for review in the Human Resources Department.

The position classification plan brings together a number of nonunion management, professional and administrative positions under a single classification plan. The plan provides that all positions receive similar treatment with respect to matters of classification. The plan also provides for normal lines of promotion and career development ladders. The organization and arrangement of classes facilitates various aspects of personnel administration such as records processing, position control, recruitment, testing, training and budget control.

The pay plan consists of a system of pay ranges assigned to all classes of work. The pay plan is intended to:

- 1) Provide equal pay for equal work;
- 2) Provide a means of rewarding employees for continued good or outstanding service;
- 3) Provide a convenient method of adjusting the plan to meet changes in conditions which require change in pay levels; and,
- 4) Establish salary and wage rates which compare satisfactorily with those public and private employers in competitive market areas for each position, and thus to permit the City to attract and retain qualified employees.

**SECTION I
GENERAL RULES AND REGULATIONS**

A. Administration of the Pay Plan

- 1) Primary responsibility for establishment and upkeep of the classification and pay plan is assigned to the City Manager, or designee.
- 2) All changes and improvements will be made through recommendations to the Human Resources Director, who will analyze and determine whether they should be considered.
- 3) The entire plan shall be reviewed on an annual basis by the City Manager or designee. Following the review, any proposed revisions will be submitted by the City Manager to the City Council for adoption.
- 4) The Pay Grade Schedule consists of a salary schedule showing salary ranges and midpoints.
- 5) An employee may receive a salary increase by means of merit salary advancement, promotion, reclassification, or a pay range adjustment, if there is an availability of funds.
- 6) The rate of pay of an employee within the pay grade will depend on merit. There are no provisions in the pay plan for automatic salary advancement as all merit increases are to be based upon work performance and other pertinent factors as evaluated by the employee's supervisor.
- 7) The performance evaluation system is to develop incentive among employees to improve their work performance.
- 8) The City Manager may approve special increases based on evaluation of performance and/or to address what the City determines to be pay inequities.

B. Appointments and Starting Rates

- 1) The minimum salary established for a position is considered the normal appointment rate for new employees.
- 2) Appointments below or above the minimum salary may be authorized by the City Manager in the following situations:
 - a) If the applicant's training, experience or other qualifications are substantially above those required for the position;
 - b) Exceptions as noted in the trainee category.
- 3) When an employee is promoted from a lower to a higher pay grade, the promotion shall always include a minimum of a five percent (5%) salary increase (this provision shall apply to promotions only and not to transfers).

- ~~4) Police Sergeants promoted to Commander shall receive be eligible for a 20% a minimum 10% pay increase. Upon successful completion of 6 months' service in the new position, they will be eligible for an additional 10% pay increase. Fire Lieutenants promoted to Captain shall be eligible for a 20% increase in pay.~~

C. Merit Increases

- 1) A merit salary advancement is a salary increase within the same pay grade and is not considered to be automatic, but based upon an evaluation of performance of an individual.
- 2) An employee ~~may be~~ is eligible for a merit increase of 2% to 3% over the current rate of pay annually, on the anniversary date of ~~their~~ employment in the position, as warranted by performance, provided there are funds available for the increase.
- ~~3) The employee may receive a salary increase or lump sum payment following an annual evaluation, based upon performance. During the budgeting process, the City Manager may recommend merit pay increases or lump sum payments based on the availability of funds. Any recommendation must be approved by the City Council.~~

D. Probationary Increases

~~Upon satisfactory completion of the probationary period as a new employee or following a promotion, the employee shall be eligible for a merit salary advancement of 3% to 5% over the employee's current rate of pay.~~

- 1) Employees hired or promoted between April 1, 2019 and September 30, 2019, whose probationary period ends between October 1, 2019 and March 30, 2020, are eligible for a merit salary advancement of up to 5% upon satisfactory completion of the probationary period in the position, as warranted by performance, provided that funds are available for the increase.
- 2) Employees hired or promoted on or after October 1, 2019 are not eligible for a pay increase upon completion of the probationary period.

E. Lead Worker Category

- 1) A Lead Worker position is defined as a work assignment where duties of a supervisory nature are assigned over a group of positions classified the same as that of the Lead Worker. The assignment is typical in laboring or trade

occupations where the foreman or supervisor must visit several locations during the hours of a work day and work crews are left on the job without direct supervision.

- 2) The assignment of a Lead Worker should be made with care and be monitored periodically to assure that the employee is functioning in this capacity.
- 3) When assigned as Lead Worker the employee should receive up to a three percent (3%) increase above present pay while on the assignment. When the assignment is removed, the special pay provision will be removed. All Lead Worker assignments must be approved by the City Manager or designee prior to any compensation payment.

F. Training Category

- 1) In the event an applicant does not meet the minimum qualifications but is otherwise qualified for the position, the hiring authority may request the appointment as a trainee. This category is used to train people on the job who have a potential to do the work but lack some of the skills or experience needed.
- 2) In such cases the employee would be hired at a rate of 10 to 30 percent below the minimum salary until the minimum qualifications have been satisfied.
- 3) The normal time a person would spend in this category would usually be a minimum of six months and a maximum of eighteen months.

G. EXCEL (Excellent City Employees with Longevity) Program

- 1) An employee ~~may be~~ eligible for a lump sum award of 2% to 3% over the current rate of pay, based upon the performance evaluation, once the individual has achieved progression to the maximum pay in the assigned pay grade. EXCEL awards will be provided in one lump sum and will not be added to the employee's base pay. Appropriate tax exclusions will be made.
- 2) EXCEL increases may be awarded once every year. An EXCEL award shall not be given during the same year as a merit increase. Exception is granted if the individual is recommended for an increase and in order to award the increase it is necessary to combine the merit increase with a lump sum EXCEL amount so that the employee's pay rate does not exceed the maximum rate for the pay grade.

H. Qualification Increases

- 1) To promote skill and professional development, and to provide opportunities for advancement, certain employees may be eligible for a qualification increase

upon obtaining a professional license or certification. To qualify for such an increase, the license or certification must be directly related to the employee's current position and must be included in the job description as a preferred, but not required, qualification. Employees will not receive an increase upon obtaining a license or certification that is required as a condition of employment.

- 2) Upon obtaining the qualified license or certification, and provided that all education, training, and performance requirements of the job are met, employees will receive an increase of 3%.

I. Automobile Allowance

- 1) Employees who are required to drive their personal vehicle during the regular course of City business may be eligible to receive either an automobile allowance or mileage reimbursement, as determined by the City Manager, in accordance with the City's travel policy. Employees who are issued a City vehicle are not eligible to receive an automobile allowance.

- 2) Employees approved for an automobile allowance will receive payment bi-weekly, in 26 equal installments per year. Eligible positions and annual amounts are as follows:

ELIGIBLE POSITION	ANNUAL AMOUNT
Chief Financial Officer	\$4,800.00
Deputy City Manager	\$4,800.00
Director Of Beaches Energy	\$4,800.00
Director Of Human Resources	\$4,800.00
Director Of Parks & Recreation	\$4,800.00
Director Of Planning & Development	\$4,800.00
Director Of Public Works	\$4,800.00
Police Chief	\$4,800.00
City Clerk	\$3,600.00
City Engineer	\$3,600.00
Electrical Engineer	\$3,600.00
Electrical Engineer (PE)	\$3,600.00
Electrical Engineering Project Supervisor	\$3,600.00
Electrical Engineering Supervisor	\$3,600.00
Public Works Project Engineer	\$3,600.00
Property and Procurement Officer	\$3,600.00

**SECTION II
CLASSIFICATIONS AND PAY GRADES**

CLASSIFICATION	POSITION TITLE	GRADE
Department Director	* Chief Financial Officer	138
	* Deputy City Manager	141
	* Director of Beaches Energy Services	141
	* Director of Human Resources	135
	* Director of Parks and Recreation	135
	* Director of Planning and Development	135
	* Director of Public Works	138
	* Fire Chief	137
	* Police Chief	138
Administrative, Fiscal & Related	* Accountant	126
	* Accounting Supervisor	130
	Administrative Assistant	120
	Assistant City Clerk	124
	* Assistant Customer Service Supervisor	125
	* Assistant Finance/Budget Officer	134
	* Assistant to the City Manager	123
	* Associate Business Analyst	126
	Building Maintenance Supervisor	122
	* Building Official	132
	* Business Analyst	131
	* Business Relations/Conservation Coordinator	122
	Chief Storekeeper	119
	* City Clerk	129
	Clerical Assistant	114
	* Customer Service Supervisor	129
	Database Administrator	126
	* GIS Administrator	130
	Human Resources Generalist	124
	* Information Systems Supervisor	134
	* Internal Auditor	129
	* Network Engineer	130
	* Payroll/Benefits Administrator	130
	Payroll Specialist	120
	* Planning Official	132
	Project/Safety Coordinator	118
	* Property and Procurement Officer	134
	* Procurement Administrator	128
	Procurement Associate	124
	Staff Assistant	117
	* Senior Planner	129
	* System Administrator	129
	* System Administrator/Public Safety	129
* Utilities Accountant/Analyst	125	

* Exempt from overtime under the Fair Labor Standards Act.

**SECTION II
CLASSIFICATIONS AND PAY GRADES**

CLASSIFICATION	POSITION TITLE	GRADE
Electric Utilities	* Construction & Maintenance Supervisor	132
	Electric Safety & Training Supervisor	129
	* Electric Utilities Superintendent	136
	* Electrical Engineer	133
	* Electrical Engineer (Registered PE)	134
	* Electrical Engineering Supervisor	136
	* Meter Services Supervisor	127
	* System Operations Supervisor	134
Public Works	* Distribution & Collection Superintendent	131
	* GIS Systems Analyst	128
	* Public Works City Engineer	135
	* Public Works Project Engineer	135
	* Streets Superintendent	131
	* Utility Plant Supervisor	131
	Utility Plant Maintenance Supervisor	127
Parks and Recreation	Assistant Ocean Rescue Supervisor	118
	Beach Patrol Guard	U/C
	Beach Patrol Lieutenant	U/C
	Director of Golf Instruction	112
	Events Coordinator	122
	Golf Cart/Range Attendant	108
	Assistant Golf Professional	120
	* Assistant Golf Course Superintendent	123
	* Golf Course Facility Manager	127
	* Golf Course Superintendent	127
	* Golf Course Park Maint. Superintendent	127
	Golf Shop Attendant	112
	Golf Starter	108
	Ocean Rescue Supervisor	120
	Recreation Leader	114
	Recreation Program Assistant	115
	* Recreation Superintendent	126
	Recreation Supervisor	123
	Tennis Court Attendant	108
* Facility Manager	117	
Public Safety	* Fire Captain/Fire Marshal	405
	* Fire Captain/Shift Commander	404
	Police Accreditation Manager	122
	* Police Commander	183
	Police Officer Part Time	180
	Police Records Supervisor	119
	Police Sergeant (Non-Union)	182
	Police Volunteer Coordinator	115
	Public Safety Communications Supervisor	126
School Crossing Guard	U/C	

*Exempt from overtime under the Fair Labor Standards Act.

**SECTION III
PAY GRADE SCHEDULE**

GRADE	MINIMUM	MIDPOINT	MAXIMUM
108	\$8.33 \$17,326.40	\$10.94 \$22,755.20	\$13.55 \$28,184.00
109	\$8.75 \$18,200.00	\$11.46 \$23,836.80	\$14.17 \$29,473.60
110	\$9.19 \$19,115.20	\$12.05 \$25,064.00	\$14.90 \$30,992.00
111	\$9.65 \$20,072.00	\$12.67 \$26,353.60	\$15.68 \$32,614.40
112	\$10.13 \$21,070.40	\$13.27 \$27,601.60	\$16.40 \$34,112.00
113	\$10.64 \$22,131.20	\$13.95 \$29,016.00	\$17.26 \$35,900.80
114	\$11.17 \$23,233.60	\$14.66 \$30,492.80	\$18.15 \$37,752.00
115	\$11.73 \$24,398.40	\$15.37 \$31,969.60	\$19.01 \$39,540.80
116	\$12.32 \$25,625.60	\$16.15 \$33,592.00	\$19.97 \$41,537.60
117	\$12.94 \$26,915.20	\$16.96 \$35,276.80	\$20.98 \$43,638.40
118	\$13.59 \$28,267.20	\$17.82 \$37,065.60	\$22.04 \$45,843.20
119	\$14.27 \$29,681.60	\$18.71 \$38,916.80	\$23.15 \$48,152.00
120	\$14.98 \$31,158.40	\$19.64 \$40,851.20	\$24.30 \$50,544.00
121	\$15.73 \$32,718.40	\$20.62 \$42,889.60	\$25.50 \$53,040.00
122	\$16.52 \$34,361.60	\$21.68 \$45,094.40	\$26.83 \$55,806.40
123	\$17.35 \$36,088.00	\$22.74 \$47,299.20	\$28.13 \$58,510.40
124	\$18.22 \$37,897.60	\$23.89 \$49,691.20	\$29.55 \$61,464.00
125	\$19.13 \$39,790.40	\$25.09 \$52,187.20	\$31.05 \$64,584.00

*Annual salaries based on 2080 hours worked in a twelve-month period.

**SECTION III
PAY GRADE SCHEDULE**

GRADE	MINIMUM	MIDPOINT	MAXIMUM
126	\$20.09 \$41,787.20	\$26.33 \$54,766.40	\$32.57 \$67,745.60
127	\$21.09 \$43,867.20	\$27.64 \$57,491.20	\$34.19 \$71,115.20
128	\$22.14 \$46,051.20	\$29.02 \$60,361.60	\$35.89 \$74,651.20
129	\$23.25 \$48,360.00	\$30.48 \$63,398.40	\$37.70 \$78,416.00
130	\$24.41 \$50,772.80	\$31.99 \$66,539.20	\$39.57 \$82,305.60
131	\$25.63 \$53,310.40	\$33.59 \$69,867.20	\$41.55 \$86,424.00
132	\$26.94 \$55,972.80	\$35.27 \$73,361.60	\$43.63 \$90,750.40
133	\$28.26 \$58,780.80	\$37.04 \$77,043.20	\$45.84 \$95,284.80
134	\$29.67 \$61,713.60	\$38.88 \$80,870.40	\$48.09 \$100,027.20
135	\$31.15 \$64,792.00	\$40.82 \$84,905.60	\$50.48 \$104,998.40
136	\$32.71 \$68,036.80	\$42.87 \$89,169.60	\$53.03 \$110,302.40
137	\$34.35 \$71,448.00	\$45.02 \$93,641.60	\$55.69 \$115,835.20
138	\$36.07 \$75,025.60	\$47.27 \$98,321.60	\$58.46 \$121,596.80
139	\$37.87 \$78,769.60	\$49.64 \$103,251.20	\$61.44 \$127,732.80
140	\$39.76 \$82,700.80	\$52.11 \$108,388.80	\$64.45 \$134,056.00
141	\$41.74 \$86,828.00	\$54.69 \$113,760.00	\$67.64 \$140,692.00
182	\$28.03 \$58,302.40	\$32.50 \$67,600.00	\$36.97 \$76,897.60
183	\$29.39 \$61,131.20	\$38.52 \$80,121.60	\$47.64 \$99,091.20
*404	\$22.13 \$64,442.56	\$25.58 \$74,488.96	\$29.03 \$84,535.36
405	\$30.98 \$64,438.40	\$35.82 \$74,505.60	\$40.64 \$84,531.20

*Annual salary based on 2012 hours worked in a twelve-month period.
All other annual salaries based on 2080 hours worked in a twelve-month period.

**UNCLASSIFIED POSITIONS
PAY RANGES**

Beach Patrol Guard

1st year _____ \$11.48

2nd year _____ \$11.78

3rd year _____ \$12.11

4th year _____ \$12.37

5th year _____ \$12.72

Increase in years 2-5 requires a minimum of 300 hours worked in the previous year

Rescue Swimmer _____ \$13.49

Requires Emergency Medical Technician Certification _____

Lifeguards and rescue swimmers, who work a minimum of 300 hours between May and September and are in good standing, may receive a lump sum payment of \$500.

Beach Patrol Lieutenant _____ \$15.61

School Crossing Guard

1st year _____ \$9.01*

2nd year _____ \$9.29*

3rd year _____ \$9.57*

4th year _____ \$9.86*

5th year _____ \$10.16*

6th year _____ \$10.45*

*Includes a 1 hour per assignment minimum—1 hour in the morning & 1 hour in the afternoon

ADDITIONAL PAYS

<u>License/Certification/Allowance</u>	<u>Annual Amount</u>	<u>Position Eligible</u>
Certified Public Accountant	\$1,200	Any Department Director or Administrative, Fiscal & Related employee possessing a current Certified Public Accountant license issued by the Florida Department of Business and Professional Regulation, Board of Accountancy
Payroll Professional Certification	\$500	Payroll Specialist
Certified Golf Course Superintendent	\$1,500	Golf Course Superintendent Director of Parks and Recreation
Automobile Allowance	\$4,800	City Manager Deputy City Manger Chief Financial Officer Director of Beaches Energy Director of Human Resources Director of Parke & Recreation Director of Planning & Development Director of Public Works Police Chief Fire Chief
	\$3,600	City Engineer Electrical Engineer Electrical Engineer (Registered PE) Electrical Engineering Supervisor Public Works Project Engineer Property and Procurement Officer City Clerk

Eligible employees may receive either a City vehicle, an automobile allowance or mileage reimbursement, as determined by the City Manager, in accordance with the City's travel policy.

SECTION II
CLASSIFICATIONS AND PAY GRADES
By Classification

CLASSIFICATION	POSITION TITLE	GRADE
EXECUTIVE MANAGEMENT	* Chief Financial Officer	332
	* Deputy City Manager	335
	* Director Of Beaches Energy	335
	* Director Of Human Resources	329
	* Director Of Parks & Recreation	329
	* Director Of Planning & Development	329
	* Director Of Public Works	332
	* Police Chief	332
MANAGERIAL, PROFESSIONAL & ADMINISTRATIVE	* Accountant	319
	* Accounting Supervisor	323
	Administrative Assistant	312
	Assistant City Clerk	316
	* Assistant Customer Service Supervisor	318
	* Assistant CFO/Budget Officer	327
	Assistant to the City Manager	316
	Assistant to the Police Chief	316
	* Bus Relations/Conservation Coordinator	316
	* City Clerk	322
	* Communications Manager	322
	* Customer Service Supervisor	322
	Human Resources Generalist	317
	* Internal Auditor	322
	Legal Assistant	322
	Office Administrator	314
	Staff Office Assistant	310
	* Payroll/Benefits Administrator	323
	Payroll Specialist	314
	* Utilities Accountant	318
INFORMATION SYSTEMS	* Associate Business Analyst	319
	* Business Analyst	323
	* Database Administrator	322
	* GIS Administrator <u>Technical Architect</u>	323
	* Information Systems Supervisor	327
	* Network Engineer	323
	* System Administrator	322
PLANNING & DEVELOPMENT	* Building Official	326
	* Planning Official	326
	* Senior Planner	322
PROPERTY & PROCUREMENT	Building Maintenance Supervisor	315
	Chief Storekeeper	312
	* Procurement Administrator	321
	Procurement Associate	316
	* Property and Procurement Officer	327

* Exempt from overtime under the Fair Labor Standards Act

SECTION II
CLASSIFICATIONS AND PAY GRADES
By Classification

CLASSIFICATION	POSITION TITLE	GRADE	
ENERGY SERVICES	* Construction & Maintenance Supervisor	327	
	* Electric Safety & Training Supervisor	322	
	* Electrical Engineer	327	
	* Electrical Engineer (PE)	328	
	* Electrical Engineering Project Supervisor	330	
	* Electrical Engineering Supervisor	330	
	* Meter Services Supervisor	320	
	* Substation/Relay Supervisor	328	
	* System Operations Supervisor	328	
	* Utilities Superintendent	330	
PUBLIC WORKS	* Distribution & Collection Superintendent	324	
	* GIS Systems Analyst	321	
	* Public Works City Engineer	329	
	* Public Works Project Engineer	329	
	* Streets Superintendent	324	
	Utility Plant Maintenance Supervisor	320	
	* Utility Plant Superintend ent visor	324	
PARKS & RECREATION	* Assistant Golf Course Superintendent	318	
	Assistant Golf Professional	314	
	Events Coordinator	314	
	Golf Cart/Range Attendant	302	
	* Golf Course Facility Manager	322	
	* Golf Course Superintendent	322	
	Golf Shop Attendant	308	
	Golf Starter	302	
	* Park Maintenance Superintendent	322	
	Recreation Leader	310	
	Recreation Program Assistant	308	
	* Recreation Superintendent	320	
	Recreation Supervisor	316	
	Tennis Court Attendant	302	
	* Tennis Facility Manager	311	
	PUBLIC SAFETY	* Fire Marshal	324
		Deputy Fire Marshal	321
Police Accreditation Manager		315	
* Police Commander		327	
Police Records Supervisor		315	
Police Volunteer Coordinator		308	
Public Safety Communications Supervisor		319	
Beach Patrol Guard		601	
Beach Patrol Lieutenant		602	
Assistant Ocean Rescue Supervisor		603	
Ocean Rescue Supervisor		604	
School Crossing Guard		901	

*Exempt from overtime under the Fair Labor Standards Act

**SECTION III
PAY GRADE SCHEDULE**

GRADE	MINIMUM	MIDPOINT	MAXIMUM
302	\$9.74 \$20,259.20	\$12.76 \$26,540.80	\$15.78 \$32,822.40
303	\$10.23 \$21,278.40	\$13.40 \$27,872.00	\$16.57 \$34,465.60
304	\$10.74 \$22,339.20	\$14.07 \$29,265.60	\$17.40 \$36,192.00
305	\$11.28 \$23,462.40	\$14.77 \$30,721.60	\$18.27 \$38,001.60
306	\$11.84 \$24,627.20	\$15.51 \$32,260.80	\$19.18 \$39,894.40
307	\$12.43 \$25,854.40	\$16.29 \$33,883.20	\$20.14 \$41,891.20
308	\$13.06 \$27,164.80	\$17.10 \$35,568.00	\$21.15 \$43,992.00
309	\$13.71 \$28,516.80	\$17.96 \$37,356.80	\$22.21 \$46,196.80
310	\$14.39 \$29,931.20	\$18.86 \$39,228.80	\$23.32 \$48,505.60
311	\$15.11 \$31,428.80	\$19.80 \$41,184.00	\$24.49 \$50,939.20
312	\$15.87 \$33,009.60	\$20.79 \$43,243.20	\$25.71 \$53,476.80
313	\$16.66 \$34,652.80	\$21.83 \$45,406.40	\$26.99 \$56,139.20
314	\$17.50 \$36,400.00	\$22.92 \$47,673.60	\$28.34 \$58,947.20
315	\$18.37 \$38,209.60	\$24.07 \$50,065.60	\$29.76 \$61,900.80
316	\$19.29 \$40,123.20	\$25.27 \$52,561.60	\$31.25 \$65,000.00
317	\$20.25 \$42,120.00	\$26.53 \$55,182.40	\$32.81 \$68,244.80
318	\$21.27 \$44,241.60	\$27.86 \$57,948.80	\$34.45 \$71,656.00

**SECTION III
PAY GRADE SCHEDULE**

GRADE	MINIMUM	MIDPOINT	MAXIMUM
319	\$22.33 \$46,446.40	\$29.25 \$60,840.00	\$36.18 \$75,254.40
320	\$23.45 \$48,776.00	\$30.72 \$63,897.60	\$37.98 \$78,998.40
321	\$24.62 \$51,209.60	\$32.25 \$67,080.00	\$39.88 \$82,950.40
322	\$25.85 \$53,768.00	\$33.86 \$70,428.80	\$41.88 \$87,110.40
323	\$27.14 \$56,451.20	\$35.56 \$73,964.80	\$43.97 \$91,457.60
324	\$28.50 \$59,280.00	\$37.34 \$77,667.20	\$46.17 \$96,033.60
325	\$29.93 \$62,254.40	\$39.20 \$81,536.00	\$48.48 \$100,838.40
326	\$31.42 \$65,353.60	\$41.16 \$85,612.80	\$50.90 \$105,872.00
327	\$32.99 \$68,619.20	\$43.22 \$89,897.60	\$53.45 \$111,176.00
328	\$34.64 \$72,051.20	\$45.38 \$94,390.40	\$56.12 \$116,729.60
329	\$36.37 \$75,649.60	\$47.65 \$99,112.00	\$58.93 \$122,574.40
330	\$38.19 \$79,435.20	\$50.03 \$104,062.40	\$61.87 \$128,689.60
331	\$40.10 \$83,408.00	\$52.53 \$109,262.40	\$64.97 \$135,137.60
332	\$42.11 \$87,588.80	\$55.16 \$114,732.80	\$68.21 \$141,876.80
333	\$44.21 \$91,956.80	\$57.92 \$120,473.60	\$71.63 \$148,990.40
334	\$46.42 \$96,553.60	\$60.82 \$126,505.60	\$75.21 \$156,436.80
335	\$48.75 \$101,400.00	\$63.86 \$132,828.80	\$78.97 \$164,257.60

**SECTION III
PAY GRADE SCHEDULE**

OCEAN RESCUE – PART TIME			HOURLY
601	Beach Patrol Guard	Year 1	\$12.00
601	Beach Patrol Guard	Year 2	\$12.36
601	Beach Patrol Guard	Year 3	\$12.73
601	Beach Patrol Guard	Year 4	\$13.11
601	Beach Patrol Guard	Year 5	\$13.51
601	Rescue Swimmer*		\$14.18
602	Lieutenant		\$16.30
<p>a. Increase in years 2-5 requires a minimum of 300 hours worked in the previous year.</p> <p>b. Beach Patrol Guards/Rescue Swimmers who work a minimum of 300 hours between May and September, and are in good standing, are eligible for a lump sum payment of \$500.</p> <p><i>*Requires Emergency Medical Technician Certification.</i></p>			

OCEAN RESCUE – FULL TIME		MINIMUM	MIDPOINT	MAXIMUM
602	Lieutenant	\$16.30 \$33,904.00	\$19.88 \$41,340.00	\$23.45 \$48,776.00
603	Assistant Ocean Rescue Supervisor	\$16.79 \$34,923.20	\$20.47 \$42,577.60	\$24.15 \$50,232.00
604	Ocean Rescue Supervisor	\$17.63 \$36,670.40	\$21.50 \$44,709.60	\$25.36 \$52,748.80

901 – SCHOOL CROSSING GUARDS	
Year 1	\$10.05
Year 2	\$10.35
Year 3	\$10.66
Year 4	\$10.98
Year 5	\$11.31
Year 6	\$11.65