



City of Deltona

2345 Providence Blvd.
Deltona, FL 32725

Agenda

City Commission Workshop

Mayor John C. Masiarczyk Sr.
Vice Mayor Chris Nabicht
Commissioner Heidi Herzberg
Commissioner Gary Mitch Honaker
Commissioner Nancy Schleicher
Commissioner Diane J. Smith
Commissioner Brian Soukup

Monday, July 25, 2016

5:30 PM

2nd Floor Conference Room

1. CALL TO ORDER:

2. ROLL CALL – CITY CLERK:

3. PLEDGE TO THE FLAG:

PUBLIC COMMENTS: – Citizen comments limited to items not on the agenda and comments on items listed on the agenda will take place after discussion of each item.

4. BUSINESS:

- A. [Discussion: FDOT Project Update - Chris Bowley, Planning and Development Services, \(386\) 878-8602.](#)

[Strategic Goal: Internal and External Communication. Continue the partnership with FDOT for Interstate 4 \(I-4\) expansion and City beautification.](#)

Background:

The Florida Department of Transportation (FDOT) has made tremendous public capital investment in and around the City of Deltona. The City is also focused on the Strategic Plan goal to continue the partnership with FDOT for I-4 expansion and City beautification projects, particularly at our three high-volume gateways. The Director of Transportation Development for FDOT District 5, Mr. Frank O'Dea, P.E., has agreed to provide an update on their projects that affect the City, including expansion of I-4 and City beautification projects with them. The following projects will be discussed:

1. The recently completed SR 415;
2. Upcoming improvements to traffic at SR 472/I-4 with a resurfacing project;

3. Upcoming landscaping projects at I-4 interchanges at Saxon Blvd. and SR 472;
4. A brief overview of the I-4 Beyond the Ultimate project for Saxon Blvd., new Rhode Island Rd. overpass, and SR 472 (with a long-range timeline); and
5. An update on the Saxon Blvd. project for potential schedule efficiencies.

B. [Discussion regarding implementation of Compensation and Classification Study - Richard Adams, HR Director \(386\) 878-8752.](#)

Background: The Compensation and Classification study has been completed with recommendations. This item was initially discussed at the July 27, 2016 Commission workshop. The Commission has requested the consultant, MAG, be present to provide a briefing.

Attachments: [Deltona Events and Facilities Manager Letter \(002\)](#)
[Event Manager Comparison](#)
[Ex Summary](#)
[Letter Events Manager](#)
[MAG July 13 Report to Deltona FL with summary impleme](#)
[MAG Presentation 7 25 16 to the Deltona Commission A](#)

C. [Plan Year 2016/2017 Community Development Block Grant Notice of Funding Availability - Public Services - Ron Paradise, Assistant Director, Planning and Development Services \(386\) 878-8610.](#)

Background: Per the codified rules of the U.S. Department of Housing and Urban Development (HUD), a Community Development Block Grant (CDBG) entitlement community (Deltona) is limited to spend up to 15% of the entire award amount on public service activities. As part of the annual notice of funding availability (NOFA), the City has an application process for public service organizations to be eligible to receive funding that is based on accountability and proper stewardship of HUD's grant funds. Funding award for public services is one part of the process and equally important is complying with HUD requirements through monitoring of public service award recipients. The awards and other CDBG expenditures are approved by the City Commission through the required Annual Action Plan process as certification that these funds will be spent properly.

There is \$69,863.55 available as 15% of the annual allocation and the City received applications from 11 public service organizations requesting \$124,081.98 in aide funding. City staff ranks public service applications and suggests award amounts based on the information received from applicants. Ranking criteria includes

elements for the implementation of HUD national objectives; responding to local needs and expenditures of money in the community or residents served, the measurable and quantifiable verification of activities through monitoring; contract compliance capacity; etc.

Based on the above, City staff is recommending that 7 of the 11 applicants be funded a total of \$67,000.00. The remaining amount of \$2,863.55 will be included with the CDBG allocation. The amount of money proposed to be awarded to these public service entities represents amounts that are feasible for a public service organization to help undertake its mission, as well as the operation to be monitored by City staff to ensure grant compliance. No public service applicant was awarded more than they requested. The public service ranking and award amounts are presented in a table format and attached to this agenda item.

Attachments: [2016 CDBG Master Ranking Sheet](#)
[CDBG Public Service Awards 2016](#)

- D. [Discussion regarding possible ordinance regulating drivers of vehicles for hire - Becky Vose, Legal Department \(407\) 448-0111.](#)

[Strategic Goal: Public Safety](#)

Background: Captain Eagan has indicated that he believes it to be in the best interest of the citizens of Deltona for the drivers of vehicles for hire to be screened through background checks. This ordinance would accomplish that goal. At the workshop on June 13, 2016, the city commission suggested that city staff get additional information before the ordinance would be discussed again at a workshop. Larry Kent suggested that Uber requirements should also be investigated. Additional information is attached to this agenda memo.

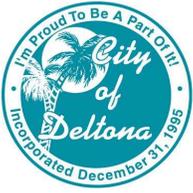
Attachments: [Taxi DRIVER ord - rev-7-25-16](#)
[Add'l info - cab ordinance](#)

5. CITY MANAGER COMMENTS:

6. ADJOURNMENT:

NOTE: If any person decides to appeal any decision made by the City Commission with respect to any matter considered at this meeting or hearing, he/she will need a record of the proceedings, and for such purpose he/she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based (F.S. 286.0105).

Individuals with disabilities needing assistance to participate in any of these proceedings should contact the City Clerk, Joyce Raftery 48 hours in advance of the meeting date and time at (386) 878-8500.



Agenda Memo

AGENDA ITEM: A.

TO: Mayor and Commission

AGENDA DATE: 7/25/2016

FROM: Jane K. Shang, City Manager

AGENDA ITEM: 4 - A

SUBJECT:

Discussion: FDOT Project Update - Chris Bowley, Planning and Development Services, (386) 878-8602.

Strategic Goal: Internal and External Communication. Continue the partnership with FDOT for Interstate 4 (I-4) expansion and City beautification.

LOCATION:

City-wide

BACKGROUND:

The Florida Department of Transportation (FDOT) has made tremendous public capital investment in and around the City of Deltona. The City is also focused on the Strategic Plan goal to continue the partnership with FDOT for I-4 expansion and City beautification projects, particularly at our three high-volume gateways. The Director of Transportation Development for FDOT District 5, Mr. Frank O'Dea, P.E., has agreed to provide an update on their projects that affect the City, including expansion of I-4 and City beautification projects with them. The following projects will be discussed:

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4. A brief overview of the I-4 Beyond the Ultimate project for Saxon Blvd., new Rhode Island Rd. overpass, and SR 472 (with a long-range timeline); and
5. An update on the Saxon Blvd. project for potential schedule efficiencies.

COST:

N/A

SOURCE OF FUNDS:

N/A

ORIGINATING DEPARTMENT:

Planning and Development Services

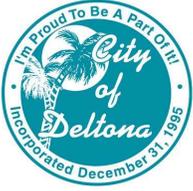
AGENDA ITEM: A.

STAFF RECOMMENDATION PRESENTED BY:

None.

POTENTIAL MOTION:

None.



Agenda Memo

AGENDA ITEM: B.

TO: Mayor and Commission

AGENDA DATE: 7/25/2016

FROM: Jane K. Shang, City Manager

AGENDA ITEM: 4 - B

SUBJECT:

Discussion regarding implementation of Compensation and Classification Study - Richard Adams, HR Director (386) 878-8752.

LOCATION:

City Wide

BACKGROUND:

The Compensation and Classification study has been completed with recommendations. This item was initially discussed at the July 27, 2016 Commission workshop. The Commission has requested the consultant, MAG, be present to provide a briefing.

COST:

Approximately \$150,000, excluding historical pay increases occurring on Oct. 1st.

SOURCE OF FUNDS:

FY 16/17 Budget

ORIGINATING DEPARTMENT:

Richard Adams, HR Director 386-878-8752

STAFF RECOMMENDATION PRESENTED BY:

Dr. Long from MAG, Jane Shang, City Manager and Richard Adams, HR Director - Staff recommends that the City Commission approve and fund the Compensation and Classification Study recommendations in the FY 16/17 budget.

POTENTIAL MOTION:

N/A



MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

July 15, 2016

Richard Adams, SPHR, SHRM-SCP
Human Resources Director
City of Deltona
2345 Providence Blvd.
Deltona, FL 32725

Dear Mr. Adams:

Management Advisory Group International, Inc. (MAG) is pleased to provide a follow-up to your question regarding the placement of a newly conceived position, Events Manager.

This position was not a “benchmark” position that would have been part of the market survey, so it was placed according to internal relationships within the structure of the overall recommended compensation structure, similar to the manner in which a large number of positions were classified. There was no incumbent that completed a Job Analysis Questionnaire, so MAG relied on information from an existing job description, discussions with the department staff regarding duties and responsibilities, and the relationship with other positions (internal equity).

This position is a professional level position responsible for the development and planning, and operation and oversight of special events, fundraisers, graduations, holiday breakfasts, youth events, weddings, concerts, and theatrical performances at the Deltona Senior Community Center. The incumbent will be responsible for a new \$9 million dollar facility that would hopefully generate income for the City through major community events. The position also is to have responsibilities for fund raising, marketing and promotion, booking and scheduling events.

The position was described as supervisory in nature, with responsibility for a Community Information Specialist and two parks employees assigned to beautification and events.

The educational requirement is a bachelor’s degree with an experience requirement of five years of related experience.

MAG viewed the position as an important one within the structure and recommends grade 125.



MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

Each position within the compensation plan was evaluated according to a series of factors. They included:

- Involvement with Data, People, and Assets
- Experience/Vocational Requirements
- Educational/Vocational Requirements
- Mathematical Requirements
- Communications Requirements
- Judgment Requirements
- Impact of Decisions
- Complexity of Work
- Safety of Others Responsibilities
- Americans with Disabilities Act Requirements
- Physical Requirements
- Equipment Usage
- Unavoidable Hazards
- Sensory Requirements

This position, based on a review of these factors, scored well in the factor of dealing with people and responsibility for assets. The communications needs, educational and experience requirements were properly recognized. Mathematical requirements, physical demands, hazards, and equipment usage factors were evaluated lower than some other technical or “outside” positions. The complexity of work was viewed as moderate, as was some responsibility for the safety of others due to building management.

In our experience, individuals that have demonstrated abilities in marketing community events, managing major performances, and having responsibility for multi-million dollar facilities are highly sought after in the market. They can make or break the viability of the facilities. If the hired incumbent in this position does not effectively perform the anticipated duties and responsibilities, the impact may be substantial on the City’s plans and programs. This can be particularly true for a new facility that seeks to impress those who visit for the first time. This position will be responsible for both events planning and management, but overall for key facilities.

Given the nature of work and the overall duties for managing both event operations and facilities, MAG recommends that the title for the position be **Events and Facilities Manager**.



MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

The City is in a highly competitive environment due to the influence of recreation and cultural events in the Orlando area and in Florida generally. We are aware that the City of Daytona Beach has a new position that appears similar to Deltona's, called a Cultural Services and Community Events Director. While that position has a minimum similar to your new grade 125 (\$67,430), the maximum for the Daytona Beach position is much greater than grade 125 in your plan, at \$128,416. We do not anticipate that Daytona will actually hire at the minimum.

I hope the enclosed information is helpful as you proceed to find a qualified incumbent for this important new City position.

Please feel free to contact us at (703) 590-7250 as needed. We appreciate the opportunity to serve the City.

Sincerely,

A handwritten signature in black ink that reads 'Donald C. Long'.

Donald C. Long, Ph.D.

President
Management Advisory Group International, Inc.
13580 Groupe Drive, Suite 200
Woodbridge, VA 22192

Events Managers

Municipalities	Official Job Title	Additional People on Staff	For-Profit?	Pay/Range
Ormond Beach	Community Events Coordinator	2 Part-Time Workers to do Special Events on the Casements (Facility)	No	\$31,491 - \$54,240
Port Orange	Special Events Coordinator	3 Part Time Staff	Yes	\$33,508 - \$54,620
DeLand	Marketing and Special Events Coordinator	Marketing Coordinator (marketing, sponsorships) Office Manager (contracts, tours) Maintenance Person (2 FT staff) 3-4 on-call contract employees	Yes, and also host City events	\$31,574-\$45,781
City of Sanford	N/A	2 Admin Assist. (Appointments, General Q's) Special Events Supervisor (Outside Events) Community Rec. Supervisor (Summer Camp) Senior Center Supervisor (Senior Activities) Recreation Supervisor (Westside Comm. Center) Civic Center Supervisor (with 2 additional staff) Recreation Manager, Recreation Director	Yes, and also host 5 City events	Special Events Supervisor: \$31,754 - \$49,219 Civic Center Supervisor: \$34,352 - \$53,46
City of Lake Mary	Recreation & Events Manager	Business Manager Events Center Assistant Manager Parks & Events Center Coordinator Events Center Crew Leader & Events Center Specialist Customer Service Rep Special Events Asst.	Yes	Recreation & Events Manager: \$43,929-\$68,929 Events Center Assistant Manager: \$34,361-\$53,664
City of Daytona Beach	Cultural Services and Community Events Director	4 FT Staff	Yes	\$67,430 - \$128,416

Attached is the Executive Summary from MAG.

You will please note that the final implementation numbers have decreased due to employee separations.

The original cost of bringing employees to range minimums was 121,070

New cost of bringing employees to range minimum is 111,066

A difference of (\$10,004)

Richard Adams, HR Director

Executive Summary

Project Goals and Objectives:

The City of Deltona sought consulting assistance to:

- ✓ provide a compensation and classification study and report;
- ✓ suggest appropriate staffing levels for each of the departments.

Major Project Phases:

- ✓ Project initiation and refinement of approach;
- ✓ Orientation sessions for employees regarding how to complete questionnaires;
- ✓ Employee completion of Job Analysis Questionnaires;
- ✓ Conduct interviews with departments;
- ✓ Market survey of comparable and area employers for similar jobs;
- ✓ Analyze departmental staffing levels;
- ✓ Develop compensation structure and classification level assignments;
- ✓ Develop and submit report recommendations.

Major Findings:

- ✓ Staffing in most departments is on target to meet service level needs.
- ✓ The compensation structure is slightly behind the market according to survey data.
- ✓ A few incumbents are completing work beyond their current classification level.
- ✓ Benefits provided are consistent with other communities, however, health care costs appear to be relatively high in the City.

Major Recommendations:

- ✓ Add an Events Manager in the City Manager's Office, an Inspector position in Construction Services, a City Engineer position in Public Works, and a Parks Maintenance position in Parks and Recreation.
- ✓ Upon retirement, reclassify the Planning Manager position to a Planner II with GIS.
- ✓ Fire Rescue should be further evaluated for possible addition of Firefighter positions.
- ✓ Human Resources should have both an HR Director and an HR Manager position.
- ✓ Implement a Unified compensation schedule with 60% ranges to reflect the market study.
- ✓ Apply a 3% across the board to 234 employees effective 10/1/16, for \$296,124.
- ✓ Adjust 31 employees to the recommended range minimums for \$28,150.
- ✓ Apply equity adjustments to 95 employees based on time in position for \$111,066.
- ✓ Total cost of implementing pay plan, including 3% across the board, is \$435,340, or 4.38%.
- ✓ Costs to minimums and equity adjustments include about 57% to field positions, about 22% to office positions, about 20% to managers and supervisors, and 1% to directors.



City of Deltona

July 20, 2016

City Commissioners, Jane Shang, City Manager

Re: Events Manager

Commissioners:

In reviewing the position of Events Manager, the job description, and expectations, we are unable to find comparable positions in most of our nearby cities. Most events positions are coordinator positions who schedule and help coordinate city funded events such as parades, holiday celebrations, etc. Many cities do not have a dedicated for profit position, as we are envisioning for the new Community Center.

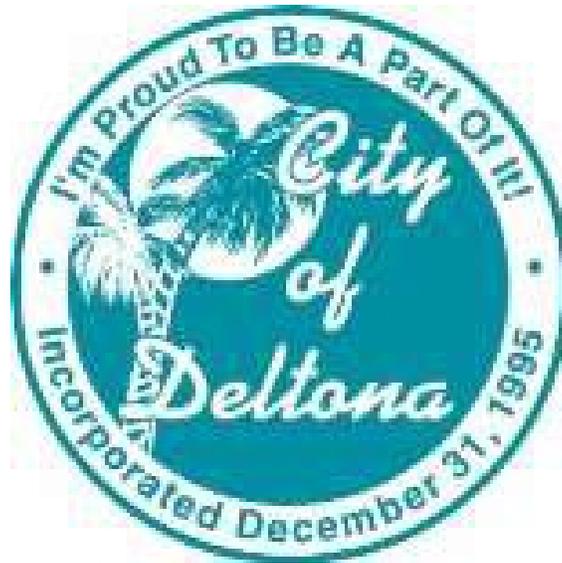
The closest city with a comparable position would be the city of Daytona Beach, which has an Events Manager responsible for oversight of the Ocean Center which Dr. Long references in his report.

Other cities with a for profit events centers would be Sanford and Lake Mary. Each of these cities have several employees dedicated to the management of the centers. Additionally, both of these cities have their events staff overseeing both for profit events and city funded events, which would not be comparable to our Community Center Events Manager.

I have reviewed the justification letter from Dr. Long and I am in agreement with the placement of the Events Manager at a grade 125, as proposed by MAG in the Compensation Study.

Richard Adams, SPHR
Human Resources Director

Compensation and Classification Study for:
Deltona, FL



July 13, 2016





MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

July 13, 2016

Cara Burgess, Human Resources Manager
2345 Providence Blvd.
Deltona, FL 32725

Dear Ms. Burgess:

Management Advisory Group International, Inc. (MAG) is pleased to present this *Compensation & Classification Study Report* to the City of Deltona.

This report has been developed based on:

- Job analysis of included City classifications (internal equity); and
- Market salary survey results to-date (external equity)

The Draft Report is organized into the following Sections:

- Section 1: Introduction and Methodology
- Section 2: Selected Personnel Policies
- Section 3: Salary Survey Summary
- Section 4: Proposed Pay Plan
- Section 5: Class Comparison List
- Section 6: Alpha Class List
- Section 7: Implementation Cost by Job class
- Section 8: Implementation Cost Detail
- Section 9: Staffing Review

MAG would like to express our thanks to all employees and staff who have participated in this important project. We look forward to your questions and input concerning the proposed plan. Please feel free to contact us at (703) 590-7250 as needed.

Sincerely,

Donald C. Long, Ph.D.

President
Management Advisory Group International, Inc.
13580 Groupe Drive, Suite 200
Woodbridge, VA 22192

SECTION 1.0
Introduction and Methodology

Section 1: Introduction & Methodology

Introduction

The City of Deltona, Florida contracted with Management Advisory Group International, Inc. (MAG) to conduct a compensation and classification study for all current City classifications. This report presents the findings and recommendations of the classification and compensation study. MAG's findings and recommendations are based on:

- salary survey results;
- current organizational structure;
- a quantitative point-factor job analysis; and,
- internal and external equity considerations.

The goal of the City for this project was to provide the foundation for an appropriate classification and compensation system and pay plan based on current compensation levels for similar public sector employers, municipalities, and local market competitors. In response, MAG has developed proposed pay plan and salary adjustment recommendations for current incumbents in included City classifications.

Project Focus

The objectives of the study were to:

- Conduct job analysis of included City classifications;
- Gather salary and compensation data from similar/competitor organizations;
- Develop a revised classification plan; and,
- Develop a revised compensation and pay plan.

A list of project tasks and activities is indicated by Exhibit 1-1.

**EXHIBIT 1-1
DELTONA, FLORIDA
PROJECT TASKS**

Project Initiation – Developed project proposal, work plan and timeline. Discussed with City administration and revised project work plan.

Initial Meetings – Met with City administration and management to clearly define the scope, goal(s), and objective(s) for the proposed study.

Conducted Department Head Sessions and Distributed JAQs – Conducted sessions to gather input regarding the proposed project. Provided *Job Analysis Questionnaires (JAQs)* – MAG’s online job information survey – to current City employees in included classifications to gather job specific information on specific duties, responsibilities, and essential job attributes.

Developed/Distributed Salary Survey Instrument – Developed a salary survey to gather compensation information from target organizations for selected City benchmark classifications.

Collected/Analyzed Compensation Data – Collected and reviewed compensation data from respondent organizations.

Conducted Job Analysis – Performed quantitative point-factor analysis of compensable factors based on completed JAQs.

Developed Revised Pay Plan – Developed a preliminary proposed pay plan based on the results of the market salary survey, point-factor job analysis, and internal/external equity considerations.

Developed Salary Adjustment Recommendations – Developed salary adjustment recommendations for all City classifications based on the revised pay plan(s) and employee classification, longevity and current salary.

Developed & Submitted Draft Report – Developed and submitted a Draft Report for City review integrating the job analysis, proposed pay and classification plan, salary survey, and implementation recommendations.

Revised Draft Report – Incorporated City technical review of Draft Report materials, and included final employee database revisions.

Develop & Submit Final Report – Submitted a Final Report upon final review.

Exhibit 1-2 illustrates a flow-chart process used for developing a proposed pay and classification plan.

EXHIBIT 1-2
DELTONA, FLORIDA
PROJECT FLOWCHART



Methodology Overview

To begin the study, MAG requested and reviewed preliminary information and arranged for on-site work with the City of Deltona, Florida. At this time, MAG conducted initial meetings with City administration and tailored several instruments to be used in conducting the compensation and classification analysis, including:

- a *Job Analysis Questionnaire*® (JAQ); and
- a Market Salary Survey to be conducted with comparable classifications with a selected group of agencies and employers.

The study methodology included:

- collection of current City budget, personnel, and organizational background information;
- development, distribution, collection, and analysis of *Job Analysis Questionnaires*®;
- identification and selection of comparable agencies for the market salary survey;
- identification of classification benchmarks;
- analysis with recommendations concerning the relative ranking of City positions to develop a classification plan that will ensure internal equity; and
- a salary/wage survey and analysis

Initial Meetings and Orientation

Upon agreement to proceed, the project team met with City management to discuss the study's objectives, along with the strengths and weaknesses of the current organizational structure and compensation management systems. City management provided input regarding the City's compensation philosophies, preferences, and needs of the systems to be developed. MAG's representatives requested documentation about current compensation and classification programs, met with City management to discuss these systems, and developed an understanding of concerns to be addressed.

The project team also conducted meetings for Department Heads to provide an overview of the scope, content, and methodology of the study, encourage employee cooperation and commitment, and establish appropriate time frames for completing and returning necessary forms.

Job Analysis Questionnaire©

MAG evaluated the included City classifications in order to assign positions to an appropriate new pay range. The job evaluation included various factors, such as:

- Involvement with Data, People, and Assets
- Experience/Vocational Requirements
- Educational/Vocational Requirements
- Mathematical Requirements
- Communications Requirements
- Judgment Requirements
- Impact of Decisions
- Complexity of Work
- Safety of Others Responsibilities
- Americans with Disabilities Act Requirements
- Physical Requirements
- Equipment Usage
- Unavoidable Hazards
- Sensory Requirements

Information about each employee's job was collected through a *Job Analysis Questionnaire© (JAQ)*. The questionnaire was available online, through MAG's website, and was made available to all incumbents in included City classifications.

The *JAQ* asked employees to rank their job in each of the above areas and provide written comments about their tasks in each area. Based on this information, each job class was evaluated by MAG's unique Job Evaluation System. The evaluation from this system resulted in a quantitative score for each job and established the relative ranking of positions within the compensation system.

Market Salary Survey

The City employs a wide range of jobs that contain a mix of work responsibilities found in both the public and private sectors. The Market Salary Survey reflected the variety of duties and responsibilities in which City employees engage. The Market Salary Survey is one of the key components of a classification and compensation study, as well as one of the more difficult and sensitive activities in the study process.

In a collaborative effort with City management, MAG developed a list of target organizations to be surveyed. Upon City approval of the target list, the survey instrument, and the benchmark classifications, MAG conducted the survey and performed the technical analysis and evaluation.

Organizations typically included as targets in a salary survey are those that are:

- competing with the City for employees, for either lower level or higher level positions;
- geographically situated in such a fashion as to almost automatically be considered a competitor;
- structured similarly to the City, or providing similar types of services;
- attractive to highly valued City employees for one reason or another; and,
- within a reasonable commuting distance.

Targeted agencies in this study included:

Brevard County Government
City of Altamonte Springs
City of Apopka
City of Daytona Beach
City of Deland
City of Deltona
City of Gainesville
City of Kissimmee
City of Orlando
City of Ormond Beach
City of Port Orange
City of Sanford
O*Net
Seminole County Government
Volusia County Government
Volusia County Schools
Volusia County Sheriff Office

Other Volusia County cities **not** surveyed due to smaller population, number of employees, and incomparable positions:

City of Orange City
City of Debarry
City of Holly Hill
City of South Daytona
City of Ponce Inlet
City of Lake Helen
City of Edgewater
City of Daytona Beach Shores

Benchmark Classes

The job classes included as benchmarks in the survey were clearly and concisely described. All classes had a clear and identifiable relationship to other City classes and were representative of the various functional areas within the various work areas/units.

In the survey instrument, each job was carefully described in a class profile. In addition to the statement of job duties and responsibilities, specific information pertaining to the education requirements and work experience needed for the class was included. The respondent's matching class title, annual minimum and maximum salary, duty days, and annual hours was also included in the survey. Because the class profiles were created from the information obtained from completed JAQs, validity was built into the process through the class profile methodology.

The data from the survey were used to assist with the classification of the various jobs within the pay structure. ***It is important to note, however, that the market study simply serves as an indicator of market trends and, consequently, the internal job analysis is the most critical element in determining pay grade assignment.***

Proposed Pay Plan

MAG has developed a revised pay plan for all positions included in the study. Specific details of the plan are provided in report tables following this narrative. The proposed pay plan puts all employees into a Unified range plan.

MAG's recommendations consider the following:

- Current salary,
- Current job title or rank, and
- Length of total service from the reported promotion date to the recommended implementation date of October 1, 2016.

The computer software program, ***Classification Manager®*** then calculates an exact target salary for each employee that fairly and equitably makes an adjustment. If the employee's current salary exceeds the target salary then the calculations will not provide any further adjustment. No employee is recommended for any decrease in salary, even if the current salary substantially exceeds the target salary. MAG does recommend that any employees whose current salary exceeds the target salary should continue to advance through the steps until they reach the range maximum.

This implementation approach achieves the maximum amount of internal equity possible without reducing the salary of any employee. Once the new structure and the recommended salaries are adopted, the City will, over time, reach full equity as people leave or retire.

No employee should receive any additional salary adjustments once their salary has reached the maximum of the range. The recommendation is to freeze the salary until there is sufficient market adjustment to provide an increase.

Pay Plan Structures

MAG has established a unified structure for the positions included within the scope of the study. It is an open range plan. The implementation of a step plan structure is more costly, typically.

The open range approach, as is recommended for employees within the scope of this project, is common among general employee populations. It is less structured and allows for the recognition of variable employee performance. It is also much less costly to implement an open range pay structure. This approach has the benefit of flexibility and does not obligate the employer to increases based only on tenure.

There is an increasing trend in local government to move from pay increases for general employees based on longevity to a merit based plan. The concept that employees should receive more salary simply because of another year of service is losing favor and is being replaced with performance based plans that provide variable compensation adjustments ranging from zero to several percentage points, with the foundation being a job-based/performance related system of review. While not a part of this scope of work, MAG has developed a web based merit evaluation system that utilizes a unique performance approach for each job class and is able to be customized down to the level of each individual employee.

Plan Implementation

MAG recommends that the new compensation structures go into effect on October 1, 2016 along with the recommended salary adjustments.

If dollars are available, the City should take steps to address the questions of internally equitable salary placement for every employee. The recommendations would accomplish the following:

- Bring about internal salary equity for employees;
- Greatly simplify the salary plan for internal administration;
- Provide a simple, easy to understand plan for employees;
- Freeze any salary that exceeds the range maximum;
- Simplify future adjustments to the structure to accommodate market changes.

These recommended changes provide a solid foundation for employee compensation that should serve the City and the employees well as they move into the future.

Benefits Observation

A benefits study was not included as part of the scope of work for this project. MAG has conducted many comprehensive benefits surveys for communities. For the City of Deltona, MAG has reviewed basic benefits and costs under the insurance program. Overall, the City provides benefits that are generally in line with the benefits provided by other communities.

The City of Deltona currently pays 100% of the employee only Core plan coverage (as well as 100% dental coverage). Then, the city pays an additional 50% towards the dependent coverage under the Core plan. If an employee chooses one of the buy-up plans (Choice Plus or Alternate HMO), the employee's dependent premiums will be reduced by the amount that is received under the core plan.

- The employee only HMO Core plan costs the City \$733.02 per month (100%).
- An employee and spouse HMO Core plan costs the City \$1,119.95 per month.
- A family plan HMO Core plan is \$2,373.68 per month, and costs the City \$1,482.25 per month. The employee pays the balance of \$872.26 per month.
- Costs for the Choice Plus POS and the Alternate HMO are higher.

As a general observation, the costs incurred by the City, as well as the employee (for spouse, children, family coverages) appear to be higher than the costs we have seen in our surveys. MAG does not complete health care audits or perform in-depth health insurance analysis. We do recommend that the City seek outside, independent technical assistance from an insurance consultant to determine if costs can be reduced.

SECTION 2.0
Selected Personnel Policies

2.0 – Selected Personnel Policies

As part of the overall study, Management Advisory Group was requested to offer observations and recommendations regarding personnel policies. An objective statement of personnel policies also includes the expressed outcome to attract, reward, and retain qualified employees who can help the City of Deltona, Florida achieve its mission. In support of the vision statement, MAG recommendation(s) will assist the City as it strives to provide a total compensation program that enables the City to:

- attract and retain a high-quality and diverse workforce;
- reward and retain qualified employees;
- provide a fair and consistent framework for assigning jobs;
- maintain salary structures at market competitive levels;
- ensure fair and consistent pay practices;
- comply with applicable laws and regulations; and,
- operate within the constraints of fiscal resources;
- be an employer that inspires excellence.

As an employer, Deltona, Florida embraces a fair and equitable compensation plan to support achievement of the following goals.

1. The City strives to provide a total compensation program that is fiscally sound and equitable in the defined marketplace.
2. Benchmarking of select classifications is used as a best practice for compensation of similar positions.
3. Competitive ranges are established for all positions to provide the flexibility needed to adapt to market changes, maintain internal equity, and address needs of the City that will ensure a high level of service to the residents of the City.
4. Starting pay for new employees is based upon education and work experience related to positional requirements as well as market conditions.
5. Pay adjustments, other than allowances and supplements, are provided to employees when appropriate to address equity, market responsiveness, and consistency in the administration of the City's compensation program.
6. Employees are eligible for pay increases resulting from true promotions and reclassifications.
7. Part-time/temporary employees may not be eligible for the same benefits as full-time employees.
8. Fair Labor Standards requirements will be applied fairly and consistently to applicable positions.

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9. Benefit plans and other non-cash compensation plans are reviewed periodically for competitiveness, cost effectiveness, and their value to employees and the City.
 10. Pay ranges for Deltona, Florida job groups are reviewed as needed, but not less than every three years.

Personnel Policies:

The following recommendations cover recommendations for both the implementation of the plan, as well as, the on-going administration of the plan.

Numerous opportunities exist for varied work experiences and career advancement within the City. The following outlines how associated pay changes can be administered based on the category of change. All final decisions on the administration of pay changes that are not governed by bargaining agreements are subject to approval by the City Manager or his designee. In all instances of employee/job reassignment, the employee would be placed in the range, not to exceed the maximum of the range unless specifically stated. Unless otherwise stated, any change in pay would be effective with the next full pay period.

A. Reclassification

1. When a job has been reclassified to a higher pay grade, the employee(s) salary shall increase at least 5% in the new pay grade that includes the new salary, but is not more than the maximum salary of the new pay grade.

If the reclassification results in an upgrade of one pay grade, the pay raise will be moved upward at least 5% in the new pay range. An upgrade of two or more pay grades will be eligible for an additional 2.5% increase for each additional pay grade, up to a maximum of 10%. Any increase of more than 10% would require documentation by City of Deltona's Human Resources as needed and approval by the City Manager.

For general reclassifications done as a result of an internal or external compensation study, or as a result of a normal budget process review, if the employee has been in the position since on, or before, first day of the fiscal year, the effective date of this change will be the first day of the fiscal year regardless of the Board approval date.

Otherwise, for an individual reclassification, done outside the normal budget cycle, the effective date of the pay increase will be consistent with the next full pay period.

Reclassification or changes in pay grade, whether resulting from an internal or external compensation study or individual change in pay grade, shall **not be** retroactive.

Internal Equity Adjustments as a result of the implementation of a system-wide study shall not be subject to the same guidelines as the "Reclassification" guideline. Internal Equity Adjustments can be the result of the application of a formula, applied to all positions in the same pay plan, and are done to insure that employees' salaries are

internally equitable and are not done to reflect an individual “job audit” of a single member incumbent. Internal Equity Adjustments are also not tied to performance measures. ***The City Manager may determine an Internal Equity Adjustment strategy that is separate and apart from the guidelines that cover reclassification.*** Internal Equity Adjustments, resulting from an internal or external comprehensive review, can be to a higher, or lower, pay grade and are not considered a reclassification, promotion or demotion.

2. When a job has been reclassified to a lower pay grade, the affected employee(s) shall have their pay grade adjusted accordingly. If the employee’s salary is within the salary range of the new pay grade, it will be adjusted to the closest range position that includes the employee’s salary prior to reclassification. The effective date will be the day following the Council adoption date and the change will be reflected in the next full pay period.

If, after the pay grade adjustment, the employee(s) salary is greater than the maximum salary of the new pay range, the employee will continue to be paid at the higher rate of pay for the remainder of the current fiscal year and through the last day of the next full fiscal year. On the first day of the subsequent fiscal year the salary will be adjusted to the closest range position in the new pay grade that includes the employee’s salary, but is not more than the maximum salary of the assigned pay grade.

B. Promotion

1. When an employee is promoted, as a result of a job change or job progression, to a higher pay grade position, within the same, or to a different, salary schedule, the salary placement within the new pay grade shall be determined as follows: *apply 5% on the salary of the previous grade/schedule and salary for promotions of one pay grade, and an additional 2.5% for each additional pay grade up to a maximum of 10%.* Placement shall be the closest range position that includes the new salary in the new pay grade/schedule. The resulting pay will be no less than the minimum of the new pay grade and no less than a 5% salary increase, but not more than the maximum salary of the assigned pay grade. The effective date will be the day of approval and will be included in the next full pay period.
2. There may be times when the uniqueness of an individual job and level or necessary skills required by the City, and not just possessed by the incumbent, may require a higher salary schedule placement than stipulated in this section. Under such circumstances, the City Manager *may recommend a higher salary placement within the assigned pay grade.*

C. Lateral Transfer

A lateral transfer occurs when an employee is transferred from one job class to another in the same, or substantially equivalent, pay grade. When there is no change in pay grade there shall be no adjustment in base salary. A lateral transfer is not considered a reclassification or a promotion. Lateral transfers from one pay plan to another will result in the employee being placed in the new pay range.

D. Demotion

A demotion occurs when an employee is transferred from one job class to another and the new job class is in a pay grade (or substantially equivalent pay range) that is less than the origination pay grade (or substantially equivalent pay range). Any changes in pay as a result of a demotion will normally be effective the date of approval and reflected in the next full pay period.

Demotions can occur for several reasons:

- a. *Demotion requested by Incumbents:* In some cases, an incumbent will request a demotion to a different job class in a lower pay grade (or pay range). Any reduction in salary would take effect within the next pay period.
- b. *Demotion for disciplinary reasons:* Any reduction in salary would take effect within the next pay period.
- c. *Demotion for the good of the City:* If the demotion is at the request of the City for the good of the organization, there would be no reduction in salary. This is done when the assignment to the new, lower level position is needed to fill a critical need and usually is done on a short-term and/or emergency basis. This type of action, if there is no long-term need, is better handled/managed through a temporary assignment. However, it is possible that a demotion for the good of the City could occur on a long-term basis. This type of demotion would have to be approved by the City Manager. No decrease in salary would occur even if the current salary exceeds the maximum of the newly assigned range.

E. Temporary Assignment(s)

1. “Acting” or temporary assignment(s) occurs when the City recognizes a critical job assignment need that must be met and cannot be met through the normal recruitment process. This can occur when an unexpected vacancy occurs; when a mission critical job cannot be filled in a timely fashion; or when a mission objective changes abruptly and requires an immediate action.
2. Temporary or “acting” assignment(s) would be anticipated to last more than 30 days, but less than 6 months. A temporary or “acting” assignment is to fill a vacancy and not to assume the duties of another employee who is on approved leave, i.e. vacation, holiday, medical, or other short term absence(s).
3. If the position assigned is lower in pay grade (or substantially equivalent pay range) this would not result in a lower salary for the assigned employee even if the salary exceeded the maximum of the new pay range.
4. If the position assigned is higher in pay grade (or substantially equivalent pay range) and extends beyond 30 days, but less than 6 months, there should be a 5% “temporary assignment” pay adjustment for the first pay grade and 3% for each additional pay grade, not to exceed the maximum of the assigned range. Employee’s

receiving temporary assignment pay shall sign an agreement acknowledging the understanding that they are receiving “Temporary Assignment Pay” and also acknowledging understanding that when the temporary assignment ends, the “assignment pay” will also end.

F. Hiring

1. The hire rate for a new employee with no equivalent and/or relevant level experience is the minimum of the salary range to which the job classification is assigned.
2. New hiring rates (or re-hires) for employees may consider directly relevant experience and/or experience that can be verified by the Human Resources Department. Starting salaries will be considered based on the length of the experience on a one year of credit for three years of experience, up to a maximum of five years of credit. *Employees who have left the City and have been officially terminated will be re-hired using this formula and will not be rehired at the previous salary.* Re-hires will be considered using the same formula as new hires.
3. Internal Equity is an equally important consideration in filling a vacant position. Before a salary offer is made, Human Resources will also consider the current salaries and length of service in the same/similar job class or classes of current incumbents. It is the policy of the City to make every effort to avoid inverted salary relationships by bringing in newly hired employees at a salary or rate that exceeds the current salaries of comparably placed existing employees in the same/similar job class.
4. The Human Resources department may additionally consider current salary if the open position is determined to be a “hard to fill” position. “Hard to fill” positions will be determined by the Human Resources Department and will be based on the length of time the position has remained unfilled, the difficulty to recruit, and the market conditions of the position, at the time of a vacancy.
5. Hiring Range is typically considered that span in salary between the minimum of the range and the midpoint for most positions. For Directorships or Assistant Director level positions, the qualifications of the applicant and/or the needs of the City should include the discretion to hire anywhere within the range. However, consideration should still be given to existing salaries of other employees who are in directly comparable positions.

G. Maximum of the Range

Ranges are established to reflect the market value of a job and not an incumbent. Once an employee reaches the maximum of his/her assigned range, the salary is frozen and the employee is not eligible for any additional compensation unless there is a range movement that would result in a higher maximum.

I. Salary Adjustment for Department Directors

There should be some flexibility for making salary adjustments for Departmental Directors beyond an annual increase, when it is based on exceptional performance. The salaries of other substantially equivalent employees should also be given consideration so as to not create undue inequity in the salary relationships.

Future Salary Adjustment Recommendations

The cost to implement and maintain the compensation system should be driven by changes in the labor market and should be applied globally to the system, which, in turn, adjusts each salary range. Compensation systems that are well maintained address *two primary issues* on an annual basis:

- the cost to maintain competitiveness within the system; and,
- the cost to adjust individual salaries.

From time to time, the City may determine the need to adjust pay grades/ranges based on some factor, such as the Economic Cost Index (ECI) to maintain competitiveness at salary range minimums and hiring rates, as well as accommodate current incumbent pay progression within the grades. Ideally, funding permitting, the City should conduct a salary/market review periodically to assess market conditions, and ensure a competitive posture in personnel recruitment and retention. At this time, a more detailed comparison to the external market, as well as, to immediate competitors can be made using a comprehensive methodology such as that used in this review.

To guide salary adjustment(s) for Departmental Directors and their direct reports, consideration should be given to adopting a performance-based plan which would have direct job-related criteria and would provide the ability to reward exceptional performance above that which might be provided under a seniority system. A job related performance management system allows for the work to be reviewed, goals to be set, and flexibility in providing a meaningful monetary response to exceptional performance.

Maintaining the Integrity of a Plan

Cost of Living Increases within a Budget Year

Any cost of living adjustment should be applied to the entire range.

If the cost of living adjustment is applied to the base salary, then the employee would get the cost of living increase.

Proposed Compensation Plan

Regardless of an organization's philosophy concerning advancement opportunities afforded to employees, it is essential that movements in the economy, and more specifically, the labor market in which Deltona, Florida competes, be addressed at

the system level. Accordingly, salary administration procedures should take their priority based on funding levels and the City's philosophies on pay.

Allocation of Employees Within the New Proposed Ranges

For employees whose current salary level is below the minimum level in the assigned range, the salary level would be the minimum in the range. For employees with current salary levels exceeding the maximum level in the assigned range, the salary would be frozen at that level, and the employee would be ineligible for any merit or cost of living increases until the range is adjusted to allow movement.

The placement of employees within the newly proposed salary matrix is based on a formula designed to address internal equity. *No salary for any employee is recommended for reduction.* Each employee has a calculated target salary and is then recommended for placement in the next closest higher range.

Future Administration of the Plan

In order to retain the currency of the plan, the City has a maintenance agreement with MAG that would provide a salary survey and a recommended market adjustment of ranges. Under the provisions of MAG's maintenance agreement, assistance is always available to the City to review requests for reclassification; conduct spot surveys for market sensitive positions; provide ongoing maintenance such as database updates reflecting current salaries, terminations, and new-hires; and develop/change class descriptions.

Proposed Compensation Under the New Plan

The Classification Manager® software has established a target salary for each employee by first calculating the cost to raise the incumbent to the minimum of the new range (if appropriate). A formula is then applied that calculates a target salary for the employee based on the total days of service in his/ her proposed job class.

Plan Implementation

MAG recognizes that implementation of the new or revised compensation and classification programs must take into account the financial disposition, current salary levels, and other variables unique to the City. Only after all of these factors are considered can a feasible implementation program be designed. MAG has worked to provide an implementation plan that will address the current inequities and will provide a framework for external competitiveness.

It is especially important that during the current economic times that the City retain its' highly qualified work force by providing a fair, and competitive, compensation program. Additionally, it is equally important, that Deltona, Florida not overpay for positions. The proposed implementation plan carefully balances these two important considerations.

SECTION 3.0
Salary Survey Summary

Salary Survey Results for DELTONA, FL MM

Job Class Title	Averages For Each Job Class					DELTONA								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
OFFICE ASSISTANT	\$22,754	\$29,271	\$35,788				57.3%	\$20,301	-12.1%	\$26,510	-10.4%	\$32,718	-9.4%	61.2%
UTILITY MAINTENANCE WORKER	\$23,462	\$30,605	\$37,749				60.9%	\$21,320	-10.0%	\$27,914	-9.6%	\$34,507	-9.4%	61.9%
ENF SVCS CUSTOMER SERVICES REP I	\$24,403	\$31,348	\$38,293				56.9%	\$24,918	2.1%	\$32,562	3.7%	\$40,206	4.8%	61.4%
UTILITY CUST SERV REP I	\$26,409	\$34,169	\$41,929				58.8%	\$23,608	-11.9%	\$30,909	-10.5%	\$38,210	-9.7%	61.9%
EQUIPMENT OPERATOR	\$27,241	\$35,678	\$44,115				61.9%	\$26,208	-3.9%	\$34,258	-4.1%	\$42,307	-4.3%	61.4%
ZONING TECHNICIAN	\$28,635	\$37,177	\$45,719				59.7%	\$27,602	-3.7%	\$36,057	-3.1%	\$44,512	-2.7%	61.3%
UTILITY SYSTEMS TECH I	\$30,121	\$39,288	\$48,455				60.9%	\$29,016	-3.8%	\$37,960	-3.5%	\$46,904	-3.3%	61.6%
ACCOUNTING TECH II	\$30,543	\$39,489	\$48,436				58.6%	\$33,094	7.7%	\$43,899	10.0%	\$54,704	11.5%	65.3%
MECHANIC	\$29,765	\$39,829	\$49,894				67.6%	\$30,618	2.8%	\$39,967	0.3%	\$49,317	-1.2%	61.1%
STORM WATER FOREMAN	\$34,323	\$43,349	\$52,375				52.6%	\$32,219	-6.5%	\$42,068	-3.0%	\$51,917	-0.9%	61.1%
ENFORCEMENT SERVICES OFFICER	\$34,912	\$44,536	\$54,161				55.1%	\$35,610	2.0%	\$46,561	4.3%	\$57,512	5.8%	61.5%
EXECUTIVE ASSISTANT	\$37,200	\$48,541	\$59,882				61.0%	\$35,610	-4.5%	\$46,561	-4.3%	\$57,512	-4.1%	61.5%
BUILDING INSPECTOR	\$37,537	\$48,946	\$60,355				60.8%	\$37,502	-0.1%	\$49,057	0.2%	\$60,611	0.4%	61.6%
UTILITY BILLING SUPERVISOR	\$38,750	\$50,858	\$62,966				62.5%	\$37,502	-3.3%	\$49,057	-3.7%	\$60,611	-3.9%	61.6%
GIS ANALYST	\$40,753	\$54,075	\$67,397				65.4%	\$37,502	-8.7%	\$49,057	-10.2%	\$60,611	-11.2%	61.6%
FLEET MAINT SUPV	\$41,830	\$54,412	\$66,993				60.2%	\$37,502	-11.5%	\$49,057	-10.9%	\$60,611	-10.5%	61.6%
HUMAN RESOURCES ANALYST	\$41,992	\$54,666	\$67,341				60.4%	\$43,514	3.5%	\$56,909	3.9%	\$70,304	4.2%	61.6%
RECREATION PROGRAM MGR	\$45,406	\$58,637	\$71,868				58.3%	\$45,718	0.7%	\$59,769	1.9%	\$73,819	2.6%	61.5%
NETWORK ANALYST	\$46,896	\$62,342	\$77,787				65.9%	\$43,514	-7.8%	\$56,909	-9.5%	\$70,304	-10.6%	61.6%
PLANNER II	\$47,482	\$63,809	\$80,136				68.8%	\$50,419	5.8%	\$65,915	3.2%	\$81,411	1.6%	61.5%
ECONOMIC DEVELOPMENT MGR	\$50,096	\$65,108	\$80,120				59.9%	\$48,006	-4.4%	\$62,754	-3.8%	\$77,501	-3.4%	61.4%
ACCOUNTING MANAGER	\$54,789	\$71,858	\$88,927				62.3%	\$52,915	-3.5%	\$69,160	-3.9%	\$85,405	-4.1%	61.4%
OPERATIONS MANAGER	\$54,026	\$72,032	\$90,038				66.7%	\$50,419	-7.2%	\$65,915	-9.3%	\$81,411	-10.6%	61.5%
PARKS & RECREATION DIRECTOR	\$80,218	\$107,304	\$134,390				67.5%	\$71,802	-11.7%	\$105,903	-1.3%	\$140,005	4.0%	95.0%
FINANCE DIRECTOR	\$81,753	\$109,777	\$137,800				68.6%	\$71,802	-13.9%	\$105,903	-3.7%	\$140,005	1.6%	95.0%
PLANNING & DEVELOPMENT SVCS DIR	\$82,209	\$109,886	\$137,563				67.3%	\$71,802	-14.5%	\$105,903	-3.8%	\$140,005	1.7%	95.0%
PW DIRECTOR	\$87,803	\$118,387	\$148,971				69.7%	\$71,802	-22.3%	\$105,903	-11.8%	\$140,005	-6.4%	95.0%
Survey Averages	\$43,752	\$57,607	\$71,461				62.05%	\$41,179	-6.25%	\$55,644	-3.53%	\$70,109	-1.93%	70.25%

Salary Survey Results for DELTONA, FL MM

ACCOUNTING MANAGER

Descrip Analyzes financial statements and records, reviews administrative and accounting procedures, prepares comprehensive reports on special studies, and assists in the design and implementation of financial accounting systems. Documents and maintains the City's system of internal controls. Maintains and regularly reconciles the City's general ledger and subsidiary ledgers. Enters, checks, analyzes and reconciles general ledger records and accounts, and prepares periodic statistical reports and financial statements. Analyzes revenue and expenditure records, conducts special projects, reviews financial data and administers operating and capital improvement budgets. Monitors organizational performance, analyzes trends, and makes recommendations for improvement.

Quals Bachelor' Degree in Accounting or directly related field and five (5) years of progressively responsible experience in governmental accounting/auditing. Florida Certified Public Accountant (CPA) and Certified Government Finance Officer (CGFOA) preferred. Valid State of Florida Driver's License. Experience with the requirements of the Certificate of Achievement for Excellence in Financial Reporting program by the Government Finance Officers Association, and the requirements of the rules of the Auditor General of the State of Florida.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ALTAMONTE SPRINGS	FISCAL MANAGER	Good	\$42,714	\$54,461	\$66,207	55.0%	<input type="checkbox"/>		
KISSIMMEE	ACCOUNTING MANAGER	Good	\$48,646	\$61,926	\$75,206	54.6%	<input type="checkbox"/>		
ORMOND BEACH	ACCOUNTING MANAGER	Good	\$50,687	\$68,496	\$86,304	70.3%	<input type="checkbox"/>		
DAYTONA BEACH	ACCOUNTING MANAGER	Good	\$54,732	\$79,483	\$104,234	90.4%	<input type="checkbox"/>		
APOPKA	ACCOUNTANT III	Good	\$55,246	\$70,862	\$86,477	56.5%	<input type="checkbox"/>		
DELAND	ACCOUNTING MANAGER	Good	\$57,450	\$71,812	\$86,174	50.0%	<input type="checkbox"/>		
PORT ORANGE	ACCOUNTING MANAGER	Good	\$57,567	\$75,701	\$93,834	63.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	MGR, BUDGET & FINANCIAL ANALYSIS	Good	\$57,781	\$78,701	\$99,622	72.4%	<input type="checkbox"/>		
ORLANDO	ACCOUNTING OPS MGR	Good	\$59,114	\$75,754	\$92,394	56.3%	<input type="checkbox"/>		
GAINESVILLE	ACCOUNTING MANAGER	Good	\$63,958	\$81,386	\$98,814	54.5%	<input type="checkbox"/>		
Average			\$54,789	\$71,858	\$88,927	62.3%			
DELTONA	ACCOUNTING MANAGER		\$52,915	\$69,160	\$85,405	61.4%			
		\$ Difference	(\$1,874)	(\$2,698)	(\$3,522)				
		% Difference	-3.5%	-3.9%	-4.1%				

Salary Survey Results for DELTONA, FL MM

ACCOUNTING TECH II

Descrip Prepares and maintains budget records and financial systems such as cash management, fixed assets, projects, grant reporting, and contract administration. Performs annual reconciliations and audit schedules. Depending on the assigned department, may perform business tax initial business startup, account review for out-of-business entities and performs billing cycle to include follow-up billings for delinquent notices and penalties; performs grant accounting, administration support, reporting and funding request review; performs revenue billing, collections and reconciliations of various municipal services accounts. Performs complex technical and advanced professional accounting work.

Quals Associate's degree with course work in finance or accounting or a combination of education and a minimum of three (3) years of previous experience and/or training that includes municipal government finance and accounting.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
DELAND	ACCOUNTING CLERK I	Good	\$24,835	\$30,420	\$36,005	45.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	ACCOUNTING TECHNICIAN	Good	\$27,082	\$35,703	\$44,325	63.7%	<input type="checkbox"/>		
PORT ORANGE	ACCOUNTING TECH	Good	\$27,350	\$35,555	\$43,760	60.0%	<input type="checkbox"/>		
KISSIMMEE	ACCOUNTING TECH	Good	\$28,443	\$36,207	\$43,971	54.6%	<input type="checkbox"/>		
ORMOND BEACH	ACCOUNTING TECH	Good	\$30,304	\$41,062	\$51,819	71.0%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	ACCOUNTING SPEC	Good	\$31,283	\$45,542	\$59,800	91.2%	<input type="checkbox"/>		
APOPKA	ACCOUNTS PAYABLE CLERK	Good	\$32,302	\$41,432	\$50,562	56.5%	<input type="checkbox"/>		
GAINESVILLE	ACCOUNT CLERK II	Good	\$33,590	\$40,257	\$46,925	39.7%	<input type="checkbox"/>		
ORLANDO	ACCOUNTING SPEC SR	Good	\$34,258	\$42,838	\$51,418	50.1%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	ACCOUNTING SPECIALIST	Good	\$35,983	\$45,879	\$55,774	55.0%	<input type="checkbox"/>		

Average			\$30,543	\$39,489	\$48,436	58.6%
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DELTONA	ACCOUNTING TECH II		\$33,094	\$43,899	\$54,704	65.3%
		\$ Difference	\$2,551	\$4,410	\$6,268	
		% Difference	7.7%	10.0%	11.5%	

Salary Survey Results for DELTONA, FL MM

BUILDING INSPECTOR

Descrip Inspects One & Two Family Dwellings to assure compliance with adopted Standard Building Codes and State Building Codes. Investigates complaints and issues notices of non-compliance. Completes Inspector's daily activity log. Reviews technical reports pertaining to building projects. Advises supervisory personnel of any field conditions, which are potentially hazardous and/or controversial. Provides direction and/or technical assistance to contractors and property owners on construction projects. Provides technical assistance to Enforcement Services Division and testimony when required regarding in-trade code violation cases. Performs site inspections with regard to zoning and land development rules.

Quals Requires High School diploma or GED. Requires education, training and experience meeting the standards for certification in Subsection 468.09, of the Florida Statutes. Valid State of Florida Driver's License. Must be a State of Florida Certified One & Two Family Dwelling Inspector within two (2) years from the date of hire or have Standard Certificates for building inspector, electrical inspector, mechanical inspector, and plumbing inspector. Must obtain State of Florida Provisional Certification as a One & Two Family Dwelling Inspector at the time of hiring.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORMOND BEACH	BUILDING INSPECTOR	Good	\$34,136	\$46,466	\$58,795	72.2%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	CONSTRUCTION INSPECTOR LEVEL I	Good	\$35,983	\$45,879	\$55,774	55.0%	<input type="checkbox"/>		
DAYTONA BEACH	BUILDING INSPECTOR	Good	\$36,198	\$49,120	\$62,042	71.4%	<input type="checkbox"/>		
KISSIMMEE	BUILDING INSPECTOR I	Good	\$36,301	\$46,210	\$56,119	54.6%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	BUILDING INSPECTOR I	Good	\$36,379	\$47,944	\$59,509	63.6%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	BUILDING INSPECTOR	Good	\$36,432	\$49,367	\$62,303	71.0%	<input type="checkbox"/>		
DELAND	BUILDING INSPECTOR I	Good	\$37,086	\$45,427	\$53,768	45.0%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	INSPECTOR	Good	\$37,149	\$54,101	\$71,053	91.3%	<input type="checkbox"/>		
PORT ORANGE	BUILDING INSPECTOR	Good	\$38,359	\$50,442	\$62,525	63.0%	<input type="checkbox"/>		
ORLANDO	CONSTRUCTION INSPECTOR I	Good	\$39,229	\$49,046	\$58,864	50.1%	<input type="checkbox"/>		
GAINESVILLE	INSPECTOR I	Good	\$39,908	\$47,830	\$55,751	39.7%	<input type="checkbox"/>		
APOPKA	CONSTRUCTION INSPECTOR	Good	\$43,287	\$55,524	\$67,760	56.5%	<input type="checkbox"/>		

Average			\$37,537	\$48,946	\$60,355	60.8%			
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DELTONA	BUILDING INSPECTOR		\$37,502	\$49,057	\$60,611	61.6%			
		\$ Difference	(\$35)	\$111	\$256				
		% Difference	-0.1%	0.2%	0.4%				

Salary Survey Results for DELTONA, FL MM

ECONOMIC DEVELOPMENT MGR

Descrip Acts as an ombudsman for existing and first time businesses in navigating the permitting (including regulatory agencies above the municipal level), zoning and business license process. Coordinates with departmental staff (including, but not limited to Planning & Development Services, Public Works and Utilities, and Fire) to facilitate business recruitment, development and retention. Initiates and facilitates business-friendly process improvements and may suggest code and policy changes for consideration. Promotes retention and expansion of industry and commerce within the City; develops and maintains a cooperative working relationship with existing businesses; identifies existing business retention and expansion needs, conducts research and business surveys in order to identify business impediments and utilizes available resources to address those issues. Evaluates economic, statistical and demographic data to analyze best means to attract, retain or expand businesses and/or industries with the City. Identifies and recruits likely business prospects, responds to new business inquiries, maintains an inventory of available sites/buildings and aggressively markets suitable sites to such business prospects city wide.

Quals Bachelor's degree from an accredited college or university with major course work in planning, management, business or public administration, economics, marketing, or a related field and a minimum of two (2) years experience with economic or community development, business assistance, commercial development and permitting, workforce development and/or business retention programs; or any acceptable combination of education and experience. Valid Florida Driver's License and acceptable driving record required.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORLANDO	ECONOMIC DEV COORD III	Good	\$45,053	\$60,070	\$75,088	66.7%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	DEVELOPMENT COORDINATOR	Good	\$49,450	\$65,522	\$81,593	65.0%	<input type="checkbox"/>		
DELAND	ECONOMIC DEVELOPMENT MGR	Good	\$55,786	\$69,732	\$83,678	50.0%	<input type="checkbox"/>		

Average			\$50,096	\$65,108	\$80,120	59.9%			
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DELTONA	ECONOMIC DEVELOPMENT MGR		\$48,006	\$62,754	\$77,501	61.4%			
		\$ Difference	(\$2,090)	(\$2,354)	(\$2,619)				
		% Difference	-4.4%	-3.8%	-3.4%				

Salary Survey Results for DELTONA, FL MM

ENF SVCS CUSTOMER SERVICES REP I

Descrip Performs dispatch duties for Enforcement Services. Dispatches personnel as necessary or as directed. Dispatches calls in a timely manner, confers with supervisor as necessary. Serves as liaison to receive and relay radio transmission from field personnel. Monitors and the location of field personnel. Assists and greets customers/visitors, answers questions, in person and by telephone. Receives all Enforcement Services requests for service or complaints; enters information into computer and/or documents as required. Maintains a variety of records and logs. Responds to inquiries from citizens, employees and others, and refers, when necessary to appropriate person, official, or department. Furnishes information to the public on a variety of matters. Performs routine and specialized administrative support work and performs record management duties.

Quals High school diploma or GED required; supplemented by a minimum of two (2) years previous experience in clerical and customer service, and a minimum of one (1) year previous dispatching experience which involved assisting the public, or an acceptable equivalent combination of education, training and experience. Valid State Driver's License required. Must be a Notary or able to become a Notary Public within six (6) months of appointment to the position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
DAYTONA BEACH	COMMUNICATIONS OFFICER (UTIL DEPT)	Good	\$22,811	\$30,954	\$39,097	71.4%	<input type="checkbox"/>		
DELAND	UTILITIES SERVICE REPRESENTATIVE	Good	\$24,440	\$29,994	\$35,547	45.4%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	CUSTOMER SERVICE REP	Good	\$25,959	\$33,098	\$40,236	55.0%	<input type="checkbox"/>		

Average			\$24,403	\$31,348	\$38,293	<input type="text" value="56.9%"/>
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DELTONA	ENF SVCS CUSTOMER SERVICES REP I		\$24,918	\$32,562	\$40,206	61.4%
		\$ Difference	\$515	\$1,214	\$1,913	
		% Difference	2.1%	3.7%	4.8%	

Salary Survey Results for DELTONA, FL MM

ENFORCEMENT SERVICES OFFICER

Descrip Performs skilled code enforcement and compliance work to include animal control services and routine office work. Investigates complaints, enforces codes, and documents violations along with collecting stray/unwanted animals, and educating the public in responsible pet and home ownership. Issues notices of violation, correction notices, stop work orders, and other notices applicable to ordinances, codes, and regulations of the City concerning licensing, permitting, inspections, and related regulation issues. Performs research and investigative work in determining extent of violation and non-compliance. Interviews witnesses, issues citations. Prepares cases for Code Enforcement Board or judicial process. Attends court cases for the purpose of testifying as directed. Enforces the City's animal control ordinances. Investigates complaints of nuisance animals; investigates animal bite and animal abuse cases and takes appropriate actions.

Quals High school diploma or GED; supplemented by up to two (2) years previous experience and/or training involving code compliance inspections and/or animal control; or an equivalent combination of education, training, and experience. Valid State Drivers License. Code Compliance Level 1 Certificate (Fundamentals of Code Enforcement) or ability to obtain within one (1) year of employment. Certificate of completion from a State approved Animal Control Officers course or ability to obtain within six (6) months of employment. Certificate of completion from a State approved Animal Control Officers Chemical Immobilization of Animals course or ability to obtain within two (2) years of employment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
PORT ORANGE	CODE COMPLIANCE INSPECTOR	Good	\$31,313	\$41,177	\$51,040	63.0%	<input type="checkbox"/>		
KISSIMMEE	CODE ENFORCEMENT OFFICER	Good	\$31,358	\$39,919	\$48,479	54.6%	<input type="checkbox"/>		
DELAND	CODE ENFORCEMENT OFFICER	Good	\$31,574	\$38,678	\$45,781	45.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	CODE ENFORCEMENT OFFICER I	Good	\$33,010	\$43,503	\$53,997	63.6%	<input type="checkbox"/>		
DAYTONA BEACH	CODE ENFORCMENT INSPECTOR	Good	\$33,516	\$45,481	\$57,447	71.4%	<input type="checkbox"/>		
ORLANDO	CODE ENFORCEMENT OFFICER I	Good	\$34,258	\$42,838	\$51,418	50.1%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	CODE COMPLIANCE INSPECTOR I	Good	\$35,983	\$45,879	\$55,774	55.0%	<input type="checkbox"/>		
GAINESVILLE	CODE ENFORCEMENT OFFICER	Good	\$39,908	\$47,830	\$55,751	39.7%	<input type="checkbox"/>		
APOPKA	CODES ENFORCEMENT OFFICER	Good	\$43,287	\$55,524	\$67,760	56.5%	<input type="checkbox"/>		

Average			\$34,912	\$44,536	\$54,161	55.1%			
DELTONA	ENFORCEMENT SERVICES OFFICER		\$35,610	\$46,561	\$57,512	61.5%			
		\$ Difference	\$698	\$2,025	\$3,351				
		% Difference	2.0%	4.3%	5.8%				

Salary Survey Results for DELTONA, FL MM

EQUIPMENT OPERATOR

Descrip Operates equipment to support City facility maintenance operations which may include, depending on division assigned, road maintenance; sidewalk repairs; tree work and beautification of right of ways; drainage and repair of right of ways, retention ponds, drainage canals, and underground storm system. Depending on division assigned (Storm water, Field Operations, or Traffic), operates equipment such as hydraulic excavator, backhoes, front-end loader, asphalt patch truck, and lawn maintenance equipment in support of citywide maintenance and construction activities. Transports required equipment to the job site. Assists in the loading and unloading of materials and equipment transported to the work site. Assists other departments in scheduled and emergency operations and all other requested work within safe operation of the equipment.

Quals High School diploma or GED required. Minimum of two (2) years experience in the operation of heavy equipment and the maintenance of drainage and/ or transportation infrastructure. Upon appointment to the position must possess and maintain a minimum of a valid Class "B" Florida Commercial Driver's License, with air brakes and tanker endorsement and, within six (6) months of appointment to the position, must obtain and maintain, a Class "A" Florida Commercial Driver's License, with air brakes and tanker endorsements. Must possess a valid Department of Transportation (DOT) Medical Card when CDL license is obtained. Within one (1) year of appointment to the position must possess, and maintain, an FDOT approved intermediate Maintenance of Traffic (MOT) Certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
GAINESVILLE	MOTOR EQUIP OP I	Good	\$24,302	\$28,772	\$33,243	36.8%	<input type="checkbox"/>		
PORT ORANGE	EQUIPMENT OPERATOR II	Good	\$24,502	\$32,770	\$41,038	67.5%	<input type="checkbox"/>		
O*NET	CONSTRUCTION EQUIP OP	Good	\$25,110	\$37,920	\$50,730	102.0%	<input type="checkbox"/>		
KISSIMMEE	EQUIPMENT OPERATOR I	Good	\$25,800	\$32,842	\$39,884	54.6%	<input type="checkbox"/>		
DELAND	EQUIPMENT OPERATOR I	Good	\$25,854	\$31,678	\$37,502	45.1%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	EQUIPMENT OPERATOR I	Good	\$26,333	\$38,345	\$50,357	91.2%	<input type="checkbox"/>		
ORLANDO	EQUIP OP - HEAVY	Good	\$28,579	\$36,941	\$45,302	58.5%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	HEAVY EQUIP OP I - PW CONSTR	Good	\$28,766	\$36,722	\$44,678	55.3%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	HEAVY EQUIPMENT OP	Good	\$29,245	\$37,288	\$45,330	55.0%	<input type="checkbox"/>		
APOPKA	HEAVY EQUIPMENT OP I	Good	\$33,915	\$43,502	\$53,089	56.5%	<input type="checkbox"/>		

Average			\$27,241	\$35,678	\$44,115	61.9%
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DELTONA	EQUIPMENT OPERATOR		\$26,208	\$34,258	\$42,307	61.4%
		\$ Difference	(\$1,033)	(\$1,420)	(\$1,808)	
		% Difference	-3.9%	-4.1%	-4.3%	

Salary Survey Results for DELTONA, FL MM

EXECUTIVE ASSISTANT

Descrip Serves as executive support to the City Manager. Organizes daily activities and schedules, maintains office files, records and appointment calendars, orders supplies, drafts letters, community information activities, and other routine and often challenging office duties. Attends management staff meetings; coordinates project timetables and deadlines; assembles and distributes reports and assignments.

Quals High school diploma or GED; supplemented by college level course work or vocational training in business or office support functions; supplemented by a minimum of one (1) year previous experience and/or training involving executive or administrative support; or an equivalent combination of education, training, and experience. Valid Florida Drivers License required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
DELAND	EXEC ASST TO CITY MGR	Good	\$32,115	\$39,915	\$47,715	48.6%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	EXECUTIVE SECRETARY	Good	\$33,010	\$43,503	\$53,997	63.6%	<input type="checkbox"/>		
PORT ORANGE	EXECUTIVE ASST TO THE CITY MGR	Good	\$33,505	\$44,059	\$54,613	63.0%	<input type="checkbox"/>		
ORLANDO	EXECUTIVE ASSISTANT	Good	\$35,173	\$43,950	\$52,728	49.9%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	EXECUTIVE ASSISTANT	Good	\$36,435	\$47,681	\$58,928	61.7%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	EXECUTIVE ASSISTANT	Good	\$37,149	\$54,101	\$71,053	91.3%	<input type="checkbox"/>		
APOPKA	SECRETARY III	Good	\$39,261	\$50,359	\$61,457	56.5%	<input type="checkbox"/>		
GAINESVILLE	EXECUTIVE ASSISTANT, SR	Good	\$39,908	\$47,830	\$55,751	39.7%	<input type="checkbox"/>		
DAYTONA BEACH	OFFICE MANAGER	Good	\$48,249	\$65,474	\$82,699	71.4%	<input type="checkbox"/>		
Average			\$37,200	\$48,541	\$59,882	61.0%			

DELTONA	EXECUTIVE ASSISTANT		\$35,610	\$46,561	\$57,512	61.5%			
		\$ Difference	(\$1,591)	(\$1,981)	(\$2,370)				
		% Difference	-4.5%	-4.3%	-4.1%				

Salary Survey Results for DELTONA, FL MM

FINANCE DIRECTOR

Descrip	Directs and coordinates finance, accounting, customer service, grants, and cash management of City funds. Implements and enforces internal accounting controls. Assists in developing, modifying and installing accounting system(s). Administers bonded indebtedness instruments issued by the City, including verification that the City maintains compliance with bond covenants and restrictions. Responsible for the oversight of all of the City's fiscal operations including Financial Reporting and General Ledger, Cash and Investments, Revenues/Receivables, Capital Assets, Payables, and Payroll.
Quals	CPA, MBA or CGFO required; supplemented by minimum seven (7) years progressive experience in public administration including management, supervision, budgeting and knowledge of governmental accounting, and state/federal laws governing municipal operations. Valid Florida Driver's License required. CPA, MBA or CGFO required. CPA Preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORMOND BEACH	FINANCE DIRECTOR	Good	\$64,694	\$87,423	\$110,151	70.3%	<input type="checkbox"/>		
DELAND	FINANCE DIRECTOR	Good	\$68,765	\$98,759	\$128,752	87.2%	<input type="checkbox"/>		
KISSIMMEE	FINANCE DIRECTOR	Good	\$71,632	\$98,494	\$125,355	75.0%	<input type="checkbox"/>		
PORT ORANGE	FINANCE DIRECTOR	Good	\$75,459	\$99,229	\$122,998	63.0%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	FINANCE DIRECTOR	Good	\$90,000	\$119,250	\$148,500	65.0%	<input type="checkbox"/>		
DAYTONA BEACH	CHIEF FINANCIAL OFFICER	Good	\$92,937	\$129,169	\$165,400	78.0%	<input type="checkbox"/>		
APOPKA	FINANCE DIRECTOR	Good	\$94,489	\$121,200	\$147,910	56.5%	<input type="checkbox"/>		
GAINESVILLE	FINANCE DIRECTOR	Good	\$96,047	\$124,692	\$153,337	59.6%	<input type="checkbox"/>		
Average			\$81,753	\$109,777	\$137,800	68.6%			

DELTONA	FINANCE DIRECTOR		\$71,802	\$105,903	\$140,005	95.0%		
		\$ Difference	(\$9,951)	(\$3,873)	\$2,204			
		% Difference	-13.9%	-3.7%	1.6%			

Salary Survey Results for DELTONA, FL MM

FLEET MAINT SUPV

Descrip Controls and directs all Public Works fleet maintenance. Performs supervisory and administrative work. Supervises fleet maintenance staff; performs full range of supervisory duties including training, instructing, setting standards, assigning/reviewing work, coordinating, counseling, and interviewing new employees; recommends transfers, promotions, discipline, and discharges. Assists with the management and operation of the Public Works Fleet Maintenance garage. Required to be on a rotating on-call schedule; required to respond to, and handle, emergency calls at any time of the night with little or no notice while in the on-call status. Reviews work to be accomplished; requisitions materials and supplies as needed for projects.

Quals High school diploma or GED required. Vocational/Technical degree with training emphasis in automotive and equipment maintenance preferred; Five (5) years previous experience and/or training that includes automotive/equipment maintenance and supervision required; or an acceptable equivalent combination of education, training, and experience. Must possess and maintain the following: Florida CDL Class A, with Air brakes, Tanker, and Hazmat endorsements and, with the CDL, must possess a valid Department of Transportation (DOT) Medical Card. Automotive Service Excellence (ASE) certified in Brakes, Steering/Suspension & Electrical/Electronic Systems is preferred. Emergency Vehicle Technician (EVT) certifications preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORLANDO	FLEET PROG COORD	Good	\$37,584	\$47,028	\$56,472	50.3%	<input type="checkbox"/>		
KISSIMMEE	FLEET MAINT FOREMAN	Good	\$38,108	\$48,517	\$58,926	54.6%	<input type="checkbox"/>		
DELAND	GARAGE/FLEET MAINT SUPT	Good	\$39,437	\$49,307	\$59,176	50.1%	<input type="checkbox"/>		
APOPKA	FLEET FOREMAN	Good	\$41,227	\$52,880	\$64,532	56.5%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	FLEET MAINT SUPV	Good	\$42,714	\$54,461	\$66,207	55.0%	<input type="checkbox"/>		
DAYTONA BEACH	FLEET SERVICES COORDINATOR	Good	\$43,863	\$59,521	\$75,180	71.4%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	VEHICLE MAINT SUPV	Good	\$44,895	\$59,040	\$73,185	63.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	CENTRAL FLEET SYSTEMS CONTROL SUPV	Good	\$46,811	\$64,540	\$82,268	75.7%	<input type="checkbox"/>		

Average			\$41,830	\$54,412	\$66,993	60.2%
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DELTONA	FLEET MAINT SUPV		\$37,502	\$49,057	\$60,611	61.6%
		\$ Difference	(\$4,328)	(\$5,355)	(\$6,382)	
		% Difference	-11.5%	-10.9%	-10.5%	

Salary Survey Results for DELTONA, FL MM

GIS ANALYST

Descrip Administers the GIS database, spatial data analysis, manages mapping-related and graphic-oriented projects, and assists with evaluating and selecting new hardware and software equipment, as needed. May train, instruct, or lead employees in the designated work unit on GIS or mapping related projects. Develops and maintains current databases of inventory of the built environment and GIS data for the City. Maintains information on utilities, taxes, zoning, transportation, community services, financing tools, and development fees. Maintains and administers applicable GIS systems. Develops and maintains master street index, GIS street centerline, and address point files. Responds to requests for information for planning, economic development, and redevelopment purposes.

Quals High School diploma or GED required, with a minimum of two (2) years of experience working within the field of geographic information systems (GIS) as a technician, coordinator, programmer, or analyst. An Associate's Degree or Bachelor's Degree with direct GIS training within geography, urban planning, computer science, engineering, cartography, or related field may substitute for the two (2) year minimum professional experience requirement. Valid Florida Driver's License required. GISP certification from the GIS Certification Institute or comparable certification is required or shall be obtained within one (1) year of employment in the position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
VOLUSIA COUNTY GOVERNMENT	GIS SPEC II	Good	\$36,435	\$47,681	\$58,928	61.7%	<input type="checkbox"/>		
ORLANDO	GIS TECH IV	Good	\$36,650	\$45,843	\$55,037	50.2%	<input type="checkbox"/>		
ORMOND BEACH	PRINCIPAL GIS TECH	Good	\$36,695	\$49,949	\$63,203	72.2%	<input type="checkbox"/>		
PORT ORANGE	GIS ANALYST	Good	\$38,359	\$50,442	\$62,525	63.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	GIS ANALYST I	Good	\$38,713	\$53,367	\$68,021	75.7%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	GIS ANALYST	Good	\$40,498	\$58,978	\$77,459	91.3%	<input type="checkbox"/>		
GAINESVILLE	GIS SPEC - PLANNING	Good	\$40,995	\$50,055	\$59,114	44.2%	<input type="checkbox"/>		
KISSIMMEE	GIS ANALYST	Good	\$42,022	\$53,494	\$64,966	54.6%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	GIS ANALYST	Good	\$42,714	\$54,461	\$66,207	55.0%	<input type="checkbox"/>		
APOPKA	GIS ANALYST	Good	\$45,451	\$58,298	\$71,144	56.5%	<input type="checkbox"/>		
DAYTONA BEACH	GIS ANALYST	Good	\$49,757	\$72,258	\$94,758	90.4%	<input type="checkbox"/>		

Average **\$40,753** **\$54,075** **\$67,397** **65.4%**

DELTONA GIS ANALYST **\$37,502** **\$49,057** **\$60,611** **61.6%**

\$ Difference (\$3,251) (\$5,018) (\$6,785)

% Difference -8.7% -10.2% -11.2%

Salary Survey Results for DELTONA, FL MM

HUMAN RESOURCES ANALYST

Descrip Coordinates City-wide employee benefits, policies and programs with emphasis on organizational effectiveness and accuracy while ensuring that the City is in full compliance with applicable laws and regulations. Performs complex administrative, record keeping and administrative tasks that require a high level of accuracy. Administrates and coordinates all employee benefits programs providing advice and recommendations to the department director and senior management staff as well as assisting employees with human resources and benefits-related transactions and providing answers to questions related to benefits, employment-related rules, regulations, procedures, and compensation. Assists in the creation, design, and implementation of policies, programs, and employee benefits that have been authorized and are fair, equitable and in line with the current market. Participates in the annual review of insurance benefits. Recommends plan design changes as needed; with the focus on providing employee education to encourage responsible use of group benefits in an effort to maintain cost-effective benefit products.

Quals Bachelor's degree in Public Administration, Human Resources, or a related field required. Three (3) years progressively responsible human resources work experience administering employee benefits required; Florida human resources experience in county or municipal government preferred; or an acceptable combination of education and human resources related work experience. Valid Florida Drivers License required. Professional human resources certification desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
PORT ORANGE	HR ADMINISTRATOR	Good	\$35,850	\$47,143	\$58,436	63.0%	<input type="checkbox"/>		
DELAND	HUMAN RESOURCES ADMINISTRATOR	Good	\$38,293	\$46,904	\$55,515	45.0%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	HUMAN RESOURCES ANALYST	Good	\$40,498	\$58,978	\$77,459	91.3%	<input type="checkbox"/>		
APOPKA	HUMAN RESOURCES SPEC II	Good	\$41,227	\$52,880	\$64,532	56.5%	<input type="checkbox"/>		
ORLANDO	HUMAN RESOURCES ANALYST	Good	\$41,995	\$52,489	\$62,982	50.0%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	HR ADMINISTRATOR	Good	\$42,714	\$54,461	\$66,207	55.0%	<input type="checkbox"/>		
DAYTONA BEACH	SR RISK MGMT SPEC/PERSONNEL OFCR	Good	\$43,863	\$59,521	\$75,180	71.4%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	HUMAN RESOURCES OFFICER II	Good	\$44,895	\$59,040	\$73,185	63.0%	<input type="checkbox"/>		
GAINESVILLE	HR/OD REPRESENTATIVE, SR	Good	\$48,591	\$60,582	\$72,572	49.4%	<input type="checkbox"/>		

Average			\$41,992	\$54,666	\$67,341	60.4%			
DELTONA	HUMAN RESOURCES ANALYST		\$43,514	\$56,909	\$70,304	61.6%			
		\$ Difference	\$1,522	\$2,242	\$2,963				
		% Difference	3.5%	3.9%	4.2%				

Salary Survey Results for DELTONA, FL MM

MECHANIC

Descrip Performs City vehicle, and equipment maintenance and repair including Fire Department vehicles. Makes service calls and repairs vehicles and equipment in the field. Maintains stock room inventory of spare parts. Picks-up and/or delivers parts as needed. Maintains logs and records of work accomplished such as Preventive Maintenance Sheets and Daily Work Record Sheets. Consults technical reference documentation such as manufacturer's manuals and parts manuals for technical information necessary for repairs. Assists supervisor with functions such as scheduling and inspecting work.

Quals High school diploma or GED preferred; supplemented by up to two (2) years previous experience and/or training that includes Fire Department vehicle and heavy equipment maintenance; or an equivalent combination of education, training, and experience. Automotive Service Excellence (ASE), certified in brakes and steering/suspension is required. Emergency Vehicle Technician (EVT) certifications preferred. Valid Florida Commercial Driver's License, Class A, with air brakes and tanker endorsement and valid DOT medical card required or must be obtained within six (6) months of hire. Hazmat endorsement must be obtained within twelve (12) months of hire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORMOND BEACH	MECHANIC I	Good	\$25,019	\$33,868	\$42,716	70.7%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	MECHANIC/PREVENTATIVE MAINT	Good	\$25,959	\$33,098	\$40,236	55.0%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	MASTER MECHANIC	Good	\$26,231	\$40,048	\$53,864	105.3%	<input type="checkbox"/>		
PORT ORANGE	AUTO MECHANIC II	Good	\$26,270	\$35,110	\$43,950	67.3%	<input type="checkbox"/>		
O*NET	MOBILE HEAVY EQUIP MECH	Good	\$28,010	\$44,145	\$60,280	115.2%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	MECHANIC I	Good	\$28,683	\$41,766	\$54,850	91.2%	<input type="checkbox"/>		
DELAND	EQUIP MECHANIC I	Good	\$29,890	\$36,619	\$43,347	45.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	AUTO MECHANIC I	Good	\$30,306	\$38,657	\$47,008	55.1%	<input type="checkbox"/>		
DAYTONA BEACH	VEHICLE MECHANIC	Good	\$31,033	\$42,112	\$53,190	71.4%	<input type="checkbox"/>		
KISSIMMEE	FLEET MECHANIC	Good	\$32,927	\$41,915	\$50,902	54.6%	<input type="checkbox"/>		
GAINESVILLE	FLEET MECHANIC I	Good	\$33,590	\$40,257	\$46,925	39.7%	<input type="checkbox"/>		
APOPKA	EQUIPMENT MECHANIC	Good	\$39,261	\$50,359	\$61,457	56.5%	<input type="checkbox"/>		

Average			\$29,765	\$39,829	\$49,894	67.6%			
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DELTONA	MECHANIC		\$30,618	\$39,967	\$49,317	61.1%			
		\$ Difference	\$853	\$138	(\$577)				
		% Difference	2.8%	0.3%	-1.2%				

Salary Survey Results for DELTONA, FL MM

NETWORK ANALYST

Descrip Primarily responsible for designing, implementing, troubleshooting and maintaining all City CCTV systems. Acts as the lead to any City department in installing, maintaining and repairing CCTV hardware, software and peripherals. Provides user training and support for remote access to the City's CCTV network as approved by management. Documents and maintains the Commission Chambers A/V equipment along with all City-wide CCTV Video systems. Researches web-based applications for possible integration. Creates presentations as needed: creates miscellaneous documentation as requested by IT Department staff.

Quals Bachelor's degree required. Minimum of three (3) years' experience in CCTV systems / platforms maintenance and support. Demonstrated successful experience working with diverse groups as well as demonstrated knowledge of Audio and Video platforms and how they operate in enterprise networks, Microsoft products, system integration, technical documentation, project management, systems development methodologies, and web-based technology required. Demonstrated successful experience as a self-starter capable of being given significant responsibility is required. Demonstrated experience working in a diverse and complex environment preferred. Municipal or County IT experience preferred. Valid Florida Driver's License required.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
BREVARD COUNTY GOVERNMENT	NETWORK ADMINISTRATOR	Good	\$42,591	\$58,702	\$74,813	75.7%	<input type="checkbox"/>		
DELAND	IT PROGRAMMER/ANALYST	Good	\$42,952	\$53,477	\$64,002	49.0%	<input type="checkbox"/>		
ORLANDO	SYSTEMS/NETWORK ADMIN II	Good	\$45,053	\$60,070	\$75,088	66.7%	<input type="checkbox"/>		
APOPKA	SYSTEMS ADMINISTRATOR	Good	\$45,451	\$58,298	\$71,144	56.5%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	NETWORK ADMINISTRATOR	Good	\$47,982	\$63,576	\$79,170	65.0%	<input type="checkbox"/>		
KISSIMMEE	NETWORK ENGINEER	Good	\$48,646	\$61,926	\$75,206	54.6%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	NETWORK ADMINISTRATOR	Good	\$49,005	\$71,354	\$93,704	91.2%	<input type="checkbox"/>		
DAYTONA BEACH	NETWORK SYSTEMS ANALYST	Good	\$49,757	\$72,258	\$94,758	90.4%	<input type="checkbox"/>		
GAINESVILLE	IT NETWORK ANALYST	Good	\$50,627	\$61,413	\$72,199	42.6%	<input type="checkbox"/>		

Average			\$46,896	\$62,342	\$77,787	65.9%			
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DELTONA	NETWORK ANALYST		\$43,514	\$56,909	\$70,304	61.6%			
		\$ Difference	(\$3,382)	(\$5,433)	(\$7,483)				
		% Difference	-7.8%	-9.5%	-10.6%				

Salary Survey Results for DELTONA, FL MM

OFFICE ASSISTANT

Descrip Provides administrative and clerical support to assigned department such as typing, filing, receptionist, mail distribution, etc. Assists assigned supervisor in various projects as directed. Distributes communication e-mails and/or office mail. Participates in administrative staff meetings and attends other meetings and seminars as requested or directed. Performs other routine administrative support duties, i.e., typing, copying documentation, filing records and forms, entering data into computer system, maintains/orders office supplies, distributes/processes mail, coordinates schedules and meetings. Answers telephones, assists supervisor with and performs special projects that may be assigned.

Quals High School diploma or GED; supplemented by one (1) to two (2) years previous administrative support experience and/or training that includes entry level to intermediate level clerical and administrative work; or an equivalent combination of education and experience. Valid Florida Drivers License required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
BREVARD COUNTY GOVERNMENT	OFFICE ASSISTANT I	Good	\$20,218	\$26,655	\$33,093	63.7%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	OFFICE ASSISTANT I	Good	\$20,267	\$26,662	\$33,056	63.1%	<input type="checkbox"/>		
DELAND	ADMIN ASST I	Good	\$21,445	\$26,271	\$31,096	45.0%	<input type="checkbox"/>		
ORMOND BEACH	OFFICE ASST/RECEPTIONIST	Good	\$21,688	\$29,334	\$36,980	70.5%	<input type="checkbox"/>		
PORT ORANGE	STAFF ASSISTANT	Good	\$22,326	\$29,024	\$35,722	60.0%	<input type="checkbox"/>		
GAINESVILLE	CLERK I	Good	\$22,502	\$26,641	\$30,780	36.8%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	OFFICE ASSISTANT	Good	\$22,762	\$29,022	\$35,281	55.0%	<input type="checkbox"/>		
ORLANDO	OFFICE ASSISTANT	Good	\$24,419	\$30,534	\$36,650	50.1%	<input type="checkbox"/>		
APOPKA	RECORDS CLERK	Good	\$25,309	\$32,463	\$39,616	56.5%	<input type="checkbox"/>		
DAYTONA BEACH	OFFICE SPECIALIST II	Good	\$26,606	\$36,104	\$45,602	71.4%	<input type="checkbox"/>		

Average			\$22,754	\$29,271	\$35,788	57.3%
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DELTONA	OFFICE ASSISTANT		\$20,301	\$26,510	\$32,718	61.2%
		\$ Difference	(\$2,453)	(\$2,761)	(\$3,069)	
		% Difference	-12.1%	-10.4%	-9.4%	

Salary Survey Results for DELTONA, FL MM

OPERATIONS MANAGER

Descrip Manages and supervises staff including hiring, conducting performance appraisals, administering discipline, providing training, planning and directing work assignments, administering city policies affecting staff and keeping up-to-date on information for effective job performance. Supervises daily construction and maintenance activities associated with City streets, street and traffic lights, sidewalks, street signage and pavement markings. Oversees the daily fleet maintenance of all vehicles and equipment to include all of the fire apparatus. Researches and recommends construction and maintenance procedures to improve quality of work products and to increase departmental effectiveness, productivity and cost-efficiency. Manages, implements and controls division budgets; ensures all functions and programs under charge are performed within established budgetary parameters, to include performing cost control activities, monitoring revenues and expenditures, and ensuring sound fiscal control.

Quals High school diploma or GED required; supplemented by college level course work or vocational training in Engineering, Business, Management, or related courses; supplemented by up to two (2) years previous experience and/or training involving supervision and administration of public facilities maintenance activities; or an equivalent combination of education, training, and experience. Valid Florida Commercial Driver's License, Class A, with air brakes and tanker endorsement required or must be obtained within six (6) months of appointment to the position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY GOVERNMENT	OPERATIONS MANAGER	Good	\$44,533	\$64,865	\$85,197	91.3%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	OPERATIONS DIV MGR	Good	\$47,982	\$63,576	\$79,170	65.0%	<input type="checkbox"/>		
KISSIMMEE	STREETS SUPERINTENDENT	Good	\$48,646	\$61,926	\$75,206	54.6%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	PW SUPPORT SERV MGR	Good	\$57,781	\$78,701	\$99,622	72.4%	<input type="checkbox"/>		
APOPKA	OP & MAINT MGR	Good	\$60,907	\$78,389	\$95,870	57.4%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	OPERATIONS MANAGER	Good	\$64,309	\$84,737	\$105,164	63.5%	<input type="checkbox"/>		

Average **\$54,026** **\$72,032** **\$90,038**

DELTONA	OPERATIONS MANAGER		\$50,419	\$65,915	\$81,411	61.5%
		\$ Difference	(\$3,607)	(\$6,117)	(\$8,627)	
		% Difference	-7.2%	-9.3%	-10.6%	

Salary Survey Results for DELTONA, FL MM

PARKS & RECREATION DIRECTOR

Descrip Provides executive level administration in directing a comprehensive community parks, recreation programs and maintenance programs to include parks, grounds, athletic fields, and city facilities. Monitors and coordinates the operation of contracted services; performs supervisory functions including training, assigning/reviewing work, coordinating activities, counseling and contract management. Reviews and recommends changes to existing facilities. Oversees long-term planning of park and facility development, to include acquisition of land and facilities as applicable. Oversees Facilities Maintenance annual capital and expense budgets. Coordinates activities of consultants and vendors. Coordinates bond issue and capital improvement projects with other City departments and consultants.

Quals Graduation from an accredited four-year college or university with a Bachelor's Degree in Public Administration, Parks Management, Landscape Design, or a related field. Minimum of Three (3) years experience as a Parks & Recreation Director, or similar position, for a moderately sized or large-scale municipal organization. An acceptable comparable amount of training, education or experience may be substituted for the minimum qualifications. Background in Facilities Maintenance Management required. Demonstrated experience working with community groups and individuals and in providing formal presentations to large groups. Valid Florida Drivers License is required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KISSIMMEE	PARKS, REC & PUBLIC FACILITIES DIR	Good	\$71,632	\$98,494	\$125,355	75.0%	<input type="checkbox"/>		
DELAND	PARKS & RECREATION DIRECTOR	Good	\$72,218	\$100,485	\$128,752	78.3%	<input type="checkbox"/>		
PORT ORANGE	PARKS & RECREATION DIRECTOR	Good	\$75,459	\$99,229	\$122,998	63.0%	<input type="checkbox"/>		
ORLANDO	PARKS DIVISION MANAGER	Good	\$77,563	\$101,858	\$126,152	62.6%	<input type="checkbox"/>		
APOPKA	DIR OF RECREATION	Good	\$77,735	\$99,709	\$121,683	56.5%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	PARKS & RECREATION DEPT DIR	Good	\$84,582	\$111,169	\$137,756	62.9%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	DIRECTOR - LEISURE SERVICES	Good	\$85,301	\$124,238	\$163,176	91.3%	<input type="checkbox"/>		
GAINESVILLE	PARKS, REC & CULT AFF DIR	Good	\$87,470	\$111,306	\$135,142	54.5%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	DIR LEISURE SERVICES	Good	\$90,000	\$119,250	\$148,500	65.0%	<input type="checkbox"/>		

Average			\$80,218	\$107,304	\$134,390	67.5%
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DELTONA	PARKS & RECREATION DIRECTOR		\$71,802	\$105,903	\$140,005	95.0%
		\$ Difference	(\$8,416)	(\$1,401)	\$5,614	
		% Difference	-11.7%	-1.3%	4.0%	

Salary Survey Results for DELTONA, FL MM

PLANNER II

Descrip Provides highly complex technical and professional staff assistance to the Planning Manager, Assistant Director, and the Director and may supervise personnel as required or directed. Performs highly complex and responsible planning duties in specialized professional fields of planning related analysis, economic development, GIS, and/or in review of land development projects as assigned. Manages the development and implementation of review processes for site plan, subdivisions, and other permit applications which assures compliance with the planning, landscaping, architectural, urban design, public safety, and engineering requirements of the City Code of Ordinances, and the Deltona Comprehensive Plan. Plans, organizes, directs and supervises work activities in the areas of development review process management.

Quals Bachelor's or Master's degree in Urban and Regional Planning or closely related field; preferably supplemented by a minimum of four (4) years previous experience and/or training that includes municipal comprehensive planning or development review; or an acceptable equivalent combination of education, training, and experience. Valid Florida Driver's License required. AICP certification is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KISSIMMEE	PLANNER II	Good	\$42,022	\$53,494	\$64,966	54.6%	<input type="checkbox"/>		
O*NET	URBAN & REGIONAL PLANNERS	Good	\$43,210	\$71,025	\$98,840	128.7%	<input type="checkbox"/>		
ORLANDO	PLANNER II	Good	\$44,907	\$56,150	\$67,392	50.1%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	PLANNER II	Good	\$46,811	\$64,540	\$82,268	75.7%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	PLANNER II	Good	\$47,589	\$62,581	\$77,573	63.0%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	SENIOR PLANNER	Good	\$47,982	\$63,576	\$79,170	65.0%	<input type="checkbox"/>		
ORMOND BEACH	SR PLANNER	Good	\$48,092	\$65,463	\$82,833	72.2%	<input type="checkbox"/>		
DAYTONA BEACH	SENIOR PLANNER	Good	\$48,249	\$65,474	\$82,699	71.4%	<input type="checkbox"/>		
GAINESVILLE	PLANNER, SENIOR	Good	\$48,591	\$60,582	\$72,572	49.4%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	SENIOR PLANNER	Good	\$49,005	\$71,354	\$93,704	91.2%	<input type="checkbox"/>		
DELAND	SENIOR PLANNER	Good	\$50,710	\$63,981	\$77,251	52.3%	<input type="checkbox"/>		
APOPKA	PLANNER II	Good	\$52,617	\$67,489	\$82,361	56.5%	<input type="checkbox"/>		

Average			\$47,482	\$63,809	\$80,136	68.8%			
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DELTONA	PLANNER II		\$50,419	\$65,915	\$81,411	61.5%			
		\$ Difference	\$2,937	\$2,106	\$1,275				
		% Difference	5.8%	3.2%	1.6%				

Salary Survey Results for DELTONA, FL MM

PLANNING & DEVELOPMENT SVCS DIR

Descrip Coordinates with elected officials to provide information and receive guidance; prepares reports and makes presentations; chairs Development Review Committee. Coordinates with public activities/citizens, design professionals, and developers on development issues. Supervises management of consultant contracts for planning, impact analysis, and plan review; manages contractors/vendors in building code administration, inspections and zoning services. Develops and reviews proposed ordinances for City; develops reports noting problems and proposed revisions. Administers implementation of City Ordinances for growth management, environmental protection, building codes, and nuisance abatement. Administer budget development functions for Department operations and contract services. Directs Department staff including full range of supervisory duties such as training, assigning/reviewing work, counseling, professional development, and disciplining.

Quals Master's degree in Urban and Regional Planning, or closely related field; supplemented by minimum ten (10) years previous experience that includes supervision, public agency organizational development, and highly responsible planning, zoning, and building code enforcement; or an equivalent combination of education, training, and experience. Valid Florida Drivers License required. AICP desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORMOND BEACH	PLANNING DIRECTOR	Good	\$67,929	\$91,794	\$115,658	70.3%	<input type="checkbox"/>		
DELAND	PLANNING DIRECTOR	Good	\$68,765	\$98,759	\$128,752	87.2%	<input type="checkbox"/>		
KISSIMMEE	DEVELOPMENT SERVICES DIRECTOR	Good	\$71,632	\$98,494	\$125,355	75.0%	<input type="checkbox"/>		
PORT ORANGE	COMMUNITY DEVELOPMENT DIR	Good	\$75,459	\$94,229	\$112,998	49.7%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	DIR GROWTH MANAGEMENT	Good	\$79,000	\$104,675	\$130,350	65.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	PLANNING & DEVELOPMENT DEPT DIR	Good	\$84,582	\$111,169	\$137,756	62.9%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	DIRECTOR - DEVELOPMENT SERVICES	Good	\$85,301	\$124,238	\$163,176	91.3%	<input type="checkbox"/>		
ORLANDO	CITY PLANNING DIV MGR	Good	\$87,360	\$114,650	\$141,939	62.5%	<input type="checkbox"/>		
APOPKA	COMMUNITY DEVELOPMENT DIR	Good	\$94,489	\$121,200	\$147,910	56.5%	<input type="checkbox"/>		
GAINESVILLE	PLANNING & DEVELOPMENT SVCS DIR	Good	\$107,571	\$139,655	\$171,738	59.7%	<input type="checkbox"/>		

Average **\$82,209** **\$109,886** **\$137,563**

DELTONA	PLANNING & DEVELOPMENT SVCS DIR		\$71,802	\$105,903	\$140,005	95.0%
		\$ Difference	(\$10,407)	(\$3,983)	\$2,442	
		% Difference	-14.5%	-3.8%	1.7%	

Salary Survey Results for DELTONA, FL MM

PW DIRECTOR

Descrip Manages the operations of the Public Works Department ensuring compliance with all state, local, and federal regulatory criteria. Performs supervisory and managerial work at the department head level. Supervises Public Works staff; provides continuing education/training; exercises full range of supervisory functions including selecting, training, assigning, setting standards, reviewing work, counseling, disciplining, and discharging. Plans, schedules, and supervises the short and long term operations and maintenance of the department to include engineering, streets, storm water, and water system and facilities; develops strategic plans for the long-term improvement of the department. Reviews, evaluates, and adjusts division operations to meet productivity goals and to compensate for the varying nature of work priorities and needs. Prepares agenda items for City Commission; attends City Commission, board, and committee meetings; makes presentations and answers questions. Prepares and monitors departmental operating and capital budgets. Oversees master planning for future capital expenditures; oversees budget preparation and expenditures for the Public Works Department.

Quals Bachelor's degree from an accredited college or university in public administration, engineering, or a related field, Masters degree desired; and eight (8) to nine (9) years experience in the administration of public works and water resources, five (5) of which in a senior supervisory role, including experience in the operation of water / wastewater systems. An acceptable amount of training, education, and/or experience can be substituted for the minimum qualifications. Valid Florida drivers license required. Wastewater Collection Systems and Water Distribution Systems Class "A" certifications desired. Florida Registered Engineer (PE) certification desired.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ORMOND BEACH	PW DIRECTOR	Good	\$67,929	\$91,794	\$115,658	70.3%	<input type="checkbox"/>		
DELAND	PUBLIC WORKS DIRECTOR	Good	\$68,765	\$98,759	\$128,752	87.2%	<input type="checkbox"/>		
KISSIMMEE	PW & ENGINEERING DIRECTOR	Good	\$71,632	\$98,494	\$125,355	75.0%	<input type="checkbox"/>		
PORT ORANGE	PW DIRECTOR	Good	\$75,459	\$99,229	\$122,998	63.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	PUBLIC WORKS DEPT DIR	Good	\$84,582	\$111,169	\$137,756	62.9%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	DIR PUBLIC WORKS & UTILITIES	Good	\$90,000	\$119,250	\$148,500	65.0%	<input type="checkbox"/>		
DAYTONA BEACH	PW DIRECTOR	Good	\$92,937	\$129,169	\$165,400	78.0%	<input type="checkbox"/>		
APOPKA	PUBLIC SERVICES DIR	Good	\$94,489	\$121,200	\$147,910	56.5%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	DIRECTOR - PUBLIC WORKS	Good	\$101,941	\$148,470	\$195,000	91.3%	<input type="checkbox"/>		
GAINESVILLE	PUBLIC WORKS DIR	Good	\$107,571	\$139,655	\$171,738	59.7%	<input type="checkbox"/>		
ORLANDO	DIR OF PUBLIC WORKS DEPT	Good	\$110,531	\$145,070	\$179,608	62.5%	<input type="checkbox"/>		

Average			\$87,803	\$118,387	\$148,971	69.7%
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DELTONA	PW DIRECTOR		\$71,802	\$105,903	\$140,005	95.0%
		\$ Difference	(\$16,002)	(\$12,484)	(\$8,966)	
		% Difference	-22.3%	-11.8%	-6.4%	

Salary Survey Results for DELTONA, FL MM

RECREATION PROGRAM MGR

Descrip	Manages organized and individual recreational program activities. Manages the development, planning, implementation and organization of recreational programs through activity staff, instructors, contracted personnel, and volunteers. Manages the teaching and supervision of games, programs, arts and crafts and sports; organization of sports, social activities and special events. Develops, oversees, and manages all scheduled activities, games, classes, tournaments; counsels participants as necessary; supervises and leads persons of all ages. Monitors and reviews participant behavior at assigned areas and confers with parents regarding severe discipline problems; teaches fair play and sportsmanship; promotes safety; maintains equipment.
Quals	BS Degree with course work or vocational training in Recreation or a closely related field supplemented by five (5) years previous related experience and/or training in recreation administration, two (2) of which in a supervisory capacity, or an acceptable equivalent combination of education, training, and experience. Municipal recreation program experience preferred. Valid Florida Drivers License required. Must possess and maintain First Aid and CPR certifications.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
PORT ORANGE	RECREATION SUPERVISOR	Good	\$35,850	\$47,143	\$58,436	63.0%	<input type="checkbox"/>		
ORLANDO	RECREATION PROGRAM COORD	Good	\$37,586	\$47,029	\$56,472	50.2%	<input type="checkbox"/>		
ORMOND BEACH	RECREATION MANAGER	Good	\$41,703	\$56,354	\$71,004	70.3%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	RECREATION MANAGER	Good	\$42,714	\$54,461	\$66,207	55.0%	<input type="checkbox"/>		
DAYTONA BEACH	RECREATION MANAGER	Good	\$43,863	\$59,521	\$75,180	71.4%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	LEISURE SERV MANAGER	Good	\$47,589	\$62,581	\$77,573	63.0%	<input type="checkbox"/>		
APOPKA	RECREATION MANAGER	Good	\$50,111	\$64,275	\$78,438	56.5%	<input type="checkbox"/>		
GAINESVILLE	RECREATION MANAGER	Good	\$53,451	\$66,640	\$79,828	49.3%	<input type="checkbox"/>		
DELAND	RECREATION MANAGER	Good	\$55,786	\$69,732	\$83,678	50.0%	<input type="checkbox"/>		

Average			\$45,406	\$58,637	\$71,868	58.3%			
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DELTONA	RECREATION PROGRAM MGR		\$45,718	\$59,769	\$73,819	61.5%			
		\$ Difference	\$313	\$1,132	\$1,951				
		% Difference	0.7%	1.9%	2.6%				

Salary Survey Results for DELTONA, FL MM

STORM WATER FOREMAN

Descrip Maintains storm water systems, streets/roads, roadways, signs, sidewalks, and off road ditches. Consults technical documentation; coordinates with other departments on work requirements; plans and lays-out work; requisitions parts and supplies; assigns work and instructs subordinates. Operates and supervises operation of vehicles such as pick-up and dump trucks, back-hoes, fork-lifts, tractors and other heavy equipment to maintain city systems and facilities. Operates and supervises operation of hand and power tools to service or maintain city facilities such as storm water systems, streets/roads, roadways, signs, sidewalks, and off road ditches. Operates or supervises operation of large equipment such as rollers, dump trucks, vac trucks, pumps, etc. to service city facilities and outdoor areas. Installs or supervises installation of underground pipes, storm water structures and other materials in the repair of city systems, facilities, and outdoor areas.

Quals High school diploma or GED required; supplemented by minimum five (5) years previous experience and/or training that includes city facility maintenance and supervision; or an equivalent combination of education, training, and experience. Florida CDL, class A with endorsements, air brakes, hazmat, tanker and combination, required. Valid Florida Commercial Driver's License, Class A, with air brakes and tanker endorsement required and valid DOT medical card or must be obtained within six (6) months of hire. Class B Storm Water; Confined Space Entry; DOT Work Zone Traffic Control required or within six (6) months of hire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
PORT ORANGE	FOREMAN	Good	\$29,536	\$39,489	\$49,441	67.4%	<input type="checkbox"/>		
DELAND	FOREMAN I	Good	\$29,890	\$36,619	\$43,347	45.0%	<input type="checkbox"/>		
KISSIMMEE	STORMWATER INSPECTOR	Good	\$31,358	\$39,919	\$48,479	54.6%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	STORM WATER SUPERVISOR	Good	\$35,983	\$45,879	\$55,774	55.0%	<input type="checkbox"/>		
APOPKA	CROSS CONNECT/STORMWTR PROG COORD	Good	\$39,261	\$50,359	\$61,457	56.5%	<input type="checkbox"/>		
GAINESVILLE	STORMWATER SVCS COORD	Good	\$39,908	\$47,830	\$55,751	39.7%	<input type="checkbox"/>		

Average **\$34,323** **\$43,349** **\$52,375** 52.6%

DELTONA	STORM WATER FOREMAN		\$32,219	\$42,068	\$51,917	61.1%
		\$ Difference	(\$2,103)	(\$1,281)	(\$458)	
		% Difference	-6.5%	-3.0%	-0.9%	

Salary Survey Results for DELTONA, FL MM

UTILITY BILLING SUPERVISOR

Descrip Supervises the operation of the Billing Division of City's Water department. Performs supervisory and skilled work in the processing and collection of utility bills; developing policies and procedures and supervising assigned staff. Supervises and performs uploads and downloads of meter reading routes via electronic meter reading system. Pre-audits meter reading reports to ensure conformance with established procedures and reasonableness of readings. Supervises and performs the processing of reports created from the software for review, (i.e. zero usage, consumption of vacant accounts, meter conditions and timeliness of readings). Supervises and performs printing, analysis and research of billing reports checking for accuracy and validity to ensure proper customer billing.

Quals Associate's degree with major course work in accounting or business at a recognized college or university, and five (5) years responsible experience in the area of assignment or an equivalent combination of education, training and experience which involved supervision, assisting the public and clerical-accounting. Working knowledge of Munis, MVRS, and/or Itron handheld devices is preferred. Ability to run and/or create Crystal Reports preferred. Valid Florida Drivers License is required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
SEMINOLE COUNTY GOVERNMENT	CUSTOMER SERVICE SUPV	Good	\$34,091	\$49,650	\$65,208	91.3%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	UTILITY BILLING MANAGER	Good	\$35,983	\$45,879	\$55,774	55.0%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	UTILITY CUST SERV SUPV	Good	\$36,379	\$47,944	\$59,509	63.6%	<input type="checkbox"/>		
DAYTONA BEACH	UTILITY BILLING MANAGER	Good	\$39,875	\$54,110	\$68,346	71.4%	<input type="checkbox"/>		
ORLANDO	PW BILLING SUPERVISOR	Good	\$41,995	\$52,489	\$62,982	50.0%	<input type="checkbox"/>		
GAINESVILLE	BILLING & COLLECTIONS SUPV	Good	\$44,174	\$55,075	\$65,975	49.4%	<input type="checkbox"/>		

Average **\$38,750** **\$50,858** **\$62,966**

DELTONA UTILITY BILLING SUPERVISOR

\$ Difference (\$1,247) (\$1,801) (\$2,354)

% Difference -3.3% -3.7% -3.9%

Salary Survey Results for DELTONA, FL MM

UTILITY CUST SERV REP I

Descrip Performs routine clerical, secretarial and administrative work in receiving public, answering telephones, and providing customer assistance to facilitate the conduct of business at the City's Water Utility. Receives and maintains records of cash receipts for payment of bills, deposits and fees. Responds to inquiries from citizens, employees and others, and refers, when necessary to appropriate person, official, or department. Provides detailed utility account information. Researches and records account payment, matching payments with amounts.

Quals High school diploma or GED; supplemented by a minimum of two (2) years previous experience in water utility customer service, preferably in a call center environment, which involved assisting the public, or an equivalent combination of education, training, and experience. Fluent in writing and speaking Spanish preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
PORT ORANGE	CUST SERV REP I	Good	\$23,880	\$31,044	\$38,208	60.0%	<input type="checkbox"/>		
KISSIMMEE	CLERK/TECHNICIAN	Good	\$24,570	\$31,277	\$37,984	54.6%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	CUSTOMER SERV REP I	Good	\$24,586	\$32,427	\$40,269	63.8%	<input type="checkbox"/>		
DELAND	CUSTOMER SERV REP I U/B	Good	\$24,835	\$30,420	\$36,005	45.0%	<input type="checkbox"/>		
GAINESVILLE	CUSTOMER ACCOUNTS REP	Good	\$25,938	\$31,086	\$36,234	39.7%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	CUSTOMER SERV REP	Good	\$25,959	\$33,098	\$40,236	55.0%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	CUSTOMER SERV REP	Good	\$26,333	\$38,345	\$50,357	91.2%	<input type="checkbox"/>		
DAYTONA BEACH	CUSTOMER SERVICE REPRESENTATIVE	Good	\$28,735	\$38,993	\$49,251	71.4%	<input type="checkbox"/>		
APOPKA	CASHIER/CUST SERV CLERK	Good	\$29,299	\$37,581	\$45,863	56.5%	<input type="checkbox"/>		
ORLANDO	UTILITY BILLING SPEC	Good	\$29,952	\$37,419	\$44,886	49.9%	<input type="checkbox"/>		

Average			\$26,409	\$34,169	\$41,929	58.8%
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DELTONA			UTILITY CUST SERV REP I			
			\$23,608	\$30,909	\$38,210	61.9%
		\$ Difference	(\$2,801)	(\$3,260)	(\$3,720)	
		% Difference	-11.9%	-10.5%	-9.7%	

Salary Survey Results for DELTONA, FL MM

UTILITY MAINTENANCE WORKER

Descrip Performs routine facilities and grounds maintenance and general custodial duties to maintain the cleanliness and appearance of City facilities and grounds. Sweeps, mops, buffs and waxes floors; vacuums and cleans carpets; cleans mirrors, light switches, sinks, commodes and other fixtures; cleans, disinfects and stocks restrooms; removes trash and recyclables; replaces container liners; washes windows and other glass surfaces, dusts, etc. Performs general building and grounds maintenance and duties, including but not limited to replacing light bulbs, performing minor electrical and plumbing repairs, moving furniture, painting interior rooms and structures, picking up trash around buildings, maintaining sprinklers, sweeping outside walk areas, cleaning bathrooms, etc. Work is carried out under the supervision of the Assistant Public Works Director.

Quals High school diploma or GED desired; supplemented by a minimum of one (1) year related experience with facility maintenance and manual labor. Previous janitorial experience desired. Must possess and maintain a valid Florida driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
VOLUSIA COUNTY GOVERNMENT	MAINTENANCE WORKER I	Good	\$21,316	\$28,018	\$34,720	62.9%	<input type="checkbox"/>		
DELAND	MAINTENANCE WORKER I	Good	\$21,445	\$26,271	\$31,096	45.0%	<input type="checkbox"/>		
PORT ORANGE	MAINTENANCE WORKER II	Good	\$21,611	\$28,933	\$36,254	67.8%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	MAINTENANCE WORKER I	Good	\$22,152	\$32,261	\$42,370	91.3%	<input type="checkbox"/>		
ORLANDO	UTILITY SERVICE WORKER I	Good	\$22,277	\$29,276	\$36,275	62.8%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	UTILITY SERVICE WORKER I	Good	\$22,526	\$28,735	\$34,944	55.1%	<input type="checkbox"/>		
KISSIMMEE	UTILITY WORKER	Good	\$24,570	\$31,277	\$37,984	54.6%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	GROUNDSKEEPER/LANDSCAPER	Good	\$25,959	\$33,098	\$40,236	55.0%	<input type="checkbox"/>		
APOPKA	UTILITIES SVC WORKER I	Good	\$29,299	\$37,581	\$45,863	56.5%	<input type="checkbox"/>		

Average		\$23,462	\$30,605	\$37,749	60.9%
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DELTONA	UTILITY MAINTENANCE WORKER		\$21,320	\$27,914	\$34,507	61.9%
		\$ Difference	(\$2,142)	(\$2,692)	(\$3,242)	
		% Difference	-10.0%	-9.6%	-9.4%	

Salary Survey Results for DELTONA, FL MM

UTILITY SYSTEMS TECH I

Descrip Performs a variety of tasks involved in the technical maintenance, repair or construction of City water and wastewater facilities. Performs construction, repair and maintenance of water or wastewater pipelines including locating mains. Performs basic maintenance, lubrication and repair of equipment, facilities and tools. May be responsible for operating various vehicles and equipment such as backhoes, dump trucks and pumps. Assists in the maintenance, repair and construction of plant equipment and facilities. Operates various hand and power tools and equipment to service or maintain city facilities, and grounds. Reads meters.

Quals High school diploma or GED required; supplemented by a minimum of one (1) year related experience in the Utility field. Must be able to read and interpret blue prints of system. Valid Florida Commercial Driver's License, Class B, with air brakes and tanker endorsement and valid DOT medical card required or must be obtained within six (6) months of appointment. Must possess and maintain a Department of Environmental Protection (DEP) Distribution Level III License. Must possess and maintain or be able to obtain within twelve (12) months of appointment to the position the following: Backflow Tester & Repair Certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
DAYTONA BEACH	UTILITY SERVICE WORKER	Good	\$26,606	\$36,104	\$45,602	71.4%	<input type="checkbox"/>		
SEMINOLE COUNTY GOVERNMENT	DISTRIBUTION MECHANIC I	Good	\$28,683	\$41,766	\$54,850	91.2%	<input type="checkbox"/>		
ORMOND BEACH	PLANT/PUMP MECHANIC	Good	\$28,886	\$39,132	\$49,378	70.9%	<input type="checkbox"/>		
ALTAMONTE SPRINGS	UTILITY MAINT MECHANIC	Good	\$29,245	\$37,288	\$45,330	55.0%	<input type="checkbox"/>		
KISSIMMEE	STORMWATER TECHNICIAN	Good	\$29,865	\$38,018	\$46,170	54.6%	<input type="checkbox"/>		
BREVARD COUNTY GOVERNMENT	UTILITY SYSTEMS SPEC II	Good	\$30,306	\$38,657	\$47,008	55.1%	<input type="checkbox"/>		
APOPKA	UTILITY SVC WORKER II	Good	\$30,763	\$39,459	\$48,155	56.5%	<input type="checkbox"/>		
GAINESVILLE	WASTEWATER MAINT MECHANIC	Good	\$36,613	\$43,880	\$51,148	39.7%	<input type="checkbox"/>		

Average **\$30,121** **\$39,288** **\$48,455**

DELTONA UTILITY SYSTEMS TECH I

\$ Difference (\$1,105) (\$1,328) (\$1,551)

% Difference -3.8% -3.5% -3.3%

Salary Survey Results for DELTONA, FL MM

ZONING TECHNICIAN

Descrip Performs technical work of a specialized nature involving the dissemination of information as required for conformance with the City of Deltona's zoning code, and other applicable city codes and ordinances; checks residential building permit applications for zoning compliance, answers general inquiries, and performs a variety of technical tasks. Provides assistance and information to the public about zoning and comprehensive plan standards, zoning criteria and permit requirements. Personally or via telephone, answers general inquires and provides information to the public concerning zoning requirements. Disseminates information regarding zoning and comprehensive plan district designation, uses, and requirements to the public, elected officials, agencies, and other city employees. This position reports to the Building & Zoning Services Director unless otherwise assigned by the City Manager.

Quals High School diploma or GED with some college preferred supplemented by 2 years experience assisting the public, or an equivalent combination of education, training, and experience. Municipal plan review and permit processing experience are highly desirable. Valid Florida Drivers License required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
DAYTONA BEACH	ZONING TECHNICIAN	Good	\$24,635	\$33,430	\$42,225	71.4%	<input type="checkbox"/>		
DELAND	PERMIT CLERK I	Good	\$24,835	\$30,420	\$36,005	45.0%	<input type="checkbox"/>		
VOLUSIA COUNTY GOVERNMENT	ZONING TECHNICIAN	Good	\$36,435	\$47,681	\$58,928	61.7%	<input type="checkbox"/>		

Average **\$28,635** **\$37,177** **\$45,719** **59.7%**

DELTONA ZONING TECHNICIAN

\$ Difference (\$1,033) (\$1,120) (\$1,207)

% Difference -3.7% -3.1% -2.7%

SECTION 4.0
Proposed Pay Plan

**Proposed Pay Plans
City of Deltona 2016**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified Deltona							
101		\$21,268	\$27,648	\$34,007	\$10.22	\$13.29	\$16.35
FAFP	PARKS ATTENDANT - INT						
102		\$22,331	\$29,030	\$35,707	\$10.74	\$13.96	\$17.17
CSF	FACILITY MAINTENANCE WORKER						
OFA	OFFICE ASSISTANT						
PMT1	PARK MAINTENANCE TECH I						
103		\$23,448	\$30,482	\$37,493	\$11.27	\$14.65	\$18.03
ASC	ATHLETIC SITE COORDINATOR						
RCF	RECORDS CLERK FT						
UMW	UTILITY MAINTENANCE WORKER						
104		\$24,620	\$32,006	\$39,367	\$11.84	\$15.39	\$18.93
LCK	LOGISTICS TECHNICIAN						
PMT2	PARK MAINTENANCE TECH II						
PWT	PUBLIC WORKS TECHNICIAN						
105		\$25,851	\$33,606	\$41,336	\$12.43	\$16.16	\$19.87
BFI	BACKFLOW INSPECTOR						
BT	UTILITY BILLING TECH I						
UCR1	UTILITY CUST SERV REP I						
UTT1	UTILITY SYSTEMS TECH TRAINEE I						
106		\$27,144	\$35,287	\$43,403	\$13.05	\$16.96	\$20.87
CSR	CONSTRUCTION SERVICES REP						
CSRI	CUSTOMER SERVICES REP I						
SWR	SOLID WASTE CS REPRESENTATIVE						
SWT	STORM WATER TECHNICIAN						
TFT	TRAFFIC TECHNICIAN						
UD	UTILITIES DISPATCHER						
107		\$28,501	\$37,051	\$45,573	\$13.70	\$17.81	\$21.91
AA1	ADMINISTRATIVE ASSISTANT I						
EO	EQUIPMENT OPERATOR						
MR1	METER READER						
SIT	SIGN/INVENTORY TECHNICIAN						
BT2	UTILITY BILLING TECH II						
WOT2	WW TRAINEE II						
108		\$29,926	\$38,904	\$47,851	\$14.39	\$18.70	\$23.01
CSFT	CUSTOMER SERVICE FIELD TECH						
OSC	OFFICE SERV COORDINATOR						
PST	PUMP STATION TECH - SW						
WOT3	WW TRAINEE III						
ZT	ZONING TECHNICIAN						
109		\$31,422	\$40,849	\$50,244	\$15.11	\$19.64	\$24.16
AA2	ADMINISTRATIVE ASSISTANT II						
EIP	ENGINEERING INSPECTOR						
HEO	HEAVY EQUIPMENT OPERATOR						
UST1	UTILITY SYSTEMS TECH I						
110		\$32,993	\$42,891	\$52,756	\$15.86	\$20.62	\$25.36
AT2	ACCOUNTING TECH II						
FISP	FIRE INSPECTOR						
LUSR	LEAD UTILITY SERV REP						
MEC	MECHANIC						
PMTF	PARKS MAINT TECH CREW LEADER						
SWF	STORM WATER CREW LEADER						

**Proposed Pay Plans
City of Deltona 2016**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified Deltona							
110		\$32,993	\$42,891	\$52,756	\$15.86	\$20.62	\$25.36
MTCH	UTILITY MAINTENANCE TECH I						
USTS	UTILITY SYSTEMS TECH SPECIALIST						
111		\$34,643	\$45,036	\$55,394	\$16.66	\$21.65	\$26.63
FOF	FIELD OPERATIONS CREW LEADER						
LS	LEGAL SECRETARY (X)						
MECE	MECHANIC-EVT						
TFO	TRAFFIC OPER CREW LEADER						
UST2	UTILITY SYSTEMS TECH II						
112		\$36,375	\$47,287	\$58,164	\$17.49	\$22.73	\$27.96
ESF	ENFORCEMENT SERVICES OFFICER						
LM	LEAD MECHANIC						
UMT2	UTILITY MAINTENANCE TECH II						
113		\$38,194	\$49,652	\$61,072	\$18.36	\$23.87	\$29.36
AT3	ACCOUNTING TECH - SENIOR						
DPCC	DEPUTY CITY CLERK						
ES	EXECUTIVE ASSISTANT						
HDST	HELP DESK SUPPORT TECHNICIAN						
LA	LEGAL ASSISTANT						
LCOR	LOGISTICS COORDINATOR						
114		\$40,103	\$52,134	\$64,125	\$19.28	\$25.06	\$30.83
BI	BUILDING INSPECTOR						
UBS	UTILITY BILLING SUPERVISOR						
WOP2	WASTE WATER OPERATOR II						
115		\$42,109	\$54,741	\$67,332	\$20.24	\$26.32	\$32.37
BESS	BLDG & ES ADMIN SUPERVISOR						
CADM	CONTRACTS ADMINISTRATOR						
FOS	FIELD OPERATIONS SUPERVISOR						
FMS	FLEET MAINT SUPV.						
GISA	GIS ANALYST						
MECS	MTCE & ELECTRONIC COMM SUPV						
OP3	OPERATOR III						
PMS	PARKS MAINTENANCE SUPERVISOR						
PAA	PAYROLL ADMINISTRATOR						
PA	PURCHASING AGENT						
SWC	SOLID WASTE COORDINATOR						
STS	SPORTS TURF SUPERVISOR						
SS	STORM WATER SUPERVISOR						
SMPC	SW MGMT PROG COORD						
UCSS	UTILITY CUSTOMER SRV SUP						
WOP3	WASTE WATER OPERATOR III						
116		\$44,214	\$57,478	\$70,698	\$21.26	\$27.63	\$33.99
ESS	ESO SUPERVISOR						
LO	LEAD OPERATOR						
LWVO	LEAD WASTE WATER OPERATOR						
PAD	PROJECT ADMINSTRATOR						
STACC	STAFF ACCOUNTANT						
117		\$46,425	\$60,352	\$74,233	\$22.32	\$29.02	\$35.69
BOS	BUSINESS OPER SUPPORT ADMIN.						
COS	COMMUNITY INFO SPECIALIST						
HRAN	HUMAN RESOURCES ANALYST						

**Proposed Pay Plans
City of Deltona 2016**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified Deltona							
117		\$46,425	\$60,352	\$74,233	\$22.32	\$29.02	\$35.69
	INPE	INTERMITTENT PLANS EXAMINER					
	USS	UTILITY SYSTEMS SUPERVISOR					
	VCP	VIDEO COMMUNICATION PROD					
118		\$48,746	\$63,370	\$77,945	\$23.44	\$30.47	\$37.47
	NA	NETWORK ANALYST					
119		\$51,183	\$66,538	\$81,842	\$24.61	\$31.99	\$39.35
	CDAN	COMM DEV FIN ANALYST					
	ITAA	IT APPLICATIONS ADMINISTRATOR					
	RPM	RECREATION PROGRAM MGR.					
120		\$53,742	\$69,865	\$85,934	\$25.84	\$33.59	\$41.31
	CO	CHIEF OPERATOR					
	UACT	CHIEF UTILITY ACCOUNTANT					
	CPIM	COMM/PUBLIC INFO OFFICER					
	CMDS	COMMUNITY DEVELOPMENT SUPERVISOR					
	EDM	ECONOMIC DEVELOPMENT MGR					
	GC	FINANCE & GRANTS COORDINATOR					
	ITNA	IT NETWORK ADMINISTRATOR					
	SWM	STORM WATER MANAGER					
121		\$56,430	\$73,358	\$90,231	\$27.13	\$35.27	\$43.38
	BFSM	FIRE SAFETY MANAGER					
	PLN2	PLANNER II					
	BCS	UTILITY BILLING & CS MGR					
	USM	UTILITY SYSTEMS MANAGER					
	WWM	WATER/WASTEWATER MGR					
122		\$59,251	\$77,026	\$94,742	\$28.49	\$37.03	\$45.55
	HRM	HUMAN RESOURCES MANAGER					
	OMG	OPERATIONS MANAGER					
	PWDA	PUBLIC WORKS DIRECTOR-ADM.					
	PM	PURCHASING MANAGER					
	RM	RISK MANAGER					
124		\$65,324	\$84,921	\$104,453	\$31.41	\$40.83	\$50.22
	APRD	ASS'T PARKS & REC DIRECTOR					
	AM	FINANCE MANAGER					
	FTO	FIRE TRAINING OFFICER					
	ITM	IT MANAGER					
	PNM	PLANNING MANAGER					
125		\$68,590	\$89,168	\$109,676	\$32.98	\$42.87	\$52.73
	ADBO	ASS'T DIR. /BUILDING OFFICIAL					
	EM	EVENTS MANAGER					
126		\$72,020	\$93,626	\$115,160	\$34.62	\$45.01	\$55.37
	APD	ASS'T P&DS DIRECTOR					
127		\$75,621	\$98,307	\$120,918	\$36.36	\$47.26	\$58.13
	DFD	DEPUTY FINANCE DIRECTOR					
	DFC	DEPUTY FIRE CHIEF					
	DPWD	DEPUTY PUBLIC WORKS DIRECTOR					
129		\$83,372	\$108,384	\$133,312	\$40.08	\$52.11	\$64.09
	CC	CITY CLERK					
130		\$87,541	\$113,803	\$139,978	\$42.09	\$54.71	\$67.30
	FND	FINANCE DIRECTOR					
	FC	FIRE CHIEF					

**Proposed Pay Plans
City of Deltona 2016**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Unified Deltona							
130		\$87,541	\$113,803	\$139,978	\$42.09	\$54.71	\$67.30
HRD	HUMAN RESOURCES DIRECTOR						
ITD	IT DIRECTOR						
PRD	PARKS & RECREATION DIRECTOR						
DSD	PLANNING & DEVELOPMENT SVCS DIR						
131		\$91,918	\$119,493	\$146,976	\$44.19	\$57.45	\$70.66
PWD	PW DIRECTOR						
133		\$101,339	\$131,741	\$162,042	\$48.72	\$63.34	\$77.90
DCM	DEPUTY CITY MANAGER						

129 Active Proposed Classes in the Unified Deltona Pay Plan

SECTION 5.0
Classification Comparison List

Class Comparison List by Proposed Pay Grade City of Deltona 2016

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
101	Unified Deltona						\$21,268	\$27,648	\$34,007
		PARKS ATTENDANT - INT	PARKS ATTENDANT - INT		FAFP	1	\$20,300	\$26,509	\$32,718
		PARKS ATTENDANT - INT	PT - PARKS ATTENDANT		PTPA	1	\$20,300	\$26,509	\$32,718
102	Unified Deltona						\$22,331	\$29,030	\$35,707
		FACILITY MAINTENANCE WORKER	FACILITY MAINTENANCE WORKER		CSF	2	\$21,320	\$27,913	\$34,507
		OFFICE ASSISTANT	OFFICE ASSISTANT		OFA	1	\$20,300	\$26,509	\$32,718
		PARK MAINTENANCE TECH I	PARK MAINTENANCE TECH I		PMT1	2	\$21,320	\$27,913	\$34,507
		PARK MAINTENANCE TECH I	PT - PARK MAINTENANCE TECH I		PMTPT	2	\$21,320	\$27,913	\$34,507
103	Unified Deltona						\$23,448	\$30,482	\$37,493
		ATHLETIC SITE COORDINATOR	ATHLETIC SITE COORDINATOR		ASC	2	\$21,320	\$27,913	\$34,507
		RECORDS CLERK FT	RECORDS CLERK FT		RCF	2	\$21,320	\$27,913	\$34,507
		UTILITY MAINTENANCE WORKER	UTILITY MAINTENANCE WORKER		UMW	2	\$21,320	\$27,913	\$34,507
104	Unified Deltona						\$24,620	\$32,006	\$39,367
		LOGISTICS TECHNICIAN	LOGISTICS CLERK		LCK	2	\$21,320	\$27,913	\$34,507
		PARK MAINTENANCE TECH II	PARK MAINTENANCE TECH II		PMT2	4	\$23,608	\$30,908	\$38,209
		PUBLIC WORKS TECHNICIAN	PUBLIC WORKS TECHNICIAN		PWT	4	\$23,608	\$30,908	\$38,209
105	Unified Deltona						\$25,851	\$33,606	\$41,336
		BACKFLOW INSPECTOR	BACKFLOW INSPECTOR		BFI	4	\$23,608	\$30,908	\$38,209
		UTILITY BILLING TECH I	UTILITY BILLING TECH I		BT	4	\$23,608	\$30,908	\$38,209
		UTILITY CUST SERV REP I	UTILITY CUST SERV REP I		UCR1	4	\$23,608	\$30,908	\$38,209
		UTILITY SYSTEMS TECH TRAINEE I	UTILITY SYSTEMS TECH TRAINEE I		UTT1	5	\$24,918	\$32,562	\$40,206
106	Unified Deltona						\$27,144	\$35,287	\$43,403
		CONSTRUCTION SERVICES REP	CONSTRUCTION SERVICES REP		CSR	5	\$24,918	\$32,562	\$40,206
		CUSTOMER SERVICES REP I	CUSTOMER SERVICES REP I		CSR1	5	\$24,918	\$32,562	\$40,206
		SOLID WASTE CS REPRESENTATIVE	SOLID WASTE CS REPRESENTATIVE		SWR	4	\$23,608	\$30,908	\$38,209
		STORM WATER TECHNICIAN	STORM WATER TECHNICIAN		SWT	5	\$24,918	\$32,562	\$40,206
		TRAFFIC TECHNICIAN	PUBLIC WORKS TECHNICIAN		PWT	4	\$23,608	\$30,908	\$38,209
		TRAFFIC TECHNICIAN	TRAFFIC TECHNICIAN		TFT	5	\$24,918	\$32,562	\$40,206
		UTILITIES DISPATCHER	UTILITIES DISPATCHER		UD	5	\$24,918	\$32,562	\$40,206
107	Unified Deltona						\$28,501	\$37,051	\$45,573
		ADMINISTRATIVE ASSISTANT I	ADMINISTRATIVE ASSISTANT I		AA1	6	\$26,208	\$34,257	\$42,307
		EQUIPMENT OPERATOR	EQUIPMENT OPERATOR		EO	6	\$26,208	\$34,257	\$42,307
		METER READER	METER READER I		MR1	6	\$26,208	\$34,257	\$42,307
		SIGN/INVENTORY TECHNICIAN	SIGN/INVENTORY TECHNICIAN		SIT	7	\$27,601	\$36,056	\$44,512

Class Comparison List by Proposed Pay Grade City of Deltona 2016

Grade	Pay Plan				Annual Range				
		Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Min	Mkt	Max
107	Unified Deltona						\$28,501	\$37,051	\$45,573
		UTILITY BILLING TECH II	UTILITY BILLING TECH II		BT2	6	\$26,208	\$34,257	\$42,307
		WW TRAINEE II	WW TRAINEE II		WOT2	WT2	\$27,705	\$28,402	\$29,099
108	Unified Deltona						\$29,926	\$38,904	\$47,851
		CUSTOMER SERVICE FIELD TECH	CUSTOMER SERVICE FIELD TECH		CSFT	7	\$27,601	\$36,056	\$44,512
		OFFICE SERV COORDINATOR	OFFICE SERV COORDINATOR		OSC	7	\$27,601	\$36,056	\$44,512
		PUMP STATION TECH - SW	PUMP STATION TECH - SW		PST	7	\$27,601	\$36,056	\$44,512
		WW TRAINEE III	WW TRAINEE III		WOT3	WT3	\$27,705	\$28,402	\$29,099
		ZONING TECHNICIAN	ZONING TECHNICIAN		ZT	7	\$27,601	\$36,056	\$44,512
109	Unified Deltona						\$31,422	\$40,849	\$50,244
		ADMINISTRATIVE ASSISTANT II	ADMINISTRATIVE ASSISTANT II		AA2	8	\$29,016	\$37,960	\$46,904
		ENGINEERING INSPECTOR	ENGINEERING INSPECTOR		EIP	7	\$27,601	\$36,056	\$44,512
		HEAVY EQUIPMENT OPERATOR	HEAVY EQUIPMENT OPERATOR		HEO	8	\$29,016	\$37,960	\$46,904
		UTILITY SYSTEMS TECH I	UTILITY SYSTEMS TECH I		UST1	8	\$29,016	\$37,960	\$46,904
110	Unified Deltona						\$32,993	\$42,891	\$52,756
		ACCOUNTING TECH II	ACCOUNTING TECH II		AT2	11	\$33,904	\$44,304	\$54,704
		FIRE INSPECTOR	FIRE INSPECTOR		FISP	8	\$29,016	\$37,960	\$46,904
		LEAD UTILITY SERV REP	LEAD UTILITY SERV REP		LUSR	9	\$30,617	\$39,967	\$49,316
		MECHANIC	MECHANIC		MEC	9	\$30,617	\$39,967	\$49,316
		PARKS MAINT TECH CREW LEADER	PARKS MAINT TECH FOREMAN		PMTF	9	\$30,617	\$39,967	\$49,316
		STORM WATER CREW LEADER	STORM WATER FOREMAN		SWF	10	\$32,219	\$42,068	\$51,916
		UTILITY MAINTENANCE TECH I	UTILITY MAINTENANCE TECH		MTCH	8	\$29,016	\$37,960	\$46,904
		UTILITY SYSTEMS TECH SPECIALIST	UTILITY SYSTEMS TECH SPECIALIS		USTS	9	\$30,617	\$39,967	\$49,316
111	Unified Deltona						\$34,643	\$45,036	\$55,394
		FIELD OPERATIONS CREW LEADER	FIELD OPERATIONS FOREMAN		FOF	9	\$30,617	\$39,967	\$49,316
		LEGAL SECRETARY (X)	LEGAL SECRETARY (X)		LS	10	\$32,219	\$42,068	\$51,916
		MECHANIC-EVT	MECHANIC-EVT		MECE	10	\$32,219	\$42,068	\$51,916
		TRAFFIC OPER CREW LEADER	TRAFFIC OPER FOREMAN		TFO	10	\$32,219	\$42,068	\$51,916
		UTILITY SYSTEMS TECH II	UTILITY SYSTEMS TECH II		UST2	10	\$32,219	\$42,068	\$51,916
112	Unified Deltona						\$36,375	\$47,287	\$58,164
		ENFORCEMENT SERVICES OFFICER	ENFORCEMENT SERVICES OFFICER		ESF	12	\$35,609	\$46,560	\$57,512
		LEAD MECHANIC	LEAD MECHANIC		LM	11	\$33,904	\$44,304	\$54,704
		UTILITY MAINTENANCE TECH II	UTILITY MAINTENANCE TECH II		UMT2	11	\$33,904	\$44,304	\$54,704
113	Unified Deltona						\$38,194	\$49,652	\$61,072
		ACCOUNTING TECH - SENIOR	ACCOUNTING TECH III		AT3	13	\$37,502	\$49,056	\$60,611

Class Comparison List by Proposed Pay Grade City of Deltona 2016

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
113	Unified Deltona						\$38,194	\$49,652	\$61,072
		ACCOUNTING TECH - SENIOR	BUSINESS TAX SUPERVISOR		BTS	6	\$26,208	\$34,257	\$42,307
		DEPUTY CITY CLERK	DEPUTY CITY CLERK		DPCC	13	\$37,502	\$49,056	\$60,611
		EXECUTIVE ASSISTANT	EXECUTIVE ASSISTANT		ES	12	\$35,609	\$46,560	\$57,512
		HELP DESK SUPPORT TECHNICIAN	HELP DESK SUPPORT TECHNICIAN		HDST	12	\$35,609	\$46,560	\$57,512
		LEGAL ASSISTANT	LEGAL ASSISTANT		LA	12	\$35,609	\$46,560	\$57,512
		LOGISTICS COORDINATOR	LOGISTICS COORDINATOR		LCOR	12	\$35,609	\$46,560	\$57,512
114	Unified Deltona						\$40,103	\$52,134	\$64,125
		BUILDING INSPECTOR	BUILDING INSPECTOR		BI	13	\$37,502	\$49,056	\$60,611
		UTILITY BILLING SUPERVISOR	UTILITY BILLING SUPERVISOR		UBS	13	\$37,502	\$49,056	\$60,611
		WASTE WATER OPERATOR II	WASTE WATER OPERATOR II		WOP2	52W	\$36,712	\$47,964	\$59,217
115	Unified Deltona						\$42,109	\$54,741	\$67,332
		BLDG & ES ADMIN SUPERVISOR	BUILDING & ES SUPERVISOR		BESS	13	\$37,502	\$49,056	\$60,611
		CONTRACTS ADMINISTRATOR	CONTRACTS ADMINISTRATOR		CADM	13	\$37,502	\$49,056	\$60,611
		FIELD OPERATIONS SUPERVISOR	FIELD OPERATIONS SUPERVISOR		FOS	13	\$37,502	\$49,056	\$60,611
		FLEET MAINT SUPV.	FLEET MAINT SUPV.		FMS	13	\$37,502	\$49,056	\$60,611
		GIS ANALYST	GIS ANALYST		GISA	13	\$37,502	\$49,056	\$60,611
		MTCE & ELECTRONIC COMM SUPV	MTCE & ELECTRONIC COMM SUPV		MECS	13	\$37,502	\$49,056	\$60,611
		OPERATOR III	OPERATOR III		OP3	54W	\$40,019	\$52,312	\$64,604
		PARKS MAINTENANCE SUPERVISOR	PARKS MAINTENANCE SUPERVISOR		PMS	13	\$37,502	\$49,056	\$60,611
		PAYROLL ADMINISTRATOR	PAYROLL ADMINISTRATOR		PAA	13	\$37,502	\$49,056	\$60,611
		PURCHASING AGENT	PURCHASING AGENT		PA	13	\$37,502	\$49,056	\$60,611
		SOLID WASTE COORDINATOR	SOLID WASTE COORDINATOR		SWC	13	\$37,502	\$49,056	\$60,611
		SPORTS TURF SUPERVISOR	SPORTS TURF SUPERVISOR		STS	13	\$37,502	\$49,056	\$60,611
		STORM WATER SUPERVISOR	STORM WATER SUPERVISOR		SS	13	\$37,502	\$49,056	\$60,611
		SW MGMT PROG COORD	SW MGMT PROG COORD		SMPC	13	\$37,502	\$49,056	\$60,611
		UTILITY CUSTOMER SRV SUP	UTILITY CUSTOMER SRV SUP		UCSS	13	\$37,502	\$49,056	\$60,611
		WASTE WATER OPERATOR III	WASTE WATER OPERATOR III		WOP3	54W	\$40,019	\$52,312	\$64,604
116	Unified Deltona						\$44,214	\$57,478	\$70,698
		ESO SUPERVISOR	ESO SUPERVISOR		ESS	13	\$37,502	\$49,056	\$60,611
		LEAD OPERATOR	LEAD OPERATOR		LO	54W	\$40,019	\$52,312	\$64,604
		LEAD WASTE WATER OPERATOR	LEAD WASTE WATER OPERATOR		LWWO	55W	\$40,768	\$53,300	\$65,832
		PROJECT ADMINSTRATOR	PROJECT ADMINSTRATOR		PAD	13	\$37,502	\$49,056	\$60,611
		STAFF ACCOUNTANT							

Class Comparison List by Proposed Pay Grade City of Deltona 2016

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
117	Unified Deltona						\$46,425	\$60,352	\$74,233
		BUSINESS OPER SUPPORT ADMIN.	BUSINESS OPER SUPPORT ADMIN.		BOS	16	\$43,513	\$56,908	\$70,304
		COMMUNITY INFO SPECIALIST	COMMUNITY INFO SPECIALIST		COS	16	\$43,513	\$56,908	\$70,304
		HUMAN RESOURCES ANALYST	HUMAN RESOURCES ANALYST		HRAN	16	\$43,513	\$56,908	\$70,304
		INTERMITTENT PLANS EXAMINER	INTERMITTENT PLANS EXAMINER		INPE	16	\$43,513	\$56,908	\$70,304
		UTILITY SYSTEMS SUPERVISOR	UTILITY SYSTEMS SUPERVISOR		USS	15	\$41,516	\$54,215	\$66,913
		VIDEO COMMUNICATION PROD	VIDEO COMMUNICATION PROD		VCP	16	\$43,513	\$56,908	\$70,304
118	Unified Deltona						\$48,746	\$63,370	\$77,945
		NETWORK ANALYST	NETWORK ANALYST		NA	16	\$43,513	\$56,908	\$70,304
119	Unified Deltona						\$51,183	\$66,538	\$81,842
		COMM DEV FIN ANALYST	COMM DEV FIN ANALYST		CDAN	17	\$45,718	\$59,768	\$73,819
		IT APPLICATIONS ADMINISTRATOR							
		RECREATION PROGRAM MGR.	RECREATION PROGRAM MGR.		RPM	17	\$45,718	\$59,768	\$73,819
120	Unified Deltona						\$53,742	\$69,865	\$85,934
		CHIEF OPERATOR	CHIEF OPERATOR		CO	18	\$48,006	\$62,753	\$77,500
		CHIEF UTILITY ACCOUNTANT	CHIEF UTILITY ACCOUNTANT		UACT	18	\$48,006	\$62,753	\$77,500
		COMM/PUBLIC INFO OFFICER	COMM/PUBLIC INFO OFFICER		CPIM	18	\$48,006	\$62,753	\$77,500
		COMMUNITY DEVELOPMENT SUPERVISOR	COMMUNITY DEVELOPMENT SUP SUPERVISOR		CMDS	15	\$41,516	\$54,215	\$66,913
		ECONOMIC DEVELOPMENT MGR	ECONOMIC DEVELOPMENT MGR		EDM	18	\$48,006	\$62,753	\$77,500
		FINANCE & GRANTS COORDINATOR	FINANCE & GRANTS COORDINATOR		GC	17	\$45,718	\$59,768	\$73,819
		IT NETWORK ADMINISTRATOR	IT NETWORK ADMINISTRATOR		ITNA	18	\$48,006	\$62,753	\$77,500
		STORM WATER MANAGER	STORM WATER MANAGER		SWM	18	\$48,006	\$62,753	\$77,500
121	Unified Deltona						\$56,430	\$73,358	\$90,231
		FIRE SAFETY MANAGER	FIRE SAFETY MANAGER		BFSM	19	\$50,419	\$65,915	\$81,411
		PLANNER II	PLANNER II		PLN2	19	\$50,419	\$65,915	\$81,411
		UTILITY BILLING & CS MGR							
		UTILITY SYSTEMS MANAGER	UTILITY SYSTEMS MANAGER		USM	19	\$50,419	\$65,915	\$81,411
		WATER/WASTEWATER MGR	WATER/WASTEWATER MGR		WWM	19	\$50,419	\$65,915	\$81,411
122	Unified Deltona						\$59,251	\$77,026	\$94,742
		HUMAN RESOURCES MANAGER	HUMAN RESOURCES MANAGER		HRM	19	\$50,419	\$65,915	\$81,411
		OPERATIONS MANAGER	OPERATIONS MANAGER		OMG	19	\$50,419	\$65,915	\$81,411
		PUBLIC WORKS DIRECTOR-ADM.	PUBLIC WORKS DIRECTOR-ADM.		PWDA	20	\$52,915	\$69,160	\$85,404
		PURCHASING MANAGER	PURCHASING MANAGER		PM	19	\$50,419	\$65,915	\$81,411
		RISK MANAGER	RISK MANAGER		RM	19	\$50,419	\$65,915	\$81,411

Class Comparison List by Proposed Pay Grade City of Deltona 2016

Grade	Pay Plan	Proposed Class Title	Original Class Title	Working Class Title	Code	Grade	Annual Range		
							Min	Mkt	Max
123	Unified Deltona						\$62,214	\$80,878	\$99,479
124	Unified Deltona						\$65,324	\$84,921	\$104,453
		ASST PARKS & REC DIRECTOR	ASST PARKS & REC DIRECTOR		APRD	19	\$50,419	\$65,915	\$81,411
		FINANCE MANAGER	ACCOUNTING MANAGER		AM	20	\$52,915	\$69,160	\$85,404
		FIRE TRAINING OFFICER	FIRE TRAINING OFFICER		FTO	21	\$55,619	\$72,664	\$89,710
		IT MANAGER	IT MANAGER		ITM	21	\$55,619	\$72,664	\$89,710
		PLANNING MANAGER	PLANNING MANAGER		PNM	21	\$55,619	\$72,664	\$89,710
125	Unified Deltona						\$68,590	\$89,168	\$109,676
		ASST DIR. /BUILDING OFFICIAL	ASST DIR. /BUILDING OFFICIAL		ADBO	23	\$61,318	\$80,111	\$98,904
		EVENTS MANAGER							
126	Unified Deltona						\$72,020	\$93,626	\$115,160
		ASST P&DS DIRECTOR	ASST P&DS DIRECTOR		APD	23	\$61,318	\$80,111	\$98,904
127	Unified Deltona						\$75,621	\$98,307	\$120,918
		DEPUTY FINANCE DIRECTOR	DEPUTY FINANCE DIRECTOR		DFD	23	\$61,318	\$80,111	\$98,904
		DEPUTY FIRE CHIEF	DEPUTY FIRE CHIEF		DFC	23	\$61,318	\$80,111	\$98,904
		DEPUTY PUBLIC WORKS DIRECTOR	DEPUTY PUBLIC WORKS DIRECTOR		DPWD	23	\$61,318	\$80,111	\$98,904
128	Unified Deltona						\$79,402	\$103,223	\$126,964
129	Unified Deltona						\$83,372	\$108,384	\$133,312
		CITY CLERK	CITY CLERK		CC	99	\$71,801	\$105,903	\$140,004
130	Unified Deltona						\$87,541	\$113,803	\$139,978
		FINANCE DIRECTOR	FINANCE DIRECTOR		FND	99	\$71,801	\$105,903	\$140,004
		FIRE CHIEF	FIRE CHIEF		FC	99	\$71,801	\$105,903	\$140,004
		HUMAN RESOURCES DIRECTOR	DIRECTOR OF HUMAN RESOURCES		DIRHR	99	\$71,801	\$105,903	\$140,004
		IT DIRECTOR	IT DIRECTOR		ITD	99	\$71,801	\$105,903	\$140,004
		PARKS & RECREATION DIRECTOR	PARKS & RECREATION DIRECTOR		PRD	99	\$71,801	\$105,903	\$140,004
		PLANNING & DEVELOPMENT SVCS DIR	PLANNING & DEVELOPMENT SVCS DIR		DSD	99	\$71,801	\$105,903	\$140,004
131	Unified Deltona						\$91,918	\$119,493	\$146,976
		PW DIRECTOR	PW DIRECTOR		PWD	99	\$71,801	\$105,903	\$140,004
132	Unified Deltona						\$96,514	\$125,468	\$154,325
133	Unified Deltona						\$101,339	\$131,741	\$162,042

**Class Comparison List by Proposed Pay Grade
City of Deltona 2016**

<i>Grade</i>	<i>Pay Plan</i>	<i>Proposed Class Title</i>	<i>Original Class Title</i>	<i>Working Class Title</i>	<i>Code</i>	<i>Grade</i>	<i>Annual Range</i>		
							<i>Min</i>	<i>Mkt</i>	<i>Max</i>
133	Unified Deltona						\$101,339	\$131,741	\$162,042
		DEPUTY CITY MANAGER	DEPUTY CITY MANAGER		DCM	99	\$71,801	\$105,903	\$140,004
134	Unified Deltona						\$106,406	\$138,328	\$170,144

SECTION 6.0
Alpha Class List

Proposed Class List By Title

City of Deltona 2016

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
A							
ACCOUNTING TECH - SENIOR	AT3	Unified Deltona	113	\$38,194	\$49,652	\$61,072	<u>2</u>
ACCOUNTING TECH II	AT2	Unified Deltona	110	\$32,993	\$42,891	\$52,756	<u>3</u>
ADMINISTRATIVE ASSISTANT I	AA1	Unified Deltona	107	\$28,501	\$37,051	\$45,573	<u>2</u>
ADMINISTRATIVE ASSISTANT II	AA2	Unified Deltona	109	\$31,422	\$40,849	\$50,244	<u>6</u>
ASS'T DIR. /BUILDING OFFICIAL	ADBO	Unified Deltona	125	\$68,590	\$89,168	\$109,676	<u>1</u>
ASS'T P&DS DIRECTOR	APD	Unified Deltona	126	\$72,020	\$93,626	\$115,160	<u>1</u>
ASS'T PARKS & REC DIRECTOR	APRD	Unified Deltona	124	\$65,324	\$84,921	\$104,453	<u>1</u>
ATHLETIC SITE COORDINATOR	ASC	Unified Deltona	103	\$23,448	\$30,482	\$37,493	<u>1</u>
B							
BACKFLOW INSPECTOR	BFI	Unified Deltona	105	\$25,851	\$33,606	\$41,336	<u>1</u>
BLDG & ES ADMIN SUPERVISOR	BESS	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
BUILDING INSPECTOR	BI	Unified Deltona	114	\$40,103	\$52,134	\$64,125	<u>3</u>
BUSINESS OPER SUPPORT ADMIN.	BOS	Unified Deltona	117	\$46,425	\$60,352	\$74,233	<u>1</u>
C							
CHIEF OPERATOR	CO	Unified Deltona	120	\$53,742	\$69,865	\$85,934	<u>1</u>
CHIEF UTILITY ACCOUNTANT	UACT	Unified Deltona	120	\$53,742	\$69,865	\$85,934	<u>1</u>
CITY CLERK	CC	Unified Deltona	129	\$83,372	\$108,384	\$133,312	<u>1</u>
COMM DEV FIN ANALYST	CDAN	Unified Deltona	119	\$51,183	\$66,538	\$81,842	<u>1</u>
COMM/PUBLIC INFO OFFICER	CPIM	Unified Deltona	120	\$53,742	\$69,865	\$85,934	<u>1</u>
COMMUNITY DEVELOPMENT SUPERVISOR	CMDS	Unified Deltona	120	\$53,742	\$69,865	\$85,934	<u>1</u>
COMMUNITY INFO SPECIALIST	COS	Unified Deltona	117	\$46,425	\$60,352	\$74,233	<u>1</u>
CONSTRUCTION SERVICES REP	CSR	Unified Deltona	106	\$27,144	\$35,287	\$43,403	<u>2</u>
CONTRACTS ADMINISTRATOR	CADM	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
CUSTOMER SERVICE FIELD TECH	CSFT	Unified Deltona	108	\$29,926	\$38,904	\$47,851	<u>2</u>
CUSTOMER SERVICES REP I	CSRI	Unified Deltona	106	\$27,144	\$35,287	\$43,403	<u>2</u>
D							
DEPUTY CITY CLERK	DPCC	Unified Deltona	113	\$38,194	\$49,652	\$61,072	<u>1</u>
DEPUTY CITY MANAGER	DCM	Unified Deltona	133	\$101,339	\$131,741	\$162,042	<u>1</u>
DEPUTY FINANCE DIRECTOR	DFD	Unified Deltona	127	\$75,621	\$98,307	\$120,918	<u>1</u>
DEPUTY FIRE CHIEF	DFC	Unified Deltona	127	\$75,621	\$98,307	\$120,918	<u>2</u>
DEPUTY PUBLIC WORKS DIRECTOR	DPWD	Unified Deltona	127	\$75,621	\$98,307	\$120,918	<u>1</u>
E							
ECONOMIC DEVELOPMENT MGR	EDM	Unified Deltona	120	\$53,742	\$69,865	\$85,934	<u>1</u>
ENFORCEMENT SERVICES OFFICER	ESF	Unified Deltona	112	\$36,375	\$47,287	\$58,164	<u>12</u>
ENGINEERING INSPECTOR	EIP	Unified Deltona	109	\$31,422	\$40,849	\$50,244	<u>1</u>
EQUIPMENT OPERATOR	EO	Unified Deltona	107	\$28,501	\$37,051	\$45,573	<u>6</u>
ESO SUPERVISOR	ESS	Unified Deltona	116	\$44,214	\$57,478	\$70,698	<u>2</u>
EVENTS MANAGER	EM	Unified Deltona	125	\$68,590	\$89,168	\$109,676	<u>0</u>
EXECUTIVE ASSISTANT	ES	Unified Deltona	113	\$38,194	\$49,652	\$61,072	<u>3</u>
F							
FACILITY MAINTENANCE WORKER	CSF	Unified Deltona	102	\$22,331	\$29,030	\$35,707	<u>2</u>
FIELD OPERATIONS CREW LEADER	FOF	Unified Deltona	111	\$34,643	\$45,036	\$55,394	<u>1</u>
FIELD OPERATIONS SUPERVISOR	FOS	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
FINANCE & GRANTS COORDINATOR	GC	Unified Deltona	120	\$53,742	\$69,865	\$85,934	<u>1</u>
FINANCE DIRECTOR	FND	Unified Deltona	130	\$87,541	\$113,803	\$139,978	<u>1</u>
FINANCE MANAGER	AM	Unified Deltona	124	\$65,324	\$84,921	\$104,453	<u>1</u>
FIRE CHIEF	FC	Unified Deltona	130	\$87,541	\$113,803	\$139,978	<u>1</u>

Proposed Class List By Title

City of Deltona 2016

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
FIRE INSPECTOR	FISP	Unified Deltona	110	\$32,993	\$42,891	\$52,756	<u>2</u>
FIRE SAFETY MANAGER	BFSM	Unified Deltona	121	\$56,430	\$73,358	\$90,231	<u>1</u>
FIRE TRAINING OFFICER	FTO	Unified Deltona	124	\$65,324	\$84,921	\$104,453	<u>1</u>
FLEET MAINT SUPV.	FMS	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
G							
GIS ANALYST	GISA	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
H							
HEAVY EQUIPMENT OPERATOR	HEO	Unified Deltona	109	\$31,422	\$40,849	\$50,244	<u>2</u>
HELP DESK SUPPORT TECHNICIAN	HDST	Unified Deltona	113	\$38,194	\$49,652	\$61,072	<u>1</u>
HUMAN RESOURCES ANALYST	HRAN	Unified Deltona	117	\$46,425	\$60,352	\$74,233	<u>1</u>
HUMAN RESOURCES DIRECTOR	HRD	Unified Deltona	130	\$87,541	\$113,803	\$139,978	<u>1</u>
HUMAN RESOURCES MANAGER	HRM	Unified Deltona	122	\$59,251	\$77,026	\$94,742	<u>1</u>
I							
INTERMITTENT PLANS EXAMINER	INPE	Unified Deltona	117	\$46,425	\$60,352	\$74,233	<u>1</u>
IT APPLICATIONS ADMINISTRATOR	ITAA	Unified Deltona	119	\$51,183	\$66,538	\$81,842	<u>0</u>
IT DIRECTOR	ITD	Unified Deltona	130	\$87,541	\$113,803	\$139,978	<u>1</u>
IT MANAGER	ITM	Unified Deltona	124	\$65,324	\$84,921	\$104,453	<u>1</u>
IT NETWORK ADMINISTRATOR	ITNA	Unified Deltona	120	\$53,742	\$69,865	\$85,934	<u>1</u>
L							
LEAD MECHANIC	LM	Unified Deltona	112	\$36,375	\$47,287	\$58,164	<u>1</u>
LEAD OPERATOR	LO	Unified Deltona	116	\$44,214	\$57,478	\$70,698	<u>1</u>
LEAD UTILITY SERV REP	LUSR	Unified Deltona	110	\$32,993	\$42,891	\$52,756	<u>1</u>
LEAD WASTE WATER OPERATOR	LWWO	Unified Deltona	116	\$44,214	\$57,478	\$70,698	<u>2</u>
LEGAL ASSISTANT	LA	Unified Deltona	113	\$38,194	\$49,652	\$61,072	<u>1</u>
LEGAL SECRETARY (X)	LS	Unified Deltona	111	\$34,643	\$45,036	\$55,394	<u>1</u>
LOGISTICS COORDINATOR	LCOR	Unified Deltona	113	\$38,194	\$49,652	\$61,072	<u>1</u>
LOGISTICS TECHNICIAN	LCK	Unified Deltona	104	\$24,620	\$32,006	\$39,367	<u>1</u>
M							
MECHANIC	MEC	Unified Deltona	110	\$32,993	\$42,891	\$52,756	<u>3</u>
MECHANIC-EVT	MECE	Unified Deltona	111	\$34,643	\$45,036	\$55,394	<u>1</u>
METER READER	MR1	Unified Deltona	107	\$28,501	\$37,051	\$45,573	<u>5</u>
MTCE & ELECTRONIC COMM SUPV	MECS	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
N							
NETWORK ANALYST	NA	Unified Deltona	118	\$48,746	\$63,370	\$77,945	<u>1</u>
O							
OFFICE ASSISTANT	OFA	Unified Deltona	102	\$22,331	\$29,030	\$35,707	<u>2</u>
OFFICE SERV COORDINATOR	OSC	Unified Deltona	108	\$29,926	\$38,904	\$47,851	<u>1</u>
OPERATIONS MANAGER	OMG	Unified Deltona	122	\$59,251	\$77,026	\$94,742	<u>1</u>
OPERATOR III	OP3	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>2</u>
P							
PARK MAINTENANCE TECH I	PMT1	Unified Deltona	102	\$22,331	\$29,030	\$35,707	<u>6</u>
PARK MAINTENANCE TECH II	PMT2	Unified Deltona	104	\$24,620	\$32,006	\$39,367	<u>6</u>
PARKS & RECREATION DIRECTOR	PRD	Unified Deltona	130	\$87,541	\$113,803	\$139,978	<u>1</u>
PARKS ATTENDANT - INT	FAFP	Unified Deltona	101	\$21,268	\$27,648	\$34,007	<u>12</u>
PARKS MAINT TECH CREW LEADER	PMTF	Unified Deltona	110	\$32,993	\$42,891	\$52,756	<u>1</u>
PARKS MAINTENANCE SUPERVISOR	PMS	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>

Proposed Class List By Title

City of Deltona 2016

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
PAYROLL ADMINISTRATOR	PAA	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
PLANNER II	PLN2	Unified Deltona	121	\$56,430	\$73,358	\$90,231	<u>2</u>
PLANNING & DEVELOPMENT SVCS DIR	DSD	Unified Deltona	130	\$87,541	\$113,803	\$139,978	<u>1</u>
PLANNING MANAGER	PNM	Unified Deltona	124	\$65,324	\$84,921	\$104,453	<u>1</u>
PROJECT ADMINSTRATOR	PAD	Unified Deltona	116	\$44,214	\$57,478	\$70,698	<u>2</u>
PUBLIC WORKS DIRECTOR-ADM.	PWDA	Unified Deltona	122	\$59,251	\$77,026	\$94,742	<u>1</u>
PUBLIC WORKS TECHNICIAN	PWT	Unified Deltona	104	\$24,620	\$32,006	\$39,367	<u>6</u>
PUMP STATION TECH - SW	PST	Unified Deltona	108	\$29,926	\$38,904	\$47,851	<u>1</u>
PURCHASING AGENT	PA	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
PURCHASING MANAGER	PM	Unified Deltona	122	\$59,251	\$77,026	\$94,742	<u>1</u>
PW DIRECTOR	PWD	Unified Deltona	131	\$91,918	\$119,493	\$146,976	<u>1</u>
R							
RECORDS CLERK FT	RCF	Unified Deltona	103	\$23,448	\$30,482	\$37,493	<u>1</u>
RECREATION PROGRAM MGR.	RPM	Unified Deltona	119	\$51,183	\$66,538	\$81,842	<u>1</u>
RISK MANAGER	RM	Unified Deltona	122	\$59,251	\$77,026	\$94,742	<u>1</u>
S							
SIGN/INVENTORY TECHNICIAN	SIT	Unified Deltona	107	\$28,501	\$37,051	\$45,573	<u>1</u>
SOLID WASTE COORDINATOR	SWC	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
SOLID WASTE CS REPRESENTATIVE	SWR	Unified Deltona	106	\$27,144	\$35,287	\$43,403	<u>1</u>
SPORTS TURF SUPERVISOR	STS	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
STAFF ACCOUNTANT	STACC	Unified Deltona	116	\$44,214	\$57,478	\$70,698	<u>0</u>
STORM WATER CREW LEADER	SWF	Unified Deltona	110	\$32,993	\$42,891	\$52,756	<u>2</u>
STORM WATER MANAGER	SWM	Unified Deltona	120	\$53,742	\$69,865	\$85,934	<u>1</u>
STORM WATER SUPERVISOR	SS	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
STORM WATER TECHNICIAN	SWT	Unified Deltona	106	\$27,144	\$35,287	\$43,403	<u>11</u>
SW MGMT PROG COORD	SMPC	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
T							
TRAFFIC OPER CREW LEADER	TFO	Unified Deltona	111	\$34,643	\$45,036	\$55,394	<u>1</u>
TRAFFIC TECHNICIAN	TFT	Unified Deltona	106	\$27,144	\$35,287	\$43,403	<u>4</u>
U							
UTILITIES DISPATCHER	UD	Unified Deltona	106	\$27,144	\$35,287	\$43,403	<u>1</u>
UTILITY BILLING & CS MGR	BCS	Unified Deltona	121	\$56,430	\$73,358	\$90,231	<u>0</u>
UTILITY BILLING SUPERVISOR	UBS	Unified Deltona	114	\$40,103	\$52,134	\$64,125	<u>1</u>
UTILITY BILLING TECH I	BT	Unified Deltona	105	\$25,851	\$33,606	\$41,336	<u>2</u>
UTILITY BILLING TECH II	BT2	Unified Deltona	107	\$28,501	\$37,051	\$45,573	<u>1</u>
UTILITY CUST SERV REP I	UCR1	Unified Deltona	105	\$25,851	\$33,606	\$41,336	<u>7</u>
UTILITY CUSTOMER SRV SUP	UCSS	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
UTILITY MAINTENANCE TECH I	MTCH	Unified Deltona	110	\$32,993	\$42,891	\$52,756	<u>1</u>
UTILITY MAINTENANCE TECH II	UMT2	Unified Deltona	112	\$36,375	\$47,287	\$58,164	<u>1</u>
UTILITY MAINTENANCE WORKER	UMW	Unified Deltona	103	\$23,448	\$30,482	\$37,493	<u>1</u>
UTILITY SYSTEMS MANAGER	USM	Unified Deltona	121	\$56,430	\$73,358	\$90,231	<u>1</u>
UTILITY SYSTEMS SUPERVISOR	USS	Unified Deltona	117	\$46,425	\$60,352	\$74,233	<u>1</u>
UTILITY SYSTEMS TECH I	UST1	Unified Deltona	109	\$31,422	\$40,849	\$50,244	<u>8</u>
UTILITY SYSTEMS TECH II	UST2	Unified Deltona	111	\$34,643	\$45,036	\$55,394	<u>2</u>
UTILITY SYSTEMS TECH SPECIALIST	USTS	Unified Deltona	110	\$32,993	\$42,891	\$52,756	<u>1</u>
UTILITY SYSTEMS TECH TRAINEE I	UTT1	Unified Deltona	105	\$25,851	\$33,606	\$41,336	<u>6</u>
V							
VIDEO COMMUNICATION PROD	VCP	Unified Deltona	117	\$46,425	\$60,352	\$74,233	<u>1</u>

Proposed Class List By Title

City of Deltona 2016

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
W							
WASTE WATER OPERATOR II	WOP2	Unified Deltona	114	\$40,103	\$52,134	\$64,125	<u>4</u>
WASTE WATER OPERATOR III	WOP3	Unified Deltona	115	\$42,109	\$54,741	\$67,332	<u>1</u>
WATER/WASTEWATER MGR	WWM	Unified Deltona	121	\$56,430	\$73,358	\$90,231	<u>1</u>
WW TRAINEE II	WOT2	Unified Deltona	107	\$28,501	\$37,051	\$45,573	<u>2</u>
WW TRAINEE III	WOT3	Unified Deltona	108	\$29,926	\$38,904	\$47,851	<u>1</u>
Z							
ZONING TECHNICIAN	ZT	Unified Deltona	108	\$29,926	\$38,904	\$47,851	<u>1</u>

129 Job Classes

SECTION 7.0
Implementation Cost by Job Class

Report Settings

Report Name:

Print As Plan Type <input type="text" value="Open Range"/>	Increment Current Step by <input type="text" value="0"/>	<input type="checkbox"/> Summary Only <input type="checkbox"/> Show Department Summary <input checked="" type="checkbox"/> Show Pay Plan Summary <input checked="" type="checkbox"/> Show Grand Totals Summary
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Calculation Parameters

Set Years to Reach Grade Market to	<input type="text" value="5"/>	# Adjustments	<input type="text" value="1"/>
Set Years to Reach Grade Maximum to	<input type="text" value="30"/>		
Set Maximum Adjustment to the Range	<input type="text" value="Maximum"/>		
Set Allowable Experience Days Using	<input type="text" value="Promotion Date"/>		
Set Maximum Years of Service Cap to	<input type="text" value="100"/>	year(s) of service	
Calculate Adj. Above Min after the first	<input type="text" value="1"/>	year(s) of service	
Include Organizational Experience adj	<input type="checkbox"/>	Include Stipends	<input type="checkbox"/>
Allow 1 additional day adjustment for	<input type="text" value="0"/>	Day(s) Organization Experience	

Implementation:

Flat Percent Adjustment Management

Calculate a Flat % Adjustment of %

Calculate % Using Current Salary

Apply Flat % Adjustment

- Before Min Adj After Step
 After Min Adj After Merit
 After Market After Bonus
 After Max

Standard Annual Work Days 260

Standard Annual Work Hours 2080

Standard Hours / Day 8

Implementation Cost By Proposed Classification City of Deltona 2016

Proposed Pay Plan Unified Deltona

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified Deltona																			
ACCOUNTING TECH - SENIOR	AT3		55,630	2	3,338	2	0	0	0	0	0	0	0	0	0	0	3,338	57,298	1,669	3.0%
ACCOUNTING TECH II	AT2		45,011	3	4,051	3	0	0	0	0	0	0	0	0	0	0	4,051	46,362	1,350	3.0%
ADMINISTRATIVE ASSISTANT I	AA1		28,402	2	1,704	2	1,507	1	0	0	1,164	2	0	0	0	0	4,375	30,590	2,188	7.7%
ADMINISTRATIVE ASSISTANT II	AA2		34,531	6	6,216	6	0	0	0	0	2,356	3	0	0	0	0	8,572	35,960	1,429	4.1%
ASS'T DIR. /BUILDING OFFICIAL	ADBO		80,850	1	2,425	1	0	0	0	0	0	0	0	0	0	0	2,425	83,275	2,425	3.0%
ASS'T P&DS DIRECTOR	APD		83,491	1	2,505	1	0	0	0	0	0	0	0	0	0	0	2,505	85,996	2,505	3.0%
ASS'T PARKS & REC DIRECTOR	APRD		64,730	1	1,942	1	0	0	0	0	5,385	1	0	0	0	0	7,327	72,057	7,327	11.3%
ATHLETIC SITE COORDINATOR	ASC		9,929	1	298	1	0	0	0	0	0	0	0	0	0	0	298	10,227	298	3.0%
BACKFLOW INSPECTOR	BFI		32,635	1	979	1	0	0	0	0	0	0	0	0	0	0	979	33,614	979	3.0%
BLDG & ES ADMIN SUPERVISOR	BESS		47,029	1	1,411	1	0	0	0	0	0	0	0	0	0	0	1,411	48,440	1,411	3.0%
BUILDING INSPECTOR	BI		50,482	3	4,543	3	1,476	1	0	0	0	0	0	0	0	0	6,019	52,488	2,006	4.0%
BUSINESS OPER SUPPORT ADMIN.	BOS		43,514	1	1,305	1	1,606	1	0	0	0	0	0	0	0	0	2,911	46,425	2,911	6.7%
CHIEF OPERATOR	CO		72,196	1	2,166	1	0	0	0	0	0	0	0	0	0	0	2,166	74,362	2,166	3.0%
CHIEF UTILITY ACCOUNTANT	UACT		58,802	1	1,764	1	0	0	0	0	0	0	0	0	0	0	1,764	60,566	1,764	3.0%
CITY CLERK	CC		93,142	1	2,794	1	0	0	0	0	0	0	0	0	0	0	2,794	95,937	2,794	3.0%
COMM DEV FIN ANALYST	CDAN		61,818	1	1,855	1	0	0	0	0	0	0	0	0	0	0	1,855	63,672	1,855	3.0%
COMM/PUBLIC INFO OFFICER	CPIM		68,598	1	2,058	1	0	0	0	0	0	0	0	0	0	0	2,058	70,656	2,058	3.0%
COMMUNITY DEVELOPMENT SUPERVIS	CMDS		54,787	1	1,644	1	0	0	0	0	0	0	0	0	0	0	1,644	56,431	1,644	3.0%
COMMUNITY INFO SPECIALIST	COS		57,637	1	1,729	1	0	0	0	0	0	0	0	0	0	0	1,729	59,366	1,729	3.0%
CONSTRUCTION SERVICES REP	CSR		32,074	2	1,924	2	0	0	0	0	960	1	0	0	0	0	2,884	33,516	1,442	4.5%
CONTRACTS ADMINISTRATOR	CADM		42,682	1	1,280	1	0	0	0	0	0	0	0	0	0	0	1,280	43,962	1,280	3.0%
CUSTOMER SERVICE FIELD TECH	CSFT		31,304	2	1,878	2	0	0	0	0	0	0	0	0	0	0	1,878	32,243	939	3.0%
CUSTOMER SERVICES REP I	CSRI		27,300	2	1,638	2	0	0	0	0	281	1	0	0	0	0	1,919	28,260	960	3.5%
DEPUTY CITY CLERK	DPCC		50,960	1	1,529	1	0	0	0	0	0	0	0	0	0	0	1,529	52,489	1,529	3.0%
DEPUTY CITY MANAGER	DCM		121,618	1	3,649	1	0	0	0	0	0	0	0	0	0	0	3,649	125,266	3,649	3.0%
DEPUTY FINANCE DIRECTOR	DFD		88,878	1	2,666	1	0	0	0	0	0	0	0	0	0	0	2,666	91,545	2,666	3.0%
DEPUTY FIRE CHIEF	DFC		95,898	2	5,754	2	0	0	0	0	0	0	0	0	0	0	5,754	98,775	2,877	3.0%
DEPUTY PUBLIC WORKS DIRECTOR	DPWD		85,717	1	2,572	1	0	0	0	0	0	0	0	0	0	0	2,572	88,288	2,572	3.0%
ECONOMIC DEVELOPMENT MGR	EDM		65,520	1	1,966	1	0	0	0	0	0	0	0	0	0	0	1,966	67,486	1,966	3.0%
ENFORCEMENT SERVICES OFFICER	ESF		41,602	12	14,977	12	0	0	0	0	2,275	4	0	0	0	0	17,252	43,039	1,438	3.5%
ENGINEERING INSPECTOR	EIP		44,075	1	1,322	1	0	0	0	0	0	0	0	0	0	0	1,322	45,397	1,322	3.0%
EQUIPMENT OPERATOR	EO		32,178	6	5,792	6	0	0	0	0	4,930	3	0	0	0	0	10,722	33,965	1,787	5.6%
ESO SUPERVISOR	ESS		57,647	2	3,459	2	0	0	0	0	0	0	0	0	0	0	3,459	59,377	1,729	3.0%
EXECUTIVE ASSISTANT	ES		45,240	3	4,072	3	0	0	0	0	0	0	0	0	0	0	4,072	46,597	1,357	3.0%
FACILITY MAINTENANCE WORKER	CSF		18,311	2	1,099	2	0	0	0	0	0	0	0	0	0	0	1,099	18,860	549	3.0%
FIELD OPERATIONS CREW LEADER	FOF		39,478	1	1,184	1	0	0	0	0	0	0	0	0	0	0	1,184	40,663	1,184	3.0%
FIELD OPERATIONS SUPERVISOR	FOS		45,656	1	1,370	1	0	0	0	0	3,470	1	0	0	0	0	4,840	50,496	4,840	10.6%
FINANCE & GRANTS COORDINATOR	GC		63,835	1	1,915	1	0	0	0	0	0	0	0	0	0	0	1,915	65,750	1,915	3.0%
FINANCE DIRECTOR	FND		115,710	1	3,471	1	0	0	0	0	0	0	0	0	0	0	3,471	119,182	3,471	3.0%

Implementation Cost By Proposed Classification City of Deltona 2016

Proposed Pay Plan Unified Deltona

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified Deltona																			
FINANCE MANAGER	AM		80,080	1	2,402	1	0	0	0	0	0	0	0	0	0	0	2,402	82,482	2,402	3.0%
FIRE CHIEF	FC		108,000	1	3,240	1	0	0	0	0	0	0	0	0	0	0	3,240	111,240	3,240	3.0%
FIRE INSPECTOR	FISP		36,618	2	2,197	2	0	0	0	0	1,564	1	0	0	0	0	3,762	38,499	1,881	5.1%
FIRE SAFETY MANAGER	BFSM		63,419	1	1,903	1	0	0	0	0	0	0	0	0	0	0	1,903	65,322	1,903	3.0%
FIRE TRAINING OFFICER	FTO		75,878	1	2,276	1	0	0	0	0	0	0	0	0	0	0	2,276	78,155	2,276	3.0%
FLEET MAINT SUPV.	FMS		54,059	1	1,622	1	0	0	0	0	0	0	0	0	0	0	1,622	55,681	1,622	3.0%
GIS ANALYST	GISA		41,870	1	1,256	1	0	0	0	0	1,758	1	0	0	0	0	3,014	44,884	3,014	7.2%
HEAVY EQUIPMENT OPERATOR	HEO		35,994	2	2,160	2	486	1	0	0	1,446	1	0	0	0	0	4,091	38,040	2,046	5.7%
HELP DESK SUPPORT TECHNICIAN	HDST		39,790	1	1,194	1	0	0	0	0	0	0	0	0	0	0	1,194	40,984	1,194	3.0%
HUMAN RESOURCES ANALYST	HRAN		48,797	1	1,464	1	0	0	0	0	0	0	0	0	0	0	1,464	50,261	1,464	3.0%
HUMAN RESOURCES DIRECTOR	HRD		90,000	1	2,700	1	0	0	0	0	0	0	0	0	0	0	2,700	92,700	2,700	3.0%
HUMAN RESOURCES MANAGER	HRM		66,165	1	1,985	1	0	0	0	0	1,758	1	0	0	0	0	3,743	69,908	3,743	5.7%
INTERMITTENT PLANS EXAMINER	INPE		11,987	1	0	0	0	0	0	0	0	0	0	0	0	0	0	11,987	0	0.0%
IT DIRECTOR	ITD		97,469	1	2,924	1	0	0	0	0	0	0	0	0	0	0	2,924	100,393	2,924	3.0%
IT MANAGER	ITM		89,773	1	2,693	1	0	0	0	0	0	0	0	0	0	0	2,693	92,466	2,693	3.0%
IT NETWORK ADMINISTRATOR	ITNA		62,358	1	1,871	1	0	0	0	0	0	0	0	0	0	0	1,871	64,229	1,871	3.0%
LEAD MECHANIC	LM		46,155	1	1,385	1	0	0	0	0	0	0	0	0	0	0	1,385	47,540	1,385	3.0%
LEAD OPERATOR	LO		62,712	1	1,881	1	0	0	0	0	0	0	0	0	0	0	1,881	64,593	1,881	3.0%
LEAD UTILITY SERV REP	LUSR		33,467	1	1,004	1	0	0	0	0	0	0	0	0	0	0	1,004	34,471	1,004	3.0%
LEAD WASTE WATER OPERATOR	LWVO		49,244	2	2,955	2	0	0	0	0	0	0	0	0	0	0	2,955	50,721	1,477	3.0%
LEGAL ASSISTANT	LA		55,016	1	1,650	1	0	0	0	0	0	0	0	0	0	0	1,650	56,666	1,650	3.0%
LEGAL SECRETARY (X)	LS		43,098	1	1,293	1	0	0	0	0	0	0	0	0	0	0	1,293	44,391	1,293	3.0%
LOGISTICS COORDINATOR	LCOR		51,792	1	1,554	1	0	0	0	0	0	0	0	0	0	0	1,554	53,346	1,554	3.0%
LOGISTICS TECHNICIAN	LCK		25,480	1	764	1	0	0	0	0	0	0	0	0	0	0	764	26,244	764	3.0%
MECHANIC	MEC		32,656	3	2,939	3	2,293	2	0	0	3,176	3	0	0	0	0	8,408	35,459	2,803	8.6%
MECHANIC-EVT	MECE		35,922	1	1,078	1	0	0	0	0	414	1	0	0	0	0	1,492	37,413	1,492	4.2%
METER READER	MR1		35,672	5	5,351	5	0	0	0	0	5,486	2	0	0	0	0	10,837	37,839	2,167	6.1%
MTCE & ELECTRONIC COMM SUPV	MECS		58,302	1	1,749	1	0	0	0	0	0	0	0	0	0	0	1,749	60,051	1,749	3.0%
NETWORK ANALYST	NA		57,304	1	1,719	1	0	0	0	0	0	0	0	0	0	0	1,719	59,023	1,719	3.0%
OFFICE ASSISTANT	OFA		16,069	2	964	2	800	1	0	0	1,134	2	0	0	0	0	2,898	17,518	1,449	9.0%
OFFICE SERV COORDINATOR	OSC		42,286	1	1,269	1	0	0	0	0	0	0	0	0	0	0	1,269	43,555	1,269	3.0%
OPERATIONS MANAGER	OMG		64,147	1	1,924	1	0	0	0	0	0	0	0	0	0	0	1,924	66,072	1,924	3.0%
OPERATOR III	OP3		49,784	2	2,987	2	0	0	0	0	0	0	0	0	0	0	2,987	51,278	1,494	3.0%
PARK MAINTENANCE TECH I	PMT1		23,584	6	4,245	6	0	0	0	0	1,345	2	0	0	0	0	5,590	24,515	932	4.0%
PARK MAINTENANCE TECH II	PMT2		31,997	6	5,760	6	0	0	0	0	0	0	0	0	0	0	5,760	32,957	960	3.0%
PARKS & RECREATION DIRECTOR	PRD		96,533	1	2,896	1	0	0	0	0	1,860	1	0	0	0	0	4,756	101,289	4,756	4.9%
PARKS ATTENDANT - INT	FAFP		11,408	12	3,498	11	0	0	0	0	2,856	10	0	0	0	0	6,354	11,937	529	4.6%
PARKS MAINT TECH CREW LEADER	PMTF		41,579	1	1,247	1	0	0	0	0	0	0	0	0	0	0	1,247	42,827	1,247	3.0%
PARKS MAINTENANCE SUPERVISOR	PMS		44,325	1	1,330	1	0	0	0	0	1,506	1	0	0	0	0	2,835	47,160	2,835	6.4%

Implementation Cost By Proposed Classification City of Deltona 2016

Proposed Pay Plan Unified Deltona

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified Deltona																			
PAYROLL ADMINISTRATOR	PAA		55,806	1	1,674	1	0	0	0	0	0	0	0	0	0	0	1,674	57,481	1,674	3.0%
PLANNER II	PLN2		62,733	2	3,764	2	0	0	0	0	0	0	0	0	0	0	3,764	64,615	1,882	3.0%
PLANNING & DEVELOPMENT SVCS DIR	DSD		106,662	1	3,200	1	0	0	0	0	0	0	0	0	0	0	3,200	109,862	3,200	3.0%
PLANNING MANAGER	PNM		77,189	1	2,316	1	0	0	0	0	0	0	0	0	0	0	2,316	79,504	2,316	3.0%
PROJECT ADMINSTRATOR	PAD		46,301	2	2,778	2	1,216	1	0	0	3,490	1	0	0	0	0	7,484	50,043	3,742	8.1%
PUBLIC WORKS DIRECTOR-ADM.	PWDA		57,346	1	1,720	1	185	1	0	0	3,770	1	0	0	0	0	5,675	63,021	5,675	9.9%
PUBLIC WORKS TECHNICIAN	PWT		28,780	6	3,941	5	0	0	0	0	1,048	2	0	0	0	0	4,990	29,612	832	2.9%
PUMP STATION TECH - SW	PST		34,424	1	1,033	1	0	0	0	0	0	0	0	0	0	0	1,033	35,457	1,033	3.0%
PURCHASING AGENT	PA		38,626	1	1,159	1	2,324	1	0	0	1,737	1	0	0	0	0	5,220	43,845	5,220	13.5%
PURCHASING MANAGER	PM		79,102	1	2,373	1	0	0	0	0	0	0	0	0	0	0	2,373	81,475	2,373	3.0%
PW DIRECTOR	PWD		117,728	1	3,532	1	0	0	0	0	0	0	0	0	0	0	3,532	121,260	3,532	3.0%
RECORDS CLERK FT	RCF		25,189	1	756	1	0	0	0	0	0	0	0	0	0	0	756	25,944	756	3.0%
RECREATION PROGRAM MGR.	RPM		49,442	1	1,483	1	258	1	0	0	2,050	1	0	0	0	0	3,791	53,233	3,791	7.7%
RISK MANAGER	RM		25,767	1	773	1	0	0	0	0	1,367	1	0	0	0	0	2,140	27,908	2,140	8.3%
SIGN/INVENTORY TECHNICIAN	SIT		31,221	1	937	1	0	0	0	0	492	1	0	0	0	0	1,429	32,649	1,429	4.6%
SOLID WASTE COORDINATOR	SWC		59,696	1	1,791	1	0	0	0	0	0	0	0	0	0	0	1,791	61,487	1,791	3.0%
SOLID WASTE CS REPRESENTATIVE	SWR		27,581	1	827	1	0	0	0	0	629	1	0	0	0	0	1,456	29,037	1,456	5.3%
SPORTS TURF SUPERVISOR	STS		53,040	1	1,591	1	0	0	0	0	0	0	0	0	0	0	1,591	54,631	1,591	3.0%
STORM WATER CREW LEADER	SWF		37,918	2	2,275	2	0	0	0	0	0	0	0	0	0	0	2,275	39,056	1,138	3.0%
STORM WATER MANAGER	SWM		59,051	1	1,772	1	0	0	0	0	4,356	1	0	0	0	0	6,127	65,179	6,127	10.4%
STORM WATER SUPERVISOR	SS		43,430	1	1,303	1	0	0	0	0	2,473	1	0	0	0	0	3,776	47,206	3,776	8.7%
STORM WATER TECHNICIAN	SWT		28,702	11	9,472	11	2,505	3	0	0	8,526	7	0	0	0	0	20,503	30,566	1,864	6.5%
SW MGMT PROG COORD	SMPC		52,853	1	1,586	1	0	0	0	0	0	0	0	0	0	0	1,586	54,438	1,586	3.0%
TRAFFIC OPER CREW LEADER	TFO		42,848	1	1,285	1	0	0	0	0	0	0	0	0	0	0	1,285	44,133	1,285	3.0%
TRAFFIC TECHNICIAN	TFT		26,660	4	3,199	4	363	2	0	0	4,268	4	0	0	0	0	7,830	28,618	1,958	7.3%
UTILITIES DISPATCHER	UD		41,621	1	1,249	1	0	0	0	0	0	0	0	0	0	0	1,249	42,869	1,249	3.0%
UTILITY BILLING SUPERVISOR	UBS		39,582	1	1,187	1	0	0	0	0	1,562	1	0	0	0	0	2,750	42,332	2,750	6.9%
UTILITY BILLING TECH I	BT		25,688	2	1,541	2	0	0	0	0	84	2	0	0	0	0	1,626	26,501	813	3.2%
UTILITY BILLING TECH II	BT2		29,557	1	887	1	0	0	0	0	0	0	0	0	0	0	887	30,444	887	3.0%
UTILITY CUST SERV REP I	UCR1		25,135	7	5,278	7	4,190	4	0	0	8,569	7	0	0	0	0	18,037	27,712	2,577	10.3%
UTILITY CUSTOMER SRV SUP	UCSS		37,502	1	1,125	1	3,482	1	0	0	631	1	0	0	0	0	5,238	42,740	5,238	14.0%
UTILITY MAINTENANCE TECH I	MTCH		31,096	1	933	1	964	1	0	0	899	1	0	0	0	0	2,796	33,892	2,796	9.0%
UTILITY MAINTENANCE TECH II	UMT2		35,110	1	1,053	1	211	1	0	0	1,311	1	0	0	0	0	2,576	37,686	2,576	7.3%
UTILITY MAINTENANCE WORKER	UMW		21,320	1	640	1	1,488	1	0	0	0	0	0	0	0	0	2,128	23,448	2,128	10.0%
UTILITY SYSTEMS MANAGER	USM		66,290	1	1,989	1	0	0	0	0	709	1	0	0	0	0	2,697	68,987	2,697	4.1%
UTILITY SYSTEMS SUPERVISOR	USS		62,816	1	1,884	1	0	0	0	0	0	0	0	0	0	0	1,884	64,700	1,884	3.0%
UTILITY SYSTEMS TECH I	UST1		31,530	8	7,567	8	2,057	3	0	0	9,628	7	0	0	0	0	19,253	33,937	2,407	7.6%
UTILITY SYSTEMS TECH II	UST2		34,882	2	2,093	2	0	0	0	0	3,710	2	0	0	0	0	5,803	37,783	2,901	8.3%
UTILITY SYSTEMS TECH SPECIALIST	USTS		49,234	1	1,477	1	0	0	0	0	0	0	0	0	0	0	1,477	50,711	1,477	3.0%

Implementation Cost By Proposed Classification City of Deltona 2016

Proposed Pay Plan Unified Deltona

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified Deltona																			
UTILITY SYSTEMS TECH TRAINEE I	UTT1		25,085	6	4,515	6	740	4	0	0	3,419	6	0	0	0	0	8,674	26,531	1,446	5.8%
VIDEO COMMUNICATION PROD	VCP		54,018	1	1,621	1	0	0	0	0	909	1	0	0	0	0	2,530	56,547	2,530	4.7%
WASTE WATER OPERATOR II	WOP2		46,030	4	5,524	4	0	0	0	0	0	0	0	0	0	0	5,524	47,411	1,381	3.0%
WASTE WATER OPERATOR III	WOP3		43,363	1	1,301	1	0	0	0	0	0	0	0	0	0	0	1,301	44,664	1,301	3.0%
WATER/WASTEWATER MGR	WWM		79,435	1	2,383	1	0	0	0	0	0	0	0	0	0	0	2,383	81,818	2,383	3.0%
WW TRAINEE II	WOT2		29,089	2	1,745	2	0	0	0	0	304	1	0	0	0	0	2,049	30,113	1,025	3.5%
WW TRAINEE III	WOT3		30,514	1	915	1	0	0	0	0	0	0	0	0	0	0	915	31,429	915	3.0%
ZONING TECHNICIAN	ZT		36,878	1	1,106	1	0	0	0	0	0	0	0	0	0	0	1,106	37,984	1,106	3.0%

Summary for Pay Plan: Unified Deltona

Pay Plan Totals	# Job Classes	# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#	Total
			125	237	296,124	234	28,150	31	0	0	111,066	95	0	0	0

**Implementation Cost By Proposed Classification
City of Deltona 2016**

Summary for City of Deltona 2016

Current Payroll	\$9,944,402	# Employees	237
Flat 3% Adjustment	\$296,124		
Adjustment To Minimum	\$28,150	# Adjusted To Minimum	31
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment To Maximum	\$111,066	# Adjusted To Maximum	95
Adjustment To Step	\$0	# Adjusted To Step	0
Merit Adjustment	\$0	# Merit Adjustments	0
Stipends / Supplements	\$0	# Stipends / Supplements	0
Total Applied Adjustments	\$435,340		
Proposed Payroll	\$10,379,742		

SECTION 8.0
Implementation Cost Detail

Report Settings

Report Name:

Print As Plan Type <input type="text" value="Open Range"/>	Increment Current Step by <input type="text" value="0"/>	<input checked="" type="checkbox"/> Summary Only <input checked="" type="checkbox"/> Show Department Summary <input checked="" type="checkbox"/> Show Pay Plan Summary <input checked="" type="checkbox"/> Show Grand Totals Summary
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Calculation Parameters

Set Years to Reach Grade Market to	<input type="text" value="5"/>	# Adjustments
Set Years to Reach Grade Maximum to	<input type="text" value="30"/>	<input type="text" value="1"/>
Set Maximum Adjustment to the Range	<input type="text" value="Maximum"/>	
Set Allowable Experience Days Using	<input type="text" value="Promotion Date"/>	
Set Maximum Years of Service Cap to	<input type="text" value="100"/>	year(s) of service
Calculate Adj. Above Min after the first	<input type="text" value="1"/>	year(s) of service
Include Organizational Experience adj	<input type="checkbox"/>	Include Stipends <input type="checkbox"/>
Allow 1 additional day adjustment for	<input type="text" value="0"/>	Day(s) Organization Experience

Implementation:
Flat Percent Adjustment Management

Calculate a Flat % Adjustment of	<input type="text" value="3"/>	%
Calculate % Using Current Salary	<input checked="" type="checkbox"/>	
Apply Flat % Adjustment		
<input checked="" type="radio"/> Before Min Adj	<input type="radio"/> After Step	
<input type="radio"/> After Min Adj	<input type="radio"/> After OrgExp	
<input type="radio"/> After Market	<input type="radio"/> After Assignment	
<input type="radio"/> After Max		

Standard Annual Work Days 260
Standard Annual Work Hours 2080
Standard Hours / Day 8

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: CITY ATTORNEY Dep't Code: 140

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$98,114	# Positions	2
Flat 3% Adjustment	\$2,943		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$2,943			
Proposed Payroll		\$101,057	% Change	3.00%

Summary for CITY ATTORNEY

Current Payroll		\$98,114	# Positions	2
Flat 3% Adjustment	\$2,943		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$2,943			
Proposed Payroll		\$101,057	% Change	3.00%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: CITY CLERK Dep't Code: 125

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$232,525	# Positions	6
Flat 3% Adjustment	\$6,976		# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$800		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$1,972		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$9,748			
Proposed Payroll		\$242,273	% Change	4.19%

Summary for CITY CLERK

Current Payroll		\$232,525	# Positions	6
Flat 3% Adjustment	\$6,976		# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$800		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$1,972		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$9,748			
Proposed Payroll		\$242,273	% Change	4.19%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: CITY COMMISSIONERS Dep't Code: 110

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll								\$38,064	# Positions							1
Flat 3% Adjustment								\$1,142	# Positions Adjusted (any type)							1 # Not Adj 0
Adjustment To Minimum								\$0	# Adjusted To Minimum							0
Adjustment To Market								\$0	# Adjusted To Market							0
Adjustment Toward Maximum								\$0	# Adjusted Toward Maximum							0
Adjustment To Step								\$0	# Adjusted To Step							0
OrgExp Adjustment								\$0	# OrgExp Adjustments							0
Stipends / Supplements								\$0	# Assignment							0
Total Applied Adjustments								\$1,142								
Proposed Payroll								\$39,206	% Change							3.00%

Summary for CITY COMMISSIONERS

Current Payroll								\$38,064	# Positions							1
Flat 3% Adjustment								\$1,142	# Positions Adjusted (any type)							1 # Not Adj 0
Adjustment To Minimum								\$0	# Adjusted To Minimum							0
Adjustment To Market								\$0	# Adjusted To Market							0
Adjustment Toward Maximum								\$0	# Adjusted Toward Maximum							0
Adjustment To Step								\$0	# Adjusted To Step							0
OrgExp Adjustment								\$0	# OrgExp Adjustments							0
Stipends / Supplements								\$0	# Assignment							0
Total Applied Adjustments								\$1,142								
Proposed Payroll								\$39,206	% Change							3.00%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: CITY MANAGER Dep't Code: 121

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$410,072	# Positions	6
Flat 3% Adjustment	\$12,302		# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$909		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$13,211			
Proposed Payroll		\$423,283	% Change	3.22%

Summary for CITY MANAGER

Current Payroll		\$410,072	# Positions	6
Flat 3% Adjustment	\$12,302		# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$909		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$13,211			
Proposed Payroll		\$423,283	% Change	3.22%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: CONSTRUCTION SERVICES Dep't Code: 157

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$444,461	# Positions	10
Flat 3% Adjustment	\$12,974		# Positions Adjusted (any type)	9 # Not Adj 1
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,524		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$15,498			
Proposed Payroll		\$459,959	% Change	3.49%

Summary for

Current Payroll		\$37,502	# Positions	1
Flat 3% Adjustment	\$1,125		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$1,476		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$2,601			
Proposed Payroll		\$40,103	% Change	6.94%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: CONSTRUCTION SERVICES Dep't Code: 157

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for CONSTRUCTION SERVICES

Current Payroll		\$481,963	# Positions	11
Flat 3% Adjustment	\$14,099		# Positions Adjusted (any type)	10 # Not Adj 1
Adjustment To Minimum	\$1,476		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,524		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$18,099			
Proposed Payroll		\$500,063	% Change	3.76%

Summary for

Current Payroll		\$382,421	# Positions	8
Flat 3% Adjustment	\$11,473		# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$211		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$1,311		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$12,995			
Proposed Payroll		\$395,417	% Change	3.40%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: DWS - WASTEWATER Dep't Code: 362

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for DWS - WASTEWATER

Current Payroll		\$382,421	# Positions	8
Flat 3% Adjustment	\$11,473		# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$211		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$1,311		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$12,995			
Proposed Payroll		\$395,417	% Change	3.40%

Summary for

Current Payroll		\$395,842	# Positions	8
Flat 3% Adjustment	\$11,875		# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$563		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$12,438			
Proposed Payroll		\$408,281	% Change	3.14%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: DWS - WATER WATER Dep't Code: 361

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for DWS - WATER WATER

Current Payroll		\$395,842	# Positions	8
Flat 3% Adjustment	\$11,875		# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$563		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$12,438			
Proposed Payroll		\$408,281	% Change	3.14%

Summary for

Current Payroll		\$236,579	# Positions	5
Flat 3% Adjustment	\$7,097		# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$2,509		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$6,146		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$15,753			
Proposed Payroll		\$252,332	% Change	6.66%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: DWS ADMINISTRATION Dep't Code: 360

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll								\$64,834	# Positions						2
Flat 3% Adjustment								\$1,945	# Positions Adjusted (any type)						2 # Not Adj 0
Adjustment To Minimum								\$3,094	# Adjusted To Minimum						2
Adjustment To Market								\$0	# Adjusted To Market						0
Adjustment Toward Maximum								\$0	# Adjusted Toward Maximum						0
Adjustment To Step								\$0	# Adjusted To Step						0
OrgExp Adjustment								\$0	# OrgExp Adjustments						0
Stipends / Supplements								\$0	# Assignment						0
Total Applied Adjustments								\$5,039							
Proposed Payroll								\$69,872	% Change						7.77%

Summary for DWS ADMINISTRATION

Current Payroll								\$301,413	# Positions						7
Flat 3% Adjustment								\$9,042	# Positions Adjusted (any type)						7 # Not Adj 0
Adjustment To Minimum								\$5,603	# Adjusted To Minimum						4
Adjustment To Market								\$0	# Adjusted To Market						0
Adjustment Toward Maximum								\$6,146	# Adjusted Toward Maximum						3
Adjustment To Step								\$0	# Adjusted To Step						0
OrgExp Adjustment								\$0	# OrgExp Adjustments						0
Stipends / Supplements								\$0	# Assignment						0
Total Applied Adjustments								\$20,791							
Proposed Payroll								\$322,204	% Change						6.90%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: DWS FIELD OPS Dep't Code: 364

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$859,726	# Positions	25
Flat 3% Adjustment	\$25,792		# Positions Adjusted (any type)	25 # Not Adj 0
Adjustment To Minimum	\$3,762		# Adjusted To Minimum	8
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$23,287		# Adjusted Toward Maximum	18
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$52,841			
Proposed Payroll		\$912,567	% Change	6.15%

Summary for DWS FIELD OPS

Current Payroll		\$859,726	# Positions	25
Flat 3% Adjustment	\$25,792		# Positions Adjusted (any type)	25 # Not Adj 0
Adjustment To Minimum	\$3,762		# Adjusted To Minimum	8
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$23,287		# Adjusted Toward Maximum	18
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$52,841			
Proposed Payroll		\$912,567	% Change	6.15%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: DWS-CUSTOMER SERVICE Dep't Code: 363

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$417,872	# Positions	14
Flat 3% Adjustment	\$12,536		# Positions Adjusted (any type)	14 # Not Adj 0
Adjustment To Minimum	\$7,671		# Adjusted To Minimum	5
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$10,847		# Adjusted Toward Maximum	11
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$31,054			
Proposed Payroll		\$448,926	% Change	7.43%

Summary for

Current Payroll		\$33,467	# Positions	1
Flat 3% Adjustment	\$1,004		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$1,004			
Proposed Payroll		\$34,471	% Change	3.00%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: DWS-CUSTOMER SERVICE Dep't Code: 363

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for DWS-CUSTOMER SERVICE

Current Payroll		\$451,339	# Positions	15
Flat 3% Adjustment	\$13,540		# Positions Adjusted (any type)	15 # Not Adj 0
Adjustment To Minimum	\$7,671		# Adjusted To Minimum	5
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$10,847		# Adjusted Toward Maximum	11
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$32,058			
Proposed Payroll		\$483,397	% Change	7.10%

Summary for

Current Payroll		\$139,547	# Positions	4
Flat 3% Adjustment	\$4,186		# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$304		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$4,490			
Proposed Payroll		\$144,037	% Change	3.22%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: EASTERN WWTP Dep't Code: 365

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for EASTERN WWTP

Current Payroll		\$139,547	# Positions	4
Flat 3% Adjustment	\$4,186		# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$304		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$4,490			
Proposed Payroll		\$144,037	% Change	3.22%

Summary for

Current Payroll		\$679,827	# Positions	16
Flat 3% Adjustment	\$20,395		# Positions Adjusted (any type)	16 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,556		# Adjusted Toward Maximum	5
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$22,951			
Proposed Payroll		\$702,778	% Change	3.38%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: ENFORCEMENT SERVICES Dep't Code: 196

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll								\$36,317	# Positions						1
Flat 3% Adjustment								\$1,090	# Positions Adjusted (any type)						1 # Not Adj 0
Adjustment To Minimum								\$0	# Adjusted To Minimum						0
Adjustment To Market								\$0	# Adjusted To Market						0
Adjustment Toward Maximum								\$0	# Adjusted Toward Maximum						0
Adjustment To Step								\$0	# Adjusted To Step						0
OrgExp Adjustment								\$0	# OrgExp Adjustments						0
Stipends / Supplements								\$0	# Assignment						0
Total Applied Adjustments								\$1,090							
Proposed Payroll								\$37,406	% Change						3.00%

Summary for ENFORCEMENT SERVICES

Current Payroll								\$716,143	# Positions						17
Flat 3% Adjustment								\$21,484	# Positions Adjusted (any type)						17 # Not Adj 0
Adjustment To Minimum								\$0	# Adjusted To Minimum						0
Adjustment To Market								\$0	# Adjusted To Market						0
Adjustment Toward Maximum								\$2,556	# Adjusted Toward Maximum						5
Adjustment To Step								\$0	# Adjusted To Step						0
OrgExp Adjustment								\$0	# OrgExp Adjustments						0
Stipends / Supplements								\$0	# Assignment						0
Total Applied Adjustments								\$24,041							
Proposed Payroll								\$740,184	% Change						3.36%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: FIRE ADMINISTRATION Dep't Code: 221

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$344,698	# Positions	6
Flat 3% Adjustment	\$10,341		# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$10,341			
Proposed Payroll		\$355,039	% Change	3.00%

Summary for

Current Payroll		\$198,917	# Positions	2
Flat 3% Adjustment	\$5,968		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$5,968			
Proposed Payroll		\$204,884	% Change	3.00%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: FIRE ADMINISTRATION Dep't Code: 221

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for FIRE ADMINISTRATION

Current Payroll		\$543,614	# Positions	8
Flat 3% Adjustment	\$16,308		# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$16,308			
Proposed Payroll		\$559,923	% Change	3.00%

Summary for

Current Payroll		\$679,702	# Positions	10
Flat 3% Adjustment	\$20,391		# Positions Adjusted (any type)	10 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$20,391			
Proposed Payroll		\$700,093	% Change	3.00%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona
 Dep't Name: FISCAL Dep't Code: 130
 Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for FISCAL

Current Payroll	\$679,702	# Positions	10
Flat 3% Adjustment	\$20,391	# Positions Adjusted (any type)	10 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$20,391		
Proposed Payroll	\$700,093	% Change	3.00%

Summary for

Current Payroll	\$234,104	# Positions	6
Flat 3% Adjustment	\$7,023	# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$2,293	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$3,590	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$12,906		
Proposed Payroll	\$247,010	% Change	5.51%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: FLEET MAINTENANCE Dep't Code: 419

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for FLEET MAINTENANCE

Current Payroll		\$234,104	# Positions	6
Flat 3% Adjustment	\$7,023		# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$2,293		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$3,590		# Adjusted Toward Maximum	4
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$12,906			
Proposed Payroll		\$247,010	% Change	5.51%

Summary for

Current Payroll		\$171,658	# Positions	4
Flat 3% Adjustment	\$5,150		# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$4,004		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$9,153			
Proposed Payroll		\$180,812	% Change	5.33%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: HUMAN RESOURCES Dep't Code: 160

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$90,000	# Positions	1
Flat 3% Adjustment	\$2,700		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$2,700			
Proposed Payroll		\$92,700	% Change	3.00%

Summary for HUMAN RESOURCES

Current Payroll		\$261,658	# Positions	5
Flat 3% Adjustment	\$7,850		# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$4,004		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$11,853			
Proposed Payroll		\$273,512	% Change	4.53%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona
 Dep't Name: NETWORK Dep't Code: 131
 Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll	\$346,694	# Positions	5
Flat 3% Adjustment	\$10,401	# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$10,401		
Proposed Payroll	\$357,095	% Change	3.00%

Summary for NETWORK

Current Payroll	\$346,694	# Positions	5
Flat 3% Adjustment	\$10,401	# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$10,401		
Proposed Payroll	\$357,095	% Change	3.00%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: PARKS & RECREATION Dep't Code: 720

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$942,000	# Positions	35
Flat 3% Adjustment	\$27,651		# Positions Adjusted (any type)	34 # Not Adj 1
Adjustment To Minimum	\$258		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$15,357		# Adjusted Toward Maximum	17
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$43,266			
Proposed Payroll		\$985,266	% Change	4.59%

Summary for PARKS & RECREATION

Current Payroll		\$942,000	# Positions	35
Flat 3% Adjustment	\$27,651		# Positions Adjusted (any type)	34 # Not Adj 1
Adjustment To Minimum	\$258		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$15,357		# Adjusted Toward Maximum	17
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$43,266			
Proposed Payroll		\$985,266	% Change	4.59%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: PLANNING SERVICES Dep't Code: 155

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$626,808	# Positions	10
Flat 3% Adjustment	\$18,804		# Positions Adjusted (any type)	10 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$1,758		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$20,562			
Proposed Payroll		\$647,370	% Change	3.28%

Summary for PLANNING SERVICES

Current Payroll		\$626,808	# Positions	10
Flat 3% Adjustment	\$18,804		# Positions Adjusted (any type)	10 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$1,758		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$20,562			
Proposed Payroll		\$647,370	% Change	3.28%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: PUBLIC WORKS ADMINISTRATION Dep't Code: 417

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$143,936	# Positions	2
Flat 3% Adjustment	\$4,318		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$1,507		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$809		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$6,634			
Proposed Payroll		\$150,570	% Change	4.61%

Summary for PUBLIC WORKS ADMINISTRATION

Current Payroll		\$143,936	# Positions	2
Flat 3% Adjustment	\$4,318		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$1,507		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$809		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$6,634			
Proposed Payroll		\$150,570	% Change	4.61%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: PW - ENGINEERING Dep't Code: 415

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$222,394	# Positions	4
Flat 3% Adjustment	\$6,672		# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$1,216		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$3,490		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$11,378			
Proposed Payroll		\$233,772	% Change	5.12%

Summary for PW - ENGINEERING

Current Payroll		\$222,394	# Positions	4
Flat 3% Adjustment	\$6,672		# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$1,216		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$3,490		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$11,378			
Proposed Payroll		\$233,772	% Change	5.12%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: PW - FIELD OPERATIONS Dep't Code: 416

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$322,566	# Positions	9
Flat 3% Adjustment	\$9,677		# Positions Adjusted (any type)	9 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$7,726		# Adjusted Toward Maximum	4
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$17,403			
Proposed Payroll		\$339,969	% Change	5.40%

Summary for PW - FIELD OPERATIONS

Current Payroll		\$322,566	# Positions	9
Flat 3% Adjustment	\$9,677		# Positions Adjusted (any type)	9 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$7,726		# Adjusted Toward Maximum	4
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$17,403			
Proposed Payroll		\$339,969	% Change	5.40%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: PW-TRAFFIC OPERATIONS Dep't Code: 414

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$153,546	# Positions	5
Flat 3% Adjustment	\$4,606		# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$363		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,248		# Adjusted Toward Maximum	4
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$7,217			
Proposed Payroll		\$160,763	% Change	4.70%

Summary for PW-TRAFFIC OPERATIONS

Current Payroll		\$153,546	# Positions	5
Flat 3% Adjustment	\$4,606		# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$363		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,248		# Adjusted Toward Maximum	4
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$7,217			
Proposed Payroll		\$160,763	% Change	4.70%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: SOLID WASTE Dep't Code: 340

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll	\$87,277	# Positions	2
Flat 3% Adjustment	\$2,618	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$629	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$3,247		
Proposed Payroll	\$90,524	% Change	3.72%

Summary for SOLID WASTE

Current Payroll	\$87,277	# Positions	2
Flat 3% Adjustment	\$2,618	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$629	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$3,247		
Proposed Payroll	\$90,524	% Change	3.72%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: STORM WATER MANAGEMENT Dep't Code: 380

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for

Current Payroll		\$847,142	# Positions	25
Flat 3% Adjustment	\$24,175		# Positions Adjusted (any type)	24 # Not Adj 1
Adjustment To Minimum	\$2,413		# Adjusted To Minimum	3
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$21,035		# Adjusted Toward Maximum	13
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$47,623			
Proposed Payroll		\$894,764	% Change	5.62%

Summary for

Current Payroll		\$25,792	# Positions	1
Flat 3% Adjustment	\$774		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$578		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$1,352			
Proposed Payroll		\$27,144	% Change	5.24%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: STORM WATER MANAGEMENT Dep't Code: 380

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for STORM WATER MANAGEMENT

Current Payroll	\$872,934	# Positions	26
Flat 3% Adjustment	\$24,949	# Positions Adjusted (any type)	25 # Not Adj 1
Adjustment To Minimum	\$2,990	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$21,035	# Adjusted Toward Maximum	13
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$48,974		
Proposed Payroll	\$921,908	% Change	5.61%

City of Deltona 2016 Implementation Report

Proposed Pay Plan Unified Deltona

Dep't Name: STORM WATER MANAGEMENT Dep't Code: 380

Unit Name: Unit Code:

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for Pay Plan: Unified Deltona

Current Payroll	\$9,944,402	# Positions	237
Flat 3% Adjustment	\$296,124	# Positions Adjusted (any type)	234 # Not Adj 3
Adjustment To Minimum	\$28,150	# Adjusted To Minimum	31
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$111,066	# Adjusted Toward Max	95
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$435,340		
Proposed Payroll	\$10,379,742	% Change	4.38%

City of Deltona 2016 Implementation Report

Summary for City of Deltona 2016

Current Payroll	\$9,944,402	# Positions	237
Flat 3% Adjustment	\$296,124	# Positions Adjusted (any type)	234 # Not Adj 3
Adjustment To Minimum	\$28,150	# Adjusted To Minimum	31
Adjustment Toward Mkt	\$0	# Adjusted Toward Market	0
Adjustment Toward Maximum	\$111,066	# Adjusted Toward Maximum	95
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$435,340		
Proposed Payroll	\$10,379,742	% Change in Total Payroll	4.38%
FICA Rate: 0			
Proposed Payroll plus FICA	\$10,379,742		

SECTION 9.0
Staffing Review

9.0 – Staffing Review

As part of the overall study, Management Advisory Group was requested to perform a review of overall staffing levels, at a high level.

To accomplish this high level review, MAG has:

- Conducted in-depth interviews with Department Heads to discuss:
 - departmental mission and objectives;
 - historical staffing levels and issues;
 - current staffing levels;
 - desired service levels;
 - performance indicators; and,
 - volume of work
- Reviewed Budget Personnel Requisition Forms
- Reviewed existing departmental organizational charts.

9.1 City Manager's Office

This office includes the normal activities of overall city management, as well as community and economic development and video production.

In addition to the current staffing levels, the City would benefit from an Events Manager position that would focus on the Deltona Senior Community Center, Deltona Amphitheater, and in the promotion of City-wide events. This should be a degreed position supplemented by at least five (5) years of experience in marketing, public relations, or related management functions.

9.2 City Clerk's Office

This department is well staffed at six (6) FTE positions. Upon retirement of the Deputy City Clerk incumbent, the City should consider a level of 5.5 FTE positions. Some reorganization of duties would lead to the reduction of .5 FTE.

9.3 Finance Department

Original analysis indicated that this department would benefit from a stronger mid-level accounting position, such as a Staff Accountant. However, it appears that the movement of grants coordination work to Planning will free up internal capacity for accountant level tasks. The City does not need a Staff Accountant position added.

The City should require a CPA for the Finance Director position.

9.4 Information Technology Services Department

This is an important function to ensure that the City maintains a competitive technology position in an increasingly technical environment. There is a balance of staffing versus contracting for special projects that needs to be considered. The IT Applications Administrator position has been difficult to fill with a qualified incumbent.

In addition to the current staffing levels of six (6) FTE, original analysis indicated that the City could benefit from specific positions such as a second Network Analyst and a second Help Desk Support Technician. This would bring the total staffing to eight (8) FTE positions. Additional review indicated that staffing levels should be monitored closely, and future consideration (perhaps the 17/18 budget) should be given to additional staff as noted above.

9.5 City Attorney's Office

The City Attorney position is a contract position, and, at this time, this arrangement appears to be working. The City provides a flat fee and incurs no cost for benefits. This arrangement is positive for the City and should be continued.

The two (2) support staff positions within the office are sufficient to support legal filing and handling of paper. No additions or reductions are suggested.

9.6 Planning and Development Services Department

Staffing in this department typically reflects growth demands. The City is mostly residential in nature, with a population of approximately 87,000. The 2020 estimate is 91,000.

Upon additional analysis, it appears that it would be best, upon retirement of the Planning Manager incumbents, to reclassify the position as a Planner II position with GIS capabilities.

9.7 Construction Services (within Building and Enforcement Services Department)

Growth in the community that impacts on appropriate staffing levels in this division. Original analysis indicated that the number of inspectors may be sufficient. However, additional department discussions indicated that the City should establish an additional Inspector position to help in handling the additional requirements imposed by growth and activity in the City.

9.8 Enforcement Services (within Building and Enforcement Services Department)

Depending on growth demands, the City should consider either re-directing some of the time of existing staff to code enforcement activities or adding a position of Code Enforcement Officer.

9.9 Human Resources

Given the demands of this cross cutting administrative function, and the inclusion of risk management as an activity, a staffing level of five (5) including a Director position, should exist.

MAG believe it is in the best interests of the City to have both a Director and a Manager position in Human Resources.

9.10 Fire Rescue Department

The number of administrative and administrative support positions appears to be sufficient at this time. There is no current plan to add any stations. The need for any additional Firefighter positions should consider the amount of required overtime needed to ensure that minimum staffing is met. Without additional study at a more detailed level, MAG is not able to determine whether the request for three (3) additional Firefighter positions is supportable. The amount of overtime being expended, balanced against the ongoing cost of additional positions, would have to be evaluated and considered.

9.11 Public Works Department

This is a large and important department in the City. Overall staffing appears sufficient with a few minor exceptions.

With further review, the City should fully consider a City Engineer position. With the amount of capital improvement activity anticipated in the City, engineering capacity should be enhanced. It may be desirable to establish water management functions as a separate department.

9.12 Parks and Recreation Department

Due to the increased interest in ensuring that grounds maintenance around public facilities continue at a high level, the addition of at least one (1) Parks Maintenance Technician position should be supported.

Otherwise, the department is well staffed and organized.

Succession Planning

Succession planning is the art and practice of identifying potential opportunities for upward mobility within the organization. This is typically accomplished within a department, although upward movement should also be viewed from a City-wide perspective. While incumbents will typically develop knowledge and experiences within a department or department function, the City should fully consider the opportunity for upward mobility throughout the City organization.

“Grooming” for potential upward movement when positions become vacant should be a recognized practice and policy within each of the departments.

While experience within a particular department, function, or within the City should be regarded as valuable to the organization, some positions will and should require a degree or specialized training or certifications. Experience within the organization may not be able to substitute for certain requirements for entry.

Potential movement to a higher level position within the organization must be based on availability (open position), meeting the minimum requirements for the position, experiences within the City, and the reasonableness of potential for success. Nothing in the following listing advocates any form of automatic promotion. The listing is a matter of general guidance for consideration in the matter of succession planning. The listing may not necessarily be entirely complete, as further evaluation of positions continues.

City Manager’s Office:

Current position	Succession Planning Initial Potential
Deputy City Manager	City Manager
Community Information Specialist	Community/Public Information Officer

City Clerk’s Office:

Current position	Succession Planning Initial Potential
Deputy City Clerk	City Clerk
Administrative Assistant II	Deputy City Clerk
Office Assistant	Records Clerk
Records Clerk	Administrative Assistant II

Finance Department:

Current position	Succession Planning Initial Potential
Deputy Finance Director	Finance Director
Finance Manager	Deputy Finance Director
Accounting Tech II	Accounting Tech – Senior
Accounting Tech – Senior	Payroll Administrator

Information Technology Services Department:

Current position	Succession Planning Initial Potential
IT Manager	IT Director
IT Applications Administrator	IT Manager
IT Network Administrator	IT Applications Administrator
Network Analyst	IT Network Administrator

City Attorney:

Current position	Succession Planning Initial Potential
Legal Secretary	Legal Assistant

Planning and Development Services Department:

Current position	Succession Planning Initial Potential
Assistant Director	Planning and Development Services Director
Planning Manager	Assistant Director
Planner II	Planning Manager

Construction Services (within Building and Enforcement Services)

Current position	Succession Planning Initial Potential
Building Inspector	Plans Examiner
Construction Services Representative	Zoning Technician

Enforcement Services (within Building and Enforcement Services)

Current position	Succession Planning Initial Potential
Enforcement Services Supervisor	Building and Enforcement Services Supervisor
Enforcement Services Officer	Enforcement Services Supervisor

Human Resources

Current position	Succession Planning Initial Potential
Human Resources Analyst	Human Resources Manager
Human Resources Manager	Human Resources Director

Fire Rescue Department

Current position	Succession Planning Initial Potential
Deputy Fire Chief	Fire Chief Assistant
Chief	Deputy Fire Chief
Division Chief	Assistant Chief
Lieutenant	Division Commander
Engineer	Lieutenant
Firefighter	Engineer
Fire Inspector	Fire Safety Manager
Logistics Technician	Logistics Coordinator

Public Works Department

Current position	Succession Planning Initial Potential
Deputy PW Director	Public Works Director
Operations Manager	Deputy Public Works Director
Fleet Maintenance Supervisor	Operations Manager
Field Operations Supervisor	Operations Manager
Field Operations Crew Leader	Field Operations Supervisor
Public Works Technician	Equipment Operator
Mechanic	Lead Mechanic
Lead Mechanic	Fleet Maintenance Supervisor
Engineering Inspector	Senior Engineering Inspector
Traffic Technician	Traffic Operations Crew Leader
Sign/Inventory Technician	Traffic Operations Crew Leader
Solid Waste CS Representative	Solid Waste Coordinator
Equipment Operator	Heavy Equipment Operator
Stormwater Supervisor	Stormwater Manager
Stormwater Program Coordinator	Stormwater Manager
Stormwater Technician	Stormwater Crew Leader

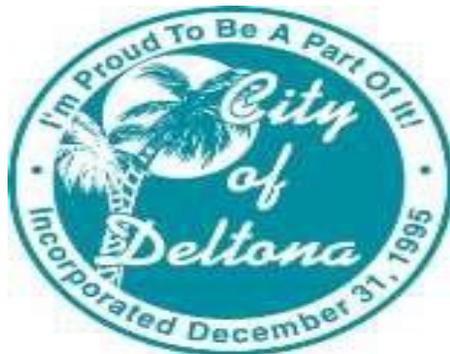
Parks and Recreation Department

Current position	Succession Planning Initial Potential
Assistant Parks and Recreation Director	Parks and Recreation Director
Recreation Program Manager	Assistant Parks and Recreation Director
Sports Turf Supervisor	Assistant Parks and Recreation Director
Parks Maintenance Supervisor	Assistant Parks and Recreation Director
Parks Maintenance Tech Crew Leader	Parks Maintenance Supervisor
Parks Maintenance Tech II	Parks Maintenance Tech Crew Leader
Facility Maintenance Worker	Parks Maintenance Tech II
Parks Maintenance Tech I	Parks Maintenance Tech II



Presentation to City Commission
for the
Classification and Compensation Study

July 25, 2016



Project Goals and Scope of Project...

- ✓ Conduct a comprehensive Classification and Compensation Study:
 - ✓ Approximately 237 full and part-time positions
 - ✓ Approximately 129 job classifications.
- ✓ Conduct a market survey for relevant peers and competitors.
- ✓ Classify all positions to ensure external competitiveness.
- ✓ Suggest appropriate staffing levels for each of the departments.
- ✓ Provide pay grade recommendations for included classes.
- ✓ Provide an implementation cost projection report.



Major Project Steps ...

- ✓ Orientation sessions for employees on questionnaire completion;
- ✓ Employee completion of Job Analysis Questionnaires;
- ✓ Conduct interviews with departments;
- ✓ Market survey of comparable and area employers for similar jobs;
- ✓ Analyze departmental staffing levels;
- ✓ Develop compensation structure and class level assignments;
- ✓ Develop and submit report recommendations.



MAG Conducted a Targeted Market Survey ...

- ✓ Brevard County Government
- ✓ City of Altamonte Springs
- ✓ City of Apopka
- ✓ City of Daytona Beach
- ✓ City of Deland
- ✓ City of Deltona
- ✓ City of Gainesville
- ✓ City of Kissimmee
- ✓ City of Orlando
- ✓ City of Ormond Beach
- ✓ City of Port Orange
- ✓ City of Sanford
- ✓ O*Net
- ✓ Seminole County Government
- ✓ Volusia County Government
- ✓ Volusia County Schools
- ✓ Volusia County Sheriff's Office



Implementation Guidelines – Unified Pay Plan

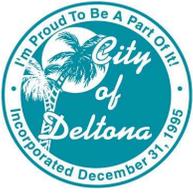
- ✓ The implementation target date is set as October 1, 2016.
- ✓ Includes a 3% across the board (does not apply to employees hired after April 1, 2016).
- ✓ Equity transition costs are based on length of service in current position.
- ✓ Of the 237 positions included, 234 would receive an adjustment.
- ✓ Costs to minimums and equity adjustments include approximately:
 - ✓ 57% to field positions
 - ✓ 22% to office positions
 - ✓ 20% to managers and supervisors, and
 - ✓ 1% to directors.



Implementation Costs

Total of 237 Positions	Annualized Costs
Across the Board (3%)	\$296,124
Adjustments to Minimum for 31 Employees	\$ 28,150
Equity Adjustments for 95 Employees	\$111,066
Number of people with adjustments of any kind.	234
Change in Total Payroll for included positions	\$435,340 or 4.35% of payroll.





Agenda Memo

AGENDA ITEM: C.

TO: Mayor and Commission

AGENDA DATE: 7/25/2016

FROM: Jane K. Shang, City Manager

AGENDA ITEM: 4 - C

SUBJECT:

Plan Year 2016/2017 Community Development Block Grant Notice of Funding Availability - Public Services - Ron Paradise, Assistant Director, Planning and Development Services (386) 878-8610.

LOCATION:

Citywide

BACKGROUND:

Per the codified rules of the U.S. Department of Housing and Urban Development (HUD), a Community Development Block Grant (CDBG) entitlement community (Deltona) is limited to spend up to 15% of the entire award amount on public service activities. As part of the annual notice of funding availability (NOFA), the City has an application process for public service organizations to be eligible to receive funding that is based on accountability and proper stewardship of HUD's grant funds. Funding award for public services is one part of the process and equally important is complying with HUD requirements through monitoring of public service award recipients. The awards and other CDBG expenditures are approved by the City Commission through the required Annual Action Plan process as certification that these funds will be spent properly.

There is \$69,863.55 available as 15% of the annual allocation and the City received applications from 11 public service organizations requesting \$124,081.98 in aide funding. City staff ranks public service applications and suggests award amounts based on the information received from applicants. Ranking criteria includes elements for the implementation of HUD national objectives; responding to local needs and expenditures of money in the community or residents served, the measurable and quantifiable verification of activities through monitoring; contract compliance capacity; etc.

Based on the above, City staff is recommending that 7 of the 11 applicants be funded a total of \$67,000.00. The remaining amount of \$2,863.55 will be included with the CDBG allocation. The amount of money proposed to be awarded to these public service entities represents amounts that are feasible for a public service organization to help undertake its mission, as well as the operation to be monitored by City staff to ensure grant compliance. No public service applicant was awarded more than they requested. The public service ranking and award amounts are presented in a table format and attached to this agenda item.

COST:

\$67,000.00

SOURCE OF FUNDS:

AGENDA ITEM: C.

U.S. Department of Housing and Urban Development

ORIGINATING DEPARTMENT:

Planning and Development Services

STAFF RECOMMENDATION PRESENTED BY:

Ron Paradise, Assistant Director, Planning and Development Services - Staff recommends the City Commission accept the suggested 2016/2017 CDBG public service ranking and award amounts.

POTENTIAL MOTION:

N/A

CDBG GRANT MASTER SCORE SHEET 2016

Total Award Amount \$67,000.00

Ranking personnel	New Hope Human Services	Boys & Girls Club of Vol./Flg.	Council on Aging	Center for the Visually Impaired	The House Next Door	YMAC	Early Learning Coalition of Vol. Flg.	Community Life Center Outreach Services, Inc.	Futures / Take Stock in Children	The Neighborhood Center	The Healthy Start Coalition of Vol./Flg., Inc.
RON PARADISE	88	85	87	51	62	53	89	92	59	100	83
ANGELIA BRIGGS	81	85	87	73	72	67	90	80	82	87	85
MARI LEISEN	75	75	85	55	65	50	90	80	80	90	90
DENISE BROOKE	61	61	68	70	79	53	85	87	75	100	100
Total	305	306	327	249	278	223	354	339	296	377	358
Average Score	38.1250	38.2500	40.8750	31.1250	34.7500	27.8750	44.2500	42.3750	37.0000	47.1250	44.7500
Amount Requested	\$7,500	\$20,000	\$12,000	\$10,000	\$10,000	\$6,000	\$11,000	\$11,000	\$16,000	\$11,000	\$9,582
Percent of Req. from Total Award	11.19%	29.85%	17.91%	14.93%	14.93%	8.96%	16.42%	16.42%	23.88%	16.42%	14.30%
Rational											
Amount allocated	\$7,500.00	\$10,000.00	\$10,000.00	\$0.00	\$0.00	\$0.00	\$10,000.00	\$10,000.00	\$0.00	\$10,000.00	\$9,500.00

CDBG PUBLIC SERVICE AWARDS 2016

City of Deltona

CDBG Public Services

- ▣ 2016 Public Service Award Amount = \$69,863.55 or 15% of entire award
- ▣ 11 applicants requesting \$124,081.98

Criteria

- ▣ Implementation of National Objectives
- ▣ Local needs: Homelessness prevention
- ▣ Redundancy
- ▣ Number of persons served
- ▣ Staff capacity to monitor and ensure contract compliance

Criteria

- ▣ All applicants further at least one National Objective

Homelessness Prevention

- ▣ Demonstrated need locally for homelessness prevention – most of the 211 calls originating from Deltona are requests for rental, utility, shelter and related types of service
- ▣ Homelessness prevention is a need recognized by the State and HUD

Applicable Applicants for Homelessness Prevention

- ▣ Community Life Center – utility and rental assistance (617)
- ▣ Hands of Hope – utility and rental assistance (50)
- ▣ Neighborhood Center – utility, rental and shelter assistance (120)
- ▣ Early Learning Coalition – daycare subsidies (keeps low income people working) (67 vouchers)

Other National Objectives

- ▣ Boys and Girls Club – after school care and summer activities (175)
- ▣ Council on Aging – elder services (525)
- ▣ Healthy Start – prenatal/postnatal care (480)

Proposed Awards

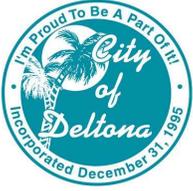
- ▣ Community Life Center - \$10,000 (\$11,000)
- ▣ Hands of Hope - \$7,500 (\$7,500)
- ▣ Neighborhood Center - \$10,000 (\$11,000)
- ▣ Early Learning Coalition - \$10,000 (\$11,000)
- ▣ Boys and Girls Club - \$10,000 (\$20,000)
- ▣ Council on Aging - \$10,000 (\$12,000)
- ▣ Healthy Start - \$9,500 (\$9,581.98)
- ▣ Total = \$67,000
- ▣ Remaining = \$2,863.55

Applicants not Awarded

- ▣ Futures/Take Stock in Children – Scholarships (2) Low level of service and redundant with City scholarship program (\$16,000)
- ▣ YMCA – summer childcare program (40) Low level of service and redundant with B/G Club (\$6,000)
- ▣ CVI – visually impaired services (20) Low level of service and somewhat redundant with COA services (\$10,000)
- ▣ The House Next Door – children sexual abuse counseling (130) Outcomes difficult to measure and monitoring can be problematic based on confidentially matters (\$10,000)

Questions?





Agenda Memo

AGENDA ITEM: D.

TO: Mayor and Commission

AGENDA DATE: 7/25/2016

FROM: Jane K. Shang, City Manager

AGENDA ITEM: 4 - D

SUBJECT:

Discussion regarding possible ordinance regulating drivers of vehicles for hire - Becky Vose, Legal Department (407) 448-0111.

Strategic Goal: Public Safety

LOCATION:

City wide

BACKGROUND:

Captain Eagan has indicated that he believes it to be in the best interest of the citizens of Deltona for the drivers of vehicles for hire to be screened through background checks. This ordinance would accomplish that goal. At the workshop on June 13, 2016, the city commission suggested that city staff get additional information before the ordinance would be discussed again at a workshop. Larry Kent suggested that Uber requirements should also be investigated. Additional information is attached to this agenda memo.

COST:

N/A

SOURCE OF FUNDS:

N/A

ORIGINATING DEPARTMENT:

Legal Department

STAFF RECOMMENDATION PRESENTED BY:

Becky Vose - Recommend review possibility for adoption of ordinance regulating drivers of vehicles for hire.

POTENTIAL MOTION:

N/A

ORDINANCE NO. 22-2016

AN ORDINANCE OF THE CITY OF DELTONA, FLORIDA, CREATING A NEW CHAPTER 43, "VEHICLES FOR HIRE" OF THE DELTONA CODE OF ORDINANCES; REQUIRING DRIVERS OF VEHICLES FOR HIRE TO HAVE A PERMIT UNLESS PERMITTED IN OTHER FLORIDA JURISDICTION; PROVIDING DEFINITIONS; PROVIDING FOR STANDARDS FOR ISSUANCE AND APPEAL OF DENIAL, SUSPENSION OR REVOCATION; REQUIRING PAYMENT OF FEES; PROVIDING FOR ENFORCEMENT; AND PROVIDING FOR CONFLICTS, CODIFICATION, SEVERABILITY, AND EFFECTIVE DATE.

BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF DELTONA, FLORIDA:

SECTION 1. A new Chapter 43, "Vehicles for Hire" of the Code of Ordinances of the City of Deltona is hereby created to read as follows:

VEHICLES FOR HIRE

Sec. 43-1. - Definitions.

Whenever the following words are used in this chapter, they shall have the meanings respectively ascribed to them in this section:

Applicant. A person who may make application for a permit to drive a vehicle for hire as provided in this chapter.

Driver. Any natural person who is in actual physical control of a vehicle for hire.

Driver's permit. The written permit granted by the city manager or designee to a person to drive any vehicle for hire upon the streets of the City of Deltona issued pursuant to the provisions of this ordinance.

Vehicle for hire. Any self-propelled vehicle engaged in the transportation of persons upon the streets of the City of Deltona with the intent to receive compensation for providing such transportation and shall include, but is not limited to, taxicabs, limousines, shuttles, or other vehicles used for similar services.

Sec. 43-2. - Vehicle for hire driver's permit required.

(a) No person shall operate a vehicle for hire, or allow a vehicle owned or controlled by them, to be operated as a vehicle for hire upon the streets of the City of Deltona unless the driver of the vehicle for hire has a driver's permit issued by the City of Deltona, or unless such driver has a vehicle for hire permit from another Florida jurisdiction. While driving a vehicle for hire

in the City of Deltona, the driver shall have a copy of his/her driver's permit, or copy of his/her driver's permit from another Florida jurisdiction.

(b) The permit requirement of this section shall not apply to any person who is temporarily in the city for the sole purpose of delivering passengers from the other jurisdiction. However, such out-of-city licensed vehicles for hire shall not pick up any other passengers in the city without complying with this chapter.

Sec. 43-3. - Application for vehicle for hire driver's permit.

A written application for a vehicle for hire driver's permit shall be filed with the city, and said application shall be verified under oath and shall furnish the following information:

- (a) The name and address of the applicant;
- (b) Florida Driver's License Number; and
- (c) Information deemed necessary by the city manager or designee to enable the city to conduct a criminal and driving background check on the applicant.

Sec. 43-4. – Standards for issuance of vehicle for hire driver's permit.

(a) To be issued a vehicle for hire driver's permit, an applicant must meet the following requirements:

1. Must be at least 18 years of age;
2. Must possess an appropriate license issued by the State of Florida for all vehicles driven;
3. Must be a careful and experienced driver. Must not have more than two moving violations in the last 24 months;
4. Must not have been convicted of a violent felony within the preceding ten (10) years, or a non-violent felony in the last five (5) years; and
5. Must not have been convicted of driving under the influence of intoxicating liquor or narcotic drugs or any other drug when affected to the extent that his normal faculties are impaired.

(b) The city manager or designee shall grant or deny a vehicle for hire driver's permit, but only on the basis of the provisions of this chapter and what can be fairly implied thereunder. If the city manager or designee is satisfied that the applicant is a suitable person to operate a vehicle for hire, such vehicle for hire driver's permit shall be issued, after payment of the permit fee in the amount as set by resolution, regardless of when the permit is issued. The applicant shall also have his/her fingerprints taken before the permit is granted.

(c) The City of Deltona recognizes the permits issued to drivers through a Florida jurisdiction other than the City of Deltona, and such drivers shall be exempted from the requirement to have a permit hereunder. This exemption shall not apply to any driver whose permit from another Florida jurisdiction is expired, suspended, or revoked by that other jurisdiction.

(d) Thirty days prior to the yearly expiration date of the driver's permit, the vehicle for hire driver shall request and submit upon forms provided by the city manager or designee a renewal form accompanied by a renewal fee in an amount as set by resolution. The city manager or designee shall renew the permit unless there is just cause to fail to renew the driver's permit. At all times, the driver must meet the qualifications listed in section 43-4(a). Failure to renew a driver's permit in a timely manner will result in the driver being required to submit a completely new application.

Sec. 43-4. - Issuance of vehicle for hire driver's permit.

(a) A vehicle for hire driver's permit shall state the name and the address of the applicant, and the date of issuance, and such other information as deemed appropriate by the city manager or designee.

(b) Upon approval of the application, the applicant shall remit an annual fee in an amount as set by resolution.

Sec. 43-5. - Transfer of driver's permit prohibited.

A driver's permit shall be personal to the applicant and shall not be transferable.

Sec. 43-6. – Duty to report

Any person with a driver's permit issued hereunder shall have an affirmative duty to report to the city manager or designee any incident which would cause such driver to be in non-compliance with the requirements as set forth in Sec. 43-4(a) hereunder within five (5) working days of the event of such incident.

Sec. 43-7. - Suspension or revocation of vehicle for hire driver's permit.

(a) A vehicle for hire driver's permit issued under the provisions of this chapter may be revoked or suspended for a specified period of time by the city manager or designee if the holder thereof has violated any of the provisions of this chapter or any of the ordinances of the City of Deltona, or the laws of the United States or the State of Florida, the violations of which reflect unfavorably on the fitness of the driver to offer public transportation.

(b) Prior to suspension or revocation, the driver shall be given 15 calendar days' notice of the proposed action to be taken and shall have an opportunity to present to the city manager or

designee evidence as to why the vehicle for hire driver's permit should not be revoked or suspended, unless otherwise provided by this chapter.

(c) Upon a finding of just cause and the determination of the city manager or designee to suspend or revoke a driver's permit, or after losing an appeal pursuant to the process outlined in section 43-9, the permittee must return the permit to the city within five (5) calendar days of the date of suspension or revocation. After revocation, a driver's permit may only be reissued by way of a new application.

Sec. 43-8. - Vehicle for hire currently operating.

A driver of a vehicle for hire operating on the effective date of this chapter shall have sixty (60) days from said date to comply with all provisions of this chapter.

Sec. 43-9. – Denial, suspension or revocation of driver's permit; right of appeal.

(a) Upon a finding of just cause therefor, the city manager or designee shall deny in the case of applications for new or renewed permits, and suspend or revoke in the case of previously issued permits. Just cause shall include, but not be limited to, a finding of any of the following: The applicant or driver holding such permit has violated any of the provisions of this chapter, or has been convicted of a felony, or has been convicted of driving a vehicle for hire or other motor vehicle while under the influence of intoxicating liquor or narcotic drugs or any other drugs when affected to the extent that his normal faculties are impaired, or if such applicant or driver is suffering from a contagious or communicable disease, or a defect or impairment of vision or hearing or other physical impairment which would render the driver incapable of safely driving a motor vehicle, or if such person has been twice convicted of a motor vehicle violation within any period of 12 months. Before such permit shall be denied, suspected or revoked, notice of intention thereof shall be served upon the driver either by registered mail or personal service; provided such notice shall not be necessary for a denial of an original permit. However, any such applicant or driver shall be given an opportunity to be heard by the city manager or designee.

(b) Any applicant or driver whose permit is revoked or suspended by the city manager or designee may appeal such decision to the city magistrate. Such appeal shall be taken by filing written notice thereof with the special magistrate's clerk within ten (10) days after the decision of the city manager or designee, and paying an appeal fee in an amount as set by resolution. The city clerk shall forthwith transmit copies of the appeal to the city magistrate along with all papers constituting the record upon which the action appealed from is based. The city clerk shall place the appeal on the agenda of the next regularly scheduled city magistrate hearing.

Sec. 43-10. - Penalty for noncompliance

Any person violating the provisions of this chapter shall, upon conviction thereof, be punished as provided for in section 2-144 of this Code of Ordinances. As an alternative, at the option of the enforcement official, violations of this chapter may be referred to the special magistrate for enforcement action pursuant to chapter II of chapter 2. In such cases, notice shall

be given to the violator by registered or certified mail, return receipt requested. Fines shall be assessed as deemed appropriate by the special magistrate.

SECTION 2. CONFLICTS. All Ordinances or parts of Ordinances insofar as they are inconsistent or in conflict with the provisions of this Ordinance are hereby repealed to the extent of any conflict.

SECTION 3. CODIFICATION. The provisions of this Ordinance shall be codified as and become and be made a part of the Code of Ordinances of the City of Deltona. The sections of this Ordinance may be renumbered or relettered to accomplish such intention.

SECTION 4. SEVERABILITY. In the event that any portion or section of this Ordinance is determined to be invalid, illegal or unconstitutional by a court of competent jurisdiction, such decision shall in no manner affect the remaining portions or sections of this Ordinance which shall remain in full force and effect.

SECTION 5. EFFECTIVE DATE. This Ordinance shall take effect immediately upon its final passage and adoption.

PASSED AND ADOPTED THIS ____ DAY OF _____, 2016.

FIRST READING: _____

ADVERTISED: _____

SECOND READING: _____

JOHN C. MASIARCZYK SR., MAYOR

ATTEST:

JOYCE RAFTERY, CITY CLERK

Approved as to form and legality for use
and reliance by the City of Deltona, Florida

GRETCHEN R. H. VOSE
CITY ATTORNEY

Monique, the co-owner of Red Cab was contacted about the proposed cab ordinance. She was in favor of regulation and had the following comments:

- 1) She can't pick up in Deland and she was hoping that other cabs that were not based out of Deltona would be prohibited from picking up in Deltona.
- 2) She pays for taxicab insurance, and she wants everyone to have to also pay for that.
- 3) Her cabs are marked and she wants all cabs that pick up in Deltona to be marked.
- 4) Her taxi drivers have had background checks and she wants all drivers to also have background checks.

She said that she would be happy to talk with anyone in the city about the taxi regulation issue. Her phone number is 386-717-2469.

Uber Drivers – requirements:

1. Drivers License
2. Insurance provided by Uber - \$1M Liability / \$1M Uninsured/Underinsured Motorist Injury / Contingent Collision and Comprehensive – up to cash vaule (\$1K deductible)
3. Minimum age – 21
4. Auto – 2000 model or newer
5. Pass a background check

Uber and Altamonte Springs launch pilot program to improve transportation access

March 21, 2016

The ability to tap a button and have a car pull up in just minutes transformed transportation for millions of riders across the world. While many cities have been slow to react to this change, some are finding creative ways to embrace innovation. Today, Uber and the City of Altamonte Springs are launching a **first-of-its-kind pilot program** that will both match and anticipate the evolving transportation needs of the community.

“Uber has become a key part of meeting the transportation needs of many individuals,” said Frank Martz, Altamonte Springs City Manager. “Our goal is to evaluate the impact that ride-

hailing and technology can have on our overall mobility—getting people to work, school and our local businesses as we continue to grow and innovate as a city.”

Starting today, March 21, the **City will subsidize 20 percent of the cost of every trip beginning and ending within city limits.** Riders who enter the promo code ‘ALTAMONTE’ will gain access to the ALTAMONTE option within the app, which will trigger the discount automatically on qualifying trips. Additionally, all trips starting or ending at the Altamonte Springs SunRail station will receive a 25 percent subsidy.

“Uber’s groundbreaking approach has changed the way that millions of people get where they need to go,” said City Manager Martz. “We’re excited to be on the forefront of exploring how this public-private partnership can improve transportation in the City of Altamonte Springs and perhaps be model for other cities.”

Through this partnership, Altamonte Springs is leading the charge of putting the convenience of safe and reliable transportation at the tap of a button into the hands of its community.

HOW IT WORKS

1. Enter the code ALTAMONTE in the Promotions tab within your app
2. Choose the now-available Altamonte option (hint: it’s next to UberSELECT)
3. Take a ride that starts and ends within Altamonte Springs, and enjoy the 20% discount thanks to the City of Altamonte Springs