NORTH MIAMI
FLORIDA
776 N.E. 125 Street, North Miami, Florida 33161

Council Report

To: The Honorable Mayor and City Council

From: Guithele Ruiz-Nicolas, Personnel Administration Manager

Date: February 25, 2014

RE: **2013/2014 Amended Pay and Classification Plan**
PROPOSED RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA TO AMEND THE REVISED PAY AND CLASSIFICATION PLAN FOR THE 2013-2014 FISCAL YEAR.

RECOMMENDATION

Staff is recommending approval of this resolution.

BACKGROUND

New classifications and titles changes have been made to reflect the reorganization and "rightsizing" of the workforce.

1. **Unclassified Plan**
   Removed:
   Building and Zoning Director
   Budget Director
   Added new title and pay grade:
   Building and Zoning Manager
   Sergeant at Arms
   Changed Pay Grade
   Finance Director
   Changed pay grade and titles for the following positions from Manager I to Manager:
   Budget Manager
   Governmental Affairs Manager
   Risk Manager
   Public Information Manager

2. **Classified Plan**
   Added new titles
   Accountant, Senior
   Credit and Collections Coordinator
   Information Technology Specialist I

E

Information Technology Specialist II
Information Technology Specialist III
Process Control System Technician
Recreation Programmer
Safety Coordinator
Systems Administrator
Transportation Planner

Attachments
2013-2014 Amended Unclassified Pay Plan
2013-2014 Amended Classified Pay Plan

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, ADOPTING A REVISED CLASSIFICATION AND PAY PLAN FOR CLASSIFIED AND UNCLASSIFIED EMPLOYEES OF THE CITY FOR THE 2013-2014 FISCAL YEAR BUDGET; PROVIDING FOR AN EFFECTIVE DATE AND FOR ALL OTHER PURPOSES.

WHEREAS, the pay plan for fiscal year 2013-2014 has been adopted by the Mayor and City Council of the City of North Miami; and

WHEREAS, new titles and salary changes have been made to reflect the reorganization and rightsizing of the workforce for the City Administration; and

WHEREAS, the City Manager has amended the Classification and Pay Plan as indicated in "Exhibit A" attached hereto; and

WHEREAS, the City Manager respectfully requests that the revised Classification and Pay Plan be approved by the Mayor and City Council for the 2013-2014 Fiscal Year budget.

NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:

Section 1. **Adoption of a Classification and Pay Plan.** The Mayor and City Council of the City of North Miami, Florida, hereby approve the revised Classification and Pay Plan for Fiscal Year 2013- 2014, attached hereto as "Exhibit A".

Section 2. **Effective Date.** This Resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED by a _____ vote of the Mayor and City Council of the City of North Miami, Florida, this _____ day of February, 2014.

_____
LUCIE M. TONDREAU
MAYOR

ATTEST:

_____
MICHAEL A. ETIENNE, ESQ.
CITY CLERK

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:

_____
REGINE M. MONESTIME
CITY ATTORNEY

SPONSORED BY: CITY ADMINISTRATION

Moved by: _____

Seconded by: _____

Vote:

Mayor Lucie M. Tondreau	_____ (Yes)	_____ (No)
Vice Mayor Scott Galvin	_____ (Yes)	_____ (No)
Councilperson Carol Keys, Esq.	_____ (Yes)	_____ (No)
Councilperson Philippe Bien-Aime	_____ (Yes)	_____ (No)
Councilperson Marie Erlande Steril	_____ (Yes)	_____ (No)

Exhibit "A"

City of North Miami, Florida
Classification and Pay Plan
(Unclassified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
221	BUDGET MANAGER ~~DIRECTOR~~ (DH) (E)	35 ~~37~~	65,270 ~~72,051~~	96,595 ~~106787~~
422	BUILDING & ZONING MANAGER ~~DIRECTOR~~ (DH) (E)	35 ~~37~~	65,270 ~~72,051~~	96,595 ~~106787~~
421	CAPITAL PROJECT MANAGER (E)	37	72,051	106,787
167	CHIEF OF STAFF (E)	35	65,270	96,595
185	CITY ATTORNEY (DH) (E)	47A	117,561	218,337
180	CITY ATTORNEY, ASSISTANT (E)	34	62,212	92,019
183	CITY ATTORNEY, DEPUTY (ADH) (E)	42	92,019	136,281
175	CITY MANAGER (CM) (E)	47C	117,561	218,337
165	CITY MANAGER, ASSISTANT TO THE (JB) (ADH) (E)	29	48,505	72,051
170	CITY MANAGER, DEPUTY (DCM) (E)	42	92,019	136,281
417	CODE COMPLIANCE DIRECTOR (DH) (E)	37	72,051	106,787
408	COMMUNITY PLANNING & DEV. MANAGER (DH) (E)	35	65,270	96,595
735	POLICE EXECUTIVE ASSISTANT (E)	32	56,305	83,428
115	EXECUTIVE SECRETARY (JB) (E)	27	43,867	65,270
225	FINANCE DIRECTOR (DH) (E)	41 ~~37~~	87,692 ~~72,051~~	129,750 ~~106,787~~
173	**GOVERNMENTAL AFFAIRS MANAGER (DH) (E)**	**35**	**65,270**	**96,595**
164	INFORMATION TECHNOLOGY MANAGER (DH) (E)	35	65,270	96,595
218	INTERNAL AUDITOR (E)	32	56,305	83,428
113	LEGAL SECRETARY	22	34,236	50,960
325	LIBRARY DIRECTOR (DH) (E)	37	72,051	106,787
823	MOCA DIRECTOR/CHIEF CURATOR (DH) (E)	37	72,051	106,787
114	PARALEGAL	27	43,867	65,270
860	PARKS & RECREATON MANAGER (DH) (E)	35	65,270	96,595
150	PERSONNEL ADMINISTRATION MANAGER (DH) (E)	35	65,270	96,595
725	POLICE CHIEF (DH) (E)	41	87,692	129,750
722	POLICE CHIEF, ASSISTANT (ADH) (E)	39	79,435	117,728
721	POLICE COMMANDER (E)	35	62,212	92,019
716	POLICE MAJOR (E)	36	68,452	101,608
400	PUBLIC WORKS DIRECTOR (DH) (E)	41	87,692	129,750
452	**PUBLIC INFORMATION MANAGER (DH) (E)**	**35**	**65,270**	**96,595**
455	PUBLICITY DIRECTOR (DH) (E)	35	65,270	96,595
137	PURCHASING MANAGER (DH) (E)	35	65,270	96,595
162	**RISK MANAGER (DH) (E)**	**35**	**65,270**	**96,595**

DH - Department Head; ADH - Acting Department Head
E - Exempt; JB - Job Basis 2.5%

No COLA approved

Amended 02/25/14

City of North Miami, Florida
Classification and Pay Plan
(Unclassified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
723	**SERGEANT AT ARMS (E)**	**35**	**65,270**	**96,595**
111	SECRETARY, CONFIDENTIAL	20	30,867	46,051

No COLA approved

DH - Department Head; ADH - Acting Department Head
E - Exempt; JB - Job Basis 2.5%

Amended 02/25/14

City of North Miami
Classification and Pay Plan
(Classified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
210	ACCOUNT CLERK	19	29,328	43,867
215	ACCOUNTANT (JB) (E)	24	37,814	56,305
217	ACCOUNTANT, CHIEF (JB) (E)	30	50,960	75,587
212	ACCOUNTANT, JUNIOR	21	32,448	48,505
214	**ACCOUNTANT, SENIOR (JB) (E)**	**25**	**39,707**	**59,217**
161	ADMINISTRATIVE ASSISTANT	28	46,051	68,452
040	ADMINISTRATIVE COORDINATOR	22	34,236	50,960
104	ADMINISTRATIVE SPECIALIST	18	28,038	41,704
223	BUDGET ADMINISTRATOR (JB) (E)	28	46,051	68,452
224	BUDGET ANALYST	22	34,236	50,960
222	BUDGET DIRECTOR, ASSISTANT (ADH) (E)	32	56,305	83,428
~~226~~	~~BUDGET MANAGER I (JB) (E)~~	~~32~~	~~56,305~~	~~83,428~~
423	BUILDING & ZONING COMPLIANCE ADMINISTRATOR (JB) (E)	29	48,505	72,051
425	BUILDING & ZONING MANAGER I (JB) (E)	32	56,305	83,428
415	BUILDING INSPECTOR	29	48,505	72,051
420	BUILDING OFFICIAL (JB) (E)	32	56,305	83,428
433	BUSINESS DEVELOPMENT COORDINATOR (JB) (E)	22	34,236	50,960
234	BUSINESS TAX SPECIALIST	17	26,644	39,707
130	BUYER	22	34,236	50,960
442	C.D.B.G. ADMINISTRATOR (JB) (E)	25	39,707	59,217
419	CHIEF PLANS EXAMINER (JB) (E)	31	53,580	79,435
965	CHEMIST	25	39,707	59,217
708	CITIZENS CRIME WATCH COORDINATOR	18	28,038	41,704
155	CITY CLERK, DEPUTY (ADH) (E)	32	56,305	83,428
402	CITY ENGINEER (E)	33	59,217	87,692
401	CIVIL ENGINEER (JB) (E)	27	43,867	65,270
406	CIVIL ENGINEER, SENIOR (JB) (E)	30	50,960	75,587
103	CLERICAL TECHNICIAN	16	25,417	37,814
102	CLERK	10	18,740	28,038
414	CODE ADMINISTRATOR (JB) (E)	29	48,505	72,051
416	CODE COMPLIANCE MANAGER I (JB) (E)	30	50,960	75,587

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

Amended 02/25/14

No COLA approved

City of North Miami
Classification and Pay Plan
(Classified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
410	CODE COMPLIANCE OFFICER	23	35,900	53,580
819	COMMUNITY ENGAGEMENT ADMINISTRATOR (JB) (E)	28	46,051	68,452
411	COMMUNITY PLANNING & DEV. MANAGER, ASST, (ADH) (E)	32	56,305	83,428
100	COMM. PLANNING & DEV. TECHNICIAN	20	30,867	46,051
172	CONSTITUENT SERVICES COORDINATOR	25	39,707	59,217
213	**CREDIT & COLLECTIONS COORDINATOR**	**22**	**34,236**	**50,960**
704	CRIME ANALYST	20	30,867	46,051
706	CRIME SCENE TECHNICIAN	22	34,236	50,960
709	CRISIS INTERVENTION SPECIALIST	21	32,448	48,505
530	CUSTODIAN	15	23,940	35,900
535	CUSTODIAN LEADWORKER	18	28,038	41,704
550	CUSTOMER SERVICE LIAISON (JB) (E)	24	37,814	56,305
910	CUSTOMER SERVICE REPRESENTATIVE	20	30,867	46,051
128	DATA BASE ADMINISTRATOR (JB) (E)	28	46,051	68,452
119	DATA PROCESSING ADMINISTRATOR (JB) (E)	33	59,217	87,692
403	DRAFTING TECHNICIAN	20	30,867	46,051
448	ECONOMIC DEVELOPMENT MANAGER I (JB) (E)	30	50,960	75,587
444	ECONOMIC DEVELOPMENT SPECIALIST (JB) (E)	29	48,505	72,051
862	EDUCATION COORDINATOR	22	34,236	50,960
866	EDUCATION CURATOR (JB) (E)	24	37,814	56,305
630	ELECTRICIAN	23	35,900	53,580
632	ELECTRICIAN, SENIOR	25	39,707	59,217
629	ELECTRICIAN'S AIDE	18	28,038	41,704
569	EQUIPMENT MAINTENANCE SUPERVISOR	25	39,707	59,217
639	FACILITY MAINTENANCE COORDINATOR	22	34,236	50,960
640	FACILITY MAINTENANCE SUPERVISOR (JB) (E)	25	39,707	59,217
220	FINANCE DIRECTOR, ASSISTANT (ADH) (E)	35	65,270	96,595
610	FLEET MECHANIC	21	32,448	48,505
605	FLEET MECHANIC'S AIDE	18	28,038	41,704
660	FLEET SUPERINTENDENT (JB) (E)	28	46,051	68,452
615	FLEET SUPERVISOR	25	39,707	59,217

ADH - Acting Department Head
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Amended 02/25/14

No COLA approved

City of North Miami
Classification and Pay Plan
(Classified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
505	GENERAL MAINTENANCE WORKER	15	23,940	35,900
123	GIS SPECIALIST (JB) (E)	24	37,814	56,305
~~173~~	~~GOVERNMENTAL AFFAIRS MANAGER I (JB) (E)~~	~~30~~	~~50,960~~	~~75,587~~
434	GRANTS ADMINISTRATOR (JB) (E)	27	43,867	65,270
432	GRANTS WRITER (JB) (E)	25	39,707	59,217
440	GRAPHICS DESIGNER	21	32,448	48,505
515	HEAVY EQUIPMENT OPERATOR	20	30,867	46,051
446	HOUSING ADMINISTRATOR (JB) (E)	28	46,051	68,452
441	HOUSING COORDINATOR	22	34,236	50,960
445	HOUSING INSPECTOR	25	39,707	59,217
447	HOUSING MANAGER I (JB) (E)	30	50,960	75,587
439	HOUSING SERVICES ADMINISTRATIVE SPECIALIST	18	28,038	41,704
438	HOUSING SERVICES AIDE	16	25,417	37,814
108	INFORMATION PROCESSING COORDINATOR	22	34,236	50,960
163	INFORMATION TECHNOLOGY MANAGER, ASST, (ADH) (E)	32	56,305	83,428
131	**INFORMATION TECHNOLOGY SPECIALIST I**	**22**	**34,236**	**50,960**
132	**INFORMATION TECHNOLOGY SPECIALIST II (JB) (E)**	**23**	**35,900**	**53,580**
133	**INFORMATION TECHNOLOGY SPECIALIST III (JB) (E)**	**24**	**37,814**	**56,305**
101	INTERPRETER	16	25,417	37,814
650	LEAK DETECTION TECHNICIAN	19	29,328	43,867
312	LIBRARIAN	23	35,900	53,580
305	LIBRARY AIDE I	15	23,940	35,900
310	LIBRARY AIDE II	18	28,038	41,704
315	LIBRARY DIRECTOR, ASSISTANT (ADH) (E)	32	56,305	83,428
313	LIBRARY MANAGER I (JB) (E)	30	50,960	75,587
328	LIBRARY PAGE	10	18,740	28,038
835	LIFEGUARD	17	26,644	39,707
635	MAINTENANCE MECHANIC	18	28,038	41,704
905	METER READER	17	26,644	39,707
409	MINIMUM HOUSING OFFICER	23	35,900	53,580
813	MOCA ADMINISTRATOR (JB) (E)	27	43,867	65,270

ADH - Acting Department Head
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Amended 02/25/14

No COLA approved

City of North Miami
Classification and Pay Plan
(Classified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
824	MOCA DIRECTOR, ASSISTANT (ADH) (E)	32	56,305	83,428
510	MOTOR EQUIPMENT OPERATOR	18	28,038	41,704
129	NETWORK ADMINISTRATOR (JB) (E)	28	46,051	68,452
122	NETWORK SPECIALIST (JB) (E)	24	37,814	56,305
848	NURSERY SPECIALIST	21	32,448	48,505
857	PARKS & RECREATION MANAGER, ASST, (ADH) (E)	32	56,305	83,428
816	PARKS AND RECREATION SPECIALIST	21	32,448	48,505
854	PARKS COORDINATOR	22	34,236	50,960
814	PARKS NATURALIST	21	32,448	48,505
855	PARKS SPECIALIST	21	32,448	48,505
858	PARKS SUPERINTENDENT (JB) (E)	28	46,051	68,452
852	PARKS SUPERVISOR (JB) (E)	25	39,707	59,217
211	PAYROLL COORDINATOR (JB) (E)	21	32,448	48,505
216	PENSION PLAN ADMINISTRATOR (JB) (E)	26	41,704	62,212
105	PERMIT PROCESSING COORDINATOR	20	30,867	46,051
120	PERMIT PROCESSOR	18	28,038	41,704
149	PERSONNEL ADMINISTRATION MANAGER, ASST, (ADH) (E)	32	56,305	83,428
148	PERSONNEL ADMINISTRATOR (JB) (E)	28	46,051	68,452
145	PERSONNEL SPECIALIST (JB) (E)	24	37,814	56,305
435	PLANNER (JB) (E)	27	43,867	65,270
437	PLANNER, CITY (JB) (E)	32	56,305	83,428
443	PLANNING TECHNICIAN	21	32,448	48,505
436	PLANNING TECHNICIAN, SR.	22	34,236	50,960
418	PLANS EXAMINER (JB) (E)	30	50,960	75,587
634	PLUMBER	25	39,707	59,217
736	POLICE ADMINISTRATOR (JB) (E)	31	53,580	79,435
730	POLICE COMMUNICATIONS OPERATOR	22	34,236	50,960
734	POLICE COMMUNICATIONS SUPERVISOR	25	39,707	59,217
715	POLICE LIEUTENANT (E)	33	59,217	87,692
705	POLICE OFFICER	28O	46,072	68,473
703	POLICE OFFICER, TRAINEE	25T	39,728	59,155

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

Amended 02/25/14

No COLA approved

City of North Miami
Classification and Pay Plan
(Classified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
707	POLICE PROPERTY CLERK	16	25,417	37,814
107	POLICE RECORDS SUPERVISOR	25	39,707	59,217
710	POLICE SERGEANT	31S	54,620	81,036
126	**PROCESS CONTROL SYSTEM TECHNICIAN (JB) (E)**	**25**	**39,707**	**59,217**
116	PROGRAMMER (JB) (E)	25	39,707	59,217
117	PROGRAMMER/ANALYST (JB) (E)	27	43,867	65,270
450	PUBLIC INFORMATION MANAGER I (JB) (E)	30	50,960	75,587
451	PUBLIC INFORMATION SPECIALIST	24	37,814	56,305
702	PUBLIC SERVICE AIDE	17	26,644	39,707
404	PUBLIC WORKS DIRECTOR, ASSISTANT (ADH) (E)	39	79,435	117,728
407	PUBLIC WORKS DIRECTOR, ASSISTANT TO THE (JB) (E)	28	46,051	68,452
405	PUBLIC WORKS OPERATIONS CHIEF (JB) (E)	31	53,580	79,435
135	PURCHASING AGENT (JB) (E)	28	46,051	68,452
136	PURCHASING MANAGER I (JB) (E)	30	50,960	75,587
740	QUARTERMASTER	20	30,867	46,051
106	RECORDS MANAGEMENT SUPERVISOR	20	30,867	46,051
109	RECORDS TECHNICIAN	16	25,417	37,814
805	RECREATION AIDE	12	20,612	30,867
815	RECREATION COORDINATOR	22	34,236	50,960
810	RECREATION LEADER I	16	25,417	37,814
812	RECREATION LEADER II	18	28,038	41,704
823	**RECREATION PROGRAMMER (E)**	**26**	**41,704**	**62,212**
818	RECREATION SPECIALIST	21	32,448	48,505
822	RECREATION SUPERINTENDENT (JB) (E)	28	46,051	68,452
817	RECREATION SUPERVISOR (JB) (E)	25	39,707	59,217
540	REFUSE COLLECTOR	18	28,038	41,704
512	RIGHTS-OF-WAY INSPECTOR	18	28,038	41,704
~~468~~	~~RISK MANAGER I (JB) (E)~~	~~32~~	~~56,305~~	~~83,428~~
159	**SAFETY COORDINATOR (E)**	**22**	**34,236**	**50,960**
158	SAFETY OFFICER (JB) (E)	25	39,707	59,217
545	SANITATION COORDINATOR	22	34,236	50,960

ADH - Acting Department Head
E - Exempt
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Amended 02/25/14

No COLA approved

City of North Miami
Classification and Pay Plan
(Classified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
552	SANITATION SUPERINTENDENT (JB) (E)	28	46,051	68,452
110	SECRETARY	20	30,867	46,051
195	SERVICE WORKER	Flat Rate	-	-
127	STOCK CLERK	17	26,644	39,707
125	STOREKEEPER	20	30,867	46,051
520	STREETS COORDINATOR	22	34,236	50,960
526	STREETS SUPERVISOR (JB) (E)	25	39,707	59,217
424	SUSTAINABLE DEVELOPMENT ADMINISTRATOR (JB) (E)	29	48,505	72,051
840	SWIMMING POOL OPERATOR	20	30,867	46,051
121	SWITCHBOARD OPERATOR	16	25,417	37,814
134	**SYSTEMS ADMINISTRATOR (E)**	**28**	**46,051**	**68,452**
118	SYSTEMS ANALYST (JB) (E)	27	43,867	65,270
825	TENNIS PRO (JB) (E)-ONLY IF EARNING MIN $455/WK	10	18,740	28,038
637	TRADES MECHANIC	20	30,867	46,051
144	TRAINING SPECIALIST (JB) (E)	24	37,814	56,305
413	TRANSPORTATION MANAGER I (JB) (E)	30	50,960	75,587
431	**TRANPORTATION PLANNER (JB) (E)**	**27**	**43,867**	**65,270**
228	UTILITY BUSINESS COORDINATOR	23	35,900	53,580
915	UTILITY BUSINESS FIELD COORDINATOR	22	34,236	50,960
230	UTILITY BUSINESS SUPERVISOR (JB) (E)	28	46,051	68,452
567	UTILITY COORDINATOR	22	34,236	50,960
566	UTILITY CREW LEADER	17	26,644	39,707
585	UTILITY SUPERINTENDENT (JB) (E)	28	46,051	68,452
568	UTILITY SUPERVISOR (JB) (E)	25	39,707	59,217
571	UTILITY TECHNICIAN	18	28,038	41,704
962	WATER PLANT COORDINATOR	22	34,236	50,960
960	WATER PLANT OPERATOR	21	32,448	48,505
955	WATER PLANT OPERATOR, TRAINEE	18	28,038	41,704
587	WATER PLANT SUPERINTENDENT (JB) (E)	28	46,051	68,452
570	WATER PLANT SUPERVISOR	25	39,707	59,217
124	WEBMASTER (JB) (E)	24	37,814	56,305

ADH - Acting Department Head
E - Exempt
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Amended 02/25/14

No COLA approved

City of North Miami
Classification and Pay Plan
(Classified Positions)
Effective: September 29, 2013 - September 27, 2014

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
625	WELDER	23	35,900	53,580
112	WORD PROCESSING SPECIALIST	19	29,328	43,867
412	ZONING ADMINISTRATOR (JB) (E)	29	48,505	72,051

ADH - Acting Department Head
E - Exempt
JB - Job Basis 2.5%

Amended 02/25/14

No COLA approved