

CITY OF CLEARWATER PAY PLAN



2015

2016

EFFECTIVE THROUGH SEPTEMBER 30, 2016

CWA Ranges effective as of 10/01/15
Police Pay Ranges effective 10/01/15
SAMP Ranges effective 1/1/16
Fire Pay Ranges effective 10/1/15

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**CITY OF CLEARWATER PAY PLAN
TABLE OF CONTENTS**

RULES FOR ADMINISTERING THE CITY OF CLEARWATER PAY PLANS 1-6

RULES FOR ADMINISTERING THE SAMP PAY PLAN 7-10

ORGANIZATIONAL CLASSIFICATION AND PAY PLAN 11-20

- City Commission** 11
- City Manager**..... 11
- Clerical/Office Support** 20
- Customer Service** 11
- Economic Development & Housing** 11
- Engineering**..... 12
- Finance**..... 13
- Fire**..... 13-14
- Gas System**..... 14
- Human Resources**..... 14
- Information Technology** 14
- Labor, Construction, and Custodial** 20
- Legal** 15
- Library** 15
- Marine & Aviation**..... 15
- Office of Management and Budget**..... 15
- Official Records & Legislative Services** 15
- Parks and Recreation** 15-16
- Planning & Development Services** 16-17
- Police** 17-18
- Public Communications**..... 18
- Public Utilities** 18-19
- Solid Waste/General Services**..... 19-20

ALPHABETICAL LISTING OF CLASSIFICATIONS AND PAY GRADES..... 21-30

PAY RANGE TABLES..... 30-35

- CWA**..... 30-31
- Police** 32
- Fire**..... 33
- SAMP**..... 34
- Hourly** 35

NOTES

Pay Grades/Ranges indicated with a **C** refer to classifications represented by the Communications Workers of America.

Pay Grades/Ranges indicated with an **A** or **P** refer to classifications represented by the Fraternal Order of Police.

Pay Grades/Ranges indicated with a **F** refer to classifications represented by the International Association of Firefighters.

Pay Grades/Ranges indicated with an **SB** refer to Salary Bands associated with non-represented Supervisory, Administrative, Managerial, and Professional (SAMP) classifications.

An asterisk (*) indicated in the B/W hours column refers to classifications which are exempt from the overtime provisions of FLSA.

RULES FOR ADMINISTERING THE CITY OF CLEARWATER PAY PLANS

City and Union collective bargaining agreement provisions prevail when specific contractual language differs from these Rules. Pay Plan users are reminded to refer to the respective collective bargaining agreements to determine if there are differences. Separate rules exist for administering the pay plan for non-represented professional and managerial employees (SAMP Pay Plan), and these rules may be found beginning on page 7 of this manual.

A. Standard Work Hours

Full-time employees may be assigned to a regular schedule of either 37.5 or 40 hours per week depending on their job classification. The organizational and alphabetical listings of job classifications contained herein list the regular full-time work week scheduled hours for each classification and/or denote those classifications which are salaried in nature and exempt from overtime provisions of the Fair Labor Standards Act (FLSA).

B. Part-time Work Hours

Part-time employees may be scheduled to work up to a maximum of four-fifths of the standard weekly work hours designated for their assigned job classification. As such, part-time employees assigned to job classifications with a designated full-time schedule of 37.5 hours per week may be routinely scheduled to work up to a maximum of 30 hours per week and part-time employees assigned to job classifications with a designated full-time schedule of 40 hours per week may be routinely scheduled to work up to a maximum of 32 hours per week. When an emergency, special event, unusual circumstance, or the nature of the work requires that part-time employees work irregular schedules and/or additional hours exceeding the designated maximum work week for their job classifications, the employees' work schedules should be amended to ensure that the number of hours worked by the employees over the course of a full year does not exceed the applicable regular part-time schedule maximum hours of 1,560 (30 hours per week average) or 1,664 (32 hours per week average) respectively.

C. Rates of Pay

The pay rates adopted herein shall be treated as gross compensation for full-time service. Pay rates for part-time work shall be proportionate to the full-time rates based on the number of hours worked. The minimum rate of pay for a class shall be paid to any person upon original appointment except where demonstrated inability to recruit at the minimum or exceptional qualifications of a candidate justify employment at a higher rate in the pay range. Deviations from the standard procedure shall be reviewed and approved by the Human Resources Director. When a classified service employee is appointed at a pay rate above the minimum or is advanced in a manner not provided for in the Pay Plan, such deviation shall be upon the recommendation of City Manager or designee and subject to any collective bargaining obligation.

D. Performance Reviews and Merit Pay Increases

Merit pay increases in any pay range are not automatic but are based upon satisfactory job performance as determined by management review and are granted only upon the written recommendation of the Department Director and the approval of the City Manager or his/her designee. The eligibility of an employee for pay increases within the established range shall be as follows:

FOP 10 UNION (POLICE SERVICE TECHNICIANS):

- Merit Increases
- Step 1 - Original appointment
 - Step 2 - At the end of one year of satisfactory service in Step 1.
 - Step 3 - After one year of satisfactory service in Step 2.
 - Step 4 - After one year of satisfactory service in Step 3.
 - Step 5 - After one year of satisfactory service in Step 4.
 - Step 6 - After one year of satisfactory service in Step 5.
 - Step 7 - After two years of satisfactory service in Step 6.
 - Step 8 - After two years of satisfactory service in Step 7.
 - Step 9 - After two years of satisfactory service in Step 8.
 - Step 10 - After two years of satisfactory service in Step 9.
 - Step 11 - After two years of satisfactory service in Step 10.
 - Step 12 - After two years of satisfactory service in Step 11.

FOP 10 UNION (POLICE OFFICERS):

- Merit Increases
- Step 1 - Original appointment
 - Step 2 - At the end of one year of satisfactory service in Step 1.
 - Step 3 - After one year of satisfactory service in Step 2.
 - Step 4 - After one year of satisfactory service in Step 3.
 - Step 5 - After one year of satisfactory service in Step 4.
 - Step 6 - After one year of satisfactory service in Step 5.
 - Step 7 - After one year of satisfactory service in Step 6.
 - Step 8 - After one year of satisfactory service in Step 7.
 - Step 9 - After one year of satisfactory service in Step 8.
 - Step 10 - After one year of satisfactory service in Step 9.
 - Step 11 - After one year of satisfactory service in Step 10.
 - Step 12 - After one year of satisfactory service in Step 11.

FOP SUPERVISOR UNION (POLICE SERGEANTS):

- Merit Increases
- Step 1 - Original appointment or promotion
 - Step 2 - At the end of one year of satisfactory service in Step 1.
 - Step 3 - After one year of satisfactory service in Step 2.
 - Step 4 - After one year of satisfactory service in Step 3.
 - Step 5 - After one year of satisfactory service in Step 4.
 - Step 6 - After one year of satisfactory service in Step 5.
 - Step 7 - After one year of satisfactory service in Step 6.
 - Step 8 - After one year of satisfactory service in Step 7.

FOP SUPERVISOR UNION (POLICE LIEUTENANTS):

- Merit Increases
- Step 1 - Original appointment or promotion
 - Step 2 - At the end of one year of satisfactory service in Step 1.
 - Step 3 - After one year of satisfactory service in Step 2.
 - Step 4 - After one year of satisfactory service in Step 3.
 - Step 5 - After one year of satisfactory service in Step 4.
 - Step 6 - After one year of satisfactory service in Step 5.
 - Step 7 - After one year of satisfactory service in Step 6.

IAFF UNION (FIREFIGHTERS, FIREFIGHTER/DRIVER –OPERATOR, and FIRE MEDIC):

Merit Increases

- Step 1 - Original appointment
- Step 2 - At the end of one year of satisfactory service in Step 1.
- Step 3 - After one year of satisfactory service in Step 2.
- Step 4 - After one year of satisfactory service in Step 3.
- Step 5 - After one year of satisfactory service in Step 4.
- Step 6 - After one year of satisfactory service in Step 5.
- Step 7 - After one year of satisfactory service in Step 6.
- Step 8 - After one year of satisfactory service in Step 7.
- Step 9 - After one year of satisfactory service in Step 8.
- Step 10 - After one year of satisfactory service in Step 9.
- Step 11 - After one year of satisfactory service in Step 10.
- Step 12 - After one year of satisfactory service in Step 11.

IAFF UNION (FIRE LIEUTENANTS, FIRE MEDIC LIETUNANTS, and FIRE PREVENTION INSPECTOR):

Merit Increases

- Step 4 - Original appointment or promotion
- Step 5 - After one year of satisfactory service in Step 4.
- Step 6 - After one year of satisfactory service in Step 5.
- Step 7 - After one year of satisfactory service in Step 6.
- Step 8 - After one year of satisfactory service in Step 7.
- Step 9 - After one year of satisfactory service in Step 8.
- Step 10 - After one year of satisfactory service in Step 9.
- Step 11 - After one year of satisfactory service in Step 10.
- Step 12 - After one year of satisfactory service in Step 11.

CWA UNION

Employees who are on the common review date of 10/1 will be eligible for a merit increase after completion of each year of satisfactory service progressing from the entry to the maximum of the established pay range in accordance with the current CWA labor agreement.

Newly hired employees shall receive their first annual performance evaluation one year from their initial date of hire, and if rated Meets Standards or better, shall receive any applicable pay increases as of the start of the payroll period that includes the date of the initial one-year performance evaluation. After the first successful year, such employees shall be eligible for their next annual merit pay increase, if applicable, at the start of the payroll period that includes the following October 1 at that time, such employees, if meeting standards, will receive a pro-ration of the applicable pay increases based on the number of days between October 1 and the date of the initial one-year performance evaluation, and shall have their annual merit pay increase date adjusted to the October 1 date thereafter.

Approved merit pay increases for all employees shall become effective as of the date of the employee's eligibility as described above. For part-time employees, 1,950 or 2,080 hours of actual work (for 75- or 80-hour biweekly work schedules respectively) shall be considered the equivalent of one year of service for

pay progression eligibility purposes. However, the accumulation of such hours by any employee in less than one year shall not advance the normal pay progression eligibility date.

E. Unsatisfactory Performance Reviews

Employees who receive a performance evaluation review rating of less than satisfactory shall not be granted a merit increase but shall instead be reevaluated after three months and, if then rated satisfactory, shall be granted a merit increase as of that date. The effective date of the increase shall be utilized for the purpose of determining eligibility for subsequent annual merit reviews.

If the initial three-month follow-up rating is still less than satisfactory, the employee shall be evaluated again after three months. If then rated satisfactory, the employee shall be granted a merit increase at the end of that three month period and the effective date of the increase shall be utilized for the purpose of determining eligibility for subsequent annual merit reviews.

If the employee is rated less than satisfactory on the second three-month follow-up rating, no merit increase shall be applied and the employee shall be evaluated again after one year from the date of the initial evaluation which was less than satisfactory.

F. Promotions

FOP employees promoted from one classification to a higher level classification shall have their rate of compensation fixed at the first step in the pay range for the higher level classification that represents at least a 5% increase in pay. IAFF rank and file employees shall upon promotion have their rate of compensation fixed at the same step number in the pay range for the higher level classification as that which they are assigned in the employees' classification prior to the promotion or at the first step that represents at least a 5% increase in pay, whichever is greater. CWA employees shall receive a 5% increase upon promotion. If at the time of promotion an employee is receiving additional compensation other than acting pay, the promotional rate of pay shall be established at the first step or rate of pay in the pay range of the higher classification that represents an increase of 5% above the employee's overall compensation at the time. However, under no circumstances will the promotional base rate of pay exceed the established pay range maximum of the higher level classification.

G. Demotions

FOP and CWA employees who are voluntarily or for disciplinary reasons demoted from one classification to a lower level classification shall have their rate of compensation fixed at the step or rate of pay in the pay range for the lower level classification that represents at least a 5% decrease in pay. IAFF employees upon demotion to a lower level classification shall have their rate of compensation fixed at the same step number in the pay range for the lower level classification as that which they are assigned in the employees' classification prior to the demotion or at the first step that represents at least a 5% decrease in pay, whichever is greater. The rate of compensation for employees who are demoted due to lack of work, lack of funds, or other reasons beyond their control may be permitted to exceed the established pay range maximum of the lower level classification; however, such employees' overall compensation shall remain fixed until pay range adjustments cause the established pay range maximum to exceed the employees' overall compensation.

H. Overtime

It is the policy of the City that work performed in excess of the normal work week requirements as stipulated below shall be compensated for in accordance with the following provisions:

1. The rates of pay listed in this Pay Plan are based on a standard work week schedule. The standard work week may vary by classification and shall be listed in the Biweekly Hours column of the Organizational and Alphabetical listings of job classifications herein. In the case of Fire Department personnel who work a 27-day cycle composed of 3 nine-day rotations, the 53-hour work week reflects an "average" work week.
2. All employees except those designated as exempt under provisions of the Fair Labor Standards Act shall receive overtime pay at one and one-half times their regular rate of pay for all hours worked in excess of 40 in any one work week. In those classifications where the normal work week as indicated in the Pay Plan is less than 40 hours per week, employees shall receive straight time for all hours worked up to and including 40 hours. In those classifications where the work week is based on an incentive program with scheduled hours other than that indicated in the Pay Plan, the foregoing provision for payment at one and one-half times the normal rate of pay after 40 hours in a work week shall apply, except that an employee who has met the conditions of the incentive program during the Monday through Friday work week and who also works on a weekend shall be eligible for time and one-half pay for actual hours worked on said weekend.
3. In the computation of overtime hours, only the hours actually worked shall be considered, except where provisions of a collective bargaining agreement provide otherwise. All overtime must be assigned and authorized by the respective Department Director.
4. Executive, administrative, professional, and designated personnel in job classifications that are exempt from FLSA overtime provisions are indicated by an asterisk under the Biweekly Hours column in the Organizational and Alphabetical listings of this Pay Plan and are charged with the responsibility of efficiently discharging duties assigned to their respective classifications within any given work week. The basic rate of compensation shall include such overtime hours as may be considered necessary or desirable to efficiently fulfill the duties and responsibilities of their respective positions.
5. Time worked beyond an employee's regular work schedule when assigned and scheduled in advance, either as a continuation of a present shift assignment or the requirement to work on an employee's non-workday(s), shall not be subject to a minimum guarantee. However, all time worked will be credited toward total hours worked for overtime computation.
6. When the distribution of overtime work is not otherwise addressed by the applicable collective bargaining agreement, the Human Resources Director may establish and implement such regulations as he/she deems necessary to address administrative practices and/or policies in administering overtime on an equitable basis. Whenever practical, overtime shall be assigned uniformly among qualified employees of the departments.

I. Flex Time

Employees who are not exempt from the overtime provisions of FLSA may be permitted to adjust or "flex" work hours within the same work week at the mutual convenience of the employee and the respective department. Employees must receive department approval prior to flexing work hours. Departments may not require or subject the flexing of work hours to a quid pro quo arrangement in order to avoid the payment of overtime.

J. Standby and Recall

For those employees who because of the nature of their jobs are required to be available for work on a standby basis during regular off-duty hours or who are called back or called in, compensation shall be authorized in accordance with the following provisions:

1. Standby

- a. Standby shall be defined as a specific requirement by competent authority for an employee (in addition to his/her normal work week) to be continually able and available to respond to work of the class at times other than during the employee's scheduled work hours.
- b. An employee assigned nightly or weekend standby may be paid a premium in accordance with applicable collective bargaining agreements.
- c. Nightly standby shall be defined as the hours beginning with the close of the normal workday for the appropriate work area and continuing until the beginning of the normal workday the following day. Friday night standby shall conclude at the normal workday start time on Saturday morning. Weekend standby shall be defined as the hours beginning at the normal workday start time on Saturday morning and continuing until the beginning of the normal workday for the appropriate work area on Monday morning.
- d. Time actually worked during the standby assignment shall count as hours worked for overtime purposes.
- e. Standby assignments shall be made by the respective Department Director. The City Manager or his/her designee may specify that departments may utilize any employee within a specific classification on a regular or rotational basis. The Human Resources Department shall be notified of all standby assignments.

2. Call back and call in

- a. Call back shall be defined as the *unscheduled* calling back of an employee to perform needed work after his/her regular work shift ends after he/she has already left the job. Call in shall be defined as the *unscheduled* call in of an employee to perform needed work on a weekend, holiday, or other equivalent period during which the employee would not otherwise have been scheduled to work.
- b. A minimum number of hours may be guaranteed for a call-back or call-in assignment in accordance with applicable collective bargaining agreements. The time actually worked during call back or call in or the minimum guarantee hours provided, whichever is greater, will be credited toward total hours worked for overtime computation.

K. Emergency Conditions

When individual division, departmental, or City-wide operations are officially closed due to declared or non-declared emergency conditions or other reason and prior authorization is granted by the City Manager or his/her designee, employees who are released from work shall be paid at their regular rate of pay for any time off from regularly scheduled work hours. Employees who are designated as essential to operations may be required to work when other operations are officially closed and such employees shall receive pay at one-half times their regular rate of pay in addition to any other compensation due for all such hours actually worked when other employees within the same work group, division, or department have been released from work in accordance with the provisions above.

**RULES FOR ADMINISTERING THE SAMP PAY PLAN
FOR SUPERVISORY, ADMINISTRATIVE, MANAGERIAL AND PROFESSIONAL EMPLOYEES**

SAMP SALARY BANDS:

The SAMP pay plan shall consist of salary ranges for job classifications allocated to one of six salary bands that provide broad base salary parameters for all non-represented SAMP employees in the following categories of unclassified and classified positions:

Unclassified SAMP Salary Bands

(6) Executive Management	\$65,000 to \$140,000
(5) Administrative Management	\$60,000 to \$120,000
(4) Operational Management	\$45,000 to \$110,000

Classified SAMP Salary Bands

(3) Senior Professional	\$35,000 to \$95,000
(2) Professional	\$25,000 to \$75,000
(1) Confidential	\$20,000 to \$50,000

SAMP job classifications are allocated to an appropriate SAMP Salary Band by the Human Resources Department based upon an evaluation of the nature, scope, and organizational level of each Classified and Unclassified SAMP job classification. Each of the six SAMP salary bands consists of a minimum and maximum base salary parameter designed to encompass the broad range in the labor market and organizational value of SAMP job classifications allocated to each of the SAMP salary bands.

Unclassified SAMP employees are appointed by the City Manager to exempt, management-level positions allocated to the Operational, Administrative, or Executive Management Salary Bands 4, 5, and 6 in the SAMP pay plan. Unclassified SAMP employees have an employment agreement contract identifying the terms and conditions of their employment with the City. Unclassified SAMP employees are hired under the authority of the City Manager and serve at the pleasure of the City Manager in an at will employment status.

Classified SAMP employees are assigned to non-represented SAMP job classifications allocated to the Confidential, Professional, or Senior Professional Salary Bands 1, 2, and 3 in the SAMP pay plan and are covered by provisions of the City's Civil Service Rules.

ASSIGNMENT OF SAMP JOB CLASSIFICATIONS TO SALARY RANGES:

SAMP salary ranges are established by the Human Resources Director based upon an analysis of external labor market salary survey data for selected SAMP benchmark job classifications and other internal organizational considerations. Each SAMP job classification shall be assigned to an appropriate salary range by the Human Resources Director based upon an internal point-factor evaluation of the job classification.

A SAMP job classification may be reallocated to a higher or lower salary range by the Human Resources Director when in his/her judgment significant changes have occurred in the assigned job duties and responsibilities considered appropriate for the job classification, or when labor market conditions affecting the internal organizational value of the job classification warrant a reallocation of the job classification to a different salary range. Reallocation of a job classification to a higher or lower salary range will not necessarily affect an employee's salary that remains within the new salary range for the classification.

MAINTENANCE OF THE SAMP PAY PLAN:

Within established financial and budgetary parameters, the SAMP pay plan may be periodically modified and adjusted based upon economic changes affecting labor market trends and conditions, significant modifications to the City's organizational structure, internal equity concerns related to negotiated pay range adjustments for union represented City job classifications, and/or other factors that warrant such action.

The Human Resources Director will periodically review the effect of organizational and labor market changes and will develop recommendations for the City Manager's approval to modify or revise the SAMP pay plan. Unless a SAMP employee's base rate of pay is below the new minimum of an adjusted salary range, a modification to the SAMP salary range will not necessarily affect a SAMP employee's base pay. When a SAMP salary range is adjusted, SAMP employees earning a salary below the adjusted salary range will receive a salary increase to the new minimum; however, the amount of this salary adjustment will be considered to be part of the employee's total annual merit increase which occurs during the remainder of the same calendar year.

ENTRY RATES OF PAY FOR NEW SAMP EMPLOYEES:

The City Manager, or his/her designee, may authorize the placement of a new SAMP employee at any rate of pay within the salary range to which the employee's job classification is assigned as will in his/her judgment give proper effect to the employee's job related education, training, and experience, as well as the prevalent organizational and labor market value of the position.

Target Entry Salary For New SAMP Employees

New SAMP employees are typically employed by the City at the entry of the salary range established for the appropriate SAMP job classification. Based upon a review of the candidate's job related education, training, experience, and salary history, as well as an internal pay equity evaluation considering the salary and credentials of current City employees in the same or comparable level job classifications, a Department Director may request approval of an entry salary offer that is above the minimum of the salary range. Any employment salary offer to an applicant for a SAMP position at a rate above the established entry of the salary range **requires the prior approval** of the Human Resources Director or his/her designee.

SAMP EMPLOYEE PAY ADJUSTMENTS:

Within budgetary allocations, the City Manager may authorize base pay increases or decreases and/or variable cash bonus payments for SAMP employees. Such pay adjustments may be approved to recognize promotional appointments or other organizational changes, reward meritorious service or accomplishments, respond to external labor market conditions, or to resolve internal organizational pay equity concerns. Pay adjustments may be awarded by the City Manager without regard to a SAMP employee's seniority, classification anniversary date, performance review date, prior salary changes, or other types of compensation adjustments.

Promotions, Transfers, and Demotions

Promotion of a SAMP employee will result in a minimum of a 5% base pay increase or an adjustment to the entry of the salary range for the new job classification, whichever is greater. Should a desired base pay increase result in an annual salary that exceeds the maximum of the salary range for the new job classification, the balance of the pay adjustment exceeding the maximum of the salary range may be awarded to the SAMP employee in a cash bonus payment or the employee's rate of compensation may be approved

by the Human Resources Director to exceed the established pay range maximum and shall be fixed at such rate of compensation until pay range adjustments cause the established pay range maximum to exceed the employee's overall compensation.

A promotional pay increase in excess of these guidelines may be requested by a Department Director based upon a SAMP employee's exceptional education, training, experience, skills and abilities, and/or based upon the prevalent organizational or labor market value of the position. Exceptions to the SAMP promotional salary guidelines must have the prior approval of the Human Resources Director or his/her designee.

SAMP employees laterally transferred to a comparable level job classification will retain their current salary unless a merit increase pay adjustment is approved in advance by the Human Resources Director or his/her designee.

Pay adjustments for SAMP employees reassigned to a lower level job classification will be determined by the Human Resources Director based upon a review of the circumstances resulting in the action. Such action when considered to be a demotion of a voluntary nature will result in a minimum of a 5% decrease in pay.

General Salary Increases

The City Manager may authorize periodic general base pay increases or cash bonus payments for SAMP employees in an effort to maintain the City's competitive posture within the labor market and/or to maintain internal organizational pay equity within the City's union-represented and non-represented job classification and compensation structure. Such general compensation adjustments for SAMP employees may be based upon a review of negotiated general wage increases and pay step increases granted to the City's union represented employees and/or a review of other economic cost of living related changes in the labor market.

SAMP Merit Based Salary Increase Programs

The City Manager may authorize the implementation of various incentive/merit reward compensation programs to encourage and recognize SAMP employees for their accomplishments, level of job performance, and overall increased value to the organization. Such merit based compensation systems for SAMP employees may include, but are not limited to, various pay for performance programs, gain sharing compensation plans, team based pay programs, special project compensation awards, outstanding accomplishment awards, and various skill/knowledge based compensation programs.

The City Manager will determine the amount of any general SAMP merit increase to be awarded on the employee's annual performance review date. Receipt of a SAMP base salary or cash bonus merit increase is contingent upon employee job performance that is rated satisfactory or better.

Pay Equity Adjustments

Department Directors may request a base salary or cash bonus pay equity adjustment for a SAMP employee within their department by submitting the appropriate SAMP pay equity adjustment request form to the Human Resources Director. Based upon a review of internal organizational salaries, external labor market data, and the justification provided by the requesting Department Director, the Human Resources Director or his/her designee will make a recommendation to the City Manager. The City Manager or his/her designee will approve or deny the requested pay equity adjustment.

SAMP EMPLOYEE WORK HOURS AND FLSA OVERTIME STATUS:

SAMP employees in job classifications that are determined to be exempt from overtime provisions of the Fair Labor Standards Act (FLSA), i.e. those job classifications receiving Executive, Administrative, and Professional exemptions, are compensated on a salary basis and are not eligible for compensatory time off or payment of overtime compensation for hours worked in excess of their standard work schedule. While a regular work schedule may be established by the employee's supervisor, all FLSA exempt SAMP employees are charged with responsibility to efficiently discharge all of the job duties and responsibilities of their respective positions without regard to the number of hours they may need to work to fulfill their job responsibilities. The Human Resources Director is responsible for determining the FLSA status of all SAMP job classifications.

SAMP employees in job classifications that are not exempt from overtime provisions of FLSA are eligible for overtime pay at a premium time-and-one-half rate for all hours actually worked in excess of forty hours in any work week. All hours that such employees actually work up to forty hours in any work week are paid at the employee's straight time rate of pay. In accordance with City policy, standby and leave hours (paid or unpaid) are not considered as hours actually worked (sweat time) for purposes of calculating eligibility for overtime. With appropriate advanced notification by their supervisor, a SAMP employee in an FLSA nonexempt job classification may be reassigned to a different work schedule, or may agree to flex work hours with their supervisor's approval, to account for any anticipated overtime work hours during a work week.

SAMP employees do not report to work on designated holidays unless otherwise directed by appropriate management. If a SAMP employee in an FLSA nonexempt classification is required to work on a designated holiday, as determined by management, he/she shall be paid at the rate of time-and-one-half for all hours actually worked on the designated holiday in addition to holiday pay.

RETIREMENT PROVISIONS:

SAMP employees extending their date of retirement by utilizing accrued leave hours are not eligible for additional pay increases and may not accrue additional benefits after their last day of active service.

**CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
CITY COMMISSION						
990	*	ELECTED	Councilmember	Elected	\$21,463.16	\$21,463.16
999	*	ELECTED	Mayor	Elected	\$25,755.48	\$25,755.48
CITY MANAGER						
8275	*	CONTRACT	Management Intern	SB-2	\$30,995.18	\$48,182.69
140	75	CLASSIFIED	City Manager Office Assistant	SB-1	\$25,598.49	\$39,739.80
160	*	CLASSIFIED	Executive Assistant	SB-2	\$42,539.94	\$65,325.86
145	*	UNCLASSIFIED	Assistant to the City Manager	SB-4	\$57,472.84	\$89,352.26
900	*	UNCLASSIFIED	Assistant City Manager		Appointed	
910	*	APPOINTED	City Manager		Appointed	
CUSTOMER SERVICE						
5110	80	CWA	Field Service Representative I	C-106	\$25,224.63	\$38,721.06
5111	80	CWA	Field Service Representative II	C-107	\$26,473.38	\$40,504.26
5125	75	CWA	Customer Service Representative	C-107	\$26,473.38	\$40,504.26
5128	75	CWA	Customer Service Accounting Representative	C-108	\$27,846.99	\$42,669.59
5135	75	CWA	Customer Service Specialist	C-110	\$30,719.10	\$46,872.86
5160	75	CWA	Senior Customer Service Representative	C-111	\$32,217.96	\$49,420.30
5175	*	CLASSIFIED	Customer Service Coordinator	SB-3	\$49,943.64	\$77,404.00
5190	*	UNCLASSIFIED	Customer Service Manager	SB-4	\$63,496.19	\$98,443.34
5195	*	UNCLASSIFIED	Customer Service Assistant Director	SB-5	\$70,021.49	\$108,573.39
5199	*	UNCLASSIFIED	Customer Service Director	SB-6	\$77,048.74	\$119,742.42
ECONOMIC DEVELOPMENT & HOUSING						
2516	*	CLASSIFIED	Economic Development Specialist	SB-2	\$41,285.07	\$64,027.13
2518	*	CLASSIFIED	Economic Development Coordinator	SB-3	\$49,943.64	\$77,404.00
2545	*	UNCLASSIFIED	Community Development Project Coordinator	SB-4	\$49,943.64	\$77,404.00
2620	*	UNCLASSIFIED	Downtown Manager	SB-4	\$63,496.19	\$98,443.34
2540	*	UNCLASSIFIED	Economic Development & Housing Assistant Director	SB-5	\$70,021.49	\$108,573.39
2550	*	UNCLASSIFIED	Economic Development & Housing Director	SB-6	\$77,048.74	\$119,742.42
Housing						
2506	*	CLASSIFIED	Housing Specialist	SB-2	\$41,285.07	\$64,027.13
2513	*	CLASSIFIED	Housing Coordinator	SB-3	\$45,426.13	\$70,390.88
2515	*	UNCLASSIFIED	Housing Manager	SB-4	\$63,496.19	\$98,443.34

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
ENGINEERING						
1189	*	UNCLASSIFIED	Engineering Director	SB-6	\$81,064.30	\$125,716.56
Production						
1010	75	CWA	Survey Assistant I	C-106	\$25,224.63	\$38,721.06
1020	75	CWA	Survey Assistant II	C-109	\$29,220.61	\$44,834.91
1030	75	CWA	Survey Party Chief	C-114	\$37,212.57	\$57,062.61
1105	75	CWA	Engineering Technician	C-111	\$32,217.96	\$49,420.30
1115	75	CWA	Drafting & Mapping Technician	C-111	\$32,217.96	\$49,420.30
1125	75	CWA	Design & Mapping Technician	C-113	\$35,589.21	\$54,387.80
1144	*	CLASSIFIED	Landscape Architect	SB-2	\$41,285.07	\$64,027.13
1145	*	CLASSIFIED	Senior Landscape Architect	SB-3	\$54,963.10	\$85,196.35
1160	*	CLASSIFIED	Engineering Specialist I	SB-2	\$45,426.13	\$70,390.88
1161	*	CLASSIFIED	Engineering Specialist II	SB-3	\$49,943.64	\$77,404.00
1162	*	CLASSIFIED	Engineering Specialist III	SB-3	\$54,963.10	\$85,196.35
1170	*	CLASSIFIED	Professional Engineer	SB-3	\$54,963.10	\$85,196.35
1171	*	CLASSIFIED	Senior Professional Engineer	SB-3	\$60,484.51	\$93,767.93
1135	*	CLASSIFIED	Engineering Systems Coordinator	SB-3	\$49,943.64	\$77,404.00
1142	*	UNCLASSIFIED	Geographic Technology Manager	SB-4	\$60,484.51	\$93,767.93
1181	*	UNCLASSIFIED	Engineering Manager	SB-4	\$70,021.49	\$108,573.39
1185	*	UNCLASSIFIED	Engineering Asst Director	SB-5	\$73,535.11	\$114,028.04
Environmental & Stormwater Management						
1805	80	CWA	Stormwater Technician I	C-107	\$26,473.38	\$40,504.26
1806	80	CWA	Stormwater Technician II	C-111	\$32,217.96	\$49,420.30
1807	80	CWA	Stormwater Technician III	C-113	\$35,589.21	\$54,387.80
1808	80	CWA	Stormwater Supervisor I	C-114	\$37,212.57	\$57,062.61
1809	80	CWA	Stormwater Supervisor II	C-116	\$41,208.56	\$62,921.72
1800	80	CWA	Stormwater Heavy Equipment Operator	C-111	\$32,217.96	\$49,420.30
1780	*	CLASSIFIED	Stormwater Coordinator	SB-3	\$49,943.64	\$77,404.00
1792	*	UNCLASSIFIED	Stormwater Maintenance Manager	SB-4	\$63,496.19	\$98,443.34
1173	75	CWA	Environmental Inspector	C-114	\$37,212.57	\$57,062.61
1174	*	CLASSIFIED	Environmental Specialist	SB-2	\$45,426.13	\$70,390.88
1150	*	CLASSIFIED	Real Estate Services Coordinator	SB-3	\$49,943.64	\$77,404.00
1178	*	UNCLASSIFIED	Environmental Manager	SB-4	\$63,496.19	\$98,443.34
Traffic & Parking Operations						
2028	80	CWA	Parking Assistant	C-106	\$25,224.63	\$38,721.06
2066	80	CWA	Parking Attendant	C-101	\$19,730.16	\$30,314.51
2068	80	CWA	Lead Parking Attendant	C-106	\$25,224.63	\$38,721.06
2025	80	CWA	Parking Technician	C-108	\$27,846.99	\$42,669.59
2050	80	CWA	Traffic Engineering Assistant	C-110	\$30,719.10	\$46,872.86
2005	80	CWA	Traffic Sign & Marking Technician	C-112	\$33,840.97	\$51,840.36
2010	80	CWA	Traffic Signal Technician	C-114	\$37,212.57	\$57,062.61
2030	80	CWA	Parking Enforcement Specialist	C-107	\$26,473.38	\$40,504.26
2035	80	CWA	Parking Enforcement Supervisor	C-114	\$37,212.57	\$57,062.61
2045	80	CWA	Parking Operations Supervisor	C-114	\$37,212.57	\$57,062.61
2055	80	CWA	Traffic Operations Supervisor II	C-116	\$41,208.56	\$62,921.72
2060	*	CLASSIFIED	Traffic Engineering Analyst	SB-2	\$45,426.13	\$70,390.88
2065	*	CLASSIFIED	Signal Systems Supervisor	SB-3	\$54,963.10	\$85,196.35
2070	*	UNCLASSIFIED	Parking Manager	SB-4	\$63,496.19	\$98,443.34
2090	*	UNCLASSIFIED	Traffic Operations Manager	SB-4	\$63,496.19	\$98,443.34

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
ENGINEERING (continued)						
Construction						
1001	75	CWA	Engineering Contract Specialist	C-109	\$29,220.61	\$44,834.91
1040	75	CWA	Construction Inspector I	C-112	\$33,840.97	\$51,840.36
1050	75	CWA	Construction Inspector II	C-114	\$37,212.57	\$57,062.61
1079	*	UNCLASSIFIED	Building Construction Manager	SB-4	\$66,633.35	\$103,508.36
FINANCE						
225	75	CWA	Accounting Clerk	C-105	\$24,100.76	\$36,810.48
230	75	CWA	Accounting Technician	C-109	\$29,220.61	\$44,834.91
260	75	CLASSIFIED	Senior Payroll Technician	SB-1	\$34,132.34	\$52,987.97
290	*	CLASSIFIED	Senior Pension Payroll Analyst	SB-3	\$49,943.64	\$77,404.00
310	*	CLASSIFIED	Accountant	SB-2	\$41,285.07	\$64,027.13
325	*	CLASSIFIED	Senior Accountant	SB-3	\$49,943.64	\$77,404.00
5430	*	UNCLASSIFIED	Controller	SB-4	\$60,484.51	\$93,767.93
340	*	UNCLASSIFIED	Accounting Manager	SB-4	\$63,496.19	\$98,443.34
360	*	UNCLASSIFIED	Payroll Services Manager	SB-4	\$63,496.19	\$98,443.34
370	*	UNCLASSIFIED	Cash & Investments Manager	SB-4	\$63,496.19	\$98,443.34
375	*	UNCLASSIFIED	Finance Assistant Director	SB-5	\$73,535.11	\$114,028.04
399	*	UNCLASSIFIED	Finance Director	SB-6	\$85,079.87	\$131,950.44
Audit						
328	*	CLASSIFIED	Auditor	SB-2	\$41,285.07	\$64,027.13
331	*	CLASSIFIED	Senior Auditor	SB-3	\$49,943.64	\$77,404.00
335	*	UNCLASSIFIED	City Auditor	SB-4	\$66,633.35	\$103,508.36
Budget						
385	*	UNCLASSIFIED	Budget Manager	SB-4	\$66,633.35	\$103,508.36
Purchasing						
440	*	CLASSIFIED	Buyer	SB-2	\$41,285.07	\$64,027.13
490	*	UNCLASSIFIED	Purchasing Manager	SB-4	\$63,496.19	\$98,443.34
Risk Management						
830	*	CLASSIFIED	Risk Management Specialist	SB-2	\$45,426.13	\$70,390.88
840	*	UNCLASSIFIED	Risk Manager	SB-4	\$66,633.35	\$103,508.36
FIRE						
Administration						
4155	*	UNCLASSIFIED	Logistics Manager	SB-4	\$57,472.84	\$89,352.26
4164	*	UNCLASSIFIED	Fire Assistant Chief - 56 hours	SB-4	\$60,484.51	\$98,443.34
4165	*	UNCLASSIFIED	Assistant Fire Marshal	SB-4	\$60,484.51	\$98,443.34
4168	*	UNCLASSIFIED	EMS Coordinator	SB-4	\$60,484.51	\$98,443.34
4166	*	UNCLASSIFIED	Fire Assistant Chief	SB-4	\$60,484.51	\$98,443.34
4170	*	UNCLASSIFIED	Fire Marshal	SB-4	\$66,633.35	\$108,573.39
4175	*	UNCLASSIFIED	Fire Division Chief	SB-4	\$66,633.35	\$108,573.39
4180	*	UNCLASSIFIED	Fire Deputy Chief	SB-5	\$77,048.74	\$119,742.42
4190	*	UNCLASSIFIED	Fire Chief	SB-6	\$86,622.26	\$134,537.80

**CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
FIRE (continued)						
Suppression & EMS						
4000	106	IAFF	Firefighter	F-02	\$39,750.91	\$59,065.32
4004	106	IAFF	Firefighter/Driver-Operator	F-04	\$41,738.65	\$62,018.81
4110	106	IAFF	Fire Medic	F-10	\$47,701.09	\$70,878.53
4120	106	IAFF	Fire Lieutenant	F-12	\$58,070.76	\$74,422.46
4122	106	IAFF	Fire Medic Lieutenant	F-13	\$64,497.13	\$82,622.82
Inspection						
1605	80	CWA	SCBA Technician	C-112	\$33,840.97	\$51,840.36
4050	80	IAFF	Fire Inspector I	F-02	\$39,750.91	\$59,065.32
4060	80	IAFF	Fire Inspector II	F-12	\$58,070.76	\$74,422.46
4061	80	IAFF	Fire Prevention Inspector	F-12	\$58,070.76	\$74,422.46
GAS SYSTEM						
5355	80	CWA	Gas Technician I	C-107	\$26,473.38	\$40,504.26
5365	80	CWA	Gas Technician II	C-111	\$32,217.96	\$49,420.30
5375	80	CWA	Gas Technician III	C-114	\$37,212.57	\$57,062.61
5379	80	CWA	Gas Specialist	C-115	\$39,210.56	\$59,864.79
5383	80	CWA	Gas Supervisor	C-116	\$41,208.56	\$62,921.72
5400	*	CLASSIFIED	Gas Sales Representative	SB-2	\$37,520.48	\$58,312.74
5401	80	CLASSIFIED	Gas Sales Associate	SB-1	\$25,599.25	\$39,740.98
6340	*	CLASSIFIED	Gas Marketing Specialist	SB-2	\$41,285.07	\$64,027.13
6350	*	CLASSIFIED	Gas Program Specialist	SB-2	\$45,426.13	\$70,390.88
6360	*	CLASSIFIED	Gas Program Coordinator	SB-3	\$54,963.10	\$85,196.35
6365	*	UNCLASSIFIED	Gas Operations Manager	SB-4	\$63,496.19	\$98,443.34
5425	*	UNCLASSIFIED	Gas Sales Manager	SB-4	\$63,496.19	\$98,443.34
5399	*	UNCLASSIFIED	Gas System Managing Dir & Exec Officer	SB-6	\$85,079.87	\$131,950.44
HUMAN RESOURCES						
3250	75	CLASSIFIED	Human Resources Office Assistant	SB-1	\$25,598.49	\$39,739.80
3251	75	CLASSIFIED	Human Resources Technician	SB-1	\$34,132.34	\$52,987.97
3260	*	CLASSIFIED	Human Resources Analyst	SB-2	\$41,285.07	\$64,027.13
3280	*	CLASSIFIED	Senior Human Resources Analyst	SB-3	\$49,943.64	\$77,404.00
2570	*	UNCLASSIFIED	Diversity - Equity Manager	SB-4	\$66,633.35	\$103,508.36
3350	*	UNCLASSIFIED	Human Resources Manager	SB-4	\$66,633.35	\$103,508.36
3390	*	UNCLASSIFIED	Human Resources Director	SB-6	\$85,079.87	\$131,950.44
INFORMATION TECHNOLOGY						
655	75	CWA	Network Support Technician I	C-108	\$27,846.99	\$42,669.59
656	75	CWA	Network Support Technician II	C-111	\$32,217.96	\$49,420.30
658	*	CLASSIFIED	Network Analyst	SB-2	\$41,285.07	\$64,027.13
659	*	CLASSIFIED	Senior Network Analyst	SB-3	\$45,426.13	\$70,390.88
661	*	CLASSIFIED	Systems Analyst	SB-2	\$41,285.07	\$64,027.13
663	*	CLASSIFIED	Senior Systems Analyst	SB-3	\$49,943.64	\$77,404.00

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
INFORMATION TECHNOLOGY						
(continued)						
668	*	CLASSIFIED	Systems Programmer	SB-2	\$45,426.13	\$70,390.88
670	*	CLASSIFIED	Senior Systems Programmer	SB-3	\$54,963.10	\$85,196.35
673	*	CLASSIFIED	Network Engineer	SB-3	\$54,963.10	\$85,196.35
676	*	CLASSIFIED	Senior Telecommunications Analyst	SB-3	\$54,963.10	\$85,196.35
681	*	UNCLASSIFIED	Information Technology Manager	SB-4	\$63,496.19	\$98,443.34
685	*	UNCLASSIFIED	Information Technology Senior Manager	SB-4	\$70,021.49	\$108,573.39
699	*	UNCLASSIFIED	Information Technology Director	SB-6	\$85,079.87	\$131,950.44
LEGAL						
120	75	CLASSIFIED	Legal Staff Assistant	SB-1	\$34,132.34	\$52,987.97
132	75	CLASSIFIED	Paralegal	SB-2	\$41,285.07	\$64,027.13
135	*	UNCLASSIFIED	Legal Office Administrator	SB-4	\$57,472.84	\$89,352.26
950	*	APPOINTED	Assistant City Attorney I		Appointed	
955	*	APPOINTED	Assistant City Attorney II		Appointed	
960	*	APPOINTED	City Attorney		Appointed	
LIBRARY						
8000	75	CWA	Library Page	Hourly	\$9.88	\$9.88
2110	75	CWA	Library Assistant	C-105	\$24,100.76	\$36,810.48
2115	75	CWA	Senior Library Assistant	C-106	\$25,224.63	\$38,721.06
2170	*	CLASSIFIED	Library Technology Specialist	SB-2	\$37,520.48	\$58,312.74
2175	*	CLASSIFIED	Library Programming Specialist	SB-2	\$41,285.07	\$64,027.13
2130	*	CLASSIFIED	Librarian I	SB-2	\$37,520.48	\$58,312.74
2140	*	CLASSIFIED	Librarian II	SB-2	\$45,426.13	\$70,390.88
2150	*	CLASSIFIED	Librarian III	SB-3	\$49,943.64	\$77,404.00
2160	*	UNCLASSIFIED	Library Division Manager	SB-4	\$63,496.19	\$98,443.34
2180	*	UNCLASSIFIED	Library Assistant Director	SB-5	\$70,021.49	\$108,573.39
2190	*	UNCLASSIFIED	Library Director	SB-6	\$77,048.74	\$119,742.42
MARINE & AVIATION						
3010	80	CWA	Marine Facility Operator	C-108	\$27,846.99	\$42,669.59
3030	80	CWA	Marine Supervisor	C-114	\$37,212.57	\$57,062.61
3044	80	CWA	Marine Operations Supervisor	C-116	\$41,208.56	\$62,921.72
3070	*	UNCLASSIFIED	Airport Operations Manager	SB-4	\$63,496.19	\$98,443.34
3090	*	UNCLASSIFIED	Marine & Aviation Director	SB-6	\$77,048.74	\$119,742.42
OFFICIAL RECORDS & LEGISLATIVE SVCS						
707	75	CWA	Board Reporter	C-109	\$29,220.61	\$44,834.91
706	75	CWA	City Clerk Specialist	C-109	\$29,220.61	\$44,834.91
708	*	CLASSIFIED	Documents & Records Specialist	SB-2	\$41,285.07	\$64,027.13
730	*	UNCLASSIFIED	City Clerk	SB-6	\$81,064.30	\$125,716.56

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS STD*	NO.	HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
PARKS AND RECREATION							
	4795	*	UNCLASSIFIED	Parks & Recreation Assistant Director	SB-5	\$70,021.49	\$108,573.39
	4799	*	UNCLASSIFIED	Parks & Recreation Director	SB-6	\$85,079.87	\$131,950.44
Parks & Beautification							
	4625	80	CWA	Parks Service Technician I	C-104	\$22,852.02	\$35,027.27
	4635	80	CWA	Parks Service Technician II	C-108	\$27,846.99	\$42,669.59
	4645	80	CWA	Parks Service Technician III	C-111	\$32,217.96	\$49,420.30
	4671	80	CWA	Parks Service Supervisor I	C-114	\$37,212.57	\$57,062.61
	4672	80	CWA	Parks Service Supervisor II	C-116	\$41,208.56	\$62,921.72
	1705	80	CWA	Parks Streets & Sidewalks Technician I	C-107	\$26,473.38	\$40,504.26
	1708	80	CWA	Parks Streets & Sidewalks Technician II	C-111	\$32,217.96	\$49,420.30
	1725	80	CWA	Parks Streets & Sidewalks Technician III	C-113	\$35,589.21	\$54,387.80
	1745	80	CWA	Parks Streets & Sidewalks Supervisor I	C-114	\$37,212.57	\$57,062.61
	1755	80	CWA	Parks Streets & Sidewalks Supervisor II	C-116	\$41,208.56	\$62,921.72
	4600	80	CWA	Tree Trimmer	C-108	\$27,846.99	\$42,669.59
	4603	80	CWA	Arborist	C-111	\$32,217.96	\$49,420.30
	4675	*	CLASSIFIED	Parks Support Specialist	SB-2	\$45,426.13	\$70,390.88
	4676	*	CLASSIFIED	Athletic Field Coordinator	SB-3	\$49,943.64	\$77,404.00
	4677	*	CLASSIFIED	Landscape Maintenance Coordinator	SB-3	\$54,963.10	\$83,525.83
	4679	*	UNCLASSIFIED	Landscape Manager	SB-4	\$60,484.51	\$93,767.93
	4680	*	UNCLASSIFIED	Parks Planning & Project Manager	SB-4	\$63,496.19	\$98,443.34
Recreation/Facilities							
	4905		NON-REP	Events Support Staff			Per Event
	4900		NON-REP	Official/Umpire/Field Monitor			Per Game
	4760	80	CWA	Pool Guard	C-105	\$24,100.76	\$36,810.48
	3045	80	CWA	Beach Lifeguard	C-107	\$26,473.38	\$40,504.26
	3050	80	CWA	Senior Beach Lifeguard	C-109	\$29,220.61	\$44,834.91
	3060	80	CWA	Water Safety Supervisor	C-116	\$41,208.56	\$62,921.72
	4762	80	CWA	Recreation Leader I	C-105	\$24,100.76	\$36,810.48
	4763	80	CWA	Recreation Leader II	C-107	\$26,473.38	\$40,504.26
	4765	80	CWA	Aquatic Programmer	C-109	\$29,220.61	\$44,834.91
	4784	80	CWA	Recreation Program Support Technician	C-109	\$29,220.61	\$44,834.91
	4785	80	CWA	Recreation Programmer I	C-109	\$29,220.61	\$44,834.91
	4775	80	CWA	Recreation Programmer II	C-111	\$32,217.96	\$49,420.30
	4710	*	CLASSIFIED	Recreation Specialist	SB-2	\$41,285.07	\$64,027.13
	4730	*	CLASSIFIED	Wellness Specialist	SB-2	\$41,285.07	\$64,027.13
	4717	*	CLASSIFIED	Recreation Supervisor I	SB-2	\$45,426.13	\$70,390.88
	4720	*	CLASSIFIED	Recreation Supervisor II	SB-3	\$49,943.64	\$77,404.00
	4787	*	CLASSIFIED	Recreation Program Coordinator	SB-3	\$54,963.10	\$85,196.35
	4786	*	UNCLASSIFIED	Office On Aging Manager	SB-4	\$60,484.17	\$93,768.08
	4790	*	UNCLASSIFIED	Recreation Superintendent	SB-4	\$63,496.19	\$98,443.34
PLANNING & DEVELOPMENT SERVICES							
	1385	*	CLASSIFIED	Land Resource Specialist	SB-2	\$41,285.07	\$64,027.13
	1273	*	CLASSIFIED	Planner I	SB-2	\$37,520.52	\$58,312.79
	1275	*	CLASSIFIED	Planner II	SB-2	\$41,285.07	\$64,027.13

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
PLANNING & DEVELOPMENT SERVICES (continued)						
1280	*	CLASSIFIED	Planner III	SB-3	\$49,943.64	\$77,404.00
1285	*	CLASSIFIED	Registered Architect	SB-3	\$60,484.51	\$93,767.93
1290	*	UNCLASSIFIED	Planning Manager	SB-4	\$63,496.19	\$98,443.34
1295	*	UNCLASSIFIED	Planning & Development Assistant Director	SB-5	\$70,021.49	\$108,573.39
1498	*	UNCLASSIFIED	Planning & Development Director	SB-6	\$77,048.74	\$119,742.42
Development Services						
1320	75	CWA	Development Review Technician I	C-107	\$26,473.38	\$40,504.26
1325	75	CWA	Development Review Technician II	C-110	\$30,719.10	\$46,872.86
1335	75	CWA	Development Review Specialist	C-112	\$33,840.97	\$51,840.36
1318	75	CWA	Code Enforcement Inspector	C-113	\$35,589.21	\$54,387.80
1360	75	CWA	License Inspector	C-113	\$35,589.21	\$54,387.80
1345	75	CWA	Inspections Specialist	C-114	\$37,212.57	\$57,062.61
1355	75	CWA	Sign Inspector	C-114	\$37,212.57	\$57,062.61
1365	75	CWA	Housing Inspector	C-114	\$37,212.57	\$57,062.61
1375	75	CWA	Building Inspector Technician	C-113	\$35,589.21	\$54,387.80
1380	75	CLASSIFIED	Building Construction Inspector	C-115	\$39,210.56	\$59,864.79
1265	*	CLASSIFIED	Plans Examiner	SB-2	\$41,285.07	\$64,027.13
1270	*	CLASSIFIED	Senior Plans Examiner	SB-3	\$49,943.64	\$77,404.00
1488	*	UNCLASSIFIED	Development Review Center Manager	SB-4	\$63,496.19	\$98,443.34
1480	*	UNCLASSIFIED	Assistant Building Official	SB-3	\$54,963.10	\$85,196.35
1489	*	UNCLASSIFIED	Building Official	SB-4	\$66,633.35	\$103,508.36
1491	*	UNCLASSIFIED	Code Compliance Manager	SB-4	\$63,496.19	\$98,443.34
POLICE						
Operations						
3610	80	FOP 10	Police Service Technician	P-44	\$32,625.96	\$48,289.53
3620	80	FOP 10	Police Service Technician Supervisor	P-50	\$37,409.36	\$55,369.42
3625	*	NON-REP	Police Cadet	Contract	\$29,467.93	\$29,467.93
3640	80	FOP 10	Police Officer	P-56	\$47,406.17	\$70,207.42
3650	80	FOP SUPV	Police Sergeant	A-10	\$64,724.21	\$85,172.48
3660	80	FOP SUPV	Police Lieutenant	A-20	\$78,518.01	\$99,388.61
3670	*	UNCLASSIFIED	Police Major	SB-4	\$73,080.68	\$113,316.89
3680	*	UNCLASSIFIED	Police Deputy Chief	SB-5	\$77,048.74	\$119,742.42
3690	*	UNCLASSIFIED	Police Chief	SB-6	\$86,622.26	\$134,537.80
Services						
8300	80	NON-REP	School Crossing Guard		Hourly	
8355	80	CWA	Police Aide	C-104	\$22,852.02	\$35,027.27
3505	75	CWA	Police Information Technician I	C-105	\$24,100.76	\$36,810.48
3510	75	CWA	Police Information Technician II	C-109	\$29,220.61	\$44,834.91
3515	75	CWA	Police Information Supervisor	C-113	\$35,589.21	\$54,387.80
3517	75	CWA	Police Office Specialist	C-109	\$29,220.61	\$44,834.91
3520	80	CWA	Police Property Clerk	C-106	\$25,224.63	\$38,721.06
3521	80	CWA	Police Property Supervisor	C-113	\$35,589.21	\$54,387.80

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
POLICE – Services (continued)						
3570	80	CWA	Police Telecommunicator	C-107	\$26,473.38	\$40,504.26
3568	80	CWA	Police Communication Operator Trainee	C-109	\$29,220.61	\$44,834.91
3571	80	CWA	Police Communication Operator	C-112	\$33,840.97	\$51,840.36
3572	80	CWA	Senior Police Communication Operator	C-113	\$35,589.21	\$54,387.80
3560	80	CWA	Police Communication Supervisor	C-115	\$39,210.56	\$59,864.79
3533	75	CLASSIFIED	Police Report Reviewer	SB-2	\$41,285.07	\$64,027.13
3534	80	CWA	Crime Scene Technician	C-112	\$33,840.97	\$51,840.36
3535	*	CLASSIFIED	Crime Analyst	SB-2	\$41,285.07	\$64,027.13
3537	*	CLASSIFIED	Senior Crime Analyst	SB-3	\$49,943.64	\$77,404.00
3531	*	CLASSIFIED	Police Social Services Specialist	SB-2	\$41,285.07	\$64,027.13
3555	*	UNCLASSIFIED	Police Records Manager	SB-4	\$63,496.19	\$98,443.34
3575	*	UNCLASSIFIED	Police Communication Manager	SB-4	\$63,496.19	\$98,443.34
871	*	UNCLASSIFIED	Police Public Information Officer	SB-4	\$63,496.19	\$98,443.34
PUBLIC COMMUNICATIONS						
63	75	CWA	Graphics Designer	C-112	\$33,840.97	\$51,840.36
615	*	CLASSIFIED	Public Information Specialist	SB-2	\$41,285.07	\$64,027.13
618	*	CLASSIFIED	Public Information Coordinator	SB-3	\$49,943.64	\$77,404.00
740	*	CLASSIFIED	Television Production Specialist	SB-2	\$41,285.07	\$64,027.13
747	*	UNCLASSIFIED	Station Manager	SB-4	\$54,963.10	\$85,196.35
799	*	UNCLASSIFIED	Public Communications Director	SB-6	\$77,048.74	\$119,742.42
PUBLIC UTILITIES						
1798	*	UNCLASSIFIED	Public Utilities Assistant Director	SB-5	\$70,021.49	\$108,573.39
1799	*	UNCLASSIFIED	Public Utilities Director	SB-6	\$81,064.30	\$125,716.56
Wastewater Collection						
1706	80	CWA	Public Utilities Technician I	C-107	\$26,473.38	\$40,504.26
1709	80	CWA	Public Utilities Technician II	C-111	\$32,217.96	\$49,420.30
1726	80	CWA	Public Utilities Technician III	C-113	\$35,589.21	\$54,387.80
1940	80	CWA	Electronics Technician	C-114	\$37,212.57	\$57,062.61
1746	80	CWA	Public Utilities Specialist	C-115	\$39,210.56	\$59,864.79
1750	80	CWA	Public Utilities Supervisor I	C-114	\$37,212.57	\$57,062.61
1756	80	CWA	Public Utilities Supervisor II	C-116	\$41,208.56	\$62,921.72
1765	80	CWA	Utilities Mechanic	C-112	\$33,840.97	\$51,840.36
1760	80	CWA	Machinist/Fabricator	C-114	\$37,212.57	\$57,062.61
1741	80	CWA	Electro-Mechanical Technician	C-115	\$39,210.56	\$59,864.79
1775	80	CWA	Utilities Maintenance Supervisor I	C-114	\$37,212.57	\$57,062.61
1785	80	CWA	Utilities Maintenance Supervisor II	C-116	\$41,208.56	\$62,921.72
1794	*	UNCLASSIFIED	Wastewater Environmental Technologies Manager	SB-4	\$63,496.19	\$98,443.34
1720	80	CWA	Street Sweeper	C-111	\$32,217.96	\$49,420.30
1800	80	CWA	Public Utilities Heavy Equipment Operator	C-111	\$32,217.96	\$49,420.30
Water Pollution Control						
5700	80	CWA	Wastewater Treatment Plant Operator-Trainee	C-107	\$26,473.38	\$40,504.26
5701	80	CWA	Wastewater Treatment Plant Operator-C	C-112	\$33,840.97	\$51,840.36
5710	80	CWA	Wastewater Treatment Plant Operator-B	C-113	\$35,589.21	\$54,387.80
5720	80	CWA	Wastewater Treatment Plant Operator-A	C-114	\$37,212.57	\$57,062.61
5730	80	CWA	Wastewater Treatment Plant-Chief Operator	C-116	\$41,208.56	\$62,921.72

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
PUBLIC UTILITIES (continued)						
Water Pollution Control (continued)						
5741	80	CWA	Industrial Pretreatment Technician	C-113	\$35,589.21	\$54,387.80
5744	*	CLASSIFIED	Industrial Pretreatment Coordinator	SB-3	\$54,963.10	\$85,196.35
5745	*	CLASSIFIED	Utilities Chemist	SB-2	\$41,285.07	\$64,027.13
5750	*	CLASSIFIED	Senior Utilities Chemist	SB-2	\$45,537.59	\$70,390.88
5755	*	UNCLASSIFIED	Utilities Laboratory Manager	SB-4	\$57,472.84	\$89,352.26
Water Supply						
1707	80	CWA	Water Distribution Operator Trainee	C-107	\$26,473.38	\$40,504.26
1710	80	CWA	Water Distribution Operator	C-111	\$32,217.96	\$49,420.30
1727	80	CWA	Water Distribution Operator Lead	C-113	\$35,589.21	\$54,387.80
1751	80	CWA	Water Distribution Supervisor I	C-114	\$37,212.57	\$57,062.61
1757	80	CWA	Water Distribution Supervisor II	C-116	\$41,208.56	\$62,921.72
5540	80	CWA	Water Plant Operator Trainee	C-107	\$26,473.38	\$40,504.26
5550	80	CWA	Water Plant Operator C	C-112	\$33,840.97	\$51,840.36
5560	80	CWA	Water Plant Operator B	C-113	\$35,589.21	\$54,387.80
5561	80	CWA	Water Plant Operator A	C-114	\$37,212.57	\$57,062.61
5570	80	CWA	Water Plant Chief Operator	C-116	\$41,208.56	\$62,921.72
5585	*	CLASSIFIED	Public Utilities Coordinator	SB-3	\$49,943.64	\$77,404.00
5590	*	UNCLASSIFIED	Water, Reclaim & Wastewater Collections Manager	SB-4	\$63,496.19	\$103,508.36
SOLID WASTE/GENERAL SERVICES						
Administration						
6595	*	UNCLASSIFIED	Solid Waste/General Services Assistant Director	SB-5	\$70,021.49	\$108,573.39
6599	*	UNCLASSIFIED	Solid Waste/General Services Director	SB-6	\$85,079.87	\$131,950.44
Solid Waste						
6000	80	CWA	Solid Waste Worker	C-105	\$24,100.76	\$36,810.48
6003	80	CWA	Solid Waste Yard Maintenance Leader	C-107	\$26,473.38	\$40,504.26
6001	80	CWA	Container Maintenance Worker	C-107	\$26,473.38	\$40,504.26
6005	80	CWA	Transfer Station / Scales Operator	C-107	\$26,473.38	\$40,504.26
6014	80	CWA	Welder	C-111	\$32,217.96	\$49,420.30
6015	80	CWA	Solid Waste Technical Operator	C-108	\$27,846.99	\$42,669.59
6020	80	CWA	Solid Waste Equipment Operator	C-111	\$32,217.96	\$49,420.30
6026	80	CWA	Solid Waste Accounts Coordinator	C-111	\$32,217.96	\$49,420.30
6036	80	CWA	Solid Waste Supervisor I	C-114	\$37,212.57	\$57,062.61
6040	80	CWA	Solid Waste Supervisor II	C-116	\$41,208.56	\$62,921.72
6046	80	CWA	Solid Waste Service Coordinator	C-116	\$41,208.56	\$62,921.72
6055	*	CLASSIFIED	Recycling Specialist	SB-2	\$40,082.59	\$62,162.26
6060	*	CLASSIFIED	Solid Waste Program Coordinator	SB-3	\$49,943.64	\$77,404.00
6090	*	UNCLASSIFIED	Solid Waste Operations Manager	SB-4	\$63,496.19	\$98,443.34
Building and Maintenance						
1530	80	CWA	Tradesworker	C-111	\$32,217.96	\$49,420.30
1540	80	CWA	Air Conditioning Technician	C-112	\$33,840.97	\$51,840.36
1545	80	CWA	Plumber	C-112	\$33,840.97	\$51,840.36
1910	80	CWA	Licensed Electrician	C-115	\$39,210.56	\$59,864.79
1920	80	CWA	Electrical Supervisor	C-116	\$41,208.56	\$62,921.72
1560	80	CWA	Building & Maintenance Foreman	C-113	\$35,589.21	\$54,387.80
1570	80	CWA	Building & Maintenance Supervisor	C-116	\$41,208.56	\$62,921.72
1590	*	UNCLASSIFIED	Building & Maintenance Superintendent	SB-4	\$63,496.19	\$98,443.34

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
SOLID WASTE/GENERAL SERVICES (continued)						
Fleet Maintenance						
500	80	CWA	Communications Technician	C-111	\$32,217.96	\$49,420.30
510	*	UNCLASSIFIED	Radio Manager	SB-4	\$66,633.36	\$103,508.36
1601	80	CWA	Fleet Service Worker	C-105	\$24,100.76	\$36,810.48
1610	80	CWA	Fleet Mechanic	C-112	\$33,840.97	\$51,840.36
1651	80	CWA	Mechanic Fabricator	C-113	\$35,589.21	\$54,387.80
1654	80	CWA	Fleet Operations Trainer	C-114	\$37,212.57	\$57,062.61
1660	80	CWA	Fleet Production Control Coordinator	C-115	\$39,210.56	\$59,864.79
1675	80	CWA	Fleet Mechanic Supervisor	C-116	\$41,208.56	\$62,921.72
1695	*	UNCLASSIFIED	Fleet Manager	SB-4	\$66,633.35	\$103,508.36
MISCELLANEOUS						
CLERICAL/OFFICE SUPPORT						
8250	75	NON-REP	Student Intern (see page 32)	Hourly		
8525	80	CWA	Parking, Facilities & Security Aide	C-104	\$22,852.02	\$35,027.27
6565	80	CWA	Courier	C-104	\$22,852.02	\$35,027.27
170	80	CWA	Service Dispatcher I	C-105	\$24,100.76	\$36,810.48
175	80	CWA	Service Dispatcher II	C-107	\$26,473.38	\$40,504.26
1640	80	CWA	Warehouse Clerk	C-108	\$27,846.99	\$42,669.59
420	80	CWA	Storeskeeper	C-110	\$30,719.10	\$46,872.86
1650	80	CWA	Warehouse Supervisor	C-114	\$37,212.57	\$57,062.61
100	75	CWA	Staff Assistant	C-107	\$26,473.38	\$40,504.26
3230	75	CWA	Personnel/Payroll Technician	C-110	\$30,719.10	\$46,872.86
110	75	CLASSIFIED	Senior Staff Assistant	SB-1	\$30,995.18	\$48,182.69
140	75	CLASSIFIED	City Manager's Office Assistant	SB-1	\$25,598.49	\$39,739.80
153	*	CLASSIFIED	Grants Coordinator	SB-3	\$49,943.64	\$77,404.00
161	*	CLASSIFIED	Administrative Analyst	SB-2	\$41,285.07	\$64,027.13
162	*	UNCLASSIFIED	Administrative Support Manager	SB-4	\$57,472.84	\$89,352.26
163	*	CLASSIFIED	Management Analyst	SB-3	\$49,943.64	\$77,404.00
LABOR, CONSTRUCTION, AND CUSTODIAL						
6500	80	CWA	Custodial Worker	C-102	\$20,729.15	\$31,842.97
6540	80	CWA	Maintenance Worker	C-105	\$24,100.76	\$36,810.48
1810	80	CWA	Equipment Operator	C-108	\$27,846.99	\$42,669.59
1820	80	CWA	Heavy Equipment Operator	C-111	\$32,217.96	\$49,420.30
SEASONAL (see page 32 for actual hourly rates)						
8300	80	NON-REP	Seasonal School Crossing Guard	Hourly		
8500	80	NON-REP	Seasonal Police Aide	Hourly		
8505	80	NON-REP	Seasonal Library Assistant	Hourly		
8510	80	NON-REP	Seasonal Marine Facility Operator	Hourly		
8515	80	NON-REP	Seasonal Recreational Leader	Hourly		
8518	80	NON-REP	Seasonal Pool Guard	Hourly		
8520	80	NON-REP	Seasonal Beach Life Guard	Hourly		

**CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
310	*	CLASSIFIED	Accountant	SB-2	\$41,285.07	\$64,027.131
225	75	CWA	Accounting Clerk	C-105	\$24,100.76	\$36,810.48
340	*	UNCLASSIFIED	Accounting Manager	SB-4	\$63,496.19	\$98,443.338
230	75	CWA	Accounting Technician	C-109	\$29,220.61	\$44,834.91
161	*	CLASSIFIED	Administrative Analyst	SB-2	\$41,285.07	\$64,027.131
162	*	UNCLASSIFIED	Administrative Support Manager	SB-4	\$57,472.84	\$89,352.264
1540	80	CWA	Air Conditioning Technician	C-112	\$33,840.97	\$51,840.36
3070	*	UNCLASSIFIED	Airport Operations Manager	SB-4	\$63,496.19	\$98,443.338
4765	80	CWA	Aquatic Programmer	C-109	\$27,846.99	\$42,669.59
4603	80	CWA	Arborist	C-111	\$32,217.96	\$49,420.30
1480	*	CLASSIFIED	Assistant Building Official	SB-3	\$54,963.10	\$85,196.345
950	*	APPOINTED	Assistant City Attorney I		Appointed	
955	*	APPOINTED	Assistant City Attorney II		Appointed	
900	*	UNCLASSIFIED	Assistant City Manager		Appointed	
4165	*	UNCLASSIFIED	Assistant Fire Marshal	SB-4	\$60,484.51	\$98,443.338
145	*	UNCLASSIFIED	Assistant to the City Manager	SB-4	\$57,472.84	\$89,352.264
4676	*	CLASSIFIED	Athletic Field Coordinator	SB-3	\$49,943.64	\$77,403.996
328	*	CLASSIFIED	Auditor	SB-2	\$41,285.07	\$64,027.131
3045	80	CWA	Beach Lifeguard	C-107	\$26,473.38	\$40,504.26
707	75	CWA	Board Reporter	C-109	\$29,220.61	\$44,834.91
385	*	UNCLASSIFIED	Budget Manager	SB-4	\$66,633.35	\$103,508.364
1560	80	CWA	Building & Maintenance Foreman	C-113	\$35,589.21	\$54,387.80
1590	*	UNCLASSIFIED	Building & Maintenance Superintendent	SB-4	\$63,496.19	\$98,443.338
1570	80	CWA	Building & Maintenance Supervisor	C-116	\$41,208.56	\$62,921.72
1380	75	CWA	Building Construction Inspector	C-115	\$39,210.56	\$59,864.79
1079	*	UNCLASSIFIED	Building Construction Manager	SB-4	\$66,633.35	\$103,508.364
1375	75	CWA	Building Inspector Technician	C-113	\$35,589.21	\$54,387.80
1489	*	UNCLASSIFIED	Building Official	SB-4	\$66,633.35	\$103,508.364
440	*	CLASSIFIED	Buyer	SB-2	\$41,285.07	\$64,027.131
370	*	UNCLASSIFIED	Cash & Investments Manager	SB-4	\$63,496.19	\$98,443.338
960	*	APPOINTED	City Attorney		Appointed	
335	*	UNCLASSIFIED	City Auditor	SB-4	\$66,633.35	\$103,508.364
730	*	UNCLASSIFIED	City Clerk	SB-6	\$81,064.30	\$125,716.558
706	75	CWA	City Clerk Specialist	C-109	\$29,220.61	\$44,834.91
910	*	APPOINTED	City Manager		Appointed	
140	75	CLASSIFIED	City Manager Office Assistant	SB-1	\$25,598.49	\$39,739.797
1491	*	UNCLASSIFIED	Code Compliance Manager	SB-4	\$63,496.19	\$98,443.338
1318	75	CWA	Code Enforcement Inspector	C-113	\$35,589.21	\$54,387.80
500	80	CWA	Communications Technician	C-111	\$32,217.96	\$49,420.30
2545	*	UNCLASSIFIED	Community Development Project Coordinator	SB-4	\$49,943.64	\$77,403.996

**CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1040	75	CWA	Construction Inspector I	C-112	\$33,840.97	\$51,840.36
1050	75	CWA	Construction Inspector II	C-114	\$37,212.57	\$57,062.61
2485	75	CWA	Construction Specialist	C-113	\$35,589.21	\$54,387.80
6001	80	CWA	Container Maintenance Worker	C-107	\$26,473.38	\$40,504.26
5430	*	UNCLASSIFIED	Controller	SB-4	\$60,484.51	\$93,767.929
990	*	ELECTED	Councilmember	Elected	\$21,463.16	
6565	80	CWA	Courier	C-104	\$22,852.02	\$35,027.27
3535	*	CLASSIFIED	Crime Analyst	SB-2	\$41,285.07	\$64,027.131
3534	80	CWA	Crime Scene Technician	C-112	\$33,840.97	\$51,840.36
6500	80	CWA	Custodial Worker	C-102	\$20,729.15	\$31,842.97
5128	75	CWA	Customer Service Accounting Representative	C-108	\$27,846.99	\$42,669.59
5195	*	UNCLASSIFIED	Customer Service Assistant Director	SB-5	\$70,021.49	\$108,573.391
5175	*	CLASSIFIED	Customer Service Coordinator	SB-3	\$49,943.64	\$77,403.996
5199	*	UNCLASSIFIED	Customer Service Director	SB-6	\$77,048.74	\$119,742.424
5190	*	UNCLASSIFIED	Customer Service Manager	SB-4	\$63,496.19	\$98,443.338
5125	37.5	CWA	Customer Service Representative	C-107	\$26,473.38	\$40,504.26
5135	37.5	CWA	Customer Service Specialist	C-110	\$30,719.10	\$46,872.86
1125	75	CWA	Design & Mapping Technician	C-113	\$35,589.21	\$54,387.80
1488	*	CLASSIFIED	Development Review Center Manager	SB-4	\$63,496.19	\$98,443.338
1335	75	CWA	Development Review Specialist	C-112	\$33,840.97	\$51,840.36
1320	75	CWA	Development Review Technician I	C-107	\$26,473.38	\$40,504.26
1325	75	CWA	Development Review Technician II	C-110	\$30,719.10	\$46,872.86
2570	*	UNCLASSIFIED	Diversity - Equity Manager	SB-4	\$66,633.35	\$103,508.364
708	*	CLASSIFIED	Documents & Records Specialist	SB-2	\$41,285.07	\$64,027.131
2620	*	UNCLASSIFIED	Downtown Manager	SB-4	\$63,496.19	\$98,443.338
1115	75	CWA	Drafting & Mapping Technician	C-111	\$32,217.96	\$49,420.30
2550	*	UNCLASSIFIED	Economic Development & Housing Director	SB-6	\$77,048.74	\$119,742.424
2540	*	UNCLASSIFIED	Economic Development & Housing Assistant Director	SB-5	\$70,021.49	\$108,573.391
2518	*	CLASSIFIED	Economic Development Coordinator	SB-3	\$49,943.64	\$77,403.996
2520	*	UNCLASSIFIED	Economic Development Manager	SB-4	\$63,496.19	\$98,443.338
2516	*	CLASSIFIED	Economic Development Specialist	SB-2	\$41,285.07	\$64,027.131
1741	80	CWA	Electro-Mechanical Technician	C-115	\$39,210.56	\$59,864.79
1940	80	CWA	Electronics Technician	C-114	\$37,212.57	\$57,062.61
4168	*	UNCLASSIFIED	EMS Coordinator	SB-4	\$58,722.83	\$95,576.056
1185	*	UNCLASSIFIED	Engineering Asst Director	SB-5	\$73,535.11	\$114,028.035
1001	75	CWA	Engineering Contracts Specialist	C-109	\$29,220.61	\$44,834.91
1189	*	UNCLASSIFIED	Engineering Director	SB-6	\$81,064.30	\$125,716.558
1181	*	UNCLASSIFIED	Engineering Manager	SB-4	\$70,021.49	\$108,573.391
1160	*	CLASSIFIED	Engineering Specialist I	SB-2	\$45,426.13	\$70,390.883
1161	*	CLASSIFIED	Engineering Specialist II	SB-3	\$49,943.64	\$77,403.996

**CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1162	*	CLASSIFIED	Engineering Specialist III	SB-3	\$54,963.10	\$85,196.345
1135	*	CLASSIFIED	Engineering Systems Coordinator	SB-3	\$49,943.64	\$77,403.996
1105	75	CWA	Engineering Technician	C-111	\$32,217.96	\$49,420.30
1173	75	CWA	Environmental Inspector	C-114	\$37,212.57	\$57,062.61
1178	*	UNCLASSIFIED	Environmental Manager	SB-4	\$63,496.19	\$98,443.338
1174	*	CLASSIFIED	Environmentalist Specialist	SB-2	\$45,426.13	\$70,390.883
1810	80	CWA	Equipment Operator	C-108	\$27,846.99	\$42,669.59
4905		NON-REP	Events Support Staff		Per Event	
160	*	CLASSIFIED	Executive Assistant	SB-2	\$42,539.94	\$65,325.856
5110	40	CWA	Field Service Representative I	C-106	\$25,224.63	\$38,721.06
5111	40	CWA	Field Service Representative II	C-107	\$26,473.38	\$40,504.26
375	*	UNCLASSIFIED	Finance Assistant Director	SB-5	\$73,535.11	\$114,028.035
399	*	UNCLASSIFIED	Finance Director	SB-6	\$85,079.87	\$131,950.437
4166	*	UNCLASSIFIED	Fire Assistant Chief	SB-4	\$60,484.51	\$98,443.338
4164	*	UNCLASSIFIED	Fire Assistant Chief - 56 hours	SB-4	\$60,484.51	\$98,443.338
4190	*	UNCLASSIFIED	Fire Chief	SB-6	\$86,622.26	\$134,537.799
4180	*	UNCLASSIFIED	Fire Deputy Chief	SB-5	\$77,048.74	\$119,742.424
4175	*	UNCLASSIFIED	Fire Division Chief	SB-4	\$66,633.35	\$108,573.391
4050	80	IAFF	Fire Inspector I	F-02	\$39,750.91	\$59,065.32
4060	80	IAFF	Fire Inspector II	F-12	\$58,070.76	\$74,422.46
4120	106	IAFF	Fire Lieutenant	F-12	\$58,070.76	\$74,422.46
4170	*	UNCLASSIFIED	Fire Marshal	SB-4	\$66,633.35	\$108,573.391
4110	106	IAFF	Fire Medic	F-10	\$47,701.09	\$70,878.53
4122	106	IAFF	Fire Medic Lieutenant	F-13	\$64,497.13	\$82,622.82
4061	80	IAFF	Fire Prevention Inspector	F-12	\$58,070.76	\$74,422.46
4000	106	IAFF	Firefighter	F-02	\$39,750.91	\$59,065.32
4004	106	IAFF	Firefighter/Driver-Operator	F-04	\$41,738.65	\$62,018.81
1695	*	UNCLASSIFIED	Fleet Manager	SB-4	\$66,633.35	\$103,508.364
1610	80	CWA	Fleet Mechanic	C-112	\$33,840.97	\$51,840.36
1675	80	CWA	Fleet Mechanic Supervisor	C-116	\$41,208.56	\$62,921.72
1654	80	CWA	Fleet Operations Trainer	C-114	\$37,212.57	\$57,062.61
1660	80	CWA	Fleet Production Control Coordinator	C-115	\$39,210.56	\$59,864.79
1601	80	CWA	Fleet Service Worker	C-105	\$24,100.76	\$36,810.48
6340	*	CLASSIFIED	Gas Marketing Specialist	SB-2	\$41,285.07	\$64,027.134
6365	*	UNCLASSIFIED	Gas Operations Manager	SB-4	\$63,496.19	\$98,443.338
6360	*	CLASSIFIED	Gas Program Coordinator	SB-3	\$54,963.10	\$85,196.345
6350	*	CLASSIFIED	Gas Program Specialist	SB-2	\$45,426.13	\$70,390.883
5401	80	CLASSIFIED	Gas Sales Associate	SB-1	\$25,599.25	\$39,740.978
5425	*	UNCLASSIFIED	Gas Sales Manager	SB-4	\$63,496.19	\$98,443.338
5400	*	CLASSIFIED	Gas Sales Representative	SB-2	\$37,520.48	\$58,312.742

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
5379	80	CWA	Gas Specialist	C-115	\$39,210.56	\$59,864.79
5383	80	CWA	Gas Supervisor	C-116	\$41,208.56	\$62,921.72
5399	*	UNCLASSIFIED	Gas System Managing Dir & Exec Officer	SB-6	\$85,079.87	\$131,950.437
5355	80	CWA	Gas Technician I	C-107	\$26,473.38	\$40,504.26
5365	80	CWA	Gas Technician II	C-111	\$32,217.96	\$49,420.30
5375	80	CWA	Gas Technician III	C-114	\$37,212.57	\$57,062.61
1142	*	UNCLASSIFIED	Geographic Technology Manager	SB-4	\$60,484.51	\$93,767.929
153	*	CLASSIFIED	Grants Coordinator	SB-3	\$49,943.64	\$77,403.996
63	75	CWA	Graphics Designer	C-112	\$33,840.97	\$51,840.36
1820	80	CWA	Heavy Equipment Operator	C-111	\$32,217.96	\$49,420.30
2513	*	CLASSIFIED	Housing Coordinator	SB-3	\$45,426.13	\$70,390.883
1365	75	CWA	Housing Inspector	C-114	\$37,212.57	\$57,062.61
2515	*	UNCLASSIFIED	Housing Manager	SB-4	\$63,496.19	\$98,443.338
2506	*	CLASSIFIED	Housing Specialist	SB-2	\$41,285.07	\$64,027.131
3260	*	CLASSIFIED	Human Resources Analyst	SB-2	\$41,285.07	\$64,027.131
3390	*	UNCLASSIFIED	Human Resources Director	SB-6	\$85,079.87	\$131,950.437
3350	*	UNCLASSIFIED	Human Resources Manager	SB-4	\$66,633.35	\$103,508.364
3250	75	CLASSIFIED	Human Resources Office Assistant	SB-1	\$25,598.49	\$39,739.797
3251	75	CLASSIFIED	Human Resources Technician	SB-1	\$34,132.34	\$52,987.971
5744	*	CLASSIFIED	Industrial Pretreatment Coordinator	SB-3	\$54,963.10	\$85,196.345
5741	80	CWA	Industrial Pretreatment Technician	C-113	\$35,589.21	\$54,387.80
699	*	UNCLASSIFIED	Information Technology Director	SB-6	\$85,079.87	\$131,950.437
681	*	UNCLASSIFIED	Information Technology Manager	SB-4	\$63,496.19	\$98,443.338
685	*	UNCLASSIFIED	Information Technology Senior Manager	SB-4	\$70,021.49	\$108,573.391
1345	75	CWA	Inspections Specialist	C-114	\$37,212.57	\$57,062.61
1385	*	CLASSIFIED	Land Resource Specialist	SB-2	\$41,285.07	\$64,027.131
1144	*	CLASSIFIED	Landscape Architect	SB-2	\$41,285.07	\$64,027.131
4677	*	CLASSIFIED	Landscape Maintenance Coordinator	SB-3	\$54,963.10	\$83,525.829
4679	*	UNCLASSIFIED	Landscape Manager	SB-4	\$60,484.51	\$93,767.929
2068	80	CWA	Lead Parking Attendant	C-106	\$25,224.63	\$38,721.06
135	*	UNCLASSIFIED	Legal Office Administrator	SB-4	\$57,472.84	\$89,352.264
120	75	CLASSIFIED	Legal Staff Assistant	SB-1	\$34,132.34	\$52,987.971
2130	*	CLASSIFIED	Librarian I	SB-2	\$37,520.48	\$58,312.742
2140	*	CLASSIFIED	Librarian II	SB-2	\$45,426.13	\$70,390.883
2150	*	CLASSIFIED	Librarian III	SB-3	\$49,943.64	\$77,404.00
2110	75	CWA	Library Assistant	C-105	\$24,100.76	\$36,810.48
2180		UNCLASSIFIED	Library Assistant Director	SB-5	\$70,021.49	\$108,573.391
2190	*	UNCLASSIFIED	Library Director	SB-6	\$77,048.74	\$119,742.424
2160	*	UNCLASSIFIED	Library Division Manager	SB-4	\$63,496.19	\$98,443.34
8000	75	CWA	Library Page			Hourly

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
2175	*	CLASSIFIED	Library Programming Specialist	SB-2	\$41,285.07	\$64,027.128
2170	*	CLASSIFIED	Library Technology Specialist	SB-2	\$37,520.48	\$58,312.74
1360	75	CWA	License Inspector	C-113	\$35,589.21	\$54,387.80
1910	80	CWA	Licensed Electrician	C-115	\$39,210.56	\$59,864.79
4155	*	UNCLASSIFIED	Logistics Manager	SB-4	\$57,472.84	\$89,352.264
1760	80	CWA	Machinist/Fabricator	C-114	\$37,212.57	\$57,062.61
6540	80	CWA	Maintenance Worker	C-105	\$24,100.76	\$36,810.48
163	*	CLASSIFIED	Management Analyst	SB-3	\$49,943.64	\$77,403.996
8275	*	CONTRACT	Management Intern	SB-2	\$30,995.18	\$48,182.689
3090	*	UNCLASSIFIED	Marine & Aviation Director	SB-6	\$77,048.74	\$119,742.424
3010	80	CWA	Marine Facility Operator	C-108	\$27,846.99	\$42,669.59
3044	80	CWA	Marine Operations Supervisor	C-116	\$41,208.56	\$62,921.72
3030	80	CWA	Marine Supervisor	C-114	\$37,212.57	\$57,062.61
999	*	ELECTED	Mayor	Elected	\$25,755.48	
1651	80	CWA	Mechanic Fabricator	C-113	\$35,589.21	\$54,387.80
658	*	CLASSIFIED	Network Analyst	SB-2	\$41,285.07	\$64,027.131
673	*	CLASSIFIED	Network Engineer	SB-3	\$54,963.10	\$85,196.345
655	75	CWA	Network Support Technician I	C-108	\$27,846.99	\$42,669.59
656	75	CWA	Network Support Technician II	C-111	\$32,217.96	\$49,420.30
4786	*	UNCLASSIFIED	Office On Aging Manager	SB-4	\$60,484.17	\$93,768.078
4900		NON-REP	Official/Umpire/Field Monitor		Per Game	
132	75	CLASSIFIED	Paralegal	SB-2	\$41,285.07	\$64,027.131
2028	80	CWA	Parking Assistant	C-106	\$25,224.63	\$38,721.06
2066	80	CWA	Parking Attendant	C-101	\$19,730.16	\$30,314.51
2030	80	CWA	Parking Enforcement Specialist	C-107	\$26,473.38	\$40,504.26
2035	80	CWA	Parking Enforcement Supervisor	C-114	\$37,212.57	\$57,062.61
2070	*	UNCLASSIFIED	Parking Manager	SB-4	\$63,496.19	\$98,443.338
2045	80	CWA	Parking Operations Supervisor	C-114	\$37,212.57	\$57,062.61
2025	80	CWA	Parking Technician	C-108	\$27,846.99	\$42,669.59
8525	80	CWA	Parking, Facilities & Security Aide	C-104	\$22,852.02	\$35,027.27
4795	*	UNCLASSIFIED	Parks & Recreation Assistant Director	SB-5	\$70,021.49	\$108,573.391
4799	*	UNCLASSIFIED	Parks & Recreation Director	SB-6	\$85,079.87	\$131,950.437
4680	*	UNCLASSIFIED	Parks Planning & Project Manager	SB-4	\$63,496.19	\$98,443.338
4671	80	CWA	Parks Service Supervisor I	C-114	\$37,212.57	\$57,062.61
4672	80	CWA	Parks Service Supervisor II	C-116	\$41,208.56	\$62,921.72
4625	80	CWA	Parks Service Technician I	C-104	\$22,852.02	\$35,027.27
4635	80	CWA	Parks Service Technician II	C-108	\$27,846.99	\$42,669.59
4645	80	CWA	Parks Service Technician III	C-111	\$32,217.96	\$49,420.30
1745	80	CWA	Parks Streets & Sidewalks Supervisor I	C-114	\$37,212.57	\$57,062.61
1755	80	CWA	Parks Streets & Sidewalks Supervisor II	C-116	\$41,208.56	\$62,921.72

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1705	80	CWA	Parks Streets & Sidewalks Technician I	C-107	\$26,473.38	\$40,504.26
1708	80	CWA	Parks Streets & Sidewalks Technician II	C-111	\$32,217.96	\$49,420.30
1725	80	CWA	Parks Streets & Sidewalks Technician III	C-113	\$35,589.21	\$54,387.80
4675	*	CLASSIFIED	Parks Support Specialist	SB-2	\$45,426.13	\$70,390.883
360	*	UNCLASSIFIED	Payroll Services Manager	SB-4	\$63,496.19	\$98,443.338
3230	75	CWA	Personnel/Payroll Technician	C-110	\$30,719.10	\$46,872.86
1273	*	CLASSIFIED	Planner I	SB-2	\$37,520.52	\$58,312.792
1275	*	CLASSIFIED	Planner II	SB-2	\$41,285.07	\$64,027.131
1280	*	CLASSIFIED	Planner III	SB-3	\$49,943.64	\$77,403.996
1498	*	UNCLASSIFIED	Planning & Development Director	SB-6	\$77,048.74	\$119,742.424
1295	*	UNCLASSIFIED	Planning & Development Assistant Director	SB-5	\$70,021.49	\$108,573.391
1290	*	UNCLASSIFIED	Planning Manager	SB-4	\$63,496.19	\$98,443.338
1265	*	CLASSIFIED	Plans Examiner	SB-2	\$41,285.07	\$64,027.131
1545	80	CWA	Plumber	C-112	\$33,840.97	\$51,840.36
8355	80	CWA	Police Aide	C-104	\$22,852.02	\$35,027.27
3625	*	NON-REP	Police Cadet	Contract	\$29,467.93	\$29,467.93
3690	*	UNCLASSIFIED	Police Chief	SB-6	\$86,622.26	\$134,537.799
3575	*	UNCLASSIFIED	Police Communication Manager	SB-4	\$63,496.19	\$98,443.338
3571	80	CWA	Police Communication Operator	C-112	\$33,840.97	\$51,840.36
3568	80	CWA	Police Communication Operator Trainee	C-109	\$29,220.61	\$44,834.91
3560	80	CWA	Police Communication Supervisor	C-115	\$39,210.56	\$59,864.79
3680	*	UNCLASSIFIED	Police Deputy Chief	SB-5	\$77,048.74	\$119,742.424
3515	75	CWA	Police Information Supervisor	C-113	\$35,589.21	\$54,387.80
3505	75	CWA	Police Information Technician I	C-105	\$24,100.76	\$36,810.48
3510	75	CWA	Police Information Technician II	C-109	\$29,220.61	\$44,834.91
3660	80	FOP SUPV	Police Lieutenant	A-20	\$78,518.01	\$99,388.61
3670	*	UNCLASSIFIED	Police Major	SB-4	\$73,080.68	\$113,316.889
3517	75	CWA	Police Office Specialist	C-109	\$29,220.61	\$44,834.91
3640	80	FOP 10	Police Officer	P-56	\$47,406.17	\$70,207.42
3520	80	CWA	Police Property Clerk	C-106	\$25,224.63	\$38,721.06
3521	80	CWA	Police Property Supervisor	C-113	\$35,589.21	\$54,387.80
871	*	UNCLASSIFIED	Police Public Information Officer	SB-4	\$63,496.19	\$98,443.338
3555	*	UNCLASSIFIED	Police Records Manager	SB-4	\$63,496.19	\$98,443.338
3533	75	CLASSIFIED	Police Report Reviewer	SB-2	\$41,285.07	\$64,027.131
3650	80	FOP SUPV	Police Sergeant	A-10	\$64,724.21	\$85,172.48
3610	80	FOP 10	Police Service Technician	P-44	\$32,625.96	\$48,289.53
3620	80	FOP 10	Police Service Technician Supervisor	P-50	\$37,409.36	\$55,369.42
3531	*	CLASSIFIED	Police Social Services Specialist	SB-2	\$41,285.07	\$64,027.131
3570	80	CWA	Police Telecommunicator	C-107	\$26,473.38	\$40,504.26
4760	80	CWA	Pool Guard	C-105	\$24,100.76	\$36,810.48
1170	*	CLASSIFIED	Professional Engineer	SB-3	\$54,963.10	\$85,196.345

**CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
799	*	UNCLASSIFIED	Public Communications Director	SB-6	\$77,048.74	\$119,742.424
618	*	CLASSIFIED	Public Information Coordinator	SB-3	\$49,943.64	\$77,403.996
615	*	CLASSIFIED	Public Information Specialist	SB-2	\$41,285.07	\$64,027.131
1798	*	UNCLASSIFIED	Public Utilities Assistant Director	SB-5	\$70,021.49	\$108,573.391
5585	*	CLASSIFIED	Public Utilities Coordinator	SB-3	\$49,943.64	\$77,403.996
1799	*	UNCLASSIFIED	Public Utilities Director	SB-6	\$81,064.30	\$125,716.558
1746	80	CWA	Public Utilities Specialist	C-115	\$39,210.56	\$59,864.79
1750	80	CWA	Public Utilities Supervisor I	C-114	\$37,212.57	\$57,062.61
1756	80	CWA	Public Utilities Supervisor II	C-116	\$41,208.56	\$62,921.72
1706	80	CWA	Public Utilities Technician I	C-107	\$26,473.38	\$40,504.26
1709	80	CWA	Public Utilities Technician II	C-111	\$32,217.96	\$49,420.30
1726	80	CWA	Public Utilities Technician III	C-113	\$35,589.21	\$54,387.80
490	*	UNCLASSIFIED	Purchasing Manager	SB-4	\$63,496.19	\$98,443.338
0510	*	UNCLASSIFIED	Radio Manager	SB-4	\$66,633.35	\$103,508.364
1150	*	CLASSIFIED	Real Estate Services Coordinator	SB-3	\$49,943.64	\$77,403.996
4762	80	CWA	Recreation Leader I	C-105	\$24,100.76	\$36,810.48
4763	80	CWA	Recreation Leader II	C-107	\$26,473.38	\$40,504.26
4787	*	CLASSIFIED	Recreation Program Coordinator	SB-3	\$54,963.10	\$85,196.345
4784	80	CWA	Recreation Program Support Technician	C-109	\$29,220.61	\$44,834.91
4785	80	CWA	Recreation Programmer I	C-109	\$29,220.61	\$44,834.91
4775	80	CWA	Recreation Programmer II	C-111	\$32,217.96	\$49,420.30
4710	*	CLASSIFIED	Recreation Specialist	SB-2	\$41,285.07	\$64,027.131
4790	*	UNCLASSIFIED	Recreation Superintendent	SB-4	\$63,496.19	\$98,443.338
4717	*	CLASSIFIED	Recreation Supervisor I	SB-2	\$45,426.13	\$70,390.883
4720	*	CLASSIFIED	Recreation Supervisor II	SB-3	\$49,943.64	\$77,403.996
6055	*	CLASSIFIED	Recycling Specialist	SB-2	\$40,082.59	\$62,162.263
1285	*	CLASSIFIED	Registered Architect	SB-3	\$60,484.51	\$93,767.929
830	*	CLASSIFIED	Risk Management Specialist	SB-2	\$45,426.13	\$70,390.883
840	*	UNCLASSIFIED	Risk Manager	SB-4	\$66,633.35	\$103,508.364
1605	80	CWA	SCBA Technician	C-112	\$33,840.97	\$51,840.36
8520	80	NON-REP	Seasonal Beach Life Guard			Hourly
8505	80	NON-REP	Seasonal Library Assistant			Hourly
8510	80	NON-REP	Seasonal Marine Facility Operator			Hourly
8500	80	NON-REP	Seasonal Police Aide			Hourly
8518	80	NON-REP	Seasonal Pool Guard			Hourly
8300	80	NON-REP	Seasonal School Crossing Guard			Hourly
325	*	CLASSIFIED	Senior Accountant	SB-3	\$49,943.64	\$77,403.996
331	*	CLASSIFIED	Senior Auditor	SB-3	\$49,943.64	\$77,403.996
3050	80	CWA	Senior Beach Lifeguard	C-109	\$29,220.61	\$44,834.91
3537	*	CLASSIFIED	Senior Crime Analyst	SB-3	\$49,943.64	\$77,403.996

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
5160	37.5	CWA	Senior Customer Service Representative	C-111	\$32,217.96	\$49,420.30
3280	*	CLASSIFIED	Senior Human Resources Analyst	SB-3	\$49,943.64	\$77,403.996
1145	*	CLASSIFIED	Senior Landscape Architect	SB-3	\$54,963.10	\$85,196.345
2115	75	CWA	Senior Library Assistant	C-106	\$25,224.63	\$38,721.06
659	*	CLASSIFIED	Senior Network Analyst	SB-3	\$45,426.13	\$70,390.883
260	75	CLASSIFIED	Senior Payroll Technician	SB-1	\$34,132.34	\$52,987.971
290	*	CLASSIFIED	Senior Pension Payroll Analyst	SB-3	\$49,943.64	\$77,404.000
1270	*	CLASSIFIED	Senior Plans Examiner	SB-3	\$49,943.64	\$77,403.996
3572	80	CWA	Senior Police Communication Operator	C-113	\$35,589.21	\$54,387.80
1171	*	CLASSIFIED	Senior Professional Engineer	SB-3	\$60,484.51	\$93,767.929
110	75	CLASSIFIED	Senior Staff Assistant	SB-1	\$30,995.18	\$48,182.689
663	*	CLASSIFIED	Senior Systems Analyst	SB-3	\$49,943.64	\$77,403.996
670	*	CLASSIFIED	Senior Systems Programmer	SB-3	\$54,963.10	\$85,196.345
676	*	CLASSIFIED	Senior Telecommunications Analyst	SB-3	\$54,963.10	\$85,196.345
5750	*	CLASSIFIED	Senior Utilities Chemist	SB-2	\$45,537.59	\$70,390.883
170	80	CWA	Service Dispatcher I	C-105	\$24,100.76	\$36,810.48
175	80	CWA	Service Dispatcher II	C-107	\$25,224.63	\$38,721.06
1355	75	CWA	Sign Inspector	C-114	\$37,212.57	\$57,062.61
2065	*	CLASSIFIED	Signal Systems Supervisor	SB-3	\$54,963.10	\$85,196.345
6026	80	CWA	Solid Waste Accounts Coordinator	C-111	\$32,217.96	\$49,420.30
6020	80	CWA	Solid Waste Equipment Operator	C-111	\$32,217.96	\$49,420.30
6090	*	UNCLASSIFIED	Solid Waste Operations Manager	SB-4	\$63,496.19	\$98,443.338
6060	*	CLASSIFIED	Solid Waste Program Coordinator	SB-3	\$49,943.64	\$77,403.996
6046	80	CWA	Solid Waste Service Coordinator	C-116	\$41,208.56	\$62,921.72
6036	80	CWA	Solid Waste Supervisor I	C-114	\$37,212.57	\$57,062.61
6040	80	CWA	Solid Waste Supervisor II	C-116	\$41,208.56	\$62,921.72
6015	80	CWA	Solid Waste Technical Operator	C-108	\$27,846.99	\$42,669.59
6000	80	CWA	Solid Waste Worker	C-105	\$24,100.76	\$36,810.48
6003	80	CWA	Solid Waste Yard Maintenance Leader	C-107	\$26,473.38	\$40,504.26
6595	*	UNCLASSIFIED	Solid Waste/General Services Assistant Director	SB-5	\$70,021.49	\$108,573.391
6599	*	UNCLASSIFIED	Solid Waste/General Services Director	SB-6	\$85,079.87	\$131,950.437
100	75	CWA	Staff Assistant	C-107	\$26,473.38	\$40,504.26
747	*	UNCLASSIFIED	Station Manager	SB-4	\$54,963.10	\$85,196.345
420	80	CWA	Storeskeeper	C-110	\$30,719.10	\$46,872.86
1780	*	CLASSIFIED	Stormwater Coordinator	SB-3	\$49,943.64	\$77,404.000
1800	80	CWA	Stormwater Heavy Equipment Operator	C-111	\$32,217.96	\$49,420.30
1792	*	UNCLASSIFIED	Stormwater Maintenance Manager	SB-4	\$63,496.19	\$98,443.338
1808	80	CWA	Stormwater Supervisor I	C-114	\$37,212.57	\$57,062.61
1809	80	CWA	Stormwater Supervisor II	C-116	\$41,208.56	\$62,921.72
1805	80	CWA	Stormwater Technician I	C-107	\$26,473.38	\$40,504.26

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1806	80	CWA	Stormwater Technician II	C-111	\$32,217.96	\$49,420.30
1807	80	CWA	Stormwater Technician III	C-113	\$35,589.21	\$54,387.80
1720	80	CWA	Street Sweeper	C-111	\$32,217.96	\$49,420.30
8250	75	NON-REP	Student Intern (see page 32)		Hourly	
1010	75	CWA	Survey Assistant I	C-106	\$25,224.63	\$38,721.06
1020	75	CWA	Survey Assistant II	C-109	\$29,220.61	\$44,834.91
1030	75	CWA	Survey Party Chief	C-114	\$37,212.57	\$57,062.61
661	*	CLASSIFIED	Systems Analyst	SB-2	\$41,285.07	\$64,027.131
668	*	CLASSIFIED	Systems Programmer	SB-2	\$45,426.13	\$70,390.883
740	*	CLASSIFIED	Television Production Specialist	SB-2	\$41,285.07	\$64,027.131
1530	80	CWA	Tradesworker	C-111	\$32,217.96	\$49,420.30
2060	*	CLASSIFIED	Traffic Engineering Analyst	SB2	\$45,426.13	\$70,390.883
2050	80	CWA	Traffic Engineering Assistant	C-110	\$30,719.10	\$46,872.86
2090	*	UNCLASSIFIED	Traffic Operations Manager	SB-4	\$63,496.19	\$98,443.338
2053	80	CWA	Traffic Operations Supervisor I	C-114	\$37,212.57	\$57,062.61
2055	80	CWA	Traffic Operations Supervisor II	C-116	\$41,208.56	\$62,921.72
2010	80	CWA	Traffic Signal Technician	C-114	\$37,212.57	\$57,062.61
2005	80	CWA	Traffic Signs & Marking Technician	C-112	\$33,840.97	\$51,840.36
6005	80	CWA	Transfer Station / Scales Operator	C-107	\$26,473.38	\$40,504.26
4600	80	CWA	Tree Trimmer	C-108	\$27,846.99	\$42,669.59
5745	*	CLASSIFIED	Utilities Chemist	SB-2	\$41,285.07	\$64,027.131
5755	*	UNCLASSIFIED	Utilities Laboratory Manager	SB-4	\$57,472.84	\$89,352.264
1775	80	CWA	Utilities Maintenance Supervisor I	C-114	\$37,212.57	\$57,062.61
1785	80	CWA	Utilities Maintenance Supervisor II	C-116	\$41,208.56	\$62,921.72
1765	80	CWA	Utilities Mechanic	C-112	\$33,840.97	\$51,840.36
1640	80	CWA	Warehouse Clerk	C-108	\$27,846.99	\$42,669.59
1650	80	CWA	Warehouse Supervisor	C-114	\$37,212.57	\$57,062.61
1794	*	UNCLASSIFIED	Wastewater Environmental Technologies Manager	SB-4	\$63,496.19	\$98,443.338
5720	80	CWA	Wastewater Treatment Plant Operator-A	C-114	\$37,212.57	\$57,062.61
5710	80	CWA	Wastewater Treatment Plant Operator-B	C-113	\$35,589.21	\$54,387.80
5701	80	CWA	Wastewater Treatment Plant Operator-C	C-112	\$33,840.97	\$51,840.36
5700	80	CWA	Wastewater Treatment Plant Operator-Trainee	C-107	\$26,473.38	\$40,504.26
5730	80	CWA	Wastewater Treatment Plant-Chief Operator	C-116	\$41,208.56	\$62,921.72
1710	80	CWA	Water Distribution Operator	C-111	\$32,217.96	\$49,420.30
1727	80	CWA	Water Distribution Operator Lead	C-113	\$35,589.21	\$54,387.80
1707	80	CWA	Water Distribution Operator Trainee	C-107	\$26,473.38	\$40,504.26
1751	80	CWA	Water Distribution Supervisor I	C-114	\$37,212.57	\$57,062.61
1757	80	CWA	Water Distribution Supervisor II	C-116	\$41,208.56	\$62,921.72
5570	80	CWA	Water Plant Chief Operator	C-116	\$41,208.56	\$62,921.72
5561	80	CWA	Water Plant Operator A	C-114	\$37,212.57	\$57,062.61

**CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
5560	80	CWA	Water Plant Operator B	C-113	\$35,589.21	\$54,387.80
5550	80	CWA	Water Plant Operator C	C-112	\$33,840.97	\$51,840.36
5540	80	CWA	Water Plant Operator Trainee	C-107	\$26,473.38	\$40,504.26
3060	80	CWA	Water Safety Supervisor	C-116	\$41,208.56	\$62,921.72
5590	*	UNCLASSIFIED	Water, Reclaimed & Wastewater Collections Mgr	SB-4	\$63,496.19	\$103,508.364
6014	80	CWA	Welder	C-111	\$32,217.96	\$49,420.30
4730	*	CLASSIFIED	Wellness Specialist	SB-2	\$41,285.07	\$64,027.131

CITY OF CLEARWATER
C.W.A. PAY RANGE TABLE
2015/2016
Effective 10/01/15

GRADE		MINIMUM	MAXIMUM
C-101	75 HOURS	10.118029	15.545904
	80 HOURS	9.485652	14.574285
	BI-WEEKLY	758.852187	1165.942766
	ANNUAL	19,730.16	30,314.51
C-102	75 HOURS	10.630334	16.329731
	80 HOURS	9.965939	15.309122
	BI-WEEKLY	797.275083	1224.729796
	ANNUAL	20,729.15	31,842.97
C-103	75 HOURS	11.142640	17.113558
	80 HOURS	10.446225	16.043960
	BI-WEEKLY	835.697978	1283.516826
	ANNUAL	21,728.15	33,371.44
C-104	75 HOURS	11.718983	17.962704
	80 HOURS	10.986547	16.840035
	BI-WEEKLY	878.923736	1347.202775
	ANNUAL	22,852.02	35,027.27
C-105	75 HOURS	12.359365	18.877169
	80 HOURS	11.586904	17.697346
	BI-WEEKLY	926.952355	1415.787644
	ANNUAL	24,100.76	36,810.48
C-106	75 HOURS	12.935708	19.856952
	80 HOURS	12.127226	18.615893
	BI-WEEKLY	970.178113	1489.271432
	ANNUAL	25,224.63	38,721.06
C-107	75 HOURS	13.576090	20.771417
	80 HOURS	12.727584	19.473204
	BI-WEEKLY	1018.206732	1557.856300
	ANNUAL	26,473.38	40,504.26
C-108	75 HOURS	14.280510	21.881839
	80 HOURS	13.387978	20.514224
	BI-WEEKLY	1071.038214	1641.137926
	ANNUAL	27,846.99	42,669.59

CITY OF CLEARWATER
C.W.A. PAY RANGE TABLE
2015/2016
Effective 10/01/15

GRADE		MINIMUM	MAXIMUM
C-109	75 HOURS	14.984929	22.992261
	80 HOURS	14.048371	21.555244
	BI-WEEKLY	1123.869695	1724.419553
	ANNUAL	29,220.61	44,834.91
C-110	75 HOURS	15.753387	24.037363
	80 HOURS	14.768800	22.535028
	BI-WEEKLY	1181.504038	1802.802260
	ANNUAL	30,719.10	46,872.86
C-111	75 HOURS	16.522030	25.343742
	80 HOURS	15.489403	23.759758
	BI-WEEKLY	1239.152231	1900.780643
	ANNUAL	32,217.96	49,420.30
C-112	75 HOURS	17.354341	26.584801
	80 HOURS	16.269695	24.923251
	BI-WEEKLY	1301.575587	1993.860108
	ANNUAL	33,840.97	51,840.36
C-113	75 HOURS	18.250875	27.891180
	80 HOURS	17.110196	26.147981
	BI-WEEKLY	1368.815654	2091.838491
	ANNUAL	35,589.21	54,387.80
C-114	75 HOURS	19.083371	29.262877
	80 HOURS	17.890661	27.433947
	BI-WEEKLY	1431.252860	2194.715794
	ANNUAL	37,212.57	57,062.61
C-115	75 HOURS	20.107982	30.699894
	80 HOURS	18.851233	28.781150
	BI-WEEKLY	1508.098651	2302.492016
	ANNUAL	39,210.56	59,864.79
C-116	75 HOURS	21.132593	32.267548
	80 HOURS	19.811806	30.250826
	BI-WEEKLY	1584.944442	2420.066077
	ANNUAL	41,208.56	62,921.72

CITY OF CLEARWATER
POLICE PAY RANGE TABLE
2015/2016
Effective 10/01/15

		S T E P S											
GRADE		1	2	3	4	5	6	7	8	9	10	11	12
P-44+	HOURLY	15.685557	16.469836	17.293328	18.157994	19.065894	20.019188	20.519668	21.032660	21.558476	22.097439	22.649874	23.216121
80 HRS	B/W	1,254.844520	1,317.586840	1,383.466240	1,452.639480	1,525.271480	1,601.535040	1,641.573400	1,682.612760	1,724.678080	1,767.795080	1,811.989920	1,857.289680
	ANNUAL	32,625.958	34,257.258	35,970.122	37,768.626	39,657.058	41,639.911	42,680.908	43,747.932	44,841.630	45,962.672	47,111.738	48,289.532
P-50	HOURLY	17.985269	18.884533	19.828759	20.820196	21.861207	22.954267	23.528124	24.116327	24.719235	25.337216	25.970646	26.619912
80 HRS	B/W	1,438.821480	1,510.762600	1,586.300720	1,665.615640	1,748.896520	1,836.341360	1,882.249880	1,929.306120	1,977.538760	2,026.977280	2,077.651680	2,129.592920
	ANNUAL	37,409.358	39,279.828	41,243.819	43,306.007	45,471.310	47,744.875	48,938.497	50,161.959	51,416.008	52,701.409	54,018.944	55,369.416
P-56	HOURLY	22.791430	23.931003	25.127552	26.383929	27.703127	29.105597	29.833237	30.579068	31.343543	32.127132	32.930311	33.753569
80 HRS	B/W	1,823.314400	1,914.480200	2,010.204120	2,110.714320	2,216.250120	2,328.447720	2,386.658920	2,446.325400	2,507.483440	2,570.170560	2,634.424880	2,700.285480
	ANNUAL	47,406.174	49,776.485	52,265.307	54,878.572	57,622.503	60,539.641	62,053.132	63,604.460	65,194.569	66,824.435	68,495.047	70,207.422
A-10	HOURLY	31.117410	32.362249	33.656347	35.002698	36.402895	37.859011	39.373372	40.948307				
80 HRS	B/W	\$2,489.39	\$2,588.98	\$2,692.51	\$2,800.22	\$2,912.23	\$3,028.72	\$3,149.87	\$3,275.86				
	ANNUAL	64,724.212	67,313.478	70,005.202	72,805.612	75,718.022	78,746.743	81,896.613	85,172.478				
A-20	HOURLY	39.259005	40.829489	42.478996	44.178073	45.945180	47.782987	49.694306					
80 HRS	B/W	\$3,140.72	\$3,266.36	\$3,398.32	\$3,534.25	\$3,675.61	\$3,822.64	\$3,975.54					
	ANNUAL	81,658.731	84,925.338	88,356.311	91,890.391	95,565.974	99,388.613	103,364.157					
CADET	HOURLY	14.167											
80 HRS	B/W	1,133.382											
	ANNUAL	29,467.932											

**CITY OF CLEARWATER
FIRE PAY RANGE TABLE
2015/2016
Effective 10/1/15**

		S T E P S												
GRADE		1	2	3	4	5	6	7	8	9	10	11	12	13
F-02	106 HRS	14.423407	15.159318	15.893692	16.722797	17.547571	18.420407	18.880090	19.338795	19.890693	20.388100	20.909260	21.431537	21.966860
15/16	80 HRS	19.111014	20.086096	21.059142	22.157706	23.250531	24.407040	25.016120	25.623903	26.355168	27.014233	27.704769	28.396787	29.106090
	B/W	1,528.881154	1,606.887692	1,684.731346	1,772.616462	1,860.042500	1,952.563192	2,001.289577	2,049.912269	2,108.413423	2,161.138615	2,216.381538	2,271.742962	2,328.487192
	ANNUAL	39,750.910	41,779.080	43,803.015	46,088.028	48,361.105	50,766.643	52,033.529	53,297.719	54,818.749	56,189.604	57,625.920	59,065.317	60,540.667
F-04	106 HRS	15.144647	15.917305	16.688425	17.559028	18.424879	19.341450	19.824047	20.305525	20.885507	21.407365	21.954652	22.503198	23.065450
15/16	80 HRS	20.066657	21.090429	22.112163	23.265712	24.412965	25.627421	26.266863	26.904820	27.673297	28.364759	29.089914	29.816738	30.561722
	B/W	1,605.332577	1,687.234308	1,768.973077	1,861.256923	1,953.037192	2,050.193654	2,101.349000	2,152.385615	2,213.863769	2,269.180692	2,327.193154	2,385.339038	2,444.937731
	ANNUAL	41,738.647	43,868.092	45,993.300	48,392.680	50,778.967	53,305.035	54,635.074	55,962.026	57,560.458	58,998.698	60,507.022	62,018.815	63,568.381
F-10	106 HRS	17.308089	18.191265	19.072487	20.067301	21.056944	22.104714	22.655913	23.206694	23.869251	24.465721	25.090972	25.717901	26.360494
15/16	80 HRS	22.933217	24.103426	25.271045	26.589174	27.900451	29.288746	30.019085	30.748869	31.626758	32.417081	33.245538	34.076218	34.927654
	B/W	1,834.657385	1,928.274115	2,021.683615	2,127.133923	2,232.036115	2,343.099654	2,401.526808	2,459.909538	2,530.140654	2,593.366462	2,659.643000	2,726.097462	2,794.212346
	ANNUAL	47,701.092	50,135.127	52,563.774	55,305.482	58,032.939	60,920.591	62,439.697	63,957.648	65,783.657	67,427.528	69,150.718	70,878.534	72,649.521
F-12	106 HRS				21.070666	22.110200	23.209949	23.788709	24.367028	25.062714	25.689007	26.345520	27.003795	27.678519
15/16	80 HRS				27.918633	29.296015	30.753182	31.520039	32.286313	33.208097	34.037935	34.907814	35.780029	36.674037
	B/W				2,233.490615	2,343.681231	2,460.254577	2,521.603154	2,582.905000	2,656.647731	2,723.034769	2,792.625115	2,862.402308	2,933.922962
	ANNUAL				58,070.756	60,935.712	63,966.619	65,561.682	67,155.530	69,072.841	70,798.904	72,608.253	74,422.460	76,281.997
F-13	108 HRS				23.402443	24.564643	25.885146	26.466386	27.153255	27.838867	28.534398	29.247953	29.979254	30.728841
15/16	80 HRS				31.008238	32.548152	34.297818	35.067962	35.978063	36.886499	37.808077	38.753538	39.722512	40.715714
	B/W				2,480.659000	2,603.852154	2,743.825462	2,805.436962	2,878.245038	2,950.919885	3,024.646154	3,100.283000	3,177.800962	3,257.257115
	ANNUAL				64,497.134	67,700.156	71,339.462	72,941.361	74,834.371	76,723.917	78,640.800	80,607.358	82,622.825	84,688.685

CITY OF CLEARWATER
SAMP PAY RANGE TABLE
2014/2015

		MINIMUM	MAXIMUM
SB-1	75 HOURS	10.256410	25.64102564
	80 HOURS	9.615385	24.03846154
	BI-WEEKLY	769.230769	1,923.08
	ANNUAL	20,000.000	50,000.00
SB-2	75 HOURS	12.820513	38.46153846
	80 HOURS	12.019231	36.05769231
	BI-WEEKLY	961.538462	2,884.62
	ANNUAL	25,000.000	75,000.00
SB-3	75 HOURS	17.948718	46.15
	80 HOURS	16.826923	43.27
	BI-WEEKLY	1,346.153846	3,461.54
	ANNUAL	35,000.000	90,000.00
SB-4	75 HOURS	23.076923	51.28
	80 HOURS	21.634615	48.08
	BI-WEEKLY	1,730.769231	3,846.15
	ANNUAL	45,000.000	100,000.00
SB-5	75 HOURS	30.769231	56.41
	80 HOURS	28.846154	52.88
	BI-WEEKLY	2,307.692308	4,230.77
	ANNUAL	60,000.000	110,000.00
SB-6	75 HOURS	33.333333	66.67
	80 HOURS	31.250000	62.50
	BI-WEEKLY	2,500.000000	5,000.00
	ANNUAL	65,000.000	130,000.00

CITY OF CLEARWATER
 HOURLY PAY RATE TABLE
 2014/2015

HOURLY RATES FOR CLASSIFICATIONS NOT ASSIGNED TO A PAY RANGE
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CWA REPRESENTED

8000	LIBRARY PAGE	\$9.88
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NON-REPRESENTED

8300	SCHOOL CROSSING GUARD	\$10.99
8500	Seasonal Police Aide	\$10.99
8505	Seasonal Library Assistant	\$12.35
8510	Seasonal Marine Facility Operator	\$13.38
8515	Seasonal Recreational Leader	\$11.58
8518	Seasonal Pool Guard	\$11.58
8520	Seasonal Beach Life Guard	\$12.72

8250	STUDENT INTERN ***	
	High School	Minimum Maximum
	Associate (Freshman/Sophomore)	\$8.050000 \$9.000000
	Undergraduate (Junior/Senior)	\$9.000000 \$10.000000
	Graduate (Possesses 4 year degree)	\$10.000000 \$11.000000
		\$11.000000 \$13.000000

*** effective 1/1/2015

CITY OF CLEARWATER, FLORIDA

Population: 108,732
Full-time Employees: 1,607
Part-time Employees: 520

DESIGNATED PAID HOLIDAYS FOR GENERAL EMPLOYEES

Thursday, January 1, 2016	New Year's Day (observed)*
Monday, January 18, 2016	Martin Luther King Day *
Monday, February 15, 2016	President's Day **
Monday, May 30, 2016	Memorial Day *
Monday, July 4, 2016	Independence Day observed
Monday, September 5, 2016	Labor Day *
Friday, November 11, 2016	Veteran's Day
Thursday, November 24, 2016	Thanksgiving Day *
Friday, November 25, 2016	Day After Thanksgiving
Monday, December 25, 2016	Christmas Day

General employees also receive three Floating holidays.

*Substitute Floating Holiday for FOP 10 bargaining unit members.

** Substitute Floating Holiday for IAFF bargaining unit members.