


MEMORANDUM

TO: Mayor and Council Members

FROM: Herb Hoffman Jr., Fire Chief 

DATE: 4/25/2008

SUBJECT: New Title to Pay and Classification Plan

STRATEGIC PLAN TRACKING NO: 0708-MGP-2-3

PURPOSE

To add the title Deputy Chief to the pay plan.

BACKGROUND

To meet the expanding needs of the department, maintain effective operations, and keep in sync with other agencies, the title "Deputy Chief" should be added to the pay plan.

The addition of this title would allow personnel to be attached to certain incidents by dispatch centers, without being precluded as a result of rank structure. Depending on the severity of an incident, dispatch protocol may require assignment of a chief officer. The title of Deputy Chief is the appropriate title to streamline operations and have the Deputy Chief as the connection between the Lieutenants and the Fire Chief.

RECOMMENDATION

Staff recommends the title "Deputy Chief" be inserted into the Pay Plan.

RESOLUTION NO. 478-08

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ORANGE CITY, FLORIDA, AMENDING THE CLASSIFICATION AND PAY PLAN FOR THE CITY OF ORANGE CITY; CONTAINING A REPEALER PROVISION, A SEVERABILITY CLAUSE AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of orange City adopted a revised Classification and Pay plan via the adoption of Ordinance No. 278 on July 25, 2006; and

WHEREAS, Ordinance No. 278 provides that the Classification and Pay Plan may be amended from time to time by Resolution as needed.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF ORANGE CITY, FLORIDA:

SECTION 1. The classification and pay plan attached hereto as Exhibit "A" and by reference incorporated herein as if fully set forth, is hereby formally adopted.

SECTION 2. That all resolutions or parts of resolutions in conflict herewith be and the same are hereby repealed.

SECTION 3. That this resolution shall take effect immediately upon its adoption by the City Council of the City of Orange City, Florida.

ROLL CALL VOTE AS FOLLOWS (Resolution No.478 -08):

Jim Mahoney	_____	Donald C. Sherrill	_____
Tom Laputka	_____	Tom Abraham	_____
Donald Sandford	_____	Jeff H. Allebach, Vice Mayor	_____
Harley Strickland, Mayor	_____		

ADOPTED THIS _____ DAY OF _____, 2008.

ATTEST:

AUTHENTICATED:

Deborah J. Renner, CMC, City Clerk

Harley Strickland, Mayor

Approved as to form and legal sufficiency:

W. E. Reischmann, City Attorney

**CITY OF ORANGE CITY
STEP PAY PLAN
3% increase to hire minimum on 10/01/2007**

GENERAL

Title	Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Chief Mechanic	10.70	11.02	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26
Crew Leader	10.20	10.51	10.82	11.15	11.48	11.82	12.18	12.54	12.92	13.31	13.71	14.12	14.54
Cross Connection Control Supervisor	10.70	11.02	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26
Custodian	7.84	8.08	8.32	8.57	8.82	9.09	9.36	9.64	9.93	10.23	10.54	10.85	11.18
Customer Service Specialist I	9.70	9.99	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83
Customer Service Specialist II	10.70	11.02	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26
Executive Assistant	9.70	9.99	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83
Financial Specialist I	9.70	9.99	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83
Financial Specialist II	10.70	11.02	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26
Maintenance Specialist I	8.81	9.07	9.35	9.63	9.92	10.21	10.52	10.84	11.16	11.50	11.84	12.20	12.56
Maintenance Specialist II	9.87	10.17	10.47	10.79	11.11	11.44	11.79	12.14	12.50	12.88	13.26	13.66	14.07
Office Assistant	7.61	7.84	8.07	8.32	8.57	8.82	9.09	9.36	9.64	9.93	10.23	10.53	10.85
Permit Specialist	9.70	9.99	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83
Records Specialist	9.70	9.99	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83
Service Worker/Meter Reader I	8.81	9.07	9.35	9.63	9.92	10.21	10.52	10.84	11.16	11.50	11.84	12.20	12.56
Service Worker/Meter Reader II	9.87	10.17	10.47	10.79	11.11	11.44	11.79	12.14	12.50	12.88	13.26	13.66	14.07
Water Plant Operator A	12.82	13.20	13.60	14.01	14.43	14.86	15.31	15.77	16.24	16.73	17.23	17.75	18.28
Water Plant Operator B	11.76	12.11	12.48	12.85	13.24	13.63	14.04	14.46	14.90	15.34	15.80	16.28	16.77
Water Plant Operator C	10.70	11.02	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26
Water Plant Operator Trainee	10.20	10.51	10.82	11.15	11.48	11.82	12.18	12.54	12.92	13.31	13.71	14.12	14.54

MANAGERIAL and/or SALARIED

Title	Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Administrative Services Coordinator	15.82	16.29	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56
Assistant Planner	16.60	17.10	17.61	18.14	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67
Community Improvement Sergeant	13.02	13.41	13.81	14.23	14.65	15.09	15.55	16.01	16.49	16.99	17.50	18.02	18.56
Community Relations Coordinator	15.82	16.29	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56
Deputy City Clerk	12.39	12.76	13.14	13.54	13.95	14.36	14.79	15.24	15.70	16.17	16.65	17.15	17.67
Development Service Director	21.20	21.84	22.49	23.17	23.86	24.58	25.31	26.07	26.86	27.66	28.49	29.35	30.23
Financial Services Supervisor	11.80	12.15	12.52	12.89	13.28	13.68	14.09	14.51	14.95	15.40	15.86	16.33	16.82
Finance Director	18.31	18.86	19.43	20.01	20.61	21.23	21.86	22.52	23.19	23.89	24.61	25.35	26.11
Fire Captain/Marshal	15.82	16.29	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56
Deputy Chief	15.82	16.29	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56
Fire Chief	19.22	19.80	20.39	21.00	21.63	22.28	22.95	23.64	24.35	25.08	25.83	26.60	27.40
Human Resources/Risk Manager	11.25	11.59	11.94	12.29	12.66	13.04	13.43	13.84	14.25	14.68	15.12	15.57	16.04
Information Technology Manager	15.82	16.29	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56
Leisure Services Coordinator	11.25	11.59	11.94	12.29	12.66	13.04	13.43	13.84	14.25	14.68	15.12	15.57	16.04
P & Z Analyst I	13.02	13.41	13.81	14.23	14.65	15.09	15.55	16.01	16.49	16.99	17.50	18.02	18.56
P & Z Analyst II	15.82	16.29	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56
Parks & Recreation Superintendent	14.35	14.78	15.22	15.68	16.15	16.64	17.13	17.65	18.18	18.72	19.29	19.86	20.46
Planner	18.31	18.86	19.43	20.01	20.61	21.23	21.86	22.52	23.19	23.89	24.61	25.35	26.11
Police Lieutenant	15.82	16.29	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56
Police Chief	20.19	20.80	21.42	22.06	22.72	23.41	24.11	24.83	25.58	26.34	27.13	27.95	28.79
Police Commander	16.60	17.10	17.61	18.14	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67
Public Works Director	21.20	21.84	22.49	23.17	23.86	24.58	25.31	26.07	26.86	27.66	28.49	29.35	30.23
Public Works Superintendent	16.60	17.10	17.61	18.14	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67
Records Supervisor	10.70	11.02	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26
Sr. Executive Assistant	11.25	11.59	11.94	12.29	12.66	13.04	13.43	13.84	14.25	14.68	15.12	15.57	16.04
Utilities Superintendent	14.35	14.78	15.22	15.68	16.15	16.64	17.13	17.65	18.18	18.72	19.29	19.86	20.46

FIRE

Title	Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
PT Firefighter/EMT	8.64	8.90	9.17	9.44	9.72	10.02	10.32	10.63	10.94	11.27	11.61	11.96	12.32
PT Fire Safety Inspector	12.21	12.58	12.95	13.34	13.74	14.15	14.58	15.02	15.47	15.93	16.41	16.90	17.41
Firefighter/EMT	9.47	9.75	10.05	10.35	10.66	10.98	11.31	11.65	12.00	12.36	12.73	13.11	13.50
Fire Safety Inspector	13.02	13.41	13.81	14.23	14.65	15.09	15.55	16.01	16.49	16.99	17.50	18.02	18.56
Fire Lieutenant	10.50	10.82	11.14	11.47	11.82	12.17	12.54	12.91	13.30	13.70	14.11	14.53	14.97

POLICE

Title	Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Officer	13.40	13.80	14.22	14.64	15.08	15.53	16.00	16.48	16.97	17.48	18.01	18.55	19.11
Sergeant	14.34	14.77	15.21	15.67	16.14	16.62	17.12	17.64	18.17	18.71	19.27	19.85	20.45
Police Lieutenant	15.82	16.29	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56

Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97
14.98	15.43	15.89	16.37	16.86	17.36	17.89	18.42	18.98	19.54	20.13	20.73	21.36	22.00	22.66	23.34	24.04	24.76
15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97
11.51	11.86	12.21	12.58	12.96	13.35	13.75	14.16	14.58	15.02	15.47	15.94	16.42	16.91	17.41	17.94	18.48	19.03
14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54
15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97
14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54
14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54
15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97
12.94	13.33	13.73	14.14	14.56	15.00	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.00	19.57	20.16	20.76	21.38
14.49	14.93	15.38	15.84	16.31	16.80	17.31	17.83	18.36	18.91	19.48	20.06	20.67	21.29	21.92	22.58	23.26	23.96
11.18	11.51	11.86	12.21	12.58	12.96	13.34	13.74	14.16	14.58	15.02	15.47	15.93	16.41	16.90	17.41	17.93	18.47
14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54
14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54
12.94	13.33	13.73	14.14	14.56	15.00	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.00	19.57	20.16	20.76	21.38
14.49	14.93	15.38	15.84	16.31	16.80	17.31	17.83	18.36	18.91	19.48	20.06	20.67	21.29	21.92	22.58	23.26	23.96
18.83	19.39	19.97	20.57	21.19	21.83	22.48	23.15	23.85	24.56	25.30	26.06	26.84	27.65	28.48	29.33	30.21	31.12
17.27	17.79	18.32	18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.91	24.62	25.36	26.12	26.91	27.71	28.54
15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97
14.98	15.43	15.89	16.37	16.86	17.36	17.89	18.42	18.98	19.54	20.13	20.73	21.36	22.00	22.66	23.34	24.04	24.76

Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40
24.38	25.11	25.86	26.64	27.44	28.26	29.11	29.98	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29
19.12	19.69	20.28	20.89	21.52	22.17	22.83	23.52	24.22	24.95	25.70	26.47	27.26	28.08	28.92	29.79	30.68	31.60
23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40
18.20	18.74	19.30	19.88	20.48	21.09	21.73	22.38	23.05	23.74	24.45	25.19	25.94	26.72	27.52	28.35	29.20	30.07
31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	39.44	40.62	41.84	43.10	44.39	45.72	47.09	48.50	49.96	51.46
17.33	17.85	18.38	18.94	19.50	20.09	20.69	21.31	21.95	22.61	23.29	23.99	24.71	25.45	26.21	27.00	27.81	28.64
26.89	27.70	28.53	29.38	30.26	31.17	32.11	33.07	34.06	35.08	36.14	37.22	38.34	39.49	40.67	41.89	43.15	44.44
23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40
23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40
28.23	29.07	29.94	30.84	31.77	32.72	33.70	34.71	35.75	36.83	37.93	39.07	40.24	41.45	42.69	43.97	45.29	46.65
16.52	17.02	17.53	18.05	18.59	19.15	19.73	20.32	20.93	21.56	22.20	22.87	23.56	24.26	24.99	25.74	26.51	27.31
23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40
16.52	17.02	17.53	18.05	18.59	19.15	19.73	20.32	20.93	21.56	22.20	22.87	23.56	24.26	24.99	25.74	26.51	27.31
19.12	19.69	20.28	20.89	21.52	22.17	22.83	23.52	24.22	24.95	25.70	26.47	27.26	28.08	28.92	29.79	30.68	31.60
23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40
21.07	21.71	22.36	23.03	23.72	24.43	25.16	25.92	26.70	27.50	28.32	29.17	30.05	30.95	31.88	32.83	33.82	34.83
26.89	27.70	28.53	29.38	30.26	31.17	32.11	33.07	34.06	35.08	36.14	37.22	38.34	39.49	40.67	41.89	43.15	44.44
23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40
29.65	30.54	31.46	32.40	33.37	34.37	35.40	36.47	37.56	38.69	39.85	41.04	42.27	43.54	44.85	46.19	47.58	49.01
24.38	25.11	25.86	26.64	27.44	28.26	29.11	29.98	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29
31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	39.44	40.62	41.84	43.10	44.39	45.72	47.09	48.50	49.96	51.46
24.38	25.11	25.86	26.64	27.44	28.26	29.11	29.98	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29
15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97
16.52	17.02	17.53	18.05	18.59	19.15	19.73	20.32	20.93	21.56	22.20	22.87	23.56	24.26	24.99	25.74	26.51	27.31
21.07	21.71	22.36	23.03	23.72	24.43	25.16	25.92	26.70	27.50	28.32	29.17	30.05	30.95	31.88	32.83	33.82	34.83

Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
12.69	13.07	13.46	13.86	14.28	14.71	15.15	15.60	16.07	16.56	17.05	17.56	18.09	18.63	19.19	19.77	20.36	20.97
17.93	18.47	19.02	19.59	20.18	20.79	21.41	22.05	22.71	23.40	24.10	24.82	25.57	26.33	27.12	27.94	28.77	29.64
13.91	14.32	14.75	15.20	15.65	16.12	16.61	17.10	17.62	18.15	18.69	19.25	19.83	20.42	21.04	21.67	22.32	22.99
19.12	19.69	20.28	20.89	21.52	22.17	22.83	23.52	24.22	24.95	25.70	26.47	27.26	28.08	28.92	29.79	30.68	31.60
15.42	15.88	16.36	16.85	17.35	17.88	18.41	18.96	19.53	20.12	20.72	21.34	21.98	22.64	23.32	24.02	24.74	25.49

Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
19.68	20.27	20.88	21.50	22.15	22.81	23.50	24.20	24.93	25.68	26.45	27.24	28.06	28.90	29.77	30.66	31.58	32.53
21.06	21.69	22.34	23.01	23.70	24.41	25.15	25.90	26.68	27.48	28.30	29.15	30.02	30.93	31.85	32.81	33.79	34.81
23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40