



LEGISLATIVE MEMORANDUM

TO: Honorable Mayor and Members of the City Council

FROM: Suzanne Sherman, Acting City Manager

THRU: Charleena Cox, Human Resources Director

DATE: 1/21/2021

RE: Resolution 2021-05, amending Resolution 2020-49, adopting Classification and Pay Plans and the Position Control Plan for employees of the City of Palm Bay (first amendment).

The following items are reflected adjustments to the FY 2021 Position Control Plan:

Building Department: Administratively opening (1) one Building Inspector II position and closing (1) one Building Inspector I position to accommodate movement within the Building Inspector hierarchy due to receipt of upper level licenses. The increased cost of \$3,193 will be absorbed by the departments current budget. Adding (1) one Senior Permit Technician position to accommodate the need for a dedicated position to monitor, assist, and coordinate the growing workflow of the Permit Technicians (Approved by Council at 12/3/2020 meeting). The cost for this position is \$60,782 annually. Adding (1) PT Senior Plans Examiner position which will eliminate the need to rely out outside Plans Examiners to process plans, providing a significant savings to the City. The annual cost of this position will be \$60,170 (Approved by Council at 12/3/2020 meeting). Adding an additional Building Code Inspector FTE to assist with the large increase in new construction complaints and violations. The total cost to fund this position is \$93,449 which includes one-time costs of \$28,373 (pending Council approval at 01/21/2021 meeting). Adding one (1) additional FTE for Permit Technician due to the overwhelming increase in permit applications and the need for staff to process and provide customer service. The cost for this position will be \$61,022 of which \$5,500 are one-time costs (pending Council approval at 01/21/2021 meeting). Funds for the Senior Permit Technician, Permit Technician, Building Code Compliance Inspector, and the PT Senior Plans Examiner are available in the departments fund balance and appropriation has been requested on a Budget Amendment. Administratively reclassifying (1) one Administrative Secretary to an Administrative Assistant. Budgetary impact of \$5,525 will come from the department's undesignated fund balance.

City Attorney's Office: Closing (1) one Workers Compensation Adjuster position and replacing with (1) Assistant to Risk Manager position as there is no longer a need for an adjuster however there is a need for an assistant to help the Risk Manager with risk management cases including workers compensation, torts, and property damage claims. There is no budgetary impact or costs associated with this change.

Community & Economic Development: Reclassifying (1) one Housing Program Technician to the new position of Housing Program Specialist to encompass the increase duties performed by the current technician position. The new role will focus on carrying out all tasks involved in overseeing the entirety of the grant program. The budgetary impact for this change is \$8,778. Addition of (1) one newly created position; Business Development

Coordinator; grade GE-P. This does not create an additional FTE, as it will be reclassified from the current Administrative Assistant position. Funding for the additional costs for this position was approved by City Council on 11/5/2020.

Facilities: Adding (1) Construction Projects Manager as a paygrade GE-AB as approved by City Council on 11/5/2020.

Finance: Administratively classifying (1) one Customer Service Representative to a Customer Account Specialist (CAS) to provide sufficient staff to process the growing numbers of lien searches. With (2) two CAS's, lien searches and other necessary duties will be able to be completed in a timely manner. Budgetary impact is \$2,267. Funding is derived from salary savings of the outgoing Finance Director.

Fire Rescue: Eliminating (1) one filled Career Development & Safety Coordinator (CDSC) position as it is no longer an effective position for the organizational structure and training goals of the department. Replacing with (1) Firefighter position (filled by the employee being displaced by the elimination of the CDSC position), which will better serve the needs of the Department. There will be a savings of \$5,173. Adding one (1) additional Fire Inspector with a total cost of \$63,383 budget for this position was approved by Council on 11/19/2020.

Growth Management: Administratively reclassifying (1) vacant Engineering Tech III position to a GIS Technician to meet the increasing need of the department to have GIS capability. Administratively reclassifying (1) filled Data Entry Clerk position to a Planning Technician due to the increasing need to have staff available to provide assistance on technical land use and zoning matters as well as assist with zoning reviews. These two changes will realize a saving to the department of \$10,675. Funding source change for the Director and Deputy Director to 100%. Approval for this was part of the creation of the new Building Department.

Human Resources: The City and the NAGE Blue Union agreed to move four (4) Tradesworker positions into the NB contract. The only changes to the positions are the name of their paygrade and the group code which change from general to NB. The affected positions are currently in the Facilities and the Utilities Dept's and are: Electrician Apprentice, Electrician Journeyman, HVAC Technician, and Plumber Journeyman. There is no budgetary impact or costs associated with this change.

Police: Paygrade increase for the following positions, as approved by City Council on December 3, 2020: Deputy Police Chief, Police Commanders, and Communications Shift Supervisor. The title of Telecommunicator is changed to Communications Officer Trainee and the position of Communications Officer is added at a paygrade NW-K. Part-time Telecommunicators job title is changed to Communications Officer PT and the paygrade was increased to GE-K to match their full-time counterparts per the December 3, 2020 approval.

Public Works: Addition of the following FTE's as approved by Council on 1/7/2021: Operations Division Manager – 1 FTE; Engineer Technician II – 1; Data Entry Clerk from PT to FT.

Utilities: Transferred Utilities Intern (PT) positions from the Administration to the Utilities Compliance Division. There is no cost to this change, which will be accomplished with a budget transfer request. Administratively reclassifying (1) one filled Administrative Secretary to an Administrative Assistant and eliminating (1) one Administrative Secretary (vacant) and adding (1) one Administrative Assistant due to the expansion of duties and responsibilities to meet the need of the department. The increased cost of \$10,093 will be absorbed by the departments current budget. Increased the pay grade for the vacant Utilities Compliance Specialist from a General grade P to a grade T. This increase is the result of an in-house salary survey with the new pay grade aligning the position within local industry standards. This will also help to attract qualified candidates to meet the needs of the department in maintaining and meeting regulatory obligations. The funding for the grade change

(\$5,712) was included in the FY 21 budget. Position Title change and paygrade increase for 6 employees from Customer Service Representative/NW-H to Utilities Billing & Collections Specialist/NW-K. Position Title change and paygrade increase for 9 employees from Customer Service Representative/NW-H to Utilities Customer Care Specialist/NW-J. Position Title change and paygrade increase for 2 employees from Customer Service Coordinator/GE-Q to Utilities Customer Care Supervisor/GE-R. Position Title change and paygrade increase for 1 employee from Billing & Collections Coordinator/GE-R to Utilities Billing & Collections Supervisor/GE-T. Funding was included in the FY21 Adopted Budget. Adding one (1) Treatment Plant Operator Trainee FTE to provide necessary coverage for the plant to reduce scheduling adjustments and the number of OT hours as well as assist with the additional responsibility placed on plant staff due to elimination of the Maintenance section. The cost for this position is \$51,496 and is available in the Utilities Operating Fund balance and appropriation is being requested on a budget amendment.

REQUESTING DEPARTMENT:

Community & Economic Development, Growth Management, Utilities, Public Works, Facilities, Finance, Human Resources, Police Department, Fire Department, City Attorney's Office, Building Department

FISCAL IMPACT:

No fiscal impact with changes.

RECOMMENDATION:

Motion to approve by Resolution, adopting the modified Position Control Plan, Classification and Pay Plans.

ATTACHMENTS:

Description

Resolution 2021-05

Resolution 2021-05, Exhibit A

RESOLUTION 2021-05

A RESOLUTION OF THE CITY OF PALM BAY, BREVARD COUNTY, FLORIDA, AMENDING RESOLUTION 2021-49, ADOPTING THE CLASSIFICATION AND PAY PLANS AND THE POSITION CONTROL PLAN FOR EMPLOYEES OF THE CITY OF PALM BAY FOR FISCAL YEAR 2020–2021; RESCINDING RESOLUTIONS OR PARTS OF RESOLUTIONS IN CONFLICT HEREWITH; PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Palm Bay's Personnel Policies, Rules 12 and 13, require that Pay Plans be adopted for the employees of the City of Palm Bay, and

WHEREAS, the City of Palm Bay desires to amend the Position Control Plan.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF PALM BAY, BREVARD COUNTY, FLORIDA, as follows:

SECTION 1. The City Council hereby amends Resolution 2021-49, adopting the Classification and Pay Plans for the City of Palm Bay employees and the Position Control Plan, which are, by reference, incorporated herein as Exhibit 'A'.

SECTION 2. All resolutions or parts of resolutions in conflict herewith are hereby superseded and rescinded.

SECTION 3. The provisions within this resolution shall take effect immediately upon the enactment date.

This resolution was duly enacted at Meeting 2021- , of the City Council of the City of Palm Bay, Brevard County, Florida, held on , 2021.

Robert Medina, MAYOR

ATTEST:

Terese M. Jones, CITY CLERK

FY 21 Position Control Plan

DEPARTMENT DIVISION POSITIONS (FTEs)	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
LEGISLATIVE DEPARTMENT					
Administration Division	9.00	9.00	-	9.00	-
Department Total	9.00	9.00	-	9.00	-
OFFICE OF THE CITY MANAGER DEPT.					
Administration Division	4.00	4.00	-	4.00	-
Department Total	8.00	5.70	-	5.70	(2.30)
OFFICE OF THE CITY ATTORNEY DEPT.					
Administration Division	2.05	2.05	-	2.05	-
Risk Management Division	10.25	10.25	-	10.25	-
Department Total	12.30	12.30	-	12.30	-
PROCUREMENT DEPARTMENT					
Administration Division	7.00	7.00	-	7.00	-
Department Total	7.00	7.00	-	7.00	-
FINANCE DEPARTMENT					
Administration Division	6.00	6.00	-	6.00	-
Accounting Division	8.00	8.00	-	8.00	-
Revenue Division	5.00	5.00	-	5.00	-
Department Total	19.00	19.00	-	19.00	-
INFORMATION TECHNOLOGY DEPARTMENT					
Administration Division	12.40	12.00	-	12.00	(0.40)
Department Total	12.40	12.00	-	12.00	(0.40)
HUMAN RESOURCES DEPARTMENT					
Administration Division	7.18	7.18	-	7.18	-
Employee Health Insurance Division	2.23	2.23	-	2.23	-
Other Employee Benefits Division	2.22	2.22	-	2.22	-
Department Total	11.63	11.63	-	11.63	-
GROWTH MANAGEMENT DEPARTMENT					
Administration Division	0.50	0.50	0.50	1.00	0.50
Land Development Division	8.60	8.90	0.10	9.00	0.40
Building Division	30.90	30.90	(30.90)	-	(30.90)
Code Compliance Division	8.80	8.80	-	8.80	-
Department Total	50.80	49.10	(30.30)	18.80	(32.00)
COMMUNITY & ECONOMIC DEVELOPMENT DEPARTMENT					
Administration Division	3.00	3.00	-	3.00	(1.00)
Public Information Division	-	4.00	-	4.00	4.00
Community Development	-	3.00	-	3.00	3.00
Bayfront Community Redev. Agency	-	1.70	-	1.70	1.70
Department Total	3.00	11.70	-	11.70	7.70
PARKS AND RECREATION DEPARTMENT					
Administration Division	7.00	7.00	-	7.00	-
Recreation Programs Division	10.31	14.57	-	14.57	4.26
Parks Maintenance Division	24.00	31.00	-	31.00	7.00
Fred Poppe Regional Park Division	7.00	-	-	-	(7.00)
Palm Bay Aquatic Center Division	2.26	2.26	-	2.26	-

DEPARTMENT	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION	FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)					
Whitlock Community Center Division	4.26	-	-	-	(4.26)
Department Total	54.83	54.83	-	54.83	-
FACILITIES DEPARTMENT					
Facility Maintenance Division	16.40	16.40	-	17.40	1.00
Department Total	16.40	16.40	-	17.40	1.00
POLICE DEPARTMENT					
Executive Division	6.67	6.67	-	6.67	-
Support Services Division	32.51	32.51	-	32.51	-
Uniform Services Division	124.00	130.00	-	130.00	6.00
Investigations Division	44.00	44.00	-	44.00	(1.00)
Communications Center Division	41.50	41.50	-	41.50	-
Victim Services Unit Division	2.00	2.00	-	2.00	-
Department Total	250.68	256.68	-	256.68	5.00
FIRE DEPARTMENT					
Emergency Services Division	131.00	131.00	1.00	132.00	1.00
Department Total	131.00	131.00	1.00	132.00	1.00
PUBLIC WORKS DEPARTMENT					
Administrative Services Division	7.63	10.63	0.37	10.00	2.37
Engineering & Surveying Services Division	8.40	10.40	1.00	11.40	3.00
ROW Beautification Division	18.00	25.63	-	25.63	7.63
Traffic Operations Division	5.63	5.63	-	5.63	-
Infrastructure Division	19.72	19.72	1.00	20.72	1.00
Fleet Services Fund	16.50	16.50	-	16.50	-
Stormwater Utility Fund	46.44	33.81	-	33.81	(12.63)
Solid Waste Fund	6.65	-	-	-	(6.65)
Department Total	128.97	122.32	2.37	123.69	(5.28)
BAYFRONT COMM REDEV AGENCY DEPARTMENT					
BCRA	1.70	-	-	-	(1.70)
Department Total	1.70	-	-	-	(1.70)
UTILITIES DEPARTMENT					
Administration Division	9.09	7.44	(0.44)	7.00	(2.09)
Customer Service Section	19.75	20.75	-	20.75	1.00
Business Operations Division	6.00	6.00	-	6.00	-
Engineering and Construction Division	13.00	12.00	-	12.00	(1.00)
Maintenance Section	17.00	14.34	-	14.34	(2.66)
Field Services Section	8.00	8.00	-	8.00	-
Integrated Systems Management Division	2.00	-	-	-	(2.00)
Utilities Compliance Division	-	8.00	0.44	8.44	8.44
Laboratory Section	2.00	2.00	-	2.00	-
Water Distribution Section	24.25	23.58	-	23.58	(0.67)
Water Plant-SRWTF Section	7.34	7.34	-	7.34	-
Water Plant-North Regional Section	8.33	8.33	1.00	9.33	1.00
Wastewater Collections Section	21.75	23.33	-	23.33	1.58
Wastewater Plant-North Regional Section	10.33	10.33	-	10.33	-
Department Total	148.84	151.44	1.00	152.44	3.60
Citywide Total	865.55	870.10	(25.93)	844.17	(23.38)

FY 21 Position Control Plan

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
LEGISLATIVE DEPARTMENT						
Administration Division		001-1110-511				
<u>Full-time</u>						
City Clerk*	GE-AP	1.00	1.00	-	1.00	-
Deputy City Clerk	GE-AD	1.00	1.00	-	1.00	-
Records Administrator	GE-O	1.00	1.00	-	1.00	-
Administrative Assistant	GE-M	1.00	1.00	-	1.00	-
Sub-total:		4.00	4.00	-	4.00	-
<u>Elected</u>						
Mayor	MAY	1.00	1.00	-	1.00	-
Deputy Mayor	COU	1.00	1.00	-	1.00	-
Council Members	COU	3.00	3.00	-	3.00	-
Sub-total:		5.00	5.00	-	5.00	-
Legislative Department Total		9.00	9.00	-	9.00	-

* Indicates position appointed by the City Council.

FY 21 Position Control Plan

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
OFFICE OF THE CITY MANAGER						
Administration Division	001-1210-512					
<u>Full-time</u>						
City Manager **	GE-BB	1.00	1.00	-	1.00	-
Deputy City Manager	GE-AP	1.00	1.00	-	1.00	-
Administrative Assistant	GE-M	1.00	1.00	-	1.00	-
Office Manager	GE-N	1.00	1.00	-	1.00	-
Sub-total:		4.00	4.00	-	4.00	-
<u>Part-time</u>						
Switchboard Operator	GP-6A	-	1.30	-	1.30	1.30
Support Services Clerk	GP-1A	-	0.40	-	0.40	0.40
Sub-total:		-	1.70	-	1.70	1.70
Division total		4.00	5.70	-	5.70	1.70
Public Information Division	001-1216-512					
<u>Full-time</u>						
Public Information Officer	GE-AB	1.00	-	-	-	(1.00)
Web Administrator	GE-R	1.00	-	-	-	(1.00)
Community Information Coordinator	GE-Q	1.00	-	-	-	(1.00)
Technical Editor	GE-Q	1.00	-	-	-	(1.00)
Sub-total:		4.00	-	-	-	(4.00)
Division total		4.00	-	-	-	(4.00)
Office of the City Manager Dept. Total		8.00	5.70	-	5.70	(2.30)

** Indicates position appointed and salary set by the City Council.

FY 21 Position Control Plan

DEPARTMENT	DIVISION	POSITIONS (FTEs)	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
OFFICE OF THE CITY ATTORNEY DEPARTMENT								
Administration Division			001-1410-514					
<u>Full-time</u>								
		City Attorney	N/A*	0.75	0.75	-	0.75	-
		Sub-total:		0.75	0.75	-	0.75	-
<u>Part-time</u>								
		City Attorney Emeritus	N/A*	0.34	0.34	-	0.34	-
		Administrative Assistant	GP-M	0.96	0.96	-	0.96	-
		Sub-total:		1.30	1.30	-	1.30	-
		Division total		2.05	2.05	-	2.05	-
Risk Management Division			512-1425-519					
		City Attorney	N/A*	0.25	0.25	-	0.25	-
		Deputy City Attorney	GE-AP	3.00	3.00	-	3.00	-
		Risk Manager	GE-AB	1.00	1.00	-	1.00	-
		Risk Analyst	GE-T			1.00	1.00	1.00
		Safety & Security Coordinator	GE-T	1.00	1.00	-	1.00	-
		Assistant City Attorney	GE-V	1.00	1.00	-	1.00	-
		Litigation Paralegal	GE-V	1.00	1.00	-	1.00	-
		Workers Compensation Adjuster	GE-M	1.00	1.00	(1.00)	-	(1.00)
		Administrative Assistant	GE-M	2.00	2.00	-	2.00	-
		Sub-total:		10.25	10.25	-	10.25	-
		Division total		10.25	10.25	-	10.25	-
Office of the City Attorney Dept. Total				12.30	12.30	-	12.30	-

****Indicates grant received for position

* Contractual position outside of pay plan.

FY 21 Position Control Plan

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
PROCUREMENT DEPARTMENT						
Administration Division		001-1510-513				
<u>Full-time</u>						
Chief Procurement Officer	GE-AN	1.00	1.00	-	1.00	-
Procurement Manager	GE-AB	1.00	1.00	-	1.00	-
Procurement Agent III	GE-T	2.00	2.00	(2.00)	-	(2.00)
Procurement Agent II	GE-R	-	-	2.00	2.00	2.00
Procurement Agent I	GE-P	2.00	2.00	-	2.00	-
Administrative Assistant	GE-M	1.00	1.00	-	1.00	-
Sub-total:		7.00	7.00	-	7.00	-
Division total		7.00	7.00	-	7.00	-
Procurement Department Total		7.00	7.00	-	7.00	-

FY 21 Position Control Plan

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
FINANCE DEPARTMENT						
Administration Division	001-2010-513					
<u>Full-time</u>						
Finance Director	GE-AN	1.00	1.00	-	1.00	-
Assistant Finance Director	GE-AG	1.00	1.00	-	1.00	-
Fiscal Manager	GE-AB	1.00	1.00	-	1.00	-
Budget Analyst	GE-X	1.00	1.00	-	1.00	-
Fiscal Analyst	GE-U	1.00	1.00	-	1.00	-
Cash Management Coordinator	GE-O	1.00	1.00	-	1.00	-
Sub-total:		6.00	6.00	-	6.00	-
Division total		6.00	6.00	-	6.00	-
Accounting Division	001-2011-513					
<u>Full-time</u>						
Chief Accountant	GE-AD	1.00	1.00	-	1.00	-
Senior Accountant	GE-X	1.00	1.00	-	1.00	-
Paymaster	GE-W	1.00	1.00	-	1.00	-
Accountant II	GE-U	2.00	2.00	-	2.00	-
Payroll & Accounting Assistant	GE-P	1.00	1.00	-	1.00	-
Accountant I	GE-N	1.00	1.00	-	1.00	-
Junior Accounting Clerk	NW-C	1.00	1.00	-	1.00	-
Sub-total:		8.00	8.00	-	8.00	-
Division total		8.00	8.00	-	8.00	-
Revenue	001-2022-513					
<u>Full-time</u>						
Customer Service Coordinator	GE-Q	1.00	1.00	-	1.00	-
Customer Account Specialist	NW-J	3.00	3.00	1.00	4.00	1.00
Customer Service Representative	NW-H	1.00	1.00	(1.00)	-	(1.00)
Sub-total:		5.00	5.00	-	5.00	-
Division total		5.00	5.00	-	5.00	-
Finance Department Total		19.00	19.00	-	19.00	-

FY 21 Position Control Plan

DEPARTMENT DIVISION POSITIONS (FTEs)	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
INFORMATION TECHNOLOGY DEPARTMENT						
Administration Division		001-2310-519				
<u>Full-time</u>						
Director of Information Technology	GE-AN	1.00	1.00	-	1.00	-
Network Administrator	GE-V	2.00	2.00	-	2.00	-
Systems Administrator	GE-V	1.00	1.00	-	1.00	-
Telephone Administrator	GE-V	1.00	1.00	-	1.00	-
Support Services Coordinator	GE-U	1.00	1.00	-	1.00	-
Application Analyst	GE-T	1.00	1.00	-	1.00	-
IT Support Specialist	GE-R	5.00	5.00	-	5.00	-
Sub-total:		12.00	12.00	-	12.00	-
<u>Part-time</u>						
Support Services Clerk	GP-1A	0.40	-	-	-	(0.40)
Sub-total:		0.40	-	-	-	(0.40)
Information Technology Dept Totals		12.40	12.00	-	12.00	(0.40)

FY 21 Position Control Plan

DEPARTMENT DIVISION POSITIONS (FTEs)	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
HUMAN RESOURCES DEPARTMENT						
Administration Division		001-2510-513				
<u>Full-time</u>						
Human Resources Director	GE-AN	0.55	0.55	-	0.55	-
Human Resources Manager	GE-AB	1.00	1.00	-	1.00	-
Training & Employee Dev. Admin	GE-X	1.00	1.00	-	1.00	-
Human Resources Analyst II	GE-T	1.00	1.00	-	1.00	-
Human Resources Analyst I	GE-P	2.00	2.00	-	2.00	-
Administrative Secretary	GE-F	1.00	1.00	-	1.00	-
Sub-total:		6.55	6.55	-	6.55	-
<u>Part-time</u>						
Human Resources Clerk	GP-1A	0.63	0.63	-	0.63	-
Sub-total:		0.63	0.63	-	0.63	-
Division total		7.18	7.18	-	7.18	-
Health Insurance Division		511-2520-519				
<u>Full-time</u>						
Human Resources Director	GE-AN	0.23	0.23	-	0.23	-
HR Benefits Manager	GE-AB	0.50	0.50	-	0.50	-
HR Benefits Analyst	GE-T	1.00	1.00	-	1.00	-
HR Benefits & Wellness Coordinator	GE-P	-	-	-	-	-
HR Wellness Coordinator	GE-P	0.50	0.50	-	0.50	-
Human Resources Analyst I	GE-P	-	-	-	-	-
Sub-total:		2.23	2.23	-	2.23	-
Division total		2.23	2.23	-	2.23	-
Other Employee Benefits Division		513-2531-519				
<u>Full-time</u>						
Human Resources Director	GE-AN	0.22	0.22	-	0.22	-
HR Benefits Manager	GE-AB	0.50	0.50	-	0.50	-
HR Benefits Analyst	GE-T	1.00	1.00	-	1.00	-
HR Benefits & Wellness Coordinator	GE-P	-	-	-	-	-
HR Wellness Coordinator	GE-P	0.50	0.50	-	0.50	-
Human Resources Analyst I	GE-P	-	-	-	-	-
Sub-total:		2.22	2.22	-	2.22	-
Division total		2.22	2.22	-	2.22	-
Human Resources Department Total		11.63	11.63	-	11.63	-

FY 21 Position Control Plan

FY 21 Position Control Plan

DEPARTMENT DIVISION		Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
	POSITIONS (FTEs)						
Building Department							
Building	451-3120-524						
	<u>Full-time</u>						
	Chief Building Official	GE-AN	-	-	1.00	1.00	1.00
	Deputy Building Official	GE-AG	-	-	1.00	1.00	1.00
	Senior Building Inspector	GE-AB	-	-	1.00	1.00	1.00
	Senior Plans Examiner	GE-Z	-	-	1.00	1.00	1.00
	Administrative Services Manager	GE-W	-	-	1.00	1.00	1.00
	Fire Plans Examiner	GE-W	-	-	1.00	1.00	1.00
	Plans Examiner	GE-W	-	-	1.00	1.00	1.00
	Building Services & Flood Plain Coord.	GE-U	-	-	1.00	1.00	1.00
	Building Code Compliance Inspector	NW-N	-	-	2.00	2.00	2.00
	Building Inspector III	NW-X	-	-	-	-	-
	Building Inspector II	NW-U	-	-	2.00	2.00	2.00
	Building Inspector I	NW-R	-	-	6.00	6.00	6.00
	Building Inspector Provisional	NW-O	-	-	1.00	1.00	1.00
	Planning Specialist	NW-M	-	-	1.00	1.00	1.00
	Administrative Assistant	GE-M	-	-	1.00	1.00	1.00
	Planning Technician	NW-L	-	-	1.00	1.00	1.00
	Sr. Permit Technician	NW-K	-	-	1.00	1.00	1.00
	Customer Service Representative	NW-H	-	-	2.00	2.00	2.00
	Permit Technician	NW-H	-	-	6.00	6.00	6.00
	Administrative Secretary	GE-F	-	-	(1.00)	-	-
	Data Entry Clerk	NW-B	-	-	1.00	1.00	1.00
	Sub-total:		-	-		32.00	32.00
	<u>Part-time</u>						
	Sr. Plans Examiner	GE-Z	-	-	0.68	0.68	0.68
	Data Entry Clerk	GP-B	-	-	0.50	0.50	0.50
	Plans Examiner	GP-W	-	-	0.50	0.50	0.50
	Sub-total:		-	-		1.68	1.68
	Division total		-	-	-	33.68	33.68
	Building Department Total		-	-	-	33.68	33.68

FY 21 Position Control Plan

DEPARTMENT DIVISION POSITIONS (FTEs)	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
--	--------------	------------------------------	------------------------------	----------------------------	------------------------------	---------------------------

GROWTH MANAGEMENT DEPARTMENT

Administration

001-3310-515

Full-time

Growth Management Director	GE-AN	0.50	0.50	0.50	1.00	0.50
Sub-total:		0.50	0.50	0.50	1.00	0.50

Division total

0.50	0.50	0.50	1.00	0.50
------	------	------	------	------

Land Development

001-3311-515

Full-time

Assistant Growth Mgmt Director	GE-AG	0.90	0.90	0.10	1.00	0.10
Planner III	GE-X	-	-	-	-	-
Principal Planner	GE-Z	1.00	1.00	-	1.00	-
Planner II	GE-U	-	-	-	-	-
Senior Planner	GE-W	1.00	1.00	-	1.00	-
Planner	GE-R	1.00	1.00	-	1.00	-
Administrative Secretary	GE-F	1.00	1.00	-	1.00	-
GIS Technician I	NW-N			1.00	1.00	1.00
Engineering Tech III	NW-M	0.70	1.00	(1.00)	-	(0.70)
Planning Specialist	NW-M	2.00	2.00	-	2.00	-
Planning Technician	NW-L			1.00	1.00	1.00
Data Entry Clerk	NW-B	1.00	1.00	(1.00)	-	(1.00)
Sub-total:		8.60	8.90	0.10	9.00	0.40

Division total

8.60	8.90	0.10	9.00	0.40
------	------	------	------	------

Building

451-3320-524

Full-time

Growth Management Director	GE-AN	0.50	0.50	(0.50)	-	(0.50)
Assistant Growth Mgmt Director	GE-AG	0.10	0.10	(0.10)	-	(0.10)
Chief Building Official	GE-AG	1.00	1.00	(1.00)	-	(1.00)
Deputy Building Official	GE-AB	1.00	1.00	(1.00)	-	(1.00)
Senior Building Inspector	GE-AB	1.00	1.00	(1.00)	-	(1.00)
Senior Plans Examiner	GE-Z	1.00	1.00	(1.00)	-	(1.00)
Administrative Services Manager	GE-W	1.00	1.00	(1.00)	-	(1.00)
Fire Plans Examiner	GE-W	1.00	1.00	(1.00)	-	(1.00)
Plans Examiner	GE-W	1.00	1.00	(1.00)	-	(1.00)
Building Services & Flood Plain Coord.	GE-U	1.00	1.00	(1.00)	-	(1.00)
Building Code Compliance Inspector	NW-N	1.00	1.00	(1.00)	-	(1.00)
Building Inspector III	NW-X	-	-	-	-	-
Building Inspector II	NW-U	-	-	-	-	-
Building Inspector I	NW-R	7.00	7.00	(7.00)	-	(7.00)
Building Inspector Provisional	NW-O	2.00	2.00	(2.00)	-	(2.00)
Engineering Tech III	NW-M	0.30	0.30	(0.30)	-	(0.30)
Planning Specialist	NW-M	1.00	1.00	(1.00)	-	(1.00)
Planning Technician	NW-L	1.00	1.00	(1.00)	-	(1.00)
Customer Service Representative	NW-H	2.00	2.00	(2.00)	-	(2.00)

DEPARTMENT DIVISION	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
Permit Technician	NW-H	5.00	5.00	(5.00)	-	(5.00)
Administrative Secretary	GE-F	1.00	1.00	(1.00)	-	(1.00)
Data Entry Clerk	NW-B	1.00	1.00	(1.00)	-	(1.00)
Sub-total:		29.90	29.90	(29.90)	-	(29.90)
<u>Part-time</u>						
Data Entry Clerk	GP-B	0.50	0.50	(0.50)	-	(0.50)
Plans Examiner	GP-W	0.50	0.50	(0.50)	-	(0.50)
Sub-total:		1.00	1.00	(1.00)	-	(1.00)
Division total		30.90	30.90	(30.90)	-	(30.90)

Code Compliance Division

001-3330-529

Full-time

Code Compliance Supervisor	GE-R	1.00	1.00	-	1.00	-
Code Compliance Officer	NW-N	5.00	5.00	-	5.00	-
Code Compliance Technician	NW-H	-	-	-	-	-
Secretary	NW-D	2.00	2.00	-	2.00	-
Sub-total:		8.00	8.00	-	8.00	-

Part-time

Secretary	GP-D	0.80	0.80	-	0.80	-
Sub-total:		0.80	0.80	-	0.80	-

Division total

		8.80	8.80	-	8.80	-
--	--	------	------	---	------	---

GF Divisions total

		17.90	18.20	0.60	18.80	0.90
--	--	-------	-------	------	-------	------

Housing and Neighborhood Development

State Housing Grant Fund

111-3351-554

Full-time

Housing Administrator	GE-AA	0.05	-	-	-	(0.05)
Housing Program Technician	NW-F	0.35	-	-	-	(0.35)
Sub-total:		0.40	-	-	-	(0.40)

Community Dev Block Grant Fund

112-3351-554

Full-time

Housing Administrator	GE-AA	0.75	-	-	-	(0.75)
Housing Program Technician	NW-F	0.15	-	-	-	(0.15)
Sub-total:		0.90	-	-	-	(0.90)

HOME Investment Grant Fund

114-3351-554

Full-time

Housing Administrator	GE-AA	0.05	-	-	-	(0.05)
Housing Program Technician	NW-F	0.10	-	-	-	(0.10)
Sub-total:		0.15	-	-	-	(0.15)

NSP Fund

123-3351-554

Full-time

Housing Administrator	GE-AA	0.15	-	-	-	(0.15)
Housing Program Technician	NW-F	0.40	-	-	-	(0.40)
Sub-total:		0.55	-	-	-	(0.55)

DEPARTMENT DIVISION	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
HANDS Total		2.00	-	-	-	(2.00)
Growth Management Department Total		50.80	49.10	(30.30)	18.80	(32.00)

FY 21 Position Control Plan

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
COMMUNITY AND ECONOMIC DEVELOPMENT						
Administration Division						
001-3410-552						
<u>Full-time</u>						
Director of C&E Development	GE-AN	1.00	1.00	-	1.00	-
Special Projects Manager	GE-X	1.00	1.00	-	1.00	-
Building Development Coordinator	GE-P			1.00	1.00	-
Administrative Assistant	GE-M	1.00	1.00	(1.00)	-	(1.00)
Sub-total:		3.00	3.00	-	3.00	(1.00)
Division total		3.00	3.00	-	3.00	(1.00)
Communications Division						
001-3416-559						
<u>Full-time</u>						
Public Information Officer	GE-AB	-	1.00	-	1.00	1.00
Web Administrator	GE-R	-	1.00	-	1.00	1.00
Community Information Coordinator	GE-Q	-	1.00	-	1.00	1.00
Technical Editor	GE-Q	-	1.00	-	1.00	1.00
Sub-total:		-	4.00	-	4.00	4.00
Division total		-	4.00	-	4.00	4.00
Housing & Community Development Division						
001-3411-554						
<u>Full-time</u>						
Housing Administrator	GE-AA	-	1.00	-	1.00	1.00
Housing Assistant	GE-K	-	1.00	-	1.00	1.00
Housing Program Technician	NW-F	-	1.00	-	1.00	1.00
Sub-total:		-	3.00	-	3.00	3.00
Division total		-	3.00	-	3.00	3.00
Bayfront Community Redev. Agency Division						
181-9110-559						
<u>Full-time</u>						
BCRA Administrator	GE-AA	-	1.00	-	1.00	1.00
Sub-total:		-	1.00	-	1.00	1.00
<u>Part-time</u>						
Administrative Secretary	GP-F	-	0.70	-	0.70	0.70
Sub-total:		-	0.70	-	0.70	0.70
Division total		-	1.70	-	1.70	1.70
Community and Economic Dev. Dept		3.00	11.70	-	11.70	7.70

FY 21 Position Control Plan

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)						
PARKS AND RECREATION DEPARTMENT						
Administration Division		001-4010-572				
<u>Full-time</u>						
Parks and Recreation Director	GE-AN	1.00	1.00	-	1.00	-
Assistant Parks and Rec. Director	GE-AG	1.00	1.00	-	1.00	-
Management Analyst	GE-T	1.00	1.00	-	1.00	-
Administrative Supervisor	GE-R	1.00	1.00	-	1.00	-
Community Outreach Coordinator	GE-Q	1.00	1.00	-	1.00	-
Accountant I	GE-N	1.00	1.00	-	1.00	-
Administrative Secretary	GE-F	1.00	1.00	-	1.00	-
Sub-total:		7.00	7.00	-	7.00	-
Division total		7.00	7.00	-	7.00	-
Recreation Program		001-4020-572				
<u>Full-time</u>						
Recreation Division Manager	GE-AB	1.00	1.00	-	1.00	-
Recreation Supervisor	GE-R	1.00	2.00	-	2.00	1.00
Park Ranger/Naturalist	GE-K	1.00	1.00	-	1.00	-
Recreation Leader	NW-H	1.00	3.00	-	3.00	2.00
Sub-total:		4.00	7.00	-	7.00	3.00
<u>Part-time</u>						
Recreation Aide PT	GP-1A	2.68	3.94	-	3.94	1.26
Special Events Staff	GP-1A	0.25	0.25	-	0.25	-
Maintenance Worker	GP-D	1.40	1.40	-	1.40	-
Customer Service Clerk	GP-C	1.98	1.98	-	1.98	-
Sub-total:		6.31	7.57	-	7.57	1.26
Division total		10.31	14.57	-	14.57	4.26
Parks Maintenance Division		001-4026-572				
<u>Full-time</u>						
Parks Division Manager	GE-AB	1.00	1.00	-	1.00	-
Parks Foreman	GE-M	1.00	2.00	-	2.00	1.00
Inventory Control Coordinator	NW-J	1.00	1.00	-	1.00	-
Small Equipment Technician	NB-F	1.00	2.00	-	2.00	1.00
Maintenance Worker II	NB-F	4.00	4.00	-	4.00	-
Maintenance Worker	NB-D	16.00	21.00	-	21.00	5.00
Sub-total:		24.00	31.00	-	31.00	7.00
Division total		24.00	31.00	-	31.00	7.00

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)						
Fred Poppe Regional Park Division		001-4029-572				
<u>Full-time</u>						
Parks Foreman	GE-M	1.00	-	-	-	(1.00)
Small Equipment Technician	NB-F	1.00	-	-	-	(1.00)
Maintenance Worker	NB-D	5.00	-	-	-	(5.00)
Sub-total:		7.00	-	-	-	(7.00)
Division total		7.00	-	-	-	(7.00)
Palm Bay Aquatic Center Division		001-4032-572				
<u>Full-time</u>						
Recreation Supervisor	GE-R	1.00	1.00	-	1.00	-
Sub-total:		1.00	1.00	-	1.00	-
<u>Part-time</u>						
Lifeguard PT	GP-1A	1.26	1.26	-	1.26	-
Sub-total:		1.26	1.26	-	1.26	-
Division total		2.26	2.26	-	2.26	-
Whitlock Community Center Division		001-4033-572				
<u>Full-time</u>						
Recreation Supervisor	GE-R	1.00	-	-	-	(1.00)
Recreation Leader	NW-H	2.00	-	-	-	(2.00)
Sub-total:		3.00	-	-	-	(3.00)
<u>Part-time</u>						
Recreation Aide PT	GP-1A	1.26	-	-	-	(1.26)
Sub-total:		1.26	-	-	-	(1.26)
Division total		4.26	-	-	-	(4.26)
GF Divisions total		54.83	54.83	-	54.83	-
Parks and Recreation Department Total		54.83	54.83	-	54.83	-

FY 21 Position Control Plan

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
FACILITIES DEPARTMENT						
Facility Maintenance Division		001-4525-519				
<u>Full-time</u>						
Facilities Director	GE-AN	1.00	1.00	-	1.00	-
Facilities Division Manager	GE-AB	1.00	1.00	-	1.00	-
Construction Project Manager	GE-AB	-	-	1.00	1.00	1.00
Electrician Journeyman	NB-Q			2.00	2.00	2.00
Electrician Journeyman	GE-Q	2.00	2.00	(2.00)	-	(2.00)
Electrician Apprentice	NB-O			1.00	1.00	1.00
Electrician Apprentice	GE-O	1.00	1.00	(1.00)	-	(1.00)
HVAC Journeyman	NB-N			2.00	2.00	2.00
HVAC Journeyman	GE-N	2.00	2.00	(2.00)	-	(2.00)
Plumber Journeyman	NB-N			1.00	1.00	1.00
Plumber Journeyman	GE-N	1.00	1.00	(1.00)	-	(1.00)
Office Manager	GE-N	1.00	1.00	-	1.00	-
Facilities Foreman	GE-M	1.00	1.00	-	1.00	-
Tradesworker	NB-M	2.00	2.00	-	2.00	-
Maintenance Worker II	NB-F	3.00	3.00	-	3.00	-
Sub-total:		15.00	15.00		16.00	1.00
<u>Part-time</u>						
Maintenance Worker	GP-D	0.70	0.70	-	0.70	-
Secretary	GP-D	0.70	0.70	-	0.70	-
Sub-total:		1.40	1.40	-	1.40	-
Division total		16.40	16.40	-	17.40	1.00
Facilities Department Total		16.40	16.40	-	17.40	1.00

FY 21 Position Control Plan

DEPARTMENT	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
DIVISION						
POSITIONS (FTEs)						
POLICE DEPARTMENT						
Executive Division		001-5010-521				
<u>Full-time</u>						
Police Chief	GE-AO	1.00	1.00	-	1.00	-
Deputy Police Chief	GE-AH	-	-	1.00	1.00	1.00
Deputy Police Chief	GE-AG	1.00	1.00	(1.00)	-	(1.00)
Budget Officer-Police	GE-X	1.00	1.00	-	1.00	-
Project Specialist	GE-R	1.00	1.00	-	1.00	-
Administrative Assistant	GE-M	1.00	1.00	-	1.00	-
Sergeant	FOP-SGT	1.00	1.00	-	1.00	-
Sub-total:		6.00	6.00	-	6.00	-
<u>Part-time</u>						
Accreditation Specialist	GP-P	0.67	0.67	-	0.67	-
Sub-total:		0.67	0.67	-	0.67	-
Division total		6.67	6.67	-	6.67	-
Support Services Division		001-5011-521				
<u>Full-time</u>						
Police Commander	GE-AF			1.00	1.00	1.00
Police Commander	GE-AD	1.00	1.00	(1.00)	-	(1.00)
Community Services Administrator	GE-AB	1.00	1.00	-	1.00	-
Logistics Division Manager	GE-X	1.00	1.00	-	1.00	-
Section Supervisor	GE-P	2.00	2.00	-	2.00	-
Lieutenant	FOP-LTN	1.00	1.00	-	1.00	-
Sergeant	FOP-SGT	1.00	1.00	-	1.00	-
Police Officer	FOP-PO	3.00	3.00	-	3.00	-
Shooting Range Maintenance Worker	NB-F	1.00	1.00	-	1.00	-
Training Coordinator	NW-M	1.00	1.00	-	1.00	-
Material Management Technician	NW-J	4.00	4.00	-	4.00	-
Records Specialist	NW-H	6.00	6.00	-	6.00	-
Secretary	NW-D	1.00	1.00	-	1.00	-
Sub-total:		23.00	23.00	-	23.00	-
<u>Part-time</u>						
School Crossing Guard Supervisor	GP-F	0.80	0.80	-	0.80	-
School Crossing Guard	GP-6A	8.05	8.05	-	8.05	-
Secretary	GP-D	0.66	0.66	-	0.66	-
Sub-total:		9.51	9.51	-	9.51	-
Division total		32.51	32.51	-	32.51	-

DEPARTMENT	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
DIVISION						
POSITIONS (FTEs)						
Uniform Services Division						
		001-5012-521				
<u>Full-time</u>						
Police Commander	GE-AF			2.00	2.00	2.00
Police Commander	GE-AD	2.00	2.00	(2.00)	-	(2.00)
Lieutenant	FOP-LTN	5.00	5.00	-	5.00	-
Sergeant	FOP-SGT	12.00	12.00	-	12.00	-
Police Officer	FOP-PO	100.00	106.00	-	106.00	6.00
Desk/Book Specialist II	NW-M	4.00	4.00	-	4.00	-
Secretary	NW-D	1.00	1.00	-	1.00	-
Sub-total:		124.00	130.00	-	130.00	6.00
Division total		124.00	130.00	-	130.00	6.00
Investigations Division						
		001-5013-521				
<u>Full-time</u>						
Police Commander	GE-AF			1	1.00	1.00
Police Commander	GE-AD	1.00	1.00	(1.00)	-	(1.00)
Crime Analyst	GE-P	2.00	2.00	-	2.00	-
Lieutenant	FOP-LTN	2.00	2.00	-	2.00	-
Sergeants	FOP-SGT	5.00	5.00	-	5.00	-
Police Officer	FOP-PO	30.00	30.00	-	30.00	-
Crime Scene Technician I	NW-J	4.00	4.00	-	4.00	-
Sub-total:		44.00	44.00	-	44.00	(1.00)
Division total		44.00	44.00	-	44.00	(1.00)
Communications Center Division						
		001-5019-521				
<u>Full-time</u>						
Communications Division Manager	GE-X	1.00	1.00	-	1.00	-
Communication Shift Supervisor	NW-P	-	-	3.00	3.00	3.00
Communication Shift Supervisor	NW-M	3.00	3.00	(3.00)	-	(3.00)
Communications Officer	NW-K			20.00	20.00	20.00
Communications Officer Trainee	NW-H			17.00	17.00	17.00
Telecommunicator	NW-H	37.00	37.00	(37.00)	-	(37.00)
Sub-total:		41.00	41.00	-	41.00	-
<u>Part-time</u>						
Communications Officer	GP-K	-	-	0.50	0.50	0.50
Telecommunicator	GP-H	0.50	0.50	(0.50)	-	(0.50)
Sub-total:		0.50	0.50	-	0.50	-
Division total		41.50	41.50	-	41.50	-
Victim Services Division						
		001-5025-521				
<u>Full-time</u>						
Victim Advocate	GE-K	2.00	2.00	-	2.00	-
Sub-total:		2.00	2.00	-	2.00	-

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
	Division total	2.00	2.00	-	2.00	-
	Police Department Total	250.68	256.68	-	256.68	5.00

FY 21 Position Control Plan

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
FIRE DEPARTMENT						
Emergency Services Bureau		001-6012-522				
<u>Full-time</u>						
Fire Chief	GE-AO	1.00	1.00	-	1.00	-
Deputy Fire Chief	GE-AG	1.00	1.00	-	1.00	-
Battalion Chief	GE-AD	3.00	3.00	-	3.00	-
Logistics Division Manager	GE-X	1.00	1.00	-	1.00	-
Support Services Coordinator	GE-U	1.00	1.00	-	1.00	-
Administrative Secretary	GE-F	1.00	1.00	-	1.00	-
Operations Manager	GE-F	1.00	1.00	-	1.00	-
District Chief	IAFF-AC	6.00	6.00	-	6.00	-
Career Development Safety Coord.	IAFF-AA	3.00	3.00	(1.00)	2.00	(1.00)
Lieutenant	IAFF-Z	25.00	25.00	-	25.00	-
Driver Engineer	IAFF-U	27.00	27.00	-	27.00	-
Prot Breathing App Tech	IAFF-U	1.00	1.00	-	1.00	-
Firefighter	IAFF-O	56.00	56.00	1.00	57.00	1.00
Fire Inspector	IAFF-N	2.00	2.00	1.00	3.00	1.00
Records Comp/Anls Supervisor	NW-L	1.00	1.00	-	1.00	-
Inventory Control Coord	NW-J	1.00	1.00	-	1.00	-
Sub-total:		131.00	131.00	1.00	132.00	1.00
Division total		131.00	131.00	1.00	132.00	1.00
Fire Department Total		131.00	131.00	1.00	132.00	1.00

FY 21 Position Control Plan

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)						

PUBLIC WORKS DEPARTMENT

Administrative Services Division

001-7011-541

Full-time

Public Works Director	GE-AN	1.00	1.00	-	1.00	-
Assistant Public Works Director	GE-AG	1.00	1.00	-	1.00	-
Business Operations Division Manager	GE-AB	1.00	1.00	-	1.00	-
Public Works Accountant	GE-X	1.00	1.00	-	1.00	-
Accountant I	GE-N	1.00	1.00	-	1.00	-
Administrative Assistant	GE-M	1.00	1.00	-	1.00	-
Engineer Technician III	NW-M	-	2.00	-	2.00	2.00
Customer Service Representative	NW-H	-	1.00	-	1.00	1.00
Administrative Secretary	GE-F	1.00	1.00	-	1.00	-
Data Entry Clerk	NW-B			1.00	1.00	1.00

Sub-total:		7.00	10.00	1.00	10.00	3.00
------------	--	------	-------	------	-------	------

Part-Time

Data Entry Clerk	GP-B	0.63	0.63	(0.63)	-	(0.63)
------------------	------	------	------	--------	---	--------

Sub-total:		0.63	0.63	(0.63)	-	(0.63)
------------	--	------	------	--------	---	--------

Division total		7.63	10.63	0.37	10.00	2.37
-----------------------	--	------	-------	------	-------	------

Engineering & Surveying Services Division

001-7013-541

Full-time

City Engineer	GE-AF	-	1.00	-	1.00	1.00
Surveying Superintendent	GE-W	1.00	1.00	-	1.00	-
City Surveyor	GE-V	1.00	1.00	-	1.00	-
Survey Party Chief	GE-M	1.00	1.00	-	1.00	-
Engineering Assistant	NW-N	1.00	1.00	-	1.00	-
Engineering Inspector	NW-N	3.00	3.00	-	3.00	-
GIS Technician I	NW-N	-	1.00	-	1.00	1.00
Engineering Technician II	NW-J	1.00	1.00	1.00	2.00	1.00

Sub-total:		8.00	10.00	1.00	11.00	3.00
------------	--	------	-------	------	-------	------

Part-Time

Land Acquisition Coordinator	GP-T	0.40	0.40	-	0.40	-
------------------------------	------	------	------	---	------	---

Sub-total:		0.40	0.40	-	0.40	-
------------	--	------	------	---	------	---

Division total		8.40	10.40	1.00	11.40	3.00
-----------------------	--	------	-------	------	-------	------

ROW Beautification Division

001-7017-541

Full-time

Operations Supervisor	GE-R	1.00	1.00	-	1.00	-
Operations Foreman	GE-M	1.00	1.00	-	1.00	-
Heavy Equipment Operator I	NB-H	3.00	9.00	-	9.00	6.00

DEPARTMENT DIVISION	Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
POSITIONS (FTEs)						
Maintenance Worker	NB-D	13.00	14.00	-	14.00	1.00
Sub-total:		18.00	25.00	-	25.00	7.00
<u>Part-Time</u>						
Heavy Equipment Operator I	GP-H	-	0.63	-	0.63	0.63
Sub-total:		-	0.63	-	0.63	0.63
Division total		18.00	25.63	-	25.63	7.63
Traffic Operations Division		001-7026-541				
<u>Full-time</u>						
Operations Superintendent	GE-W	1.00	1.00	-	1.00	-
Sign & Traffic Technician	NB-J	4.00	4.00	-	4.00	-
Sub-total:		5.00	5.00	-	5.00	-
<u>Part-Time</u>						
Sign & Traffic Technician	GP-J	0.63	0.63	-	0.63	-
Sub-total:		0.63	0.63	-	0.63	-
Division total		5.63	5.63	-	5.63	-
Infrastructure Division		001-7034-541				
<u>Full-time</u>						
Public Works Division Manager	GE-AB	1.00	1.00	-	1.00	-
Operations Division Manager	GE-AB			1.00	1.00	1.00
Operations Superintendent	GE-W	1.00	1.00	-	1.00	-
Operations Supervisor	GE-R	1.00	1.00	-	1.00	-
Heavy Equipment Operator II	NB-K	5.19	5.19	-	5.19	-
Heavy Equipment Operator I	NB-H	1.00	1.00	-	1.00	-
Maintenance Worker	NB-D	10.00	10.00	-	10.00	-
Sub-total:		19.19	19.19	1.00	20.19	1.00
<u>Part-Time</u>						
Heavy Equipment Operator I	GP-H	0.53	0.53	-	0.53	-
Sub-total:		0.53	0.53	-	0.53	-
Division total		19.72	19.72	1.00	20.72	1.00
GF Divisions total		59.38	72.01	2.37	73.38	14.00
Solid Waste		471-7036-534				
Solid Waste Operations						
<u>Full-time</u>						
Maintenance Worker	NB-D	5.00	-	-	-	(5.00)
Sub-total:		5.00	-	-	-	(5.00)
Division total		5.00	-	-	-	(5.00)
Solid Waste Customer Service		471-7037-534				

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)						
<u>Full-time</u>						
Customer Service Representative	NW-H	1.00	-	-	-	(1.00)
Sub-total:		1.00	-	-	-	(1.00)
<u>Part-Time</u>						
Switchboard Operator	GP-6A	0.65	-	-	-	(0.65)
Sub-total:		0.65	-	-	-	(0.65)
Division total		1.65	-	-	-	(1.65)
Solid Waste Division Total		6.65	-	-	-	(6.65)

Fleet Services Division

521-7070-519

Full-time

Fleet Services Manager	GE-AB	1.00	1.00	-	1.00	-
Fleet Services Supervisor	GE-R	2.00	2.00	-	2.00	-
Administrative Assistant	GE-M	1.00	1.00	-	1.00	-
Heavy Equipment Technician	NB-M	6.00	6.00	-	6.00	-
Parts Inventory Specialist	NB-J	1.00	1.00	-	1.00	-
Light Equipment Technician	NB-H	5.00	5.00	-	5.00	-
Sub-total:		16.00	16.00	-	16.00	-

Part-Time

Stock Clerk	GP-A	0.50	0.50	-	0.50	-
Sub-total:		0.50	0.50	-	0.50	-

Fleet Division total

16.50	16.50	-	16.50	-
--------------	--------------	----------	--------------	----------

SWU Engineering & Surveying

461-7081-541

Full-time

City Engineer	GE-AF	1.00	-	-	-	(1.00)
Engineer III	GE-AB	1.00	1.00	-	1.00	-
Engineer II	GE-Z	2.00	2.00	-	2.00	-
Engineer I	GE-X	1.00	1.00	-	1.00	-
Survey Party Chief	GE-M	1.00	1.00	-	1.00	-
Engineering Assistant	NW-N	2.00	2.00	-	2.00	-
GIS Technician I	NW-N	2.00	1.00	-	1.00	(1.00)
Engineer Technician III	NW-M	2.00	-	-	-	(2.00)
Survey Transit Operator	NB-F	2.00	2.00	-	2.00	-
Rod & Chain Worker	NB-A	1.00	1.00	-	1.00	-
Sub-total:		15.00	11.00	-	11.00	(4.00)

Division total

15.00	11.00	-	11.00	(4.00)
--------------	--------------	----------	--------------	---------------

SWU Customer Service

461-7082-541

Full-time

Customer Service Manager	GE-U	1.00	1.00	-	1.00	-
Engineering Inspector	NW-N	4.00	4.00	-	4.00	-
Customer Service Representative	NW-H	2.00	1.00	-	1.00	(1.00)

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from	
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020	
POSITIONS (FTEs)							
	Sub-total:	7.00	6.00	-	6.00	(1.00)	
	Division total	7.00	6.00	-	6.00	(1.00)	
SWU Physical Environment							
					461-7083-538		
	<u>Full-time</u>						
	Operations Supervisor	GE-R	1.00	1.00	-	1.00	-
	Heavy Equipment Operator II	NB-K	2.00	2.00	-	2.00	-
	Heavy Equipment Operator I	NB-H	5.00	2.00	-	2.00	(3.00)
	Sub-total:		8.00	5.00	-	5.00	(3.00)
	Division total		8.00	5.00	-	5.00	(3.00)
SWU Infrastructure							
						461-7084-541	
	<u>Full-time</u>						
	Heavy Equipment Operator II	NB-K	1.81	1.81	-	1.81	-
	Heavy Equipment Operator I	NB-H	5.00	2.00	-	2.00	(3.00)
	Small Equipment Technician	NB-F	1.00	1.00	-	1.00	-
	Maintenance Worker	NB-D	8.00	7.00	-	7.00	(1.00)
	Sub-total:		15.81	11.81	-	11.81	(4.00)
	<u>Part-Time</u>						
	Heavy Equipment Operator I	GP-H	0.63	-	-	-	(0.63)
	Sub-total:		0.63	-	-	-	(0.63)
	Division total		16.44	11.81	-	11.81	(4.63)
	SWU Fund total		46.44	33.81	-	33.81	(12.63)
	Public Works Department Total		128.97	122.32	2.37	123.69	(5.28)

FY 21 Position Control Plan

DEPARTMENT		Pay Grade	Amended Budget FY 2020	Adopted Budget FY 2021	Revisions to FY 2021	Amended Budget FY 2021	Change from FY 2020
DIVISION							
POSITIONS (FTEs)							
BAYFRONT COMMUNITY REDEV. AGENCY DEPARTMENT						181-9110-559	
	<u>Full-time</u>						
	BCRA Administrator	GE-AA	1.00	-	-	-	(1.00)
	Sub-total:		1.00	-	-	-	(1.00)
	<u>Part-time</u>						
	Administrative Secretary	GP-F	0.70	-	-	-	(0.70)
	Sub-total:		0.70	-	-	-	(0.70)
	Division total		1.70	-	-	-	(1.70)
	BCRA Department Total		1.70	-	-	-	(1.70)

FY 21 Position Control Plan

DEPARTMENT	Pay	Amended	Adopted	Revisions	Amended	Change
DIVISION	Grade	Budget	Budget	to	Budget	from
POSITIONS (FTEs)		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
UTILITIES DEPARTMENT						
Administration Division		421-8010-536				
<u>Full-time</u>						
Utilities Director	GE-AN	1.00	1.00	-	1.00	-
Assistant Utilities Director	GE-AG	1.00	1.00	-	1.00	-
Office Manager	GE-N	1.00	1.00	-	1.00	-
Administrative Assistant	GE-M	-	-	2.00	2.00	2.00
Administrative Secretary	GE-F	2.00	2.00	(2.00)	-	(2.00)
Secretary	NW-D	2.00	2.00	-	2.00	-
Customer Service Clerk	NW-C	1.00	-	-	-	(1.00)
Sub-total:		8.00	7.00	-	7.00	(1.00)
<u>Part-time</u>						
Switchboard Operator	GP-6A	0.65	-	-	-	(0.65)
Utilities Intern (Heritage High)	GP-2A	0.44	0.44	(0.44)	-	(0.44)
Sub-total:		1.09	0.44	(0.44)	-	(1.09)
Division total		9.09	7.44	(0.44)	7.00	(2.09)
Customer Service Section		421-8011-536				
<u>Full-time</u>						
Administrative Services Manager	GE-W	1.00	1.00	-	1.00	-
Utilities Billing & Collections Supervisor	GE-T			1.00	1.00	1.00
Billing & Collections Coordinator	GE-R	1.00	1.00	(1.00)	-	(1.00)
Utilities Customer Care Supervisor	GE-R			2.00	2.00	2.00
Customer Service Coordinator	GE-Q	2.00	2.00	(2.00)	-	(2.00)
Utilities Billing & Collections Specialist	NW-K			6.00	6.00	6.00
Utilities Customer Care Specialist	NW-J			9.00	9.00	9.00
Customer Service Representative	NW-H	14.00	15.00	(15.00)	-	(14.00)
Cashier	NW-B	1.00	1.00	-	1.00	-
Sub-total:		19.00	20.00	-	20.00	1.00
<u>Part-time</u>						
Cashier	GP-B	0.75	0.75	-	0.75	-
Sub-total:		0.75	0.75	-	0.75	-
Division total		19.75	20.75	-	20.75	1.00
Business Operations Division		421-8012-536				
<u>Full-time</u>						
Business Operations Division Mgr	GE-AB	1.00	1.00	-	1.00	-
Utilities Accountant	GE-X	1.00	1.00	-	1.00	-
Support Services Coordinator	GE-U	1.00	1.00	-	1.00	-
Management Analyst	GE-T	1.00	1.00	-	1.00	-
Utilities Community Outreach Coord.	GE-Q	1.00	-	-	-	(1.00)
Parts Inventory Specialist	NB-J	1.00	1.00	-	1.00	-
Customer Service Clerk	NW-C	-	1.00	-	1.00	1.00

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)						
Sub-total:		6.00	6.00	-	6.00	-
Division total		6.00	6.00	-	6.00	-
Engineering and Construction Division						
		421-8013-536				
<u>Full-time</u>						
Utilities Engineer	GE-AH	-	1.00	-	1.00	1.00
Utilities Engineer	GE-AB	1.00	-	-	-	(1.00)
Engineer II	GE-Z	1.00	1.00	-	1.00	-
Engineer I	GE-X	1.00	1.00	-	1.00	-
Project Manager	GE-X	1.00	1.00	-	1.00	-
GIS Coordinator	GE-T	-	1.00	-	1.00	1.00
GIS Coordinator	GE-R	1.00	-	-	-	(1.00)
Asset Management Specialist	GE-R	-	1.00	-	1.00	1.00
Database Administrator - CMMS	GE-R	1.00	1.00	-	1.00	-
GIS Technician II	NW-P	2.00	-	-	-	(2.00)
GIS Technician I	NW-N	2.00	2.00	-	2.00	-
Utilities Inspector	NW-N	3.00	3.00	-	3.00	-
Sub-total:		13.00	12.00	-	12.00	(1.00)
Division total		13.00	12.00	-	12.00	(1.00)
Maintenance Section						
		421-8014-536				
<u>Full-time</u>						
Operations Division Manager	GE-AB	-	0.34	-	0.34	0.34
Electrical Maintenance Foreman	GE-S	1.00	1.00	-	1.00	-
Electrician Journeyman	NB-Q			1.00	1.00	1.00
Electrician Journeyman	GE-Q	1.00	1.00	(1.00)	-	(1.00)
Utilities Foreman	GE-O	1.00	1.00	-	1.00	-
Electrical Technician II	NB-N	2.00	1.00	-	1.00	(1.00)
Electrical Technician I	NB-K	4.00	2.00	-	2.00	(2.00)
Maintenance Mechanic	NB-H	6.00	6.00	-	6.00	-
Maintenance Worker II	NB-F	-	-	-	-	-
Maintenance Worker	NB-D	2.00	2.00	-	2.00	-
Sub-total:		17.00	14.34	-	14.34	(2.66)
Division Subtotal:		17.00	14.34	-	14.34	(2.66)
Field Services Section						
		421-8016-536				
<u>Full-time</u>						
Field Services Superintendent	GE-W	1.00	1.00	-	1.00	-
Field Service Representative	NB-H	7.00	7.00	-	7.00	-
Sub-total:		8.00	8.00	-	8.00	-
Division total		8.00	8.00	-	8.00	-
Integrated Systems Management Division						
		421-8017-536				
<u>Full-time</u>						
Utilities Compliance Manager	GE-U	1.00	-	-	-	(1.00)
Utilities Compliance Specialist	GE-P	1.00	-	-	-	(1.00)
Sub-total:		2.00	-	-	-	(2.00)

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)						
Division total		2.00	-	-	-	(2.00)
Utilities Compliance Division						
		421-8017-536				
<u>Full-time</u>						
Utilities Compliance Division Manager	GE-AB	-	1.00	-	1.00	1.00
Utilities Community Outreach Coord.	GE-Q	-	1.00	-	1.00	1.00
Utilities Compliance Specialist	GE-T	-	-	1.00	1.00	1.00
Utilities Compliance Specialist	GE-P	-	1.00	(1.00)	-	-
Backflow Prevention Technician I	NB-H	-	1.00	-	1.00	1.00
Line Location Technician	NB-H	-	2.00	-	2.00	2.00
Water Quality Technician	NB-F	-	1.00	-	1.00	1.00
Fats, Oils, & Grease Inspector	NW-I	-	1.00	-	1.00	1.00
Sub-total:		-	8.00	-	8.00	8.00
<u>Part-time</u>						
Utilities Intern (Heritage High)	GP-2A	-	-	0.44	0.44	0.44
Sub-total:		-	-	0.44	0.44	0.44
Division total		-	8.00	0.44	8.44	8.44
Laboratory Section						
		421-8018-536				
<u>Full-time</u>						
Laboratory Coordinator	GE-P	1.00	1.00	-	1.00	-
Laboratory Technician II	NB-N	1.00	1.00	-	1.00	-
Sub-total:		2.00	2.00	-	2.00	-
Division total		2.00	2.00	-	2.00	-
Water-Distribution Section						
		421-8020-533				
<u>Full-time</u>						
Operations Division Manager	GE-AB	0.50	0.33	-	0.33	(0.17)
Water Distribution Superintendent	GE-W	1.00	1.00	-	1.00	-
Utilities Foreman	GE-O	3.00	3.00	-	3.00	-
Heavy Equipment Operator I	NB-H	2.00	2.00	-	2.00	-
Line Location Technician	NB-H	0.75	-	-	-	(0.75)
Backflow Prevention Technician I	NB-H	1.00	-	-	-	(1.00)
Meter Technician	NB-F	1.00	1.00	-	1.00	-
Water and Sewer Line Maint. Tech	NB-F	6.00	6.00	-	6.00	-
Water Quality Technician	NB-F	1.00	-	-	-	(1.00)
Maintenance Worker	NB-D	8.00	8.00	-	8.00	-
Sub-total:		24.25	21.33	-	21.33	(2.92)
<u>Part-time</u>						
Maintenance Worker PT	GE-D	-	2.25	-	2.25	2.25
Sub-total:		-	2.25	-	2.25	2.25
Division Subtotal:		24.25	23.58	-	23.58	(0.67)
Water Plant - SRWTF Section						
		421-8023-533				
<u>Full-time</u>						
Operations Division Manager	GE-AB	0.34	0.34	-	0.34	-
Water Plant Superintendent	GE-W	1.00	1.00	-	1.00	-
Treatment Plant Operator Dual Cert.	NB-O	2.00	2.00	-	2.00	-

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)						
Treatment Plant Operator "A"	NB-N	1.00	1.00	(1.00)	-	(1.00)
Treatment Plant Operator "B"	NB-M	1.00	1.00	-	1.00	-
Treatment Plant Operator "C"	NB-K	1.00	1.00	1.00	2.00	1.00
Treatment Plant Operator "Trainee"	NB-H	1.00	1.00	-	1.00	-
Sub-total:		7.34	7.34	-	7.34	-
Division total		7.34	7.34	-	7.34	-
Water Plant - NR Section		421-8024-533				
<u>Full-time</u>						
Operations Division Manager	GE-AB	0.33	0.33	-	0.33	-
Water Plant Superintendent	GE-W	1.00	1.00	-	1.00	-
Treatment Plant Operator "A"	NB-N	3.00	3.00	-	3.00	-
Treatment Plant Operator "B"	NB-M	-	-	-	-	-
Treatment Plant Operator "C"	NB-K	3.00	3.00	1.00	4.00	1.00
Treatment Plant Operator "Trainee"	NB-H	1.00	1.00	-	1.00	-
Sub-total:		8.33	8.33	1.00	9.33	1.00
Division total		8.33	8.33	1.00	9.33	1.00
Wastewater-Collection Section		421-8030-535				
<u>Full-time</u>						
Operations Division Manager	GE-AB	0.50	0.33	-	0.33	(0.17)
Wastewater Collection Superintendent	GE-W	1.00	1.00	-	1.00	-
Utilities Foreman	GE-O	3.00	3.00	-	3.00	-
Electrical Technician II	NB-N	-	1.00	-	1.00	1.00
Electrical Technician I	NB-K	-	2.00	-	2.00	2.00
Heavy Equipment Operator II	NB-K	1.00	1.00	-	1.00	-
Camera Truck Operator	NB-J	1.00	1.00	-	1.00	-
Line Location Technician	NB-H	0.25	-	-	-	(0.25)
Maintenance Mechanic	NB-H	4.00	4.00	-	4.00	-
Water and Sewer Line Maint. Tech	NB-F	4.00	4.00	-	4.00	-
Maintenance Worker	NB-D	6.00	6.00	-	6.00	-
Fats, Oils, & Grease Inspector	NW-I	1.00	-	-	-	(1.00)
Sub-total:		21.75	23.33	-	23.33	1.58
Division Subtotal:		21.75	23.33	-	23.33	1.58
Wastewater Plant - NR Section		421-8034-535				
<u>Full-time</u>						
Operations Division Manager	GE-AB	0.33	0.33	-	0.33	-
Wastewater Plant Superintendent	GE-W	1.00	1.00	-	1.00	-
Treatment Plant Operator "A"	NB-N	3.00	3.00	-	3.00	-
Treatment Plant Operator "B"	NB-M	1.00	1.00	-	1.00	-
Treatment Plant Operator "C"	NB-K	4.00	4.00	(1.00)	3.00	(1.00)
Treatment Plant Operator "Trainee"	NB-H	1.00	1.00	1.00	2.00	1.00
Sub-total:		10.33	10.33	-	10.33	-
Division total		10.33	10.33	-	10.33	-
Utilities Department Total		148.84	151.44	1.00	152.44	3.60

DEPARTMENT	Pay Grade	Amended Budget	Adopted Budget	Revisions to	Amended Budget	Change from
DIVISION		FY 2020	FY 2021	FY 2021	FY 2021	FY 2020
POSITIONS (FTEs)						

FY 21 Position Control Plan

Full-Time Equivalents by Dept	FY 20	FY 21	Difference
Legislative	9.00	9.00	0.00
City Manager's Office	8.00	5.70	-2.30
City Attorney's Office	12.30	12.30	0.00
Procurement	7.00	7.00	0.00
Finance	19.00	19.00	0.00
CIT	12.40	12.00	-0.40
Human Resources	11.63	11.63	0.00
Building	0.00	33.68	33.68
Growth Management	50.80	18.80	-32.00
Community & Economic Dev.	3.00	11.70	8.70
Parks & Recreation	54.83	54.83	0.00
Facilities	16.40	17.40	1.00
Police	250.68	256.68	6.00
Fire	131.00	132.00	1.00
Public Works	128.97	123.69	-5.28
Utilities	148.84	152.44	3.60
BCRA	1.70	0.00	-1.70
Total FTE's	865.55	877.85	12.30

Contract/Group	Contract Dates	FY 20	FY 21	Difference
NAGE Blue	10/01/19-09/30/22	193.00	197.00	4.00
NAGE White	10/01/19-09/30/22	148.00	151.00	3.00
Police Officer	10/01/18-09/30/21	133.00	139.00	6.00
Police Sergeant	10/01/18-09/30/21	19.00	19.00	-
Police Lieutenant	10/01/18-09/30/21	8.00	8.00	-
Fire Rank & File	10/01/18-09/30/21	108.00	109.00	1.00
Fire Supervisors	10/01/18-09/30/21	12.00	12.00	-
General 1	N/A	20.00	21.00	1.00
General 2	N/A	37.00	39.00	2.00
General 3	N/A	151.00	145.00	(6.00)
Part-Time/Council/Emeritus*	N/A	37.05	38.85	1.80
*includes Councilmembers even though FT/PT Citywide includes them in FT for benefits reasons				
	Total FTE's	866.05	878.85	12.80

**FY 21 General Alpha
Current Positions in Position Control***

Group	Position Title	Position #	Grade	Department	Range Min	Range Max
G3	ACCOUNTANT I	1151	N	City Wide	\$37,831	\$56,680
G3	ACCOUNTANT II	1136	U	Finance	\$46,284	\$69,467
G3	ACCOUNTING/PROCUREMENT ASSISTANT	2717	R	Utilities	\$42,446	\$63,663
G3	ADMINISTRATIVE ASSISTANT	2818	M	City Wide	\$36,760	\$55,061
G3	ADMINISTRATIVE SECRETARY	2801	F	City Wide	\$30,086	\$44,967
G2	ADMINISTRATIVE SERVICES MGR	2432	W	Utilities	\$49,038	\$73,634
G3	ADMINISTRATIVE SUPERVISOR	1826	R	Parks & Recreation	\$42,446	\$63,663
G3	APPLICATION ANALYST	1503	T	Information Technology	\$44,967	\$67,475
G3	ASSET MANAGEMENT SPECIALIST	2548	R	Utilities	\$42,446	\$63,663
G3	ASSISTANT CITY ATTORNEY	2910	V	City Attorney	\$47,641	\$71,520
G2	ASSISTANT FINANCE DIRECTOR	1150	AG	Finance	\$65,541	\$98,595
G2	ASSISTANT GROWTH MGMT DIRECTOR	1911	AG	Growth Management	\$65,541	\$98,595
G2	ASSISTANT PARKS & RECREATION DIRECTOR	1802	AG	Parks & Recreation	\$65,541	\$98,595
G2	ASSISTANT PUBLIC WORKS DIRECTOR	2326	AG	Public Works	\$65,541	\$98,595
G2	ASSISTANT UTILITIES DIRECTOR	2726	AG	Utilities	\$65,541	\$98,595
G2	BATTALION CHIEF	1203	AD	Fire	\$60,068	\$90,318
G2	BCRA ADMINISTRATOR	2016	AA	Community & Economic Dev.	\$55,061	\$82,743
G3	BILLING & COLL COORDINATOR	1152	R	Utilities	\$42,446	\$63,663
G3	BUDGET ANALYST	1122	X	Finance	\$50,478	\$75,811
G3	BUDGET OFFICER - POLICE	2274	X	Police	\$50,478	\$75,811
G3	BUILDING SERVICES & FLOOD PLAIN COORD.	1243	U	Growth Management	\$46,284	\$69,467
G3	BUSINESS DEVELOPMENT COORDINATOR	2002	P	Community & Economic Dev.	\$40,070	\$60,068
G2	BUSINESS OPERATIONS DIV MANAGER	2727	AB	Utilities	\$56,680	\$85,194
G3	CASH MANAGEMENT COORDINATOR	1117	O	Finance	\$38,934	\$58,350
G2	CHIEF ACCOUNTANT	1156	AD	Finance	\$60,068	\$90,318
G2	CHIEF BUILDING OFFICIAL	1207	AN	Growth Management	\$80,364	\$121,017
G1	CHIEF PROCUREMENT OFFICER	1112	AN	Procurement	\$80,364	\$121,017
G1	CITY ATTORNEY	2901	N/A	City Attorney	Contract	Contract
G1	CITY CLERK	1601	AP	Legislative	\$85,194	\$128,322
G1	CITY MANAGER	1701	BB	Office of City Manager	\$121,017	\$182,507
G3	CITY SURVEYOR	2427	V	Public Works	\$47,641	\$71,520
G3	COMMUNITY INFORMATION COORDINATOR	1209	Q	Community & Economic Dev.	\$41,241	\$61,839
G3	COMMUNITY OUTREACH COORDINATOR	2541	Q	City Wide	\$41,241	\$61,839
G2	COMMUNITY SERVICES ADMINISTRATOR	2272	AB	Police	\$56,680	\$85,194
G2	CONSTRUCTION PROJECT MANAGER	1801	AB	Facilities	\$56,680	\$85,194
G3	CRIME ANALYST	2244	P	Police	\$40,070	\$60,068
G3	CUSTOMER SERVICE COORDINATOR	1149	Q	Finance/Utilities	\$41,241	\$61,839
G3	CUSTOMER SERVICE MANAGER	2815	U	City Wide	\$46,284	\$69,467
G3	DATABASE ADMINISTRATOR - CMMS	2820	R	Utilities	\$42,446	\$63,663
G3	DEPUTY BUILDING OFFICIAL	1909	AG	Growth Management	\$65,541	\$98,595
G1	DEPUTY CITY ATTORNEY	2902	AP	City Attorney	\$85,194	\$128,322
G1	DEPUTY CITY CLERK	1602	AD	Legislative	\$60,068	\$90,318

**FY 21 General Alpha
Current Positions in Position Control***

Group	Position Title	Position #	Grade	Department	Range Min	Range Max
G1	DEPUTY CITY MANAGER	1001	AP	Office of the City Manager	\$85,194	\$128,322
G2	DEPUTY FIRE CHIEF	1201	AG	Fire	\$65,541	\$98,595
G2	DEPUTY POLICE CHIEF	2246	AH	Police	\$67,475	\$101,521
G1	DIRECTOR OF INFORMATION TECHNOLOGY	1518	AN	Information Technology	\$80,364	\$121,017
G1	COMMUNITY & ECONOMIC DEV. DIRECTOR	1020	AN	Community & Economic Dev.	\$80,364	\$121,017
G3	ELECTRICAL MAINTENANCE FOREMAN	2546	S	Utilities	\$43,688	\$65,541
G3	ENGINEER I	2810	X	City Wide	\$50,478	\$75,811
G3	ENGINEER II	2321	Z	City Wide	\$53,488	\$80,364
G3	ENGINEER III	2812	AB	Public Works	\$56,680	\$85,194
G3	ENVIRONMENTAL ENGINEER	2545	X	Public Works	\$50,478	\$75,811
G1	FACILITIES DIRECTOR	1800	AN	Facilities	\$80,364	\$121,017
G2	FACILITIES DIVISION MANAGER	1832	AB	Parks & Recreation	\$56,680	\$85,194
G3	FACILILTIES FOREMAN	1806	M	City Wide	\$36,760	\$55,061
G3	FIELD SERVICES SUPERINTENDENT	2621	W	Utilities	\$49,038	\$73,634
G1	FINANCE DIRECTOR	1109	AN	Finance	\$80,364	\$121,017
G1	FIRE CHIEF	1218	AO	Fire	\$82,743	\$124,615
G3	FIRE PLANS EXAMINER	1221	W	Growth Management	\$49,038	\$73,634
G3	FISCAL ANALYST	1137	U	Finance	\$46,284	\$69,467
G2	FISCAL MANAGER	1161	AB	Finance	\$56,680	\$85,194
G2	FLEET SERVICES MNGR	1302	AB	Public Works	\$56,680	\$85,194
G3	FLEET SERVICES SPRVSR	1301	R	Public Works	\$42,446	\$63,663
G3	FOREMAN PARKS	1828	M	City Wide	\$36,760	\$55,061
G3	GIS COORDINATOR	2723	R	Utilities	\$42,446	\$63,663
G1	GROWTH MANAGEMENT DIRECTOR	1910	AN	Growth Management	\$80,364	\$121,017
G2	HOUSING ADMINISTRATOR	2001	AA	Community & Economic Dev.	\$55,061	\$82,743
G3	HOUSING ASSISTANT	2019	K	Community & Economic Dev.	\$34,710	\$51,960
G3	HR BENEFITS ANALYST	1407	T	Human Resources	\$44,967	\$67,475
G2	HR BENEFITS MANAGER	1408	AB	Human Resources	\$56,680	\$85,194
G3	HR WELLNESS COORDINATOR	1403	P	Human Resources	\$40,070	\$60,068
G3	HUMAN RESOURCES ANALYST I	1413	P	Human Resources	\$40,070	\$60,068
G3	HUMAN RESOURCES ANALYST II	1402	T	Human Resources	\$44,967	\$67,475
G1	HUMAN RESOURCES DIRECTOR	1404	AN	Human Resources	\$80,364	\$121,017
G2	HUMAN RESOURCES MANAGER	1405	AB	Human Resources	\$56,680	\$85,194
G3	IT SUPPORT SPECIALIST	1513	R	Information Technology	\$42,446	\$63,663
G3	LABORATORY COORDINATOR	2601	P	Utilities	\$40,070	\$60,068
G3	LITIGATION PARALEGAL	2906	V	City Attorney	\$47,641	\$71,520
G3	LOGISTICS DIVISION MNGR	2232	X	Police	\$50,478	\$75,811
G3	MAINTENANCE SUPERINTENDENT	2724	W	Public Works	\$49,038	\$73,634
G3	MAINT SUPERVISOR UTIL	2511	R	Utilities	\$42,446	\$63,663
G3	MANAGEMENT ANALYST	2814	T	City Wide	\$44,967	\$67,475
G3	NETWORK ADMINISTRATOR	1514	V	Information Technology	\$47,641	\$71,520
G3	OFFICE MANAGER	2803	N	City Wide	\$37,831	\$56,680

**FY 21 General Alpha
Current Positions in Position Control***

Group	Position Title	Position #	Grade	Department	Range Min	Range Max
G2	OPERATIONS DIVISION MANAGER	2605	AB	Utilities	\$56,680	\$85,194
G3	OPERATIONS FOREMAN	2404	M	Public Works	\$36,760	\$55,061
G3	OPERATIONS MANAGER	1234	X	Fire	\$50,478	\$75,811
G3	OPERATIONS SUPERINTENDENT	2410	W	Public Works	\$49,038	\$73,634
G3	OPERATIONS SUPERVISOR - PW	2409	R	Public Works	\$42,446	\$63,663
G3	PARK RANGER/NATURALIST	1809	K	Parks & Recreation	\$34,710	\$51,960
G1	PARKS & RECREATION DIR	1810	AN	Parks & Recreation	\$80,364	\$121,017
G2	PARKS DIVISION MANAGER	1830	AB	Parks & Recreation	\$56,680	\$85,194
G3	PAYMASTER	1135	W	Finance	\$49,038	\$73,634
G3	PAYROLL & ACCOUNTING ASSISTANT	1180	P	Human Resources	\$40,070	\$60,068
G3	PLANNER	1902	R	Growth Management	\$42,446	\$63,663
G3	PRINCIPAL PLANNER	1913	Z	Growth Management	\$53,488	\$80,364
G3	PLANS EXAMINER	1229	W	Growth Management	\$49,038	\$73,634
G1	POLICE CHIEF	2216	AO	Police	\$82,743	\$124,615
G2	POLICE COMMANDER	2267	AF	Police	\$63,663	\$95,753
G2	PROJECT MANAGER	1507	X	Information Technology	\$50,478	\$75,811
G3	PROJECT SPECIALIST	2273	R	Police	\$42,446	\$63,663
G2	PUBLIC INFORMATION OFFICER	1213	AB	Community & Economic Dev.	\$56,680	\$85,194
G3	PUBLIC WORKS ACCOUNTANT	2317	X	Public Works	\$50,478	\$75,811
G1	PUBLIC WORKS DIRECTOR	2310	AN	Public Works	\$80,364	\$121,017
G2	PUBLIC WORKS DIV MGR	2416	AB	Public Works	\$56,680	\$85,194
G3	PROCUREMENT AGENT I	1155	P	Procurement	\$40,070	\$60,068
G3	PROCUREMENT AGENT II	1154	R	Procurement	\$42,446	\$63,663
G3	PROCUREMENT AGENT III	1153	T	Procurement	\$44,967	\$67,475
G2	PROCUREMENT MANAGER	1113	AB	Procurement	\$56,680	\$85,194
G3	RECORDS ADMINISTRATOR	1605	O	Legislative	\$38,934	\$58,350
G2	RECREATION DIVISION MANAGER	1834	AB	Parks & Recreation	\$56,680	\$85,194
G3	RECREATION SUPERVISOR	1816	R	Parks & Recreation	\$42,446	\$63,663
G2	RISK MANAGER	1406	AB	City Attorney	\$56,680	\$85,194
G3	SAFETY & SECURITY COORDINATOR	2911	T	City Attorney	\$44,967	\$67,475
G3	SECTION SUPERVISOR	2233	P	City Wide	\$40,070	\$60,068
G3	SENIOR ACCOUNTANT	1121	X	Finance	\$50,478	\$75,811
G2	SENIOR BUILDING INSPECTOR	1244	AB	Growth Management	\$56,680	\$85,194
G3	SENIOR PLANNER	1900	W	Growth Management	\$49,038	\$73,634
G3	SPECIAL PROJECTS MANAGER	2436	X	City Wide	\$50,478	\$75,811
G3	SR PLANS EXAMINER	1248	Z	Growth Management	\$53,488	\$80,364
G3	SUPPORT SERVICES COORDINATOR	2515	U	Utilities	\$46,284	\$69,467
G3	SURVEY PARTY CHIEF	2419	M	Public Works	\$36,760	\$55,061
G3	SURVEYING SUPERINTENDENT	2428	W	Public Works	\$49,038	\$73,634
G3	SYSTEMS ADMINISTRATOR	2704	V	CIT	\$47,641	\$71,520
G3	TECHNICAL EDITOR	1525	Q	Community & Economic Dev.	\$41,241	\$61,839
G3	TELEPHONE ADMINISTRATOR	1508	V	Information Technology	\$47,641	\$71,520

**FY 21 General Alpha
Current Positions in Position Control***

Group	Position Title	Position #	Grade	Department	Range Min	Range Max
G3	TRAFFIC ENGINEER/PLANNER	1908	AB	Growth Management	\$56,680	\$85,194
G3	TRAINING & EMPLOYEE DEVELOPMENT ADMINR	1417	X	Human Resources	\$50,478	\$75,811
G3	UTILITIES ACCOUNTANT	2720	X	Utilities	\$50,478	\$75,811
G3	UTILITIES BILLING & COLLECTIONS SUPERVISOR	1160	T	Utilities	\$44,967	\$67,475
G3	UTILITIES COMMUNITY OUTREACH COOR	2534	Q	Utilities	\$41,241	\$61,839
G3	UTILITIES COMPLIANCE DIVISION MANAGER	2736	AB	Utilities	\$56,680	\$85,194
G3	UTILITIES COMPLIANCE SPECIALIST	2735	T	Utilities	\$44,967	\$67,475
G3	UTILITIES CUSTOMER CARE SUIPERVISOR	1159	R	Utilities	\$42,446	\$63,663
G1	UTILITIES DIRECTOR	2710	AN	Utilities	\$80,364	\$121,017
G2	UTILITIES ENGINEER	2521	AB	Utilities	\$56,680	\$85,194
G3	UTILITIES FOREMAN	2501	O	Utilities	\$38,934	\$58,350
G3	VICTIM ADVOCATE	2256	K	Police	\$34,710	\$51,960
G3	WATER DIST SUPERINTENDENT	2504	W	Utilities	\$49,038	\$73,634
G3	WATER PLANT SUPERINTENDENT	2619	W	Utilities	\$49,038	\$73,634
G3	WEB ADMINISTRATOR	1523	R	Community & Economic Dev.	\$42,446	\$63,663
G3	WORKERS COMPENSATION ADJUSTER	2908	M	City Attorney	\$36,760	\$55,061
G3	WWTR COLLECTION SUPERINTENDENT	2528	W	Utilities	\$49,038	\$73,634
G3	WWTR PLANT SUPERINTENDENT	2620	W	Utilities	\$49,038	\$73,634

**FY 21 Part-Time Alpha
Current Positions in Position Control**

Group	Position Title	Position #	Grade	Range Min	Range Max
GP	ACCREDITATION SPECIALIST	567	P	\$40,070	\$60,068
GP	ADMINISTRATIVE ASSISTANT PT	2819	M	\$36,760	\$55,061
GP	ADMINISTRATIVE SECRETARY PT	552	F	\$30,086	\$44,967
GP	CASHIER PT	1100	B	\$26,849	\$40,070
GA	CITY ATTORNEY EMMERITUS	2904	CAE	\$50,000	\$100,000
GP	COMMUNICATIONS OFFICER PT	2240	K	\$34,710	\$51,960
GP	CUSTOMER SERVICE CLERK PT	604	C	\$27,623	\$41,241
EF	COUNCIL MEMBERS	9999	COU	\$11,642	\$11,642
GP	DATA ENTRY CLERK PT	BH	B	\$26,849	\$40,070
GP	HEO PT	521	H	\$31,854	\$47,641
GP	HUMAN RESOURCES CLERK PT	606	A	\$26,098	\$38,934
GP	LAND ACQUISITION COORDINATOR	608	T	\$44,967	\$67,475
GP	LIFEGUARD PART-TIME	013	1A	\$21,417	\$31,854
GP	MAINTENANCE WORKER PT	605	D	\$28,419	\$42,446
GT	MANAGEMENT INTERN	25	6A	\$24,660	\$36,760
EF	MAYOR	9997	MAY	\$23,284	\$23,284
GP	PLANS EXAMINER PT	554	W	\$49,038	\$73,634
PR	POLICE OFFR RECRUIT NONCERT	5002	I	\$32,778	\$49,038
GP	RECREATION AIDE PT	514	1A	\$21,417	\$31,854
GL	SCG PT	517	6A	\$24,660	\$36,760
GL	SCG SUB PT	518	6A	\$24,660	\$36,760
GP	SCG SPRVSR PT	516	F	\$30,086	\$44,967
GP	SECRETARY PT	602	D	\$28,419	\$42,446
GP	SIGN AND TRAFFIC TECHNICIAN PT	607	J	\$33,730	\$50,478
GP	SPECIAL EVENTS STAFF	15	1A	\$21,417	\$31,854
GP	STOCK CLERK PT	591	A	\$26,098	\$38,934
GP	SUPPORT SERVICES CLERK PT	544	1A	\$21,417	\$31,854
GP	SWITCHBOARD OPERATOR PT	508	6A	\$24,660	\$36,760
GL	UTILITIES INTERN	2500	2A	\$22,028	\$32,778

**CITY OF PALM BAY
GENERAL/PART-TIME/POLICE RECRUIT SALARY RANGES
FY 21**

GENERAL & PART-TIME									
GRADE	MIN RATE		MAX RATE		GRADE	MIN RATE		MAX RATE	
	Yearly	Hourly	Yearly	Hourly		Yearly	Hourly	Yearly	Hourly
1A	\$21,417	\$10.30	\$31,854	\$15.31	Y	\$51,960	\$24.98	\$78,054	\$37.53
2A	\$22,028	\$10.59	\$32,778	\$15.76	Z	\$53,488	\$25.72	\$80,364	\$38.64
3A	\$22,657	\$10.89	\$33,730	\$16.22	AA	\$55,061	\$26.47	\$82,743	\$39.78
4A	\$23,305	\$11.20	\$34,710	\$16.69	AB	\$56,680	\$27.25	\$85,194	\$40.96
5A	\$23,973	\$11.53	\$35,719	\$17.17	AC	\$58,350	\$28.05	\$87,718	\$42.17
6A	\$24,660	\$11.86	\$36,760	\$17.67	AD	\$60,068	\$28.88	\$90,318	\$43.42
7A	\$25,337	\$12.18	\$37,831	\$18.19	AE	\$61,839	\$29.73	\$92,996	\$44.71
A	\$26,098	\$12.55	\$38,934	\$18.72	AF	\$63,663	\$30.61	\$95,753	\$46.04
B	\$26,849	\$12.91	\$40,070	\$19.26	AG	\$65,541	\$31.51	\$98,595	\$47.40
C	\$27,623	\$13.28	\$41,241	\$19.83	AH	\$67,475	\$32.44	\$101,521	\$48.81
D	\$28,419	\$13.66	\$42,446	\$20.41	AI	\$69,467	\$33.40	\$104,535	\$50.26
E	\$29,240	\$14.06	\$43,688	\$21.00	AJ	\$71,520	\$34.38	\$107,639	\$51.75
F	\$30,086	\$14.46	\$44,967	\$21.62	AK	\$73,634	\$35.40	\$110,837	\$53.29
G	\$30,957	\$14.88	\$46,284	\$22.25	AL	\$75,811	\$36.45	\$114,131	\$54.87
H	\$31,854	\$15.31	\$47,641	\$22.90	AM	\$78,054	\$37.53	\$117,522	\$56.50
I	\$32,778	\$15.76	\$49,038	\$23.58	AN	\$80,364	\$38.64	\$121,017	\$58.18
J	\$33,730	\$16.22	\$50,478	\$24.27	AO	\$82,743	\$39.78	\$124,615	\$59.91
K	\$34,710	\$16.69	\$51,960	\$24.98	AP	\$85,194	\$40.96	\$128,322	\$61.69
L	\$35,719	\$17.17	\$53,488	\$25.72	AQ	\$87,718	\$42.17	\$132,140	\$63.53
M	\$36,760	\$17.67	\$55,061	\$26.47	AR	\$90,318	\$43.42	\$136,073	\$65.42
N	\$37,831	\$18.19	\$56,680	\$27.25	AS	\$92,996	\$44.71	\$140,124	\$67.37
O	\$38,934	\$18.71	\$58,350	\$28.05	AT	\$95,753	\$46.04	\$144,295	\$69.37
P	\$40,070	\$19.26	\$60,068	\$28.88	AU	\$98,595	\$47.40	\$148,592	\$71.44
Q	\$41,241	\$19.83	\$61,839	\$29.73	AV	\$101,521	\$48.81	\$153,018	\$73.57
R	\$42,446	\$20.41	\$63,663	\$30.61	AW	\$104,535	\$50.26	\$157,577	\$75.76
S	\$43,688	\$21.00	\$65,541	\$31.51	AX	\$107,639	\$51.75	\$162,273	\$78.02
T	\$44,967	\$21.62	\$67,475	\$32.44	AY	\$110,837	\$53.29	\$167,110	\$80.34
U	\$46,284	\$22.25	\$69,467	\$33.40	AZ	\$114,131	\$54.87	\$172,091	\$82.74
V	\$47,641	\$22.90	\$71,520	\$34.38	BA	\$117,522	\$56.50	\$177,223	\$85.20
W	\$49,038	\$23.58	\$73,634	\$35.40	BB	\$121,017	\$58.18	\$182,507	\$87.74
X	\$50,478	\$24.27	\$75,811	\$36.45	BC	\$124,615	\$59.91	\$187,951	\$90.36

**FY 21 NAGE Blue Alpha
Current Positions in Position Control**

Position Title	Position #	Pay Plan	Range Min	Range Max
BACKFLOW PREVENT TECH I	2529	BH	\$31,854	\$47,641
CAMERA TRUCK OPERATOR	2540	BJ	\$33,730	\$50,478
ELECTRICAL TECH I	2527	BK	\$34,710	\$51,960
ELECTRICAL TECH II	2539	BN	\$37,831	\$56,680
ELECTRICIAN APPRENTICE	2506	BO	\$38,934	\$58,350
ELECTRICIAN JOURNEYMAN	2505	BQ	\$41,241	\$61,839
FIELD SERVICE REP	2524	BH	\$31,854	\$47,641
HEAVY EQUIP OPERATOR I	2817	BH	\$31,854	\$47,641
HEAVY EQUIP OPERATOR II	2437	BK	\$34,710	\$51,960
HEAVY EQUIP TECHNICIAN	1303	BM	\$36,760	\$55,061
HVAC TECHNICIAN JOURNEYMAN	1808	BN	\$37,831	\$56,680
LABORATORY TECHNICIAN II	2607	BN	\$37,831	\$56,680
LIGHT EQUIP TECHNICIAN	1304	BH	\$31,854	\$47,641
LINE LOCATION TECHNICIAN	2722	BH	\$31,854	\$47,641
MAINT MECHANIC	2509	BH	\$31,854	\$47,641
MAINT WORKER II	1824	BF	\$30,086	\$44,967
MAINTENANCE WORKER	2816	BD	\$28,419	\$42,446
METER TECHNICIAN	2536	BF	\$30,086	\$44,967
PARTS INVENTORY SPCLST	1306	BJ	\$33,730	\$50,478
PLUMBER	1820	BN	\$37,831	\$56,680
SHOOTING RANGE MAINT WORKER	2242	BF	\$30,086	\$44,967
SIGN AND TRAFFIC TECH	2414	BJ	\$33,730	\$50,478
SMALL EQUIPMENT TECH	1825	BF	\$30,086	\$44,967
SURVEY TRANSIT OPERATOR	2415	BF	\$30,086	\$44,967
TRADESWORKER	1821	BM	\$36,760	\$55,061
TRTMENT PLANT OP "A"	2617	BN	\$37,831	\$56,680
TRTMENT PLANT OP "B"	2616	BM	\$36,760	\$55,061
TRTMENT PLANT OP "C"	2615	BK	\$34,710	\$51,960
TRTMENT PLANT OP DUAL CERTIFIED	2728	BO	\$38,934	\$58,350
TRTMENT PLANT OP TRAIN	2614	BH	\$31,854	\$47,641
WATER QUALITY TECHNICIAN	2547	BF	\$30,086	\$44,967
WTR/SWR LINE MAINT TECH	2520	BF	\$30,086	\$44,967

**CITY OF PALM BAY
NAGE BLUE SALARY RANGES
FY 21**

NAGE BLUE				
GRADE	MIN RATE		MAX RATE	
	<i>Yearly</i>	<i>Hourly</i>	<i>Yearly</i>	<i>Hourly</i>
BA	\$26,098	\$12.55	\$38,934	\$18.72
BB	\$26,849	\$12.91	\$40,070	\$19.26
BC	\$31,854	\$13.28	\$41,241	\$19.83
BD	\$28,419	\$13.66	\$42,446	\$20.41
BE	\$29,240	\$14.06	\$43,688	\$21.00
BF	\$30,086	\$14.46	\$44,967	\$21.62
BG	\$30,957	\$14.88	\$46,284	\$22.25
BH	\$31,854	\$15.31	\$47,641	\$22.90
BI	\$32,778	\$15.76	\$49,038	\$23.58
BJ	\$33,730	\$16.22	\$50,478	\$24.27
BK	\$34,710	\$16.69	\$51,960	\$24.98
BL	\$35,719	\$17.17	\$53,488	\$25.72
BM	\$36,760	\$17.67	\$55,061	\$26.47
BN	\$37,831	\$18.19	\$56,680	\$27.25
BO	\$38,934	\$18.72	\$58,350	\$28.05
BP	\$40,070	\$19.26	\$60,068	\$28.88
BQ	\$41,241	\$19.83	\$61,839	\$29.73

**FY 21 NAGE White Alpha
Current Positions in Position Control**

Position Title	Position #	Pay Plan	Range Min	Range Max
BUILDING CODE COMPLIANCE INSPECTOR	1205	WN	\$39,240	\$59,355
BUILDING INSPECTOR I	1205	WR	\$44,165	\$66,803
BUILDING INSPECTOR II	1206	WU	\$48,260	\$72,997
BUILDING INSPECTOR III	1208	WX	\$52,736	\$79,768
BUILDING INSPECTOR PROVISIONAL	1212	WO	\$40,417	\$61,134
CASHIER	1106	WB	\$27,522	\$41,629
CODE COMPLIANCE OFFICER	2101	WN	\$39,240	\$59,355
CODE COMPLIANCE TECHNICIAN	2104	WH	\$32,864	\$49,707
COMMUNICATIONS OFFICER	2225	WK	\$35,910	\$54,317
COMMUNICATIONS OFFICER TRAINEE	2238	WH	\$32,864	\$49,707
COMMUNICATIONS SHIFT SPRVSR	2237	WP	\$41,629	\$62,969
CRIME SCENE TECH I	2257	WJ	\$34,864	\$52,736
CUSTOMER ACCOUNT SPECIALIST	2806	WJ	\$34,864	\$52,736
CUSTOMER SERVICE CLERK	2808	WC	\$28,348	\$42,878
CUSTOMER SERVICE REP	1147	WH	\$32,864	\$49,707
DATA ENTRY CLERK	1210	WB	\$27,522	\$41,629
DESK BOOKING SPCLST II	2262	WM	\$38,097	\$57,624
ENGINEERING ASSIST	2305	WN	\$39,240	\$59,355
ENGINEERING INSPECTOR	2813	WN	\$39,240	\$59,355
ENGINEERING TECH II	2314	WJ	\$34,864	\$52,736
ENGINEERING TECH III	2307	WM	\$38,097	\$57,624
FATS, OILS, & GREASE INSPECTOR	2610	WI	\$33,849	\$51,200
GIS TECHNICIAN I	2733	WN	\$39,240	\$59,355
GIS TECHNICIAN II	2734	WP	\$41,629	\$62,969
GIS TECHNICIAN III	2732	WQ	\$42,878	\$64,858
HOUSING PROGRAM TECHNICIAN	2011	WF	\$30,977	\$46,854
INVENTORY CONTROL COORD	1225	WJ	\$34,864	\$52,736
JR ACCOUNTING CLERK	1133	WC	\$28,348	\$42,878
MATERIAL MGMT TECH	2254	WJ	\$34,864	\$52,736
PERMIT TECHNICIAN	1246	WH	\$32,864	\$49,707
PLANNING SPECIALIST	1905	WM	\$38,097	\$57,624
PLANNING TECHNICIAN	1912	WL	\$36,987	\$55,948
RECORDS COMP/ANLS SPRVSR	1230	WL	\$36,987	\$55,948
RECORDS SPECIALIST POLICE	2226	WH	\$32,864	\$49,707
RECREATION LEADER	1815	WH	\$32,864	\$49,707
SECRETARY	2804	WD	\$29,198	\$44,165
TRAINING COORD POLICE	2239	WM	\$38,097	\$57,624
UTILITIES BILLING & COLLECTIONS SPECIALIST	1157	WK	\$35,910	\$54,317

UTILITIES CUSTOMER CARE SPECIALIST	1158	WJ	\$34,864	\$52,736
UTILITIES INSPECTOR	2516	WN	\$39,240	\$59,355

**CITY OF PALM BAY
NAGE WHITE SALARY RANGES
FY 21**

NAGE WHITE				
GRADE	MIN RATE		MAX RATE	
	<i>Yearly</i>	<i>Hourly</i>	<i>Yearly</i>	<i>Hourly</i>
W1A	\$21,726	10.45	\$32,864	15.80
W2A	\$22,378	10.76	\$33,849	16.27
W3A	\$23,049	11.08	\$34,864	16.76
W4A	\$23,741	11.41	\$35,910	17.26
W5A	\$24,453	11.76	\$36,987	17.78
W6A	\$25,187	12.11	\$38,097	18.32
W7A	\$25,942	12.47	\$39,240	18.87
WA	\$26,721	12.85	\$40,417	19.43
WB	\$27,522	13.23	\$41,629	20.01
WC	\$28,348	13.63	\$42,878	20.61
WD	\$29,198	14.04	\$44,165	21.23
WE	\$30,075	14.46	\$45,491	21.87
WF	\$30,977	14.89	\$46,854	22.53
WG	\$31,906	15.34	\$48,260	23.20
WH	\$32,864	15.80	\$49,707	23.90
WI	\$33,849	16.27	\$51,200	24.62
WJ	\$34,864	16.76	\$52,736	25.35
WK	\$35,910	17.26	\$54,317	26.11
WL	\$36,987	17.78	\$55,948	26.90
WM	\$38,097	18.32	\$57,624	27.70
WN	\$39,240	18.87	\$59,355	28.54
WO	\$40,417	19.43	\$61,134	29.39
WP	\$41,629	20.01	\$62,969	30.27
WQ	\$42,878	20.61	\$64,858	31.18
WR	\$44,165	21.23	\$66,803	32.12
WS	\$45,491	21.87	\$68,807	33.08
WT	\$46,854	22.53	\$70,872	34.07
WU	\$48,260	23.20	\$72,997	35.09
WV	\$49,707	23.90	\$75,189	36.15
WW	\$51,200	24.62	\$77,444	37.23
WX	\$52,736	25.35	\$79,768	38.35
WY	\$54,317	26.11	\$82,160	39.50
WZ	\$55,948	26.90	\$84,625	40.69

**FY 21 FOP Alpha List
Current Positions in Position Control**

Position Title	Position #	Grade	Range Min	Range Max
POLICE OFFICER	5001	POL	\$39,143	\$62,813
POLICE SERGEANT	5101	SGT	\$50,484	\$76,362
POLICE LIEUTENANT	5201	LTN	\$60,432	\$88,746

Non-Certified Recruits are General positions

**CITY OF PALM BAY
FOP STEP PLAN
FY 21**

POSITION TITLE	GRADE	STEP	SALARY
POLICE OFFICER	POL	3	\$39,143
POLICE OFFICER	POL	4	\$40,318
POLICE OFFICER	POL	5	\$41,525
POLICE OFFICER	POL	6	\$42,773
POLICE OFFICER	POL	7	\$44,055
POLICE OFFICER	POL	8	\$45,376
POLICE OFFICER	POL	9	\$46,738
POLICE OFFICER	POL	10	\$48,139
POLICE OFFICER	POL	11	\$49,584
POLICE OFFICER	POL	12	\$51,072
POLICE OFFICER	POL	13	\$52,603
POLICE OFFICER	POL	14	\$54,181
POLICE OFFICER	POL	15	\$55,808
POLICE OFFICER	POL	16	\$57,482
POLICE OFFICER	POL	17	\$59,207
POLICE OFFICER	POL	18	\$60,983
POLICE OFFICER	POL	19	\$62,813
POSITION TITLE	GRADE	STEP	SALARY
POLICE SERGEANT (SGT 1)	SGT	5	\$50,484
POLICE SERGEANT (SGT 2)	SGT	6	\$51,999
POLICE SERGEANT (SGT 3)	SGT	7	\$53,559
POLICE SERGEANT (SGT 4)	SGT	8	\$55,166
POLICE SERGEANT (SGT 5)	SGT	9	\$56,821
POLICE SERGEANT (SGT 6)	SGT	10	\$58,526
POLICE SERGEANT (SGT 7)	SGT	AN	\$60,281
POLICE SERGEANT (SGT 8)	SGT	12	\$62,090
POLICE SERGEANT (SGT 9)	SGT	13	\$63,953
POLICE SERGEANT (SGT 10)	SGT	14	\$65,871
POLICE SERGEANT (SGT 11)	SGT	15	\$67,846
POLICE SERGEANT (SGT 12)	SGT	16	\$69,881
POLICE SERGEANT (SGT 13)	SGT	17	\$71,979
POLICE SERGEANT (SGT 14)	SGT	18	\$74,139
POLICE SERGEANT (SGT 15)	SGT	19	\$76,362
POSITION TITLE	GRADE	STEP	SALARY
POLICE LIEUTENANT (LT 1)	LTN	4	\$60,432
POLICE LIEUTENANT (LT 2)	LTN	5	\$62,243
POLICE LIEUTENANT (LT 3)	LTN	6	\$64,111
POLICE LIEUTENANT (LT 4)	LTN	7	\$66,035
POLICE LIEUTENANT (LT 5)	LTN	8	\$68,016
POLICE LIEUTENANT (LT 6)	LTN	9	\$70,056
POLICE LIEUTENANT (LT 7)	LTN	10	\$72,158
POLICE LIEUTENANT (LT 8)	LTN	11	\$74,323
POLICE LIEUTENANT (LT 9)	LTN	12	\$76,552
POLICE LIEUTENANT (LT 10)	LTN	13	\$78,849
POLICE LIEUTENANT (LT 11)	LTN	14	\$81,214
POLICE LIEUTENANT (LT 12)	LTN	15	\$83,651
POLICE LIEUTENANT (LT 13)	LTN	16	\$86,160
POLICE LIEUTENANT (LT 14)	LTN	17	\$88,746

**FY 21 IAFF Alpha List
Current Positions in Position Control**

Position Title	Grade	Position #	Range Min	Range Max
CAREER DEV & SAFETY COORD (CDSC)	IAA	1251	\$55,516	\$83,973
FIRE DISTRICT CHIEF	IAC	6002	\$58,896	\$89,101
DRIVER/ENGINEER	IU	6003	\$46,494	\$70,326
FIRE INSPECTOR	IN	1219	\$37,803	\$57,182
FIRE LIEUTENANT	IZ	6006	\$53,900	\$81,527
FIREFIGHTER	IO	6001	\$37,803	\$58,896
PROT BREATHING APP TECH	IU	6009	\$46,494	\$70,326

**CITY OF PALM BAY
STEP PLAN**

**IAFF
FY 21**

	IN	IO	IU	IZ	IAA	IAC
1	\$37,803	\$37,803	\$46,494	\$53,900	\$55,516	\$58,896
2	\$38,938	\$38,937	\$47,889	\$55,517	\$57,181	\$60,687
3	\$40,106	\$40,105	\$49,325	\$57,182	\$58,897	\$62,451
4	\$41,310	\$41,308	\$50,805	\$58,898	\$60,664	\$64,353
5	\$42,549	\$42,548	\$52,329	\$60,665	\$62,484	\$66,282
6	\$43,825	\$43,824	\$53,899	\$62,485	\$64,358	\$68,266
7	\$45,140	\$45,139	\$55,516	\$64,359	\$66,289	\$70,333
8	\$46,494	\$46,493	\$57,182	\$66,290	\$68,278	\$72,455
9	\$47,889	\$47,888	\$58,897	\$68,279	\$70,326	\$74,605
10	\$49,326	\$49,324	\$60,664	\$70,327	\$72,436	\$76,837
11	\$50,805	\$50,804	\$62,484	\$72,437	\$74,609	\$79,152
12	\$52,329	\$52,328	\$64,359	\$74,610	\$76,847	\$81,522
13	\$53,900	\$53,898	\$66,289	\$76,848	\$79,153	\$83,975
14	\$55,516	\$55,515	\$68,278	\$79,154	\$81,527	\$86,511
15	\$57,182	\$57,180	\$70,326	\$81,527	\$83,973	\$89,101
16		\$58,896				

O same as N is correct, lowered O but rest remained same as min and max, but people increased pay just like GF