

Meeting Date: 9/27/2011



Agenda Item # 7-A

CITY COUNCIL AGENDA ITEM

Contact Name: Pennie Traber Department Director: _____
 Department/Contact # 386-775-5457 City Manager: Jamie Croteau

- Type of Item:
- | | | | |
|--------------------------|--------------------------|-------------------------------------|---------------------|
| <input type="checkbox"/> | Public Hearing | <input checked="" type="checkbox"/> | Resolution |
| <input type="checkbox"/> | Ordinance First Reading | <input type="checkbox"/> | Discussion & Action |
| <input type="checkbox"/> | Ordinance Second Reading | <input type="checkbox"/> | Council Approval |

Subject: To adopt a new Broadband Pay Plan for the City of Orange City.

BACKGROUND: During the budget process, staff discussed replacing the current Classification and Pay Plan with a Broadband Pay Plan. Staff collapsed numerous classes with similar duties into broad categories with broad ranges. Broadband consists of a minimum and maximum rate of pay. There are no steps. Job grades are combined and consolidated. Staff grouped like duties and pay providing a high degree of flexibility. Broadband rewards employees based on job performance. Annual merit ranges and COLAS will be set by Council each year.

RECOMMENDATIONS: Staff recommends Council approve Resolution # 653-11 adopting a new Broadband Pay Plan for The City of Orange City.

ATTACHMENTS: Resolution #. 653-11 Exhibit "A"

FINANCIAL IMPACT: None

Reviewed by City Attorney _____
 Reviewed by Finance Dept. _____
 Reviewed by: _____

1st Discussion Date: date.	2nd Discussion Date: date.	Third Discussion Date: date.	Other Dates: date.
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RESOLUTION NO. 653-11

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

WHEREAS, the City Council of the City of Orange City wishes to adopt a Broadband Pay Plan for its employees.

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

SECTION 1. The 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 That all resolutions or parts of resolutions in conflict herewith be and the same are hereby repealed.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.

SECTION 4. Any further amendments can be done at the discretion of the City Manager and subject to approval by City Council.

ROLL CALL VOTE AS FOLLOWS:

Gary A. Blair	_____	Jeff H. Allebach	_____
Tom Laputka	_____	Tom Abraham	_____
Anthony Pupello	_____	O. William Crippen, Vice Mayor	_____
Harley Strickland, Mayor	_____		

ADOPTED THIS _____ DAY OF _____, 2011.

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

FY 11/12 Pay Plan

Effective 10/01/11

CLASSIFICATION:	PAY GRADE	HOURLY RANGE		ANNUAL RANGE	
		MIN	MAX	MIN	MAX
NON-EXEMPT EMPLOYEES		40 HOUR WEEK		2080 ANNUAL HOURS	
Custodian	18	9.50	15.68	\$ 19,760	\$ 32,604
Community Service Aide					
Intern					
Maintenance Specialist	19	9.92	18.75	\$ 20,634	\$ 38,998
Service Worker / Meter Reader					
Mechanic					
Customer Service Specialist	20	10.92	19.18	\$ 22,714	\$ 39,885
Financial Specialist					
Records Specialist					
Maintenance Technician					
Technician					
Water Plant Operator C					
Crew Lead	21	11.88	22.57	\$ 24,710	\$ 46,950
Executive Assistant					
Water Plant Operator B	24	13.36	26.05	\$ 27,789	\$ 54,188
Deputy City Clerk					
Administrative Assistant to CM					
Chief Mechanic	26	14.00	27.30	\$ 29,120	\$ 56,784
Fire Safety Inspector					
Water Plant Operator A					

CLASSIFICATION:	PAY GRADE	HOURLY RANGE		ANNUAL RANGE	
		MIN	MAX	MIN	MAX
NON-EXEMPT EMPLOYEES		56 HOUR WEEK		2912 ANNUAL HOURS	
Part -Time Firefighter/ EMT	70	9.17	15.13	\$ 26,703	\$ 44,060
Firefighter/ EMT	71	10.05	16.58	\$ 29,266	\$ 48,288
Fire Lieutenant/ EMT	72	11.74	19.37	\$ 34,187	\$ 56,408
Battalion Chief	73	14.80	24.42	\$ 43,098	\$ 71,111

*Paramedic Incentive \$5200.00(\$200 Bi-Weekly or \$1.79 Hour)

CLASSIFICATION:	PAY GRADE	HOURLY RANGE		ANNUAL RANGE	
		MIN	MAX	MIN	MAX
NON-EXEMPT EMPLOYEES		42 HOUR WEEK		2184 ANNUAL HOURS	
Police Officer	80	14.64	24.16	\$ 31,974	\$ 52,757
Senior Detective	81	15.57	25.69	\$ 34,005	\$ 56,108
Sergeant	82	19.24	31.75	\$ 42,020	\$ 69,333

*Investigator Incentive 5% (Various)



City of Orange City

FY 11/12 Pay Plan

Effective 10/01/11

CLASSIFICATION:	PAY GRADE	HOURLY RANGE		ANNUAL RANGE	
		MIN	MAX	MIN	MAX
EXEMPT EMPLOYEES		40 HOUR WEEK		2080 ANNUAL HOURS	
Public Information Coordinator	27	\$ 13.63	\$ 22.49	\$ 28,350	\$ 46,778
P&Z Analyst/Planner	29	\$ 16.63	\$ 27.44	\$ 34,590	\$ 57,074
Parks and Recreation Superintendent					
Planner I	30	\$ 17.46	\$ 28.81	\$ 36,317	\$ 59,923
Purchasing Coordinator					
Accountant	32	\$ 19.23	\$ 31.73	\$ 39,998	\$ 65,997
Community Coordinator					
Community Improvement Sgt.					
Human Resources / Risk Manager					
IT Manager					
Financial Services Supervisor					
Utilities Superintendent					
City Planner	33	\$ 25.75	\$ 42.49	\$ 53,560	\$ 88,374
Police Commander					
Operations Manager					
Deputy Fire Chief					
City Clerk	35	\$ 30.90	\$ 52.84	\$ 64,272	\$ 109,905
Development Services Director					
Finance Director					
Fire Chief	36	\$ 33.77	\$ 55.72	\$ 70,242	\$ 115,899
Police Chief					
Public Works Director					