

CITY OF CLEARWATER PAY PLAN



2008

2009

EFFECTIVE THROUGH SEPTEMBER 30, 2009

CWA Ranges effective as of 10/01/08
Police Pay Ranges effective 10/01/08
SAMP Ranges effective 1/1/08
Fire Pay Ranges effective 1/1/07

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NOTES

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

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

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

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

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

RULES FOR ADMINISTERING THE CITY OF CLEARWATER PAY PLANS

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

A. Standard Work Hours

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

B. Part-time Work Hours

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

C. Rates of Pay

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

D. Performance Reviews and Merit Pay Increases

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

FOP 10 UNION (POLICE SERVICE TECHNICIANS):

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

FOP 10 UNION (POLICE OFFICERS):

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

FOP SUPERVISOR UNION (POLICE SERGEANTS):

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

FOP SUPERVISOR UNION (POLICE LIEUTENANTS):

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

IAFF UNION (FIREFIGHTERS):

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

- Longevity Increases Step 7 - After two years of satisfactory service in Step 6.
Step 8 - After two years of satisfactory service in Step 7.
Step 9 - After two years of satisfactory service in Step 8.
Step 10 - After two years of satisfactory service in Step 9.
Step 11 - After two years of satisfactory service in Step 10.
Step 12 - After two years of satisfactory service in Step 11.

IAFF UNION (FIRE LIEUTENANTS):

- Merit Increases Step 4 - Original appointment or promotion
Step 5 - After one year of satisfactory service in Step 4.
Step 6 - After one year of satisfactory service in Step 5.

- Longevity Increases Step 7 - After two years of satisfactory service in Step 6.
Step 8 - After two years of satisfactory service in Step 7.
Step 9 - After two years of satisfactory service in Step 8.
Step 10 - After two years of satisfactory service in Step 9.
Step 11 - After two years of satisfactory service in Step 10.
Step 12 - After two years of satisfactory service in Step 11.

CWA UNION

Employees are eligible for a merit increase after completion of each year of satisfactory service progressing from the entry to the maximum of the established pay range in accordance with the current CWA labor agreement.

Approved merit pay increases for all employees shall become effective as of the date of the employee's eligibility as described above. For part-time employees, 1,950 or 2,080 hours of actual work (for 75 or 80 hour biweekly work schedules respectively) shall be considered the equivalent of one year of service for pay progression eligibility purposes. However, the accumulation of such hours by any employee in less than one year shall not advance the normal pay progression eligibility date.

E. Unsatisfactory Performance Reviews

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

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

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

F. Promotions

FOP employees promoted from one classification to a higher level classification shall have their rate of compensation fixed at the first step in the pay range for the higher level classification that represents at least a 5% increase in pay. IAFF rank and file employees shall upon promotion have their rate of compensation fixed at the same step number in the pay range for the higher level classification as that which they are assigned in the employees' classification prior to the promotion, or at the first step that represents at least a 5% increase in pay, whichever is greater. CWA employees shall receive a 5% increase upon promotion plus a pro-ration of the employees' subsequent merit increase based on time served since the last merit increase review. The prorated merit amount shall be as follows: 100% for $\frac{3}{4}$ of the time or more, 75% for $\frac{1}{2}$ to $\frac{3}{4}$ of the time, and 50% for $\frac{1}{4}$ to $\frac{1}{2}$ of the time served toward the employee's next merit increase review. If at the time of promotion an employee is receiving additional compensation other than acting pay, the promotional rate of pay shall be established at the first step or rate of pay in the pay range of the higher classification that represents an increase of 5% above the employee's overall compensation at the time. However, under no circumstances will the promotional base rate of pay exceed the established pay range maximum of the higher level classification.

G. Demotions

Employees who are voluntarily or for disciplinary reasons demoted from one classification to a lower level classification shall have their rate of compensation fixed at the step or rate of pay in the pay range for the lower level classification that represents at least a 5% decrease in pay. The rate of compensation for employees who are demoted due to lack of work, lack of funds, or other reasons beyond their control may be permitted to exceed the established pay range maximum of the lower level classification, however such employees' overall compensation shall remain fixed until pay range adjustments cause the established pay range maximum to exceed the employees' overall compensation.

H. Overtime

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

1. The rates of pay listed in this Pay Plan are based on a standard work week schedule. The standard work week may vary by classification and shall be listed in the Biweekly Hours column of the

Organizational and Alphabetical listings of job classifications herein. In the case of Fire Department personnel who work a 27 day cycle composed of 3 nine-day rotations, the 53-hour work week reflects an "average" work week.

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

I. Flex Time

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

J. Standby and Recall

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

1. Standby

- a. Standby shall be defined as a specific requirement by competent authority for an employee (in addition to his/her normal work week) to be continually able and available to respond to work of the class at times other than during the employee's scheduled work hours.

- b. An employee assigned nightly or weekend standby may be paid a premium in accordance with applicable collective bargaining agreements.
- c. Nightly standby shall be defined as the hours beginning with the close of the normal workday for the appropriate work area and continuing until the beginning of the normal workday the following day. Friday night standby shall conclude at 7:00 a.m. on Saturday morning. Weekend standby shall be defined as the hours beginning at 7:00 a.m. on Saturday morning and continuing until the beginning of the normal workday for the appropriate work area on Monday morning.
- d. Time actually worked during the standby assignment shall count as hours worked for overtime purposes.
- e. Standby assignments shall be made by the respective Department Director. The City Manager or his/her designee may specify that departments may utilize any employee within a specific classification on a regular or rotational basis. The Human Resources Department shall be notified of all standby assignments.

2. Call back and call in

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

K. Emergency Conditions

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

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

SAMP SALARY BANDS:

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

Unclassified SAMP Salary Bands

(6) Executive Management	\$65,000 to \$117,000
(5) Administrative Management	\$60,000 to \$101,000
(4) Operational Management	\$45,000 to \$92,000

Classified SAMP Salary Bands

(3) Senior Professional	\$35,000 to \$80,000
(2) Professional	\$25,000 to \$70,000
(1) Confidential	\$20,000 to \$45,000

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

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

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

ASSIGNMENT OF SAMP JOB CLASSIFICATIONS TO SALARY RANGES:

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

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

MAINTENANCE OF THE SAMP PAY PLAN:

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

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

ENTRY RATES OF PAY FOR NEW SAMP EMPLOYEES:

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

Target Entry Salary For New SAMP Employees

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

SAMP EMPLOYEE PAY ADJUSTMENTS:

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

Promotions, Transfers, and Demotions

Promotion of a SAMP employee will result in a minimum of a 5% base pay increase, or an adjustment to the entry of the salary range for the new job classification, which ever is greater. A pay adjustment recognizing the promotion or lateral transfer of a SAMP employee may include prorated credit for any merit increase the employee would have subsequently been eligible to receive in accordance with the procedure utilized for the general employee group. Should a desired base pay increase result in an annual salary that exceeds the maximum of the salary range for the new job classification, the balance of the pay adjustment exceeding the maximum of the salary range may be awarded to the SAMP employee in a cash bonus payment or the employee may be approved by Human Resources Director to receive red circle pay for the amount in excess of the maximum of the pay range.

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

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

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

General Salary Increases

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

SAMP Merit Based Salary Increase Programs

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

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

Pay Equity Adjustments

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

SAMP EMPLOYEE WORK HOURS AND FLSA OVERTIME STATUS:

SAMP employees in job classifications that are determined to be exempt from overtime provisions of the Fair Labor Standards Act (FLSA), i.e., those job classifications receiving Executive, Administrative, and Professional exemptions, are compensated on a salary basis and may be eligible for compensatory time off for hours worked in excess of their standard work schedule. While a regular work schedule may be established by the employee's supervisor, all FLSA exempt SAMP employees are charged with responsibility to efficiently discharge all of the job duties and responsibilities of their respective positions without regard to the number of hours they may need to work to fulfill their job responsibilities. The Human Resources Director is responsible for determining the FLSA status of all SAMP job classifications.

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

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

RETIREMENT PROVISIONS:

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

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
CITY COMMISSION						
990	*	ELECTED	Councilmember	Elected	\$19,828.6383	\$19,828.6383
999	*	ELECTED	Mayor	Elected	\$23,794.0801	\$23,794.0801
CITY MANAGER						
8275	*	CONTRACT	Management Intern	SB-2	\$27,808.1385	\$41,768.4995
140	75	CLASSIFIED	City Manager Office Assistant	SB-1	\$22,966.3632	\$34,449.5448
160	*	CLASSIFIED	Executive Assistant	SB-2	\$38,165.8257	\$56,629.5290
145	*	UNCLASSIFIED	Assistant to the City Manager	SB-4	\$51,563.2690	\$77,457.4870
810	*	UNCLASSIFIED	Emergency Management Coordinator	SB-4	\$59,781.6089	\$94,119.3773
900	*	UNCLASSIFIED	Assistant City Manager	Appointed		
910	*	APPOINTED	City Manager	Appointed		
CUSTOMER SERVICE						
5110	80	CWA	Field Service Representative I	C-106	\$22,964.8381	\$35,252.1633
5111	80	CWA	Field Service Representative II	C-107	\$24,101.7112	\$36,875.6182
5125	75	CWA	Customer Service Representative	C-107	\$24,101.7112	\$36,875.6182
5128	75	CWA	Customer Service Accounting Representative	C-108	\$25,352.2717	\$38,846.9562
5135	75	CWA	Customer Service Specialist	C-110	\$27,967.0800	\$42,673.6713
5160	75	CWA	Senior Customer Service Representative	C-111	\$29,331.6556	\$44,992.8926
5175	*	CLASSIFIED	Customer Service Coordinator	SB-3	\$44,808.2556	\$67,099.7998
5190	*	UNCLASSIFIED	Customer Service Manager	SB-4	\$56,967.2797	\$85,338.3360
5195	*	UNCLASSIFIED	Customer Service Assistant Director	SB-5	\$62,821.6246	\$94,119.8534
5199	*	UNCLASSIFIED	Customer Service Director	SB-6	\$69,126.3038	\$103,802.0393
DEVELOPMENT & NEIGHBORHOOD SVCS						
1320	75	CWA	Development Review Technician I	C-107	\$24,101.7112	\$36,875.6182
1325	75	CWA	Development Review Technician II	C-110	\$27,967.0800	\$42,673.6713
1335	75	CWA	Development Review Specialist	C-112	\$30,809.2629	\$47,196.1528
1340	75	CWA	Development Review Supervisor	C-114	\$33,878.8205	\$51,950.5564
1318	75	CWA	Code Enforcement Inspector	C-113	\$32,400.8854	\$49,515.3741
1360	75	CWA	License Inspector	C-113	\$32,400.8854	\$49,515.3741
1345	75	CWA	Inspections Specialist	C-114	\$33,878.8205	\$51,950.5564
1355	75	CWA	Sign Inspector	C-114	\$33,878.8205	\$51,950.5564
1365	75	CWA	Housing Inspector	C-114	\$33,878.8205	\$51,950.5564
1375	75	CWA	Building Inspector Technician	C-113	\$32,400.8854	\$49,515.3741
1380	75	CWA	Building Construction Inspector	C-115	\$35,697.8176	\$54,501.6998
1265	*	CLASSIFIED	Plans Examiner	SB-2	\$37,039.9902	\$55,503.6935
1270	*	CLASSIFIED	Senior Plans Examiner	SB-3	\$44,808.2556	\$67,099.7998
4015	75	CLASSIFIED	Fire Plans Examiner	SB-2	\$33,662.4835	\$50,550.0170
1488	*	CLASSIFIED	Development Services Coordinator	SB-3	\$49,311.5978	\$73,854.8132

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1480	*	CLASSIFIED	Assistant Building Official	SB-3	\$49,311.5978	\$73,854.8132
1489	*	UNCLASSIFIED	Building Official	SB-4	\$59,781.8686	\$89,729.0947
1491	*	UNCLASSIFIED	Development Services Manager	SB-4	\$56,967.2797	\$85,338.3360
1495	*	UNCLASSIFIED	Development & Neighborhood Services Director	SB-6	\$69,126.3038	\$103,802.0393
Neighborhood Services						
2509	*	CLASSIFIED	Neighborhood Services Liaison	SB-2	\$37,039.9902	\$55,503.6935
2508	*	CLASSIFIED	Neighborhood Services Coordinator	SB-3	\$40,755.2475	\$61,020.2877
2510	*	UNCLASSIFIED	Neighborhood Services Manager	SB-4	\$56,967.2797	\$85,338.3360
ECONOMIC DEVELOPMENT & HOUSING						
2516	*	CLASSIFIED	Economic Development Specialist	SB-2	\$37,039.9902	\$55,503.6935
2518	*	CLASSIFIED	Economic Development Coordinator	SB-3	\$44,808.2556	\$67,099.7998
2545	*	CLASSIFIED	Community Development Coordinator	SB-3	\$44,808.2556	\$67,099.7998
2620	*	UNCLASSIFIED	Downtown Manager	SB-4	\$56,967.2797	\$85,338.3360
2540	*	UNCLASSIFIED	Economic Development Assistant Director	SB-5	\$62,821.6246	\$94,119.8534
2550	*	UNCLASSIFIED	Economic Development & Housing Director	SB-6	\$69,126.3038	\$103,802.0393
Housing						
2485	75	CWA	Construction Specialist	C-113	\$32,400.8854	\$49,515.3741
2500	*	CLASSIFIED	Construction Coordinator	SB-2	\$33,662.5267	\$50,550.0603
2506	*	CLASSIFIED	Housing Specialist	SB-2	\$37,039.9902	\$55,503.6935
2513	*	CLASSIFIED	Housing Coordinator	SB-3	\$40,755.2475	\$61,020.2877
2515	*	UNCLASSIFIED	Housing Manager	SB-4	\$56,967.2797	\$85,338.3360
2530	*	UNCLASSIFIED	Housing Assistant Director	SB-5	\$62,821.6246	\$94,119.8534
ENGINEERING						
1189	*	UNCLASSIFIED	Engineering Director	SB-6	\$72,728.9776	\$108,980.8829
1199	*	UNCLASSIFIED	Public Works Administrator	SB-6	\$80,046.9088	\$120,126.6550
Production						
1010	75	CWA	Survey Assistant I	C-106	\$22,964.8381	\$35,252.1633
1020	75	CWA	Survey Assistant II	C-109	\$26,602.8322	\$40,818.2943
1030	75	CWA	Survey Party Chief	C-114	\$33,878.8205	\$51,950.5564
1105	75	CWA	Engineering Technician	C-111	\$29,331.6556	\$44,992.8926
1115	75	CWA	Drafting & Mapping Technician	C-111	\$29,331.6556	\$44,992.8926
1125	75	CWA	Design & Mapping Technician	C-113	\$32,400.8854	\$49,515.3741
1144	*	CLASSIFIED	Landscape Architect	SB-2	\$37,039.9902	\$55,503.6935
1145	*	CLASSIFIED	Senior Landscape Architect	SB-3	\$49,311.5978	\$73,854.8132
1035	*	CLASSIFIED	Professional Land Surveyor	SB-3	\$49,311.5978	\$73,854.8132
1160	*	CLASSIFIED	Engineering Specialist I	SB-2	\$40,755.2475	\$61,020.2877
1161	*	CLASSIFIED	Engineering Specialist II	SB-3	\$44,808.2556	\$67,099.7998

CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1162	*	CLASSIFIED	Engineering Specialist III	SB-3	\$49,311.5978	\$73,854.8132
1170	*	CLASSIFIED	Professional Engineer	SB-3	\$49,311.5978	\$73,854.8132
1171	*	CLASSIFIED	Senior Professional Engineer	SB-3	\$54,265.2743	\$81,285.3280
1135	*	CLASSIFIED	Engineering Systems Coordinator	SB-3	\$44,808.2556	\$67,099.7998
1142	*	UNCLASSIFIED	Geographic Technology Manager	SB-4	\$54,265.2743	\$81,285.3280
1181	*	UNCLASSIFIED	Engineering Manager	SB-4	\$62,821.6246	\$94,119.8534
1185	*	UNCLASSIFIED	Engineering Asst Director/Production	SB-5	\$65,973.9642	\$98,848.3628
Environmental & Stormwater Management						
1172	75	CWA	Environmental Technician	C-110	\$27,967.0800	\$42,673.6713
1174	*	CLASSIFIED	Environmental Specialist	SB-2	\$40,755.2475	\$61,020.2877
1150	*	CLASSIFIED	Real Estate Services Coordinator	SB-3	\$44,808.2556	\$67,099.7998
1178	*	UNCLASSIFIED	Environmental Manager	SB-4	\$56,967.2797	\$85,338.3360
1183	*	UNCLASSIFIED	Engineering Assistant Director/Env & Stormwater Mgt	SB-5	\$65,973.9642	\$98,848.3628
Traffic & Parking Operations						
2066	80	CWA	Parking Attendant	C-101	\$17,962.5961	\$27,598.7331
2068	80	CWA	Lead Parking Attendant	C-106	\$22,964.8381	\$35,252.1633
2025	80	CWA	Parking Technician	C-108	\$25,352.2717	\$38,846.9562
2050	80	CWA	Traffic Engineering Assistant	C-110	\$27,967.0800	\$42,673.6713
2005	80	CWA	Traffic Technician	C-111	\$29,331.6556	\$44,992.8926
1940	80	CWA	Electronics Technician	C-114	\$33,878.8205	\$51,950.5564
2030	80	CWA	Parking Enforcement Specialist	C-107	\$24,101.7112	\$36,875.6182
2035	80	CWA	Parking Enforcement Supervisor	C-112	\$30,809.2629	\$47,196.1528
2045	80	CWA	Parking Operations Supervisor	C-114	\$33,878.8205	\$51,950.5564
2053	80	CWA	Traffic Operations Supervisor I	C-114	\$33,878.8205	\$51,950.5564
2055	80	CWA	Traffic Operations Supervisor II	C-116	\$37,516.8146	\$57,284.7653
2060	*	CLASSIFIED	Traffic Engineering Analyst	SB-2	\$40,755.2475	\$61,020.2877
2065	*	CLASSIFIED	Signal Systems Supervisor	SB-3	\$49,311.5978	\$73,854.8132
2070	*	UNCLASSIFIED	Parking Systems Manager	SB-4	\$56,967.2797	\$85,338.3360
2090	*	UNCLASSIFIED	Traffic Operations Manager	SB-4	\$56,967.2797	\$85,338.3360
EQUITY SERVICES						
2570	*	UNCLASSIFIED	Equity Services Manager	SB-4	\$59,781.8686	\$89,729.0947
2583	*	UNCLASSIFIED	Equity Services Director	SB-6	\$69,126.3038	\$103,802.0393
FINANCE						
225	75	CWA	Accounting Clerk	C-105	\$21,941.6522	\$33,512.7473
230	75	CWA	Accounting Technician	C-109	\$26,602.8322	\$40,818.2943
260	75	CLASSIFIED	Senior Payroll Technician	SB-1	\$30,622.7274	\$45,934.0911
310	*	CLASSIFIED	Accountant	SB-2	\$37,039.9902	\$55,503.6935
325	*	CLASSIFIED	Senior Accountant	SB-3	\$44,808.2556	\$67,099.7998

CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
5430	*	UNCLASSIFIED	Controller	SB-4	\$54,265.2743	\$81,285.3280
340	*	UNCLASSIFIED	Accounting Manager	SB-4	\$56,967.2797	\$85,338.3360
360	*	UNCLASSIFIED	Payroll Services Manager	SB-4	\$56,967.2797	\$85,338.3360
370	*	UNCLASSIFIED	Cash & Investments Manager	SB-4	\$56,967.2797	\$85,338.3360
375	*	UNCLASSIFIED	Finance Assistant Director	SB-5	\$65,973.9642	\$98,848.3628
399	*	UNCLASSIFIED	Finance Director	SB-6	\$76,331.6515	\$114,384.8936
Audit						
328	*	CLASSIFIED	Auditor	SB-2	\$37,039.9902	\$55,503.6935
331	*	CLASSIFIED	Senior Auditor	SB-3	\$44,808.2556	\$67,099.7998
335	*	UNCLASSIFIED	City Auditor	SB-4	\$59,781.8686	\$89,729.0947
Purchasing						
440	*	CLASSIFIED	Buyer	SB-2	\$37,039.9902	\$55,503.6935
490	*	UNCLASSIFIED	Purchasing Manager	SB-4	\$56,967.2797	\$85,338.3360
Risk Management						
830	*	CLASSIFIED	Risk Management Specialist	SB-2	\$40,755.2475	\$61,020.2877
840	*	UNCLASSIFIED	Risk Manager	SB-4	\$59,781.8686	\$89,729.0947
FIRE						
Administration						
4035	75	CWA	Fire Public Education & Info Aide	C-109	\$26,602.8322	\$40,818.2943
4040	75	CWA	Fire Public Education & Info Specialist	C-112	\$30,809.2629	\$47,196.1528
4015	75	CLASSIFIED	Fire Plans Examiner	SB-2	\$33,662.4835	\$50,550.0170
4132	*	CLASSIFIED	Fire Training Coordinator	SB-3	\$40,755.2475	\$61,020.2877
4155	*	UNCLASSIFIED	Logistics Manager	SB-4	\$51,563.2690	\$77,457.4870
4164	*	UNCLASSIFIED	Fire Assistant Chief - 56 hours	SB-4	\$54,265.2743	\$85,338.3360
4165	*	UNCLASSIFIED	Assistant Fire Marshal	SB-4	\$54,265.2743	\$85,338.3360
4166	*	UNCLASSIFIED	Fire Assistant Chief	SB-4	\$54,265.2743	\$85,338.3360
4170	*	UNCLASSIFIED	Fire Marshal	SB-4	\$54,265.2743	\$85,338.3360
4175	*	UNCLASSIFIED	Fire Division Chief	SB-4	\$59,781.8686	\$94,119.8534
4180	*	UNCLASSIFIED	Fire Deputy Chief	SB-5	\$69,126.3038	\$103,802.0393
4190	*	UNCLASSIFIED	Fire Chief	SB-6	\$77,715.4455	\$116,627.8204
Suppression & EMS						
4000	106	IAFF	Firefighter	F-02	\$35,323.1310	\$52,486.1420
4004	106	IAFF	Firefighter/Driver-Operator	F-04	\$37,089.4580	\$55,110.6550
4110	106	IAFF	Fire Medic	F-10	\$42,387.7570	\$62,983.5070
4120	106	IAFF	Fire Lieutenant	F-12	\$51,602.3630	\$66,132.6820
4122	106	IAFF	Fire Medic Lieutenant	F-13	\$57,312.9180	\$73,419.6230

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
Inspection						
4012	80	CWA	Life Hazard Safety Inspector	C-113	\$32,400.8854	\$49,515.3741
4050	80	IAFF	Fire Inspector I	F-02	\$35,323.1310	\$52,486.1420
4060	80	IAFF	Fire Inspector II	F-12	\$51,602.3630	\$66,132.6820
4061	80	IAFF	Fire Prevention Inspector	F-12	\$51,602.3630	\$66,132.6820
GAS SYSTEM						
5355	80	CWA	Gas Technician I	C-107	\$24,101.7112	\$36,875.6182
5365	80	CWA	Gas Technician II	C-111	\$29,331.6556	\$44,992.8926
5375	80	CWA	Gas Technician III	C-114	\$33,878.8205	\$51,950.5564
5379	80	CWA	Gas Specialist	C-115	\$35,697.8176	\$54,501.6998
5383	80	CWA	Gas Supervisor	C-116	\$37,516.8146	\$57,284.7653
5400	*	CLASSIFIED	Gas Sales Representative	SB-2	\$33,662.4835	\$50,550.0170
5401	80	CLASSIFIED	Gas Sales Associate	SB-1	\$22,967.0456	\$34,450.5684
6350	*	CLASSIFIED	Gas Program Specialist	SB-2	\$40,755.2475	\$61,020.2877
6360	*	CLASSIFIED	Gas Program Coordinator	SB-3	\$49,311.5978	\$73,854.8132
6365	*	UNCLASSIFIED	Gas Program Manager	SB-4	\$49,199.0143	\$73,742.2297
5425	*	UNCLASSIFIED	Gas Sales Manager	SB-4	\$56,967.2797	\$85,338.3360
5395	*	UNCLASSIFIED	Gas Assistant Director	SB-5	\$62,821.6246	\$94,119.8534
5399	*	UNCLASSIFIED	Gas System Managing Dir & Exec Officer	SB-6	\$76,331.6515	\$114,384.8936
HUMAN RESOURCES						
3251	75	CLASSIFIED	Human Resources Technician	SB-1	\$30,622.7274	\$45,934.0911
3260	*	CLASSIFIED	Human Resources Analyst	SB-2	\$37,039.9902	\$55,503.6935
3280	*	CLASSIFIED	Senior Human Resources Analyst	SB-3	\$44,808.2556	\$67,099.7998
3350	*	UNCLASSIFIED	Human Resources Manager	SB-4	\$59,781.8686	\$89,729.0947
3375	*	UNCLASSIFIED	Human Resources Assistant Director	SB-5	\$65,973.9642	\$98,848.3628
3390	*	UNCLASSIFIED	Human Resources Director	SB-6	\$76,331.6515	\$114,384.8936
INFORMATION TECHNOLOGY						
655	75	CWA	Network Support Technician I	C-108	\$25,352.2717	\$38,846.9562
656	75	CWA	Network Support Technician II	C-111	\$29,331.6556	\$44,992.8926
645	*	CLASSIFIED	Information Resource Analyst	SB-2	\$37,039.9902	\$55,503.6935
646	*	CLASSIFIED	Information Management Specialist	SB-2	\$37,039.9902	\$55,503.6935
658	*	CLASSIFIED	Network Analyst	SB-2	\$37,039.9902	\$55,503.6935
659	*	CLASSIFIED	Senior Network Analyst	SB-3	\$40,755.2475	\$61,020.2877
661	*	CLASSIFIED	Systems Analyst	SB-2	\$37,039.9902	\$55,503.6935
663	*	CLASSIFIED	Senior Systems Analyst	SB-3	\$44,808.2556	\$67,099.7998
668	*	CLASSIFIED	Systems Programmer	SB-2	\$40,755.2475	\$61,020.2877
670	*	CLASSIFIED	Senior Systems Programmer	SB-3	\$49,311.5978	\$73,854.8132
673	*	CLASSIFIED	Network Engineer	SB-3	\$49,311.5978	\$73,854.8132
675	*	CLASSIFIED	Network Technology Supervisor	SB-3	\$49,311.5978	\$73,854.8132

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS STD*					PAY	ANNUAL	ANNUAL
NO.	HRS	TYPE	CLASSIFICATION TITLE		GRADE	MINIMUM	MAXIMUM
676	*	CLASSIFIED	Telecommunications Analyst		SB-2	\$37,039.9902	\$55,503.6935
677	*	CLASSIFIED	Telecommunications Supervisor		SB-3	\$49,311.5978	\$73,854.8132
681	*	UNCLASSIFIED	Network Technology Manager		SB-4	\$56,967.2797	\$85,338.3360
683	*	UNCLASSIFIED	Database Manager		SB-4	\$62,821.6246	\$94,119.8534
685	*	UNCLASSIFIED	Systems & Programming Manager		SB-4	\$62,821.6246	\$94,119.8534
695	*	UNCLASSIFIED	Information Technology Assistant Director		SB-5	\$69,126.3038	\$103,802.0393
699	*	UNCLASSIFIED	Information Technology Director		SB-6	\$76,331.6515	\$114,384.8936
LEGAL							
120	75	CLASSIFIED	Legal Staff Assistant		SB-1	\$30,622.7274	\$45,934.0911
132	75	CLASSIFIED	Paralegal		SB-2	\$37,039.9902	\$55,503.6935
135	*	UNCLASSIFIED	Legal Office Administrator		SB-4	\$51,563.2690	\$77,457.4870
950	*	APPOINTED	Assistant City Attorney I		Appointed	NA	NA
955	*	APPOINTED	Assistant City Attorney II		Appointed	NA	NA
960	*	APPOINTED	City Attorney		Appointed	NA	NA
LIBRARY							
8000	75	CWA	Library Page		Hourly	\$9.21	\$9.21
2110	75	CWA	Library Assistant		C-105	\$21,941.6522	\$33,512.7473
2115	75	CWA	Senior Library Assistant		C-106	\$22,964.8381	\$35,252.1633
2130	*	CLASSIFIED	Librarian I		SB-2	\$33,662.4835	\$50,550.0170
2140	*	CLASSIFIED	Librarian II		SB-2	\$40,755.2475	\$61,020.2877
2150	*	CLASSIFIED	Librarian III		SB-3	\$44,808.2556	\$67,099.7998
2160	*	UNCLASSIFIED	Library Division Manager		SB-4	\$56,967.2797	\$85,338.3360
2180		UNCLASSIFIED	Library Assistant Director		SB-5	\$62,821.6246	\$94,119.8534
2190	*	UNCLASSIFIED	Library Director		SB-6	\$69,126.3038	\$103,802.0393
MARINE & AVIATION							
3045	80	CWA	Marine Lifeguard		C-107	\$24,101.7112	\$36,875.6182
3050	80	CWA	Senior Marine Lifeguard		C-109	\$26,602.8322	\$40,818.2943
3060	80	CWA	Water Safety Supervisor		C-114	\$33,878.8205	\$51,950.5564
3010	80	CWA	Marine Facility Operator		C-108	\$25,352.2717	\$38,846.9562
3030	80	CWA	Pier 60 Supervisor		C-112	\$30,809.2629	\$47,196.1528
3044	80	CWA	Marine Operations Supervisor		C-116	\$37,516.8146	\$57,284.7653
3070	*	UNCLASSIFIED	Airport Operations Manager		SB-4	\$56,967.2797	\$85,338.3360
3080	*	UNCLASSIFIED	Marine & Aviation Assistant Director		SB-5	\$62,821.6246	\$94,119.8534
3090	*	UNCLASSIFIED	Marine & Aviation Director		SB-6	\$69,126.3038	\$103,802.0393
OFFICE OF MANAGEMENT & BUDGET							
385	*	UNCLASSIFIED	Budget Director		SB-6	\$72,728.9776	\$108,980.8829

CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
OFFICIAL RECORDS & LEGISLATIVE SVCS						
707	75	CWA	Board Reporter	C-109	\$26,602.8322	\$40,818.2943
706	75	CWA	City Clerk Specialist	C-109	\$26,602.8322	\$40,818.2943
708	*	CLASSIFIED	Docunment & Records Specialist	SB-2	\$37,039.9902	\$55,503.6935
710	*	CLASSIFIED	Documents & Records Supervisor	SB-3	\$44,808.2556	\$67,099.7998
720	*	UNCLASSIFIED	Assistant City Clerk	SB-5	\$62,821.6246	\$94,119.8534
730	*	UNCLASSIFIED	City Clerk	SB-6	\$72,728.9776	\$108,980.8829
PARKS AND RECREATION						
4795	*	UNCLASSIFIED	Parks & Recreation Assistant Director	SB-5	\$62,821.6246	\$94,119.8534
4799	*	UNCLASSIFIED	Parks & Recreation Director	SB-6	\$76,331.6515	\$114,384.8936
Parks & Beautification						
4625	80	CWA	Parks Service Technician I	C-104	\$20,804.7790	\$31,889.2924
4635	80	CWA	Parks Service Technician II	C-108	\$25,352.2717	\$38,846.9562
4645	80	CWA	Parks Service Technician III	C-111	\$29,331.6556	\$44,992.8926
4671	80	CWA	Parks Service Supervisor I	C-114	\$33,878.8205	\$51,950.5564
4672	80	CWA	Parks Service Supervisor II	C-116	\$37,516.8146	\$57,284.7653
4675	*	CLASSIFIED	Parks Service Specialist	SB-2	\$40,755.2475	\$61,020.2877
4676	*	CLASSIFIED	Athletic Field Coordinator	SB-3	\$44,808.2556	\$67,099.7998
4677	*	CLASSIFIED	Landscape Maintenance Coordinator	SB-3	\$49,311.5978	\$72,406.6796
4679	*	UNCLASSIFIED	Landscape Manager	SB-4	\$54,265.2743	\$81,285.3280
4678	*	CLASSIFIED	Pedestrian-Bicycle Coordinator	SB-3	\$44,808.2556	\$67,099.7998
4680	*	UNCLASSIFIED	Parks Planning & Project Manager	SB-4	\$56,967.2797	\$85,338.3360
Recreation/Facilities						
4905		NON_REP	Events Support Staff	Per Event		
4900		NON-REP	Official/Umpire	Per Game		
4760	80	CWA	Pool Guard	C-105	\$21,941.6522	\$33,512.7473
4762	80	CWA	Recreation Leader I	C-105	\$21,941.6522	\$33,512.7473
4763	80	CWA	Recreation Leader II	C-107	\$24,101.7112	\$36,875.6182
4784	80	CWA	Recreation Program Support Technician	C-109	\$26,602.8322	\$40,818.2943
4785	80	CWA	Recreation Programmer I	C-109	\$26,602.8322	\$40,818.2943
4775	80	CWA	Recreation Programmer II	C-111	\$29,331.6556	\$44,992.8926
4710	*	CLASSIFIED	Recreation Specialist	SB-2	\$37,039.9902	\$55,503.6935
4717	*	CLASSIFIED	Recreation Supervisor I	SB-2	\$40,755.2475	\$61,020.2877
4720	*	CLASSIFIED	Recreation Supervisor II	SB-3	\$44,808.2556	\$67,099.7998
4787	*	CLASSIFIED	Recreation Program Coordinator	SB-3	\$49,311.5978	\$73,854.8132
4780	*	UNCLASSIFIED	Cultural Affairs Manager	SB-4	\$54,265.2743	\$81,285.3280
4786	*	UNCLASSIFIED	Office On Aging Manager	SB-4	\$54,264.9713	\$81,285.4578
4788	*	UNCLASSIFIED	Special Events Manager	SB-4	\$56,967.2797	\$85,338.3360
4790	*	UNCLASSIFIED	Recreation Superintendent	SB-4	\$56,967.2797	\$85,338.3360

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
PLANNING						
1385	*	CLASSIFIED	Land Resource Specialist	SB-2	\$37,039.9902	\$55,503.6935
1273	*	CLASSIFIED	Planner I	SB-2	\$33,662.5267	\$50,550.0603
1275	*	CLASSIFIED	Planner II	SB-2	\$37,039.9902	\$55,503.6935
1280	*	CLASSIFIED	Planner III	SB-3	\$44,808.2556	\$67,099.7998
1283	*	CLASSIFIED	Urban Designer	SB-3	\$44,808.2556	\$67,099.7998
1285	*	CLASSIFIED	Registered Architect	SB-3	\$54,265.2743	\$81,285.3280
1290	*	UNCLASSIFIED	Planning Manager	SB-4	\$56,967.2797	\$85,338.3360
1295	*	UNCLASSIFIED	Planning Assistant Director	SB-5	\$62,821.6246	\$94,119.8534
1299	*	UNCLASSIFIED	Planning Director	SB-6	\$69,126.3038	\$103,802.0393
POLICE						
Operations						
3610	80	FOP 10	Police Service Technician	P-44	\$30,605.9640	\$45,299.7480
3620	80	FOP 10	Police Service Technician Supervisor	P-50	\$35,093.2070	\$51,941.2910
3625	*	NON-REP	Police Cadet	Contract	\$29,467.9320	\$29,467.9320
3640	80	FOP 10	Police Officer	P-56	\$44,471.0830	\$65,860.6210
3650	80	FOP SUPV	Police Sergeant	A-10	\$60,716.8970	\$79,899.1350
3660	80	FOP SUPV	Police Lieutenant	A-20	\$73,656.6700	\$93,235.0970
3670	*	UNCLASSIFIED	Police Captain	SB-4	\$62,821.6246	\$94,119.8534
3680	*	UNCLASSIFIED	Police Deputy Chief	SB-5	\$69,126.3038	\$103,802.0393
3690	*	UNCLASSIFIED	Police Chief	SB-6	\$77,715.4455	\$116,627.8204
Services						
8300	80	NON-REP	School Crossing Guard	Hourly		
8355	80	CWA	Police Aide	C-104	\$20,804.7790	\$31,889.2924
8400	75	CLASSIFIED	AmeriCorp Clearwater Coordinator	SB-3	\$44,808.2556	\$67,099.7998
8450	80	NON_REP	AmeriCorp Clearwater Member	Hourly		
3505	75	CWA	Police Information Technician I	C-105	\$21,941.6522	\$33,512.7473
3510	75	CWA	Police Information Technician II	C-109	\$26,602.8322	\$40,818.2943
3515	75	CWA	Police Information Supervisor	C-113	\$32,400.8854	\$49,515.3741
3517	75	CWA	Police Office Specialist	C-109	\$26,602.8322	\$40,818.2943
3520	80	CWA	Police Property Clerk	C-106	\$22,964.8381	\$35,252.1633
3521	80	CWA	Police Property Supervisor	C-113	\$32,400.8854	\$49,515.3741
3570	80	CWA	Police Telecommunicator	C-107	\$24,101.7112	\$36,875.6182
3568	80	CWA	Police Communication Operator Trainee	C-109	\$26,602.8322	\$40,818.2943
3571	80	CWA	Police Communication Operator	C-112	\$30,809.2629	\$47,196.1528
3572	80	CWA	Senior Police Communication Operator	C-113	\$32,400.8854	\$49,515.3741
3560	80	CWA	Police Communication Supervisor	C-115	\$35,697.8176	\$54,501.6998
3533	75	CLASSIFIED	Police Report Reviewer	SB-2	\$37,039.9902	\$55,503.6935
3535	*	CLASSIFIED	Crime Analyst	SB-2	\$37,039.9902	\$55,503.6935

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS STD*					PAY	ANNUAL	ANNUAL
NO.	HRS	TYPE	CLASSIFICATION TITLE		GRADE	MINIMUM	MAXIMUM
3537	*	CLASSIFIED	Senior Crime Analyst		SB-3	\$44,808.2556	\$67,099.7998
3531	*	CLASSIFIED	Police Social Services Specialist		SB-2	\$37,039.9902	\$55,503.6935
3555	*	UNCLASSIFIED	Police Records Manager		SB-4	\$56,967.2797	\$85,338.3360
3575	*	UNCLASSIFIED	Police Communication Manager		SB-4	\$56,967.2797	\$85,338.3360
3595	*	UNCLASSIFIED	Police Computer System Commander		SB-4	\$56,967.2797	\$85,338.3360
871	*	UNCLASSIFIED	Police Public Information Officer		SB-4	\$56,967.2797	\$85,338.3360
PUBLIC COMMUNICATIONS							
44	75	CWA	Graphics Technician		C-108	\$25,352.2717	\$38,846.9562
61	75	CWA	Graphics Specialist		C-109	\$26,602.8322	\$40,818.2943
63	75	CWA	Graphics Designer		C-111	\$29,331.6556	\$44,992.8926
70	75	CWA	Graphics Supervisor		C-116	\$37,516.8146	\$57,284.7653
615	*	CLASSIFIED	Public Information Specialist		SB-2	\$37,039.9902	\$55,503.6935
618	*	CLASSIFIED	Public Information Coordinator		SB-3	\$40,755.2475	\$61,020.2877
740	*	CLASSIFIED	Television Production Specialist		SB-2	\$37,039.9902	\$55,503.6935
747	*	UNCLASSIFIED	Station Manager		SB-4	\$49,311.5978	\$73,854.8132
790	*	UNCLASSIFIED	Public Communications Assistant Director		SB-5	\$62,821.6246	\$94,119.8534
799	*	UNCLASSIFIED	Public Communications Director		SB-6	\$69,126.3038	\$103,802.0393
PUBLIC SERVICES							
2095	*	UNCLASSIFIED	Public Services Assistant Director		SB-5	\$65,973.9642	\$98,848.3628
2099	*	UNCLASSIFIED	Public Services Director		SB-6	\$72,728.9776	\$108,980.8829
Construction							
1001	75	CWA	Construction Office Specialist		C-109	\$26,602.8322	\$40,818.2943
1040	75	CWA	Construction Inspector I		C-112	\$30,809.2629	\$47,196.1528
1050	75	CWA	Construction Inspector II		C-114	\$33,878.8205	\$51,950.5564
1075	*	CLASSIFIED	Construction Project Coordinator		SB-3	\$44,808.2556	\$67,099.7998
1079	*	UNCLASSIFIED	Building Construction Manager		SB-4	\$59,781.8686	\$89,729.0947
Roads & Drainage							
1705	80	CWA	Public Services Technician I		C-107	\$24,101.7112	\$36,875.6182
1708	80	CWA	Public Services Technician II		C-111	\$29,331.6556	\$44,992.8926
1725	80	CWA	Public Services Technician III		C-113	\$32,400.8854	\$49,515.3741
1740	80	CWA	Public Services Specialist		C-115	\$35,697.8176	\$54,501.6998
1730	80	CWA	Public Services Trainer		C-114	\$33,878.8205	\$51,950.5564
1745	80	CWA	Public Services Supervisor I		C-114	\$33,878.8205	\$51,950.5564
1755	80	CWA	Public Services Supervisor II		C-116	\$37,516.8146	\$57,284.7653
1780	*	CLASSIFIED	Public Services Coordinator		SB-3	\$44,808.2556	\$67,099.7998
1792	*	UNCLASSIFIED	Stormwater Maintenance Manager		SB-4	\$56,967.2797	\$85,338.3360

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
Urban Forestry						
4601	80	CWA	Forestry Technician	C-106	\$22,964.8381	\$35,252.1633
4600	80	CWA	Tree Trimmer	C-108	\$25,352.2717	\$38,846.9562
4603	80	CWA	Arborist	C-111	\$29,331.6556	\$44,992.8926
4605	*	UNCLASSIFIED	Right Of Way Maintenance Manager	SB-4	\$56,967.2797	\$85,338.3360
PUBLIC UTILITIES						
1798	*	UNCLASSIFIED	Public Utilities Assistant Director	SB-5	\$62,821.6246	\$94,119.8534
1799	*	UNCLASSIFIED	Public Utilities Director	SB-6	\$72,728.9776	\$108,980.8829
Wastewater Collection						
1706	80	CWA	Public Utilities Technician I	C-107	\$24,101.7112	\$36,875.6182
1709	80	CWA	Public Utilities Technician II	C-111	\$29,331.6556	\$44,992.8926
1726	80	CWA	Public Utilities Technician III	C-113	\$32,400.8854	\$49,515.3741
1746	80	CWA	Public Utilities Specialist	C-115	\$35,697.8176	\$54,501.6998
1750	80	CWA	Public Utilities Supervisor I	C-114	\$33,878.8205	\$51,950.5564
1756	80	CWA	Public Utilities Supervisor II	C-116	\$37,516.8146	\$57,284.7653
1765	80	CWA	Utilities Mechanic	C-112	\$30,809.2629	\$47,196.1528
1760	80	CWA	Machinist/Fabricator	C-114	\$33,878.8205	\$51,950.5564
1741	80	CWA	Electro-Mechanical Technician	C-115	\$35,697.8176	\$54,501.6998
1775	80	CWA	Utilities Mechanic Supervisor I	C-114	\$33,878.8205	\$51,950.5564
1785	80	CWA	Utilities Mechanic Supervisor II	C-116	\$37,516.8146	\$57,284.7653
1794	*	UNCLASSIFIED	Wastewater Environmental Technologies Manager	SB-4	\$56,967.2797	\$85,338.3360
Water Pollution Control						
5700	80	CWA	Wastewater Treatment Plant Operator-Trainee	C-107	\$24,101.7112	\$36,875.6182
5701	80	CWA	Wastewater Treatment Plant Operator-C	C-112	\$30,809.2629	\$47,196.1528
5710	80	CWA	Wastewater Treatment Plant Operator-B	C-113	\$32,400.8854	\$49,515.3741
5720	80	CWA	Wastewater Treatment Plant Operator-A	C-114	\$33,878.8205	\$51,950.5564
5741	80	CWA	Industrial Pretreatment Technician	C-113	\$32,400.8854	\$49,515.3741
5730	80	CWA	Wastewater Treatment Plant-Chief Operator	C-116	\$37,516.8146	\$57,284.7653
5745	*	CLASSIFIED	Utilities Chemist	SB-2	\$37,039.9902	\$55,503.6935
5744	*	CLASSIFIED	Industrial Pretreatment Coordinator	SB-3	\$49,311.5978	\$73,854.8132
5752	*	CLASSIFIED	Utilities Laboratory Coordinator	SB-3	\$44,808.2556	\$67,099.7998
5755	*	UNCLASSIFIED	Utilities Laboratory Manager	SB-4	\$51,563.2690	\$77,457.4870
Water Supply						
5540	80	CWA	Water Plant Operator Trainee	C-107	\$24,101.7112	\$36,875.6182
5550	80	CWA	Water Plant Operator C	C-112	\$30,809.2629	\$47,196.1528
5560	80	CWA	Water Plant Operator B	C-113	\$32,400.8854	\$49,515.3741
5561	80	CWA	Water Plant Operator A	C-114	\$33,878.8205	\$51,950.5564

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS STD*					PAY	ANNUAL	ANNUAL
NO.	HRS	TYPE	CLASSIFICATION TITLE		GRADE	MINIMUM	MAXIMUM
5570	80	CWA	Water Plant Chief Operator		C-116	\$37,516.8146	\$57,284.7653
5585	*	CLASSIFIED	Public Utilities Coordinator		SB-3	\$44,808.2556	\$67,099.7998
5590	*	UNCLASSIFIED	Water, Reclaim & Wastewater Collections Manager		SB-4	\$56,967.2797	\$89,729.0947
SOLID WASTE/GENERAL SERVICES							
Administration							
6595	*	UNCLASSIFIED	Solid Waste/General Services Assistant Director		SB-5	\$62,821.6246	\$94,119.8534
6599	*	UNCLASSIFIED	Solid Waste/General Services Director		SB-6	\$76,331.6515	\$114,384.8936
Solid Waste							
6000	80	CWA	Solid Waste Worker		C-105	\$21,941.6522	\$33,512.7473
6003	80	CWA	Solid Waste Yard Maintenance Leader		C-107	\$24,101.7112	\$36,875.6182
6001	80	CWA	Container Maintenance Worker		C-107	\$24,101.7112	\$36,875.6182
6005	80	CWA	Transfer Station Operator		C-107	\$24,101.7112	\$36,875.6182
6014	80	CWA	Welder		C-111	\$29,331.6556	\$44,992.8926
6020	80	CWA	Solid Waste Equipment Operator		C-111	\$29,331.6556	\$44,992.8926
6026	80	CWA	Solid Waste Accounts Coordinator		C-111	\$29,331.6556	\$44,992.8926
6036	80	CWA	Solid Waste Supervisor I		C-114	\$33,878.8205	\$51,950.5564
6040	80	CWA	Solid Waste Supervisor II		C-116	\$37,516.8146	\$57,284.7653
6046	80	CWA	Solid Waste Service Coordinator		C-116	\$37,516.8146	\$57,284.7653
6055	*	CLASSIFIED	Recycling Specialist		SB-2	\$35,961.1553	\$53,887.0810
6060	*	CLASSIFIED	Solid Waste Program Coordinator		SB-3	\$44,808.2556	\$67,099.7998
6090	*	UNCLASSIFIED	Solid Waste Operations Manager		SB-4	\$56,967.2797	\$85,338.3360
Building and Maintenance							
1530	80	CWA	Tradesworker		C-111	\$29,331.6556	\$44,992.8926
1540	80	CWA	Air Conditioning Technician		C-112	\$30,809.2629	\$47,196.1528
1545	80	CWA	Plumber		C-112	\$30,809.2629	\$47,196.1528
1910	80	CWA	Licensed Electrician		C-115	\$35,697.8176	\$54,501.6998
1560	80	CWA	Building & Maintenance Foreman		C-113	\$32,400.8854	\$49,515.3741
1570	80	CWA	Building & Maintenance Supervisor		C-116	\$37,516.8146	\$57,284.7653
1590	*	UNCLASSIFIED	Building & Maintenance Superintendent		SB-4	\$56,967.2797	\$85,338.3360
Fleet Maintenance							
500	80	CWA	Communications Technician		C-111	\$29,331.6556	\$44,992.8926
510	80	CWA	Chief Communications Technician		C-114	\$33,878.8205	\$51,950.5564
1601	80	CWA	Fleet Service Worker		C-105	\$21,941.6522	\$33,512.7473
1610	80	CWA	Fleet Mechanic		C-112	\$30,809.2629	\$47,196.1528
1651	80	CWA	Mechanic Fabricator		C-113	\$32,400.8854	\$49,515.3741
1654	80	CWA	Fleet Operations Trainer		C-114	\$33,878.8205	\$51,950.5564
1660	80	CWA	Fleet Production Control Coordinator		C-115	\$35,697.8176	\$54,501.6998
1675	80	CWA	Fleet Mechanic Supervisor		C-116	\$37,516.8146	\$57,284.7653
1695	*	UNCLASSIFIED	Fleet Manager		SB-4	\$59,781.8686	\$89,729.0947

**CITY OF CLEARWATER
ORGANIZATIONAL CLASSIFICATION AND PAY PLAN**

CLASS STD* NO.	HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
MISCELLANEOUS						
CLERICAL/OFFICE SUPPORT						
8250	75	NON-REP	Student Intern (see page 32)	Hourly		
6565	80	CWA	Courier	C-104	\$20,804.7790	\$31,889.2924
170	80	CWA	Service Dispatcher	C-105	\$21,941.6522	\$33,512.7473
180	80	CWA	Senior Service Dispatcher	C-110	\$27,967.0800	\$42,673.6713
1640	80	CWA	Warehouse Clerk	C-108	\$25,352.2717	\$38,846.9562
420	80	CWA	Storeskeeper	C-110	\$27,967.0800	\$42,673.6713
1650	80	CWA	Warehouse Supervisor	C-114	\$33,878.8205	\$51,950.5564
90	75	CWA	Clerk-Receptionist	C-101	\$17,962.5961	\$27,598.7331
100	75	CWA	Staff Assistant	C-107	\$24,101.7112	\$36,875.6182
3230	75	CWA	Personnel/Payroll Technician	C-110	\$27,967.0800	\$42,673.6713
110	75	CLASSIFIED	Senior Staff Assistant	SB-1	\$27,808.1385	\$41,768.4995
140	75	CLASSIFIED	City Managers Office Assistant	SB-1	\$22,966.3632	\$34,449.5448
150	*	CLASSIFIED	Grant Writer	SB-2	\$37,039.9902	\$55,503.6935
153	*	CLASSIFIED	Grants Coordinator	SB-3	\$44,808.2556	\$67,099.7998
161	*	CLASSIFIED	Administrative Analyst	SB-2	\$37,039.9902	\$55,503.6935
162	*	UNCLASSIFIED	Administrative Support Manager	SB-4	\$51,563.2690	\$77,457.4870
163	*	CLASSIFIED	Management Analyst	SB-3	\$44,808.2556	\$67,099.7998
LABOR, CONSTRUCTION, AND CUSTODIAL						
6500	80	CWA	Custodial Worker	C-102	\$18,872.0946	\$28,990.2659
6530	80	CWA	Maintenance Worker I	C-102	\$18,872.0946	\$28,990.2659
6540	80	CWA	Maintenance Worker II	C-105	\$21,941.6522	\$33,512.7473
1810	80	CWA	Equipment Operator	C-108	\$25,352.2717	\$38,846.9562
1820	80	CWA	Heavy Equipment Operator	C-111	\$29,331.6556	\$44,992.8926

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

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
310	*	CLASSIFIED	Accountant	SB-2	\$37,039.990161	\$55,503.693463
225	75	CWA	Accounting Clerk	C-105	\$21,941.652196	\$33,512.747329
340	*	UNCLASSIFIED	Accounting Manager	SB-4	\$56,967.279700	\$85,338.335994
230	75	CWA	Accounting Technician	C-109	\$26,602.832197	\$40,818.294324
161	*	CLASSIFIED	Administrative Analyst	SB-2	\$37,039.990161	\$55,503.693463
162	*	UNCLASSIFIED	Administrative Support Manager	SB-4	\$51,563.268978	\$77,457.487023
1540	80	CWA	Air Conditioning Technician	C-112	\$30,809.262929	\$47,196.152813
3070	*	UNCLASSIFIED	Airport Operations Manager	SB-4	\$56,967.279700	\$85,338.335994
8400	75	CLASSIFIED	AmeriCorp Clearwater Coordinator	SB-3	\$44,808.255575	\$67,099.799805
8450	80	NON-REP	AmeriCorp Clearwater Member	Hourly		
4603	80	CWA	Arborist	C-111	\$29,331.655625	\$44,992.892608
950	*	APPOINTED	Assistant City Attorney I	Appointed	NA	NA
955	*	APPOINTED	Assistant City Attorney II	Appointed	NA	NA
720	*	UNCLASSIFIED	Assistant City Clerk	SB-5	\$62,821.624650	\$94,119.853418
900	*	UNCLASSIFIED	Assistant City Manager	Appointed	NA	NA
4165	*	UNCLASSIFIED	Assistant Fire Marshal	SB-4	\$54,265.274339	\$85,338.335994
1480	*	CLASSIFIED	Assistant Building Official	SB-3	\$49,311.597843	\$73,854.813208
145	*	UNCLASSIFIED	Assistant to the City Manager	SB-4	\$51,563.268978	\$77,457.487023
4676	*	CLASSIFIED	Athletic Field Coordinator	SB-3	\$44,808.255575	\$67,099.799805
328	*	CLASSIFIED	Auditor	SB-2	\$37,039.990161	\$55,503.693463
707	75	CWA	Board Reporter	C-109	\$26,602.832197	\$40,818.294324
385	*	UNCLASSIFIED	Budget Director	SB-6	\$72,728.977641	\$108,980.882905
1560	80	CWA	Building & Maintenance Foreman	C-113	\$32,400.885368	\$49,515.374081
1590	*	UNCLASSIFIED	Building & Maintenance Superintendent	SB-4	\$56,967.279700	\$85,338.335994
1570	80	CWA	Building & Maintenance Supervisor	C-116	\$37,516.814636	\$57,284.765330
1380	75	CWA	Building Construction Inspector	C-115	\$35,697.817563	\$54,501.699808
1079	*	UNCLASSIFIED	Building Construction Manager	SB-4	\$59,781.868618	\$89,729.094706
1375	75	CWA	Building Inspector Technician	C-113	\$32,400.885368	\$49,515.374081
1489	*	UNCLASSIFIED	Building Official	SB-4	\$59,781.868618	\$89,729.094706
440	*	CLASSIFIED	Buyer	SB-2	\$37,039.990161	\$55,503.693463
370	*	UNCLASSIFIED	Cash & Investments Manager	SB-4	\$56,967.279700	\$85,338.335994
510	80	CWA	Chief Communications Technician	C-114	\$33,878.820490	\$51,950.556413
960	*	APPOINTED	City Attorney	Appointed	NA	NA
335	*	UNCLASSIFIED	City Auditor	SB-4	\$59,781.868618	\$89,729.094706
730	*	UNCLASSIFIED	City Clerk	SB-6	\$72,728.977641	\$108,980.882905
706	75	CWA	City Clerk Specialist	C-109	\$26,602.832197	\$40,818.294324
910	*	APPOINTED	City Manager	Appointed	NA	NA
140	75	CLASSIFIED	City Managers Office Assistant	SB-1	\$22,966.363200	\$34,449.544800
90	75	CWA	Clerk-Receptionist	C-101	\$17,962.596099	\$27,598.733094
1318	75	CWA	Code Enforcement Inspector	C-113	\$32,400.885368	\$49,515.374081

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

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
500	80	CWA	Communications Technician	C-111	\$29,331.655625	\$44,992.892608
2545	*	CLASSIFIED	Community Development Coordinator	SB-3	\$44,808.255575	\$67,099.799805
2500	*	CLASSIFIED	Construction Coordinator	SB-2	\$33,662.526744	\$50,550.060252
1040	75	CWA	Construction Inspector I	C-112	\$30,809.262929	\$47,196.152813
1050	75	CWA	Construction Inspector II	C-114	\$33,878.820490	\$51,950.556413
1001	75	CWA	Construction Office Specialist	C-109	\$26,602.832197	\$40,818.294324
1075	*	CLASSIFIED	Construction Project Coordinator	SB-3	\$44,808.255575	\$67,099.799805
2485	75	CWA	Construction Specialist	C-113	\$32,400.885368	\$49,515.374081
6001	80	CWA	Container Maintenance Worker	C-107	\$24,101.711221	\$36,875.618168
5430	*	UNCLASSIFIED	Controller	SB-4	\$54,265.274339	\$81,285.327952
990	*	ELECTED	Councilmember	Elected	\$19,828.638336	\$19,828.638336
6565	80	CWA	Courier	C-104	\$20,804.779026	\$31,889.292441
3535	*	CLASSIFIED	Crime Analyst	SB-2	\$37,039.990161	\$55,503.693463
4780	*	UNCLASSIFIED	Cultural Affairs Manager	SB-4	\$54,265.274339	\$81,285.327952
6500	80	CWA	Custodial Worker	C-102	\$18,872.094635	\$28,990.265855
5128	75	CWA	Customer Service Accounting Representative	C-108	\$25,352.271709	\$38,846.956246
5195	*	UNCLASSIFIED	Customer Service Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
5175	*	CLASSIFIED	Customer Service Coordinator	SB-3	\$44,808.255575	\$67,099.799805
5199	*	UNCLASSIFIED	Customer Service Director	SB-6	\$69,126.303826	\$103,802.039296
5190	*	UNCLASSIFIED	Customer Service Manager	SB-4	\$56,967.279700	\$85,338.335994
5125	37.5	CWA	Customer Service Representative	C-107	\$24,101.711221	\$36,875.618168
5135	37.5	CWA	Customer Service Specialist	C-110	\$27,967.080002	\$42,673.671339
683	*	UNCLASSIFIED	Database Manager	SB-4	\$62,821.624650	\$94,119.853418
1125	75	CWA	Design & Mapping Technician	C-113	\$32,400.885368	\$49,515.374081
1495	*	UNCLASSIFIED	Development & Neighborhood Services Director	SB-6	\$69,126.303826	\$103,802.039296
1335	75	CWA	Development Review Specialist	C-112	\$30,809.262929	\$47,196.152813
1340	75	CWA	Development Review Supervisor	C-114	\$33,878.820490	\$51,950.556413
1320	75	CWA	Development Review Technician I	C-107	\$24,101.711221	\$36,875.618168
1325	75	CWA	Development Review Technician II	C-110	\$27,967.080002	\$42,673.671339
1488	*	CLASSIFIED	Development Services Coordinator	SB-3	\$49,311.597843	\$73,854.813208
1491	*	UNCLASSIFIED	Development Services Manager	SB-4	\$56,967.279700	\$85,338.335994
708	*	CLASSIFIED	Documents & Records Specialist	SB-2	\$37,039.990161	\$55,503.693463
710	*	CLASSIFIED	Documents & Records Supervisor	SB-3	\$44,808.255575	\$67,099.799805
2620	*	UNCLASSIFIED	Downtown Manager	SB-4	\$56,967.279700	\$85,338.335994
1115	75	CWA	Drafting & Mapping Technician	C-111	\$29,331.655625	\$44,992.892608
2550	*	UNCLASSIFIED	Economic Development & Housing Director	SB-6	\$69,126.303826	\$103,802.039296
2540	*	UNCLASSIFIED	Economic Development Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
2518	*	CLASSIFIED	Economic Development Coordinator	SB-3	\$44,808.255575	\$67,099.799805
2520	*	UNCLASSIFIED	Economic Development Manager	SB-4	\$56,967.279700	\$85,338.335994
2516	*	CLASSIFIED	Economic Development Specialist	SB-2	\$37,039.990161	\$55,503.693463

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

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1741	80	CWA	Electro-Mechanical Technician	C-115	\$35,697.817563	\$54,501.699808
1940	80	CWA	Electronics Technician	C-114	\$33,878.820490	\$51,950.556413
810	*	UNCLASSIFIED	Emergency Management Coordinator	SB-4	\$59,781.608910	\$94,119.377286
1183	*	UNCLASSIFIED	Engineering Assistant Director/Env & Stormwater Mgt	SB-5	\$65,973.964238	\$98,848.362800
1185	*	UNCLASSIFIED	Engineering Asst Director/Production	SB-5	\$65,973.964238	\$98,848.362800
1189	*	UNCLASSIFIED	Engineering Director	SB-6	\$72,728.977641	\$108,980.882905
1181	*	UNCLASSIFIED	Engineering Manager	SB-4	\$62,821.624650	\$94,119.853418
1160	*	CLASSIFIED	Engineering Specialist I	SB-2	\$40,755.247533	\$61,020.287742
1161	*	CLASSIFIED	Engineering Specialist II	SB-3	\$44,808.255575	\$67,099.799805
1162	*	CLASSIFIED	Engineering Specialist III	SB-3	\$49,311.597843	\$73,854.813208
1135	*	CLASSIFIED	Engineering Systems Coordinator	SB-3	\$44,808.255575	\$67,099.799805
1105	75	CWA	Engineering Technician	C-111	\$29,331.655625	\$44,992.892608
1178	*	UNCLASSIFIED	Environmental Manager	SB-4	\$56,967.279700	\$85,338.335994
1172	75	CWA	Environmental Technician	C-110	\$27,967.080002	\$42,673.671339
1174	*	CLASSIFIED	Environmental Specialist	SB-2	\$40,755.247533	\$61,020.287742
1810	80	CWA	Equipment Operator	C-108	\$25,352.271709	\$38,846.956246
2583	*	UNCLASSIFIED	Equity Services Director	SB-6	\$69,126.303826	\$103,802.039296
2570	*	UNCLASSIFIED	Equity Services Manager	SB-4	\$59,781.868618	\$89,729.094706
4905		NON-REP	Events Support Staff	Per Event		
160	*	CLASSIFIED	Executive Assistant	SB-2	\$38,165.825728	\$56,629.529030
5110	40	CWA	Field Service Representative I	C-106	\$22,964.838050	\$35,252.163280
5111	40	CWA	Field Service Representative II	C-107	\$24,101.711221	\$36,875.618168
375	*	UNCLASSIFIED	Finance Assistant Director	SB-5	\$65,973.964238	\$98,848.362800
399	*	UNCLASSIFIED	Finance Director	SB-6	\$76,331.651456	\$114,384.893628
4166	*	UNCLASSIFIED	Fire Assistant Chief	SB-4	\$54,265.274339	\$85,338.335994
4164	*	UNCLASSIFIED	Fire Assistant Chief - 56 hours	SB-4	\$54,265.274339	\$85,338.335994
4190	*	UNCLASSIFIED	Fire Chief	SB-6	\$77,715.445464	\$116,627.820408
4180	*	UNCLASSIFIED	Fire Deputy Chief	SB-5	\$69,126.303826	\$103,802.039296
4175	*	UNCLASSIFIED	Fire Division Chief	SB-4	\$59,781.868618	\$94,119.853418
4050	80	IAFF	Fire Inspector I	F-02	\$35,323.131000	\$52,486.142000
4060	80	IAFF	Fire Inspector II	F-12	\$51,602.363000	\$66,132.682000
4120	106	IAFF	Fire Lieutenant	F-12	\$51,602.363000	\$66,132.682000
4122	106	IAFF	Fire Medic Lieutenant	F-13	\$57,312.918000	\$73,419.623000
4170	*	UNCLASSIFIED	Fire Marshal	SB-4	\$54,265.274339	\$85,338.335994
4110	106	IAFF	Fire Medic	F-10	\$42,387.757000	\$62,983.507000
4015	75	CLASSIFIED	Fire Plans Examiner	SB-2	\$33,662.483459	\$50,550.016967
4061	80	IAFF	Fire Prevention Inspector	F-12	\$51,602.363000	\$66,132.682000
4035	75	CWA	Fire Public Education & Info Aide	C-109	\$26,602.832197	\$40,818.294324
4040	75	CWA	Fire Public Education & Info Specialist	C-112	\$30,809.262929	\$47,196.152813
4132	*	CLASSIFIED	Fire Training Coordinator	SB-3	\$40,755.247533	\$61,020.287742

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

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
4000	106	IAFF	Firefighter	F-02	\$35,323.131000	\$52,486.142000
4004	106	IAFF	Firefighter/Driver-Operator	F-04	\$37,089.458000	\$55,110.655000
1695	*	UNCLASSIFIED	Fleet Manager	SB-4	\$59,781.868618	\$89,729.094706
1610	80	CWA	Fleet Mechanic	C-112	\$30,809.262929	\$47,196.152813
1675	80	CWA	Fleet Mechanic Supervisor	C-116	\$37,516.814636	\$57,284.765330
1654	80	CWA	Fleet Operations Trainer	C-114	\$33,878.820490	\$51,950.556413
1660	80	CWA	Fleet Production Control Coordinator	C-115	\$35,697.817563	\$54,501.699808
1601	80	CWA	Fleet Service Worker	C-105	\$21,941.652196	\$33,512.747329
4601	80	CWA	Forestry Technician	C-106	\$22,964.838050	\$35,252.163280
5395	*	UNCLASSIFIED	Gas Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
6360	*	CLASSIFIED	Gas Program Coordinator	SB-3	\$49,311.597843	\$73,854.813208
6365	*	UNCLASSIFIED	Gas Program Manager	SB-4	\$49,199.014287	\$73,742.229652
6350	*	CLASSIFIED	Gas Program Specialist	SB-2	\$40,755.247533	\$61,020.287742
5401	80	CLASSIFIED	Gas Sales Associate	SB-1	\$22,967.045571	\$34,450.568356
5425	*	UNCLASSIFIED	Gas Sales Manager	SB-4	\$56,967.279700	\$85,338.335994
5400	*	CLASSIFIED	Gas Sales Representative	SB-2	\$33,662.483459	\$50,550.016967
5379	80	CWA	Gas Specialist	C-115	\$35,697.817563	\$54,501.699808
5383	80	CWA	Gas Supervisor	C-116	\$37,516.814636	\$57,284.765330
5399	*	UNCLASSIFIED	Gas System Managing Dir & Exec Officer	SB-6	\$76,331.651456	\$114,384.893628
5355	80	CWA	Gas Technician I	C-107	\$24,101.711221	\$36,875.618168
5365	80	CWA	Gas Technician II	C-111	\$29,331.655625	\$44,992.892608
5375	80	CWA	Gas Technician III	C-114	\$33,878.820490	\$51,950.556413
1142	*	UNCLASSIFIED	Geographic Technology Manager	SB-4	\$54,265.274339	\$81,285.327952
150	*	CLASSIFIED	Grant Writer	SB-2	\$37,039.990161	\$55,503.693463
153	*	CLASSIFIED	Grants Coordinator	SB-3	\$44,808.255575	\$67,099.799805
63	75	CWA	Graphics Designer	C-111	\$29,331.655625	\$44,992.892608
61	75	CWA	Graphics Specialist	C-109	\$26,602.832197	\$40,818.294324
70	75	CWA	Graphics Supervisor	C-116	\$37,516.814636	\$57,284.765330
44	75	CWA	Graphics Technician	C-108	\$25,352.271709	\$38,846.956246
1820	80	CWA	Heavy Equipment Operator	C-111	\$29,331.655625	\$44,992.892608
2530	*	UNCLASSIFIED	Housing Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
2513	*	CLASSIFIED	Housing Coordinator	SB-3	\$40,755.247533	\$61,020.287742
1365	75	CWA	Housing Inspector	C-114	\$33,878.820490	\$51,950.556413
2515	*	UNCLASSIFIED	Housing Manager	SB-4	\$56,967.279700	\$85,338.335994
2506	*	CLASSIFIED	Housing Specialist	SB-2	\$37,039.990161	\$55,503.693463
3260	*	CLASSIFIED	Human Resources Analyst	SB-2	\$37,039.990161	\$55,503.693463
3375	*	UNCLASSIFIED	Human Resources Assistant Director	SB-5	\$65,973.964238	\$98,848.362800
3390	*	UNCLASSIFIED	Human Resources Director	SB-6	\$76,331.651456	\$114,384.893628
3350	*	UNCLASSIFIED	Human Resources Manager	SB-4	\$59,781.868618	\$89,729.094706
3251	75	CLASSIFIED	Human Resources Technician	SB-1	\$30,622.727428	\$45,934.091142

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
5744	*	CLASSIFIED	Industrial Pretreatment Coordinator	SB-3	\$49,311.597843	\$73,854.813208
5741	80	CWA	Industrial Pretreatment Technician	C-113	\$32,400.885368	\$49,515.374081
646	*	CLASSIFIED	Information Management Specialist	SB-2	\$37,039.990161	\$55,503.693463
645	*	CLASSIFIED	Information Resource Analyst	SB-2	\$37,039.990161	\$55,503.693463
695	*	UNCLASSIFIED	Information Technology Assistant Director	SB-5	\$69,126.303826	\$103,802.039296
699	*	UNCLASSIFIED	Information Technology Director	SB-6	\$76,331.651456	\$114,384.893628
1345	75	CWA	Inspections Specialist	C-114	\$33,878.820490	\$51,950.556413
1385	*	CLASSIFIED	Land Resource Specialist	SB-2	\$37,039.990161	\$55,503.693463
1144	*	CLASSIFIED	Landscape Architect	SB-2	\$37,039.990161	\$55,503.693463
4677	*	CLASSIFIED	Landscape Maintenance Coordinator	SB-3	\$49,311.597843	\$72,406.679616
4679	*	UNCLASSIFIED	Landscape Manager	SB-4	\$54,265.274339	\$81,285.327952
2068	80	CWA	Lead Parking Attendant	C-106	\$22,964.838050	\$35,252.163280
135	*	UNCLASSIFIED	Legal Office Administrator	SB-4	\$51,563.268978	\$77,457.487023
120	75	CLASSIFIED	Legal Staff Assistant	SB-1	\$30,622.727428	\$45,934.091142
2130	*	CLASSIFIED	Librarian I	SB-2	\$33,662.483459	\$50,550.016967
2140	*	CLASSIFIED	Librarian II	SB-2	\$40,755.247533	\$61,020.287742
2150	*	CLASSIFIED	Librarian III	SB-3	\$44,808.255575	\$67,099.799805
2110	75	CWA	Library Assistant	C-105	\$21,941.652196	\$33,512.747329
2180		UNCLASSIFIED	Library Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
2190	*	UNCLASSIFIED	Library Director	SB-6	\$69,126.303826	\$103,802.039296
2160	*	UNCLASSIFIED	Library Division Manager	SB-4	\$56,967.279700	\$85,338.335994
8000	75	CWA	Library Page	Hourly	\$9.211588	\$9.211588
1360	75	CWA	License Inspector	C-113	\$32,400.885368	\$49,515.374081
1910	80	CWA	Licensed Electrician	C-115	\$35,697.817563	\$54,501.699808
4012	80	CWA	Life Hazard Safety Inspector	C-113	\$32,400.885368	\$49,515.374081
4155	*	UNCLASSIFIED	Logistics Manager	SB-4	\$51,563.268978	\$77,457.487023
1760	80	CWA	Machinist/Fabricator	C-114	\$33,878.820490	\$51,950.556413
6530	80	CWA	Maintenance Worker I	C-102	\$18,872.094635	\$28,990.265855
6540	80	CWA	Maintenance Worker II	C-105	\$21,941.652196	\$33,512.747329
163	*	CLASSIFIED	Management Analyst	SB-3	\$44,808.255575	\$67,099.799805
8275	*	CONTRACT	Management Intern	SB-2	\$27,808.138510	\$41,768.499543
3080	*	UNCLASSIFIED	Marine & Aviation Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
3090	*	UNCLASSIFIED	Marine & Aviation Director	SB-6	\$69,126.303826	\$103,802.039296
3010	80	CWA	Marine Facility Operator	C-108	\$25,352.271709	\$38,846.956246
3045	80	CWA	Marine Lifeguard	C-107	\$24,101.711221	\$36,875.618168
3044	80	CWA	Marine Operations Supervisor	C-116	\$37,516.814636	\$57,284.765330
3030	80	CWA	Pier 60 Supervisor	C-112	\$30,809.262929	\$47,196.152813
999	*	ELECTED	Mayor	Elected	\$23,794.080102	\$23,794.080102
1651	80	CWA	Mechanic Fabricator	C-113	\$32,400.885368	\$49,515.374081
2508	*	CLASSIFIED	Neighborhood Services Coordinator	SB-3	\$40,755.247533	\$61,020.287742

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
2509	*	CLASSIFIED	Neighborhood Services Liaison	SB-2	\$37,039.990161	\$55,503.693463
2510	*	UNCLASSIFIED	Neighborhood Services Manager	SB-4	\$56,967.279700	\$85,338.335994
658	*	CLASSIFIED	Network Analyst	SB-2	\$37,039.990161	\$55,503.693463
673	*	CLASSIFIED	Network Engineer	SB-3	\$49,311.597843	\$73,854.813208
655	75	CWA	Network Support Technician I	C-108	\$25,352.271709	\$38,846.956246
656	75	CWA	Network Support Technician II	C-111	\$29,331.655625	\$44,992.892608
681	*	UNCLASSIFIED	Network Technology Manager	SB-4	\$56,967.279700	\$85,338.335994
675	*	CLASSIFIED	Network Technology Supervisor	SB-3	\$49,311.597843	\$73,854.813208
4786	*	UNCLASSIFIED	Office On Aging Manager	SB-4	\$54,264.971346	\$81,285.457806
4900		NON-REP	Official/Umpire	Per Game		
132	75	CLASSIFIED	Paralegal	SB-2	\$37,039.990161	\$55,503.693463
2066	80	CWA	Parking Attendant	C-101	\$17,962.596099	\$27,598.733094
2030	80	CWA	Parking Enforcement Specialist	C-107	\$24,101.711221	\$36,875.618168
2035	80	CWA	Parking Enforcement Supervisor	C-112	\$30,809.262929	\$47,196.152813
2070	*	UNCLASSIFIED	Parking Systems Manager	SB-4	\$56,967.279700	\$85,338.335994
2045	80	CWA	Parking Operations Supervisor	C-114	\$33,878.820490	\$51,950.556413
2025	80	CWA	Parking Technician	C-108	\$25,352.271709	\$38,846.956246
4795	*	UNCLASSIFIED	Parks & Recreation Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
4799	*	UNCLASSIFIED	Parks & Recreation Director	SB-6	\$76,331.651456	\$114,384.893628
4675	*	CLASSIFIED	Parks Service Specialist	SB-2	\$40,755.247533	\$61,020.287742
4680	*	UNCLASSIFIED	Parks Planning & Project Manager	SB-4	\$56,967.279700	\$85,338.335994
4671	80	CWA	Parks Service Supervisor I	C-114	\$33,878.820490	\$51,950.556413
4672	80	CWA	Parks Service Supervisor II	C-116	\$37,516.814636	\$57,284.765330
4625	80	CWA	Parks Service Technician I	C-104	\$20,804.779026	\$31,889.292441
4635	80	CWA	Parks Service Technician II	C-108	\$25,352.271709	\$38,846.956246
4645	80	CWA	Parks Service Technician III	C-111	\$29,331.655625	\$44,992.892608
360	*	UNCLASSIFIED	Payroll Services Manager	SB-4	\$56,967.279700	\$85,338.335994
4678	*	CLASSIFIED	Pedestrian-Bicycle Coordinator	SB-3	\$44,808.255575	\$67,099.799805
3230	75	CWA	Personnel/Payroll Technician	C-110	\$27,967.080002	\$42,673.671339
1273	*	CLASSIFIED	Planner I	SB-2	\$33,662.526744	\$50,550.060252
1275	*	CLASSIFIED	Planner II	SB-2	\$37,039.990161	\$55,503.693463
1280	*	CLASSIFIED	Planner III	SB-3	\$44,808.255575	\$67,099.799805
1295	*	UNCLASSIFIED	Planning Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
1299	*	UNCLASSIFIED	Planning Director	SB-6	\$69,126.303826	\$103,802.039296
1290	*	UNCLASSIFIED	Planning Manager	SB-4	\$56,967.279700	\$85,338.335994
1265	*	CLASSIFIED	Plans Examiner	SB-2	\$37,039.990161	\$55,503.693463
1545	80	CWA	Plumber	C-112	\$30,809.262929	\$47,196.152813
8355	80	CWA	Police Aide	C-104	\$20,804.779026	\$31,889.292441
3625	*	NON-REP	Police Cadet	Contract	\$29,467.932000	\$29,467.932000
3670	*	UNCLASSIFIED	Police Captain	SB-4	\$62,821.624650	\$94,119.853418

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
3690	*	UNCLASSIFIED	Police Chief	SB-6	\$77,715.445464	\$116,627.820408
3575	*	UNCLASSIFIED	Police Communication Manager	SB-4	\$56,967.279700	\$85,338.335994
3571	80	CWA	Police Communication Operator	C-112	\$30,809.262929	\$47,196.152813
3568	80	CWA	Police Communication Operator Trainee	C-109	\$26,602.832197	\$40,818.294324
3560	80	CWA	Police Communication Supervisor	C-115	\$35,697.817563	\$54,501.699808
3595	*	UNCLASSIFIED	Police Computer System Commander	SB-4	\$56,967.279700	\$85,338.335994
3680	*	UNCLASSIFIED	Police Deputy Chief	SB-5	\$69,126.303826	\$103,802.039296
3515	75	CWA	Police Information Supervisor	C-113	\$32,400.885368	\$49,515.374081
3505	75	CWA	Police Information Technician I	C-105	\$21,941.652196	\$33,512.747329
3510	75	CWA	Police Information Technician II	C-109	\$26,602.832197	\$40,818.294324
3660	80	FOP SUPV	Police Lieutenant	A-20	\$73,656.670000	\$93,235.097000
3517	75	CWA	Police Office Specialist	C-109	\$26,602.832197	\$40,818.294324
3640	80	FOP 10	Police Officer	P-56	\$44,471.083000	\$65,860.621000
3520	80	CWA	Police Property Clerk	C-106	\$22,964.838050	\$35,252.163280
3521	80	CWA	Police Property Supervisor	C-113	\$32,400.885368	\$49,515.374081
871	*	UNCLASSIFIED	Police Public Information Officer	SB-4	\$56,967.279700	\$85,338.335994
3555	*	UNCLASSIFIED	Police Records Manager	SB-4	\$56,967.279700	\$85,338.335994
3533	75	CLASSIFIED	Police Report Reviewer	SB-2	\$37,039.990161	\$55,503.693463
3650	80	FOP SUPV	Police Sergeant	A-10	\$60,716.897000	\$79,899.135000
3610	80	FOP 10	Police Service Technician	P-44	\$30,605.964000	\$45,299.748000
3620	80	FOP 10	Police Service Technician Supervisor	P-50	\$35,093.207000	\$51,941.291000
3531	*	CLASSIFIED	Police Social Services Specialist	SB-2	\$37,039.990161	\$55,503.693463
3570	80	CWA	Police Telecommunicator	C-107	\$24,101.711221	\$36,875.618168
4760	80	CWA	Pool Guard	C-105	\$21,941.652196	\$33,512.747329
1170	*	CLASSIFIED	Professional Engineer	SB-3	\$49,311.597843	\$73,854.813208
1035	*	CLASSIFIED	Professional Land Surveyor	SB-3	\$49,311.597843	\$73,854.813208
790	*	UNCLASSIFIED	Public Communications Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
799	*	UNCLASSIFIED	Public Communications Director	SB-6	\$69,126.303826	\$103,802.039296
618	*	CLASSIFIED	Public Information Coordinator	SB-3	\$40,755.247533	\$61,020.287742
615	*	CLASSIFIED	Public Information Specialist	SB-2	\$37,039.990161	\$55,503.693463
2095	*	UNCLASSIFIED	Public Services Assistant Director	SB-5	\$65,973.964238	\$98,848.362800
1780	*	CLASSIFIED	Public Services Coordinator	SB-3	\$44,808.255575	\$67,099.799805
2099	*	UNCLASSIFIED	Public Services Director	SB-6	\$72,728.977641	\$108,980.882905
1740	80	CWA	Public Services Specialist	C-115	\$35,697.817563	\$54,501.699808
1745	80	CWA	Public Services Supervisor I	C-114	\$33,878.820490	\$51,950.556413
1755	80	CWA	Public Services Supervisor II	C-116	\$37,516.814636	\$57,284.765330
1705	80	CWA	Public Services Technician I	C-107	\$24,101.711221	\$36,875.618168
1708	80	CWA	Public Services Technician II	C-111	\$29,331.655625	\$44,992.892608
1725	80	CWA	Public Services Technician III	C-113	\$32,400.885368	\$49,515.374081
1730	80	CWA	Public Services Trainer	C-114	\$33,878.820490	\$51,950.556413

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1798	*	UNCLASSIFIED	Public Utilities Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
5585	*	CLASSIFIED	Public Utilities Coordinator	SB-3	\$44,808.255575	\$67,099.799805
1799	*	UNCLASSIFIED	Public Utilities Director	SB-6	\$72,728.977641	\$108,980.882905
1746	80	CWA	Public Utilities Specialist	C-115	\$35,697.817563	\$54,501.699808
1750	80	CWA	Public Utilities Supervisor I	C-114	\$33,878.820490	\$51,950.556413
1756	80	CWA	Public Utilities Supervisor II	C-116	\$37,516.814636	\$57,284.765330
1706	80	CWA	Public Utilities Technician I	C-107	\$24,101.711221	\$36,875.618168
1709	80	CWA	Public Utilities Technician II	C-111	\$29,331.655625	\$44,992.892608
1726	80	CWA	Public Utilities Technician III	C-113	\$32,400.885368	\$49,515.374081
1199	*	UNCLASSIFIED	Public Works Administrator	SB-6	\$80,046.908828	\$120,126.655020
490	*	UNCLASSIFIED	Purchasing Manager	SB-4	\$56,967.279700	\$85,338.335994
1150	*	CLASSIFIED	Real Estate Services Coordinator	SB-3	\$44,808.255575	\$67,099.799805
4762	80	CWA	Recreation Leader I	C-105	\$21,941.652196	\$33,512.747329
4763	80	CWA	Recreation Leader II	C-107	\$24,101.711221	\$36,875.618168
4787	*	CLASSIFIED	Recreation Program Coordinator	SB-3	\$49,311.597843	\$73,854.813208
4784	80	CWA	Recreation Program Support Technician	C-109	\$26,602.832197	\$40,818.294324
4785	80	CWA	Recreation Programmer I	C-109	\$26,602.832197	\$40,818.294324
4775	80	CWA	Recreation Programmer II	C-111	\$29,331.655625	\$44,992.892608
4710	*	CLASSIFIED	Recreation Specialist	SB-2	\$37,039.990161	\$55,503.693463
4790	*	UNCLASSIFIED	Recreation Superintendent	SB-4	\$56,967.279700	\$85,338.335994
4717	*	CLASSIFIED	Recreation Supervisor I	SB-2	\$40,755.247533	\$61,020.287742
4720	*	CLASSIFIED	Recreation Supervisor II	SB-3	\$44,808.255575	\$67,099.799805
6055	*	CLASSIFIED	Recycling Specialist	SB-2	\$35,961.155290	\$53,887.081032
1285	*	CLASSIFIED	Registered Architect	SB-3	\$54,265.274339	\$81,285.327952
4605	*	UNCLASSIFIED	Right Of Way Maintenance Manager	SB-4	\$56,967.279700	\$85,338.335994
830	*	CLASSIFIED	Risk Management Specialist	SB-2	\$40,755.247533	\$61,020.287742
840	*	UNCLASSIFIED	Risk Manager	SB-4	\$59,781.868618	\$89,729.094706
8300	80	NON-REP	School Crossing Guard	Hourly	\$8.874944	\$8.874944
325	*	CLASSIFIED	Senior Accountant	SB-3	\$44,808.255575	\$67,099.799805
331	*	CLASSIFIED	Senior Auditor	SB-3	\$44,808.255575	\$67,099.799805
3537	*	CLASSIFIED	Senior Crime Analyst	SB-3	\$44,808.255575	\$67,099.799805
5160	37.5	CWA	Senior Customer Service Representative	C-111	\$29,331.655625	\$44,992.892608
3280	*	CLASSIFIED	Senior Human Resources Analyst	SB-3	\$44,808.255575	\$67,099.799805
1145	*	CLASSIFIED	Senior Landscape Architect	SB-3	\$49,311.597843	\$73,854.813208
2115	75	CWA	Senior Library Assistant	C-106	\$22,964.838050	\$35,252.163280
3050	80	CWA	Senior Marine Lifeguard	C-109	\$26,602.832197	\$40,818.294324
659	*	CLASSIFIED	Senior Network Analyst	SB-3	\$40,755.247533	\$61,020.287742
260	75	CLASSIFIED	Senior Payroll Technician	SB-1	\$30,622.727428	\$45,934.091142
1270	*	CLASSIFIED	Senior Plans Examiner	SB-3	\$44,808.255575	\$67,099.799805
3572	80	CWA	Senior Police Communication Operator	C-113	\$32,400.885368	\$49,515.374081

CITY OF CLEARWATER
ALPHABETICAL LISTING OF JOB CLASSIFICATIONS AND PAY GRADES

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
1171	*	CLASSIFIED	Senior Professional Engineer	SB-3	\$54,265.274339	\$81,285.327952
180	80	CWA	Senior Service Dispatcher	C-110	\$27,967.080002	\$42,673.671339
110	75	CLASSIFIED	Senior Staff Assistant	SB-1	\$27,808.138510	\$41,768.499543
663	*	CLASSIFIED	Senior Systems Analyst	SB-3	\$44,808.255575	\$67,099.799805
670	*	CLASSIFIED	Senior Systems Programmer	SB-3	\$49,311.597843	\$73,854.813208
170	80	CWA	Service Dispatcher	C-105	\$21,941.652196	\$33,512.747329
1355	75	CWA	Sign Inspector	C-114	\$33,878.820490	\$51,950.556413
2065	*	CLASSIFIED	Signal Systems Supervisor	SB-3	\$49,311.597843	\$73,854.813208
6026	80	CWA	Solid Waste Accounts Coordinator	C-111	\$29,331.655625	\$44,992.892608
6020	80	CWA	Solid Waste Equipment Operator	C-111	\$29,331.655625	\$44,992.892608
6090	*	UNCLASSIFIED	Solid Waste Operations Manager	SB-4	\$56,967.279700	\$85,338.335994
6060	*	CLASSIFIED	Solid Waste Program Coordinator	SB-3	\$44,808.255575	\$67,099.799805
6046	80	CWA	Solid Waste Service Coordinator	C-116	\$37,516.814636	\$57,284.765330
6036	80	CWA	Solid Waste Supervisor I	C-114	\$33,878.820490	\$51,950.556413
6040	80	CWA	Solid Waste Supervisor II	C-116	\$37,516.814636	\$57,284.765330
6000	80	CWA	Solid Waste Worker	C-105	\$21,941.652196	\$33,512.747329
6003	80	CWA	Solid Waste Yard Maintenance Leader	C-107	\$24,101.711221	\$36,875.618168
6595	*	UNCLASSIFIED	Solid Waste/General Services Assistant Director	SB-5	\$62,821.624650	\$94,119.853418
6599	*	UNCLASSIFIED	Solid Waste/General Services Director	SB-6	\$76,331.651456	\$114,384.893628
4788	*	UNCLASSIFIED	Special Events Manager	SB-4	\$56,967.279700	\$85,338.335994
100	75	CWA	Staff Assistant	C-107	\$24,101.711221	\$36,875.618168
747	*	UNCLASSIFIED	Station Manager	SB-4	\$49,311.597843	\$73,854.813208
420	80	CWA	Storeskeeper	C-110	\$27,967.080002	\$42,673.671339
1792	*	UNCLASSIFIED	Stormwater Maintenance Manager	SB-4	\$56,967.279700	\$85,338.335994
8250	75	NON-REP	Student Intern (see page 32)	Hourly		
1010	75	CWA	Survey Assistant I	C-106	\$22,964.838050	\$35,252.163280
1020	75	CWA	Survey Assistant II	C-109	\$26,602.832197	\$40,818.294324
1030	75	CWA	Survey Party Chief	C-114	\$33,878.820490	\$51,950.556413
685	*	UNCLASSIFIED	Systems & Programming Manager	SB-4	\$62,821.624650	\$94,119.853418
661	*	CLASSIFIED	Systems Analyst	SB-2	\$37,039.990161	\$55,503.693463
668	*	CLASSIFIED	Systems Programmer	SB-2	\$40,755.247533	\$61,020.287742
676	*	CLASSIFIED	Telecommunications Analyst	SB-2	\$37,039.990161	\$55,503.693463
677	*	CLASSIFIED	Telecommunications Supervisor	SB-3	\$49,311.597843	\$73,854.813208
740	*	CLASSIFIED	Television Production Specialist	SB-2	\$37,039.990161	\$55,503.693463
1530	80	CWA	Tradesworker	C-111	\$29,331.655625	\$44,992.892608
2060	*	CLASSIFIED	Traffic Engineering Analyst	SB2	\$40,755.247533	\$61,020.287742
2050	80	CWA	Traffic Engineering Assistant	C-110	\$27,967.080002	\$42,673.671339
2090	*	UNCLASSIFIED	Traffic Operations Manager	SB-4	\$56,967.279700	\$85,338.335994
2053	80	CWA	Traffic Operations Supervisor I	C-114	\$33,878.820490	\$51,950.556413
2055	80	CWA	Traffic Operations Supervisor II	C-116	\$37,516.814636	\$57,284.765330

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

CLASS NO.	STD* HRS	TYPE	CLASSIFICATION TITLE	PAY GRADE	ANNUAL MINIMUM	ANNUAL MAXIMUM
2005	80	CWA	Traffic Technician	C-111	\$29,331.655625	\$44,992.892608
6005	80	CWA	Transfer Station Operator	C-107	\$24,101.711221	\$36,875.618168
4600	80	CWA	Tree Trimmer	C-108	\$25,352.271709	\$38,846.956246
1283	*	CLASSIFIED	Urban Designer	SB-3	\$44,808.255575	\$67,099.799805
5745	*	CLASSIFIED	Utilities Chemist	SB-2	\$37,039.990161	\$55,503.693463
5752	*	CLASSIFIED	Utilities Laboratory Coordinator	SB-3	\$44,808.255575	\$67,099.799805
5755	*	UNCLASSIFIED	Utilities Laboratory Manager	SB-4	\$51,563.268978	\$77,457.487023
1765	80	CWA	Utilities Mechanic	C-112	\$30,809.262929	\$47,196.152813
1775	80	CWA	Utilities Mechanic Supervisor I	C-114	\$33,878.820490	\$51,950.556413
1785	80	CWA	Utilities Mechanic Supervisor II	C-116	\$37,516.814636	\$57,284.765330
1640	80	CWA	Warehouse Clerk	C-108	\$25,352.271709	\$38,846.956246
1650	80	CWA	Warehouse Supervisor	C-114	\$33,878.820490	\$51,950.556413
1794	*	UNCLASSIFIED	Wastewater Environmental Technologies Manager	SB-4	\$56,967.279700	\$85,338.335994
5720	80	CWA	Wastewater Treatment Plant Operator-A	C-114	\$33,878.820490	\$51,950.556413
5710	80	CWA	Wastewater Treatment Plant Operator-B	C-113	\$32,400.885368	\$49,515.374081
5701	80	CWA	Wastewater Treatment Plant Operator-C	C-112	\$30,809.262929	\$47,196.152813
5700	80	CWA	Wastewater Treatment Plant Operator-Trainee	C-107	\$24,101.711221	\$36,875.618168
5730	80	CWA	Wastewater Treatment Plant-Chief Operator	C-116	\$37,516.814636	\$57,284.765330
5570	80	CWA	Water Plant Chief Operator	C-116	\$37,516.814636	\$57,284.765330
5561	80	CWA	Water Plant Operator A	C-114	\$33,878.820490	\$51,950.556413
5560	80	CWA	Water Plant Operator B	C-113	\$32,400.885368	\$49,515.374081
5550	80	CWA	Water Plant Operator C	C-112	\$30,809.262929	\$47,196.152813
5540	80	CWA	Water Plant Operator Trainee	C-107	\$24,101.711221	\$36,875.618168
3060	80	CWA	Water Safety Supervisor	C-114	\$33,878.820490	\$51,950.556413
5590	*	UNCLASSIFIED	Water, Reclaimed & Wastewater Collections Manager	SB-4	\$56,967.279700	\$89,729.094706
6014	80	CWA	Welder	C-111	\$29,331.655625	\$44,992.892608

CITY OF CLEARWATER
C.W.A. PAY RANGE TABLE
2008/2009
Effective 10/01/08

GRADE		MINIMUM	MAXIMUM
C-101	75 HOURS	9.211588	14.153196
	80 HOURS	8.635864	13.268622
	BI-WEEKLY	690.869080	1,061.489730
	ANNUAL	17,962.596	27,598.733
C-102	75 HOURS	9.677997	14.866803
	80 HOURS	9.073122	13.937628
	BI-WEEKLY	725.849790	1,115.010230
	ANNUAL	18,872.095	28,990.265855
C-103	75 HOURS	10.144407	15.580410
	80 HOURS	9.510381	14.606634
	BI-WEEKLY	760.830510	1,168.530720
	ANNUAL	19,781.593	30,381.799
C-104	75 HOURS	10.669117	16.353483
	80 HOURS	10.002298	15.331391
	BI-WEEKLY	800.183810	1,226.511250
	ANNUAL	20,804.779	31,889.292
C-105	75 HOURS	11.252129	17.186024
	80 HOURS	10.548871	16.111898
	BI-WEEKLY	843.909700	1,288.951820
	ANNUAL	21,941.652	33,512.747
C-106	75 HOURS	11.776840	18.078032
	80 HOURS	11.040788	16.948155
	BI-WEEKLY	883.263000	1,355.852430
	ANNUAL	22,964.838	35,252.163
C-107	75 HOURS	12.359852	18.910573
	80 HOURS	11.587361	17.728663
	BI-WEEKLY	926.988890	1,418.293010
	ANNUAL	24,101.711	36,875.618
C-108	75 HOURS	13.001165	19.921516
	80 HOURS	12.188592	18.676421
	BI-WEEKLY	975.087370	1,494.113700
	ANNUAL	25,352.272	38,846.956

CITY OF CLEARWATER
C.W.A. PAY RANGE TABLE
2008/2009
Effective 10/01/08

GRADE		MINIMUM	MAXIMUM
C-109	75 HOURS	13.642478	20.932459
	80 HOURS	12.789823	19.624180
	BI-WEEKLY	1,023.185850	1,569.934400
	ANNUAL	26,602.832	40,818.294
C-110	75 HOURS	14.342092	21.883934
	80 HOURS	13.445712	20.516188
	BI-WEEKLY	1,075.656920	1,641.295050
	ANNUAL	27,967.080	42,673.671
C-111	75 HOURS	15.041875	23.073278
	80 HOURS	14.101758	21.631198
	BI-WEEKLY	1,128.140600	1,730.495870
	ANNUAL	29,331.656	44,992.893
C-112	75 HOURS	15.799622	24.203155
	80 HOURS	14.812146	22.690458
	BI-WEEKLY	1,184.971650	1,815.236650
	ANNUAL	30,809.263	47,196.153
C-113	75 HOURS	16.615839	25.392500
	80 HOURS	15.577349	23.805468
	BI-WEEKLY	1,246.187900	1,904.437460
	ANNUAL	32,400.885	49,515.374
C-114	75 HOURS	17.373754	26.641311
	80 HOURS	16.287894	24.976229
	BI-WEEKLY	1,303.031560	1,998.098320
	ANNUAL	33,878.820	51,950.556
C-115	75 HOURS	18.306573	27.949590
	80 HOURS	17.162412	26.202740
	BI-WEEKLY	1,372.992980	2,096.219220
	ANNUAL	35,697.818	54,501.700
C-116	75 HOURS	19.239392	29.376803
	80 HOURS	18.036930	27.540753
	BI-WEEKLY	1,442.954410	2,203.260210
	ANNUAL	37,516.815	57,284.765

CITY OF CLEARWATER
POLICE PAY RANGE TABLE
2008/2009
Effective 10/01/08

		S T E P S											
GRADE		1	2	3	4	5	6	7	8	9	10	11	12
P-44+	HOURLY	14.714406	15.450127	16.222634	17.033765	17.885453	18.779726	19.249219	19.730450	20.223711	20.729304	21.247537	21.778725
80 HRS	B/W	1,177.152462	1,236.010154	1,297.810731	1,362.701192	1,430.836269	1,502.378077	1,539.937538	1,578.436000	1,617.896885	1,658.344346	1,699.802923	1,742.298000
	ANNUAL	30,605.964	32,136.264	33,743.079	35,430.231	37,201.743	39,061.830	40,038.376	41,039.336	42,065.319	43,116.953	44,194.876	45,299.748
P-50	HOURLY	16.871734	17.715321	18.601087	19.531140	20.507699	21.533084	22.071411	22.623196	23.188775	23.768495	24.362707	24.971775
80 HRS	B/W	1,349.738731	1,417.225692	1,488.086962	1,562.491231	1,640.615885	1,722.646692	1,765.712846	1,809.855654	1,855.102038	1,901.479615	1,949.016577	1,997.741962
	ANNUAL	35,093.207	36,847.868	38,690.261	40,624.772	42,656.013	44,788.814	45,908.534	47,056.247	48,232.653	49,438.470	50,674.431	51,941.291
P-56	HOURLY	21.380328	22.449346	23.571812	24.750402	25.987924	27.303562	27.986150	28.685804	29.402949	30.138023	30.891474	31.663760
80 HRS	B/W	1,710.426269	1,795.947654	1,885.744962	1,980.032192	2,079.033885	2,184.284923	2,238.892038	2,294.864346	2,352.235885	2,411.041808	2,471.317885	2,533.100808
	ANNUAL	44,471.083	46,694.639	49,029.369	51,480.837	54,054.881	56,791.408	58,211.193	59,666.473	61,158.133	62,687.087	64,254.265	65,860.621
A-10	HOURLY	29.190816	30.358583	31.572558	32.835551	34.149057	35.515020	36.935621	38.413046				
80 HRS	B/W	2,335.265269	2,428.686615	2,525.804654	2,626.844115	2,731.924577	2,841.201577	2,954.849654	3,073.043654				
	ANNUAL	60,716.897	63,145.852	65,670.921	68,297.947	71,030.039	73,871.241	76,826.091	79,899.135				
A-20	HOURLY	35.411861	36.828447	38.316312	39.848889	41.442831	43.100544	44.824566					
80 HRS	B/W	2,832.948846	2,946.275769	3,065.304923	3,187.911154	3,315.426462	3,448.043538	3,585.965269					
	ANNUAL	73,656.670	76,603.170	79,697.928	82,885.690	86,201.088	89,649.132	93,235.097					
CADET	HOURLY	14.167											
80 HRS	B/W	1,133.382											
	ANNUAL	29,467.932											

CITY OF CLEARWATER
FIRE PAY RANGE TABLE 2006/2007

Effective 1/1/07

		S T E P S											
GRADE		1	2	3	4	5	6	7	8	9	10	11	12
F-02	106 HRS	12.816811	13.470750	14.123324	14.860076	15.592980	16.368593	16.777073	17.184683	17.675106	18.117108	18.580217	19.044319
	80 HRS	16.982275	17.848744	18.713404	19.689600	20.660698	21.688386	22.229621	22.769705	23.419515	24.005168	24.618787	25.233722
	B/W	1,358.581962	1,427.899500	1,497.072308	1,575.168038	1,652.855846	1,735.070846	1,778.369692	1,821.576385	1,873.561192	1,920.413462	1,969.502962	2,018.697769
	ANNUAL	35,323.131	37,125.387	38,923.880	40,954.369	42,974.252	45,111.842	46,237.612	47,360.986	48,712.591	49,930.750	51,207.077	52,486.142
F-04	106 HRS	13.457713	14.144306	14.829533	15.603160	16.372566	17.187042	17.615884	18.043730	18.559110	19.022839	19.509165	19.996609
	80 HRS	17.831470	18.741205	19.649131	20.674188	21.693650	22.772830	23.341046	23.907943	24.590820	25.205262	25.849643	26.495507
	B/W	1,426.517615	1,499.296423	1,571.930462	1,653.935000	1,735.492038	1,821.826423	1,867.283654	1,912.635423	1,967.265615	2,016.420923	2,067.971462	2,119.640577
	ANNUAL	37,089.458	38,981.707	40,870.192	43,002.310	45,122.793	47,367.487	48,549.375	49,728.521	51,148.906	52,426.944	53,767.258	55,110.655
F-10	106 HRS	15.380173	16.164974	16.948038	17.832042	18.711451	19.642511	20.132314	20.621744	21.210500	21.740530	22.296135	22.853232
	80 HRS	20.378729	21.418591	22.456150	23.627456	24.792673	26.026327	26.675316	27.323811	28.103913	28.806202	29.542379	30.280532
	B/W	1,630.298346	1,713.487269	1,796.492038	1,890.196462	1,983.413808	2,082.106192	2,134.025269	2,185.904846	2,248.313038	2,304.496192	2,363.390346	2,422.442577
	ANNUAL	42,387.757	44,550.669	46,708.793	49,145.108	51,568.759	54,134.761	55,484.657	56,833.526	58,456.139	59,916.901	61,448.149	62,983.507
F-12	106 HRS				18.723644	19.647024	20.624637	21.138930	21.652831	22.271025	22.827557	23.410942	23.995893
	80 HRS				24.808828	26.032306	27.327644	28.009082	28.690001	29.509109	30.246513	31.019498	31.794559
	B/W				1,984.706269	2,082.584500	2,186.211500	2,240.726538	2,295.200077	2,360.728692	2,419.721000	2,481.559846	2,543.564692
	ANNUAL				51,602.363	54,147.197	56,841.499	58,258.890	59,675.202	61,378.946	62,912.746	64,520.556	66,132.682
F-13	106 HRS				20.795689	21.828433	23.001848	23.518345	24.128705	24.737947	25.356005	25.990079	26.639921
	80 HRS				27.554288	28.922674	30.477449	31.161808	31.970534	32.777780	33.596706	34.436854	35.297896
	B/W				2,204.343000	2,313.813923	2,438.195923	2,492.944615	2,557.642731	2,622.222423	2,687.736500	2,754.948346	2,823.831654
	ANNUAL				57,312.918	60,159.162	63,393.094	64,816.560	66,498.711	68,177.783	69,881.149	71,628.657	73,419.623

CITY OF CLEARWATER
SAMP PAY RANGE TABLE
2007/2008

		MINIMUM	MAXIMUM
SB-1	75 HOURS	10.256410	23.076923
	80 HOURS	9.615385	21.634615
	BI-WEEKLY	769.230769	1,730.769231
	ANNUAL	20,000.000	45,000.000
SB-2	75 HOURS	12.820513	35.897436
	80 HOURS	12.019231	33.653846
	BI-WEEKLY	961.538462	2,692.307692
	ANNUAL	25,000.000	70,000.000
SB-3	75 HOURS	17.948718	41.025641
	80 HOURS	16.826923	38.461538
	BI-WEEKLY	1,346.153846	3,076.923077
	ANNUAL	35,000.000	80,000.000
SB-4	75 HOURS	23.076923	47.179487
	80 HOURS	21.634615	44.230769
	BI-WEEKLY	1,730.769231	3,538.461538
	ANNUAL	45,000.000	92,000.000
SB-5	75 HOURS	30.769231	51.794872
	80 HOURS	28.846154	48.557692
	BI-WEEKLY	2,307.692308	3,884.615385
	ANNUAL	60,000.000	101,000.000
SB-6	75 HOURS	33.333333	60.000000
	80 HOURS	31.250000	56.250000
	BI-WEEKLY	2,500.000000	4,500.000000
	ANNUAL	65,000.000	117,000.000

CITY OF CLEARWATER
 HOURLY PAY RATE TABLE
 2007/2008

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

8000	LIBRARY PAGE	\$9.21158767
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NON-REPRESENTED

8300	SCHOOL CROSSING GUARD	\$8.874944
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8250	STUDENT INTERN	Minimum	Maximum
	High School	\$7.250000	\$8.500000
	Associate (Freshman/Sophomore)	\$7.500000	\$9.500000
	Undergraduate (Junior/Senior)	\$8.500000	\$10.500000
	Graduate (Possesses 4 year degree)	\$9.500000	\$12.050000

8450	AmeriCorp Clearwater Member	\$456.00	Bi-weekly
		\$11,400	Annual

CITY OF CLEARWATER, FLORIDA

Population: 110,602
Full-time Employees: 1,799
Part-time Employees: 354

DESIGNATED PAID HOLIDAYS FOR GENERAL EMPLOYEES

Tuesday, November 11, 2008	Veterans' Day
Thursday, November 27, 2008	Thanksgiving Day
Friday, November 28, 2008	Day After Thanksgiving
Thursday, December 25, 2008	Christmas
Thursday, January 1, 2009	New Year's Day
Monday, January 19, 2009	Martin Luther King Day
Monday, February 16, 2009	Presidents' Day **
Monday, May 25, 2009	Memorial Day
Friday, July 3, 2009	Independence Day
Monday, September 7, 2009	Labor Day
Wednesday, November 11, 2009	Veterans' Day
Thursday, November 26, 2009	Thanksgiving Day
Friday, November 27, 2009	Day After Thanksgiving *
Friday, December 25, 2009	Christmas

General employees also receive three Floating holidays.

***Substitute Floating Holiday for FOP 10 bargaining unit members.**

**** Substitute Floating Holiday for IAFF bargaining unit members.**