

Meeting Date: 9/14/2011



Agenda Item #

5B 6B

CITY COUNCIL AGENDA ITEM

Contact Name: Pennie Traber *PT*

Department Director:

Department/Contact # 386-775-5457

City Manager:

Jamie Croteau *JC*

Type of Item:

Public Hearing

Resolution

Ordinance First Reading

Discussion & Action

Ordinance Second Reading

Council Approval

Subject: Repeal of the current Classification and Pay Plan and replace the current plan with a Broadband Pay Plan.

BACKGROUND: During the budget process, staff discussed replacing the current Classification and Pay Plan with a Broadband Pay Plan. The current pay plan consists of a hire minimum, and 30 steps to follow with a set 3 percent increase between each step. The current plan requires COLAS and merits to match. The plan rewards for longevity, is very structured, and does not allow for flexibility. If repealed, the plan will be replaced by a Broadband Pay Plan to be adopted by resolution at the next council meeting.

RECOMMENDATIONS: Staff recommends Council approve Ordinance NO. 466 repealing the current classification and pay plan.

ATTACHMENTS: Ordinance NO.466 Exhibit "A"

FINANCIAL IMPACT: None

Reviewed by City Attorney

Reviewed by Finance Dept.

Reviewed by:

1st Discussion Date: date.	2nd Discussion Date: date.	Third Discussion Date: date.	Other Dates: date.
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ORDINANCE NO. 466

AN ORDINANCE OF THE CITY OF ORANGE CITY, FLORIDA, REPEALING ORDINANCE NO. 259 WHICH ADOPTED THE CLASSIFICATION AND PAY PLAN FOR THE CITY OF ORANGE CITY; CONTAINING A REPEALER PROVISION, A SEVERABILITY CLAUSE AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City of Orange City's current Classification and Pay Plan was adopted on December 13, 2005 by the adoption of Ordinance No. 259; and

WHEREAS, the City Council feels that it is in the best interest of the City to repeal the current Classification and Pay Plan and replace it with a new (Broadband) Pay Plan.

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

Section 1. The Classification and Pay Plan schedule hereto attached as Exhibit "A" is hereby repealed in its entirety.

Section 2. All Ordinances or parts of Ordinances and all Resolutions or parts of Resolutions in conflict herewith be and the same are hereby repealed.

Section 3. If any section, part of a section, paragraph, clause, phrase or word of this ordinance is declared invalid, the remaining provisions of this ordinance shall not be affected.

Section 4. This Ordinance shall be effective immediately upon adoption by the City Council of the City of Orange City.

ROLL CALL VOTE AS FOLLOWS:

First Reading this _____ day of _____, 2011.

Gary Blair _____

Jeff H. Allebach _____

Tom Luputka _____

Tom Abraham _____

Anthony Pupello _____

O. William Crippen, Vice Mayor _____

Harley Strickland, Mayor _____

Second Reading this _____ day of _____, 2011

Gary Blair _____

Jeff H. Allebach _____

Tom Laputka _____

Tom Abraham _____

Anthony Puppelo _____

O. William Crippen, Vice Mayor _____

Harley Strickland, Mayor _____

PASSED and ADOPTED this _____ day of _____, 2011

ATTEST:

AUTHENTICATED:

Deborah J. Renner, City Clerk

Harley Strickland, Mayor

Approved as to form and legal sufficiency:

W.E. Reischmann, Jr., City Attorney

**CITY OF ORANGE CITY
STEP PAY PLAN
2010- No step increase will be given in fiscal year 10/11.**

GENERAL		10/11																													
Title	Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Chief Mechanic	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26	15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97	26.75	27.55
Community Service Aide	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26	15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97	26.75	27.55
Crew Leader	10.82	11.15	11.48	11.82	12.18	12.54	12.92	13.31	13.71	14.12	14.54	14.98	15.43	15.89	16.37	16.86	17.36	17.89	18.42	18.98	19.54	20.13	20.73	21.36	22.00	22.66	23.34	24.04	24.76	25.50	26.27
Cross Connection Control Supervisor	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26	15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97	26.75	27.55
Custodian	8.32	8.57	8.82	9.09	9.36	9.64	9.93	10.23	10.54	10.85	11.18	11.51	11.86	12.21	12.58	12.96	13.35	13.75	14.16	14.58	15.02	15.47	15.94	16.42	16.91	17.41	17.94	18.48	19.03	19.60	20.19
Customer Service Specialist I	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83	14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54	24.25	24.98
Customer Service Specialist II	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26	15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97	26.75	27.55
Executive Assistant	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83	14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54	24.25	24.98
Financial Specialist I	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83	14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54	24.25	24.98
Financial Specialist II	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26	15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97	26.75	27.55
Fire Safety Inspector	13.81	14.23	14.65	15.09	15.55	16.01	16.49	16.99	17.50	18.02	18.56	19.12	19.69	20.28	20.89	21.52	22.17	22.83	23.52	24.22	24.95	25.70	26.47	27.26	28.08	28.92	29.79	30.68	31.60	32.55	33.53
Maintenance Specialist I	9.35	9.63	9.92	10.21	10.52	10.84	11.16	11.50	11.84	12.20	12.56	12.94	13.33	13.73	14.14	14.56	15.00	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.00	19.57	20.16	20.76	21.38	22.03	22.69
Maintenance Specialist II	10.47	10.79	11.11	11.44	11.79	12.14	12.50	12.88	13.26	13.66	14.07	14.49	14.93	15.38	15.84	16.31	16.80	17.31	17.83	18.36	18.91	19.48	20.06	20.67	21.29	21.92	22.58	23.26	23.96	24.68	25.42
Mechanic Assistant	9.35	9.63	9.92	10.22	10.52	10.84	11.16	11.50	11.84	12.20	12.57	12.94	13.33	13.73	14.14	14.57	15.00	15.45	15.92	16.40	16.89	17.39	17.92	18.45	19.01	19.58	20.16	20.77	21.39	22.03	22.69
Office Assistant	8.07	8.32	8.57	8.82	9.09	9.36	9.64	9.93	10.23	10.53	10.85	11.18	11.51	11.86	12.21	12.58	12.96	13.34	13.74	14.16	14.58	15.02	15.47	15.94	16.42	16.91	17.41	17.94	18.48	19.03	19.60
Permit Specialist	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83	14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54	24.25	24.98
PT Fire Safety Inspector	12.95	13.34	13.74	14.15	14.58	15.02	15.47	15.93	16.41	16.90	17.41	17.93	18.47	19.02	19.59	20.18	20.79	21.41	22.05	22.71	23.40	24.10	24.82	25.57	26.33	27.12	27.94	28.77	29.64	30.53	31.44
Records Specialist	10.29	10.60	10.92	11.24	11.58	11.93	12.29	12.66	13.04	13.43	13.83	14.24	14.67	15.11	15.57	16.03	16.51	17.01	17.52	18.04	18.59	19.14	19.72	20.31	20.92	21.55	22.19	22.86	23.54	24.25	24.98
Service Worker/Meter Reader I	9.35	9.63	9.92	10.21	10.52	10.84	11.16	11.50	11.84	12.20	12.56	12.94	13.33	13.73	14.14	14.56	15.00	15.45	15.91	16.39	16.88	17.39	17.91	18.45	19.00	19.57	20.16	20.76	21.38	22.03	22.69
Service Worker/Meter Reader II	10.47	10.79	11.11	11.44	11.79	12.14	12.50	12.88	13.26	13.66	14.07	14.49	14.93	15.38	15.84	16.31	16.80	17.31	17.83	18.36	18.91	19.48	20.06	20.67	21.29	21.92	22.58	23.26	23.96	24.68	25.42
Water Plant Operator A	13.60	14.01	14.43	14.86	15.31	15.77	16.24	16.73	17.23	17.75	18.28	18.83	19.39	19.97	20.57	21.19	21.83	22.48	23.15	23.85	24.56	25.30	26.06	26.84	27.65	28.48	29.33	30.21	31.12	32.05	33.01
Water Plant Operator B	12.48	12.85	13.24	13.63	14.04	14.46	14.90	15.34	15.80	16.28	16.77	17.27	17.79	18.32	18.87	19.44	20.02	20.62	21.24	21.88	22.53	23.21	23.91	24.62	25.36	26.12	26.91	27.71	28.54	29.40	30.28
Water Plant Operator C	11.35	11.69	12.04	12.40	12.78	13.16	13.55	13.96	14.38	14.81	15.26	15.71	16.18	16.67	17.17	17.69	18.22	18.76	19.33	19.91	20.50	21.12	21.75	22.40	23.08	23.77	24.48	25.22	25.97	26.75	27.55
Water Plant Operator Trainee	10.82	11.15	11.48	11.82	12.18	12.54	12.92	13.31	13.71	14.12	14.54	14.98	15.43	15.89	16.37	16.86	17.36	17.89	18.42	18.98	19.54	20.13	20.73	21.36	22.00	22.66	23.34	24.04	24.76	25.50	26.27

MANAGERIAL and/or SALARIED		10/11																													
Title	Hire	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20	Step 21	Step 22	Step 23	Step 24	Step 25	Step 26	Step 27	Step 28	Step 29	Step 30
Administrative Services Coordinator	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56	23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40	39.55	40.74
Assistant Planner	17.61	18.14	18.68	19.24	19.82	20.42	21.03	21.66	22.31	22.98	23.67	24.38	25.11	25.86	26.64	27.44	28.26	29.11	29.98	30.88	31.81	32.76	33.74	34.76	35.80	36.87	37.98	39.12	40.29	41.50	42.75
Community Improvement Sergeant	13.81	14.23	14.65	15.09	15.55	16.01	16.49	16.99	17.50	18.02	18.56	19.12	19.69	20.28	20.89	21.52	22.17	22.83	23.52	24.22	24.95	25.70	26.47	27.26	28.08	28.92	29.79	30.68	31.60	32.55	33.53
Community Relations Coordinator	16.78	17.29	17.81	18.34	18.89	19.46	20.04	20.64	21.26	21.90	22.56	23.23	23.93	24.65	25.39	26.15	26.93	27.74	28.57	29.43	30.31	31.22	32.16	33.12	34.12	35.14	36.20	37.28	38.40	39.55	40.74
Deputy City Clerk	13.14	13.54	13.95	14.36	14.79	15.24	15.70	16.17	16.65	17.15	17.67	18.20	18.74	19.30	19.88	20.48	21.09	21.73	22.38	23.05	23.74	24.45	25.19	25.94	26.72	27.52	28.35	29.20	30.07	30.98	31.91
Development Services Director	22.49	23.17	23.86	24.58	25.31	26.07	26.86	27.66	28.49	29.35	30.23	31.13	32.07	33.03	34.02	35.04	36.09	37.17	38.29	39.44	40.62	41.84	43.10	44.39	45.72	47.09	48.50	49.96	51.46	53.00	54.59
Financial Services Supervisor	12.52	12.89	13.28	13.68	14.09	14.51	14.95	15.40	15.86	16.33	16.82	17.33	17.85	18.38	18.94	19.50	20.09	20.69	21.31	21.95	22.61	23.29	23.99	24.71	25.45	26.21	27.00	27.81	28.64	29.50	30.39
Finance Director	19.43	20.01	20.61	21.23	21.86	22.52	23.19	23.89	24.61	25.35	26.11	26.89	27.70	28.53	29.38	30.26	31.17	32.11	33.07	34.06	35.08	36.14	37.22	38.34	39.49	40.67	41.89	43.15	44.44	45.78	47.15
Fire Captain/Marshal	16.78	17.29	17.81	18.34	18.89																										