



# CITY OF CRESTVIEW

## OFFICE OF THE CITY CLERK

P.O. DRAWER 1209, CRESTVIEW, FLORIDA 32536

Phone # (850) 682-1560 Fax # (850) 682-8077

September 5, 2019

6:00 P.M.

Council Chambers

### COUNCIL MEETING/PUBLIC HEARING

1. Call to Order
2. Invocation/Pledge of Allegiance
3. Open Policy Making and Legislative Session
4. Approve Agenda
5. Public Opportunity on Council propositions
6. Action Items
  - 6.1 Salary Study
7. Resolutions
  - 7.1 Resolution 19-25 Adoption of Tentative Millage
  - 7.2 Resolution 19-26 Adoption of Tentative Budget
8. Comments from the Audience
9. Comments from the Mayor/Council
10. Adjournment

Note: Citizen Business is business that was submitted by a citizen or group of Citizens no later than the Wednesday 2 weeks prior to the meeting to the Clerk's office for approval. These items will be scheduled under item 6, Reports and Presentations. Supporting documents must be submitted at this time to be on the regular agenda. All Action Item are for staff and elected officials only and must be submitted for approval no later than the Wednesday 10 days prior to the meeting. Those not listed on the regular agenda who wish to address the council should fill out a yellow card. The Card must be submitted to the City Clerk. Speaking time should be three minutes or less, large groups may designate a spokesperson. All remarks should be addressed to the Council as a whole and not to individual members. All meeting procedures are outlined in the Meeting Rules and Procedures brochure available outside the Chambers. If any person decides to appeal any decision made by the City Council with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. The City Council of the City of Crestview, Florida does not discriminate upon the basis of any individual's disability status. Anyone requiring reasonable accommodation as provided for in the American With Disabilities Act to insure access to and participation in the meeting should contact the Office of the City Clerk at (850)682-1560 prior to the meeting to make appropriate arrangements.

*Any invocation that is offered before the official start of the City Council meeting shall be the voluntary offering of a private person, to and for the benefit of the City Council. The views or beliefs expressed by the invocation speaker have not been previously reviewed or approved by the City Council or the city staff, and the City is not allowed by law to endorse the religious beliefs or views of this, or any other speaker. Persons in attendance at the City Council meeting are invited to stand during the opening invocation and Pledge of Allegiance. However, such invitation shall not be construed as a demand, order, or any other type of command. No person in attendance at the meeting shall be required to participate in any opening invocation that is offered. A person may exit the City Council Chambers and return upon completion of the opening invocation if a person does not wish to participate in or witness the opening invocation.*



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Phone # (850) 682-1560 Fax # (850) 682-8077

**September 5, 2019**

**6:00 P.M.**

**Council Chambers**

### **COUNCIL MEETING/PUBLIC HEARING**

1. **Call to Order**
2. **Invocation Pledge of Allegiance**
3. **Open Policy Making and Legislative Session**
4. **Approve Agenda**

5. **Public Opportunity on Council propositions**

**6. Action Items**

6.1 Salary Study



# AGENDA ITEM

CITY COUNCIL MEETING DATE: September 9<sup>th</sup>, 2019

TYPE OF AGENDA ITEM: Action Item

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TO: Mayor and City Council  
CC: City Clerk, Staff and Attorney  
FROM: City Manager; Tim Bolduc  
DATE: August 27, 2019  
SUBJECT: Employee Salary Study

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## 1. **BACKGROUND:**

- 1.1. During strategic planning, the City Council acknowledged the need to complete a salary study to ensure that the city stayed competitive in the job market and properly compensated its employees.
- 1.2. At a previous council meeting, the City Manager received permission to put out a request for proposals with the intention of hiring a consulting firm to perform the study. After this meeting, the City Manager and the Human Resources Specialists determined that the information necessary to accomplish this study was readily available and the activity could be performed “in house.”

## 2. **DISCUSSION:**

- 2.1. The Human Resources Department conducted an employee survey in July 2019. When surveyed, approximately 40% of city employees stated they believe they are not compensated fairly or are unsatisfied with their compensation, and an additional 25% reported feeling neutral about their compensation.
- 2.2. Since 10/1/2018, 28 employees have voluntarily left city employment for reasons other than retirement. A over a quarter of those were police officers. In addition, we have remained seven officers short throughout 2018-2019 fiscal year. It cost the city tens of thousands of dollars to replace a trained officer.
- 2.3. Staff surveyed the following agencies during the data collection process; City of Fort Walton, City of Milton, City of Defuniak Springs, City of Pensacola, Okaloosa County, Walton County, Escambia County, Santa Rosa County. In addition, information from a a state-wide survey of public agencies was also included.
- 2.4. After conducting a local salary survey, staff found the city to be below the average in several areas; the most dramatic differences being among public safety.
- 2.5. We developed our suggested rate by comparing the survey average and the City’s current rate. We have suggested the higher rate from those options.
- 2.6. National studies have found the most common reason an employee accepts a job offer is the pay

and that employees stay at their current job due to benefit packages. Implementing this pay study while funding the City's current benefit package ensures the City's competitiveness in the local market.

- 2.7. The current pay study is broken down into multiple phases with the first phase ensuring all employees are brought up to a minimum average. Phases two and three address compression among tenured employees. The implementation schedule is as follows;
  - 2.7.1. Year 1 (2019-2020) Initial adjustment- Every employee in the City will receive a minimum of 3% increase while those employees who are currently below the base pay rate receiving the newly adopted rate.
  - 2.7.2. Year 2 (2020-2021) Compression adjustment phase one- Each employee's pay will be adjusted for their years of service in the position they currently hold. The adjustment will be 1 ½ % per year up to ten years. This adjustment will be spread over year two and year three equally.
  - 2.7.3. Year 3 (2021-2022) Compression adjustment phase two- Each employee will received the second half of the compression adjustment.
- 2.8. In this item, Staff is asking for approval of the study as a whole with the understanding that years two and three will be subject to approval during each upcoming budget cycle.

### **3. GOALS & OBJECTIVES:**

- 3.1. This item is consistent with the goals in A New View Strategic Plan 2020 as follows:
  - 3.1.1. Organizational Capacity, Effectiveness and Efficiency – To efficiently and effectively provide the highest quality of public services.
  - 3.1.2. Safety- Ensure the continuous safety of citizens and visitors

### **4. FINANCIAL IMPACT:**

- 4.1. The implementation of the first phase of the pay study is expected to cost approximately \$510,000; this includes increases to city funded benefit programs. Over 75% of these funds go to public safety departments.
- 4.2. The funds for implementation of the study come projected revenues for the 2019-2020 fiscal year and were set aside during the preliminary budget process.

### **5. RECOMMENDED ACTION:**

- 5.1. The City manager respectfully request the council approve the pay study as part of the 2019-2020 budget.

### **6. Attachments:**

- 6.1. Salary Study Summary
- 6.2. Proposed Grade by Position
- 6.3. 2019-2020 Grade and Step Table

## 6.1

Department	Position Title	Suggested Title	Grade	Suggested Grade	Crestview	Average	Suggested
					Min	MIN	Min
COMMUNITY DEVELOPMENT SERVICES	BUILDING INSPECTOR		20	20	\$ 40,208.48	\$35,455.76	\$ 40,560.00
COMMUNITY DEVELOPMENT SERVICES	BUILDING OFFICIAL		EC	E5	\$ 46,045.88	\$62,128.76	\$ 65,000.00
COMMUNITY DEVELOPMENT SERVICES	CODE ENFORCER OFFICER 1		17	15	\$ 34,684.00	\$34,153.14	\$ 35,360.00
COMMUNITY DEVELOPMENT SERVICES	CODE ENFORCER OFFICER 1	BUSINESS NAVIGATOR	17	15	\$ 34,684.00	\$34,153.14	\$ 35,360.00
COMMUNITY DEVELOPMENT SERVICES	CODE OFFICIAL	CODE OFFICIAL	EC	E3	\$ 46,045.88	\$51,608.40	\$ 55,000.00
COMMUNITY DEVELOPMENT SERVICES	DEVELOPMENT ADMINISTRATOR		E5	E4	\$ 63,671.59	N/A	\$ 65,000.00
COMMUNITY DEVELOPMENT SERVICES	GIS ANALYST		19	19	\$ 38,294.88	\$39,408.57	\$ 39,520.00
COMMUNITY DEVELOPMENT SERVICES	GROWTH MGT DIR & ADMIN ASST	COMMUNITY DEVELOPMENT SERVICES MANAGER	EH	E6	\$ 61,705.85	\$67,644.00	\$ 70,000.00
COMMUNITY DEVELOPMENT SERVICES	INSPECTOR/PLAN EXAMINER		20	22	\$ 40,208.48	\$41,672.10	\$ 42,640.00

COMMUNITY DEVELOPMENT SERVICES	PERMIT TECHNICIAN		16	13	\$ 33,026.24	\$29,841.80	\$ 33,280.00
COMMUNITY DEVELOPMENT SERVICES	PLANNER		ED	20	\$ 40,560.00	\$39,483.74	\$ 40,560.00
COMMUNITY DEVELOPMENT SERVICES	PLANNING ADMINISTRATOR		E5	E4	\$ 60,016.00	N/A	\$ 60,000.00
COMMUNITY DEVELOPMENT SERVICES	PLANNING CORR DINATOR	CODE COMPLIANCE ADMINISTRATOR	EF	E4	\$ 55,969.00	\$53,915.56	\$ 60,000.00
COMMUNITY DEVELOPMENT SERVICES	PLANNING TECHNICIAN			9	\$ 28,208.96	N/A	\$ 29,120.00
FINANCE	ACCOUNTING ASSISTANT	ACCOUNTANT I	C17	20	\$ 35,357.92	\$38,027.87	\$ 40,560.00
FINANCE	BOOKKEEPER	WORKERS' COMPENSATION SPECIALIST	C12	16	\$ 27,647.36	\$35,153.67	\$ 36,400.00
FINANCE	BOOKKEEPER	ACCOUNTS PAYABLE SPECIALIST	C12	16	\$ 27,647.36	\$34,613.51	\$ 36,400.00
FINANCE	BOOKKEEPER	PAYROLL SPECIALIST	C12	17	\$ 27,647.36	\$36,650.18	\$ 37,440.00
FINANCE	FINANCIAL SERVICES DIRECTOR	FINANCE DIRECTOR	EE	E7	\$ 53,303.83	\$73,402.00	\$ 75,000.00
FINANCE	UTILITY BILLING SUPERVISOR		EA	E2	\$ 43,853.20	\$46,070.67	\$ 50,000.00
FINANCE	UTILITY SERVICE WORKER		9	10	\$ 29,608.80	\$29,264.57	\$ 30,160.00
FIRE	CAPTAIN		F09	F14	\$ 38,735.58	\$54,260.36	\$ 54,836.22
FIRE	CAPTAIN I		F08	F09	\$ 36,875.28	\$47,289.15	\$ 47,571.22
FIRE	CHIEF BATTALION		FA	E5	\$ 44,704.71	\$70,103.70	\$ 70,000.00



FIRE	COMM SUPERVISOR - POLICE	Position Removed	P12	P03	\$ 31,037.76	N/A	\$ 32,323.20
FIRE	COMM. OPERATOR - FIRE		FO1	P02	\$ 25,581.19	\$30,322.51	\$ 31,231.20
FIRE	COMM. OPERATOR - POLICE		P11	P02	\$ 28,616.64	\$30,703.51	\$ 31,231.20
FIRE	DEPUTY FIRE CHIEF II		FXD	E6	\$ 53,800.79	\$64,106.13	\$ 65,000.00
FIRE	FIRE CHIEF		FXH	E8	\$ 65,395.31	\$76,532.04	\$ 80,000.00
FIRE	FIRE COMM SUPERVISOR /EXE ASST	COMMUNICATIONS CHIEF	EA	E4	\$ 43,853.20	N/A	\$ 60,000.00
FIRE	FIRE MARSHALL II		FXC	E5	\$ 51,238.98	\$59,471.50	\$ 60,000.00
FIRE	FIREFIGHTER		F05	F01	\$ 32,738.52	\$33,903.27	\$ 35,947.22
FIRE	LIEUTENANT - FIRE		F07	F07	\$ 35,111.44	\$43,857.10	\$ 44,665.22
LIBRARY	ADULT SERVICES LIBRARIAN	LIBRARIAN-ADULT SERVICES	16	16	\$ 33,026.24	\$37,055.55	\$ 39,520.00
LIBRARY	CATALOGING CLERK I	LIBRARY CLERK	8	5	\$ 22,262.24	\$24,593.30	\$ 24,960.00
LIBRARY	CLERK I	LIBRARY CLERK	6	3	\$ 20,157.28	\$21,288.75	\$ 22,880.00
LIBRARY	LIBRARIAN - CHILDREN'S		16	16	\$ 33,026.24	\$37,055.55	\$ 39,520.00
LIBRARY	LIBRARY DIRECTOR		EH	E6	\$ 61,705.85	\$66,457.91	\$ 70,000.00
LIBRARY	LIBRARY RECORDS CLERK		8	10	\$ 22,262.24	\$30,103.75	\$ 30,160.00
POLICE	ADMIN SERVICES TECH		P08	9	\$ 25,480.00	\$28,890.29	\$ 29,120.00
POLICE	COMMANDER - POLICE	MAJOR	PXA	E5	\$ 50,192.75	\$64,068.60	\$ 65,000.00
POLICE	CORPORAL		P16	P14	\$ 37,799.84	\$43,890.20	\$ 44,335.20
POLICE	DEPUTY CHIEF OF POLICE		PXD	E6	\$ 58,103.85	\$66,393.63	\$ 70,000.00

POLICE	EVIDENCE & PROPERTY CLERK	CRIME SCENE TECH- SWORN	P12	18	\$ 31,037.76	\$28,847.63	\$ 38,480.00
POLICE	LOGISTICS SUPPORT TECH	CRIME SCENE TECH. NOT SWORN	P13	13	\$ 32,583.20	\$31,088.80	\$ 33,280.00
POLICE	POLICE CADET			P01	\$ 34,201.44	\$30,555.15	\$ 30,129.20
POLICE	POLICE CHIEF		PXH	E8	\$ 67,262.77	\$78,137.46	\$ 80,000.00
POLICE	POLICE OFFICER		P15	P10	\$ 35,975.68	\$37,057.71	\$ 39,967.20
POLICE	POLICE SERGEANT		p17	P19	\$ 39,698.88	\$49,125.22	\$ 49,795.20
PUBLIC SERVICES	ASST. PUBLIC WORKS DIRECTOR		ED	E6	\$ 50,765.56	\$66,208.54	\$ 70,000.00
PUBLIC SERVICES	CBC PARK FOREMAN		16	13	\$ 33,026.24	\$31,907.40	\$ 33,280.00
PUBLIC SERVICES	CERTIFIED BACKFLOW TSTR 1		11	13	\$ 25,810.72	\$32,664.52	\$ 33,280.00
PUBLIC SERVICES	CIVIL ENGINEER		EE	E5	\$ 53,303.83	\$60,660.57	\$ 65,000.00
PUBLIC SERVICES	CIVIL ENGINEER TECH		15	16	\$ 31,430.88	\$35,610.03	\$ 36,400.00
PUBLIC SERVICES	CREW LEADER		10	13	\$ 24,560.64	\$32,659.14	\$ 33,280.00
PUBLIC SERVICES	CREW LEADER	LEAD LOCATOR	10	17	\$ 24,560.64	\$37,111.68	\$ 37,440.00
PUBLIC SERVICES	ELECTRICIAN		12	15	\$ 27,116.96	\$35,150.90	\$ 35,360.00
PUBLIC SERVICES	EQUIPMENT OPERATOR I		10	7	\$ 24,560.64	\$26,512.97	\$ 27,040.00
PUBLIC SERVICES	EQUIPMENT OPERATOR II		11	9	\$ 25,810.72	\$28,167.94	\$ 29,120.00
PUBLIC SERVICES	EQUIPMENT OPERATOR III		12	11	\$ 27,116.96	\$29,258.46	\$ 31,200.00
PUBLIC SERVICES	FACILITY RENTAL ATTENDANT	EVENT COORDINATOR	9	13	\$ 29,608.80	\$32,480.30	\$ 33,280.00
PUBLIC SERVICES	FOREMAN	FOREMAN- UTILITY	16	23	\$ 33,026.24	\$43,451.47	\$ 43,680.00
PUBLIC SERVICES	FOREMAN -STREET		EA	E1	\$ 43,853.20	\$40,131.63	\$ 45,000.00
PUBLIC SERVICES	JANITOR I		9	4	\$ 23,381.28	\$21,605.66	\$ 23,920.00
PUBLIC SERVICES	LABORER I		9	5	\$ 23,381.28	\$24,207.91	\$ 24,960.00
PUBLIC SERVICES	LABORER II		10	6	\$ 24,560.64	\$24,870.66	\$ 26,000.00

## 6.2

<b>Position Title</b>	<b>New Title</b>	<b>Suggested Grade</b>	<b>Hourly Min</b>	<b>Hourly Max</b>	<b>Annual Min</b>	<b>Annual Max</b>
ACCOUNTING ASSISTANT	Accountant I	20	\$19.50	\$25.88	\$40,560.00	\$53,830.40
ADMIN SERVICES TECH		9	\$14.00	\$18.58	\$29,120.00	\$38,646.40
ADMINISTRATIVE ASSISTANT		14	\$16.50	\$21.89	\$34,320.00	\$45,531.20
ADULT SERVICES LIBRARIAN	LIBRARIAN - ADULT SERVICES	16	\$17.50	\$22.88	\$36,400.00	\$47,590.40
ASST. PUBLIC WORKS DIRECTOR		E6	\$33.65	\$44.66	\$70,000.00	\$92,886.55
BOOKKEEPER	Worker's Compensation Specialist	16	\$17.50	\$22.88	\$36,400.00	\$47,590.40
BOOKKEEPER	Accounts Payable Specialists	16	\$17.50	\$22.88	\$36,400.00	\$47,590.40
BOOKKEEPER	Payroll Specialist	17	\$18.00	\$23.89	\$37,440.00	\$49,691.20
BUILDING INSPECTOR		20	\$19.50	\$25.88	\$40,560.00	\$53,830.40
BUILDING OFFICIAL		E5	\$31.25	\$41.47	\$65,000.00	\$86,251.80
CAPTAIN		F14	\$18.87	\$25.04	\$56,025.03	\$74,343.76
CAPTAIN I		F09	\$16.37	\$21.72	\$48,602.53	\$64,486.68
CATALOGING CLERK I		5	\$12.00	\$15.92	\$24,960.00	\$33,113.60
CBC PARK FOREMAN		13	\$16.00	\$21.23	\$33,280.00	\$44,158.40
CERTIFIED BACKFLOW TSTR 1		13	\$16.00	\$21.23	\$33,280.00	\$44,158.40
CHIEF BATTALION		E5	\$33.65	\$44.66	\$70,000.00	\$92,886.55
CITY MANAGER		K				
CIVIL ENGINEER		E5	\$31.25	\$41.47	\$65,000.00	\$86,251.80
CIVIL ENGINEER TECH		16	\$17.50	\$23.22	\$36,400.00	\$48,297.60
CLERK I		3	\$11.00	\$14.60	\$22,880.00	\$30,368.00
CLERK II		5	\$12.00	\$15.92	\$24,960.00	\$33,113.60
CLERK III		6	\$12.50	\$16.59	\$26,000.00	\$34,507.20
CLERK III	POLICE RECORDS CLERK	9	\$14.00	\$18.58	\$29,120.00	\$38,646.40
CLERK IV		7	\$13.00	\$17.25	\$27,040.00	\$35,880.00
CODE ENFORCER OFFICER 1		14	\$16.50	\$21.89	\$34,320.00	\$45,531.20
CODE ENFORCER OFFICER 1	BUSINESS NAVIGATOR	14	\$16.50	\$21.89	\$34,320.00	\$45,531.20
CODE OFFICIAL		E3	\$26.44	\$35.09	\$55,000.00	\$72,982.29

COMM. OPERATOR		P03	\$14.80	\$19.64	\$32,323.20	\$42,893.76
COMMANDER - POLICE		E5	\$31.25	\$41.47	\$65,000.00	\$86,251.80
CORPORAL		P14	\$20.30	\$26.94	\$44,335.20	\$58,836.96
CREW LEADER		13	\$16.00	\$21.23	\$33,280.00	\$44,158.40
LEAD UTILITY LOCATOR		17	\$18.00	\$23.89	\$37,440.00	\$49,691.20
IT MANAGER		E2	\$24.04	\$31.90	\$50,000.00	\$66,347.54
DEPUTY CHIEF OF POLICE		E6	\$33.65	\$44.66	\$70,000.00	\$92,886.55
DEPUTY FIRE CHIEF II		E6	\$31.25	\$41.47	\$65,000.00	\$86,251.80
DEVELOPMENT ADMINISTRATOR		E4	\$28.85	\$38.28	\$60,000.00	\$79,617.04
ELECTRICIAN		15	\$17.00	\$22.56	\$35,360.00	\$46,924.80
EQUIPMENT OPERATOR I		7	\$13.00	\$17.25	\$27,040.00	\$35,880.00
EQUIPMENT OPERATOR II		9	\$14.00	\$18.58	\$29,120.00	\$38,646.40
EQUIPMENT OPERATOR III		11	\$15.00	\$19.90	\$31,200.00	\$41,392.00
EVIDENCE & PROPERTY CLERK		11	\$15.00	\$19.90	\$31,200.00	\$41,392.00
EXECUTIVE ASSISTANT		15	\$17.00	\$22.56	\$35,360.00	\$46,924.80
FACILITY RENTAL ATTENDANT		13	\$16.00	\$21.23	\$33,280.00	\$44,158.40
FINANCIAL SERVICES DIRECTOR		E7	\$36.06	\$47.85	\$75,000.00	\$99,521.31
FIRE CHIEF		E8	\$38.46	\$51.04	\$80,000.00	\$106,156.06
FIRE COMM SUPERVISOR /EXE ASST		E4	\$28.85	\$38.28	\$60,000.00	\$79,617.04
FIRE MARSHALL II		E5	\$28.85	\$38.28	\$60,000.00	\$79,617.04
FIREFIGHTER		F01	\$12.37	\$16.41	\$36,726.53	\$48,721.29
FOREMAN		23	\$21.00	\$28.53	\$43,680.00	\$59,342.40
FOREMAN -STREET		E1	\$21.63	\$28.71	\$45,000.00	\$59,712.78
GIS ANALYST		19	\$19.00	\$25.21	\$39,520.00	\$52,436.80
GROWTH MGT DIR & ADMIN ASST		E6	\$33.65	\$44.66	\$70,000.00	\$92,886.55
HUMAN RESOURCE SPECIALIST		E1	\$21.63	\$28.71	\$45,000.00	\$59,712.78
INSPECTOR/PLAN EXAMINER		22	\$20.50	\$27.20	\$42,640.00	\$56,576.00
IT ADMIN ASSISTANT		12	\$15.50	\$20.57	\$32,240.00	\$42,785.60
JANITOR I		4	\$11.50	\$15.26	\$23,920.00	\$31,740.80

LABORER I		4	\$11.50	\$15.26	\$23,920.00	\$31,740.80
LABORER II		5	\$12.00	\$15.92	\$24,960.00	\$33,113.60
LABORER III		6	\$12.50	\$16.59	\$26,000.00	\$34,507.20
LEAD CERT BACKFLOW TSTR		14	\$16.50	\$21.89	\$34,320.00	\$45,531.20
LIBRARIAN - CHILDREN'S		16	\$17.50	\$23.22	\$36,400.00	\$48,297.60
LIBRARY DIRECTOR		E6	\$33.65	\$44.66	\$70,000.00	\$92,886.55
LIBRARY RECORDS CLERK		10	\$14.50	\$19.24	\$30,160.00	\$40,019.20
LIEUTENANT - FIRE		F07	\$15.37	\$20.40	\$45,633.53	\$60,567.60
LIFT STATION SPECIALIST		13	\$16.00	\$21.23	\$33,280.00	\$44,158.40
LOGISTICS SUPPORT TECH	CRIME SCENE TECHNICIAN	13	\$16.00	\$21.23	\$33,280.00	\$44,158.40
MECHANIC I - SHOP		10	\$14.50	\$19.24	\$30,160.00	\$40,019.20
MECHANIC I - UTILITY		10	\$14.50	\$19.24	\$30,160.00	\$40,019.20
MECHANIC II - SHOP		13	\$16.00	\$21.23	\$33,280.00	\$44,158.40
MECHANIC II - UTILITY		14	\$16.50	\$21.89	\$34,320.00	\$45,531.20
PARKS & REC SUPERVISOR		E1	\$21.63	\$28.71	\$45,000.00	\$59,712.78
PERMIT TECHNICIAN		13	\$16.00	\$21.23	\$33,280.00	\$44,158.40
PLANNER		20	\$19.50	\$25.88	\$40,560.00	\$53,830.40
PLANNING ADMINISTRATOR		E4	\$28.85	\$38.28	\$60,000.00	\$79,617.04
PLANNING CORRDINATOR		E4	\$28.85	\$38.28	\$60,000.00	\$79,617.04
PLANNING TECHNICIAN		9	\$14.00	\$18.58	\$29,120.00	\$38,646.40
PLANT OPERATOR		16	\$17.50	\$23.22	\$36,400.00	\$48,297.60
POLICE CADET		P01	\$13.80	\$18.31	\$30,139.20	\$39,989.04
POLICE CHIEF		E8	\$38.46	\$51.80	\$80,000.00	\$107,748.40
POLICE OFFICER		P10	\$18.30	\$24.28	\$39,967.20	\$53,027.52
POLICE SERGEANT		P19	\$22.80	\$30.25	\$49,795.20	\$66,066.00
PUBLIC INFO OFFICER		16	\$17.50	\$23.22	\$36,400.00	\$48,297.60
PUBLIC SERVICES COORDINATOR		18	\$18.50	\$24.55	\$38,480.00	\$51,064.00
PUBLIC WORKS DIRECTOR		E8	\$38.46	\$51.04	\$80,000.00	\$106,156.06
RECREATION AIDE I		5	\$12.00	\$15.92	\$24,960.00	\$33,113.60
RECREATION AIDE II		6	\$12.50	\$16.59	\$26,000.00	\$34,507.20

**GENERAL - NON EXEMPT**

GRADE	STEPS																					
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20		
1	\$10.00	\$20,800.00	\$10.00	\$10.15	\$10.30	\$10.46	\$10.61	\$10.77	\$10.93	\$11.10	\$11.26	\$11.43	\$11.61	\$11.78	\$11.96	\$12.14	\$12.32	\$12.50	\$12.69	\$12.88	\$13.07	\$13.27
2	\$10.50	\$21,840.00	\$10.50	\$10.66	\$10.82	\$10.98	\$11.14	\$11.31	\$11.48	\$11.65	\$11.83	\$12.01	\$12.19	\$12.37	\$12.55	\$12.74	\$12.93	\$13.13	\$13.32	\$13.52	\$13.73	\$13.93
3	\$11.00	\$22,880.00	\$11.00	\$11.17	\$11.33	\$11.50	\$11.67	\$11.85	\$12.03	\$12.21	\$12.39	\$12.58	\$12.77	\$12.96	\$13.15	\$13.35	\$13.55	\$13.75	\$13.96	\$14.17	\$14.38	\$14.60
4	\$11.50	\$23,920.00	\$11.50	\$11.67	\$11.85	\$12.03	\$12.21	\$12.39	\$12.57	\$12.76	\$12.95	\$13.15	\$13.35	\$13.55	\$13.75	\$13.96	\$14.17	\$14.38	\$14.59	\$14.81	\$15.03	\$15.26
5	\$12.00	\$24,960.00	\$12.00	\$12.18	\$12.36	\$12.55	\$12.74	\$12.93	\$13.12	\$13.32	\$13.52	\$13.72	\$13.93	\$14.14	\$14.35	\$14.56	\$14.78	\$15.00	\$15.23	\$15.46	\$15.69	\$15.92
6	\$12.50	\$26,000.00	\$12.50	\$12.69	\$12.88	\$13.07	\$13.27	\$13.47	\$13.67	\$13.87	\$14.08	\$14.29	\$14.51	\$14.72	\$14.95	\$15.17	\$15.40	\$15.63	\$15.86	\$16.10	\$16.34	\$16.59
7	\$13.00	\$27,040.00	\$13.00	\$13.20	\$13.39	\$13.59	\$13.80	\$14.00	\$14.21	\$14.43	\$14.64	\$14.86	\$15.09	\$15.31	\$15.54	\$15.78	\$16.01	\$16.25	\$16.50	\$16.74	\$17.00	\$17.25
8	\$13.50	\$28,080.00	\$13.50	\$13.70	\$13.91	\$14.12	\$14.33	\$14.54	\$14.76	\$14.98	\$15.21	\$15.44	\$15.67	\$15.90	\$16.14	\$16.38	\$16.63	\$16.88	\$17.13	\$17.39	\$17.65	\$17.91
9	\$14.00	\$29,120.00	\$14.00	\$14.21	\$14.42	\$14.64	\$14.86	\$15.08	\$15.31	\$15.54	\$15.77	\$16.01	\$16.25	\$16.49	\$16.74	\$16.99	\$17.24	\$17.50	\$17.77	\$18.03	\$18.30	\$18.58
10	\$14.50	\$30,160.00	\$14.50	\$14.72	\$14.94	\$15.16	\$15.39	\$15.62	\$15.85	\$16.09	\$16.33	\$16.58	\$16.83	\$17.08	\$17.34	\$17.60	\$17.86	\$18.13	\$18.40	\$18.68	\$18.96	\$19.24
11	\$15.00	\$31,200.00	\$15.00	\$15.23	\$15.45	\$15.69	\$15.92	\$16.16	\$16.40	\$16.65	\$16.90	\$17.15	\$17.41	\$17.67	\$17.93	\$18.20	\$18.48	\$18.75	\$19.03	\$19.32	\$19.61	\$19.90
12	\$15.50	\$32,240.00	\$15.50	\$15.73	\$15.97	\$16.21	\$16.45	\$16.70	\$16.95	\$17.20	\$17.46	\$17.72	\$17.99	\$18.26	\$18.53	\$18.81	\$19.09	\$19.38	\$19.67	\$19.96	\$20.26	\$20.57
13	\$16.00	\$33,280.00	\$16.00	\$16.24	\$16.48	\$16.73	\$16.98	\$17.24	\$17.50	\$17.76	\$18.02	\$18.29	\$18.57	\$18.85	\$19.13	\$19.42	\$19.71	\$20.00	\$20.30	\$20.61	\$20.92	\$21.23
14	\$16.50	\$34,320.00	\$16.50	\$16.75	\$17.00	\$17.25	\$17.51	\$17.78	\$18.04	\$18.31	\$18.59	\$18.87	\$19.15	\$19.44	\$19.73	\$20.02	\$20.32	\$20.63	\$20.94	\$21.25	\$21.57	\$21.89
15	\$17.00	\$35,360.00	\$17.00	\$17.26	\$17.51	\$17.78	\$18.04	\$18.31	\$18.59	\$18.87	\$19.15	\$19.44	\$19.73	\$20.03	\$20.33	\$20.63	\$20.94	\$21.25	\$21.57	\$21.90	\$22.22	\$22.56
16	\$17.50	\$36,400.00	\$17.50	\$17.76	\$18.03	\$18.30	\$18.57	\$18.85	\$19.14	\$19.42	\$19.71	\$20.01	\$20.31	\$20.61	\$20.92	\$21.24	\$21.56	\$21.88	\$22.21	\$22.54	\$22.88	\$23.22
17	\$18.00	\$37,440.00	\$18.00	\$18.27	\$18.54	\$18.82	\$19.10	\$19.39	\$19.68	\$19.98	\$20.28	\$20.58	\$20.89	\$21.20	\$21.52	\$21.84	\$22.17	\$22.50	\$22.84	\$23.18	\$23.53	\$23.89
18	\$18.50	\$38,480.00	\$18.50	\$18.78	\$19.06	\$19.35	\$19.64	\$19.93	\$20.23	\$20.53	\$20.84	\$21.15	\$21.47	\$21.79	\$22.12	\$22.45	\$22.79	\$23.13	\$23.48	\$23.83	\$24.19	\$24.55
19	\$19.00	\$39,520.00	\$19.00	\$19.29	\$19.57	\$19.87	\$20.17	\$20.47	\$20.78	\$21.09	\$21.40	\$21.72	\$22.05	\$22.38	\$22.72	\$23.06	\$23.40	\$23.75	\$24.11	\$24.47	\$24.84	\$25.21
20	\$19.50	\$40,560.00	\$19.50	\$19.79	\$20.09	\$20.39	\$20.70	\$21.01	\$21.32	\$21.64	\$21.97	\$22.30	\$22.63	\$22.97	\$23.31	\$23.66	\$24.02	\$24.38	\$24.75	\$25.12	\$25.49	\$25.88
21	\$20.00	\$41,600.00	\$20.00	\$20.30	\$20.60	\$20.91	\$21.23	\$21.55	\$21.87	\$22.20	\$22.53	\$22.87	\$23.21	\$23.56	\$23.91	\$24.27	\$24.64	\$25.00	\$25.38	\$25.76	\$26.15	\$26.54
22	\$20.50	\$42,640.00	\$20.50	\$20.81	\$21.12	\$21.44	\$21.76	\$22.08	\$22.42	\$22.75	\$23.09	\$23.44	\$23.79	\$24.15	\$24.51	\$24.88	\$25.25	\$25.63	\$26.01	\$26.40	\$26.80	\$27.20
23	\$21.00	\$43,680.00	\$21.50	\$21.82	\$22.15	\$22.48	\$22.82	\$23.16	\$23.51	\$23.86	\$24.22	\$24.58	\$24.95	\$25.33	\$25.71	\$26.09	\$26.48	\$26.88	\$27.28	\$27.69	\$28.11	\$28.53
24	\$21.50	\$44,720.00	\$22.50	\$22.84	\$23.18	\$23.53	\$23.88	\$24.24	\$24.60	\$24.97	\$25.35	\$25.73	\$26.11	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.42	\$29.86
25	\$22.00	\$45,760.00	\$23.50	\$23.85	\$24.21	\$24.57	\$24.94	\$25.32	\$25.70	\$26.08	\$26.47	\$26.87	\$27.27	\$27.68	\$28.10	\$28.52	\$28.95	\$29.38	\$29.82	\$30.27	\$30.72	\$31.18
26	\$22.50	\$46,800.00	\$24.50	\$24.87	\$25.24	\$25.62	\$26.00	\$26.39	\$26.79	\$27.19	\$27.60	\$28.01	\$28.43	\$28.86	\$29.29	\$29.73	\$30.18	\$30.63	\$31.09	\$31.56	\$32.03	\$32.51
27	\$23.00	\$47,840.00	\$25.50	\$25.88	\$26.27	\$26.66	\$27.06	\$27.47	\$27.88	\$28.30	\$28.73	\$29.16	\$29.59	\$30.04	\$30.49	\$30.95	\$31.41	\$31.88	\$32.36	\$32.84	\$33.34	\$33.84
28	\$23.50	\$48,880.00	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.41	\$29.85	\$30.30	\$30.75	\$31.22	\$31.68	\$32.16	\$32.64	\$33.13	\$33.63	\$34.13	\$34.64	\$35.16
29	\$24.00	\$49,920.00	\$27.50	\$27.91	\$28.33	\$28.76	\$29.19	\$29.63	\$30.07	\$30.52	\$30.98	\$31.44	\$31.91	\$32.39	\$32.88	\$33.37	\$33.87	\$34.38	\$34.90	\$35.42	\$35.95	\$36.49

**FIRE- NON EXEMPT 48/96 (2906)**

GRADE	STEPS																					
			1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
<b>1</b>	\$12.37	\$35,947.22	\$12.37	\$12.56	\$12.74	\$12.94	\$13.13	\$13.33	\$13.53	\$13.73	\$13.93	\$14.14	\$14.36	\$14.57	\$14.79	\$15.01	\$15.24	\$15.47	\$15.70	\$15.93	\$16.17	\$16.41
<b>2</b>	\$12.87	\$37,400.22	\$12.87	\$13.06	\$13.26	\$13.46	\$13.66	\$13.86	\$14.07	\$14.28	\$14.50	\$14.72	\$14.94	\$15.16	\$15.39	\$15.62	\$15.85	\$16.09	\$16.33	\$16.58	\$16.83	\$17.08
<b>3</b>	\$13.37	\$38,853.22	\$13.37	\$13.57	\$13.77	\$13.98	\$14.19	\$14.40	\$14.62	\$14.84	\$15.06	\$15.29	\$15.52	\$15.75	\$15.99	\$16.23	\$16.47	\$16.72	\$16.97	\$17.22	\$17.48	\$17.74
<b>4</b>	\$13.87	\$40,306.22	\$13.87	\$14.08	\$14.29	\$14.50	\$14.72	\$14.94	\$15.17	\$15.39	\$15.62	\$15.86	\$16.10	\$16.34	\$16.58	\$16.83	\$17.08	\$17.34	\$17.60	\$17.86	\$18.13	\$18.40
<b>5</b>	\$14.37	\$41,759.22	\$14.37	\$14.59	\$14.80	\$15.03	\$15.25	\$15.48	\$15.71	\$15.95	\$16.19	\$16.43	\$16.68	\$16.93	\$17.18	\$17.44	\$17.70	\$17.97	\$18.24	\$18.51	\$18.79	\$19.07
<b>6</b>	\$14.87	\$43,212.22	\$14.87	\$15.09	\$15.32	\$15.55	\$15.78	\$16.02	\$16.26	\$16.50	\$16.75	\$17.00	\$17.26	\$17.52	\$17.78	\$18.05	\$18.32	\$18.59	\$18.87	\$19.15	\$19.44	\$19.73
<b>7</b>	\$15.37	\$44,665.22	\$15.37	\$15.60	\$15.83	\$16.07	\$16.31	\$16.56	\$16.81	\$17.06	\$17.31	\$17.57	\$17.84	\$18.11	\$18.38	\$18.65	\$18.93	\$19.22	\$19.50	\$19.80	\$20.09	\$20.40
<b>8</b>	\$15.87	\$46,118.22	\$15.87	\$16.11	\$16.35	\$16.59	\$16.84	\$17.10	\$17.35	\$17.61	\$17.88	\$18.15	\$18.42	\$18.69	\$18.97	\$19.26	\$19.55	\$19.84	\$20.14	\$20.44	\$20.75	\$21.06
<b>9</b>	\$16.37	\$47,571.22	\$16.37	\$16.62	\$16.86	\$17.12	\$17.37	\$17.64	\$17.90	\$18.17	\$18.44	\$18.72	\$19.00	\$19.28	\$19.57	\$19.87	\$20.16	\$20.47	\$20.77	\$21.08	\$21.40	\$21.72
<b>10</b>	\$16.87	\$49,024.22	\$16.87	\$17.12	\$17.38	\$17.64	\$17.91	\$18.17	\$18.45	\$18.72	\$19.00	\$19.29	\$19.58	\$19.87	\$20.17	\$20.47	\$20.78	\$21.09	\$21.41	\$21.73	\$22.05	\$22.39
<b>11</b>	\$17.37	\$50,477.22	\$17.37	\$17.63	\$17.90	\$18.16	\$18.44	\$18.71	\$18.99	\$19.28	\$19.57	\$19.86	\$20.16	\$20.46	\$20.77	\$21.08	\$21.40	\$21.72	\$22.04	\$22.37	\$22.71	\$23.05
<b>12</b>	\$17.87	\$51,930.22	\$17.87	\$18.14	\$18.41	\$18.69	\$18.97	\$19.25	\$19.54	\$19.83	\$20.13	\$20.43	\$20.74	\$21.05	\$21.37	\$21.69	\$22.01	\$22.34	\$22.68	\$23.02	\$23.36	\$23.71
<b>13</b>	\$18.37	\$53,383.22	\$18.37	\$18.65	\$18.93	\$19.21	\$19.50	\$19.79	\$20.09	\$20.39	\$20.69	\$21.00	\$21.32	\$21.64	\$21.96	\$22.29	\$22.63	\$22.97	\$23.31	\$23.66	\$24.02	\$24.38
<b>14</b>	\$18.87	\$54,836.22	\$18.87	\$19.15	\$19.44	\$19.73	\$20.03	\$20.33	\$20.63	\$20.94	\$21.26	\$21.58	\$21.90	\$22.23	\$22.56	\$22.90	\$23.24	\$23.59	\$23.95	\$24.30	\$24.67	\$25.04
<b>15</b>	\$19.37	\$56,289.22	\$19.37	\$19.66	\$19.96	\$20.25	\$20.56	\$20.87	\$21.18	\$21.50	\$21.82	\$22.15	\$22.48	\$22.82	\$23.16	\$23.51	\$23.86	\$24.22	\$24.58	\$24.95	\$25.32	\$25.70

**POLICE**

GRADE	STEPS																					
	Annual	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
1	\$13.80	\$30,139.20	\$13.80	\$14.01	\$14.22	\$14.43	\$14.65	\$14.87	\$15.09	\$15.32	\$15.55	\$15.78	\$16.02	\$16.26	\$16.50	\$16.75	\$17.00	\$17.25	\$17.51	\$17.77	\$18.04	\$18.31
2	\$14.30	\$31,231.20	\$14.30	\$14.51	\$14.73	\$14.95	\$15.18	\$15.41	\$15.64	\$15.87	\$16.11	\$16.35	\$16.60	\$16.84	\$17.10	\$17.35	\$17.61	\$17.88	\$18.15	\$18.42	\$18.69	\$18.98
3	\$14.80	\$32,323.20	\$14.80	\$15.02	\$15.25	\$15.48	\$15.71	\$15.94	\$16.18	\$16.43	\$16.67	\$16.92	\$17.18	\$17.43	\$17.70	\$17.96	\$18.23	\$18.50	\$18.78	\$19.06	\$19.35	\$19.64
4	\$15.30	\$33,415.20	\$15.30	\$15.53	\$15.76	\$16.00	\$16.24	\$16.48	\$16.73	\$16.98	\$17.24	\$17.49	\$17.76	\$18.02	\$18.29	\$18.57	\$18.85	\$19.13	\$19.42	\$19.71	\$20.00	\$20.30
5	\$15.80	\$34,507.20	\$15.80	\$16.04	\$16.28	\$16.52	\$16.77	\$17.02	\$17.28	\$17.54	\$17.80	\$18.07	\$18.34	\$18.61	\$18.89	\$19.17	\$19.46	\$19.75	\$20.05	\$20.35	\$20.66	\$20.97
6	\$16.30	\$35,599.20	\$16.30	\$16.54	\$16.79	\$17.04	\$17.30	\$17.56	\$17.82	\$18.09	\$18.36	\$18.64	\$18.92	\$19.20	\$19.49	\$19.78	\$20.08	\$20.38	\$20.68	\$20.99	\$21.31	\$21.63
7	\$16.80	\$36,691.20	\$16.80	\$17.05	\$17.31	\$17.57	\$17.83	\$18.10	\$18.37	\$18.65	\$18.93	\$19.21	\$19.50	\$19.79	\$20.09	\$20.39	\$20.69	\$21.00	\$21.32	\$21.64	\$21.96	\$22.29
8	\$17.30	\$37,783.20	\$17.30	\$17.56	\$17.82	\$18.09	\$18.36	\$18.64	\$18.92	\$19.20	\$19.49	\$19.78	\$20.08	\$20.38	\$20.68	\$20.99	\$21.31	\$21.63	\$21.95	\$22.28	\$22.62	\$22.96
9	\$17.80	\$38,875.20	\$17.80	\$18.07	\$18.34	\$18.61	\$18.89	\$19.18	\$19.46	\$19.76	\$20.05	\$20.35	\$20.66	\$20.97	\$21.28	\$21.60	\$21.93	\$22.25	\$22.59	\$22.93	\$23.27	\$23.62
10	\$18.30	\$39,967.20	\$18.30	\$18.57	\$18.85	\$19.14	\$19.42	\$19.71	\$20.01	\$20.31	\$20.61	\$20.92	\$21.24	\$21.56	\$21.88	\$22.21	\$22.54	\$22.88	\$23.22	\$23.57	\$23.92	\$24.28
11	\$18.80	\$41,059.20	\$18.80	\$19.08	\$19.37	\$19.66	\$19.95	\$20.25	\$20.56	\$20.87	\$21.18	\$21.50	\$21.82	\$22.15	\$22.48	\$22.81	\$23.16	\$23.50	\$23.86	\$24.21	\$24.58	\$24.95
12	\$19.30	\$42,151.20	\$19.30	\$19.59	\$19.88	\$20.18	\$20.48	\$20.79	\$21.10	\$21.42	\$21.74	\$22.07	\$22.40	\$22.73	\$23.08	\$23.42	\$23.77	\$24.13	\$24.49	\$24.86	\$25.23	\$25.61
13	\$19.80	\$43,243.20	\$19.80	\$20.10	\$20.40	\$20.70	\$21.01	\$21.33	\$21.65	\$21.97	\$22.30	\$22.64	\$22.98	\$23.32	\$23.67	\$24.03	\$24.39	\$24.75	\$25.13	\$25.50	\$25.89	\$26.27
14	\$20.30	\$44,335.20	\$20.30	\$20.60	\$20.91	\$21.23	\$21.55	\$21.87	\$22.20	\$22.53	\$22.87	\$23.21	\$23.56	\$23.91	\$24.27	\$24.64	\$25.00	\$25.38	\$25.76	\$26.15	\$26.54	\$26.94
15	\$20.80	\$45,427.20	\$20.80	\$21.11	\$21.43	\$21.75	\$22.08	\$22.41	\$22.74	\$23.08	\$23.43	\$23.78	\$24.14	\$24.50	\$24.87	\$25.24	\$25.62	\$26.00	\$26.39	\$26.79	\$27.19	\$27.60
16	\$21.30	\$46,519.20	\$21.30	\$21.62	\$21.94	\$22.27	\$22.61	\$22.95	\$23.29	\$23.64	\$23.99	\$24.35	\$24.72	\$25.09	\$25.47	\$25.85	\$26.24	\$26.63	\$27.03	\$27.43	\$27.85	\$28.26
17	\$21.80	\$47,611.20	\$21.80	\$22.13	\$22.46	\$22.80	\$23.14	\$23.48	\$23.84	\$24.19	\$24.56	\$24.93	\$25.30	\$25.68	\$26.06	\$26.46	\$26.85	\$27.26	\$27.66	\$28.08	\$28.50	\$28.93
18	\$22.30	\$48,703.20	\$22.30	\$22.63	\$22.97	\$23.32	\$23.67	\$24.02	\$24.38	\$24.75	\$25.12	\$25.50	\$25.88	\$26.27	\$26.66	\$27.06	\$27.47	\$27.88	\$28.30	\$28.72	\$29.15	\$29.59
19	\$22.80	\$49,795.20	\$22.80	\$23.14	\$23.49	\$23.84	\$24.20	\$24.56	\$24.93	\$25.30	\$25.68	\$26.07	\$26.46	\$26.86	\$27.26	\$27.67	\$28.08	\$28.51	\$28.93	\$29.37	\$29.81	\$30.25
20	\$23.30	\$50,887.20	\$23.30	\$23.65	\$24.00	\$24.36	\$24.73	\$25.10	\$25.48	\$25.86	\$26.25	\$26.64	\$27.04	\$27.45	\$27.86	\$28.28	\$28.70	\$29.13	\$29.57	\$30.01	\$30.46	\$30.92
21	\$23.80	\$51,979.20	\$23.80	\$24.16	\$24.52	\$24.89	\$25.26	\$25.64	\$26.02	\$26.41	\$26.81	\$27.21	\$27.62	\$28.04	\$28.46	\$28.88	\$29.32	\$29.76	\$30.20	\$30.65	\$31.11	\$31.58
22	\$24.30	\$53,071.20	\$24.30	\$24.66	\$25.03	\$25.41	\$25.79	\$26.18	\$26.57	\$26.97	\$27.37	\$27.78	\$28.20	\$28.62	\$29.05	\$29.49	\$29.93	\$30.38	\$30.84	\$31.30	\$31.77	\$32.24
23	\$24.80	\$54,163.20	\$24.80	\$25.17	\$25.55	\$25.93	\$26.32	\$26.72	\$27.12	\$27.52	\$27.94	\$28.36	\$28.78	\$29.21	\$29.65	\$30.10	\$30.55	\$31.01	\$31.47	\$31.94	\$32.42	\$32.91
24	\$25.30	\$55,255.20	\$25.30	\$25.68	\$26.06	\$26.46	\$26.85	\$27.26	\$27.66	\$28.08	\$28.50	\$28.93	\$29.36	\$29.80	\$30.25	\$30.70	\$31.16	\$31.63	\$32.11	\$32.59	\$33.08	\$33.57
25	\$25.80	\$56,347.20	\$25.80	\$26.19	\$26.58	\$26.98	\$27.38	\$27.79	\$28.21	\$28.63	\$29.06	\$29.50	\$29.94	\$30.39	\$30.85	\$31.31	\$31.78	\$32.26	\$32.74	\$33.23	\$33.73	\$34.24



EXEMPT																				
STEPS																				
GRADE	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
1	\$45,000.00	\$45,675.00	\$46,360.13	\$47,055.53	\$47,761.36	\$48,477.78	\$49,204.95	\$49,943.02	\$50,692.17	\$51,452.55	\$52,224.34	\$53,007.70	\$53,802.82	\$54,609.86	\$55,429.01	\$56,260.44	\$57,104.35	\$57,960.91	\$58,830.33	\$59,712.78
2	\$50,000.00	\$50,750.00	\$51,511.25	\$52,283.92	\$53,068.18	\$53,864.20	\$54,672.16	\$55,492.25	\$56,324.63	\$57,169.50	\$58,027.04	\$58,897.45	\$59,780.91	\$60,677.62	\$61,587.79	\$62,511.60	\$63,449.28	\$64,401.02	\$65,367.03	\$66,347.54
3	\$55,000.00	\$55,825.00	\$56,662.38	\$57,512.31	\$58,375.00	\$59,250.62	\$60,139.38	\$61,041.47	\$61,957.09	\$62,886.45	\$63,829.75	\$64,787.19	\$65,759.00	\$66,745.38	\$67,746.57	\$68,762.76	\$69,794.21	\$70,841.12	\$71,903.73	\$72,982.29
4	\$60,000.00	\$60,900.00	\$61,813.50	\$62,740.70	\$63,681.81	\$64,637.04	\$65,606.60	\$66,590.69	\$67,589.56	\$68,603.40	\$69,632.45	\$70,676.94	\$71,737.09	\$72,813.15	\$73,905.34	\$75,013.92	\$76,139.13	\$77,281.22	\$78,440.44	\$79,617.04
5	\$65,000.00	\$65,975.00	\$66,964.63	\$67,969.09	\$68,988.63	\$70,023.46	\$71,073.81	\$72,139.92	\$73,222.02	\$74,320.35	\$75,435.15	\$76,566.68	\$77,715.18	\$78,880.91	\$80,064.12	\$81,265.08	\$82,484.06	\$83,721.32	\$84,977.14	\$86,251.80
6	\$70,000.00	\$71,050.00	\$72,115.75	\$73,197.49	\$74,295.45	\$75,409.88	\$76,541.03	\$77,689.14	\$78,854.48	\$80,037.30	\$81,237.86	\$82,456.43	\$83,693.27	\$84,948.67	\$86,222.90	\$87,516.24	\$88,828.99	\$90,161.42	\$91,513.84	\$92,886.55
7	\$75,000.00	\$76,125.00	\$77,266.88	\$78,425.88	\$79,602.27	\$80,796.30	\$82,008.24	\$83,238.37	\$84,486.94	\$85,754.25	\$87,040.56	\$88,346.17	\$89,671.36	\$91,016.43	\$92,381.68	\$93,767.40	\$95,173.92	\$96,601.52	\$98,050.55	\$99,521.31
8	\$80,000.00	\$81,200.00	\$82,418.00	\$83,654.27	\$84,909.08	\$86,182.72	\$87,475.46	\$88,787.59	\$90,119.41	\$91,471.20	\$92,843.27	\$94,235.91	\$95,649.45	\$97,084.20	\$98,540.46	\$100,018.57	\$101,518.84	\$103,041.63	\$104,587.25	\$106,156.06
9	\$85,000.00	\$86,275.00	\$87,569.13	\$88,882.66	\$90,215.90	\$91,569.14	\$92,942.68	\$94,336.82	\$95,751.87	\$97,188.15	\$98,645.97	\$100,125.66	\$101,627.54	\$103,151.96	\$104,699.24	\$106,269.73	\$107,863.77	\$109,481.73	\$111,123.95	\$112,790.81
10	\$90,000.00	\$91,350.00	\$92,720.25	\$94,111.05	\$95,522.72	\$96,955.56	\$98,409.89	\$99,886.04	\$101,384.33	\$102,905.10	\$104,448.67	\$106,015.40	\$107,605.64	\$109,219.72	\$110,858.02	\$112,520.89	\$114,208.70	\$115,921.83	\$117,660.66	\$119,425.57
11	\$95,000.00	\$96,425.00	\$97,871.38	\$99,339.45	\$100,829.54	\$102,341.98	\$103,877.11	\$105,435.27	\$107,016.80	\$108,622.05	\$110,251.38	\$111,905.15	\$113,583.73	\$115,287.48	\$117,016.79	\$118,772.05	\$120,553.63	\$122,361.93	\$124,197.36	\$126,060.32
12	\$100,000.00	\$101,500.00	\$103,022.50	\$104,567.84	\$106,136.36	\$107,728.40	\$109,344.33	\$110,984.49	\$112,649.26	\$114,339.00	\$116,054.08	\$117,794.89	\$119,561.82	\$121,355.24	\$123,175.57	\$125,023.21	\$126,898.55	\$128,802.03	\$130,734.06	\$132,695.07
13	\$105,000.00	\$106,575.00	\$108,173.63	\$109,796.23	\$111,443.17	\$113,114.82	\$114,811.54	\$116,533.72	\$118,281.72	\$120,055.95	\$121,856.79	\$123,684.64	\$125,539.91	\$127,423.01	\$129,334.35	\$131,274.37	\$133,243.48	\$135,242.13	\$137,270.77	\$139,329.83
14	\$110,000.00	\$111,650.00	\$113,324.75	\$115,024.62	\$116,749.99	\$118,501.24	\$120,278.76	\$122,082.94	\$123,914.18	\$125,772.90	\$127,659.49	\$129,574.38	\$131,518.00	\$133,490.77	\$135,493.13	\$137,525.53	\$139,588.41	\$141,682.24	\$143,807.47	\$145,964.58
15	\$115,000.00	\$116,725.00	\$118,475.88	\$120,253.01	\$122,056.81	\$123,887.66	\$125,745.98	\$127,632.16	\$129,546.65	\$131,489.85	\$133,462.19	\$135,464.13	\$137,496.09	\$139,558.53	\$141,651.91	\$143,776.69	\$145,933.34	\$148,122.34	\$150,344.17	\$152,599.34

7. **Resolutions**

7.1 Resolution 19-25 Adoption of Tentative Millage



# Staff Report

CITY COUNCIL MEETING DATE: September 5, 2019  
TYPE OF AGENDA ITEM: Resolutions, Tentative Millage

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TO: Mayor and City Council  
CC: City Manager, City Clerk, Staff and Attorney  
FROM: Gina Toussaint, Finance Director  
DATE: August 29, 2019  
SUBJECT: Adoption of Tentative Levying of Millage

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## 1. **BACKGROUND:**

1.1. The City has 65 to 80 days from the date of setting the proposed millage rate to hold a public hearing on its adoption as the tentative millage rate as required by Florida Statute 200.065.

## 2. **DISCUSSION:**

2.1. The proposed millage rate for Truth in Millage (TRIM) was set at 6.9466 by the City Council in the July 22, 2019 Regular Council Meeting and has been certified by the County Property Appraiser as having a gross taxable value for operating purposes not exempt from taxation within Okaloosa County of \$1,197,842,654.

2.2. TRIM provides a very specific timetable as set by Florida Statutes for tentative millage adoption. If compliance with the specified timeframes are not met, the rollback rate of 6.6002 will apply resulting in ad valorem tax collections equal to the prior year.

2.3. Adoption for the Final Levying of Millage is scheduled for September 23, 2019 at 5:30p.m.

## 3. **GOALS & OBJECTIVES:**

3.1. This item is consistent with the goals in A New View Strategic Plan 2020 as follows;

3.1.1. Foundational- these are the four areas of focus that make up the necessary foundation of a successful local government.

3.1.1.1. Financial Sustainability- Achieve long term financial sustainability

3.1.1.2. Organizational Capacity, Effectiveness & Efficiency- To efficiently & effectively provide the highest quality of public services

3.1.1.3. Infrastructure- Satisfy current and future infrastructure needs

3.1.1.4. Communication- To engage, inform and educate public and staff

3.1.2. Quality of Life- these six areas focus on the overall experience when provided by the city.

3.1.2.1. Safety- Ensure the continuous safety of citizens and visitors

3.1.2.2. Mobility- Provide safe, efficient and accessible means for mobility

3.1.2.3. Opportunity- Promote an environment that encourages economic and educational opportunity

3.1.2.4. Play- Expand recreational and entertainment activities within the City

**4. FINANCIAL IMPACT:**

4.1. No effect on the current budget. Our current millage rate is 6.9466. Increase in revenues will be determined by the property values.

4.2. This will determine the ad valorm taxes received for the fiscal year 2020

**5. RECOMMENDED ACTION:**

5.1. Staff respectfully requests that council adopt Resolution 19-25, adopting the tentative millage rate at 6.9466 for the fiscal year 2020.

**6. Attachments:**

6.1. Resolution 19-25

**RESOLUTION 19-25**

**A RESOLUTION OF THE CITY OF CRESTVIEW OF OKALOOSA COUNTY, FLORIDA, ADOPTING THE TENTATIVE LEVYING OF A MILLAGE OF 6.9466 FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2019 AND ENDING SEPTEMBER 30, 2020; PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, The City of Crestview of Okaloosa County, Florida on September 5, 2019, adopted Fiscal Year Tentative Millage Rate following a public hearing as required by Florida Statute 200.065, and;

**WHEREAS**, The City of Crestview of Okaloosa County, Florida, held a public hearing as required by Florida Statute 200.065, and ;

**WHEREAS**, the gross taxable value for operating purposes not exempt from taxation within Okaloosa County has been certified by the County Property Appraiser to the City of Crestview as \$1,197,842,654 and;

**WHEREAS**, all other legal requirements have been met.

**NOW THEREFORE, BE IT RESOLVED** by the City Council of the City of Crestview of Okaloosa County, Florida that:

1. The Fiscal Year 2020 operating millage rate is 6.9466, which is more than the rolled back rate of 6.6002 by 5.24%
2. This resolution shall take effect immediately upon its adoption.

**PASSED AND ADOPTED IN REGULAR SESSION THIS 5<sup>th</sup> DAY OF SEPTEMBER, 2019**

**CITY OF CRESTVIEW, FLORIDA**

**Attest:**

\_\_\_\_\_  
JB Whitten, Mayor

\_\_\_\_\_  
ELIZABETH M. ROY, CITY CLERK

7.2 Resolution 19-26 Adoption of Tentative Budget



# Staff Report

CITY COUNCIL MEETING DATE: September 5, 2019  
TYPE OF AGENDA ITEM: Resolutions, Tentative Budget

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TO: Mayor and City Council  
CC: City Manager, City Clerk, Staff and Attorney  
FROM: Gina Toussaint, Finance Director  
DATE: August 29, 2019  
SUBJECT: Adoption of Tentative Budget

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## **1. BACKGROUND:**

1.1. The City has 65 to 80 days from the date of setting the proposed millage rate to hold a public hearing on the adoption of the tentative budget as required by Florida Statute 200.065.

## **2. DISCUSSION:**

2.1. The proposed millage rate for Truth in Millage (TRIM) was set by the City Council in the July 22, 2019 Regular Council Meeting and has been certified by the County Property Appraiser.

2.2. A budget workshop was held on August 8, 2019. The proposed budget was presented to the Council projecting appropriations and revenue estimates of \$36,342,756. The presentation provided such information as departmental expenditures, capital projects, cash carryforward, etc.

2.3. At the direction of the City Council, the second budget workshop scheduled for August 20, 2019 was cancelled and staff was instructed to move forward with the budget adoption process.

2.4. TRIM provides a very specific timetable as set by Florida Statutes for tentative budget adoption. If compliance with the specified timeframes are not met, the millage rollback rate of 6.6002 will apply resulting in ad valorem tax collections equal to the prior year.

2.5. Adoption for the Final Budget is scheduled for September 23, 2019 at 5:30p.m.

## **3. GOALS & OBJECTIVES:**

3.1. This item is consistent with the goals in A New View Strategic Plan 2020 as follows;

3.1.1. Foundational- these are the four areas of focus that make up the necessary foundation of a successful local government.

3.1.1.1. Financial Sustainability- Achieve long term financial sustainability

3.1.1.2. Organizational Capacity, Effectiveness & Efficiency- To efficiently & effectively provide the highest quality of public services

3.1.1.3. Infrastructure- Satisfy current and future infrastructure needs

3.1.1.4. Communication- To engage, inform and educate public and staff

3.1.2. Quality of Life- these six areas focus on the overall experience when provided by the city.

3.1.2.1. Safety- Ensure the continuous safety of citizens and visitors

3.1.2.2. Mobility- Provide safe, efficient and accessible means for mobility

3.1.2.3. Opportunity- Promote an environment that encourages economic and educational opportunity

3.1.2.4. Play- Expand recreational and entertainment activities within the City

**4. FINANCIAL IMPACT:**

4.1. No effect on the current budget. This budget will be in effect for the fiscal year 2020.

**5. RECOMMENDED ACTION:**

5.1. Staff respectfully requests that council adopt Resolution 19-26, adopting the tentative budget of \$36,342,756 for the fiscal year 2020.

**6. Attachments:**

6.1. Resolution 19-26



**RESOLUTION 19-26**

**A RESOLUTION OF THE CITY OF CRESTVIEW OF OKALOOSA COUNTY, FLORIDA, ADOPTING THE TENTATIVE BUDGET FOR THE FISCAL YEAR BEGINNING OCTOBER 1, 2019 AND ENDING SEPTEMBER 30, 2020; PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, The City of Crestview of Okaloosa County, Florida on September 5, 2019 held a public hearing as required by Florida Statute 200.065, and;

**WHEREAS**, The City of Crestview of Okaloosa County, Florida, set forth the appropriations and revenue estimate for the Budget for Fiscal Year 2020 in the amount of \$36,342,756.

**NOW THEREFORE, BE IT RESOLVED** by the City Council of the City of Crestview of Okaloosa County, Florida that:

1. The Fiscal Year 2020 Tentative Budget be adopted.
2. Appropriations may be transferred within funds for the purpose of equalization when needed by a budget transfer with the approval of the City Manager and the Finance Director as necessary.
3. The City Council during Fiscal Year 2020 may, by Resolution, make any amendments to the Budget adopted by this Resolution, as it may seem necessary and proper.
4. All Budget Amendments requesting additional expenditures must also identify the corresponding funding source.
5. This resolution shall take effect immediately upon its adoption.

**PASSED AND ADOPTED IN REGULAR SESSION THIS 5th DAY OF SEPTEMBER 2019.**

**CITY OF CRESTVIEW, FLORIDA**

**Attest:**

\_\_\_\_\_  
JB Whitten, Mayor

\_\_\_\_\_  
ELIZABETH M. ROY, CITY CLERK

## 8. Comments from the Audience

9. comments from the Mayor/Council

## **10 Adjournment**

Note: Citizen Business is business that was submitted by a citizen or group of Citizens no later than the Wednesday 2 weeks prior to the meeting to the Clerk's office for approval. These items will be scheduled under item 6, Reports and Presentations. Supporting documents must be submitted at this time to be on the regular agenda. All Action Items are for staff and elected officials only and must be submitted for approval no later than the Wednesday 10 days prior to the meeting. Those not listed on the regular agenda who wish to address the council should fill out a yellow card. The Card must be submitted to the City Clerk. Speaking time should be three minutes or less, large groups may designate a spokesperson. All remarks should be addressed to the Council as a whole and not to individual members. All meeting procedures are outlined in the Meeting Rules and Procedures brochure available outside the Chambers. If any person decides to appeal any decision made by the City Council with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or she may need to ensure that a verbatim record of the proceedings is made, which record includes the testimony and evidence upon which the appeal is to be based. The City Council of the City of Crestview, Florida does not discriminate upon the basis of any individual's disability status. Anyone requiring reasonable accommodation as provided for in the American With Disabilities Act to insure access to and participation in the meeting should contact the Office of the City Clerk at (850)682-1560 prior to the meeting to make appropriate arrangements.