

ORDINANCE 2022-08

AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF FERNANDINA BEACH, FLORIDA, REPEALING THE PAY AND CLASSIFICATION PLAN ESTABLISHED BY ORDINANCE 2021-05 AND ESTABLISHING A NEW PAY AND CLASSIFICATION PLAN PURSUANT TO CHARTER SECTION 30 AND CODE OF ORDINANCES SECTION 62-247; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Charter Section 30 states, in relevant part, “The City Manager fixes the number and compensation of all other officers and employees. The salaries or compensation must be uniform for like services in each grade of the City service, as the same will be graded or classified by the City Manager and approved by the City Commission.”; and

WHEREAS, Code of Ordinances Section 62-247 states, in relevant part, “The classification plan shall be that as established by the City Commission each year by ordinance and may be amended by the City Commission from time to time in its discretion, by ordinance, as it may deem necessary to ensure that the plan reflects the current job classification of all positions in the City service.”; and

WHEREAS, the City recognizes that the compensation plan is intended to provide all employees with equitable and competitive pay, relative to pay received by other employees performing similar work in other areas of the City’s organization and also comparative to rates received by other employees in the labor market from which City employees are recruited; and

WHEREAS, the City’s existing classifications are not reflective of the current needs of the City and the existing pay plan has not been updated in more than fourteen years; and

WHEREAS, the City Commission, at its January 2022 Goal-Setting Workshop, acknowledged the outdated pay scale is inconsistent with the rapidly changing labor market, and directed the City Manager to create a new plan consistent and competitive with the current market; and

WHEREAS, it is in the best interest of the City to repeal the existing Classified Service Titles and Pay Grades and replace them with a new Classified Service Titles and Pay Grades plan to reflect the current organizational needs and responsibilities of the City.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COMMISSION OF THE CITY OF FERNANDINA BEACH, FLORIDA:

SECTION 1. CLASSIFIED SERVICE TITLES AND PAY GRADES. The Classified Service Titles and Pay Grades Plan as shown below are hereby repealed in their entirety.

Exempt Classifications	Pay Grade
Accountant	135
Accounting Supervisor	138

Administrative Coordinator	131
Administrative Services Manager	137
Airport Director	143
Airport Operations Manager	134
Aquatics Manager	131
Associate Medical Director	143
Exempt Classifications (continued)	Pay Grade
Building Director	145
Building Official	143
City Engineer	147
Code Enforcement Director	137
Community Rating System (CRS) Administrator/Office Manager	135
Comptroller	147
Deputy Building Official	142
Deputy City Clerk	132
Deputy City Manager	147
Deputy Fire Chief	142
Deputy Police Chief	144
Digital Communications Specialist	136
Drafter	126
Facilities Maintenance Superintendent	138
Fire Chief	144
Fleet, Facilities, and Sanitation Director	143
Grants Administrator	137
Human Resources Generalist	131
Human Resources Director	143
Information Technology Director	143
Junior Accountant	132
Legal Assistant	132
Maintenance Director	143
Network Administrator	139
Office Manager	132
Paralegal	137
Parks Maintenance Superintendent	138
Parks & Recreation Assistant Director	138
Parks & Recreation Director	143
Parks & Recreation Manager	136

Planner I	134
Planner II	136
Planning and Conservation Director	143
Police Captain	143
Police Chief	146
Police Services Manager	136
Exempt Classifications (continued)	Pay Grade
Project Manager	143
Public Information Officer	131
Recreation Programs Supervisor	131
Senior Human Resources Generalist	133
Senior Planner	138
Stormwater Director	143
Systems Administrator	136
Urban Forestry Inspector/Arborist	135
Utilities Director	146
Utility Billing Supervisor	135
Utility Operations Superintendent	143
Non-Exempt Classifications	Pay Grade
Accounting Clerk	128
Administrative Specialist	128
Airport Operations Specialist	131
Building Inspector I	135
Building Inspector II	136
Building Inspector III	137
Chief Plant Operator	133
Childcare Professional	120
Code Enforcement Officer	131
Communications Officer Supervisor	129
Customer Service Specialist	126
Deputy Wastewater Superintendent	136
Electrician	131
Electrician/HVAC Technician	131
Engineer I	132
Evidence & Property Custodian	130
Facilities Maintenance Tech	127
Fire Inspector	134

Fire/Rescue Captain	138
Fire/Rescue Engineer	133
Fire/Rescue Lieutenant	136
Firefighter /EMT	131
Firefighter/Paramedic	131
Foreman	131
Non-Exempt Classifications (continued)	Pay Grade
Heavy Equipment Operator	128
Help Desk Specialist	130
Information Technology Technician	132
Intern I	118
Intern II	125
Lead Operator	133
Maintenance Assistant	122
Maintenance Tech I	126
Maintenance Tech II	128
Maintenance Tech III	130
Maintenance Worker	123
Master Mechanic	130
Master Mechanic Senior	133
Mechanic	127
Meter Reader	126
Ocean Rescue Lifeguard I	124
Ocean Rescue Lifeguard II	125
Ocean Rescue Lifeguard III	126
Ocean Rescue Supervisor	131
Office Assistant	123
Permit Specialist	128
Planning Technician	130
Plans Examiner	136
Plant Operator	130
Police Corporal	24
Police Detective	22
Police Officer	22
Police Reserve Officer	122
Police Sergeant	26
Police Service Aide	125

Pool Lifeguard	118
Purchasing Agent	132
Records Coordinator	129
Recreation Aide	118
Recreation Coordinator	124
Recreation Leader	124
Non-Exempt Classifications (continued)	Pay Grade
Sign Technician	127
Sr. Building Inspector	138
Sr. Childcare Professional	122
Sr. Electrician/HVAC Technician	133
Sr. Permit Specialist	130
Sr. Lifeguard	119
Sr. Maintenance Worker	125
Sr. Plans Examiner	138
Sr. Police Reserve Officer	130
Sr. Water Safety Instructor/Lifeguard	121
Staff Assistant	126
Stormwater Heavy Equipment Operator I	129
Stormwater Heavy Equipment Operator II	130
Stormwater Operator I	126
Stormwater Operator II	127
Utility Billing Specialist	128
Warehouse Tech	128
Water Collector	124
Water Fitness Instructor	126
Water Locator	123
Water Quality Supervisor	136
Water Safety Instructor	119
Water Tech I	126
Water Tech II	128
Wastewater Plant Operator Trainee	126
Wastewater Systems Tech I	126
Wastewater Systems Tech II	128
Youth Program Supervisor	128

SECTION 2. CLASSIFIED SERVICE TITLES AND PAY GRADES. A new Classified Service Titles and Pay Grades Plan is hereby established as shown below.

<u>POSITION TITLE</u>	<u>FLSA</u>	<u>GRADE</u>
<u>Accountant</u>	<u>Exempt</u>	<u>212</u>
<u>Accounting Clerk</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Accounting Manager</u>	<u>Exempt</u>	<u>138</u>
<u>Accounting Supervisor</u>	<u>Exempt</u>	<u>214</u>
<u>Administrative Coordinator</u>	<u>Exempt</u>	<u>210</u>
<u>Administrative Services Manager</u>	<u>Exempt</u>	<u>213</u>
<u>Administrative Specialist</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Airport Director</u>	<u>Exempt</u>	<u>143</u>
<u>Airport Operations Manager</u>	<u>Exempt</u>	<u>211</u>
<u>Assistant Golf Course Supt</u>	<u>Exempt</u>	<u>213</u>
<u>Assistant Parks and Rec Director</u>	<u>Exempt</u>	<u>138</u>
<u>Building Director</u>	<u>Exempt</u>	<u>145</u>
<u>Building Inspector I</u>	<u>Non-Exempt</u>	<u>210</u>
<u>Building Inspector II</u>	<u>Non-Exempt</u>	<u>212</u>
<u>Building Inspector III</u>	<u>Non-Exempt</u>	<u>214</u>
<u>Building Services Manager</u>	<u>Exempt</u>	<u>211</u>
<u>Building Technology Analyst</u>	<u>Non-Exempt</u>	<u>208</u>
<u>Cart Attendant</u>	<u>Non-Exempt</u>	<u>201</u>
<u>Child Care Professional</u>	<u>Non-Exempt</u>	<u>202</u>
<u>Code Enforcement Director</u>	<u>Exempt</u>	<u>137</u>
<u>Code Enforcement Officer</u>	<u>Non-Exempt</u>	<u>210</u>
<u>Comptroller</u>	<u>Exempt</u>	<u>147</u>
<u>Customer Service Specialist</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Deputy Building Official</u>	<u>Exempt</u>	<u>142</u>
<u>Deputy City Clerk</u>	<u>Exempt</u>	<u>213</u>
<u>Deputy City Manager</u>	<u>Exempt</u>	<u>147</u>
<u>Deputy Fire Chief</u>	<u>Exempt</u>	<u>142</u>
<u>Deputy Police Chief</u>	<u>Exempt</u>	<u>144</u>
<u>Deputy Wastewater Superintendent</u>	<u>Non-Exempt</u>	<u>136</u>
<u>Digital Communications Manager</u>	<u>Exempt</u>	<u>213</u>
<u>Driving Range Attendant</u>	<u>Non-Exempt</u>	<u>201</u>
<u>Electrician/HVAC Technician</u>	<u>Non-Exempt</u>	<u>209</u>

<u>POSITION TITLE</u>	<u>FLSA</u>	<u>GRADE</u>
<u>Facilities Maintenance Superintendent</u>	<u>Exempt</u>	<u>138</u>
<u>Fire Chief</u>	<u>Exempt</u>	<u>144</u>
<u>Fire Services Manager</u>	<u>Exempt</u>	<u>211</u>
<u>Food and Beverage Manager</u>	<u>Exempt</u>	<u>213</u>
<u>Golf Course General Manager</u>	<u>Exempt</u>	<u>143</u>
<u>Golf Course Superintendent</u>	<u>Exempt</u>	<u>138</u>
<u>Golf Professional</u>	<u>Exempt</u>	<u>207</u>
<u>Grants Administrator</u>	<u>Exempt</u>	<u>137</u>
<u>Heavy Equipment Operator</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Human Resources Director</u>	<u>Exempt</u>	<u>143</u>
<u>Human Resources Generalist</u>	<u>Exempt</u>	<u>210</u>
<u>Information Technology Director</u>	<u>Exempt</u>	<u>143</u>
<u>Information Technology Technician</u>	<u>Non-Exempt</u>	<u>208</u>
<u>Intern</u>	<u>Non-Exempt</u>	<u>201</u>
<u>Junior Accountant</u>	<u>Exempt</u>	<u>210</u>
<u>Lead Operator</u>	<u>Non-Exempt</u>	<u>211-212</u>
<u>Legal Assistant</u>	<u>Exempt</u>	<u>213</u>
<u>Maintenance Assistant</u>	<u>Non-Exempt</u>	<u>201</u>
<u>Maintenance Technician I</u>	<u>Non-Exempt</u>	<u>203</u>
<u>Maintenance Technician II</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Maintenance Technician III</u>	<u>Non-Exempt</u>	<u>209</u>
<u>Master Mechanic</u>	<u>Non-Exempt</u>	<u>209</u>
<u>Mechanic</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Ocean Rescue Lieutenant</u>	<u>Exempt</u>	<u>209</u>
<u>Ocean Rescue Lifeguard I</u>	<u>Non-Exempt</u>	<u>203</u>
<u>Ocean Rescue Lifeguard II</u>	<u>Non-Exempt</u>	<u>204</u>
<u>Ocean Rescue Lifeguard III</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Operations Director</u>	<u>Exempt</u>	<u>143</u>
<u>Operations Services Manager</u>	<u>Exempt</u>	<u>213</u>
<u>Parks and Recreation Director</u>	<u>Exempt</u>	<u>143</u>
<u>Parks and Recreation Manager</u>	<u>Exempt</u>	<u>213</u>
<u>Parks Maintenance Superintendent</u>	<u>Exempt</u>	<u>138</u>
<u>Permit Specialist</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Planner I</u>	<u>Exempt</u>	<u>210</u>
<u>Planner II</u>	<u>Exempt</u>	<u>212</u>

<u>POSITION TITLE</u>	<u>FLSA</u>	<u>GRADE</u>
<u>Planning and Conservation Director</u>	<u>Exempt</u>	<u>143</u>
<u>Planning Technician</u>	<u>Non-Exempt</u>	<u>209</u>
<u>Plans Examiner</u>	<u>Non-Exempt</u>	<u>214</u>
<u>Police Captain</u>	<u>Exempt</u>	<u>143</u>
<u>Police Chief</u>	<u>Exempt</u>	<u>146</u>
<u>Police Reserve Officer</u>	<u>Non-Exempt</u>	<u>209</u>
<u>Police Service Aide</u>	<u>Non-Exempt</u>	<u>204</u>
<u>Police Services Coordinator</u>	<u>Exempt</u>	<u>210</u>
<u>Police Services Manager</u>	<u>Exempt</u>	<u>211</u>
<u>Pool Lifeguard</u>	<u>Non-Exempt</u>	<u>202</u>
<u>Pro Shop Attendant</u>	<u>Non-Exempt</u>	<u>201</u>
<u>Project Coordinator</u>	<u>Exempt</u>	<u>214</u>
<u>Purchasing Agent</u>	<u>Non-Exempt</u>	<u>210</u>
<u>Records Coordinator</u>	<u>Non-Exempt</u>	<u>206</u>
<u>Recreation Aide</u>	<u>Non-Exempt</u>	<u>201</u>
<u>Recreation Coordinator</u>	<u>Non-Exempt</u>	<u>203</u>
<u>Recreation Programs Supervisor</u>	<u>Exempt</u>	<u>209</u>
<u>Sanitation Operator I</u>	<u>Non-Exempt</u>	<u>205</u>
<u>Sanitation Operator II</u>	<u>Non-Exempt</u>	<u>209</u>
<u>Server/Cook</u>	<u>Non-Exempt</u>	<u>201</u>
<u>Sr. Human Resources Generalist</u>	<u>Exempt</u>	<u>211</u>
<u>Sr. Maintenance Technician</u>	<u>Non-Exempt</u>	<u>212</u>
<u>Sr. Master Mechanic</u>	<u>Non-Exempt</u>	<u>212</u>
<u>Sr. Planner</u>	<u>Exempt</u>	<u>214</u>
<u>Sr. Pool Lifeguard</u>	<u>Non-Exempt</u>	<u>204</u>
<u>Staff Assistant</u>	<u>Non-Exempt</u>	<u>203</u>
<u>Starter Ranger</u>	<u>Non-Exempt</u>	<u>201</u>
<u>System Administrator</u>	<u>Exempt</u>	<u>216</u>
<u>Urban Forestry Inspector Arborist</u>	<u>Exempt</u>	<u>212</u>
<u>Utilities Chief Plant Operator</u>	<u>Non-Exempt</u>	<u>212</u>
<u>Utilities Director</u>	<u>Exempt</u>	<u>146</u>
<u>Utilities Engineer</u>	<u>Exempt</u>	<u>138</u>
<u>Utilities GIS Technician</u>	<u>Non-Exempt</u>	<u>204</u>
<u>Utilities Operations Superintendent</u>	<u>Exempt</u>	<u>143</u>
<u>Utilities Plant Operator I</u>	<u>Non-Exempt</u>	<u>210</u>

<u>POSITION TITLE</u>	<u>FLSA</u>	<u>GRADE</u>
<u>Utility Billing Specialist</u>	<u>Non-Exempt</u>	<u>206</u>
<u>Utility Technician I</u>	<u>Non-Exempt</u>	<u>204</u>
<u>Utility Technician II</u>	<u>Non-Exempt</u>	<u>206</u>
<u>Warehouse Coordinator</u>	<u>Non-Exempt</u>	<u>210</u>
<u>Water Safety Instructor</u>	<u>Non-Exempt</u>	<u>204</u>

SECTION 3. CONSOLIDATED PAY PLAN. The Classified Service Pay Scale for Directors and General Employees (Appendix “A”), Fire Department (Appendix “B”), and Police Department (Appendix “C”) are hereby repealed in their entirety.

Appendix "A"						
Classified Service Pay Scale						
General Employees						
Effective—						
Grade	Minimum	Hourly min	Midpoint	Hourly Mid	Maximum	Hourly Max
118	\$17,835	8.57	\$22,962	11.04	\$28,090	13.50
119	\$18,729	9.00	\$24,113	11.59	\$29,498	14.18
120	\$19,644	9.44	\$25,292	12.16	\$30,939	14.87
121	\$20,644	9.93	\$26,579	12.78	\$32,514	15.63
122	\$21,644	10.41	\$27,867	13.40	\$34,090	16.39
123	\$22,251	10.70	\$29,042	13.96	\$35,833	17.23
124	\$23,900	11.49	\$30,771	14.79	\$37,643	18.10
125	\$25,071	12.05	\$32,279	15.52	\$39,486	18.98
126	\$26,384	12.68	\$33,941	16.32	\$41,498	19.95
127	\$27,667	13.30	\$35,622	17.13	\$43,576	20.95
128	\$29,029	13.96	\$37,375	17.97	\$45,721	21.98
129	\$30,498	14.66	\$39,266	18.88	\$48,034	23.09
130	\$31,988	15.38	\$41,185	19.80	\$50,381	24.22
131	\$33,594	16.15	\$43,252	20.79	\$52,911	25.44
132	\$35,271	16.96	\$45,411	21.83	\$55,551	26.71
133	\$37,039	17.81	\$47,687	22.93	\$58,336	28.05
134	\$38,894	18.70	\$50,076	24.08	\$61,258	29.45
135	\$40,840	19.63	\$52,582	25.28	\$64,323	30.92
136	\$42,875	20.61	\$55,202	26.54	\$67,529	32.47
137	\$45,018	21.64	\$57,961	27.87	\$70,903	34.09
138	\$47,266	22.72	\$60,855	29.26	\$74,444	35.79
139	\$49,623	23.86	\$63,890	30.72	\$78,157	37.58
140	\$52,100	25.05	\$67,079	32.25	\$82,058	39.45

141	\$54,715	26.31	\$70,445	33.87	\$86,176	41.43
142	\$57,458	27.62	\$73,977	35.57	\$90,496	43.51
143	\$60,332	29.01	\$77,677	37.34	\$95,023	45.68
144	\$63,360	30.46	\$81,575	39.22	\$99,791	47.98
145	\$66,500	31.97	\$85,750	41.23	\$105,000	50.48
146	\$69,825	33.57	\$89,885	43.21	\$109,946	52.86
147	\$73,316	35.25	-\$111,648	-53.68	-\$149,975	-72.10

Appendix "B"

CLASSIFIED SERVICE PAY SCALE

FIRE DEPARTMENT*

-Effective-

Title	Grade	Min Annual	Hourly Min	Midpoint	Hourly Mid	Max Annual	Hourly Max
Firefighter/EMT and FF/Paramedic	131	\$33,594	-\$11.54	-\$43,253	-\$14.85	\$52,911	-\$18.17
Fire/Rescue Engineer	133	\$37,039	-\$12.72	-\$47,688	-\$16.38	\$58,336	-\$20.03
Fire/Rescue Lieutenant	136	-\$42,875	-\$14.72	-\$55,202	-\$18.96	-\$67,529	-\$23.19
Fire/Rescue Captain	138	-\$47,266	-\$16.23	-\$60,855	-\$20.90	-\$74,444	-\$25.56

*Firefighters are non-exempt (hourly) employees. Approximation of annual compensation is determined on the basis of normally scheduled hours worked (2912 annually) times the hourly rate.

Appendix "C"

CLASSIFIED SERVICE PAY SCALE

POLICE DEPARTMENT*

-Effective-

Title	Grade	Min Annual	Hourly Min	Midpoint	Hourly Mid	Max Annual	Hourly Max
Police Officers and Police Detectives	22	\$40,426	\$18.51	-\$49,053	\$22.46	\$57,658	\$26.40
Police Corporal	24	\$42,457	\$19.44	\$51,499	\$23.58	\$60,540	\$27.72
Police Sergeants	26	\$51,804	\$23.72	\$61,938	\$28.36	\$72,072	\$33.00

*Police Officers are non-exempt (hourly) employees. Approximation of annual compensation is determined on the basis of normally scheduled hours worked (2184 annually) times the hourly rate.

SECTION 4. CONSOLIDATED PAY PLAN. The new Classified Service Pay Scale for General Employees (Appendix “A”), Fire Department (Appendix “B”), Police Department (Appendix “C”), and Senior Managers and Directors (Appendix “D”), are hereby adopted for Fiscal Year 2021-2022.

SECTION 5. SEVERABILITY. If any section, subsection, sentence, clause, phrase of this Ordinance, or the particular application thereof, shall be held invalid by any court, administrative agency or other body with appropriate jurisdiction, the remaining sections, subsections, sentences, clauses and phrases under application shall not be affected thereby.

SECTION 6. EFFECTIVE DATE. This Ordinance shall be effective on April 17, 2022, after its second reading, public hearing and final enactment.

ENACTED by the City Commission this 5th day of April 2022.

CITY OF FERNANDINA BEACH



MICHAEL A. LEDNOVICH
Mayor – Commissioner

ATTEST:

APPROVED AS TO FORM AND LEGALITY:



CAROLINE BEST
City Clerk



TAMMI E. BACH
City Attorney

Date of First Reading: March 1, 2022
Date of Second/Final Reading: April 5, 2022
Date of Publication: March 23, 2022

Appendix "A"
CLASSIFIED SERVICE PAY SCALE
GENERAL EMPLOYEES

<u>GRADE</u>	<u>MINIMUM ANNUAL</u>	<u>MINIMUM HOURLY</u>	<u>MIDPOINT ANNUAL</u>	<u>MIDPOINT HOURLY</u>	<u>MAXIMUM ANNUAL</u>	<u>MAXIMUM HOURLY</u>
<u>201</u>	<u>\$31,200</u>	<u>\$15.00</u>	<u>\$39,000</u>	<u>\$18.75</u>	<u>\$46,800</u>	<u>\$22.50</u>
<u>202</u>	<u>\$32,760</u>	<u>\$15.75</u>	<u>\$40,950</u>	<u>\$19.69</u>	<u>\$49,140</u>	<u>\$23.63</u>
<u>203</u>	<u>\$34,398</u>	<u>\$16.54</u>	<u>\$42,998</u>	<u>\$20.67</u>	<u>\$51,597</u>	<u>\$24.81</u>
<u>204</u>	<u>\$36,118</u>	<u>\$17.36</u>	<u>\$45,147</u>	<u>\$21.71</u>	<u>\$54,177</u>	<u>\$26.05</u>
<u>205</u>	<u>\$37,924</u>	<u>\$18.23</u>	<u>\$47,405</u>	<u>\$22.79</u>	<u>\$56,886</u>	<u>\$27.35</u>
<u>206</u>	<u>\$39,820</u>	<u>\$19.14</u>	<u>\$49,775</u>	<u>\$23.93</u>	<u>\$59,730</u>	<u>\$28.72</u>
<u>207</u>	<u>\$41,811</u>	<u>\$20.10</u>	<u>\$52,264</u>	<u>\$25.13</u>	<u>\$62,716</u>	<u>\$30.15</u>
<u>208</u>	<u>\$43,902</u>	<u>\$21.11</u>	<u>\$54,877</u>	<u>\$26.38</u>	<u>\$65,852</u>	<u>\$31.66</u>
<u>209</u>	<u>\$46,097</u>	<u>\$22.16</u>	<u>\$57,621</u>	<u>\$27.70</u>	<u>\$69,145</u>	<u>\$33.24</u>
<u>210</u>	<u>\$48,401</u>	<u>\$23.27</u>	<u>\$60,502</u>	<u>\$29.09</u>	<u>\$72,602</u>	<u>\$34.90</u>
<u>211</u>	<u>\$50,822</u>	<u>\$24.43</u>	<u>\$63,527</u>	<u>\$30.54</u>	<u>\$76,232</u>	<u>\$36.65</u>
<u>212</u>	<u>\$53,363</u>	<u>\$25.66</u>	<u>\$66,703</u>	<u>\$32.07</u>	<u>\$80,044</u>	<u>\$38.48</u>
<u>213</u>	<u>\$56,031</u>	<u>\$26.94</u>	<u>\$70,038</u>	<u>\$33.67</u>	<u>\$84,046</u>	<u>\$40.41</u>
<u>214</u>	<u>\$58,832</u>	<u>\$28.28</u>	<u>\$73,540</u>	<u>\$35.36</u>	<u>\$88,248</u>	<u>\$42.43</u>
<u>215</u>	<u>\$61,774</u>	<u>\$29.70</u>	<u>\$77,217</u>	<u>\$37.12</u>	<u>\$92,661</u>	<u>\$44.55</u>
<u>216</u>	<u>\$64,863</u>	<u>\$31.18</u>	<u>\$81,078</u>	<u>\$38.98</u>	<u>\$97,294</u>	<u>\$46.78</u>

Appendix "B"
CLASSIFIED SERVICE PAY SCALE
FIRE DEPARTMENT

<u>STEP</u>	<u>FIREFIGHTER/ EMT</u>	<u>FIREFIGHTER/ PMT</u>	<u>LEAD MEDIC</u>	<u>ENGINEER</u>	<u>LIEUTENANT</u>	<u>CAPTAIN</u>
1	\$43,680	\$48,680	\$53,548	\$58,902	\$64,793	\$71,272
2	\$44,990	\$50,140	\$55,154	\$60,669	\$66,737	\$73,410
3	\$46,790	\$52,146	\$57,361	\$63,096	\$69,406	\$76,347
4	\$49,130	\$54,753	\$60,229	\$66,251	\$72,877	\$80,164
5	\$51,586	\$57,491	\$63,240	\$69,563	\$76,520	\$84,172
6	\$51,586	\$57,491	\$63,240	\$69,563	\$76,520	\$84,172
7	\$54,165	\$60,366	\$66,402	\$73,041	\$80,346	\$88,381
8	\$54,165	\$60,366	\$66,402	\$73,041	\$80,346	\$88,381
9	\$56,874	\$63,384	\$69,722	\$76,693	\$84,364	\$92,800
10	\$56,874	\$63,384	\$69,722	\$76,693	\$84,364	\$92,800
11	\$58,011	\$64,651	\$71,117	\$78,227	\$86,051	\$94,656
12	\$58,011	\$64,651	\$71,117	\$78,227	\$86,051	\$94,656
13	\$59,171	\$65,945	\$72,539	\$79,792	\$87,772	\$96,549
14	\$59,171	\$65,945	\$72,539	\$79,792	\$87,772	\$96,549
15	\$60,355	\$67,263	\$73,990	\$81,388	\$89,527	\$98,480
16	\$60,355	\$67,263	\$73,990	\$81,388	\$89,527	\$98,480
17	\$60,958	\$67,936	\$74,730	\$82,201	\$90,423	\$99,465
18	\$61,568	\$68,615	\$75,477	\$83,024	\$91,327	\$100,459
19	\$62,183	\$69,302	\$76,232	\$83,854	\$92,240	\$101,464
20	\$62,805	\$69,995	\$76,994	\$84,692	\$93,163	\$102,478

Firefighters are non-exempt (hourly) employees. Annual compensation is determined on the basis of normally scheduled hours worked (2912 annually) multiplied by the hourly rate.

Appendix "C"
CLASSIFIED SERVICE PAY SCALE
POLICE DEPARTMENT

<u>TITLE</u>	<u>MINIMUM ANNUAL</u>	<u>MINIMUM HOURLY</u>	<u>MIDPOINT ANNUAL</u>	<u>MIDPOINT HOURLY</u>	<u>MAXIMUM ANNUAL</u>	<u>MAXIMUM HOURLY</u>
<u>POLICE OFFICERS AND POLICE DETECTIVES</u>	\$42,456	\$19.44	\$51,498	\$23.58	\$60,540	\$27.72
<u>POLICE CORPORAL</u>	\$44,575	\$20.41	\$54,075	\$24.76	\$63,576	\$29.11
<u>POLICE SERGEANT</u>	\$54,403	\$24.91	\$65,039	\$29.78	\$75,675	\$34.65

Police Officers are non-exempt (hourly) employees. Annual compensation is determined on the basis of normally scheduled hours worked (2184 annually) multiplied by the hourly rate.

Appendix "D"
CLASSIFIED SERVICE PAY SCALE
SENIOR MANAGERS AND DIRECTORS

<u>GRADE</u>	<u>MINIMUM ANNUAL</u>	<u>MINIMUM HOURLY</u>	<u>MIDPOINT ANNUAL</u>	<u>MIDPOINT HOURLY</u>	<u>MAXIMUM ANNUAL</u>	<u>MAXIMUM HOURLY</u>
136	\$42,875	20.61	\$55,202	26.54	\$67,529	32.47
137	\$45,018	21.64	\$57,961	27.87	\$70,903	34.09
138	\$47,266	22.72	\$60,855	29.26	\$74,444	35.79
139	\$49,623	23.86	\$63,890	30.72	\$78,157	37.58
140	\$52,100	25.05	\$67,079	32.25	\$82,058	39.45
141	\$54,715	26.31	\$70,445	33.87	\$86,176	41.43
142	\$57,458	27.62	\$73,977	35.57	\$90,496	43.51
143	\$60,332	29.01	\$77,677	37.34	\$95,023	45.68
144	\$63,360	30.46	\$81,575	39.22	\$99,791	47.98
145	\$66,500	31.97	\$85,750	41.23	\$105,000	50.48
146	\$69,825	33.57	\$89,885	43.21	\$109,946	52.86
147	\$73,316	35.25	\$111,648	53.68	\$149,975	72.10

**March 23, 2022
News Leader Edition**

**NOTICE OF PUBLIC HEARING
CITY COMMISSION
CITY OF FERNANDINA BEACH**

NOTICE IS HEREBY GIVEN that a Public Hearing is scheduled for Tuesday, April 5, 2022, at 6:00 PM in the City Commission Chambers, 204 Ash Street Fernandina Beach, Florida to consider the following application:

ORDINANCE 2022-08

AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF FERNANDINA BEACH, FLORIDA, REPEALING THE PAY AND CLASSIFICATION PLAN ESTABLISHED BY ORDINANCE 2021-05 AND ESTABLISHING A NEW PAY AND CLASSIFICATION PLAN PURSUANT TO CHARTER SECTION 30 AND CODE OF ORDINANCES SECTION 62-247; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE.

Interested parties may appear at said hearing and be heard as to the advisability of any action, which may be considered. Any persons with disabilities requiring accommodations in order to participate in this program or activity should contact 310-3115, TTY/TDD 711 or through the Florida Relay Service at 1-800-955-8771 at least 24 hours in advance to request such accommodation.

IF ANY PERSON DECIDES TO APPEAL ANY DECISION MADE BY THE BOARD/COMMISSION WITH RESPECT TO ANY MATTER CONSIDERED AT SUCH HEARING, S/HE WILL 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.

For information, please contact the Staff of the City Clerk's Office, 204 Ash Street, between the hours of 8:00 AM - 5:00 PM, Monday through Friday, (904) 310-3115.