

**RESOLUTION NO. 2023 – 4079**

**A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF MIAMI SPRINGS ADOPTING A REVISED CITY EMPLOYEE PAY PLAN; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE.**

**WHEREAS**, Section 34-19 of the City of Miami Springs (the “City”) Code of Ordinances (the “Code”) provides that the City shall maintain a pay plan for all full-time civil service and non-civil service employees of the City who are not subject to the provisions of a collective bargaining agreement (the “Pay Plan”); and

**WHEREAS**, in light of changing market conditions, the City Council desires to amend the Pay Plan as set forth in Exhibit “A,” attached hereto and incorporated herein; and

**WHEREAS**, the City Council finds that this Resolution is in the best interest and welfare of the employees of the City.

**NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF MIAMI SPRINGS, FLORIDA, AS FOLLOWS:**

**Section 1. Recitals.** The above recitals are confirmed, adopted, and incorporated herein and made a part hereof by reference.

**Section 2. Approval.** That the amended Pay Plan attached hereto as Exhibit “A” is hereby approved and adopted for the Fiscal Year of 2022-2023, effective March 28, 2023.

**Section 3. Implementation.** That the City Manager is authorized to take any action that is reasonably necessary to implement the purpose of this Resolution.

**Section 4. Effective Date.** That this Resolution shall be effective immediately upon adoption.

The foregoing Resolution was offered by Councilman Best who moved its adoption. The motion was seconded by Councilman Fajet and upon being put to a vote, the vote was as follows:

Vice Mayor George Lob	<u>YES</u>
Councilman Bob Best	<u>YES</u>
Councilwoman Jacky Bravo	<u>YES</u>
Councilman Dr. Walter Fajet	<u>YES</u>
Mayor Maria Puente Mitchell	<u>YES</u>

PASSED AND ADOPTED this 27th day of March, 2023.



MARIA PUENTE MITCHELL  
MAYOR

ATTEST:



ERIKA GONZALEZ, MMC  
CITY CLERK



APPROVED AS TO FORM AND LEGAL SUFFICIENCY  
FOR THE USE AND RELIANCE OF THE CITY OF MIAMI SPRINGS ONLY:



WEISS SEROTA HELFMAN COLE & BIERMANN, P.L.  
CITY ATTORNEY

POSITION CLASSIFICATION AND PAY PLAN  
FISCAL YEAR 2022-23  
CIVIL SERVICE/NON CIVIL SERVICE EMPLOYEES

EXHIBIT A

POSITION	PAY GRADE	FY2022-23		CHANGE	
		PAY RANGE			
		MINIMUM	MAXIMUM		
PRO SHOP CASHIER	7	22,880	32,448		
PRO SHOP CLERK	8	27,720	41,100		
MAINTENANCE WORKER I	8	27,720	41,100		
CLERICAL ASSISTANT	9	28,468	42,213		
REFUSE COLLECTOR	10	29,177	44,995		
MAINTENANCE WORKER II	11	29,978	48,105		
REFUSE TRUCK DRIVER	13	31,419	50,467		
GOLF MAINTENANCE WORKER	13	31,419	50,467		
GYM INSTRUCTOR	13	31,419	50,467		
RECREATION MAINTENANCE WORKER	13	31,419	50,467		
ADMINISTRATIVE ASSISTANT I	15	33,013	50,915		
BUILDING SPECIALIST I	15	33,013	50,915		
MATERIALS MANAGEMENT CLERK	15	33,013	50,915		
POLICE ADMINISTRATIVE SPECIALIST I	15	33,013	50,915		
RECREATION SPECIALIST	15	33,013	50,915		
HEAD LIFEGUARD	15	33,013	50,915		
AQUATIC SPECIALIST	15	33,013	50,915		
SPECIAL EVENTS/PROGRAM SPECIALIST	15	33,013	50,915		
HEAVY EQUIPMENT OPERATOR	15	33,013	50,915		
ACCOUNTING SPECIALIST I	16	33,833	52,189		
BUILDING MAINTENANCE TECHNICIAN	16	33,833	52,189		
PUBLIC PROPERTIES FOREMAN	19	36,441	60,222		
STREETS FOREMAN	19	36,441	60,222		
AUTOMATED EQUIPMENT OPERATOR	19	36,441	60,222		
BUILDING MAINTENANCE SPECIALIST	22	39,240	58,190		
ADMINISTRATIVE ASSISTANT II	22	39,240	58,190		
ACCOUNTING SPECIALIST II	22	39,240	58,190		
ASSISTANT SENIOR CENTER MANAGER	22	39,240	58,190		
BUILDING SPECIALIST II	22	39,240	58,190		
ASSISTANT TO THE CITY CLERK	22	39,240	58,190		
PROCUREMENT SPECIALIST	22	39,240	58,190		
POLICE DISPATCHER-TRAINEE	23	40,164	60,246		
RECREATION COORDINATOR	24	41,230	61,970		
AQUATIC COORDINATOR	24	41,230	61,970		
BUILDING SPECIALIST III	24	41,230	61,970		
RECREATION MAINTENANCE SUPERVISOR	24	41,230	61,970		
POLICE ADMINISTRATIVE SPECIALIST II	24	41,230	61,970		
ADMINISTRATIVE ASSISTANT III	24	41,230	61,970		
GOLF MAINTENANCE MECHANIC	24	41,230	61,970		
SANITATION FOREMAN	24A	41,230	66,618		
ADMINISTRATIVE ASSISTANT TO THE CHIEF OF POLICE	25	42,270	63,417		
PRO SHOP/OUTSIDE SERVICES MANAGER	25	42,270	63,417		
GOLF MAINTENANCE SUPERVISOR/FOREMAN	25	42,270	63,417		
POLICE DISPATCHER I	25	42,270	63,417		
ACCOUNTING SPECIALIST III	26	44,384	66,588		
HUMAN RESOURCES SPECIALIST II	26	44,384	66,588		
ATHLETIC SUPERVISOR	26	44,384	66,588		
POLICE ADMINISTRATIVE SPECIALIST III	26	44,384	66,588		
POLICE DISPATCHER II	26	44,384	66,588		
CODE COMPLIANCE OFFICER	27	44,852	67,056		
POLICE COMMUNICATIONS SUPERVISOR	28	45,510	67,483		
AQUATIC SUPERVISOR	28	45,510	67,483		
* DEPUTY CITY CLERK	29	46,244	68,006		
PUBLIC INFO & PROF SERVICES SPECIALIST	29	46,244	68,006		
PUBLIC WORKS OPERATIONS MANAGER	31	50,794	75,902		
SPECIAL EVENTS/PROGRAMS SUPERVISOR	31	50,794	75,902		
* ASSISTANT IT MANAGER	31	50,794	75,902		
SENIOR PROCUREMENT OFFICER	34	54,236	79,066		
POLICE OFFICER- RECRUIT	37	56,829	84,281		
POLICE NETWORK ADMINISTRATOR	37	56,829	84,281		
* GRANT WRITER & PUBLIC INFORMATION SPECIALIST	37	56,829	84,281		
* SENIOR CENTER MANAGER	39	58,448	86,391		
* ASSISTANT PUBLIC WORKS DIRECTOR	40	60,001	88,983		
* CITY PLANNER	44	66,226	98,219		
* HUMAN RESOURCES DIRECTOR/RISK MANAGER	45	67,884	103,693		
* GOLF SUPERINTENDENT	45	67,884	103,693		
* CONTROLLER	46	77,863	113,215		
* INFORMATION TECHNOLOGY DIRECTOR	46	77,863	113,215		
* GOLF & COUNTRY CLUB DIRECTOR	49	86,626	115,500		
* RECREATION DIRECTOR	49	86,626	115,500		
* PUBLIC WORKS DIRECTOR	49	86,626	115,500		
* CITY CLERK	49	86,626	115,500		
* POLICE CAPTAIN	49P	104,712	145,292		
* FINANCE DIRECTOR	50	90,203	135,306	108,203	150,000
* ASSISTANT CITY MANAGER	50	90,203	135,306	108,203	150,000
* BUILDING OFFICIAL & CODE COMPLIANCE DIRECTOR	50A	90,203	136,672	108,203	150,000
* CHIEF OF POLICE	50P	111,153	159,011		
* NON CIVIL SERVICE					