

Riviera Beach, FL Implementation Report

DRAFT

Proposed Pay Plan Managerial

Dept Name: City Attorney Dept Code: 6

Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #	
	Title	Code	Min	Mkt	Max			#	Duty		Hire Date	Promotion	Days All'd			Flat %
ASSISTANT CITY ATTORNEY	1019		75,839	94,800	113,760	23-A	1.000	11/30/2015	11/30/2015	91,844	0	0	0	0.00%	96.88%	60002
ASSISTANT CITY ATTORNEY	1019		80,331	98,003	124,464	229	0	11/30/2015	853	91,844	0	0	0	0	0	BUSBY, LINA

Summary for

Current Payroll

Flat 0% Adjustment	\$91,844	# Positions	1
Adjustment To Minimum	\$0	# Positions Adjusted (any type)	0
Adjustment To Market	\$0	# Adjusted To Minimum	0
Adjustment Toward Maximum	\$0	# Adjusted To Market	0
Adjustment To Step	\$0	# Adjusted Toward Maximum	0
OrgExp Adjustment	\$0	# Adjusted To Step	0
Stipends / Supplements	\$0	# OrgExp Adjustments	0
		# Assignment	0

Total Applied Adjustments

\$91,844 % Change 0.00%

Proposed Payroll

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Proposed Pay Plan Managerial
 Dept Name: City Attorney Dept Code: 6
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE Duty	Experience			Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion		Days All'd	Flat %	Mkt		
Summary for City Attorney																
Current Payroll																
	Flat 0% Adjustment						\$91,844	# Positions							1	
	Adjustment To Minimum					\$0		# Positions Adjusted (any type)							0	# Not Adj 1
	Adjustment To Market					\$0		# Adjusted To Minimum							0	
	Adjustment Toward Maximum					\$0		# Adjusted To Market							0	
	Adjustment To Step					\$0		# Adjusted Toward Maximum							0	
	OrgExp Adjustment					\$0		# Adjusted To Step							0	
	Stipends / Supplements					\$0		# OrgExp Adjustments							0	
						\$0		# Assignment							0	
Total Applied Adjustments																
Proposed Payroll																
						\$0	\$91,844	% Change							0.00%	

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: City Clerk Dept Code: 4
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #		
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion	Days All'd	Flat %			Min	Max
CITY CLERK	1014		87,993	109,991	131,989	26-A	1.000	08/23/1989	03/16/2015	111,648	0	0	0	0	0.00%	101.51%	40001
CITY CLERK	1014		92,993	113,451	144,083	232	0	03/16/2015	1112	111,648	0	0	0	0	0.00%	0	ANTHONY, CLAUDE
DEPUTY CITY CLERK	1016		50,442	64,314	78,185	16-A	1.000	11/05/1984	03/03/2016	64,018	0	0	0	0	0.00%	99.54%	40004
DEPUTY CITY CLERK	1016		53,494	66,332	82,916	221	0	03/03/2016	759	64,018	0	0	0	0	0.00%	0	BURGESS, JACQUELIN

Summary for

Current Payroll	\$175,666	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$175,666	% Change	0.00%
Proposed Payroll			

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: City Clerk Dept Code: 4
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience			Adjustments			Compa Ratio	Position #	
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion	Salary	Flat %	Mkt			Step
							Duty	Exper.Date	Days All'd		Min	Max	OrgExp	Asgn		
Summary for City Clerk																
Current Payroll																
	Flat 0% Adjustment						\$175,666		# Positions					2		
	Adjustment To Minimum					\$0			# Positions Adjusted (any type)					0	# Not Adj	2
	Adjustment To Market					\$0			# Adjusted To Minimum					0		
	Adjustment Toward Maximum					\$0			# Adjusted To Market					0		
	Adjustment To Step					\$0			# Adjusted Toward Maximum					0		
	OrgExp Adjustment					\$0			# Adjusted To Step					0		
	Stipends / Supplements					\$0			# OrgExp Adjustments					0		
						\$0			# Assignment					0		
Total Applied Adjustments																
Proposed Payroll																
						\$0	\$175,666		% Change					0.00%		

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Civil Drug Court Dept Code: 16
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion	Days All'd	Flat %		
COMMUNITY COURT PROGRAM MANAG 3095			71,789	89,737	107,684	22-A	1.000	09/17/2001	11/02/2016	92,890	0	0	0	103.51%	16002
COMMUNITY COURT PROGRAM MANAG 3095			76,505	93,336	118,537	228	0	09/17/2001	515	92,890	0	0	0	0	SCOTT, FELICIA

Summary for

Current Payroll	\$92,890	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0	% Change	0.00%
Proposed Payroll	\$92,890		

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Civil Drug Court Dept Code: 16
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion	Days All'd	Flat %		
Summary for Civil Drug Court															
Current Payroll															
	Flat 0% Adjustment					\$0	\$92,890		# Positions					1	
	Adjustment To Minimum					\$0			# Positions Adjusted (any type)					0	# Not Adj 1
	Adjustment To Market					\$0			# Adjusted To Minimum					0	
	Adjustment Toward Maximum					\$0			# Adjusted To Market					0	
	Adjustment To Step					\$0			# Adjusted Toward Maximum					0	
	OrgExp Adjustment					\$0			# Adjusted To Step					0	
	Stipends / Supplements					\$0			# OrgExp Adjustments					0	
						\$0			# Assignment					0	
Total Applied Adjustments															
Proposed Payroll															
						\$0	\$92,890		% Change					0.00%	

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial

Dept Name: Community Development Dept Code: 7

Unit Name: Unit Code:

Original Proposed	Class		Grade		Step	FTE Duty	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Max			#	Hire Date		Promotion	Days All'd	Flat %		
	DIRECTOR, COMMUNITY DEVELOPMEN	1020	104,200	130,249	156,298	30-A	1.000	10/31/2011	01/09/2017	121,414	0	0	0.00%	70001
	DIRECTOR, DEVELOPMENT SERVICES	1020	113,033	137,900	175,133	236	0	01/09/2017	447	121,414	0	0	0	BAILEY, TERRENCE
	ASSISTANT COMMUNITY DEVELOPMEN	6010	75,839	94,800	113,760	23-A	1.000	09/10/2007	10/01/2015	111,619	0	0	0.00%	70040
	ASSISTANT DEVELOPMENT SERVICES	6010	80,331	98,003	124,464	229	0	10/01/2015	913	111,619	0	0	0	GAGNON, JEFFREY
	BUILDING OFFICIAL	1048	75,839	94,800	113,760	23-A	1.000	01/11/2017	01/11/2017	78,114	0	2,155	0 5.60%	70008
	BUILDING OFFICIAL	1048	80,331	98,003	124,464	229	0	01/11/2017	445	82,485	2,217	0	0	GOLDWIRE, LADI
	PRINCIPAL PLANNER	3040	69,770	87,212	104,655	21	1.000	09/11/2017	09/11/2017	76,747	0	0	0.00%	70004
	PRINCIPAL PLANNER	3040	69,393	84,659	107,517	226	0	09/11/2017	202	76,747	0	0	0	HARPER, ANDREAD

Summary for

Current Payroll	\$387,893	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1
Adjustment To Minimum	\$2,217	# Adjusted To Minimum	1
Adjustment To Market	\$2,155	# Adjusted To Market	1
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$4,371	% Change	1.13%
Proposed Payroll	\$392,264		

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial

Dept Name: Community Development Dept Code: 7

Unit Name: Unit Code:

Original Proposed	Class		Grade		Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt			Max	#		Hire Date	Promotion	Days All'd		
Summary for Community Development														
Current Payroll														
Flat 0% Adjustment					\$0		\$387,893	# Positions					4	
Adjustment To Minimum					\$2,217			# Positions Adjusted (any type)					1	# Not Adj 3
Adjustment To Market					\$2,155			# Adjusted To Minimum					1	
Adjustment Toward Maximum					\$0			# Adjusted To Market					1	
Adjustment To Step					\$0			# Adjusted Toward Maximum					0	
OrgExp Adjustment					\$0			# Adjusted To Step					0	
Stipends / Supplements					\$0			# OrgExp Adjustments					0	
								# Assignment					0	
Total Applied Adjustments														
Proposed Payroll														
					\$4,371		\$392,264	% Change					1.13%	

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Executive Dept Code: 2
 Unit Name: Unit Code:

Original Proposed	Class Title	Code	Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
			Min	Mkt	Max			Hire Date	Promotion Days All'd		Flat %	Mkt	Step		
	YOUTH EMPOWERMENT CENTER DIRE	5075	59,635	74,543	89,452	19-A	1.000	10/01/2013	10/01/2013	64,486	0	4,688	0	7.27%	20055
	YOUTH EMPOWERMENT CENTER DIRE	5075	62,941	76,788	97,521	224	0	10/01/2013	1643	69,174	0	0	0	0	GRIMSLEY, VIOLETTE

Summary for

Current Payroll	\$64,486	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$4,688	# Adjusted To Market	1
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$4,688	% Change	7.27%
Proposed Payroll	\$69,174		

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Executive Dept Code: 2
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE Duty	Experience			Adjustments			Compa Ratio	Position #		
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion	Days All'd	Salary	Flat %			Mkt	Step
Summary for Executive																	
Current Payroll																	
	Flat 0% Adjustment					\$0	\$64,486	# Positions						1	1	# Not Adj	0
	Adjustment To Minimum					\$0		# Positions Adjusted (any type)						0			
	Adjustment To Market					\$4,688		# Adjusted To Minimum						1			
	Adjustment Toward Maximum					\$0		# Adjusted To Market						0			
	Adjustment To Step					\$0		# Adjusted Toward Maximum						0			
	OrgExp Adjustment					\$0		# Adjusted To Step						0			
	Stipends / Supplements					\$0		# OrgExp Adjustments						0			
								# Assignment						0			
Total Applied Adjustments																	
Proposed Payroll																	
						\$4,688	\$69,174	% Change						7.27%			

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Finance Dept Code: 3
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience			Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion		Days All'd	Flat %	Mkt		
	DIRECTOR, FINANCE AND ADMINISTRATION	1080	104,200	130,249	156,298	30-A	1.000	10/01/2012	10/01/2012	136,840	0	0	0.00%	105.06%	30030	
	DIRECTOR, FINANCE	1080	113,033	137,900	175,133	236	0	10/01/2012	2008	136,840	0	0	0	0	SHERMAN, RANDY	
	DIRECTOR, LIBRARY	1026	83,941	105,083	126,225	25-A	1.000	11/17/2008	11/17/2008	98,905	0	7,926	0.801%	94.12%	13001	
	DIRECTOR, LIBRARY	1026	88,564	108,049	137,222	231	0	11/17/2008	3422	106,831	0	0	0	0	COBB, CYNTHIA	
	IT MANAGER	6080	71,789	89,737	107,684	22-A	1.000	06/02/2014	03/09/2015	73,934	0	5,160	10.46%	82.39%	30048	
	IT MANAGER	6080	76,505	93,336	118,537	228	0	03/09/2015	1119	81,665	2,571	0	0	0	MELLA, ELVIS	
	ACCOUNTANT, SENIOR	3007	54,332	69,273	84,214	18-C	1.000	02/08/2016	02/05/2018	73,942	0	0	0.00%	106.74%	30007	
	FINANCIAL SERVICES MANAGER	0021	72,862	88,892	112,893	227	0	02/05/2018	55	73,942	0	0	0	0	REYNOLDS, NYDIA	
	CUSTOMER SERVICE MANAGER	1087	67,738	84,672	101,607	21-A	1.000	03/28/2016	03/28/2016	76,740	0	0	0.00%	90.63%	30045	
	CUSTOMER SERVICE MANAGER	1087	69,393	84,659	107,517	226	0	03/28/2016	734	76,740	0	0	0	0	KEMP, SYLVIA	
	TREASURY MANAGER	3083	67,738	84,672	101,607	21-A	1.000	04/14/2014	04/14/2014	69,756	0	5,693	8.16%	82.38%	30043	
	TREASURY MANAGER	3083	69,393	84,659	107,517	226	0	04/14/2014	1448	75,449	0	0	0	0	FOREMAN, MIKERIA	
	ASSISTANT CUSTOMER SERVICE MANA	1088	59,635	74,543	89,452	19-A	1.000	05/01/2000	10/01/2014	66,336	0	1,453	2.19%	88.99%	30046	
	ASSISTANT CUSTOMER SERVICE MANA	1088	62,941	76,788	97,521	224	0	10/01/2014	1278	67,789	0	0	0	0	LAWSON, KIM	

Summary for

Current Payroll	\$596,453	# Positions	7
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4
Adjustment To Minimum	\$2,571	# Adjusted To Minimum	1
Adjustment To Market	\$20,232	# Adjusted To Market	4
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$22,804	% Change	3.82%
Proposed Payroll	\$619,257		

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Finance Dept Code: 3
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience			Adjustments			Compa Ratio	Position #	
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion	Days All'd	Salary	Flat %			Mkt
Summary for Finance																
Current Payroll																
	Flat 0% Adjustment					\$0	\$596,453	# Positions						7		
	Adjustment To Minimum					\$2,571		# Positions Adjusted (any type)						4	# Not Adj	3
	Adjustment To Market					\$20,232		# Adjusted To Minimum						1		
	Adjustment Toward Maximum					\$0		# Adjusted To Market						4		
	Adjustment To Step					\$0		# Adjusted Toward Maximum						0		
	OrgExp Adjustment					\$0		# Adjusted To Step						0		
	Stipends / Supplements					\$0		# OrgExp Adjustments						0		
								# Assignment						0		
Total Applied Adjustments																
Proposed Payroll																
						\$22,804	\$619,257	% Change						3.82%		

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Fire Dept Code: 9
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience			Adjustments			Compa Ratio	Position #		
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion	Salary	Flat %	Min			Max	OrgExp
FIRE CHIEF	1060		108,251	135,313	162,375	31-A	1.000	01/06/2014	01/06/2014	146,540	0	0	0	0	0.00%	108.30%	90001
FIRE CHIEF	1060		113,033	137,900	175,133	236	0	01/06/2014	1546	146,540	0	0	0	0	0.00%	0	DUREN, REGINALD
DEPUTY FIRE CHIEF	1062		89,180	111,474	133,769	26	1.000	06/25/2002	05/28/2017	107,103	0	0	0	0	0.00%	96.08%	90002
DEPUTY FIRE CHIEF	1062		92,993	113,451	144,083	232	0	05/28/2017	308	107,103	0	0	0	0	0.00%	0	CURD JR., JOHN

Summary for

Current Payroll

Flat 0% Adjustment	\$0	# Positions	2
Adjustment To Minimum	\$0	# Positions Adjusted (any type)	0
Adjustment To Market	\$0	# Adjusted To Minimum	0
Adjustment Toward Maximum	\$0	# Adjusted To Market	0
Adjustment To Step	\$0	# Adjusted Toward Maximum	0
OrgExp Adjustment	\$0	# Adjusted To Step	0
Stipends / Supplements	\$0	# OrgExp Adjustments	0
		# Assignment	0

Total Applied Adjustments

Proposed Payroll	\$253,643	% Change	0.00%
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Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Fire Dept Code: 9
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion	Days All'd	Flat %		
Summary for Fire															
Current Payroll															
	Flat 0% Adjustment					\$0	\$253,643		# Positions					2	
	Adjustment To Minimum					\$0			# Positions Adjusted (any type)					0	# Not Adj 2
	Adjustment To Market					\$0			# Adjusted To Minimum					0	
	Adjustment Toward Maximum					\$0			# Adjusted To Market					0	
	Adjustment To Step					\$0			# Adjusted Toward Maximum					0	
	OrgExp Adjustment					\$0			# Adjusted To Step					0	
	Stipends / Supplements					\$0			# OrgExp Adjustments					0	
						\$0			# Assignment					0	
Total Applied Adjustments															
Proposed Payroll															
						\$0	\$253,643		% Change					0.00%	

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Human Resources Dept Code: 5
 Unit Name: Unit Code:

Original Proposed	Class		Grade		Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Max			#	Hire Date		Promotion	Days All'd	Flat %		
RISK MANAGER	2005		67,738	84,672	21-A	1.000	11/16/2009	11/16/2009	71,173	0	14,101	0	27.30%	50007
RISK MANAGER	2005		76,505	93,336	228	0	11/16/2009	3058	90,607	5,332	0	0	0	SULLIN, MARIE
HUMAN RESOURCES ADMINISTRATOR	5009		59,635	74,543	19-A	1.000	01/28/2008	01/28/2008	65,155	0	16,030	0	37.10%	50002
HUMAN RESOURCES ADMINISTRATOR	5009		72,862	88,892	227	0	01/28/2008	3716	89,326	7,707	434	0	0	BOOKER, SHAVONA
HUMAN RESOURCES ADMINISTRATOR	5009		59,635	74,543	19-A	1.000	01/08/2007	10/23/2008	65,155	0	15,138	0	35.06%	50003
HUMAN RESOURCES ADMINISTRATOR	5009		72,862	88,892	227	0	10/23/2008	3447	88,000	7,707	0	0	0	IRVIN, EUREKA
BENEFITS ADMINISTRATOR	6092		71,789	89,737	107,684	22	1.000	07/05/2017	71,789	0	0	0	0.00%	50015
BENEFITS ADMINISTRATOR	6092		62,941	76,788	97,521	224	0	07/05/2017	71,789	0	0	0	0	GUDE, STEPHEN F
SAFETY OFFICER	6085		50,442	64,314	78,185	16-A	1.000	10/24/2016	57,159	0	0	0	0.00%	50010
SAFETY OFFICER	6085		53,494	66,332	82,916	221	0	10/24/2016	57,159	0	0	0	0	MCLEOD, YVETTE

Summary for

Current Payroll	\$330,431	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3
Adjustment To Minimum	\$20,747	# Adjusted To Minimum	3
Adjustment To Market	\$45,269	# Adjusted To Market	3
Adjustment Toward Maximum	\$434	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$66,450	% Change	20.11%
Proposed Payroll	\$396,881		

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Human Resources Dept Code: 5
 Unit Name: Unit Code:

Original Proposed	Class		Grade		Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Max			#	Hire Date		Promotion	Days All'd	Flat %		
Summary for Human Resources														
Current Payroll														
	Flat 0% Adjustment				\$0		\$330,431	# Positions					5	
	Adjustment To Minimum				\$20,747			# Positions Adjusted (any type)					3	# Not Adj 2
	Adjustment To Market				\$45,269			# Adjusted To Minimum					3	
	Adjustment Toward Maximum				\$434			# Adjusted To Market					3	
	Adjustment To Step				\$0			# Adjusted Toward Maximum					1	
	OrgExp Adjustment				\$0			# Adjusted To Step					0	
	Stipends / Supplements				\$0			# OrgExp Adjustments					0	
								# Assignment					0	
Total Applied Adjustments														
Proposed Payroll														
					\$66,450		\$396,881	% Change					20.11%	

Riviera Beach, FL Implementation Report

DRAFT

Proposed Pay Plan Managerial

Dept Name: Parks & Recreation Dept Code: 12

Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE Duty	Experience		Salary	Adjustments			Compa Ratio	Position #			
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion	Days All'd	Flat %			Min	Max	OrgExp
	DIRECTOR, PARKS & RECREATION	1034	96,096	120,120	144,144	28-A	1.000	08/15/2016	08/15/2016	113,590	0	0	0	0	0.00%	94.56%	12001	
	DIRECTOR, PARKS & RECREATION	1034	102,524	125,080	158,851	234	0	08/15/2016	594	113,590	0	0	0	0	0	0	0	BLANKENSHIP, RICHAR
	ASSISTANT DIRECTOR, PARKS & RECR	5038	67,738	84,672	101,607	21-A	1.000	12/14/2000	04/19/2010	86,700	0	7,691	0	0	8.87%	102.40%	12002	
	ASSISTANT DIRECTOR, PARKS & RECR	5038	80,331	98,003	124,464	229	0	04/19/2010	2904	94,391	0	0	0	0	0	0	0	FRANKS, ALADIA
	SUPERINTENDENT, PARKS	1035	63,686	79,608	95,529	20-A	1.000	11/28/2005	08/08/2016	68,224	0	258	0	0	0.38%	85.70%	12116	
	SUPERINTENDENT, PARKS	1035	66,088	80,628	102,397	225	0	08/08/2016	601	68,482	0	0	0	0	0	0	0	HALL, DAVID
	SUPERINTENDENT, AQUATICS	2025	50,442	64,314	78,185	16-A	1.000	12/06/1998	08/13/2006	58,099	0	8,233	0	0	18.86%	90.34%	12007	
	SUPERINTENDENT, AQUATICS	2025	53,494	66,332	82,916	221	0	08/13/2006	4249	69,054	0	2,721	0	0	0	0	0	SOUDER, FRANK

Summary for

Current Payroll	\$326,613	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$16,183	# Adjusted To Market	3
Adjustment Toward Maximum	\$2,721	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$18,904	% Change	5.79%
Proposed Payroll	\$345,517		

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Proposed Pay Plan Managerial
 Dept Name: Parks & Recreation Dept Code: 12
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience			Adjustments			Compa Ratio	Position #	
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion	Salary	Flat %	Mkt			Step
Summary for Parks & Recreation																
Current Payroll																
Flat 0% Adjustment						\$0	\$326,613	# Positions							4	
Adjustment To Minimum						\$0		# Positions Adjusted (any type)							3	# Not Adj 1
Adjustment To Market						\$16,183		# Adjusted To Minimum							0	
Adjustment Toward Maximum						\$2,721		# Adjusted To Market							3	
Adjustment To Step						\$0		# Adjusted Toward Maximum							1	
OrgExp Adjustment						\$0		# Adjusted To Step							0	
Stipends / Supplements						\$0		# OrgExp Adjustments							0	
						\$0		# Assignment							0	
Total Applied Adjustments							\$18,904									
Proposed Payroll							\$345,517									5.79%

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Proposed Pay Plan Managerial
 Dept Name: Police Dept Code: 8
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #		
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion	Days All'd	Flat %			Max	Step
POLICE CHIEF		1056	108,251	135,313	162,375	31-A	1.000	02/11/2002	02/11/2002	153,515	0	0	0	4.73%	113.45%	80038	
POLICE CHIEF		1056	113,033	137,900	175,133	236	0	02/11/2002	5893	160,781	0	7,266	0	0	0	0	WILLIAMS III, CLARENC
ASSISTANT POLICE CHIEF		1058	87,993	109,991	131,989	26-A	1.000	11/17/2003	09/01/2013	127,740	0	0	0	0.00%	116.14%	80002	
ASSISTANT POLICE CHIEF		1058	92,993	113,451	144,083	232	0	09/01/2013	1673	127,740	0	0	0	0	0	0	MADDEN, MICHAEL
POLICE MAJOR		1064	75,839	94,800	113,760	23-A	1.000	05/27/1997	06/29/2014	94,524	0	1,364	0	1.44%	99.71%	80048	
POLICE MAJOR		1064	88,564	108,049	137,222	231	0	06/29/2014	1372	95,888	0	0	0	0	0	0	LEWIS, JOSHUA
POLICE MAJOR		1064	75,839	94,800	113,760	23-A	1.000	01/03/2012	01/20/2015	87,650	0	6,230	0	8.15%	92.46%	80068	
POLICE MAJOR		1064	88,564	108,049	137,222	231	0	01/20/2015	1167	94,794	914	0	0	0	0	0	ROZIER, SPENCER
POLICE MAJOR		1064	75,839	94,800	113,760	23-A	1.000	09/03/2002	09/30/2016	91,087	0	403	0	0.44%	96.08%	80067	
POLICE MAJOR		1064	88,564	108,049	137,222	231	0	09/30/2016	548	91,490	0	0	0	0	0	0	THOMAS, STEVEN
POLICE MAJOR		1064	75,839	94,800	113,760	23-A	1.000	09/03/2002	09/30/2016	91,087	0	403	0	0.44%	96.08%	80173	
POLICE MAJOR		1064	88,564	108,049	137,222	231	0	09/30/2016	548	91,490	0	0	0	0	0	0	WALKER, TRAVIS
POLICE CAPTAIN		2020	71,789	89,737	107,684	22-A	1.000	09/03/2002	11/06/2016	86,217	0	0	0	0.00%	96.08%	80224	
POLICE CAPTAIN		2020	80,331	98,003	124,464	229	0	11/06/2016	511	86,217	0	0	0	0	0	0	GORDON, NATHAN
POLICE CAPTAIN		2020	71,789	89,737	107,684	22-A	1.000	11/26/2007	11/06/2016	84,590	0	0	0	0.00%	94.26%	80225	
POLICE CAPTAIN		2020	80,331	98,003	124,464	229	0	11/06/2016	511	84,590	0	0	0	0	0	0	MEYER, GLEN
POLICE MAJOR		1064	75,839	94,800	113,760	23-A	1.000	04/02/2007	10/22/2017	103,892	0	0	0	0.00%	109.59%	80174	
POLICE CAPTAIN		2020	80,331	98,003	124,464	229	0	10/22/2017	161	103,892	0	0	0	0	0	0	MITCHELL, LEONARD
POLICE CAPTAIN		2020	71,789	89,737	107,684	22-A	1.000	10/26/1998	01/02/2015	87,854	0	0	0	0.00%	97.90%	80227	
POLICE CAPTAIN		2020	80,331	98,003	124,464	229	0	01/02/2015	1185	87,854	0	0	0	0	0	0	VASSELL, TANZY
EMERGENCY COMMUNICATIONS MANA		7013	59,635	74,543	89,452	19-A	1.000	07/17/1978	02/18/2001	98,657	0	0	0	0.00%	132.35%	80243	
EMERGENCY COMMUNICATIONS MANA		7013	62,941	76,788	97,521	224	0	02/18/2001	6251	98,657	0	0	0	0	0	0	RIBEIRO, KATHY

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Proposed Pay Plan Managerial
 Dept Name: Police Dept Code: 8
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion	Days All'd	Flat %		
Summary for															
Current Payroll							\$1,106,813	# Positions						1.1	
Flat 0% Adjustment						\$0		# Positions Adjusted (any type)						5	# Not Adj 6
Adjustment To Minimum						\$914		# Adjusted To Minimum						1	
Adjustment To Market						\$8,399		# Adjusted To Market						4	
Adjustment Toward Maximum						\$7,266		# Adjusted Toward Maximum						1	
Adjustment To Step						\$0		# Adjusted To Step						0	
OrgExp Adjustment						\$0		# OrgExp Adjustments						0	
Stipends / Supplements						\$0		# Assignment						0	
Total Applied Adjustments						\$16,580		% Change						1.50%	
Proposed Payroll						\$1,123,393									

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Proposed Pay Plan Managerial
 Dept Name: Police Dept Code: 8
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion	Days All'd	Flat %		
Summary for Police															
Current Payroll							\$1,106,813	# Positions						1.1	
Flat 0% Adjustment						\$0		# Positions Adjusted (any type)						5	# Not Adj 6
Adjustment To Minimum						\$914		# Adjusted To Minimum						1	
Adjustment To Market						\$8,399		# Adjusted To Market						4	
Adjustment Toward Maximum						\$7,266		# Adjusted Toward Maximum						1	
Adjustment To Step						\$0		# Adjusted To Step						0	
OrgExp Adjustment						\$0		# OrgExp Adjustments						0	
Stipends / Supplements						\$0		# Assignment						0	
Total Applied Adjustments						\$16,580		% Change						1.50%	
Proposed Payroll						\$1,123,393									

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Proposed Pay Plan Managerial
 Dept Name: Public Works Dept Code: 11
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE	Experience			Adjustments			Compa Ratio	Position #	
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion	Salary	Flat %	Min			Max
CITY ENGINEER	1024		97,283	120,591	143,898	28	1.000	08/21/2017	08/21/2017	97,283	0	0	0	0	10.66%	70015
CITY ENGINEER	1024		107,651	131,334	166,794	235	0	08/21/2017	223	107,651	10,368	0	0	0	0	LABINSKY, RICHARD M.
PUBLIC WORKS OPERATIONS MANAGE	3086		67,738	84,672	101,607	21-A	1.000	12/14/2019	12/14/2019	69,763	0	0	0	0	0.00%	11079
PUBLIC WORKS OPERATIONS MANAGE	3086		69,393	84,659	107,517	226	0	12/14/2019	0	69,763	0	0	0	0	0	VACANT, VACANT

Summary for

Current Payroll	\$167,046	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1
Adjustment To Minimum	\$10,368	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$10,368	% Change	6.21%
Proposed Payroll	\$177,414		

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Proposed Pay Plan Managerial
 Dept Name: Public Works Dept Code: 1.1
 Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE Duty	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion Days All'd	Flat %	Mkt		
Summary for Public Works															
Current Payroll															
	Flat 0% Adjustment					\$0	\$167,046	# Positions						2	
	Adjustment To Minimum				\$10,368			# Positions Adjusted (any type)						1	# Not Adj 1
	Adjustment To Market				\$0			# Adjusted To Minimum						1	
	Adjustment Toward Maximum				\$0			# Adjusted To Market						0	
	Adjustment To Step				\$0			# Adjusted Toward Maximum						0	
	OrgExp Adjustment				\$0			# Adjusted To Step						0	
	Stipends / Supplements				\$0			# OrgExp Adjustments						0	
								# Assignment						0	
Total Applied Adjustments															
Proposed Payroll															
					\$10,368		\$177,414	% Change						6.21%	

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Proposed Pay Plan Managerial

Dept Name: Utility Special District Dept Code: 14

Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE Duty	Experience		Adjustments			Compa Ratio		
	Title	Code	Min	Mkt	Max			#	Hire Date	Promotion Days All'd	Flat % Min	Mkt Max	Step OrgExp	% Chg Asgn	Employee Name
	UTILITY DISTRICT EXECUTIVE DIRECTOR	1073	107,326	134,156	160,987	30	1.000	10/09/2017	10/09/2017	121,600	0	0	0	0.00%	14084
	UTILITY DISTRICT DIRECTOR	1073	113,033	137,900	175,133	236	0	10/09/2016	174	121,600	0	0	0	0	HORTON, WILLIE
	UTILITIES ENGINEER	1061	71,789	89,737	107,684	22-A	1.000	08/06/2014	08/06/2014	81,325	0	1,332	0	1.64%	14002
	UTILITIES ENGINEER	1061	76,505	93,336	118,537	228	0	08/06/2014	1334	82,657	0	0	0	0	WALKER, LEIGHTON
	SUPERINTENDENT, WATER PLANT	2045	59,635	74,543	89,452	19-A	1.000	02/06/1989	07/07/2006	87,461	0	0	0	0.00%	14026
	SUPERINTENDENT, WATER PLANT	2045	66,088	80,628	102,397	225	0	07/07/2006	4286	87,461	0	0	0	0	DANFORD, DAVID

Summary for

Current Payroll	\$290,386	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$1,332	# Adjusted To Market	1
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0

Total Applied Adjustments	\$1,332	% Change	0.46%
Proposed Payroll	\$291,718		

Riviera Beach, FL Implementation Report

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Proposed Pay Plan Managerial
 Dept Name: Utility Special District Dept Code: 14
 Unit Name: Unit Code:

Original Proposed	Class		Grade		Step	FTE	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Max			#	Hire Date		Promotion	Days All'd	Flat %		
Summary for Utility Special District														
Current Payroll														
	Flat 0% Adjustment				\$0	\$290,386		# Positions					3	
	Adjustment To Minimum				\$0			# Positions Adjusted (any type)					1	# Not Adj 2
	Adjustment To Market				\$1,332			# Adjusted To Minimum					0	
	Adjustment Toward Maximum				\$0			# Adjusted To Market					1	
	Adjustment To Step				\$0			# Adjusted Toward Maximum					0	
	OrgExp Adjustment				\$0			# Adjusted To Step					0	
	Stipends / Supplements				\$0			# OrgExp Adjustments					0	
								# Assignment					0	
Total Applied Adjustments						\$1,332		% Change					0.46%	
Proposed Payroll						\$291,718								

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Proposed Pay Plan Managerial

Dept Name: Utility Special District Dept Code: 14

Unit Name: Unit Code:

Original Proposed	Class		Grade			Step	FTE Duty	Experience		Salary	Adjustments			Compa Ratio	Position #
	Title	Code	Min	Mkt	Max			#	Hire Date		Promotion Days All'd	Flat %	Mkt		

Summary for Pay Plan: Managerial

Current Payroll																
Flat 0% Adjustment						\$3,884,165		# Positions						43		
Adjustment To Minimum					\$0			# Positions Adjusted (any type)						19	# Not Adj	24
Adjustment To Market					\$36,817			# Adjusted To Minimum						7		
Adjustment Toward Max					\$98,258			# Adjusted To Market						17		
Adjustment To Step					\$10,421			# Adjusted Toward Max						3		
OrgExp Adjustment					\$0			# Adjusted To Step						0		
Stipends / Supplements					\$0			# OrgExp Adjustments						0		
					\$0			# Assignment						0		

Total Applied Adjustments \$145,496

Proposed Payroll \$4,029,661 % Change 3.75%