City of North Miami
Classification and Pay Plan
Fiscal Year
October 1, 2016 – September 30, 2017

City of North Miami, Florida
Classification and Pay Plan
(Unclassified Positions)
Effective: October 1, 2016 - September 30, 2017

Class Number	Class Title	Numerical Pay Grade	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
175	CITY MANAGER (CM) (E)	50	137,899	256,109
185	CITY ATTORNEY (DH) (E)	50	137,899	256,109
183	DEPUTY CITY ATTORNEY (ADH) (E)	46	118,937	175,906
170	DEPUTY CITY MANAGER (DCM) (E)	46	118,937	175,906
725	POLICE CHIEF (DH) (E)	44-SM	109,990	162,843
225	FINANCE DIRECTOR (DH) (E)	44	107,841	159,650
400	PUBLIC WORKS DIRECTOR (DH) (E)	44	107,841	159,650
722	ASST. POLICE CHIEF (ADH) (E)	41-SM	94,910	140,441
221	BUDGET DIRECTOR (DH) (E)	40	88,534	131,051
422	BUILDING DIRECTOR (DH) (E)	40	88,534	131,051
167	CHIEF OF STAFF (E)	40	88,534	131,051
408	PLANNING, ZONING & DEVELOPMENT DIRECTOR (DH) (E)	40	88,534	131,051
164	INFORMATION TECHNOLOGY DIRECTOR (DH) (E)	40	88,534	131,051
325	LIBRARY DIRECTOR (DH) (E)	40	88,534	131,051
823	MOCA DIRECTOR/CHIEF CURATOR (DH) (E)	40	88,534	131,051
860	PARKS & RECREATION DIRECTOR (DH) (E)	40	88,534	131,051
150	PERSONNEL ADMINISTRATION DIRECTOR (DH) (E)	40	88,534	131,051
137	PURCHASING DIRECTOR (DH) (E)	40	88,534	131,051
716	POLICE MAJOR (E)	38-SM	81,827	121,305
421	CAPITAL PROJECT MANAGER (E)	37	77,992	113,336
452	PUBLIC INFORMATION MANAGER (DH) (E)	37	77,992	113,336
160	RISK MANAGER (DH) (E)	37	77,992	113,336
721	POLICE COMMANDER/EMERGENCY MANAGER (E)	36-SM	74,110	109,990
180	ASST. CITY ATTORNEY (E)	36	72,644	107,841
218	INTERNAL AUDITOR (E)	32	59,749	88,531
735	POLICE EXECUTIVE ASSISTANT (E)	32	59,749	88,531
165	ASST. TO THE CITY MANAGER (JB) (ADH) (E)	29	51,482	76,455
126	EXECUTIVE ASSISTANT TO THE CITY MANAGER (JB) (E)	28	48,864	72,646
113	LEGAL ADMINISTRATIVE ASSISTANT	28	48,864	72,646
115	EXECUTIVE SECRETARY (JB) (E)	27	46,549	69,270
114	PARALEGAL	27	46,549	69,270

City of North Miami
Classification and Pay Plan
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Class Number	Class Title	Numerical Pay Grade	Union/ Non Union	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
210	ACCOUNT CLERK	19	U	31,119	46,549
215	ACCOUNTANT (JB) (E)	24	N	40,121	59,749
161	ADMINISTRATIVE ASSISTANT	28	N	48,864	72,646
40	ADMINISTRATIVE COORDINATOR	25	U	42,134	62,843
111	ADMINISTRATIVE COORDINATOR (CONFIDENTIAL)	25	N	42,134	62,843
104	ADMINISTRATIVE SPECIALIST	18	U	29,734	44,255
222	ASST. BUDGET DIRECTOR (ADH) (E)	34	N	66,024	97,657
220	ASST. FINANCE DIRECTOR (ADH) (E)	37	N	77,992	113,336
163	ASST. INFORMATION TECHNOLOGY DIRECTOR (ADH) (E)	34	N	66,024	97,657
315	ASST. LIBRARY DIRECTOR (ADH) (E)	34	N	66,024	97,657
824	ASST. MOCA DIRECTOR (ADH) (E)	34	N	66,024	97,657
820	ASST. MOCA DIRECTOR OF BUSINESS (ADH) (E)	34	N	66,024	97,657
857	ASST. PARKS & RECREATION DIRECTOR (ADH) (E)	34	N	66,024	97,657
149	ASST. PERSONNEL ADMIN. DIRECTOR (ADH) (E)	34	N	66,024	97,657
411	ASST. PLANNING, ZONING & DEV. DIRECTOR (ADH) (E)	34	N	66,024	97,657
404	ASST. PUBLIC WORKS DIRECTOR (ADH) (E)	41	N	93,053	137,692
139	ASST. PURCHASING DIRECTOR (ADH) (E)	34	N	66,024	97,657
407	ASST. TO THE PUBLIC WORKS DIRECTOR (JB) (E)	28	N	48,864	72,646
223	BUDGET ADMINISTRATOR (JB) (E)	28	N	48,864	72,646
224	BUDGET ANALYST	24	N	40,121	59,749
423	BUILDING & ZONING COMPLIANCE ADMINISTRATOR (JB) (E)	29	N	51,482	76,455
421	BUILDING ADMINISTRATIVE COORDINATOR	25	N	42,134	62,843
415	BUILDING INSPECTOR	29	N	51,482	76,455
418	BUILDING PLANS EXAMINER (JB) (E)	31	N	56,849	84,289
433	BUSINESS DEVELOPMENT COORDINATOR (JB) (E)	22	N	36,334	54,079
234	BUSINESS TAX SPECIALIST	17	N	28,284	42,134
130	BUYER	22	N	36,334	54,079
442	C.D.B.G. ADMINISTRATOR (JB) (E)	25	N	42,134	62,843
965	CHEMIST	25	N	42,134	62,843
217	CHIEF ACCOUNTANT (JB) (E)	30	N	54,079	80,221
430	CHIEF BUILDING INSPECTOR	30	N	54,079	80,221

Non-Union: COLA approved
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Sworn Management: COLA approved

ADH - Acting Department Head
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JB - Job Basis 2.5%

City of North Miami
Classification and Pay Plan
(Classified Positions)
Effective: October 1, 2016 - September 30, 2017

Class Number	Class Title	Numerical Pay Grade	Union/ Non Union	Minimum Pay Rate (Annual)	Maximum Pay Rate (Annual)
448	ECONOMIC DEVELOPMENT MANAGER (JB) (E)	30	N	54,079	80,221
444	ECONOMIC DEVELOPMENT SPECIALIST (JB) (E)	29	N	51,482	76,455
862	EDUCATION COORDINATOR	22	N	36,334	54,079
866	EDUCATION CURATOR (JB) (E)	24	N	40,121	59,749
453	ELECTRICAL INSPECTOR	29	N	51,482	76,455
417	ELECTRICAL PLANS EXAMINER (JB) (E)	31	N	56,849	84,289
630	ELECTRICIAN	23	U	38,087	56,849
629	ELECTRICIAN'S AIDE	18	U	29,734	44,255
569	EQUIPMENT MAINTENANCE SUPERVISOR	25	N	42,134	62,843
639	FACILITY MAINTENANCE COORDINATOR	22	N	36,334	54,079
640	FACILITY MAINTENANCE SUPERVISOR (JB) (E)	25	N	42,134	62,843
610	FLEET MECHANIC	21	U	34,430	51,482
605	FLEET MECHANIC'S AIDE	18	U	29,734	44,255
660	FLEET SUPERINTENDENT (JB) (E)	28	N	48,864	72,646
615	FLEET SUPERVISOR	25	N	42,134	62,843
505	GENERAL MAINTENANCE WORKER	15	U	25,406	38,108
123	GIS SPECIALIST (JB) (E)	24	N	40,121	59,749
174	GOVERNMENTAL AFFAIRS MANAGER (JB) (E)	30	N	54,079	80,221
434	GRANTS ADMINISTRATOR (JB) (E)	27	N	46,549	69,270
432	GRANTS WRITER (JB) (E)	25	N	42,134	62,843
440	GRAPHICS DESIGNER	21	N	34,430	51,482
515	HEAVY EQUIPMENT OPERATOR	20	U	32,763	48,864
446	HOUSING ADMINISTRATOR (JB) (E)	28	N	48,864	72,646
441	HOUSING COORDINATOR	26	N	44,255	66,025
445	HOUSING INSPECTOR	25	U	42,134	62,843
447	HOUSING MANAGER (JB) (E)	30	N	54,079	80,221
439	HOUSING SERVICES ADMINISTRATIVE SPECIALIST	18	U	29,734	44,255
438	HOUSING SERVICES AIDE	16	U	26,964	40,121
108	INFORMATION PROCESSING COORDINATOR	22	N	36,334	54,079
116	INFORMATION TECHNOLOGY ANALYST (JB) (E)	25	N	42,134	62,843
131	INFORMATION TECHNOLOGY SPECIALIST I	22	N	36,334	54,079

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City of North Miami
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132	INFORMATION TECHNOLOGY SPECIALIST II (JB) (E)	24	N	40,121	59,749
133	INFORMATION TECHNOLOGY SPECIALIST III (JB) (E)	26	N	44,255	66,025
101	INTERPRETER	16	N	26,964	40,121
212	JUNIOR ACCOUNTANT	21	N	34,430	51,482
650	LEAK DETECTION TECHNICIAN	19	N	31,119	46,549
312	LIBRARIAN	23	N	38,087	56,849
305	LIBRARY AIDE I	15	U	25,406	38,108
310	LIBRARY AIDE II	18	U	29,734	44,255
313	LIBRARY MANAGER (JB) (E)	30	N	54,079	80,221
328	LIBRARY PAGE	10	N	19,888	29,734
835	LIFEGUARD	17	U	28,284	42,134
635	MAINTENANCE MECHANIC	18	U	29,734	44,255
454	MECHANICAL INSPECTOR	29	N	51,482	76,455
419	MECHANICAL PLANS EXAMINER (JB) (E)	31	N	56,849	84,289
905	METER READER I	17	N	28,284	42,134
906	METER READER II	18	N	29,734	44,255
409	MINIMUM HOUSING OFFICER	23	U	38,087	56,849
813	MOCA ADMINISTRATOR (JB) (E)	27	N	46,549	69,270
510	MOTOR EQUIPMENT OPERATOR	18	U	29,734	44,255
137	NETWORK ADMINISTRATOR (JB) (E)	29	N	51,482	76,455
122	NETWORK SPECIALIST (JB) (E)	24	N	40,121	59,749
848	NURSERY SPECIALIST	21	N	34,430	51,482
816	PARKS AND RECREATION SPECIALIST	21	N	34,430	51,482
854	PARKS COORDINATOR	22	N	36,334	54,079
814	PARKS NATURALIST	21	U	34,430	51,482
855	PARKS SPECIALIST	21	U	34,430	51,482
858	PARKS SUPERINTENDENT (JB) (E)	28	N	48,864	72,646
852	PARKS SUPERVISOR (JB) (E)	25	N	42,134	62,843
213	PAYROLL ANALYST	26	N	44,255	66,025
211	PAYROLL COORDINATOR (JB) (E)	21	N	34,430	51,482
105	PERMIT PROCESSING COORDINATOR	20	U	32,763	48,864

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120	PERMIT PROCESSOR	18	U	29,734	44,255
148	PERSONNEL ADMINISTRATOR (JB) (E)	30	N	54,079	80,221
145	PERSONNEL SPECIALIST (JB) (E)	24	N	40,121	59,749
435	PLANNER (JB) (E)	27	N	46,549	69,270
443	PLANNING TECHNICIAN	21	N	34,430	51,482
634	PLUMBER	25	U	42,134	62,843
455	PLUMBING INSPECTOR	29	N	51,482	76,455
420	PLUMBING PLANS EXAMINER (JB) (E)	31	N	56,849	84,289
736	POLICE ADMINISTRATOR (JB) (E)	31	N	56,849	84,289
730	POLICE COMMUNICATIONS OPERATOR	22	U	36,334	54,079
734	POLICE COMMUNICATIONS SUPERVISOR	25	N	42,134	62,843
715	POLICE LIEUTENANT (E)	33	N	62,843	93,054
705	POLICE OFFICER	28O	O	49,365	73,381
703	POLICE OFFICER TRAINEE	25T	T	42,573	63,394
707	POLICE PROPERTY CLERK	16	N	26,964	40,121
107	POLICE RECORDS SUPERVISOR	25	N	42,134	62,843
710	POLICE SERGEANT	31S	S	59,714	88,579
117	PROGRAMMER/ANALYST (JB) (E)	27	N	46,549	69,270
452	PUBLIC INFORMATION MANAGER (JB) (E)	30	N	54,079	80,221
450	PUBLIC INFORMATION OFFICER (E)	27	N	46,549	69,270
451	PUBLIC INFORMATION SPECIALIST	24	N	40,121	59,749
702	PUBLIC SERVICE AIDE	17	U	28,284	42,134
405	PUBLIC WORKS OPERATIONS CHIEF (JB) (E)	35	N	69,270	102,510
135	PURCHASING AGENT (JB) (E)	28	N	48,864	72,646
740	QUARTERMASTER	20	U	32,763	48,864
106	RECORDS MANAGEMENT SUPERVISOR	20	N	32,763	48,864
109	RECORDS TECHNICIAN	16	U	26,964	40,121
805	RECREATION AIDE	12	U	25,406	38,108
815	RECREATION COORDINATOR	22	N	36,334	54,079
810	RECREATION LEADER I	16	U	26,964	40,121
812	RECREATION LEADER II	18	U	29,734	44,255

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821	RECREATION PROGRAMMER (E)	26	N	44,255	66,025
818	RECREATION SPECIALIST	21	U	34,430	51,482
822	RECREATION SUPERINTENDENT (JB) (E)	28	N	48,864	72,646
817	RECREATION SUPERVISOR (JB) (E)	25	N	42,134	62,843
512	RIGHTS-OF-WAY INSPECTOR	18	N	29,734	44,255
159	RISK ANALYST	22	N	36,334	54,079
456	ROOFING INSPECTOR	29	N	51,482	76,455
158	SAFETY OFFICER (JB) (E)	25	N	42,134	62,843
545	SANITATION COORDINATOR	22	N	36,334	54,079
551	SCADA TECHNICIAN	23	N	38,087	56,849
110	SECRETARY	20	U	32,763	48,864
214	SENIOR ACCOUNTANT (JB) (E)	26	N	44,255	66,025
406	SENIOR CIVIL ENGINEER (JB) (E)	30	N	54,079	80,221
632	SENIOR ELECTRICIAN	25	U	42,134	62,843
134	SENIOR INFORMATION TECHNOLOGY SPECIALIST	28	N	48,864	72,646
436	SENIOR PLANNING TECHNICIAN	22	N	36,334	54,079
811	SENIOR PROGRAM COORDINATOR	25	N	42,134	62,843
99	SOCIAL SERVICES COORDINATOR	26	N	44,255	66,025
127	STOCK CLERK	17	U	28,284	42,134
125	STOREKEEPER	20	U	32,763	48,864
520	STREETS COORDINATOR	22	N	36,334	54,079
526	STREETS SUPERVISOR (JB) (E)	25	N	42,134	62,843
424	SUSTAINABILITY ADMINISTRATOR (JB) (E)	26	N	44,255	66,025
840	SWIMMING POOL OPERATOR	20	N	32,763	48,864
121	SWITCHBOARD OPERATOR	16	U	26,964	40,121
138	SYSTEMS ADMINISTRATOR (E)	28	N	48,864	72,646
118	SYSTEMS ANALYST (JB) (E)	27	N	46,549	69,270
825	TENNIS SUPERINTENDENT (JB) (E)	31	N	56,849	84,289
637	TRADES MECHANIC	20	U	32,763	48,864
144	TRAINING SPECIALIST (JB) (E)	28	N	48,864	72,646
413	TRANSPORTATION MANAGER (JB) (E)	30	N	54,079	80,221

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City of North Miami
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(Classified Positions)
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431	TRANSPORTATION PLANNER (JB) (E)	27	N	46,549	69,270
236	UTILITY BILLING PROJECT MANAGER (JB) (E)	30	N	54,079	80,221
228	UTILITY BUSINESS COORDINATOR	25	N	42,134	62,843
915	UTILITY BUSINESS FIELD COORDINATOR	22	U	36,334	54,079
230	UTILITY BUSINESS SUPERVISOR (JB) (E)	28	N	48,864	72,646
567	UTILITY COORDINATOR	25	N	42,134	62,843
566	UTILITY CREW LEADER	17	U	28,284	42,134
585	UTILITY SUPERINTENDENT (JB) (E)	28	N	48,864	72,646
568	UTILITY SUPERVISOR (JB) (E)	26	N	44,255	66,025
571	UTILITY TECHNICIAN	18	U	29,734	44,255
962	WATER PLANT COORDINATOR	22	N	36,334	54,079
960	WATER PLANT OPERATOR	21	U	34,430	51,482
955	WATER PLANT OPERATOR TRAINEE	18	U	29,734	44,255
587	WATER PLANT SUPERINTENDENT (JB) (E)	28	N	48,864	72,646
570	WATER PLANT SUPERVISOR	25	N	42,134	62,843
124	WEBMASTER (JB) (E)	24	U	40,121	59,749
625	WELDER	23	U	38,087	56,849
112	WORD PROCESSING SPECIALIST	19	U	31,119	46,549
412	ZONING ADMINISTRATOR (JB) (E)	29	N	51,482	76,455

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CITY OF NORTH MIAMI
SALARY SCHEDULE (NON-BARGAINING/UNION EMPLOYEES)
EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
10	Annual	$19,884.80	$20,862.40	$21,881.60	$23,129.60	$24,336.00	$25,417.60	$26,956.80	$28,288.00	$29,764.80
	Monthly	$1,657	$1,738	$1,823	$1,928	$2,028	$2,118	$2,247	$2,357	$2,480
	Weekly	$382.45	$401.18	$420.74	$444.88	$468.00	$488.80	$518.54	$543.92	$572.22
	Hourly	$9.56	$10.03	$10.52	$11.12	$11.70	$12.22	$12.96	$13.60	$14.31
11	Annual	$20,862.40	$21,881.60	$23,129.60	$24,336.00	$25,417.60	$26,956.80	$28,288.00	$29,764.80	$31,116.80
	Monthly	$1,738	$1,823	$1,928	$2,028	$2,118	$2,247	$2,357	$2,480	$2,593
	Weekly	$401.18	$420.74	$444.88	$468.00	$488.80	$518.54	$543.92	$572.22	$598.44
	Hourly	$10.03	$10.52	$11.12	$11.70	$12.22	$12.96	$13.60	$14.31	$14.96
12	Annual	$21,881.60	$23,129.60	$24,336.00	$25,417.60	$26,956.80	$28,288.00	$29,764.80	$31,116.80	$32,760.00
	Monthly	$1,823	$1,928	$2,028	$2,118	$2,247	$2,357	$2,480	$2,593	$2,730
	Weekly	$420.74	$444.88	$468.00	$488.80	$518.54	$543.92	$572.22	$598.44	$630.07
	Hourly	$10.52	$11.12	$11.70	$12.22	$12.96	$13.60	$14.31	$14.96	$15.75
13	Annual	$23,129.60	$24,336.00	$25,417.60	$26,956.80	$28,288.00	$29,764.80	$31,116.80	$32,760.00	$34,444.80
	Monthly	$1,928	$2,028	$2,118	$2,247	$2,357	$2,480	$2,593	$2,730	$2,870
	Weekly	$444.88	$468.00	$488.80	$518.54	$543.92	$572.22	$598.44	$630.07	$662.40
	Hourly	$11.12	$11.70	$12.22	$12.96	$13.60	$14.31	$14.96	$15.75	$16.56
14	Annual	$24,336.00	$25,417.60	$26,956.80	$28,288.00	$29,764.80	$31,116.80	$32,760.00	$34,444.80	$36,337.60
	Monthly	$2,028	$2,118	$2,247	$2,357	$2,480	$2,593	$2,730	$2,870	$3,028
	Weekly	$468.00	$488.80	$518.54	$543.92	$572.22	$598.44	$630.07	$662.40	$698.73
	Hourly	$11.70	$12.22	$12.96	$13.60	$14.31	$14.96	$15.75	$16.56	$17.47
15	Annual	$25,417.60	$26,956.80	$28,288.00	$29,764.80	$31,116.80	$32,760.00	$34,444.80	$36,337.60	$38,105.60
	Monthly	$2,118	$2,247	$2,357	$2,480	$2,593	$2,730	$2,870	$3,028	$3,176
	Weekly	$488.80	$518.54	$543.92	$572.22	$598.44	$630.07	$662.40	$698.73	$732.86
	Hourly	$12.22	$12.96	$13.60	$14.31	$14.96	$15.75	$16.56	$17.47	$18.32
16	Annual	$26,956.80	$28,288.00	$29,764.80	$31,116.80	$32,760.00	$34,444.80	$36,337.60	$38,105.60	$40,123.20
	Monthly	$2,247	$2,357	$2,480	$2,593	$2,730	$2,870	$3,028	$3,176	$3,343
	Weekly	$518.54	$543.92	$572.22	$598.44	$630.07	$662.40	$698.73	$732.86	$771.56
	Hourly	$12.96	$13.60	$14.31	$14.96	$15.75	$16.56	$17.47	$18.32	$19.29
17	Annual	$28,288.00	$29,764.80	$31,116.80	$32,760.00	$34,444.80	$36,337.60	$38,105.60	$40,123.20	$42,140.80
	Monthly	$2,357	$2,480	$2,593	$2,730	$2,870	$3,028	$3,176	$3,343	$3,511
	Weekly	$543.92	$572.22	$598.44	$630.07	$662.40	$698.73	$732.86	$771.56	$810.26
	Hourly	$13.60	$14.31	$14.96	$15.75	$16.56	$17.47	$18.32	$19.29	$20.26

COLA Approved

CITY OF NORTH MIAMI
SALARY SCHEDULE (NON-BARGAINING/UNION EMPLOYEES)
EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
18	Annual	$29,764.80	$31,116.80	$32,760.00	$34,444.80	$36,337.60	$38,105.60	$40,123.20	$42,140.80	$44,262.40
	Monthly	$2,480	$2,593	$2,730	$2,870	$3,028	$3,176	$3,343	$3,511	$3,688
	Weekly	$572.22	$598.44	$630.07	$662.40	$698.73	$732.86	$771.56	$810.26	$851.05
	Hourly	$14.31	$14.96	$15.75	$16.56	$17.47	$18.32	$19.29	$20.26	$21.28
19	Annual	$31,116.80	$32,760.00	$34,444.80	$36,337.60	$38,105.60	$40,123.20	$42,140.80	$44,262.40	$46,550.40
	Monthly	$2,593	$2,730	$2,870	$3,028	$3,176	$3,343	$3,511	$3,688	$3,879
	Weekly	$598.44	$630.07	$662.40	$698.73	$732.86	$771.56	$810.26	$851.05	$895.16
	Hourly	$14.96	$15.75	$16.56	$17.47	$18.32	$19.29	$20.26	$21.28	$22.38
20	Annual	$32,760.00	$34,444.80	$36,337.60	$38,105.60	$40,123.20	$42,140.80	$44,262.40	$46,550.40	$48,859.20
	Monthly	$2,730	$2,870	$3,028	$3,176	$3,343	$3,511	$3,688	$3,879	$4,072
	Weekly	$629.95	$662.40	$698.73	$732.86	$771.56	$810.26	$851.05	$895.16	$939.69
	Hourly	$15.75	$16.56	$17.47	$18.32	$19.29	$20.26	$21.28	$22.38	$23.49
21	Annual	$34,444.80	$36,337.60	$38,105.60	$40,123.20	$42,140.80	$44,262.40	$46,550.40	$48,859.20	$51,500.80
	Monthly	$2,870	$3,028	$3,176	$3,343	$3,511	$3,688	$3,879	$4,072	$4,291
	Weekly	$662.40	$698.73	$732.86	$771.56	$810.26	$851.05	$895.16	$939.69	$990.22
	Hourly	$16.56	$17.47	$18.32	$19.29	$20.26	$21.28	$22.38	$23.49	$24.76
22	Annual	$36,337.60	$38,105.60	$40,123.20	$42,140.80	$44,262.40	$46,550.40	$48,859.20	$51,500.80	$54,080.00
	Monthly	$3,028	$3,176	$3,343	$3,511	$3,688	$3,879	$4,072	$4,291	$4,507
	Weekly	$698.73	$732.86	$771.56	$810.26	$851.05	$895.16	$939.69	$990.22	$1,039.99
	Hourly	$17.47	$18.32	$19.29	$20.26	$21.28	$22.38	$23.49	$24.76	$26.00
23	Annual	$38,105.60	$40,123.20	$42,140.80	$44,262.40	$46,550.40	$48,859.20	$51,500.80	$54,080.00	$56,888.00
	Monthly	$3,176	$3,343	$3,511	$3,688	$3,879	$4,072	$4,291	$4,507	$4,740
	Weekly	$732.86	$771.56	$810.26	$851.05	$895.16	$939.69	$990.22	$1,039.99	$1,093.85
	Hourly	$18.32	$19.29	$20.26	$21.28	$22.38	$23.49	$24.76	$26.00	$27.35
24	Annual	$40,123.20	$42,140.80	$44,262.40	$46,550.40	$48,859.20	$51,500.80	$54,080.00	$56,888.00	$59,737.60
	Monthly	$3,343	$3,511	$3,688	$3,879	$4,072	$4,291	$4,507	$4,740	$4,979
	Weekly	$771.56	$810.26	$851.05	$895.16	$939.69	$990.22	$1,039.99	$1,093.85	$1,148.93
	Hourly	$19.29	$20.26	$21.28	$22.38	$23.49	$24.76	$26.00	$27.35	$28.72
25	Annual	$42,140.80	$44,262.40	$46,550.40	$48,859.20	$51,500.80	$54,080.00	$56,888.00	$59,737.60	$62,836.80
	Monthly	$3,511	$3,688	$3,879	$4,072	$4,291	$4,507	$4,740	$4,979	$5,237
	Weekly	$810.26	$851.05	$895.16	$939.69	$990.22	$1,039.99	$1,093.85	$1,148.93	$1,208.50
	Hourly	$20.26	$21.28	$22.38	$23.49	$24.76	$26.00	$27.35	$28.72	$30.21

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CITY OF NORTH MIAMI
SALARY SCHEDULE (NON-BARGAINING/UNION EMPLOYEES)
EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
26	Annual	$44,262.40	$46,550.40	$48,859.20	$51,500.80	$54,080.00	$56,888.00	$59,737.60	$62,836.80	$66,019.20
	Monthly	$3,688	$3,879	$4,072	$4,291	$4,507	$4,740	$4,979	$5,237	$5,502
	Weekly	$851.05	$895.16	$939.69	$990.22	$1,039.99	$1,093.85	$1,148.93	$1,208.50	$1,269.70
	Hourly	$21.28	$22.38	$23.49	$24.76	$26.00	$27.35	$28.72	$30.21	$31.74
27	Annual	$46,550.40	$48,859.20	$51,500.80	$54,080.00	$56,888.00	$59,737.60	$62,836.80	$66,019.20	$69,264.00
	Monthly	$3,879	$4,072	$4,291	$4,507	$4,740	$4,979	$5,237	$5,502	$5,773
	Weekly	$895.16	$939.69	$990.22	$1,039.99	$1,093.85	$1,148.93	$1,208.50	$1,269.70	$1,332.12
	Hourly	$22.38	$23.49	$24.76	$26.00	$27.35	$28.72	$30.21	$31.74	$33.30
28	Annual	$48,859.20	$51,500.80	$54,080.00	$56,888.00	$59,737.60	$62,836.80	$66,019.20	$69,264.00	$72,654.40
	Monthly	$4,072	$4,291	$4,507	$4,740	$4,979	$5,237	$5,502	$5,773	$6,055
	Weekly	$939.69	$990.22	$1,039.99	$1,093.85	$1,148.93	$1,208.50	$1,269.70	$1,332.12	$1,397.20
	Hourly	$23.49	$24.76	$26.00	$27.35	$28.72	$30.21	$31.74	$33.30	$34.93
29	Annual	$51,500.80	$54,080.00	$56,888.00	$59,737.60	$62,836.80	$66,019.20	$69,264.00	$72,654.40	$76,460.80
	Monthly	$4,291	$4,507	$4,740	$4,979	$5,237	$5,502	$5,773	$6,055	$6,372
	Weekly	$990.22	$1,039.99	$1,093.85	$1,148.93	$1,208.50	$1,269.70	$1,332.12	$1,397.20	$1,470.40
	Hourly	$24.76	$26.00	$27.35	$28.72	$30.21	$31.74	$33.30	$34.93	$36.76
30	Annual	$54,080.00	$56,888.00	$59,737.60	$62,836.80	$66,019.20	$69,264.00	$72,654.40	$76,460.80	$80,225.60
	Monthly	$4,507	$4,740	$4,979	$5,237	$5,502	$5,773	$6,055	$6,372	$6,685
	Weekly	$1,039.99	$1,093.85	$1,148.93	$1,208.50	$1,269.70	$1,332.12	$1,397.20	$1,470.40	$1,542.80
	Hourly	$26.00	$27.35	$28.72	$30.21	$31.74	$33.30	$34.93	$36.76	$38.57
31	Annual	$56,888.00	$59,737.60	$62,836.80	$66,019.20	$69,264.00	$72,654.40	$76,460.80	$80,225.60	$84,302.40
	Monthly	$4,740	$4,979	$5,237	$5,502	$5,773	$6,055	$6,372	$6,685	$7,025
	Weekly	$1,093.85	$1,148.93	$1,208.50	$1,269.70	$1,332.12	$1,397.20	$1,470.40	$1,542.80	$1,621.20
	Hourly	$27.35	$28.72	$30.21	$31.74	$33.30	$34.93	$36.76	$38.57	$40.53
32	Annual	$59,737.60	$62,836.80	$66,019.20	$69,264.00	$72,654.40	$76,460.80	$80,225.60	$84,302.40	$88,545.60
	Monthly	$4,979	$5,237	$5,502	$5,773	$6,055	$6,372	$6,685	$7,025	$7,379
	Weekly	$1,148.93	$1,208.50	$1,269.70	$1,332.12	$1,397.20	$1,470.40	$1,542.80	$1,621.20	$1,702.80
	Hourly	$28.72	$30.21	$31.74	$33.30	$34.93	$36.76	$38.57	$40.53	$42.57
33	Annual	$62,836.80	$66,019.20	$69,264.00	$72,654.40	$76,460.80	$80,225.60	$84,302.40	$88,545.60	$93,059.20
	Monthly	$5,237	$5,502	$5,773	$6,055	$6,372	$6,685	$7,025	$7,379	$7,754
	Weekly	$1,208.50	$1,269.70	$1,332.12	$1,397.20	$1,470.40	$1,542.80	$1,621.20	$1,702.80	$1,789.49
	Hourly	$30.21	$31.74	$33.30	$34.93	$36.76	$38.57	$40.53	$42.57	$44.74

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SALARY SCHEDULE (NON-BARGAINING/UNION EMPLOYEES)
EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
34	Annual	$66,019.20	$69,264.00	$72,654.40	$76,460.80	$80,225.60	$84,302.40	$88,545.60	$93,059.20	$97,656.00
	Monthly	$5,502	$5,773	$6,055	$6,372	$6,685	$7,025	$7,379	$7,754	$8,138
	Weekly	$1,269.70	$1,332.12	$1,397.20	$1,470.40	$1,542.80	$1,621.20	$1,702.80	$1,789.49	$1,878.02
	Hourly	$31.74	$33.30	$34.93	$36.76	$38.57	$40.53	$42.57	$44.74	$46.95
35	Annual	$69,264.00	$72,654.40	$76,460.80	$80,225.60	$84,302.40	$88,545.60	$93,059.20	$97,656.00	$102,523.20
	Monthly	$5,773	$6,055	$6,372	$6,685	$7,025	$7,379	$7,754	$8,138	$8,543
	Weekly	$1,332.12	$1,397.20	$1,470.40	$1,542.80	$1,621.20	$1,702.80	$1,789.49	$1,878.02	$1,971.46
	Hourly	$33.30	$34.93	$36.76	$38.57	$40.53	$42.57	$44.74	$46.95	$49.29
36	Annual	$72,654.40	$76,460.80	$80,225.60	$84,302.40	$88,545.60	$93,059.20	$97,656.00	$102,523.20	$107,848.00
	Monthly	$6,055	$6,372	$6,685	$7,025	$7,379	$7,754	$8,138	$8,543	$8,987
	Weekly	$1,397.20	$1,470.40	$1,542.80	$1,621.20	$1,702.80	$1,789.49	$1,878.02	$1,971.46	$2,073.86
	Hourly	$34.93	$36.76	$38.57	$40.53	$42.57	$44.74	$46.95	$49.29	$51.85
37	Annual	$76,460.80	$80,225.60	$84,302.40	$88,545.60	$93,059.20	$97,656.00	$102,523.20	$107,848.00	$113,339.20
	Monthly	$6,372	$6,685	$7,025	$7,379	$7,754	$8,138	$8,543	$8,987	$9,445
	Weekly	$1,470.40	$1,542.80	$1,621.20	$1,702.80	$1,789.49	$1,878.02	$1,971.46	$2,073.86	$2,179.54
	Hourly	$36.76	$38.57	$40.53	$42.57	$44.74	$46.95	$49.29	$51.85	$54.49
38	Annual	$80,225.60	$84,302.40	$88,545.60	$93,059.20	$97,656.00	$102,523.20	$107,848.00	$113,339.20	$118,934.40
	Monthly	$6,685	$7,025	$7,379	$7,754	$8,138	$8,543	$8,987	$9,445	$9,911
	Weekly	$1,542.80	$1,621.20	$1,702.80	$1,789.49	$1,878.02	$1,971.46	$2,073.86	$2,179.54	$2,287.25
	Hourly	$38.57	$40.53	$42.57	$44.74	$46.95	$49.29	$51.85	$54.49	$57.18
39	Annual	$84,302.40	$88,545.60	$93,059.20	$97,656.00	$102,523.20	$107,848.00	$113,339.20	$118,934.40	$124,945.60
	Monthly	$7,025	$7,379	$7,754	$8,138	$8,543	$8,987	$9,445	$9,911	$10,412
	Weekly	$1,621.20	$1,702.80	$1,789.49	$1,878.02	$1,971.46	$2,073.86	$2,179.54	$2,287.25	$2,402.71
	Hourly	$40.53	$42.57	$44.74	$46.95	$49.29	$51.85	$54.49	$57.18	$60.07
40	Annual	$88,545.60	$93,059.20	$97,656.00	$102,523.20	$107,848.00	$113,339.20	$118,934.40	$124,945.60	$131,060.80
	Monthly	$7,379	$7,754	$8,138	$8,543	$8,987	$9,445	$9,911	$10,412	$10,921
	Weekly	$1,702.80	$1,789.49	$1,878.02	$1,971.46	$2,073.86	$2,179.54	$2,287.25	$2,402.71	$2,520.22
	Hourly	$42.57	$44.74	$46.95	$49.29	$51.85	$54.49	$57.18	$60.07	$63.01
41	Annual	$93,059.20	$97,656.00	$102,523.20	$107,848.00	$113,339.20	$118,934.40	$124,945.60	$131,060.80	$137,696.00
	Monthly	$7,754	$8,138	$8,543	$8,987	$9,445	$9,911	$10,412	$10,921	$11,474
	Weekly	$1,789.49	$1,878.02	$1,971.46	$2,073.86	$2,179.54	$2,287.25	$2,402.71	$2,520.22	$2,647.92
	Hourly	$44.74	$46.95	$49.29	$51.85	$54.49	$57.18	$60.07	$63.01	$66.20

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EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
42	Annual	$97,656.00	$102,523.20	$107,848.00	$113,339.20	$118,934.40	$124,945.60	$131,060.80	$137,696.00	$144,622.40
	Monthly	$8,138	$8,543	$8,987	$9,445	$9,911	$10,412	$10,921	$11,474	$12,052
	Weekly	$1,878.02	$1,971.46	$2,073.86	$2,179.54	$2,287.25	$2,402.71	$2,520.22	$2,647.92	$2,781.34
	Hourly	$46.95	$49.29	$51.85	$54.49	$57.18	$60.07	$63.01	$66.20	$69.53
43	Annual	$102,523.20	$107,848.00	$113,339.20	$118,934.40	$124,945.60	$131,060.80	$137,696.00	$144,622.40	$151,881.60
	Monthly	$8,543	$8,987	$9,445	$9,911	$10,412	$10,921	$11,474	$12,052	$12,657
	Weekly	$1,971.46	$2,073.86	$2,179.54	$2,287.25	$2,402.71	$2,520.22	$2,647.92	$2,781.34	$2,920.87
	Hourly	$49.29	$51.85	$54.49	$57.18	$60.07	$63.01	$66.20	$69.53	$73.02
44	Annual	$107,848.00	$113,339.20	$118,934.40	$124,945.60	$131,060.80	$137,696.00	$144,622.40	$151,881.60	$159,660.80
	Monthly	$8,987	$9,445	$9,911	$10,412	$10,921	$11,474	$12,052	$12,657	$13,304
	Weekly	$2,073.86	$2,179.54	$2,287.25	$2,402.71	$2,520.22	$2,647.92	$2,781.34	$2,920.87	$3,070.20
	Hourly	$51.85	$54.49	$57.18	$60.07	$63.01	$66.20	$69.53	$73.02	$76.76
45	Annual	$113,339.20	$118,934.40	$124,945.60	$131,060.80	$137,696.00	$144,622.40	$151,881.60	$159,660.80	$167,523.20
	Monthly	$9,445	$9,911	$10,412	$10,921	$11,474	$12,052	$12,657	$13,304	$13,960
	Weekly	$2,179.54	$2,287.25	$2,402.71	$2,520.22	$2,647.92	$2,781.34	$2,920.87	$3,070.20	$3,221.49
	Hourly	$54.49	$57.18	$60.07	$63.01	$66.20	$69.53	$73.02	$76.76	$80.54
46	Annual	$118,934.40	$124,945.60	$131,060.80	$137,696.00	$144,622.40	$151,881.60	$159,660.80	$167,523.20	$175,905.60
	Monthly	$9,911	$10,412	$10,921	$11,474	$12,052	$12,657	$13,304	$13,960	$14,659
	Weekly	$2,287.25	$2,402.71	$2,520.22	$2,647.92	$2,781.34	$2,920.87	$3,070.20	$3,221.49	$3,382.80
	Hourly	$57.18	$60.07	$63.01	$66.20	$69.53	$73.02	$76.76	$80.54	$84.57
47	Annual	$124,945.60	$131,060.80	$137,696.00	$144,622.40	$151,881.60	$159,660.80	$167,523.20	$175,905.60	$184,704.00
	Monthly	$10,412	$10,921	$11,474	$12,052	$12,657	$13,304	$13,960	$14,659	$15,392
	Weekly	$2,402.71	$2,520.22	$2,647.92	$2,781.34	$2,920.87	$3,070.20	$3,221.49	$3,382.80	$3,552.00
	Hourly	$60.07	$63.01	$66.20	$69.53	$73.02	$76.76	$80.54	$84.57	$88.80
48	Annual	$131,060.80	$137,696.00	$144,622.40	$151,881.60	$159,660.80	$167,523.20	$175,905.60	$184,704.00	$193,939.20
	Monthly	$10,921	$11,474	$12,052	$12,657	$13,304	$13,960	$14,659	$15,392	$16,162
	Weekly	$2,520.22	$2,647.92	$2,781.34	$2,920.87	$3,070.20	$3,221.49	$3,382.80	$3,552.00	$3,729.60
	Hourly	$63.01	$66.20	$69.53	$73.02	$76.76	$80.54	$84.57	$88.80	$93.24
49	Annual	$137,696.00	$144,622.40	$151,881.60	$159,660.80	$167,523.20	$175,905.60	$184,704.00	$193,939.20	$203,632.00
	Monthly	$11,474	$12,052	$12,657	$13,304	$13,960	$14,659	$15,392	$16,162	$16,969
	Weekly	$2,647.92	$2,781.34	$2,920.87	$3,070.20	$3,221.49	$3,382.80	$3,552.00	$3,729.60	$3,916.00
	Hourly	$66.20	$69.53	$73.02	$76.76	$80.54	$84.57	$88.80	$93.24	$97.90

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SALARY SCHEDULE (NON-BARGAINING/UNION EMPLOYEES)
EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
50	Annual	$137,899.00	$148,930.92	$160,845.39	$173,713.03	$187,610.07	$202,618.87	$218,828.38	$236,334.65	$255,241.43
	Monthly	$11,491.58	$12,410.91	$13,403.78	$14,476.09	$15,634.17	$16,884.91	$18,235.70	$19,694.55	$21,270.12
	Weekly	$2,651.90	$2,864.06	$3,093.18	$3,340.64	$3,607.89	$3,896.52	$4,208.24	$4,544.90	$4,908.49
	Hourly	$66.30	$71.60	$77.33	$83.52	$90.20	$97.41	$105.21	$113.62	$122.71

COLA Approved

CITY OF NORTH MIAMI
SALARY SCHEDULE (SWORN MANAGEMENT)
EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
35-SM	Annual	$70,657.60	$74,110.40	$78,000.00	$81,827.20	$85,987.20	$90,313.60	$94,910.40	$99,611.20	$104,561.60
	Monthly	5,887.97	6,175.62	6,499.17	6,819.18	7,165.70	7,526.38	7,909.54	8,300.87	8,713.84
	Weekly	1,358.76	1,425.14	1,499.81	1,573.66	1,653.62	1,736.86	1,825.28	1,915.58	2,010.89
	Hourly	$33.97	$35.63	$37.50	$39.34	$41.34	$43.42	$45.63	$47.89	$50.27
36-SM	Annual	$74,110.40	$78,000.00	$81,827.20	$85,987.20	$90,313.60	$94,910.40	$99,611.20	$104,561.60	$109,990.40
	Monthly	6,175.62	6,499.17	6,819.18	7,165.70	7,526.38	7,909.54	8,300.87	8,713.84	9,166.48
	Weekly	1,425.14	1,499.81	1,573.66	1,653.62	1,736.86	1,825.28	1,915.58	2,010.89	2,115.34
	Hourly	35.63	37.50	39.34	41.34	43.42	45.63	47.89	50.27	52.88
37-SM	Annual	$78,000.00	$81,827.20	$85,987.20	$90,313.60	$94,910.40	$99,611.20	$104,561.60	$109,990.40	$115,606.40
	Monthly	6,499.17	6,819.18	7,165.70	7,526.38	7,909.54	8,300.87	8,713.84	9,166.48	9,633.55
	Weekly	$1,499.81	$1,573.66	$1,653.62	$1,736.86	$1,825.28	$1,915.58	$2,010.89	$2,115.34	$2,223.13
	Hourly	$37.50	$39.34	$41.34	$43.42	$45.63	$47.89	$50.27	$52.88	$55.58
38-SM	Annual	$81,827.20	$85,987.20	$90,313.60	$94,910.40	$99,611.20	$104,561.60	$109,990.40	$115,606.40	$121,305.60
	Monthly	6,819.18	7,165.70	7,526.38	7,909.54	8,300.87	8,713.84	9,166.48	9,633.55	10,109.64
	Weekly	$1,573.66	$1,653.62	$1,736.86	$1,825.28	$1,915.58	$2,010.89	$2,115.34	$2,223.13	$2,332.99
	Hourly	$39.34	$41.34	$43.42	$45.63	$47.89	$50.27	$52.88	$55.58	$58.32
39-SM	Annual	$85,987.20	$90,313.60	$94,910.40	$99,611.20	$104,561.60	$109,990.40	$115,606.40	$121,305.60	$127,441.60
	Monthly	7,165.70	7,526.38	7,909.54	8,300.87	8,713.84	9,166.48	9,633.55	10,109.64	10,619.99
	Weekly	$1,653.62	$1,736.86	$1,825.28	$1,915.58	$2,010.89	$2,115.34	$2,223.13	$2,332.99	$2,450.77
	Hourly	$41.34	$43.42	$45.63	$47.89	$50.27	$52.88	$55.58	$58.32	$61.27
40-SM	Annual	$90,313.60	$94,910.40	$99,611.20	$104,561.60	$109,990.40	$115,606.40	$121,305.60	$127,441.60	$133,681.60
	Monthly	7,526.38	7,909.54	8,300.87	8,713.84	9,166.48	9,633.55	10,109.64	10,619.99	11,139.35
	Weekly	$1,736.86	$1,825.28	$1,915.58	$2,010.89	$2,115.34	$2,223.13	$2,332.99	$2,450.77	$2,570.62
	Hourly	$43.42	$45.63	$47.89	$50.27	$52.88	$55.58	$58.32	$61.27	$64.27
41-SM	Annual	$94,910.40	$99,611.20	$104,561.60	$109,990.40	$115,606.40	$121,305.60	$127,441.60	$133,681.60	$140,441.60
	Monthly	7,909.54	8,300.87	8,713.84	9,166.48	9,633.55	10,109.64	10,619.99	11,139.35	11,703.81
	Weekly	$1,825.28	$1,915.58	$2,010.89	$2,115.34	$2,223.13	$2,332.99	$2,450.77	$2,570.62	$2,700.88
	Hourly	$45.63	$47.89	$50.27	$52.88	$55.58	$58.32	$61.27	$64.27	$67.52
42-SM	Annual	$99,611.20	$104,561.60	$109,990.40	$115,606.40	$121,305.60	$127,441.60	$133,681.60	$140,441.60	$147,513.60
	Monthly	8,300.87	8,713.84	9,166.48	9,633.55	10,109.64	10,619.99	11,139.35	11,703.81	12,293.51
	Weekly	$1,915.58	$2,010.89	$2,115.34	$2,223.13	$2,332.99	$2,450.77	$2,570.62	$2,700.88	$2,836.96
	Hourly	$47.89	$50.27	$52.88	$55.58	$58.32	$61.27	$64.27	$67.52	$70.92

CITY OF NORTH MIAMI
SALARY SCHEDULE (SWORN MANAGEMENT)
EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
43-SM	Annual	$104,561.60	$109,990.40	$115,606.40	$121,305.60	$127,441.60	$133,681.60	$140,441.60	$147,513.60	$154,918.40
	Monthly	8,713.84	9,166.48	9,633.55	10,109.64	10,619.99	11,139.35	11,703.81	12,293.51	12,910.25
	Weekly	$2,010.89	$2,115.34	$2,223.13	$2,332.99	$2,450.77	$2,570.62	$2,700.88	$2,836.96	$2,979.29
	Hourly	$50.27	$52.88	$55.58	$58.32	$61.27	$64.27	$67.52	$70.92	$74.48
44-SM	Annual	$109,990.40	$115,606.40	$121,305.60	$127,441.60	$133,681.60	$140,441.60	$147,513.60	$154,918.40	$162,843.20
	Monthly	9,166.48	9,633.55	10,109.64	10,619.99	11,139.35	11,703.81	12,293.51	12,910.25	13,570.28
	Weekly	$2,115.34	$2,223.13	$2,332.99	$2,450.77	$2,570.62	$2,700.88	$2,836.96	$2,979.29	$3,131.60
	Hourly	$52.88	$55.58	$58.32	$61.27	$64.27	$67.52	$70.92	$74.48	$78.29
45-SM	Annual	$115,606.40	$121,305.60	$127,441.60	$133,681.60	$140,441.60	$147,513.60	$154,918.40	$162,843.20	$170,872.00
	Monthly	9,633.55	10,109.64	10,619.99	11,139.35	11,703.81	12,293.51	12,910.25	13,570.28	14,239.01
	Weekly	$2,223.13	$2,332.99	$2,450.77	$2,570.62	$2,700.88	$2,836.96	$2,979.29	$3,131.60	$3,285.92
	Hourly	$55.58	$58.32	$61.27	$64.27	$67.52	$70.92	$74.48	$78.29	$82.15

CITY OF NORTH MIAMI
SALARY SCHEDULE (POLICE BARGAINING UNIT MEMBERS)
EFFECTIVE:10/01/2016 - 09/30/2017

Pay Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
25T	Annual	$42,952.00	$45,136.00	$47,444.80	$49,816.00	$52,478.40	$55,120.00	$57,969.60	$60,902.40	$63,960.00	$67,163.20
	Monthly	$3,579	$3,761	$3,954	$4,151	$4,373	$4,593	$4,831	$5,075	$5,330	$5,597
	Weekly	$826.00	$868.00	$912.40	$958.00	$1,009.20	$1,060.00	$1,114.80	$1,171.20	$1,230.00	$1,291.50
	Hourly	$20.65	$21.70	$22.81	$23.95	$25.23	$26.50	$27.87	$29.28	$30.75	$32.29
28O	Annual	$49,816.00	$52,478.40	$55,120.00	$57,969.60	$60,902.40	$64,043.20	$67,288.00	$70,595.20	$74,048.00	$77,750.40
	Monthly	$4,151	$4,373	$4,593	$4,831	$5,075	$5,337	$5,607	$5,883	$6,171	$6,479
	Weekly	$957.94	$1,009.20	$1,060.00	$1,114.80	$1,171.20	$1,231.60	$1,294.00	$1,357.60	$1,424.00	$1,495.20
	Hourly	$23.95	$25.23	$26.50	$27.87	$29.28	$30.79	$32.35	$33.94	$35.60	$37.38
31S	Annual	$59,072.00	$62,067.20	$65,353.60	$68,577.60	$71,926.40	$75,587.20	$79,476.80	$83,324.80	$87,609.60	$91,998.40
	Monthly	$4,923	$5,172	$5,446	$5,715	$5,994	$6,299	$6,623	$6,944	$7,301	$7,666
	Weekly	$1,136.00	$1,193.60	$1,256.80	$1,318.80	$1,383.20	$1,453.60	$1,528.40	$1,602.40	$1,684.80	$1,769.04
	Hourly	$28.40	$29.84	$31.42	$32.97	$34.58	$36.34	$38.21	$40.06	$42.12	$44.23

T=Trainee
O=Officer
S=Sergeant

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NORTH MIAMI
FLORIDA

FY 2016-2017
SUPPLEMENTARY COMPENSATION PROVISIONS

SECTION A.

LEADWORKER PAY: Assignment as Leadworker.

- $.20 hourly

SECTION B.

CERTIFICATE PAY:

1. Building Inspectors (Suspended until further notice)
   Building Inspectors holding up to four (4) additional certificates, other than in required area of specialization, such as: Electrical, Roofing, Mechanical, General Building, Plumbing. Payment is subject to the approval of the Community Planning & Development Director and the Personnel Administration Director.
   - 5% for each Certificate (up to two (2) Certificates)
   - 2.5% for each additional Certificate

2. City Engineer, Asst. Public Works Director, Asst CP&D Director
   General Contractor pay for possession and maintenance of General Contractors' License for the City or Building Official Administrator
   - 5% of base pay

3. Certified Leisure Professional
   Recreation Leader IIs, Recreation Supervisors, Recreation Superintendents, and Parks and Recreation Specialists who possess a Certified Leisure Professional Certificate approved by the Florida Recreation and Park Association and accepted and recognized by the National Recreation and Park Association.
   - $1.00 hourly

4. FACE Certification Pay
   Code Compliance Officers and Code Administrator/Manager and Minimum Housing Officers holding Florida Association of Code Enforcement certificates as follows:
   - $0.50 hourly per FACE Certificate Level I, II, and/or III (up to 2 certificates for a maximum of $1.00/hour)

5. Fleet Mechanics
   Fleet Mechanics holding up to four (4) A.S.E. Certificates in a required area of specialization, may receive additional compensation. Payment is subject to the approval of the Public Works Director and the Personnel Administration Director.
   - $0.25 hourly per A.S.E. Certificate (up to four (4) Certificates)

6. Municipal Clerk Certification Pay
Deputy City Clerk holding Municipal Clerk Certificate.
- $1.00/hour

7. Professional Certification Incentive Pay
Pay adjustment authorized by the City Manager in recognition for achievement of special certification or professional achievement in their field or in a desired area of specialization.
Certificates required as part of job description are not eligible for Professional Certification Incentive Pay.
- Up to $1.00/hour

8. Storm Water Technician Certificate Pay
Public Works employees assigned to the Storm Water Division holding ONE certificate as follows:
- $0.25/hour - "C" Certificate OR
- $0.40/hour - "B" Certificate OR
- $0.55/hour - "A" Certificate

9. Water Plant Operators
Water Plant Operators, Water Plant Coordinators, Water Plant Supervisor, Water Plant Superintendent, and Chemist holding the State Health Department Certificates assigned to Plant Operation.
- 7.5% of base pay - "C" Certificate OR
- 10% of base pay - "B" Certificate OR
- 15% of base pay - "A" Certificate

10. Victim Services Practitioner Certification Pay
- $.75/hourly

SECTION C.

NIGHT SHIFT DIFFERENTIAL:

1. Motor Pool
General Maintenance Workers, Fleet Mechanic Trainees, Fleet Mechanic's Aides and Fleet Mechanics assigned to night duty at the Motor Pool.
- $.20 hourly

2. Water Plant
Water Plant Operator Trainees, and Water Plant Operators assigned to night duty.
- $.20 hourly

NORTH MIAMI
FLORIDA

FY 2016-2017
SUPPLEMENTARY COMPENSATION PROVISIONS

SECTION D.

ASSIGNMENT PAY:

1. Certified Pesticide Applicator Differential
   Parks employees holding the State of Florida Department of Agriculture and Consumer Service Ornamental and Turf and Right-of-Way restricted pesticide applicator's license. Only one employee at a time shall receive an additional 5% of base pay on a daily basis when assigned to pesticide application for any portion of a day
   - 5% of base pay/daily

2. City Manager Office
   One (1) employee assigned on a regular basis to perform office assistance to the City Manager
   - 5% of base pay

3. Construction Equipment Operation (Public Works)
   Heavy Equipment Operators assigned to operate designated heavy motorized construction equipment such as backhoe, crane truck and heavy front-end loader on a regular basis (majority of work week.)
   - 5% of base pay

4 Disaster Reporting Oversight
   One employee may be assigned the responsibility of working with FEMA/State and other agencies to compile information and reports after a declared disaster. Supplemental pay will be in effect until all audits are completed. FEMA/State shall reimburse the city for the administrative costs related to the disaster.
   - 10% of base pay

5 Facility Maintenance Supervisor
   One (1) Facility Maintenance Supervisor assigned on a regular basis to perform supervisory duties.
   - 5% of base pay

8. Temporary Supervisor Assignment Pay
   For a department that does not have an Assistant Director, Manager, Manager I or Administrator. When a non-supervisory employee is assigned supervisory duties during a department reorganization period and the employee is not eligible for out-of-class pay, one employee may receive a 5% supplement for up to 6 months during reorganization. The department may have this supplement one time only during reorganization.
   - 5% of base pay

NORTH MIAMI
FLORIDA

FY 2016-2017
SUPPLEMENTARY COMPENSATION PROVISIONS

SECTION E.

TOOL ALLOWANCE:

1. Fleet Supervisors, Fleet Mechanics, and Fleet Mechanic Trainees
   - $300.00 yearly

2. Fleet Mechanic's Aide
   - $100.00 yearly

SECTION F.

1. Out of Classification Pay
   Any employee (with the exception of Bargaining Unit members) designated by his Director and required to perform work normally assigned to a higher classification than their own for periods of at least three (3) consecutive work days shall be compensated at 5% above current base pay for such period. Under no circumstances will holidays, vacation, sick leave, birthday, jury duty, etc. count toward the three (3) day period.

2. When Department Heads are absent for a period of at least three (3) consecutive work days, the next employee in line and so designated by the appropriate Department Head or City Manager shall be compensated at 10% above current base pay for such period. This shall not hold true for employees formally recognized as second-in-command (ADH) in such classifications as: Assistant Information Technology Manager , Assistant Finance Director, Assistant Library Director, Assistant MOCA Director, Assistant Parks & Recreation Manager, Assistant Personnel Administration Manager, Assistant Public Works Director, Assistant Community Planning and Development Manager, Deputy City Manager, Deputy City Attorney, Deputy City Clerk, and Assistant Police Chief, as well as other such appropriate classifications which recognize acting Department Head responsibilities in the class specifications.

SECTION G.

ON CALL: Any employee with the exception of Police Officers and Police Sergeants, who is not considered job basis, and is required to be on call and available to report to work in the event of an emergency will be compensated $10.00 per day. In the event any employee is called and reports to work due to such an emergency, the $10.00 will be applied towards the overtime worked; an employee required to be on call on a holiday will receive $10.00 for the day and all other provisions concerning this section will apply.

NORTH MIAMI FLORIDA

FY 2016-2017

SUPPLEMENTARY COMPENSATION PROVISIONS

SECTION H.

JOB BASIS: Any employee in a position whose classification is designated as JB (job basis) in the classification and pay plan shall receive additional compensation equal to 2-1/2% of any such employee's base pay. All such salaried employees shall be exempt from receiving overtime pay.

SECTION I.

SERVICE WORKER: Service connected disability retirement recipients, re-employed in the capacity of service worker, are paid at a rate equivalent to 90% of their regular rate of compensation earned at time of disability; as provided in Ordinance 691.

SECTION J.

TRAINEE STATUS:
Any employee appointed to fill a classified position in the capacity of a trainee, must meet the majority of established eligibility criteria for the regular classification. Compensation for a trainee shall be no more than three (3) pay grades below the minimum rate of pay for the regular classification. Trainees shall remain on probation until they meet established eligibility criteria for the classification and not be entitled to receive merit increases.

SECTION K.

1. **Overtime Pay**
   All non-salaried, hourly employees in the classified service whose classifications are so designated in the classification and pay plan shall be compensated at a rate of one and one-half (1-1/2) times their normal hourly rate under the following conditions:

   A) For time actually worked in excess of forty (40) hours in with-pay status per week.

   Nothing herein shall require the payment of time and one-half unless a substantial amount of time is worked in excess of the normal workday. For the purpose of definition, a substantial amount of time shall be considered any period of time of fifteen (15) minutes or more.

   The assignment of overtime work is on an involuntary basis and any employee refusing assignments of such work is subject to disciplinary action as deemed appropriate by the appointing authority.

2. Classified non-salaried, hourly employees who work on a holiday shall be compensated at the overtime rate for hours actually worked.

Such overtime pay must be certified by the appointing authority as necessary work performed in the public interest.

3. The following classifications in the unclassified and classified service are designated as salaried, are excluded from provisions of this section and shall not be entitled to overtime.

Such classifications are executive, administrative or professional as defined within the Fair Labor Standards Act and exempt from the overtime provision of the act:

- City Manager (CM)
- Deputy City Manager (DCM)
- Department Heads (DH), Manager
- Assistant Department Heads and Classifications Designated as Acting Department Heads (ADH)
- All Salaried Classifications Designated As Exempt (E) and/or Job Basis (JB)

SECTION L.

RECALL PAY: A non-salaried hourly employee who is recalled to work at a time other than his or her scheduled work shift shall be paid for a minimum of two and one-half (2-1/2) hours, at the rate of one and one-half (1-1/2) times his or her straight time hourly rate, or for the period of time actually worked, whichever is greater.

A non-salaried hourly employee performing work, which is continuous with his or her scheduled work shift, shall receive overtime pay and the minimum two and one-half (2-1/2) hours recall pay will not apply.

For purposes of definition, for Section "M", continuous work shall indicate that a period of time of fifteen (15) minutes or more has not elapsed between the beginning or end of an employee's regular work shift and the time the employee is required to work overtime.

Police Officers/ Sergeants, blue and white collar employees must refer to their Collective Bargaining Agreements.

SECTION M.

COURT TIME - See current Collective Bargaining Agreements.

NORTH MIAMI
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FY 2016-2017
SUPPLEMENTARY COMPENSATION PROVISIONS

SECTION N.

HOLIDAYS: The following holidays and their respective designated dates are hereby authorized for the employees of the City of North Miami, Florida. A holiday which falls on a Saturday is observed the preceding Friday; a holiday which falls on a Sunday is observed the following Monday:

Holiday	Designated Day
Veterans Day	November 11
Thanksgiving Day	4th Thursday In November
Thanksgiving Friday	4th Friday In November
Administrative Leave (OLV)	December 23, 2016
Christmas Day	December 25
Christmas Day Observed	December 26, 2016
New Year's Day	January 1st
Martin Luther King Day	3rd Monday In January
Presidents Day	3rd Monday In February
Memorial Day	Last Monday In May
Independence Day	July 4
Labor Day	1st Monday In September
Employee's Birthday	Employee's Birth Date Subject To Prior Department Approval
Two (2) Floating Holidays	At The Employee's Option Subject to Prior Department Approval

Note: Supplementary Compensation Provisions of the Pay Plan are policies and procedures regulating pay and benefits for employees unless otherwise noted in Collective Bargaining Agreements.

PROMOTIONAL PAY INCREASE

When a non-union employee is promoted to a classification with a higher paygrade, the equivalent of one-step increase shall be provided if the promotional classification is one or two paygrades higher than the current classification held. If the promotional classification is three or more paygrades higher than the current classification held, the equivalent of a two-step increase shall be provided. No additional step increase shall be allowed unless authorized by the City Manager. Union employees promoted to a union position shall continue to receive the equivalent of a one-step increase. Promotional step must be a minimum of step 1 in the paygrade, unless being promoted to a Trainee position.

NORTH MIAMI
FLORIDA

FY 2016-2017
SUPPLEMENTARY COMPENSATION PROVISIONS

SECTION O.

8. Temporary Supervisor Assignment Pay

For a department that does not have an Assistant Director, Manager, Manager I or Administrator. When a non-supervisory employee is assigned supervisory duties during a department reorganization period and the employee is not eligible for out-of-class pay, one employee may receive a 5% supplement for up to 6 months during reorganization. The department may have this supplement one time only during reorganization.

- 5% of base pay

TEMPORARY SUPPLEMENTAL PAY

Supervisory employees assigned on a temporary basis to a new position with additional supervisory duties may receive 5% supplemental assignment pay, if authorized by the City Manager. This is in addition to any pay grade step increase provided. When assignment ends and employee returns to previous position, temporary supplemental assignment pay will be terminated.

STEP IN GRADE

At the City Manager's discretion, an increase to a higher step within the current pay grade may be granted to an employee based on additional duties assigned.

CERTIFICATION/LICENSE AGREEMENT

When the City pays for employees to earn the certification/licenses listed below, employee must sign an agreement committing to remain in employment with the City for a period of not less than two years after completion of certification training. If employee resigns within two years, the City reserves the right to require reimbursement for the full cost of tuition, certification fees, and other expenses. Funds will be withheld from employee's final pay.

NORTH MIAMI
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HOLIDAYS FISCAL YEAR 2016-2017

2016

Friday,	November	11	Veterans Day (H)
Thursday,	November	24	Thanksgiving Day (H)
Friday,	November	25	Day after Thanksgiving (H)
Friday,	December	23	Administrative Leave (OLV)
Monday,	December	26	Christmas Day (H)

2017

Monday,	January	2	New Year's Day (H)
Monday,	January	16	Dr. M. L. King Day (H)
Monday,	February	20	Presidents' Day (H)
Monday,	May	29	Memorial Day (H)
Tuesday,	July	4	Independence Day (H)
Monday,	September	4	Labor Day (H)

Employee's Birthday

Two (2) Floating Holidays

JRoglieri 10/2016

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