

**RESOLUTION No. 21-106**

**A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, APPROVING THE JOB DESCRIPTION, APPLICABLE SALARY SCALE AND PERFORMANCE MEASURES AND METRICS FOR A POSITION IN THE 2020/2021 FISCAL YEAR BUDGET AS APPROVED BY THE CITY COUNCIL; APPROVING THE UPDATED CITYWIDE PAY PLAN TO INCLUDE A NEW POSITION AND APPROVED BUDGETED ADJUSTMENTS; PROVIDING FOR IMPLEMENTATION; AND FOR AN EFFECTIVE DATE**

**WHEREAS**, the approved and adopted 2020/2021 Fiscal Year Budget for the City of Doral (the “City”) did not contemplate the creation and funding for the newly created position in the City, including: “Chief of Engineering,” and

**WHEREAS**, Section 2-7 of the City Code of Ordinance requires, in part, that “the creation of new full time employment positions” be approved by the Mayor and City Council, along with “[a] complete description of the duties and responsibilities of the position created or modified; [t]he applicable salary scale and other monetary and non-monetary benefits attached to the position created or modified; and [t]he applicable performance measures and metrics to be utilized in assessing the performance of individuals that will be hired to fill the position created or modified”; and

**WHEREAS**, Staff recommends approval of the job description, salary scale, performance measures and metrics, associated with the position, as provided in the April 14, 2021, memorandum from the Human Resources Director; and

**WHEREAS**, via Resolution 15-88, in May of 2015, the City Council approved a citywide Job Classification and Pay Plan (the “Pay Plan”), which specified the new and/or revised job titles and corresponding pay ranges for all City employees; and

**WHEREAS**, from time-to-time, the City needs to adjust the Pay Plan to account for new positions and/or approved budgetary adjustments; and

**WHEREAS**, the City Manager's Office has recommended that the City Council approve the updated Pay Plan, attached hereto as Exhibit "B", which is incorporated herein and made a part hereof by this reference, that considers the new position and budgetary adjustment for fiscal year 2020/2021.

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

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

**Section 2. Approval.** The job description, salary scale, and performance measures and metrics associated with the "Chief of Engineering," as provided in Exhibit "A," and the updated Pay Plan, attached in Exhibit "B," accounting for a new position and budgetary adjustment for fiscal year 2020/2021, is hereby approved.

**Section 3. Implementation.** The City Manager and the City Attorney are hereby authorized to take such other action as is necessary to implement the provisions of this Resolution.

**Section 4. Effective Date.** This Resolution shall become effective immediately upon its adoption.

# EXHIBIT “A”



## City of Doral, FL Classification Description

Classification Title: Chief of Engineering

Department: Public Works

Pay Grade: 118

FLSA Status: E

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### GENERAL STATEMENT OF JOB

This position manages the Public Works Department engineering functions and provides support to the Public Works Department Transportation engineering activities. The responsibilities include implementation of engineering studies, analysis and design in the areas of transportation planning, traffic, highway, structure and drainage. This position will administer the Public Works permitting process. In addition, this position will implement the Capital Improvement Program including the preparation and implementation of the competitive selection process and oversee any contracts with outside consultants as well as any special projects as assigned by the Public Works Director.

### SPECIFIC DUTIES AND RESPONSIBILITIES

#### Essential Functions:

- Manages the Department's engineering functions.
- Provides support to other members of the Department and support all City functions.
- Manages the Department's pool of architectural and engineering consultants.
- Manages consultant contracts for City projects.
- Implements the Capital Improvement Program (CIP).
- Manages the CIP through the design, permitting, and advertisement phases.
- Plans work, sets goals and carefully schedules projects to achieve Department objectives.
- Maintains GIS data for traffic counts and accident data from the Police Department.
- Implements Public Works permitting program.
- Prepares daily and monthly reports.
- Uses the Concurrency Management System to anticipate the need for future traffic improvements.
- Corresponds with other governmental entities and private concerns to obtain additional resources for the City.
- Educates all contractors and consultants working within the City on the importance of safety.
- Attends educational, training and safety courses as needed.
- Prepares and enforce City of Doral traffic safety standards.
- Supervises and provides guidance to the Public Works Permit Clerk, Project Engineer, and Plans Reviewer positions.

#### Additional Duties:



- Performs other related work as required.

## MINIMUM EDUCATION AND TRAINING

- Must Possess a bachelor's degree in Engineering; a Master's Degree is preferred.
- Must possess a minimum of six (6) years of experience and training in transportation or construction engineering services.
- Must be licensed as a Florida Professional Engineering or have the ability to transfer license from another state within six (6) months of being employed.

## MINIMUM QUALIFICATIONS AND STANDARDS REQUIRED

### Knowledge, Skills and Abilities:

- Ability to prepare technical correspondence and reports in order to address any aspects of performing the above duties.
- Ability to manage or administer grant funds.
- Ability to make recommendations that impact the budget.
- Ability to manage the budget within assigned unit/division.
- Ability to keep Professional Engineering license current.
- Must be fluent in the English language. Ability to communicate in Spanish is a plus.
- Needs to be knowledgeable regarding the standards for construction within Miami-Dade County.
- Needs to be knowledgeable in City, County, State and Federal requirements for traffic safety.
- Needs to be computer literate and proficient at Microsoft Excel, Word, Outlook, Access and ArcGIS as well as be able to quickly become proficient at City of Doral permitting software.
- Needs to be proficient at scheduling and tracking of project progress from planning to final execution.
- Needs to be able to facilitate creation of standard operating procedures to implement within the department.
- Ability to use highly technical computer applications, such as GIS or CAD.
- Ability to create and guide implementation of capital improvement plans or programs.
- Ability to create plans for and guide implementation of major construction projects.
- Ability to interact with constituents as well as other entities both public and private in a courteous and effective manner in order to always reflect well upon the City.
- Must be a non-smoker.
- The minimum requirements may be waived by the City Manager.

### Physical Requirements:

- Ability to balance on narrow, slippery or erratically moving surfaces; make rational decisions; express ideas through speaking accurately/loudly/quickly; walk from one work site to another.
- Ability to exert up to 20 pounds of force occasionally, and/or up to 10 pounds of force to move objects.



# EXHIBIT “B”



**CITY OF DORAL  
CLASSIFICATION & PAY PLAN  
OCTOBER 1, 2019 TO SEPTEMBER 30, 2020**

Position Title	Classification	Department	Grade	Min	Mid	Max
Facilities Janitor	Facilities Janitor	Public Works	101	\$26,566.59	\$31,564.27	\$37,193.23
Laborer	Laborer	Public Works	102	\$28,067.61	\$33,347.65	\$39,294.65
Clerical Aide	Clerical Aide	Police	103	\$29,793.77	\$35,398.53	\$41,711.27
Clerical Aide PT	Clerical Aide PT	Finance	PT	\$11.00	\$13.94	\$16.26
Clerical Aide PT	Clerical Aide PT	Police	103	\$29,793.77	\$35,398.53	\$41,711.27
Solution Center Representative	Solution Center Representative	Building	104	\$31,775.05	\$37,752.53	\$44,485.07
Clerical Aide II	Clerical Aide II	City Manager	104	\$31,775.05	\$37,752.53	\$44,485.07
Laborer II	Laborer II	Public Works	104	\$31,775.05	\$37,752.53	\$44,485.07
Finance Cashier	Finance Cashier	Finance	105	\$34,046.97	\$40,451.84	\$47,665.75
Police Records Specialist	Police Records Specialist	Police	105	\$34,046.97	\$40,451.84	\$47,665.75
Police Review Specialist	Police Review Specialist	Police	105	\$34,046.97	\$40,451.84	\$47,665.75
Police Service Aide	Police Service Aide	Police	105	\$34,046.97	\$40,451.84	\$47,665.75
Park Ranger	Park Ranger	Police	105	\$34,046.97	\$40,451.84	\$47,665.75
Administrative Assistant (PA)	Administrative Assistant (PA)	Public Affairs	106	\$34,368.37	\$42,535.11	\$51,552.55
Building Records Clerk	Building Records Clerk	Building	106	\$34,368.37	\$42,535.11	\$51,552.55
Permit Clerk	Permit Clerk	Building	106	\$34,368.37	\$42,535.11	\$51,552.55
Plans Processing Clerk I	Plans Processing Clerk I	Building	106	\$34,368.37	\$42,535.11	\$51,552.55
Code Compliance Clerk	Code Compliance Clerk	Code	106	\$34,368.37	\$42,535.11	\$51,552.55
Finance Clerk	Finance Clerk	Finance	106	\$34,368.37	\$42,535.11	\$51,552.55
Accounting Clerk (P&R)	Accounting Clerk (P&R)	Parks & Recreation	106	\$34,368.37	\$42,535.11	\$51,552.55
Administrative Assistant (P&R)	Administrative Assistant (P&R)	Parks & Recreation	106	\$34,368.37	\$42,535.11	\$51,552.55
Assistant Community Center Manager	Assistant Community Center Manager	Parks & Recreation	106	\$34,368.37	\$42,535.11	\$51,552.55
Assistant Park Manager	Assistant Park Manager	Parks & Recreation	106	\$34,368.37	\$42,535.11	\$51,552.55
Licensing Clerk	Licensing Clerk	Planning & Zoning	106	\$34,368.37	\$42,535.11	\$51,552.55
Police Property & Evidence Specialist	Police Property & Evidence Specialist	Police	106	\$34,368.37	\$42,535.11	\$51,552.55
Police Record Specialist Teletype (PRS)	Police Record Specialist Teletype (PRS)	Police	106	\$34,368.37	\$42,535.11	\$51,552.55
Administrative Assistant (PW)	Administrative Assistant I	Public Works	106	\$34,368.37	\$42,535.11	\$51,552.55
Permit Clerk (PW)	Permit Clerk (PW)	Public Works	106	\$34,368.37	\$42,535.11	\$51,552.55
Auto Maintenance Helper	Auto Maintenance Helper	Public Works	106	\$34,368.37	\$42,535.11	\$51,552.55
Fixed Asset and Purchasing Coordinator	Fixed Asset and Purchasing Coordinator	Finance	107	\$36,310.19	\$44,938.34	\$54,465.27
Administrative Assistant II (BD)	Administrative Assistant II (BD)	Building	107	\$36,310.19	\$44,938.34	\$54,465.27
Plans Processing Clerk II	Plans Processing Clerk II	Building	107	\$36,310.19	\$44,938.34	\$54,465.27
Accounting Clerk (FN)	Accounting Clerk	Finance	107	\$36,310.19	\$44,938.34	\$54,465.27
Accounting Clerk	Accounting Clerk	Police	107	\$36,310.19	\$44,938.34	\$54,465.27
Nature Facility Manager	Nature Facility Manager	Parks & Recreation	107	\$36,310.19	\$44,938.34	\$54,465.27
Administrative Assistant II/Outdoor Events Coordinator	Administrative Assistant II/Outdoor Events Coordinator	Planning & Zoning	107	\$36,310.19	\$44,938.34	\$54,465.27
Police Administrative Assistant	Police Administrative Assistant	Police	107	\$36,310.19	\$44,938.34	\$54,465.27
Accounting Clerk/ Permit Clerk	Accounting Clerk/ Permit Clerk	Public Works	107	\$36,310.19	\$44,938.34	\$54,465.27
Facility Maintenance Technician	Facility Maintenance Technician	Public Works	107	\$36,310.19	\$44,938.34	\$54,465.27
Auto Maintenance Technician	Auto Maintenance Technician	Public Works	108	\$38,543.26	\$47,702.05	\$57,814.89
Flood Plain Assistant	Flood Plain Assistant	Building	108	\$38,543.26	\$47,702.05	\$57,814.89
Human Resources Assistant	Human Resources Assistant	Human Resources	108	\$38,543.26	\$47,702.05	\$57,814.89
Community Center Manager	Community Center Manager	Parks & Recreation	108	\$38,543.26	\$47,702.05	\$57,814.89
Park Manager	Park Manager	Parks & Recreation	108	\$38,543.26	\$47,702.05	\$57,814.89
Parks Maintenance Technician	Parks Maintenance Technician	Parks & Recreation	108	\$38,543.26	\$47,702.05	\$57,814.89
Special Needs Program Specialist	Special Needs Program Specialist	Parks & Recreation	108	\$38,543.26	\$47,702.05	\$57,814.89
Police Field Logistics Specialist	Police Field Logistics Specialist	Police	108	\$38,543.26	\$47,702.05	\$57,814.89
Quartermaster	Quartermaster	Police	108	\$38,543.26	\$47,702.05	\$57,814.89
Records Management Specialist	Records Management Specialist	Police	108	\$38,543.26	\$47,702.05	\$57,814.89
Help Desk Specialist	Help Desk Specialist	IT	109	\$41,106.38	\$50,874.24	\$61,659.58
Payroll Specialist	Payroll Specialist	Finance	109	\$41,106.38	\$50,874.24	\$61,659.58
Payroll Specialist	Payroll Specialist	Police	109	\$41,106.38	\$50,874.24	\$61,659.58
Cultural Events Specialist	Cultural Events Specialist	Parks & Recreation	109	\$41,106.38	\$50,874.24	\$61,659.58
Events Specialist	Events Specialist	Parks & Recreation	109	\$41,106.38	\$50,874.24	\$61,659.58
Parks Foreman	Parks Foreman	Parks & Recreation	109	\$41,106.38	\$50,874.24	\$61,659.59
Crime Scene Technician	Crime Scene Technician	Police	109	\$41,106.38	\$50,874.24	\$61,659.58
Property & Evidence Supervisor	Property & Evidence Supervisor	Police	109	\$41,106.38	\$50,874.24	\$61,659.58
News Producer	News Producer	Public Affairs	109	\$41,106.38	\$50,874.24	\$61,659.58
Crew Supervisor	Crew Supervisor	Public Works	109	\$41,106.38	\$50,874.24	\$61,659.58
Facility Maintenance Foreman	Facility Maintenance Foreman	Public Works	109	\$41,106.38	\$50,874.24	\$61,659.58
Transit Road Supervisor	Transit Road Supervisor	Transportation	109	\$41,106.38	\$50,874.24	\$61,659.58
IT Specialist	IT Specialist	IT	109	\$41,106.38	\$50,874.24	\$61,659.58
GIS Technician	GIS Technician	Planning & Zoning	110	\$44,045.49	\$54,511.75	\$66,068.24
Court Liaison Coordinator	Court Liaison Coordinator	Police	110	\$44,045.49	\$54,511.75	\$66,068.24
Stormwater Technician	Stormwater Technician	Stormwater	110	\$44,045.49	\$54,511.75	\$66,068.24
Constituent Services Coordinator	Constituent Services Coordinator	Public Affairs	110	\$44,045.49	\$54,511.75	\$66,068.24
Special Magistrate Coordinator	Special Magistrate Coordinator	Code	111	\$45,405.72	\$57,319.10	\$70,378.87
Code Compliance Officer I	Code Compliance Officer I	Code	111	\$45,405.72	\$57,319.10	\$70,378.87
Executive Administrative Assistant to the City Manager	Executive Administrative Assistant to the City Manager	City Manager	112	\$47,971.15	\$60,557.63	\$74,355.28
Advisory Board Coordinator	Advisory Board Coordinator	City Clerk	112	\$47,971.15	\$60,557.63	\$74,355.28
Code Compliance Officer II	Code Compliance Officer II	Code	112	\$47,971.15	\$60,557.63	\$74,355.28



**CITY OF DORAL  
CLASSIFICATION & PAY PLAN  
OCTOBER 1, 2019 TO SEPTEMBER 30, 2020**

Position Title	Classification	Department	Grade	Min	Mid	Max
Procurement Specialist	Procurement Specialist	Finance	112	\$47,971.15	\$60,557.63	\$74,355.28
AV Systems Technician	AV Systems Technician	IT	112	\$47,971.15	\$60,557.63	\$74,355.28
IT Technician	IT Technician	IT	112	\$47,971.15	\$60,557.63	\$74,355.28
IT Technician (Public Safety)	IT Technician Public Safety	IT/Police	112	\$47,971.15	\$60,557.63	\$74,355.28
Recreation Facility Supervisor	Recreation Facility Supervisor	Parks & Recreation	112	\$47,971.15	\$60,557.63	\$74,355.28
Communication Supervisor	Communication Supervisor	Police	112	\$47,971.15	\$60,557.63	\$74,355.28
Executive Administrative Assistant	Executive Administrative Assistant	Police	112	\$47,971.15	\$60,557.63	\$74,355.28
Police Crime Analyst Specialist	Police Crime Analyst Specialist	Police	112	\$47,971.15	\$60,557.63	\$74,355.28
Transit Operations Manager	Trolley Operations Coordinator	Transportation	112	\$47,971.15	\$60,557.63	\$74,355.28
Parks Operations Administrator	Parks Operations Administrator	Parks & Recreation	113	\$50,921.37	\$64,281.93	\$78,928.12
Administrative Coordinator & Capital Improvement Liaison	Administrative Coordinator & Capital Improvement Liaison	Building	113	\$50,921.37	\$64,281.93	\$78,928.12
CIP Administrative Coordinator	CIP Administrative Coordinator	Public Works	113	\$50,921.37	\$64,281.93	\$78,928.12
Building Development Services Coordinator	Building Development Services Coordinator	Building	113	\$50,921.37	\$64,281.93	\$78,928.12
Code Compliance Officer III	Code Compliance Officer III	Code	113	\$50,921.37	\$64,281.93	\$78,928.12
Code Compliance Officer III/Outreach Coordinator	Code Compliance Officer III/Outreach Coordinator	Code	113	\$50,921.37	\$64,281.93	\$78,928.12
Accountant	Accountant	Finance	113	\$50,921.37	\$64,281.93	\$78,928.12
Athletics Coordinator	Sponsorship & Recreation Coordinator	Parks & Recreation	113	\$50,921.37	\$64,281.93	\$78,928.12
Recreation Marketing & Sponsorship Coordinator	Recreation Marketing & Sponsorship Coordinator	Parks & Recreation	113	\$50,921.37	\$64,281.93	\$78,928.12
Recreation Program Coordinator	Recreation Program Coordinator	Parks & Recreation	113	\$50,921.37	\$64,281.93	\$78,928.12
Special Events Coordinator	Special Events Coordinator	Parks & Recreation	113	\$50,921.37	\$64,281.93	\$78,928.12
Special Needs Coordinator	Special Needs Coordinator	Parks & Recreation	113	\$50,921.37	\$64,281.93	\$78,928.12
Police Special Events Coordinator	Police Special Events Coordinator	Police	113	\$50,921.37	\$64,281.93	\$78,928.12
Creative Producer	Creative Producer	Public Affairs	113	\$50,921.37	\$64,281.93	\$78,928.12
General Services Administrator / Sustainability	General Services Administrator / Sustainability	Public Works	113	\$50,921.37	\$64,281.93	\$78,928.12
Project Engineer	Project Engineer	Public Works	113	\$50,921.37	\$64,281.93	\$78,928.12
Project Inspector	Project Inspector	Public Works	113	\$50,921.37	\$64,281.93	\$78,928.12
Building Inspector	Building Inspector	Building	114	\$54,307.64	\$68,556.67	\$84,176.84
Electrical Inspector	Electrical Inspector	Building	114	\$54,307.64	\$68,556.67	\$84,176.84
Mechanical Inspector	Mechanical Inspector	Building	114	\$54,307.64	\$68,556.67	\$84,176.84
Plumbing Inspector	Plumbing Inspector	Building	114	\$54,307.64	\$68,556.67	\$84,176.84
Help Desk Supervisor	Help Desk Supervisor	IT	114	\$54,307.64	\$68,556.67	\$84,176.84
Police Budget Coordinator	Police Budget Coordinator	Police	114	\$54,307.64	\$68,556.67	\$84,176.84
Fleet Maintenance Supervisor	Fleet Maintenance Supervisor	Public Works	114	\$54,307.64	\$68,556.67	\$84,176.84
Transportation Analyst	Transportation Engineer	Transportation	114	\$54,307.64	\$68,556.67	\$84,176.84
Flood Plain Manager	Flood Plain Manager	Building	115	\$58,190.63	\$73,458.48	\$90,195.49
Plans Examiner	Plans Examiner	Building	115	\$58,190.63	\$73,458.48	\$90,195.49
Human Resources Generalist (City & Police)	Human Resources Generalist (City & Police)	Human Resources	115	\$58,190.63	\$73,458.48	\$90,195.49
GIS Developer	GIS Developer	IT	115	\$58,190.63	\$73,458.48	\$90,195.49
System Analyst	System Analyst	IT	115	\$58,190.63	\$73,458.48	\$90,195.49
Planner	Planner	Planning & Zoning	115	\$58,190.63	\$73,458.48	\$90,195.49
Criminal Investigation and Evidence Supervisor	Criminal Identification and Evidence Supervisor	Police	115	\$58,190.63	\$73,458.48	\$90,195.49
Public Safety Technical Services Supervisor	Public Safety Technical Services Supervisor	Police	115	\$58,190.63	\$73,458.48	\$90,195.49
Media & Emergency Management Specialist	Media & Emergency Management Specialist	Police	115	\$58,190.63	\$73,458.48	\$90,195.49
Internal Affairs & Background Investigator	Internal Affairs & Background Investigator	Police	115	\$58,190.63	\$73,458.48	\$90,195.49
Webmaster/ Graphic Designer	Webmaster/ Graphic Designer	Public Affairs	115	\$58,190.63	\$73,458.48	\$90,195.49
Chief Building Inspector	Chief Building Inspector	Building	116	\$61,637.31	\$79,335.15	\$98,619.70
Chief Electrical Inspector	Chief Electrical Inspector	Building	116	\$61,637.31	\$79,335.15	\$98,619.70
Chief Mechanical Inspector	Chief Mechanical Inspector	Building	116	\$61,637.31	\$79,335.15	\$98,619.70
Chief Plumbing Inspector	Chief Plumbing Inspector	Building	116	\$61,637.31	\$79,335.15	\$98,619.70
Structural Plans Examiner	Structural Plans Examiner	Building	116	\$61,637.31	\$79,335.15	\$98,619.70
Code Compliance Field Supervisor	Code Compliance Field Supervisor	Code	116	\$61,637.31	\$79,335.15	\$98,619.70
Budget/ Grants Administrator	Budget/ Grants Administrator	Finance	116	\$61,637.31	\$79,335.15	\$98,619.70
Intersection Technology Systems Analyst	Intersection Technology System Analyst	IT	116	\$61,637.31	\$79,335.15	\$98,619.70
Chief of Staff	Chief of Staff	Mayor & Council	116	\$61,637.31	\$79,335.15	\$98,619.70
Legislative Analyst/Asst. to Council Member	Legislative Analyst/Asst. to Council Member	Mayor & Council	116	\$61,637.31	\$79,335.15	\$98,619.70
Recreation Administrator	Recreation Administrator	Parks & Recreation	116	\$61,637.31	\$79,335.15	\$98,619.70
Senior Planner	Senior Planner	Planning & Zoning	116	\$61,637.31	\$79,335.15	\$98,619.70
Community Relations Coordinator	Community Relations Coordinator	Public Affairs	116	\$61,637.31	\$79,335.15	\$98,619.70
Stormwater Utility Manager	Stormwater Utility Manager	Stormwater	116	\$61,637.31	\$79,335.15	\$98,619.70
Superintendent of Streets	Superintendent of Streets	Public Works	116	\$61,637.31	\$79,335.15	\$98,619.70
Legal Office Manager	Legal Office Manager	City Attorney	117	\$65,150.64	\$83,857.26	\$104,241.02
Chief of Construction	Chief of Construction	Public Works	117	\$65,150.64	\$83,857.26	\$104,241.02
Human Resources Manager	Human Resources Manager	Human Resources	117	\$65,150.64	\$83,857.26	\$104,241.02
Database Administrator Developer	Database Administrator Developer	IT	117	\$65,150.64	\$83,857.26	\$104,241.02
Senior Network Analyst	Senior Network Analyst	IT	117	\$65,150.64	\$83,857.26	\$104,241.02
Senior Software Developer	Senior Software Developer	IT	117	\$65,150.64	\$83,857.26	\$104,241.02
Senior Systems Analyst	Senior Systems Analyst	IT	117	\$65,150.64	\$83,857.26	\$104,241.02
Chief Licensing Officer	Chief Licensing Officer	Planning & Zoning	117	\$65,150.64	\$83,857.26	\$104,241.02
Facility Manager	Facility Manager	Public Works	117	\$65,150.64	\$83,857.26	\$104,241.02
Public Information Officer	Public Information Officer	Police	117	\$65,150.64	\$83,857.26	\$104,241.02





**CITY OF DORAL  
CLASSIFICATION & PAY PLAN  
OCTOBER 1, 2019 TO SEPTEMBER 30, 2020**

Position Title	Classification	Department	Grade	Min	Mid	Max
Economic Developer	Economic Developer	Planning & Zoning	118	\$69,157.40	\$89,014.48	\$110,651.84
Procurement Manager	Procurement Manager	Finance	118	\$69,157.40	\$89,014.48	\$110,651.84
IT Security Manager	IT Security Manager	IT	118	\$69,157.40	\$89,014.48	\$110,651.84
Technology Project Manager	Technology Project Manager	IT	118	\$69,157.40	\$89,014.48	\$110,651.84
Communications & Protocol Manager	Communications & Protocol Manager	Public Affairs	118	\$69,157.40	\$89,014.48	\$110,651.84
Transportation Manager	Transportation Manager	Transportation	118	\$69,157.40	\$89,014.48	\$110,651.84
Financial Analyst (PT)	Financial Analyst (PT)	Finance	119	\$73,756.37	\$94,933.94	\$118,010.20
Assistant Building Director	Assistant Building Director	Building	119	\$73,756.37	\$94,933.94	\$118,010.20
Deputy City Clerk	Deputy City Clerk	City Clerk	119	\$73,756.37	\$94,933.94	\$118,010.20
Assistant Code Compliance Director	Assistant Code Compliance Director	Code	119	\$73,756.37	\$94,933.94	\$118,010.20
Assistant Finance Director	Assistant Finance Director	Finance	119	\$73,756.37	\$94,933.94	\$118,010.20
Assistant Human Resources Director	Assistant Human Resources Director	Human Resources	119	\$73,756.37	\$94,933.94	\$118,010.20
Assistant Director of IT Operations	Assistant Director of IT Operations	IT	119	\$73,756.37	\$94,933.94	\$118,010.20
Assistant Parks & Recreation Director	Assistant Parks & Recreation Director	Parks & Recreation	119	\$73,756.37	\$94,933.94	\$118,010.20
Assistant Planning & Zoning Director	Assistant Planning & Zoning Director	Planning & Zoning	119	\$73,756.37	\$94,933.94	\$118,010.20
Assistant Public Works Director & Chief of Engineering	Assistant Public Works Director & Chief of Engineering	Public Works	119	\$73,756.37	\$94,933.94	\$118,010.20
Internal Affairs Inspector	Internal Affairs Inspector	Police	119	\$73,756.37	\$94,933.94	\$118,010.20
Executive Officer to the Chief of Police	Executive Officer to the Chief of Police	Police	120	\$79,029.95	\$101,721.72	\$126,447.92
Communications & Protocol Director	Communications & Protocol Director	Public Affairs	122	\$88,473.35	\$116,066.51	\$145,981.01
Building Official	Building Official	Building	122	\$88,473.35	\$116,066.51	\$145,981.01
Code Compliance Director	Code Compliance Director	Code	122	\$88,473.35	\$116,066.51	\$145,981.01
Finance Director	Finance Director	Finance	122	\$88,473.35	\$116,066.51	\$145,981.01
Human Resources Director	Human Resources Director	Human Resources	122	\$88,473.35	\$116,066.51	\$145,981.01
Information Technology Director	Information Technology Director	IT	122	\$88,473.35	\$116,066.51	\$145,981.01
Parks and Recreation Director	Parks and Recreation Director	Parks & Recreation	122	\$88,473.35	\$116,066.51	\$145,981.01
Planning and Zoning Director	Planning and Zoning Director	Planning & Zoning	122	\$88,473.35	\$116,066.51	\$145,981.01
Public Works Director	Public Works Director	Public Works	122	\$88,473.35	\$116,066.51	\$145,981.01
Deputy Chief	Deputy Chief	Police	123	\$93,914.46	\$123,204.61	\$154,958.85
Chief of Police	Chief of Police	Police	124	\$100,159.77	\$131,397.71	\$165,263.61
Deputy City Manager	Deputy City Manager	City Manager	125	\$115,183.73	\$152,618.44	\$190,053.14
Police Officer	Police Officer	Police	201	\$54,307.64	\$66,526.86	\$78,746.07
Police Sergeant	Police Sergeant	Police	202	\$66,526.86	\$79,832.24	\$93,137.60
Police Lieutenant	Police Lieutenant	Police	203	\$75,748.41	\$90,898.09	\$106,047.77
Police Captain	Police Captain	Police	204	\$82,626.37	\$99,151.64	\$115,676.91
Police Major	Police Major	Police	205	\$90,889.01	\$109,066.80	\$127,244.60
Mail Clerk	Mail Clerk	Public Works	103/PT	\$29,793.77	\$35,752.52	\$41,711.27
Mechanical Inspector / Plans Examiner (PT)	Mechanical Inspector / Plans Examiner (PT)	Building	115/PT	\$58,190.63	\$74,193.06	\$90,195.48
PW Plans Reviewer	PW Plans Reviewer	Public Works	115/PT	\$58,190.63	\$74,193.06	\$90,195.48
Athletics Aide/Recreation Service Aide	Athletics Aide/Recreation Service Aide	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Cheer Aide/Recreation Service Aide	Cheer Aide/Recreation Service Aide	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Events Aide/RSA	Events Aide/RSA	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Park Service Aide	Park Service Aide	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Park Ambassadors (Temporary)	Park Ambassadors (Temporary)	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Parks & Recreation Office and Events Aide	Parks & Recreation Office and Events Aide	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Receptionist /Recreation Service Aide	Receptionist /Recreation Service Aide	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Recreation Service Aide	Recreation Service Aide	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Service Aide - Intern	Service Aide - Intern	Parks & Recreation	PT	\$10.00	\$12.94	\$15.26
Special Needs Programs Aide/RSA	Special Needs Programs Aide/RSA	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Nature Aide (PT)	Nature Aide (PT)	Parks & Recreation	PT	\$11.00	\$13.94	\$16.26
Reserve Officer	Reserve Officer	Police	PT		\$30.00	
Reserve Officer/ Traffic Initiative	Reserve Officer/ Traffic Initiative	Police	PT		\$22.50	
Reserve School Resource Officer	Reserve School Resource Officer	Police	PT		\$30.00	
Red Light Camera Reserve Officer	Red Light Camera Reserve Officer	Police	PT		\$30.00	



Position Title
Facilities Janitor
Laborer
Clerical Aide
Clerical Aide PT
Solution Center Representative
Clerical Aide II
Laborer II
Finance Cashier
Police Records Specialist
Police Review Specialist
Police Service Aide
Park Ranger
Administrative Assistant (PA)
Building Records Clerk
Permit Clerk
Plans Processing Clerk I
Code Compliance Clerk
Finance Clerk
Accounting Clerk (P&R)
Administrative Assistant (P&R)
Assistant Community Center Manager
Assistant Park Manager
Licensing Clerk
Police Property & Evidence Specialist
Police Record Specialist Teletype (PRS)
Administrative Assistant Assistant (PW)
Permit Clerk (PW)
Auto Maintenance Helper
Fixed Asset and Purchasing Coordinator
Administrative Assistant II (BD)
Plans Processing Clerk II
Accounting Clerk (FN)
Accounting Clerk
Nature Facility Manager
Administrative Assistant II/Outdoor Events Coordinator
Police Administrative Assistant
Accounting Clerk/ Permit Clerk

Facility Maintenance Technician
Auto Maintenance Technician
Flood Plain Assistant
Human Resources Assistant
Community Center Manager
Park Manager
Parks Maintenance Technician
Special Needs Program Specialist
Police Field Logistics Specialist
Quartermaster
Records Management Specialist
Help Desk Specialist
Payroll Specialist
Payroll Specialist
Cultural Events Specialist
Events Specialist
Parks Foreman
Crime Scene Technician
Property & Evidence Supervisor
News Producer
Crew Supervisor
Facility Maintenance Foreman
Transit Road Supervisor
IT Specialist
GIS Technician
Court Liaison Coordinator
Stormwater Technician
Constituent Services Coordinator
Special Magistrate Coordinator
Code Compliance Officer I
Executive Administrative Assistant to the City Manager
Advisory Board Coordinator
Code Compliance Officer II
Procurement Specialist
AV Systems Technician
IT Technician
IT Technician (Public Safety)
Recreation Facility Supervisor
Communication Supervisor
Executive Administrative Assistant
Police Crime Analyst Specialist

Transit Operations Manager
Parks Operations Administrator
Administrative Coordinator & Capital Improvement Liaison
CIP Administrative Coordinator
Building Development Services Coordinator
Code Compliance Officer III
Code Compliance Officer III/Outreach Coordinator
Accountant
Athletics Coordinator
Recreation Marketing & Sponsorship Coordinator
Recreation Program Coordinator
Special Events Coordinator
Special Needs Coordinator
Police Special Events Coordinator
Creative Producer
General Services Administrator / Sustainability
Project Engineer
Project Inspector
Building Inspector
Electrical Inspector
Mechanical Inspector
Plumbing Inspector
Help Desk Supervisor
Police Budget Coordinator
Fleet Maintenance Supervisor
Transportation Analyst
Flood Plain Manager
Plans Examiner
Human Resources Generalist (City & Police)
GIS Developer
System Analyst
Planner
Criminal Investigation and Evidence Supervisor
Public Safety Technical Services Supervisor
Media & Emergency Management Specialist
Internal Affairs & Background Investigator
Webmaster/ Graphic Designer
Chief Building Inspector
Chief Electrical Inspector
Chief Mechanical Inspector

Chief Plumbing Inspector
Structural Plans Examiner
Code Compliance Field Supervisor
Budget/ Grants Administrator
Intersection Technology Systems Analyst
Chief of Staff
Legislative Analyst/Asst. to Council Member
Recreation Administrator
Senior Planner
Community Relations Coordinator
Stormwater Utility Manager
Superintendent of Streets
Legal Office Manager
Chief of Construction
Human Resources Manager
Database Administrator Developer
Senior Network Analyst
Senior Software Developer
Senior Systems Analyst
Chief Licensing Officer
Facility Manager
Public Information Officer
Economic Developer
Procurement Manager
IT Security Manager
Technology Project Manager
Communications & Protocol Manager
Transportation Manager
Financial Analyst (PT)
Assistant Building Director
Deputy City Clerk
Assistant Code Compliance Director
Assistant Finance Director
Assistant Human Resources Director
Assistant Director of IT Operations
Assistant Parks & Recreation Director
Assistant Planning & Zoning Director
Assistant Public Works Director & Chief of Engineering
Internal Affairs Inspector
Executive Officer to the Chief of Police
Communications & Protocol Director

Building Official
Code Compliance Director
Finance Director
Human Resources Director
Information Technology Director
Parks and Recreation Director
Planning and Zoning Director
Public Works Director
Deputy Chief
Chief of Police
Deputy City Manager
Police Officer
Police Sergeant
Police Lieutenant
Police Captain
Police Major
Mail Clerk
Mechanical Inspector / Plans Examiner (PT)
PW Plans Reviewer
Athletics Aide/Recreation Service Aide
Cheer Aide/Recreation Service Aide
Events Aide/RSA
Park Service Aide
Park Ambassadors (Temporary)
Parks & Recreation Office and Events Aide
Receptionist /Recreation Service Aide
Recreation Service Aide
Service Aide - Intern
Special Needs Programs Aide/RSA
Nature Aide (PT)
Reserve Officer
Reserve Officer/ Traffic Initiative
Reserve School Resource Officer
Red Light Camera Reserve Officer



**CITY OF DORAL  
CLASSIFICATION & PAY PLAN**

**OCTOBER 1, 2019 TO SEPTEMBER 30, 2020**

Classification	Department	Grade
Facilities Janitor	Public Works	101
Laborer	Public Works	102
Clerical Aide	Police	103
Clerical Aide PT	Police	103
Solution Center Representative	Building	104
Clerical Aide II	City Manager	104
Laborer II	Public Works	104
Finance Cashier	Finance	105
Police Records Specialist	Police	105
Police Review Specialist	Police	105
Police Service Aide	Police	105
Park Ranger	Police	105
Administrative Assistant (PA)	Public Affairs	106
Building Records Clerk	Building	106
Permit Clerk	Building	106
Plans Processing Clerk I	Building	106
Code Compliance Clerk	Code	106
Finance Clerk	Finance	106
Accounting Clerk (P&R)	Parks & Recreation	106
Administrative Assistant (P&R)	Parks & Recreation	106
Assistant Community Center Manager	Parks & Recreation	106
Assistant Park Manager	Parks & Recreation	106
Licensing Clerk	Planning & Zoning	106
Police Property & Evidence Specialist	Police	106
Police Record Specialist Teletype (PRS)	Police	106
Administrative Assistant I	Public Works	106
Permit Clerk (PW)	Public Works	106
Auto Maintenance Helper	Public Works	106
Fixed Asset and Purchasing Coordinator	Finance	107
Administrative Assistant II (BD)	Building	107
Plans Processing Clerk II	Building	107
Accounting Clerk	Finance	107
Accounting Clerk	Police	107
Nature Facility Manager	Parks & Recreation	107
Administrative Assistant II/Outdoor Events Coordinator	Planning & Zoning	107
Police Administrative Assistant	Police	107
Accounting Clerk/ Permit Clerk	Public Works	107

Facility Maintenance Technician	Public Works	107
Auto Maintenance Technician	Public Works	108
Flood Plain Assistant	Building	108
Human Resources Assistant	Human Resources	108
Community Center Manager	Parks & Recreation	108
Park Manager	Parks & Recreation	108
Parks Maintenance Technician	Parks & Recreation	108
Special Needs Program Specialist	Parks & Recreation	108
Police Field Logistics Specialist	Police	108
Quartermaster	Police	108
Records Management Specialist	Police	108
Help Desk Specialist	IT	109
Payroll Specialist	Finance	109
Payroll Specialist	Police	109
Cultural Events Specialist	Parks & Recreation	109
Events Specialist	Parks & Recreation	109
Parks Foreman	Parks & Recreation	109
Crime Scene Technician	Police	109
Property & Evidence Supervisor	Police	109
News Producer	Public Affairs	109
Crew Supervisor	Public Works	109
Facility Maintenance Foreman	Public Works	109
Transit Road Supervisor	Transportation	109
IT Specialist	IT	109
GIS Technician	Planning & Zoning	110
Court Liaison Coordinator	Police	110
Stormwater Technician	Stormwater	110
Constituent Services Coordinator	Public Affairs	110
Special Magistrate Coordinator	Code	111
Code Compliance Officer I	Code	111
Executive Administrative Assistant to the City Manager	City Manager	112
Advisory Board Coordinator	City Clerk	112
Code Compliance Officer II	Code	112
Procurement Specialist	Finance	112
AV Systems Technician	IT	112
IT Technician	IT	112
IT Technician Public Safety	IT/Police	112
Recreation Facility Supervisor	Parks & Recreation	112
Communication Supervisor	Police	112
Executive Administrative Assistant	Police	112
Police Crime Analyst Specialist	Police	112



Trolley Operations Coordinator	Transportation	112
Parks Operations Administrator	Parks & Recreation	113
Administrative Coordinator & Capital Improvement Liaison	Building	113
CIP Administrative Coordinator	Public Works	113
Building Development Services Coordinator	Building	113
Code Compliance Officer III	Code	113
Code Compliance Officer III/Outreach Coordinator	Code	113
Accountant	Finance	113
Sponsorship & Recreation Coordinator	Parks & Recreation	113
Recreation Marketing & Sponsorship Coordinator	Parks & Recreation	113
Recreation Program Coordinator	Parks & Recreation	113
Special Events Coordinator	Parks & Recreation	113
Special Needs Coordinator	Parks & Recreation	113
Police Special Events Coordinator	Police	113
Creative Producer	Public Affairs	113
General Services Administrator / Sustainability	Public Works	113
Project Engineer	Public Works	113
Project Inspector	Public Works	113
Building Inspector	Building	114
Electrical Inspector	Building	114
Mechanical Inspector	Building	114
Plumbing Inspector	Building	114
Help Desk Supervisor	IT	114
Police Budget Coordinator	Police	114
Fleet Maintenance Supervisor	Public Works	114
Transportation Engineer	Transportation	114
Flood Plain Manager	Building	115
Plans Examiner	Building	115
Human Resources Generalist (City & Police)	Human Resources	115
GIS Developer	IT	115
System Analyst	IT	115
Planner	Planning & Zoning	115
Criminal Identification and Evidence Supervisor	Police	115
Public Safety Technical Services Supervisor	Police	115
Media & Emergency Management Specialist	Police	115
Internal Affairs & Background Investigator	Police	115
Webmaster/ Graphic Designer	Public Affairs	115
Chief Building Inspector	Building	116
Chief Electrical Inspector	Building	116
Chief Mechanical Inspector	Building	116

Chief Plumbing Inspector	Building	116
Structural Plans Examiner	Building	116
Code Compliance Field Supervisor	Code	116
Budget/ Grants Administrator	Finance	116
Intersection Technology System Analyst	IT	116
Chief of Staff	Mayor & Council	116
Legislative Analyst/Asst. to Council Member	Mayor & Council	116
Recreation Administrator	Parks & Recreation	116
Senior Planner	Planning & Zoning	116
Community Relations Coordinator	Public Affairs	116
Stormwater Utility Manager	Stormwater	116
Superintendent of Streets	Public Works	116
Legal Office Manager	City Attorney	117
Chief of Construction	Public Works	117
Human Resources Manager	Human Resources	117
Database Administrator Developer	IT	117
Senior Network Analyst	IT	117
Senior Software Developer	IT	117
Senior Systems Analyst	IT	117
Chief Licensing Officer	Planning & Zoning	117
Facility Manager	Public Works	117
Public Information Officer	Police	117
Economic Developer	Planning & Zoning	118
Procurement Manager	Finance	118
IT Security Manager	IT	118
Technology Project Manager	IT	118
Communications & Protocol Manager	Public Affairs	118
Transportation Manager	Transportation	118
Financial Analyst (PT)	Finance	119
Assistant Building Director	Building	119
Deputy City Clerk	City Clerk	119
Assistant Code Compliance Director	Code	119
Assistant Finance Director	Finance	119
Assistant Human Resources Director	Human Resources	119
Assistant Director of IT Operations	IT	119
Assistant Parks & Recreation Director	Parks & Recreation	119
Assistant Planning & Zoning Director	Planning & Zoning	119
Assistant Public Works Director & Chief of Engineering	Public Works	119
Internal Affairs Inspector	Police	119
Executive Officer to the Chief of Police	Police	120
Communications & Protocol Director	Public Affairs	122

Building Official	Building	122
Code Compliance Director	Code	122
Finance Director	Finance	122
Human Resources Director	Human Resources	122
Information Technology Director	IT	122
Parks and Recreation Director	Parks & Recreation	122
Planning and Zoning Director	Planning & Zoning	122
Public Works Director	Public Works	122
Deputy Chief	Police	123
Chief of Police	Police	124
Deputy City Manager	City Manager	125
Police Officer	Police	201
Police Sergeant	Police	202
Police Lieutenant	Police	203
Police Captain	Police	204
Police Major	Police	205
Mail Clerk	Public Works	103/PT
Mechanical Inspector / Plans Examiner (PT)	Building	115/PT
PW Plans Reviewer	Public Works	115/PT
Athletics Aide/Recreation Service Aide	Parks & Recreation	PT
Cheer Aide/Recreation Service Aide	Parks & Recreation	PT
Events Aide/RSA	Parks & Recreation	PT
Park Service Aide	Parks & Recreation	PT
Park Ambassadors (Temporary)	Parks & Recreation	PT
Parks & Recreation Office and Events Aide	Parks & Recreation	PT
Receptionist /Recreation Service Aide	Parks & Recreation	PT
Recreation Service Aide	Parks & Recreation	PT
Service Aide - Intern	Parks & Recreation	PT
Special Needs Programs Aide/RSA	Parks & Recreation	PT
Nature Aide (PT)	Parks & Recreation	PT
Reserve Officer	Police	PT
Reserve Officer/ Traffic Initiative	Police	PT
Reserve School Resource Officer	Police	PT
Red Light Camera Reserve Officer	Police	PT









\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$90,065.87	\$116,066.51	\$118,155.71	\$145,981.01	\$148,608.67
\$95,604.92	\$123,204.61	\$125,422.29	\$154,958.85	\$157,748.11
\$101,962.65	\$131,397.71	\$133,762.87	\$165,263.61	\$168,238.35
\$117,257.04	\$152,618.44	\$155,365.57	\$190,053.14	\$193,474.10
\$55,285.18	\$66,526.86	\$67,724.35	\$78,746.07	\$80,163.50
\$67,724.35	\$79,832.24	\$81,269.22	\$93,137.60	\$94,814.08
\$77,111.88	\$90,898.09	\$92,534.26	\$106,047.77	\$107,956.63
\$84,113.64	\$99,151.64	\$100,936.37	\$115,676.91	\$117,759.10
\$92,525.01	\$109,066.80	\$111,030.00	\$127,244.60	\$129,535.00
\$30,330.06	\$35,752.52	\$36,396.06	\$41,711.27	\$42,462.07
\$59,238.06	\$74,193.06	\$75,528.54	\$90,195.48	\$91,819.00
\$59,238.06	\$74,193.06	\$75,528.53	\$90,195.48	\$91,819.00
\$11.00	\$13.94	\$14.19	\$16.26	\$16.56
\$11.00	\$13.94	\$14.19	\$16.26	\$16.56
\$11.00	\$13.94	\$14.19	\$16.26	\$16.56
\$11.00	\$13.94	\$14.19	\$16.26	\$16.56
\$11.00	\$13.94	\$14.19	\$16.26	\$16.55
\$11.00	\$13.94	\$14.19	\$16.26	\$16.55
\$11.00	\$13.94	\$14.19	\$16.26	\$16.56
\$11.00	\$13.94	\$14.19	\$16.26	\$16.56
\$11.00	\$13.94	\$14.19	\$16.26	\$16.56
\$10.00	\$12.94	\$13.17	\$15.26	\$15.53
\$11.00	\$13.94	\$14.19	\$16.26	\$16.55
\$11.00	\$13.94	\$14.19	\$16.26	\$16.56
\$30.00				
\$22.50				
\$30.00				
\$30.00				















CITY OF DORAL  
CLASSIFICATION & PAY PLAN  
OCTOBER 1, 2020 TO SEPTEMBER 30, 2021

**EXHIBIT B**

Position Title	Classification	Department	Grade	Min	Mid	Max
Facilities Janitor	Facilities Janitor	Public Works	101	\$27,044.79	\$32,132.43	\$37,862.71
Laborer	Laborer	Public Works	102	\$28,572.83	\$33,947.91	\$40,001.95
Clerical Aide	Clerical Aide	Police	103	\$30,330.06	\$36,035.70	\$42,462.07
Clerical Aide (PT)	Clerical Aide (PT)	Police	103	\$30,330.06	\$36,035.70	\$42,462.07
Solution Center Representative	Solution Center Representative	Building	104	\$32,347.00	\$38,432.08	\$45,285.80
Clerical Aide II	Clerical Aide II	City Manager	104	\$32,347.00	\$38,432.08	\$45,285.80
Laborer II	Laborer II	Public Works	104	\$32,347.00	\$38,432.08	\$45,285.80
Finance Cashier	Finance Cashier	Finance	105	\$34,659.82	\$41,179.97	\$48,523.73
Police Records Specialist	Police Records Specialist	Police	105	\$34,659.82	\$41,179.97	\$48,523.73
Police Review Specialist	Police Review Specialist	Police	105	\$34,659.82	\$41,179.97	\$48,523.73
Police Service Aide	Police Service Aide	Police	105	\$34,659.82	\$41,179.97	\$48,523.73
Park Ranger	Park Ranger	Police	105	\$34,659.82	\$41,179.97	\$48,523.73
Administrative Assistant (PA)	Administrative Assistant (PA)	Public Affairs	106	\$34,987.00	\$43,300.74	\$52,449.96
Building Records Clerk	Building Records Clerk	Building	106	\$34,987.00	\$43,300.74	\$52,480.50
Permit Clerk	Permit Clerk	Building	106	\$34,987.00	\$43,300.74	\$52,480.50
Plans Processing Clerk I	Plans Processing Clerk I	Building	106	\$34,987.00	\$43,300.74	\$52,480.50
Code Compliance Clerk	Code Compliance Clerk	Code	106	\$34,987.00	\$43,300.74	\$52,480.50
Finance Clerk	Finance Clerk	Finance	106	\$34,987.00	\$43,300.74	\$52,480.50
Accounting Clerk (P&R)	Accounting Clerk (P&R)	Parks & Recreation	106	\$34,987.00	\$43,300.74	\$52,480.50
Administrative Assistant (P&R)	Administrative Assistant (P&R)	Parks & Recreation	106	\$34,987.00	\$43,300.74	\$52,480.50
Assistant Community Center Manager	Assistant Community Center Manager	Parks & Recreation	106	\$34,987.00	\$43,300.74	\$52,480.50
Assistant Park Manager	Assistant Park Manager	Parks & Recreation	106	\$34,987.00	\$43,300.74	\$52,480.50
Licensing Clerk	Licensing Clerk	Planning & Zoning	106	\$34,987.00	\$43,300.74	\$52,480.50
Police Property & Evidence Specialist	Police Property & Evidence Specialist	Police	106	\$34,987.00	\$43,300.74	\$52,480.50
Police Record Specialist Teletype (PRS)	Police Record Specialist Teletype (PRS)	Police	106	\$34,987.00	\$43,300.74	\$52,480.50
Administrative Assistant Assistant (PW)	Administrative Assistant Assistant (PW)	Public Works	106	\$34,987.00	\$43,300.74	\$52,480.50
Permit Clerk (PW)	Permit Clerk (PW)	Public Works	106	\$34,987.00	\$43,300.74	\$52,480.50
Auto Maintenance Helper	Auto Maintenance Helper	Public Works	106	\$34,987.00	\$43,300.74	\$52,480.50
Fixed Asset and Purchasing Coordinator	Fixed Asset and Purchasing Coordinator	Finance	107	\$36,963.77	\$45,747.23	\$55,445.64
Administrative Assistant II (BD)	Administrative Assistant II (BD)	Building	107	\$36,963.77	\$45,747.23	\$55,445.64
Plans Processing Clerk II	Plans Processing Clerk II	Building	107	\$36,963.77	\$45,747.23	\$55,445.64
Accounting Clerk	Accounting Clerk	Finance	107	\$36,963.77	\$45,747.23	\$55,445.64
Nature Facility Manager	Nature Facility Manager	Parks & Recreation	107	\$36,963.77	\$45,747.23	\$55,445.64
Administrative Assistant II/Outdoor Events Coordinator	Administrative Assistant II/Outdoor Events Coordinator	Planning & Zoning	107	\$36,963.77	\$45,747.23	\$55,445.64
Police Administrative Assistant	Police Administrative Assistant	Police	107	\$36,963.77	\$45,747.23	\$55,445.64
Accounting Clerk/ Permit Clerk	Accounting Clerk/ Permit Clerk	Public Works	107	\$36,963.77	\$45,747.23	\$55,445.64
Facility Maintenance Technician	Facility Maintenance Technician	Public Works	107	\$36,963.77	\$45,747.23	\$55,445.64
Auto Maintenance Technician	Auto Maintenance Technician	Public Works	108	\$39,237.04	\$48,560.69	\$58,855.56
Flood Plain Assistant	Flood Plain Assistant	Building	108	\$39,237.03	\$48,560.69	\$58,855.56
Community Center Manager	Community Center Manager	Parks & Recreation	108	\$39,237.03	\$48,560.69	\$58,855.56
Park Manager	Park Manager	Parks & Recreation	108	\$39,237.03	\$48,560.69	\$58,855.56
Parks Maintenance Technician	Parks Maintenance Technician	Parks & Recreation	108	\$39,237.03	\$48,560.69	\$58,855.56
Special Needs Program Specialist	Special Needs Program Specialist	Parks & Recreation	108	\$39,237.03	\$48,560.69	\$58,855.56
Police Field Logistics Specialist	Police Field Logistics Specialist	Police	108	\$39,237.03	\$48,560.69	\$58,855.56
Quartermaster	Quartermaster	Police	108	\$39,237.03	\$48,560.69	\$58,855.56
Records Management Specialist	Records Management Specialist	Police	108	\$39,237.03	\$48,560.69	\$58,855.56
Help Desk Specialist	Help Desk Specialist	IT	109	\$41,846.30	\$51,789.98	\$62,769.45
Payroll Specialist	Payroll Specialist	Finance	109	\$41,846.30	\$51,789.98	\$62,769.45
Payroll Specialist	Payroll Specialist	Police	109	\$41,846.30	\$51,789.98	\$62,769.45
Cultural Events Specialist	Cultural Events Specialist	Parks & Recreation	109	\$41,846.30	\$51,789.98	\$62,769.45
Events Specialist	Events Specialist	Parks & Recreation	109	\$41,846.30	\$51,789.98	\$62,769.45
Parks Foreman	Parks Foreman	Parks & Recreation	109	\$41,846.29	\$51,789.98	\$62,769.46
Crime Scene Technician	Crime Scene Technician	Police	109	\$41,846.30	\$51,789.98	\$62,769.45
Property & Evidence Supervisor	Property & Evidence Supervisor	Police	109	\$41,846.30	\$51,789.98	\$62,769.45
News Producer	News Producer	Public Affairs	109	\$41,846.30	\$51,789.98	\$62,769.45
Crew Supervisor	Crew Supervisor	Public Works	109	\$41,846.30	\$51,789.98	\$62,769.45
Facility Maintenance Foreman	Facility Maintenance Foreman	Public Works	109	\$41,846.30	\$51,789.98	\$62,769.45
Transit Road Supervisor	Transit Road Supervisor	Transportation	109	\$41,846.30	\$51,789.98	\$62,769.45
IT Specialist	IT Specialist	IT	109	\$41,846.30	\$51,789.98	\$62,769.45
Court Liaison Coordinator	Court Liaison Coordinator	Police	110	\$44,838.31	\$55,492.96	\$67,257.47
Stormwater Technician	Stormwater Technician	Stormwater	110	\$44,838.31	\$55,492.96	\$67,257.47
Constituent Services Coordinator	Constituent Services Coordinator	Public Affairs	110	\$44,838.31	\$55,492.96	\$67,257.47
Special Magistrate Coordinator	Special Magistrate Coordinator	Code	111	\$46,223.02	\$58,350.84	\$71,645.69
Code Compliance Officer I	Code Compliance Officer I	Code	111	\$46,223.02	\$58,350.84	\$71,645.69
Executive Administrative Assistant to the City Manager	Executive Administrative Assistant to the City Manager	City Manager	112	\$48,834.63	\$61,647.67	\$75,693.67



CITY OF DORAL  
CLASSIFICATION & PAY PLAN  
OCTOBER 1, 2020 TO SEPTEMBER 30, 2021

**EXHIBIT B**

Position Title	Classification	Department	Grade	Min	Mid	Max
Advisory Board Coordinator	Advisory Board Coordinator	City Clerk	112	\$48,834.63	\$61,647.67	\$75,693.67
Code Compliance Officer II	Code Compliance Officer II	Code	112	\$48,834.63	\$61,647.67	\$75,693.67
Procurement Specialist	Procurement Specialist	Finance	112	\$48,834.63	\$61,647.67	\$75,693.67
AV Systems Technician	AV Systems Technician	IT	112	\$48,834.63	\$61,647.67	\$75,693.67
IT Technician	IT Technician	IT	112	\$48,834.63	\$61,647.67	\$75,693.67
IT Technician (Public Safety)	IT Technician (Public Safety)	IT/Police	112	\$48,834.63	\$61,647.67	\$75,693.67
Recreation Facility Supervisor	Recreation Facility Supervisor	Parks & Recreation	112	\$48,834.63	\$61,647.67	\$75,693.67
Communication Supervisor	Communication Supervisor	Police	112	\$48,834.63	\$61,647.67	\$75,693.67
Executive Administrative Assistant	Executive Administrative Assistant	Police	112	\$48,834.63	\$61,647.67	\$75,693.67
Police Crime Analyst Specialist	Police Crime Analyst Specialist	Police	112	\$48,834.63	\$61,647.67	\$75,693.67
Transit Operations Manager	Trolley Operations Manager	Transportation	112	\$48,834.63	\$61,647.67	\$75,693.67
Parks Operations Administrator	Parks Operations Administrator	Parks & Recreation	113	\$51,837.95	\$65,439.00	\$80,348.83
Administrative Coordinator & Capital Improvement Liaison	Administrative Coordinator & Capital Improvement Liaison	Building	113	\$51,837.95	\$65,439.00	\$80,348.83
CIP Administrative Coordinator	CIP Administrative Coordinator	Public Works	113	\$51,837.95	\$65,439.00	\$80,348.83
Building Development Services Coordinator	Building Development Services Coordinator	Building	113	\$51,837.95	\$65,439.00	\$80,348.83
Code Compliance Officer III	Code Compliance Officer III	Code	113	\$51,837.95	\$65,439.00	\$80,348.83
Code Compliance Officer III/Outreach Coordinator	Code Compliance Officer III/Outreach Coordinator	Code	113	\$51,837.95	\$65,439.00	\$80,348.83
Accountant	Accountant	Finance	113	\$51,837.95	\$65,439.00	\$80,348.83
Athletics Coordinator	Sponsorship & Recreation Coordinator	Parks & Recreation	113	\$51,837.95	\$65,439.00	\$80,348.83
Recreation Marketing & Sponsorship Coordinator	Recreation Marketing & Sponsorship Coordinator	Parks & Recreation	113	\$51,837.95	\$65,439.00	\$80,348.83
Recreation Program Coordinator	Recreation Program Coordinator	Parks & Recreation	113	\$51,837.95	\$65,439.00	\$80,348.83
Special Events Coordinator	Special Events Coordinator	Parks & Recreation	113	\$51,837.95	\$65,439.00	\$80,348.83
Special Needs Coordinator	Special Needs Coordinator	Parks & Recreation	113	\$51,837.95	\$65,439.00	\$80,348.83
Development Review Coordinator	Development Review Coordinator	Planning & Zoning	113	\$51,837.95	\$65,439.00	\$80,348.83
Police Special Events Coordinator	Police Special Events Coordinator	Police	113	\$51,837.95	\$65,439.00	\$80,348.83
Creative Producer	Creative Producer	Public Affairs	113	\$51,837.95	\$65,439.00	\$80,348.83
General Services Administrator / Sustainability	General Services Administrator / Sustainability	Public Works	113	\$51,837.95	\$65,439.00	\$80,348.83
Project Engineer	Project Engineer	Public Works	113	\$51,837.95	\$65,439.00	\$80,348.83
Project Inspector	Project Inspector	Public Works	113	\$51,837.95	\$65,439.00	\$80,348.83
AV Systems Analyst	AV Systems Analyst	IT	114	\$55,285.18	\$69,790.69	\$85,692.02
Building Inspector	Building Inspector	Building	114	\$55,285.18	\$69,790.69	\$85,692.02
Electrical Inspector	Electrical Inspector	Building	114	\$55,285.18	\$69,790.69	\$85,692.02
Mechanical Inspector	Mechanical Inspector	Building	114	\$55,285.18	\$69,790.69	\$85,692.02
Plumbing Inspector	Plumbing Inspector	Building	114	\$55,285.18	\$69,790.69	\$85,692.02
Help Desk Supervisor	Help Desk Supervisor	IT	114	\$55,285.18	\$69,790.69	\$85,692.02
Police Budget Coordinator	Police Budget Coordinator	Police	114	\$55,285.18	\$69,790.69	\$85,692.02
Fleet Maintenance Supervisor	Fleet Maintenance Supervisor	Public Works	114	\$55,285.18	\$69,790.69	\$85,692.02
Transportation Analyst	Transportation Engineer	Transportation	114	\$55,285.18	\$69,790.69	\$85,692.02
Accreditation Manager	Accreditation Manager	Police	115	\$59,238.06	\$74,780.73	\$91,819.01
Emergency Management & Community Liaison	Emergency Management & Community Liaison	Police	115	\$59,238.06	\$74,780.73	\$91,819.01
Flood Plain Manager	Flood Plain Manager	Building	115	\$59,238.06	\$74,780.73	\$91,819.01
Plans Examiner	Plans Examiner	Building	115	\$59,238.06	\$74,780.73	\$91,819.01
Human Resources Generalist (City & Police)	Human Resources Generalist (City & Police)	Human Resources	115	\$59,238.06	\$74,780.73	\$91,819.01
GIS Developer	GIS Developer	IT	115	\$59,238.06	\$74,780.73	\$91,819.01
System Analyst	System Analyst	IT	115	\$59,238.06	\$74,780.73	\$91,819.01
Planner	Planner	Planning & Zoning	115	\$59,238.06	\$74,780.73	\$91,819.01
Public Safety Technical Services Supervisor	Public Safety Technical Services Supervisor	Police	115	\$59,238.06	\$74,780.73	\$91,819.01
Media & Emergency Management Specialist	Media & Emergency Management Specialist	Police	115	\$59,238.06	\$74,780.73	\$91,819.01
Internal Affairs & Background Investigator	Internal Affairs & Background Investigator	Police	115	\$59,238.06	\$74,780.73	\$91,819.01
Webmaster/ Graphic Designer	Webmaster/ Graphic Designer	Public Affairs	115	\$59,238.06	\$74,780.73	\$91,819.01
Plans Reviewer (PW)	Plans Reviewer (PW)	Public Works	115	\$59,238.06	\$75,528.53	\$91,819.00
Chief Building Inspector	Chief Building Inspector	Building	116	\$62,746.78	\$80,763.18	\$100,394.85
Chief Electrical Inspector	Chief Electrical Inspector	Building	116	\$62,746.78	\$80,763.18	\$100,394.85
Chief Mechanical Inspector	Chief Mechanical Inspector	Building	116	\$62,746.78	\$80,763.18	\$100,394.85
Chief Plumbing Inspector	Chief Plumbing Inspector	Building	116	\$62,746.78	\$80,763.18	\$100,394.85
Structural Plans Examiner	Structural Plans Examiner	Building	116	\$62,746.78	\$80,763.18	\$100,394.85
Code Compliance Field Supervisor	Code Compliance Field Supervisor	Code	116	\$62,746.78	\$80,763.18	\$100,394.85
Budget/ Grants Administrator	Budget/ Grants Administrator	Finance	116	\$62,746.78	\$80,763.18	\$100,394.85
Intersection Technology Systems Analyst	Intersection Technology Systems Analyst	IT	116	\$62,746.78	\$80,763.18	\$100,394.85
Legislative Analyst/Asst. to Council Member	Legislative Analyst/Asst. to Council Member	Mayor & Council	116	\$62,746.78	\$80,763.18	\$100,394.85
Recreation Administrator	Recreation Administrator	Parks & Recreation	116	\$62,746.78	\$80,763.18	\$100,394.85
Senior Planner	Senior Planner	Planning & Zoning	116	\$62,746.78	\$80,763.18	\$100,394.85
Community Relations Coordinator	Community Relations Coordinator	Public Affairs	116	\$62,746.78	\$80,763.18	\$100,394.85
Stormwater Utility Manager	Stormwater Utility Manager	Stormwater	116	\$62,746.78	\$80,763.18	\$100,394.85
Superintendent of Streets	Superintendent of Streets	Public Works	116	\$62,746.78	\$80,763.18	\$100,394.85



CITY OF DORAL  
CLASSIFICATION & PAY PLAN  
OCTOBER 1, 2020 TO SEPTEMBER 30, 2021

**EXHIBIT B**

Position Title	Classification	Department	Grade	Min	Mid	Max
Chief of Staff	Chief of Staff	Mayor & Council	117	\$66,323.35	\$85,366.69	\$106,117.36
Legal Office Manager	Legal Office Manager	City Attorney	117	\$66,323.35	\$85,366.69	\$106,117.36
Chief of Construction	Chief of Construction	Public Works	117	\$66,323.35	\$85,366.69	\$106,117.36
Human Resources Manager	Human Resources Manager	Human Resources	117	\$66,323.35	\$85,366.69	\$106,117.36
Database Administrator Developer	Database Administrator Developer	IT	117	\$66,323.35	\$85,366.69	\$106,117.36
Senior Network Analyst	Senior Network Analyst	IT	117	\$66,323.35	\$85,366.69	\$106,117.36
Senior Software Developer	Senior Software Developer	IT	117	\$66,323.35	\$85,366.69	\$106,117.36
Senior Systems Analyst	Senior Systems Analyst	IT	117	\$66,323.35	\$85,366.69	\$106,117.36
Chief Licensing Officer	Chief Licensing Officer	Planning & Zoning	117	\$66,323.35	\$85,366.69	\$106,117.36
Facility Manager	Facility Manager	Public Works	117	\$66,323.35	\$85,366.69	\$106,117.36
Public Information Officer	Public Information Officer	Police	117	\$66,323.35	\$85,366.69	\$106,117.36
Economic Developer	Economic Developer	Planning & Zoning	118	\$70,402.23	\$90,616.74	\$112,643.57
Procurement Manager	Procurement Manager	Finance	118	\$70,402.23	\$90,616.74	\$112,643.57
IT Security Manager	IT Security Manager	IT	118	\$70,402.23	\$90,616.74	\$112,643.57
Technology Project Manager	Technology Project Manager	IT	118	\$70,402.23	\$90,616.74	\$112,643.57
Transportation Manager	Transportation Manager	Transportation	118	\$70,402.23	\$90,616.74	\$112,643.57
Financial Analyst (PT)	Financial Analyst (PT)	Finance	119	\$75,083.98	\$96,642.75	\$120,134.38
Assistant Building Director	Assistant Building Director	Building	119	\$75,083.98	\$96,642.75	\$120,134.38
Deputy City Clerk	Deputy City Clerk	City Clerk	119	\$75,083.98	\$96,642.75	\$120,134.38
Assistant Code Compliance Director	Assistant Code Compliance Director	Code	119	\$75,083.98	\$96,642.75	\$120,134.38
Assistant Finance Director	Assistant Finance Director	Finance	119	\$75,083.98	\$96,642.75	\$120,134.38
Assistant Human Resources Director	Assistant Human Resources Director	Human Resources	119	\$75,083.98	\$96,642.75	\$120,134.38
Assistant Director of IT Operations	Assistant Director of IT Operations	IT	119	\$75,083.98	\$96,642.75	\$120,134.38
Assistant Parks & Recreation Director	Assistant Parks & Recreation Director	Parks & Recreation	119	\$75,083.98	\$96,642.75	\$120,134.38
Assistant Planning & Zoning Director	Assistant Planning & Zoning Director	Planning & Zoning	119	\$75,083.98	\$96,642.75	\$120,134.38
Assistant Public Works Director & Chief of Engineering	Assistant Public Works Director & Chief of Engineering	Public Works	119	\$75,083.98	\$96,642.75	\$120,134.38
Internal Affairs Inspector	Internal Affairs Inspector	Police	119	\$75,083.98	\$96,642.75	\$120,134.38
Executive Officer to the Chief of Police	Executive Officer to the Chief of Police	Police	120	\$80,452.49	\$103,552.71	\$128,723.98
Communications Director	Communications Director	Public Affairs	122	\$90,065.87	\$118,155.71	\$148,608.67
Building Official	Building Official	Building	122	\$90,065.87	\$118,155.71	\$148,608.67
Code Compliance Director	Code Compliance Director	Code	122	\$90,065.87	\$118,155.71	\$148,608.67
Finance Director	Finance Director	Finance	122	\$90,065.87	\$118,155.71	\$148,608.67
Human Resources Director	Human Resources Director	Human Resources	122	\$90,065.87	\$118,155.71	\$148,608.67
Information Technology Director	Information Technology Director	IT	122	\$90,065.87	\$118,155.71	\$148,608.67
Parks and Recreation Director	Parks and Recreation Director	Parks & Recreation	122	\$90,065.87	\$118,155.71	\$148,608.67
Planning and Zoning Director	Planning and Zoning Director	Planning & Zoning	122	\$90,065.87	\$118,155.71	\$148,608.67
Public Works Director	Public Works Director	Public Works	122	\$90,065.87	\$118,155.71	\$148,608.67
Deputy Chief	Deputy Chief	Police	123	\$95,604.92	\$125,422.29	\$157,748.11
Deputy City Manager	Deputy City Manager	City Manager	125	\$117,257.04	\$155,365.57	\$193,474.10
Chief of Police	Chief of Police	Police	126	\$119,765.39	\$158,689.16	\$197,612.92
Police Officer	Police Officer	Police	201	\$55,285.18	\$67,724.35	\$80,163.50
Police Sergeant	Police Sergeant	Police	202	\$67,724.35	\$81,269.22	\$94,814.08
Police Lieutenant	Police Lieutenant	Police	203	\$77,111.88	\$92,534.26	\$107,956.63
Police Captain	Police Captain	Police	204	\$84,113.64	\$100,936.37	\$117,759.10
Police Major	Police Major	Police	205	\$92,525.01	\$111,030.00	\$129,535.00
Mail Clerk	Mail Clerk	Public Works	103/PT	\$30,330.06	\$36,396.06	\$42,462.07
Mechanical Inspector / Plans Examiner (PT)	Mechanical Inspector / Plans Examiner (PT)	Building	115/PT	\$59,238.06	\$75,528.54	\$91,819.00
Athletics Aide/Recreation Service Aide	Athletics Aide/Recreation Service Aide	Parks & Recreation	PT	\$11.00	\$14.19	\$16.56
Cheer Aide/Recreation Service Aide	Cheer Aide/Recreation Service Aide	Parks & Recreation	PT	\$11.00	\$14.19	\$16.56
Events Aide/RSA	Events Aide/RSA	Parks & Recreation	PT	\$11.00	\$14.19	\$16.56
Park Service Aide	Park Service Aide	Parks & Recreation	PT	\$11.00	\$14.19	\$16.56
Park Ambassadors (Temporary)	Park Ambassadors (Temporary)	Parks & Recreation	PT	\$11.00	\$14.19	\$16.55
Parks & Recreation Office and Events Aide	Parks & Recreation Office and Events Aide	Parks & Recreation	PT	\$11.00	\$14.19	\$16.55
Receptionist /Recreation Service Aide	Receptionist /Recreation Service Aide	Parks & Recreation	PT	\$11.00	\$14.19	\$16.56
Recreation Service Aide	Recreation Service Aide	Parks & Recreation	PT	\$11.00	\$14.19	\$16.56
Service Aide - Intern	Service Aide - Intern	Parks & Recreation	PT	\$10.00	\$13.17	\$15.53
Special Needs Programs Aide/RSA	Special Needs Programs Aide/RSA	Parks & Recreation	PT	\$11.00	\$14.19	\$16.55
Nature Aide (PT)	Nature Aide (PT)	Parks & Recreation	PT	\$11.00	\$14.19	\$16.56
Reserve Officer	Reserve Officer	Police	PT		\$30.00	
Reserve Officer/ Traffic Initiative	Reserve Officer/ Traffic Initiative	Police	PT		\$22.50	
Reserve School Resource Officer	Reserve School Resource Officer	Police	PT		\$30.00	
Red Light Camera Reserve Officer	Red Light Camera Reserve Officer	Police	PT		\$30.00	





CITY OF DORAL  
CLASSIFICATION & PAY PLAN  
OCTOBER 1, 2020 TO SEPTEMBER 30, 2021  
*(SUMMARY OF CHANGES FY 20-21)*

**EXHIBIT B**

NEW POSITION						
Classification FY 19-20	Classification FY 20-21	Department	New Pay Grade	Min	Mid	Max
N/A	Chief of Engineering	Public Works	118	\$70,402.23	\$90,616.74	\$112,643.57







