

CITY OF DAPHNE, ALABAMA
Ordinance 2021-52

An Ordinance Adopting Classification and Compensation Plan

WHEREAS, Ordinance 2004-52 as adopted January 3, 2005 established the City of Daphne Job Classification and Compensation Plan; and

WHEREAS, such Classification and Compensation Plan has not been reviewed and updated comprehensively with market data on a regular basis; and

WHEREAS, the City of Daphne entered into a contract with Evergreen Solutions, LLC to conduct a market study, job analysis and classification analysis of all City positions; and

WHEREAS, such study has been completed and the proposed Compensation and Classification Plan has been reviewed by the Mayor and City Council and believed to be a viable plan; and

NOW, THEREFORE BE IT ORDAINED by the City Council of the City of Daphne, Alabama, as follows:

Adoption of Job Classification Schedule: The Job Classification Schedule with Classification Title, Pay Grade and Salary Range attached as Exhibit A is hereby established as the City of Daphne Job Classification Schedule with the effective date of November 1, 2021.

APPROVED AND ADOPTED by the City Council of the City of Daphne, Alabama, this 4th day of October, 2021.



Robin LeJeune, Mayor

ATTEST:


Candace G. Antinarella, CMC, City Clerk

Grade	Classification Title	Annual Hours	Min Hourly	Min Annual	Mid Hourly	Mid Annual	Max Hourly	Max Annual	FLSA
1		-	\$ 10.78	-	\$ 13.80	-	\$ 16.83	-	NE
2	Sail Site Asst	2080	\$ 11.36	\$ 23,619.96	\$ 14.57	\$ 30,301.03	\$ 17.78	\$ 36,982.11	NE
	Sail Site Driver	1040	\$ 11.36	\$ 11,809.98	\$ 14.57	\$ 15,150.52	\$ 17.78	\$ 18,491.05	NE
	School Crossing Guard	-	\$ 11.36	-	\$ 14.57	-	\$ 17.78	-	NE
3			\$ 11.93	-	\$ 15.34	-	\$ 18.73	-	
4	Custodian	2080	\$ 12.50	\$ 26,004.45	\$ 16.09	\$ 33,472.86	\$ 19.68	\$ 40,941.26	NE
5	Event Assistant	2080	\$ 13.08	\$ 27,196.70	\$ 16.86	\$ 35,070.02	\$ 20.66	\$ 42,965.83	NE
	Fitness Associate	1040	\$ 13.08	\$ 13,598.35	\$ 16.86	\$ 17,535.01	\$ 20.66	\$ 21,482.92	NE
6	Athletic Program Assoc	2080	\$ 13.65	\$ 28,388.94	\$ 17.63	\$ 36,667.18	\$ 21.63	\$ 44,990.40	NE
	Field Maintenance Worker I	2080	\$ 13.65	\$ 28,388.94	\$ 17.63	\$ 36,667.18	\$ 21.63	\$ 44,990.40	NE
	Landscape Maintenance Worker I	2080	\$ 13.65	\$ 28,388.94	\$ 17.63	\$ 36,667.18	\$ 21.63	\$ 44,990.40	NE
	Library Aide	988	\$ 13.65	\$ 13,484.75	\$ 17.63	\$ 17,416.91	\$ 21.63	\$ 21,370.44	NE
	Mowing Maintenance Worker I	2080	\$ 13.65	\$ 28,388.94	\$ 17.63	\$ 36,667.18	\$ 21.63	\$ 44,990.40	NE
	Office Assistant	2080	\$ 13.65	\$ 28,388.94	\$ 17.63	\$ 36,667.18	\$ 21.63	\$ 44,990.40	NE
	Tennis Associate	1040	\$ 13.65	\$ 14,194.47	\$ 17.63	\$ 18,333.59	\$ 21.63	\$ 22,495.20	NE
7			\$ 14.22	-	\$ 18.40	-	\$ 22.58	-	
8			\$ 14.79	-	\$ 19.16	-	\$ 23.56	-	
9	Administrative Support Specialist I	2080	\$ 15.37	\$ 31,965.68	\$ 19.93	\$ 41,458.65	\$ 24.51	\$ 50,974.12	NE
	Animal Placement Representative	2080	\$ 15.37	\$ 31,965.68	\$ 19.93	\$ 41,458.65	\$ 24.51	\$ 50,974.12	NE
	Library Services Technician	2080	\$ 15.37	\$ 31,965.68	\$ 19.93	\$ 41,458.65	\$ 24.51	\$ 50,974.12	NE
	Street Maintenance Worker I	2080	\$ 15.37	\$ 31,965.68	\$ 19.93	\$ 41,458.65	\$ 24.51	\$ 50,974.12	NE
10	Administrative Support Specialist II	2080	\$ 15.94	\$ 33,157.92	\$ 20.70	\$ 43,055.81	\$ 25.47	\$ 52,976.20	NE
	Event Services Supervisor	2080	\$ 15.94	\$ 33,157.92	\$ 20.70	\$ 43,055.81	\$ 25.47	\$ 52,976.20	NE
11	Accounting Technician	2080	\$ 16.51	\$ 34,350.17	\$ 21.47	\$ 44,652.97	\$ 26.42	\$ 54,955.77	NE
	Animal Control Officer	2080	\$ 16.51	\$ 34,350.17	\$ 21.47	\$ 44,652.97	\$ 26.42	\$ 54,955.77	NE
	Field Maintenance Worker II	2080	\$ 16.51	\$ 34,350.17	\$ 21.47	\$ 44,652.97	\$ 26.42	\$ 54,955.77	NE
	Landscape Maintenance Worker II	2080	\$ 16.51	\$ 34,350.17	\$ 21.47	\$ 44,652.97	\$ 26.42	\$ 54,955.77	NE
	Mowing Maintenance Worker II	2080	\$ 16.51	\$ 34,350.17	\$ 21.47	\$ 44,652.97	\$ 26.42	\$ 54,955.77	NE
12	Firefighter	2808	\$ 17.09	\$ 47,982.26	\$ 22.22	\$ 62,407.31	\$ 27.39	\$ 76,923.46	NE
	Planning Coordinator	2080	\$ 17.09	\$ 35,542.42	\$ 22.22	\$ 46,227.64	\$ 27.39	\$ 56,980.34	NE
13	Administrative Assistant	2080	\$ 17.66	\$ 36,734.66	\$ 22.99	\$ 47,824.80	\$ 28.35	\$ 58,959.92	NE
	Communications Officer	2080	\$ 17.66	\$ 36,734.66	\$ 22.99	\$ 47,824.80	\$ 28.35	\$ 58,959.92	NE
	Corrections Officer	2184	\$ 17.66	\$ 38,571.39	\$ 22.99	\$ 50,216.03	\$ 28.35	\$ 61,907.92	NE
	Equipment Operator	2080	\$ 17.66	\$ 36,734.66	\$ 22.99	\$ 47,824.80	\$ 28.35	\$ 58,959.92	NE
	Facility Maintenance Technician I	2080	\$ 17.66	\$ 36,734.66	\$ 22.99	\$ 47,824.80	\$ 28.35	\$ 58,959.92	NE
	Landscape Coordinator	2080	\$ 17.66	\$ 36,734.66	\$ 22.99	\$ 47,824.80	\$ 28.35	\$ 58,959.92	NE
	Mechanic I	2080	\$ 17.66	\$ 36,734.66	\$ 22.99	\$ 47,824.80	\$ 28.35	\$ 58,959.92	NE
	Permit Tech	2080	\$ 17.66	\$ 36,734.66	\$ 22.99	\$ 47,824.80	\$ 28.35	\$ 58,959.92	NE
	Street Maintenance Worker II	2080	\$ 17.66	\$ 36,734.66	\$ 22.99	\$ 47,824.80	\$ 28.35	\$ 58,959.92	NE
14	AV Tech Library	2080	\$ 18.23	\$ 37,926.91	\$ 23.76	\$ 49,421.95	\$ 29.30	\$ 60,939.50	NE
	Code Enforcement	2080	\$ 18.23	\$ 37,926.91	\$ 23.76	\$ 49,421.95	\$ 29.30	\$ 60,939.50	NE
	Crew Leader, Field Maintenance	2080	\$ 18.23	\$ 37,926.91	\$ 23.76	\$ 49,421.95	\$ 29.30	\$ 60,939.50	NE
	Crew Leader, Landscape	2080	\$ 18.23	\$ 37,926.91	\$ 23.76	\$ 49,421.95	\$ 29.30	\$ 60,939.50	NE
	Crew Leader, Mowing Maintenance	2080	\$ 18.23	\$ 37,926.91	\$ 23.76	\$ 49,421.95	\$ 29.30	\$ 60,939.50	NE
	Fire Medic	2808	\$ 18.23	\$ 51,201.32	\$ 23.76	\$ 66,719.64	\$ 29.30	\$ 82,268.32	NE
	IT Technician	2080	\$ 18.23	\$ 37,926.91	\$ 23.76	\$ 49,421.95	\$ 29.30	\$ 60,939.50	NE

	Municipal Court Magistrate	2080	\$ 18.23	\$ 37,926.91	\$ 23.76	\$ 49,421.95	\$ 29.30	\$ 60,939.50	NE
	PW ACCT/EMA ASST	2080	\$ 18.23	\$ 37,926.91	\$ 23.76	\$ 49,421.95	\$ 29.30	\$ 60,939.50	NE
15	Crime Scene Technician	2080	\$ 18.81	\$ 39,119.15	\$ 24.53	\$ 51,019.11	\$ 30.28	\$ 62,986.56	NE
	Herb Spray Technician	2080	\$ 18.81	\$ 39,119.15	\$ 24.53	\$ 51,019.11	\$ 30.28	\$ 62,986.56	NE
	Mechanic II	2080	\$ 18.81	\$ 39,119.15	\$ 24.53	\$ 51,019.11	\$ 30.28	\$ 62,986.56	NE
	Medium Equipment Operator	2080	\$ 18.81	\$ 39,119.15	\$ 24.53	\$ 51,019.11	\$ 30.28	\$ 62,986.56	NE
	Solid Waste Route Operator	2080	\$ 18.81	\$ 39,119.15	\$ 24.53	\$ 51,019.11	\$ 30.28	\$ 62,986.56	NE
16	Assistant City Clerk	2080	\$ 19.38	\$ 40,311.40	\$ 25.30	\$ 52,616.27	\$ 31.23	\$ 64,966.14	NE
	Executive Assistant	2080	\$ 19.38	\$ 40,311.40	\$ 25.30	\$ 52,616.27	\$ 31.23	\$ 64,966.14	NE
	Human Resource Specialist	2080	\$ 19.38	\$ 40,311.40	\$ 25.30	\$ 52,616.27	\$ 31.23	\$ 64,966.14	NE
17	Catalog System Supervisor	2080	\$ 19.95	\$ 41,503.64	\$ 26.06	\$ 54,213.43	\$ 32.19	\$ 66,945.72	NE
	Sales & Services Coordinator	2080	\$ 19.95	\$ 41,503.64	\$ 26.06	\$ 54,213.43	\$ 32.19	\$ 66,945.72	E
18	Crew Leader, Solid Waste	2080	\$ 20.53	\$ 42,695.89	\$ 26.83	\$ 55,810.59	\$ 33.14	\$ 68,925.29	NE
	Crew Leader, Street Maintenance	2080	\$ 20.53	\$ 42,695.89	\$ 26.83	\$ 55,810.59	\$ 33.14	\$ 68,925.29	NE
	Planner	2080	\$ 20.53	\$ 42,695.89	\$ 26.83	\$ 55,810.59	\$ 33.14	\$ 68,925.29	E
19	Accountant I	2080	\$ 21.10	\$ 43,888.14	\$ 27.60	\$ 57,407.75	\$ 34.11	\$ 70,949.86	E
	Children's Librarian	2080	\$ 21.10	\$ 43,888.14	\$ 27.60	\$ 57,407.75	\$ 34.11	\$ 70,949.86	E
	Detective	2184	\$ 21.10	\$ 46,082.54	\$ 27.60	\$ 60,278.14	\$ 34.11	\$ 74,497.35	NE
	Fire Lieutenant	2808	\$ 21.10	\$ 59,248.98	\$ 27.60	\$ 77,500.46	\$ 34.11	\$ 95,782.31	NE
	GIS Analyst	2080	\$ 21.10	\$ 43,888.14	\$ 27.60	\$ 57,407.75	\$ 34.11	\$ 70,949.86	E
	Marketing Coordinator	2080	\$ 21.10	\$ 43,888.14	\$ 27.60	\$ 57,407.75	\$ 34.11	\$ 70,949.86	E
	Patrol Officer	2184	\$ 21.10	\$ 46,082.54	\$ 27.60	\$ 60,278.14	\$ 34.11	\$ 74,497.35	NE
	Reference Librarian	2080	\$ 21.10	\$ 43,888.14	\$ 27.60	\$ 57,407.75	\$ 34.11	\$ 70,949.86	E
	School Resource Officer	2184	\$ 21.10	\$ 46,082.54	\$ 27.60	\$ 60,278.14	\$ 34.11	\$ 74,497.35	NE
	Tennis Facility Coordinator	2080	\$ 21.10	\$ 43,888.14	\$ 27.60	\$ 57,407.75	\$ 34.11	\$ 70,949.86	E
	Young Adult Librarian	2080	\$ 21.10	\$ 43,888.14	\$ 27.60	\$ 57,407.75	\$ 34.11	\$ 70,949.86	E
20	Athletic Program Manager	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	E
	Building Inspector I	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	NE
	Chief Corrections Officer	2184	\$ 21.66	\$ 47,310.78	\$ 28.36	\$ 61,931.54	\$ 35.07	\$ 76,599.53	NE
	Communication Supervisor	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	NE
	Event Operations Manager	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	E
	Field Maintenance Supervisor	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	NE
	Landscape Maintenance Supervisor	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	NE
	Mechanical Maintenance Supervisor	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	NE
	Mowing Maintenance Supervisor	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	NE
	Senior Recreation Program Manager	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	E
	Senior Human Resources Specialist	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	E
	Site Containment Inspector I	2080	\$ 21.66	\$ 45,057.89	\$ 28.36	\$ 58,982.41	\$ 35.07	\$ 72,951.93	NE
21	Accountant II	2080	\$ 22.24	\$ 46,250.13	\$ 29.12	\$ 60,579.57	\$ 36.02	\$ 74,931.51	E
	Municipal Court Administrator	2080	\$ 22.24	\$ 46,250.13	\$ 29.12	\$ 60,579.57	\$ 36.02	\$ 74,931.51	E
22	Building Inspector II	2080	\$ 22.81	\$ 47,442.38	\$ 29.89	\$ 62,176.73	\$ 36.98	\$ 76,911.09	NE
	Facility Maintenance Supervisor	2080	\$ 22.81	\$ 47,442.38	\$ 29.89	\$ 62,176.73	\$ 36.98	\$ 76,911.09	NE
	Site Containment Inspector II	2080	\$ 22.81	\$ 47,442.38	\$ 29.89	\$ 62,176.73	\$ 36.98	\$ 76,911.09	NE
	Solid Waste Supervisor	2080	\$ 22.81	\$ 47,442.38	\$ 29.89	\$ 62,176.73	\$ 36.98	\$ 76,911.09	NE
	Street Maintenance Supervisor	2080	\$ 22.81	\$ 47,442.38	\$ 29.89	\$ 62,176.73	\$ 36.98	\$ 76,911.09	NE
	Systems Administrator	2080	\$ 22.81	\$ 47,442.38	\$ 29.89	\$ 62,176.73	\$ 36.98	\$ 76,911.09	NE
23	Revenue Officer	2080	\$ 23.38	\$ 48,634.62	\$ 30.66	\$ 63,773.89	\$ 37.95	\$ 78,935.66	E
24	Battalion Chief	2808	\$ 23.96	\$ 67,266.27	\$ 31.43	\$ 88,250.92	\$ 38.91	\$ 109,265.93	E

25	Accountant III	2080	\$ 24.82	\$ 51,626.48	\$ 32.57	\$ 67,755.54	\$ 40.35	\$ 83,929.59	E
	Environmental Program Manager	2080	\$ 24.82	\$ 51,626.48	\$ 32.57	\$ 67,755.54	\$ 40.35	\$ 83,929.59	E
	Police Corporal	2184	\$ 24.82	\$ 54,207.81	\$ 32.57	\$ 71,143.32	\$ 40.35	\$ 88,126.07	NE
	Police Training Coordinator	2184	\$ 24.82	\$ 54,207.81	\$ 32.57	\$ 71,143.32	\$ 40.35	\$ 88,126.07	NE
26		2080	\$ 25.97	\$ 54,017.60	\$ 34.11	\$ 70,948.80	\$ 42.25	\$ 87,880.00	
27		2080	\$ 27.11	\$ 56,388.80	\$ 35.65	\$ 74,152.00	\$ 44.19	\$ 91,915.20	
28	Fire Marshall Sergeant	2080	\$ 28.26	\$ 58,779.96	\$ 37.18	\$ 77,338.50	\$ 46.12	\$ 95,919.53	E
		2184	\$ 28.26	\$ 61,718.96	\$ 37.18	\$ 81,205.42	\$ 46.12	\$ 100,715.51	NE
29		2080	\$ 29.14	\$ 60,611.20	\$ 38.44	\$ 79,955.20	\$ 47.76	\$ 99,340.80	
30	City Clerk PT Operations Manager	2080	\$ 30.28	\$ 62,986.56	\$ 39.97	\$ 83,142.26	\$ 49.68	\$ 103,342.95	E
		2080	\$ 30.28	\$ 62,986.56	\$ 39.97	\$ 83,142.26	\$ 49.68	\$ 103,342.95	NE
31	Lieutenant	2080	\$ 31.43	\$ 65,371.05	\$ 41.51	\$ 86,336.58	\$ 51.59	\$ 107,302.10	E
32	Deputy Director, Finance	2080	\$ 32.57	\$ 67,755.54	\$ 43.04	\$ 89,530.90	\$ 53.52	\$ 111,328.74	E
	Deputy Director, Human Resources	2080	\$ 32.57	\$ 67,755.54	\$ 43.04	\$ 89,530.90	\$ 53.52	\$ 111,328.74	E
	Deputy Director, Public Works	2080	\$ 32.57	\$ 67,755.54	\$ 43.04	\$ 89,530.90	\$ 53.52	\$ 111,328.74	E
33	Director, Library Police Captain	2080	\$ 33.72	\$ 70,140.03	\$ 44.57	\$ 92,702.72	\$ 55.43	\$ 115,287.90	E
		2080	\$ 33.72	\$ 70,140.03	\$ 44.57	\$ 92,702.72	\$ 55.43	\$ 115,287.90	E
34	Director, Events & Marketing	2080	\$ 34.87	\$ 72,524.52	\$ 46.10	\$ 95,897.04	\$ 57.37	\$ 119,337.04	E
35	Director, Sports & Recreation	2080	\$ 36.01	\$ 74,909.02	\$ 47.64	\$ 99,091.36	\$ 59.28	\$ 123,296.19	E
36	Building Inspections Official	2080	\$ 37.16	\$ 77,293.51	\$ 49.18	\$ 102,285.67	\$ 61.21	\$ 127,322.83	E
37		2080	\$ 38.31	\$ 79,684.80	\$ 50.70	\$ 105,456.00	\$ 63.14	\$ 131,331.20	
38	City Engineer	2080	\$ 39.45	\$ 82,062.49	\$ 52.24	\$ 108,651.82	\$ 65.04	\$ 135,286.13	E
	Director, Community Development	2080	\$ 39.45	\$ 82,062.49	\$ 52.24	\$ 108,651.82	\$ 65.04	\$ 135,286.13	E
	Director, Finance	2080	\$ 39.45	\$ 82,062.49	\$ 52.24	\$ 108,651.82	\$ 65.04	\$ 135,286.13	E
	Director, Human Resources	2080	\$ 39.45	\$ 82,062.49	\$ 52.24	\$ 108,651.82	\$ 65.04	\$ 135,286.13	E
	Director, IT	2080	\$ 39.45	\$ 82,062.49	\$ 52.24	\$ 108,651.82	\$ 65.04	\$ 135,286.13	E
39	Director, Public Works	2080	\$ 40.60	\$ 84,446.98	\$ 53.77	\$ 111,846.13	\$ 66.98	\$ 139,312.77	E
	Executive Director, City Development	2080	\$ 40.60	\$ 84,446.98	\$ 53.77	\$ 111,846.13	\$ 66.98	\$ 139,312.77	E
	Fire Chief	2080	\$ 40.60	\$ 84,446.98	\$ 53.77	\$ 111,846.13	\$ 66.98	\$ 139,312.77	E
	Police Chief	2080	\$ 40.60	\$ 84,446.98	\$ 53.77	\$ 111,846.13	\$ 66.98	\$ 139,312.77	E
40		2080	\$ 41.75	\$ 86,840.00	\$ 55.31	\$ 115,044.80	\$ 68.88	\$ 143,270.40	