

**CITY OF OVIEDO**  
**PAY PLAN FY 2025/2026**

GRADE	POSITION (FLSA Status)	Hrly Min	Hrly Mid	Hrly Max	Annual Min	Annual Mid	Annual Max
103	BUILDING CUSTODIAN (N) CONCESSION COORDINATOR (N) RECREATION AIDE SPECIALIST (N) STAFF ASSISTANT (N)	\$ 17.3062	\$ 21.6329	\$ 27.6899	\$ 35,996.74	\$ 44,996.30	\$ 57,594.80
104	MAINTENANCE WORKER I (N)	\$ 18.1716	\$ 22.7144	\$ 29.0745	\$ 37,796.83	\$ 47,245.75	\$ 60,474.91
105	ADMINISTRATIVE ASSISTANT (N) FLEET SPECIALIST (N) MAINTENANCE WORKER, II (N) SR. LIFEGUARD (N)	\$ 19.0799	\$ 23.8501	\$ 30.5283	\$ 39,686.15	\$ 49,608.05	\$ 63,498.66
106	ENVIRONMENTAL TECHNICIAN (N) HEAD LIFEGUARD (N) LANDSCAPE & PROJECT SPECIALIST (N) MAINTENANCE WORKER, III (N) PLANNING TECHNICIAN (N) POLICE RECORDS SPECIALIST (N) WATER QUALITY TECHNICIAN (N)	\$ 20.0343	\$ 25.0426	\$ 32.0547	\$ 41,671.32	\$ 52,088.45	\$ 66,673.59
107	ADMINISTRATIVE ASSISTANT, SR. (N) CUSTOMER SERVICE REP (N) HEAVY EQUIPMENT OPERATOR, I (N) (+Additional Pay for CDL listed below) FIREFIGHTER TRAINEE (N) LIFT STATION MECHANIC TRAINEE (N) PLANT OPERATOR TRAINEE (N) POLICE OFFICER TRAINEE (N) RECORDS COORDINATOR (N) STREET SWEEPER / VAC TRUCK OPERATOR (N) (+Additional Pay for CDL listed below) UTILITY EQUIPMENT OPERATOR (N) (+Additional Pay for CDL listed below) UTILITY TECHNICIAN (N)	\$ 21.0357	\$ 26.2943	\$ 33.6570	\$ 43,754.11	\$ 54,691.99	\$ 70,006.54
108	ADMINISTRATIVE COORDINATOR (N) ATHLETIC PROGRAM COORDINATOR (N) DEVELOPMENT SERVICES SPECIALIST (N) HEAVY EQUIPMENT OPERATOR, II (N) (+Additional Pay for CDL listed below) PARK RANGER (N) RECREATION EVENTS PROGRAM COORDINATOR (N) RECREATION PROGRAM COORDINATOR (N) SR. CUSTOMER SERVICE REP (N) TRADESWORKER (N) UNDERGROUND UTILITY LINE LOCATOR (N) UTILITY BILLING SPECIALIST (N)	\$ 22.0877	\$ 27.6091	\$ 35.3404	\$ 45,942.40	\$ 57,426.90	\$ 73,507.83
109	ACCOUNTING COORDINATOR (N) AQUATICS COORDINATOR II (N) HELP DESK TECHNICIAN (N) LIGHT EQUIPMENT MECHANIC (N) POLICE RECORDS COORDINATOR (N) PROPERTY & EVIDENCE SPECIALIST (N)	\$ 23.1922	\$ 28.9901	\$ 37.1075	\$ 48,239.76	\$ 60,299.27	\$ 77,183.59
110	CREW LEADER (N) CRIME ANALYST (N) FLEET MAINTENANCE MECHANIC (N) (+Additional Pay for CDL listed below) HUMAN RESOURCES TECHNICIAN (N) LIFT STATION MECHANIC (N) (+Additional Pay for CDL listed below) PROCUREMENT COORDINATOR (N) ZONING ADMINISTRATOR (N)	\$ 24.3517	\$ 30.4393	\$ 38.9626	\$ 50,651.38	\$ 63,313.59	\$ 81,042.19
111	AQUATICS SUPERVISOR (E) ATHLETIC PROGRAMS SUPERVISOR (E) CODE ENFORCEMENT OFFICER (N) COMMUNICATIONS SPECIALIST (N) CROSS CONNECTION CONTROL COORDINATOR (N) DEVELOPMENT REVIEW COORDINATOR (N) ENGINEERING COORDINATOR (N) FACILITY MAINTENANCE FOREMAN (N) FOOD SERVICE SUPERVISOR (E) GIS TECHNICIAN (N) LEAD LIFT STATION MECHANIC (N) (+Additional Pay for CDL listed below) PLANT MAINTENANCE & ELECTRICAL TECHNICIAN (N) PLANT OPERATOR (N) (+Additional Pay for License listed below) PROJECT & CONSTRUCTION ADMINISTRATOR (N) RECREATION PROGRAMS SUPERVISOR (E) WATER CONSERVATION COORDINATOR (N)	\$ 25.5695	\$ 31.9614	\$ 40.9112	\$ 53,184.48	\$ 66,479.56	\$ 85,095.15
112	CONSTRUCTION COORDINATOR (N) EVENTS / FACILITIES SUPERVISOR (E) FIELD INSPECTOR (N) LEAD OPERATOR (N)	\$ 26.8475	\$ 33.5593	\$ 42.9559	\$ 55,842.67	\$ 69,803.27	\$ 89,348.26

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113	DEPUTY CITY CLERK (N) ENGINEERING SPECIALIST / INSPECTOR (N) FLOODPLAIN & STORMWATER ADMINISTRATOR (E) INFORMATION TECHNOLOGY SPECIALIST (N) LEAD FLEET MAINTENANCE MECHANIC (N) <i>(+Additional Pay for CDL listed below)</i> PAYROLL & AP COORDINATOR (N) PLANNER I (N) RISK MANAGEMENT SPECIALIST (N) SPECIAL CONTRACTS INSPECTOR (N) SYSTEMS ANALYST I (N)	\$ 28.1896	\$ 35.2375	\$ 45.1033	\$ 58,634.23	\$ 73,293.83	\$ 93,814.74
114	ACCREDITATION MANAGER (E) AQUATICS & RECREATION PROGRAM SUPERINTENDENT (E) ATHLETIC SUPERINTENDENT (E) CODE ENFORCEMENT SUPERVISOR (E) ENGINEER I (N) HR ANALYST RECRUITMENT/TRAINING (E) OPERATIONS SUPERVISOR ( E ) <i>(+Additional Pay for CDL listed below)</i> PARKS SUPERINTENDENT (E) SPECIAL EVENTS ADMINISTRATOR (E) UTILITY BILLING SUPERVISOR (E) UTILITY SUPERVISOR ( E )	\$ 29.5997	\$ 36.9994	\$ 47.3594	\$ 61,567.19	\$ 76,958.71	\$ 98,507.51
115	ACCOUNTANT SENIOR (E) BENEFITS ANALYST (E) BUSINESS ANALYST (E) GIS COORDINATOR (E)	\$ 31.0795	\$ 38.8492	\$ 49.7271	\$ 64,645.16	\$ 80,806.24	\$ 103,432.27
116	FLEET MAINTENANCE SUPERVISOR (E) <i>(+Additional Pay for CDL listed below)</i> NETWORK SPECIALIST (N) PLANNER II (E) SYSTEMS ANALYST II ( E )	\$ 32.6332	\$ 40.7886	\$ 52.2137	\$ 67,877.00	\$ 84,840.16	\$ 108,604.34
117	COMMUNICATIONS MANAGER/PIO (E) COMPLIANCE/PROJECT ADMINSTRATOR (E) PUBLIC WORKS BUSINESS MANAGER (E)	\$ 34.2652	\$ 42.8313	\$ 54.8243	\$ 71,271.55	\$ 89,089.08	\$ 114,034.48
118	<i>RESERVED</i>	\$ 35.9788	\$ 44.9729	\$ 57.5660	\$ 74,835.72	\$ 93,543.46	\$ 119,737.13
119	FACILITIES MANAGER (E) PARKS MANAGER (E)	\$ 37.7776	\$ 47.2214	\$ 60.4441	\$ 78,577.26	\$ 98,220.32	\$ 125,723.61
121	BUDGET OFFICER (E) CITY CLERK (E) DEVELOPMENT REVIEW MANAGER (E) ENGINEER III (E)	\$ 41.6494	\$ 52.0620	\$ 66.6390	\$ 86,630.69	\$ 108,288.82	\$ 138,609.09
122	RECREATION OPERATIONS MANAGER (E)	\$ 43.7319	\$ 54.6651	\$ 69.9710	\$ 90,962.22	\$ 113,703.26	\$ 145,539.54
123	<i>RESERVED</i>	\$ 45.9185	\$ 57.3983	\$ 73.4695	\$ 95,510.33	\$ 119,388.43	\$ 152,816.52
124	OPERATIONS MANAGER (E) PROCUREMENT MANAGER (E)	\$ 48.2145	\$ 60.2682	\$ 77.1432	\$ 100,286.06	\$ 125,357.84	\$ 160,457.67
125	ASSIST. CITY ENG./ENGINEERING MGR. (E) UTILITIES MANAGER (E)	\$ 50.6252	\$ 63.2817	\$ 81.0002	\$ 105,300.24	\$ 131,625.86	\$ 168,480.38
126	ASSISTANT FINANCE DIRECTOR (E) ASSIST. PW DIRECTOR/CITY ENGINEER (E) ASSISTANT RECREATION & PARKS DIRECTOR (E) DEPUTY DEVELOPMENT SERVICES DIRECTOR (E) DEPUTY HUMAN RESOURCES DIRECTOR (E) DEPUTY POLICE CHIEF (E) FIRE DEPUTY CHIEF OF OPERATIONS (E) FIRE DEPUTY CHIEF OF ADMINISTRATION (E)	\$ 53.1562	\$ 66.4457	\$ 85.0499	\$ 110,564.86	\$ 138,206.85	\$ 176,903.78
204	DEVELOPMENT SERVICES DIRECTOR (E) FINANCE DIRECTOR (E) FIRE CHIEF (E) HUMAN RESOURCES DIRECTOR/RISK MANAGER (E) INFORMATION TECHNOLOGY DIRECTOR (E) POLICE CHIEF (E) PUBLIC WORKS DIRECTOR (E) RECREATION & PARKS DIRECTOR ( E )	\$ 61.5350	\$ 76.9186	\$ 98.4560	\$ 127,992.78	\$ 159,990.63	\$ 204,788.43
205	ASSISTANT CITY MANAGER (E)	\$ 67.8428	\$ 84.8033	\$ 108.5651	\$ 141,112.98	\$ 176,390.80	\$ 225,815.33
500	CITY MANAGER (E )						
*	<b>Plant Operators Additional Pay</b>						
	Will pay an additional 3% above the minimum salary per year for experience, up to a maximum of 5 years. (Not to include Trainee experience.)						
	<b>Additional Pay for License</b> Paid bi-monthly in 24 installments						
	"C" License = \$2,500 "B" License = \$3,500 "A" License = \$4,500						
	<b>Dual Licensed Plant Operators</b> Receive add-pay equal to 50% of secondary license						
+	<b>CDL Incentive Pay</b>						
	Positions that require a Commercial Driver's License will receive an additional \$1.00 per hour added to their base salary						