

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) <i>(+Additional Pay for CDL listed below)</i> 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) <i>(+Additional Pay for CDL listed below)</i> UTILITY EQUIPMENT OPERATOR (N) <i>(+Additional Pay for CDL listed below)</i> 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) <i>(+Additional Pay for CDL listed below)</i> 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) <i>(+Additional Pay for CDL listed below)</i> HUMAN RESOURCES TECHNICIAN (N) LIFT STATION MECHANIC (N) <i>(+Additional Pay for CDL listed below)</i> 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) <i>(+Additional Pay for CDL listed below)</i> PLANT MAINTENANCE & ELECTRICAL TECHNICIAN (N) PLANT OPERATOR (N) <i>(+Additional Pay for License listed below)</i> 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 ADMINISTRATOR (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) | | | | | | |
| * | Plant Operators Additional Pay | | | | | | |
| | 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.) | | | | | | |
| | Additional Pay for License Paid bi-monthly in 24 installments | | | | | | |
| | "C" License = \$2,500 "B" License = \$3,500 "A" License = \$4,500 | | | | | | |
| | Dual Licensed Plant Operators Receive add-pay equal to 50% of secondary license | | | | | | |
| + | CDL Incentive Pay | | | | | | |
| | Positions that require a Commercial Driver's License will receive an additional \$1.00 per hour added to their base salary | | | | | | |