CITY OF BELLEVIEW AGENDA
City Commission Workshop

City of Belleview
Commission Chambers
5343 SE Abshier Blvd.
Belleview Fl. 3420
July 20, 2026
6:00 PM

Budget Workshop

Roll Call

FY 2026-27 Budget Calendar and Process

FY 2026-27 Budget Calendar and Process

Not-to-Exceed Millage Rate Discussion

Not-To- Exceed Millage Rate Discussion
FY 2026-27 Millage Rate Options Analysis.docx

Department Budget Presentations

Administrator Comments

Development Services
Summary and Analysis for Hiring a Building Official

Finance

Public Works

Police Department

Information Technology

FY 2026-27 Compensation and Salary Study Discussion

FY 2026-27 Compensation and Salary Study Discussion
Classification and Compensation Study
FY 2026-27 Compensation Summary

Adjournment

Item Cover Page

CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

FY 2026-27 Budget Calendar and Process

PRESENTING PARTY:

Mariah Moody, City Administrator

ITEM TYPE:

General Information Items

BACKGROUND:

Staff will present the proposed schedule for development and adoption of the FY 2026-27 budget.

Items for Discussion**:**

- July 21, 2026 – Adoption of the FY 2026-27 Not-to-Exceed Millage Rate
- July 21, 2026 – Presentation of the FY 2025-26 Budget Amendment
- August 2026 – FY 2026-27 Budget Workshop and Proposed Budget Presentation
- August 2026 – Capital Improvement Planning Workshop
- September 2026 – Tentative Budget Hearing
- September 2026 – Final Budget Hearing

RECOMMENDED ACTIONS:

Review the proposed budget calendar and establish the schedule for budget workshops, hearings, and related budget activities.

ATTACHMENTS:

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

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CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

Not-To- Exceed Millage Rate Discussion

PRESENTING PARTY:

Mariah Moody, City Administrator

ITEM TYPE:

General Information Items

BACKGROUND:

Staff will provide an overview of the FY 2026-27 property tax projections, including the calculated rollback rate, estimated ad valorem revenues at various millage rates, and the potential impact on taxpayers. Discussion may also include current financial conditions, reserve funding considerations, anticipated operating and capital needs, implementation of cost allocation methodologies, and the potential impact of future property tax legislation on the City's long-term financial stability.

RECOMMENDED ACTIONS:

Provide direction regarding the proposed FY 2026-27 not-to-exceed millage rate.

ATTACHMENTS:

FY 2026-27 Millage Rate Options Analysis.docx

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

FY 2026-27 Millage Rate Options Analysis

Purpose: Provide a comparison of potential millage rate options, estimated revenue impacts, taxpayer impacts.

Table 1 –Estimated Additional Revenue to the City

Millage Rate	Additional Revenue Over Rollback
4.7250 (Rollback)	$0
5.0000	$137,818
5.2500	$263,108
5.5000	$388,397
5.7500	$513,687

Table 2 –Estimated Annual Property Taxes by Taxable Value

Estimated Annual Property Taxes by Taxable Value

Taxable Value	5.0000 Annual	5.2500 Annual	Increase	5.5000 Annual	Increase	5.7500 Annual	Increase
$100,000	$500.00	$525.00	$25.00	$550.00	$50.00	$575.00	$75.00
$150,000	$750.00	$787.50	$37.50	$825.00	$75.00	$862.50	$112.50
$200,000	$1,000.00	$1,050.00	$50.00	$1,100.00	$100.00	$1,150.00	$150.00
$250,000	$1,250.00	$1,312.50	$62.50	$1,375.00	$125.00	$1,437.50	$187.50

Estimated annual City property taxes based on taxable value. Actual taxes may vary based on exemptions and final taxable values.

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CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

Administrator Comments

PRESENTING PARTY:

Mariah Moody, City Administrator

ITEM TYPE:

Action Items

BACKGROUND:

As part of the Fiscal Year 2026-27 budget process, staff is seeking Commission direction regarding potential staffing and capital requests for the upcoming fiscal year.

Departments have reviewed their operational needs and identified items they believe should be considered during development of the proposed budget. Requests include additional staffing, equipment replacement, and other capital purchases necessary to maintain service levels and support future needs.

Department Directors will present their requests, explain the need for each item, discuss estimated costs and funding sources, and answer any questions from the Commission.

Due to uncertainty surrounding the November 2026 referendum and its potential financial impacts, any staffing requests funded through the General Fund are anticipated to remain vacant and recruitment efforts delayed until after the election and further evaluation of the City's financial condition. Inclusion of a position in the budget would not authorize immediate hiring.

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

The purpose of this discussion is to obtain Commission feedback and direction regarding which staffing and capital requests should be included in the proposed FY 2026-27 budget.

RECOMMENDED ACTIONS:

Discussion and direction

ATTACHMENTS:

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CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

Development Services

PRESENTING PARTY:

Shawna Chancey, Development Services Director

ITEM TYPE:

General Information Items

BACKGROUND:

The Development Services Department is requesting consideration of funding a full-time Building Official position for FY 2026-27. Currently, Building Official services are provided under a contract with Safe Built. As development activity continues within the city, staff has identified an opportunity to evaluate whether bringing this function in-house would provide improved service levels, increased responsiveness, and potential long-term cost efficiencies.

The proposed position includes a salary of $95,000 plus applicable benefits and payroll costs. In addition to personnel costs, staff has identified the following implementation expenses necessary to establish and support the position:

- Building Official vehicle (Ford Maverick XL) – $30,000
- Laptop, vehicle stand, and charger – $3,300
- Tools and equipment – $1,500
- Uniform expenses – $300

RECOMMENDED ACTIONS:

Discuss the proposed Building Official position and associated implementation costs and provide direction regarding inclusion in the FY 2026-27 proposed budget.

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

ATTACHMENTS:

Summary and Analysis for Hiring a Building Official

CITY OF BELLEVIEW
City with Small Town Charm
www.belleviewfl.org

Development Services
5525 SE 119th St.
Belleview, FL 34420
Office: 352-245-7021
Fax: 352-307-7708

CITY BUILDING OFFICIAL

The city has historically contracted with either Marion County or a third party for Building Official and Inspector services. The growth of Belleview and the increase in housing stock, along with the expense of the third-party inspection service, pose the question, “Is it time to hire an in-house Building Official?” This report will show the financial feasibility, benefits & negatives of hiring an in-house Building Official, and the plan for the future.

THIRD-PARTY INSPECTION SERVICES

The city has contracted with M.T. Causley, now Safebuilt, for inspection services since 2004. The 2nd Amendment to the contract, effective January 1, 2016, stipulates a 70/30 split (M.T. Causley/City) and a monthly credit of $1,400 towards the City Permit Technician salary. “The Permit Technician issues and receipts all building permits, tracks and remits receipts of other miscellaneous permits due to other agencies, compiles various reports as a result of issuance of building permits, schedules and tracks inspections, and maintains records in accordance with Florida Statutes and City Code.”

As a requirement of House Bill (HB) 803, the City was obligated to change the building permit fee schedule, as fees can no longer be based on the job value. The HB 803 changes and the looming property tax cut are the perfect opportunity to consider hiring an in-house Building Official. Fees would be calculated on the city employee's time and not the private provider’s time, which would reduce the city’s total cost for building and inspection services.

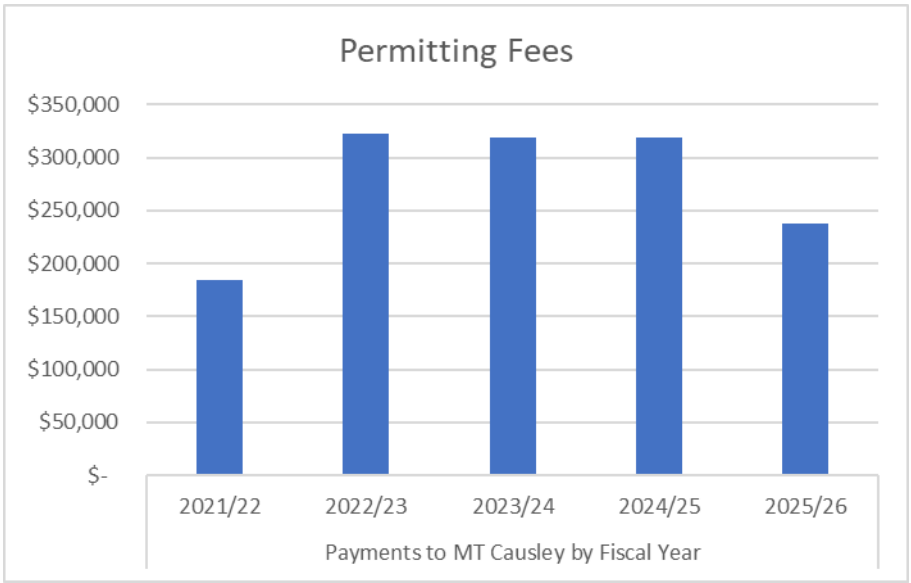
HISTORY

In the 2004 contract with M.T. Causley, the Permit Technician services were provided at 20 hours per week at their cost. As permitting increased, so did the required hours of the Permit Technician. By 2016, the Permit Technician became a full-time position that was also assisted by the Code Enforcement Officer. Today, two full-time positions are working on building-related activities. Permitting for new commercial and new home construction has increased substantially. As a result, a full-time Zoning & Code Compliance Specialist position was added to the department. All four positions in Development Services are involved in building-related activities to some degree.

As with any company, there is turnover, and the city has no control over where M.T. Causley assigns new Building Officials and Building Inspectors. Every time a new Building Official is assigned to Belleview, there is a period of adjustment and procedural changes. The Florida Building Code (FBC) does allow for slight interpretations of the code by Building Officials. Therefore, the staff has experienced multiple Building Official interpretations that must be explained to citizens and contractors as determinations are made. In fact, as of the recent Building Official departure, there have been nine Building Officials in the past nine years. Contractors often become frustrated by the varying interpretations and processes, and unfortunately, it reflects badly on the city.

City staff enter the inspection results daily, which allows contractors to access their “pass or fail” results online. Inspection results are often delayed if the inspector leaves our jurisdiction to travel to another city after completing inspections. The result is a delay for our citizens and contractors. An in-house Building Official would have a city-issued laptop to be used in the field with the ability to update inspection results in real time. Additionally, allocating more time to inspections will allow for more comprehensive and detailed result entries.

Permitting fees over the past three years have been consistent due to new developments and new commercial structures. This trend is expected to continue over the next five years, with Bellehaven beginning construction. Two contractors, Casa Fresca and Lennar, have begun to pull permits in Phases 2 and 3. Phases 1 & 4 are in the preliminary plat stage.



Numbers for 2025/26 are expected to meet or exceed the previous year in the number of permits, inspections, and expenditures.

"Why can't we get inspections on Fridays?"

Currently, Safebuilt inspectors are available on the same days as the city staff, Monday – Thursday. Inspections outside of city business days incur additional fees to the contractor or applicant by special request. The most common complaint we receive from contractors is that we do not offer Friday inspections. It becomes a problem more often with commercial buildings that are under time constraints to complete the job and planned developments. Staff have seen an increase in contractors' use of private providers for inspection services. Additionally, the building staff can't guarantee an inspection time or a specific time frame, as the inspector's arrival time often depends on the departure time from the previous jurisdiction. Although uncommon, there have been times when the inspector doesn't make it to the city at all, and staff must reschedule all inspections. Inspection times can be scheduled for specific time frames and on Fridays if the city hires an in-house Building Official.

BENEFITS

There are many benefits to the citizens, contractors, developers, and the city of having an in-house Building Official. Access to a Building Official seven days a week is a tremendous advantage as the city continues to grow and improvements are made to older buildings and homes. Building Officials are required to maintain their license with continued education and training. That knowledge would be shared with building staff and incorporated into their daily activities as the Building Official. The ability to contact a Building Official and have an immediate (or within minutes) response would add to the "City with Small Town Charm" feel.

Benefits of an in-house Building Official:

- Friday and afternoon inspections
- Faster inspection results (can be added in the field)
- Ability to give the contractor/citizen a specific timeframe for inspections
- Certificate of Occupancy signed same day
- Consistency – Building Official FBC interpretations and procedures
- Contact with Building Official at all times
- Personalized service to customers
- Inspections and FBC input for other departments (i.e., Public Works)
- Emergency call response (i.e., vehicle vs. building, fires, etc.)
- Training opportunities for staff
- Cost savings to the city and the citizens
- Potential to lower inspection fees or reinspection fees
- Assistance with city-related bids and cost estimates
- Inspections/cursory reviews on city buildings
- Work directly with Code Compliance on health and safety violations
- More efficient and customer-focused permit process

NEGATIVES

There are some adverse aspects to hiring a Building Official in-house that need to be mentioned. However, staff's findings are that the benefits far outweigh the negatives.

Negatives to an in-house Building Official:

- Building Officials are hard to find; it may be a lengthy process
- Salaries are in the higher range of city paygrades
- Needs could decrease with the economy
- Possibility of switching back to a third-party provider due to the economy
- Increase in insurance liability and workers' compensation
- Capital costs for a vehicle
- Need for "on-call" contract with Safebuilt to cover vacation and call-out times

MOVING FORWARD

Should the Commission choose to move forward with hiring an in-house Building Official, there are items the city would need to do in preparation for the new hire. The new position will be budgeted for FY 26-27, pending Commission direction to proceed.

Things to Do:

- Give proper notice to Safebuilt to cancel the current contract – possible month-to-month service until the new hire is on board, and future on-call contract
- Finalize a job description and salary range
- Post the position early (by September) with a start date of October
- Purchase a vehicle (small truck) and essentials (i.e., folding ladder, hard hat, tools, etc.)
- Purchase FBC electronic version (we've purchased hard copies in the past)
- Purchase and install a laptop in the new vehicle
- Purchase uniform shirts/jackets/hats/safety boots upon hiring
- Assess permit fee schedule to ensure statutory requirements are met
- Separate from the general fund and create new fund accounts for the building department, to accurately track revenues, expenditures, and transfers

POTENTIAL SAVINGS

Using data from the last five years, staff have estimated the cost savings of hiring an in-house Building Official. The salary used is based on a mid-range of the proposed salary for this position, plus benefits, non-recurring costs, and recurring costs. Projected revenues are estimated by using an average of the last three years' permitting revenues reflected in the five-year analysis below.

Chart 1

Cost-Benefit Analysis						**City of Belleview**
In-House Building Official						
Quantitative Costs	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**	**Total**
Non-Recurring Costs						
Telecommunication equipment (cell phone)	$ 300.00	$ -	$ -	$ -	$ -	$ 300.00
Permit Technician ($1,400/month paid by Safefuilt)	$ 16,800.00	$ -	$ -	$ -	$ -	$ 16,800.00
Vehicle (Ford Maverick pickup)	$ 30,000.00	$ -	$ -	$ -	$ -	$ 30,000.00
Total Non-Recurring Costs	$ 47,100.00	$ -	$ -	$ -	$ -	$ 47,100.00
Recurring Costs						
Building Official Salary + Benefits (Mid-Range)	$ 138,981.00	$ 138,981.00	$ 138,981.00	$ 138,981.00	$ 138,981.00	$ 694,905.00
Liability and Auto Insurance	$ 3,500.00	$ 3,500.00	$ 3,500.00	$ 3,500.00	$ 3,500.00	$ 17,500.00
Uniforms	$ 300.00	$ 300.00	$ 300.00	$ 300.00	$ 300.00	$ 1,500.00
Gas/Oil/Vehicle Maintenance	$ 600.00	$ 600.00	$ 600.00	$ 600.00	$ 600.00	$ 3,000.00
Training/Travel/Per Diem	$ 1,500.00	$ 1,500.00	$ 1,500.00	$ 1,500.00	$ 1,500.00	$ 7,500.00
Memberships/Books/Dues	$ 1,800.00	$ 500.00	$ 500.00	$ 500.00	$ 500.00	$ 3,800.00
Replacement Tools	$ -	$ 250.00	$ 250.00	$ 250.00	$ 250.00	$ 1,000.00
In-vehicle Laptop	$ 3,300.00	$ -	$ -	$ -	$ -	$ 3,300.00
Contract negotiations - Safebuilt Inspection Svcs.	$ 20,000.00	$ 20,000.00	$ 20,000.00	$ 20,000.00	$ 20,000.00	$ 100,000.00
Telecommunications (cell phone & hotspot svcs)	$ 625.00	$ 625.00	$ 625.00	$ 625.00	$ 625.00	$ 3,125.00
Total Recurring Costs	$ 170,606.00	$ 166,256.00	$ 166,256.00	$ 166,256.00	$ 166,256.00	$ 835,630.00
Total Costs	$ 217,706.00	$ 166,256.00	$ 166,256.00	$ 166,256.00	$ 166,256.00	$ 882,730.00
QUANTITATIVE BENEFITS	**Year 1**	**Year 2**	**Year 3**	**Year 4**	**Year 5**	**Total**
Anticipated Revenues						
Building Permit Fees (Average of last three years)	$ 320,049.00	$ 320,049.00	$ 320,049.00	$ 320,049.00	$ 320,049.00	$ 1,600,245.00
Total Revenues	$ 320,049.00	$ 320,049.00	$ 320,049.00	$ 320,049.00	$ 320,049.00	$ 1,600,245.00
Cost Savings						
Services provided by Safebuilt (Avg last 3 yrs)	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 1,392,955.00
Total Cost Savings	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 1,392,955.00

Chart 2

Quantitative Analysis	Year 1	Year 2	Year 3	Year 4	Year 5	Total
BENEFITS						
Cost Savings (70/30 Split)	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 278,591.00	$ 1,392,955.00
Total Benefits	**$ 278,591.00**	**$ 278,591.00**	**$ 278,591.00**	**$ 278,591.00**	**$ 278,591.00**	**$ 1,392,955.00**
COSTS						
Non-Recurring	$ 47,100.00	$ -	$ -	$ -	$ -	$ 47,100.00
Recurring	$ 170,606.00	$ 166,256.00	$ 166,256.00	$ 166,256.00	$ 166,256.00	$ 835,630.00
Total Costs	**$ 217,706.00**	**$ 166,256.00**	**$ 166,256.00**	**$ 166,256.00**	**$ 166,256.00**	**$ 882,730.00**
Net Benefit or Cost	**$ 60,885.00**	**$ 112,335.00**	**$ 112,335.00**	**$ 112,335.00**	**$ 112,335.00**	**$ 510,225.00**

This chart is a summary of the results (without the line item details) from Chart 1. The Net Benefit or Cost on the bottom line is the estimated savings each year.

SUMMARY

In summary, this report evaluates whether the City of Belleview should transition from contracted building inspection services to hiring an in-house Building Official. Belleview has relied on third-party providers since 2004, but rising development activity, increased staffing demands, inconsistent code interpretations, delayed inspection results, and contractor frustration have prompted reconsideration. Recent legislative changes (HB 803) also make an in-house model more financially viable by allowing permit fees to be based on city staff time rather than private provider costs.

The report outlines the operational benefits of an in-house Building Official—including Friday inspections, faster and more consistent service, real-time reporting, improved customer experience, and long-term cost savings—while acknowledging challenges such as recruitment difficulty, higher salary costs, liability considerations, and the need for backup inspection coverage. If the Commission chooses to proceed, the city will prepare for FY 26–27 implementation by ending the Safebuilt contract, finalizing the job description, posting the position, purchasing equipment, and restructuring building department accounts.

A five-year financial analysis indicates that hiring an in-house Building Official is expected to generate net annual savings, supporting the recommendation to move forward.

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CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

Finance

PRESENTING PARTY:

Mariah Moody, City Administrator

ITEM TYPE:

General Information Items

BACKGROUND:

The Finance Department has reviewed its staffing and capital needs for FY 2026-27 and is not requesting any additional positions or capital expenditures for inclusion in the proposed budget at this time.

RECOMMENDED ACTIONS:

ATTACHMENTS:

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

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CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

Public Works

PRESENTING PARTY:

Mariah Moody, City Administrator

ITEM TYPE:

General Information Items

BACKGROUND:

As part of the FY 2026-27 budget development process, the Public Works Department has reviewed current staffing levels, operational needs, and capital requirements. The department is requesting consideration of two additional positions and several capital purchases to support utility operations, infrastructure maintenance, and service delivery.

Proposed Staffing Requests

Public Works Administrative Assistant – Estimated Annual Cost: $42,981
Funding Source: Water and Sewer Fund
Position will provide administrative support for utility operations, permit processing, customer service, work order coordination, regulatory reporting, and development-related utility requests.

Streets Maintenance Technician I – Estimated Annual Cost: $38,056
Funding Source: General Fund
Position will assist with roadway maintenance, right-of-way upkeep, stormwater operations, and other streets-related functions.

Proposed Capital Requests

Streets Division

Replace Two Zero-Turn Mowers – $24,000
Replacement of existing mowers that are reaching the end of their useful life and require increasing maintenance.

Kubota 72" Angle Broom – $5,000
Attachment for existing equipment used to sweep streets and repair areas.

Water & Sewer Division

Kubota SVL97-3 Cabbed Skid Steer – $60,000
Needed for WWTF operations to remove and dispose of solids from the vac-dump station after dewatering. The equipment would also support Public Works operations involving tree and debris removal.

8.5' x 24' Equipment Trailer – $10,000
Additional trailer needed to transport equipment when both the mini-excavator and skid steer are required simultaneously.

RD8200G Utility Locator – $6,500
Replacement of existing locator equipment that is more than 10 years old and beginning to experience operational issues.

Trailer-Mounted Thompson Trash/Bypass Pump – $35,000
Replacement of an existing 2004 model pump used during lift station failures, repairs, and pump replacements to maintain system operations.

Total Capital Requests: $140,500

Financial Impact

Proposed Staffing Requests: $81,037

- Water and Sewer Fund: $42,981
- General Fund: $38,056

Proposed Capital Requests: $140,500

- Streets Division: $29,000
- Water & Sewer Division: $111,500

RECOMMENDED ACTIONS:

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

Provide direction regarding inclusion of the proposed staffing and capital requests in the FY 2026-27 proposed budget.

ATTACHMENTS:

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CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

Police Department

PRESENTING PARTY:

Terry Holland, Chief of Police

ITEM TYPE:

General Information Items

BACKGROUND:

Staffing Requests

- The Police Department is not requesting any additional personnel for Fiscal Year 2026-27.

Capital Requests

- Replacement Police Vehicle – $47,500
- Vehicle Outfitting and Equipment – $18,500

Funding Source

The Police Department is requesting funding for the replacement police vehicle and associated outfitting costs. Staff anticipates utilizing Infrastructure Sales Tax revenues to fund these purchases, consistent with prior funding practices for eligible public safety capital expenditures.

Total Capital Request: $66,000

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

RECOMMENDED ACTIONS:

Discussion and Direction

ATTACHMENTS:

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CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

Information Technology

PRESENTING PARTY:

Mariah Moody, City Administrator

ITEM TYPE:

General Information Items

BACKGROUND:

The Information Technology Department is requesting consideration of funding a Network Administrator position for FY 2026-27. As the City's technology infrastructure continues to expand, the department has identified a need to improve operational coverage, strengthen continuity of service, and ensure adequate staffing resources are available to support daily operations, cybersecurity needs, system maintenance, and future technology initiatives.

The proposed position would also support succession planning efforts within the department by providing additional trained personnel and ensuring institutional knowledge is retained as the City prepares for future staffing transitions and retirements. The position would assist with maintaining critical technology systems, network infrastructure, communications systems, security monitoring, and end-user support services throughout the organization.

The proposed beginning salary for the position is $73,509, plus applicable benefits and payroll costs, consistent with the City's Compensation and Classification Study.

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

Staff will provide additional information regarding current departmental workload, staffing resources, operational needs, and the role this position would play in supporting continued City operations and technology services.

RECOMMENDED ACTIONS:

Discuss the proposed Network Administrator position and provide direction regarding inclusion in the FY 2026-27 proposed budget.

ATTACHMENTS:

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CITY COMMISSION WORKSHOP AGENDA ITEM REPORT

DATE OF MEETING: July 20, 2026

AGENDA ITEM:

FY 2026-27 Compensation and Salary Study Discussion

PRESENTING PARTY:

Mariah Moody, City Administrator

ITEM TYPE:

General Information Items

BACKGROUND:

Linda Bunting with Cody & Associates, Inc. will provide an overview of the recently completed compensation and classification study and discuss its potential impact on the FY 2026-27 budget. Discussion to include current compensation levels, the fiscal impact of a suggested cost-of-living adjustment (COLA), estimated costs associated with implementing salary study recommendations, and employee recruitment and retention considerations.

RECOMMENDED ACTIONS:

Obtain Commission direction regarding compensation priorities and potential implementation of salary study recommendations for inclusion in the proposed FY 2026-27 budget.

ATTACHMENTS:

Classification and Compensation Study
FY 2026-27 Compensation Summary

The Commission reserves the right to postpone any decision on audience, or walk-in requests until sufficient time has been allowed for review of documentation.

Classification and Compensation Study

City of Belleview

2026

Cody & Associates, Inc.



220 Jamaica Drive Cocoa Beach, Florida 32931
(321) 783-9552; Fax (321) 613-3962
E-mail: Lbunting@codyassociates.org

Cody & Associates, Inc.

MANAGEMENT CONSULTANTS

220 Jamaica Drive, Cocoa Beach, Florida

32931 (321) 783-9552; FAX(321) 613-3962

July 15, 2026

Ms. Mariah Moody, CMC
City Administrator
City of Belleview
5343 SE Abshier Blvd.
Belleview, FL. 34420

Dear Ms. Moody,

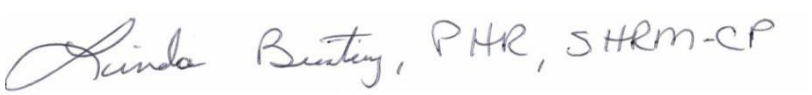
Upon completion of our assignment, we are respectfully submitting our report for the **Classification and Compensation Study** covering all positions in the service of the City of Belleview.

This report has been prepared as an accounting of our assignment and represents a record of our approach. The recommendations and comments provided herein, exemplify our objective appraisal and, principally, are based on analysis and discussion within the scope of the assignment.

Our prime objective was to develop a Comprehensive Pay Plan that is equitable to both the employees and to the City of Belleview.

We appreciate the opportunity to be of service to you and the City of Belleview. We would also like to extend our sincere thanks to your staff whose cooperation and courtesy was gratefully provided throughout the Study.

Respectfully Submitted,



Linda Bunting
President

CLASSIFICATION AND COMPENSATION STUDY

City of Belleview

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ENCLOSURE **3** – MARKET DATA SUMMARY

INTRODUCTION

This report contains the Study of the Salaries for the City of Belleview and presents all elements of said Study. In preparing this report, *Cody & Associates, Inc.* has used its best efforts and has taken reasonable care. The report, to an extent, relies on information and data received from third parties in which *Cody & Associates, Inc.* has assumed the accuracy and completeness thereof.

Cody & Associates, Inc. cannot guarantee that any particular result will be recognized from any actions taken on the basis of this report. The information and opinions expressed in this report have significance only within the context of the report in its entirety. No independent part of this report should be used or relied upon outside of this context.

This Study is not intended to represent an “end-to-end” solution but rather an essential component within the City of Belleview’s overall management program. The most effective management system will require regular fine-tuning and refinement post-implementation.

These ongoing adjustments should reflect any recent changes in the labor marketplace to help ensure a current and equitable classification system and pay plan are maintained.

STUDY ASSIGNMENT AND OBJECTIVES

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The City of Belleview, Florida, retained the services of *Cody & Associates, Inc.* to conduct a classification and compensation study for all positions under their jurisdiction.

In establishing said position classification and pay plan, we concentrated on the following primary objectives:

- Formulate a pay plan that will assist in reducing turnover costs and promote careers within the City
- Design a pay plan that will attract qualified personnel to render the services that the City provides.
- Establish a series of equitable classifications.
- Establish competitive salary ranges to ascertain salaries based on the median of the target data set
- Establish equitable relationships amongst the various jobs within the workforce (equal pay for equal work) and relieve compression between pay grades and role classifications
- Ensure fair and equal compensation opportunities for equal contributions to the effective operations in the City
- Design and present current salary ranges competitive to reasonably similar positions, that reflect the labor market where the City sources employee recruits, and are consistent with the economic conditions in Marion County

    - Our tactical strategy in setting salaries was based on the median of the data collected. This data was also used as a guide in setting the proposed pay plan.

To accomplish these objectives, we've separated the assignment into five (5) distinct segments:

- ❑ Analysis of the classifications for all positions with the City of Belleview
- ❑ Procurement of salary information from the survey market
- ❑ Analysis of salary survey data collected for the City of Belleview
- ❑ Methodically develop a pay plan and implementation option recommendations
- ❑ Report preparation

POSITION EVALUATION PHASE

The Position Evaluation Phase of the Study included the following:

REVIEW OF POSITIONS

The primary objective of this phase was to review all job descriptions and utilize this information to ensure that all positions were properly classified. In the classification phase of the study, we looked at the following information:

- ❑ Essential Functions
- ❑ Education
- ❑ Experience
- ❑ Knowledge and skill sets required

The above are functions of the position and not the individual in the position. The internal relationship is crucial when setting salaries, as well as utilizing the market data as a guide in structuring a pay plan.

Career ladders were created, and additional duties were assigned for the following:

Development Services Technician series and reclassified to Development Services Specialist I – IV, and Senior

Permitting and Licensing Specialist series reclassified to Building & Planning Specialist I – IV, and Senior

Planning, Zoning, and Code Enforcement Specialist series reclassified to Planning and Zoning Specialist I – III, Planner, and Senior Planner

SALARY PHASE

The Salary Phase of the Study included the following:

OBTAINMENT OF SALARY INFORMATION

The Consultant used 85% of the City's positions for benchmarks in the salary survey. The Consultant's objective during this salary phase was to analyze the compensation of positions with the City in comparison to the local market. The labor markets included are as follows: Dade City, Eustis, Gainesville, Lady Lake, Leesburg, Mount Dora, Newberry, Ocala, Ocoee, Orange Park, Tavares, Villages, Wildwood, Winter Garden, and Marion County.

DEVELOPMENT OF THE SALARY SCHEDULES

The objective of this segment of the Study was to compile the results of the salary survey and to design an appropriate salary schedule and pay plan for all positions involved. The salary survey served as a guide in determining salaries. The internal relationships were a crucial component in setting said salaries. The market data is typically used to evaluate the overall structure of the compensation plan. The market data summarizes the overall market characteristics and captures the highs and lows of the market at a fixed point in time. It should not be used precisely for setting pay ranges. Each agency included in the market is unique and has its own organizational structure. There may also be variations in terms of progression through positions, including or excluding career ladders. We utilized the market data and adapted the findings to create a pay plan applicable to the City. We found that agencies are having trouble hiring anyone starting at $15 an hour, even though some agencies use this as the starting point of their salary ranges.

A structured salary schedule was constructed using a five percent spread between each grade.

Not all ranges were utilized, but this schedule provides the City the ability to scale

your compensation plan as needed.

GENERAL SALARY FINDINGS AND COMMENTS

We found the majority of the positions under market and in need of reclassification in order to better align with and reflect the current market. The salary findings were leveraged as a guide in setting salaries. *Cody & Associates, Inc.* developed a pay plan based on the combination of both internal and external results.

Current market data was referenced at the time of the survey. All agencies were surveyed for this study and only the most current data was utilized.

COMPENSATION PLAN RECOMMENDATIONS

PURPOSE

The compensation plan is intended to provide all employees with equitable and competitive pay. This being also relative to the pay received by other employees performing a similar role in the City, and, relative to the rate provided to other employees within the survey market.

APPOINTMENT AND STARTING RATE GUIDELINES

The minimum rate for a position is the appointment (in-hiring) rate for a new employee. This rate reflects the current "market place" value of the position based on the minimum qualifications needed to perform the work. We are recommending the City adopt the minimums proposed as a result of our study and that these minimums be established as the appointment rates. That said, increased latitude and flexibility should be exercised when determining actual in-hiring rates for applicants in hard-to-fill, mission-critical and managerial positions as work experience and availability are key factors. We have recognized many agencies are finding it necessary to hire above the minimum for an increasing number of positions as a result of the current market.

Generally, appointments above the minimum salary would be authorized under varying circumstances. These would include:

- ❑ The applicants training, work experience or other related qualifications exceeds those required. Such position appointments may be approved by the City Administrator or designee on an individual basis, at a rate of up to the midpoint of the range, established for the position.

SALARY RANGES AND PROGRESSION

- The Pay Plan consists of a Salary Schedule containing; salary ranges, the compensation attached to the ranges, and a listing of the assignments of each class in the Classification Plan to a range in the Salary Schedule.

An employee may receive a salary increase by one or more of the following: performance salary advancement, across-the-board increase, cost of living, adjustments, promotion, reclassification and pay range adjustment.

PAY GRADE ADJUSTMENTS

It is important to consider pay compression which occurs frequently when adjustments to pay ranges are made in tandem with a pay increase. That said, we are recommending that pay grades not be adjusted with every pay increase as you may disproportionately compress pay between new and longer service employees.

TRAINEE CATEGORY

If an applicant for a position does not meet the minimum qualifications but is otherwise qualified for the position, the department head may request the appointment as a "trainee". In such cases, the employee could be hired at a rate of five to ten percent (5%-10%) below the minimum salary until the minimum qualifications have been satisfied.

The individual's probationary period should not begin until he/she has completed the trainee period.

This category is used to train people “on-the-job” who have the potential to effectively perform in a new role but lack some of the skills or experience necessary. The average time an individual remains in a trainee category would be a minimum of six (6) months and a maximum of twenty-four (24) months. This

time period would depend upon the skills or experience required, based on individual cases, and when certification requirements are completed.

PROMOTIONS

A promotion occurs when an employee is moved from a position in one class to another position in an elevated class, and, said position has a higher maximum salary.

The promoted employee should receive a salary increase to, at a minimum, the rate of the new pay range, or 5% percent, whichever is higher. An amount higher than the minimum can be considered if the individual's experience, skills, or qualifications merit a higher than minimum rate adjustment.

In some situations, an employee who is promoted from a position which receives paid overtime to an exempt position which receives no paid overtime, could experience an actual pay loss in his/her annual salary earnings. In cases such as this, a higher promotional pay adjustment to compensate for the situation should be considered based on the average of the prior three years of overtime compensation. This adjustment should be added to the salary used to calculate the promotional increase.

The first six (6) months of the promotion can be used by the supervisor to evaluate the performance of the employee and to ensure that the employee can satisfactorily perform the duties of the new position. At the end of this period, the employee's supervisor can certify that the employee is satisfactorily performing his/her duties and the promotional increase discussed above will remain instituted.

DEMOTIONS

If an employee is demoted for cause, the demotion will be to a lesser job classification that could potentially include a reduction in pay.

An employee receiving a demotion at their own request, or, due to inability to perform the work may be adjusted to a lower job classification. When a demotion of this nature occurs, there should be a reduction in the employee’s pay. Some circumstances may, however, dictate that the employee remain at the same pay level attained prior to the demotion. This will be at the discretion of the City of Belleview, but in no case should this exceed the maximum rate of the lower pay range.

TRANSFERS

An employee who is transferred to a position in the same classification or to a different position with the same pay grade is not eligible for an increase.

An employee transferred to another position in a lower classification or grade shall be treated by the rules established for demotions.

SPECIAL ASSIGNMENT CATEGORY (SAC)

This category can be used when an individual in a position is given an assignment(s) which encompasses duties and responsibilities of a different, advanced, and/or supervisory nature. These assignments are usually for a specified and limited period of time. This type of assignment is of a temporary nature, can be rescinded unilaterally by the City, and does not constitute a promotion. The City Administrator must approve all assignments that extend beyond 30 work days. A pay supplement may be given for the approved period.

POST-MAXIMUM INCENTIVE

The maximum within each of the recommended pay ranges corresponds to the point where an employee's pay progression typically concludes. This indicates the point at which the "worth" of the position, according to the marketplace and comparable jobs, has reached its maximum value. However, we believe that some form of pay incentive exceeding this maximum threshold is necessary to maintain the productivity of the individual at an acceptable level.

When an individual reaches the maximum of the pay range, they will be eligible for a performance-driven adjustment. This adjustment would not be added to the individual's base pay. The amount of the adjustment will be determined by the City Administrator or his/her designee. This approach has the effect of not compounding salary or fringe benefit costs and will limit both the short-term and long-term impact on the City. Additionally, this will serve to contribute to the retention of productive, long-term employees.

IMPLEMENTATION

To implement the proposed Compensation Plan, we recommend using one of the following implementation strategies described below or a variation of B. Alternative B addresses salary compression issues.

ALTERNATIVE A

- Adopt the Pay Grades and Salary Schedule as recommended in this report
- Adjust the salaries of employees who fall below the minimum recommended to the minimum rate
- Freeze the pay rates of any employee presently being paid above the maximum for their pay range

This is the most cost-effective plan to implement; however, it addresses only external (market) equity and does not address internal equity issues. This alternative can create compression, thus it is not recommended as an ideal alternative.

ALTERNATIVE B

- Adopt the Pay Grades and Salary Schedule as recommended in this report
- Adjust the salaries of all employees by a set dollar amount ($1 or $2) added to each employee's hourly rate to relieve any compression from the minimum of the range

ALTERNATIVE C

- Adopt the Pay Grades and Salary Schedule as recommended in this report
- For each year of service in the position, adjust the employee's salary by a two percent (2%) increase from the minimum of the pay range. Other percentages can be considered based on budget (1 ½% - 3 ½% is most common)
- Any employee who approaches the maximum, or is presently being paid above the maximum for their pay range, should be held at their present rate
- This approach would establish both external and internal equity within the organization

Addressing time in a position is crucial in alleviating salary compressions in pay grades and maintaining employee morale. Additionally, enhancing employee retention is becoming an increasingly vital factor in the present market.

Other alternatives can be discussed.

		CURRENT			PROPOSED		
Positions	FLSA	Pay Grade	Annual Salary Minimum	Maximum	Pay Grade	Annual Salary Minimum	Maximum
Crossing Guard	NE	5	$32,843.20	$48,339.20	6	$35,360.00	$51,272.00
Janitor / Custodian	NE	5	$32,843.20	$48,339.20	6	$35,360.00	$51,272.00
Apprentice WS Utility Service Technician	NE	7	$34,486.40	$53,289.60	7	$37,128.00	$57,548.40
Customer Service Representative I	NE	7	$34,486.40	$53,289.60	7	$37,128.00	$57,548.40
Maintenance Technician I	NE	7	$34,486.40	$53,289.60	7	$37,128.00	$57,548.40
Maintenance Technician II	NE	8	$36,212.80	$55,952.00	8	$38,984.40	$60,425.82
PD Records Data Specialist	NE	8	$36,212.80	$55,952.00	8	$38,984.40	$60,425.82
Customer Service Representative II	NE	9	$38,022.40	$58,760.00	9	$40,933.62	$63,447.11
WS Utility Service Technician I	NE	9	$38,022.40	$58,760.00	9	$40,933.62	$63,447.11
Development Services Technician	NE	11	$41,932.80	$64,792.00	10	$42,980.30	$66,619.47
Facilities Maintenance Technician	NE	10	$39,936.00	$61,692.80	10	$42,980.30	$66,619.47
Maintenance / Inventory Technician	NE	10	$39,936.00	$61,692.80	10	$42,980.30	$66,619.47
Parks Services Technician	NE	10	$39,936.00	$61,692.80	10	$42,980.30	$66,619.47
Accounting Technician	NE	12	$44,033.60	$68,016.00	11	$45,129.32	$69,950.44
Customer Service Specialist	NE	11	$41,932.80	$64,792.00	11	$45,129.32	$69,950.44
Streets - Crew Leader	NE	11	$41,932.80	$64,792.00	11	$45,129.32	$69,950.44
WS Utility Service Technician II	NE	11	$41,932.80	$64,792.00	11	$45,129.32	$69,950.44
Zoning & Code Compliance Spec Trainee	NE	11	$41,932.80	$64,792.00	11	$45,129.32	$69,950.44
Events & Promotions Admin Asst	NE	12	$44,033.60	$68,016.00	12	$47,385.78	$73,447.96
Finance & Util Acct Technician I	NE	12	$44,033.60	$68,016.00	12	$47,385.78	$73,447.96
HR / RM Administrative Assistant	NE	12	$44,033.60	$68,016.00	12	$47,385.78	$73,447.96
Permit & Licensing Specialist I	NE	12	$44,033.60	$68,016.00	12	$47,385.78	$73,447.96
Planning, Zoning, and Code Enforcement Spec I*	NE	13	$46,238.40	$71,427.20	12	$47,385.78	$73,447.96
Plant Operator	NE	12	$44,033.60	$68,016.00	12	$47,385.78	$73,447.96
Zoning & Code Compliance Specialist I	NE	12	$44,033.60	$68,016.00	12	$47,385.78	$73,447.96
Accounting Technician II	NE	13	$46,238.40	$71,427.20	13	$49,755.07	$77,120.36
Computer Technician / End User Support	NE	13	$46,238.40	$71,427.20	13	$49,755.07	$77,120.36

		CURRENT			PROPOSED		
Positions	FLSA	Pay Grade	Annual Salary Minimum	Maximum	Pay Grade	Annual Salary Minimum	Maximum
Events / Promotions Specialist	NE	13	$46,238.40	$71,427.20	13	$49,755.07	$77,120.36
Finance & Utilities Acct Technician II	NE	13	$46,238.40	$71,427.20	13	$49,755.07	$77,120.36
IT Support Tech Trainee	NE	13	$46,238.40	$71,427.20	13	$49,755.07	$77,120.36
Permit & Licensing Specialist II	NE	13	$46,238.40	$71,427.20	13	$49,755.07	$77,120.36
Planning & Zoning Specialist I	NE	New			13	$49,755.07	$77,120.36
Utility Billing Coordinator	NE	14	$48,547.20	$74,984.00	13	$49,755.07	$77,120.36
WS Utility Service Technician III	NE	13	$46,238.40	$71,427.20	13	$49,755.07	$77,120.36
Zoning & Code Compliance Specialist II	NE	13	$46,238.40	$71,427.20	13	$49,755.07	$77,120.36
Building & Planning Specialist I	NE	New			14	$52,242.82	$80,976.38
Exec Asst to the Chief of Police	NE	14	$48,547.20	$74,984.00	14	$52,242.82	$80,976.38
Permit & Licensing Specialist III	NE	14	$48,547.20	$74,984.00	14	$52,242.82	$80,976.38
Planning & Zoning Specialist II	NE	New			14	$52,242.82	$80,976.38
Planning, Zoning, and Code Enforcement Spec II	NE	14	$48,547.20	$74,984.00	14	$52,242.82	$80,976.38
PW Administrative Operations Coordinator	NE	14	$48,547.20	$74,984.00	14	$52,242.82	$80,976.38
Utility Billing Accounting Manager	NE	14	$48,547.20	$74,984.00	14	$52,242.82	$80,976.38
Zoning & Code Compliance Specialist III	NE	14	$48,547.20	$74,984.00	14	$52,242.82	$80,976.38
Accountant I	NE	15	$50,980.80	$78,728.00	15	$54,854.97	$85,025.20
Building & Planning Specialist II	NE	New			15	$54,854.97	$85,025.20
Exec Asst to City Administrator	NE	15	$50,980.80	$78,728.00	15	$54,854.97	$85,025.20
Permit & Licensing Specialist IV	NE	15	$50,980.80	$78,728.00	15	$54,854.97	$85,025.20
Planner	NE	New			15	$54,854.97	$85,025.20
Planning, Zoning, and Code Enforcement Spec III	NE	15	$50,980.80	$78,728.00	15	$54,854.97	$85,025.20
Technology Support Specialist I	NE	15	$50,980.80	$78,728.00	15	$54,854.97	$85,025.20
Building & Planning Specialist III	NE	New			16	$57,597.71	$89,276.46
Planning & Zoning Specialist III	NE	New			16	$57,597.71	$89,276.46
Sr. Planner	NE	New			16	$57,597.71	$89,276.46
Building & Planning Specialist IV	NE	New			17	$60,477.60	$93,740.28

		CURRENT			PROPOSED		
Positions	FLSA	Pay Grade	Annual Salary Minimum	Maximum	Pay Grade	Annual Salary Minimum	Maximum
Chief Plant Operator	NE	17	$56,180.80	$86,819.20	17	$60,477.60	$93,740.28
Utility Services Technician Crew Leader	NE	17	$56,180.80	$86,819.20	17	$60,477.60	$93,740.28
Accountant II	NE	18	$58,988.80	$91,166.40	18	$63,501.48	$98,427.29
Cross Connection / Grease Trap Coordinator	NE	18	$58,988.80	$91,166.40	18	$63,501.48	$98,427.29
Sr. Building & Planning Specialist	NE	New			18	$63,501.48	$98,427.29
Systems Administrator	NE	New			18	$63,501.48	$98,427.29
Technology Support Specialist II	NE	18	$58,988.80	$91,166.40	18	$63,501.48	$98,427.29
Community Engagement Liaison	E	19	$61,950.04	$95,712.10	19	$66,676.55	$103,348.66
GIS Asset and Mapping Specialist	E	21	$68,286.40	$105,531.28	20	$70,010.30	$108,516.09
Network Administrator	E	New			21	$73,510.90	$113,941.90
Senior Accountant	NE	21	$68,307.20	$105,601.60	21	$73,510.90	$113,941.90
Technology Support Specialist III	NE	21	$68,307.20	$105,601.60	21	$73,510.90	$113,941.90
Senior Accounting Analyst	NE	New			22	$77,186.45	$119,638.99
City Clerk	E	25	$77,746.60	$120,120.05	23	$81,045.77	$125,620.94
Field Operations Supervisor	E	25	$77,746.60	$120,120.05	23	$81,045.77	$125,620.94
HR/Risk Management Manager	E	25	$77,746.60	$120,120.05	23	$81,045.77	$125,620.94
Police Lieutenant	E	25	$77,746.60	$120,120.05	23	$81,045.77	$125,620.94
Finance Manager	E	New			25	$89,352.96	$138,497.09
Comptroller	E	New			26	$93,820.61	$145,421.94
Chief of Police	E	30	$99,228.21	$158,418.03	28	$103,437.22	$160,327.69
Development Services Director	E	30	$99,228.21	$158,418.03	28	$103,437.22	$160,327.69
Finance Director	E	30	$99,228.21	$158,418.03	28	$103,437.22	$160,327.69
Information Technology Director	E	30	$99,228.21	$158,418.03	28	$103,437.22	$160,327.69
Public Works Director	E	30	$99,228.21	$158,418.03	28	$103,437.22	$160,327.69
City Administrator	E	34	$120,612.76	$192,558.13	33	$132,015.02	$204,623.27

* Will be reclassified when the employee reaches minimum qualifications for new position

Proposed						
Pay		Hourly			Annual	
Grade	Min	Mid	Max	Min	Minimum	Maximum
6	$17.00	$20.83	$24.65	$35,360.00	$43,316.00	$51,272.00
7	$17.85	$22.76	$27.67	$37,128.00	$47,338.20	$57,548.40
8	$18.74	$23.90	$29.05	$38,984.40	$49,705.11	$60,425.82
9	$19.68	$25.09	$30.50	$40,933.62	$52,190.37	$63,447.11
10	$20.66	$26.35	$32.03	$42,980.30	$54,799.88	$66,619.47
11	$21.70	$27.66	$33.63	$45,129.32	$57,539.88	$69,950.44
12	$22.78	$29.05	$35.31	$47,385.78	$60,416.87	$73,447.96
13	$23.92	$30.50	$37.08	$49,755.07	$63,437.72	$77,120.36
14	$25.12	$32.02	$38.93	$52,242.82	$66,609.60	$80,976.38
15	$26.37	$33.63	$40.88	$54,854.97	$69,940.08	$85,025.20
16	$27.69	$35.31	$42.92	$57,597.71	$73,437.09	$89,276.46
17	$29.08	$37.07	$45.07	$60,477.60	$77,108.94	$93,740.28
18	$30.53	$38.93	$47.32	$63,501.48	$80,964.39	$98,427.29
19	$32.06	$40.87	$49.69	$66,676.55	$85,012.61	$103,348.66
20	$33.66	$42.92	$52.17	$70,010.38	$89,263.24	$108,516.09
21	$35.34	$45.06	$54.78	$73,510.90	$93,726.40	$113,941.90
22	$37.11	$47.31	$57.52	$77,186.45	$98,412.72	$119,638.99
23	$38.96	$49.68	$60.39	$81,045.77	$103,333.35	$125,620.94
24	$40.91	$52.16	$63.41	$85,098.06	$108,500.02	$131,901.99
25	$42.96	$54.77	$66.59	$89,352.96	$113,925.02	$138,497.09
26	$45.11	$57.51	$69.91	$93,820.61	$119,621.27	$145,421.94
27	$47.36	$60.39	$73.41	$98,511.64	$125,602.34	$152,693.04
28	$49.73	$63.41	$77.08	$103,437.22	$131,882.45	$160,327.69
29	$52.22	$66.58	$80.93	$108,609.08	$138,476.58	$168,344.07
30	$54.83	$69.90	$84.98	$114,039.53	$145,400.41	$176,761.28
31	$57.57	$73.40	$89.23	$119,741.51	$152,670.43	$185,599.34
32	$60.45	$77.07	$93.69	$125,728.59	$160,303.95	$194,879.31
33	$63.47	$80.92	$98.38	$132,015.02	$168,319.14	$204,623.27
34	$66.64	$84.97	$103.30	$138,615.77	$176,735.10	$214,854.44
35	$69.97	$89.22	$108.46	$145,546.55	$185,571.86	$225,597.16

Pay Grade	Positions	Hourly Salary		Annual Salary		Median		Median +3.5%	
		Minimum	Maximum	Minimum	Maximum	Min	Max	Min	Max
5	**Crossing Guard**	$15.79	$23.24	$32,843.20	$48,339.20	32,837.26	49,610.64	33,986.56	51,347.01
5	**Janitor / Custodian**	$15.79	$23.24	$32,843.20	$48,339.20	31,605.13	44,979.32	32,711.31	46,553.60
7	**Customer Service Representative I**	$16.58	$25.62	$34,486.40	$53,289.60	34,178.18	50,450.07	35,374.42	52,215.83
7	**Maintenance Technician I**	$16.58	$25.62	$34,486.40	$53,289.60	34,077.96	51,806.44	35,270.69	53,619.66
8	**PD Records Data Specialist**	$17.41	$26.90	$36,212.80	$55,952.00	38,302.62	57,375.51	39,643.21	59,383.65
10	**Facilities Maintenance Technician**	$19.20	$29.66	$39,936.00	$61,692.80	38,004.20	61,176.77	39,334.35	63,317.96
10	**Parks Services Technician**	$19.20	$29.66	$39,936.00	$61,692.80	36,187.84	57,376.08	37,454.41	59,384.24
11	**Customer Service Specialist**	$20.16	$31.15	$41,932.80	$64,792.00	41,387.84	65,724.67	42,836.41	68,025.04
11	**Police Officer Recruit**	$20.16	$31.15	$41,932.80	$64,792.00	40,112.80	69,742.40	41,516.75	72,183.38
11	**Streets - Crew Leader**	$20.16	$31.15	$41,932.80	$64,792.00	41,360.17	66,104.08	42,807.78	68,417.72
11	**WS Utility Service Technician II**	$20.16	$31.15	$41,932.80	$64,792.00	39,020.80	60,086.00	40,386.53	62,189.01
12	**Accounting Technician**	$21.17	$32.70	$44,033.60	$68,016.00	41,638.04	66,494.02	43,095.38	68,821.31
12	**Development Services Technician II**	$21.17	$32.70	$44,033.60	$68,016.00	37,939.20	58,801.60	39,267.07	60,859.66
12	**Events & Promotions Admin Asst**	$21.17	$32.70	$44,033.60	$68,016.00	43,128.80	63,627.20	44,638.31	65,854.15
12	**Finance & Util Acct Technician I**	$21.17	$32.70	$44,033.60	$68,016.00	41,792.27	65,105.47	43,255.00	67,384.16
12	**HR / RM Administrative Assistant**	$21.17	$32.70	$44,033.60	$68,016.00	40,705.60	61,685.61	42,130.30	63,844.61
12	**Permit & Licensing Specialist I**	$21.17	$32.70	$44,033.60	$68,016.00	40,164.80	63,211.79	41,570.57	65,424.21
12	**Plant Operator**	$21.17	$32.70	$44,033.60	$68,016.00	46,426.40	69,188.81	48,051.32	71,610.42
12	**Zoning & Code Compliance Specialist I**	$21.17	$32.70	$44,033.60	$68,016.00	40,900.00	64,029.94	42,331.50	66,270.98
13	**Accounting Technician II**	$22.23	$34.34	$46,238.40	$71,427.20	46,330.00	76,071.84	47,951.55	78,734.35
13	**Finance & Utilities Acct Technician II**	$22.23	$34.34	$46,238.40	$71,427.20	43,534.40	73,571.68	45,058.10	76,146.69
13	**Computer Technician / End User Support**	$22.23	$34.34	$46,238.40	$71,427.20	46,971.20	72,690.00	48,615.19	75,234.15
13	**Development Services Technician III**	$22.23	$34.34	$46,238.40	$71,427.20	49,732.80	77,084.80	51,473.45	79,782.77
13	**Events / Promotions Specialist**	$22.23	$34.34	$46,238.40	$71,427.20	40,185.60	58,822.40	41,592.10	60,881.18
13	**IT Support Tech Trainee**	$22.23	$34.34	$46,238.40	$71,427.20	50,793.60	76,086.40	52,571.38	78,749.42
13	**Permit & Licensing Specialist II**	$22.23	$34.34	$46,238.40	$71,427.20	42,293.12	64,871.04	43,773.38	67,141.53
13	**Planning, Zoning, Code Enforce Spec I**	$22.23	$34.34	$46,238.40	$71,427.20	46,868.80	76,346.40	48,509.21	79,018.52
13	**WS Utility Service Technician III**	$22.23	$34.34	$46,238.40	$71,427.20	41,870.40	65,228.80	43,335.86	67,511.81
13	**Zoning & Code Compliance Specialist II**	$22.23	$34.34	$46,238.40	$71,427.20	51,022.40	70,324.80	52,808.18	72,786.17
14	**Development Services Technician IV**	$23.34	$36.05	$48,547.20	$74,984.00	48,040.00	79,560.00	49,721.40	82,344.60
14	**Exec Asst to the Public Works Director**	$23.34	$36.05	$48,547.20	$74,984.00	46,811.56	69,781.69	48,449.96	72,224.05
14	**Exec Asst to the Chief of Police**	$23.34	$36.05	$48,547.20	$74,984.00	46,503.60	69,264.00	48,131.23	71,688.24
14	**Permit & Licensing Specialist III**	$23.34	$36.05	$48,547.20	$74,984.00	46,096.00	71,898.11	47,709.36	74,414.55
14	**Planning, Zoning, Code Enforce Spec II**	$23.34	$36.05	$48,547.20	$74,984.00	45,556.27	77,654.72	47,150.74	80,372.64
14	**UB Accounting Manager**	$23.34	$36.05	$48,547.20	$74,984.00	63,013.60	96,210.40	65,219.08	99,577.76
14	**Zoning & Code Compliance Specialist III**	$23.34	$36.05	$48,547.20	$74,984.00	48,439.60	75,835.60	50,134.99	78,489.85
15	**Accountant I**	$24.51	$37.85	$50,980.80	$78,728.00	51,492.53	82,639.01	53,294.77	85,531.37
15	**Development Services Technician V**	$24.51	$37.85	$50,980.80	$78,728.00	48,040.00	79,560.00	49,721.40	82,344.60
15	**Exec Asst to City Administrator**	$24.51	$37.85	$50,980.80	$78,728.00	50,507.23	77,363.09	52,274.98	80,070.80
15	**Permit & Licensing Specialist IV**	$24.51	$37.85	$50,980.80	$78,728.00	53,497.60	77,625.60	55,370.02	80,342.50

15	**Planning, Zoning & Code Enforce Spec III**	$24.51	$37.85	$50,980.80	$78,728.00	52,083.20	84,678.62	53,906.11	87,642.37
15	**Technology Support Specialist I**	$24.51	$37.85	$50,980.80	$78,728.00	48,459.20	73,569.60	50,155.27	76,144.54
16	**Police Officer**	$25.73	$39.75	$53,518.40	$82,680.00	62,759.75	93,105.87	64,956.34	96,364.57
17	**Chief Plant Operator**	$27.01	$41.74	$56,180.80	$86,819.20	57,936.96	84,123.04	59,964.75	87,067.35
18	**Accountant II**	$28.36	$43.83	$58,988.80	$91,166.40	56,030.07	88,701.73	57,991.12	91,806.29
18	**Cross Connection / Grease Trap Coordinator**	$28.36	$43.83	$58,988.80	$91,166.40	36,961.60	55,432.00	38,255.26	57,372.12
18	**Tecnology Support Specialist II**	$28.36	$43.83	$58,988.80	$91,166.40	52,561.73	82,940.26	54,401.39	85,843.17
19	**Police Corporal**	$29.79	$46.02	$61,963.20	$95,721.60	63,860.16	92,239.32	66,095.27	95,467.69
21	**Accountant III**	$32.84	$50.77	$68,307.20	$105,601.60	65,744.60	102,034.00	68,045.66	105,605.19
21	**Technology Support Specialist III**	$32.84	$50.77	$68,307.20	$105,601.60	54,059.20	86,122.40	55,951.27	89,136.68
23	**Police Sergeant**	$36.20	$55.94	$75,296.00	$116,355.20	80,480.16	113,717.03	83,296.97	117,697.13
19	**Events and Promotions Manager**			$61,950.04	$95,712.10	59,113.00	98,583.42	61,181.96	102,033.84
21	**GIS Asset and Mapping Specialist**			$68,286.40	$105,531.28	57,193.39	85,376.57	59,195.15	88,364.75
25	**City Clerk**			$77,746.60	$120,120.05	79,404.61	135,325.42	82,183.77	140,061.81
25	**Deputy Finance Director**			$77,746.60	$120,120.05	84,226.11	130,006.06	87,174.03	134,556.27
25	**Field Operations Supervisor**			$77,746.60	$120,120.05	64,468.05	88,243.49	66,724.43	91,332.01
25	**HR/Risk Management Manager**			$77,746.60	$120,120.05	73,921.72	118,101.72	76,508.98	122,235.28
25	**Lieutenant**			$77,746.60	$120,120.05	79,766.66	123,253.68	82,558.49	127,567.56
30	**Chief of Police**			$99,228.21	$158,418.03	98,137.43	159,199.75	101,572.24	164,771.74
30	**Development Services Director**			$99,228.21	$158,418.03	94,005.24	156,776.14	97,295.42	162,263.30
30	**Finance Director**			$99,228.21	$158,418.03	103,077.70	172,403.91	106,685.42	178,438.05
30	**Information Technology Director**			$99,228.21	$158,418.03	104,816.19	171,056.83	108,484.76	177,043.82
30	**Public Works Director**			$99,228.21	$158,418.03	94,801.59	163,625.45	98,119.65	169,352.34
34	**City Administrator**			$120,612.76	$192,558.13	143,467.33	198,795.00	148,488.69	205,752.83

FY 2026-27 Compensation Summary

Salary Budget Impact

- Current Salary Budget: **$4,130,577**
- Proposed 3% Cost of Living Adjustment (COLA): **$92,761**
- Remaining Salary Study Adjustments: **$28,738**
- Total Proposed Salary Increase: **$109,697**
- Proposed Salary Budget: **$4,240,273**

Total Personnel Costs

- Total Employee Compensation Budget (Salaries and Benefits): **$6,685,961**

Additional Information

- The proposed salary budget includes a 3% Cost of Living Adjustment (COLA) and the remaining compensation study recommendations.
- Many compensation study recommendations have already been implemented through prior budget actions.
- The remaining salary study adjustments are intended to support employee recruitment, retention, and market competitiveness.
- Total employee compensation includes salaries, payroll taxes, retirement contributions, health insurance, workers' compensation, life insurance, and other employee benefits.