



CITY OF DORAL
CLASSIFICATION & PAY PLAN

EXHIBIT B

OCTOBER 1, 2023 TO SEPTEMBER 30, 2024

Job Classification	Department	Grade	Min. (Yearly)	Mid. (Yearly)	Max. (Yearly)
Facilities Janitor/ Custodian	Public Works /Parks & Recreation	101	\$29,982.95	\$37,478.69	\$44,974.43
Laborer I	Public Works	102	\$31,676.99	\$39,596.25	\$47,515.49
Clerical Aide	Police	103	\$33,625.13	\$42,031.42	\$50,437.69
Mail Clerk	Public Works	103	\$33,625.13	\$42,031.42	\$50,437.69
Solution Center Representative	Building	104	\$35,861.20	\$44,826.49	\$53,791.80
Clerical Aide II	Office of the City Manager	104	\$35,861.20	\$44,826.49	\$53,791.80
Laborer II	Public Works	104	\$35,861.20	\$44,826.49	\$53,791.80
Park Ranger	Parks & Recreation	105	\$38,425.28	\$48,031.59	\$57,637.91
Police Records Specialist	Police	105	\$38,425.28	\$48,031.59	\$57,637.91
Police Review Specialist	Police	105	\$38,425.28	\$48,031.59	\$57,637.91
Police Service Aide	Police	105	\$38,425.28	\$48,031.59	\$57,637.91
Building Records Clerk	Building	106	\$38,788.01	\$48,485.01	\$58,182.01
Permit Clerk	Building	106	\$38,788.01	\$48,485.01	\$58,182.01
Plans Processing Clerk I	Building	106	\$38,788.01	\$48,485.01	\$58,182.01
Code Compliance Clerk	Code	106	\$38,788.01	\$48,485.01	\$58,182.01
Assistant Community Center Manager	Parks & Recreation	106	\$38,788.01	\$48,485.01	\$58,182.01
Assistant Cultural Center Supervisor	Parks & Recreation	106	\$38,788.01	\$48,485.01	\$58,182.01
Assistant Park Manager	Parks & Recreation	106	\$38,788.01	\$48,485.01	\$58,182.01
Licensing Clerk	Planning & Zoning	106	\$38,788.01	\$48,485.01	\$58,182.01
Accounts Payable Specialist	Police	106	\$38,788.01	\$48,485.01	\$58,182.01
Auto Maintenance Helper	Public Works	106	\$38,788.01	\$48,485.01	\$58,182.01
Permit Clerk (PW)	Public Works	106	\$38,788.01	\$48,485.01	\$58,182.01
Irrigation Systems Technician	Public Works	106	\$38,788.01	\$48,485.01	\$58,182.01
Finance Clerk	Finance	107	\$40,979.53	\$51,224.41	\$61,469.29
Police Administrative Assistant	Police	107	\$40,979.53	\$51,224.41	\$61,469.29
Police Property & Evidence Specialist	Police	107	\$40,979.53	\$51,224.41	\$61,469.29
Accounting Clerk/ Permit Clerk	Public Works	107	\$40,979.53	\$51,224.41	\$61,469.29
Facility Maintenance Technician	Public Works	107	\$40,979.53	\$51,224.41	\$61,469.29
Building Records Manager	Building	108	\$43,499.78	\$54,374.71	\$65,249.66
Accounting Clerk	Finance	108	\$43,499.78	\$54,374.71	\$65,249.66
Administrative Assistant (P&R)	Parks & Recreation	108	\$43,499.78	\$54,374.71	\$65,249.66
Community Center Manager I	Parks & Recreation	108	\$43,499.78	\$54,374.71	\$65,249.66
Park Manager	Parks & Recreation	108	\$43,499.78	\$54,374.71	\$65,249.66
Parks Maintenance Technician	Parks & Recreation	108	\$43,499.78	\$54,374.71	\$65,249.66
Special Needs Program Specialist	Parks & Recreation	108	\$43,499.78	\$54,374.71	\$65,249.66
Police Field Logistics Specialist	Police	108	\$43,499.78	\$54,374.71	\$65,249.66
Quartermaster	Police	108	\$43,499.78	\$54,374.71	\$65,249.66



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Job Classification	Department	Grade	Min. (Yearly)	Mid. (Yearly)	Max. (Yearly)
Records Management Specialist	Police	108	\$43,499.78	\$54,374.71	\$65,249.66
Administrative Assistant (PA)	Public Affairs	108	\$43,499.78	\$54,374.71	\$65,249.66
Administrative Assistant (PW)	Public Works	108	\$43,499.78	\$54,374.71	\$65,249.66
Auto Maintenance Technician	Public Works	108	\$43,499.78	\$54,374.71	\$65,249.66
Park Ranger Supervisor	Parks & Recreation	108	\$43,499.78	\$54,374.71	\$65,249.66
Help Desk Specialist	Information Technology	109	\$46,392.50	\$57,990.63	\$69,588.76
Community Center Manager II	Parks & Recreation	109	\$46,392.50	\$57,990.63	\$69,588.76
Cultural Events Specialist	Parks & Recreation	109	\$46,392.50	\$57,990.63	\$69,588.76
Park Manager II	Parks & Recreation	109	\$46,392.50	\$57,990.63	\$69,588.76
Events Specialist	Parks & Recreation	109	\$46,392.50	\$57,990.63	\$69,588.76
Parks Foreman	Parks & Recreation	109	\$46,392.50	\$57,990.63	\$69,588.76
Administrative Assistant II/Outdoor Events Coordinator	Planning & Zoning	109	\$46,392.50	\$57,990.63	\$69,588.76
News Producer	Public Affairs	109	\$46,392.50	\$57,990.63	\$69,588.76
Crew Supervisor	Public Works	109	\$46,392.50	\$57,990.63	\$69,588.76
Transit Road Supervisor	Public Works / Transportation	109	\$46,392.50	\$57,990.63	\$69,588.76
IT Specialist	Information Technology	110	\$49,709.56	\$62,136.96	\$74,564.35
Court Liaison Coordinator	Police	110	\$49,709.56	\$62,136.96	\$74,564.35
Crime Scene Technician	Police	110	\$49,709.56	\$62,136.96	\$74,564.35
Payroll Specialist I	Police	110	\$49,709.56	\$62,136.96	\$74,564.35
Police Communications Operator	Police	110	\$49,709.56	\$62,136.96	\$74,564.35
Police Training Coordinator	Police	110	\$49,709.56	\$62,136.96	\$74,564.35
Facility Maintenance Coordinator	Public Works	110	\$49,709.56	\$62,136.96	\$74,564.35
Stormwater Technician	Public Works / Stormwater	110	\$49,709.56	\$62,136.96	\$74,564.35
Code Compliance Officer I	Code	111	\$51,244.72	\$65,337.01	\$79,429.32
Payroll Specialist II	Finance	111	\$51,244.72	\$65,337.01	\$79,429.32
Vacuum Truck Operator	Public Works / Stormwater	111	\$51,244.72	\$65,337.01	\$79,429.32
Marketing Specialist	Public Affairs	112	\$54,140.04	\$69,028.55	\$83,917.07
Parks Engagement Specialist	Parks & Recreation	112	\$54,140.04	\$69,028.55	\$83,917.07
Code Compliance Officer II	Code	112	\$54,140.04	\$69,028.55	\$83,917.07
AV Systems Technician	Information Technology	112	\$54,140.04	\$69,028.55	\$83,917.07
IT Technician	Information Technology	112	\$54,140.04	\$69,028.55	\$83,917.07
IT Technician (Public Safety)	Information Technology / Police	112	\$54,140.04	\$69,028.55	\$83,917.07
Police Crime Analyst Specialist	Police	112	\$54,140.04	\$69,028.55	\$83,917.07
Procurement Specialist	Procurement	112	\$54,140.04	\$69,028.55	\$83,917.07
Administrative Coordinator & Capital Improvement Liaison	Building	113	\$57,469.65	\$73,273.81	\$89,077.97
Permitting & Development Services Manager	Building	113	\$57,469.65	\$73,273.81	\$89,077.97
Code Compliance Administrative Coordinator	Code	113	\$57,469.65	\$73,273.81	\$89,077.97



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Code Compliance Officer III	Code	113	\$57,469.65	\$73,273.81	\$89,077.97
Code Compliance Officer III/Outreach Coordinator	Code	113	\$57,469.65	\$73,273.81	\$89,077.97
Community Outreach Coordinator	Mayor & Council	113	\$57,469.65	\$73,273.81	\$89,077.97
Advisory Board Coordinator	Office of the City Clerk	113	\$57,469.65	\$73,273.81	\$89,077.97
Athletics Coordinator	Parks & Recreation	113	\$57,469.65	\$73,273.81	\$89,077.97
Cultural Arts Center Facility Manager	Parks & Recreation	113	\$57,469.65	\$73,273.81	\$89,077.97
Nature Conservation Coordinator	Parks & Recreation	113	\$57,469.65	\$73,273.81	\$89,077.97
Recreation Facility Supervisor	Parks & Recreation	113	\$57,469.65	\$73,273.81	\$89,077.97
Recreation Marketing & Sponsorship Coordinator	Parks & Recreation	113	\$57,469.65	\$73,273.81	\$89,077.97
Recreation Program Coordinator	Parks & Recreation	113	\$57,469.65	\$73,273.81	\$89,077.97
Sponsorship Coordinator	Parks & Recreation	113	\$57,469.65	\$73,273.81	\$89,077.97
Senior & Special Needs Coordinator	Parks & Recreation	113	\$57,469.65	\$73,273.81	\$89,077.97
Business Outreach Coordinator	Planning & Zoning	113	\$57,469.65	\$73,273.81	\$89,077.97
Development Review Coordinator	Planning & Zoning	113	\$57,469.65	\$73,273.81	\$89,077.97
Body Worn Camera Administrator	Police	113	\$57,469.65	\$73,273.81	\$89,077.97
Communication Supervisor	Police	113	\$57,469.65	\$73,273.81	\$89,077.97
Police Special Events Coordinator	Police	113	\$57,469.65	\$73,273.81	\$89,077.97
Creative Producer	Public Affairs	113	\$57,469.65	\$73,273.81	\$89,077.97
Social Media Coordinator	Public Affairs	113	\$57,469.65	\$73,273.81	\$89,077.97
CIP Administrative Coordinator	Office of the City Manager	113	\$57,469.65	\$73,273.81	\$89,077.97
General Services Administrator / Sustainability	Public Works	113	\$57,469.65	\$73,273.81	\$89,077.97
Project Engineer	Public Works	113	\$57,469.65	\$73,273.81	\$89,077.97
Finance Coordinator	Finance	113	\$57,469.65	\$73,273.81	\$89,077.97
Building Budget Coordinator	Building	114	\$61,291.40	\$78,146.52	\$95,001.64
Code Compliance Training & Outreach Coordinator	Code	114	\$61,291.40	\$78,146.52	\$95,001.64
Project Inspector	Public Works	114	\$61,291.40	\$78,146.52	\$95,001.64
Building Inspector	Building	115	\$65,673.72	\$83,733.99	\$101,794.27
Community Rating Rating System Coordinator & Flood Plain Plans Examiner	Building	115	\$65,673.72	\$83,733.99	\$101,794.27
Electrical Inspector	Building	115	\$65,673.72	\$83,733.99	\$101,794.27
Mechanical Inspector	Building	115	\$65,673.72	\$83,733.99	\$101,794.27
Plans Examiner	Building	115	\$65,673.72	\$83,733.99	\$101,794.27
Plans Examiner(Electrical) PT	Building	115	\$65,673.72	\$83,733.99	\$101,794.27
Plumbing Inspector	Building	115	\$65,673.72	\$83,733.99	\$101,794.27
Accountant & Budget Analyst	Finance	115	\$65,673.72	\$83,733.99	\$101,794.27
Senior Accountant	Finance	115	\$65,673.72	\$83,733.99	\$101,794.27
Human Resources Generalist (City & Police)	Human Resources	115	\$65,673.72	\$83,733.99	\$101,794.27
Technical Support Manager	Information Technology	115	\$65,673.72	\$83,733.99	\$101,794.27



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Job Classification	Department	Grade	Min. (Yearly)	Mid. (Yearly)	Max. (Yearly)
GIS Developer	Information Technology	115	\$65,673.72	\$83,733.99	\$101,794.27
System Analyst	Information Technology	115	\$65,673.72	\$83,733.99	\$101,794.27
Executive Administrative Assistant to the City Manager	Office of the City Manager	115	\$65,673.72	\$83,733.99	\$101,794.27
Planner	Planning & Zoning	115	\$65,673.72	\$83,733.99	\$101,794.27
Accreditation Manager	Police	115	\$65,673.72	\$83,733.99	\$101,794.27
Emergency Management & Community Liaison	Police	115	\$65,673.72	\$83,733.99	\$101,794.27
Executive Administrative Assistant	Police	115	\$65,673.72	\$83,733.99	\$101,794.27
Internal Affairs & Background Investigator	Police	115	\$65,673.72	\$83,733.99	\$101,794.27
Media & Emergency Management Specialist	Police	115	\$65,673.72	\$83,733.99	\$101,794.27
Webmaster/ Graphic Designer	Public Affairs	115	\$65,673.72	\$83,733.99	\$101,794.27
Fleet Maintenance Manager	Public Works	115	\$65,673.72	\$83,733.99	\$101,794.27
Plans Reviewer (PW)	Public Works	115	\$65,673.72	\$83,733.99	\$101,794.27
Transportation Analyst	Public Works / Transportation	115	\$65,673.72	\$83,733.99	\$101,794.27
Trolley Operations Manager	Public Works / Transportation	115	\$65,673.72	\$83,733.99	\$101,794.27
Flood Plain Manager	Building	116	\$69,563.63	\$90,432.71	\$111,301.80
Parking Operations Supervisor	Public Works	116	\$69,563.63	\$90,432.71	\$111,301.80
Code Compliance Field Supervisor	Code	116	\$69,563.63	\$90,432.71	\$111,301.80
Parks Aquatic Superintendent	Parks & Recreation	116	\$69,563.63	\$90,432.71	\$111,301.80
Senior Human Resources Generalist	Human Resources	116	\$69,563.63	\$90,432.71	\$111,301.80
Intersection Technology System Analyst	Information Technology	116	\$69,563.63	\$90,432.71	\$111,301.80
Legislative Analyst/Asst. to Council Member	Mayor & Council	116	\$69,563.63	\$90,432.71	\$111,301.80
Cultural Arts & Events Administrator	Parks & Recreation	116	\$69,563.63	\$90,432.71	\$111,301.80
Superintendent of Park Operations	Parks & Recreation	116	\$69,563.63	\$90,432.71	\$111,301.80
Superintendent of Recreation	Parks & Recreation	116	\$69,563.63	\$90,432.71	\$111,301.80
Senior Planner	Planning & Zoning	116	\$69,563.63	\$90,432.71	\$111,301.80
Superintendent of Streets	Public Works	116	\$69,563.63	\$90,432.71	\$111,301.80
Senior Software Developer	Information Technology	117	\$73,528.75	\$95,587.38	\$117,646.00
Senior Systems Analyst	Information Technology	117	\$73,528.75	\$95,587.38	\$117,646.00
Chief of Staff	Mayor & Council	117	\$73,528.75	\$95,587.38	\$117,646.00
Chief Licensing Officer	Planning & Zoning	117	\$73,528.75	\$95,587.38	\$117,646.00
Chief of Construction	Public Works	117	\$73,528.75	\$95,587.38	\$117,646.00
Facility Manager	Public Works	117	\$73,528.75	\$95,587.38	\$117,646.00
Stormwater Utility Manager	Public Works / Stormwater	117	\$73,528.75	\$95,587.38	\$117,646.00
CIP Senior Project Manager	Office of the City Manager	118	\$78,050.76	\$101,465.99	\$124,881.22
Risk Manager	Human Resources	118	\$78,050.76	\$101,465.99	\$124,881.22
Chief Electrical Inspector	Building	118	\$78,050.76	\$101,465.99	\$124,881.22
Chief Mechanical Inspector	Building	118	\$78,050.76	\$101,465.99	\$124,881.22



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Job Classification	Department	Grade	Min. (Yearly)	Mid. (Yearly)	Max. (Yearly)
Chief Plumbing Inspector	Building	118	\$78,050.76	\$101,465.99	\$124,881.22
Chief Roofing Inspector	Building	118	\$78,050.76	\$101,465.99	\$124,881.22
Chief Structural Examiner	Building	118	\$78,050.76	\$101,465.99	\$124,881.22
Senior Budget Manager	Finance	118	\$78,050.76	\$101,465.99	\$124,881.22
Human Resources Manager	Human Resources	118	\$78,050.76	\$101,465.99	\$124,881.22
Audiovisual Program Manager	Information Technology	118	\$78,050.76	\$101,465.99	\$124,881.22
Data Integration Engineer	Information Technology	118	\$78,050.76	\$101,465.99	\$124,881.22
IT Security Manager	Information Technology	118	\$78,050.76	\$101,465.99	\$124,881.22
Public Safety Technology Manager	Information Technology	118	\$78,050.76	\$101,465.99	\$124,881.22
Senior Network Archirect	Information Technology	118	\$78,050.76	\$101,465.99	\$124,881.22
Technology Project Manager	Information Technology	118	\$78,050.76	\$101,465.99	\$124,881.22
Economic Developer	Planning & Zoning	118	\$78,050.76	\$101,465.99	\$124,881.22
Police Budget Operations Manager	Police	118	\$78,050.76	\$101,465.99	\$124,881.22
Chief of Engineering	Public Works	118	\$78,050.76	\$101,465.99	\$124,881.22
Transportation Manager	Public Works / Transportation	118	\$78,050.76	\$101,465.99	\$124,881.22
Deputy Building Official / Chief Building Inspector	Building	119	\$83,241.14	\$108,213.50	\$133,185.84
Capital Improvements Division Chief	Office of the City Manager	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Building Director	Building	120	\$89,192.89	\$115,950.76	\$142,708.62
Building Official/ Floodplain Administrator	Building	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Code Compliance Director	Code	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Finance Director	Finance	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Human Resources Director	Human Resources	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Director of IT Operations	Information Technology	120	\$89,192.89	\$115,950.76	\$142,708.62
Deputy City Clerk	Office of the City Clerk	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Parks & Recreation Director	Parks & Recreation	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Planning & Zoning Director	Planning & Zoning	120	\$89,192.89	\$115,950.76	\$142,708.62
Executive Officer to the Chief of Police	Police	120	\$89,192.89	\$115,950.76	\$142,708.62
Internal Affairs Inspector	Police	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Communications Director	Public Affairs	120	\$89,192.89	\$115,950.76	\$142,708.62
Assistant Public Works Director	Public Works	120	\$89,192.89	\$115,950.76	\$142,708.62
Deputy Chief	Police	123	\$105,991.48	\$140,438.72	\$174,885.95
Building Director	Building	124	\$113,410.89	\$155,939.97	\$198,469.05
Code Compliance Director	Code	124	\$113,410.89	\$155,939.97	\$198,469.05
Finance Director	Finance	124	\$113,410.89	\$155,939.97	\$198,469.05
Human Resources Director	Human Resources	124	\$113,410.89	\$155,939.97	\$198,469.05
Information Technology Director	Information Technology	124	\$113,410.89	\$155,939.97	\$198,469.05
Parks & Recreation Director	Parks & Recreation	124	\$113,410.89	\$155,939.97	\$198,469.05



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Community Development/ Planning & Zoning Director	Planning & Zoning	124	\$113,410.89	\$155,939.97	\$198,469.05
Communications Director	Public Affairs	124	\$113,410.89	\$155,939.97	\$198,469.05
Public Works Director	Public Works	124	\$113,410.89	\$155,939.97	\$198,469.05
Assistant City Manager /Chief Financial Officer	Office of the City Manager	126	\$132,776.76	\$182,568.04	\$232,359.34
Deputy City Manager	Office of the City Manager	126	\$132,776.76	\$182,568.04	\$232,359.34
Chief of Police	Police	126	\$132,776.76	\$182,568.04	\$232,359.34
Police Captain	Police	204	\$99,066.84	\$123,833.55	\$148,600.26
Police Major	Police	205	\$113,065.42	\$138,505.14	\$163,944.86

Cost of Living Adjustment FY 23-24: 3%

Performance Merit Increase: 3%

Police Officer Trainee*					
Job Classification	Department	Grade	Min. (Yearly)	Mid. (Yearly)	Max. (Yearly)
Police Officer Trainee*	Police	112	\$52,563.15	\$67,018.01	\$81,472.89

*Cost of Living Adjustment Does NOT apply for this position

Part- Time Employees					
Job Classification	Department	Grade	Min. (Hourly)	Mid. (Hourly)	Max. (Hourly)
Athletics Aide/Recreation Service Aide	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63
Cheer Aide/Recreation Service Aide	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63
Events Aide/RSA	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63
Nature Aide (PT)	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63
Park Service Aide	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63
Parks & Recreation Office and Events Aide	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63
Receptionist /Recreation Service Aide	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63
Recreation Service Aide	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63
Service Aide - Intern	Parks & Recreation	PT	\$13.36	\$16.95	\$20.57
Special Needs Programs Aide/RSA	Parks & Recreation	PT	\$14.42	\$18.01	\$21.63



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Part-Time Sworn			
Job Classification	Department	Grade	Hourly Rate
Reserve Officer	Police	PT	\$30.00
Reserve Officer/ Traffic Initiative	Police	PT	\$30.00
Reserve School Resource Officer	Police	PT	\$30.00
Red Light Camera Reserve Officer	Police	PT	\$30.00