



VILLAGE OF PALMETTO BAY
9705 E. HIBISCUS STREET
PALMETTO BAY, FLORIDA 33157
(305) 259-1234 Fax: (305) 259-1290

Approved
[Signature]
Edward Silva, Village Manager
7/12/19
Date

REQUEST FOR PUBLIC RECORDS

Requests are filled in accordance with the provisions of Chapters 119 and 257, Florida Statutes.

DATE: 4-15-19
NAME: John Daly
COMPANY: Creative Insights Corporation
ADDRESS: 1539 Coppersmith Ct.
PHONE: 813-817-3974 FAX: _____
EMAIL: johndaly@aiconsulting.us

REQUEST (Attach additional page, if necessary): Copies of the following documents:

* Please see online request.

FOR USE BY VILLAGE STAFF ONLY TRACKING NO.: 2019-131
DATE FORWARDED: 4-15-19 ASSIGNED DEPT: Human Resources
DATE REQUEST FILLED: _____ NUMBER OF COPIES: _____
ESTIMATED TIME (IF APPLICABLE): _____ ESTIMATED COST: _____
HOW WAS REQUEST FILLED? _____
IF NOT FILLED, REASON: _____
BY: _____

[Handwritten mark]

Melissa Dodge

From: noreply@civicplus.com
Sent: Monday, April 15, 2019 9:39 AM
To: Missy Arocha; Melissa Dodge
Subject: Online Form Submittal: Public Records Requests

Public Records Requests

PUBLIC RECORDS REQUEST [Public Records Policy](#)
FORM

Date	4/15/2019
Name	John L Daly
Company	Creative Insights Corporation
Phone Number	8138173974
Email Address	johndaly@ciconsulting.us
Address	1539 Coppersmith Ct.
Preferred Delivery Method	Electronic (via email- email address required)
Are you a member of the media?	No

Public Record Request(s): Dear City Clerk's Official: The Village of Palm Springs, Florida has contracted my corporation again to conduct its 2019 pay study. Could you please send me your city's current salary pay ranges by occupational position titles Creative Insights compare position titles using lowest – average/midpoint - highest pay by position. In addition, if contract employee positions (e.g., police and fire services) are not in your pay plan I would appreciate if you could also send this information along. Lastly, I would ask that you also provide the current actual pay provided for your city's City Manager and City Clerk positions. If you have any questions please e-mail me at johndaly@ciconsulting.us, and I will e-mail back or call you. Thanks you for sending this information eletronicly to my email address. . . Best regards. John John L. Daly, PhD, President Creative Insights Corporation 1539 Coppersmith Ct. Lutz, FL 33559 (813) 817-3974; johndaly@ciconsulting.us

Thank You
Please note that there may be a fee associated with your request depending on the

2018 Pay Plan - Alphabetical

	P/G	Min	Max	FLSA
1 Bus Operator	11	23,046	37,024	NE
2 Lead Park Service Aide *	11	23,046	37,024	NE
3 Park Service Aide	11	23,046	37,024	NE
4 Parks Reservation Specialist	12	24,773	39,603	NE
5 Recreation Attendant	12	24,773	39,603	NE
6 Tennis Coach	12	24,773	39,603	NE
7 Admin Aide/Receptionist	13	26,291	42,390	NE
8 Receptionist - Bldg & CP Dept	13	26,291	42,390	NE
9 Cashier	14	28,350	45,365	NE
10 Facilities Maint Worker I	14	28,350	45,365	NE
11 Transit Operations Specialist	14	28,350	45,365	NE
12 Videographer/ Video Editor	15	30,326	48,547	NE
13 Accounting/Alarm Clerk	16	32,448	51,938	NE
14 Facilities Maint. Worker II	16	32,448	51,938	NE
15 Grounds Maintenance Worker -PW	16	32,448	51,938	NE
16 Maintenance Technician	16	32,448	51,938	NE
17 Parks Maintenance Worker	16	32,448	51,938	NE
18 Permit Clerk I	16	32,448	51,938	NE
19 Plans Processing Clerk	16	32,448	51,938	NE
20 Special Events & Programs Coordinator	16	32,448	51,938	NE
21 Administrative Asst - Pln & Zoning	17	34,736	55,578	NE
22 Administrative Asst - Pub Works	17	34,736	55,578	NE
23 Administrative Asst - Village Clerk	17	34,736	55,578	NE
24 Parks and Rec Supervisor	17	34,736	55,578	NE
25 Permit Clerk II	17	34,736	55,578	NE
26 Grantwriter	18	37,170	59,467	NE
27 HR Generalist	18	37,170	59,467	NE
28 Accountant	19	39,766	63,627	NE
29 Code Compliance Coordinator	19	39,766	63,627	NE
30 Code Compliance Officer	19	39,766	63,627	NE
31 Office Manager - Bldg	19	39,766	63,627	E
32 Stormwater Engineering Tech	19	39,766	63,627	NE
33 Architectural Renderer	20	42,549	68,078	NE
34 Code Compliance Inspector	20	42,549	68,078	NE
35 Executive Assistant	20	42,549	68,078	NE
36 Facilities Maintenance Supervisor	20	42,549	68,078	E
37 Procurement Specialist	20	42,549	68,078	NE
38 Public Information Officer	20	42,549	68,078	NE
39 Sr. Code Compliance Officer	20	42,549	68,078	NE
40 Architectural & Graphic Designer	21	45,531	72,842	NE
41 Zoning Administrator	21	45,531	72,842	NE
42 Facilities Maintenance Superintendent	22	48,715	77,944	E
43 Field Operations Supervisor	22	48,715	77,944	E
44 Assistant to Village Manager	23	52,125	83,408	E
45 Communications Manager/PIO	23	52,125	83,408	E
46 Parks and Recreation Manager	23	52,125	83,408	E
47 Senior Accountant	23	52,125	83,408	E
48 Special Events & Programs Supervisor	23	52,125	83,408	E
49 Planning & Zoning Administrator	24	57,337	93,454	E
50 Building Inspector & Plans Examiner	25	63,071	102,814	E
51 Chief Building Inspector	25	63,071	102,814	E
52 Information Technology (IT) Manager	25	63,071	102,814	E
53 Capital Projects Administrator	27	76,316	124,384	E
54 Parks and Recreation Director	27	76,316	124,384	E
55 Planning & Zoning Director	27	76,316	124,384	E
56 Finance Director	28	83,948	136,802	E
57 Human Resources & Communicatios Director	28	83,948	136,802	E

58	Public Services Director	28	83,948	136,802	E
59	Building and Capital Projects Dir	29	92,343	150,530	E
60	Building Official	29	92,343	150,530	E
61	Community & Economic Dev. Director	29	92,343	150,530	E
62	Camp Counselor	seasonal	\$ 13.00	\$ 13.00	NE
63	Jr. Camp Counselor	seasonal	\$ 11.00	\$ 11.00	NE
64	Jr. Tennis Camp Counselor	seasonal	\$ 12.00	\$ 12.00	NE
65	Program Coordinator	seasonal	\$ 15.00	\$ 15.00	NE
66	Site Supervisor	seasonal	\$ 17.00	\$ 17.00	NE
67	Sr. Tennis Camp Counselor	seasonal	\$ 14.00	\$ 14.00	NE

* Lead 5% increase

Employee: 0036 SILVA, EDWARD SSN: REDACTED
 Position: 0006 VILLAGE MANAGER Birth Date: REDACTED
 Address: REDACTED REDACTED

Salary History

Pos #	Title	Effective Date	Reason	S/H/D	Hourly Rate	Annual Salary	Pay Per Salary Code	Step
0006	VILLAGE MANAGER	10/06/2018	COLA INCREASE 3%	S	93.7749	195,051.77	7,501.99 17	A

Employee History
VILLAGE OF PALMETTO BAY

pyEmpHst
06/18/2019 11:39AM

Employee: 0123 AROCHA, MISSEL
Position: 0007 VILLAGE CLERK

SSN: REDACTED
Birth Date: REDACTED

Address: REDACTED
REDACTED

Salary History

Pos #	Title	Effective Date	Reason	S/H/D	Hourly Rate	Annual Salary	Pay Per Salary Code	Step
0007	VILLAGE CLERK	10/06/2018	COLA INCREASE 3%	S	38.2536	79,567.50	3,060.29 VC	A