

CITY OF NAPLES, FLORIDA
AGREEMENT
(SERVICES)

Bid/Proposal No. RFP 19-033

Clerk Tracking No. 2019-00220

Project Name: Pay and Classification Study

THIS AGREEMENT (the "Agreement") is made and entered into this 19th day of September 2019 by and between the City of Naples, a Florida municipal corporation, (the "CITY") and **Management Advisory Group International, Inc.**, a Florida Corporation authorized to do business in Florida that is located at: **1615 Kay Avenue, Suite C; Tallahassee, Florida 32301** (the "CONTRACTOR").

WHEREAS, the CITY desires to obtain the services of the CONTRACTOR concerning certain services specified in this Agreement (referred to as the "Project"); and

WHEREAS, the CONTRACTOR has submitted a **Proposal, Bid No. N/A** for provision of those services; and

WHEREAS, the CONTRACTOR represents that it has expertise in the type of services that will be required for the Project.

NOW, THEREFORE, in consideration of the mutual covenants and provisions contained herein, the parties hereto agree as follows:

ARTICLE ONE
CONTRACTOR'S RESPONSIBILITY

1.1. The Services to be performed by the CONTRACTOR are generally described as **Pay and Classification Study** and may be more fully described in the Scope of Services, attached as **EXHIBIT A** and made a part of this Agreement.

1.2. The CONTRACTOR agrees to obtain and maintain throughout the period of this Agreement all such licenses as are required to do business in the State of Florida, the City of Naples, and in Collier County, Florida, including, but not limited to, all licenses required by the respective state boards and other governmental agencies responsible for regulating and licensing the services to be provided and performed by the CONTRACTOR pursuant to this Agreement.

1.3. The CONTRACTOR agrees that, when the services to be provided hereunder relate to a professional service which, under Florida Statutes, requires a license, registration, certificate of authorization or other form of legal entitlement to practice such services, it shall employ or retain only qualified personnel to provide such services.

1.4. The CONTRACTOR agrees to employ and designate, in writing, within 5 calendar days after receiving its Notice to Proceed, or other directive from the CITY, a qualified employee to serve as the CONTRACTOR's project manager (the "Project Manager"). The Project Manager shall be authorized and responsible to act on behalf of the CONTRACTOR with respect to directing, coordinating and administering all aspects of the services to be provided and performed under this Agreement.

1.5. The CONTRACTOR has represented to the CITY that it has expertise in the type of services that will be required for the Project. The CONTRACTOR agrees that all services to be provided by CONTRACTOR pursuant to this Agreement shall be subject to the CITY's review and approval and shall be in accordance with the generally accepted standards of practice in the State of Florida, as may be applied to the type of services to be rendered, as well as in accordance with all published laws, statutes, ordinances, codes, rules, regulations and requirements of any governmental agencies which regulate or have jurisdiction over the Project or the services to be provided and performed by the CONTRACTOR. In the event of any conflicts in these requirements, the CONTRACTOR shall notify the CITY of such conflict and utilize its best professional judgment to advise CITY regarding resolution of the conflict.

1.6. The CONTRACTOR agrees not to divulge, furnish or make available to any third person, firm or organization, without CITY's prior written consent, or unless incident to the proper performance of the CONTRACTOR's obligations hereunder, or in the course of judicial or legislative proceedings where such information has been properly subpoenaed, any non-public information concerning the services to be rendered by the CONTRACTOR hereunder, and the CONTRACTOR shall require all of its employees, agents, sub-consultants and subcontractors to comply with the provisions of this paragraph. However, the CONTRACTOR shall comply with the Florida Public Records laws including those requirements set out in ARTICLE FIVE, below.

1.7. The CONTRACTOR agrees not to employ or offer to employ any Elected Officer or City Managerial Employee of the CITY who in any way deals with, coordinates on, or assists with, the services provided in this Agreement, for a period of 2 years after termination of all provisions of this Agreement. For purposes of this paragraph, the term "Elected Officer" shall mean any member of the City Council. For purposes of this paragraph, the term "City Managerial Employee" shall mean the City Manager, the Assistant City Manager, the City Clerk, and any City department head or director. If the CONTRACTOR violates the provisions of this paragraph, the CONTRACTOR shall be required to pay damages to the CITY in an amount equal to any and all compensation that is received by the former Elected Officer or City Managerial Employee of the CITY from or on behalf of the contracting person or entity, or an amount equal to the former Elected Officer's or City Managerial Employee's last 2 years of gross compensation from the CITY, whichever is greater.

1.8. The CONTRACTOR agrees not to provide services for compensation to any other party other than the CITY on the same subject matter, same project, or scope of services as set forth in this Agreement without approval from the City Council of the CITY.

1.9. Except as otherwise provided in this Agreement, the CONTRACTOR agrees not to disclose or use any information not available to members of the general public and gained by reason of the CONTRACTOR's contractual relationship with the CITY for the special gain or benefit of the CONTRACTOR or for the special gain or benefit of any other person or entity.

ARTICLE TWO CITY'S RESPONSIBILITIES

2.1. The CITY shall designate in writing a project coordinator to act as the CITY's representative with respect to the services to be rendered under this Agreement (the "Project Coordinator"). The Project Coordinator shall have authority to transmit instructions, receive information, interpret and define the CITY's policies and decisions with respect to the CONTRACTOR's services for the Project. However, the Project Coordinator is not authorized to issue any verbal or written orders or instructions to the CONTRACTOR that would have the effect, or be interpreted to have the effect, of modifying or changing in any way whatever:

- (a) The scope of services to be provided and performed by the CONTRACTOR;
- (b) The time the CONTRACTOR is obligated to commence and complete all such services; or
- (c) The amount of compensation the CITY is obligated or committed to pay the CONTRACTOR.

Any such modifications or changes shall only be made by or upon the authorization of the CITY's city manager as authorized by city council in the enabling legislation or in the CITY's procurement policies.

2.2. The Project Coordinator shall:

- (a) Review and make appropriate recommendations on all requests submitted by the CONTRACTOR for payment for services and work provided and performed in accordance with this Agreement;
- (b) Arrange for access to and make all provisions for the CONTRACTOR to enter the Project site to perform the services to be provided by the CONTRACTOR under this Agreement; and
- (c) Provide notice to the CONTRACTOR of any deficiencies or defects discovered by the CITY with respect to the services to be rendered by the CONTRACTOR hereunder.

2.3. The CONTRACTOR acknowledges that access to the Project Site, to be arranged by the CITY for the CONTRACTOR, may be provided during times that are not the normal business hours of the CONTRACTOR.

ARTICLE THREE TIME

3.1. Services to be rendered by the CONTRACTOR shall be commenced subsequent to the execution of this Agreement upon written **Notice to Proceed (NTP)** from the CITY for all or any designated portion of the Projects assigned to this Agreement and **shall be performed with Final Completion being reached no later than January 31, 2020**. Time is of the essence with respect to the performance of this Agreement.

3.2. Should the CONTRACTOR be obstructed or delayed in the prosecution or completion of its services as a result of unforeseeable causes beyond the control of the CONTRACTOR, and not due to its own fault or neglect, including but not restricted to acts of God or of public enemy, acts of government or of the CITY, fires, floods, epidemics, quarantine regulations, strikes or lock-outs, then the CONTRACTOR shall notify the CITY in writing within 5 working days after commencement of such delay, stating the cause or causes thereof, or be deemed to have waived any right which the CONTRACTOR may have had to request a time extension.

3.3. No interruption, interference, inefficiency, suspension or delay in the commencement or progress of the CONTRACTOR's services from any cause whatsoever, including those for which the CITY may be responsible in whole or in part, shall relieve the CONTRACTOR of its duty to perform or give rise to any right to damages or additional compensation from the CITY. The CONTRACTOR's sole remedy against the CITY will be the right to seek an extension of time to its schedule. This paragraph shall expressly apply to claims for early completion, as well as claims based on late completion.

3.4. Should the CONTRACTOR fail to commence, provide, perform or complete any of the services to be provided hereunder in a timely and reasonable manner, in addition to any other rights or remedies available to the CITY hereunder, the CITY at its sole discretion and option may withhold any and all payments due and owing to the CONTRACTOR until such time as the CONTRACTOR resumes performance of its obligations hereunder in such a manner so as to reasonably establish to the CITY's satisfaction that the CONTRACTOR's performance is or will shortly be back on schedule.

3.5 Liquidated Damages: (N/A) Not applicable to this Agreement.

3.6 Bond. (N/A) Not applicable to this Agreement.

ARTICLE FOUR COMPENSATION

4.1. The total compensation to be paid the CONTRACTOR by the CITY for all Services is not to exceed **\$47,500.00 that includes a \$10,000.00 CITY controlled Contingency** and shall be paid in the manner set forth in the "Basis of Compensation", which is attached as **EXHIBIT B** and made a part of this Agreement.

ARTICLE FIVE MAINTENANCE OF RECORDS

5.1. The CONTRACTOR will keep adequate records and supporting documentation which concern or reflect its services hereunder. The records and documentation will be retained by the CONTRACTOR for a minimum of five 5 years from the date of termination of this Agreement or the date the Project is completed, whichever is later. The CITY, or any duly authorized agents or representatives of the CITY, shall have the right to audit, inspect and copy all such records and documentation as often as they deem necessary during the period of this Agreement and during the 5 year period noted above; provided, however, such activity shall be conducted only during normal business hours. If the CONTRACTOR desires to destroy records prior to the minimum period, it shall first obtain permission from the CITY in accordance with the Florida Public Records laws.

5.2 119.0701 F.S. CONTACT INFORMATION FOR CITY OF NAPLES' CUSTODIAN OF PUBLIC RECORDS, CITY CLERK'S OFFICE

If the CONTRACTOR has questions regarding the application of Chapter 119, Florida Statutes, to the CONTRACTOR'S duty to provide public records relating to this contract, contact the City of Naples' Custodian of Public records, the City Clerk at Telephone: 239-213-1015; Email: PublicRecordsRequest@naplesgov.com; Address: 735 8th Street S., Naples, Florida 34102; Mailing address: same as street address.

5.3 The CONTRACTOR shall:

(a) Keep and maintain public records required by the CITY to perform the service.

(b) Upon request from the CITY's custodian of public records, provide the CITY with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in this chapter 119.0701 F.S. or as otherwise provided by law.

(c) Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the CONTRACTOR does not transfer the records to the CITY.

(d) Upon completion of the contract, transfer, at no cost, to the CITY all public records in possession of the CONTRACTOR or keep and maintain public records required by the CITY to perform the service. If the CONTRACTOR transfers all public records to the CITY upon completion of the contract, the CONTRACTOR shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the CONTRACTOR keeps and maintains public records upon completion of the contract, the CONTRACTOR shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the CITY, upon request from the CITY's custodian of public records, in a format that is compatible with the information technology systems of the CITY.

ARTICLE SIX INDEMNIFICATION

6.1. The CONTRACTOR agrees to indemnify and hold harmless the CITY from liabilities, damages, losses and costs, including, but not limited to, all attorneys' fees, to the extent caused by the negligence, recklessness, or intentional wrongful misconduct of the CONTRACTOR and persons employer or utilized by the CONTRACTOR in the performance of the Contract.

ARTICLE SEVEN INSURANCE

7.1. The CONTRACTOR shall obtain and carry, at all times during its performance under this Agreement, insurance of the types and in the amounts set forth in the document titled General Insurance Requirements, which is attached as **EXHIBIT C** and made a part of this Agreement.

ARTICLE EIGHT SERVICES BY CONTRACTOR'S OWN STAFF

8.1. The services to be performed hereunder shall be performed by the CONTRACTOR's own staff, unless otherwise authorized in writing by the CITY. The employment of, contract with, or use of the services of any other person or firm by the CONTRACTOR, as independent contractor or otherwise, shall be subject to the prior written approval of the CITY. No provision of this Agreement shall, however, be construed as constituting an agreement between the CITY and any such other person or firm. Nor shall anything contained in this Agreement be deemed to give any such party or any third party any claim or right of action against the CITY beyond such as may otherwise exist without regard to this Agreement.

ARTICLE NINE WAIVER OF CLAIMS

9.1. The CONTRACTOR's acceptance of final payment shall constitute a full waiver of any and all claims, except for insurance company subrogation claims, by it against the CITY arising out of this Agreement or otherwise related to the Project, except those previously made in writing and identified by the CONTRACTOR as unsettled at the time of the final payment. Neither the acceptance of the CONTRACTOR's services nor payment by the CITY shall be deemed to be a waiver of any of the CITY's rights against the CONTRACTOR.

ARTICLE TEN TERMINATION OR SUSPENSION

10.1. The CONTRACTOR shall be considered in material default of this Agreement and such default will be considered cause for the CITY to terminate this Agreement, in whole or in part, as further set forth in this section, for any of the following reasons: (a) failure to begin work under the Agreement within the times specified under the Notice(s) to Proceed, or (b) failure to properly and timely perform the services to be provided hereunder or as directed by the CITY, or (c) the bankruptcy or insolvency or a general assignment for the benefit of creditors by the CONTRACTOR or by any of the CONTRACTOR's principals, officers or directors, or (d) failure to obey laws, ordinances, regulations or other codes of conduct, or (e) failure to perform or abide by the terms or spirit of this Agreement, or (f) for any other just cause. The CITY may so terminate this Agreement, in whole or in part, by giving the CONTRACTOR at least 3 calendar days written notice.

10.2. If, after notice of termination of this Agreement as provided for in paragraph 10.1 above, it is determined for any reason that the CONTRACTOR was not in default, or that its default was excusable, or that the CITY otherwise was not entitled to the remedy against the CONTRACTOR provided for in paragraph 10.1, then the notice of termination given pursuant to paragraph 10.1 shall be deemed to be the notice of termination provided for in paragraph 10.3 below and the CONTRACTOR's remedies against the CITY shall be the same as and limited to those afforded the CONTRACTOR under paragraph 10.3 below.

10.3. The CITY shall have the right to terminate this Agreement, in whole or in part, without cause upon 7 calendar days written notice to the CONTRACTOR. In the event of such termination for convenience, the CONTRACTOR's recovery against the CITY shall be limited to that portion of the fee earned through the date of termination, together with any retainage withheld and any costs reasonably incurred by the CONTRACTOR that are directly attributable to the termination, but the CONTRACTOR shall not be entitled to any other or further recovery against the CITY, including, but not limited to, anticipated fees or profits on work not required to be performed.

ARTICLE ELEVEN CONFLICT OF INTEREST

11.1. The CONTRACTOR represents that it presently has no interest and shall acquire no interest, either direct or indirect, which would conflict in any manner with the performance of services required hereunder. The CONTRACTOR further represents that no persons having any such interest shall be employed to perform those services.

ARTICLE TWELVE MODIFICATION

12.1. No modification or change in this Agreement shall be valid or binding upon the parties unless in writing and executed by the party or parties intended to be bound by it.

**ARTICLE THIRTEEN
NOTICES AND ADDRESS OF RECORD**

13.1. All notices required or made pursuant to this Agreement to be given by the CONTRACTOR to the CITY shall be in writing and shall be delivered by hand or by United States Postal Service Department, first class mail service, postage prepaid, return receipt requested, addressed to the following CITY's address of record:

City of Naples
735 Eighth Street South
Naples, Florida 34102-3796
Attention: **Charles T. Chapman IV**, City Manager

13.2. All notices required or made pursuant to this Agreement to be given by the CITY to the CONTRACTOR shall be made in writing and shall be delivered by hand or by the United States Postal Service Department, first class mail service, postage prepaid, return receipt requested, addressed to the following CONTRACTOR's address of record:

Management Advisory Group International, Inc.
2992 Reidville Road; Spartanburg, South Carolina 29301
Attention: **Donald C. Long**, Ph.D., President
FEI/EIN Number: On File

13.3. Either party may change its address of record by written notice to the other party given in accordance with requirements of this Article.

**ARTICLE FOURTEEN
MISCELLANEOUS**

14.1. The CONTRACTOR assumes toward the CITY a duty of care commensurate with that which is imposed upon persons or firms in contractor's profession. CONTRACTOR will make reasonable efforts to ensure that its employees and agents maintain a professional demeanor and that the work area is compliant with CITY property maintenance and Project standards.

14.2. No modification, waiver, suspension or termination of the Agreement or of any terms thereof shall impair the rights or liabilities of either party.

14.3. This Agreement is not assignable, in whole or in part, by the CONTRACTOR without the prior written consent of the CITY.

14.4. Waiver by either party of a breach of any provision of this Agreement shall not be deemed to be a waiver of any other breach and shall not be construed to be a modification of the terms of this Agreement.

14.5. The headings of the Articles, Exhibits, Parts and Attachments as contained in this Agreement are for the purpose of convenience only and shall not be deemed to expand, limit or change the provisions in such Articles, Exhibits, Parts and Attachments.

14.6. This Agreement constitutes the entire agreement between the parties hereto and shall supersede, replace and nullify any and all prior agreements or understandings, written or oral, relating to the matter set forth herein, and any such prior agreements or understanding shall have no force or effect whatever on this Agreement.

14.7. The CONTRACTOR shall comply fully with all provisions of state and federal law, including without limitation all provisions of the Immigration Reform and Control Act of 1986 ("IRCA") as amended, as well as all related immigration laws, rules, and regulations pertaining to proper employee work authorization in the United States. The CONTRACTOR shall execute the Certification of Compliance with Immigration Laws, attached hereto as **EXHIBIT D**.

14.8 To the extent that any provision in the Specifications or any other Contract Documents pertaining to this Project conflict with any provision of this Agreement, this Agreement controls.

14.9 Attorneys' fees. Except as otherwise provided herein, each party shall be responsible for its own attorneys' fees.

ARTICLE FIFTEEN APPLICABLE LAW

15.1. Unless otherwise specified, this Agreement shall be governed by the laws, rules, and regulations of the State of Florida, and by the laws, rules and regulations of the United States when providing services funded by the United States government. Any suit or action brought by either party to this Agreement against the other party relating to or arising out of this Agreement must be brought in the appropriate Florida state court in Collier County, Florida.

END OF ARTICLE PAGE

IN WITNESS WHEREOF, the parties hereto have executed this Agreement for the day and year first written above.

ATTEST:

By:

Patricia L. Rambosk, City Clerk

CITY:

CITY OF NAPLES, FLORIDA,
A Municipal Corporation

By:

Charles T. Chapman IV, City Manager

Approved as to form
and legal sufficiency:

By:

James D. Fox, City Attorney

CONTRACTOR:

MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC.
2992 Reidville Road
Spartanburg, South Carolina 29301
Attention: **Donald C. Long**, Ph.D., President

CONTRACTOR:

Witness

James E. Holmes.

Witness Printed Name

By:

Printed Name: Donald C. Long

Title: President

FEI/EIN Number: On File

Florida Corporation (FL)

(CORPORATE SEAL)

EXHIBIT A

SCOPE OF SERVICES

The Scope of Services to be provided under this Agreement are included in Attachment A-1 which is attached and made a part of this Agreement and those set out in the Bid, any Issued Addendum(s) and Vendor's Submittal of (RFP) Request For Proposal No.19-033, titled Pay and Classification Study herein referenced and made a part of this Agreement.

The City of Naples' Pay and Classification Plan, Effective 10/01/2019 will be sent to Management Advisory Group International, Inc., upon its issuance by the City.

END OF EXHIBIT A

City of Naples FL REQUEST FOR PROPOSAL

Pay and Classification Study RFP No. 19-033

PROJECT REQUIREMENTS

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ATTACHMENT A CITY OF NAPLES PAY & CLASSIFICATION PLAN OCT 1, 2018

City of Naples, FL

Pay and Classification Study

RFP No. 19-033

A. PURPOSE

The City of Naples seeks the services of a qualified firm or individual to perform a comprehensive market survey of the City's job classifications and pay structures (including internal equity), providing recommendation to the City for implementation of proposed changes.

B. PROJECT BACKGROUND

The City of Naples is located on the Gulf of Mexico in Southwest Florida and was incorporated on December 1, 1923. The City is approximately fourteen square miles in area, with a year-round population of approximately 22,000, increasing to over 33,000 during the winter months. Naples is a full-service City (police, fire/rescue, water, sewer, solid waste, recycling, parks and recreation, streets and stormwater) operated under the Council-Manager form of government.

The City employs approximately 470 people. Employees may be represented by a labor organization (American Federation of State, County and Municipal Employees; Government Supervisors' Association of Florida; International Association of Fire Fighters; Fraternal Order of Police) or non-represented. The current pay structure is set up in pay grades with a minimum and maximum ranges. Of the 470 budgeted positions, there are approximately 170 different job titles. The last comprehensive market analysis and update to the City's Pay and Classification Plan was completed in 2012 and included job-task analysis/job audits of all positions and revised position descriptions. A copy of the City's Pay and Classification Plan is attached.

C. SCOPE OF SERVICES

The study will include the following:

1. Meet with City management to assure an understanding of the objectives of the City.
2. Review documents including policies & procedures, bargaining agreements, staff reports, organizational charts, current pay plans, job descriptions, and/or other City records/reports, as necessary.
3. Consultant to prepare written report of recommendations, including discussion of methods, techniques and data used to develop the Classification & Compensation Plan.
4. Conduct a comprehensive survey of public and private labor market comparables designed to include salary ranges, actual salaries, and information to ensure the City of Naples' compensation is equitable and competitive in its total compensation package relative to internal factors and external markets for substantially similar classifications.

5. Conduct a job-task analysis/job audit of a maximum of ten (10) employee positions to verify and validate information from existing job descriptions. Conduct personal interviews with employees, supervisors, and directors as needed. Determine if classifications are correctly placed in organizational hierarchy and if individual positions are classified correctly. Review current job descriptions and revise/update if necessary. Please also provide the unit cost per position to audit more than ten (10) positions.
6. Conduct a pay compression analysis for all positions that addresses the issue of internal equity and provide a detailed written recommendation for addressing any equity issues identified along with the fiscal impact associated with the recommendation.
7. Recommend a pay classification system, including but not limited to, a comprehensive pay range system with detailed minimum, midpoint, and maximum salary ranges that can be utilized by City staff after completion of the project. Group positions based upon duties performed, knowledge, skills, and abilities for the position.
8. Recommend the assignment of each classification to a pay grade.
9. Some areas of southwest Florida, including Collier County and the City of Naples, may have a cost of living greater than the US average. Provide appropriate adjustments to account for cost of living variations in Collier County, Florida.
10. During the course of the project, the Consultant will make informal presentations of findings as necessary with City management and may require formal meeting with City Council, as determined by the City Manager. Provide the cost of a presentation to Naples City Council in your proposal as this may be added as needed.

D. REFERENCES

Submit the names of at least three (3) Florida governmental organizations that your firm has performed the same size and type of study. Give a contact name with each reference.

Please submit a statement that explains the methods and process used in your previous studies.

E. CITY OF NAPLES STUDY METHOD

State with some detail how you plan to conduct the study for the City of Naples.

F. INSURANCE

The City's General Insurance Requirements on page 9 apply. In addition to the City's General Insurance Requirements, the specialized insurance listed below is required: PROFESSIONAL LIABILITY (commonly known as errors & omissions (E&O) with limits of not less than \$1,000,000 to cover legal obligations arising out of errors, negligent acts, or omissions while carrying out this contract.

City of Naples
Pay and Classification Plan
Effective: October 1, 2018

<u>GRADE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>MAXIMUM</u>
16	1000	ACCOUNTANT	O	N	\$48,338	\$58,005	\$77,172
18	1005	ACCOUNTANT, SENIOR	N	E	\$58,734	\$64,607	\$87,719
14	1010	ACCOUNTING ASSOCIATE	N	N	\$45,195	\$54,235	\$72,155
9	1015	ACCOUNTING CLERK	A	N	\$37,338	\$44,805	\$59,609
22	1020	ACCOUNTING MANAGER	N	E	\$72,448	\$79,693	\$108,202
12	1025	ADMINISTRATIVE COORDINATOR	N	N	\$42,052	\$50,463	\$67,136
5	1030	ADMINISTRATIVE SPECIALIST I	A	N	\$31,051	\$37,262	\$49,574
7	1035	ADMINISTRATIVE SPECIALIST II	N	N	\$34,195	\$41,033	\$54,593
10	1040	ADMINISTRATIVE SPECIALIST, SENIOR	N	N	\$38,909	\$46,691	\$62,119
14	1051	AQUATIC COORDINATOR	A	N	\$45,195	\$54,235	\$72,155
15	1050	AQUATIC SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
29	1055	ASSISTANT CITY MANAGER	N	E	\$111,878	\$123,065	\$161,327
15	1060	ASSISTANT DOCK MASTER	O	N	\$46,767	\$56,121	\$74,665
19	1056	ASSISTANT TO THE CITY MANAGER	N	E	\$62,163	\$68,379	\$92,839
15	1065	ATHLETIC SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
11	1070	BEACH PATROL SPECIALIST	A	N	\$40,481	\$48,577	\$64,627
17	1400	BID AND GRANTS COORDINATOR	N	E	\$55,304	\$60,834	\$82,597
10	1075	BILLING & COLLECTION SPECIALIST	A	N	\$38,909	\$46,691	\$62,119
23	1080	BUDGET & CAPITAL PROJECTS MANAGER	N	E	\$75,877	\$83,464	\$113,322
16	1090	BUILDING INSPECTOR I	A	N	\$48,338	\$58,005	\$77,172
17	1095	BUILDING INSPECTOR II	A	N	\$55,304	\$60,834	\$82,597
18	1100	BUILDING INSPECTOR III	A	N	\$58,734	\$64,607	\$87,719
14	1101	BUILDING TECHNOLOGY ANALYST	N	N	\$45,195	\$54,235	\$72,155
13	1106	BUSINESS ANALYST	N	N	\$43,625	\$52,349	\$69,647
18	1160	CITY ARBORIST/PROJECT MANAGER	N	E	\$58,734	\$64,607	\$87,719
22	1120	CODE & HARBOR MANAGER	N	E	\$72,448	\$79,693	\$108,202
12	1125	CODE ENFORCEMENT OFFICER	A	N	\$42,052	\$50,463	\$67,136
17	1130	COLLECTIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
19	1860	COMMUNICATION & VIDEO PROD MANAGER	N	E	\$62,163	\$68,379	\$92,839
21	1135	COMMUNICATIONS MANAGER	N	E	\$69,019	\$75,921	\$103,080
17	1140	COMMUNICATIONS SHIFT SUPERVISOR	O	N	\$55,304	\$60,834	\$82,597
13	1145	COMMUNITY DEVELOPMENT ANALYST	N	N	\$43,625	\$52,349	\$69,647
19	1146	COMPENSATION & BENEFITS MANAGER	N	E	\$62,163	\$68,379	\$92,839
20	1150	CONSTRUCTION PROJECT MANAGER	O	E	\$65,590	\$72,149	\$97,958
13	1151	CONSTRUCTION SITE COMPLIANCE INSPECTOR	N	N	\$43,625	\$52,349	\$69,647
18	1160	CONTRACT SERVICES MANAGER	O	E	\$58,734	\$64,607	\$87,719
11	1170	CREW LEADER III	A	N	\$40,481	\$48,577	\$64,627
13	1175	CRIME SCENE ANALYST	A	N	\$43,625	\$52,349	\$69,647
14	1180	CRIMINAL RESEARCH INTELLIGENCE ANALYST	A	N	\$45,195	\$54,235	\$72,155

Updated July 24, 2019

City of Naples
Pay and Classification Plan
Effective: October 1, 2018

<u>GRADE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>MAXIMUM</u>
12	1185	CROSS CONNECTION CONTROL TECHNICIAN	A	N	\$42,052	\$50,463	\$67,136
4	1190	CUSTODIAN	A	N	\$29,481	\$35,376	\$47,065
7	1191	CUSTODIAN, SENIOR	A	N	\$34,195	\$41,033	\$54,593
22	1195	CUSTOMER SERVICE MANAGER	N	E	\$72,448	\$79,693	\$108,202
7	1200	CUSTOMER SERVICE REPRESENTATIVE	A	N	\$34,195	\$41,033	\$54,593
23	1205	DEPUTY BUILDING OFFICIAL	N	E	\$75,877	\$83,464	\$113,322
25	1215	DEPUTY DIRECTOR, COMMUNITY SERVICES	N	E	\$84,449	\$92,894	\$121,775
25	1220	DEPUTY DIRECTOR, FINANCE	N	E	\$84,449	\$92,894	\$121,775
25	1231	DEPUTY DIRECTOR, TECHNOLOGY SERVICES	N	E	\$84,449	\$92,894	\$121,775
25	1230	DEPUTY DIRECTOR, UTILITIES	N	E	\$84,449	\$92,894	\$121,775
28	1235	DIRECTOR, BUILDING SERVICES	N	E	\$105,021	\$115,523	\$151,440
28	1240	DIRECTOR, COMMUNITY SERVICES	N	E	\$105,021	\$115,523	\$151,440
28	1245	DIRECTOR, FINANCE	N	E	\$105,021	\$115,523	\$151,440
28	1250	DIRECTOR, HUMAN RESOURCES	N	E	\$105,021	\$115,523	\$151,440
28	1255	DIRECTOR, PLANNING	N	E	\$105,021	\$115,523	\$151,440
28	1260	DIRECTOR, STREETS & STORM WATER	N	E	\$105,021	\$115,523	\$151,440
28	1270	DIRECTOR, UTILITIES	N	E	\$105,021	\$115,523	\$151,440
17	1275	DISTRIBUTION SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
7	1276	DOCKKEEPER	A	N	\$34,195	\$41,033	\$54,593
15	1286	ENGINEERING AIDE	N	N	\$46,767	\$56,121	\$74,665
25	1280	ENGINEERING MANAGER	N	E	\$84,449	\$92,894	\$121,775
18	1290	ENVIRONMENTAL SPECIALIST	O	E	\$58,734	\$64,607	\$87,719
8	1295	EQUIPMENT OPERATOR	A	N	\$35,766	\$42,920	\$57,100
12	1300	EQUIPMENT OPERATOR, HEAVY	A	N	\$42,052	\$50,463	\$67,136
10	1305	EQUIPMENT OPERATOR, SENIOR	A	N	\$38,909	\$46,691	\$62,119
21	1310	EQUIPMENT SERVICES SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
16	1315	EXECUTIVE ASSISTANT	N	E	\$48,338	\$58,005	\$77,172
21	1324	FACILITIES MAINTENANCE SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
18	1325	FACILITIES MAINTENANCE SUPERVISOR	O	E	\$58,734	\$64,607	\$87,719
22	1330	FIRE BATTALION CHIEF	N	E	\$72,448	\$79,693	\$108,202
28	1335	FIRE CHIEF	N	E	\$105,021	\$115,523	\$151,440
25	1206	FIRE DEPUTY CHIEF	N	E	\$84,449	\$92,894	\$121,775
17	1350	FIRE INSPECTOR	A	N	\$55,304	\$60,834	\$82,597
21	1365	FIRE MARSHAL	N	E	\$69,019	\$75,921	\$103,080
18	1370	FIRE PLANS EXAMINER/INSPECTOR	N	N	\$58,734	\$64,607	\$87,719
17	1390	FLOODPLAIN COORDINATOR	N	E	\$55,304	\$60,834	\$82,597
22	1395	GIS MANAGER	N	E	\$72,448	\$79,693	\$108,202
10	1396	GIS SPECIALIST	N	N	\$38,909	\$46,691	\$62,119
16	1405	HUMAN RESOURCES GENERALIST	N	E	\$48,338	\$58,005	\$77,172

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14	1415	INDUSTRIAL WASTE TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
14	1420	INSTRUMENT TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
9	1425	INVENTORY CONTROL CLERK	A	N	\$37,338	\$44,805	\$59,609
11	1430	IRRIGATION TECHNICIAN	A	N	\$40,481	\$48,577	\$64,627
18	1435	LAB SUPERVISOR	O	E	\$58,734	\$64,607	\$87,719
14	1440	LABORATORY & FIELD TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
11	1445	LAND MANAGEMENT COORDINATOR	A	N	\$40,481	\$48,577	\$64,627
5	1450	LANDSCAPE TECHNICIAN I	A	N	\$31,051	\$37,262	\$49,574
7	1455	LANDSCAPE TECHNICIAN II	A	N	\$34,195	\$41,033	\$54,593
8	1460	LANDSCAPE TECHNICIAN III	A	N	\$35,766	\$42,920	\$57,100
11	1465	LANDSCAPE TECHNICIAN, SENIOR	A	N	\$40,481	\$48,577	\$64,627
13	1470	LEAD MECHANIC	A	N	\$43,625	\$52,349	\$69,647
11	1485	MECHANIC	A	N	\$40,481	\$48,577	\$64,627
9	1495	METER READER/TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
25	1500	NATURAL RESOURCES MANAGER	N	E	\$84,449	\$92,894	\$121,775
16	1505	NETWORK SPECIALIST	N	N	\$48,338	\$58,005	\$77,172
18	1510	NETWORK SPECIALIST, SENIOR	O	N	\$58,734	\$64,607	\$87,719
18	1515	PARK MANAGER	O	E	\$58,734	\$64,607	\$87,719
21	1520	PARKS & PARKWAYS SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
17	1525	PARKS & PARKWAYS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
9	1530	PARTS CONTROLLER	A	N	\$37,338	\$44,805	\$59,609
11	1541	PERMIT COORDINATOR	A	N	\$40,481	\$48,577	\$64,627
9	1540	PERMIT TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
16	1545	PLANNER I	N	N	\$48,338	\$58,005	\$77,172
19	1550	PLANNER II	N	E	\$62,163	\$68,379	\$92,839
21	1555	PLANNER, SENIOR	N	E	\$69,019	\$75,921	\$103,080
12	1556	PLANNING & ZONING TECHNICIAN	N	N	\$42,052	\$50,463	\$67,136
18	1560	PLANS EXAMINER	N	N	\$58,734	\$64,607	\$87,719
19	1565	PLANS REVIEW ENGINEER	N	E	\$62,163	\$68,379	\$92,839
9	1570	PLANT OPERATOR I (TRAINEE)	A	N	\$37,338	\$44,805	\$59,609
11	1575	PLANT OPERATOR II	A	N	\$40,481	\$48,577	\$64,627
13	1580	PLANT OPERATOR III	A	N	\$43,625	\$52,349	\$69,647
14	1585	PLANT OPERATOR IV	A	N	\$45,195	\$54,235	\$72,155
24	1590	POLICE CHIEF, ASSISTANT	N	E	\$79,306	\$87,236	\$118,443
28	1595	POLICE CHIEF	N	E	\$105,021	\$115,523	\$151,440
22	1600	POLICE LIEUTENANT	N	E	\$72,448	\$79,693	\$108,202
14	1614	PROFESSIONAL STANDARDS COORDINATOR	N	N	\$45,195	\$54,235	\$72,155
18	1615	PROGRAMMER ANALYST	O	N	\$58,734	\$64,607	\$87,719

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14	1623	PROJECT COORD COMMUNITY SERVICES	N	E	\$45,195	\$54,235	\$72,155
14	1624	PROJECT COORD & PUBLIC OUTREACH	N	E	\$45,195	\$54,235	\$72,155
23	1620	PROJECT MANAGER	N	E	\$75,877	\$83,464	\$113,322
9	1625	PROPERTY/EVIDENCE TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
22	1635	PURCHASING & CONTRACTS MANAGER	N	E	\$72,448	\$79,693	\$108,202
13	1630	PURCHASING COORDINATOR	N	E	\$43,625	\$52,349	\$69,647
12	1631	PURCHASING TECHNICIAN	N	N	\$42,052	\$50,463	\$67,136
19	1640	RECORDS & FISCAL SERVICES MANAGER	N	E	\$62,163	\$68,379	\$92,839
5	1645	RECORDS CLERK	A	N	\$31,051	\$37,262	\$49,574
7	1650	RECORDS SPECIALIST	A	N	\$34,195	\$41,033	\$54,593
5	1655	RECREATION ASSISTANT	A	N	\$31,051	\$37,262	\$49,574
8	1660	RECREATION COORDINATOR	A	N	\$35,766	\$42,920	\$57,100
15	1665	RECREATION SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
15	1670	RECYCLING COORDINATOR	O	N	\$46,767	\$56,121	\$74,665
24	1675	RISK MANAGER	N	E	\$79,306	\$87,236	\$118,443
4	1680	SCHOOL CROSSING GUARD	A	N	\$29,481	\$35,376	\$47,065
15	1685	SERVICE COORDINATOR	O	E	\$46,767	\$56,121	\$74,665
4	1690	SERVICE WORKER I	A	N	\$29,481	\$35,376	\$47,065
5	1695	SERVICE WORKER II	A	N	\$31,051	\$37,262	\$49,574
7	1700	SERVICE WORKER III	A	N	\$34,195	\$41,033	\$54,593
11	1705	SIGNAL TECHNICIAN	A	N	\$40,481	\$48,577	\$64,627
21	1710	SOLID WASTE SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
17	1715	SOLID WASTE SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1720	STORMWATER OPERATIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
12	1735	TELECOMMUNICATOR I	A	N	\$42,052	\$50,463	\$67,136
14	1740	TELECOMMUNICATOR II	A	N	\$45,195	\$54,235	\$72,155
14	1776	TENNIS CENTER ASSISTANT MANAGER	O	N	\$45,195	\$54,235	\$72,155
17	1775	TENNIS SERVICES MANAGER	O	E	\$55,304	\$60,834	\$82,597
11	1780	TRADESWORKER	A	N	\$40,481	\$48,577	\$64,627
13	1781	TRADESWORKER, SENIOR	A	N	\$43,625	\$52,349	\$69,647
9	1785	TRAFFIC CONTROL TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
25	1790	TRAFFIC ENGINEER	N	E	\$84,449	\$92,894	\$121,775
17	1795	TRAFFIC OPERATIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
21	1800	TREATMENT PLANT SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
19	1805	TREATMENT PLANT SUPERVISOR	O	E	\$62,163	\$68,379	\$92,839
13	1810	UTILITIES COORDINATOR	A	N	\$43,625	\$52,349	\$69,647
12	1815	UTILITIES INSPECTOR	A	N	\$42,052	\$50,463	\$67,136
11	1820	UTILITIES LOCATOR	A	N	\$40,481	\$48,577	\$64,627
17	1825	UTILITIES MAINTENANCE SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597

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10	1830	UTILITIES MAINTENANCE TECHNICIAN I	A	N	\$38,909	\$46,691	\$62,119
14	1835	UTILITIES PERMIT COORDINATOR	A	N	\$45,195	\$54,235	\$72,155
7	1840	UTILITIES TECHNICIAN I	A	N	\$34,195	\$41,033	\$54,593
9	1845	UTILITIES TECHNICIAN II	A	N	\$37,338	\$44,805	\$59,609
11	1850	UTILITIES TECHNICIAN III	A	N	\$40,481	\$48,577	\$64,627
13	1855	UTILITIES TECHNICIAN, SENIOR	A	N	\$43,625	\$52,349	\$69,647
10	1865	WAREHOUSE COORDINATOR	A	N	\$38,909	\$46,691	\$62,119
16	1561	ZONING PLANS EXAMINER	N	N	\$48,338	\$58,005	\$77,172

Group Code:

A – AFSCME

N – Non-Bargaining

O – GSAF/OPEIU

FLSA Code:

E – Exempt/Salaried

N – Non-Exempt/Hourly

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4	1190	CUSTODIAN	A	N	\$29,481	\$35,376	\$47,065
4	1680	SCHOOL CROSSING GUARD	A	N	\$29,481	\$35,376	\$47,065
4	1690	SERVICE WORKER I	A	N	\$29,481	\$35,376	\$47,065
5	1030	ADMINISTRATIVE SPECIALIST I	A	N	\$31,051	\$37,262	\$49,574
5	1450	LANDSCAPE TECHNICIAN I	A	N	\$31,051	\$37,262	\$49,574
5	1645	RECORDS CLERK	A	N	\$31,051	\$37,262	\$49,574
5	1655	RECREATION ASSISTANT	A	N	\$31,051	\$37,262	\$49,574
5	1695	SERVICE WORKER II	A	N	\$31,051	\$37,262	\$49,574
7	1035	ADMINISTRATIVE SPECIALIST II	N	N	\$34,195	\$41,033	\$54,593
7	1191	CUSTODIAN, SENIOR	A	N	\$34,195	\$41,033	\$54,593
7	1200	CUSTOMER SERVICE REPRESENTATIVE	A	N	\$34,195	\$41,033	\$54,593
7	1276	DOCKKEEPER	A	N	\$34,195	\$41,033	\$54,593
7	1455	LANDSCAPE TECHNICIAN II	A	N	\$34,195	\$41,033	\$54,593
7	1650	RECORDS SPECIALIST	A	N	\$34,195	\$41,033	\$54,593
7	1700	SERVICE WORKER III	A	N	\$34,195	\$41,033	\$54,593
7	1840	UTILITIES TECHNICIAN I	A	N	\$34,195	\$41,033	\$54,593
8	1295	EQUIPMENT OPERATOR	A	N	\$35,766	\$42,920	\$57,100
8	1460	LANDSCAPE TECHNICIAN III	A	N	\$35,766	\$42,920	\$57,100
8	1660	RECREATION COORDINATOR	A	N	\$35,766	\$42,920	\$57,100
9	1015	ACCOUNTING CLERK	A	N	\$37,338	\$44,805	\$59,609
9	1425	INVENTORY CONTROL CLERK	A	N	\$37,338	\$44,805	\$59,609
9	1495	METER READER/TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
9	1530	PARTS CONTROLLER	A	N	\$37,338	\$44,805	\$59,609
9	1540	PERMIT TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
9	1570	PLANT OPERATOR I (TRAINEE)	A	N	\$37,338	\$44,805	\$59,609
9	1625	PROPERTY/EVIDENCE TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
9	1785	TRAFFIC CONTROL TECHNICIAN	A	N	\$37,338	\$44,805	\$59,609
9	1845	UTILITIES TECHNICIAN II	A	N	\$37,338	\$44,805	\$59,609
10	1040	ADMINISTRATIVE SPECIALIST, SENIOR	N	N	\$38,909	\$46,691	\$62,119
10	1075	BILLING & COLLECTION SPECIALIST	A	N	\$38,909	\$46,691	\$62,119
10	1305	EQUIPMENT OPERATOR, SENIOR	A	N	\$38,909	\$46,691	\$62,119
10	1396	GIS SPECIALIST	N	N	\$38,909	\$46,691	\$62,119

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10	1830	UTILITIES MAINTENANCE TECHNICIAN I	A	N	\$38,909	\$46,691	\$62,119
10	1865	WAREHOUSE COORDINATOR	A	N	\$38,909	\$46,691	\$62,119
11	1070	BEACH PATROL SPECIALIST	A	N	\$40,481	\$48,577	\$64,627
11	1170	CREW LEADER III	A	N	\$40,481	\$48,577	\$64,627
11	1430	IRRIGATION TECHNICIAN	A	N	\$40,481	\$48,577	\$64,627
11	1445	LAND MANAGEMENT COORDINATOR	A	N	\$40,481	\$48,577	\$64,627
11	1465	LANDSCAPE TECHNICIAN, SENIOR	A	N	\$40,481	\$48,577	\$64,627
11	1485	MECHANIC	A	N	\$40,481	\$48,577	\$64,627
11	1541	PERMIT COORDINATOR	A	N	\$40,481	\$48,577	\$64,627
11	1575	PLANT OPERATOR II	A	N	\$40,481	\$48,577	\$64,627
11	1705	SIGNAL TECHNICIAN	A	N	\$40,481	\$48,577	\$64,627
11	1780	TRADESWORKER	A	N	\$40,481	\$48,577	\$64,627
11	1820	UTILITIES LOCATOR	A	N	\$40,481	\$48,577	\$64,627
11	1850	UTILITIES TECHNICIAN III	A	N	\$40,481	\$48,577	\$64,627
12	1025	ADMINISTRATIVE COORDINATOR	N	N	\$42,052	\$50,463	\$67,136
12	1125	CODE ENFORCEMENT OFFICER	A	N	\$42,052	\$50,463	\$67,136
12	1185	CROSS CONNECTION CONTROL TECHNICIAN	A	N	\$42,052	\$50,463	\$67,136
12	1300	EQUIPMENT OPERATOR, HEAVY	A	N	\$42,052	\$50,463	\$67,136
12	1556	PLANNING & ZONING TECHNICIAN	N	N	\$42,052	\$50,463	\$67,136
12	1631	PURCHASING TECHNICIAN	N	N	\$42,052	\$50,463	\$67,136
12	1735	TELECOMMUNICATOR I	A	N	\$42,052	\$50,463	\$67,136
12	1815	UTILITIES INSPECTOR	A	N	\$42,052	\$50,463	\$67,136
13	1106	BUSINESS ANALYST	N	N	\$43,625	\$52,349	\$69,647
13	1145	COMMUNITY DEVELOPMENT ANALYST	N	N	\$43,625	\$52,349	\$69,647
13	1151	CONSTRUCTION SITE COMPLIANCE INSPECTOR	N	N	\$43,625	\$52,349	\$69,647
13	1175	CRIME SCENE ANALYST	A	N	\$43,625	\$52,349	\$69,647
13	1470	LEAD MECHANIC	A	N	\$43,625	\$52,349	\$69,647
13	1580	PLANT OPERATOR III	A	N	\$43,625	\$52,349	\$69,647
13	1630	PURCHASING COORDINATOR	N	E	\$43,625	\$52,349	\$69,647
13	1781	TRADESWORKER, SENIOR	A	N	\$43,625	\$52,349	\$69,647
13	1810	UTILITIES COORDINATOR	A	N	\$43,625	\$52,349	\$69,647
13	1855	UTILITIES TECHNICIAN, SENIOR	A	N	\$43,625	\$52,349	\$69,647
14	1010	ACCOUNTING ASSOCIATE	N	N	\$45,195	\$54,235	\$72,155
14	1051	AQUATIC COORDINATOR	A	N	\$45,195	\$54,235	\$72,155
14	1101	BUILDING TECHNOLOGY ANALYST	N	N	\$45,195	\$54,235	\$72,155

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14	1180	CRIMINAL RESEARCH INTELLIGENCE ANALYST	A	N	\$45,195	\$54,235	\$72,155
14	1415	INDUSTRIAL WASTE TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
14	1420	INSTRUMENT TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
14	1440	LABORATORY & FIELD TECHNICIAN	A	N	\$45,195	\$54,235	\$72,155
14	1585	PLANT OPERATOR IV	A	N	\$45,195	\$54,235	\$72,155
14	1614	PROFESSIONAL STANDARDS COORDINATOR	N	N	\$45,195	\$54,235	\$72,155
14	1623	PROJECT COORD COMMUNITY SERVICES	N	E	\$45,195	\$54,235	\$72,155
14	1624	PROJECT COORD & PUBLIC OUTREACH	N	E	\$45,195	\$54,235	\$72,155
14	1740	TELECOMMUNICATOR II	A	N	\$45,195	\$54,235	\$72,155
14	1776	TENNIS CENTER ASSISTANT MANAGER	O	N	\$45,195	\$54,235	\$72,155
14	1835	UTILITIES PERMIT COORDINATOR	A	N	\$45,195	\$54,235	\$72,155
15	1050	AQUATIC SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
15	1060	ASSISTANT DOCK MASTER	O	N	\$46,767	\$56,121	\$74,665
15	1065	ATHLETIC SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
15	1286	ENGINEERING AIDE	N	N	\$46,767	\$56,121	\$74,665
15	1665	RECREATION SUPERVISOR	O	N	\$46,767	\$56,121	\$74,665
15	1670	RECYCLING COORDINATOR	O	N	\$46,767	\$56,121	\$74,665
15	1685	SERVICE COORDINATOR	O	E	\$46,767	\$56,121	\$74,665
16	1000	ACCOUNTANT	O	N	\$48,338	\$58,005	\$77,172
16	1090	BUILDING INSPECTOR I	A	N	\$48,338	\$58,005	\$77,172
16	1315	EXECUTIVE ASSISTANT	N	E	\$48,338	\$58,005	\$77,172
16	1405	HUMAN RESOURCES GENERALIST	N	E	\$48,338	\$58,005	\$77,172
16	1505	NETWORK SPECIALIST	N	N	\$48,338	\$58,005	\$77,172
16	1545	PLANNER I	N	N	\$48,338	\$58,005	\$77,172
16	1561	ZONING PLANS EXAMINER	N	N	\$48,338	\$58,005	\$77,172
17	1400	BID AND GRANTS COORDINATOR	N	E	\$55,304	\$60,834	\$82,597
17	1095	BUILDING INSPECTOR II	A	N	\$55,304	\$60,834	\$82,597
17	1130	COLLECTIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1140	COMMUNICATIONS SHIFT SUPERVISOR	O	N	\$55,304	\$60,834	\$82,597
17	1275	DISTRIBUTION SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1350	FIRE INSPECTOR	A	N	\$55,304	\$60,834	\$82,597
17	1390	FLOODPLAIN COORDINATOR	N	E	\$55,304	\$60,834	\$82,597
17	1525	PARKS & PARKWAYS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1715	SOLID WASTE SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1720	STORMWATER OPERATIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1775	TENNIS SERVICES MANAGER	O	E	\$55,304	\$60,834	\$82,597

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City of Naples
Pay and Classification Plan
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<u>GRADE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MARKET</u>	<u>MAXIMUM</u>
17	1795	TRAFFIC OPERATIONS SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
17	1825	UTILITIES MAINTENANCE SUPERVISOR	O	E	\$55,304	\$60,834	\$82,597
18	1005	ACCOUNTANT, SENIOR	N	E	\$58,734	\$64,607	\$87,719
18	1100	BUILDING INSPECTOR III	A	N	\$58,734	\$64,607	\$87,719
18	1160	CITY ARBORIST/PROJECT MANAGER	N	E	\$58,734	\$64,607	\$87,719
18	1160	CONTRACT SERVICES MANAGER	O	E	\$58,734	\$64,607	\$87,719
18	1290	ENVIRONMENTAL SPECIALIST	O	E	\$58,734	\$64,607	\$87,719
18	1325	FACILITIES MAINTENANCE SUPERVISOR	O	E	\$58,734	\$64,607	\$87,719
18	1370	FIRE PLANS EXAMINER/INSPECTOR	N	N	\$58,734	\$64,607	\$87,719
18	1435	LAB SUPERVISOR	O	E	\$58,734	\$64,607	\$87,719
18	1510	NETWORK SPECIALIST, SENIOR	O	N	\$58,734	\$64,607	\$87,719
18	1515	PARK MANAGER	O	E	\$58,734	\$64,607	\$87,719
18	1560	PLANS EXAMINER	N	N	\$58,734	\$64,607	\$87,719
18	1615	PROGRAMMER ANALYST	O	N	\$58,734	\$64,607	\$87,719
19	1056	ASSISTANT TO THE CITY MANAGER	N	E	\$62,163	\$68,379	\$92,839
19	1860	COMMUNICATION & VIDEO PROD MANAGER	N	E	\$62,163	\$68,379	\$92,839
19	1146	COMPENSATION & BENEFITS MANAGER	N	E	\$62,163	\$68,379	\$92,839
19	1550	PLANNER II	N	E	\$62,163	\$68,379	\$92,839
19	1565	PLANS REVIEW ENGINEER	N	E	\$62,163	\$68,379	\$92,839
19	1640	RECORDS & FISCAL SERVICES MANAGER	N	E	\$62,163	\$68,379	\$92,839
19	1805	TREATMENT PLANT SUPERVISOR	O	E	\$62,163	\$68,379	\$92,839
20	1150	CONSTRUCTION PROJECT MANAGER	O	E	\$65,590	\$72,149	\$97,958
21	1135	COMMUNICATIONS MANAGER	N	E	\$69,019	\$75,921	\$103,080
21	1310	EQUIPMENT SERVICES SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
21	1324	FACILITIES MAINTENANCE SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
21	1365	FIRE MARSHAL	N	E	\$69,019	\$75,921	\$103,080
21	1520	PARKS & PARKWAYS SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
21	1555	PLANNER, SENIOR	N	E	\$69,019	\$75,921	\$103,080
21	1710	SOLID WASTE SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
21	1800	TREATMENT PLANT SUPERINTENDENT	N	E	\$69,019	\$75,921	\$103,080
22	1020	ACCOUNTING MANAGER	N	E	\$72,448	\$79,693	\$108,202
22	1120	CODE & HARBOR MANAGER	N	E	\$72,448	\$79,693	\$108,202
22	1195	CUSTOMER SERVICE MANAGER	N	E	\$72,448	\$79,693	\$108,202

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22	1330	FIRE BATTALION CHIEF	N	E	\$72,448	\$79,693	\$108,202
22	1395	GIS MANAGER	N	E	\$72,448	\$79,693	\$108,202
22	1600	POLICE LIEUTENANT	N	E	\$72,448	\$79,693	\$108,202
22	1635	PURCHASING & CONTRACTS MANAGER	N	E	\$72,448	\$79,693	\$108,202
23	1080	BUDGET & CAPITAL PROJECTS MANAGER	N	E	\$75,877	\$83,464	\$113,322
23	1205	DEPUTY BUILDING OFFICIAL	N	E	\$75,877	\$83,464	\$113,322
23	1620	PROJECT MANAGER	N	E	\$75,877	\$83,464	\$113,322
24	1590	POLICE CHIEF, ASSISTANT	N	E	\$79,306	\$87,236	\$118,443
24	1675	RISK MANAGER	N	E	\$79,306	\$87,236	\$118,443
25	1215	DEPUTY DIRECTOR, COMMUNITY SERVICES	N	E	\$84,449	\$92,894	\$121,775
25	1220	DEPUTY DIRECTOR, FINANCE	N	E	\$84,449	\$92,894	\$121,775
25	1231	DEPUTY DIRECTOR, TECHNOLOGY SERVICES	N	E	\$84,449	\$92,894	\$121,775
25	1230	DEPUTY DIRECTOR, UTILITIES	N	E	\$84,449	\$92,894	\$121,775
25	1280	ENGINEERING MANAGER	N	E	\$84,449	\$92,894	\$121,775
25	1206	FIRE DEPUTY CHIEF	N	E	\$84,449	\$92,894	\$121,775
25	1500	NATURAL RESOURCES MANAGER	N	E	\$84,449	\$92,894	\$121,775
25	1790	TRAFFIC ENGINEER	N	E	\$84,449	\$92,894	\$121,775
28	1235	DIRECTOR, BUILDING SERVICES	N	E	\$105,021	\$115,523	\$151,440
28	1240	DIRECTOR, COMMUNITY SERVICES	N	E	\$105,021	\$115,523	\$151,440
28	1245	DIRECTOR, FINANCE	N	E	\$105,021	\$115,523	\$151,440
28	1250	DIRECTOR, HUMAN RESOURCES	N	E	\$105,021	\$115,523	\$151,440
28	1255	DIRECTOR, PLANNING	N	E	\$105,021	\$115,523	\$151,440
28	1260	DIRECTOR, STREETS & STORM WATER	N	E	\$105,021	\$115,523	\$151,440
28	1270	DIRECTOR, UTILITIES	N	E	\$105,021	\$115,523	\$151,440
28	1335	FIRE CHIEF	N	E	\$105,021	\$115,523	\$151,440
28	1595	POLICE CHIEF	N	E	\$105,021	\$115,523	\$151,440
29	1055	ASSISTANT CITY MANAGER	N	E	\$111,878	\$123,065	\$161,327

Group Code:

A – AFSCME

N – Non-Bargaining

O – GSAF/OPEIU

FLSA Code:

E – Exempt/Salaried

N – Non-Exempt/Hourly

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**City of Naples
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<u>POLICE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
P01	1605	POLICE OFFICER	P	N	\$51,595.70 \$23.6244/Hour	\$77,432.16 \$35.4543/Hour
PS01	1610	POLICE SERGEANT	PS	N	\$70,190.90 \$32.1387/Hour	\$91,365.56 \$41.8340/Hour
<u>FIRE</u>	<u>JOB CLASS</u>	<u>TITLE</u>	<u>GROUP</u>	<u>FLSA</u>	<u>MINIMUM</u>	<u>MAXIMUM</u>
FF	1380	FIREFIGHTER	F	N	\$42,818.00 \$15.8351/Hour	\$71,168.00 \$26.3195/Hour
FP	1385	FIREFIGHTER/PARAMEDIC	F	N	\$50,818.00 \$18.7937/Hour	\$79,298.00 \$29.3262/Hour
DE	1340	FIRE DRIVER ENGINEER	F	N	\$48,554.00 \$17.9563/Hour	\$76,031.00 \$28.1180/Hour
DP	1345	FIRE DRIVER ENGINEER/PARAMEDIC	F	N	\$56,554.00 \$20.9149/Hour	\$84,161.00 \$31.1246/Hour
FLT	1355	FIRE LIEUTENANT	F	N	\$58,294.00 \$21.5585/Hour	\$90,073.00 \$33.3111/Hour
FLP	1360	FIRE LIEUTENANT/PARAMEDIC	F	N	\$66,294.00 \$24.5170/Hour	\$98,203.00 \$36.3177/Hour

Group Code:

F – Fire

P – Police Officer

PS – Police Sergeant

FLSA Code:

N – Non-Exempt/Hourly

Annual Work Hours:

Police – 2184 Hours (84 Hours/14 days)

Fire – 2704 Hours (159 Hours/21 days)

CITY OF NAPLES RELEASE AND AFFIDAVIT FORM

COUNTY OF (COLLIER)
STATE OF (FLORIDA)

BEFORE ME, the undersigned authority, personally appeared _____ who, after being duly sworn deposes and says of him/her personal knowledge the following:

- 1.) In accordance with the Contract Documents and in consideration of \$_____ to be received _____, ("Contractor") releases and waives for itself and its subcontractors, material-men, successors and assigns, all claims demands, damages, costs and expenses, whether in contract or in tort, against the City of Naples, Florida, ("the City") relating in any way to the performance of the Agreement between Contractor and the City, dated _____, 20__ for the period from _____ to _____. This partial waiver and release is conditioned upon payment of the consideration described above. It is not effective until said payment is received in paid funds.
- 2.) Contractor certifies for itself and its subcontractors, material-men, successors and assigns, that all charges for labor, materials, supplies, lands, licenses and other expenses for which the City might be sued or for which a lien or a demand against any payment bond might be filed, shall be fully satisfied and paid upon the City's payment to Contractor.
- 3.) Contractor agrees to indemnify, defend and save harmless the City from all demands or suits, actions, claims of liens or other charges filed or asserted against the City arising out of the performance by Contractor of the Work covered by this Release and Affidavit.
- 4.) This Release and Affidavit is given in connection with Contractor's [monthly/final] Application for Payment No. _____.

CONTRACTOR

BY: _____

ITS: _____

DATE: _____

Witness
President

Witness

[Corporate Seal]

STATE OF _____

COUNTY OF _____

The foregoing instrument was acknowledged before me this _____ day of _____, 20____,
by _____, as _____ of _____,
a _____ corporation, on behalf of the corporation. He/she is personally known to me or has produced
_____ as identification and did (did not) take an oath.

My Commission Expires:

(Signature of Notary)

Name: _____
(Legibly Printed)

Notary Public, State of _____

(AFFIX OFFICIAL SEAL)

Commissioner No. _____

EXHIBIT B

BASIS OF COMPENSATION

As consideration for providing the Services as set forth in the Agreement, the CITY agrees to pay, and the CONTRACTOR agrees to accept payment on a time and reimbursement cost basis as indicated below in Exhibit B, which is attached and made part of this Agreement. The CITY is adding a separate \$10,000.00 CITY controlled Contingency to the issuance of this Agreement making the total amount of the Agreement at \$47,500.00. Retainage: (N/A) Not applicable to this Agreement.

Bid Tabulation
City of Naples
19-033 Pay and Classification Study - RFP

Item	Description	Quantity	Unit	Unit Price	Amount
1	Pay and Classification Study	1	LS	\$ 37,500	\$ 37,500
2	Cost of Presentation to Naples City Council if needed	1	LS	\$ 0	\$ 0
3	Unit Cost per position to audit more than 10 positions	1	LS	\$ 150	\$ TBD
Total					\$

This solicitation has potential for P-Card Payment. Does your company accept credit card payment? YES___ NO X

If "yes," please indicate payment options on the below chart.

Payment Options	YES	NO	PERCENTAGE AND/OR TERMS FOR EARLY PAYMENT
Is there a discount for a credit card payment?			
Is there an additional charge for credit card payment?			
Discount for early payment?			
Prompt payment terms. ___ % ___ Days, Net 30 Days			

Company Name: Management Advisory Group Intl. Inc.

EIN: 88-0495510

Email: Don@maginc.org

Name and Title of individual completing this schedule:

Donald Long

President

(Printed Name)

(Title)

X

(Signature)

END OF EXHIBIT B

EXHIBIT C

GENERAL INSURANCE REQUIREMENTS

The Contractor shall not commence work until he has obtained all the insurance required under this heading, and until such insurance has been approved by the Owner, nor shall the Contractor allow any subcontractor to commence work until all similar insurance required of the subcontractor has also been obtained and approved by the Owner.

Certificates of insurance must be issued by an authorized representative of the insurance company at the request and direction of the policyholder and must include sufficient information so as to identify the coverage and the contract for Owner's improvements for which they are issued. Certificates of insurance must be issued by a nationally recognized insurance company with a Best's Rating of no less than B+VII, satisfactory to the Owner, and duly authorized to do business in the state of said Contract.

The Contractor shall procure and maintain, during the life of this Contract, Workmen's Compensation Insurance for all of his employees to be engaged in work under this Contract, and he shall require any subcontractor similarly to provide Workmen's Compensation Insurance for all of the latter's employees to be engaged in such work, unless such employees are covered by the protection afforded by the Contractor's insurance. In case any employees are to be engaged in hazardous work under this Contract, and are not protected under this Workmen's Compensation statute, the Contractor shall provide, and shall cause each subcontractor to provide, adequate coverage for the protection of such employees. It is acceptable to use a State-approved Workmen's Compensation Self-Insurance fund.

The Contractor shall take out and maintain during the life of this Contract, Public Liability and Property Damage and shall include Contractual Liability, Personal Injury, Libel, Slander, False Arrest, Malicious Prosecution, Wrongful Entry or Eviction, Broad Form Property Damage, Products, Completed Operations and XCU Coverage to be included on an occurrence basis, and to the full extent of the Contract to protect him, the Owner, and any subcontractor performing work covered by this Contract from damages for personal injury, including accidental death, as well as from claims for property damage, which may arise from operations under this contract, whether such operations be by himself or by a subcontractor, or by anyone directly or indirectly employed by either of them. The Contractor shall also maintain automobile liability insurance including "non-owned and hired" coverage. The entire cost of this insurance shall be borne by the Contractor.

The amount of such insurance shall be no less than \$1,000,000 annual aggregate for bodily injury and property damage combined per occurrence.

The City of Naples must be named as Additional Insured on the insurance certificate and the following must also be stated on the certificate. "These coverage's are primary to all other coverage's the City possesses for this contract only." The City of Naples shall be named as the Certificate Holder. The Certificate Holder shall read as follows:

The City of Naples
735 Eighth Street South
Naples, Florida 34102

No City Division, Department, or individual name should appear on the Certificate.
No other format will be acceptable.

The Certificate must state the bid number and title.

When using the ACORD 25 – Certificate of Insurance only the most current version will be accepted.

The City of Naples requires a copy of a cancellation notice in the event the policy is cancelled. The City of Naples shall be expressly endorsed onto the policy as a cancellation notice recipient.

[If other insurance or insurance requirements or any waivers, attach as Exhibit C-1 through C-__]

EXHIBIT D

CERTIFICATION OF COMPLIANCE WITH IMMIGRATION LAWS

The undersigned is the **President of the Management Advisory Group International, Inc.**, company ("the CONTRACTOR"), and hereby certifies to the following:

1. The CONTRACTOR is in full compliance with all provisions of the Immigration Reform and Control Act of 1986 ("IRCA"), as well as all related immigration laws, rules, regulations pertaining to proper employee work authorization in the United States.

2. The undersigned has verified that the CONTRACTOR has obtained and maintains on file, and will continue to obtain and maintain on file, all documentation required by law, including but not limited to, Form I-9, Employment Eligibility Verification, for all persons employed by or working for the CONTRACTOR in any capacity on any project for the City of Naples (CITY). All such persons have provided evidence of identity and eligibility to work to the CONTRACTOR in accordance with the IRCA and related law. The undersigned hereby affirms that no person has been or will be employed by the CONTRACTOR to work on projects for the CITY who is not authorized to work under law. The undersigned further affirms that the CONTRACTOR's files will be updated by written notice any time that additional employees work on projects for the CITY.

3. The CONTRACTOR will have its contractors, subcontractors, suppliers and vendors who are involved in projects for the CITY to sign a written acknowledgment that they too are in compliance with immigration law. It is understood that failure to do so could result in the CONTRACTOR being liable for any violation of the law by such third parties.

4. The CONTRACTOR will fully cooperate with and have its contractors, subcontractors, suppliers and vendors to fully cooperate with, all inquiries and investigations conducted by any governmental agency in connection with proper compliance with the laws pertaining to appropriate work authorization in the United States.

5. The undersigned, on behalf of the CONTRACTOR, acknowledges that this Certification may be relied upon by the CITY, its officers, directors, employees, and affiliates or related persons and entities.

6. If it is found that the CONTRACTOR has not complied with the laws pertaining to proper employment authorization, and any legal and administrative action ensues against the CITY, the CONTRACTOR will indemnify, defend and hold the CITY harmless along with their officers, directors, employees, and affiliated or related persons and entities.

7. The CONTRACTOR acknowledges that the CITY by their authorized representatives shall have the right, at any time, upon 24 hours' notice, to examine the CONTRACTOR's books and records to confirm that the CONTRACTOR is in compliance with the terms of this certification.

Executed this 19 day of September, 2019.

By: Donald C. Long