

RESOLUTION No. 22-183

A RESOLUTION OF THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, APPROVING THE JOB DESCRIPTIONS, APPLICABLE SALARY SCALE AND PERFORMANCE MEASURES AND METRICS FOR POSITIONS IN THE 2022-2023 FISCAL BUDGET AS APPROVED BY THE CITY COUNCIL; APPROVING THE UPDATED CITYWIDE PAY PLAN TO INCLUDE NEW POSITIONS; PROVIDING FOR IMPLEMENTATION; AND PROVIDING FOR AN EFFECTIVE DATE

WHEREAS, the approved and adopted 2022–2023 Fiscal Year Budget for the City of Doral (the “City”) contemplated the establishment of newly created positions in the City, including: “Vacuum Truck Operator”, “Senior Budget Manager” and “Development Services Administrator”; and

WHEREAS, section 2-7 of the City Code of Ordinance requires, in part, that “the creation of new full time employment positions” be approved by the Mayor and City Council, along with “[a] complete description of the duties and responsibilities of the position created or modified; [t]he applicable salary scale and other monetary and non-monetary benefits attached to the position created or modified; and [t]he applicable performance measures and metrics to be utilized in assessing the performance of individuals that will be hired to fill the position created or modified”; and

WHEREAS, staff has recommended approval of the job descriptions, salary scales, performance measures and metrics, associated with the Positions, as provided in the September 21, 2022, Memorandum from the Human Resources Department, which is attached hereto and incorporated herein and made a part hereof by this reference; and

WHEREAS, via Resolution 21-187, on August 11, 2021, the City Council approved a citywide Job Classification and Pay Plan (the “Pay Plan”), which specified the new and/or revised job titles and corresponding pay ranges for all City employees; and

WHEREAS, from time to time, the City needs to adjust the Pay Plan to account for new positions and/or approved budgetary adjustments; and

WHEREAS, the City Manager's Office recommends for the City Council to approve the updated Pay Plan, attached hereto as Exhibit "B" and job descriptions as Exhibit "A", which are incorporated herein and made a part hereof by this reference, that takes into account the new positions for fiscal year 2022–2023.

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND THE CITY COUNCIL OF THE CITY OF DORAL, FLORIDA, AS FOLLOWS:

Section 1. Recitals. The above recitals are confirmed, adopted, and incorporated herein and made a part hereof by this reference.

Section 2. Approval. The job descriptions, salary scales, and performance measures and metrics associated with "Vacuum Truck Operator", "Senior Budget Manager" and "Development Services Administrator"; as provided in Exhibit "A," are hereby approved. The updated Pay Plan, attached in Exhibit "B", accounting for new position and budgetary adjustment for fiscal year 2022–2023, is hereby approved.

Section 3. Implementation. The City Manager and the City Attorney are hereby authorized to take such other action as is necessary to implement the provisions of this Resolution.

Section 4. Effective Date. This Resolution shall become effective immediately upon its adoption.

The foregoing Resolution was offered by Councilmember Mariaca who moved its adoption. The motion was seconded by Vice Mayor Cabrak and upon being put to a vote, the vote was as follows:

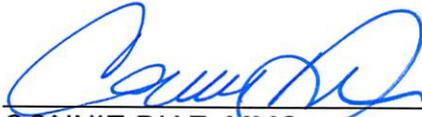
Mayor Juan Carlos Bermudez	Yes
Vice Mayor Digna Cabral	Yes
Councilman Pete Cabrera	Yes
Councilwoman Claudia Mariaca	Yes
Councilman Oscar Puig-Corve	Yes

PASSED AND ADOPTED this 21 day of September, 2022.



JUAN CARLOS BERMUDEZ, MAYOR

ATTEST:



CONNIE DIAZ, MMC
CITY CLERK

APPROVED AS TO FORM AND LEGAL SUFFICIENCY
FOR THE USE AND RELIANCE OF THE CITY OF DORAL ONLY:



LUIS FIGUEREDO, ESQ.
CITY ATTORNEY

EXHIBIT “A”



City of Doral, FL Classification Description

Classification Title: Development Services Administrator
Department: City Manager
Pay Grade: 125
FLSA Status: Exempt

GENERAL STATEMENT OF JOB

Under the Administrative Direction of the City Manager or designee, this role is responsible for planning managing and overseeing the direct operations and services of all development services departments within the City of Doral. The development services department are outlined as: Building, Planning & Zoning, Economic Development, Code Compliance. This position provides recommendations to the City Manager regarding strategic policy and problem-solving issues relating to the assigned Departments.

SPECIFIC DUTIES AND RESPONSIBILITIES

Essential Functions:

- Under the general supervision of the City Manager or designee, oversees the operations of the Department of the Development Departments.
- Responsible for a complex organization and administration of complex regulatory issues.
- Supervises, directs, and evaluates assigned staff, addressing employee concerns and problems, directing work, counseling, managing employee performance; conducts/coordinates training.
- Coordinates daily work activities; organizes and prioritizes department workload; makes work assignments; monitors status of work in progress; reviews completed work; troubleshoots problem situations.
- Ensures departmental compliance with all applicable codes, laws, rules, regulations, standards, policies and procedures; ensures adherence to established safety procedures; initiates any actions necessary to correct deviations or violations.
- Consults with assigned staff to review problems; assists with complex or problem situations; provides direction, advice, and technical expertise.
- Consults with City Manager, City Council and other officials as needed to review department activities, provide recommendations, resolve problems, and receive advice/direction.
- Coordinates work activities with other departments, contractors, consultants, outside agencies, or others as needed; monitors work performed by consulting firms.
- Develops, recommends, and administers departmental budget; monitors and authorizes expenditures; oversees payroll administration; applies for public grants.
- Develops and implements long and short-term plans, goals, and objectives for the department.
- Develops, updates, and implements departmental policies and procedures; drafts ordinances.
- Oversees the delivery of development related services; facilitates new development and redevelopment activity and projects; works closely with the Community Redevelopment Agency, other department heads, the public, design professionals, stakeholders and other outside agencies to resolve development issues.

Development Services Administrator

- Directs and implements improvements in quality of technical and customer service to stimulate economic development activity; analyzes services and productivity to improve delivery of services; initiates and implements new procedures and provides resources to rebuild technical capabilities.
- Oversees planning for future urban growth, administration and updating of the City's comprehensive plan, coordination of master plan projects; establishes plan review guidelines; prepares and executes City redevelopment plans; designs and plans redevelopment areas; promotes redevelopment projects; coordinates architectural design for building projects.
- Participates in preparation, tracking and update of the City's annual Strategic Plan; delegates/completes assigned tasks associated with the Plan.
- Coordinates/conducts special projects/assignments as needed.
- Works closely with public officials, board members, City management, stakeholders, community groups and residents accommodating/reconciling divergent views for real estate development affecting critical City neighborhoods and development sites.
- Interprets and enforces the provisions of applicable federal, state, and local codes, laws, rules, regulations, specifications, standards, policies and procedures; executes City zoning ordinances; enforces building codes.
- Provides technical assistance and information to public officials, media, City Manager, other departments, citizens, outside agencies, and design professionals; responds to complaints and questions; researches problems and initiates problem resolution; discusses problem areas with property owners, property managers, and contractors.
- Compiles or monitors various administrative/statistical data pertaining to departmental operations; performs research; makes applicable calculations; analyzes data and identifies trends; prepares or generates reports.
- Prepares, reviews, approves, or completes various forms, reports, correspondence, technical opinions, architectural plans, master plans, engineering plans, computations, budgets, personnel appraisals, technical codes, or other documents. Complies with Florida Public Records retention requirements.
- Communicates with City Manager, City Commissioners, employees, other departments, government agencies, engineers, architects, developers, contractors, property owners, the public, outside agencies, the media, and other individuals as needed to coordinate work activities, review status of work, exchange information, resolve problems, or give/receive advice/direction.
- Attends meetings; serves on committees as needed; makes speeches, gives interviews and presentations.
- Maintains a comprehensive, current knowledge of applicable laws/regulations; maintains an awareness of new trends and advances in the profession; reads professional literature; maintains professional affiliations; attends workshops and training sessions as appropriate.
- Provides administrative and technical training to staff through seminars, workshops and regular meetings.

Additional Duties:

- Performs other related work as required.

MINIMUM EDUCATION AND TRAINING

Required Qualifications:

- Bachelor's Degree in Engineering, Architecture, Construction Management or Urban Planning or a related field is required.

Development Services Administrator

- A minimum of seven (7) years progressively responsible management experience in engineering, architecture, construction management, urban planning, community development related work experience is required.
- Must possess a valid driver's license with an acceptable driving record.

Desired Qualifications:

- Master's degree in Engineering, Architecture, Construction Management, Business Administration, Public Administration, or Urban Planning and ten (10) years progressively responsible management experience in engineering, architecture, construction management, urban planning, community development or a related field. Previous management level experience for a municipality or county in development administration.
- Must possess a valid driver's license with an acceptable driving record.

MINIMUM QUALIFICATIONS AND STANDARDS REQUIRED

Knowledge, Skills and Abilities:

- Extensive knowledge of all codes, laws, rules, regulations, standards, policies and procedures relevant to Development Department operations.
- Knowledge of current construction practices including legislative changes affecting local codes.
- Knowledge of current trends in private and public sector development initiatives.
- Knowledge of code enforcement procedures and strategies to strengthen community appearance and quality of life.
- Proven skills in personnel and financial management and policy development.
- Skill in analyzing and evaluating information and in expressing ideas clearly when providing oral and written reports and recommendations on administrative, financial, and technical issues.
- Skilled at applying required knowledge to improve operations and services to the customer through the application of technology, know how, and the observation of industry trends and best practices.
- Skill in dealing constructively with conflict.
- Ability to handle irate people with tact and diplomacy.
- Ability to work effectively with a broad variety of people, including Public Officials, management, employees, business owners, citizens, community groups, stakeholders, citizens, local, state and federal agencies.
- Ability to manage and prioritize routine, specialized and complex assignments and problems utilizing knowledge acquired through prior education, training and experience.
- Ability to effectively supervise assigned staff and to expeditiously resolve employee issues and concerns.
- Ability to speak effectively in public and to express ideas clearly in writing.
- Ability to effectively communicate and coordinate work activities with assigned supervisors, and to delegate decision making and authority to assigned supervisors where possible.
- Ability to successfully develop collaborative working relationships with the department director and peers, public officials, City employees, and with other departments, contractors, consultants, business owners and leaders, outside agencies, and all other stakeholders.
- Proven ability to analyze situations accurately and to plan and adopt an effective course of action.
- Ability to develop and successfully implement long and short-term plans, goals and objectives.
- Ability to organize and/or reorganize human capital allocation/assignments to achieve maximum work effectiveness.

Communication Competencies:

- The ability to clearly communicate Department and City Goals, Policies, Strategic Plans and other key information to employees and peers using multiple communication platforms including e-mail and social media.
- Effectively communicates with supervisor, employees, other departments, contractors, engineers, utility companies, vendors, outside agencies, the public, and other individuals as needed to coordinate work activities, review status of work, exchange information, or resolve problems.
- Accurately and expeditiously receives and delivers messages and information to the appropriate individuals.
- Ability to prepare accurate and thorough written records and reports.
- Ability to understand and follow oral and written instructions and to complete assigned tasks with minimal direction.
- Ability to understand and quickly and accurately follow brief oral and written instructions on moderately complex matters.

Physical Requirements:

- The work is light work which requires exerting up to 20 pounds of force occasionally, and/or up to 10 pounds of force to move objects. In addition, employees in this classification typically require crawling, crouching, grasping, handling, climbing, kneeling, lifting, pulling, pushing, reaching, standing, repetitive motion, perceiving sounds at normal speaking levels, receiving detailed information through oral communication, expressing ideas by means of spoken word, shouting to be heard above ambient noise, visual acuity to analyze data/work with color or depth perception/operate motor vehicles or equipment/inspect defects or fabricate parts and walking.
- Applying pressure to an object with the fingers and palm.
- Ability to make rational decisions through sound logic and deductive processes.
- Expressing or exchanging ideas by means of the spoken word including those activities in which they must convey detailed or important spoken instructions to other workers accurately, loudly, or quickly.
- Have close visual acuity to perform an activity such as: preparing and analyzing data and figures; transcribing; viewing a computer terminal; and/or extensive reading.
- Moving about on foot to accomplish tasks, particularly for long distances or moving from one work site to another.

Employee Name: _____
(PRINT)

Date: _____

Employee Signature: _____



City of Doral, FL Classification Description

Classification Title: Senior Budget Manager
Department: Finance
Pay Grade: 118
FLSA Status: Exempt

GENERAL STATEMENT OF JOB

This position performs professional financial analyses of considerable difficulty. Work involves a variety of tasks including managing the preparation of the City's annual budget, maintaining the City's general ledger, and overseeing staff involved in payroll, accounts payable, and accounts receivable. This position is responsible for implementing and administering a comprehensive grants compliance program and is engaged in the preparation of the financial section of the Annual Comprehensive Financial Report (ACFRA).

SPECIFIC DUTIES AND RESPONSIBILITIES

Essential Functions:

- Supervises accounts payable, accounts receivable, payroll staff, and all other customer service activities.
- Administers the annual budget process, from the budget kickoff to final compilation of the Proposed and Adopted Budget Book, including budget process coordination, budget preparation, review and analysis, and implementing changes to requirements for the GFOA Distinguished Budget Award program.
- Monitors revenue and expenditures throughout the year, including identifying financial trends and prepares budget to actual forecasts and reports to ensure fiscal responsibility and budgetary compliance. May prepare public and staff presentations on a wide variety of issues having fiscal implications to the City Council.
- Participates in identifying system and operational issues and assisting in the development and implementation of the budget system, procedures and methods of operation.
- Responsible for the compilation of budget requests, preparation of preliminary and final budget documents, and various transactions required for budget control and administration. Performs a variety of other budget and related duties, including preparing briefings, reports, recommendations, and presentations.
- Develops, implements and administers a comprehensive grants process to be used City-wide.
- Establishes procedures pertaining to the grants process.
- Monitors grant compliance and provides support to departmental grant administrators.
- Handles grants accounting, including tracking and monitoring all grants, ensuring grants are properly recorded in the general ledger, and preparing the schedule of expenditures for the annual audit. Prepares a variety of state, federal, and local claims, statements, and reports from a variety of sources including computerized data, accounting records, and other source documents.
- Participates in identifying system and operational issues and assist in the development and implementation of new or revised grants process, systems procedures and methods of operation.
- Participates in the preparation of financial statements Financial Section of the Annual Comprehensive Financial Report (ACFR), schedules, and other statistical and financial reports. This includes account reconciliations, audit schedules, and year-end adjusting journal entries. Prepares various reports for federal and state agencies, as well as for internal accounting purposes.
- Compiles the Popular Annual Financial Report and submits to the GFOA award program.

Senior Budget Manager

- Conducts the timely and accurate fiscal year end closing of the financial system and produces the appropriate schedules for reporting.
- Assists in the preparation of department items to monthly Council meetings.
- Participates in the reconciliation process of the City's investment portfolio accounts.

Additional Duties:

- Performs other related work as required.

MINIMUM EDUCATION AND TRAINING

Required Qualifications:

- Bachelor's degree in accounting or related field; and 5 years of related work experience; or an equivalent combination of education and experience.
- A minimum of Two (2) years of experience supervising staff in the field of accounting or related field is required.
- Required Qualifications: Minimum of five (5) years of progressively responsible professional accounting experience in a governmental agency with particular emphasis in financial and budgetary analysis and two years of which should be in a supervisory or lead capacity.
- Preferred Qualifications: Master's degree in accounting or related field.

MINIMUM QUALIFICATIONS AND STANDARDS REQUIRED

Knowledge, Skills and Abilities:

- Knowledge of accounting and financial processes.
- Knowledge of complex financial systems and proficiency in Microsoft Office Suite (Word, Excel, PowerPoint, Outlook, etc.).
- Knowledge of the Annual Comprehensive Financial Report and ability to assist in completion of other financial reports.
- Skill in clear and concise communication, both orally and in writing.
- Skill in organizing and prioritizing work.
- Ability to be sensitive and responsive to any changes in goals, priorities and needs.
- Ability to analyze and report accounting data for management and citizens of the City.
- Ability to implement accounting policies and procedures.
- Ability to analyze and make recommendations on how to improve the operations of the department.
- Ability to resolve accounting problems and bring forth solutions.
- Ability to prepare clear and concise reports.
- Ability to supervise, direct and coordinate the work of lower-level staff.
- Ability to establish and maintain effective working relationships with those contacted in the course of work.

PHYSICAL DEMANDS:

The work is sedentary work which requires exerting up to 10 pounds of force occasionally and/or negligible

Senior Budget Manager

amount of force frequently or constantly to lift, carry, push, pull or otherwise move objects, including the human body. Ability to make rational decisions; express ideas through speaking accurately/quickly/loudly; visual acuity to perform activities such as preparing and analyzing data figures or viewing a computer terminal.

Work Environment:

Work is performed in dynamic environment with heavy equipment and machinery that could result in bodily harm to co-workers or others.

Employee Name: _____
(PRINT)

Date: _____

Employee Signature: _____



City of Doral, FL Classification Description

Classification Title: Vacuum Truck Operator
Department: Stormwater
Pay Grade: 111
FLSA Status: Non-Exempt

GENERAL STATEMENT OF JOB

This position is responsible for operating and maintaining high pressure cleaners and vacuum equipment for the City of Doral. An employee in this position cleans the City of Doral Stormwater infrastructure to include manholes, catch basins, control structures, drainage pipes, outfalls, and related systems. Work also involves responding to customer complaints, updating databases, and maintaining paperwork. This position works under the direct supervision of the Stormwater Utility Manager.

SPECIFIC DUTIES AND RESPONSIBILITIES

Essential Functions:

- Conducts pre and post trip inspection for stormwater related equipment.
- Operates vacuum equipment and other heavy equipment machinery utilized in cleaning drainage pipes and structures, culverts, outfalls, and/or associated storm sewer systems.
- Disposes of material and documents disposal from tank to the proper location.
- Inspects storm water drainage systems.
- Maintains accurate records and reports to document for state reporting purposes.
- Directs traffic operations as needed to protect operator, equipment, and motorists while maintaining a safe work zone.
- Trains other employees on various stormwater related heavy equipment and vehicles.
- Prepares related requisitions for purchases; reviews invoices before approving for payment.
- Observes established safety practices, procedures and regulations.
- Responds to emergency calls when needed.
- Completes overview of the City of Doral Catch Basin Maintenance Program.
- Oversees and documents the performance of contractual services.
- Monitors scheduling and progress including recommendations to improve efficiency.
- Develops maps utilizing mapping programs to perform responsibilities within the Catch Basin Maintenance Program.
- Assists in providing field data for the creation of new maintenance programs.
- Operates Vacuum Truck to perform environmental cleanups.
- Prepares and maintains standard operating procedures for stormwater maintenance programs.
- Maintains inventory of stormwater equipment and submits request for replacements and/or any additional equipment and supplies necessary to perform duties.

Additional Duties:

- Performs other related work as required.

MINIMUM EDUCATION AND TRAINING

Required Qualifications:

- High School Diploma or GED is required.
- A minimum of Three (3) years of related work experience is required.
- Must possess a valid Florida Commercial Driver's License Class "B" with a tank endorsement and an acceptable driving record. Stormwater Operator Level 1 and 2 or higher.

MINIMUM QUALIFICATIONS AND STANDARDS REQUIRED

Knowledge, Skills and Abilities:

- Prior experience operating a Vacuum Truck.
- Knowledge of work processing and accounting systems to generate reports.
- Skills in operating heavy machinery.
- Ability to plan and execute a work order.
- Ability to update mapping systems with field data.
- Ability to be sensitive and responsive to any changes in goals, priorities and needs.
- Ability to make independent decisions to complete tasks and work as assigned by the department or any request generated by the public.
- Ability to properly maintain and use heavy equipment.
- Ability to make recommendations on operational spending.
- Ability to establish and maintain effective working relationships with those contacted in the course of work.

PHYSICAL DEMANDS:

The work is medium work which requires exerting up to 50 pounds of force occasionally, and/or up to 30 pounds of force frequently, and/or up to 10 pounds of force constantly to move objects. In addition, employees in this classification typically require balancing, climbing, crouching, feeling, grasping, handling, kneeling, lifting, pushing, pulling, reaching, standing, stooping, perceiving sounds at normal speaking levels, receiving detailed information through oral communication, expressing ideas by means of spoken word, shouting to be heard above ambient noise, visual acuity to analyze data/work with color or depth perception/operate motor vehicles or equipment/inspect defects and walking.

Work Environment:

Work is performed in dynamic environment with heavy equipment and machinery that could result in bodily harm to co-workers or others.

Employee Name: _____
(PRINT)

Date: _____

Employee Signature: _____

EXHIBIT “B”

CITY OF DORAL
CLASSIFICATION & PAY PLAN
OCTOBER 1, 2022 TO SEPTEMBER 30, 2023

EXHIBIT B

Job Classification	Department	Grade	Min. (Annually)	Min. (Hourly)	Mid. (Annually)	Mid. (Hourly)	Max. (Annually)	Max. (Hourly)
Facilities Janitor	Public Works	101	\$29,109.66	\$14.00	\$36,387.08	\$17.50	\$43,664.49	\$21.00
Laborer I	Public Works	102	\$30,754.36	\$14.79	\$38,442.96	\$18.49	\$46,131.55	\$22.18
Clerical Aide	Police	103	\$32,645.76	\$15.70	\$40,807.20	\$19.62	\$48,968.63	\$23.55
Mail Clerk	Public Works	103	\$32,645.76	\$15.70	\$40,807.20	\$19.62	\$48,968.63	\$23.55
Clerical Aide II	City Manager	104	\$34,816.70	\$16.74	\$43,520.87	\$20.93	\$52,225.05	\$25.11
Laborer II	Public Works	104	\$34,816.70	\$16.74	\$43,520.87	\$20.93	\$52,225.05	\$25.11
Solution Center Representative	Building	104	\$34,816.70	\$16.74	\$43,520.87	\$20.93	\$52,225.05	\$25.11
Park Ranger	Parks & Recreation	105	\$37,306.10	\$17.94	\$46,632.61	\$22.42	\$55,959.14	\$26.91
Police Records Specialist	Police	105	\$37,306.10	\$17.94	\$46,632.61	\$22.42	\$55,959.14	\$26.91
Police Review Specialist	Police	105	\$37,306.10	\$17.94	\$46,632.61	\$22.42	\$55,959.14	\$26.91
Police Service Aide	Police	105	\$37,306.10	\$17.94	\$46,632.61	\$22.42	\$55,959.14	\$26.91
Accounting Clerk (P&R)	Parks & Recreation	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Accounts Payable Specialist	Police	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Assistant Community Center Supervisor	Parks & Recreation	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Assistant Cultural Center Supervisor	Parks & Recreation	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Assistant Park Supervisor	Parks & Recreation	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Auto Maintenance Helper	Public Works	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Building Records Clerk	Building	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Licensing Clerk	Planning & Zoning	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Permit Clerk	Building	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Permit Clerk (PW)	Public Works	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Plans Processing Clerk I	Building	106	\$37,658.26	\$18.11	\$47,072.82	\$22.64	\$56,487.38	\$27.16
Accounting Clerk/ Permit Clerk	Public Works	107	\$39,785.95	\$19.13	\$49,732.44	\$23.91	\$59,678.92	\$28.70
Facility Maintenance Technician	Public Works	107	\$39,785.95	\$19.13	\$49,732.44	\$23.91	\$59,678.92	\$28.70
Finance Clerk	Finance	107	\$39,785.95	\$19.13	\$49,732.44	\$23.91	\$59,678.92	\$28.70
Nature Facility Supervisor	Parks & Recreation	107	\$39,785.95	\$19.13	\$49,732.44	\$23.91	\$59,678.92	\$28.70
Plans Processing Clerk II	Building	107	\$39,785.95	\$19.13	\$49,732.44	\$23.91	\$59,678.92	\$28.70
Police Administrative Assistant	Police	107	\$39,785.95	\$19.13	\$49,732.44	\$23.91	\$59,678.92	\$28.70
Police Property & Evidence Specialist	Police	107	\$39,785.95	\$19.13	\$49,732.44	\$23.91	\$59,678.92	\$28.70
Police Record Specialist Teletype (PRS)	Police	107	\$39,785.95	\$19.13	\$49,732.44	\$23.91	\$59,678.92	\$28.70
Accounting Clerk	Finance	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Administrative Assistant (P&R)	Parks & Recreation	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Administrative Assistant (PA)	Public Affairs	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Administrative Assistant (PW)	Public Works	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Auto Maintenance Technician	Public Works	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Building Records Manager	Building	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Community Center Supervisor	Parks & Recreation	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Park Supervisor	Parks & Recreation	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Parks Maintenance Technician	Parks & Recreation	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Police Field Logistics Specialist	Police	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Quartermaster	Police	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Records Management Specialist	Police	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Special Needs Program Specialist	Parks & Recreation	108	\$42,232.79	\$20.31	\$52,790.98	\$25.39	\$63,349.18	\$30.46
Administrative Assistant II (CE)	Code	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49
Administrative Assistant II/Outdoor Events Coordinator	Planning & Zoning	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49
Crew Supervisor	Public Works	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49

CITY OF DORAL
CLASSIFICATION & PAY PLAN
OCTOBER 1, 2022 TO SEPTEMBER 30, 2023

EXHIBIT B

Job Classification	Department	Grade	Min. (Annually)	Min. (Hourly)	Mid. (Annually)	Mid. (Hourly)	Max. (Annually)	Max. (Hourly)
Cultural Events Specialist	Parks & Recreation	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49
Events Specialist	Parks & Recreation	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49
Help Desk Specialist	IT	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49
News Producer	Public Affairs	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49
Parks Foreman	Parks & Recreation	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49
Transit Road Supervisor	Transportation	109	\$45,041.26	\$21.66	\$56,301.58	\$27.07	\$67,561.90	\$32.49
Constituent Services Coordinator	Public Affairs	110	\$48,261.71	\$23.21	\$60,327.14	\$29.01	\$72,392.57	\$34.81
Court Liaison Coordinator	Police	110	\$48,261.71	\$23.21	\$60,327.14	\$29.01	\$72,392.57	\$34.81
Crime Scene Technician	Police	110	\$48,261.71	\$23.21	\$60,327.14	\$29.01	\$72,392.57	\$34.81
Facility Maintenance Coordinator	Public Works	110	\$48,261.71	\$23.21	\$60,327.14	\$29.01	\$72,392.57	\$34.81
IT Specialist	IT	110	\$48,261.71	\$23.21	\$60,327.14	\$29.01	\$72,392.57	\$34.81
Payroll Specialist I	Police	110	\$48,261.71	\$23.21	\$60,327.14	\$29.01	\$72,392.57	\$34.81
Stormwater Technician	Stormwater	110	\$48,261.71	\$23.21	\$60,327.14	\$29.01	\$72,392.57	\$34.81
Code Compliance Officer I	Code	111	\$49,752.15	\$23.92	\$63,433.99	\$30.50	\$77,115.84	\$37.08
Payroll Specialist II	Finance	111	\$49,752.15	\$23.92	\$63,433.99	\$30.50	\$77,115.84	\$37.08
Special Magistrate Coordinator	Code	111	\$49,752.15	\$23.92	\$63,433.99	\$30.50	\$77,115.84	\$37.08
Vacuum Truck Operator	Stormwater	111	\$49,752.15	\$23.92	\$63,433.99	\$30.50	\$77,115.84	\$37.08
AV Systems Technician	IT	112	\$52,563.15	\$25.28	\$67,018.01	\$32.23	\$81,472.89	\$39.17
Code Compliance Officer II	Code	112	\$52,563.15	\$25.28	\$67,018.01	\$32.23	\$81,472.89	\$39.17
IT Technician	IT	112	\$52,563.15	\$25.28	\$67,018.01	\$32.23	\$81,472.89	\$39.17
IT Technician (Public Safety)	IT/Police	112	\$52,563.15	\$25.28	\$67,018.01	\$32.23	\$81,472.89	\$39.17
Police Crime Analyst Specialist	Police	112	\$52,563.15	\$25.28	\$67,018.01	\$32.23	\$81,472.89	\$39.17
Procurement Specialist	Procurement	112	\$52,563.15	\$25.28	\$67,018.01	\$32.23	\$81,472.89	\$39.17
Accountant	Finance	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Administrative Coordinator & Capital Improvement Liaison	Building	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Advisory Board Coordinator	City Clerk	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Athletics Coordinator	Parks & Recreation	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Body Worn Camera Administrator	Police	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Business Outreach Coordinator	Planning & Zoning	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
CIP Administrative Coordinator	Public Works	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Code Compliance Officer III	Code	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Code Compliance Officer III/Outreach Coordinator	Code	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Communication Supervisor	Police	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Creative Producer	Public Affairs	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Development Review Coordinator	Planning & Zoning	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
General Services Administrator / Sustainability	Public Works	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Police Special Events Coordinator	Police	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Project Engineer	Public Works	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Recreation Facility Manager	Parks & Recreation	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Recreation Marketing & Sponsorship Coordinator	Parks & Recreation	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Recreation Program Coordinator	Parks & Recreation	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Special Events Coordinator	Parks & Recreation	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
Special Needs Coordinator	Parks & Recreation	113	\$55,795.78	\$26.83	\$71,139.62	\$34.21	\$86,483.47	\$41.58
AV Systems Analyst	IT	114	\$59,506.21	\$28.61	\$75,870.41	\$36.48	\$92,234.60	\$44.35
Building Budget Coordinator	Building	114	\$59,506.21	\$28.61	\$75,870.41	\$36.48	\$92,234.60	\$44.35
Help Desk Supervisor	IT	114	\$59,506.21	\$28.61	\$75,870.41	\$36.48	\$92,234.60	\$44.35

CITY OF DORAL
CLASSIFICATION & PAY PLAN
OCTOBER 1, 2022 TO SEPTEMBER 30, 2023

EXHIBIT B

Job Classification	Department	Grade	Min. (Annually)	Min. (Hourly)	Mid. (Annually)	Mid. (Hourly)	Max. (Annually)	Max. (Hourly)
Project Inspector	Public Works	114	\$59,506.21	\$28.61	\$75,870.41	\$36.48	\$92,234.60	\$44.35
Acreditation Manager	Police	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Building Inspector	Building	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Electrical Inspector	Building	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Emergency Management & Community Liaison	Police	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Executive Administrative Assistant	Police	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Executive Administrative Assistant to the City Manager	City Manager	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Fleet Maintenance Manager	Public Works	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
GIS Developer	IT	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Human Resources Generalist (City & Police)	Human Resources	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Internal Affairs & Background Investigator	Police	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Mechanical Inspector	Building	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Mechanical Inspector / Plans Examiner (PT)	Building	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Media & Emergency Management Specialist	Police	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Planner	Planning & Zoning	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Plans Examiner	Building	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Plans Reviewer (PW)	Public Works	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Plumbing Inspector	Building	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
System Analyst	IT	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Transportation Analyst	Transportation	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Trolley Operations Manager	Transportation	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Webmaster/ Graphic Designer	Public Affairs	115	\$63,760.89	\$30.66	\$81,295.14	\$39.09	\$98,829.39	\$47.52
Code Compliance Field Supervisor	Code	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Flood Plain Manager	Building	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Intersection Technology System Analyst	IT	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Legislative Analyst/Asst. to Council Member	Mayor & Council	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Senior Human Resources Generalist	Human Resources	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Senior Planner	Planning & Zoning	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Superintendent of Park Operations	Parks & Recreation	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Superintendent of Recreation	Parks & Recreation	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Superintendent of Streets	Public Works	116	\$67,537.50	\$32.48	\$87,798.75	\$42.22	\$108,060.00	\$51.96
Chief Licensing Officer	Planning & Zoning	117	\$71,387.14	\$34.33	\$92,803.28	\$44.62	\$114,219.42	\$54.92
Chief of Construction	Public Works	117	\$71,387.14	\$34.33	\$92,803.28	\$44.62	\$114,219.42	\$54.92
Chief of Staff	Mayor & Council	117	\$71,387.14	\$34.33	\$92,803.28	\$44.62	\$114,219.42	\$54.92
Facility Manager	Public Works	117	\$71,387.14	\$34.33	\$92,803.28	\$44.62	\$114,219.42	\$54.92
Legal Office Manager	City Attorney	117	\$71,387.14	\$34.33	\$92,803.28	\$44.62	\$114,219.42	\$54.92
Senior Software Developer	IT	117	\$71,387.14	\$34.33	\$92,803.28	\$44.62	\$114,219.42	\$54.92
Senior Systems Analyst	IT	117	\$71,387.14	\$34.33	\$92,803.28	\$44.62	\$114,219.42	\$54.92
Stormwater Utility Manager	Stormwater	117	\$71,387.14	\$34.33	\$92,803.28	\$44.62	\$114,219.42	\$54.92
Chief Building Inspector	Building	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Chief Electrical Inspector	Building	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Chief Mechanical Inspector	Building	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Chief of Engineering	Public Works	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Chief Plumbing Inspector	Building	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Chief Roofing Inspector	Building	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Data Integration Engineer	IT	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30

CITY OF DORAL
CLASSIFICATION & PAY PLAN
OCTOBER 1, 2022 TO SEPTEMBER 30, 2023

EXHIBIT B

Job Classification	Department	Grade	Min. (Annually)	Min. (Hourly)	Mid. (Annually)	Mid. (Hourly)	Max. (Annually)	Max. (Hourly)
Economic Developer	Planning & Zoning	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Human Resources Manager	Human Resources	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
IT Security Manager	IT	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Police Budget Operations Manager	Police	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Public Safety Technology Manager	IT	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Senior Budget Manager	Finance	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Senior Network Archirect	IT	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Structural Plans Examiner	Building	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Technology Project Manager	IT	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Transportation Manager	Transportation	118	\$75,777.44	\$36.44	\$98,510.67	\$47.37	\$121,243.91	\$58.30
Procurement Division Manager	Procurement	119	\$80,816.64	\$38.86	\$105,061.65	\$50.52	\$129,306.64	\$62.17
Assistant Building Director	Building	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Assistant Code Compliance Director	Code	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Assistant Communications Director	Public Affairs	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Assistant Director of IT Operations	IT	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Assistant Finance Director	Finance	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Assistant Human Resources Director	Human Resources	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Assistant Parks & Recreation Director	Parks & Recreation	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Assistant Planning & Zoning Director	Planning & Zoning	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Assistant Public Works Director	Public Works	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Building Official/ Floodplain Administrator	Building	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Deputy Chief Information Officer	IT	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Deputy City Clerk	City Clerk	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Executive Officer to the Chief of Police	Police	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Internal Affairs Inspector	Police	120	\$86,595.04	\$41.64	\$112,573.55	\$54.13	\$138,552.06	\$66.62
Deputy Chief	Police	123	\$102,904.35	\$49.48	\$136,348.27	\$65.56	\$169,792.18	\$81.64
Building Director	Building	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Chief Financial Officer	Finance	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Chief Information Officer	IT	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Code Compliance Director	Code	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Communications Director	Public Affairs	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Human Resources Director	Human Resources	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Parks & Recreation Director	Parks & Recreation	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Planning & Zoning Director	Planning & Zoning	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Public Works Director	Public Works	124	\$110,107.66	\$52.94	\$151,398.03	\$72.79	\$192,688.39	\$92.64
Development Services Administrator	City Manager	125	\$126,209.62	\$60.68	\$173,538.22	\$83.44	\$220,866.82	\$106.19
Chief of Police	Police	126	\$128,909.47	\$61.98	\$177,250.53	\$85.22	\$225,591.59	\$108.46
Deputy City Manager	City Manager	126	\$128,909.47	\$61.98	\$177,250.53	\$85.22	\$225,591.59	\$108.46
Police Captain	Police	204	\$96,181.40	\$46.25	\$120,226.75	\$57.81	\$144,272.10	\$69.37
Police Major	Police	205	\$109,772.25	\$52.78	\$134,471.01	\$64.65	\$159,169.76	\$76.53

CITY OF DORAL
 CLASSIFICATION & PAY PLAN
 OCTOBER 1, 2022 TO SEPTEMBER 30, 2023

EXHIBIT B

Part- Time Employees					
Job Classification	Department	Grade	Min. (Hourly)	Mid. (Hourly)	Max. (Hourly)
Athletics Aide/Recreation Service Aide	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00
Cheer Aide/Recreation Service Aide	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00
Events Aide/RSA	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00
Nature Aide (PT)	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00
Park Service Aide	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00
Parks & Recreation Office and Events Aide	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00
Receptionist /Recreation Service Aide	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00
Recreation Service Aide	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00
Service Aide - Intern	Parks & Recreation	PT	\$12.97	\$16.46	\$19.97
Special Needs Programs Aide/RSA	Parks & Recreation	PT	\$14.00	\$17.49	\$21.00

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

FY 22-23: COLA (3%)
 Performance Merit (3%)

Rev. 09/08/2022