



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#21-1151

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Christopher Lagerbloom, City Manager

DATE: December 21, 2021

TITLE: Second Reading - Ordinance Amending the Non-Bargaining Unit
Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida
by Revising the Pay Grade of Two (2) Classifications - **(Commission
Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt an ordinance amending the Non-Bargaining Unit Classification Table of the Pay Plan by revising the pay grade of two (2) classifications, Water Facilities Manager and Wastewater Facilities Manager. Staff recommends that the Water Facilities Manager and Wastewater Facilities Manager pay grade be increased to be equal to that of the Program Manager II, G012.

Background

▪ **Revising the pay grade of two (2) classifications:**

Class NB197, Wastewater Facilities Manager, Classification Level Program Manager, Management Category 2, Pay Grade G011 (\$75,858.64 - \$117,586.14 annually) pay grade to be changed to G012 (\$84,191.12 - \$130,506.90 annually) (Same Title, Class Number, Classification Level and Management Category)

Class NB199, Water Facilities Manager, Classification Level Program Manager, Management Category 2, Pay Grade G011 (\$75,858.64 - \$117,586.14 annually) pay grade to be changed to G012 (\$84,191.12 - \$130,506.90 annually) (Same Title, Class Number, Classification Level and Management Category)

A re-evaluation of the salary range for the two classifications was requested by the Public Works Department by memorandum to the Human Resources Director. Employees in these classifications perform technical and administrative work of considerable difficulty directing, controlling, and supervising the City's regional water and wastewater treatment plants.

The employees exercise considerable initiative and independent judgement in planning, directing, and managing the operational, maintenance, and regulatory aspects of the treatment plant(s). Water Facilities Manager and Wastewater Facilities Manager report directly to the Water and Wastewater Treatment Manager, Division Manager level, G013.

The essential job functions, job requirements and job level of the Water Facilities Manager and Wastewater Facilities Manager were evaluated, and it was determined the two classifications are similar to the Program Manager II classification.

Resource Impact

All current incumbents have salaries above the minimum of the new pay range so there would be no fiscal impact associated with this action.

Strategic Connection

This item supports the *Press Play Fort Lauderdale 2024* Strategic Plan, specifically advancing:

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish an organizational cultural that fosters rewarding, professional careers.

This item advances the *Fast Forward Fort Lauderdale 2035* Vision Plan: We Are United.

Attachments

Exhibit 1 - Non-Bargaining Unit Classification Table

Exhibit 2 - Department Memorandum

Exhibit 3 - Ordinance

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Department Director: Tarlesha W. Smith, Esq., Human Resources