



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

FROM: Greg Chavarria, City Manager

DATE: April 2, 2024

TITLE: First Reading - Ordinance Amending the Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida Adding by adding Two New Job Classifications and by Changing the Pay Grades of Two Job Classifications - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt an ordinance amending the Classification Table of the Pay Plan by adding two (2) classifications and by range reallocating two (2) classifications.

Classification Table

New Classifications:

- Deputy Police Chief (NB227) – Non-Classified - Pay Grade M018
- Licensed Behavioral Health Therapist (NB228) - Classified - Pay Grade G010

Range Reallocations:

- Chief - Police (NB058) from Pay Grade M018 to Pay Grade M019
- Chief - Fire Rescue (NB057) from Pay Grade M018 to Pay Grade M019

Background

- *Deputy Police Chief (NB227) - Non-Classified - Pay Grade M018*
The management of the Police Department has asked Human Resources (HR) to create a new classification of Deputy Police Chief to better support the operations of the Police Department and further streamline the organizational structure.
- *Licensed Behavioral Health Therapist (NB228) - Classified - Pay Grade G010*
The management of the Police Department has asked HR to create a new classification of Licensed Behavioral Health Therapist. The person in this job will work with law enforcement personnel to evaluate individuals undergoing behavioral health crisis in the community, coordinate clinical interventions and implement immediate crisis management action plans.
- *Chief - Police (NB058) from Pay Grade M018 to Pay Grade M019*

Survey data as well as taking into consideration internal hierarchy merits range reallocation to Pay Grade M019.

- *Chief - Fire Rescue (NB057) from Pay Grade M018 to Pay Grade M019*
Historical parity with the Chief - Police job classification dictates range reallocation of the Chief - Fire Rescue to Pay Grade M019. Survey data further supports it.

Resource Impact

The establishment of the new classifications (Exhibit 1) has no fiscal impact on the FY 2023-24 budget.

The range reallocations (Exhibit 2) have no immediate fiscal impact.

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2029* Strategic Plan, specifically advancing:

- The Business Growth and Support Focus Area, Goal 6: Build a diverse and attractive economy

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

This item supports the *Advance Fort Lauderdale 2040* Comprehensive Plan specifically advancing:

- The Internal Support Focus Area
- The Implementation Element
- Goal 1: The Fort Lauderdale Comprehensive Plan shall accomplish the City's Fast Forward Fort Lauderdale Vision 2035 Plan regarding the City's future growth and the six Cylinders of Excellence and shall be the City's primary policy document to guide all of its activities and development.

Attachments

Exhibit 1 - New Classifications

Exhibit 2 - Range Reallocations

Exhibit 3 - Ordinance

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