



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

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: September 10, 2014

TITLE: SECOND READING – Ordinance amending Subsection 20-74(c) of the
City Code of Ordinances and Schedule I Special Pay Practices of the Pay
Plan regarding assignment pay.

Recommendation

It is recommended that the City Commission adopt an ordinance on second reading amending Schedule I (Supervisory, Professional, and Management employees – P.E.R.C. Exempt) of the City's Pay Plan and Section 20-74(c) of the City's Code of Ordinances to allow for the Fire Marshal to receive assignment pay for assignment as the Deputy Fire Chief.

Background

The Fire Marshal classification oversees and manages the Fire Prevention Bureau of the Fire-Rescue Department, and serves as the staff officer with responsibility for all fire investigations, management and supervision of the fire/life safety aspects of plans examination, and field inspections of buildings and properties, for the enforcement of applicable National, State, and Local Building, Fire/Life Safety Codes, and City Code of Ordinances.

The provisions in Schedule I of the Pay Plan and Section 20-74(c) of the Pay Ordinance currently allow for the classifications of Battalion Chief and Division Chief to receive assignment pay when assigned substantially higher level duties. However, the Fire Marshal, although the head of a division, is not eligible to receive such assignment pay. When necessary, the Fire Chief may require the Fire Marshal to assume a higher level of responsibility equal to that of Deputy Fire Chiefs (formerly known as Assistant Fire Chiefs).

In order to provide the Fire Marshal assignment pay previously described, it is recommended that Schedule I of the Pay Plan and Section 20-74(c) be changed to add the Fire Marshal as a classification that may receive assignment pay.

Resource Impact

There is an estimated annual impact of \$7,800 beginning with Fiscal Year 2015 for the Fire Marshal's assignment pay. Funding for this is contingent upon approval and appropriation of the FY 2015 budget.

Strategic Connections:

This item is a Press Play Fort Lauderdale Strategic Plan 2018 initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative and neighbor-centric workforce that builds community.
 - Objective 1: Foster professional and rewarding careers
 - Initiative 4: Explore employee engagement tools
 - Initiative 5: Develop a succession planning program to ensure knowledge transfer for critical positions
- Goal 12: Be a leading government organization, managing resources wisely and sustainably.
 - Objective 1: Foster professional and rewarding careers

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

Attachments:

Exhibit 1- Ordinance to CAM

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