



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#24-0255

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

FROM: Greg Chavarria, City Manager

DATE: March 5, 2024

TITLE: Second Reading - Ordinance Amending the Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida, by Changing the Pay Grades of Three Job Classifications and Adding Two New Job Classifications, and Amending Schedule VI of the Pay Plan by Modifying the Pay Grade for Two 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 range reallocating three (3) classifications and adding two (2) classifications, and amending Schedule VI of the Pay Plan by modifying the pay grade for two (2) classifications.

Classification Table

Range Reallocations:

- Zoning Administrator (NB200) from Pay Grade G013 to Pay Grade M016
- Park Operations Superintendent (NB145) from Pay Grade G012 to Pay Grade G013
- Facilities Manager (NB110) from Pay Grade G012 to Pay Grade G013

New Classifications:

- Senior Assistant to the City Attorney (NB226) - Classified - Pay Grade G012
- Assistant Fire Marshal (0670F) - Classified - Pay Grade F009

Schedule VI

Pay Grade Modification:

- Event Worker (SE001) - Pay Grade R006 - Increase the hourly maximum from \$29.6838 to \$40.0000
- Temporary Worker (SE019) - Pay Grade R006 - Increase the hourly maximum from \$29.6838 to \$40.0000

Background

- *Zoning Administrator (NB200) from Pay Grade (PG) G013 to PG M016*
The management of the Developmental Services Department has asked Human Resources (HR) to review the compensation (min and max of the range) for the Zoning Administrator job code. A proper review was conducted by utilizing the Job Evaluation Manual (JEM), comparison with similar City jobs, and taking into consideration the internal hierarchy of the Department.
- *Park Operations Superintendent (NB145) from Pay Grade G012 to Pay Grade G013*
The management of the Parks Department has asked HR to review the compensation (min and max of the range) for the Parks Operations Superintendent job classification. A proper review was conducted by utilizing the JEM, as well as taking into consideration the internal hierarchy of the Department.
- *Facilities Manager (NB110) from Pay Grade G012 to Pay Grade G013*
The management of the Parks Department has asked HR to review the compensation (min and max of the range) for the Facilities Manager job classification. A proper review was conducted by utilizing the JEM, as well as taking into consideration the internal hierarchy of the Department.
- *Senior Assistant to the City Attorney (NB202) – Classified - Pay Grade G012*
The City Attorney's Office has requested the creation of a new classification to address their business needs.
- *Assistant Fire Marshal (0670F) – Classified – Pay Grade F009*
The creation of this new classification stems from the negotiations and agreement between the City of Fort Lauderdale and International Association of Fire Fighters (IAFF). During those negotiations, it was agreed to create this new classification which will have the same pay grade and job attributes as the Battalion Chief.
- *Amending Pay Grade R006 by increasing the hourly maximum from \$29.6838 to \$40.0000*
The Parks and Recreation Department is looking to employ teachers/staff through the Education Enrichment Grant. While the City has contracted teachers in the past as part of the Education Enrichment Grant, it will be in the City's best interest to hire teachers/staff as temporary workers to streamline the payment process and lessen the administrative burden. In order to do that, the pay grade associated with the Temporary Worker classification will have to be increased to accommodate the compensation as stipulated by the Education Enrichment Grant. Pay Grade R006 also applies to the Event Worker classification.

Resource Impact

The pay grade changes (Exhibit 1) have no immediate fiscal impact. These are single-incumbent classifications and there is no fiscal impact on the FY'23-24 budgets since the incumbents' individual salaries are within the new pay ranges.

The establishment of the new classifications (Exhibit 2) has no fiscal impact on the FY'23-24 budget.

Amending the R006 pay grade (Exhibit 3) has no fiscal impact since all expenses related to that will come from the Education Enrichment Grant.

Strategic Connections

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

- Guiding Principle: Inclusivity

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

Attachments

- Exhibit 1 - Range Reallocations
 - Exhibit 2 - New Classifications
 - Exhibit 3 - Pay Grade Amendment
 - Exhibit 4 - Business Impact Estimate
 - Exhibit 5 - Ordinance
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