



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
Regular Meeting

#13-1143

TO: Honorable Mayor & Members
Fort Lauderdale City Commission

FROM: Lee Feldman, City Manager

DATE: September 3, 2013

TITLE: FIRST READING OF ORDINANCE - An Ordinance Amending Schedule I of the City's Pay Plan to Include Two (2) New Classes – 1) Stormwater Operations Manager, and 2) Organizational Development and Training Coordinator

Recommendation

It is recommended that the City Commission approve an ordinance on first reading amending Schedule I (Supervisory, Professional, and Managerial – P.E.R.C. Exempt) of the City's Pay Plan, to add the classifications of 1) Stormwater Operations Manager and 2) Organizational Development and Training Coordinator as described below.

NEW CLASS

Class 394, Stormwater Operations Manager, M041, Management Category III, (\$74,755.20 - \$114,920.00 Annually)

This is responsible technical and administrative work of considerable difficulty in the control and supervision of the City's stormwater management systems. The employee in this class is responsible for the operation, maintenance and improvement of the stormwater management systems, and is responsible for the direction and supervision of all the subordinates assigned to this division. The employee exercises considerable initiative and independent judgment in developing and carrying out the total program, with work subject to review by management of the Public Works Department. There is a comparable classification at the same pay rate for the Water and Wastewater functions in the Utilities Division of the Public Works Department.

NEW CLASS

Class 173, Organizational Development and Training Coordinator, M029, Management Category IV, (\$55,598.40 - \$83,449.60 Annually)

This position is necessary for the Department of Human Resources to design, provide and track a broad range of citywide training and employee development programs. This is

professional work in designing and conducting organizational development strategies and interventions and developing and administering citywide training and management development programs. The employee will assist top management in identifying goals, values and philosophies and in assessing characteristics of current organizational culture. Work includes designing, delivering and evaluating appropriate interventions and processes to bring about desired organizational culture changes. The current Pay Plan includes an Organizational Development and Training Manager classification that had been previously funded but is at a higher level than the responsibilities this position calls for, thus the need for this lower classification.

Background

As part of the FY 2014 proposed budget, the City is proposing the addition and deletion of several positions. Some of the proposed positions are new classifications not yet established. Those new, not yet established classifications within Schedule I (Supervisory, Professional, and Managerial – P.E.R.C. Exempt) of the City's Pay Plan are contained herein. In preparation for the approval of the proposed budget, Human Resources is placing this item on the agenda so that recruitment for these positions can begin and candidates selected for employment as close to, but not sooner than, October 1, 2013 as possible.

Resource Impact

There is a fiscal impact to the City in the amount of \$132,875.

Funding for these items is contingent upon approval and appropriation of the FY 2014 budget as follows. It should be noted that the fiscal impact to the city for the Stormwater Operations Manager is a net amount of \$48,369. This is the difference between the proposed classification and a vacant Utilities Service Worker II position, which will be converted to the new classification if it is approved.

FUND	SUB FUND	FUND NAME	INDEX #	INDEX NAME	SUB OBJECT #	SUBJECT NAME	AMOUNT
470	01	Stormwater Fund	PBS660502	Stormwater	1101	Permanent Salaries	\$37,981
470	01	Stormwater Fund	PBS660502	Stormwater	2299	Pension - Def Cont	\$3,418
470	01	Stormwater Fund	PBS660502	Stormwater	2301	Social Security/FICA	\$2,906
470	01	Stormwater Fund	PBS660502	Stormwater	2404	Health Insurance	\$564
470	01	Stormwater Fund	PBS660502	Stormwater	1401	Car Allowance	\$3,000
470	01	Stormwater Fund	PBS660502	Stormwater	2119	Wellness Reimburse	\$500
						Stormwater Operations Manager:	\$48,369
001	01	General Fund	HRD010101	Human Resources	1101	Permanent Salaries	\$56,763
001	01	General Fund	HRD010101	Human Resources	1407	Expense Allowance	\$1,440

001	01	General Fund	HRD010101	Human Resources	2290	Pension - Other	\$5,109
001	01	General Fund	HRD010101	Human Resources	2301	Social Security/Medicare	\$4,342
001	01	General Fund	HRD010101	Human Resources	2404	Health Insurance	\$9,852
001	01	General Fund	HRD010101	Human Resources	3925	Office Equip<\$1000	\$6,000
001	01	General Fund	HRD010101	Human Resources	4113	Memberships/Dues	\$1,000
						Organizational Development & Training Coordinator:	\$84,506
						TOTAL	\$132,875

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