



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#24-0789

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

FROM: Susan Grant, Acting City Manager

DATE: August 20, 2024

TITLE: Motion Approving the Pay Range Reallocation of Three (3) Teamsters
Classifications - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission approve the pay range reallocations of the following classifications in the Teamsters Local Union No. 769 collective bargaining unit:

- Investigations Specialist (TM149) from Pay Grade (PG) TG06 to PG TG07
- Wastewater Plant Operator Trainee (TM136) from PG TG04 to PG TG05.
- Water Treatment Plant Operator Trainee (TM139) from PG TG04 to PG TG05

Background

Management of the Police Department and Public Works Department asked the Human Resources Department (HR) to analyze whether the pay range (Min and Max) for these classifications corresponds to the level of complexity the job requires, and to further align these classifications with the labor market. After a proper review was conducted, HR recommends range reallocating the above classifications.

Article 7, Section 1, of the collective bargaining agreement with Teamsters Local Union No. 769 provides that the City's management rights include the rights:

to determine the number of employees to be employed by the City and to adjust wages or salaries of individual employees or classifications when the City, in its sole discretion, determines that such adjustments are necessary due to fluctuations in the job labor market, provide (*sic*) that no such adjustment shall result in payment of wages or salaries lower than those presently received by employees;

and

to establish, change, or modify the number, types, and grades of positions or employees assigned to an organization, department or division thereof, or project;

Resource Impact

The estimated financial of the proposed range reallocations for FY25 is \$19,024 which is the cost of bringing four (4) current employees to the new minimum.

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.

Attachment

Exhibit 1 - Range Reallocations

Prepared by: Milen Balkanski, Class and Comp Manager, Human Resources

Department Director: Jerome Post, Human Resources