



**CITY OF FORT LAUDERDALE  
City Commission Agenda Memo  
REGULAR MEETING**

**#23-0280**

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

**FROM:** Greg Chavarria, City Manager

**DATE:** March 23, 2023

**TITLE:** Second Reading - Ordinance Amending the Non-Bargaining-Unit  
Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida,  
by Amending One Classification from Non-Classified to Classified -  
**(Commission Districts 1, 2, 3 and 4)**

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**Recommendation**

Staff recommends the City Commission adopt an ordinance amending the Non-Bargaining-Unit Classification Table of the Pay Plan by amending one (1) classification: Police Major from Non-Classified to Classified.

**Background**

Amending one (1) classification to the Non-Bargaining-Unit Classification Table:

- *Class NB152, Police Major, Classification Level Deputy/Asst Dir, Pay Grade M016, Management Category 1 to Classified Management Category 2.*

In 2018, following the last classification and compensation study, the position of Major in the Police Department was identified as one of several positions that should be changed from classified to non-classified. Incumbents at the time were provided a one-time opportunity to remain as classified and accepting Management Level 2 category benefits, but once the positions vacated, the position was to become non-classified.

Recently, two positions as Major were vacated, and the newly promoted employees were placed in non-classified positions, receiving Management Level 1 category benefits. However, after careful consideration, management recently determined that the Major position should remain in the classified status.

This impacts only two positions, as three others have not vacated, and the incumbents remain in classified status, however as any of the positions of Major vacate, they will remain in the classified status in the future.

### **Resource Impact**

There is an insignificant cost reduction to this action due to the adjustment of the Management Category Benefits for two positions, but not sufficient to impact the FY2023 budget.

### **Strategic Connections**

This item supports the Press Play Fort Lauderdale 2024 Strategic Plan, specifically advancing:

- The Public Safety Focus Area
- Goal 6: Build A Safe and Well-Prepared Community
- Objective: Provide quick and exceptional fire, medical, and emergency response.
  
- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish an organizational culture that fosters rewarding, professional careers.

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

### **Attachments**

Exhibit 1 - Non-Bargaining-Unit Classification Table

Exhibit 2 - Ordinance

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