

ADDITIONAL CONCEPTS TO CONSIDER



CITY OF FORT LAUDERDALE

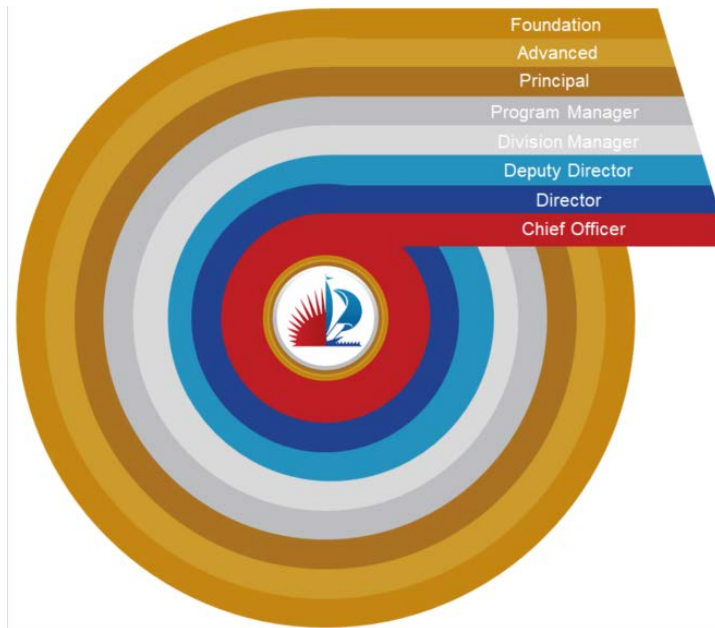
CAM 18-1010
Exhibit 3
Page 1 of 8



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CONCENTRIC CIRCLES

Further - The City in addition to the study information, designed a concentric circle for classification levels to show progression through the organization from Foundation to Chief Officer.



CONCENTRIC CIRCLES

The Concentric Circle Model as proposed contains a total of eight (8) Classification Levels:

- Foundation
- Advanced
- Principal
- Program Manager
- Division Manager **
- Deputy/Assistant Director
- Director
- Chief Officer



MANAGEMENT CATEGORY MODIFICATIONS

Division Managers and Assistant Directors will be changed to Management Category 1, which will change their status from classified to non-classified (At will).

Airport Manager

Application Services Manager

Assistant Building Official

Assistant City Attorney II

Assistant City Auditor II

Code Compliance Manager

Controller

Senior Assistant City Clerk

Economic and Business Development Manager

Employee Relations Manager

Housing and Community Development Manager

Neighbor Support Manager

Nighttime Economy Manager

Parking Services Manager

Manager of Police Information Technology and Projects

Manager, Procurement and Contracts



MANAGEMENT CATEGORY MODIFICATIONS

Professional Standards Manager

Public Safety Administrator

Revenue Collections Manager

Risk Manager

Stormwater Operations Manager

Strategic Communications Manager

Talent Manager

Converged Network Administrator

Transportation Manager

Treasurer

Urban Design and Planning Manager

Utilities Distribution and Collection Systems Manager

Water and Wastewater Treatment Manager

Assistant City Auditor III

Division Chief

Assistant Public Works Director

Police Major



CITY OF FORT LAUDERDALE

CAM 18-1010
Exhibit 3
Page 5 of 8



LIVING WAGE ADJUSTMENT

Living wage for Broward County is \$12.28

- The City Manager proposes a living wage of \$15 for implementing a Living Wage Initiative.



BENEFITS

- Long Term Disability:
 - To cover Community Builders who are members of the City's 401(a) Defined Contribution Plan (Such a plan already exists for members of GERS)
- Increased Life Insurance:
 - To one time annual earning (not to exceed \$100,000)



QUESTIONS



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CAM 18-1010
Exhibit 3
Page 8 of 8



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