



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

FROM: Christopher Lagerbloom, City Manager

DATE: June 18, 2019

TITLE: Ordinance Amending the Non-Bargaining Unit Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida by Creating One New Classification and Revising the Title, Classification Level, Management Category, and Pay Grade of One (1) Classification - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

It is recommended that the City Commission adopt an ordinance amending the Non-Bargaining Unit Compensation Table of the Pay Plan by creating one (1) new classification and revising the title, classification level, management category, and pay grade of one (1) classification.

Background

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

Class NB 218, Cityworks Administrator, Classification Level Program Manager, Pay Grade G013, Management Category 2 (\$89,830.12 - \$139,223.96 annually)

The City acquired the Cityworks software to develop and maintain an asset registry, which incorporates condition assessment data for the City's water, wastewater and stormwater infrastructure assets. The City currently has approximately 589 miles of sanitary sewers, 184 miles of storm drainage, 782 miles of water mains, 190 storm and wastewater pumping stations, 6,168 fire hydrants, two (2) deep well injection sites, two (2) raw water well fields, two (2) water treatment plants, and one (1) wastewater treatment plant, which can be tracked and assessed under the new Asset Management Program. Cityworks software is a leading GIS-centric asset management system built exclusively on Esri's ArcGIS platform and is designed to help local governments and utilities manage public assets and their associated data, work activities, and business processes. Additionally, the Cityworks software will provide the City with better and more accurate data on job costing and task scheduling related to water, wastewater, and stormwater assets. The Cityworks Administrator will oversee the system project planning, testing, implementation, support and GIS oversight for this program.

Revising the title, classification level, management category, and pay grade of one (1) classification:

Class NB072, Community Program Coordinator, Classification Level Principal, Management Category 3, Pay Grade G010 (\$65,674.48 - \$101,801.81 annually) changed to Community Program Manager, Classification Level Program Manager, Management Category 2, Pay Grade G011, (\$72,912.68 - \$113,009.35 annually)

Segal Waters Class and Compensation Consultants recommended that the Community Program Supervisors be retitled to Community Program Managers at the same pay grade as the Parks Managers classification. These positions have historically been paid equally as they both perform similar job duties and have responsibilities; however, previous administrators revised the title to Community Program Coordinators and reduced the pay grade from the recommended G011 to G010. The Park Managers report directly to the Parks Superintendent and the Community Program Coordinators report directly to the Recreation Deputy Director.

It is recommended that the Community Program Coordinator title be changed to the recommended title of Community Program Manager, that the Classification Level be changed to Program Manager, that the Management Category be changed to 2, and that the pay grade be increased to be equal to that of the Parks Managers, G011.

Resource Impact

All current incumbents have salaries above the minimum of the new pay range so there would be no fiscal impact associated with this action.

Strategic Connection

This item is a Press Play Fort Lauderdale Strategic Plan 2018 initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community
- Objective 1: Foster professional and rewarding careers
- Objective 3: To continuously improve and innovate communication and service delivery
- Initiative 4: Explore employee engagement tools
- Initiative 5: Develop a succession planning program to ensure knowledge transfer for critical positions

- Goal 12: Be a leading government organization, managing resources wisely and sustainably.
- Objective 1: Ensure sound fiscal management
- Initiative 1: Achieve a structurally balanced budget through viable revenue sources, smart financial management, comprehensive financial forecasting, and

results oriented and efficient services

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

Attachments

Exhibit 1 - Non-Bargaining Unit Classification Table

Exhibit 2 - Ordinance

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