



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

#21-0967

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: November 16, 2021

TITLE: First Reading - Ordinance Amending the Non-Bargaining Unit Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida, by Creating Two New Classifications - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt an ordinance amending the Non-Bargaining Unit Classification Table of the Pay Plan by creating two (2) new classifications: Cultural Affairs Officer and Diversity Officer.

Background

Adding Two (2) New Classifications to the Non-Bargaining Unit Classification Table:

- *Class NB220, Cultural Affairs Officer, Classification Level Division Manager, Pay Grade G013, Management Category 1 (\$93,475.82 - \$144,856.40 annually)*

If the classification of Cultural Affairs Officer is approved, the position will be directing the City's Cultural Affairs and Art program. The employee in this position will develop and implement Citywide cultural program, special events to promote the image and awareness of Fort Lauderdale through liaison with community groups, educational organizations, and governmental agencies. The employee will act as City liaison and forge partnerships with the community, the Cultural Arts Foundations, community organizations, and other non-profit organizations. The Cultural Affairs Officer will respond to community needs and requests regarding creation of new cultural events and represent the City in local, regional, and state cultural events.

- *Class NB221, Diversity Officer, Classification Level Division Manager, Pay Grade G013, Management Category 1 (\$93,475.82 - \$144,856.40 annually)*

If the classification of Diversity Officer is approved, the position will manage, plan, coordinate, and direct the City's diversity, equity, and inclusion initiatives and strategies to attract, hire, and maintain a diverse workplace. The employee in this position will develop and implement recruitment outreach programs to promote inclusion and diversity. The employee will address issues faced by specific demographic populations within the City's organization. The Diversity Officer will provide support and collaborate with various

departments and divisions and City management in conducting strategic planning to further organizational progress on diversity, equity, inclusion, customer service, and a positive workplace culture.

Resource Impact

There is no fiscal impact to add these new classifications as the action taken here is to create the classifications. Funding for these positions is included as part of the FY2022 budget.

Strategic Connection

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

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees.
- Objective: Establish an organizational cultural 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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