



Human Resources Department
P.O. Drawer 1300
100 West Atlantic Blvd.
Pompano Beach, FL 33061
(954) 786-4626 FAX (954) 786-5553



City of Pompano Beach, Florida

MEMORANDUM

DATE: August 25, 2025

TO: Gregory P. Harrison, City Manager

FROM: Lisa Sonego, Human Resources Director

SUBJECT: Amendments to City Ordinance 34.107, “Position Classification Plan”

There are a total of 40 new, reclassified, or retitled position changes, or paygrade changes for this recommended FY2026 budget. Funding for these changes is included in the FY 2026 recommended budget and is consistent with the City’s ongoing commitment to competitive compensation and workforce retention. Please see Exhibit A. The combined fiscal impact is approximately **\$50,064**.

NEW POSITION TITLES:

Seven position titles: Playground Safety Inspector (21G), Cultural Affairs Leader (20G), Cultural Affairs Supervisor (26N), Cultural Affairs Operations Manager (33N), Recreation Supervisor II (27N), Recreation Supervisor III (28N), and Therapeutic Recreation Leader (20G). These additions will not increase the City’s total authorized position count. The fiscal impact is **zero**.

RECLASSIFIED POSITIONS:

Nine positions are recommended for reclassification with title and pay grade changes. Estimated fiscal impact: **\$34,433**.

PAY GRADE CHANGES:

Thirteen pay grade adjustments are recommended to address compression from reclassifications previously ratified under the October 1, 2024, Federation of Public Employees Contract (FOPE). Estimated fiscal impact: **\$15,631**.

RETITLE POSITIONS:

Eleven positions recommended for retitle with no pay grade changes. The fiscal impact is **zero**.

Approval will maintain a competitive, equitable workforce and keep classifications aligned with community needs and budget priorities.

Exhibit A

Position Classification Plan					
Job Code	Job Title	New Job Code	New Job Title Change	Current (Pay Grade)	Proposed (Pay Grade)
New Position Titles: Fiscal Impact \$0					
		326	Playground Safety Inspector		21G
		930	Cultural Affairs Leader		20G
		931	Cultural Affairs Supervisor		26N
		932	Cultural Affairs Operations Manager		33N
		946	Recreation Supervisor II		27N
		947	Recreation Supervisor III		28N
		948	Therapeutic Recreation Leader		20G
Reclassified Positions: Fiscal Impact \$34,433					
167	Information Technologies Analyst II		Senior Information Technology Analyst	28G	30G
223	Economic Development Manager		Economic Development Director	33N	36D
235	Assistant Chief Information Officer		Deputy Chief Information Officer	36N	37N
280	Community Development Program Administrator		Housing & Community Development Manager	26N	33N
286	Project Compliance Manager		Program Compliance Manager	30N	32N
418	Utilities Asset Management Coordinator		Utilities Asset Geodata Analyst	25N	29N
469	Backflow Technician		Utilities Backflow Tech	21G	22G
615	Code Compliance Manager		Code Compliance Supervisor	30N	27N
950	Recreation Activities Supervisor		Recreation Supervisor I	24N	26N
Pay Grade Changes: Fiscal Impact \$15,631					
128	Executive Assistant			30N	31N
164	Sr. Business Applications Analyst			32G	34G
450	Utilities Lift Station Operator II			23G	24G
455	Utilities Lift Station Operator I			20G	21G
464	Utilities Treatment Plant Mechanic II			21G	22G
465	Utilities Treatment Plants Mechanic III			23G	24G
504	Utilities System Operator Foreman			23G	24G
577	Streets Supervisor			24N	26N
583	Grounds Maintenance Supervisor			24N	26N
594	Fleet Operations Supervisor			24N	26N
636	Code Compliance Director			35D	36D
949	Therapeutic Recreation Specialist			24N	26N
939	Park Ranger Supervisor			24N	26N
Retitle Positions: Fiscal Impact \$0					
130	Human Resources Clerk		Human Resources Associate	21N	
420	Utilities Program Coordinator		Utilities Safety and Security Coordinator	25N	
634	Building Code Compliance Officer		Building Safety Compliance Officer	26G	
668	Utilities Electrician Apprentice		Utilities Electrician I	23G	
669	Utilities Electrician		Utilities Electrician II	25G	
734	Assistant Fire Marshall		Risk Reduction Officer	34F	
735	Assistant Fire Chief - Prevention		Fire Marshal	39N	
920	Ocean Rescue Lifeguard		Ocean Rescue Lifeguard I	19G	
924	Ocean Rescue Lieutenant		Ocean Rescue Lifeguard II	23G	
925	Ocean Rescue Captain		Ocean Rescue Supervisor	26N	
927	Bus Driver		Recreation Attendant	18G	