



Human Resources Department
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City of Pompano Beach, Florida

MEMORANDUM

DATE: October 28, 2021
TO: Gregory P. Harrison, City Manager
VIA: Ed Beecher, Human Resources Director
FROM: Bobby Bush, Sr. Human Resources Analyst
SUBJECT: Amendments to Position Classification Plan

This is to amend City Ordinance 34.107 which will add and reclassify positions within the "Position Classification Plan" to reflect position changes which were included in the labor agreement with the Federation of Public Employees Collective Bargaining Agreement, as well as, to increase the incentive pay for Lifeguards certified as EMT's.

The fiscal impact to implementing this is only to the employees that are currently maxed out and no longer receiving merits (i.e. merits up to 3%). The fiscal impact for this proposed change is approximately \$74,186. (which is included in the overall fiscal impact reflected in item #22-49)

The fiscal impact to implement the increase to the Lifeguards certified EMT's incentive pay from 5% to 7% is approximately \$18,027. (which is included in the overall fiscal impact reflected in item #22-49)