



Business Impact Estimate

This form should be included in the agenda packet for the item under which the proposed ordinance is to be considered and must be posted on the city's website by the time notice of the proposed ordinance is published.

Proposed ordinance's title/reference: AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF POMPANO BEACH, FLORIDA, AMENDING CHAPTER 34, "CITY POLICY," TO COINCIDE WITH THE TERMS OF THE 2024-2027 GENERAL EMPLOYEES COLLECTIVE BARGAINING AGREEMENT BY AMENDING SECTION 34.108, "PAY PLANS," TO ADJUST THE PAY AMOUNTS FOR TEMPORARY POSITION UPGRADES; BY AMENDING SECTION 34.110, "MERIT SALARY INCREASES," TO REFLECT PERFORMANCE PAY INCREASES; BY DELETING SECTION 34.113 "LONGEVITY INCREASES," IN ITS ENTIRETY; BY AMENDING SECTION 34.126, "PROBATIONARY PERIOD," TO CHANGE THE PERIOD TO SIX-MONTHS FOR NEW HIRES; BY AMENDING SECTION 34.127, "HOURS OF WORK," TO INCORPORATE THE TEN HOUR WORKDAY; BY AMENDING SECTION 34.128, "LEGAL HOLIDAYS," TO ADD NEWLY OBSERVED HOLIDAYS; BY AMENDING SECTION 34.129, "VACATION LEAVE," TO ADJUST THE APPLICABLE VACATION CREDITS FOR FULL TIME EMPLOYEES; BY AMENDING SECTION 34.130, "SICK LEAVE," TO ADD ACCUMULATED TIME FOR THE TEN HOUR WORK DAY AND TO REFLECT THE MAXIMUM PAYOUT UPON SEPARATION FROM THE CITY; BY AMENDING SECTION 34.132, "LEAVE OF ABSENCE," TO INCREASE LEAVE WITH PAY BENEFITS; AND BY AMENDING SECTION 34.135, "OUTSIDE STUDY COURSES," TO CHANGE THE ELIGIBILITY PERIOD; PROVIDING FOR SEVERABILITY; PROVIDING AN EFFECTIVE DATE.

Granicus File ID No. 25-46

This Business Impact Estimate is provided in accordance with Section 166.041(4), Florida Statutes. If one or more boxes are checked below, a Business Impact Estimate is not required by state law for the proposed ordinance, but the city is, nevertheless, providing this Business Impact Estimate as a courtesy and to avoid any procedural issues that could impact the enactment of the proposed ordinance. This Business Impact Estimate may be revised following its initial posting.

Section A.

- ☐ The proposed ordinance is required for compliance with Federal or State law or regulation;
- ☐ The proposed ordinance relates to the issuance or refinancing of debt;
- ☐ The proposed ordinance relates to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- ☒ The proposed ordinance is required to implement a contract or an agreement, including, but not limited to, any Federal, State, local, or private grant or other financial assistance accepted by the city;

- ☐ The proposed ordinance is an emergency ordinance;
- ☐ The ordinance relates to procurement; or
- ☐ The proposed ordinance is enacted to implement the following:
 - a. Part II of Chapter 163, Florida Statutes, relating to growth policy, county and municipal planning, and land development regulation, including zoning, development orders, development agreements and development permits;
 - b. Sections 190.005 and 190.046, Florida Statutes, regarding community development districts;
 - c. Section 553.73, Florida Statutes, relating to the Florida Building Code; or
 - d. Section 633.202, Florida Statutes, relating to the Florida Fire Prevention Code.

The provisions contained in this section constitute exemptions as provided in Section 166.041(4)(c). Should any such exemption be applicable as indicated above, then the provisions found in Section B. below are not applicable and Section A. only need be completed.

Section B.

1. Summary of the proposed ordinance and statement of the public purpose. (i.e., public health, safety, morals and welfare).

Click or tap here to enter text.

2. An estimate of the direct economic impact of the proposed ordinance on private, for-profit businesses in the city, if any:

(a) An estimate of direct compliance costs that businesses may reasonably incur;

Click or tap here to enter text.

(b) Any new charge or fee imposed by the proposed ordinance or for which businesses will be financially responsible; and

Click or tap here to enter text.

(c) An estimate of the city's regulatory costs, including estimated revenues from any new charges or fees to cover such costs.

Click or tap here to enter text.

3. Good faith estimate of the number of businesses likely to be impacted by the proposed ordinance:

Click or tap here to enter text.

4. Additional information/methodology for preparation, if any:

Click or tap here to enter text.

MEB/jrm

9/6/23

L:ord/Business Impact Estimate