Legislation Details (With Text)

File #:	20-167 **Version:** 2	**Name:**	
Type:	Ordinance / Regular Agenda	**Status:**	Passed
File created:	11/27/2019	**In control:**	City Commission
On agenda:	1/14/2020	**Final action:**	1/14/2020
Title:	P.H. 2020-20: (PUBLIC HEARING 2ND READING) AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF POMPANO BEACH, FLORIDA, AMENDING CHAPTER 34, “CITY POLICY,” OF THE CITY OF POMPANO BEACH CODE OF ORDINANCES BY AMENDING SECTION 34.107, “POSITION CLASSIFICATION PLAN,” BY RECLASSIFYING CERTAIN POSITIONS, BY RETITLING CERTAIN POSITIONS; BY CREATING CERTAIN POSITIONS, AND BY RETITLING AND RECLASSIFYING CERTAIN POSITIONS; PROVIDING FOR SEVERABILITY; PROVIDING AN EFFECTIVE DATE. (Fiscal Impact: $670,830.00 - Approved and adopted in FY 2020 departmental budgets.) FIRST READING: DECEMBER 10, 2019		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. Amendments to Position Classification Plan.pdf, 2. City Attorney's Communication #2020-89.pdf, 3. 2020-24.pdf, 4. Job Descriptions.pdf, 5. Adopted Operating Budget Position Control FY 2020.pdf		

Date	Ver.	Action By	Action	Result
1/14/2020	2	City Commission	ADOPTED	Pass
12/10/2019	1	City Commission	APPROVED FIRST READING	Pass

P.H. 2020-20: (PUBLIC HEARING 2ND READING)
AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF POMPANO BEACH, FLORIDA, AMENDING CHAPTER 34, “CITY POLICY,” OF THE CITY OF POMPANO BEACH CODE OF ORDINANCES BY AMENDING SECTION 34.107, “POSITION CLASSIFICATION PLAN,” BY RECLASSIFYING CERTAIN POSITIONS, BY RETITLING CERTAIN POSITIONS; BY CREATING CERTAIN POSITIONS, AND BY RETITLING AND RECLASSIFYING CERTAIN POSITIONS; PROVIDING FOR SEVERABILITY; PROVIDING AN EFFECTIVE DATE.
(Fiscal Impact: $670,830.00 - Approved and adopted in FY 2020 departmental budgets.)

FIRST READING: DECEMBER 10, 2019

(**Staff Contact:** Bobby Bush/Ed Beecher)

Summary Explanation/Background:
City Ordinance 34.107 is requested to be amended to reflect the position changes (classification and range) included in the City’s approved and adopted budget for Fiscal Year (FY) 2019-2020 and pursuant to labor agreement with the City’s collective bargaining unit(s). Fiscal impacts include cost of salary and benefits that is reflected in the Fiscal Year (FY) 2019-2020 budget. It should be noted that many of the classification changes are a result of the City’s Classification and Compensation Study, conducted by the Human Resources Department, which is a part of the City’s Strategic Plan initiative, Quality and Affordable City Services, Objective 5.3: Maintain a high performing City Organizational team. The study showed that these classifications fell below the 50th percentile when

measured against similar positions in the job market

Origin of request for this action: Human Resources
Fiscal impact and source of funding: $670,830.00 in salaries and benefits. Departments have budgeted for these expenditure which have been approved and adopted in FY 2020 departmental budgets.

Strategic Plan Initiative

The City's Strategic Plan initiative, Quality and Affordable City Services, Objective 5.3: Maintain a high performing City Organizational team.