

To: The Honorable Mayor and City Council

From: Rebecca Jones, Personnel Administration Director



Date: October 8, 2013

RE: 2013-2014 Pay Plan

PROPOSED RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA TO ADOPT THE REVISED CLASSIFICATION & PAY PLANS FOR THE 2013 – 2014 FISCAL YEAR.

RECOMMENDATION

Staff is recommending approval of this resolution.

BACKGROUND

Title and salary changes have been made to reflect the reorganization and downsizing of departments by the City Manager.

Unclassified Plan

Changed title for the following departments from Director to Manager with a pay grade change from 37 to 35: Community Planning & Development, Information Technology, Purchasing, Parks & Recreation and Personnel Administration.

Classified Plan

Changed title for the following departments from Assistant Director to Assistant Manager: Community Planning & Development, Information Technology, Parks & Recreation and Personnel Administration.

Changed titles for the following positions from Manager to Manager I:

Budget, Code Compliance, Economic Development, Governmental Affairs, Housing, Library, Public Information, Purchasing, Risk and Transportation.

Added new titles: Community Engagement Administrator for Parks & Recreation department and Building & Zoning Manager I.

Changed pay grade of: Account Clerk, Assistant Finance Director and Risk Manager.

Attachments

2013-2014 Classified Pay Plan

2013-2014 Unclassified Pay Plan

RESOLUTION NO. _____

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, ADOPTING A REVISED CLASSIFICATION AND PAY PLAN FOR CLASSIFIED AND UNCLASSIFIED EMPLOYEES OF THE CITY FOR THE 2013-2014 FISCAL YEAR BUDGET; PROVIDING FOR AN EFFECTIVE DATE AND ALL OTHER PURPOSES.

WHEREAS, at the beginning of the each fiscal year, a pay plan must be established for employees of the City; and

WHEREAS, for the fiscal year 2013-2014, the City Manager has added the following new titles to the City Classification and Pay Plan as indicated in Exhibit A attached hereto; and

WHEREAS, the City Manager respectfully requests that the revised Classification and Pay Plan be approved by the Mayor and City Council for the 2013-2014 Fiscal Year budget.

NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:

Section 1. Adoption of a Classification and Pay Plan. The Mayor and City Council of the City of North Miami, Florida, hereby approve the Classification and Pay Plan for Fiscal Year 2013- 2014, attached hereto as Exhibit A.

Section 2. Effective Date. This Resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED by a _____ vote of the Mayor and City Council of the City of North Miami, Florida, this _____ day of _____, 2013.

LUCIE M. TONDREAU
MAYOR

ATTEST:

MICHAEL A. ETIENNE, ESQ.
CITY CLERK

APPROVED AS TO FORM AND
LEGAL SUFFICIENCY:

REGINE M. MONESTIME
CITY ATTORNEY

SPONSORED BY: CITY ADMINISTRATION

Moved by: _____

Seconded by: _____

Vote:

| | | | | |
|------------------------------------|-------|-------|-------|------|
| Mayor Lucie M. Tondreau | _____ | (Yes) | _____ | (No) |
| Vice Mayor Scott Galvin | _____ | (Yes) | _____ | (No) |
| Councilperson Carol Keys, Esq. | _____ | (Yes) | _____ | (No) |
| Councilperson Philippe Bien-Aime | _____ | (Yes) | _____ | (No) |
| Councilperson Marie Erlande Steril | _____ | (Yes) | _____ | (No) |