

RESOLUTION NO. 2024-R-197

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, ADOPTING AN UPDATED CLASSIFICATION AND PAY PLAN FOR CLASSIFIED AND UNCLASSIFIED EMPLOYEES OF THE CITY, FOR THE 2024-2025 FISCAL YEAR BASED ON RECOMMENDATIONS STEMMING FROM A COMPENSATION STUDY; APPROVING APPROPRIATIONS IN AN AMOUNT NOT TO EXCEED \$750,000.00 FOR COSTS ASSOCIATED WITH THE MINIMUM SALARY ADJUSTMENTS FOR FISCAL YEAR 2024-2025; AND AUTHORIZING THE INTERIM CITY MANAGER TO IMPLEMENT THE NEW JOB CLASSIFICATION AND PAY PLAN; PROVIDING FOR AN EFFECTIVE DATE AND ALL OTHER PURPOSES.

WHEREAS, on February 13, 2024, the City Council of the City of North Miami (“City”) approved Resolution No. 2024-R-11, waiving the competitive bid process, and ratifying the execution of a consulting services agreement with Evergreen Solutions, LLC, for the performance of a city-wide compensation study covering all City employees; and

WHEREAS, Evergreen Solutions, LLC (“Evergreen”) was retained by the City to conduct the Study; and

WHEREAS, Evergreen compiled its methodology, findings, conclusions, and recommendations in the Compensation Study Final Report, attached hereto as Exhibit “A” which is incorporated herein and made a part hereof; and

WHEREAS, the Evergreen Report preliminarily recommended that the City should adopt a bring-to-the minimum compensation approach based on the revised pay ranges that are reflective of current market conditions and compensation best practices, so as to enable the City to remain competitive in that market and to retain institutional knowledge as well as a hybrid parity approach which realigns employees along their salary range on the basis of their “hybrid years” with a hybrid year giving full credit to an employee for each year they have been serving in their current classification and one-half credit for the amount of time they have spent in any other classification on a total 30-year basis; and

WHEREAS, the costs of the bring-to-the minimum and salary adjustments based on the Study for Fiscal Year 2024–2025, will not exceed Seven Hundred Fifty Thousand Dollars (\$750,000.00); and

WHEREAS, the Interim City Manager has proposed that the City Council adopt the recommended updated Pay Plan as indicated in “Exhibit B” attached hereto, and approve the funding for, and authorize the Interim City Manager to implement the proposed recommendations; and

WHEREAS, the Mayor and City Council believe that it is in the City’s best interest to update the compensation of City employee positions and to ensure that City employees are compensated competitively as appropriate to retain the knowledge.

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

Section 1. **Approval of Study.** The Mayor and City Council hereby approve the Compensation Study, attached hereto as Exhibit “A”, which was conducted by Evergreen Solutions, LLC.,.

Section 2. **Adoption of an Updated Classification and Pay Plan.** The revised FY 2024-2025 Classification and Pay Plan, attached as Exhibit “B”, is hereby adopted by the Mayor and City Council.


Section 3. **Authorization.** The Interim City Manager is hereby authorized to implement the Pay Plan and the recommended salary adjustments and to expend appropriated funds in furtherance thereof, and the appropriations necessary to cover the costs thereof for Fiscal Year 2024–2025 in an amount not to exceed \$750,000.00.

Section 4. **Effective Date.** This Resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED by a 5 - 0 vote of the Mayor and City Council of the City of North Miami, Florida, this 10th day of December, 2024.


ALIX DESULME, ED.D.
MAYOR

ATTEST:



VANESSA JOSEPH, ESQ.
CITY CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:



JEFF P. H. CAZEAU, ESQ.
CITY ATTORNEY

SPONSORED BY: CITY ADMINISTRATION

Moved by: Estime-Irvin

Seconded by: Timothe

Vote:

Mayor Alix Desulme, Ed.D.	<u>X</u>	(Yes)	<u> </u>	(No)
Vice-Mayor Mary Estimé-Irvin	<u>X</u>	(Yes)	<u> </u>	(No)
Councilman Kevin A. Burns	<u>X</u>	(Yes)	<u> </u>	(No)
Councilwoman Kassandra Timothe, MPA	<u>X</u>	(Yes)	<u> </u>	(No)
Councilman Pierre Frantz Charles, M.Ed.	<u>X</u>	(Yes)	<u> </u>	(No)