

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, AUTHORIZING THE IMPLEMENTATION OF THE COMPREHENSIVE SALARY STUDY FOR GENERAL EMPLOYEES AS CONDUCTED BY MANAGEMENT ADVISORY GROUP BY PROVIDING SALARY EQUITY FOR CERTAIN EMPLOYEES, ADMENDING THE JOB CLASSIFICATION LISTS BY RECLASSIFYING AND ADDING CERTAIN CLASSIFIED AND UNCLASSIFIED POSITIONS PURSUANT TO THE 2017/2018 FISCAL BUDGET EFFECTIVE APRIL 1, 2018.

WHEREAS, the City recognized it has been several years since a comprehensive study of salaries. Therefore, a comprehensive study was conducted to remain competitive with surrounding municipalities; and

WHEREAS, on April 5, 2017, the City Council approved and authorized the administration to enter into a contract with Management Advisory Group, Inc. (MAG) to conduct a comprehensive study of the City's salary; and

WHEREAS, the City's employees participated in the study by responding to a Job Analysis Questionnaires in order to determine, if necessary classification adjustments were required for the positions; and

WHEREAS, Management Advisory Group surveyed the surrounding municipalities to determine if the City's salaries were marketable compared to area competitors; and

WHEREAS, the Management Advisory Group identified certain positions that were at market, above market and below market; and

WHEREAS the Management Advisory Group amended the employees' salary that were below market by providing equity to certain employees; and

WHEREAS City administration determined employees that were at market or above market, no employees' salary would be lowered.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, AS FOLLOWS:

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SECTION 1. That City Council adopted the Comprehensive Salary study.

SECTION 2. That the plan is effective April 1, 2018.

**PASSED AND APPROVED THIS _____ DAY OF _____,
2018.**

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APPROVED:

THOMAS A. MASTERS
MAYOR

KASHAMBA L. MILLER-ANDERSON
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY
CERTIFIED MUNICIPAL CLERK
CITY CLERK

TONYA DAVIS JOHNSON
CHAIR PRO TEM

LYNNE L. HUBBARD
COUNCILPERSON

DAWN S. PARDO
COUNCILPERSON

TERENCE D. DAVIS
COUNCILPERSON

MOTIONED BY: _____

SECONDED BY: _____

K. MILLER-ANDERSON _____

T. DAVIS JOHNSON _____

L. HUBBAR _____

D D. PARDO _____

T. DAVIS _____

REVIEWED AS TO LEGAL SUFFICIENCY

ANDREW DEGRAFFENREIDT
CITY ATTORNEY