

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, AUTHORIZING A 7-YEAR PUBLIC SAFETY SALARY SCHEDULE FOR CERTAIN SWORN EXEMPT MEMBERS OF POLICE AND FIRE RESCUE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, The Police Labor Agreement was ratified on March 1, 2017, and the Fire Rescue Labor Agreement was ratified on January 3, 2018. Both Agreements include a 7-Year Step Plan where at Step 7, a Sergeant would make \$86,175.00 plus overtime, and a Division Chief would earn \$115,000.00 after Year Three of the contract; and

WHEREAS, The beginning salary of the Deputy Fire Chief and Assistant Police Chief is \$91,854.00; and

WHEREAS, This item seeks to address the exempt members of Police and Fire Rescue who were not addressed by the aforementioned Labor Agreements; and

WHEREAS, Both Police and Fire Rescue Labor Agreements provide for 7-year Step Plans for all non-exempt Sworn Police and Fire Rescue Personnel, to include Police Officers, Police Sergeants, Firefighters, Fire Driver Engineers, Fire Captains, and Division Chiefs; and

WHEREAS, Salary compression currently exists because of these approved contracts between the non-exempt and exempt positions within the Police and Fire Rescue Departments and is cured by implementing 7-Year Step Plans for certain Sworn Public Safety members; and

WHEREAS, Employees covered under the 7-Year Step Plan will not receive the 5% increase if approved for the Management employees in the corresponding Resolution; and

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WHEREAS, The proposed salary schedules will ensure that qualified members of Police and Fire Rescue are not adversely impacted by seeking promotion and advancement within their respective organizations.

WHEREAS, Advancement in the Pay Plan is subject to the City Manager's approval and available funds.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, FLORIDA, THAT:

SECTION 1: The City Council authorizes the following Public Safety Salary Schedule:

<u>Classification</u>	<u>Current Salary</u> <u>Range</u>	<u>Proposed Salary</u> <u>Range</u>	<u>STEPS</u>
Police Captain	\$73,942-110,914	\$87,687 - \$124,464	7
Police Major/Assistant Fire Chief	\$78,114 - \$117,172	\$96,674 - \$137,222	7
Assistant Chief/Deputy Chief	\$91,854 - \$137,782	\$108,754 - \$154,374	7
Police/Fire Chief	\$111,498-\$167,246	\$123,383 - \$175,133	N/A

SECTION 2: Effective October 1, 2018, employees with salaries below the new starting salary will be placed in Step 2 and employees currently above the starting salary will be placed in the appropriate step commensurate with years of service, but not more than two (2) steps.

SECTION 3: Employees will advance a maximum of two steps annually until reaching the step commensurate with the years of service at the classification.

SECTION 4: Advancement in the Pay Plan is subject to the City Manager's approval and available funds.

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SECTION 5: Employees covered under the 7-Year Step Plan will not receive the 5% increase if approved for the Management employees in the corresponding Resolution.

SECTION 6: This resolution shall take effect immediately upon its passage and approval by the City Council.

PASSED AND ADOPTED this _____ day of _____, 2018.

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APPROVED:

THOMAS A. MASTERS
MAYOR

TONYA DAVIS JOHNSON
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY
CERTIFIED MUNICIPAL CLERK
CITY CLERK

LYNNE L. HUBBARD
CHAIR PRO TEM

KASHAMBA L. MILLER-ANDERSON
COUNCILPERSON

JULIA A. BOTEL, Ed.D.
COUNCILPERSON

TERENCE D. DAVIS
COUNCILPERSON

MOTIONED BY: _____

SECONDED BY: _____

L. HUBBARD _____

K. MILLER-ANDERSON _____

T. DAVIS JOHNSON _____

J. BOTEL _____

T. DAVIS _____

REVIEWED AS TO LEGAL SUFFICIENCY

ANDREW DEGRAFFENREIDT, CITY ATTORNEY

DATE: _____