

ORDINANCE NUMBER _____

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF RIVIERA BEACH, PALM BEACH COUNTY, FLORIDA, AMENDING CHAPTER 2, SECTION 2-106.1 CREATED BY ORDINANCE NO. 978, SUPPLEMENTAL REGULATIONS CONCERNING SALARY GRADES AND CLASSIFICATION OF THE CITY CODE OF ORDINANCES BY DELETING CERTAIN LANGUAGE AND SECTIONS, AND MODIFYING THE CITY MANAGER'S AUTHORITY IN SALARIES OFFERED; PROVIDING FOR SEVERABILITY, CONFLICTS, AND CODIFICATION; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, City of Riviera Beach has experienced difficulty in filling executive level positions because of the inability to offer a competitive salary; and

WHEREAS, the City Manager's authority to offer a salary is limited to ten percent (10%) from the starting salary of the classification which still does not provide the leverage required to offer an acceptable, competitive salary to complete for talent; and

WHEREAS, this Amendment to the Code of Ordinances will ensure that the City can remain competitive in offering salaries as dictated by the job market for hard-to-fill competitive positions and gives the City Manager discretion in offering salaries commensurate with experience; and

WHEREAS, the City's budget has monies designated for salary adjustments for the filling of executive level positions.

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

SECTION 1 SUPPLEMENTAL REGULATIONS CONCERNING SALARY GRADES AND CLASSIFICATIONS. That Section 2-106.1 of the Riviera Beach Code is hereby amended by deletion of words with strikethrough and added language is underlined.

Sec. 2-106.1 Supplemental regulations concerning salary grades and classifications.

(A) *Appointments and starting rates.*

- (1) The minimum salary established for a position is considered the normal appointment rate for new/existing employees.
- (2) Appointments below or above the minimum salary may be authorized by the City Manager or ~~his delegate representative~~ designee in the following situations:

(a) In the event an applicant new/existing employee does not meet the minimum qualifications, ~~but is otherwise qualified~~ for the position, the hiring authority may request ~~his~~ their appointment as a trainee. In such cases, the employee would be hired at a rate of ten percent (10%) to fifteen percent (15%) below the minimum salary, until the minimum qualifications have

been satisfied. Should an employee not meet the minimum standards within one (1) year, such employee shall may be subject to automatically termination.

(b) If the ~~applicant's~~ new/existing employee's training, experience, or other qualifications are substantially above those required for the position, the City Manager or ~~his delegated representative~~ designee may approve employment at a rate of ~~up to ten percent (10%) above the minimum, not to exceed the maximum of the salary range~~ established for the position.

~~— (c) The need to make appointment in excess of (10%) of the minimum should require specific approval from the City Manager and ratification by the City Council.~~

(B) Salary ranges and progression.

(1) ~~The pay plan~~ Job Classification List consists of a salary schedule showing salary grades; wages/salaries and/or steps within the grades; and the compensation attached to the step. ~~The salary schedule for each class title in on the Job Classification plan List, consists of a minimum and maximum rate of pay and four (4) intermediate steps. The schedule provides two and half percent (2 ½%) wage differentials between pay grades up to ten thousand dollars (\$10,000) per year and five percent (5%) between pay grades thereafter. Six (6) pay steps within each grade of five percent (5%) each, constitutes the pay grade for each classification.~~

(2) ~~The progression of an employee within the salary grade depends entirely upon merit. There should be no provisions in the pay plan for automatic salary advancements as all merit increases are to be based upon work performance and other pertinent factors as evaluated by the employee's supervisor.~~

(3) ~~Each employee shall be made aware of the rules for salary advancement.~~

(2) All requests for changes in salary shall be processed through the Human Resources personnel Department for review and determination of compliance ~~with the rules and procedures of the pay plan.~~

(4) Final approval of all changes in salary shall rest with ~~be made by~~ the City Manager.

SECTION 2 CODIFICATION. It is the intention of the City Council, and it is hereby ordained, that the provisions of this Ordinance shall become and be made a part of the Code of Ordinances of the City of Riviera Beach. Specific authority is hereby granted to codify this Ordinance.

SECTION 3 SEVERABILITY. If any word, phrase, clause, subsection or sections of this Ordinance is for any reason held unconstitutional or invalid, the invalidity thereof shall not affect the validity of any remaining portions of this ordinance.

SECTION 4 CONFLICTS. That all sections or parts of sections of the Code of Ordinances, all ordinances or parts of ordinances, and all resolutions or parts of resolutions in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

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SECTION 5 EFFECTIVE DATE. That this Ordinance shall be in full force and effective immediately upon its final passage and adoption.

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PASSED AND APPROVED on the first reading this _____ day of _____,
_____.

PASSED AND ADOPTED on second and final reading this _____ day of _____,
_____.

APPROVED:

RONNIE L. FELDER
MAYOR

KASHAMBA MILLER-ANDERSON
CHAIRPERSON

ATTEST:

CLAUDENE L. ANTHONY,
CERTIFIED MUNICIPAL CLERK
CITY CLERK

JULIA A. BOTEL, Ed.D
CHAIR PRO TEM

TRADRICK MCCOY
COUNCILPERSON

SHIRLEY D. LANIER
COUNCILPERSON

DOUGLAS A. LAWSON
COUNCILPERSON

REVIEWED AS TO LEGAL SUFFICIENCY

DAWN S. WYNN, CITY ATTORNEY

DATE: _____

1ST READING

MOTIONED BY: _____

SECONDED BY: _____

T. MCCOY _____

K. MILLER-ANDERSON _____

S. LANIER _____

J. BOTEL _____

D. LAWSON _____

2ND & FINAL READING

MOTIONED BY: _____

SECONDED BY: _____

T. MCCOY _____

K. MILLER-ANDERSON _____

S. LANIER _____

J. BOTEL _____

D. LAWSON _____

REVIEWED AS TO LEGAL SUFFICIENCY

DAWN S. WYNN, CITY ATTORNEY

DATE: _____