



CITY COMMISSION STAFF REPORT

DEPARTMENT: Administration

DATE: April 8, 2025

SUBJECT: Motion to approve the revision of the City of Cooper City Pay Plan reclassification of the Park Maintenance Worker I, Park Maintenance Worker II, and Park Maintenance Worker III. - **Administration**

CITY MANAGER RECOMMENDATION:

The City Manager recommends that the positions of Park Maintenance I, II, and III be reclassified to the same pay grades as Street Maintenance Workers I, II, and III.

BACKGROUND OF ITEM:

During the implementation of the current Pay Plan, the Park Maintenance Worker I, II, and III positions were classified as pay grades 105, 107, and 109, while the Street Maintenance Workers I, II, and III were classified as pay grades 109, 112, and 113. These classifications require the same experience and qualifications, and there are no practical reasons for the difference. It is in the best interest of the City and the employees holding these positions to classify these positions at the same pay grade.

ANALYSIS:

Reclassifying Park Maintenance Worker I, II, and III to the equivalent Street Maintenance Worker I, II, and III positions ensures equity within them since they are equal in qualifications and skills requirements. The reclassification will also give the City the flexibility to cross-utilize the staff if the situation calls for it. In addition, this reclassification will make it easier to fill vacancies and retain the current staff in these positions.

STRATEGIC PLAN:

The reclassification of the Park Maintenance Worker positions will bring us closer to a more equitable reclassification/Pay Plan.

FISCAL IMPACT:

Parks Maintenance employees will be brought to the minimum pay scale of the new positions, ranging from \$1.34 per hour to a maximum of \$3.75 per hour, resulting in an annual cost of about \$21,000 or less than \$10,000 for the remainder of FY 25.

ATTACHMENTS:

1. Revised Pay Plan Grade/Position Grid