



RESOLUTION NO. 2024-018

A RESOLUTION OF THE TOWN COMMISSION OF THE TOWN OF HIGHLAND BEACH, FLORIDA, ADOPTING A MERIT INCREASE POLICY FOR NON-UNION EMPLOYEES AND AMENDING THE TOWN OF HIGHLAND BEACH SALARY TABLE; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the Town of Highland Beach, Florida, is a duly constituted municipality having such power and authority conferred upon it by the Florida Constitution and Chapter 166, Florida Statutes; and,

WHEREAS, the Town of Highland Beach has ratified two union collective bargaining agreements with the FOP and the PBA for the Town's unionized workforce; and,

WHEREAS, to better ensure that the Town recognizes the value of its non-unionized employees, the Town wishes to adopt a merit increase resolution for its non-unionized employees for fiscal year (FY) 2025; and,

WHEREAS, to further enhance its ability to retain and recruit various position types and classifications within South Florida region the Town recognizes the need to update its FY 2024 Salary Table to be competitive with similarly situated municipalities and to recognize regional economic changes.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COMMISSION OF THE TOWN OF HIGHLAND BEACH, FLORIDA, THAT:

SECTION 1. The Town Commission hereby establishes the following merit increase policy for non-unionized employees during the FY 2025:

An annual evaluation is to be completed for each Town employee. For each non-unionized employee obtaining an evaluation that "meets expectations" or "exceeds expectations" for all categories on the evaluation, he or she shall receive a six (6.5%) and one-half percent merit increase to his or her salary to be paid out over 26 pay periods. This policy is only for the Town's FY 2025 and shall not have any impact on future fiscal years.

SECTION 2. The Town Commission hereby amends the Town of Highland Beach FY 2024 Salary Table (approved August 24, 2023) to adjust the minimum, midpoint and maximum salary amounts listed for each of the pay grades (10-38) pursuant to the September 11, 2024 published 12-month Consumer Price Index for All Urban Consumers (CPI-U) for Miami-Fort Lauderdale-West Palm Beach (Series ID No. CUURA320SA0) published by the United States Bureau of Labor Statistics to be effective September 30, 2024.

SECTION 3. This resolution shall become effective upon the start of the Town's FY 2024-2025 budget on October 1, 2024.

PASSED AND APPROVED THIS 6th DAY OF AUGUST, 2024.

DONE AND ADOPTED by the Town Commission of the Town of Highland Beach, Florida, this **06th** day of **August** 2024.

ATTEST:

Natasha Moore, Mayor

**REVIEWED
SUFFICIENCY**

FOR

LEGAL

Lanelda Gaskins, MMC
Town Clerk

Leonard G. Rubin, Town Attorney
Town of Highland Beach

VOTES:

YES NO

Mayor Natasha Moore
Vice Mayor David Stern
Commissioner Evalyn David
Commissioner Donald Peters
Commissioner Judith M. Goldberg