



## **RESOLUTION NO. 2022-018**

**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) 2023; 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 2022 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 2023:

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 five percent (5%) merit increase to his or her salary to be paid out over 26 pay periods. This policy is only for the Town's FY 2023 and shall not have any impact on future fiscal years.

**SECTION 2.** The Town Commission hereby amends the Town of Highland Beach FY 2022 Salary Table (approved August 24, 2021) to include a 3% increase to minimum, midpoint and maximum salary amounts listed for each of the pay grades (10-38.)

**SECTION 3.** This resolution shall become effective upon the start of the Town's FY 2022-2023 budget on October 1, 2022.

**DONE AND ADOPTED** by the Town Commission of the Town of Highland Beach, Florida, this **04** day of **August** 2022.

**ATTEST:**

\_\_\_\_\_  
Douglas Hillman, Mayor

**REVIEWED                      FOR                      LEGAL  
SUFFICIENCY**

\_\_\_\_\_  
Lanelda Gaskins, MMC  
Town Clerk

\_\_\_\_\_  
Glen Torcivia, Town Attorney  
Town of Highland Beach

**VOTES:**

**YES    NO**

Mayor Douglas Hillman  
Vice Mayor Natasha Moore  
Commissioner Peggy Gossett-Seidman  
Commissioner Evalyn David  
Commissioner John Shoemaker