

RESOLUTION NO 2025 - 015

CITY OF LAKE CITY, FLORIDA

A RESOLUTION OF THE CITY OF LAKE CITY, FLORIDA APPROVING THOSE CERTAIN AMENDMENTS TO THE PAY GRADE MATRIX FOR THE CITY OF LAKE CITY PERSONNEL PROGRAM; MAKING CERTAIN FINDINGS OF FACT IN SUPPORT THEREOF; DIRECTING THE CITY MANAGER TO IMPLEMENT INTO THE CITY PAY GRADE MATRIX THE AMENDED PAY GRADES ADOPTED HEREBY; REPEALING ALL PRIOR RESOLUTIONS IN CONFLICT; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City of Lake City ("City") employee compensation program (the "Program") operates under the supervision of the City Manager; and

WHEREAS, the City Manager recommends the City Council amend the employee compensation matrix, thereby adjusting the pay grade of certain City employees; and

WHEREAS, the City Council desires to accept the City Manager's recommendation and amend the employee compensation matrix, thereby adjusting the pay grade of certain City employees; and

WHEREAS, such pay grade adjustments are from time-to-time necessary to maintain the alignment of compensation paid by the City with compensation paid by competing employers; and

WHEREAS, such pay grade adjustments are necessary to promote employee retention and recruitment to ensure the City maintains a knowledgeable, experienced, and capable workforce; and

WHEREAS, the City Manager is the official of the City charged with implementing the City's personnel policies and procedures; and

WHEREAS, adopting the amendment to the employee compensation matrix (the "Matrix") in the form of the Exhibit attached hereto in furtherance and support of implementation of the Program is in the public interest and in the interests of the City; now therefore

BE IT RESOLVED by the City Council of the City of Lake City, Florida:

1. Adopting the Matrix Amendment is in the public or community interest and for public welfare; and
2. In furtherance thereof, the Matrix Amendment in the form of the Exhibit attached hereto

should be and are approved by the City Council of the City of Lake City; and

3. The City Manager is directed to and shall implement the Matrix Amendment in accordance with its terms and this resolution; and
4. All prior resolutions of the City Council of the City of Lake City in conflict with this resolution are hereby repealed to the extent of such conflict; and
5. All prior policies and procedures of the City of Lake City in conflict with this resolution are hereby repealed to the extent of such conflict; and
6. This resolution shall become retroactively effective and enforceable as of October 1, 2024.

APPROVED AND ADOPTED, by an affirmative vote of a majority of a quorum present of the City Council of the City of Lake City, Florida, at a meeting of the City Council, this ____ day of February, 2025.

BY THE MAYOR OF THE CITY OF LAKE CITY,
FLORIDA

Noah E. Walker, Mayor

ATTEST, BY THE CLERK OF THE CITY COUNCIL
OF THE CITY OF LAKE CITY, FLORIDA:

Audrey E. Sikes, City Clerk

APPROVED AS TO FORM AND LEGALITY:

Clay Martin, City Attorney