

STAFF REPORT SPECIAL MEETING

AGENDA DATE: September 26, 2024

DEPARTMENT: Human Resources

TITLE:

FY 2024-25 City Pay Plan

SUMMARY:

This item updates the pay ranges and compensation levels for all regular city employees.

BACKGROUND AND JUSTIFICATION:

The City of Lake Worth Beach hired HR Compensation Consultants, LLC. (HRCC) to analyze and recommend updates to the current compensation levels of all city employees. The goal was to recommend an updated compensation framework that while being fiscally responsible, would assist the city in retaining current talent and recruiting new talent in today's competitive labor market. This analysis included a review of all job descriptions, organization charts, job framework and local labor market data. Recommended steps in the implementation of this pay plan include a 5% increase in base pay for all employees. The next step was to ensure that the compensation for all employees would be brought up to the minimum of the proposed pay grade if required. The final recommendation used a compensation metric based on time in position to allow for an employee's recommended new pay rate to penetrate further into the new pay range. Since the Public Employee Union is still in labor negotiations with City Management, this proposal will only pertain to non-bargaining employees at this time.

MOTION:

Move to approve/disapprove the proposed FY 2024/25 pay plan, along with the recommended pay increase changes for all non-bargaining employees as proposed by City of Lake Worth Beach in conjunction with HRCC.

ATTACHMENT(S):

2024-2025 Proposed Pay Plan