

RESOLUTION NO. 2018-43

A RESOLUTION OF THE CITY OF WEST MELBOURNE, BREVARD COUNTY, FLORIDA, AMENDING THE FISCAL YEAR 2018-2019 BUDGET TO INCLUDE RECOMMENDED CHANGES FROM THE COMPENSATION AND CLASSIFICATION STUDY, AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, a classification and compensation study was completed by Evergreen Solutions, a consultant hired by the City; and

WHEREAS, the project team comprised of the Human Resource Director, Finance Director, and City Clerk worked with the consultant through the process and were provided several options to incorporate increases recommended for employees based on the analysis by the consultant; and

WHEREAS, the project team recommend that employees be moved to the minimum of the pay range and toward the market point based on the total amount of tenure in their position's current classification; and

WHEREAS, the project team has recommended an amendment to the City's adopted 2018-2019 budget to provide additional appropriations to properly account for the costs of those salary increases; and

WHEREAS, the City Council desires to approve the recommended budget amendment.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF WEST MELBOURNE, BREVARD COUNTY, FLORIDA, that:

Section 1. An additional appropriation of \$123,400 for salaries and benefits to be incorporated within the departmental budgets as follows:

Department	Fund	Salary Increases	For Remaining Nine Months of FY2019	Estimated Benefits (20%)	Total (rounded)
Administration	General Fund	\$16,014.89	\$12,011.17	\$2,402.23	14,500
Building	General Fund	9,859.33	7,394.50	1,478.90	8,900
Clerk	General Fund	3,388.54	2,541.41	508.28	3,050
Finance	General Fund	5,464.95	4,098.71	819.74	4,950
Finance	Water	2,732.47	2,049.35	409.87	2,500
Finance	Sewer	2,732.47	2,049.35	409.87	2,500
IT	General Fund	1,961.07	1,470.80	294.16	1,800
Parks & Recreation	General Fund	18,882.10	14,161.58	2,832.32	17,000
Planning	General Fund	5,609.91	4,207.43	841.49	5,050
Police-Sworn Non- Represented	General Fund	4,770.61	3,577.96	715.59	4,300
Police-Civilian	General Fund	12,205.75	9,154.31	1,830.86	11,000
Public Works	General Fund	38,028.72	28,521.54	5,704.31	34,250
Public Works	Water	15,066.36	11,299.77	2,259.95	13,600
		<u>\$136,717.17</u>	<u>\$102,537.88</u>	<u>\$20,507.58</u>	<u>\$ 123,400</u>

Section 2. This Resolution shall take effect as of January 1, 2019.

PASSED AND ADOPTED BY THE CITY COUNCIL OF THE CITY OF WEST MELBOURNE, BREVARD COUNTY, FLORIDA, THIS 18th DAY OF DECEMBER, 2018.



Hal Rose

HAL J. ROSE, MAYOR

ATTEST:

Cynthia Hanscom

CYNTHIA HANSCOM, CITY CLERK

Approved as to form and content:

By: *Morris Richardson*

MORRIS RICHARDSON, CITY ATTORNEY