



Town Council Agenda Report

SUBJECT: Resolution

CONTACT PERSON/NUMBER: Gail Reinfeld, (954) 797-1020

TITLE OF AGENDA ITEM: A RESOLUTION OF THE TOWN OF DAVIE, FLORIDA, APPROVING A COST OF LIVING ADJUSTMENT FOR NON-REPRESENTED AND NON-CLASSIFIED EMPLOYEES

REPORT IN BRIEF: Attached is the revised pay & classification plan reflecting a 2.5% cost of living increase for Non-Represented and Non-Classified employees. This increase is consistent with the agreement tentatively reached with the fire union and is an equitable increase for Non-Represented and Non-Classified employees. According to a Public Employer Personnel Information Exchange (PEPIE) Survey, the average Cost of Living Adjustment for South Florida Municipalities for General employees is 2.72%, for Management employees is 2.65%. The recommended 2.5% increase is slightly less than the South Florida municipal average. This 2.5% increase was budgeted and, if approved, will retroactively go into effect the first full pay period of October 1999.

PREVIOUS ACTIONS: Not Applicable

CONCURRENCES: Not Applicable

FISCAL IMPACT:

Has request been budgeted? Yes

If yes, expected cost: \$142,500 Account Name: Salaries

RECOMMENDATION(S): Motion to approve the Resolution

Attachment(s): Resolution, Pay Plan for Non-Represented and Non-Classified Employees.

RESOLUTION _____

A RESOLUTION OF THE TOWN OF DAVIE, FLORIDA, APPROVING A COST OF LIVING ADJUSTMENT FOR NON-REPRESENTED AND NON-CLASSIFIED EMPLOYEES

WHEREAS, the Town of Davie has reviewed the cost of living adjustment for the Non-Represented and Non-Classified employees and it recommends it to be 2.5%, effective the first full pay period in October 1999 (October 14, 1999); and

WHEREAS, it is recommended to amend the Non-Represented and Non-Classified pay plan to reflect the cost of living adjustment; and

WHEREAS, it is in the best interest of the Town to provide said increase.

NOW, THEREFORE, BE IT RESOLVED BY THE TOWN COUNCIL OF THE TOWN OF DAVIE, FLORIDA:

SECTION 1. The Town Council of the Town of Davie does hereby approve the revised pay plans for Non-Represented and Non-Classified employees, effective October 14, 1999, as attached hereto as Exhibit "A" .

SECTION 2. This resolution shall take effect immediately upon its passage and adoption.

PASSED AND ADOPTED THIS ____ DAY OF _____, 2000

MAYOR/COUNCILMEMBER

ATTEST:

TOWN CLERK

APPROVED THIS ____ DAY OF _____, 2000.

NON-REPRESENTED PAY & CLASSIFICATION PLAN

GRADE LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
503	\$17,302 \$8,3182	\$18,167 \$8,7340	\$19,075 \$9,1708	\$20,029 \$9,6293	\$21,030 \$10,1107	\$22,082 \$10,6163	\$23,186 \$11,1471
504	\$18,799 \$9,0380	\$19,739 \$9,4900	\$20,726 \$9,9644	\$21,762 \$10,4627	\$22,850 \$10,9858	\$23,993 \$11,5351	\$25,193 \$12,1119
505	\$20,297 \$9,7580	\$21,311 \$10,2459	\$22,377 \$10,7582	\$23,496 \$11,2961	\$24,671 \$11,8609	\$25,904 \$12,4540	\$27,199 \$13,0767
506	\$21,794 \$10,4781	\$22,884 \$11,0019	\$24,028 \$11,5521	\$25,230 \$12,1296	\$26,491 \$12,7361	\$27,816 \$13,3730	\$29,207 \$14,0416
507	\$23,292 \$11,1980	\$24,456 \$11,7579	\$25,679 \$12,3458	\$26,963 \$12,9631	\$28,311 \$13,6112	\$29,727 \$14,2918	\$31,213 \$15,0064
508	\$24,788 \$11,9174	\$26,028 \$12,5133	\$27,329 \$13,1390	\$28,695 \$13,7959	\$30,130 \$14,4857	\$31,637 \$15,2100	\$33,218 \$15,9704
509	\$26,286 \$12,6373	\$27,600 \$13,2692	\$28,980 \$13,9326	\$30,429 \$14,6293	\$31,950 \$15,3608	\$33,548 \$16,1288	\$35,225 \$16,9353
510	\$27,783 \$13,3572	\$29,172 \$14,0250	\$30,631 \$14,7263	\$32,162 \$15,4625	\$33,770 \$16,2357	\$35,459 \$17,0475	\$37,232 \$17,8999
511	\$29,280 \$14,0770	\$30,744 \$14,7809	\$32,282 \$15,5200	\$33,896 \$16,2960	\$35,590 \$17,1108	\$37,370 \$17,9663	\$39,238 \$18,8646
512	\$30,777 \$14,7966	\$32,316 \$15,5364	\$33,932 \$16,3133	\$35,628 \$17,1289	\$37,410 \$17,9854	\$39,280 \$18,8846	\$41,244 \$19,8288
513	\$32,276 \$15,5171	\$33,889 \$16,2929	\$35,584 \$17,1076	\$37,363 \$17,9629	\$39,231 \$18,8611	\$41,193 \$19,8041	\$43,252 \$20,7944
514	\$33,772 \$16,2366	\$35,461 \$17,0484	\$37,234 \$17,9008	\$39,095 \$18,7958	\$41,050 \$19,7357	\$43,103 \$20,7224	\$45,258 \$21,7586
515	\$35,270 \$16,9565	\$37,033 \$17,8044	\$38,885 \$18,6946	\$40,829 \$19,6293	\$42,870 \$20,6107	\$45,014 \$21,6412	\$47,264 \$22,7233
516	\$36,767 \$17,6765	\$38,606 \$18,5604	\$40,536 \$19,4884	\$42,563 \$20,4628	\$44,691 \$21,4859	\$46,925 \$22,5603	\$49,272 \$23,6883
517	\$38,265 \$18,3964	\$40,178 \$19,3162	\$42,187 \$20,2820	\$44,296 \$21,2961	\$46,511 \$22,3609	\$48,836 \$23,4790	\$51,278 \$24,6529
518	\$39,761 \$19,1158	\$41,749 \$20,0716	\$43,836 \$21,0751	\$46,028 \$22,1289	\$48,330 \$23,2353	\$50,746 \$24,3971	\$53,283 \$25,6170
519	\$41,258 \$19,8356	\$43,321 \$20,8274	\$45,487 \$21,9688	\$47,762 \$22,9623	\$50,150 \$24,1104	\$52,657 \$25,3159	\$55,290 \$26,5816

EXHIBIT "A"

Effective 10/14/99

GRADE LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
520	\$42,756 \$20,5556	\$44,893 \$21,5833	\$47,138 \$22,6625	\$49,495 \$23,7956	\$51,970 \$24,9854	\$54,568 \$26,2347	\$57,297 \$27,5464
521	\$44,253 \$21,2756	\$46,466 \$22,3394	\$48,789 \$23,4563	\$51,229 \$24,6292	\$53,790 \$25,8606	\$56,480 \$27,1537	\$59,304 \$28,5113
522	\$45,751 \$21,9956	\$48,038 \$23,0953	\$50,440 \$24,2501	\$52,962 \$25,4625	\$55,610 \$26,7357	\$58,391 \$28,0725	\$61,310 \$29,4761
523	\$47,248 \$22,7153	\$49,610 \$23,8511	\$52,091 \$25,0437	\$54,695 \$26,2959	\$57,430 \$27,6106	\$60,302 \$28,9912	\$63,317 \$30,4408
524	\$48,745 \$23,4349	\$51,182 \$24,6067	\$53,741 \$25,8370	\$56,428 \$27,1288	\$59,249 \$28,4853	\$62,212 \$29,9095	\$65,322 \$31,4050
525	\$50,242 \$24,1548	\$52,754 \$25,3626	\$55,392 \$26,6307	\$58,161 \$27,9622	\$61,069 \$29,3603	\$64,123 \$30,8283	\$67,329 \$32,3698
526	\$51,738 \$24,8742	\$54,325 \$26,1179	\$57,042 \$27,4239	\$59,894 \$28,7950	\$62,888 \$30,2347	\$66,033 \$31,7465	\$69,334 \$33,3338
527	\$53,237 25,5948	\$55,899 \$26,8745	\$58,694 \$28,2183	\$61,629 \$29,6292	\$64,710 \$31,1106	\$67,945 \$32,6661	\$71,343 \$34,2995
528	\$54,735 \$26,3147	\$57,471 \$27,6304	\$60,345 \$29,0120	\$63,362 \$30,4626	\$66,530 \$31,9857	\$69,857 \$33,5849	\$73,350 \$35,2642
529	\$56,232 \$27,0346	\$59,043 \$28,3862	\$61,996 \$29,8056	\$65,095 \$31,2959	\$68,350 \$32,8607	\$71,768 \$34,5037	\$75,356 \$36,2288
530	\$57,728 \$27,7539	\$60,615 \$29,1417	\$63,645 \$30,5982	\$66,828 \$32,1287	\$70,169 \$33,7351	\$73,677 \$35,4218	\$77,361 \$37,1929
531	\$59,226 \$28,4740	\$62,187 \$29,8977	\$65,297 \$31,3926	\$68,562 \$32,9623	\$71,990 \$34,6104	\$75,589 \$36,3409	\$79,368 \$38,1579
532	\$60,722 \$29,1934	\$63,758 \$30,6530	\$66,946 \$32,1857	\$70,294 \$33,7951	\$73,808 \$35,4848	\$77,499 \$37,2591	\$81,374 \$39,1220
533	\$62,221 \$29,9139	\$65,332 \$31,4096	\$68,598 \$32,9800	\$72,028 \$34,6290	\$75,630 \$36,3605	\$79,411 \$38,1785	\$83,382 \$40,0874
534	\$63,717 \$30,6333	\$66,903 \$32,1649	\$70,248 \$33,7732	\$73,761 \$35,4618	\$77,449 \$37,2350	\$81,321 \$39,0967	\$85,387 \$41,0516
535	\$65,216 \$31,3537	\$68,477 \$32,9215	\$71,900 \$34,5675	\$75,495 \$36,2959	\$79,270 \$38,1106	\$83,234 \$40,0162	\$87,395 \$42,0170
536	\$66,712 \$32,0733	\$70,048 \$33,6769	\$73,550 \$35,3608	\$77,228 \$37,1288	\$81,089 \$38,9853	\$85,144 \$40,9345	\$89,401 \$42,9812
537	\$68,210 \$32,7932	\$71,620 \$34,4328	\$75,201 \$36,1545	\$78,961 \$37,9622	\$82,909 \$39,8603	\$87,055 \$41,8533	\$91,408 \$43,9461

*step for fire department shift incumbents is \$29.3872 per hour
Effective 10/14/99

**NON-CLASSIFIED
(PART TIME, SEASONAL, OR TEMPORARY)
PAY & CLASSIFICATION PLAN**

GRADE LEVEL	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6
901	\$5.51	\$5.79 *	\$6.09 *	--	--	--
902	\$6.36	\$6.67 *	\$7.00 *	\$7.35 *	--	--
903	\$5.67	--	--	--	--	--
904	\$5.93	--	--	--	--	--
905	\$6.21	--	--	--	--	--
906	\$7.50	\$7.87 *	\$8.27 *	\$8.68 *	--	--
907	\$7.55	--	--	--	--	--
908	\$10.79	--	--	--	--	--
909	\$18.32	\$19.24	\$20.19	\$21.20	\$22.26	--
910	\$24.04	\$25.24	\$26.50	\$27.83	\$29.21	--
911	\$9.68	--	--	--	--	--
912	\$9.11	--	--	--	--	--
913	\$13.27	\$13.94 *	\$14.64 *	\$15.38 *	\$16.14 *	\$16.94 *

*Step Progression for part-time Police Officers and Interns Only

Effective 10/14/99