

TOWN OF PALM BEACH

Information for Town Council Meeting on: December 11, 2018

To: Mayor and Town Council

From: Kirk Blouin, Town Manager

Re: Update on the Town's Compensation and Benefits Study

Date: November 29, 2018

STAFF RECOMMENDATION

The information contained herein is for informational purposes only. There are no staff recommendations for Town Council's consideration at this time.

GENERAL INFORMATION

Pursuant to the information previously provided to the Mayor and Town Council, the project team has completed its meetings with all Department Directors. During those meetings the job classifications selected for study studied were finalized, job descriptions were evaluated for accuracy to ensure "apples to apples" comparison with peer communities, and the list of peers selected to participate in the study was reviewed. Specific feedback from departments was also obtained, relative to information the consultants should gather during the course of the study, particularly for the public safety departments.

Below you will find summary charts (labeled A thru E), which include classification and position data related to the study. Classifications represent unique job titles, and one classification can contain multiple positions that are either occupied by employees or vacant.

Chart A. The Town currently has 133 unique job classifications, 53% (or 70 classifications) are scheduled to be studied.

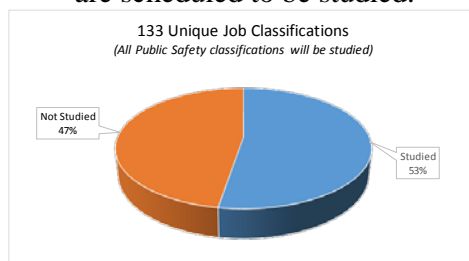


Chart B. Among the 53% of classifications scheduled for study, all Public Safety positions in Police and Fire will be included and 59% of general classifications will be studied.

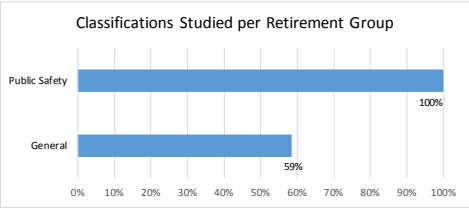


Chart C. The Town currently has 360 positions, 38% are Public Safety and 62% are General.

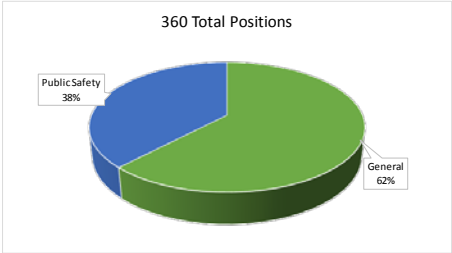


Chart D. Among the 38% Public Safety positions, all will be included in the study. Among the 62% of General positions, 64% will be included in the study.

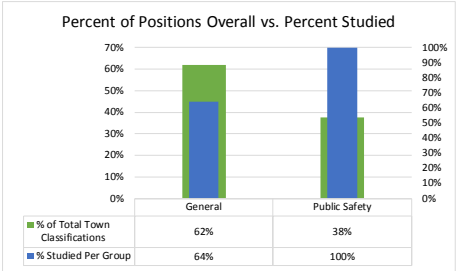
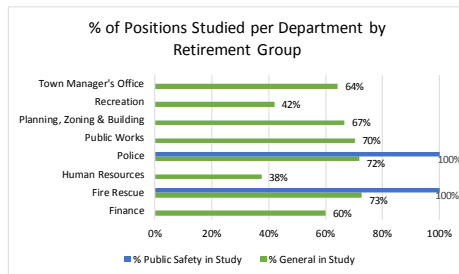


Chart E.

This chart provides the percentage of Public Safety and General positions included in the study per department.



Evergreen Consulting has finalized the survey instrument and distribution to the selected peers has begun. A list of 28 selected peers is below. Staff will continue to provide Town Council with project updates in a similar manner at subsequent monthly meetings.

1	Broward County Sheriff's Office	Broward	³
2	Coconut Creek	Broward	
3	Coral Springs	Broward	
4	Davie	Broward	
5	Ft. Lauderdale	Broward	
6	Hollywood Police Dept	Broward	
7	Plantation	Broward	
8	Pompano Beach	Broward	³
9	Sunrise	Broward	
10	Coral Gables	Miami-Dade	
11	Miami Beach	Miami-Dade	
12	Miami-Dade Fire Rescue	Miami-Dade	
13	Boca Raton	Palm Beach County	
14	Boynton Beach	Palm Beach County	

15	Delray Beach	Palm Beach County	
16	Greenacres	Palm Beach County	¹
17	Jupiter	Palm Beach County	²
18	Lake Worth	Palm Beach County	^{1,2}
19	North Palm Beach	Palm Beach County	
20	Palm Beach Gardens	Palm Beach County	
21	Royal Palm Beach	Palm Beach County	^{1,2}
22	Tequesta	Palm Beach County	
23	Wellington	Palm Beach County	^{1,2}
24	West Palm Beach	Palm Beach County	
25	Palm Beach County	Palm Beach County	
26	Palm Beach County Fire Rescue	Palm Beach County	²
27	Palm Beach County Sheriff's Office	Palm Beach County	¹
28	Solid Waste Authority	Palm Beach County	

¹ Palm Beach County Sheriff Jurisdiction

² Palm Beach County Fire Rescue Service ³ Broward County Sheriff Jurisdiction

cc: Jay Boodheshwar, Deputy Town Manager
Department Directors