



## LEGISLATIVE MEMORANDUM

**TO:** Honorable Mayor and Members of the City Council

**FROM:** Scott Morgan, Interim City Manager

**THRU:** Juliet Misconi, Deputy City Manager; Laura Clawson, Human Resources Director

**DATE:** March 6, 2025

**RE:** Consideration of the reclassification of the Public Works Director position.

### SUMMARY:

The Public Works Director position is vacant and has been challenging to fill for many years. Including those serving in an "Acting" capacity, eight individuals have been in the position in the last eleven years. The Human Resources department reviewed seventeen agencies for the same position, using the agencies referenced in the previous citywide salary study. Based on those results, Palm Bay ranks 13th. The Interim City Manager recommends reclassifying the position up one pay grade to a G24. That pay grade holds the Deputy City Attorneys and the (unfilled) Assistant City Manager. The City Manager's Office is also engaging a firm to assist with nationwide recruitment for the position, and to present a slate of candidates to the next City Manager for interviews and selection.

### REQUESTING DEPARTMENTS:

City Manager's Office  
Human Resources

### FISCAL IMPACT:

The pay grade change increases the grade by 5%. At the max of the grade, this increase is \$8,960. This amount can be covered by salary vacancies within the current budget.

### STAFF RECOMMENDATION:

Motion to approve the reclassification of the Public Works Director position.

Honorable Mayor and Members of the City Council

Legislative Memorandum

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