



Meeting Type City Council – Regular Meeting

Meeting Date May 21, 2025

Agenda Request Form City of Cape Coral

Title

Resolution 136-25

Ordinances and Resolutions

A Resolution of the Mayor and City Council of the City of Cape Coral, Florida, approving the creation of the “Telecommunications Manager,” “Service Worker I, II, III,” and “Heavy Equipment Operator” classifications; approving the reclassification of the “Telecommunicator Supervisor” to the “Telecommunications Manager” classification; approving the abolishment of the “Telecommunicator Supervisor,” “Laborer,” “Groundskeeper,” “Field Technician,” “Senior Groundskeeper,” “Equipment Operator,” “Senior Equipment Operator,” and “Senior Utilities Technician” classifications.

Department: Human Resources

Dollar Value: \$65,659 (General Fund, Enterprise Funds, and Internal Service Fund)

Requested Action Approve or Deny

Summary Explanation and Background

Human Resources is requesting the following.

Create five new classifications: Telecommunications Manager, Service Worker I, Service Worker II, Service Worker III, and Heavy Equipment Operator.

Reclassify the Telecommunicator Supervisor, pay grade 20, to Telecommunications Manager, pay grade NB116.

Abolish eight classifications: Telecommunicator Supervisor, Laborer, Groundskeeper, Field Technician, Senior Groundskeeper, Equipment Operator, Senior Equipment Operator, and Senior Utilities Technician.

Strategic Plan Alignment

Is this a Strategic Decision? YES

If No, will it harm the intent or success of the Strategic Plan? NO

If Yes, Priority Goals Supported are listed below:

- ☐ CITY SERVICES AND AMENITIES: DELIVER EXCEPTIONAL CITY SERVICES AND HIGH-QUALITY AMENITIES
- ☐ COMMUNICATION: CULTIVATE AN ENGAGED AND INFORMED COMMUNITY AND WORKFORCE
- ☐ ECONOMY, EDUCATION, AND WORKFORCE: CREATE A COMMUNITY OF PROSPEROUS RESIDENTS, THRIVING NEIGHBORHOODS, AND SUCCESSFUL BUSINESSES

- ☒ FISCAL SUSTAINABILITY: MAINTAIN A FINANCIALLY SOUND GOVERNMENT AND HIGH-PERFORMING ORGANIZATION
- ☐ INFRASTRUCTURE: INVEST IN RESILIENT INFRASTRUCTURE
- ☐ ENVIRONMENTAL SUSTAINABILITY: PRESERVE CAPE CORAL'S NATURAL RESOURCES FOR CURRENT AND FUTURE GENERATIONS

Is this a Consultant recommendation? NO

Is this contained in a Master Plan? NO

If yes to either question, please provide details of the name of Consultant or name of the Master Plan when applicable:

Recommendations

Human Resources recommends the approval of the five new classifications, the abolishment of the eight classifications, and the reclassification of the Telecommunicator Supervisor.

Source of Additional Information

Nancy Deutsch, Human Resources Director

Fiscal Impact/Funding Sources(s)/Budget Consideration

Service Worker impact totals \$49,067 rounded (General Fund - \$30,763, Water and Sewer Fund - \$16,931, Stormwater Fund - \$1,310, and Property Management Fund - \$62). Telecommunications Manager impact totals \$15,591.83 (General Fund).

Will this action result in a Budget Amendment? YES

Prepared By Gabrielle Lovejoy