City of Margate
Compensation & Classification Study

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July 9, 2025

Overview

- Review project methodology and approach
- Present Gehring Group's recommendations for a compensation structure for the City
- Review financial impact on employees based on new pay bands and compression results
- Review total cost of implementation
- Discuss next steps

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Methodology & Approach

- Held discovery meeting to confirm understanding of project goals, scope, milestones, and deliverables

- Completed an overall assessment of the current pay plan

- Reviewed current pay program (pay grades, ranges, classifications, current employee pay data, compression needs)

- Created benchmark worksheets and defined and obtained data set (16 entities)

Methodology & Approach

- Comparable Agencies
  - Broward County Sheriff's Office
  - City of Coconut Creek
  - City of Coral Springs
  - Town of Davie
  - City of Deerfield Beach
  - City of Fort Lauderdale
  - City of Hallandale Beach
  - City of Hollywood
  - City of Lauderhill
  - City of Miramar
  - City of North Lauderdale
  - City of Oakland Park
  - City of Parkland
  - City of Pembroke Pines
  - City of Pompano Beach
  - City of Tamarac

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Methodology & Approach

- Benchmarked more than 200 full-time positions (director and below) against data set

- Developed new pay band ranges and classified all benchmarked positions
  - Utilized the current pay grade minimums and increased the pay range to a 50% spread

- Met with HR team to review initial draft

- Reviewed all employees in their positions for adjustments

Conclusion and Recommendations

- To remain competitive:
  - Step 1: Adjust the pay grades and ranges to proposed recommendations
    - Present recommendations to Collective Bargaining Units for review and consideration
  - Step 2: Apply the COLA and steps in fiscal year 2026