



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#18-1125

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Lee R. Feldman, ICMA-CM, City Manager

DATE: October 23, 2018

TITLE: Ordinance Amending the Pay Plan, to Provide for a General Wage Increase
to Employee Wage Rates and Salary Ranges Effective the First Full Pay
Period in October 2018

Recommendation

It is recommended that the City Commission amend Schedules I(g), II(g), 10(a) and VI(a) of the Pay Plan providing for a two and five hundredths percent (2.05%) general wage increase to employees' wage rates as well as salary ranges effective the first full pay period in October 2018.

Background

Schedules I, II and VI – PROVIDE FOR GENERAL WAGE INCREASE

It is recommended that Schedule I(g), Schedule II(g), Schedule 10(a) and Schedule VI(a) salary ranges, along with applicable employee wage rates, be increased by two and five hundredths percent (2.05%) effective the first full pay period in October 2018. This action is consistent with the provisions included in the respective Fraternal Order of Police (FOP), International Association of Fire Fighters (IAFF), Teamsters, and Federation collective bargaining agreements with the general wage increase based on the Consumer Price Index.

Resource Impact

There is an estimated impact of \$602,227 associated with the general wage increase that was approved and appropriated in the FY 2019 budget. The amounts, by fund, are included in the table below:

Fund	Total
General	461,914
Housing and Community Development Grants	6,519
Building Permits	17,983
Sanitation	2,067
Water & Sewer	29,561
Central Regional Wastewater	2,366
Parking	21,818
Airport	7,940
Stormwater	2,086
City Insurance	15,429
Self-Insured Health Benefits	7,559
Central Services	26,985
Total	602,227

Strategic Connections

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative and neighbor-centric workforce that builds community
 - Objective 1: Foster professional and rewarding careers
 - Initiative 3: Research meaningful evaluation processes as well as goals and objectives setting for all employees
 - Initiative 4: Explore employee engagement tools
 - Initiative 5: Develop a succession-planning program to ensure knowledge transfer for critical positions
- Goal 12: Be a leading government organization, managing resources wisely and sustainably.
 - Objective 1: Ensure sound fiscal management.
 - Initiative 1: Achieve a structurally balanced budget through viable revenue sources, smart financial management, comprehensive financial forecasting, and results-oriented and efficient services.

This item advances the Fast Forward Fort Lauderdale 2035 Vision Plan: We Are Community.

Attachments

- Exhibit 1 – Current Pay Schedule I(g)
- Exhibit 2 – Current Pay Schedule II(g)
- Exhibit 3 - Current Pay Schedule VI(a)
- Exhibit 4 – Current Pay Schedule 10(a)
- Exhibit 5 – Proposed Pay Schedule I(h)
- Exhibit 6 – Proposed Pay Schedule II(h)
- Exhibit 7 - Proposed Pay Schedule VI(b)
- Exhibit 8 – Proposed Schedule 10(b)
- Exhibit 9 – Ordinance

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