



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

21-0854

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: September 21, 2021

TITLE: Second Reading- Ordinance Amending the Pay Plan of the City of Fort
Lauderdale, Florida by Amending the Non-Bargaining Compensation Table
and Schedule VI Providing a One and One-Half Percent General Wage
Increase Effective October 3, 2021 - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission amend the Non-Bargaining Compensation Table and Schedule VI of the Pay Plan providing a one and one-half (1.5%) general wage increase to wage rates and salary ranges effective October 3, 2021.

Background

The recommended general wage increase of one and one-half (1.5%) for Non-Bargaining employees and Schedule VI Special Employees is consistent with the FY2022 general wage increase in the Teamsters Local 769 Collective Bargaining Agreement effective November 5, 2019, and the Federation of Public Employees Collective Bargaining Agreement effective December 3, 2019.

Resource Impact

The estimated impact of the 1.5% general wage increase for Non-Bargaining employees and Schedule VI Special Employees for FY 2022 is summarized in the table below. Funds are included in the FY2022 department operating budgets.

Fund	FY 2022 COLA Cost
General Fund	397,686
Airport - Operations	10,469
Building Permits	26,381
Cemetery System	6,722
Central Region Wastewater System - Operations	1,871
Central Services - Operations	20,639
City Insurance	11,988
Housing and Community Development Grants	8,594
Parking System - Operations	17,719
Project Management	4,893
Sanitation - Operations	1,729
Self-Insured Health Benefits	5,986
Stormwater - Operations	1,745
Water and Sewer - Operations	42,332
Total	\$558,754

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2024* Strategic Plan, specifically advancing:

- The Internal Support Focus Area
- Goal 7: Build a values-based organization dedicated to developing and retaining qualified employees
- Objective: Establish an organizational culture that fosters rewarding, professional careers

In addition, this item advances the *Fast Forward Fort Lauderdale 2035* Vision Plan: We Are Community.

Attachments

- Exhibit 1 – Current Non-Bargaining Compensation Table
- Exhibit 2 – Proposed Non-Bargaining Compensation Table
- Exhibit 3 – Current Pay Schedule VI
- Exhibit 4 – Proposed Pay Schedule VI
- Exhibit 5 – Ordinance

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