



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#19-1173

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: December 3, 2019

TITLE: 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 Percent General Wage Increase Effective October 6, 2019 - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

It is recommended that the City Commission amend the Non-Bargaining Compensation Table and Schedule VI of the Pay Plan providing a one percent (1%) general wage increase to wage rates and salary ranges effective October 6, 2019.

Background

The recommended general wage increase of one percent (1%) for Non-Bargaining employees and Schedule VI Special Employees is consistent with the FY2020 general wage increase in the Teamsters Local 769 Collective Bargaining Agreement effective November 5, 2019, and the tentative agreement between the City of Fort Lauderdale and Federation of Public Employees.

Resource Impact

Funding for the recommended wage increase was approved with the FY2020 budget in the funds below:

Fund	Fiscal Year 2020
General Fund (001)	\$ 256,812
Housing and Community Development Grants (108)	2,882
Building Permits (140)	13,977
Sanitation (409)	1,059
Cemetery System (430)	3,613
Water & Sewer (450)	16,070
Central Regional Wastewater System (451)	1,120
Parking System (461)	6,300
Airport (468)	4,089
Stormwater (470)	1,069
City Insurance (543)	7,408
Central Service (581)	3,615
Vehicle Rental (583)	12,729
	\$ 330,743

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

- Goal 8: Build a leading government organization that manages all resources wisely and sustainably
- Objective: Maintain financial integrity through sound budgeting practices, prudent fiscal management, cost effective operations, and long-term planning

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

Related CAM

CAM #19-1174

Attachments

Exhibit 1 – Current Non-Bargaining Compensation Table

Exhibit 2 – Current Pay Schedule VI

Exhibit 3 – Proposed Non-Bargaining Compensation Table

Exhibit 4 – Proposed Pay Schedule VI

Exhibit 5 – Ordinance

Prepared by: Janeen Richard, Employee Relations Manager

Department Director: Tarlesha W. Smith, Esq., Human Resources