



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

#23-0819

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

FROM: Greg Chavarria, City Manager

DATE: September 5, 2023

TITLE: First Reading - Ordinance Amending the Pay Plan of the City of Fort Lauderdale, Florida, by Amending the Non-Bargaining-Unit Compensation Table and Schedule VI, Providing a Three Percent General Wage Increase Effective October 1, 2023 - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt an ordinance amending the Non-Bargaining-Unit Compensation Table and Schedule VI of the Pay Plan, providing a three percent (3%) general wage increase to non-bargaining-unit employees and Schedule VI special employees effective October 1, 2023.

Background

The recommended general wage increase of three percent (3%) for non-bargaining-unit employees and Schedule VI special employees is consistent with the FY2023 general wage increase in the Teamsters Local Union No. 769 and Federation of Public Employees Collective Bargaining Agreements effective October 1, 2022. The Teamsters Local Union No. 769 and Federation of Public Employees Collective Bargaining Agreements were ratified at the City Commission Meeting on October 18, 2022.

Resource Impact

The Fiscal Year 2024 impact associated with this item is \$1,181,071.

Fund	Amount
General Fund (001)	\$ 833,776
Housing and Community Development Grants Fund (108)	\$ 16,998
Building Permits Fund (140)	\$ 56,514
Parks Bond (353)	\$ 1,830
Cemetery System Fund (430)	\$ 21,287
Water and Sewer Fund (450)	\$ 84,807
Central Regional Wastewater System Fund (451)	\$ 3,940
Parking System Fund (461)	\$ 36,331
Airport Fund (468)	\$ 23,510
Stormwater Fund (470)	\$ 6,258
Project Management Fund (530)	\$ 9,915
City Insurance Fund (543)	\$ 26,261
Self-Insured Health Benefits Fund (545)	\$ 11,227
Central Services Fund (581)	\$ 44,719
Unified Customer Service Fund (582)	\$ 3,698
Grand Total	\$ 1,181,071

Strategic Connection

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.

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

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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Department Director: Jerome Post, Human Resources