



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

FROM: Greg Chavarria, City Manager

DATE: December 6, 2022

TITLE: Second 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 2, 2022 - **(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 2, 2022.

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 2023 impact associated with this item is \$665,013. The additional funds were appropriated on the November 1, 2022, budget amendment.

Fund	Amount
General Fund (001)	\$ 486,665
Housing and Community Development Fund (108)	\$ 9,554
Building Permits Fund (140)	\$ 30,249
Sanitation Fund (409)	\$ 2,007
Cemetery Systems Fund (430)	\$ 6,729
Water and Sewer Fund (450)	\$ 53,492
Central Regional Wastewater System (451)	\$ 2,287
Parking System Fund (461)	\$ 19,380

Airport Fund (468)	\$	10,280
Stormwater Fund (470)	\$	2,026
Project Management Fund (530)	\$	5,628
City Insurance Fund (543)	\$	13,762
Self-Insured Health Benefits Fund (545)	\$	4,904
Central Services Fund (581)	\$	18,050
Grand Total	\$	665,013

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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