



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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: December 7, 2021

TITLE: Second Reading - Ordinance Amending Schedule VI of the Pay Plan of the City of Fort Lauderdale, Florida, by Increasing the Minimum Salary of the Pay Ranges that are less than the State of Florida Minimum Wage effective September 30, 2021- (**Commission Districts 1, 2, 3 and 4**)

Recommendation

Staff recommends that the City Commission adopt an ordinance amending Schedule VI of the Pay Plan by increasing all pay ranges that are at minimum wage to reflect the new State of Florida minimum wage of ten dollars (\$10.00) per hour effective September 30, 2021, and to increase each September 30 thereafter by \$1.00 per hour until the minimum wage reaches \$15.00 per hour on September 30, 2026.

Background

On September 30, 2021, the State of Florida minimum wage increased to ten dollars (\$10.00) per hour. The minimum wage increase is consistent with Amendment 2 in the November 3, 2020, election, which amended Article X, Section 24 of the Constitution of the State of Florida to gradually increase the State of Florida minimum wage every September 30 to fifteen dollars (\$15.00) per hour by the year 2026.

As provided in Ordinance C-21-30, and set forth in Exhibit 3, the one and one-half percent general wage increase was applied effective October 3, 2021, to the amended pay ranges.

Resource Impact

Funds are included in the FY2022 department operating budgets.

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 cultural that fosters rewarding, professional careers.

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

Attachments

Exhibit 1 – Current Pay Schedule VI

Exhibit 2 – Proposed Pay Schedule VI Minimum Wage

Exhibit 3 – Proposed Pay Schedule VI FY22 COLA

Exhibit 4 – Ordinance

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