



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

#21-0082

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: January 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 4, 2020 - **(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 percent (1.5%) general wage increase to wage rates and salary ranges effective October 4, 2020.

Background

The recommended general wage increase of one and one-half percent (1.5%) for Non-Bargaining employees and Schedule VI Special Employees is consistent with the FY2021 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 2021 is summarized in the table below. Funds are included in the FY2021 department operating budgets.

Fund	FY 2021 COLA Cost
General Fund	349,338
Housing and Community Development Grants	6,477
Building Permits	21,398
Sanitation	1,536
Cemetery System	6,266
Water & Sewer	37,745
Central Regional W/W System	1,623
Parking System	15,981
Airport	5,982
Stormwater	1,550
Project Management	3,989
City Insurance	10,769
Self-Insured Health Benefits	5,235
Central Services	19,000
\$ 486,889	

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

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

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

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