



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

#21-0787

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: September 9, 2021

TITLE: First 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 3, 2021 - **(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 (1.5%) general wage increase to wage rates and salary ranges effective October 3, 2021.

Background

The recommended general wage increase of one and one-half (1.5%) for Non-Bargaining employees and Schedule VI Special Employees is consistent with the FY2022 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 2022 is summarized in the table below. Funds are included in the FY2022 department operating budgets.

Fund	FY 2022 COLA Cost
General Fund	369,101
Airport	9,725
Building Permits	24,506
Cemetery System	6,244
Central Region W/W System	1,738
Central Services	19,172
City Insurance	11,136
Housing and Community Development Grants	7,983
Parking System	16,460
Project Management	4,545
Sanitation	1,606
Self Insured Health Benefits	5,561
Stormwater	1,621
Water & Sewer	39,324
Total	\$518,722

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

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

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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