



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

**#21-0787**

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

**FROM:** Chris Lagerbloom, ICMA-CM, City Manager

**DATE:** September 9, 2021

**TITLE:** **REVISED OFR-1** - 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)**

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**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	<u>397,686</u>
Airport - <u>Operations</u>	9,725	<u>10,469</u>
Building Permits	24,506	<u>26,381</u>
Cemetery System	6,244	<u>6,722</u>
Central Region <del>WAW</del> <u>Wastewater</u> System - <u>Operations</u>	1,738	<u>1,871</u>
Central Services - <u>Operations</u>	19,172	<u>20,639</u>
City Insurance	11,136	<u>11,988</u>
Housing and Community Development Grants	7,983	<u>8,594</u>
Parking System - <u>Operations</u>	16,460	<u>17,719</u>
Project Management	4,545	<u>4,893</u>
Sanitation - <u>Operations</u>	1,606	<u>1,729</u>
Self Insured <u>Self-Insured</u> Health Benefits	5,561	<u>5,986</u>
Stormwater - <u>Operations</u>	1,621	<u>1,745</u>
Water & <u>and</u> Sewer - <u>Operations</u>	39,324	<u>42,332</u>
<b>Total</b>	<b>\$518,722</b>	<b>\$558,754</b>

### **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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