



Legislation Details (With Text)

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Title: APPROVING A TWO AND ONE-HALF PERCENT (2.5%) COST OF LIVING (COLA), STEP INCREASE, AND SALARY RANGE ADJUSTMENTS, FOR THE PERIOD FROM OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016, FOR ALL NON-BARGAINED FOR PERSONNEL (INCLUDING PART-TIME AND SENIOR MANAGEMENT); PROVIDING FOR PROMOTIONAL RELATED PAY ADJUSTMENTS.

Sponsors: Jacqueline Wehmeyer

Indexes:

Code sections:

Attachments: 1. RESOLUTION, 2. ATTACHMENT-FY16 SALARY RANGE CHART - NON BARGAINING, 3. ATTACHMENT-ADDITIONAL PROMOTIONAL RELATED PAY ADJUSTMENTS

Date	Ver.	Action By	Action	Result
10/7/2015	1	Regular City Commission Meeting		

TO: Mayor and City Commission

FROM: Douglas E. Smith, City Manager

DATE: October 7, 2015

APPROVING A TWO AND ONE-HALF PERCENT (2.5%) COST OF LIVING (COLA), STEP INCREASE, AND SALARY RANGE ADJUSTMENTS, FOR THE PERIOD FROM OCTOBER 1, 2015 THROUGH SEPTEMBER 30, 2016, FOR ALL NON-BARGAINED FOR PERSONNEL (INCLUDING PART-TIME AND SENIOR MANAGEMENT); PROVIDING FOR PROMOTIONAL RELATED PAY ADJUSTMENTS.

BACKGROUND: The agreements for the FPE and the IAFF include a 2.5% cost of living adjustment and step increases for fiscal year 2015/2016. Therefore, non-bargained, part-time, and Senior Management personnel are also recommended to receive this adjustment and step increases retroactive to October 1, 2015. Non-bargained for salary ranges are also recommended for increase by 2.5% (as reflected in the attached chart), and additional promotional related pay adjustments are recommended (see attachment for further information).

RECOMMENDATION: For approval.

FISCAL IMPACT: Estimated Cost Impact of Pay Adjustments: Approximately \$309,000

CONTACT PERSON: Douglas E. Smith, City Manager

