



# City of Margate

5790 Margate Boulevard  
Margate, FL 33063  
954-972-6454  
www.margatefl.com

## Legislation Text

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**File #:** ID 14-1392, **Version:** 1

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**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