

City Commission Workshop

May 28, 2024

4:00 p.m.

ELECTED / APPOINTED OFFICIALS PRESENT:

Adrian Petrila, Mayor

Rich Lorenzen, Vice Mayor, Commissioner, District 4

Karen Marriott, Commissioner, District 1

Nick Filtz, Commissioner, District 2

Betty Rzewnicki, District 3

STAFF PRESENT:

Andrew Dickman, City Attorney

Wayne Saunders, City Manager

Amber LaRowe, City Clerk

Jennifer McMahon, Chief Operating Officer

Mayor Petrila called the meeting to order at 4:00 p.m. followed by the Pledge of Allegiance.

1. ITEMS FOR DISCUSSION

a. Compensation Study

Rick Campbell, Paypoint HR, gave a presentation to the City Commission on the recent compensation study that was performed. A copy of the presentation is made a part of the record. Topics covered included:

- Project Approach
 - External market
 - Organizational structure
 - Knowledge, skills, and abilities
- Internal equity
 - Job analysis questionnaire provided to each City employee
- Responding cities
 - Belleair
 - Cape Canaveral
 - Clearwater
 - Dunedin
 - Fernandina Beach
 - Fruitland Park
 - Groveland
 - Indian Harbour Beach
 - Key West
 - Lake Park
 - Lantana
 - Largo
 - Longboat Key
 - Marco Island
 - Mount Dora
 - Niceville
 - North Palm Beach
 - Oldsmar
 - Palmetto Bay
 - Pinellas County
 - Punta Gorda
 - Rockledge

- Safety Harbor
 - St. Augustine
 - Treasure Island
 - West Melbourne
 - Wildwood
- Comparator Factors
 - Cost of living
 - Labor force participation
 - Median household income
 - Median housing price
 - Unemployment rate
- Market position for City departments
 - Based on October 2023 – CPI is 3.7% as of March 2024
- Average of job titles – 7.2% below market
- Recommendations
 - Salary scale – 20 grades with 7.5% between grades
 - Min to max 60% spread
 - Minimum wage \$15.00

Commissioner Rzewnicki mentioned the various cities that responded (30) and how “apples to apples” was identified; Mr. Campbell reiterated the approach and data collection methodologies.

Mr. Campbell stated that the City should consider whether they want to be 50% better than the cities who responded, 55%, 60%, 65%, etc. The impact on the budget was discussed. It was also mentioned that a CPI increase could be considered to coincide with any compensation increase that is given to the employees based on this study due to this information being from October 2023.

If the City would like to be in the 50% range, the estimated impact to the budget would be approximately \$250,000. City Manager Saunders stated that the increase would be implemented on October 1st to coincide with the beginning of the fiscal year.

When discussing the various positions, such as Building, that are difficult to fill in the City, it was mentioned that the City could incentivize those positions by adjusting their pay grade or not starting them at the minimum salary for the grade.

The City Commission appeared to be in favor of the 50% range for the market but will discuss this in more detail at the next budget workshop meeting when that is scheduled.

Mayor Petrila adjourned the meeting at 5:31 p.m.

MINUTES APPROVED: JUNE 11, 2024



AMBER LAROWE
CITY CLERK



ADRIAN PETRILA
MAYOR