



# City of Pensacola

222 West Main Street  
Pensacola, FL 32502

## Memorandum

---

**File #:** 19-00461

City Council

10/10/2019

---

### **LEGISLATIVE ACTION ITEM**

**SPONSOR:** City Council President Andy Terhaar

**SUBJECT:**

CITY COUNCIL STAFF SALARY INCREASE

**RECOMMENDATION:**

That City Council approve a 4% salary increase for Council Staff (Council Executive, Executive Assistant to City Council and Council Assistant) and an up to 2% merit increase based on performance evaluations for Council Staff.

**HEARING REQUIRED:** No Hearing Required

**SUMMARY:**

With the passage of the FY20 Budget, City Council approved providing a 4% salary increase to all city employees, across the board, along with a "pay for performance" (merit) component that allows for an additional up to 2% merit increase based on evaluations.

During the passage of the budget, City Council chose to maintain Council Staff as contract employees and outside of the prescribed city pay plan; allowing City Council to have unilateral control over what they pay their staff.

Council staff's performance is on par, if not exceeding that of their City staff counterparts, accordingly this item proposes a 4% pay increase for Council Staff as well as an up to 2% merit increase based on evaluations. These increases would be retroactive to October 1, 2019. Within the pay range, Council staff will transition from a "C" (Contract) to an N/R (No Range), while still remaining contract employees.

**PRIOR ACTION:**

September 18, 2019 - City Council approved the FY20 Budget

September 9, 2015 - City Council approved the hiring of Council Executive

January 14, 2016 - City Council hired Executive Assistant to City Council and Council Assistant

February 12, 2015 - Office of City Council created

November 4, 2014 - City charter amended to add Section 4.02(a)(6) - Establishing Office of City Council and creating staff positions.

**FUNDING:**

N/A

**FINANCIAL IMPACT:**

The increased costs (salary and benefits ) associated with the 4% pay increase is \$10,400 for the Council Staff (Council Executive, the Executive Assistant to Council and the Council Assistant) and has been included in the FY 2020 Fiscal Year Budget as approved by City Council. The Fiscal Year 2020 Fiscal Year Budget appropriated \$7,900 in Line Item 9196 Salary Increases (Non Union) which was to provide funding for the up to 2% Merit Pay Increase. The increased costs (salary and benefits) associated with the up to 2% merit pay increase is \$5,500 for those same individuals.

**STAFF CONTACT:**

Don Kraher, Council Executive

**ATTACHMENTS:**

- 1) None

**PRESENTATION:** No