



Legislation Text

File #: 24-1356, **Version:** 1

TO: Honorable Mayor & Members of the North Port Commission

FROM: A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

TITLE: Discussion and Possible Direction Regarding Adjustment of City Commissioner's Annual Salary.

Recommended Action

Direct the City Attorney to amend Sec. 2-23. Declaration of salary; payment, (4) Salary calculation of the Code of the City of North Port, Florida, to reflect changes to update the Base Salary rate used in the City Commission Compensation formula and include in an Ordinance for first reading on September 24, 2024, with second reading on October 8, 2024.

Background Information

Over the past few years, the City of North Port and the United States of America (USA) have experienced various situations, including a global pandemic, which resulted in many escalating costs hindering the ability to maintain a livable wage. The City Commissioner's annual salary has not been adjusted proportionately to keep up with the rising inflation.

In accordance with Sec. 2-23. Declaration of salary; payment, (4) Salary calculation of the Code of the City of North Port, Florida, City Commissioner's annual salary increases are based on an associated methodology and population levels. The source of information for the population statistics to be used is the Bureau of Economic and Business Research (BEBR). As one of the fastest growing cities in the USA, North Port's population has grown 28% over the last 5 years, but the Commission compensation has lagged behind and some of our peer cities with a lower population are now better compensated than our Commission.

There is now an opportunity to adjust the City Commissioner's annual salary to better align the level of work for our growing City and its leadership compensation. The current Code of the City of North Port, Florida, requires that any changes to the City Commissioner's annual salary will not take effect until the next general election. As a result, any change would take effect after the November 5, 2024, general election, if approved.

During the City Commission Regular Meeting on September 11, 2018, the Commission heard first reading of Ordinance 2018-22 and discussed the matter of Commission compensation. The proposed Ordinance included an increase based on a calculation from a static chart from the 2018 Florida State Statute for County Commissioner compensation. Based on staff's review of the meeting, Commissioners discussed concerns over the budget being able to support the proposed increase, as well as the use of the State calculation designed for County Commissioners who may have a more expanded role than City Commissioners. At that time, the City Commission agreed upon the calculation based on the static 2018 chart which included a base salary of \$5,687.

The use of the 2018 chart has left the base Commissioner salary of \$5,687 in place since the final adoption of Ordinance No. 2018-22 on October 4, 2018, and it has not been adjusted to the most recent chart in the State Statute. The current chart from 2021 contained in Florida Statute 145.031 increases the base Commissioner annual salary to \$9,000 based on the City's approximate population of 86,552 used for the Fiscal Year 2023-2024 calculation. This change in base salary would increase the current annual salary from \$42,084.64 to \$59,778.06 or a 42.04% increase. It should be noted that the Commissioner annual salary has been adjusted annually for population changes as defined in the applicable year's official population estimate from BEBR.

It is important to also note that based on the current 2021 chart, the next population threshold is 99,999 which means the Commission could have a new base salary of \$12,000 in approximately two years if the same model is followed. As there is potential for compensation changes based on changes to the State Statute, staff recommends that language be incorporated into future Ordinances regarding City Commissioner's annual salary which allows for such adjustments. Ensuring that City Commissioner's annual salary is properly aligned with the work City Commissioners perform and the level of service they provide to the community will help the City attract quality candidates.

Strategic Plan

Efficient and Effective Government

Financial Impact

To be determined based on Commission direction.

Procurement

Not applicable.

Attachments:

1. Ordinance 2018-22
2. Sec. 2-23 Code of City of North Port
3. 2018 and 2021 Compensation Charts
4. Florida Statute Section 145
5. EDR Publication FY2023-24
6. Minutes - September 11, 2018
7. Minutes - October 4, 2018

Prepared by: A. Jerome Fletcher II, ICMA-CM, MPA, City Manager

Department Director: A. Jerome Fletcher II, ICMA-CM, MPA, City Manager