



City of Gainesville Agenda Report

File #: 2022-758

Agenda Date: December 1, 2022

Department: City Attorney

Title: 2022-758 Ordinance Changing the Method of Calculating Commissioner Salaries (B)

Description: Ordinance No. 2022-758 An ordinance of the City of Gainesville, Florida; establishing a population-based formula for calculating commissioner salaries similar to the state statute governing county commissioner salaries; removing current provisions regarding salaries in Chapter 2, Article II, Code of Ordinances; providing directions to the codifier; providing a severability clause; providing a repealing clause; and providing an immediate effective date.

Explanation: On November 17, 2022, the City Commission directed the City Attorney's Office to draft an ordinance changing the method of calculating commissioner salaries.

Section 2.66 of Chapter 2, Article II, Code of Ordinances currently provides for fixed salaries for the mayor and city commissioners, which may be adjusted in years when employees in the city's professional pay plan receive a general increase based upon the Bureau of Labor Statistics Consumer Price Index. The current salaries are \$37,085.85 for city commissioners and \$47,199.21 for mayor. The ordinance provides for a formula for calculating the commissioners' and mayor's salaries that is based on the formula set forth in sections 145.031 and 145.19, Florida Statutes, which govern board of county commissioner salaries. The formula in the proposed ordinance is based upon population and several factors, or multipliers, which are based upon percentage increases in the salaries of state career service employees. The Human Resources Department will use the same factors as the State of Florida to calculate the salaries of county commissioners. The mayor will receive a salary that is 25% more than a commissioner salary in any given year. If adopted, the proposed ordinance would take effect in the fiscal year commencing October 1, 2023.

Fiscal Note:

The ordinance would go in effect during fiscal year 2023-2024, with salary adjustment commencing with the first full pay period in 2024. The precise fiscal impact would depend on the 2023 Annual factor determined by the State of Florida Department of

Management Services, and whether the City Commission receives a salary adjustment in January 2023, and whether FRS employer contribution rates are adjusted. For illustrative purposes, if the ordinance were to go in effect in January 2023, it would increase the salary for a commissioner to \$71,015.09 and for the mayor to \$88,768.86. Based upon the proposed change from the fiscal year 2021-2022, the fiscal impact would be approximately \$290,000 - \$403,000 per year. The fiscal impact consists of the difference between the current salaries and new salaries, additional employee federal payroll taxes for Medicare (1.45%) and OASI (6.2%), plus additional retirement contributions based on current Florida Retirement System employee contribution requirements (10.8% - 57%). The City Commission would be required to budget for the increased salaries.

Recommendation:

The City Commission adopt the proposed ordinance.