

**RESOLUTION No. 2021 - 51**

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE CITY OF TARPON SPRINGS, FLORIDA, AUTHORIZING ADDITIONAL PAY INCREASES IN IDENTIFIED HOURLY RATE TIERS; SPECIFIED ADDITIONAL INCREASES IN TWO EMPLOYEES' WAGE RATES, CORRECTION OF STATED FLORIDA MINIMUM WAGE AND PROVIDING FOR AN EFFECTIVE DATE HEREOF.**

**WHEREAS**, the City of Tarpon Springs desires to provide the most effective and efficient services to the public; and

**WHEREAS**, conditions, trends and needs evolve within the Organization and review and assessment of staffing resources is important to ensure continued success; and

**WHEREAS**, such staffing review and assessment takes into account the most effective organization for operational efficiency; and,

**WHEREAS**, it is requested that the Board of Commissioners approve the changes as recommended.

**NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF COMMISSIONERS OF THE CITY OF TARPON SPRINGS, FLORIDA, THAT:**

**Section 1.** Pursuant to the requirements of Section 16 (d) of the Charter of the City of Tarpon Springs, the City Manager does hereby recommend and the Board of Commissioners does hereby approve certain changes in the City's Salary and Classification Plan and Pay Increases for FY 2022, as detailed in Sections 1 through 3 of the memorandum attached hereto and incorporated herein by reference.

**Section 2.** This resolution shall be effective September 30, 2021.



# City of Tarpon Springs, Florida

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MARK G. LECOURIS  
CITY MANAGER

SEPTEMBER 14, 2021

TO: MAYOR AND BOARD OF COMMISSIONERS  
FROM: MARK G. LECOURIS, CITY MANAGER  
SUBJECT: ADDENDUM TO SALARY AND CLASSIFICATION PLAN AMENDMENTS AND PAY INCREASES FOR FY 2022

## BACKGROUND:

Per the request of the Board of Commissioners city staff reviewed the lower two tiers of the approved salary matrix for FY 2021 – 2022. I have reviewed the results and am recommending additional changes as requested, adjustment of two (2) employees’ hourly rates and a correction to a scrivener’s error in the Florida Minimum Wage for FY 2022.

## RECOMMENDATIONS:

### 1. ADDITIONAL SALARY ADJUSTMENT:

Additional salary adjustments will be applied to approved hourly increases as outlined below:

Current Hourly Rates	Additional Increase to Approved Adjustment
\$13.4832 - \$15.8966	2.0%
\$15.8967 - \$17.7500	1.0%

Total cost of the additional adjustment is estimated to be \$24,913 salary only, \$29,235 salary and benefits, to be funded within each department.

2. ADJUSTMENT IN TWO EMPLOYEES’ BASE HOURLY RATES: Two employees will have their base hourly rates increased from \$13.5872 to \$14.0000 per hour, making \$14.0000 the new minimum hiring rate for the City (except for the Golf Course).

3. CORRECTION IN THE FLORIDA MINIMUM WAGE RATE: Minimum wage in Florida will be \$10.00 per hour effective September 30, 2021 rather than \$11.00 as indicated in Attachment 1 of the August 24<sup>th</sup> memorandum. This does not alter any cost reported previously.

EFFECTIVE DATE: All changes adopted will be effective September 30, 2021.