

STAFF REPORT REGULAR MEETING

AGENDA DATE: August 6, 2024

DEPARTMENT: City Manager/City Clerk

TITLE:

Discussion regarding Commission compensation

SUMMARY:

This discussion will give direction regarding an update to the annual compensation and other benefits provided to the Mayor and Commissioners.

BACKGROUND AND JUSTIFICATION:

Under Article III, section 4 of the City Charter, the City Commission may determine its annual compensation by ordinance; however, no increase in compensation may be adopted more frequently than every two (2) years.

The previous compensation adjustment was approved on January 10, 2017 by Ordinance 2017-03, setting the Mayor's annual salary at \$29,500 and the City Commissioners' annual salary at \$24,500. There has been a proposal to give a cost of living adjustment (COLA) equivalent to that given to city employees starting in Fiscal Year 2025 and continuing bi-annually beginning in Fiscal Year 2027.

The City is in the midst of a Class & Comp study where the strategy has been focused on bringing employee compensation levels up to the mid-level of local cities and towns in Palm Beach County. Currently, the City of Lake Worth Beach employee compensation levels are among the lowest in Palm Beach County. The existing City Commission compensation levels are among the highest in Palm Beach County.

MOTION:

Direction sought for an ordinance to change the annual commission compensation.

ATTACHMENT(S):

Fiscal Impact Analysis – N/A

Ordinance 2017-03

Compensation of elected officials in PBC municipalities