

RESOLUTION NO. 23-208

A RESOLUTION OF THE CITY OF PANAMA CITY BEACH, FLORIDA, APPROVING A PAY PLAN FOR CITY EMPLOYEES; AUTHORIZING IMPLEMENTATION OF THE RESULTS OF THAT STUDY; AUTHORIZING A 4% COST OF LIVING ADJUSTMENT FOR ALL FULL-TIME CITY EMPLOYEES; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, on February 9, 2023, the City Council approved a contract with Evergreen Solutions, LLC for the performance of an employee classification and pay plan study; and

WHEREAS, the study was completed and recommendations were delivered to the City Manager; and

WHEREAS, the City Council desires to implement the recommended pay plan and cost of living increase for all full-time City employees.

NOW THEREFORE, BE IT RESOLVED by the City of Panama City Beach, Florida, that:

1. The employee classification and pay plan study completed by Evergreen Solutions, Inc., and presented to the Council today is hereby approved.
2. Beginning on the effective date of this Resolution, the appropriate officers of the City are authorized and directed to implement the employee compensation adjustments contained within the Evergreen Solutions, Inc., employee classification and pay plan study as presented to the Council today.
3. Beginning on the effective date of this Resolution, the appropriate officers of the City are authorized and directed to implement a cost-of-living wage adjustment in the amount of four percent (4%) for all full-time City employees.
4. The Resolution shall take effect beginning August 20, 2023.

THIS RESOLUTION shall be effective immediately upon passage.

PASSED in special session this 8th day of August, 2023.

CITY OF PANAMA CITY BEACH

By: 
Mark Sheldon, Mayor

ATTEST:


Lynne Fasone, City Clerk

Hybrid Parity + 4% COLA Impact

Department	FY 2023 (Sept)	FY 2024	FY 2025	FY 2026	FY 2027	FY 2028	Total Over Plan
Totals	161,249	1,249,072	1,309,137	1,375,379	1,444,973	1,518,089	7,057,899
Administration	7,090	38,761	40,625	42,681	44,841	47,109	221,107
Building And Planning	6,332	40,845	42,809	44,975	47,251	49,642	231,853
Utilities	27,353	176,212	184,685	194,030	203,848	214,163	1,000,291
Police Department	54,759	461,158	483,334	507,791	533,485	560,479	2,601,006
Parks & Recreation	16,567	134,421	140,885	148,014	155,503	163,371	758,760
Fire Department	39,949	338,009	354,263	372,189	391,021	410,807	1,906,238
Public Works	9,199	59,667	62,536	65,700	69,025	72,518	338,645
General Fund	124,697	1,013,193	1,061,916	1,115,648	1,172,100	1,231,409	5,718,963
Utility Fund	27,353	176,212	184,685	194,030	203,848	214,163	1,000,291
Public Works Funds	9,199	59,667	62,536	65,700	69,025	72,518	338,645

Assumptions

COLA	4%
Merit	2%
FICA	7.65%
General Pension	13.5%
Police Pension	20.0%
Fire Pension	24.0%