



AGENDA MEMORANDUM

City Manager

City Council Regular Meeting Date: September 8, 2025

To: City Council
From: Dana A. Souza, City Manager
Date: August 26, 2023

SUBJECT: General Employee Wage Increase – FY26

BACKGROUND:

FY26 Wage increases for the City of Sanibel's General Employees are not subject to any collective bargaining agreement negotiations. Wage increases approved by the City Council for General Employees for the past 5 fiscal years are shown below. Staff is seeking the City Council's direction for wage increases.

	FY26	FY25	FY24	FY23	FY22	FY21
General Employee Wage Increase	TBD	5% + 1% Lump Sum Bonus	5%	5%	6%	3% - One Time Bonus

RECOMMENDED ACTION:

Discussion. Motion to authorize the City Manager to increase wages of General Employees in the amount determined by the City Council.

Sanibel is and shall remain a barrier island sanctuary