

Memorandum



CITY OF DALLAS

DATE Friday, September 23, 2022

TO Honorable Mayor and Members of the City Council

SUBJECT **Follow Up to DFW Budget Item on September 14, 2022 Council Agenda**

During the September 14, 2022 meeting of the City Council, additional questions were raised regarding the proposed minimum wage for Airport Board employees. On September 16, 2022 DFW Airport staff met with Deputy Mayor Pro Tem Omar Narvaez and Councilmember Adam Bazaldua to discuss further. Our partners at the Dallas Fort Worth International Airport have provided a follow up memo addressing this matter.

Please contact me if you have any questions.

A handwritten signature in black ink that reads "Carrie Rogers".

Carrie Rogers
Director
Office of Government Affairs

[Attachments]

c: T.C. Broadnax, City Manager
Chris Caso, City Attorney
Mark Swann, City Auditor
Biliera Johnson, City Secretary
Preston Robinson, Administrative Judge
Kimberly Bizer Tolbert, Deputy City Manager
Jon Fortune, Deputy City Manager

Majed A. Al-Ghafry, Assistant City Manager
M. Elizabeth (Liz) Cedillo-Pereira, Assistant City Manager
Robert Perez, Interim Assistant City Manager
Carl Simpson, Interim Assistant City Manager
Jack Ireland, Chief Financial Officer
Genesis D. Gavino, Chief of Staff to the City Manager
Directors and Assistant Directors

September 20, 2022

To: The Honorable Members of the Dallas City Council

Subject: DFW Minimum Wage Increase

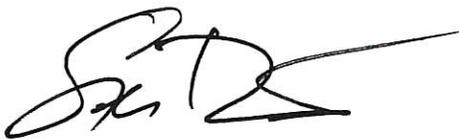
At the September 14, 2022 meeting of the Dallas City Council, questions were raised to DFW Airport staff regarding the proposed minimum wage for Airport Board employees. As result of the conversation, the Dallas City Council voted to defer consideration of the Fiscal Year (FY) 2023 budget to the September 28, 2022 meeting to allow for additional discussion between the City of Dallas and DFW Airport staff.

On September 16, 2022, DFW Airport staff engaged in discussions with Deputy Mayor Pro Tem Omar Narvaez and Councilmember Adam Bazaldua regarding its proposed minimum wage rate for FY23. As part of the discussion, DFW provided an overview of past merit increases and living wage adjustments for its hourly rate employees. As such, DFW Airport will increase its minimum wage from \$15.00 per hour to \$17.00 per hour effective January 1, 2023, and will again increase its minimum wage to \$18.00 per hour in the Summer of 2023 for all hourly employees that work directly for DFW Airport.

The proposed FY23 DFW budget includes an \$8.0 million contingency that will allow DFW to proceed with the minimum wage increase without having to amend the budget. The use of these funds require approval by the Airport Board. Going forward, DFW will continue its current practices of conducting a market-based compensation analysis to deliver competitive wages for existing and future employees.

The FY23 Budget is scheduled for Dallas City Council consideration at the September 28, 2022, meeting. Should you have any additional questions, or need further clarification, please contact Maruchy Cantu at [REDACTED]

Regards,

A handwritten signature in black ink, appearing to read 'S. Donohue', with a long horizontal stroke extending to the right.

Sean Donohue
Chief Executive Officer

C: DFW International Airport Board