

ORDINANCE NO. C-25-38

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, AMENDING THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY REPLACING THE NON-BARGAINING-UNIT COMPENSATION TABLES WITH A CONSOLIDATED REVISED NON-BARGAINING-UNIT COMPENSATION TABLE, REPLACING SCHEDULE VI – SPECIAL EMPLOYEES WITH A REVISED SCHEDULE VI – SPECIAL EMPLOYEES, PROVIDING A THREE PERCENT GENERAL WAGE INCREASE TO ALL NON-BARGAINING-UNIT EMPLOYEES AND ALL SCHEDULE VI SPECIAL EMPLOYEES, CHANGING THE TITLES OF TWO JOB CLASSIFICATIONS, AND CREATING AND ADDING ONE NEW JOB CLASSIFICATION, AND PROVIDING FOR SEVERABILITY, REPEAL OF CONFLICTING ORDINANCE PROVISIONS, AND AN EFFECTIVE DATE.

WHEREAS, the City Manager and the Director - Human Resources propose replacing the Non-Bargaining-Unit Compensation Table and Schedule VI – Special Employees, of the Pay Plan of the City of Fort Lauderdale, Florida, with a new Non-Bargaining-Unit Compensation Table and a new Schedule VI – Special Employees, respectively, and providing a three percent general wage increase to all non-bargaining-unit employees and all Schedule VI special employees of the City of Fort Lauderdale, Florida; and

WHEREAS, the City Manager and the Director - Human Resources recommend amending the Non-Bargaining-Unit Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida, as amended, by changing the titles of two job classifications; and

WHEREAS, the City Manager and the Director - Human Resources recommend amending the Non-Bargaining-Unit Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida, as amended, by creating and adding one new job classification;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA:

SECTION 1. That, effective October 12, 2025, Exhibits 2 and 3 to Ordinance No. C-24-38, to wit, the Non-Bargaining-Unit Compensation Table of the Pay Plan of the City of Fort Lauderdale, Florida, attached hereto as Exhibits 1 and 2, are hereby replaced by a consolidated revised Non-Bargaining-Unit Compensation Table, which is attached hereto as Exhibit 3 and incorporated herein.

CODING: Words, symbols, and letters ~~stricken~~ are deletions; words, symbols, and letters underlined are additions.

SECTION 2. That, effective October 12, 2025, Exhibit 5 to Ordinance No. C-24-38, to wit, Schedule VI, Special Employees, of the Pay Plan of the City of Fort Lauderdale, Florida, attached hereto as Exhibit 4, is hereby replaced by a revised Schedule VI – Special Employees, which is attached hereto as Exhibit 5 and incorporated herein.

SECTION 3. That, effective October 12, 2025, all non-bargaining-unit employees and all Schedule VI special employees of the City of Fort Lauderdale, Florida, shall receive a three percent general wage increase.

SECTION 4. That Exhibit 4, Classification Table, Non-Bargaining-Unit, of Ordinance C-18-37, the Pay Plan of the City of Fort Lauderdale, Florida, as amended, is hereby amended by changing the titles of two job classifications as follows:

Title	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Assistant Structural Innovation Manager <u>Assistant Strategy And Innovation Manager</u>	NB045	Non-Classified	Program Manager	2	G011
Structural Innovation Manager Strategy and Innovation Manager	NB185	Non-Classified	Deputy/ Assistant Director	1	M016

SECTION 5. That Exhibit 4, Classification Table, Non-Bargaining-Unit, of Ordinance C-18-37, the Pay Plan of the City of Fort Lauderdale, Florida, as amended, is hereby amended by creating and adding in alphabetical order by title, one job classification, to wit:

Title	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
<u>City Engineer</u>	<u>NB231</u>	<u>Non-Classified</u>	<u>Program Manager</u>	<u>1</u>	<u>M016</u>

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SECTION 6. That if any clause, section, or other part of this Ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this Ordinance shall not be affected thereby, but shall remain in full force and effect.

SECTION 7. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

SECTION 8. That this Ordinance shall be in full force and effect upon final passage.

PASSED FIRST READING this 16th day of September, 2025.

PASSED SECOND READING this ____ day of _____, 2025.

Mayor
DEAN J. TRANTALIS

ATTEST:

City Clerk
DAVID R. SOLOMAN

**COMPENSATION TABLE
NON-BARGAINING-UNIT
PART I**

Proposed (Effective 10/13/2024) - 3% COLA

GENERAL				
Pay Grade	Hourly Minimum	Hourly Maximum	Annual Minimum	Annual Maximum
G001	\$14.0421	\$21.7511	\$29,207.56	\$45,242.35
G002	\$15.5884	\$24.1501	\$32,423.94	\$50,232.21
G003	\$17.2939	\$26.7994	\$35,971.33	\$55,742.67
G004	\$19.1927	\$29.7556	\$39,920.84	\$61,891.58
G005	\$21.3076	\$33.0189	\$44,319.83	\$68,679.35
G006	\$23.6498	\$36.6573	\$49,191.65	\$76,247.16
G007	\$26.2423	\$40.6937	\$54,584.07	\$84,642.79
G008	\$29.1302	\$45.1734	\$60,590.72	\$93,960.74
G009	\$32.3480	\$50.1422	\$67,283.78	\$104,295.68
G010	\$35.8956	\$55.6453	\$74,662.86	\$115,742.31
G011	\$39.8522	\$61.7738	\$82,892.67	\$128,489.59
G012	\$44.2297	\$68.5617	\$91,997.87	\$142,608.42
G013	\$49.1075	\$76.1003	\$102,143.64	\$158,288.65

**EXHIBIT 1
Ordinance No. C-25-38**

**COMPENSATION TABLE
NON-BARGAINING-UNIT**

PART II

Proposed (Effective 10/13/2024) - 3% COLA

MANAGEMENT				
Pay Grade	Hourly Minimum	New Hourly Maximum	Annual Minimum	New Annual Maximum
M016	\$52.2820	\$99.7264	\$108,746.56	\$207,431.00
M017	\$56.4614	\$104.7130	\$117,439.71	\$217,803.00
M018	\$60.9787	\$109.9486	\$126,835.70	\$228,693.00
M019	\$65.8567	\$115.4457	\$136,981.94	\$240,127.00
M020	\$71.1288	\$121.2183	\$147,947.90	\$252,134.00

**EXHIBIT 2
Ordinance No. C-25-38**

NON-BARGAINING UNIT COMPENSATION TABLE**Proposed (Effective 10/12/2025) - 3% COLA**

GENERAL				
Pay Grade	Hourly Minimum	Hourly Maximum	Annual Minimum	Annual Maximum
G002	\$16.0560	\$24.8746	\$33,396.48	\$51,739.16
G003	\$17.8127	\$27.6033	\$37,050.41	\$57,414.86
G004	\$19.7684	\$30.6482	\$41,118.27	\$63,748.25
G005	\$21.9468	\$34.0094	\$45,649.34	\$70,739.55
G006	\$24.3592	\$37.7570	\$50,667.13	\$78,534.56
G007	\$27.0295	\$41.9145	\$56,221.36	\$87,182.16
G008	\$30.0041	\$46.5286	\$62,408.52	\$96,779.48
G009	\$33.3184	\$51.6464	\$69,302.27	\$107,424.51
G010	\$36.9724	\$57.3146	\$76,902.59	\$119,214.36
G011	\$41.0477	\$63.6270	\$85,379.21	\$132,344.16
G012	\$45.5565	\$70.6185	\$94,757.52	\$146,886.48
G013	\$50.5807	\$78.3833	\$105,207.85	\$163,037.26
M016	\$53.8504	\$102.7181	\$112,008.83	\$213,653.64
M017	\$58.1552	\$107.8543	\$120,962.81	\$224,336.94
M018	\$62.8080	\$113.2470	\$130,640.64	\$235,553.76
M019	\$67.8324	\$118.9090	\$141,091.39	\$247,330.72
M020*	\$73.2626	\$146.6347	\$152,386.20	\$305,000.17

EXHIBIT 3
Ordinance No. C-25-38

* Due to extension of the maximum of the range, the increase of the maximum of the range is more than 3%.

SCHEDULE VI - SPECIAL EMPLOYEES
Current (Effective 10/13/2024)

Classification Title	Class Code	Pay Grade	Hourly Minimum	Hourly Maximum	Annual Minimum	Annual Maximum
Event Worker	SE001	R006	\$13.3900*	\$41.2000	\$27,851.20	\$85,696.00
Intern	SE002	R001	\$13.3900*	\$17.0553	\$27,851.20	\$35,474.90
Management Fellow	SE003	R011	\$20.1819	\$20.1819	\$41,978.40	\$41,978.40
Recreation Bus Driver	SE004	R003	\$13.4735	\$25.1962	\$28,024.95	\$52,408.02
Recreation Camp Director	SE005	R007	\$15.9181	\$26.1514	\$33,109.79	\$54,394.91
Recreation Clerk	SE006	R003	\$13.4735	\$25.1962	\$28,024.95	\$52,408.02
Recreation Instructor I	SE007	R002	\$13.3900*	\$19.3293	\$27,851.20	\$40,204.91
Recreation Instructor II	SE008	R003	\$13.4735	\$25.1962	\$28,024.95	\$52,408.02
Recreation Lifeguard I	SE009	R003	\$13.4735	\$25.1962	\$28,024.95	\$52,408.02
Recreation Lifeguard II	SE010	R008	\$19.3293	\$28.4253	\$40,204.91	\$59,124.69
Recreation Maintenance Worker	SE011	R003	\$13.4735	\$25.1962	\$28,024.95	\$52,408.02
Recreation Pool Technician	SE012	R003	\$13.4735	\$25.1962	\$28,024.95	\$52,408.02
Recreation Specialist I	SE013	R003	\$13.4735	\$25.1962	\$28,024.95	\$52,408.02
Recreation Specialist II	SE014	R007	\$15.9181	\$26.1514	\$33,109.79	\$54,394.91
Recreation Specialist III	SE015	R008	\$19.3293	\$28.4253	\$40,204.91	\$59,124.69
Recreation Worker	SE016	R005	\$13.3900*	\$18.5789	\$27,851.20	\$38,644.13
Senior Management Fellow	SE017	R012	\$31.4042	\$32.0410	\$65,320.80	\$66,645.24
Student Worker	SE018	R001	\$13.3900*	\$17.0553	\$27,851.20	\$35,474.90
Temporary Worker	SE019	R006	\$13.3900*	\$41.2000	\$27,851.20	\$85,696.00

* The hourly rate reflects the Florida Minimum Wage of \$13.00 per hour with 3% added for COLA.

EXHIBIT 4
Ordinance No. C-25-38

SCHEDULE VI - SPECIAL EMPLOYEES
Proposed (Effective 10/12/2025) - 3% COLA

Classification Title	Class Code	Pay Grade	Hourly Minimum	Hourly Maximum	Annual Minimum	Annual Maximum
Intern	SE002	R001	\$14.4200*	\$17.5669	\$29,993.60	\$36,539.15
Student Worker	SE018	R001	\$14.4200*	\$17.5669	\$29,993.60	\$36,539.15
Recreation Instructor I	SE007	R002	\$14.4200*	\$19.9091	\$29,993.60	\$41,410.92
Recreation Bus Driver	SE004	R003	\$14.4200*	\$25.9520	\$29,993.60	\$53,980.16
Recreation Clerk	SE006	R003	\$14.4200*	\$25.9520	\$29,993.60	\$53,980.16
Recreation Instructor II	SE008	R003	\$14.4200*	\$25.9520	\$29,993.60	\$53,980.16
Recreation Lifeguard I	SE009	R003	\$14.4200*	\$25.9520	\$29,993.60	\$53,980.16
Recreation Maintenance Worker	SE011	R003	\$14.4200*	\$25.9520	\$29,993.60	\$53,980.16
Recreation Pool Technician	SE012	R003	\$14.4200*	\$25.9520	\$29,993.60	\$53,980.16
Recreation Specialist I	SE013	R003	\$14.4200*	\$25.9520	\$29,993.60	\$53,980.16
Recreation Worker	SE016	R005	\$14.4200*	\$19.1362	\$29,993.60	\$39,803.29
Event Worker	SE001	R006	\$14.4200*	\$42.4360	\$29,993.60	\$88,266.88
Temporary Worker	SE019	R006	\$14.4200*	\$42.4360	\$29,993.60	\$88,266.88
Recreation Camp Director	SE005	R007	\$16.3956	\$26.9359	\$34,102.84	\$56,026.67
Recreation Specialist II	SE014	R007	\$16.3956	\$26.9359	\$34,102.84	\$56,026.67
Recreation Lifeguard II	SE010	R008	\$19.9091	\$29.2780	\$41,410.92	\$60,898.24
Recreation Specialist III	SE015	R008	\$19.9091	\$29.2780	\$41,410.92	\$60,898.24
Management Fellow	SE003	R011	\$20.7873	\$20.7873	\$43,237.58	\$43,237.58
Senior Management Fellow	SE017	R012	\$32.3463	\$33.0022	\$67,280.30	\$68,644.57

* The hourly rate reflects the Florida Minimum Wage of \$14.00 per hour with 3% added for COLA