



**CITY OF FORT LAUDERDALE**  
**City Commission Agenda Memo**  
**REGULAR MEETING**

**# 25-0964**

**TO:** Honorable Mayor & Members of the  
Fort Lauderdale City Commission

**FROM:** Rickelle Williams, City Manager

**DATE:** October 7, 2025

**TITLE:** Second Reading - Ordinance Amending the Pay Plan of the City of Fort Lauderdale, Florida, by Replacing the Non-Bargaining-Unit Compensation Table 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 (3%) General Wage Increase to All Non-Bargaining-Unit Employees and All Schedule VI Special Employees Effective October 12, 2025, Increasing the Maximum of One (1) Pay Range, Changing the Titles of Two (2) Job Classifications, and Creating and Adding One (1) New Job Classification - **(Commission Districts 1, 2, 3 and 4)**

**Recommendation**

Staff recommends the City Commission adopt an ordinance amending the Classification Table of the Pay Plan by amending the Non-Bargaining-Unit Compensation Table and Schedule VI of the Pay Plan, providing a three percent (3%) general wage increase to non-bargaining unit employees and Schedule VI special employees effective October 12, 2025, increasing the maximum of one (1) pay range, creating a new job classification, and title changes of two (2) classifications.

**Classification Table**

- Three percent (3%) increase to the ranges of the Non-Bargaining Unit Compensation Table and Schedule VI of the Pay Plan (Exhibits 3 and 5):
  - Increase the minimum and the maximums of the pay ranges by 3% for the Pay Grades associated with the Non-Bargaining Unit Compensation Table and Schedule VI of the Pay Plan
- Increase the maximum of pay grade M020 from \$259,698.02 to \$299,998.40
- New Classification (Exhibit 6):
  - City Engineer (NB231), Pay Grade M016, Non-Classified

➤ Title Change (Exhibit 7):

- Title changes for the Structural Innovation Manager (NB185) to Strategy and Innovation Manager and the Assistant Structural Innovation Manager (NB045) to Assistant Strategy and Innovation Manager

The first reading of the ordinance was considered by the City Commission on September 16, 2025, and approved without any modification.

### **Background**

- *Three percent (3%) range increase to Non-Bargaining Unit Compensation Table and Schedule VI of the Pay Plan, and by providing a three percent (3%) general wage increase to non-bargaining unit employees and Schedule VI employees.*

The recommended general range and wage increase of three percent (3%) for non-bargaining-unit employees and Schedule VI special employees is consistent with the FY 2026 general wage increase in the Teamsters Local Union No. 769 and Federation of Public Employees Collective Bargaining Agreements.

- *Increase the maximum of pay grade M020 from \$259,698.02 to \$299,998.40*

This increase of the maximum salary for the M020 pay range is to remain consistent with the market for senior executive level management classifications. The M020 pay range is the highest pay grade in the City's pay plan and currently only contains two (2) classifications: Deputy City Manager and Deputy City Attorney. There is currently no position allocated to the Deputy City Manager classification.

- *New Classification*

This creation of City Engineer, which will be assigned to the Public Works Department, will enable the City of Fort Lauderdale to appoint a high-level professional engineer who will oversee and manage all engineering aspects of the City's infrastructure and development. The City Engineer classification once existed within the pay plan but was eliminated in 2017 with the passage of an ordinance that transitioned the responsibilities to the Development Services Department.

- *Title Change*

The Structural Innovation Division has been rebranded to the Strategy and Innovation Division. Changing the titles of the Structural Innovation Manager to Strategy and Innovation Manager and the Assistant Structural Innovation Manager to Assistant Strategy and Innovation Manager will align these classifications with the rebranding of the division.

### **Resource Impact**

The estimated all funds impact for FY 2026 is \$1,394,483 and is incorporated into the FY 2026 Budget. This impact is the result of the three percent (3%) general wage increase to the pay plan. The creation of a new classification and title changes have no fiscal impact for FY 2026.

### **Strategic Connections**

This item supports the *Press Play Fort Lauderdale 2029* Strategic Plan, specifically advancing:

- The Business Growth and Support Focus Area, Goal 6: Build a diverse and attractive economy

This item advances the *Fast Forward Fort Lauderdale 2035* Vision Plan: We Are United

This item supports the *Advance Fort Lauderdale 2040* Comprehensive Plan specifically advancing:

- The Internal Support Focus Area
- The Implementation Element
- Goal 1: The Fort Lauderdale Comprehensive Plan shall accomplish the City's Fast Forward Fort Lauderdale Vision 2035 Plan regarding the City's future growth and the six Cylinders of Excellence and shall be the City's primary policy document to guide all of its activities and development.

### **Attachments**

Exhibit 1 – Current Non-Bargaining Unit Compensation Table of the Pay Table (General Pay Grades)

Exhibit 2 – Current Non-Bargaining Unit Compensation Table of the Pay Table (Management Pay Grades)

Exhibit 3 – Proposed Non-Bargaining Unit Compensation Table of the Pay Plan

Exhibit 4 – Current Schedule VI Pay Plan

Exhibit 5 – Proposed Schedule VI Pay Plan

Exhibit 6 – New Classification

Exhibit 7 – Title Change

Exhibit 8 – Ordinance

Exhibit 9 – Business Impact Statement

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Prepared by: Milen Balkanski, Class and Compensation Manager, Human Resources

Department Director: Jerome Post, Human Resources