



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

25-0849

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

FROM: Rickelle Williams, City Manager

DATE: September 16, 2025

TITLE: First Reading - Ordinance Amending the Classification Table of the Pay Plan of the City of Fort Lauderdale, Florida by Amending the Non-Bargaining Unit Compensation Table and Schedule VI, Providing a Three Percent (3%) General Wage Increase Effective October 12, 2025, Increasing the Maximum of One (1) Pay Range, Establishing One (1) New Job Classification, and Changing Two (2) Classification Titles - **(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 maximum 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

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 Attorney and Deputy City Manager. There is currently no position allocated to the Deputy City Manager classification.

- *New Classification*

The 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, the modification of the M020 pay range, 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 (General Pay Grades)

Exhibit 2 – Current Non-Bargaining-Unit Compensation 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

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