



CITY OF FORT LAUDERDALE BUSINESS IMPACT ESTIMATE

Rev: 3 | Date: 4/08/2025

Proposed Ordinance's Title Summary: Amending the Classification and Compensation Table of the Pay Plan

CAM#: 25-0964 Meeting Date: 10/07/2025

Kristin Milligan

Department Director/Designee Name

Eric Abend

City Attorney/Designee Name

Signature

Signature

This Business Impact Estimate is provided in accordance with Section 166.041(4), Florida Statutes. If one or more statements in the section below apply, a Business Impact Estimate is not required by state law for the proposed ordinance.

- ☐ The proposed ordinance is required for compliance with Federal or State law or regulation;
- ☐ The proposed ordinance relates to the issuance or refinancing of debt;
- ☐ The proposed ordinance relates to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- ☐ The proposed ordinance is required to implement a contract or an agreement, including, but not limited to, any Federal, State, local, or private grant or other financial assistance accepted by the city;
- ☐ The proposed ordinance is an emergency ordinance;
- ☐ The ordinance relates to procurement; or
- ☐ The proposed ordinance is enacted to implement the following:
 - a. Development orders and development permits, as those terms are defined in s. 163.3164, and development agreements, as authorized by the Florida Local Government Development Agreement Act under ss. 163.3220-163.3243.
 - b. Comprehensive plan amendments and land development regulation amendments initiated by an application by a private party other than the municipality;
 - c. Sections 190.005 and 190.046, Florida Statutes, regarding community development districts;
 - d. Section 553.73, Florida Statutes, relating to the Florida Building Code; or
 - e. Section 633.202, Florida Statutes, relating to the Florida Fire Prevention Code

The provisions as indicated above constitute exemptions as provided in Section 166.041(4)(c), Florida Statutes. Should any such exemption be applicable, then the provisions found in Section A below are not applicable.



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Section A

1. **Summary of the proposed ordinance, to include the public purpose to be served by the proposed ordinance, such as serving the public health, safety, morals, and welfare of the City.**

This is the second reading of an ordinance amending the City's Pay Plan 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, . . . (continued in # 4)

2. **Estimate of direct economic impact of the proposed ordinance on private, for-profit businesses in the City.**

- a. **Estimate of direct compliance costs that businesses may reasonably incur if the ordinance is enacted.**

None

- b. **Identification of any new charge or fee on businesses subject to the proposed ordinance or for which businesses will be financially responsible.**

None

- c. **An estimate of the City's regulatory costs, including an estimate of revenues from any new charges or fees that will be imposed on businesses to cover such costs.**

None

3. **Good faith estimates of the number of businesses likely to be impacted by the proposed ordinance.**

None

4. **Any additional information the City may deem to be useful.**

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. The public purpose to be served by this proposed ordinance is to provide the City's workforce with competitive pay and fitting job titles in an effort to attract and retain talent that provides essential services to the City's residents and visitors.