

ORDINANCE NO. C-24-38

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

WHEREAS, the Acting City Manager and the Director - Human Resources propose amending the Non-Bargaining-Unit Compensation Table and Schedule VI, Special Employees, of the Pay Plan of the City of Fort Lauderdale, Florida, 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 Acting 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 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 13, 2024, Exhibit 2 to Ordinance No. C-23-36, to wit, the Non-Bargaining-Unit Compensation Table of the Pay Plan of the City of Fort Lauderdale, Florida, attached hereto as Exhibit 1, is hereby replaced by a revised Non-Bargaining-Unit Compensation Table, divided into two parts which are attached hereto as Exhibits 2 and 3 and incorporated herein.

SECTION 2. That, effective October 13, 2024, Exhibit 4 to Ordinance No. C-23-36, 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.

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

SECTION 3. That, effective October 13, 2024, 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 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>Chief Waterways Officer</u> | <u>NB229</u> | Non-Classified | <u>Program Manager</u> | <u>2</u> | <u>G011</u> |

SECTION 5. 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 6. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

SECTION 7. That this Ordinance shall be in full force and effect upon final passage.

PASSED FIRST READING this 20th day of August, 2024.
PASSED SECOND READING this ___ day of _____, 2024.

Mayor
DEAN J. TRANTALIS

ATTEST:

City Clerk
DAVID R. SOLOMAN

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

COMPENSATION TABLE
NON-BARGAINING-UNIT
(Effective 10/1/2023) - 3% COLA

| GENERAL | | | | |
|-------------------|----------------|----------------|----------------|----------------|
| Pay Grade | Hourly Minimum | Hourly Maximum | Annual Minimum | Annual Maximum |
| G001 | \$13.6331 | \$21.1176 | \$28,356.85 | \$43,924.61 |
| G002 | \$15.1344 | \$23.4467 | \$31,479.55 | \$48,769.14 |
| G003 | \$16.7902 | \$26.0188 | \$34,923.62 | \$54,119.10 |
| G004 | \$18.6337 | \$28.8889 | \$38,758.10 | \$60,088.91 |
| G005 | \$20.6870 | \$32.0572 | \$43,028.96 | \$66,678.98 |
| G006 | \$22.9610 | \$35.5896 | \$47,758.88 | \$74,026.37 |
| G007 | \$25.4780 | \$39.5084 | \$52,994.24 | \$82,177.47 |
| G008 | \$28.2817 | \$43.8577 | \$58,825.94 | \$91,224.02 |
| G009 | \$31.4058 | \$48.6817 | \$65,324.06 | \$101,257.94 |
| G010 | \$34.8501 | \$54.0246 | \$72,488.21 | \$112,371.17 |
| G011 | \$38.6915 | \$59.9746 | \$80,478.32 | \$124,747.17 |
| G012 | \$42.9415 | \$66.5648 | \$89,318.32 | \$138,454.78 |
| G013 | \$47.6772 | \$73.8838 | \$99,168.58 | \$153,678.30 |
| MANAGEMENT | | | | |
| Pay Grade | Hourly Minimum | Hourly Maximum | Annual Minimum | Annual Maximum |
| M016 | \$52.2820 | \$88.8828 | \$108,746.56 | \$184,876.22 |
| M017 | \$56.4614 | \$95.9913 | \$117,439.71 | \$199,661.90 |
| M018 | \$60.9787 | \$103.6741 | \$126,835.70 | \$215,642.13 |
| M019 | \$65.8567 | \$111.9653 | \$136,981.94 | \$232,887.82 |
| M020 | \$71.1288 | \$120.9212 | \$147,947.90 | \$251,516.10 |

EXHIBIT 1
Ordinance No. C-24-38

**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 2
Ordinance No. C-24-38**

**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 3
Ordinance No. C-24-38**

**SCHEDULE VI - SPECIAL EMPLOYEES
(Effective 10/1/2023) - 3% COLA**

| Classification Title | Class Code | Pay Grade | Hourly Minimum | Hourly Maximum | Annual Minimum | Annual Maximum |
|-------------------------------|------------|-----------|----------------|----------------|----------------|----------------|
| Event Worker | SE001 | R006 | \$12.3600 | \$40.0000 | \$25,708.80 | \$83,200.00 |
| Intern | SE002 | R001 | \$12.3600 | \$16.5585 | \$25,708.80 | \$34,441.65 |
| Management Fellow | SE003 | R011 | \$19.5941 | \$19.5941 | \$40,755.73 | \$40,755.73 |
| Recreation Bus Driver | SE004 | R003 | \$13.0811 | \$24.4623 | \$27,208.69 | \$50,881.57 |
| Recreation Camp Director | SE005 | R007 | \$15.4545 | \$25.3897 | \$32,145.43 | \$52,810.59 |
| Recreation Clerk | SE006 | R003 | \$13.0811 | \$24.4623 | \$27,208.69 | \$50,881.57 |
| Recreation Instructor I | SE007 | R002 | \$12.3600 | \$18.7663 | \$25,708.80 | \$39,033.89 |
| Recreation Instructor II | SE008 | R003 | \$13.0811 | \$24.4623 | \$27,208.69 | \$50,881.57 |
| Recreation Lifeguard I | SE009 | R003 | \$13.0811 | \$24.4623 | \$27,208.69 | \$50,881.57 |
| Recreation Lifeguard II | SE010 | R008 | \$18.7663 | \$27.5974 | \$39,033.89 | \$57,402.61 |
| Recreation Maintenance Worker | SE011 | R003 | \$13.0811 | \$24.4623 | \$27,208.69 | \$50,881.57 |
| Recreation Pool Technician | SE012 | R003 | \$13.0811 | \$24.4623 | \$27,208.69 | \$50,881.57 |
| Recreation Specialist I | SE013 | R003 | \$13.0811 | \$24.4623 | \$27,208.69 | \$50,881.57 |
| Recreation Specialist II | SE014 | R007 | \$15.4545 | \$25.3897 | \$32,145.43 | \$52,810.59 |
| Recreation Specialist III | SE015 | R008 | \$18.7663 | \$27.5974 | \$39,033.89 | \$57,402.61 |
| Recreation Worker | SE016 | R005 | \$12.3600 | \$18.0378 | \$25,708.80 | \$37,518.57 |
| Senior Management Fellow | SE017 | R012 | \$30.4895 | \$31.1078 | \$63,418.25 | \$64,704.12 |
| Student Worker | SE018 | R001 | \$12.3600 | \$16.5585 | \$25,708.80 | \$34,441.65 |
| Temporary Worker | SE019 | R006 | \$12.3600 | \$40.0000 | \$25,708.80 | \$83,200.00 |

* The hourly rate reflects the Florida Minimum Wage of \$12.00 per hour with 3% added for COLA.

SCHEDULE VI - SPECIAL EMPLOYEES
Proposed (Effective 10/13/2024) - 3% COLA

| 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.