



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

FROM: Susan Grant, Acting City Manager

DATE: September 3, 2024

TITLE: Second 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 (3) Percent General Wage Increase Effective October 13, 2024, and Creating a New 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 13, 2024, and creating a new job classification.

Classification Table

Three (3) percent increase to the ranges of the Non-Bargaining-Unit Compensation Table (excluding Management Pay Grades) and Schedule VI of the Pay Plan (Exhibits 2 and 5):

- Increase the minimum and the maximums of the pay ranges by 3% for the Pay Grades associated within the Non-Bargaining-Unit (excluding Management Pay Grades) Compensation Table and Schedule VI of the Pay Plan.

Range Adjustments - Management Pay Grades (Exhibit 3):

- Increase the maximums of Management Pay Grades (M016 through M020).

New Classification (Exhibit 6):

- Chief Waterways Officer (NB229), PG G011, Classified.

Background

- *Three percent (3%) range increase to Non-Bargaining-Unit Compensation Table*

(excluding Management Pay Grades) and Schedule VI of the Pay Plan, and by providing a three percent (3%) general wage increase to non-bargaining-unit 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 FY24-25 general wage increase in the Teamsters Local Union No. 769 and Federation of Public Employees Collective Bargaining Agreements effective October 13, 2024.

- *Range Adjustment*

This is needed to address internal equity issues and further align with the labor market.

- *New Classification*

This new classification will provide for the City of Fort Lauderdale to hire an ombudsman for the marine and waterway residential communities. The individual in this job will need a strong familiarity with waterway activities, boat operations, and marine regulations as well as strong ties within the boating community.

Resource Impact

The estimated all-funds impact for FY 2025 is \$1,266,749 and is incorporated into the proposed budget.

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
 - Exhibit 2 – Proposed Non-Bargaining-Unit Compensation Table (General Pay Grades)
 - Exhibit 3 – Proposed Non-Bargaining-Unit Compensation Table (Management Pay Grades) - Increase of maximums of M016 through M020
 - Exhibit 4 – Current Schedule VI – Special Employees
 - Exhibit 5 – Proposed Schedule VI – Special Employees
 - Exhibit 6 – New Classification
 - Exhibit 7 – Ordinance
 - Exhibit 8 – Business Impact Estimate Statement
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