

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.

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.

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

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>	<u>Classified</u>	<u>Program Manager</u>	<u>2</u>	<u>G011</u>

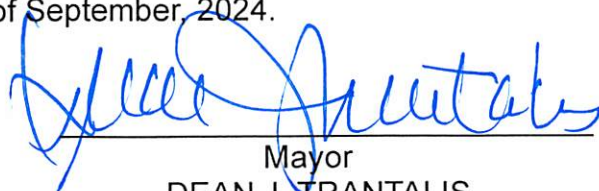
SECTION 5. That if any clause, section, or other part of this Ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this Ordinance shall not be affected thereby, but shall remain in full force and effect.

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 3rd day of September, 2024.



Mayor
DEAN J. TRANTALIS

ATTEST:



City Clerk
DAVID R. SOLOMAN

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

**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

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.