

ORDINANCE NO. C-18-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, REPEALING SCHEDULE I (SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT EMPLOYEES), SCHEDULE I(g) (PAY RANGE AMOUNTS), SCHEDULE II (NON-BARGAINING UNIT CONFIDENTIAL EMPLOYEES), SCHEDULE II(g) (PAY RANGE AMOUNTS), SCHEDULE 10 (OTHERWISE KNOWN AS “SCHEDULE X”) (COMMUNITY REVEDELOPMENT AGENCY (CRA)), AND SCHEDULE 10(a) (PAY RANGE AMOUNTS), OF THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, ADOPTING A NEW CLASSIFICATION AND COMPENSATION PLAN INCLUDING A CLASSIFICATION TABLE AND COMPENSATION TABLE; AND AUTHORIZING THE CITY MANAGER UPON THE RECOMMENDATION OF THE HUMAN RESOURCES DIRECTOR TO ADJUST PAY GRADES ASSIGNED TO CLASSIFICATION TITLES SUBJECT TO A NOTICE OF INTENT PROVISION ADVISING THE CITY COMMISSION, AND PROVIDING FOR SEVERABILITY, REPEAL OF CONFLICTING ORDINANCE PROVISIONS, AND AN EFFECTIVE DATE.

WHEREAS, in 2016 the City of Fort Lauderdale entered into an Agreement for Job Classification and Compensation Study with The Segal Company (Eastern States), Inc., (“The Segal Company”); and

WHEREAS, The Segal Company has provided to the City its job classification and compensation report and recommendation (“Report”); and

WHEREAS, it is the recommendation of the City Manager and the Director of Human Resources that the City Commission adopt the recommended Pay Plan of the City of Fort Lauderdale, Florida, so that it is consistent with the recommendations contained in the recommended Pay Plan;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA:

SECTION 1. That Schedule I (Supervisory, Professional, and Managerial – P.E.R.C. Exempt Employees) of the Pay Plan of the City of Fort Lauderdale, Florida, (“Pay Plan”), attached hereto as Exhibit 1, is hereby repealed.

SECTION 2. That Schedule II (Non-Bargaining Unit Confidential Employees) of the Pay Plan attached hereto as Exhibit 2, is hereby repealed.

SECTION 3. That Schedule 10 (otherwise known as "Schedule X") (Community Redevelopment Agency (CRA)) of the Pay Plan attached hereto as Exhibit 3, is hereby repealed.

SECTION 4. That Schedule I(g) of the Pay Plan attached hereto as Exhibit 5 is hereby repealed.

SECTION 5. That Schedule II(g) of the Pay Plan attached hereto as Exhibit 6 is hereby repealed.

SECTION 6. That Schedule 10(a) (Community Redevelopment Agency (CRA)) of the Pay Plan attached hereto as Exhibit 7 is hereby repealed.

SECTION 7. That the Classification Table, which is attached hereto as Exhibit 4, and the Compensation Table, which is attached hereto as Exhibit 8, are hereby adopted as the schedule of salary ranges and the salary plan as provide by the Pay Plan and are incorporated herein.

SECTION 8. That Special Pay Practices adopted in connection with Schedules I, II and 10 of the Pay Plan of the City that are in effect on the date of adoption of this Ordinance are not affected by this Ordinance, and shall remain in full force and effect.

SECTION 9. That the City Manager, upon the recommendation of the Human Resources Director, is authorized to adjust pay grades assigned to classification titles subject to a Notice of Intent provision advising the City Commission. This administrative action will reduce the number of pay plan amendments that are brought before City Commission for approval

SECTION 10. 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 11. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

SECTION 12. That this Ordinance shall be in full force and effect on October 1, 2018.

PASSED FIRST READING this the ____ day of _____, 2018.

PASSED SECOND READING this the ____ day of _____, 2018.

Mayor
DEAN J. TRANTALIS

ATTEST:

City Clerk
JEFFREY A. MODARELLI

SCHEDULE I
SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT

EXHIBIT 1

<u>Class No.</u>	<u>Pay Range</u>	<u>M/C</u>	<u>Class Title</u>
050	M20	V	Accountant I
049	M25	V	Accountant II
020	M23	V	Accounts Payable Supervisor
663	M27	IV	Accreditation Manager
473	M41	III	Administrative and Technical Services Manager
917	M23	V	Administrative Assistant
085	M23	V	Administrative Assistant I
086	M27	IV	Administrative Assistant II
441	M32	IV	Airport Engineer
440	M41	III	Airport Manager
445	M24	V	Airport Operations Supervisor
444	M32	IV	Airport Programs Manager
710	M31	IV	Aquatic Complex Manager
534	M33	IV	Architect
442	M32	IV	Assistant Airport Manager
704	M23	V	Assistant Aquatic Complex Manager
124	M32	III	Assistant Budget Director
984	M37	III	Assistant Budget Manager
648	M35	IV	Assistant Building Official
915	M35	III	Assistant City Attorney I
922	M46	II	Assistant City Attorney II
902	M52	I	Assistant City Attorney III
951	M30	III	Assistant City Auditor I
952	M42	III	Assistant City Auditor II
963	M48	I	Assistant City Auditor III
953	M27	IV	Assistant City Clerk IV
507	M41	III	Assistant City Engineer
907	M55	I	Assistant City Manager
647	M30	IV	Assistant Community Inspections Manager
074	M37	III	Assistant Controller
577	M46	II	Assistant Director of Sustainable Development
097	M32	III	Assistant Employee Relations Manager
627	M37	III	Assistant Fire Marshal
807	M33	III	Assistant Housing & Community Development Program Manager
073	M32	III	Assistant Internal Audit Director
179	M37	III	Assistant Manager, Procurement and Contracts
985	M32	III	Assistant Manager of CIP (Community Investment Plan)/Grants
920	M32	III	Assistant Neighbor Support Manager
717	M23	V	Assistant Park Manager
453	M34	III	Assistant Parking Services Manager
458	M45	II	Assistant Parks and Recreation Director
471	M46	II	Assistant Public Works Director
113	M32	III	Assistant Strategic Communications Manager
929	M32	III	Assistant Structural Innovation Manager
159	M33	IV	Assistant Systems Administrator
032	M30	IV	Assistant Telecommunications Manager
926	M27	IV	Assistant to the City Manager
509	M46	II	Assistant Utilities Services Director – Engineering

SCHEDULE I
SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT

EXHIBIT 1

476	M47	II	Assistant Utilities Services Director – Operations
055	M34	III	Audit Manager
094	M31	IV	Auditorium Manager
728	M20	V	Auditorium Operations Manager
454	M24	IV	Automotive and Equipment Engineer
633	M41	III	Battalion Chief
705	M20	V	Beach Patrol Lieutenant
091	M40	III	Benefits Manager
981	M45	I	Budget Manager
479	M43	III	Building Official
500	M47	II	Building Services Manager
117	M34	III	Business Manager
084	M28	IV	Central Services Manager
286	M23	V	Chief Arborist
532	M37	III	Chief Architect
484	M30	IV	Chief Building Inspector
497	M30	IV	Chief Electrical Inspector
283	M24	V	Chief Horticulturist
168	M41	III	Chief Information Security Officer
612	M32	IV	Chief Latent Fingerprint Examiner
477	M30	IV	Chief Mechanical Inspector
496	M30	IV	Chief Plumbing Inspector
435	M37	III	Chief Service Officer
501	M32	IV	Chief Zoning Examiner
901	MFR	I	City Attorney
911	Salary Established By Resolution of City Commission	I	City Clerk
905	MFR	I	City Manager
515	M34	III	City Surveyor
530	M38	III	City Traffic Engineer
133	M21	V	Claims Adjuster
088	M33	III	Classification and Compensation Manager
644	M41	III	Code Compliance Manager
918	M39	III	Commission Assistant Coordinator
919	M27	IV	Commission Assistant IV
033	M35	III	Communications Manager
490	M27	V	Community Inspections Supervisor
725	M29	IV	Community Program Supervisor
913	M50	I	Community Redevelopment Agency Manager
051	M31	V	Computer Operations Supervisor
516	M41	III	Construction Manager
132	M30	IV	Construction Services Administrative Coordinator
061	M41	III	Controller
152	M37	IV	Converged Network Administrator
134	M22	V	Court Liaison Supervisor
589	M28	IV	Crime Analysis Supervisor
468	M34	III	Customer Operations Manager
155	M36	IV	Customer Support Administrator
153	M36	IV	Database Administrator
144	M27	IV	Department Budget Coordinator

SCHEDULE I
SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT

EXHIBIT 1

986	M49	I	Deputy Director
970	M45	I	Deputy Director of Finance
944	M45	I	Deputy Director of Sustainable Development
943	M45	I	Deputy Director, Office of Management and Budget
950	M49	I	Deputy Public Works Director
946	M52	I	Director of Finance
932	M52	I	Director of Human Resources
236	M23	V	Distribution and Collection Chief
397	M30	IV	Distribution and Collection Supervisor
634	M44	III	Division Chief
638	M47	II	Division Fire Manager
639	M31	III	Domestic Preparedness & Emergency Management Coordinator
820	M43	III	Economic and Business Development Manager
815	M37	III	Economic Development Administrator
813	M27	IV	Economic Development Representative
093	M40	III	Employee Relations Manager
141	M34	III	Employment Manager
528	M24	V	Engineer
510	M37	III	Engineering Design Manager
523	M28	V	Engineering Inspections Supervisor
594	M25	V	Environmental Chemist
596	M31	IV	Environmental Laboratory Supervisor
592	M25	V	Environmental Program Coordinator
423	M30	IV	Environmental Resources Supervisor
438	M39	III	Environmental Services Manager
106	M27	IV	Equal Opportunity Specialist
899	M27	IV	Executive Assistant to the City Manager
137	M21	V	Executive Secretary to the City Manager
469	M24	V	Facilities Maintenance Foreman
472	M40	III	Facilities Manager
475	M29	IV	Financial Administrator
979	M21	V	Financial Management Analyst
909	M52	I	Fire Chief
625	M43	III	Fire Marshal
526	M33	IV	Fire Prevention Engineer
658	M24	V	Fire-Rescue Communications Coordinator
437	M33	III	Fleet Manager
150	M37	IV	Geographic Information Systems Manager
151	M31	V	Geographic Information Systems Specialist
036	M20	V	Graphic Services and Mail Supervisor
623	M27	IV	Haitian Community Programs Coordinator
806	M41	III	Housing & Community Development Program Manager
800	M29	IV	Housing Programs Supervisor
102	M27	IV	Human Resources Analyst
096	M20	V	Human Resources Assistant
100	M29	IV	Human Resources Specialist
938	M52	I	Information Technology Services Director/Chief Technology Officer

SCHEDULE I
SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT

EXHIBIT 1

552	M41	III	Land Development Manager
535	M29	IV	Landscape Architect
492	M27	IV	Landscape Plans Examiner
087	M37	III	Law Office Manager
436	M27	IV	Management Analyst
060	M41	III	Manager of Distributed Systems
230	M33	III	Manager of Marine Facilities
122	M41	III	Manager of Police Information Technology and Projects
119	M41	III	Manager of Technical Services
114	M42	III	Manager, Procurement and Contracts
947	M27	IV	Mayor's Assistant (Commission Assistant IV)
470	M26	IV	Municipal Operations Supervisor
983	M41	III	Neighbor Support Manager
160	M32	V	Network Support Analyst
900	M37	III	Nighttime Economy Manager
448	M27	IV	Noise Abatement Officer
100	M29	IV	Occupational Safety and Training Coordinator
723	M31	IV	Ocean Rescue Chief
083	M21	V	Office Supervisor
173	M29	IV	Organizational Development and Learning Coordinator
101	M33	III	Organizational Development and Learning Manager
712	M21	V	Park Ranger III
709	M25	IV	Park Ranger Supervisor
303	M23	V	Parking Operations Supervisor
057	M38	III	Parking Services Manager
912	M52	I	Parks and Recreation Director
280	M23	V	Parks Foreman
287	M40	III	Parks Operations Superintendent
459	M30	IV	Parks Supervisor
506	M21	V	Party Chief
053	M22	V	Payroll Supervisor
987	M21	V	Performance Analyst
544	M21	V	Planner I
545	M27	IV	Planner II
546	M29	IV	Planner III
620	See Below [#]	III	Police Captain
914	M53	I	Police Chief
649	M37	III	Police Lieutenant
621	M44	III	Police Major
115	M21	V	Police Property Supervisor
651	M41	III	Police Psychologist
092	M21	V	Police Records Supervisor
103	M20	V	Police Supply Supervisor
998	M30	IV	Principal Financial Management Analyst
550	M34	III	Principal Planner

[#] Equivalent to pay range provided for police captains in collective bargaining agreement between the City of Fort Lauderdale and Fort Lauderdale Police Lodge 31, Fraternal Order of Police, PERC Certification No. 1464, as clarified by Order No. 06E-182.

SCHEDULE I
SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT

EXHIBIT 1

463	M34	IV	Process Control Engineer
129	M20	V	Procurement Specialist I
130	M27	IV	Procurement Specialist II
109	M32	III	Professional Standards Coordinator
928	M40	III	Professional Standards Manager
529	M31	IV	Project Engineer
652	M35	III	Public Safety Administrator
657	M29	IV	Public Safety Communications Coordinator
650	M35	III	Public Safety Communications Manager
090	M31	IV	Public Safety Grants Manager
373	M24	V	Public Services Maintenance Chief
931	M52	I	Public Works Director
452	M27	IV	Public Works/Facilities Superintendent
226	M23	V	Public Works Foreman
414	M22	V	Range Master
575	M26	IV	Real Estate Officer II
726	M25	V	Recreation Program Coordinator
733	M22	V	Recreation Programmer II
734	M39	III	Recreation Superintendent
219	M23	V	Recycling Program Coordinator
366	M24	V	Regional Chief Wastewater Operator
368	M24	V	Regional Chief Water Operator
371	M33	IV	Regional Wastewater Facilities Manager
370	M33	IV	Regional Water Facilities Manager
028	M18	V	Reprographics Supervisor
068	M24	V	Revenue Collection Supervisor
072	M34	III	Revenue Collections Manager
107	M33	III	Risk Management Coordinator
089	M41	III	Risk Manager
142	M23	V	Safety and Technical Training Specialist
105	M26	IV	Safety and Training Coordinator
945	M58	I	Senior Assistant City Attorney
910	M41	I	Senior Assistant City Clerk
908	M37	III	Senior Assistant to the City Manager
439	M28	IV	Senior Automotive and Equipment Engineer
095	M27	IV	Senior Claims Adjuster
430	M32	IV	Senior Financial Administrator
989	M28	IV	Senior Financial Management Analyst
988	M28	IV	Senior Performance Analyst
131	M33	III	Senior Procurement Specialist
576	M28	IV	Senior Real Estate Officer
997	M31	IV	Senior Strategic Communications Specialist
156	M31	V	Senior Technical Support Analyst
147	M35	IV	Senior Technology Strategist
601	M20	V	Senior Telecommunicator
220	M23	V	Solid Waste Foreman
221	M34	III	Solid Waste Superintendent
043	M22	V	Staff Auditor
394	M41	III	Stormwater Operations Manager
982	M41	III	Strategic Communications Manager
111	M27	IV	Strategic Communications Specialist
980	M45	I	Structural Innovation Manager

SCHEDULE I
SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT

EXHIBIT 1

229	M28	IV	Supervisor of Marine Facilities
508	M26	IV	Surveying Operations Supervisor
566	M40	III	Sustainability Manager
977	M52	I	Sustainable Development Director
154	M36	IV	Systems Administrator
118	M38	IV	Systems and Data Base Administrator
991	M45	I	Talent Manager
157	M26	V	Technical Support Analyst
148	M30	V	Technology Strategist
127	M25	V	Training Specialist
978	M52	I	Transportation and Mobility Director
555	M41	III	Transportation Manager
056	M41	III	Treasurer
549	M42	III	Urban Design and Planning Manager
281	M27	IV	Urban Forestry Supervisor
395	M41	III	Utilities Distribution & Collection Systems Manager
603	M21	V	Victim Advocate
393	M41	III	Water and Wastewater Treatment Manager
158	M35	IV	Web Engineer
110	M35	IV	Webmaster
481	M36	III	Zoning Administrator
478	M27	V	Zoning Plans Examiner

SCHEDULE II
NON-BARGAINING UNIT (CONFIDENTIAL) GENERAL EMPLOYEES

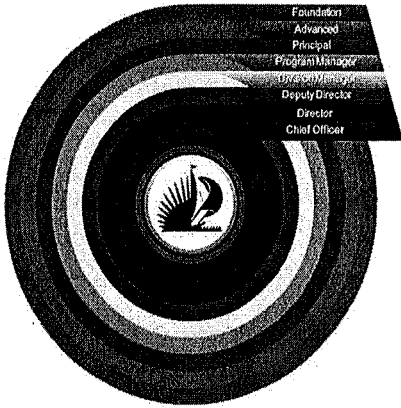
EXHIBIT 2

<u>Class No.</u>	<u>Pay Range</u>	<u>Class Title</u>
112	C43	Administrative Aide
533	C49	Architectural Assistant
956	C29	Assistant City Clerk I
955	C41	Assistant City Clerk II
954	C44	Assistant City Clerk III
059	C43	Budget Assistant
004	C26	Clerk I
006	C29	Clerk II
008	C38	Clerk III
014	C27	Clerk Typist I
016	C31	Clerk Typist II
925	C29	Commission Assistant I
924	C41	Commission Assistant II
923	C44	Commission Assistant III
104	C43	Equal Opportunity Assistant
007	C40	Human Resources Services Clerk
009	C43	Insurance Benefits Specialist
024	C43	Internal Audit Aide
143	C45	Legal Administrative Assistant
003	C40	Legal Assistant I
041	C43	Legal Assistant II
025	C48	Legal Assistant III
021	C32	Legal Clerk Typist
942	C44	Mayor's Assistant (Commission Assistant III)
125	C50	Paralegal
010	C45	Payroll Specialist
542	C42	Planning Assistant
035	C31	Police Records Clerk III
038	C27	Receptionist
022	C35	Secretary I
023	C39	Secretary III
019	C41	Senior Accounting Clerk
012	C35	Service Clerk
017	C36	Word Processing Secretary

**SCHEDULE X
NONBARGAINING UNIT
COMMUNITY REDEVELOPMENT AGENCY (CRA)**

EXHIBIT 3

<u>Class No.</u>	<u>Pay Range</u>	<u>M/C</u>	Class Title
CRA102	CR3N		CRA Accounting Clerk
CRA103	CR4N		CRA Administrative Aide
CRA100	CR1N		CRA Administrative Specialist
CRA108	CR05	III	CRA Business Manager
CRA101	CR2N		CRA Economic Development Program Aide
CRA105	CR02	V	CRA Housing & Economic Development Assistant
CRA110	CR07	III	CRA Housing & Economic Development Manager
CRA106	CR03	IV	CRA Planner
CRA104	CR01	V	CRA Project Coordinator
CRA107	CR04	IV	CRA Project Manager
CRA109	CR06	III	CRA Senior Project Manager



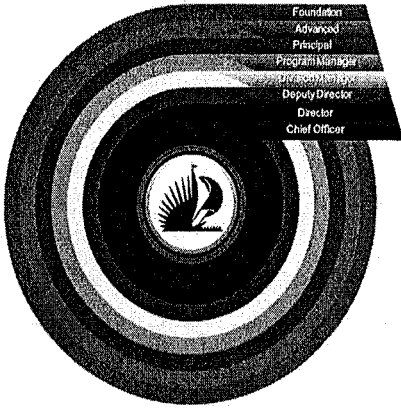
**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."

Title	Classification Status	Classification Level	Management Category	Pay Grade
Accreditation Coordinator	Classified	Principal	3	9
Administrative Aide	Classified	Foundation	0	4
Administrative Aide *	Non-Classified	Foundation	0	4
Administrative Assistant	Classified	Foundation	0	6
Administrative Assistant *	Non-Classified	Foundation	0	6
Administrative Supervisor	Classified	Principal	3	9
Administrative Supervisor *	Non-Classified	Principal	3	9
Airport Manager	Non-Classified	Division Manager	1	13
Airport Operations Supervisor	Classified	Principal	3	9
Application Services Manager	Non-Classified	Division Manager	1	13
Aquatic Complex Manager	Classified	Program Manager	2	11
Aquatics Complex Coordinator	Classified	Advanced	4	8
Assistant Airport Manager	Classified	Program Manager	2	11
Assistant Budget Manager *	Non-Classified	Program Manager	2	12
Assistant Building Official	Non-Classified	Division Manager	1	16
Assistant City Attorney I	Non-Classified	Principal	3	10
Assistant City Attorney II	Non-Classified	Division Manager	1	13
Assistant City Attorney III	Non-Classified	Deputy/Assistant Director	1	17
Assistant City Auditor I	Non-Classified	Principal	3	10
Assistant City Auditor II	Non-Classified	Division Manager	1	13
Assistant City Auditor III	Non-Classified	Deputy/Assistant Director	1	16
Assistant City Clerk I	Non-Classified	Foundation	0	3

* Administrative Assistant to the City Manager



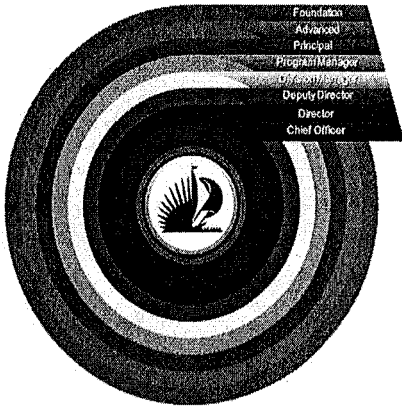
**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Assistant City Clerk II	Non-Classified	Advanced	0	6
Assistant City Clerk III	Non-Classified	Advanced	0	7
Assistant City Clerk IV	Non-Classified	Principal	3	9
Assistant City Manager	Non-Classified	Chief Officer	1	19
Assistant Controller	Classified	Program Manager	2	12
Assistant Director	Non-Classified	Deputy/Assistant Director	1	16
Assistant Employee Relations Manager	Classified	Program Manager	2	11
Assistant Fire Rescue Chief	Non-Classified	Deputy/Assistant Director	1	16
Assistant Housing and Community Development Manager *	Non-Classified	Program Manager	2	11
Assistant Manager	Classified	Program Manager	2	12
Assistant Neighbor Support Manager *	Non-Classified	Program Manager	2	11
Assistant Parking Services Manager	Classified	Program Manager	2	11
Assistant Police Chief	Non-Classified	Deputy/Assistant Director	1	17
Assistant Procurement and Contracts Manager	Classified	Program Manager	2	11
Assistant Public Works Director - Engineering	Non-Classified	Deputy/Assistant Director	1	16
Assistant Public Works Director - Sustainability	Non-Classified	Deputy/Assistant Director	1	16
Assistant Public Works Director - Utilities	Non-Classified	Deputy/Assistant Director	1	16
Assistant Risk Manager	Classified	Program Manager	2	12
Assistant Strategic Communications Manager *	Non-Classified	Program Manager	2	11

* Administrative Assistant to the City Manager



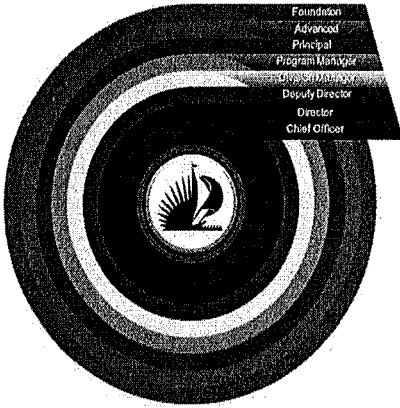
**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Assistant Structural Innovation Manager *	Non-Classified	Program Manager	2	11
Assistant to the City Manager *	Non-Classified	Principal	3	9
Assistant to the Director	Classified	Principal	3	9
Auditorium Manager	Classified	Program Manager	2	11
Auditorium Supervisor	Classified	Advanced	4	8
Benefits Analyst	Classified	Principal	3	10
Benefits Specialist	Classified	Advanced	0	7
Budget and Management Analyst*	Non-Classified	Advanced	4	9
Budget Director *	Non-Classified	Deputy/Assistant Director	1	17
Building Official	Non-Classified	Deputy/Assistant Director	1	17
Business Operations Manager	Classified	Program Manager	2	11
Cemetery Administrator	Classified	Program Manager	2	11
Chief - Fire Rescue	Non-Classified	Director	1	18
Chief - Police	Non-Classified	Director	1	18
Chief Building Inspector	Classified	Program Manager	2	13
Chief Electrical Inspector	Classified	Program Manager	2	13
Chief Engineer	Classified	Program Manager	2	13
Chief Mechanical Inspector	Classified	Program Manager	2	13
Chief Plumbing Inspector	Classified	Program Manager	2	13
Chief Service Officer *	Non-Classified	Program Manager	2	12

* Administrative Assistant to the City Manager



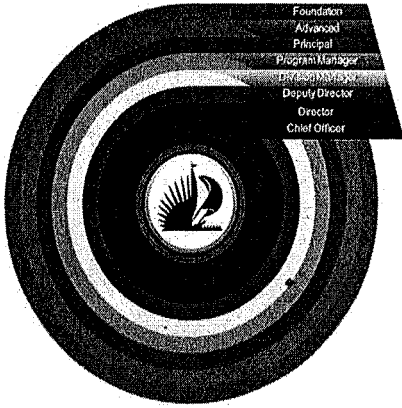
**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Chief Zoning Examiner	Classified	Program Manager	2	11
City Surveyor	Classified	Program Manager	2	11
Claims Adjuster	Classified	Advanced	4	8
Code Compliance Coordinator	Classified	Principal	3	10
Code Compliance Manager	Non-Classified	Division Manager	1	13
Commission Assistant	Non-Classified	Foundation	0	6
Commission Coordinator	Non-Classified	Program Manager	2	12
Community Program Coordinator	Classified	Principal	3	10
Community Redevelopment Agency Manager	Non-Classified	Deputy/Assistant Director	1	17
Controller	Non-Classified	Division Manager	1	13
CRA Accounting Clerk *	Non-Classified	Foundation	0	6
CRA Administrative Aide *	Non-Classified	Advanced	0	7
CRA Administrative Specialist *	Non-Classified	Foundation	0	5
CRA Business Manager *	Non-Classified	Program Manager	2	11
CRA Housing and Economic Development Manager *	Non-Classified	Program Manager	2	12
CRA Planner *	Non-Classified	Principal	3	10
CRA Project Coordinator *	Non-Classified	Advanced	4	8
CRA Project Manager *	Non-Classified	Principal	3	11
CRA Senior Project Manager *	Non-Classified	Program Manager	2	12
Customer Service Supervisor	Classified	Advanced	4	8

* Administrative Assistant to the City Manager



**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Deputy City Clerk	Non-Classified	Division Manager	1	13
Deputy Director	Non-Classified	Deputy/Assistant Director	1	17
Deputy Director - Finance	Non-Classified	Deputy/Assistant Director	1	17
Deputy Director - Human Resources	Non-Classified	Deputy/Assistant Director	1	17
Deputy Director - Information Technology Services	Non-Classified	Deputy/Assistant Director	1	17
Deputy Director - Parks and Recreation	Non-Classified	Deputy/Assistant Director	1	17
Deputy Director - Public Works	Non-Classified	Deputy/Assistant Director	1	17
Deputy Director - Sustainable Development	Non-Classified	Deputy/Assistant Director	1	17
Deputy Director - Transportation and Mobility	Non-Classified	Deputy/Assistant Director	1	17
Deputy Fire Rescue Chief	Non-Classified	Deputy/Assistant Director	1	17
Director	Non-Classified	Director	1	18
Director - Finance	Non-Classified	Director	1	18
Director - Human Resources	Non-Classified	Director	1	18
Director - Information Technology Services	Non-Classified	Director	1	18
Director - Parks and Recreation	Non-Classified	Director	1	18
Director - Public Works	Non-Classified	Director	1	18
Director - Sustainable Development	Non-Classified	Director	1	18
Director - Transportation and Mobility	Non-Classified	Director	1	18
Distribution and Collection Supervisor	Classified	Principal	3	10
Division Manager	Non-Classified	Division Manager	1	13

* Administrative Assistant to the City Manager



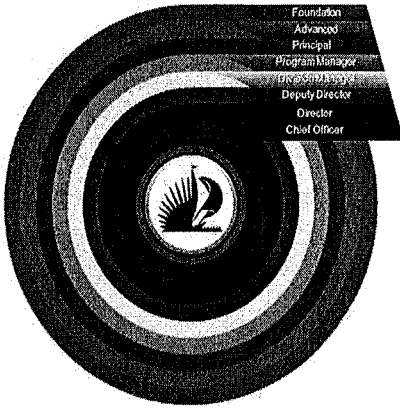
**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Economic and Business Development Manager	Non-Classified	Division Manager	1	13
Employee Relations Manager	Non-Classified	Division Manager	1	13
Environmental Compliance Manager	Classified	Program Manager	2	12
Environmental Compliance Supervisor	Classified	Principal	3	10
Executive Assistant to the City Manager *	Non-Classified	Principal	3	9
Facilities Manager	Classified	Program Manager	2	12
Financial Analyst	Classified	Advanced	4	9
Fire Marshal	Non-Classified	Deputy/Assistant Director	1	16
Geographic Information Systems Manager	Classified	Program Manager	2	12
Graphic Designer *	Non-Classified	Foundation	0	6
Housing and Community Development Coordinator*	Non-Classified	Principal	3	9
Housing and Community Development Manager *	Non-Classified	Division Manager	1	13
Housing and Community Development Specialist *	Non-Classified	Advanced	4	8
Housing Rehabilitation Specialist *	Non-Classified	Foundation	0	5
Human Resources Analyst	Classified	Advanced	4	10
Human Resources Assistant	Classified	Foundation	0	5
Human Resources Manager - Benefits	Classified	Program Manager	2	12
Human Resources Manager - Classification and Compensation	Classified	Program Manager	2	12
Human Resources Manager - Organizational Development and Learning	Classified	Program Manager	2	12
Human Resources Manager - Recruitment	Classified	Program Manager	2	12

* Administrative Assistant to the City Manager



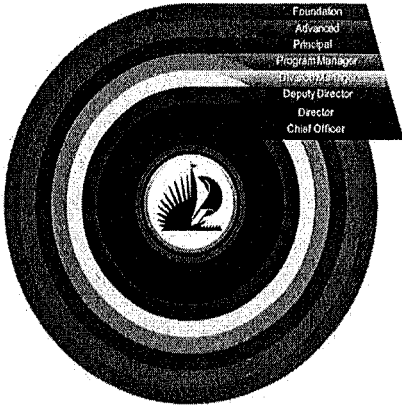
**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Human Resources Specialist	Classified	Advanced	4	8
Human Resources Technician	Classified	Advanced	0	7
Land Development Manager	Classified	Program Manager	2	12
Law Office Manager	Classified	Program Manager	2	12
Learning and Development Specialist	Classified	Principal	3	9
Legal Administrative Assistant	Classified	Advanced	0	7
Legal Assistant	Classified	Foundation	0	6
Management Analyst	Classified	Advanced	4	9
Management Analyst *	Non-Classified	Advanced	4	9
Marine Facilities Manager	Classified	Program Manager	2	11
Neighbor Support Manager *	Non-Classified	Division Manager	1	13
Nighttime Economy Manager *	Non-Classified	Division Manager	1	13
Occupational Safety and Training Coordinator	Classified	Principal	3	10
Ocean Rescue Chief	Classified	Program Manager	2	11
Organizational Development and Learning Coordinator	Classified	Principal	3	10
Paralegal	Classified	Advanced	0	8
Parking Enforcement Operations Supervisor	Classified	Advanced	4	8
Parking Facility Maintenance Supervisor	Classified	Advanced	4	8
Parking Services Manager	Non-Classified	Division Manager	1	13
Parks Manager	Classified	Program Manager	2	11
Parks Operations Superintendent	Classified	Program Manager	2	12

* Administrative Assistant to the City Manager



**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Payroll Specialist	Classified	Advanced	0	8
Payroll Supervisor	Classified	Principal	3	9
Planning Assistant	Classified	Foundation	0	5
Police Armorer	Classified	Advanced	4	7
Police Information Technology Manager	Non-Classified	Division Manager	1	13
Police Major	Non-Classified	Deputy/Assistant Director	1	16
Police Psychologist	Classified	Program Manager	2	12
Principal Budget and Management Analyst *	Non-Classified	Principal	3	11
Procurement and Contracts Manager	Non-Classified	Division Manager	1	13
Professional Standards Manager *	Non-Classified	Division Manager	1	13
Program Manager	Classified	Program Manager	2	12
Program Manager *	Non-Classified	Program Manager	2	12
Public Safety Administrator	Non-Classified	Division Manager	1	13
Receptionist	Classified	Foundation	0	2
Revenue Collections Manager	Non-Classified	Division Manager	1	13
Risk Manager	Non-Classified	Division Manager	1	13
Senior Accounting Clerk	Classified	Foundation	0	6
Senior Administrative Assistant	Classified	Advanced	4	8
Senior Administrative Assistant *	Non-Classified	Advanced	4	8
Senior Accounting Clerk	Classified	Foundation	0	6

* Administrative Assistant to the City Manager



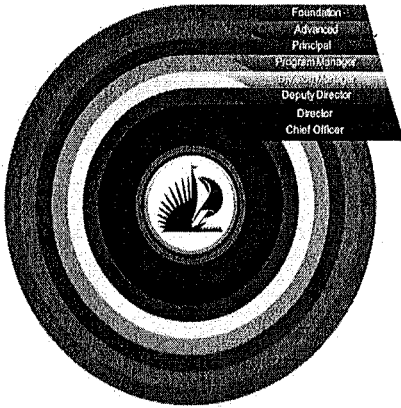
**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Senior Accounting Clerk *	Non-Classified	Foundation	0	6
Senior Assistant City Attorney	Non-Classified	Chief Officer	1	19
Senior Assistant to the City Manager *	Non-Classified	Program Manager	2	12
Senior Assistant to the Director	Classified	Program Manager	2	12
Senior Budget and Management Analyst *	Non-Classified	Principal	3	10
Senior Claims Adjuster	Classified	Principal	3	10
Senior Commission Assistant	Non-Classified	Advanced	4	9
Senior Commission Assistant to the Mayor	Non-Classified	Advanced	4	9
Senior Financial Analyst	Classified	Principal	3	10
Senior Human Resources Analyst	Classified	Principal	3	11
Senior Legal Assistant	Classified	Advanced	0	7
Senior Management Analyst	Classified	Principal	3	10
Senior Management Analyst *	Non-Classified	Principal	3	10
Senior Strategic Communications Specialist *	Non-Classified	Principal	3	10
Stormwater Operations Manager	Non-Classified	Division Manager	1	13
Strategic Communications Manager *	Non-Classified	Division Manager	1	13
Strategic Communications Specialist *	Non-Classified	Principal	3	9
Structural Innovation Manager *	Non-Classified	Deputy/Assistant Director	1	16
Sustainability Analyst	Classified	Advanced	4	8
Sustainability Manager	Classified	Program Manager	2	12

* Administrative Assistant to the City Manager



**CLASSIFICATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 4

*City of Fort Lauderdale - Classification Levels
"Hire for Passion. Train for Success."*

Title	Classification Status	Classification Level	Management Category	Pay Grade
Talent Manager	Non-Classified	Division Manager	1	13
Technology Infrastructure and Operations Manager	Non-Classified	Division Manager	1	13
Telecommunications Coordinator	Classified	Principal	3	11
Telecommunications Manager	Classified	Program Manager	2	12
Transportation Manager	Non-Classified	Division Manager	1	13
Treasurer	Non-Classified	Division Manager	1	13
Urban Design and Planning Manager	Non-Classified	Division Manager	1	13
Utilities Distribution and Collection Systems Manager	Non-Classified	Division Manager	1	13
Wastewater Facilities Manager	Classified	Program Manager	2	11
Water and Wastewater Treatment Manager	Non-Classified	Division Manager	1	13
Water Facilities Manager	Classified	Program Manager	2	11
Zoning Administrator	Classified	Program Manager	2	12

SCHEDULE II(g)
MANAGEMENT, PROFESSIONAL, AND SUPERVISORY (P.E.R.C. EXEMPT)
PAY RANGE AMOUNTS
EFFECTIVE 10/08/2017
1.1% GENERAL WAGE INCREASE

Pay Ranges 2017/18	MINIMUM MANAGEMENT CATEGORY ALL			MAXIMUM MANAGEMENT CATEGORY V			MAXIMUM MANAGEMENT CATEGORY IV			MAXIMUM MANAGEMENT CATEGORY III			MAXIMUM MANAGEMENT CATEGORY II			MAXIMUM MANAGEMENT CATEGORY I			Pay Ranges 2017/18
GRADE	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	GRADE
M016	\$20.61	\$1,648.80	\$42,868.80	\$31.12	\$2,489.80	\$64,729.60	\$31.91	\$2,552.80	\$66,372.80	\$32.72	\$2,617.60	\$68,057.60	N/A	N/A	N/A	N/A	N/A	N/A	M016
M017	\$21.15	\$1,692.00	\$43,992.00	\$31.81	\$2,552.80	\$66,372.80	\$32.72	\$2,617.60	\$68,057.60	\$33.51	\$2,680.80	\$69,700.80	N/A	N/A	N/A	N/A	N/A	N/A	M017
M018	\$21.68	\$1,734.40	\$45,094.40	\$32.72	\$2,617.60	\$68,057.60	\$33.51	\$2,680.80	\$69,700.80	\$34.32	\$2,745.60	\$71,385.60	N/A	N/A	N/A	N/A	N/A	N/A	M018
M019	\$22.21	\$1,776.80	\$46,196.80	\$33.51	\$2,680.80	\$69,700.80	\$34.32	\$2,745.60	\$71,385.60	\$35.21	\$2,816.80	\$73,236.80	N/A	N/A	N/A	N/A	N/A	N/A	M019
M020	\$22.77	\$1,821.60	\$47,361.60	\$34.32	\$2,745.60	\$71,385.60	\$35.21	\$2,816.80	\$73,236.80	\$36.11	\$2,888.80	\$75,108.80	N/A	N/A	N/A	N/A	N/A	N/A	M020
M021	\$23.33	\$1,866.40	\$48,526.40	\$35.21	\$2,816.80	\$73,236.80	\$36.11	\$2,888.80	\$75,108.80	\$36.96	\$2,956.80	\$76,876.80	N/A	N/A	N/A	N/A	N/A	N/A	M021
M022	\$23.92	\$1,913.60	\$49,753.60	\$36.11	\$2,888.80	\$75,108.80	\$36.96	\$2,956.80	\$76,876.80	\$37.91	\$3,032.80	\$78,852.80	N/A	N/A	N/A	N/A	N/A	N/A	M022
M023	\$24.55	\$1,964.00	\$51,064.00	\$36.96	\$2,956.80	\$78,852.80	\$37.91	\$3,032.80	\$78,852.80	\$38.85	\$3,108.00	\$80,808.00	N/A	N/A	N/A	N/A	N/A	N/A	M023
M024	\$25.13	\$2,010.40	\$52,270.40	\$37.91	\$3,032.80	\$78,852.80	\$38.85	\$3,108.00	\$80,808.00	\$39.83	\$3,186.40	\$82,846.40	N/A	N/A	N/A	N/A	N/A	N/A	M024
M025	\$25.78	\$2,062.40	\$53,622.40	\$38.85	\$3,108.00	\$80,808.00	\$39.83	\$3,186.40	\$82,846.40	\$40.79	\$3,263.20	\$84,843.20	N/A	N/A	N/A	N/A	N/A	N/A	M025
M026	\$26.40	\$2,112.00	\$54,912.00	\$39.83	\$3,186.40	\$82,846.40	\$40.79	\$3,263.20	\$84,843.20	\$41.85	\$3,348.00	\$87,048.00	N/A	N/A	N/A	N/A	N/A	N/A	M026
M027	\$27.07	\$2,165.80	\$56,305.80	\$40.79	\$3,263.20	\$84,843.20	\$41.85	\$3,348.00	\$87,048.00	\$42.90	\$3,432.00	\$89,232.00	N/A	N/A	N/A	N/A	N/A	N/A	M027
M028	\$27.78	\$2,222.40	\$57,782.40	\$41.85	\$3,348.00	\$87,048.00	\$42.90	\$3,432.00	\$89,232.00	\$43.98	\$3,519.20	\$91,496.20	N/A	N/A	N/A	N/A	N/A	N/A	M028
M029	\$28.46	\$2,276.80	\$59,168.80	\$42.90	\$3,432.00	\$89,232.00	\$43.98	\$3,519.20	\$91,496.20	\$46.03	\$3,602.40	\$93,862.40	N/A	N/A	N/A	N/A	N/A	N/A	M029
M030	\$29.16	\$2,332.80	\$60,652.80	\$43.98	\$3,519.20	\$91,496.20	\$46.03	\$3,602.40	\$93,862.40	\$48.21	\$3,696.80	\$96,116.80	\$47.36	\$3,788.00	\$98,488.00	N/A	N/A	N/A	M030
M031	\$29.92	\$2,393.60	\$62,233.60	\$46.03	\$3,602.40	\$93,862.40	\$48.21	\$3,696.80	\$96,116.80	\$47.35	\$3,788.00	\$98,488.00	N/A	N/A	N/A	N/A	N/A	N/A	M031
M032	\$30.63	\$2,450.40	\$63,710.40	\$48.21	\$3,696.80	\$98,488.00	\$48.63	\$3,882.40	\$100,942.40	\$48.63	\$3,882.40	\$100,942.40	N/A	N/A	N/A	N/A	N/A	N/A	M032
M033	\$31.39	\$2,511.20	\$65,291.20	\$47.35	\$3,788.00	\$98,488.00	\$48.63	\$3,882.40	\$100,942.40	\$49.72	\$3,977.60	\$103,417.60	N/A	N/A	N/A	N/A	N/A	N/A	M033
M034	\$32.19	\$2,575.20	\$66,955.20	\$48.63	\$3,882.40	\$100,942.40	\$49.72	\$3,977.60	\$103,417.60	\$50.96	\$4,076.80	\$105,996.80	\$52.28	\$4,180.00	\$109,680.00	\$53.65	\$4,284.00	\$111,384.00	M034
M035	\$33.01	\$2,640.80	\$68,660.80	\$49.72	\$3,977.60	\$103,417.60	\$50.96	\$4,076.80	\$105,996.80	\$52.26	\$4,180.00	\$108,680.00	\$53.55	\$4,284.00	\$111,384.00	\$54.89	\$4,391.20	\$114,171.20	M035
M036	\$33.81	\$2,704.80	\$70,324.80	\$50.96	\$4,076.80	\$105,996.80	\$52.26	\$4,180.00	\$108,680.00	\$53.55	\$4,284.00	\$111,384.00	\$54.89	\$4,391.20	\$114,171.20	\$56.28	\$4,500.80	\$117,020.80	M036
M037	\$34.66	\$2,772.80	\$72,092.80	\$52.26	\$4,180.00	\$108,680.00	\$53.55	\$4,284.00	\$111,384.00	\$54.89	\$4,391.20	\$114,171.20	\$56.28	\$4,500.80	\$117,020.80	\$57.68	\$4,612.80	\$119,932.80	M037
M038	\$35.52	\$2,841.60	\$73,891.60	\$53.55	\$4,284.00	\$111,384.00	\$54.89	\$4,391.20	\$114,171.20	\$56.28	\$4,500.80	\$117,020.80	\$57.68	\$4,612.80	\$119,932.80	\$59.11	\$4,728.80	\$122,948.80	M038
M039	\$36.41	\$2,912.80	\$75,732.80	\$54.89	\$4,391.20	\$114,171.20	\$56.28	\$4,500.80	\$117,020.80	\$57.68	\$4,612.80	\$119,932.80	\$59.11	\$4,728.80	\$122,948.80	\$60.58	\$4,846.40	\$126,006.40	M039
M040	\$37.31	\$2,984.80	\$77,604.80	\$56.28	\$4,500.80	\$117,020.80	\$57.68	\$4,612.80	\$119,932.80	\$59.11	\$4,728.80	\$122,948.80	\$60.58	\$4,846.40	\$126,006.40	\$62.10	\$4,968.00	\$129,168.00	M040
M041	\$38.27	\$3,061.60	\$79,601.60	\$57.68	\$4,612.80	\$119,932.80	\$59.11	\$4,728.80	\$122,948.80	\$60.58	\$4,846.40	\$126,006.40	\$62.10	\$4,968.00	\$129,168.00	\$63.64	\$5,091.20	\$132,371.20	M041
M042	\$39.22	\$3,137.60	\$81,577.60	\$59.11	\$4,728.80	\$122,948.80	\$60.58	\$4,846.40	\$126,006.40	\$62.10	\$4,968.00	\$129,168.00	\$63.64	\$5,091.20	\$132,371.20	\$65.21	\$5,216.80	\$135,636.80	M042
M043	\$40.22	\$3,217.60	\$83,657.60	\$60.58	\$4,846.40	\$126,006.40	\$62.10	\$4,968.00	\$129,168.00	\$63.64	\$5,091.20	\$132,371.20	\$66.21	\$5,216.80	\$135,636.80	\$66.89	\$5,351.20	\$139,131.20	M043
M044	\$41.18	\$3,294.40	\$85,654.40	\$62.10	\$4,968.00	\$129,168.00	\$63.64	\$5,091.20	\$132,371.20	\$65.21	\$5,216.80	\$135,636.80	\$66.89	\$5,351.20	\$139,131.20	\$68.56	\$5,484.80	\$142,604.80	M044
M045	\$42.24	\$3,378.20	\$87,859.20	\$63.64	\$5,091.20	\$132,371.20	\$65.21	\$5,216.80	\$135,636.80	\$66.89	\$5,351.20	\$139,131.20	\$68.56	\$5,484.80	\$142,604.80	\$70.28	\$5,620.80	\$146,140.80	M045
M046	\$43.28	\$3,462.40	\$90,022.40	\$65.21	\$5,216.80	\$135,636.80	\$66.89	\$5,351.20	\$139,131.20	\$68.56	\$5,484.80	\$142,604.80	\$70.28	\$5,620.80	\$146,140.80	\$72.00	\$5,760.00	\$149,760.00	M046
M047	\$44.37	\$3,548.80	\$92,288.80	\$66.89	\$5,351.20	\$139,131.20	\$68.56	\$5,484.80	\$142,604.80	\$70.28	\$5,620.80	\$146,140.80	\$72.00	\$5,760.00	\$149,760.00	\$73.81	\$5,904.80	\$153,524.80	M047
M048	\$45.47	\$3,637.60	\$94,577.60	\$68.56	\$5,484.80	\$142,604.80	\$70.28	\$5,620.80	\$146,140.80	\$72.00	\$5,760.00	\$149,760.00	\$73.81	\$5,904.80	\$153,524.80	\$75.65	\$6,052.00	\$157,352.00	M048
M049	\$46.61	\$3,728.80	\$96,948.80	\$70.28	\$5,620.80	\$146,140.80	\$72.00	\$5,760.00	\$149,760.00	\$73.81	\$5,904.80	\$153,524.80	\$75.65	\$6,052.00	\$157,352.00	\$77.66	\$6,204.80	\$161,324.80	M049
M050	\$47.79	\$3,822.40	\$99,382.40	\$72.00	\$5,760.00	\$149,760.00	\$73.81	\$5,904.80	\$153,524.80	\$75.65	\$6,052.00	\$157,352.00	\$77.66	\$6,204.80	\$161,324.80	\$79.52	\$6,361.60	\$165,401.60	M050
M051	\$48.97	\$3,917.60	\$101,857.60	\$73.81	\$5,904.80	\$153,524.80	\$75.65	\$6,052.00	\$157,352.00	\$77.66	\$6,204.80	\$161,324.80	\$79.52	\$6,361.60	\$165,401.60	\$81.46	\$6,516.80	\$169,436.80	M051
M052	\$50.19	\$4,015.20	\$104,395.20	\$75.65	\$6,052.00	\$157,352.00	\$77.66	\$6,204.80	\$161,324.80	\$79.52	\$6,361.60	\$165,401.60	\$81.46	\$6,516.80	\$169,436.80	\$83.50	\$6,680.00	\$173,680.00	M052
M053	\$51.45	\$4,116.00	\$107,016.00	\$77.66	\$6,204.80	\$161,324.80	\$79.52	\$6,361.60	\$165,401.60	\$81.46	\$6,516.80	\$169,436.80	\$83.50	\$6,680.00	\$173,680.00	\$85.69	\$6,847.20	\$178,027.20	M053
M054	\$52.73	\$4,218.40	\$109,878.40	\$79.52	\$6,361.60	\$165,401.60	\$81.46	\$6,516.80	\$169,436.80	\$83.50	\$6,680.00	\$173,680.00	\$85.69	\$6,847.20	\$178,027.20	\$87.74	\$7,019.20	\$182,499.20	M054
M055	\$54.07	\$4,325.60	\$112,465.60	\$81.46	\$6,516.80	\$169,436.80	\$83.50	\$6,680.00	\$173,680.00	\$85.69	\$6,847.20	\$178,027.20	\$87.74	\$7,019.20	\$182,499.20	\$89.96	\$7,196.80	\$187,116.80	M055
M056	\$55.38	\$4,430.40	\$115,190.40	\$83.50	\$6,680.00	\$173,680.00	\$85.69	\$6,847.20	\$178,027.20	\$87.74	\$7,019.20	\$182,499.20	\$89.96	\$7,196.80	\$187,116.80	\$92.17	\$7,373.60	\$191,713.60	M056
M057	\$56.76	\$4,540.80	\$118,060.80	\$85.69	\$6,847.20	\$178,027.20	\$87.74	\$7,019.20	\$182,499.20	\$89.96	\$7,196.80	\$187,116.80	\$92.17	\$7,373.60	\$191,713.60	\$94.47	\$7,557.60	\$196,497.60	M057
M058	\$58.19	\$4,655.20	\$121,035.20	\$87.74	\$7,019.20	\$182,499.20	\$89.96	\$7,196.80	\$187,116.80	\$92.17	\$7,373.60	\$191,713.60	\$94.47	\$7,557.60	\$196,497.60	\$96.84	\$7,747.20	\$201,427.20	M058
M059	\$59.63	\$4,770.40	\$124,030.40	\$89.96	\$7,196.80	\$187,116.80	\$92.17	\$7,373.60	\$191,713.60	\$94.47	\$7,557.60	\$196,497.60	\$96.84	\$7,747.20	\$201,427.20	\$99.29	\$7,943.20	\$206,523.20	M059
M060	\$61.15	\$4,892.00	\$127,192.00	\$92.17	\$7,373.60	\$191,713.60	\$94.47	\$7,557.60	\$196,497.60	\$96.84	\$7,747.20	\$201,427.20	\$99.29	\$7,943.20	\$206,523.20	\$101.77	\$8,141.60	\$211,681.60	M060

SCHEDULE II(g)
NONBARGAINING UNIT CONFIDENTIAL
PAY RANGE AMOUNTS
EFFECTIVE 10/8/2017
1.1% GENERAL WAGE INCREASE

Pay Range 2017-18	Hourly Minimum	BiWeekly	Monthly	Annual Minimum	Hourly Maximum	BiWeekly	Monthly	Annual Maximum	Pay Range 2017-18
C026	\$ 14.05	\$ 1,124.00	\$ 2,435.33	\$ 29,224.00	\$ 20.67	\$ 1,653.60	\$ 3,582.80	\$ 42,993.60	C026
C027	\$ 14.43	\$ 1,154.40	\$ 2,501.20	\$ 30,014.40	\$ 21.21	\$ 1,696.80	\$ 3,676.40	\$ 44,116.80	C027
C028	\$ 14.75	\$ 1,180.00	\$ 2,556.67	\$ 30,680.00	\$ 21.74	\$ 1,739.20	\$ 3,768.27	\$ 45,219.20	C028
C029	\$ 15.14	\$ 1,211.20	\$ 2,624.27	\$ 31,491.20	\$ 22.28	\$ 1,782.40	\$ 3,861.87	\$ 46,342.40	C029
C030	\$ 15.52	\$ 1,241.60	\$ 2,690.13	\$ 32,281.60	\$ 22.82	\$ 1,825.60	\$ 3,955.47	\$ 47,465.60	C030
C031	\$ 15.90	\$ 1,272.00	\$ 2,756.00	\$ 33,072.00	\$ 23.39	\$ 1,871.20	\$ 4,054.27	\$ 48,651.20	C031
C032	\$ 16.31	\$ 1,304.80	\$ 2,827.07	\$ 33,924.80	\$ 23.98	\$ 1,918.40	\$ 4,156.53	\$ 49,878.40	C032
C033	\$ 16.73	\$ 1,338.40	\$ 2,899.87	\$ 34,798.40	\$ 24.58	\$ 1,966.40	\$ 4,260.53	\$ 51,126.40	C033
C034	\$ 17.13	\$ 1,370.40	\$ 2,969.20	\$ 35,630.40	\$ 25.17	\$ 2,013.60	\$ 4,362.80	\$ 52,353.60	C034
C035	\$ 17.58	\$ 1,406.40	\$ 3,047.20	\$ 36,566.40	\$ 25.85	\$ 2,068.00	\$ 4,480.67	\$ 53,768.00	C035
C036	\$ 18.02	\$ 1,441.60	\$ 3,123.47	\$ 37,481.60	\$ 26.43	\$ 2,114.40	\$ 4,581.20	\$ 54,974.40	C036
C037	\$ 18.44	\$ 1,475.20	\$ 3,196.27	\$ 38,355.20	\$ 27.13	\$ 2,170.40	\$ 4,702.53	\$ 56,430.40	C037
C038	\$ 18.91	\$ 1,512.80	\$ 3,277.73	\$ 39,332.80	\$ 27.80	\$ 2,224.00	\$ 4,818.67	\$ 57,824.00	C038
C039	\$ 19.41	\$ 1,552.80	\$ 3,364.40	\$ 40,372.80	\$ 28.49	\$ 2,279.20	\$ 4,938.27	\$ 59,259.20	C039
C040	\$ 19.88	\$ 1,590.40	\$ 3,445.87	\$ 41,350.40	\$ 29.21	\$ 2,336.80	\$ 5,063.07	\$ 60,756.80	C040
C041	\$ 20.38	\$ 1,630.40	\$ 3,532.53	\$ 42,390.40	\$ 29.94	\$ 2,395.20	\$ 5,189.60	\$ 62,275.20	C041
C042	\$ 20.86	\$ 1,668.80	\$ 3,615.73	\$ 43,388.80	\$ 30.66	\$ 2,452.80	\$ 5,314.40	\$ 63,772.80	C042
C043	\$ 21.40	\$ 1,712.00	\$ 3,709.33	\$ 44,512.00	\$ 31.45	\$ 2,516.00	\$ 5,451.33	\$ 65,416.00	C043
C044	\$ 21.93	\$ 1,754.40	\$ 3,801.20	\$ 45,614.40	\$ 33.03	\$ 2,642.40	\$ 5,725.20	\$ 68,702.40	C044
C045	\$ 22.48	\$ 1,798.40	\$ 3,896.53	\$ 46,758.40	\$ 34.72	\$ 2,777.60	\$ 6,018.13	\$ 72,217.60	C045
C046	\$ 23.02	\$ 1,841.60	\$ 3,990.13	\$ 47,881.60	\$ 35.59	\$ 2,847.20	\$ 6,168.93	\$ 74,027.20	C046
C047	\$ 23.63	\$ 1,890.40	\$ 4,095.87	\$ 49,150.40	\$ 36.49	\$ 2,919.20	\$ 6,324.93	\$ 75,899.20	C047
C048	\$ 24.18	\$ 1,934.40	\$ 4,191.20	\$ 50,294.40	\$ 37.40	\$ 2,992.00	\$ 6,482.67	\$ 77,792.00	C048
C049	\$ 24.80	\$ 1,984.00	\$ 4,298.67	\$ 51,584.00	\$ 38.32	\$ 3,065.60	\$ 6,642.13	\$ 79,705.60	C049
C050	\$ 25.42	\$ 2,033.60	\$ 4,406.13	\$ 52,873.60	\$ 39.29	\$ 3,143.20	\$ 6,810.27	\$ 81,723.20	C050

SCHEDULE 10(a)
NONBARGAINING UNIT
COMMUNITY REDEVELOPMENT AGENCY (CRA)
PAY RANGE AMOUNTS
EFFECTIVE 10/8/2017
1.1% GENERAL WAGE INCREASE

Pay Range	MINIMUM MANAGEMENT CATEGORY			MAXIMUM MANAGEMENT CATEGORY			MAXIMUM MANAGEMENT CATEGORY			MAXIMUM MANAGEMENT CATEGORY			MAXIMUM MANAGEMENT CATEGORY			Pay Range	
	ALL			ALL			V			IV			III				
	GRADE	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY	ANNUAL	HOURLY	BIWEEKLY		ANNUAL
	CR1N	\$18.91	\$1,512.80	\$39,332.80	\$27.80	\$2,224.00	\$57,824.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CR1N
	CR2N	\$20.20	\$1,616.00	\$42,016.00	\$27.21	\$2,176.80	\$56,596.80	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CR2N
	CR3N	\$20.38	\$1,630.40	\$42,390.40	\$29.94	\$2,395.20	\$62,275.20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CR3N
	CR4N	\$21.40	\$1,712.00	\$44,512.00	\$31.45	\$2,516.00	\$65,416.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CR4N
	CR01	\$24.55	\$1,964.00	\$51,064.00	N/A	N/A	N/A	\$36.96	\$2,956.80	\$76,876.80	N/A	N/A	N/A	N/A	N/A	N/A	CR01
	CR02	\$28.18	\$2,254.40	\$58,614.40	N/A	N/A	N/A	\$38.84	\$3,107.20	\$80,787.20	N/A	N/A	N/A	N/A	N/A	N/A	CR02
	CR03	\$31.11	\$2,488.80	\$64,708.80	N/A	N/A	N/A	N/A	N/A	N/A	\$43.96	\$3,516.80	\$91,436.80	N/A	N/A	N/A	CR03
	CR04	\$34.32	\$2,745.60	\$71,385.60	N/A	N/A	N/A	N/A	N/A	N/A	\$48.52	\$3,881.60	\$100,921.60	N/A	N/A	N/A	CR04
	CR05	\$32.19	\$2,575.20	\$66,955.20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$50.96	\$4,076.80	\$105,996.80	CR05
	CR06	\$37.89	\$3,031.20	\$78,811.20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$54.88	\$4,390.40	\$114,150.40	CR06
	CR07	\$34.66	\$2,772.80	\$72,092.80	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$54.89	\$4,391.20	\$114,171.20	CR07

Includes 2.05% FY19
Wage Adjustment

**COMPENSATION TABLE
NON-BARGAINING UNIT
Effective 10/7/2018**

EXHIBIT 8

GENERAL				
Grade	Hourly Minimum	Annual Minimum	Hourly Maximum	Annual Maximum
1	\$12.35	\$25,683.94	\$19.13	\$39,799.50
2	\$13.71	\$28,507.06	\$21.24	\$44,172.14
3	\$15.21	\$31,627.34	\$23.57	\$49,032.98
4	\$16.88	\$35,108.47	\$26.17	\$54,424.49
5	\$18.74	\$38,971.67	\$29.04	\$60,410.33
6	\$20.80	\$43,259.40	\$32.24	\$67,054.20
7	\$23.08	\$48,014.12	\$35.79	\$74,440.98
8	\$25.62	\$53,299.49	\$39.73	\$82,634.38
9	\$28.45	\$59,179.20	\$44.10	\$91,719.27
10	\$31.57	\$65,674.48	\$48.94	\$101,801.81
11	\$35.05	\$72,912.68	\$54.33	\$113,009.35
12	\$38.90	\$80,915.04	\$60.30	\$125,426.80
13	\$43.19	\$89,830.12	\$66.93	\$139,223.96
MANAGEMENT				
Grade	Hourly Minimum	Annual Minimum	Hourly Maximum	Annual Maximum
16	\$47.36	\$98,511.72	\$80.52	\$167,476.30
17	\$51.15	\$106,386.72	\$86.96	\$180,870.15
18	\$55.24	\$114,898.50	\$93.92	\$195,346.56
19	\$59.66	\$124,089.53	\$101.43	\$210,969.19
20	\$64.43	\$134,023.49	\$109.54	\$227,844.18