

ORDINANCE NO. C-18-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, REPEALING CLASSIFICATION SCHEDULES I (SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT EMPLOYEES), II [NON-BARGAINING UNIT (CONFIDENTIAL) GENERAL EMPLOYEES], X [NONBARGAINING UNIT COMMUNITY REDEVELOPMENT AGENCY (CRA) EMPLOYEES], AND CORRESPONDING PAY RANGE SCHEDULES I(h) ,II(h) AND 10(b) OF THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, AND ADOPTING A NEW PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, AUTHORIZING THE CITY MANAGER TO ADJUST PAY GRADES ASSIGNED TO CLASSIFICATIONS SUBJECT TO A NOTICE AND CALL-UP PROCEDURE, 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 Report; and

WHEREAS, Section 6.05 of the Charter of the City of Fort Lauderdale, Florida, provides that “[t]he city commission shall establish a pay plan by ordinance”;

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of the Pay Plan of the City of Fort Lauderdale, Florida, (“Pay Plan”), attached hereto as Exhibit 1, is hereby repealed.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II (Non-Bargaining Unit (Confidential) General Employees) of the Pay Plan, attached hereto as Exhibit 2, is hereby repealed.

SECTION 3. That Schedule X [Nonbargaining Unit Community Redevelopment Agency (CRA) Employees] of the Pay Plan, attached hereto as Exhibit 3, is hereby repealed.

SECTION 4. That Schedules I(h), II(h), and 10(b), (Pay Range Amounts), of the Pay Plan, attached hereto as Exhibits 5, 6, and 7, respectively, are hereby repealed.

SECTION 5. That the Classification Table, which is attached hereto as Exhibit 4 and incorporated herein, and the Compensation Table, which is attached hereto as Exhibit 8 and incorporated herein, together with any and all Special Pay Practices that are in effect before adoption of this Ordinance, and Schedules VI (Special Employees) and VI(b) (Pay Range Amounts) of the Pay Plan in effect before adoption of this Ordinance, which Special Pay Practices and Schedules VI and VI(b) shall remain in full force and effect, are hereby adopted as the Pay Plan of the City of Fort Lauderdale, Florida.

SECTION 6. That the City Manager, upon the recommendation of the Director of Human Resources, or at the request of the City Attorney or the City Auditor or the City Clerk with respect to employees in their respective offices, is authorized to adjust pay grades assigned to classifications, except that before adjusting any pay grade assigned to a classification, the City Manager shall notify the City Commission in writing, and the Mayor or any City Commissioner may, within fourteen days from the date of the City Manager's notice, direct the City Manager to schedule such proposed pay grade adjustment for consideration by the City Commission at a regular meeting of the City Commission. The City Commission's decision on the proposed pay grade adjustment shall be by motion.

SECTION 7. 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 8. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

SECTION 9. That this Ordinance shall be in full force and effect beginning the first full pay period after October 1, 2018.

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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

<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

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

509	M46	II	Assistant Utilities Services Director – Engineering
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

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

153	M36	IV	Database Administrator
144	M27	IV	Department Budget Coordinator
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

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

938	M52	I	Information Technology Services Director/Chief Technology Officer
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

[#] 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

092	M21	V	Police Records Supervisor
103	M20	V	Police Supply Supervisor
998	M30	IV	Principal Financial Management Analyst
550	M34	III	Principal Planner
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

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

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
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>	<u>Class Title</u>
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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Accreditation Coordinator	NB001	Classified	Principal	3	G009
Administrative Aide	NB002	Classified	Foundation	0	G004
Administrative Aide *	NB003	Non-Classified	Foundation	0	G004
Administrative Assistant	NB004	Classified	Foundation	0	G006
Administrative Assistant *	NB005	Non-Classified	Foundation	0	G006
Administrative Supervisor	NB006	Classified	Principal	3	G009
Administrative Supervisor *	NB007	Non-Classified	Principal	3	G009
Agenda Supervisor*	NB008	Non-Classified	Principal	3	G010
Airport Manager	NB009	Non-Classified	Division Manager	1	G013
Airport Operations Supervisor	NB010	Classified	Principal	3	G009
Application Services Manager	NB011	Non-Classified	Division Manager	1	G013
Aquatic Complex Manager	NB012	Classified	Program Manager	2	G011
Aquatics Complex Coordinator	NB013	Classified	Advanced	4	G008
Assistant Airport Manager	NB014	Classified	Program Manager	2	G011
Assistant Budget Manager *	NB015	Non-Classified	Program Manager	2	G012
Assistant Building Official	NB016	Non-Classified	Division Manager	1	M016
Assistant City Attorney I	NB017	Non-Classified	Principal	3	G010
Assistant City Attorney II	NB018	Non-Classified	Division Manager	1	G013
Assistant City Attorney III	NB019	Non-Classified	Deputy/Assistant Director	1	M017
Assistant City Auditor I	NB020	Non-Classified	Principal	3	G010

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Assistant City Auditor II	NB021	Non-Classified	Division Manager	1	G013
Assistant City Auditor III	NB022	Non-Classified	Deputy/Assistant Director	1	M016
Assistant City Clerk I	NB023	Non-Classified	Foundation	0	G003
Assistant City Clerk II	NB024	Non-Classified	Advanced	0	G006
Assistant City Clerk III	NB025	Non-Classified	Advanced	0	G007
Assistant City Clerk IV	NB026	Non-Classified	Principal	3	G009
Assistant City Manager	NB027	Non-Classified	Chief Officer	1	M019
Assistant Controller	NB028	Classified	Program Manager	2	G012
Assistant Director	NB029	Non-Classified	Deputy/Assistant Director	1	M016
Assistant Employee Relations Manager	NB030	Classified	Program Manager	2	G011
Assistant Fire Rescue Chief	NB031	Non-Classified	Deputy/Assistant Director	1	M016
Assistant Housing and Community Development Manager *	NB032	Non-Classified	Program Manager	2	G011
Assistant Manager	NB033	Classified	Program Manager	2	G012
Assistant Manager *	NB034	Non-Classified	Program Manager	2	G012
Assistant Neighbor Support Manager *	NB035	Non-Classified	Program Manager	2	G011
Assistant Parking Services Manager	NB036	Classified	Program Manager	2	G011
Assistant Police Chief	NB037	Non-Classified	Deputy/Assistant Director	1	M017
Assistant Procurement and Contracts Manager	NB038	Classified	Program Manager	2	G011
Assistant Public Works Director - Engineering	NB039	Non-Classified	Deputy/Assistant Director	1	M016
Assistant Public Works Director - Sustainability	NB040	Non-Classified	Deputy/Assistant Director	1	M016

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Assistant Public Works Director - Utilities	NB041	Non-Classified	Deputy/Assistant Director	1	M016
Assistant Revenue Collection Manager	NB042	Classified	Principal	3	G009
Assistant Risk Manager	NB043	Classified	Program Manager	2	G012
Assistant Strategic Communications Manager *	NB044	Non-Classified	Program Manager	2	G011
Assistant Structural Innovation Manager *	NB045	Non-Classified	Program Manager	2	G011
Assistant to the City Manager *	NB046	Non-Classified	Principal	3	G009
Assistant to the Director	NB047	Classified	Principal	3	G009
Auditorium Manager	NB048	Classified	Program Manager	2	G011
Auditorium Supervisor	NB049	Classified	Advanced	4	G008
Benefits Analyst	NB050	Classified	Principal	3	G010
Benefits Specialist	NB051	Classified	Advanced	0	G007
Budget and Management Analyst*	NB052	Non-Classified	Advanced	4	G009
Budget Director *	NB053	Non-Classified	Deputy/Assistant Director	1	M017
Building Official	NB054	Non-Classified	Deputy/Assistant Director	1	M017
Business Operations Manager	NB055	Classified	Program Manager	2	G011
Cemetery Administrator	NB056	Classified	Program Manager	2	G011
Chief - Fire Rescue	NB057	Non-Classified	Director	1	M018
Chief - Police	NB058	Non-Classified	Director	1	M018
Chief Building Inspector	NB059	Classified	Program Manager	2	G013
Chief Electrical Inspector	NB060	Classified	Program Manager	2	G013

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Chief Engineer	NB061	Classified	Program Manager	2	G013
Chief Mechanical Inspector	NB062	Classified	Program Manager	2	G013
Chief Plumbing Inspector	NB063	Classified	Program Manager	2	G013
Chief Service Officer *	NB064	Non-Classified	Program Manager	2	G012
Chief Zoning Examiner	NB065	Classified	Program Manager	2	G011
Claims Adjuster	NB066	Classified	Advanced	4	G008
Claims Analyst	NB067	Classified	Principal	3	G010
Code Compliance Coordinator	NB068	Classified	Principal	3	G010
Code Compliance Manager	NB069	Non-Classified	Division Manager	1	G013
Commission Assistant	NB070	Non-Classified	Advanced	0	G007
Commission Assistant Coordinator	NB071	Non-Classified	Program Manager	2	G012
Community Program Coordinator	NB072	Classified	Principal	3	G010
Community Redevelopment Agency Manager	NB073	Non-Classified	Deputy/Assistant Director	1	M017
Controller	NB074	Non-Classified	Division Manager	1	G013
CRA Accounting Clerk *	NB075	Non-Classified	Foundation	0	G006
CRA Administrative Aide *	NB076	Non-Classified	Advanced	0	G007
CRA Administrative Specialist *	NB077	Non-Classified	Foundation	0	G005
CRA Business Manager *	NB078	Non-Classified	Program Manager	2	G011
CRA Housing and Economic Development Manager *	NB079	Non-Classified	Program Manager	2	G012
CRA Planner *	NB080	Non-Classified	Principal	3	G010

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
CRA Project Coordinator *	NB081	Non-Classified	Advanced	4	G008
CRA Project Manager *	NB082	Non-Classified	Principal	3	G011
CRA Senior Project Manager *	NB083	Non-Classified	Program Manager	2	G012
Customer Service Supervisor	NB084	Classified	Advanced	4	G008
Deputy City Clerk	NB085	Non-Classified	Division Manager	1	G013
Deputy Director	NB086	Non-Classified	Deputy/Assistant Director	1	M017
Deputy Director - Finance	NB087	Non-Classified	Deputy/Assistant Director	1	M017
Deputy Director - Human Resources	NB088	Non-Classified	Deputy/Assistant Director	1	M017
Deputy Director - Information Technology Services	NB089	Non-Classified	Deputy/Assistant Director	1	M017
Deputy Director - Parks and Recreation	NB090	Non-Classified	Deputy/Assistant Director	1	M017
Deputy Director - Public Works	NB091	Non-Classified	Deputy/Assistant Director	1	M017
Deputy Director - Sustainable Development	NB092	Non-Classified	Deputy/Assistant Director	1	M017
Deputy Director - Transportation and Mobility	NB093	Non-Classified	Deputy/Assistant Director	1	M017
Deputy Fire Rescue Chief	NB094	Non-Classified	Deputy/Assistant Director	1	M017
Director	NB095	Non-Classified	Director	1	M018
Director - Finance	NB096	Non-Classified	Director	1	M018
Director - Human Resources	NB097	Non-Classified	Director	1	M018
Director - Information Technology Services	NB098	Non-Classified	Director	1	M018
Director - Parks and Recreation	NB099	Non-Classified	Director	1	M018
Director - Public Works	NB100	Non-Classified	Director	1	M018

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Director - Sustainable Development	NB101	Non-Classified	Director	1	M018
Director - Transportation and Mobility	NB102	Non-Classified	Director	1	M018
Distribution and Collection Supervisor	NB103	Classified	Principal	3	G010
Division Manager	NB104	Non-Classified	Division Manager	1	G013
Economic and Business Development Manager	NB105	Non-Classified	Division Manager	1	G013
Employee Relations Manager	NB106	Non-Classified	Division Manager	1	G013
Environmental Compliance Manager	NB107	Classified	Program Manager	2	G012
Environmental Compliance Supervisor	NB108	Classified	Principal	3	G010
Executive Assistant to the City Manager *	NB109	Non-Classified	Principal	3	G009
Facilities Manager	NB110	Classified	Program Manager	2	G012
Financial Administrator	NB111	Classified	Advanced	4	G009
Fire Marshal	NB112	Non-Classified	Deputy/Assistant Director	1	M017
Geographic Information Systems Manager	NB113	Classified	Program Manager	2	G012
Graphic Designer *	NB114	Non-Classified	Foundation	0	G006
Housing and Community Development Coordinator*	NB115	Non-Classified	Principal	3	G009
Housing and Community Development Manager *	NB116	Non-Classified	Division Manager	1	G013
Housing and Community Development Specialist *	NB117	Non-Classified	Advanced	4	G008
Housing Rehabilitation Specialist *	NB118	Non-Classified	Foundation	0	G005
Human Resources Analyst	NB119	Classified	Advanced	4	G010
Human Resources Assistant	NB120	Classified	Foundation	0	G005

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Human Resources Manager - Benefits	NB121	Classified	Program Manager	2	G012
Human Resources Manager - Classification and Compensation	NB122	Classified	Program Manager	2	G012
Human Resources Manager - Organizational Development and Learning	NB123	Classified	Program Manager	2	G012
Human Resources Manager - Recruitment	NB124	Classified	Program Manager	2	G012
Human Resources Specialist	NB125	Classified	Advanced	4	G008
Human Resources Technician	NB126	Classified	Advanced	0	G007
Land Development Manager	NB127	Classified	Program Manager	2	G012
Law Office Manager	NB128	Classified	Program Manager	2	G012
Learning and Development Specialist	NB129	Classified	Principal	3	G009
Legal Administrative Assistant	NB130	Classified	Advanced	0	G007
Legal Assistant	NB131	Classified	Foundation	0	G006
Management Analyst	NB132	Classified	Advanced	4	G009
Management Analyst *	NB133	Non-Classified	Advanced	4	G009
Marine Facilities Manager	NB134	Classified	Program Manager	2	G011
Neighbor Support Manager *	NB135	Non-Classified	Division Manager	1	G013
Nighttime Economy Manager *	NB136	Non-Classified	Division Manager	1	G013
Occupational Safety and Training Coordinator	NB137	Classified	Principal	3	G010
Ocean Rescue Chief	NB138	Classified	Program Manager	2	G011
Organizational Development and Learning Coordinator	NB139	Classified	Principal	3	G010
Paralegal	NB140	Classified	Advanced	0	G009

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Parking Enforcement Operations Supervisor	NB141	Classified	Advanced	4	G008
Parking Facility Maintenance Supervisor	NB142	Classified	Advanced	4	G008
Parking Services Manager	NB143	Non-Classified	Division Manager	1	G013
Parks Manager	NB144	Classified	Program Manager	2	G011
Parks Operations Superintendent	NB145	Classified	Program Manager	2	G012
Payroll Manager	NB146	Classified	Principal	3	G010
Payroll Specialist	NB147	Classified	Advanced	0	G008
Payroll Supervisor	NB148	Classified	Principal	3	G009
Planning Assistant	NB149	Classified	Foundation	0	G005
Police Armorer	NB150	Classified	Advanced	4	G007
Police Information Technology Manager	NB151	Non-Classified	Division Manager	1	G013
Police Major	NB152	Non-Classified	Deputy/Assistant Director	1	M016
Police Psychologist	NB153	Classified	Program Manager	2	G012
Principal Budget and Management Analyst *	NB154	Non-Classified	Principal	3	G011
Principal Commission Assistant	NB155	Non-Classified	Principal	3	G010
Principal Commission Assistant - Mayor	NB156	Non-Classified	Principal	3	G010
Procurement and Contracts Manager	NB157	Non-Classified	Division Manager	1	G013
Professional Standards Manager *	NB158	Non-Classified	Division Manager	1	G013
Program Manager	NB159	Classified	Program Manager	2	G012
Program Manager *	NB160	Non-Classified	Program Manager	2	G012

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Public Safety Administrator	NB161	Non-Classified	Division Manager	1	G013
Receptionist	NB162	Classified	Foundation	0	G002
Revenue Collections Manager	NB163	Non-Classified	Division Manager	1	G013
Risk Manager	NB164	Non-Classified	Division Manager	1	G013
Senior Accounting Clerk	NB165	Classified	Foundation	0	G006
Senior Accounting Clerk *	NB166	Non-Classified	Foundation	0	G006
Senior Administrative Assistant	NB167	Classified	Advanced	4	G008
Senior Administrative Assistant *	NB168	Non-Classified	Advanced	4	G008
Senior Assistant City Attorney	NB169	Non-Classified	Director	1	M018
Senior Assistant to the City Manager *	NB170	Non-Classified	Program Manager	2	G012
Senior Assistant to the Director	NB171	Classified	Program Manager	2	G012
Senior Budget and Management Analyst *	NB172	Non-Classified	Principal	3	G010
Senior Claims Adjuster	NB173	Classified	Principal	3	G010
Senior Commission Assistant	NB174	Non-Classified	Advanced	4	G009
Senior Commission Assistant - Mayor	NB175	Non-Classified	Advanced	4	G009
Senior Financial Administrator	NB176	Classified	Principal	3	G010
Senior Human Resources Analyst	NB177	Classified	Principal	3	G011
Senior Legal Assistant	NB178	Classified	Advanced	0	G007
Senior Management Analyst	NB179	Classified	Principal	3	G010
Senior Management Analyst *	NB180	Non-Classified	Principal	3	G010

* 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	Class Code	Classification Status	Classification Level	Management Category	Pay Grade
Senior Strategic Communications Specialist *	NB181	Non-Classified	Principal	3	G010
Stormwater Operations Manager	NB182	Non-Classified	Division Manager	1	G013
Strategic Communications Manager *	NB183	Non-Classified	Division Manager	1	G013
Strategic Communications Specialist *	NB184	Non-Classified	Principal	3	G009
Structural Innovation Manager *	NB185	Non-Classified	Deputy/Assistant Director	1	M016
Surveyor	NB186	Classified	Program Manager	2	G011
Sustainability Analyst	NB187	Classified	Advanced	4	G008
Sustainability Manager	NB188	Classified	Program Manager	2	G012
Talent Manager	NB189	Non-Classified	Division Manager	1	G013
Technology Infrastructure and Operations Manager	NB190	Non-Classified	Division Manager	1	G013
Telecommunications Coordinator	NB191	Classified	Principal	3	G011
Telecommunications Manager	NB192	Classified	Program Manager	2	G012
Transportation Manager	NB193	Non-Classified	Division Manager	1	G013
Treasurer	NB194	Non-Classified	Division Manager	1	G013
Urban Design and Planning Manager	NB195	Non-Classified	Division Manager	1	G013
Utilities Distribution and Collection Systems Manager	NB196	Non-Classified	Division Manager	1	G013
Wastewater Facilities Manager	NB197	Classified	Program Manager	2	G011
Water and Wastewater Treatment Manager	NB198	Non-Classified	Division Manager	1	G013
Water Facilities Manager	NB199	Classified	Program Manager	2	G011
Zoning Administrator	NB200	Classified	Program Manager	2	G012

* Administrative Assistant to the City Manager

SCHEDULE I(h)
MANAGEMENT, PROFESSIONAL, AND SUPERVISORY (P.E.R.C. EXEMPT) PAY RANGE AMOUNTS
EFFECTIVE 10/7/2018
2.05 % GENERAL WAGE INCREASE

Pay Ranges 2018/19	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 2018/19
GRADE	HOURLY	BIWEEKLY	ANNUAL	HOURLY 2	BIWEEKLY 2	ANNUAL 2	HOURLY 3	BIWEEKLY 3	ANNUAL 3	HOURLY 4	BIWEEKLY 4	ANNUAL 4	HOURLY 5	BIWEEKLY 5	ANNUAL 5	HOURLY 6	BIWEEKLY 6	ANNUAL 6	GRADE 17
M016	\$21.03	\$1,662.40	\$43,742.40	\$31.76	\$2,540.80	\$66,060.80	\$32.96	\$2,604.80	\$67,724.80	\$33.39	\$2,671.20	\$69,451.20	N/A	N/A	N/A	N/A	N/A	N/A	M016
M017	\$21.56	\$1,726.40	\$44,066.40	\$32.66	\$2,604.80	\$67,724.80	\$33.39	\$2,671.20	\$69,451.20	\$34.20	\$2,736.00	\$71,136.00	N/A	N/A	N/A	N/A	N/A	N/A	M017
M018	\$22.12	\$1,788.80	\$44,066.40	\$33.39	\$2,671.20	\$69,451.20	\$34.20	\$2,736.00	\$71,136.00	\$36.02	\$2,801.60	\$72,841.60	N/A	N/A	N/A	N/A	N/A	N/A	M018
M019	\$22.67	\$1,813.60	\$47,153.60	\$34.20	\$2,736.00	\$71,136.00	\$36.02	\$2,801.60	\$72,841.60	\$36.93	\$2,874.40	\$74,734.40	N/A	N/A	N/A	N/A	N/A	N/A	M019
M020	\$23.24	\$1,859.20	\$48,339.20	\$36.02	\$2,801.60	\$72,841.60	\$36.93	\$2,874.40	\$74,734.40	\$38.66	\$2,946.00	\$76,646.00	N/A	N/A	N/A	N/A	N/A	N/A	M020
M021	\$23.81	\$1,904.80	\$48,339.20	\$36.93	\$2,874.40	\$74,734.40	\$38.66	\$2,946.00	\$76,646.00	\$37.72	\$3,017.60	\$78,457.60	N/A	N/A	N/A	N/A	N/A	N/A	M021
M022	\$24.41	\$1,952.80	\$50,772.80	\$38.66	\$2,946.00	\$76,646.00	\$37.72	\$3,017.60	\$78,457.60	\$38.69	\$3,095.20	\$80,475.20	N/A	N/A	N/A	N/A	N/A	N/A	M022
M023	\$25.05	\$2,004.00	\$52,104.00	\$37.72	\$3,017.60	\$78,457.60	\$38.69	\$3,095.20	\$80,475.20	\$38.66	\$3,172.00	\$82,472.00	N/A	N/A	N/A	N/A	N/A	N/A	M023
M024	\$25.65	\$2,052.00	\$53,352.00	\$38.69	\$3,095.20	\$80,475.20	\$38.66	\$3,172.00	\$82,472.00	\$40.66	\$3,252.00	\$84,552.00	N/A	N/A	N/A	N/A	N/A	N/A	M024
M025	\$26.31	\$2,104.80	\$54,724.80	\$38.66	\$3,172.00	\$82,472.00	\$40.66	\$3,252.00	\$84,552.00	\$41.63	\$3,330.40	\$86,590.40	N/A	N/A	N/A	N/A	N/A	N/A	M025
M026	\$26.94	\$2,156.20	\$56,035.20	\$40.66	\$3,252.00	\$84,552.00	\$41.63	\$3,330.40	\$86,590.40	\$42.71	\$3,416.80	\$88,638.80	N/A	N/A	N/A	N/A	N/A	N/A	M026
M027	\$27.62	\$2,209.60	\$57,449.60	\$41.63	\$3,330.40	\$86,590.40	\$42.71	\$3,416.80	\$88,638.80	\$43.78	\$3,502.40	\$91,062.40	N/A	N/A	N/A	N/A	N/A	N/A	M027
M028	\$28.35	\$2,268.00	\$58,968.00	\$42.71	\$3,416.80	\$88,638.80	\$43.78	\$3,502.40	\$91,062.40	\$44.89	\$3,591.20	\$93,371.20	N/A	N/A	N/A	N/A	N/A	N/A	M028
M029	\$29.04	\$2,323.20	\$60,403.20	\$43.78	\$3,502.40	\$91,062.40	\$44.89	\$3,591.20	\$93,371.20	\$46.06	\$3,678.00	\$95,576.00	N/A	N/A	N/A	N/A	N/A	N/A	M029
M030	\$29.76	\$2,380.80	\$61,900.80	\$44.89	\$3,591.20	\$93,371.20	\$46.06	\$3,678.00	\$95,576.00	\$47.16	\$3,772.80	\$98,002.80	\$48.32	\$3,865.60	\$100,505.60	N/A	N/A	N/A	M030
M031	\$30.53	\$2,442.40	\$63,502.40	\$46.06	\$3,678.00	\$95,576.00	\$47.16	\$3,772.80	\$98,002.80	\$48.32	\$3,865.60	\$100,505.60	N/A	N/A	N/A	N/A	N/A	N/A	M031
M032	\$31.26	\$2,500.80	\$65,020.80	\$47.16	\$3,772.80	\$98,002.80	\$48.32	\$3,865.60	\$100,505.60	\$49.62	\$3,961.60	\$103,001.60	N/A	N/A	N/A	N/A	N/A	N/A	M032
M033	\$32.03	\$2,562.40	\$66,622.40	\$48.32	\$3,865.60	\$100,505.60	\$49.62	\$3,961.60	\$103,001.60	\$50.74	\$4,059.20	\$105,539.20	N/A	N/A	N/A	N/A	N/A	N/A	M033
M034	\$32.85	\$2,628.00	\$68,328.00	\$49.62	\$3,961.60	\$103,001.60	\$50.74	\$4,059.20	\$105,539.20	\$52.00	\$4,160.00	\$108,160.00	\$53.32	\$4,265.60	\$110,905.60	\$54.66	\$4,372.00	\$113,672.00	M034
M035	\$33.69	\$2,696.20	\$70,075.20	\$50.74	\$4,059.20	\$105,539.20	\$52.00	\$4,160.00	\$108,160.00	\$53.32	\$4,265.60	\$110,905.60	\$54.66	\$4,372.00	\$113,672.00	\$56.02	\$4,481.60	\$116,521.60	M035
M036	\$34.50	\$2,768.00	\$71,760.00	\$52.00	\$4,160.00	\$108,160.00	\$53.32	\$4,265.60	\$110,905.60	\$54.66	\$4,372.00	\$113,672.00	\$56.02	\$4,481.60	\$116,521.60	\$57.41	\$4,592.80	\$119,412.80	M036
M037	\$35.37	\$2,829.60	\$73,569.60	\$53.32	\$4,265.60	\$110,905.60	\$54.66	\$4,372.00	\$113,672.00	\$56.02	\$4,481.60	\$116,521.60	\$57.41	\$4,592.80	\$119,412.80	\$58.84	\$4,707.20	\$122,367.20	M037
M038	\$36.25	\$2,900.00	\$75,400.00	\$54.66	\$4,372.00	\$113,672.00	\$56.02	\$4,481.60	\$116,521.60	\$57.41	\$4,592.80	\$119,412.80	\$58.84	\$4,707.20	\$122,367.20	\$60.32	\$4,825.60	\$125,465.60	M038
M039	\$37.16	\$2,972.80	\$77,292.80	\$56.02	\$4,481.60	\$116,521.60	\$57.41	\$4,592.80	\$119,412.80	\$58.84	\$4,707.20	\$122,367.20	\$60.32	\$4,825.60	\$125,465.60	\$61.82	\$4,945.60	\$128,565.60	M039
M040	\$38.07	\$3,045.60	\$79,185.60	\$57.41	\$4,592.80	\$119,412.80	\$58.84	\$4,707.20	\$122,367.20	\$60.32	\$4,825.60	\$125,465.60	\$61.82	\$4,945.60	\$128,565.60	\$63.37	\$5,069.60	\$131,809.60	M040
M041	\$39.05	\$3,124.00	\$81,224.00	\$58.84	\$4,707.20	\$122,367.20	\$60.32	\$4,825.60	\$125,465.60	\$61.82	\$4,945.60	\$128,565.60	\$63.37	\$5,069.60	\$131,809.60	\$64.94	\$5,195.20	\$135,075.20	M041
M042	\$40.02	\$3,201.60	\$83,241.60	\$60.32	\$4,825.60	\$125,465.60	\$61.82	\$4,945.60	\$128,565.60	\$63.37	\$5,069.60	\$131,809.60	\$64.94	\$5,195.20	\$135,075.20	\$66.56	\$5,324.00	\$138,424.00	M042
M043	\$41.04	\$3,283.20	\$85,363.20	\$61.82	\$4,945.60	\$128,565.60	\$63.37	\$5,069.60	\$131,809.60	\$64.94	\$5,195.20	\$135,075.20	\$66.56	\$5,324.00	\$138,424.00	\$68.26	\$5,460.80	\$141,960.80	M043
M044	\$42.02	\$3,361.60	\$87,401.60	\$63.37	\$5,069.60	\$131,809.60	\$64.94	\$5,195.20	\$135,075.20	\$66.56	\$5,324.00	\$138,424.00	\$68.26	\$5,460.80	\$141,960.80	\$69.97	\$5,597.60	\$145,537.60	M044
M045	\$43.11	\$3,448.80	\$89,668.80	\$64.94	\$5,195.20	\$135,075.20	\$66.56	\$5,324.00	\$138,424.00	\$68.26	\$5,460.80	\$141,960.80	\$69.97	\$5,597.60	\$145,537.60	\$71.70	\$5,736.00	\$149,136.00	M045
M046	\$44.17	\$3,533.60	\$91,873.60	\$66.56	\$5,324.00	\$138,424.00	\$68.26	\$5,460.80	\$141,960.80	\$69.97	\$5,597.60	\$145,537.60	\$71.70	\$5,736.00	\$149,136.00	\$73.48	\$5,878.40	\$152,838.40	M046
M047	\$45.26	\$3,622.40	\$94,162.40	\$68.26	\$5,460.80	\$141,960.80	\$69.97	\$5,597.60	\$145,537.60	\$71.70	\$5,736.00	\$149,136.00	\$73.48	\$5,878.40	\$152,838.40	\$75.32	\$6,025.60	\$156,665.60	M047
M048	\$46.40	\$3,712.00	\$96,512.00	\$69.97	\$5,597.60	\$145,537.60	\$71.70	\$5,736.00	\$149,136.00	\$73.48	\$5,878.40	\$152,838.40	\$75.32	\$6,025.60	\$156,665.60	\$77.20	\$6,178.00	\$160,576.00	M048
M049	\$47.57	\$3,805.60	\$98,945.60	\$71.70	\$5,736.00	\$149,136.00	\$73.48	\$5,878.40	\$152,838.40	\$75.32	\$6,025.60	\$156,665.60	\$77.20	\$6,178.00	\$160,576.00	\$79.16	\$6,332.00	\$164,632.00	M049
M050	\$48.76	\$3,900.80	\$101,420.80	\$73.48	\$5,878.40	\$152,838.40	\$75.32	\$6,025.60	\$156,665.60	\$77.20	\$6,178.00	\$160,576.00	\$79.16	\$6,332.00	\$164,632.00	\$81.16	\$6,492.00	\$168,792.00	M050
M051	\$49.97	\$3,997.60	\$103,937.60	\$75.32	\$6,025.60	\$156,665.60	\$77.20	\$6,178.00	\$160,576.00	\$79.16	\$6,332.00	\$164,632.00	\$81.16	\$6,492.00	\$168,792.00	\$83.13	\$6,650.40	\$172,910.40	M051
M052	\$51.22	\$4,097.60	\$106,537.60	\$77.20	\$6,178.00	\$160,576.00	\$79.16	\$6,332.00	\$164,632.00	\$81.16	\$6,492.00	\$168,792.00	\$83.13	\$6,650.40	\$172,910.40	\$85.21	\$6,816.80	\$177,236.80	M052
M053	\$52.50	\$4,200.00	\$109,200.00	\$79.16	\$6,332.00	\$164,632.00	\$81.16	\$6,492.00	\$168,792.00	\$83.13	\$6,650.40	\$172,910.40	\$85.21	\$6,816.80	\$177,236.80	\$87.34	\$6,987.20	\$181,667.20	M053
M054	\$53.81	\$4,304.80	\$111,924.80	\$81.16	\$6,492.00	\$168,792.00	\$83.13	\$6,650.40	\$172,910.40	\$85.21	\$6,816.80	\$177,236.80	\$87.34	\$6,987.20	\$181,667.20	\$89.54	\$7,163.20	\$186,243.20	M054
M055	\$55.18	\$4,414.40	\$114,774.40	\$83.13	\$6,650.40	\$172,910.40	\$85.21	\$6,816.80	\$177,236.80	\$87.34	\$6,987.20	\$181,667.20	\$89.54	\$7,163.20	\$186,243.20	\$91.80	\$7,344.00	\$190,844.00	M055
M056	\$56.52	\$4,521.60	\$117,561.60	\$85.21	\$6,816.80	\$177,236.80	\$87.34	\$6,987.20	\$181,667.20	\$89.54	\$7,163.20	\$186,243.20	\$91.80	\$7,344.00	\$190,844.00	\$94.06	\$7,524.80	\$195,444.80	M056
M057	\$57.92	\$4,633.60	\$120,473.60	\$87.34	\$6,987.20	\$181,667.20	\$89.54	\$7,163.20	\$186,243.20	\$91.80	\$7,344.00	\$190,844.00	\$94.06	\$7,524.80	\$195,444.80	\$96.41	\$7,712.80	\$200,532.80	M057
M058	\$59.36	\$4,750.40	\$123,510.40	\$89.54	\$7,163.20	\$186,243.20	\$91.80	\$7,344.00	\$190,844.00	\$94.06	\$7,524.80	\$195,444.80	\$96.41	\$7,712.80	\$200,532.80	\$98.83	\$7,908.40	\$205,560.40	M058
M059	\$60.85	\$4,868.00	\$126,568.00	\$91.80	\$7,344.00	\$190,844.00	\$94.06	\$7,524.80	\$195,444.80	\$96.41	\$7,712.80	\$200,532.80	\$98.83	\$7,908.40	\$205,560.40	\$101.33	\$8,108.40	\$210,768.40	M059
M060	\$62.40	\$4,992.00	\$129,792.00	\$94.06	\$7,524.80	\$195,444.80	\$96.41	\$7,712.80	\$200,532.80	\$98.83	\$7,908.40	\$205,560.40	\$101.33	\$8,108.40	\$210,768.40	\$103.86	\$8,308.80	\$216,028.80	M060

SCHEDULE II(h)
NONBARGAINING UNIT CONFIDENTIAL PAY RANGE AMOUNTS
EFFECTIVE 10/7/2018
2.05% GENERAL WAGE INCREASE

Pay Range 2018-19	Hourly Minimum	BiWeekly	Monthly	Annual Minimum	Hourly Maximum	BiWeekly2	Monthly3	Annual Maximum	Pay Range 2018-19
C026	\$ 14.34	\$ 1,147.20	\$ 2,485.60	\$ 29,827.20	\$ 21.09	\$ 1,687.20	\$ 3,655.60	\$ 43,867.20	C026
C027	\$ 14.73	\$ 1,178.40	\$ 2,553.20	\$ 30,638.40	\$ 21.64	\$ 1,731.20	\$ 3,750.93	\$ 45,011.20	C027
C028	\$ 15.05	\$ 1,204.00	\$ 2,608.67	\$ 31,304.00	\$ 22.19	\$ 1,775.20	\$ 3,846.27	\$ 46,155.20	C028
C029	\$ 15.45	\$ 1,236.00	\$ 2,678.00	\$ 32,136.00	\$ 22.74	\$ 1,819.20	\$ 3,941.60	\$ 47,299.20	C029
C030	\$ 15.84	\$ 1,267.20	\$ 2,745.60	\$ 32,947.20	\$ 23.29	\$ 1,863.20	\$ 4,036.93	\$ 48,443.20	C030
C031	\$ 16.23	\$ 1,298.40	\$ 2,813.20	\$ 33,758.40	\$ 23.87	\$ 1,909.60	\$ 4,137.47	\$ 49,649.60	C031
C032	\$ 16.64	\$ 1,331.20	\$ 2,884.27	\$ 34,611.20	\$ 24.47	\$ 1,957.60	\$ 4,241.47	\$ 50,897.60	C032
C033	\$ 17.07	\$ 1,365.60	\$ 2,958.80	\$ 35,505.60	\$ 25.08	\$ 2,006.40	\$ 4,347.20	\$ 52,166.40	C033
C034	\$ 17.48	\$ 1,398.40	\$ 3,029.87	\$ 36,358.40	\$ 25.69	\$ 2,055.20	\$ 4,452.93	\$ 53,435.20	C034
C035	\$ 17.94	\$ 1,435.20	\$ 3,109.60	\$ 37,315.20	\$ 26.38	\$ 2,110.40	\$ 4,572.53	\$ 54,870.40	C035
C036	\$ 18.39	\$ 1,471.20	\$ 3,187.60	\$ 38,251.20	\$ 26.97	\$ 2,157.60	\$ 4,674.80	\$ 56,097.60	C036
C037	\$ 18.82	\$ 1,505.60	\$ 3,262.13	\$ 39,145.60	\$ 27.69	\$ 2,215.20	\$ 4,799.60	\$ 57,595.20	C037
C038	\$ 19.30	\$ 1,544.00	\$ 3,345.33	\$ 40,144.00	\$ 28.37	\$ 2,269.60	\$ 4,917.47	\$ 59,009.60	C038
C039	\$ 19.81	\$ 1,584.80	\$ 3,433.73	\$ 41,204.80	\$ 29.07	\$ 2,325.60	\$ 5,038.80	\$ 60,465.60	C039
C040	\$ 20.29	\$ 1,623.20	\$ 3,516.93	\$ 42,203.20	\$ 29.81	\$ 2,384.80	\$ 5,167.07	\$ 62,004.80	C040
C041	\$ 20.80	\$ 1,664.00	\$ 3,605.33	\$ 43,264.00	\$ 30.55	\$ 2,444.00	\$ 5,295.33	\$ 63,544.00	C041
C042	\$ 21.29	\$ 1,703.20	\$ 3,690.27	\$ 44,283.20	\$ 31.29	\$ 2,503.20	\$ 5,423.60	\$ 65,083.20	C042
C043	\$ 21.84	\$ 1,747.20	\$ 3,785.60	\$ 45,427.20	\$ 32.09	\$ 2,567.20	\$ 5,562.27	\$ 66,747.20	C043
C044	\$ 22.38	\$ 1,790.40	\$ 3,879.20	\$ 46,550.40	\$ 33.71	\$ 2,696.80	\$ 5,843.07	\$ 70,116.80	C044
C045	\$ 22.94	\$ 1,835.20	\$ 3,976.27	\$ 47,715.20	\$ 35.43	\$ 2,834.40	\$ 6,141.20	\$ 73,694.40	C045
C046	\$ 23.49	\$ 1,879.20	\$ 4,071.60	\$ 48,859.20	\$ 36.32	\$ 2,905.60	\$ 6,295.47	\$ 75,545.60	C046
C047	\$ 24.11	\$ 1,928.80	\$ 4,179.07	\$ 50,148.80	\$ 37.24	\$ 2,979.20	\$ 6,454.93	\$ 77,459.20	C047
C048	\$ 24.68	\$ 1,974.40	\$ 4,277.87	\$ 51,334.40	\$ 38.17	\$ 3,053.60	\$ 6,616.13	\$ 79,393.60	C048
C049	\$ 25.31	\$ 2,024.80	\$ 4,387.07	\$ 52,644.80	\$ 39.11	\$ 3,128.80	\$ 6,779.07	\$ 81,348.80	C049
C050	\$ 25.94	\$ 2,075.20	\$ 4,496.27	\$ 53,955.20	\$ 40.10	\$ 3,208.00	\$ 6,950.67	\$ 83,408.00	C050

SCHEDULE 10(b)
COMMUNITY REDEVELOPMENT AGENCY (CRA)
PAY RANGE AMOUNTS
EFFECTIVE 10/7/2018
2.05% GENERAL WAGE INCREASE

Pay Range	MINIMUM MANAGEMENT CATEGORY ALL			MAXIMUM MANAGEMENT CATEGORY ALL			MAXIMUM MANAGEMENT CATEGORY V			MAXIMUM MANAGEMENT CATEGORY IV			MAXIMUM MANAGEMENT CATEGORY III			Pay Range
	HOURLY 2.05%	BIWEEKLY 2.05%	ANNUAL 2.05%	HOURLY 2.05%	BIWEEKLY 2.05%	ANNUAL 2.05%	HOURLY 2.05%	BIWEEKLY 2.05%	ANNUAL 2.05%	HOURLY 2.05%	BIWEEKLY 2.05%	ANNUAL 2.05%	HOURLY 2.05%	BIWEEKLY 2.05%	ANNUAL 2.05%	
GRADE																GRADE
CR1N	\$19.30	\$1,544.00	\$40,144.00	\$28.37	\$2,269.60	\$59,009.60	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CR1N
CR2N	\$20.61	\$1,648.80	\$42,868.80	\$27.77	\$2,221.60	\$57,761.60	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CR2N
CR3N	\$20.80	\$1,664.00	\$43,264.00	\$30.55	\$2,444.00	\$63,544.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CR3N
CR4N	\$21.84	\$1,747.20	\$45,427.20	\$32.09	\$2,567.20	\$66,747.20	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	CR4N
CR01	\$25.05	\$2,004.00	\$52,104.00	N/A	N/A	N/A	\$37.72	\$3,017.60	\$78,457.60	N/A	N/A	N/A	N/A	N/A	N/A	CR01
CR02	\$28.76	\$2,300.80	\$59,820.80	N/A	N/A	N/A	\$39.64	\$3,171.20	\$82,451.20	N/A	N/A	N/A	N/A	N/A	N/A	CR02
CR03	\$31.75	\$2,540.00	\$66,040.00	N/A	N/A	N/A	N/A	N/A	N/A	\$44.86	\$3,588.80	\$93,308.80	N/A	N/A	N/A	CR03
CR04	\$35.02	\$2,801.60	\$72,841.60	N/A	N/A	N/A	N/A	N/A	N/A	\$49.51	\$3,960.80	\$102,980.80	N/A	N/A	N/A	CR04
CR05	\$32.85	\$2,628.00	\$68,328.00	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$52.00	\$53.07	\$108,160.00	CR05
CR06	\$38.67	\$3,093.60	\$80,433.60	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$56.01	\$57.16	\$116,500.80	CR06
CR07	\$35.37	\$2,829.60	\$73,569.60	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$56.02	\$57.17	\$116,521.60	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
G001	\$12.35	\$25,683.94	\$19.13	\$39,799.50
G002	\$13.71	\$28,507.06	\$21.24	\$44,172.14
G003	\$15.21	\$31,627.34	\$23.57	\$49,032.98
G004	\$16.88	\$35,108.47	\$26.17	\$54,424.49
G005	\$18.74	\$38,971.67	\$29.04	\$60,410.33
G006	\$20.80	\$43,259.40	\$32.24	\$67,054.20
G007	\$23.08	\$48,014.12	\$35.79	\$74,440.98
G008	\$25.62	\$53,299.49	\$39.73	\$82,634.38
G009	\$28.45	\$59,179.20	\$44.10	\$91,719.27
G010	\$31.57	\$65,674.48	\$48.94	\$101,801.81
G011	\$35.05	\$72,912.68	\$54.33	\$113,009.35
G012	\$38.90	\$80,915.04	\$60.30	\$125,426.80
G013	\$43.19	\$89,830.12	\$66.93	\$139,223.96
MANAGEMENT				
Grade	Hourly Minimum	Annual Minimum	Hourly Maximum	Annual Maximum
M016	\$47.36	\$98,511.72	\$80.52	\$167,476.30
M017	\$51.15	\$106,386.72	\$86.96	\$180,870.15
M018	\$55.24	\$114,898.50	\$93.92	\$195,346.56
M019	\$59.66	\$124,089.53	\$101.43	\$210,969.19
M020	\$64.43	\$134,023.49	\$109.54	\$227,844.18