



Event # 560-4

Name: Job Classification and Compensation Study

Description: The City of Fort Lauderdale, Florida (City) is seeking qualified, experienced and licensed firm(s), hereinafter referred to as Contractor, Bidder or Proposer, to provide a Job Classification and Compensation Study for the City, in accordance with the terms, conditions and specifications contained in this Request for Proposal (RFP).

Buyer: TORRENGA, JOHN

Status: Pending Award

Event Type: RFP

Currency: USD

Sealed Bid: Yes

Respond To All Lines: Yes

Q & A Allowed: Yes

Number Of Amendments: 4

Display Bid Tabulation: Display When Event Closed For Bidding Or Canceled

Event Dates

Preview:

Q & A Open: 12/09/2025 12:15:00 PM

Open: 12/09/2025 12:15:00 PM

Q & A Close: 01/05/2026 05:00:00 PM

Close: 01/21/2026 02:00:00 PM

Dispute Close:

Questions

Question	Response Type	Attachment
Did you fill out and attach the Required Forms Packet?	Yes No	Required Forms Packet - Forms 1-10.pdf

Attachments

Name	Attachment
Event 560 - RFP Document	Event 560 - RFP Document.pdf
General Conditions	General Conditions - Rev 12-2025.pdf
Current Classification and Pay Plan	Classification and Pay Plan FY26_10_12_2025.pdf
Addendum 3 - Event 560.pdf	Addendum 3 - Event 560.pdf

Event # 560-4: Job Classification and Compensation Study

Contacts

Name	Email Address
JOHN TORRENGA	jtorrenga@fortlauderdale.gov
MATTHEW EATON	MEaton@fortlauderdale.gov

Commodity Codes

Commodity Code	Description
918-66	Human Resources Consulting Services
918-85	Personnel/Employment Consulting (Human Resources)
952-59	Human Services (Not Otherwise Classified)
952-77	Research and Evaluation, Human Services (Including Productiv
958-16	Business Management Services
958-39	Financial Management Services
961-62	Personnel Services (Not Employment)

Line Details

Line 1: Phase 1: Project Initiation & Planning

Description: Phase 1: Project Initiation & Planning; per the specifications.

Item: PHASE 1 Phase 1: Project Initiation & Planning

Commodity Code: 918-85 Personnel/Employment Consulting (Human Resources)

Quantity: 1.0000

Unit of Measure: LS

Require Response: Yes

Price Breaks Allowed: No

Allow Alternate Responses: No

Add On: No

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**Charges
Allowed:**

Line 2: Phase 2: Data Collection

Description: Phase 2: Data Collection; per the specifications.

Item: PHASE 2 Phase 2: Data Collection

Commodity Code: 918-85 Personnel/Employment Consulting (Human Resources)

Quantity: 1.0000 **Unit of Measure:** LS

Require Response: Yes **Price Breaks Allowed:** No **Allow Alternate Responses:** No

Add On Charges Allowed: No

Line 3: Phase 3: Classification Analysis

Description: Phase 3: Classification Analysis; per the specifications.

Item: PHASE 3 Phase 3: Classification Analysis

Commodity Code: 918-85 Personnel/Employment Consulting (Human Resources)

Quantity: 1.0000 **Unit of Measure:** LS

Require Response: Yes **Price Breaks Allowed:** No **Allow Alternate Responses:** No

Add On Charges Allowed: No

Line 4: Phase 4: Compensation Analysis

Description: Phase 4: Compensation Analysis; per the specifications.

Item: PHASE 4 Phase 4: Compensation Analysis

Commodity Code: 918-85 Personnel/Employment Consulting (Human Resources)

Quantity: 1.0000 **Unit of Measure:** LS

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Measure:

Require Response: Yes

Price Breaks Allowed: No

Allow Alternate Responses: No

Add On Charges Allowed: No

Line 5: Phase 5: Recommendations & Implementation

Description: Phase 5: Recommendations & Implementation; per the specifications.

Item: PHASE 5 Phase 5: Recommendations & Implementation

Commodity Code: 918-85 Personnel/Employment Consulting (Human Resources)

Quantity: 1.0000

Unit of Measure: LS

Require Response: Yes

Price Breaks Allowed: No

Allow Alternate Responses: No

Add On Charges Allowed: No

Line 6: Phase 6: Final Reporting & Presentations

Description: Phase 6: Final Reporting & Presentations; per the specifications.

Item: PHASE 6 Phase 6: Final Reporting & Presentations

Commodity Code: 918-85 Personnel/Employment Consulting (Human Resources)

Quantity: 1.0000

Unit of Measure: LS

Require Response: Yes

Price Breaks Allowed: No

Allow Alternate Responses: No

Add On Charges Allowed: No

SECTION I – INTRODUCTION AND INFORMATION

1.1 Purpose

The City of Fort Lauderdale, Florida (City) is seeking qualified, experienced and licensed firm(s), hereinafter referred to as Contractor, Bidder or Proposer, to provide a **Job Classification and Compensation Study** for the City, in accordance with the terms, conditions, and specifications contained in this Request for Proposals (RFP).

1.2 Point of Contact

For information concerning procedures for responding to this solicitation, contact Procurement Administrator, John Torrenga at (954) 828-5949 or email at jtorrenga@fortlauderdale.gov. Such contact shall be for clarification purposes only.

For information concerning technical specifications, please utilize the question / answer feature provided by the City's on-line strategic sourcing platform. Questions of a material nature must be received prior to the cut-off date specified in the RFP Schedule. Material changes, if any, to the scope of services or bidding procedures will only be transmitted by written addendum. Contractors please note: Proposals shall be submitted as stated in PART IV – Submittal Requirements. No part of your proposal can be submitted via FAX. No variation in price or conditions shall be permitted based upon a claim of ignorance. Submission of a proposal will be considered evidence that the Contractor has familiarized themselves with the nature and extent of the work, and the equipment, materials, and labor required. The entire proposal must be submitted in accordance with all specifications contained in this solicitation. The questions and answers submitted in the City's on-line strategic sourcing platform shall become part of any contract that is created from this RFP.

1.3 Pre-proposal Conference and Site Visit

There will not be a pre-bid/proposal conference or site visit for this Request for Proposal.

It will be the sole responsibility of the Contractor to become familiar with the scope of the City's requirements and systems prior to submitting a proposal. No variation in price or conditions shall be permitted based upon a claim of ignorance. Submission of a proposal will be considered evidence that the Proposer has familiarized themselves with the nature and extent of the work, equipment, materials, and labor required.

1.4 CITY'S ON-LINE STRATEGIC SOURCING PLATFORM

The City of Fort Lauderdale uses the City's on-line strategic sourcing platform to administer the competitive solicitation process, including but not limited to soliciting proposals, issuing addenda, posting results and issuing notification of an intended decision. There is no charge to register and download the RFP from the City's on-line strategic sourcing platform. Proposers are strongly encouraged to read the supplier tutorials available in the City's on-line strategic sourcing platform well in advance of their intention of submitting a proposal to ensure familiarity with the use of the City's on-line strategic sourcing platform. The City shall not be responsible for a Proposers inability to submit a Proposal by the end date and time for any reason, including issues arising from the use of the City's on-line strategic sourcing platform.

It is the sole responsibility of the Proposer to ensure that their proposal is submitted electronically through the City's on-line strategic sourcing platform no later than the time and date specified in this solicitation. PAPER PROPOSAL SUBMITTALS WILL NOT BE ACCEPTED. PROPOSALS MUST BE SUBMITTED ELECTRONICALLY VIA the City's on-line strategic sourcing platform.

1.5 Electronic Bid Openings/Proposal Closings

Please be advised that effective immediately, and until further notice, all Invitation to Bids, Request for Proposals, Request for Qualifications, and other solicitations led by the City of Fort Lauderdale will be opened electronically via the [City's on-line strategic sourcing platform](#) at the date and time indicated on the solicitation. All openings will be held on the City's on-line strategic sourcing platform.

Anyone requesting assistance or having further inquiry in this matter must contact the Procurement Specialist indicated on the solicitation, via the Question-and-Answer forum on the City's on-line strategic sourcing platform before the Last Day for Questions indicated in the Solicitation.

END OF SECTION

SECTION II - SPECIAL TERMS AND CONDITIONS

2.1 General Conditions

RFP General Conditions (Form G-107, Rev. 10/25) are included and made a part of this RFP.

2.2 Addenda, Changes, and Interpretations

It is the sole responsibility of each firm to notify the Buyer utilizing the question / answer feature provided by the [City's on-line strategic sourcing platform](#) and request modification or clarification of any ambiguity, conflict, discrepancy, omission, or other error discovered in this competitive solicitation. Requests for clarification, modification, interpretation, or changes must be received prior to the Question and Answer (Q & A) Deadline. Requests received after this date may not be addressed. Questions and requests for information that would not materially affect the scope of services to be performed or the solicitation process will be answered within the question / answer feature provided by the City's on-line strategic sourcing platform and shall be for clarification purposes only. Material changes, if any, to the scope of services or the solicitation process will only be transmitted by official written addendum issued by the City and uploaded to the City's on-line strategic sourcing platform as a separate addendum to the RFP. Under no circumstances shall an oral explanation given by any City official, officer, staff, or agent be binding upon the City and should be disregarded. All addenda are a part of the competitive solicitation documents, and each firm will be bound by such addenda. It is the responsibility of each to read and comprehend all addenda issued.

2.3 Changes and Alterations

Proposer may change or withdraw a Proposal at any time prior to Proposal submission deadline; however, no oral modifications will be allowed. Modifications shall not be allowed following the Proposal deadline.

2.4 Proposer's Costs

The City shall not be liable for any costs incurred by Proposers in responding to this RFP.

2.5 Pricing/Delivery

All pricing should be identified electronically into the City's on-line strategic sourcing platform Unit Price field(s). No additional costs may be accepted, other than the costs stated on the City's on-line strategic sourcing platform. Failure to use the City's on-line strategic sourcing platform and provide costs as requested in this RFP may deem your proposal non-responsive.

2.6 Price Validity

Prices provided in this Request for Proposals (RFP) shall be valid for at least One Hundred and Twenty (120) days from time of RFP opening unless otherwise extended and agreed upon by the City and Bidder/Proposer. The City shall award contract within this time period or shall request to the recommended awarded vendor an extension to hold pricing, until products/services have been awarded.

2.7 Invoices/Payment

The City will accept invoices no more frequently than once per month. Each invoice shall fully detail the related costs and shall specify the status of the particular task or project as of the date of the invoice with regard to the accepted schedule for that task or project. Payment will be made within forty-five (45) days after receipt of an invoice acceptable to the City, in accordance with the Florida Local Government Prompt Payment Act. If, at any time during the contract, the City shall not approve or accept the Contractor's work product, and agreement cannot be reached between the City and the Contractor to resolve the problem to the City's satisfaction, the City shall negotiate

with the Contractor on a payment for the work completed and usable to the City.

A payment schedule based upon agreed upon deliverables may be developed with the awarded Contractor.

2.8 Related Expenses/Travel Expenses

All costs including travel are to be included in your bid. The City will not accept any additional costs.

2.9 Payment Method

The City of Fort Lauderdale has implemented a Procurement Card (P-Card) program which changes how payments are remitted to its vendors. The City has transitioned from traditional paper checks to payment by credit card via MasterCard or Visa. This allows you as a vendor of the City of Fort Lauderdale to receive your payment fast and safely. No more waiting for checks to be printed and mailed. Payments will be made utilizing the City's P-Card (MasterCard or Visa). Accordingly, firms must presently have the ability to accept credit card payment or take whatever steps necessary to implement acceptance of a credit card before the commencement of a contract. See Contract Payment Method form attached.

2.10 Mistakes

The proposer shall examine this RFP carefully. The submission of a Proposal shall be prima facie evidence that the consultant has full knowledge of the scope, nature, and quality of the work to be performed; the detailed requirements of the specifications; and the conditions under which the work is to be performed. Ignorance of the requirements will not relieve the consultant from liability and obligations under the Contract.

2.11 Acceptance of Proposals / Minor Irregularities

2.11.1 The City reserves the right to accept or reject any or all proposals, part of proposals, and to waive minor irregularities or variances to specifications contained in proposals which do not make the proposal conditional in nature and minor irregularities in the solicitation process. A minor irregularity shall be a variation from the solicitation that does not affect the price of the contract or does not give a respondent an advantage or benefit not enjoyed by other respondents, does not adversely impact the interests of other firms, or does not affect the fundamental fairness of the solicitation process. The City also reserves the right to reissue a Request for Proposal.

2.11.2 The City reserves the right to disqualify Proposer during any phase of the competitive solicitation process and terminate for cause any resulting contract upon evidence of collusion with intent to defraud or other illegal practices on the part of the Proposer.

2.12 Modification of Services

2.12.1 While this contract is for services provided to the department referenced in this RFP, the City may require similar work for other City departments. Successful Proposer agrees to take on such work unless such work would not be considered reasonable or become an undue burden to the Successful Proposer.

2.12.2 The City reserves the right to delete any portion of the work at any time without cause, and if such right is exercised by the City, the total fee shall be reduced in the same ratio as the estimated cost of the work deleted bears to the estimated cost of the work originally planned. If work has already been accomplished and approved by the City on any portion of a contract resulting from this RFP, the Successful Proposer shall be paid for the work

completed on the basis of the estimated percentage of completion of such portion to the total project cost.

2.12.3 The City may require additional items or services of a similar nature, but not specifically listed in the contract. The Successful Proposer agrees to provide such items or services and shall provide the City prices on such additional items or services. If the price(s) offered are not acceptable to the City, and the situation cannot be resolved to the satisfaction of the City, the City reserves the right to procure those items or services from other vendors, or to cancel the contract upon giving the Successful Proposer thirty (30) days written notice.

2.12.4 If the Successful Proposer and the City agree on modifications or revisions to the task elements, after the City has approved work to begin on a particular task or project, and a budget has been established for that task or project, the Successful Proposer will submit a revised budget to the City for approval prior to proceeding with the work.

2.13 Non-Exclusive Contract

Proposer agrees and understands that the contract shall not be construed as an exclusive arrangement and further agrees that the City may, at any time, secure similar or identical services from another vendor at the City's sole option.

2.14 Sample Contract Agreement

A [sample of the formal agreement template](#), which may be required to be executed by the awarded vendor can be found at our website.

2.15 Responsiveness

In order to be considered responsive to the solicitation, the firm's proposal shall fully conform in all material respects to the solicitation and all its requirements, including all form and substance.

2.16 Responsibility

In order to be considered as a responsible firm, firm shall be fully capable to meet all of the requirements of the solicitation and subsequent contract, must possess the full capability, including financial and technical, to perform as contractually required, and must be able to fully document the ability to provide good faith performance.

2.17 Minimum Qualifications

Proposers shall be in the business of Human Resources consulting with a specialized team or unit that works in classification and compensation and must possess sufficient financial support, equipment, and organization to ensure that it can satisfactorily perform the services if awarded a Contract. Proposers must demonstrate that they, or the key staff assigned to the project, have successfully provided services with similar magnitude to those specified in the scope of services to at least one entity similar in size and complexity to the City of Fort Lauderdale or can demonstrate they have the experience with large scale private sector clients and the managerial and financial ability to successfully perform the work.

Proposers shall satisfy each of the following requirements cited below. Failure to do so may result in the proposal being deemed non-responsive.

2.17.1 Proposer or principals shall have prior experience conducting similar work in both public and private environments. The City prefers that the proposer or principals have a minimum of seven (7) years of classification and compensation project consulting with

experience in both private and public environments, and that the proposed project manager assigned to the work have a minimum of three (3) years experience in classification and compensation project management experience and have served as project manager on similar projects in complexity and size on a minimum of three previous occasions.

2.17.2 Before awarding a contract, the City reserves the right to require that a Proposer submit such evidence of qualifications as the City may deem necessary. Further, the City may consider any evidence of the financial, technical, and other qualifications and abilities of a firm or principals, including previous experiences of same with the City and performance evaluation for services, in making the award in the best interest of the City.

2.17.3 Firm or principals shall have no record of judgments, pending lawsuits against the City or criminal activities involving moral turpitude and not have any conflicts of interest that have not been waived by the City Commission.

2.17.4 Neither firm nor any principal, officer, or stockholder shall be in arrears or in default of any debt or contract involving the City, (as a party to a contract, or otherwise); nor have failed to perform faithfully on any previous contract with the City.

2.18 Lobbying Activities

ALL CONTRACTORS PLEASE NOTE: Any contractor submitting a response to this solicitation must comply, if applicable, with [City of Fort Lauderdale Ordinance No. C-11-42](#), and [Resolution No. 07-101, Lobbying Activities](#). Copies of Ordinance No. C-11-42 and Resolution No. 07-101 may be obtained from the City Clerk's Office, located at 1 East Broward Boulevard, Suite 444, Fort Lauderdale, Florida 33301.

2.19 Local Business Preference

2.19.1 Section 2-186, Code of Ordinances of the City of Fort Lauderdale, provides for a local business preference. In order to be considered for a local business preference, a Proposer must include the Local Business Preference Certification Statement of this RFP, as applicable to the local business preference class claimed at the time of Proposal submittal:

2.19.2 Upon formal request of the City, based on the application of a Local Business Preference the Proposer shall within ten (10) calendar days submit the following documentation to the Local Business Preference Class claimed:

- a. Copy of City of Fort Lauderdale current year business tax receipt, or Broward County current year business tax receipt, and
- b. List of the names of all employees of the Proposer and evidence of employees' residence within the geographic bounds of the City of Fort Lauderdale or Broward County, as the case may be, such as current Florida driver license, residential utility bill (water, electric, telephone, cable television), or other type of similar documentation acceptable to the City.

2.19.3 Failure to comply at time of Proposal submittal shall result in the Proposer being found ineligible for the local business preference.

2.19.4 The complete local business preference ordinance may be found on the City's web site: [Click Here](#)

2.19.5 Definitions

- a. The term "Class A business" shall mean any business that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within the limits of the city, and shall maintain a staffing level for the proposed work of at least fifty percent (50%) who are residents of the City of Fort Lauderdale.
- b. The term "Class B business" shall mean any business that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within the limits of the city, or shall maintain a staffing level for the proposed work of at least fifty percent (50%) who are residents of the City of Fort Lauderdale.
- c. The term "Class C business" shall mean any business that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within the limits of Broward County.
- d. The term "Class D business" shall mean any business that does not qualify as a Class A, Class B, or Class C business.

2.20 Disadvantaged Business Enterprise Preference

2.20.1 Section 2-185, Code of Ordinances of the City of Fort Lauderdale, provides for a disadvantaged business preference. In order to be considered for a disadvantaged business preference, a Proposer must include a certification from a government agency, as applicable to the disadvantaged business preference class claimed at the time of Bid/Proposal submittal:

2.20.2 Upon formal request of the City, based on the application of a Disadvantaged Business Preference the Proposer shall within ten (10) calendar days submit the following documentation to the Disadvantaged Business Enterprise Preference Class claimed:

- a. Copy of City of Fort Lauderdale current year business tax receipt, or the Tri-County (Broward, Dade, West Palm Beach) current year business tax receipt, or proof of active Sunbiz status and
- b. List of the names of all employees of the Proposer and evidence of employees' residence within the geographic bounds of the City of Fort Lauderdale or the Tri-County, as the case may be, such as current Florida driver license, residential utility bill (water, electric, telephone, cable television), or other type of similar documentation acceptable to the City.

2.20.3 Failure to comply at time of Proposal submittal shall result in the Proposer being found ineligible for the Disadvantaged Business Enterprise Preference business preference.

2.20.4 The complete disadvantaged business preference ordinance may be found on the City's web site: [Click Here](#)

2.20.5 Definitions

- a. The term "Disadvantaged Class 1 Enterprise" shall mean any disadvantaged business enterprise that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within

the limits of the City, and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the city's Procurement Manual.

- b. The term "Disadvantaged Class 2 Enterprise" shall mean any disadvantaged business enterprise that has established and agrees to maintain a permanent place of business within the limits of the city with full-time employees and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the city's Procurement Manual.
- c. The term "Disadvantaged Class 3 Enterprise" shall mean any disadvantaged business enterprise that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within the limits of the Tri-County area and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the City's Procurement Manual.
- d. The term "Disadvantaged Class 4 Enterprise" shall mean any disadvantaged business enterprise that does not qualify as a Class 1, Class 2, or Class 3 business, but is located in the State of Florida and provides supporting documentation of its disadvantaged certification as established in the City's Procurement Manual.

2.21 Protest Procedure

2.21.1 Any Proposer who is not recommended for award of a contract and who alleges a failure by the city to follow the city's procurement ordinance or any applicable law, may follow the protest procedure as found in the city's procurement ordinance within five (5) days after a notice of intent to award is posted on the city's web site at the following link: [Click Here](#)

2.21.2 The complete protest ordinance may be found on the city's web site at the following link: [Click Here](#)

2.22 Public Entity Crimes

Contractor represents that the execution of this Agreement will not violate the Public Entity Crime Act, Section 287.133, Florida Statutes (2025), as may be amended or revised, which essentially provides that a person or affiliate who is a contractor, consultant, or other provider and who has been placed on the convicted vendor list following a conviction for a public entity crime may not submit a bid on a contract to provide any goods or services to City, may not submit a bid on a contract with City for the construction or repair of a public building or public work, may not submit bids on leases of real property to City, may not be awarded or perform work as a contractor, supplier, subcontractor, or consultant under an Agreement with City, and may not transact any business with City in excess of the threshold amount provided in Section 287.017, Florida Statutes (2025), as may be amended or revised, for category two purchases for a period of 36 months from the date of being placed on the convicted vendor list. Violation of this Section shall result in termination of this Agreement and recovery of all monies paid by City pursuant to this Agreement and may result in debarment from City's competitive procurement activities..

2.23 Subcontractors

2.23.1 If the Contractor proposes to use subcontractors in the course of providing these services to the City, this information shall be a part of the bid/proposal response. Such information shall be subject to review, acceptance, and approval of the City, prior to any contract award. The City reserves the right to approve or disapprove of any subcontractor

candidate in its best interest and to require Contractor to replace subcontractor with one that meets City approval.

2.23.2 Contractor shall ensure that all of Contractor's subcontractors perform in accordance with the terms and conditions of this Contract. Contractor shall be fully responsible for all of Contractor's subcontractors' performance, and liable for any of Contractor's subcontractors' non-performance and all of Contractor's subcontractors' acts and omissions. Contractor shall defend, at Contractor's expense, counsel being subject to the City's approval or disapproval, and indemnify and hold harmless the City and the City's officers, employees, and agents from and against any claim, lawsuit, third-party action, or judgment, including any award of attorney fees and any award of costs, by or in favor of any Contractor's subcontractors for payment for work performed for the City.

2.23.3 Contractor shall require all its subcontractors to provide the required insurance coverage as well as any other coverage that the contractor may consider necessary, and any deficiency in the coverage or policy limits of said subcontractors will be the sole responsibility of the contractor.

2.24 Proposal Security – Not Applicable

2.25 Payment and Performance Bond – Not Applicable

2.25 Insurance Requirements

As a condition precedent to the effectiveness of this Agreement, during the term of this Agreement and during any renewal or extension term of this Agreement, the Contractor, at the Contractor's sole expense, shall provide insurance of such types and with such terms and limits as noted below. Providing proof of and maintaining adequate insurance coverage are material obligations of the Contractor. The Contractor shall provide the City a certificate of insurance evidencing such coverage. The Contractor's insurance coverage shall be primary insurance for all applicable policies. The limits of coverage under each policy maintained by the Contractor shall not be interpreted as limiting the Contractor's liability and obligations under this Agreement. All insurance policies shall be from insurers authorized to write insurance policies in the State of Florida and that possess an A.M. Best rating of A-, VII or better. All insurance policies are subject to approval by the City's Risk Manager.

The coverages, limits, and endorsements required herein protect the interests of the City, and these coverages, limits, and endorsements may not be relied upon by the Contractor for assessing the extent or determining appropriate types and limits of coverage to protect the Contractor against any loss exposure, whether as a result of this Agreement or otherwise. The requirements contained herein, as well as the City's review or acknowledgement, are not intended to and shall not in any manner limit or qualify the liabilities and obligations assumed by the Contractor under this Agreement.

The following insurance policies and coverages are required:

Commercial General Liability

Coverage must be afforded under a Commercial General Liability policy with limits not less than:

- \$1,000,000 each occurrence and \$2,000,000 aggregate for Bodily Injury, Property Damage, and Personal and Advertising Injury
- \$1,000,000 each occurrence and \$2,000,000 aggregate for Products and Completed Operations

Policy must include coverage for contractual liability and independent contractors.

The City, a Florida municipality, its officials, employees, and volunteers are to be covered as an additional insured with a CG 20 26 04 13 Additional Insured – Designated Person or Organization Endorsement or similar endorsement providing equal or broader Additional Insured Coverage with respect to liability arising out of activities performed by or on behalf of Contractor. The coverage shall contain no special limitation on the scope of protection afforded to the City, its officials, employees, and volunteers.

Professional Liability

Coverage must be afforded for Wrongful Acts in an amount not less than \$2,000,000 each claim and \$2,000,000 aggregate.

Contractor must keep the professional liability insurance in force until the third anniversary of expiration or early termination of this Agreement or the third anniversary of acceptance of work by the City, whichever is longer, which obligation shall survive expiration or early termination of this Agreement.

Business Automobile Liability

Proof of coverage must be provided for all Owned, Hired, Scheduled, and Non-Owned vehicles for Bodily Injury and Property Damage in an amount not less than the State of Florida required minimums unless a different amount is required by City Ordinance(s).

If Contractor does not own vehicles, Contractor shall maintain coverage for Hired and Non-Owned Auto Liability, which may be satisfied by way of endorsement to the Commercial General Liability policy or separate Business Auto Liability policy.

Workers' Compensation and Employer's Liability

Coverage must be afforded per Chapter 440, Florida Statutes. Any person or entity performing work for or on behalf of the City must provide Workers' Compensation insurance. Exceptions and exemptions will be allowed by the City's Risk Manager, if they are in accordance with Florida Statute. Contractors ineligible for a State exemption certificate agree that they are excluded from any benefits, from the City, afforded under Chapter 440, Florida Statutes.

Contractor waives, and Contractor shall ensure that Contractor's insurance carrier waives, all subrogation rights against the City, its officials, employees, and volunteers for all losses or damages. The City requires the policy to be endorsed with WC 00 03 13 Waiver of our Right to Recover from Others or equivalent.

Contractor must be in compliance with all applicable State and federal workers' compensation laws.

Insurance Certificate Requirements

- a. Contractor shall provide the City with valid Certificates of Insurance (binders are unacceptable) no later than ten (10) days prior to the start of work contemplated in this Agreement.
- b. Contractor shall provide to the City a Certificate of Insurance having a thirty (30) day notice of cancellation; ten (10) days' notice if cancellation is for nonpayment of premium.
- c. In the event that the insurer is unable to accommodate the cancellation notice requirement, it shall be the responsibility of Contractor to provide the proper notice. Such

notification will be in writing by registered mail, return receipt requested, and addressed to the certificate holder.

- d. In the event the Agreement term or any surviving obligation of Contractor following expiration or early termination of the Agreement goes beyond the expiration date of the insurance policy, Contractor shall provide the City with an updated Certificate of Insurance no later than ten (10) days prior to the expiration of the insurance currently in effect. The City reserves the right to suspend the Agreement until this requirement is met.
- e. The Certificate of Insurance shall indicate whether coverage is provided under a claims-made or occurrence form. If any coverage is provided on a claims-made form, the Certificate of Insurance must show a retroactive date, which shall be the effective date of the initial contract or prior.
- f. The City shall be included as an Additional Insured on the general liability policy.
- g. The City shall be granted a Waiver of Subrogation on Contractor's Workers' Compensation insurance policy.
- h. The title of the Agreement, Bid/Contract number, or other identifying reference must be listed on the Certificate of Insurance.

The Certificate Holder should read as follows:

City of Fort Lauderdale
401 SE 21st Street
Fort Lauderdale, FL 33316

Contractor has the sole responsibility for all insurance premiums and shall be fully and solely responsible for any costs or expenses as a result of a coverage deductible, co-insurance penalty, or self-insured retention; including any loss not covered because of the application of such deductible, co-insurance penalty, self-insured retention, or coverage exclusion or limitation. Any costs for including the City as an Additional Insured shall be at Contractor's expense.

If Contractor's primary insurance policy/policies do not meet the minimum requirements as set forth in this Agreement, Contractor may provide evidence of an Umbrella/Excess insurance policy to comply with this requirement.

Contractor's insurance coverage shall be primary insurance in respect to the City's interests for this Agreement, its officials, employees, and volunteers. Any insurance or self-insurance maintained by the City shall be non-contributory.

Any exclusion or provision in any insurance policy maintained by Contractor that excludes coverage required in this Agreement shall be deemed unacceptable and shall be considered breach of contract.

All required insurance policies must be maintained until the Agreement work has been accepted by the City, or until this Agreement is terminated, whichever is later. Any lapse in coverage may be considered breach of contract. In addition, Contractor must provide to the City confirmation of coverage renewal via an updated certificate of insurance should any policies expire prior to the expiration of this Agreement. The City reserves the right to review, at any time, coverage forms and limits of Contractor's insurance policies.

Contractor shall provide notice of any and all claims, accidents, and any other occurrences associated with this Agreement to Contractor's insurance company or companies and the City's Risk Management office as soon as practical.

It is Contractor's responsibility to ensure that any and all of Contractor's independent contractors and subcontractors comply with these insurance requirements. All coverages for independent contractors and subcontractors shall be subject to all of the applicable requirements stated herein. Any and all deficiencies are the responsibility of Contractor. The City reserves the right to adjust insurance limits from time to time at its discretion with notice to Contractor.

2.27 Award of Contract

A Contract (the "Agreement") may be awarded by the City Commission. The City reserves the right to execute or not execute, as applicable, a contract with the Proposer(s) that is determined to be in the City's best interests. The City reserves the right to award a contract to more than one Proposer, at the sole and absolute discretion of the City.

2.28 Unauthorized Work

The Successful Proposer(s) shall not begin work until a Contract has been awarded by the City Commission and a notice to proceed has been issued. Proposer(s) agree and understand that the issuance of a Purchase Order and/or Task Order shall be issued and provided to the Successful Proposer(s) following Commission award; however, receipt of a purchase order and/or task order shall not prevent the Successful Proposer(s) from commencing the work once the City Commission has awarded the contract and notice to proceed is issued.

2.29 Damage to Public or Private Property

Extreme care shall be taken to safeguard all existing facilities, site amenities, irrigation systems, vehicles, etc. on or around the job site. Damage to public and/or private property shall be the responsibility of the Contractor and shall be repaired and/or replaced at no additional cost to the City.

2.30 Safety

The Contractor(s) shall adhere to the Florida Department of Transportation's Uniform manual on Traffic Control for construction and maintenance work zones when working on or near a roadway. It will be the sole responsibility of the Contractor to make themselves and their employees fully aware of these provisions, especially those applicable to safety.

2.31 Uncontrollable Circumstances ("Force Majeure")

The City and Contractor will be excused from the performance of their respective obligations under this Agreement when and to the extent that their performance is delayed or prevented by any circumstances beyond their control including, fire, flood, explosion, strikes or other labor disputes, act of God or public emergency, war, riot, civil commotion, malicious damage or destruction by a third party of documentation pertinent to this agreement, act or omission of any governmental authority, delay or failure or shortage of any type of transportation, equipment, or service from a public utility needed for their performance, provided that:

2.31.1 The non-performing party gives the other party written notice no more than five days after the acts occurred that the party believes qualify as Force Majeure, describing the particulars of the Force Majeure including, but not limited to, the nature of the occurrence and its expected duration, and continues to furnish timely reports with respect thereto during the period of the Force Majeure. The notice shall be sent by the City Manager or his or her designee in the event that the City is the alleged non-performing party herein;

2.31.2 The excuse of performance is of no greater scope and of no longer duration than is required by the Force Majeure;

2.31.3 No obligations of either party that arose before the Force Majeure causing the excuse of performance are excused as a result of the Force Majeure; and

2.31.4 The non-performing party uses its best efforts to remedy its inability to perform. Notwithstanding the above, performance shall not be excused under this Section for a period in excess of two (2) months, provided that in extenuating circumstances, the City Manager or her designee may excuse performance for a longer term. Economic hardship of the Contractor will not constitute Force Majeure. The term of the Agreement shall be extended by a period equal to that during which either Party's performance is suspended under this Section.

2.32 Canadian Companies

In the event Contractor is a corporation organized under the laws of any province of Canada or is a Canadian federal corporation, the City may enforce in the United States of America or in Canada or in both countries a judgment entered against the Contractor. The Contractor waives any and all defenses to the City's enforcement in Canada, of a judgment entered by a court in the United States of America. All monetary amounts set forth in this Contract are in United States dollars.

2.33 News Releases/Publicity

News releases, publicity releases, or advertisements relating to this contract, or the tasks or projects associated with the project shall not be done without prior City approval.

2.34 Contract Coordinator

The City may designate a Contract Coordinator whose principal duties shall be:

- Liaison with Contractor.
- Coordinate and approve all work under the contract.
- Resolve any disputes.
- Assure consistency and quality of Contractor's performance.
- Schedule and conduct Contractor performance evaluations and document findings.
- Review and approve for payment all invoices for work performed or items delivered.

2.35 Contractor Performance Reviews and Ratings

The City Contract Coordinator may develop a Contractor performance evaluation report. This report shall be used to periodically review and rate the Contractor's performance under the contract with performance rating as follows:

Excellent	Far exceeds requirements.
Good	Exceeds requirements
Fair	Just meets requirements.
Poor	Does not meet all requirements and contractor is subject to penalty provisions under the contact.
Non-compliance	Either continued poor performance after notice or a performance level that does not meet a significant portion of the requirements. This rating makes the Contractor subject to the default or cancellation for cause provisions of the contract.

The report shall also list all discrepancies found during the review period. The Contractor shall be provided with a copy of the report and may respond in writing if he takes exception to the report or wishes to comment on the report. Contractor performance reviews and subsequent reports will be used in determining the suitability of contract extension.

2.36 Substitution of Personnel

In the event the Contractor wishes to substitute trained, qualified, personnel for those listed in the proposal, the City shall receive prior notification and have the right to review, test and approve such substitutions, if deemed necessary. If the City has reasonable evidence to believe that an employee of the Contractor is incompetent, or has performed his or her employment in an objectionable manner, the City shall have the right to require the Contractor to resolve the situation to the City's satisfactions, provided, however, that the Contractor shall not be required to institute or pursue to completion any action if to do so would violate any law, state statute, city ordinance, contract or employment or union agreement.

2.37 Ownership of Work

The City shall have full ownership and the right to copyright, otherwise limit, reproduce, modify, sell, or use all the work or product produced under this contract without payment of any royalties or fees to the Contractor above the agreed hourly rates and related costs.

2.38 Verification of Employment Status

Any Contractor/Consultant assigned to perform responsibilities under its contract with a State agency is required to utilize the US Department of Homeland Security's E-Verify system (per Executive Order Number 11-02) to verify the employment eligibility of: (a) all persons employed during the contract term by the Contractor to perform employment duties within Florida; and (b) all persons (including subcontractors) assigned by the Contractor to perform work pursuant to the contract with the State agency.

E-VERIFY Affirmation Statement must be completed and submitted with Proposer's response to this RFP.

2.39 Warranties of Usage

Any estimated quantities listed are for information and tabulation purposes only. No warranty or guarantee of quantities needed is given or implied. It is understood that the Contractor will furnish the City's needs as they arise.

2.40 PCI (Payment Card Industry) Compliance

Contractor agrees to comply with all applicable state, federal and international laws, as well as industry best practices, governing the collection, access, use, disclosure, safeguarding and destruction of protected information.

Contractor and/or any subcontractor that handles credit card data must be, and remain, PCI compliant under the current standards and will provide documentation confirming compliance upon request by the City of Fort Lauderdale, failure to produce documentation could result in termination of the contract.

END OF SECTION

SECTION III - TECHNICAL SPECIFICATIONS/SCOPE OF SERVICES

The purpose of this study is to evaluate the City of Fort Lauderdale's current job classification system and compensation structure to ensure they are competitive, equitable, and aligned with organizational goals, legal requirements, and market standards.

The study will cover full-time employees across union and non-union employee groups. The former group includes approximately 1,322 employees over the Federation and Teamster unions. The latter group includes approximately 352 employees.

It will exclude elected officials and employees covered by IAFF and FOP bargaining units.

3.1 Objectives: The primary objectives of the classification and pay study are:

- To review and update job classifications to accurately reflect current duties, responsibilities, and required qualifications.
- To assess internal equity among positions within the City of Fort Lauderdale (City).
- To compare compensation levels with comparable public sector entities and relevant labor markets to ensure competitiveness.
- To identify any disparities, redundancies, or inefficiencies in the current system.
- To provide recommendations for a revised classification and pay structure that is fair, transparent, and sustainable.

3.2 Scope of Services

A. Project Initiation and Planning (PHASE 1)

- Conduct an initial kickoff meeting with City representatives to discuss project goals, timelines, and data requirements.
- Review existing classification descriptions, organizational charts, pay plans, personnel policies, collective bargaining agreements, and pay practices.
- Develop a detailed project plan, including milestones and communication protocols.

B. Data Collection (PHASE 2)

- Distribute job analysis questionnaires (JAQs) or similar tools to employees and supervisors to gather detailed information on job duties, responsibilities, knowledge, skills, and working conditions.
- If needed, conduct interviews and focus groups with key stakeholders, including department heads, HR staff, union representatives (if applicable), and a representative sample of employees.
- Collect compensation data from comparable entities, such as similar-sized public sector employers in the region and private sector employers when practical.

C. Classification Analysis (PHASE 3)

- Evaluate job content to determine relative worth and establish job families or hierarchies.
- Revise or create new classification descriptions to ensure they are accurate, consistent, and compliant with ADA and other regulations.
- Identify any misclassifications (e.g., exempt vs. non-exempt under FLSA) and recommend corrections.
- If applicable, consolidate existing classification titles or create new ones.

D. Compensation Analysis (PHASE 4)

- Identify benchmark classifications and compare their current average pay and salary ranges against market data considering factors such as cost of living, geographic location, and organizational size. Note: Consultant and City shall mutually agree upon the agencies/markets to be included as comparative benchmarks.
- Analyze internal equity by comparing pay across similar roles and identifying any internal equity issues.
- Evaluate the overall pay structure for competitiveness.

E. Recommendations and Implementation Support (PHASE 5)

- Develop a proposed classification system with updated job titles, grades, and descriptions.
- Recommend a new pay plan, including salary ranges.
- Develop and recommend adjustment mechanisms to include movements within range, promotions, reclassifications, etc.
- Provide cost estimates for implementing recommendations, including phased approaches to minimize budgetary impact.
- Offer guidance on communication strategies and training for managers, if needed.

F. Final Reporting (PHASE 6)

- Prepare interim reports at key milestones for review and feedback.
- Deliver a comprehensive final report including the following:
 - methodology, techniques and data used to develop the proposed plan
 - assessment of the City's current pay plan and pay practices
 - outreach efforts
 - existing labor market conditions of comparable organizations
 - summarizing findings, recommendations, and supporting data.
- Present the final comprehensive final report to the City Commission, City Manager, and/or Management Team to explain methodology, survey results, and recommendations during a minimum of three (3) in-person meetings.

3.3 Responsibilities

A. Consultant Responsibilities

- Provide experienced personnel with expertise in public sector HR consulting.
- Maintain regular communication, including bi-weekly status updates.
- Ensure all work is conducted professionally and in compliance with laws.
- Address any City feedback promptly.

B. City Responsibilities

- Provide access to necessary data and documents.
- Facilitate employee participation in surveys and interviews.
- Review deliverables within agreed-upon timeframes
- Provide workspace or virtual access as needed for on-site activities.

3.4 Deliverable Phases

Phase	Key Deliverables	Acceptance Criteria
Phase 1: Project Initiation & Planning	<ol style="list-style-type: none"> 1. Kickoff meeting 2. Detailed project plan 3. Communication protocol (bi-weekly calls, SharePoint site, etc.) 	City signs off on project plan
Phase 2: Data Collection	<ol style="list-style-type: none"> 1. JAQ (finalized with City) distribution and completion 2. Survey instrument (finalized with City), benchmark classifications (finalized with City), and survey jurisdictions (finalized with City) 3. Market survey completion. 4. Interim Report #1: Raw data summary, participation rates, etc. 	City confirms data completeness and Interim Report #1
Phase 3: Classification Analysis	<ol style="list-style-type: none"> 1. Draft job family hierarchy 2. Revise classification specs 3. FLSA exemption matrix (color-coded) 4. Interim Report #2: Job Family Hierarchy, Classification Specs, Misclassification findings, consolidation map (if applicable) 	City reviews/approves drafts and Interim Report #2.
Phase 4: Compensation Analysis	<ol style="list-style-type: none"> 1. Benchmark report 2. Internal equity analysis 3. Draft salary structure (grades, midpoints, ranges) 4. Interim Report #3: Market position, equity gaps, cost models 	City reviews benchmark report, salary structure, and Interim Report #3
Phase 5: Recommendations & Implementation	<ol style="list-style-type: none"> 1. Final classification system (titles, grades, specs) 2. Proposed pay plan (ranges, step logic, adjustment rules) 3. Cost model 4. Adjustment mechanisms for movements within range, promotions, reclassifications, etc. 5. Implementation roadmap 6. Communication toolkit 	City provides go/no-go
Phase 6: Final Reporting & Presentations	<ol style="list-style-type: none"> 1. Comprehensive Final Report (methodology, data, findings, recommendations) 2. Executive summary 3. In-person presentations: - City Manager & HR - Management Team and City Commission 	City accepts final report; presentations completed

END OF SECTION

SECTION IV – SUBMITTAL REQUIREMENTS

4.1 Instructions

- 4.1.1** The City of Fort Lauderdale uses its own on-line strategic sourcing platform to administer the competitive solicitation process, including but not limited to soliciting proposals, issuing addenda, responding to questions / requests for information. There is no charge to register and download the RFP from the [City's on-line strategic sourcing platform](#). Proposers are strongly encouraged to read the supplier tutorial available in the City's on-line strategic sourcing platform well in advance of their intention of submitting a proposal to ensure familiarity with the use of the [City's on-line strategic sourcing platform](#). The City shall not be responsible for a Proposer's inability to submit a proposal by the end date and time for any reason, including issues arising from the use of the City's on-line strategic sourcing platform.
- 4.1.2** Careful attention must be given to all requested items contained in this RFP. Proposers are invited to submit proposals in accordance with the requirements of this RFP. Please read entire solicitation before submitting a proposal. Proposers must provide a response to each requirement of the RFP. Proposals should be prepared in a concise manner with an emphasis on completeness and clarity. Notes, exceptions, and comments may be rendered on an attachment, provided the same format of this RFP text is followed.
- 4.1.3** All information submitted by Proposer shall be typewritten or provided as otherwise instructed to in the RFP. Proposers shall use and submit any applicable or required forms provided by the City and attach such to their proposal. Failure to use the forms may cause the proposal to be rejected and deemed non-responsive.

IN THE EVENT OF ANY CONFLICT OR DISCREPANCY BETWEEN BID/PROPOSAL PRICE(S) SUBMITTED BY BIDDER/PROPOSER ELECTRONICALLY INTO THE CITY'S ON-LINE STRATEGIC SOURCING PLATFORM UNIT PRICE FIELD(S), ANY OTHER FORMS OR ATTACHMENTS (WHETHER PART OF THE CITY'S SOLICITATION DOCUMENTS OR DOCUMENTS CREATED AND UPLOADED BY THE BIDDER/PROPOSER), OR ANOTHER SECTION/FIELD OF THE SYSTEM, THE ONLINE UNIT PRICE(S) INPUTTED ELECTRONICALLY INTO THE SYSTEM BY BIDDER/PROPOSER SHALL GOVERN.

- 4.1.4** Proposals shall be submitted by an authorized representative of the firm. Proposals must be submitted in the business entities name by the President, Partner, Officer or Representative authorized to contractually bind the business entity. Proposals shall include an attachment evidencing that the individual submitting the proposal, does in fact have the required authority stated herein.
- 4.1.5** All proposals will become the property of the City. The Proposer's response to the RFP is a public record pursuant to Florida law, which is subject to disclosure by the City under the State of Florida Public Records Law, Florida Statutes Chapter 119.07 ("Public Records Law"). The City shall permit public access to all documents, papers, letters, or other material submitted in connection with this RFP and the Contract to be executed for this RFP, subject to the provisions of Chapter 119.07 of the Florida Statutes. Any language contained in the Proposer's response to the RFP purporting to require confidentiality of any portion of the Proposer's response to the RFP, except to the extent that certain information is in the City's opinion a Trade Secret pursuant to Florida law, shall be void. If a Proposer submits any documents or other information to the City which the Proposer claims is Trade Secret information and exempt from Florida Statutes Chapter 119.07

("Public Records Laws"), the Proposer shall clearly designate that it is a Trade Secret and that it is asserting that the document or information is exempt. The Proposer must specifically identify the exemption being claimed under Florida Statutes 119.07. The City shall be the final arbiter of whether any information contained in the Proposer's response to the RFP constitutes a Trade Secret. The city's determination of whether an exemption applies shall be final, and the Proposer agrees to defend, indemnify, and hold harmless the city and the city's officers, employees, and agent, against any loss or damages incurred by any person or entity as a result of the city's treatment of records as public records. In the event of Contract award, all documentation produced as part of the Contract shall become the exclusive property of the City.

IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT PRRCONTRACT@FORTLAUDERDALE.GOV, 954-828-5002, CITY CLERK'S OFFICE, ONE EAST BROWARD BOULEVARD, SUITE 444, FORT LAUDERDALE, FLORIDA 33301.

Contractor shall:

1. Keep and maintain public records required by the City in order to perform the service.
2. Upon request from the City's custodian of public records, provide the City with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes (2025), as may be amended or revised, or as otherwise provided by law.
3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the Agreement term and following completion of the Agreement if the Contractor does not transfer the records to the City.
4. Upon completion of the Agreement, transfer, at no cost, to the City all public records in possession of the Contractor or keep and maintain public records required by the City to perform the service. If the Contractor transfers all public records to the City upon completion of the Agreement, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Contractor keeps and maintains public records upon completion of the Agreement, the Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the City, upon request from the City's custodian of public records, in a format that is compatible with the information technology systems of the City.

- 4.1.6** By submitting a response Proposer is confirming that the firm has not been placed on the convicted vendors list as described in Section §287.133 (2) (a) Florida Statutes; that the only person(s), company or parties interested in the proposal as principals are named therein; that the proposal is made without collusion with any other person(s), company or parties

submitting a proposal; that it is in all respects fair and in good faith, without collusion or fraud; and that the signer of the proposal has full authority to bind the firm.

4.2 Contents of the Proposal

The City deems certain documentation and information important in the determination of responsiveness and for the purpose of evaluating proposals. Proposals should seek to avoid information in excess of that requested, must be concise, and must specifically address the issues of this RFP. The City prefers that proposals be no more than 100 pages in one complete pdf document. The proposals should be organized, divided, and indexed into the sections indicated herein. These are not inclusive of all the information that may be necessary to properly evaluate the proposal and meet the requirements of the scope of work and/or specifications. Additional documents and information should be provided as deemed appropriate by the respondent in proposal to specific requirements stated herein or through the RFP.

4.2.1 Table of Contents

The table of contents should outline in sequential order the major areas of the submittal, including enclosures. All pages should be consecutively numbered and correspond to the Table of Contents.

4.2.2 Executive Summary

Each Offeror must submit an executive summary that identifies the business entity, its background, main office(s), and office location that will service this contract. Identify the officers, principals, supervisory staff, and key individuals who will be directly involved with the work and their office locations. The executive summary should also summarize the key elements of the proposal.

4.2.3 Experience and Qualifications

Indicate the firm's number of years of experience in providing the professional services as it relates the work contemplated. Provide details of past projects for agencies of similar size and scope, including information on your firm's ability to meet time and budget requirements. Indicate the firm's initiatives towards its own sustainable business practices that demonstrate a commitment to conservation. Indicate business structure, IE: Corp., Partnership, LLC. Firm should be registered as a legal entity in the State of Florida; Minority or Woman owned Business (if applicable); Company address, phone number, fax number, E-Mail address, web site, contact person(s), etc. Relative size of the firm, including management, technical and support staff; licenses and any other pertinent information shall be submitted.

4.2.4 Approach to Scope of Work

Provide in concise narrative form, your understanding of the City's needs, goals and objectives as they relate to the project, and your overall approach to accomplishing the project. Give an overview on your proposed vision, ideas, and methodology. Describe your proposed approach to the project.

The Proposer shall also propose a scheduling methodology (timeline) for effectively managing and executing the work in the optimum time. The delivery time shall be stated in calendar days from the date of City notification of award or notice to proceed with delivery. Such timeline information and proposed dates shall include, but not necessarily be limited to: delivery, installation, acceptance testing, personnel, and other related completion dates, in accordance with the RFP specifications.

4.2.5 References

Provide at least three references, preferably government agencies, for projects with similar scope as listed in this RFP. Information should include:

- Client Name, address, contact person telephone and E-mail addresses.
- Description of work.
- Year the project was completed.
- Total cost of the project, estimated and actual.

Note: Do not include City of Fort Lauderdale work or staff as references to demonstrate your capabilities. The Committee is interested in work experience and references other than the City of Fort Lauderdale.

4.2.6 Minority/Women (M/WBE) Participation

If your firm is a certified minority business enterprise as defined by the Florida Small and Minority Business Assistance Act of 1985, provide copies of your certification(s). If your firm is not a certified M/WBE, describe your company's previous efforts, as well as planned efforts in meeting M/WBE procurement goals under Florida Statutes 287.09451.

4.2.7 Subcontractors

Proposer must clearly identify any subcontractors that may be utilized during the term of this contract.

4.2.8 Required Forms

A. Proposal Certification

Complete and attach the Proposal Certification provided herein.

B. Non-Collusion Statement

This form is to be completed, if applicable, and inserted in this section.

C. Non-Discrimination Certification Form

This form is to be completed and inserted in this section.

D. Local Business Preference (LBP)

This form is to be completed, if applicable, and inserted in this section.

E. Disadvantaged Business Enterprise Preference (DBEP)

This form is to be completed, if applicable, and inserted in this section.

F. Contract Payment Method

This form should be completed and returned with your proposal. Proposers must presently have the ability to accept these credit cards or take whatever steps

necessary to implement acceptance of a card before the start of the contract term, or contract award by the City.

G. E-Verify Affirmation Statement

This form should be completed and returned with your proposal.

H. Affidavit of Compliance

This form should be completed, notarized, and returned with your proposal.

I. Anti-Human Trafficking Affidavit

This form should be completed, notarized, and returned with your proposal.

J. Sample Insurance Certificate

Demonstrate your firm's ability to comply with insurance requirements. Provide a previous certificate or other evidence listing the Insurance Companies names for the required coverage and limits.

K. W-9 for Proposing Firm

This form should be completed and returned with your proposal.

L. Active Status Page from Division of Corporations – Sunbiz.org

Provide PDF of current page with your proposal.

END OF SECTION

SECTION V – EVALUATION AND AWARD

5.1 Evaluation Procedure

5.1.1 Bid/Proposal Tabulations/Intent to Award

Notice of Intent to Award Contract/Bid, resulting from the City's Formal solicitation process may be found at: [Click Here](#). Any interested party may call the Procurement Services Division at 954-828-5933, or email ProcurementSupport@fortlauderdale.gov, for more information.

5.1.2 Evaluation of proposals will be conducted by an Evaluation Committee, consisting of a minimum of three members of City Staff, or other persons selected by the City Manager or designee. All committee members must be in attendance at scheduled evaluation meetings. Proposals shall be evaluated based upon the information and references contained in the responses as submitted.

5.1.3 The Committee may short list Proposals that it deems best satisfy the weighted criteria set forth herein. The committee may then conduct interviews and/or require oral presentations from the short-listed Proposers. The Evaluation Committee shall then re-score and re-rank the short-listed firms in accordance with the weighted criteria.

5.1.4 The City may require visits to the Proposer's facilities to inspect record keeping procedures, staff, facilities and equipment as part of the evaluation process.

5.1.5 The final ranking and the Evaluation Committee's recommendation may then be reported to the City Manager for consideration of contract award.

5.2 Evaluation Criteria

5.2.1 The City uses a mathematical formula to determine the scoring for each individual responsive and responsible firm based on the weighted criteria stated herein. Each evaluation committee member will rank each firm by criteria, giving their first ranked firm a number 1, the second ranked firm a number 2, and so on. The City shall multiply that average ranking by the weighted criterion identified herein to determine the total the points for each Proposer. The lowest average final ranking score will determine the recommendation by the evaluation committee to the City Manager.

5.2.2 Weighted Criteria

Firm Experience & Qualifications <ul style="list-style-type: none"> • Years in public-sector conducting comp/class studies • Number of municipal clients of similar size form which class and comp studies have been completed • References from 3 similar projects in the last 5 years 	15%
Project Team <ul style="list-style-type: none"> • Resumes with role-specific experience • No subcontracting of core analysis 	15%
Technical Approach & Methodology <ul style="list-style-type: none"> • Use of innovative methodology and modern tools • FLSA/ADA compliance process • Peer agency selection logic 	30%
Deliverables & Timeline <ul style="list-style-type: none"> • Proposed timeline to complete all phases. 	15%
Total Cost Proposal <ul style="list-style-type: none"> • The firm, fixed total costs proposed. Reasonableness of fees for services. 	25%
TOTAL PERCENT AVAILABLE:	100%

5.3 Contract Award

The City reserves the right to award a contract to that Consultant who will best serve the interest of the City. The City reserves the right, based upon its deliberations and in its opinion, to accept or reject any or all proposals. The City also reserves the right to waive minor irregularities or variations of the submittal requirements and RFP process.

END OF SECTION

**CITY OF FORT LAUDERDALE
GENERAL CONDITIONS**

These instructions and conditions are standard for all contracts for commodities or services issued through the City of Fort Lauderdale Procurement Services Division. The City may delete, supersede, or modify any of these standard instructions for a particular contract by indicating such change in the Invitation to Bid (ITB) Special Conditions, Technical Specifications, Instructions, Proposal Pages, Addenda, and Legal Advertisement. In this general conditions document, Invitation to Bid (ITB), Request for Qualifications (RFQ), and Request for Proposal (RFP) are interchangeable.

PART I BIDDER PROPOSAL PAGE(S) CONDITIONS:

- 1.01 BIDDER ADDRESS:** The City maintains automated vendor address lists that have been generated for each specific Commodity Class item through our bid issuing service, BidSync. Notices of Invitations to Bid (ITB'S) are sent by e-mail to the selection of bidders who have fully registered with BidSync or faxed (if applicable) to every vendor on those lists, who may then view the bid documents online. Bidders who have been informed of a bid's availability in any other manner are responsible for registering with BidSync in order to view the bid documents. There is no fee for doing so. If you wish bid notifications be provided to another e-mail address or fax, please contact BidSync. If you wish purchase orders sent to a different address, please so indicate in your bid response. If you wish payments sent to a different address, please so indicate on your invoice.
- 1.02 DELIVERY:** Time will be of the essence for any orders placed as a result of this ITB. The City reserves the right to cancel any orders, or part thereof, without obligation if delivery is not made in accordance with the schedule specified by the Bidder and accepted by the City.
- 1.03 PACKING SLIPS:** It will be the responsibility of the awarded Contractor, to attach all packing slips to the OUTSIDE of each shipment. Packing slips must provide a detailed description of what is to be received and reference the City of Fort Lauderdale purchase order number that is associated with the shipment. Failure to provide a detailed packing slip attached to the outside of shipment may result in refusal of shipment at Contractor's expense.
- 1.04 PAYMENT TERMS AND CASH DISCOUNTS:** Payment terms, unless otherwise stated in this ITB, will be considered to be net 45 days after the date of satisfactory delivery at the place of acceptance and receipt of correct invoice at the office specified, whichever occurs last. Bidder may offer cash discounts for prompt payment but they will not be considered in determination of award. If a Bidder offers a discount, it is understood that the discount time will be computed from the date of satisfactory delivery, at the place of acceptance, and receipt of correct invoice, at the office specified, whichever occurs last.
- 1.05 TOTAL BID DISCOUNT:** If Bidder offers a discount for award of all items listed in the bid, such discount shall be deducted from the total of the firm net unit prices bid and shall be considered in tabulation and award of bid.
- 1.06 BIDS FIRM FOR ACCEPTANCE:** Bidder warrants, by virtue of bidding, that the bid and the prices quoted in the bid will be firm for acceptance by the City for a period of one hundred twenty (120) days from the date of bid opening unless otherwise stated in the ITB.
- 1.07 VARIANCES:** For purposes of bid evaluation, Bidder's must indicate any variances, no matter how slight, from ITB General Conditions, Special Conditions, Specifications or Addenda in the space provided in the ITB. No variations or exceptions by a Bidder will be considered or deemed a part of the bid submitted unless such variances or exceptions are listed in the bid and referenced in the space provided on the bidder proposal pages. If variances are not stated, or referenced as required, it will be assumed that the product or service fully complies with the City's terms, conditions, and specifications.

By receiving a bid, City does not necessarily accept any variances contained in the bid. All variances submitted are subject to review and approval by the City. If any bid contains material variances that, in the City's sole opinion, make that bid conditional in nature, the City reserves the right to reject the bid or part of the bid that is declared by the City as conditional.

- 1.08 NO BIDS:** If you do not intend to bid please indicate the reason, such as insufficient time to respond, do not offer product or service, unable to meet specifications, schedule would not permit, or any other reason, in the space provided in this ITB. Failure to bid or return no bid comments prior to the bid due and opening date and time, indicated in this ITB, may result in your firm being deleted from our Bidder's registration list for the Commodity Class Item requested in this ITB.

- 1.09 MINORITY AND WOMEN BUSINESS ENTERPRISE PARTICIPATION AND BUSINESS DEFINITIONS:** The City of Fort Lauderdale wants to increase the participation of Minority Business Enterprises (MBE), Women Business Enterprises (WBE), and Small Business Enterprises (SBE) in its procurement activities. If your firm qualifies in accordance with the below definitions please indicate in the space provided in this ITB.

Minority Business Enterprise (MBE) "A Minority Business" is a business enterprise that is owned or controlled by one or more socially or economically disadvantaged persons. Such disadvantage may arise from cultural, racial, chronic economic circumstances or background or other similar cause. Such persons include, but are not limited to: Blacks, Hispanics, Asian Americans, and Native Americans.

The term "Minority Business Enterprise" means a business at least 51 percent of which is owned by minority group members or, in the case of a publicly owned business, at least 51 percent of the stock of which is owned by minority group members. For the purpose of the preceding sentence, minority group members are citizens of the United States who include, but are not limited to: Blacks, Hispanics, Asian Americans, and Native Americans.

Women Business Enterprise (WBE) a "Women Owned or Controlled Business" is a business enterprise at least 51 percent of which is owned by females or, in the case of a publicly owned business, at least 51 percent of the stock of which is owned by females.

Small Business Enterprise (SBE) "Small Business" means a corporation, partnership, sole proprietorship, or other legal entity formed for the purpose of making a profit, which is independently owned and operated, has either fewer than 100 employees or less than \$1,000,000 in annual gross receipts.

BLACK, which includes persons having origins in any of the Black racial groups of Africa.

WHITE, which includes persons whose origins are Anglo-Saxon and Europeans and persons of Indo-European decent including Pakistani and East Indian.

HISPANIC, which includes persons of Mexican, Puerto Rican, Cuban, Central and South American, or other Spanish culture or origin, regardless of race.

NATIVE AMERICAN, which includes persons whose origins are American Indians, Eskimos, Aleuts, or Native Hawaiians.

ASIAN AMERICAN, which includes persons having origin in any of the original peoples of the Far East, Southeast Asia, the Indian subcontinent, or the Pacific Islands.

- 1.10 MINORITY-WOMEN BUSINESS ENTERPRISE PARTICIPATION:** It is the desire of the City of Fort Lauderdale to increase the participation of minority (MBE) and women-owned (WBE) businesses in its contracting and procurement programs. While the City does not have any preference or set

aside programs in place, it is committed to a policy of equitable participation for these firms. Proposers are requested to include in their proposals a narrative describing their past accomplishments and intended actions in this area. If proposers are considering minority or women owned enterprise participation in their proposal, those firms, and their specific duties have to be identified in the proposal. If a proposer is considered for award, he or she will be asked to meet with City staff so that the intended MBE/WBE participation can be formalized and included in the subsequent contract.

1.11 SCRUTINIZED COMPANIES: As a condition precedent to the effectiveness of this Agreement, subject to *Odebrecht Construction, Inc., v. Prasad*, 876 F.Supp.2d 1305 (S.D. Fla. 2012), *affirmed*, *Odebrecht Construction, Inc., v. Secretary, Florida Department of Transportation*, 715 F.3d 1268 (11th Cir. 2013), with regard to the "Cuba Amendment," the Contractor certifies that it is not on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List, and that it does not have business operations in Cuba or Syria, as provided in section 287.135, Florida Statutes (2022), as may be amended or revised. As a condition precedent to any contract for goods or services of any amount and as a condition precedent to the renewal of any contract for goods or services of any amount, the Contractor certifies that it is not on the Scrutinized Companies that Boycott Israel List created pursuant to Section 215.4725, Florida Statutes (2022), and that it is not engaged in a boycott of Israel. The City may terminate this Agreement at the City's option if the Contractor is found to have submitted a false certification as provided under subsection (5) of section 287.135, Florida Statutes (2022), as may be amended or revised, or been placed on the Scrutinized Companies with Activities in Sudan List or the Scrutinized Companies with Activities in the Iran Petroleum Energy Sector List or the Scrutinized Companies that Boycott Israel List created pursuant to Section 215.4725, Florida Statutes (2022), as may be amended or revised, or is engaged in a boycott of Israel, or has been engaged in business operations in Cuba or Syria, as defined in Section 287.135, Florida Statutes (2022), as may be amended or revised.

1.12 DEBARRED OR SUSPENDED BIDDERS OR PROPOSERS

The bidder or proposer certifies, by submission of a response to this solicitation, that neither it nor its principals and subcontractors are presently debarred or suspended by any Federal department or agency.

Part II DEFINITIONS/ORDER OF PRECEDENCE:

2.01 BIDDING DEFINITIONS The City will use the following definitions in its general conditions, special conditions, technical specifications, instructions to bidders, addenda and any other document used in the bidding process:

INVITATION TO BID (ITB) The solicitation document used for soliciting competitive sealed bids for goods or services.

INVITATION TO NEGOTIATE (ITN) All solicitation documents, regardless of medium, whether attached to or incorporated by reference in solicitations for responses from firms that invite proposals from interested and qualified firms so the city may enter into negotiations with the firm(s) determined most capable of providing the required goods or services.

REQUEST FOR PROPOSALS (RFP) A solicitation method used for soliciting competitive sealed proposals to determine the best value among proposals for goods or services for which price may not be the prevailing factor in award of the contract, or the scope of work, specifications or contract terms and conditions may be difficult to define. Such solicitation will consider the qualifications of the proposers along with evaluation of each proposal using identified and generally weighted evaluation criteria. RFPs may include price criteria whenever feasible, at the discretion of the city.

REQUEST FOR QUALIFICATIONS (RFQ) A solicitation method used for requesting statements of qualifications in order to determine the most qualified proposer for professional services.

BID – a price and terms quote received in response to an ITB.

PROPOSAL – a proposal received in response to an RFP.

BIDDER – Person or firm submitting a Bid.

PROPOSER – Person or firm submitting a Proposal.

RESPONSIVE BIDDER – A firm who has submitted a bid, offer, quote, or response which conforms in all material respects to the competitive solicitation document and all of its requirements.

RESPONSIBLE BIDDER – A firm who is fully capable of meeting all requirements of the solicitation and subsequent contract. The respondent must possess the full capability, including financial and technical, ability, business judgment, experience, qualifications, facilities, equipment, integrity, capability, and reliability, in all respects to perform fully the contract requirements and assure good faith performance as determined by the city.

FIRST RANKED PROPOSER – That Proposer, responding to a City RFP, whose Proposal is deemed by the City, the most advantageous to the City after applying the evaluation criteria contained in the RFP.

SELLER – Successful Bidder or Proposer who is awarded a Purchase Order or Contract to provide goods or services to the City.

CONTRACTOR – Any firm having a contract with the city. Also referred to as a "Vendor".

CONTRACT – All types of agreements, including purchase orders, for procurement of supplies, services, and construction, regardless of what these agreements may be called.

CONSULTANT – A firm providing professional services for the city.

2.02 SPECIAL CONDITIONS: Any and all Special Conditions contained in this ITB that may be in variance or conflict with these General Conditions shall have precedence over these General Conditions. If no changes or deletions to General Conditions are made in the Special Conditions, then the General Conditions shall prevail in their entirety,

PART III BIDDING AND AWARD PROCEDURES:

3.01 SUBMISSION AND RECEIPT OF BIDS: To receive consideration, bids must be received prior to the bid opening date and time. Unless otherwise specified, Bidders should use the proposal forms provided by the City. These forms may be duplicated, but failure to use the forms may cause the bid to be rejected. Any erasures or corrections on the bid must be made in ink and initialed by Bidder in ink. All information submitted by the Bidder shall be printed, typewritten or filled in with pen and ink. Bids shall be signed in ink. Separate bids must be submitted for each ITB issued by the City in separate sealed envelopes properly marked. When a particular ITB or RFP requires multiple copies of bids or proposals they may be included in a single envelope or package properly sealed and identified. Only send bids via facsimile transmission (FAX) if the ITB specifically states that bids sent via FAX will be considered. If such a statement is not included in the ITB, bids sent via FAX will be rejected. Bids will be publicly opened in the Procurement Office, or other designated area, in the presence of Bidders, the public, and City staff. Bidders and the public are invited and encouraged to attend bid openings. Bids will be tabulated and made available for review by Bidder's and the public in accordance with applicable regulations.

3.02 MODEL NUMBER CORRECTIONS: If the model number for the make specified in this ITB is incorrect, or no longer available and replaced with an updated model with new specifications, the Bidder shall enter the correct model number on the bidder proposal page. In the case of an updated model with new specifications, Bidder shall provide adequate information to allow the City to determine if the model bid meets the City's requirements.

3.03 PRICES QUOTED: Deduct trade discounts and quote firm net prices. Give both unit price and extended total. In the case of a discrepancy in computing the amount of the bid, the unit price quoted will govern. All prices quoted shall be F.O.B. destination, freight prepaid (Bidder pays and bears

freight charges, Bidder owns goods in transit and files any claims), unless otherwise stated in Special Conditions. Each item must be bid separately. No attempt shall be made to tie any item or items contained in the ITB with any other business with the City.

- 3.04 TAXES:** The City of Fort Lauderdale is exempt from Federal Excise and Florida Sales taxes on direct purchase of tangible property. Exemption number for EIN is 59-6000319, and State Sales tax exemption number is 85-8013875578C-1.
- 3.05 WARRANTIES OF USAGE:** Any quantities listed in this ITB as estimated or projected are provided for tabulation and information purposes only. No warranty or guarantee of quantities is given or implied. It is understood that the Contractor will furnish the City's needs as they arise.
- 3.06 APPROVED EQUAL:** When the technical specifications call for a brand name, manufacturer, make, model, or vendor catalog number with acceptance of APPROVED EQUAL, it shall be for the purpose of establishing a level of quality and features desired and acceptable to the City. In such cases, the City will be receptive to any unit that would be considered by qualified City personnel as an approved equal. In that the specified make and model represent a level of quality and features desired by the City, the Bidder must state clearly in the bid any variance from those specifications. It is the Bidder's responsibility to provide adequate information, in the bid, to enable the City to ensure that the bid meets the required criteria. If adequate information is not submitted with the bid, it may be rejected. The City will be the sole judge in determining if the item bid qualifies as an approved equal.
- 3.07 MINIMUM AND MANDATORY TECHNICAL SPECIFICATIONS:** The technical specifications may include items that are considered minimum, mandatory, or required. If any Bidder is unable to meet or exceed these items, and feels that the technical specifications are overly restrictive, the bidder must notify the Procurement Services Division immediately. Such notification must be received by the Procurement Services Division prior to the deadline contained in the ITB, for questions of a material nature, or prior to five (5) days before bid due and open date, whichever occurs first. If no such notification is received prior to that deadline, the City will consider the technical specifications to be acceptable to all bidders.
- 3.08 MISTAKES:** Bidders are cautioned to examine all terms, conditions, specifications, drawings, exhibits, addenda, delivery instructions and special conditions pertaining to the ITB. Failure of the Bidder to examine all pertinent documents shall not entitle the bidder to any relief from the conditions imposed in the contract.
- 3.09 SAMPLES AND DEMONSTRATIONS:** Samples or inspection of product may be requested to determine suitability. Unless otherwise specified in Special Conditions, samples shall be requested after the date of bid opening, and if requested should be received by the City within seven (7) working days of request. Samples, when requested, must be furnished free of expense to the City and if not used in testing or destroyed, will upon request of the Bidder, be returned within thirty (30) days of bid award at Bidder's expense. When required, the City may request full demonstrations of units prior to award. When such demonstrations are requested, the Bidder shall respond promptly and arrange a demonstration at a convenient location. Failure to provide samples or demonstrations as specified by the City may result in rejection of a bid.
- 3.10 LIFE CYCLE COSTING:** If so specified in the ITB, the City may elect to evaluate equipment proposed on the basis of total cost of ownership. In using Life Cycle Costing, factors such as the following may be considered: estimated useful life, maintenance costs, cost of supplies, labor intensity, energy usage, environmental impact, and residual value. The City reserves the right to use those or other applicable criteria, in its sole opinion that will most accurately estimate total cost of use and ownership.
- 3.11 BIDDING ITEMS WITH RECYCLED CONTENT:** In addressing environmental concerns, the City of Fort Lauderdale encourages Bidders to submit bids or alternate bids containing items with recycled content. When submitting bids containing items with recycled content, Bidder shall provide documentation adequate for the City to verify the recycled content. The City prefers packaging consisting of materials that are degradable or able to be recycled. When specifically stated in the ITB, the City may give preference to bids containing items manufactured with recycled material or packaging that is able to be recycled.
- 3.12 USE OF OTHER GOVERNMENTAL CONTRACTS:** The City reserves the right to reject any part or all of any bids received and utilize other available governmental contracts, if such action is in its best interest.
- 3.13 QUALIFICATIONS/INSPECTION:** Bids will only be considered from firms normally engaged in providing the types of commodities/services specified herein. The City reserves the right to inspect the Bidder's facilities, equipment, personnel, and organization at any time, or to take any other action necessary to determine Bidder's ability to perform. The Procurement Director reserves the right to reject bids where evidence or evaluation is determined to indicate inability to perform.
- 3.14 BID SURETY:** If Special Conditions require a bid security, it shall be submitted in the amount stated. A bid security can be in the form of a bid bond or cashier's check. Bid security will be returned to the unsuccessful bidders as soon as practicable after opening of bids. Bid security will be returned to the successful bidder after acceptance of the performance bond, if required; acceptance of insurance coverage, if required; and full execution of contract documents, if required; or conditions as stated in Special Conditions.
- 3.15 PUBLIC RECORDS/TRADE SECRETS/COPYRIGHT:** The Proposer's response to the RFP is a public record pursuant to Florida law, which is subject to disclosure by the City under the State of Florida Public Records Law, Florida Statutes Chapter 119.07 ("Public Records Law"). The City shall permit public access to all documents, papers, letters or other material submitted in connection with this RFP and the Contract to be executed for this RFP, subject to the provisions of Chapter 119.07 of the Florida Statutes.

Any language contained in the Proposer's response to the RFP purporting to require confidentiality of any portion of the Proposer's response to the RFP, except to the extent that certain information is in the City's opinion a Trade Secret pursuant to Florida law, shall be void. If a Proposer submits any documents or other information to the City which the Proposer claims is Trade Secret information and exempt from Florida Statutes Chapter 119.07 ("Public Records Laws"), the Proposer shall clearly designate that it is a Trade Secret and that it is asserting that the document or information is exempt. The Proposer must specifically identify the exemption being claimed under Florida Statutes 119.07. The City shall be the final arbiter of whether any information contained in the Proposer's response to the RFP constitutes a Trade Secret. The city's determination of whether an exemption applies shall be final, and the proposer agrees to defend, indemnify, and hold harmless the City and the City's officers, employees, and agents, against any loss or damages incurred by any person or entity as a result of the City's treatment of records as public records. In addition, the proposer agrees to defend, indemnify, and hold harmless the City and the City's officers, employees, and agents, against any loss or damages incurred by any person or entity as a result of the City's treatment of records as exempt from disclosure or confidential. Proposals bearing copyright symbols or otherwise purporting to be subject to copyright protection in full or in part may be rejected. The proposer authorizes the City to publish, copy, and reproduce any and all documents submitted to the City bearing copyright symbols or otherwise purporting to be subject to copyright protection.

EXCEPT FOR CLEARLY MARKED PORTIONS THAT ARE BONA FIDE TRADE SECRETS PURSUANT TO FLORIDA LAW, DO NOT MARK YOUR RESPONSE TO THE RFP AS PROPRIETARY OR CONFIDENTIAL. DO NOT MARK YOUR RESPONSE TO THE RFP OR ANY PART THEREOF AS COPYRIGHTED.

3.16 PROHIBITION OF INTEREST: No contract will be awarded to a bidding firm who has City elected officials, officers or employees affiliated with it, unless the bidding firm has fully complied with current Florida State Statutes and City Ordinances relating to this issue. Bidders must disclose any such affiliation. Failure to disclose any such affiliation will result in disqualification of the Bidder and removal of the Bidder from the City's bidder lists and prohibition from engaging in any business with the City.

3.17 RESERVATIONS FOR AWARD AND REJECTION OF BIDS: The City reserves the right to accept or reject any or all bids, part of bids, and to waive minor irregularities or variations to specifications contained in bids, and minor irregularities in the bidding process. The City also reserves the right to award the contract on a split order basis, lump sum basis, individual item basis, or such combination as shall best serve the interest of the City. The City reserves the right to make an award to the responsive and responsible bidder whose product or service meets the terms, conditions, and specifications of the ITB and whose bid is considered to best serve the City's interest. In determining the responsiveness of the offer and the responsibility of the Bidder, the following shall be considered when applicable: the ability, capacity and skill of the Bidder to perform as required; whether the Bidder can perform promptly, or within the time specified, without delay or interference; the character, integrity, reputation, judgment, experience and efficiency of the Bidder; the quality of past performance by the Bidder; the previous and existing compliance by the Bidder with related laws and ordinances; the sufficiency of the Bidder's financial resources; the availability, quality and adaptability of the Bidder's supplies or services to the required use; the ability of the Bidder to provide future maintenance, service or parts; the number and scope of conditions attached to the bid.

If the ITB provides for a contract trial period, the City reserves the right, in the event the selected bidder does not perform satisfactorily, to award a trial period to the next ranked bidder or to award a contract to the next ranked bidder, if that bidder has successfully provided services to the City in the past. This procedure to continue until a bidder is selected or the contract is re-bid, at the sole option of the City.

3.18 LEGAL REQUIREMENTS: Applicable provisions of all federal, state, county laws, and local ordinances, rules and regulations, shall govern development, submittal and evaluation of all bids received in response hereto and shall govern any and all claims and disputes which may arise between person(s) submitting a bid response hereto and the City by and through its officers, employees and authorized representatives, or any other person, natural or otherwise; and lack of knowledge by any bidder shall not constitute a cognizable defense against the legal effect thereof.

3.19 BID PROTEST PROCEDURE: Any proposer or bidder who is not recommended for award of a contract and who alleges a failure by the city to follow the city's procurement ordinance or any applicable law may protest to the chief procurement officer, by delivering a letter of protest to the director of finance within five (5) days after a notice of intent to award is posted on the city's web site at the following url: <https://www.fortlauderdale.gov/departments/finance/procurement-services/notices-of-intent-to-award>

The complete protest ordinance may be found on the city's web site at the following url: https://library.municode.com/fl/fort_lauderdale/codes/code_of_ordinances?nodeid=coor_ch2ad_artvfi_div2pr_s2-182direpr

PART IV BONDS AND INSURANCE

4.01 PERFORMANCE BOND: If a performance bond is required in Special Conditions, the Contractor shall within fifteen (15) working days after notification of award, furnish to the City a Performance Bond, payable to the City of Fort Lauderdale, Florida, in the face amount specified in Special Conditions as surety for faithful performance under the terms and conditions of the contract. If the bond is on an annual coverage basis, renewal for each succeeding year shall be submitted to the City thirty (30) days prior to the termination date of the existing Performance Bond. The Performance Bond must be executed by a surety company of recognized standing, authorized to do business in the State of Florida and having a resident agent.

Acknowledgement and agreement is given by both parties that the amount herein set for the Performance Bond is not intended to be nor shall be deemed to be in the nature of liquidated damages nor is it intended to limit the liability of the Contractor to the City in the event of a material breach of this Agreement by the Contractor.

4.02 INSURANCE: The Contractor shall assume full responsibility and expense to obtain all necessary insurance as required by City or specified in Special Conditions.

The Contractor shall provide to the Procurement Services Division original certificates of coverage and receive notification of approval of those certificates by the City's Risk Manager prior to engaging in any activities under this contract. The Contractor's insurance is subject to the approval of the City's Risk Manager. The certificates must list the City as an ADDITIONAL INSURED for General Liability Insurance and shall have no less than thirty (30) days written notice of cancellation or material change. Further modification of the insurance requirements may be made at the sole discretion of the City's Risk Manager if circumstances change or adequate protection of the City is not presented. Bidder, by submitting the bid, agrees to abide by such modifications.

PART V PURCHASE ORDER AND CONTRACT TERMS:

5.01 COMPLIANCE WITH SPECIFICATIONS, LATE DELIVERIES/PENALTIES: Items offered may be tested for compliance with bid specifications. Items delivered which do not conform to bid specifications may be rejected and returned at Contractor's expense. Any violation resulting in contract termination for cause or delivery of items not conforming to specifications, or late delivery may also result in:

- Bidder's name being removed from the City's bidder's mailing list for a specified period and Bidder will not be recommended for any award during that period.
- All City Departments being advised to refrain from doing business with the Bidder.
- All other remedies in law or equity.

5.02 ACCEPTANCE, CONDITION, AND PACKAGING: The material delivered in response to ITB award shall remain the property of the Seller until a physical inspection is made and the material accepted to the satisfaction of the City. The material must comply fully with the terms of the ITB, be of the required quality, new, and the latest model. All containers shall be suitable for storage and shipment by common carrier, and all prices shall include standard commercial packaging. The City will not accept substitutes of any kind. Any substitutes or material not meeting specifications will be returned at the Bidder's expense. Payment will be made only after City receipt and acceptance of materials or services.

5.03 SAFETY STANDARDS: All manufactured items and fabricated assemblies shall comply with applicable requirements of the Occupation Safety and Health Act of 1970 as amended.

- 5.04 ASBESTOS STATEMENT:** All material supplied must be 100% asbestos free. Bidder, by virtue of bidding, certifies that if awarded any portion of the ITB the bidder will supply only material or equipment that is 100% asbestos free.
- 5.05 OTHER GOVERNMENTAL ENTITIES:** If the Bidder is awarded a contract as a result of this ITB, the bidder may, if the bidder has sufficient capacity or quantities available, provide to other governmental agencies, so requesting, the products or services awarded in accordance with the terms and conditions of the ITB and resulting contract. Prices shall be F.O.B. delivered to the requesting agency.
- 5.06 VERBAL INSTRUCTIONS PROCEDURE:** No negotiations, decisions, or actions shall be initiated or executed by the Contractor as a result of any discussions with any City employee. Only those communications which are in writing from an authorized City representative may be considered. Only written communications from Contractors, which are assigned by a person designated as authorized to bind the Contractor, will be recognized by the City as duly authorized expressions on behalf of Contractors.
- 5.07 INDEPENDENT CONTRACTOR:** The Contractor is an independent contractor under this Agreement. Personal services provided by the Proposer shall be by employees of the Contractor and subject to supervision by the Contractor, and not as officers, employees, or agents of the City. Personnel policies, tax responsibilities, social security, health insurance, employee benefits, procurement policies unless otherwise stated in this ITB, and other similar administrative procedures applicable to services rendered under this contract shall be those of the Contractor.
- 5.08 INDEMNITY/HOLD HARMLESS AGREEMENT:** Contractor shall protect and defend at Contractor's expense, counsel being subject to the City's approval, and indemnify and hold harmless the City and the City's officers, employees, volunteers, and agents from and against any and all losses, penalties, fines, damages, settlements, judgments, claims, costs, charges, expenses, or liabilities, including any award of attorney fees and any award of costs, in connection with or arising directly or indirectly out of any act or omission by the Contractor or by any officer, employee, agent, invitee, subcontractor, or sublicensee of the Contractor. Without limiting the foregoing, any and all such claims, suits, or other actions relating to personal injury, death, damage to property, defects in materials or workmanship, actual or alleged violations of any applicable statute, ordinance, administrative order, rule or regulation, or decree of any court shall be included in the indemnity hereunder.
- 5.09 TERMINATION FOR CAUSE:** If, through any cause, the Contractor shall fail to fulfill in a timely and proper manner its obligations under this Agreement, or if the Contractor shall violate any of the provisions of this Agreement, the City may upon written notice to the Contractor terminate the right of the Contractor to proceed under this Agreement, or with such part or parts of the Agreement as to which there has been default, and may hold the Contractor liable for any damages caused to the City by reason of such default and termination. In the event of such termination, any completed services performed by the Contractor under this Agreement shall, at the option of the City, become the City's property and the Contractor shall be entitled to receive equitable compensation for any work completed to the satisfaction of the City. The Contractor, however, shall not be relieved of liability to the City for damages sustained by the City by reason of any breach of the Agreement by the Contractor, and the City may withhold any payments to the Contractor for the purpose of setoff until such time as the amount of damages due to the City from the Contractor can be determined.
- 5.10 TERMINATION FOR CONVENIENCE:** The City reserves the right, in the City's best interest as determined by the City, to cancel any contract by giving written notice to the Contractor thirty (30) days prior to the effective date of such cancellation.
- 5.11 CANCELLATION FOR UNAPPROPRIATED FUNDS:** The obligation of the City for payment to a Contractor is limited to the availability of funds appropriated in a current fiscal period, and continuation of the contract into a subsequent fiscal period is subject to appropriation of funds, unless otherwise authorized by law.
- 5.12 RECORDS/AUDIT:** The Contractor shall maintain during the term of the contract all books of account, reports and records in accordance with generally accepted accounting practices and standards for records directly related to this contract. The Contractor agrees to make available to the City Auditor or the City Auditor's designee, during normal business hours and in Broward, Miami-Dade or Palm Beach Counties, all books of account, reports, and records relating to this contract. The Contractor shall retain all books of account, reports, and records relating to this contract for the duration of the contract and for three years after the final payment under this Agreement, until all pending audits, investigations or litigation matters relating to the contract are closed, or until expiration of the records retention period prescribed by Florida law or the records retention schedules adopted by the Division of Library and Information Services of the Florida Department of State, whichever is later.
- 5.13 PERMITS, TAXES, LICENSES:** The successful Contractor shall, at his/her/its own expense, obtain all necessary permits, pay all licenses, fees and taxes, required to comply with all local ordinances, state and federal laws, rules and regulations applicable to business to be carried out under this contract.
- 5.14 LAWS/ORDINANCES:** The Contractor shall observe and comply with all Federal, state, local and municipal laws, ordinances rules and regulations that would apply to this contract.
- NON-DISCRIMINATION:** The Contractor shall not, in any of its activities, including employment, discriminate against any individual on the basis of race, color, national origin, age, religion, creed, sex, disability, sexual orientation, gender, gender identity, gender expression, marital status, or any other protected classification as defined by applicable law.
1. The Contractor certifies and represents that the Contractor will comply with Section 2-187, Code of Ordinances of the City of Fort Lauderdale, Florida, (2019), as may be amended or revised, ("Section 2-187"), during the entire term of this Agreement.
 2. The failure of the Contractor to comply with Section 2-187 shall be deemed to be a material breach of this Agreement, entitling the City to pursue any remedy stated below or any remedy provided under applicable law.
 3. The City may terminate this Agreement if the Contractor fails to comply with Section 2-187.
 4. The City may retain all monies due or to become due until the Contractor complies with Section 2-187.
 5. The Contractor may be subject to debarment or suspension proceedings. Such proceedings will be consistent with the procedures in section 2-183 of the Code of Ordinances of the City of Fort Lauderdale, Florida.
- 5.15 UNUSUAL CIRCUMSTANCES:** If during a contract term where costs to the City are to remain firm or adjustments are restricted by a percentage or CPI cap, unusual circumstances that could not have been foreseen by either party of the contract occur, and those circumstances significantly affect the Contractor's cost in providing the required prior items or services, then the Contractor may request adjustments to the costs to the City to reflect the changed circumstances. The circumstances must be beyond the control of the Contractor, and the requested adjustments must be fully documented. The City may, after examination, refuse to accept the adjusted costs if they are not properly documented, increases are considered to be excessive, or decreases are considered to be insufficient. In the event the City does not wish to accept the adjusted costs and the matter cannot be resolved to the satisfaction of the City, the City will reserve the following options:

1. The contract can be canceled by the City upon giving thirty (30) days written notice to the Contractor with no penalty to the City or Contractor. The Contractor shall fill all City requirements submitted to the Contractor until the termination date contained in the notice.
2. The City requires the Contractor to continue to provide the items and services at the firm fixed (non-adjusted) cost until the termination of the contract term then in effect.
3. If the City, in its interest and in its sole opinion, determines that the Contractor in a capricious manner attempted to use this section of the contract to relieve Contractor of a legitimate obligation under the contract, and no unusual circumstances had occurred, the City reserves the right to take any and all action under law or equity. Such action shall include, but not be limited to, declaring the Contractor in default and disqualifying Contractor from receiving any business from the City for a stated period of time.

If the City does agree to adjusted costs, these adjusted costs shall not be invoiced to the City until the Contractor receives notice in writing signed by a person authorized to bind the City in such matters.

5.16 ELIGIBILITY: If applicable, the Contractor must first register with the Florida Department of State in accordance with Florida Statutes, prior to entering into a contract with the City.

5.17 PATENTS AND ROYALTIES: The Contractor, without exception, shall defend, indemnify, and hold harmless the City and the City's employees, officers, employees, volunteers, and agents from and against liability of any nature and kind, including cost and expenses for or on account of any copyrighted, patented or un-patented invention, process, or article manufactured or used in the performance of the contract, including their use by the City. If the Contractor uses any design, device, or materials covered by letters, patent or copyright, it is mutually agreed and understood without exception that the bid prices shall include any and all royalties or costs arising from the use of such design, device, or materials in any way involved in the work.

5.18 ASSIGNMENT: Contractor shall not transfer or assign the performance required by this ITB without the prior written consent of the City. Any award issued pursuant to this ITB, and the monies, which may become due hereunder, are not assignable except with the prior written approval of the City Commission or the City Manager or City Manager's designee, depending on original award approval.

5.19 GOVERNING LAW; VENUE: The Contract shall be governed by and construed in accordance with the laws of the State of Florida. Venue for any lawsuit by either party against the other party or otherwise arising out of the Contract, and for any other legal proceeding, shall be in the courts in and for Broward County, Florida, or in the event of federal jurisdiction, in the Southern District of Florida.

5.20 PUBLIC RECORDS:

IF THE CONTRACTOR HAS QUESTIONS REGARDING THE APPLICATION OF CHAPTER 119, FLORIDA STATUTES, TO THE CONTRACTOR'S DUTY TO PROVIDE PUBLIC RECORDS RELATING TO THIS CONTRACT, CONTACT THE CUSTODIAN OF PUBLIC RECORDS AT PRRCONTRACT@FORTLAUDERDALE.GOV, 954-828-5002, CITY CLERK'S OFFICE, ONE EAST BROWARD BOULEVARD, SUITE 444, FORT LAUDERDALE, FLORIDA 33301.

Contractor shall comply with public records laws, and Contractor shall:

1. Keep and maintain public records required by the City to perform the service.
2. Upon request from the City's custodian of public records, provide the City with a copy of the requested records or allow the records to be inspected or copied within a reasonable time at a cost that does not exceed the cost provided in Chapter 119, Florida Statutes (2019), as may be amended or revised, or as otherwise provided by law.
3. Ensure that public records that are exempt or confidential and exempt from public records disclosure requirements are not disclosed except as authorized by law for the duration of the contract term and following completion of the contract if the Contractor does not transfer the records to the City.
4. Upon completion of the Contract, transfer, at no cost, to the City all public records in possession of the Contractor or keep and maintain public records required by the City to perform the service. If the Contractor transfers all public records to the City upon completion of the Contract, the Contractor shall destroy any duplicate public records that are exempt or confidential and exempt from public records disclosure requirements. If the Contractor keeps and maintains public records upon completion of the Contract, the Contractor shall meet all applicable requirements for retaining public records. All records stored electronically must be provided to the City, upon request from the City's custodian of public records, in a format that is compatible with the information technology systems of the City.

CITY OF FORT LAUDERDALE
 CLASSIFICATION AND PAY PLAN
 EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Accident Investigator	TM001	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Accountant	FP001	FED-PROF	Classified	Exempt	4	FP07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Accounting Clerk	TM002	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Accounts Payable Supervisor	FS001	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Accreditation Assistant	TM003	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Accreditation Coordinator	NB001	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Administrative Aide	NB002	CONF	Classified	Non-Exempt	0	G004	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Administrative Aide	TM004	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Administrative Aide *	NB003	CONF	Non-Classified	Non-Exempt	0	G004	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Administrative Assistant	NB004	CONF	Classified	Non-Exempt	0	G006	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Administrative Assistant	TM005	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Administrative Assistant *	NB005	CONF	Non-Classified	Non-Exempt	0	G006	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Administrative Supervisor	FS002	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Administrative Supervisor	NB006	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Administrative Supervisor *	NB007	MGMT	Non-Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Advanced Specialist	NB206	MGMT	Classified	Exempt	4	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Advanced Specialist II	NB208	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Advanced Specialist II*	NB209	MGMT	Non-Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Advanced Specialist*	NB207	MGMT	Non-Classified	Exempt	4	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Agenda Supervisor*	NB008	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Airport Business Assistance Administrator	FP063	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Airport Maintenance Technician	TM006	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Airport Manager	NB009	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Airport Operations Specialist	TM007	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Airport Operations Supervisor	NB010	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Alarm Coordinator	TM008	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Application Services Manager	NB011	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Application Support Specialist	TM009	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Apprentice Facilities Worker***	TM010	TEAMSTERS	Classified	Non-Exempt	0	TG02	\$16.0560	\$24.8746	\$20.4653	\$33,396.48	\$51,739.16	\$42,567.82
Aquatic Complex Coordinator	NB013	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Aquatic Complex Manager	NB012	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant Airport Manager	NB014	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant Budget Manager *	NB015	MGMT	Non-Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Assistant Building Official	NB016	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Assistant City Attorney I	NB017	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Assistant City Attorney II	NB018	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Assistant City Attorney III	NB019	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Assistant City Auditor I	NB020	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Assistant City Auditor II	NB021	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Assistant City Auditor III	NB022	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Assistant City Clerk I	NB023	CONF	Non-Classified	Non-Exempt	0	G003	\$17.8127	\$27.6033	\$22.7080	\$37,050.41	\$57,414.86	\$47,232.64
Assistant City Clerk II	NB024	CONF	Non-Classified	Non-Exempt	0	G006	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Assistant City Clerk III	NB025	CONF	Non-Classified	Non-Exempt	0	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Assistant City Clerk IV	NB026	MGMT	Non-Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Assistant City Manager	NB027	MGMT	Non-Classified	Exempt	1	M019	\$67.8324	\$118.9090	\$93.3707	\$141,091.39	\$247,330.72	\$194,211.06
Assistant Controller	NB028	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Assistant Director	NB029	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Assistant Employee Relations Manager	NB030	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant Fire Marshal (670)	0670F	IAFF-BATT	Classified	Exempt	3	F009	\$49.9200	\$79.0400	\$64.4800	\$103,833.60	\$164,403.20	\$134,118.40
Assistant Fire Rescue Chief	NB031	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Assistant Housing and Community Development Manager *	NB032	MGMT	Non-Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant Manager	NB033	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Assistant Manager *	NB034	MGMT	Non-Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Assistant Neighbor Support Manager *	NB035	MGMT	Non-Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant Parking Services Manager	NB036	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant Police Chief	NB037	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Assistant Procurement and Contracts Manager	NB038	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant Public Works Director - Engineering	NB039	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Assistant Public Works Director - Sustainability	NB040	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Assistant Public Works Director - Utilities	NB041	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Assistant Revenue Collection Manager	NB042	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39

*Administrative Assistants to the City Manager

**Special clause in Fed-Prof
 ***Per City Manager Memo the minimum pay rate for Regular FTEs is at \$15/hr

CITY OF FORT LAUDERDALE
 CLASSIFICATION AND PAY PLAN
 EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Assistant Risk Manager	NB043	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Assistant Strategic Communications Manager *	NB044	MGMT	Non-Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant Strategy and Innovation Manager *	NB045	MGMT	Non-Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Assistant to the City Manager *	NB046	MGMT	Non-Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Assistant to the Director	NB047	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Auditorium Manager	NB048	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Auditorium Supervisor	NB049	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Automotive & Equipment Specialist	FP002	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Battalion Chief (669)	0669F	IAFF-BATT	Classified	Exempt	3	F009	\$49.9200	\$79.0400	\$64.4800	\$103,833.60	\$164,403.20	\$134,118.40
Beach Lifeguard	TM011	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Beach Patrol Lieutenant	FS034	FED-SUPV	Classified	Non-Exempt**	4	FS07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Benefits Analyst	NB050	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Benefits Specialist	NB051	CONF	Classified	Non-Exempt	0	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Billing Coordinator	TM014	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Billing Specialist	TM013	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Body Worn Camera Administrator	NB201	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Budget and Management Analyst*	NB052	MGMT	Non-Classified	Exempt	4	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Budget Director	NB053	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Building Inspector	TM015	TEAMSTERS	Classified	Non-Exempt	0	TG10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Building Official	NB054	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Business Assistance Coordinator	FP003	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Business Operations Manager	NB055	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Business Tax Coordinator	TM017	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Business Tax Inspector	TM142	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Business Tax Specialist	TM016	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Carpenter	TM018	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Cemetery Administrator	NB056	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Chief - Fire Rescue	NB057	MGMT	Non-Classified	Exempt	1	M019	\$67.8324	\$118.9090	\$93.3707	\$141,091.39	\$247,330.72	\$194,211.06
Chief - Police	NB058	MGMT	Non-Classified	Exempt	1	M019	\$67.8324	\$118.9090	\$93.3707	\$141,091.39	\$247,330.72	\$194,211.06
Chief Accountant	FS004	FED-SUPV	Classified	Exempt	3	FS10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Chief Building Compliance Inspector	NB202	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Chief Building Inspector	NB059	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Chief Economic Development Officer	NB219	MGMT	Non-Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Chief Education Officer	NB203	MGMT	Non-Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Chief Electrical Inspector	NB060	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Chief Engineer	NB061	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Chief Mechanical Inspector	NB062	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Chief Plumbing Inspector	NB063	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Chief Service Officer *	NB064	MGMT	Non-Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Chief Waterways Officer	NB229	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Chief Zoning Examiner	NB065	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
City Commissioner	CC001	MGMT	Non-Classified	Exempt	0	CM01	\$42.5480	\$42.5480	\$42.5480	\$88,500.00	\$88,500.00	\$88,500.00
City Engineer	NB231	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
City Surveyor	NB186	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Cityworks® Administrator	NB218	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Claims Adjuster	NB066	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Claims Analyst	NB067	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Code Compliance Coordinator	NB068	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Code Compliance Manager	NB069	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Code Compliance Officer	TM019	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Code Compliance Supervisor	FS005	FED-SUPV	Classified	Exempt	3	FS10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Commission Assistant	NB070	CONF	Non-Classified	Non-Exempt	0	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Commission Assistant Coordinator	NB071	MGMT	Non-Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Commission Assistant II	NB205	CONF	Non-Classified	Non-Exempt	0	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Community Health Coordinator	NB222	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Community Program Manager	NB072	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Community Redevelopment Agency Manager	NB073	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Construction Review Specialist	TM020	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Construction Worker	TM021	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Controller	NB074	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Copy Center/Mail Technician	TM022	TEAMSTERS	Classified	Non-Exempt	0	TG03	\$17.8127	\$27.6033	\$22.7080	\$37,050.41	\$57,414.86	\$47,232.64

*Administrative Assistants to the City Manager

**Special clause in Fed-Prof
 ***Per City Manager Memo the minimum pay rate for Regular FT ES is at \$15/hr

CITY OF FORT LAUDERDALE
 CLASSIFICATION AND PAY PLAN
 EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Court Liaison Specialist	TM148	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Court Liaison Supervisor	FS006	FED-SUPV	Classified	Exempt	4	FS08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
CRA Accounting Clerk *	NB075	CONF	Non-Classified	Non-Exempt	0	G006	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
CRA Administrative Aide *	NB076	CONF	Non-Classified	Non-Exempt	0	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
CRA Administrative Specialist *	NB077	CONF	Non-Classified	Non-Exempt	0	G005	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
CRA Business Manager *	NB078	MGMT	Non-Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
CRA Housing and Economic Development Manager *	NB079	MGMT	Non-Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
CRA Planner *	NB080	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
CRA Project Coordinator *	NB081	MGMT	Non-Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
CRA Project Manager *	NB082	MGMT	Non-Classified	Exempt	3	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
CRA Senior Administrative Assistant*	NB216	MGMT	Non-Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
CRA Senior Project Manager *	NB083	MGMT	Non-Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Crime Analysis Supervisor	FS007	FED-SUPV	Classified	Exempt	3	FS10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Crime Analyst	TM023	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Crime Analyst II	TM024	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Crime Analyst Trainee	TM025	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Crime Scene Investigator	TM026	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Criminalist	TM027	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Cultural Affairs Officer	NB220	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Custodian***	TM028	TEAMSTERS	Classified	Non-Exempt	0	TG01	\$14.4633	\$22.4036	\$18.4335	\$30,083.66	\$46,599.48	\$38,341.57
Customer Service Representative	TM029	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Customer Service Supervisor	NB084	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Data Warehouse Analyst	FP004	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Database Administrator	FP005	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Deputy City Attorney	NB225	MGMT	Non-Classified	Exempt	1	M020	\$73.2626	\$144.2300	\$108.7463	\$152,386.20	\$299,998.40	\$226,192.30
Deputy City Clerk	NB085	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Deputy City Manager	NB217	MGMT	Non-Classified	Exempt	1	M020	\$73.2626	\$144.2300	\$108.7463	\$152,386.20	\$299,998.40	\$226,192.30
Deputy Director	NB086	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Director - Development Services	NB092	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Director - Finance	NB087	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Director - Human Resources	NB088	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Director - Information Technology Services	NB089	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Director - Parks and Recreation	NB090	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Director - Public Works	NB091	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Director - Transportation and Mobility	NB093	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Fire Rescue Chief	NB094	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Deputy Police Chief	NB227	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Detention Corporal	TM145	TEAMSTERS	Classified	Non-Exempt	0	TG09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Detention Officer	TM144	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Diesel Technician	TM030	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Digital Evidence Specialist	TM146	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Director	NB095	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Director - Development Services	NB101	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Director - Finance	NB096	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Director - Human Resources	NB097	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Director - Information Technology Services	NB098	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Director - Parks and Recreation	NB099	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Director - Public Works	NB100	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Director - Transportation and Mobility	NB102	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Distribution And Collection Chief	FS008	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Distribution and Collection Supervisor	NB103	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Diversity Officer	NB221	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Division Manager	NB104	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Dockmaster	TM031	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Driver-Engineer (631)	0631F	IAFF	Classified	Non-Exempt	0	F002	\$34.6400	\$44.7500	\$39.6950	\$86,461.44	\$111,696.00	\$99,078.72
Driver-Engineer (636)	0636F	IAFF	Classified	Non-Exempt	0	F005	\$41.4600	\$53.5600	\$47.5100	\$86,236.80	\$111,404.80	\$98,820.80
Economic & Program Analyst	TM032	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Economic and Business Development Manager	NB105	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Economic Development Representative	FP062	FED-PROF	Classified	Exempt	4	FP08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Electrical Assistant	TM033	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Electrical Inspector	TM034	TEAMSTERS	Classified	Non-Exempt	0	TG10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48

*Administrative Assistants to the City Manager

**Special clause in Fed-Prof
 ***Per City Manager Memo the minimum pay rate for Regular FT ES is at \$15/hr

CITY OF FORT LAUDERDALE
CLASSIFICATION AND PAY PLAN
EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Electrical Plans Examiner	TM035	TEAMSTERS	Classified	Non-Exempt	0	TG12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Electrician	TM036	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Electrician - Airfield	TM037	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Electro Technician	TM038	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Electronics/Instrument Technician	TM039	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Employee Relations Manager	NB106	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Engineer	FP006	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Engineering Aide	TM040	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Engineering Design Manager	FS009	FED-SUPV	Classified	Exempt	2	FS12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Engineering Inspector I	TM041	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Engineering Inspector II	TM042	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Engineering Technician	TM043	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Engineering Technician II	TM044	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Environmental Chemist	FP007	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Environmental Compliance Manager	NB107	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Environmental Compliance Supervisor	NB108	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Environmental Inspector	TM045	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Environmental Inspector II	TM046	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Environmental Laboratory Supervisor	FS010	FED-SUPV	Classified	Exempt	3	FS11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Environmental Laboratory Technician	TM047	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Environmental Program Coordinator	FP008	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Equipment Mechanic	TM048	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Event Worker	SE001	SPECIAL EMP	Temporary	Non-Exempt	0	R006	\$14.4200	\$42.4360	\$28.4280	\$29,993.60	\$88,266.88	\$59,130.24
Executive Assistant to the City Manager *	NB109	MGMT	Non-Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Fabricator-Welder	TM049	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Facilities Manager	NB110	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Facilities Supervisor	FS035	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Facilities Worker I	TM050	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Facilities Worker II	TM051	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Family Service Coordinator	NB204	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Financial Administrator	NB111	MGMT	Classified	Exempt	4	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Fire Captain (632)	0632F	IAFF	Classified	Non-Exempt	0	F003	\$43.2200	\$50.9200	\$47.0700	\$107,877.12	\$127,096.32	\$117,486.72
Fire Captain (637)	0637F	IAFF	Classified	Non-Exempt	0	F006	\$51.8400	\$61.1700	\$56.5050	\$107,827.20	\$127,233.60	\$117,530.40
Fire Equipment Aide	TM052	TEAMSTERS	Classified	Non-Exempt	0	TG03	\$17.8127	\$27.6033	\$22.7080	\$37,050.41	\$57,414.86	\$47,232.64
Fire Inspector I (641)	0641F	IAFF	Classified	Non-Exempt	0	F004	\$33.5100	\$49.1100	\$41.3100	\$69,700.80	\$102,148.80	\$85,924.80
Fire Inspector II (642)	0642F	IAFF	Classified	Non-Exempt	0	F005	\$41.4600	\$53.5600	\$47.5100	\$86,236.80	\$111,404.80	\$98,820.80
Fire Lieutenant (666)	0666F	IAFF	Classified	Non-Exempt	0	F007	\$36.8300	\$47.6000	\$42.2150	\$91,927.68	\$118,809.60	\$105,368.64
Fire Lieutenant (667)	0667F	IAFF	Classified	Non-Exempt	0	F008	\$44.1000	\$56.9700	\$50.5350	\$91,728.00	\$118,497.60	\$105,112.80
Fire Logistics Coordinator	TM053	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Fire Logistics Specialist	TM054	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Fire Logistics Supervisor	FS036	FED-SUPV	Classified	Exempt	4	FS08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Fire Marshal	NB112	MGMT	Non-Classified	Exempt	1	M017	\$58.1552	\$107.8543	\$83.0048	\$120,962.81	\$224,336.94	\$172,649.88
Fire Safety Captain (643)	0643F	IAFF	Classified	Non-Exempt	0	F006	\$51.8400	\$61.1700	\$56.5050	\$107,827.20	\$127,233.60	\$117,530.40
Firefighter (630)	0630F	IAFF	Classified	Non-Exempt	0	F001	\$27.9400	\$40.9700	\$34.4550	\$69,738.24	\$102,261.12	\$85,999.68
Firefighter (635)	0635F	IAFF	Classified	Non-Exempt	0	F004	\$33.5100	\$49.1100	\$41.3100	\$69,700.80	\$102,148.80	\$85,924.80
Floodplain Development Review Specialist	FP009	FED-PROF	Classified	Non-Exempt**	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Floodplain Manager	FP010	FED-PROF	Classified	Exempt	2	FP13	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Forensic Biology/DNA Specialist	FP061	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Geographic Information Systems Analyst	FP011	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Geographic Information Systems Application Developer	FP012	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Geographic Information Systems Manager	NB113	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Grants And Special Projects Coordinator	FP013	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Graphic Designer	TM055	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Graphic Designer *	NB114	CONF	Non-Classified	Non-Exempt	0	G006	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Heavy Equipment Operator	TM056	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Historic Preservation Planner	FP060	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Horticulturist	TM057	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Housing and Community Development Coordinator*	NB115	MGMT	Non-Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Housing and Community Development Manager *	NB116	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Housing and Community Development Specialist *	NB117	MGMT	Non-Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Housing Rehabilitation Specialist	TM058	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45

*Administrative Assistants to the City Manager

**Special clause in Fed-Prof
***Per City Manager Memo the minimum pay rate for Regular FTEs is at \$15/hr

CITY OF FORT LAUDERDALE
CLASSIFICATION AND PAY PLAN
EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Housing Rehabilitation Specialist *	NB118	CONF	Non-Classified	Non-Exempt	0	G005	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Human Resources Analyst	NB119	MGMT	Classified	Exempt	4	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Human Resources Assistant	NB120	CONF	Classified	Non-Exempt	0	G005	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Human Resources Manager - Benefits	NB121	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Human Resources Manager - Classification and Compensation	NB122	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Human Resources Manager - Org Development and Learning	NB123	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Human Resources Manager - Recruitment	NB124	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Human Resources Specialist	NB125	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Human Resources Technician	NB126	CONF	Classified	Non-Exempt	0	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
HVAC Technician	TM059	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Industrial Electrician	TM060	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Information Technology Security Analyst	FP014	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Intern	SE002	SPECIAL EMP	Temporary	Non-Exempt	0	R001	\$14.4200	\$17.5669	\$15.9935	\$29,993.60	\$36,539.15	\$33,266.38
Investigations Specialist	TM149	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Irrigation Technician	TM061	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
IT Service Desk Coordinator	TM062	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
IT Service Desk Manager	FS011	FED-SUPV	Classified	Exempt	2	FS12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
IT Service Desk Supervisor	FS012	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Land Development Manager	NB127	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Landscape Inspector	TM063	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Landscape Plans Examiner	FP015	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Latent Fingerprint Examiner	TM064	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Law Office Manager	NB128	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Lead Construction Worker	TM065	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Lead Facilities Worker	TM067	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Lead Security Guard	TM066	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Lead Wastewater Plant Operator	TM068	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Lead Water Treatment Plant Operator	TM069	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Learning and Development Specialist	NB129	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Legal Administrative Assistant	NB130	CONF	Classified	Non-Exempt	0	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Legal Assistant	NB131	CONF	Classified	Non-Exempt	0	G006	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Licensed Behavioral Health Therapist	NB228	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Machinist	TM070	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Management Analyst	NB132	MGMT	Classified	Exempt	4	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Management Analyst *	NB133	MGMT	Non-Classified	Exempt	4	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Management Fellow	SE003	SPECIAL EMP	Temporary	Non-Exempt	0	R011	\$20.7873	\$27.873	\$24.2801	\$43,237.58	\$54,237.58	\$48,737.58
Marina Attendant	TM071	TEAMSTERS	Classified	Non-Exempt	0	TG03	\$17.8127	\$27.6033	\$22.7080	\$37,050.41	\$57,414.86	\$47,232.64
Marine Facilities Manager	NB134	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Marine Facilities Supervisor	FS013	FED-SUPV	Classified	Exempt	3	FS10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Mayor-Commissioner	MC001	MGMT	Non-Classified	Exempt	0	CM02	\$51.0576	\$51.0576	\$51.0576	\$106,200.00	\$106,200.00	\$106,200.00
Mechanical Inspector	TM072	TEAMSTERS	Classified	Non-Exempt	0	TG10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Mechanical Plans Examiner	TM073	TEAMSTERS	Classified	Non-Exempt	0	TG12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Meter Reader Coordinator	TM074	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Neighbor Support Manager *	NB135	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Network Engineer	FP016	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Nighttime Economy Manager *	NB136	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Noise Abatement Officer	FP017	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Occupational Safety and Training Coordinator	NB137	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Ocean Rescue Chief	NB138	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Offset Printing Press Operator	TM075	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Organizational Development and Learning Coordinator	NB139	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Painter	TM076	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Paralegal	NB140	CONF	Classified	Non-Exempt	0	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Paramedic/Firefighter (640)	0640F	IAFF	Classified	Non-Exempt	0	F001	\$27.9400	\$40.9700	\$34.4550	\$69,738.24	\$102,261.12	\$85,999.68
Paramedic/Firefighter (646)	0646F	IAFF	Classified	Non-Exempt	0	F004	\$33.5100	\$49.1100	\$41.3100	\$69,700.80	\$102,148.80	\$85,924.80
Park Ranger	TM077	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Parking Enforcement Operations Supervisor	NB141	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Parking Enforcement Shift Coordinator	TM078	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Parking Enforcement Specialist	TM079	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Parking Facility Maintenance Coordinator	TM080	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Parking Facility Maintenance Supervisor	NB142	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00

*Administrative Assistants to the City Manager

**Special clause in Fed-Prof
***Per City Manager Memo the minimum pay rate for Regular FTEs is at \$15/hr

CITY OF FORT LAUDERDALE
CLASSIFICATION AND PAY PLAN
EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Parking Lot Attendant***	TM081	TEAMSTERS	Classified	Non-Exempt	0	TG01	\$14.4633	\$22.4036	\$18.4335	\$30,083.66	\$46,599.48	\$38,341.57
Parking Meter Software Support Specialist	TM082	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Parking Meter Technician	TM083	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Parking Meter Technician Trainee	TM084	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Parking Revenue Supervisor	FS014	FED-SUPV	Classified	Exempt	4	F07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Parking Services Manager	NB143	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Parks Manager	NB144	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Parks Operations Superintendent	NB145	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Parks Supervisor	FS015	FED-SUPV	Classified	Exempt	3	F08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Payroll Manager	FS016	FED-SUPV	Classified	Exempt	3	F10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Payroll Manager	NB146	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Payroll Specialist	NB147	CONF	Classified	Non-Exempt	0	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Payroll Supervisor	NB148	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Permit Services Supervisor	FS017	FED-SUPV	Classified	Exempt	4	F08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Permit Services Technician	TM012	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Pest Control Technician	TM086	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Photolab Specialist	TM087	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Planner I	FP018	FED-PROF	Classified	Exempt	4	FP08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Planner II	FP019	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Planner III	FP020	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Planning Assistant	NB149	CONF	Classified	Non-Exempt	0	G005	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Plant Maintenance Worker	TM088	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Plumber	TM089	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Plumbing Inspector	TM090	TEAMSTERS	Classified	Non-Exempt	0	TG10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Plumbing Plans Examiner	TM091	TEAMSTERS	Classified	Non-Exempt	0	TG12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Police Administrative Aide	TM092	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Police Armorer	NB150	MGMT	Classified	Exempt	4	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Police Captain	0620T	FOP-LT/CAP	Classified	Exempt	0	T041	\$63.3400	\$91.7400	\$77.5400	\$131,747.20	\$190,819.20	\$161,283.20
Police Forfeiture Coordinator	TM093	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Police Information Technology Manager	NB151	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Police Lieutenant	0649T	FOP-LT/CAP	Classified	Non-Exempt	0	T037	\$53.4600	\$77.4400	\$65.4500	\$111,196.80	\$161,075.20	\$136,136.00
Police Major	NB152	MGMT	Classified	Exempt	2	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Police Officer	0614P	FOP	Classified	Non-Exempt	0	P001	\$39.2900	\$57.7100	\$48.5000	\$81,723.20	\$120,036.80	\$100,880.00
Police Officer - Non Certified	0614P	FOP	Classified	Non-Exempt	0	P003	\$37.3700	\$37.3700	\$37.3700	\$77,729.60	\$77,729.60	\$77,729.60
Police Officer (K-9)	0628P	FOP	Classified	Non-Exempt	0	K901	\$39.2900	\$57.7100	\$48.5000	\$87,852.44	\$129,039.56	\$108,446.00
Police Property/ Evidence Supervisor	FS018	FED-SUPV	Classified	Exempt	4	F08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Police Property/ Evidence Technician	TM094	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Police Psychologist	NB153	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Police Records Clerk	TM095	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Police Records Supervisor	FS019	FED-SUPV	Classified	Exempt	4	F08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Police Sergeant	0616P	FOP	Classified	Non-Exempt	0	P002	\$52.3600	\$67.0300	\$59.6950	\$108,908.80	\$139,422.40	\$124,165.60
Police Sergeant (K-9)	0629P	FOP	Classified	Non-Exempt	0	K902	\$52.3600	\$67.0300	\$59.6950	\$117,076.96	\$149,879.08	\$133,478.02
Police Supply Specialist	TM096	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Police Supply Supervisor	FS020	FED-SUPV	Classified	Exempt	4	F08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Police Teletype Operator	TM097	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Pool Equipment Mechanic	TM098	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Pool Lifeguard	TM099	TEAMSTERS	Classified	Non-Exempt	0	TG03	\$17.8127	\$27.6033	\$22.7080	\$37,050.41	\$57,414.86	\$47,232.64
Principal Budget and Management Analyst *	NB154	MGMT	Non-Classified	Exempt	3	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Principal Commission Assistant	NB155	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Principal Commission Assistant - Mayor	NB156	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Principal Planner	FP021	FED-PROF	Classified	Exempt	2	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Principal Specialist II	NB212	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Principal Specialist II*	NB213	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Principal Specialist	NB210	MGMT	Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Principal Specialist*	NB211	MGMT	Non-Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Principal Urban Planner	FP022	FED-PROF	Classified	Exempt	2	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Process Control Engineer	FP023	FED-PROF	Classified	Exempt	2	FP12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Procurement & Inventory Specialist	TM100	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Procurement Administrator	FP024	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Procurement and Contracts Manager	NB157	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Procurement Assistant	TM101	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26

*Administrative Assistants to the City Manager

***Per City Manager Memo the minimum pay rate for Regular FTEs is at \$15/hr

CITY OF FORT LAUDERDALE
CLASSIFICATION AND PAY PLAN
EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Procurement Specialist	FP025	FED-PROF	Classified	Exempt	4	FP07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Production Coordinator	TM102	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Professional Standards Manager *	NB158	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Program Manager	FP026	FED-PROF	Classified	Exempt	2	FP12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Program Manager I	NB214	MGMT	Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Program Manager I*	NB215	MGMT	Non-Classified	Exempt	2	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Program Manager II	NB159	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Program Manager II*	NB160	MGMT	Non-Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Project Engineer	FP027	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Project Manager I	FP028	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Project Manager II	FP029	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Public Information Specialist	FP030	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Public Safety Administrator	NB161	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Public Safety Aide	TM103	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Public Safety Grants Manager	FS021	FED-SUPV	Classified	Exempt	2	FS11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Public Works Maintenance Supervisor	FS022	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Publishing Services Administrator	FS023	FED-SUPV	Classified	Exempt	4	FS08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Real Time Tactical Crime Analyst	TM150	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Receptionist***	NB162	CONF	Classified	Non-Exempt	0	G002	\$16.0560	\$24.8746	\$20.4653	\$33,396.48	\$51,739.16	\$42,567.82
Receptionist***	TM104	TEAMSTERS	Classified	Non-Exempt	0	TG02	\$16.0560	\$24.8746	\$20.4653	\$33,396.48	\$51,739.16	\$42,567.82
Recreation Bus Driver	SE004	SPECIAL EMP	Temporary	Non-Exempt	0	R003	\$14.4200	\$25.9520	\$20.1860	\$29,993.60	\$53,980.16	\$41,986.88
Recreation Camp Director	SE005	SPECIAL EMP	Temporary	Non-Exempt	0	R007	\$16.3956	\$26.9359	\$21.6658	\$34,102.84	\$56,026.67	\$45,064.76
Recreation Clerk	SE006	SPECIAL EMP	Temporary	Non-Exempt	0	R003	\$14.4200	\$25.9520	\$20.1860	\$29,993.60	\$53,980.16	\$41,986.88
Recreation Instructor I	SE007	SPECIAL EMP	Temporary	Non-Exempt	0	R002	\$14.4200	\$19.9091	\$17.1646	\$29,993.60	\$41,410.92	\$35,702.26
Recreation Instructor II	SE008	SPECIAL EMP	Temporary	Non-Exempt	0	R003	\$14.4200	\$25.9520	\$20.1860	\$29,993.60	\$53,980.16	\$41,986.88
Recreation Lifeguard I	SE009	SPECIAL EMP	Temporary	Non-Exempt	0	R003	\$14.4200	\$25.9520	\$20.1860	\$29,993.60	\$53,980.16	\$41,986.88
Recreation Lifeguard II	SE010	SPECIAL EMP	Temporary	Non-Exempt	0	R008	\$19.9091	\$29.2780	\$24.5936	\$41,410.92	\$60,898.24	\$51,154.58
Recreation Maintenance Worker	SE011	SPECIAL EMP	Temporary	Non-Exempt	0	R003	\$14.4200	\$25.9520	\$20.1860	\$29,993.60	\$53,980.16	\$41,986.88
Recreation Pool Technician	SE012	SPECIAL EMP	Temporary	Non-Exempt	0	R003	\$14.4200	\$25.9520	\$20.1860	\$29,993.60	\$53,980.16	\$41,986.88
Recreation Program Coordinator	TM105	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Recreation Program Supervisor	FS024	FED-SUPV	Classified	Exempt	3	FS08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Recreation Specialist I	SE013	SPECIAL EMP	Temporary	Non-Exempt	0	R003	\$14.4200	\$25.9520	\$20.1860	\$29,993.60	\$53,980.16	\$41,986.88
Recreation Specialist II	SE014	SPECIAL EMP	Temporary	Non-Exempt	0	R007	\$16.3956	\$26.9359	\$21.6658	\$34,102.84	\$56,026.67	\$45,064.76
Recreation Specialist III	SE015	SPECIAL EMP	Temporary	Non-Exempt	0	R008	\$19.9091	\$29.2780	\$24.5936	\$41,410.92	\$60,898.24	\$51,154.58
Recreation Worker	SE016	SPECIAL EMP	Temporary	Non-Exempt	0	R005	\$14.4200	\$19.1362	\$16.7781	\$29,993.60	\$39,803.29	\$34,898.45
Revenue Collections Manager	NB163	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Revenue Collections Supervisor	FS003	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Risk Manager	NB164	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Security Guard	TM106	TEAMSTERS	Classified	Non-Exempt	0	TG03	\$17.8127	\$27.6033	\$22.7080	\$37,050.41	\$57,414.86	\$47,232.64
Senior Accountant	FP032	FED-PROF	Classified	Exempt	3	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Senior Accounting Clerk	NB165	CONF	Classified	Non-Exempt	0	G006	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Senior Accounting Clerk	TM107	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Senior Accounting Clerk *	NB166	CONF	Non-Classified	Non-Exempt	0	G006	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Senior Administrative Assistant	FP033	FED-PROF	Classified	Exempt	4	FP08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Senior Administrative Assistant	NB167	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Senior Administrative Assistant *	NB168	MGMT	Non-Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Senior Airport Maintenance Technician	TM152	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Senior Assistant City Attorney	NB169	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Senior Assistant City Auditor	NB224	MGMT	Non-Classified	Exempt	1	M018	\$62.8080	\$113.2470	\$88.0275	\$130,640.64	\$235,553.76	\$183,097.20
Senior Assistant to the City Attorney	NB226	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Assistant to the City Manager *	NB170	MGMT	Non-Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Assistant to the Director	NB171	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Billing Specialist	TM108	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Senior Budget and Management Analyst *	NB172	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Senior Building Inspector	TM109	TEAMSTERS	Classified	Non-Exempt	0	TG11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Senior Business Tax Specialist	TM085	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Senior Claims Adjuster	NB173	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Senior Code Compliance Officer	TM110	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Senior Commission Assistant	NB174	MGMT	Non-Classified	Exempt	4	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Senior Commission Assistant - Mayor	NB175	MGMT	Non-Classified	Exempt	4	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Senior Construction Worker	TM151	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85

*Administrative Assistants to the City Manager

**Special clause in Fed-Prof
***Per City Manager Memo the minimum pay rate for Regular FTEs is at \$15/hr

CITY OF FORT LAUDERDALE
CLASSIFICATION AND PAY PLAN
EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Senior Criminalist	TM141	TEAMSTERS	Classified	Non-Exempt	0	TG09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Senior Customer Service Representative	TM111	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Senior Database Administrator	FP034	FED-PROF	Classified	Exempt	2	FP12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Electrical Inspector	TM112	TEAMSTERS	Classified	Non-Exempt	0	TG11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Senior Electro-Technician	TM113	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Senior Financial Administrator	NB176	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Senior Geographic Information Systems Analyst	FP035	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Senior Human Resources Analyst	NB177	MGMT	Classified	Exempt	3	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Senior Industrial Electrician	TM114	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Senior Information Technology Security Analyst	FP036	FED-PROF	Classified	Exempt	2	FP12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Legal Assistant	NB178	CONF	Classified	Non-Exempt	0	G007	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Senior Management Analyst	NB179	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Senior Management Analyst *	NB180	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Senior Management Fellow	SE017	SPECIAL EMP	Temporary	Exempt	0	R012	\$32.3463	\$33.0022	\$32.6743	\$67,280.30	\$68,644.57	\$67,962.44
Senior Mechanical Inspector	TM115	TEAMSTERS	Classified	Non-Exempt	0	TG11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Senior Network Engineer	FS025	FED-SUPV	Classified	Exempt	2	FS12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Parking Meter Technician	TM116	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Senior Permit Services Technician	TM143	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Senior Plant Maintenance Worker	TM117	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Senior Plumbing Inspector	TM118	TEAMSTERS	Classified	Non-Exempt	0	TG11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Senior Police Administrative Aide	TM119	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Senior Police Psychologist	NB230	MGMT	Classified	Exempt	2	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Senior Police Records Clerk	TM120	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Senior Police Teletype Operator	TM121	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Senior Procurement & Inventory Specialist	TM122	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Senior Procurement Specialist	FP037	FED-PROF	Classified	Exempt	4	FP08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Senior Project Manager	FS026	FED-SUPV	Classified	Exempt	2	FS12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Recreation Program Coordinator	FP038	FED-PROF	Classified	Exempt	4	FP07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Senior Strategic Communications Specialist *	NB181	MGMT	Non-Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Senior Systems Engineer	FP039	FED-PROF	Classified	Exempt	2	FP12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Technical Support Analyst	FP040	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Senior Technology Strategist	FP041	FED-PROF	Classified	Exempt	2	FP12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Senior Utilities Mechanic	TM123	TEAMSTERS	Classified	Non-Exempt	0	TG08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Senior Utilities Serviceworker	TM124	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Senior Voice Engineer	FP042	FED-PROF	Classified	Exempt	2	FP12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Stable Attendant	TM147	TEAMSTERS	Classified	Non-Exempt	0	TG04	\$19.7684	\$30.6482	\$25.2083	\$41,118.27	\$63,748.25	\$52,433.26
Stormwater Operations Chief	FS027	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Stormwater Operations Manager	NB182	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Stormwater Operations Supervisor	NB223	MGMT	Classified	Exempt	3	G010	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Strategic Communications Manager *	NB183	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Strategic Communications Specialist	FP031	FED-PROF	Classified	Exempt	3	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Strategic Communications Specialist *	NB184	MGMT	Non-Classified	Exempt	3	G009	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Strategy and Innovation Manager *	NB185	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Structural Plans Examiner	TM125	TEAMSTERS	Classified	Non-Exempt	0	TG12	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Student Worker	SE018	SPECIAL EMP	Temporary	Non-Exempt	0	R001	\$14.4200	\$17.5669	\$15.9935	\$29,993.60	\$36,539.15	\$33,266.38
Survey Operations Supervisor	FS028	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Survey/Cadd Coordinator	TM126	TEAMSTERS	Classified	Non-Exempt	0	TG09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Surveying Supervisor	FS029	FED-SUPV	Classified	Exempt	4	FS08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Sustainability Administrator	FP043	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Sustainability Analyst	NB187	MGMT	Classified	Exempt	4	G008	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Sustainability Coordinator	FP044	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Sustainability Manager	NB188	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Systems Engineer	FP045	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Talent Manager	NB189	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Technical Support Analyst	FP046	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Technical Support Coordinator	TM127	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Technology Infrastructure and Operations Manager	NB190	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Technology Infrastructure Operations Supervisor	FS030	FED-SUPV	Classified	Exempt	3	FS11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Technology Infrastructure Support Technician	TM128	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Technology Strategist	FP047	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Telecommunications Coordinator	NB191	MGMT	Classified	Exempt	3	G011	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69

*Administrative Assistants to the City Manager

**Special clause in Fed-Prof
***Per City Manager Memo the minimum pay rate for Regular FTLES is at \$15/hr

CITY OF FORT LAUDERDALE
CLASSIFICATION AND PAY PLAN
EFFECTIVE 10/12/2025

Classification Title	Class Code	Employee Group	Classified Status	FLSA Status	Mgmt Cat	Pay Grade	Hourly Minimum	Hourly Maximum	Hourly Midpoint	Annual Minimum	Annual Maximum	Annual Midpoint
Telecommunications Manager	NB192	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Telecommunications Technician	TM129	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Temporary Worker	SE019	SPECIAL EMP	Temporary	Non-Exempt	0	R006	\$14.4200	\$42.4360	\$28.4280	\$29,993.60	\$88,266.88	\$59,130.24
Training Specialist	FP048	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Transportation Manager	NB193	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Treasurer	NB194	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Urban Design and Planning Manager	NB195	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Urban Engineer I	FP049	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Urban Engineer II	FP050	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Urban Forestry Supervisor	FS031	FED-SUPV	Classified	Exempt	3	FS10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Urban Landscape Designer	FP051	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Urban Planner I	FP052	FED-PROF	Classified	Exempt	4	FP08	\$30.0041	\$46.5286	\$38.2664	\$62,408.52	\$96,779.48	\$79,594.00
Urban Planner II	FP053	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Urban Planner III	FP054	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Utilities Crew Leader	TM130	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Utilities Distribution and Collection Systems Manager	NB196	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Utilities Mechanic	TM131	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Utilities Serviceworker	TM132	TEAMSTERS	Classified	Non-Exempt	0	TG05	\$21.9468	\$34.0094	\$27.9781	\$45,649.34	\$70,739.55	\$58,194.45
Utility Service Representative	TM133	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Victim Advocate	FP055	FED-PROF	Classified	Exempt	4	FP09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Visual Communications Designer	TM134	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Voice Engineer	FP056	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Wastewater Facilities Manager	NB197	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Wastewater Operations Supervisor	FS032	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Wastewater Plant Operator	TM135	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Wastewater Plant Operator Trainee	TM136	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Water and Wastewater Treatment Manager	NB198	MGMT	Non-Classified	Exempt	1	G013	\$50.5807	\$78.3833	\$64.4820	\$105,207.85	\$163,037.26	\$134,122.56
Water Facilities Manager	NB199	MGMT	Classified	Exempt	2	G012	\$45.5565	\$70.6185	\$58.0875	\$94,757.52	\$146,886.48	\$120,822.00
Water Meter Serviceworker	TM137	TEAMSTERS	Classified	Non-Exempt	0	TG03	\$17.8127	\$27.6033	\$22.7080	\$37,050.41	\$57,414.86	\$47,232.64
Water Operations Supervisor	FS033	FED-SUPV	Classified	Exempt	3	FS09	\$33.3184	\$51.6464	\$42.4824	\$69,302.27	\$107,424.51	\$88,363.39
Water Treatment Plant Operator	TM138	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76
Water Treatment Plant Operator Trainee	TM139	TEAMSTERS	Classified	Non-Exempt	0	TG06	\$24.3592	\$37.7570	\$31.0581	\$50,667.13	\$78,534.56	\$64,600.85
Web Engineer	FP057	FED-PROF	Classified	Exempt	3	FP11	\$41.0477	\$63.6270	\$52.3374	\$85,379.21	\$132,344.16	\$108,861.69
Webmaster	FP058	FED-PROF	Classified	Exempt	3	FP10	\$36.9724	\$57.3146	\$47.1435	\$76,902.59	\$119,214.36	\$98,058.48
Zoning Administrator	NB200	MGMT	Non-Classified	Exempt	1	M016	\$53.8504	\$102.7181	\$78.2843	\$112,008.83	\$213,653.64	\$162,831.24
Zoning And Landscape Inspector	TM140	TEAMSTERS	Classified	Non-Exempt	0	TG07	\$27.0295	\$41.9145	\$34.4720	\$56,221.36	\$87,182.16	\$71,701.76



City of Fort Lauderdale • Procurement Services Division
101 NE 3rd Avenue • Fort Lauderdale, Florida 33301
954-828-5933 Fax 954-828-5576
purchase@fortlauderdale.gov

ADDENDUM NO. 3

RFP No. 560

TITLE: Job Classification and Compensation Study

ISSUED: January 7, 2026

This addendum is being issued to clarify the status of the solicitation.

The City has been made aware that some vendors have received a notification from BidNet indicating that the solicitation was canceled. This notification was not issued by the City. The City's subscription with BidNet has expired, and BidNet will no longer be used as a notification platform.

The City's official sourcing platform is Infor, and all solicitation notices, addenda, and official communications are issued exclusively through Infor.

The solicitation remains active and will be extended an additional 5 business days. The new submission deadline is now **January 21, 2026**, unless modified by addendum issued through Infor. Vendors are responsible for monitoring Infor for all official solicitation communications.

All other terms, conditions, and specifications remain unchanged.

Company Name: _____
(please print)

Bidder's Signature: _____

Date: _____



NON-COLLUSION STATEMENT

By signing this offer, the vendor/contractor certifies that this offer is made independently and *free* from collusion. Vendor shall disclose below any City of Fort Lauderdale, FL officer or employee, or any relative of any such officer or employee who is an officer or director of, or has a material interest in, the vendor's business, who is in a position to influence this procurement.

Any City of Fort Lauderdale, FL officer or employee who has any input into the writing of specifications or requirements, solicitation of offers, decision to award, evaluation of offers, or any other activity pertinent to this procurement is presumed, for purposes hereof, to be in a position to influence this procurement.

For purposes hereof, a person has a material interest if they directly or indirectly own more than 5 percent of the total assets or capital stock of any business entity, or if they otherwise stand to personally gain if the contract is awarded to this vendor.

In accordance with City of Fort Lauderdale, FL Policy and Standards Manual, 6.10.8.3,

3.3. City employees may not contract with the City through any corporation or business entity in which they or their immediate family members hold a controlling financial interest (e.g., ownership of five (5) percent or more).

3.4. Immediate family members (spouse, parents, and children) are also prohibited from contracting with the City subject to the same general rules.

Failure of a vendor to disclose any relationship described herein shall be reason for debarment in accordance with the provisions of the City Procurement Code.

NAME

RELATIONSHIPS

In the event the vendor does not indicate any names, the City shall interpret this to mean that the vendor has indicated that no such relationships exist.

Authorized Signature

Title

Name (Printed)

Date



**CONTRACTOR'S CERTIFICATE OF COMPLIANCE WITH
NON-DISCRIMINATION PROVISIONS OF THE CONTRACT**

The completed and signed form should be returned with the Contractor's submittal. If not provided with submittal, the Contractor must submit within three business days of City's request. Contractor may be deemed non-responsive for failure to fully comply within stated timeframes.

Pursuant to City Ordinance Sec. 2-17(a)(i)(ii), bidders must certify compliance with the Non-Discrimination provision of the ordinance.

- A. Contractors doing business with the City shall not discriminate against their employees based on the employee's race, color, religion, gender (including identity or expression), marital status, sexual orientation, national origin, age, disability, or any other protected classification as defined by applicable law.

Contracts. Every Contract exceeding \$100,000, or otherwise exempt from this section shall contain language that obligates the Contractor to comply with the applicable provisions of this section.

The Contract shall include provisions for the following:

- (i) The Contractor certifies and represents that it will comply with this section during the entire term of the contract.
- (ii) The failure of the Contractor to comply with this section shall be deemed to be a material breach of the contract, entitling the City to pursue any remedy stated below or any remedy provided under applicable law.

Authorized Signature

Print Name and Title

Date



CONTRACT PAYMENT METHOD

The City of Fort Lauderdale has implemented a Procurement Card (P-Card) program which changes how payments are remitted to its vendors. The City has transitioned from traditional paper checks to credit card payments via MasterCard or Visa as part of this program.

This allows you as a vendor of the City of Fort Lauderdale to receive your payments fast and safely. No more waiting for checks to be printed and mailed.

In accordance with the contract, payments on this contract will be made utilizing the City's P-Card (MasterCard or Visa). Accordingly, bidders must presently have the ability to accept the credit card or take whatever steps necessary to implement acceptance of a card before the start of the contract term, or contract award by the City.

All costs associated with the Contractor's participation in this purchasing program shall be borne by the Contractor. The City reserves the right to revise this program as necessary.

By signing below, you agree with these terms.

Please indicate which credit card payment you prefer:

____ MasterCard

____ Visa

Company Name

Name (Printed)

Signature

Title

Date



LOCAL BUSINESS PREFERENCE

Section 2-199.2, Code of Ordinances of the City of Fort Lauderdale, (Ordinance No. C-12-04), provides for a local business preference.

In order to be considered for a local business preference, a bidder must include the Local Business Preference Certification Statement of this ITB, as applicable to the local business preference class claimed **at the time of bid submittal**.

Upon formal request of the City, based on the application of a Local Business Preference the Bidder shall, within ten (10) calendar days, submit the following documentation to the Local Business Preference Class claimed:

A) Copy of City of Fort Lauderdale current year business tax receipt, **or** Broward County current year business tax receipt, **and**

B) List of the names of all employees of the bidder and evidence of employees' residence within the geographic bounds of the City of Fort Lauderdale or Broward County, as the case may be, such as current Florida driver license, residential utility bill (water, electric, telephone, cable television), or other type of similar documentation acceptable to the City.

Failure to comply at time of bid submittal shall result in the bidder being found ineligible for the local business preference.

THE COMPLETE LOCAL BUSINESS PREFERENCE ORDINANCE MAY BE FOUND ON THE CITY'S WEB SITE AT THE FOLLOWING LINK:

https://library.municode.com/fl/fort_lauderdale/codes/code_of_ordinances?nodeld=COOR_CH2AD_ARTVFI_DIV2PR_S2-186LOBUPRPR

Definitions: The term "Business" shall mean a person, firm, corporation or other business entity which is duly licensed and authorized to engage in a particular work in the State of Florida. Business shall be broken down into four (4) types of classes:

1. Class A Business – shall mean any Business that has established and agrees to maintain a permanent place of business located in a non-residential zone and staffed with full-time employees within the limits of the City **and** shall maintain a staffing level of the prime contractor for the proposed work of at least fifty percent (50%) who are residents of the City.
2. Class B Business - shall mean any Business that has established and agrees to maintain a permanent place of business located in a non-residential zone and staffed with full-time employees within the limits of the City **or** shall maintain a staffing level of the prime contractor for the proposed work of at least fifty percent (50%) who are residents of the City.
3. Class C Business - shall mean any Business that has established and agrees to maintain a permanent place of business located in a non-residential zone **and** staffed with full-time employees within the limits of Broward County.
4. Class D Business – shall mean any Business that does not qualify as either a Class A, Class B, or Class C business.

LOCAL BUSINESS PREFERENCE CERTIFICATION STATEMENT

The Business identified below certifies that it qualifies for the local business price preference classification as indicated herein, and further certifies and agrees that it will re-affirm its local preference classification annually no later than thirty (30) calendar days prior to the anniversary of the date of a contract awarded pursuant to this ITB. Violation of the foregoing provision may result in contract termination.

(1) _____ is a **Class A** Business as defined in City of Fort Lauderdale Ordinance No. C-17-26, Sec.2-186. A copy of the City of Fort Lauderdale current year Business Tax Receipt **and** a complete list of full-time employees and evidence of their addresses shall be provided within 10 calendar days of a formal request by the City.

Business Name

(2) _____ is a **Class B** Business as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec.2-186. A copy of the Business Tax Receipt **or** a complete list of full-time employees and evidence of their addresses shall be provided within 10 calendar days of a formal request by the City.

Business Name

(3) _____ is a **Class C** Business as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec.2-186. A copy of the Broward County Business Tax Receipt shall be provided within 10 calendar days of a formal request by the City.

Business Name

(4) _____ requests a **Conditional Class A** classification as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec.2-186. Written certification of intent shall be provided within 10 calendar days of a formal request by the City.

Business Name

(5) _____ requests a **Conditional Class B** classification as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec.2-186. Written certification of intent shall be provided within 10 calendar days of a formal request by the City.

Business Name

(6) _____ is considered a **Class D** Business as defined in the City of Fort Lauderdale Ordinance No. C-17-26, Sec.2-186 and does not qualify for Local Preference consideration.

Business Name

BIDDER'S COMPANY: _____

AUTHORIZED COMPANY PERSON: _____
PRINT NAME SIGNATURE DATE



DISADVANTAGED BUSINESS ENTERPRISE (DBE) PREFERENCE

Section 2-185, Code of Ordinances of the City of Fort Lauderdale, provides for a disadvantaged business preference.

In order to be considered for a DBE Preference, a bidder must include a certification from a government agency, as applicable to the DBE Preference class claimed **at the time of bid submittal**.

Upon formal request of the City, based on the application of a DBE Preference the Bidder shall, within ten (10) calendar days, submit the following documentation to the DBE Class claimed:

A) Copy of City of Fort Lauderdale current year business tax receipt, **or** Broward County current year business tax receipt, **or** State of Florida active registration **and/or**

B) List of the names of all employees of the bidder and evidence of employees' residence within the geographic bounds of the City of Fort Lauderdale or Broward County, as the case may be, such as current Florida driver license, residential utility bill (water, electric, telephone, cable television), or other type of similar documentation acceptable to the City.

Failure to comply at time of bid submittal shall result in the bidder being found ineligible for the disadvantaged business preference.

THE COMPLETE DBE PREFERENCE ORDINANCE MAY BE FOUND ON THE CITY'S WEB SITE AT THE FOLLOWING LINK: <https://www.fortlauderdale.gov/home/showpublisheddocument?id=56883>

Definitions

- a. The term "disadvantaged class 1 enterprise" shall mean any disadvantaged business enterprise that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within the limits of the city, and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the City's Procurement Manual. The term "Class B business" shall mean any business that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within the limits of the city, or shall maintain a staffing level for the proposed work of at least fifty percent (50%) who are residents of the City of Fort Lauderdale.
- b. The term "disadvantaged class 2 enterprise" shall mean any disadvantaged business enterprise that has established and agrees to maintain a permanent place of business within the limits of the city with a full-time employees and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the City's Procurement Manual. The term "Class D business" shall mean any business that does not qualify as a Class A, Class B, or Class C business.
- c. The term "disadvantaged class 3 enterprise" shall mean any disadvantaged business enterprise that has established and agrees to maintain a permanent place of business located in a CAM #21-0053 Exhibit 1 Page 6 of 10 non-residential zone, staffed with full-time employees within the limits of the Tri-County area and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the City's Procurement Manual.
- d. The term "disadvantaged class 4 enterprise" shall mean any disadvantaged business enterprise that does not qualify as a Class A, Class B, or Class C business, but is located in the State of Florida and provides supporting documentation of its disadvantaged certification as established in the City's Procurement Manual.

DISADVANTAGED BUSINESS ENTERPRISE CERTIFICATION STATEMENT

The Business identified below certifies that it qualifies for the disadvantaged business enterprise price preference classification as indicated herein, and further certifies and agrees that it will re-affirm its preference classification annually no later than thirty (30) calendar days prior to the anniversary of the date of a contract awarded pursuant to this solicitation. Violation of the foregoing provision may result in contract termination.

(1) is a disadvantaged class 1 enterprise as defined in the City of Fort Lauderdale Ordinance Section 2-185 disadvantaged business enterprise that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within the limits of the city, and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the City's Procurement Manual. The term "Class B business" shall mean any business that has established and agrees to maintain a permanent place of business located in a non-residential zone, staffed with full-time employees within the limits of the city, or shall maintain a staffing level for the proposed work of at least fifty percent (50%) who are residents of the City of Fort Lauderdale.

Business Name

(2) is a disadvantaged class 2 enterprise as defined in the City of Fort Lauderdale Ordinance Section 2-185 disadvantaged business enterprise that has established and agrees to maintain a permanent place of business within the limits of the city with a full-time employee(s) and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the City's Procurement Manual. The term "Class D business" shall mean any business that does not qualify as a Class A, Class B, or Class C business.

Business Name

(3) is a disadvantaged class 3 enterprise as defined in the City of Fort Lauderdale Ordinance Section 2-185 disadvantaged business enterprise that has established and agrees to maintain a permanent place of business located in a CAM #21-0053 Exhibit 1 Page 6 of 10 non-residential zone, staffed with full-time employees within the limits of the Tri-County area and provides supporting documentation of its City of Fort Lauderdale business tax and disadvantaged certification as established in the City's Procurement Manual.

Business Name

(4) is a disadvantaged class 4 enterprise as defined in the City of Fort Lauderdale Ordinance Section 2-185 disadvantaged business enterprise that does not qualify as a Class A, Class B, or Class C business, but is located in the State of Florida and provides supporting documentation of its disadvantaged certification as established in the City's Procurement Manual.

Business Name

(5) is not considered a Disadvantaged Enterprise Business as defined in the City of Fort Lauderdale Ordinance Sec.2-185 and does not qualify for DBE Preference consideration.

Business Name

BIDDER'S COMPANY: _____

AUTHORIZED COMPANY PERSON: _____
PRINT NAME SIGNATURE DATE

E-VERIFY AFFIRMATION STATEMENT

RFP/Bid /Contract No: _____

Project Description: _____

Contractor/Proposer/Bidder acknowledges and agrees to utilize the U.S. Department of Homeland Security's E-Verify System to verify the employment eligibility of,

- (a) all persons employed by Contractor/Proposer/Bidder to perform employment duties within Florida during the term of the Contract, and,
- (b) all persons (including subcontractors/vendors) assigned by Contractor/Proposer/Bidder to perform work pursuant to the Contract.

The Contractor/Proposer/Bidder acknowledges and agrees that use of the U.S. Department of Homeland Security's E-Verify System during the term of the Contract is a condition of the Contract.

Contractor/Proposer/ Bidder Company Name: _____

Authorized Company Person's Signature: _____

Authorized Company Person's Title: _____

Date: _____

AFFIDAVIT OF COMPLIANCE WITH FOREIGN ENTITY LAWS
(Florida Statute- §287.138, 692.201, 692.202, 692.203, and 692.204)

The undersigned, on behalf of the entity listed below ("Entity"), hereby attests under penalty of perjury as follows:

1. Entity is not owned by the government of a foreign country of concern as defined in Section 287.138, Florida Statutes. (Source:§ 287.138(2)(a), Florida Statutes)
2. The government of a foreign country of concern does not have a controlling interest in Entity. (Source:§ 287.138(2)(b), Florida Statutes)
3. Entity is not organized under the laws of, and does not have a principal place of business in, a foreign country of concern. (Source: § 287.138(2)(c), Florida Statutes)
4. Entity is not owned or controlled by the government of a foreign country of concern, as defined in Section 692.201, Florida Statutes. (Source:§ 288.007(2), Florida Statutes)
5. Entity is not a partnership, association, corporation, organization, or other combination of persons organized under the laws of or having its principal place of business in a foreign country of concern, as defined in Section 692.201, Florida Statutes, or a subsidiary of such entity. (Source: § 288.007(2), Florida Statutes)
6. Entity is not a foreign principal, as defined in Section 692.201, Florida Statutes. (Source: § 692.202(5)(a)(I), Florida Statutes)
7. Entity is in compliance with all applicable requirements of Sections 692.202, 692.203, and 692.204, Florida Statutes.
8. **(Only applicable if purchasing real property)** Entity is not a foreign principal prohibited from purchasing the subject real property. Entity is either (a) not a person or entity described in Section 692.204(1)(a), Florida Statutes, or (b) authorized under Section 692.204(2), Florida Statutes, to purchase the subject property. Entity is in compliance with the requirements of Section 692.204, Florida Statutes. (Source:§§ 692.203(6)(a), 692.204(6)(a), Florida Statutes)
9. The undersigned is authorized to execute this affidavit on behalf of Entity.

Name: _____ Title: _____ Entity: _____

Signature: _____ Date: _____

NOTARY PUBLIC ACKNOWLEDGEMENT SECTION

STATE OF _____

COUNTY OF _____

The foregoing instrument was acknowledged before me, by means of physical presence or online notarization, this ____ day of _____, 20__, by _____, as _____ for _____, who is personally known to me or who has produced _____ as identification.

Notary Public Signature: _____

(Notary Seal)

Print Name: _____

My commission expires: _____

REFERENCES

All references shall include owner, address, contact name, phone number, email and the contract value. References shall not include the City of Fort Lauderdale. A minimum of three (3) references shall be provided:

- 1. Company Name:** _____
Address: _____
Contact Name: _____
Phone #: _____
Email Address: _____
Contract Value: _____ Year: _____
- 2. Company Name:** _____
Address: _____
Contact Name: _____
Phone #: _____
Email Address: _____
Contract Value: _____ Year: _____
- 3. Company Name:** _____
Address: _____
Contact Name: _____
Phone #: _____
Email Address: _____
Contract Value: _____ Year: _____
- 4. Company Name:** _____
Address: _____
Contact Name: _____
Phone #: _____
Email Address: _____
Contract Value: _____ Year: _____
- 5. Company Name:** _____
Address: _____
Contact Name: _____
Phone #: _____
Email Address: _____
Contract Value: _____ Year: _____



ANTI-HUMAN TRAFFICKING AFFIDAVIT

Rev: 1 | Date: 08/06/2024

The undersigned, on behalf of _____,
a _____ (State) _____ (Type of Entity), (“Nongovernmental Entity”), under penalty of perjury, hereby deposes and says:

1. My name is _____.
2. I am an _____ officer or _____ authorized representative of the Nongovernmental Entity.
3. I attest that the Nongovernmental Entity does not use coercion for labor or services as defined in Section 787.06, Florida Statutes (2024), as may be amended or revised.

Under penalties of perjury, I declare that I have read the foregoing Anti-Human Trafficking Affidavit and that the facts stated in it are true.

Signature of Officer or Representative: _____

Name of Officer or Representative: _____ Title: _____

Office Address: _____

Email Address: _____

Main Phone Number: _____ FEIN No.: _____

STATE OF _____

COUNTY OF _____

Sworn to and subscribed before me by means of physical presence or online notarization, this _____ day of _____, 2024, by _____.

(Signature of Notary Public – State of _____)

(SEAL)

Print, Type or Stamp Commissioned Name of Notary Public)

Personally Known _____ OR Produced Identification _____

Type of Identification Produced _____



CITY OF FORT LAUDERDALE BID/PROPOSAL CERTIFICATION

Please Note: It is the sole responsibility of the bidder/proposer to ensure that their response is submitted electronically through the [City's on-line strategic sourcing platform](#) prior to the bid opening date and time listed. Paper bid submittals will not be accepted. All fields below must be completed. If the field does not apply to you, please note N/A in that field.

If you are a foreign corporation, you may be required to obtain a certificate of authority from the department of state, in accordance with Florida Statute §607.1501 (visit <http://www.dos.state.fl.us/>).

Company: (Legal Registration) _____ EIN (Optional): _____

Address: _____

City: _____ State: _____ Zip: _____

Telephone No.: _____ FAX No.: _____ Email: _____

Delivery: Calendar days after receipt of Purchase Order (**section 1.02 of General Conditions**): _____

Total Bid Discount (**section 1.05 of General Conditions**): _____

Check box if your firm qualifies for DBE (**section 1.09 of General Conditions**):

ADDENDUM ACKNOWLEDGEMENT - Proposer acknowledges that the following addenda have been received and are included in the proposal:

Addendum No.	Date Issued	Addendum No.	Date Issued	Addendum No.	Date Issued	Addendum No.	Date Issued
_____	_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____	_____	_____

VARIANCES: If you take exception or have variances to any term, condition, specification, scope of service, or requirement in this competitive solicitation you must specify such exception or variance in the space provided below or reference in the space provided below all variances contained on other pages within your response. Additional pages may be attached if necessary. No exceptions or variances will be deemed to be part of the response submitted unless such is listed and contained in the space provided below. The City does not, by virtue of submitting a variance, necessarily accept any variances. If no statement is contained in the below space, it is hereby implied that your response is in full compliance with this competitive solicitation. If you do not have variances, simply mark N/A.

The below signatory hereby agrees to furnish the following article(s) or services at the price(s) and terms stated subject to all instructions, conditions, specifications addenda, legal advertisement, and conditions contained in the bid/proposal. I have read all attachments including the specifications and fully understand what is required. By submitting this signed proposal, I will accept a contract if approved by the City and such acceptance covers all terms, conditions, and specifications of this bid/proposal. The below signatory also hereby agrees, by virtue of submitting or attempting to submit a response, that in no event shall the City's liability for respondent's direct, indirect, incidental, consequential, special or exemplary damages, expenses, or lost profits arising out of this competitive solicitation process, including but not limited to public advertisement, bid conferences, site visits, evaluations, oral presentations, or award proceedings exceed the amount of Five Hundred Dollars (\$500.00). This limitation shall not apply to claims arising under any provision of indemnification or the City's protest ordinance contained in this competitive solicitation.

Submitted by:

Name (printed)

Signature

Date

Title