



CITY OF Boca Raton

CITY HALL
201 WEST PALMETTO PARK ROAD • BOCA RATON, FL 33432
PHONE (561) 393-7700
(FOR HEARING IMPAIRED) TDD (561) 367-7043
www.myboca.us

August 7, 2026

TO: Mayor and City Council

FROM: Mark Sohaney *[Signature]*
City Manager

SUBJECT: Fiscal Year 2026-2027
Pay and Classification Plan for Non-Union Employees

RECOMMENDATION: I recommend the adoption of the attached resolution updating the City's Pay and Classification Plan for non-union City employees for fiscal year 2026-2027.

BACKGROUND: The resolution provides for a base wage rate Cost of Living Adjustment (COLA) for full-time Non-Union employees, including executive employees and part-time employees (not including seasonal and temporary employees) of three and six-tenths percent (3.60%). Employees who begin employment after September 27, 2026, shall not be eligible for this increase.

FISCAL IMPACT: The costs associated with the 3.60% COLA are \$2,757,600 citywide, including \$1,517,000 in the general fund. These costs are included in the City's Proposed FY2026-2027 Budget.

STRATEGIC IMPACT: This resolution supports the City's Strategic Focus Area of World Class Services.

Document originated by: Danielle Olson, M.A., SPHR, SHRM-SCP
Director of Human Resources



RESOLUTION

096 -2026

A RESOLUTION OF THE CITY OF BOCA RATON UPDATING
THE PAY AND CLASSIFICATION PLANS FOR FULL-TIME,
NON-BARGAINING EMPLOYEES AND FOR PART-TIME
EMPLOYEES; PROVIDING AN INCREASE TO BASE WAGES
TO CERTAIN EMPLOYEES; AFFIRMING THE NUMBER OF
FLOATING HOLIDAYS; PROVIDING FOR SEVERABILITY;
PROVIDING FOR REPEALER; PROVIDING AN EFFECTIVE
DATE

WHEREAS, the City's Pay and Classification Plan for full-time, non-bargaining employees (i.e., not represented by a certified bargaining unit) ("Non-Union Employees") was last updated on September 9, 2025, by Resolution No. 137-2025; and

WHEREAS, the City's Pay and Classification Plan for part-time employees ("Part-Time Employees") was last updated on September 9, 2025, by Resolution No. 137-2025; and

WHEREAS, the City Council has determined that it is appropriate and, in the public interest, to update the City's Pay and Classification Plan for Non-Union Employees and the Pay and Classification Plan for Part-Time Employees to effectuate increases in the salary minimums and maximums; and

1 WHEREAS, the City Council has determined that it is appropriate and in the public
2 interest to provide to each Non-Union Employee and to each Part-Time Employee (excluding
3 seasonal and temporary employees) an increase in their base wage rate; and

4 WHEREAS, the City Council desires to reaffirm the number of floating holidays
5 provided for Non-Union Employees; now therefore

6
7 BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF BOCA RATON:

8
9 Section 1. The Pay and Classification Plans for Non-Union Employees and for Part-
10 Time Employees for Fiscal Year 2026-2027, attached hereto as Exhibit "A-1" "A-2", and "A-3"
11 respectively, are hereby adopted and shall remain in effect for all subsequent fiscal years unless
12 and until amended or repealed.

13 Section 2. Effective September 28, 2026, the base wage rates for (i) all Non-Union
14 Employees employed on September 27, 2026, and (ii) all Part-Time Employees employed on
15 September 27, 2026 (excluding seasonal and temporary employees), shall be increased three
16 and six tenths percent (3.6%). Non-Union Employees and Part-Time Employees who commence
17 employment with the City after September 27, 2026, shall not receive such increase in their base
18 wage rate.

19 Section 4. There shall be no merit increases available to Non-Union Employees or
20 Part-Time Employees, including seasonal and temporary employees, in Fiscal Year 2026-2027.

21 Section 5. Pursuant to Article II, Section 2(A) of the City's Personnel Rules and
22 Regulations, the number of floating holidays granted to Non-Union Employees shall remain at
23 three (3) floating holidays per year, and for executive employees, the number shall remain as
24 specified in the Executive Benefit Plan. The number of floating holidays shall remain in effect in
25 the subsequent years unless and until amended or repealed.

26 Section 6. For purposes of this resolution, the term Non-Union Employee includes all
27 executive employees (which are classified as D1 through D7, DD2 through DD8, the City Manager

and the City Attorney).

Section 7. If any section, subsection, clause, or provision of this resolution is held invalid, the remainder shall not be affected by such invalidity.

Section 8. All resolutions or parts of resolutions in conflict herewith shall be and hereby are repealed; specifically, Resolution No. 137-2025 is hereby superseded and repealed.

Section 9. This resolution shall take effect immediately upon adoption.

PASSED AND ADOPTED by the City Council of the City of Boca Raton this ____ day of _____, 2026.

CITY OF BOCA RATON, FLORIDA

ATTEST:

Andy Thomson, Mayor

Mary Siddons, City Clerk

MAM

COUNCIL MEMBERS	YES	NO	ABSTAINED
MAYOR ANDY THOMSON			
DEPUTY MAYOR MICHELLE GRAU			
COUNCIL MEMBER YVETTE DRUCKER			
COUNCIL MEMBER JON PEARLMAN			
COUNCIL MEMBER STACY L.SIPPLE			

Exhibit A - 1
FY 2026 / 2027 Salary Grades
General - Non Bargaining
Including Exempt, Non-Exempt, Full Time & Part Time Positions

Grade	Annual Based on 2,080 Hours			Hourly		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
101	\$ 32,918.22	\$ 42,201.16	\$ 51,484.10	\$ 15.83	\$ 20.29	\$ 24.75
102	\$ 34,564.13	\$ 44,311.22	\$ 54,058.31	\$ 16.62	\$ 21.30	\$ 25.99
103	\$ 36,292.34	\$ 46,526.78	\$ 56,761.22	\$ 17.45	\$ 22.37	\$ 27.29
104	\$ 38,106.96	\$ 48,853.12	\$ 59,599.28	\$ 18.32	\$ 23.49	\$ 28.65
105	\$ 40,012.31	\$ 51,295.78	\$ 62,579.25	\$ 19.24	\$ 24.66	\$ 30.09
106	\$ 42,012.92	\$ 53,860.56	\$ 65,708.21	\$ 20.20	\$ 25.89	\$ 31.59
107	\$ 44,113.57	\$ 56,553.59	\$ 68,993.62	\$ 21.21	\$ 27.19	\$ 33.17
108	\$ 46,319.25	\$ 59,381.27	\$ 72,443.30	\$ 22.27	\$ 28.55	\$ 34.83
109	\$ 48,635.21	\$ 62,350.34	\$ 76,065.46	\$ 23.38	\$ 29.98	\$ 36.57
110	\$ 51,066.97	\$ 65,467.85	\$ 79,868.74	\$ 24.55	\$ 31.47	\$ 38.40
111	\$ 53,620.32	\$ 68,741.25	\$ 83,862.18	\$ 25.78	\$ 33.05	\$ 40.32
112	\$ 56,301.33	\$ 72,178.31	\$ 88,055.28	\$ 27.07	\$ 34.70	\$ 42.33
113	\$ 59,116.40	\$ 75,787.22	\$ 92,458.05	\$ 28.42	\$ 36.44	\$ 44.45
114	\$ 62,072.22	\$ 79,576.58	\$ 97,080.95	\$ 29.84	\$ 38.26	\$ 46.67
115	\$ 65,175.83	\$ 83,555.41	\$ 101,935.00	\$ 31.33	\$ 40.17	\$ 49.01
116	\$ 68,434.62	\$ 87,733.18	\$ 107,031.75	\$ 32.90	\$ 42.18	\$ 51.46
117	\$ 71,856.35	\$ 92,119.84	\$ 112,383.34	\$ 34.55	\$ 44.29	\$ 54.03
118	\$ 75,449.17	\$ 96,725.84	\$ 118,002.50	\$ 36.27	\$ 46.50	\$ 56.73
119	\$ 79,221.63	\$ 101,562.13	\$ 123,902.63	\$ 38.09	\$ 48.83	\$ 59.57
120	\$ 83,182.71	\$ 106,640.23	\$ 130,097.76	\$ 39.99	\$ 51.27	\$ 62.55
121	\$ 87,341.85	\$ 111,972.25	\$ 136,602.65	\$ 41.99	\$ 53.83	\$ 65.67
122	\$ 91,708.94	\$ 117,570.86	\$ 143,432.78	\$ 44.09	\$ 56.52	\$ 68.96
123	\$ 96,294.38	\$ 123,449.40	\$ 150,604.42	\$ 46.30	\$ 59.35	\$ 72.41
124	\$ 101,109.10	\$ 129,621.87	\$ 158,134.64	\$ 48.61	\$ 62.32	\$ 76.03
125	\$ 106,164.56	\$ 136,102.96	\$ 166,041.37	\$ 51.04	\$ 65.43	\$ 79.83
126	\$ 111,472.79	\$ 142,908.11	\$ 174,343.44	\$ 53.59	\$ 68.71	\$ 83.82
127	\$ 117,046.43	\$ 150,053.52	\$ 183,060.61	\$ 56.27	\$ 72.14	\$ 88.01
128	\$ 122,898.75	\$ 157,556.19	\$ 192,213.64	\$ 59.09	\$ 75.75	\$ 92.41
129	\$ 129,043.69	\$ 165,434.00	\$ 201,824.32	\$ 62.04	\$ 79.54	\$ 97.03
130	\$ 135,495.87	\$ 173,705.70	\$ 211,915.54	\$ 65.14	\$ 83.51	\$ 101.88

Exhibit A-2
FY 2026 / 2027 Salary Grades
Executive

Grade	Annual Based on 2,080 Hours			Hourly		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
D1	\$ 93,890.51	\$ 119,710.40	\$ 145,530.29	\$ 45.14	\$ 57.55	\$ 69.97
D2	\$ 107,974.09	\$ 137,666.97	\$ 167,359.84	\$ 51.91	\$ 66.19	\$ 80.46
D3	\$ 120,930.99	\$ 154,187.00	\$ 187,443.02	\$ 58.14	\$ 74.13	\$ 90.12
D4	\$ 130,605.46	\$ 166,521.96	\$ 202,438.46	\$ 62.79	\$ 80.06	\$ 97.33
D5	\$ 138,441.79	\$ 176,513.28	\$ 214,584.77	\$ 66.56	\$ 84.86	\$ 103.17
D6	\$ 146,748.29	\$ 187,104.08	\$ 227,459.86	\$ 70.55	\$ 89.95	\$ 109.36
D7	\$ 154,085.71	\$ 196,459.28	\$ 238,832.85	\$ 74.08	\$ 94.45	\$ 114.82
DD1	\$ 168,393.66	\$ 206,282.25	\$ 244,170.82	\$ 80.96	\$ 99.17	\$ 117.39
DD2	\$ 176,813.35	\$ 216,596.36	\$ 256,379.36	\$ 85.01	\$ 104.13	\$ 123.26
DD3	\$ 185,654.02	\$ 227,426.17	\$ 269,198.33	\$ 89.26	\$ 109.34	\$ 129.42
DD4	\$ 194,936.72	\$ 238,797.48	\$ 282,658.25	\$ 93.72	\$ 114.81	\$ 135.89
DD5	\$ 204,683.56	\$ 250,737.36	\$ 296,791.16	\$ 98.41	\$ 120.55	\$ 142.69
DD6	\$ 214,917.74	\$ 263,274.23	\$ 311,630.71	\$ 103.33	\$ 126.57	\$ 149.82
DD7	\$ 225,663.62	\$ 276,437.94	\$ 327,212.26	\$ 108.49	\$ 132.90	\$ 157.31
DD8	\$ 236,946.80	\$ 290,259.83	\$ 343,572.86	\$ 113.92	\$ 139.55	\$ 165.18

Exhibit A-3
FY 2026 / 2027 Salary Grades
SEIU

Grade	Annual Based on 2,080 Hours			Hourly		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
301	\$ 32,926.40	\$ 42,203.20	\$ 51,500.80	\$ 15.83	\$ 20.29	\$ 24.76
302	\$ 34,548.80	\$ 44,304.00	\$ 54,038.40	\$ 16.61	\$ 21.30	\$ 25.98
303	\$ 36,296.00	\$ 46,529.60	\$ 56,763.20	\$ 17.45	\$ 22.37	\$ 27.29
304	\$ 38,105.60	\$ 48,838.40	\$ 59,592.00	\$ 18.32	\$ 23.48	\$ 28.65
305	\$ 40,019.20	\$ 51,292.80	\$ 62,587.20	\$ 19.24	\$ 24.66	\$ 30.09
306	\$ 42,016.00	\$ 53,872.00	\$ 65,707.20	\$ 20.20	\$ 25.90	\$ 31.59
307	\$ 44,116.80	\$ 56,555.20	\$ 68,993.60	\$ 21.21	\$ 27.19	\$ 33.17
308	\$ 46,321.60	\$ 59,384.00	\$ 72,446.40	\$ 22.27	\$ 28.55	\$ 34.83
309	\$ 48,651.20	\$ 62,358.40	\$ 76,086.40	\$ 23.39	\$ 29.98	\$ 36.58
310	\$ 51,064.00	\$ 65,457.60	\$ 79,872.00	\$ 24.55	\$ 31.47	\$ 38.40
311	\$ 53,622.40	\$ 68,744.00	\$ 83,865.60	\$ 25.78	\$ 33.05	\$ 40.32
312	\$ 56,305.60	\$ 72,176.00	\$ 88,067.20	\$ 27.07	\$ 34.70	\$ 42.34
313	\$ 59,113.60	\$ 75,795.20	\$ 92,456.00	\$ 28.42	\$ 36.44	\$ 44.45
314	\$ 62,067.20	\$ 79,580.80	\$ 97,073.60	\$ 29.84	\$ 38.26	\$ 46.67
315	\$ 65,166.40	\$ 83,553.60	\$ 101,920.00	\$ 31.33	\$ 40.17	\$ 49.00
316	\$ 68,432.00	\$ 87,734.40	\$ 107,036.80	\$ 32.90	\$ 42.18	\$ 51.46
317	\$ 71,864.00	\$ 92,123.20	\$ 112,403.20	\$ 34.55	\$ 44.29	\$ 54.04
318	\$ 75,441.60	\$ 96,720.00	\$ 117,998.40	\$ 36.27	\$ 46.50	\$ 56.73
319	\$ 79,206.40	\$ 101,545.60	\$ 123,884.80	\$ 38.08	\$ 48.82	\$ 59.56
320	\$ 83,179.20	\$ 106,641.60	\$ 130,083.20	\$ 39.99	\$ 51.27	\$ 62.54
321	\$ 87,339.20	\$ 111,966.40	\$ 136,593.60	\$ 41.99	\$ 53.83	\$ 65.67
322	\$ 91,707.20	\$ 117,561.60	\$ 143,436.80	\$ 44.09	\$ 56.52	\$ 68.96
323	\$ 96,283.20	\$ 123,448.00	\$ 150,592.00	\$ 46.29	\$ 59.35	\$ 72.40
324	\$ 101,108.80	\$ 129,625.60	\$ 158,142.40	\$ 48.61	\$ 62.32	\$ 76.03
325	\$ 106,184.00	\$ 136,115.20	\$ 166,067.20	\$ 51.05	\$ 65.44	\$ 79.84
326	\$ 111,488.00	\$ 142,916.80	\$ 174,366.40	\$ 53.60	\$ 68.71	\$ 83.83
327	\$ 117,041.60	\$ 150,051.20	\$ 183,060.80	\$ 56.27	\$ 72.14	\$ 88.01
328	\$ 122,907.20	\$ 157,560.00	\$ 192,233.60	\$ 59.09	\$ 75.75	\$ 92.42
329	\$ 129,043.20	\$ 165,443.20	\$ 201,822.40	\$ 62.04	\$ 79.54	\$ 97.03
330	\$ 135,512.00	\$ 173,721.60	\$ 211,931.20	\$ 65.15	\$ 83.52	\$ 101.89