

ORDINANCE NO. C-12-43

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, AMENDING THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY ADDING SPECIAL PAY PRACTICES TO PROVIDE FOR A MAXIMUM 6.13% SALARY DIFFERENTIAL FOR NON-CLASSIFIED EMPLOYEES WHO ARE ENROLLED IN THE CITY'S DEFINED CONTRIBUTION PLAN, WHO WERE HIRED BEFORE AUGUST 1, 2012, AND WHO ARE IN THE CITY OF FORT LAUDERDALE'S EMPLOY ON THE EFFECTIVE DATE OF THIS ORDINANCE, AND PROVIDING FOR SEVERABILITY AND AN EFFECTIVE DATE.

WHEREAS, the City Commission adopted Resolution Nos.12-184 and 12-185, which provide for a reduction of the City's contribution to non-classified employees' defined contribution accounts and a corresponding pay increase,

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

SECTION 1. That the Pay Plan of the City of Fort Lauderdale, Florida, is amended by adding the following Schedule I Special Pay Practice:

**SCHEDULE I  
SPECIAL PAY PRACTICES  
SUPERVISORY, PROFESSIONAL, MANAGERIAL EMPLOYEES**

**COMPENSATION FOR DEFINED CONTRIBUTION PLAN REDUCTION**

Effective October 14, 2012, notwithstanding anything to the contrary contained in the Pay Plan or the Code of Ordinances of the City of Fort Lauderdale, Florida, non-classified employees who are enrolled in the City's 401(a) defined contribution plan, who were hired before August 1, 2012, and who are in the City's employ on the effective date of this ordinance, shall receive a 6.13% salary differential, except that the incumbent city manager shall receive a 4% salary differential. The salary differential for an individual employee shall terminate when the employee

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vacates their current position.

**SECTION 2.** That the Pay Plan of the City of Fort Lauderdale, Florida, is amended by adding the following Schedule II Special Pay Practice:

**SCHEDULE II  
SPECIAL PAY PRACTICES  
NON-BARGAINING UNIT (CONFIDENTIAL) GENERAL EMPLOYEES**

**COMPENSATION FOR DEFINED CONTRIBUTION PLAN REDUCTION**

Effective October 14, 2012, notwithstanding anything to the contrary contained in the Pay Plan or the Code of Ordinances of the City of Fort Lauderdale, Florida, non-classified employees who are enrolled in the City's 401(a) defined contribution plan, who were hired before August 1, 2012, and who are in the City's employ on the effective date of this ordinance, shall receive a 6.13% salary differential. The salary differential for an individual employee shall terminate when the employee vacates their current position.

**SECTION 3.** That if any clause, section, or other part of this Ordinance shall be held invalid or unconstitutional by any court of competent jurisdiction, the remainder of this Ordinance shall not be affected thereby, but shall remain in full force and effect.

**SECTION 4.** That this Ordinance shall be in full force and effect immediately upon its final adoption.

PASSED FIRST READING this the 6th day of November, 2012.

PASSED SECOND READING this the \_\_\_\_ day of \_\_\_\_\_, 2012.

\_\_\_\_\_  
Mayor  
JOHN P. "JACK" SEILER

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ATTEST:

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City Clerk  
JONDA K. JOSEPH

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