

RESOLUTION NO. 12-

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF FORT LAUDERDALE, FLORIDA, INCREASING THE BASE SALARY AT A RATE OF 6.13% FOR CERTAIN NON-CLASSIFIED EMPLOYEES PARTICIPATING IN THE CITY'S 401(A) DEFINED CONTRIBUTION MONEY PURCHASE PLAN; INCREASING THE BASE SALARY OF THE CITY MANAGER AT A RATE OF 4.0%; REPEALING ANY AND ALL RESOLUTIONS IN CONFLICT HEREWITH; PROVIDING AN EFFECTIVE DATE.

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WHEREAS, by Resolution No. 99-179 the City Commission of the City of Fort Lauderdale authorized establishment of a 401(a) Defined Contribution Money Purchase Plan ("Plan") for non-classified employees; and

WHEREAS, pursuant to Resolution No. 99-179 participation in the Plan was subject to the level and frequency of City contributions to the non-classified employees 401(a) Plan as authorized by the City Commission from time to time; and

WHEREAS, the City currently makes biweekly contributions for the non-classified employees in the 401(a) Plan based upon a rolling five-year average of the City's required annual contribution to the General Employees Retirement Plan ("GERS"); and

WHEREAS, effective October 1, 2012 the City is revising the contribution rate to the 401(a) Plan for non-classified employees by adopting a contribution rate not to exceed 27.71% of the employee's earnings; and, effective October 1, 2012, revising the contribution rate to the 401(a) Plan for non-classified employees hired on or after October 1, 2012 to establish a fixed contribution rate of 9.0% of the employee's earnings; and by further revising the contribution rate to the 401(a) Plan for non-classified employees hired prior to October 1, 2012 to establish a contribution rate equal to the City's normal cost component of the Annual Required Contribution (ARC) to the City's GERS at a rate not to exceed 19.89% of the employee's earnings with such revision to the contribution rate to take effect simultaneous with the effective date of an ordinance creating a special class over-ride for certain non-classified employees whose salary adjustments resulting from the reduction in the 401(a) contributions would otherwise exceed the maximum salary within the employee's salary range; and

WHEREAS, such adjustments are for a proper municipal purpose and are deemed to be in the best interests of the City;

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

SECTION 1. That, with the exception of the City Manager, the base salary of non-classified employees participating in the City's 401(a) Plan be increased by 6.13% to offset the reduction in the City's contribution rate to the non-classified employees 401(a) Plan.

SECTION 2. That the base salary of the City Manager be increased by 4.0% to offset the reduction in the City's contribution rate to the City Manager's 401(a) Plan.

SECTION 3. That any and all Resolutions or parts thereof in conflict herewith are hereby repealed.

SECTION 4. That this Resolution shall take effect simultaneous with the effective date of an ordinance creating a special class over-ride for certain non-classified employees whose salary adjustments resulting from the reduction in the 401(a) contributions would otherwise exceed the maximum salary within the employee's salary range.

ADOPTED this the 2nd day of October, 2012.

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Mayor  
JOHN P. "JACK" SEILER

ATTEST:

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City Clerk  
JONDA K. JOSEPH