

ORDINANCE NO. C-18-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, AMENDING SCHEDULE I (SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT EMPLOYEES) AND SCHEDULE II (NON-BARGAINING UNIT CONFIDENTIAL EMPLOYEES) OF THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY CREATING SPECIAL PAY PRACTICES TO PROVIDE A LUMP-SUM PAYMENT OF ONE AND ONE-HALF PERCENT OF BASE ANNUAL SALARY FOR AN OVERALL ANNUAL PERFORMANCE RATING OF SATISFACTORY OR A LUMP-SUM PAYMENT OF THREE PERCENT OF BASE ANNUAL SALARY FOR AN OVERALL ANNUAL PERFORMANCE RATING OF ABOVE SATISFACTORY OR OUTSTANDING TO EMPLOYEES AT THE TOP OF THEIR ESTABLISHED PAY RANGES, AND PROVIDING FOR SEVERABILITY, REPEAL OF CONFLICTING ORDINANCE PROVISIONS, AND AN EFFECTIVE DATE.

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WHEREAS, it is the City Commission's intent to provide to Schedule I (Supervisory, Professional, and Managerial – P.E.R.C. Exempt) and Schedule II (Non-Bargaining Unit Confidential) employees certain benefits that have been offered to and accepted by employees who are members of bargaining units,

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

SECTION 1. That Schedule I (Supervisory, Professional, and Managerial – P.E.R.C. Exempt Employees) of the Pay Plan of the City of Fort Lauderdale, Florida, is amended to create and append to Schedule I of the Pay Plan of the City of Fort Lauderdale, Florida, a merit based lump-sum special pay practice as provided in Exhibit 1, which is attached hereto and incorporated herein.

SECTION 2. That Schedule II (Non-Bargaining Unit Confidential Employees) of the Pay Plan of the City of Fort Lauderdale, Florida, is amended to create and append to Schedule II of the Pay Plan of the City of Fort Lauderdale, Florida, a merit based lump-sum special pay practice as provided in Exhibit 2, which is attached hereto and incorporated herein.

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.

CODING: Words, symbols, and letters ~~stricken~~ are deletions; words, symbols, and letters underlined are additions.

SECTION 4. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

SECTION 5. That this Ordinance shall be in full force and effect immediately upon its final passage.

PASSED FIRST READING this the \_\_\_\_ day of \_\_\_\_\_, 2018.

PASSED SECOND READING this the \_\_\_\_ day of \_\_\_\_\_, 2018.

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Mayor  
DEAN J. TRANTALIS

ATTEST:

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City Clerk  
JEFFREY A. MODARELLI

**SCHEDULE I**  
**SPECIAL PAY PRACTICES**  
**SUPERVISORY, PROFESSIONAL AND MANAGERIAL –**  
**P.E.R.C. EXEMPT EMPLOYEES**

**LUMP-SUM PAYMENT FOR PERFORMANCE EVALUATION**

Retroactive to November 7, 2017, Schedule I employees actively employed by the City as of the effective date of Ordinance C-18--- whose base annual salaries are at the top of their respective pay ranges shall receive a merit based one-time annual lump-sum payment of one and one-half percent of their base annual salary for an overall performance evaluation rating of satisfactory or a one-time annual lump-sum payment of three percent of their base annual salary for an overall performance evaluation rating of above satisfactory or outstanding. The base annual salary used to calculate the lump-sum payment shall be the rate in effect on the date the employee's annual performance evaluation is due.

Exhibit 1 to City of Fort Lauderdale Ordinance C-18-

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

**LUMP-SUM PAYMENT FOR PERFORMANCE EVALUATION**

Retroactive to November 7, 2017, Schedule II employees actively employed by the City as of the effective date of Ordinance C-18--- whose base annual salaries are at the top of their respective pay ranges shall receive a merit based one-time annual lump-sum payment of one and one-half percent of their base annual salary for an overall performance evaluation rating of satisfactory or a one-time annual lump-sum payment of three percent of their base annual salary for an overall performance evaluation rating of above satisfactory or outstanding. The base annual salary used to calculate the lump-sum payment shall be the rate in effect on the date the employee's annual performance evaluation is due.

Exhibit 2 to City of Fort Lauderdale Ordinance C-18-

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