

ORDINANCE NO. C-12-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, AMENDING SCHEDULES 01 AND 02 OF THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY MODIFYING THE PAY RANGE AMOUNTS FOR SCHEDULE I, TO WIT: SUPERVISORY, PROFESSIONAL, AND MANAGERIAL - P.E.R.C.- EXEMPT EMPLOYEES, AND SCHEDULE II, TO WIT: NON-BARGAINING CONFIDENTIAL EMPLOYEES, TO PROVIDE IN FISCAL YEAR 2013 FOR A ONE PERCENT COST-OF-LIVING ADJUSTMENT, A THREE PERCENT DECREASE OF THE MINIMUM OF EACH PAY RANGE, AND A THREE PERCENT INCREASE OF THE MAXIMUM OF EACH PAY RANGE, TO PROVIDE IN FISCAL YEAR 2014 FOR A ONE PERCENT COST-OF-LIVING ADJUSTMENT AND A THREE PERCENT INCREASE OF THE MAXIMUM OF EACH PAY RANGE; ELIMINATING PAY RANGE STEPS; AMENDING SECTION 20-67 OF THE CODE OF ORDINANCES OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY ELIMINATING LONGEVITY PAYMENTS FOR EMPLOYEES HIRED ON OR AFTER OCTOBER 1, 2012; AMENDING THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, BY ELIMINATING THE RETIREE HEALTH INSURANCE BENEFIT FOR SCHEDULE I AND SCHEDULE II EMPLOYEES HIRED ON OR AFTER OCTOBER 1, 2012; AND PROVIDING FOR SEVERABILITY, REPEAL OF CONFLICTING ORDINANCE PROVISIONS, AND AN EFFECTIVE DATE.

WHEREAS, the City Manager and the Director of Human Resources have recommended that Schedules 01 and 02 of the Pay Plan of the City of Fort Lauderdale, Florida, applicable to supervisory, professional, and managerial – P.E.R.C.-exempt employees, and non-bargaining confidential employees, be amended, subject to appropriation and approval of the Fiscal Year 2013 annual budget, by providing a one percent general wage increase effective October 1, 2012 , and then decreasing by three percent the minimum of each pay range and increasing by three percent the maximum of each pay range, effective October 14, 2012; and

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WHEREAS, the City Manager and the Director of Human Resources have recommended that Schedules 01 and 02 of the Pay Plan of the City of Fort Lauderdale, Florida, applicable to supervisory, professional, and managerial – P.E.R.C.-exempt employees, and non-bargaining confidential employees, be amended, subject to appropriation and approval of the Fiscal Year 2014 annual budget, by providing a one percent general wage increase effective October 1, 2013, and then increasing by three percent the maximum of each pay range, effective October 13, 2013; and

WHEREAS, the City Manager and the Director of Human Resources have recommended that the Pay Plan of the City of Fort Lauderdale, Florida, be amended to eliminate longevity payments and the retiree health insurance benefit for employees hired on or after October 1, 2012; and

WHEREAS, the City Commission agrees with the City Manager's and Director of Human Resources's recommendations to amend the City of Fort Lauderdale, Florida, Pay Plan as set forth herein,

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

SECTION 1. That effective October 1, 2012, Schedules 01 and 02 of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees be, and are hereby amended, subject to appropriation and approval of the Fiscal Year 2013 annual budget, by replacing Schedules 01 and 02 with Schedules 01 and 02 that are attached hereto, and which are incorporated herein.

SECTION 2. That effective October 14, 2012, Schedules 01 and 02 of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees be, and are hereby amended, subject to appropriation and approval of the Fiscal Year 2013 annual budget, by replacing Schedules 01 and 02 with Schedules 01(a) and 02(a) that are attached hereto, and which are incorporated herein.

SECTION 3. That effective October 1, 2013, Schedules 01(a) and 02(a) of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees be, and are hereby amended, subject to appropriation and approval of the Fiscal Year 2014 annual budget, by replacing Schedules 01(a) and 02(a) with Schedules 01(b) and 02(b) that are attached hereto, and which are incorporated herein.

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SECTION 4. That effective October 13, 2013, Schedules 01(b) and 02(b) of the Pay Plan of the City of Fort Lauderdale, Florida, as applied to Schedule I, to wit: Supervisory, Professional, and Managerial - P.E.R.C.-Exempt Employees, and Schedule II, to wit: Non-Bargaining Confidential Employees be, and are hereby amended, subject to appropriation and approval of the Fiscal Year 2014 annual budget, by replacing Schedules 01(b) and 02(b) with Schedules 01(c) and 02(c) that are attached hereto, and which are incorporated herein.

SECTION 5. That the decrease of the minimum salaries and the increase of the maximum salaries reflected in Section 2 of this Ordinance do not affect the salaries of incumbent employees heretofore at the minimum or maximum of their respective pay ranges.

SECTION 6. That Subsection 20-67(d) of the Code of Ordinances of the City of Fort Lauderdale, Florida, is hereby created to provide as follows:

(d) Notwithstanding anything contained in this Section to the contrary, Schedule I and Schedule II employees hired on or after October 1, 2012, shall not receive any longevity payment.

SECTION 7. That Section 7 of Schedule I, Special Pay Practices, Non-Bargaining Unit Retiree Health Insurance Benefit, of the Pay Plan of the City of Fort Lauderdale, Florida, is hereby created to provide as follows:

Section 7 – Notwithstanding anything contained in Schedule I, Special Pay Practices, Non-Bargaining Unit Retiree Health Insurance Benefit, to the contrary, employees hired on or after October 1, 2012, shall not receive any retiree health insurance benefit.

SECTION 8. That Section 7 of Schedule II, Special Pay Practices, Non-Bargaining Unit Retiree Health Insurance Benefit, of the Pay Plan of the City of Fort Lauderdale, Florida, is hereby created to provide as follows:

Section 7 – Notwithstanding anything contained in Schedule I, Special Pay Practices, Non-Bargaining Unit Retiree Health Insurance Benefit, to the contrary, employees hired on or after October 1, 2012, shall not receive any retiree health insurance benefit.

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SECTION 9. 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 10. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed.

SECTION 11. That this Ordinance shall become effective immediately upon its final adoption.

PASSED FIRST READING this the ____ day of _____, 2012.

PASSED SECOND READING this the ____ day of _____, 2012.

Mayor
JOHN P. "JACK" SEILER

ATTEST:

City Clerk
JONDA K. JOSEPH

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Exhibit 4
CAM #12-2104

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