

ORDINANCE NO. C-18-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, REPEALING SCHEDULE I (SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT EMPLOYEES), SCHEDULE I(g) (PAY RANGE AMOUNTS), SCHEDULE II (NON-BARGAINING UNIT CONFIDENTIAL EMPLOYEES), SCHEDULE II(g) (PAY RANGE AMOUNTS), SCHEDULE 10 (OTHERWISE KNOWN AS “SCHEDULE X”) (COMMUNITY REVEDELOPMENT AGENCY (CRA)), AND SCHEDULE 10(a) (PAY RANGE AMOUNTS), OF THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, ADOPTING A NEW CLASSIFICATION AND COMPENSATION PLAN INCLUDING A CLASSIFICATION TABLE AND COMPENSATION TABLE; AND AUTHORIZING THE CITY MANAGER UPON THE RECOMMENDATION OF THE HUMAN RESOURCES DIRECTOR TO ADJUST PAY GRADES ASSIGNED TO CLASSIFICATION TITLES SUBJECT TO A NOTICE OF INTENT PROVISION ADVISING THE CITY COMMISSION, AND PROVIDING FOR SEVERABILITY, REPEAL OF CONFLICTING ORDINANCE PROVISIONS, AND AN EFFECTIVE DATE.

WHEREAS, in 2016 the City of Fort Lauderdale entered into an Agreement for Job Classification and Compensation Study with The Segal Company (Eastern States), Inc., (“The Segal Company”); and

WHEREAS, The Segal Company has provided to the City its job classification and compensation report and recommendation (“Report”); and

WHEREAS, it is the recommendation of the City Manager and the Director of Human Resources that the City Commission adopt the recommended Pay Plan of the City of Fort Lauderdale, Florida, so that it is consistent with the recommendations contained in the recommended Pay Plan;

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of the Pay Plan of the City of Fort Lauderdale, Florida, (“Pay Plan”), attached hereto as Exhibit 1, is hereby repealed.

SECTION 2. That Schedule II (Non-Bargaining Unit Confidential Employees) of the Pay Plan attached hereto as Exhibit 2, is hereby repealed.

SECTION 3. That Schedule 10 (otherwise known as "Schedule X") (Community Redevelopment Agency (CRA) of the Pay Plan attached hereto as Exhibit 3, is hereby repealed.

SECTION 4. That Schedule I(g) of the Pay Plan attached hereto as Exhibit 5 is hereby repealed.

SECTION 5. That Schedule II(g) of the Pay Plan attached hereto as Exhibit 6 is hereby repealed.

SECTION 6. That Schedule 10(a) (Community Redevelopment Agency (CRA) of the Pay Plan attached hereto as Exhibit 7 is hereby repealed.

SECTION 7. That the Classification Table, which is attached hereto as Exhibit 4, and the Compensation Table, which is attached hereto as Exhibit 8, are hereby adopted as the schedule of salary ranges and the salary plan as provide by the Pay Plan and are incorporated herein.

SECTION 8. That Special Pay Practices adopted in connection with Schedules I, II and 10 of the Pay Plan of the City that are in effect on the date of adoption of this Ordinance are not affected by this Ordinance, and shall remain in full force and effect.

SECTION 9. That the City Manager, upon the recommendation of the Human Resources Director, is authorized to adjust pay grades assigned to classification titles subject to a Notice of Intent provision advising the City Commission. This administrative action will reduce the number of pay plan amendments that are brought before City Commission for approval

SECTION 10. 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 11. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

SECTION 12. That this Ordinance shall be in full force and effect on October 1, 2018.

PASSED FIRST READING this the _____ day of _____, 2018.

PASSED SECOND READING this the _____ day of _____, 2018.

Mayor
DEAN J. TRANTALIS

ATTEST:

City Clerk
JEFFREY A. MODARELLI