

ORDINANCE NO. C-18-

AN ORDINANCE OF THE CITY OF FORT LAUDERDALE, FLORIDA, REPEALING CLASSIFICATION SCHEDULES I (SUPERVISORY, PROFESSIONAL, AND MANAGERIAL – P.E.R.C. EXEMPT EMPLOYEES), II [NON-BARGAINING UNIT (CONFIDENTIAL) GENERAL EMPLOYEES], X [NONBARGAINING UNIT COMMUNITY REDEVELOPMENT AGENCY (CRA) EMPLOYEES], AND CORRESPONDING PAY RANGE SCHEDULES I(h) ,II(h) AND 10(b) OF THE PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, AND ADOPTING A NEW PAY PLAN OF THE CITY OF FORT LAUDERDALE, FLORIDA, AUTHORIZING THE CITY MANAGER TO ADJUST PAY GRADES ASSIGNED TO CLASSIFICATIONS SUBJECT TO A NOTICE AND CALL-UP PROCEDURE, 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 Report; and

WHEREAS, Section 6.05 of the Charter of the City of Fort Lauderdale, Florida, provides that “[t]he city commission shall establish a pay plan by ordinance”;

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

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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of the Pay Plan of the City of Fort Lauderdale, Florida, (“Pay Plan”), attached hereto as Exhibit 1, is hereby repealed.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II (Non-Bargaining Unit (Confidential) General Employees) of the Pay Plan, attached hereto as Exhibit 2, is hereby repealed.

SECTION 3. That Schedule X [Nonbargaining Unit Community Redevelopment Agency (CRA) Employees] of the Pay Plan, attached hereto as Exhibit 3, is hereby repealed.

SECTION 4. That Schedules I(h), II(h), and 10(b), (Pay Range Amounts), of the Pay Plan, attached hereto as Exhibits 5, 6, and 7, respectively, are hereby repealed.

SECTION 5. That the Classification Table, which is attached hereto as Exhibit 4 and incorporated herein, and the Compensation Table, which is attached hereto as Exhibit 8 and incorporated herein, together with any and all Special Pay Practices that are in effect before adoption of this Ordinance, and Schedules VI (Special Employees) and VI(b) (Pay Range Amounts) of the Pay Plan in effect before adoption of this Ordinance, which Special Pay Practices and Schedules VI and VI(b) shall remain in full force and effect, are hereby adopted as the Pay Plan of the City of Fort Lauderdale, Florida. However, any incumbent employee whose management category converts to Management Category 1 as a result of this Ordinance may elect irrevocably on or before December 5, 2018, to be classified as Management Category 2 until he or she leaves City employment or until he or she vacates his or her position, and any incumbent employee whose position is classified as an Administrative Assistant to the City Manager as a result of this Ordinance may elect irrevocably on or before December 5, 2018, to not be classified as an Administrative Assistant to the City Manager until he or she leaves City employment or until he or she vacates his or her position.

SECTION 6. That the City Manager, upon the recommendation of the Director of Human Resources, or at the request of the City Attorney or the City Auditor or the City Clerk with respect to employees in their respective offices, is authorized to adjust pay grades assigned to classifications, except that before adjusting any pay grade assigned to a classification, the City Manager shall notify the City Commission in writing, and the Mayor or any City Commissioner may, within fourteen days from the date of the City Manager’s notice, direct the City Manager to schedule such proposed pay grade adjustment for consideration by the City Commission at a

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regular meeting of the City Commission. The City Commission's decision on the proposed pay grade adjustment shall be by motion.

SECTION 7. 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 8. That all ordinances or parts of ordinances in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

SECTION 9. That this Ordinance shall be in full force and effect beginning the first full pay period after ~~October 4~~ November 6, 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

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