

ORDINANCE 2020-17

AN ORDINANCE AMENDING CHAPTER 2, ADMINISTRATION, LAKE WALES CODE OF ORDINANCES; AMENDING THE ESTABLISHMENT OF THE PAY AND CLASSIFICATION PLAN; AMENDING REVISIONS TO THE PAY AND CLASSIFICATION PLAN; PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE.

BE IT ENACTED by the City Commission of the City of Lake Wales, Polk County, Florida.

SECTION 1. Chapter 2, Administration, Lake Wales Code of Ordinances is hereby amended to read as follows:

ARTICLE III PERSONNEL ADMINISTRATION.

DIVISION II. PAY AND CLASSIFICATION.

Secs. 2-233 Establishment

(a) There is hereby established a pay and classification plan for the compensation of employees of the city which consists of the following elements:

(1) Effective, October 1, 1994 a schedule of salary ranges providing for minimum and maximum salaries was adopted by the city commission., and the subsequent amendments thereto. Said schedule and amendments are adopted by reference and are on file in the personnel office.

(2) A classification schedule to which each existing class of employment is allocated as adopted by the city commission, effective October 1, 1994, and the subsequent amendments thereto. Said schedule and amendments are adopted by reference and are on file in the personnel office.

(3) Other provision relative to the compensation of employees as enumerated within this division.

Secs. 2-234 Revision

(a) The city manager shall make or cause to be made such comparative studies as he determines are necessary as factors affecting the level of salary ranges prior to the preparation of the annual budget. On the basis of information derived from such studies, the city manager shall recommend to the city commission such changes in salary ranges and classifications as he determines necessary to maintain the fairness and adequacy of the pay plan.

(b) Comparative studies shall evaluate salary ranges with regard to ranges of pay for other classes, relative difficulty and responsibility of positions in the class, educational and skill level required for positions in the class, availability of employees in particular occupational categories, prevailing rates of pay for similar employment in the city, rates of pay in other governmental jurisdictions, cost of living factors, the financial policies of the city, and other economic considerations.

Section 2. Effective Date. This ordinance shall apply immediately upon adoption, unless otherwise provided.

Section 3. Inclusion in Code. It is the intention of the City Commission of the City of Lake Wales, Florida, that the provisions of this Ordinance shall become and be made a part of the City of Lake Wales Code of Ordinances; and that the sections of this ordinance may be renumbered or relettered and the word "ordinance" may be changed to "section," "article," "division," or such other appropriate word or phrase in order to accomplish such intentions.

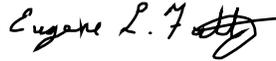
Section 4. If any clause, section or other part of this Ordinance shall be held by any court of competent jurisdiction to be unconstitutional or invalid, such unconstitutional or invalid part shall be construed as eliminated and shall in no way affect the validity of the remaining portions of this Ordinance.

Section 5. All Ordinances or Resolutions or parts of Ordinances or Resolutions in conflict herewith are hereby repealed to the extent of such conflict.

CERTIFIED AS TO PASSAGE this 9th day of September, 2020.

ATTEST:

CITY OF LAKE WALES, FLORIDA



By: _____

MAYOR

CITY CLERK