

Introduced by the Council President at the request of the Mayor:

**ORDINANCE 2024-992**

AN ORDINANCE AMENDING SECTION 129.101 (PAY GRADES, SALARIES RANGES, AND SALARIES), CHAPTER 129 (COMPENSATION OF CITY OFFICIALS AND EMPLOYEES), *ORDINANCE CODE*, TO REMOVE THE REQUIREMENT TO CONDUCT QUADRENNIAL PAY AND CLASSIFICATION STUDIES; PROVIDING CODIFICATION INSTRUCTIONS; PROVIDING AN EFFECTIVE DATE.

**WHEREAS**, Section 129.101, *Ordinance Code*, addresses pay grades, salary ranges, and salaries of certain officials and appointed employee positions; and

**WHEREAS**, Subsection 129.101(c)(6), *Ordinance Code*, currently requires the Employee Services Department to conduct a quadrennial pay and classification study of certain officials and appointed employee positions within the City; and

**WHEREAS**, such studies are mandated to address the competitiveness of the pay range for each pay grade and placement of each position in the appropriate pay grade; and

**WHEREAS**, such studies have been conducted every four years since 2005; and

**WHEREAS**, the information produced by the studies is of a general nature and has not been particularly valuable to the Employee Services Department for determining the market rate for each appointed official; and

**WHEREAS**, when needed, other methods of review are available that are more cost effective than a quadrennial study and would produce more useful information; now therefore

**BE IT ORDAINED** by the Council of the City of Jacksonville:

Section 1. Amending Section 129.101 (Pay Grades, Salary Ranges, and Salaries), Chapter 129 (Compensation of City Officials and Employees), Ordinance Code. Section 129.101 (Pay Grades, Salary Ranges, and Salaries), Chapter 129 (Compensation of City Officials and Employees), Ordinance Code, is hereby amended to read as follows:

**CHAPTER 129 - COMPENSATION OF CITY OFFICIALS AND EMPLOYEES**

**Sec. 129.101. - Pay Grades, Salary Ranges, and Salaries.**

\* \* \*

(c) *Pay Grades and Salary Ranges.* There are fixed pay grades and associated salary ranges for appointed officials of the City. Pay grades and salary ranges are readily available on the City's internal website.

Pay grades and salary ranges shall be evaluated and assigned, on a yearly basis each October 1, to positions as follows:

\* \* \*

~~(6) Beginning in 2005, and every fourth year thereafter, the Employee Services Department shall conduct a "Pay and Classification" study covering appointed official and appointed employee positions to which this subsection applies. The study will address:~~

~~(1) The competitiveness of the pay range for each pay grade; and~~

~~(2) Placement of each position in the appropriate pay grade.~~

~~Conclusions and recommendations from the study will be provided to the Director of the Employee Services Department. Following review and consideration of the study conclusions and recommendations, the Mayor shall propose such revisions to the pay ranges as may be appropriate as an amendment to Section 129.101, Ordinance Code, in those years in which a quadrennial Pay and Classification Study has been conducted.~~

1       ~~In addition, the Director of the Employee Services Department~~  
2       ~~shall propose such changes to the assignment of position(s)~~  
3       ~~to pay grade(s) as may be appropriate to an Executive~~  
4       ~~Compensation Committee which shall be comprised of the~~  
5       ~~Director of Finance and Director of Neighborhoods and one~~  
6       ~~representative each from the Mayor and the Sheriff, and shall~~  
7       ~~be staffed by the Director of the Employee Services~~  
8       ~~Department. The Executive Compensation Committee shall~~  
9       ~~recommend to the Mayor, and the Sheriff respectively, changes~~  
10       ~~in pay grade assignments applicable to positions in the~~  
11       ~~executive, law enforcement, and legislative branches.~~

12       (67) No position assigned to a pay grade in subsection (1) or (2)  
13       above, or created in subsection (3) above, shall be  
14       reassigned more than two pay grades higher through the  
15       procedures outlined in subsection (c) (3) ~~or (c) (6)~~.

16                               \* \* \*

17       **Section 2. Codification Instructions.**     The Codifier and the  
18       Office of General Counsel are authorized to make all chapter and  
19       division "tables of contents" consistent with the changes set forth  
20       herein. Such editorial changes and any others necessary to make the  
21       Ordinance Code consistent with the intent of this legislation are  
22       approved and directed herein, and changes to the Ordinance Code shall  
23       be made forthwith and when inconsistencies are discovered.

24       **Section 3. Effective Date.**           This Ordinance shall become  
25       effective upon signature by the Mayor or upon becoming effective  
26       without the Mayor's signature.

Form Approved:

/s/ Sean Granat

Office of General Counsel

Legislation Prepared By: Sean Granat

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