

1 Introduced by the Council President at the request of the Mayor:
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3

4 **ORDINANCE 2023-208**

5 AN ORDINANCE AMENDING SECTION 33.201 (TALENT
6 MANAGEMENT DIVISION; ESTABLISHMENT; FUNCTIONS),
7 PART 2 (TALENT MANAGEMENT DIVISION), CHAPTER 33
8 (EMPLOYEE SERVICES DEPARTMENT), *ORDINANCE CODE*,
9 TO SPECIFY COMPENSATION FUNCTIONS AND TO
10 RENUMBER SUBSECTIONS; AMENDING SECTIONS 33.301
11 (COMPENSATION AND BENEFITS DIVISION;
12 ESTABLISHMENT; FUNCTIONS) AND 33.302 (DIVISION
13 CHIEF), PART 3 (COMPENSATION AND BENEFITS
14 DIVISION), CHAPTER 33, *ORDINANCE CODE*, TO REMOVE
15 REFERENCES TO COMPENSATION, SPECIFY THE
16 FUNCTIONS OF THE BENEFITS DIVISION, AND RENUMBER
17 SUBSECTIONS; AMENDING SECTION 111.471 (CITY
18 FITNESS AND WELLNESS SPECIAL REVENUE FUND), PART
19 4 (ADMINISTRATION, PERSONNEL AND CODE
20 REGULATION), CHAPTER 111 (SPECIAL REVENUE AND
21 TRUST ACCOUNTS), *ORDINANCE CODE*, TO REMOVE
22 REFERENCES TO COMPENSATION; AMENDING SECTION
23 116.301 (SERVICE RAISES GENERALLY), PART 3
24 (SERVICE RAISES), CHAPTER 116 (EMPLOYEES AND
25 EMPLOYEE BENEFITS), *ORDINANCE CODE*, TO REMOVE
26 THE DOLLAR AMOUNT, SET PARAMETERS FOR SUCH
27 RAISES, AND DELETE REFERENCES TO CERTAIN LAWS OF
28 FLORIDA; AMENDING SECTION 116.909 (ADVERTISING
29 FOR CERTAIN APPOINTED POSITIONS), PART 9
30 (PERSONNEL REGULATIONS), CHAPTER 116,
31 (EMPLOYEES AND EMPLOYEE BENEFITS), *ORDINANCE*

1 CODE, TO ALLOW BOARDS AND COMMISSIONS TO FILL
2 APPOINTED POSITIONS WITH CURRENT EMPLOYEES
3 WITHOUT POSTING OR ADVERTISING THE POSITION;
4 REPEALING AND REPLACING SECTION 116.910
5 (RESIDENCE WITHIN CITY PREFERRED), PART 9
6 (PERSONNEL REGULATIONS), CHAPTER 116,
7 (EMPLOYEES AND EMPLOYEE BENEFITS), *ORDINANCE*
8 *CODE*, IN ITS ENTIRETY; CREATING A NEW SECTION
9 116.910, PART 9 (PERSONNEL REGULATIONS), CHAPTER
10 116, (EMPLOYEES AND EMPLOYEE BENEFITS),
11 *ORDINANCE CODE*, TO CODIFY CRIMINAL HISTORY
12 RECORDS CHECKS AS REQUIRED BY SEC. 166.0442,
13 *FLORIDA STATUTES*; AMENDING SECTION 116.1402
14 (SPECIAL COMMITTEE ON GROUP HEALTH BENEFITS),
15 PART 14 (GROUP HEALTH PLAN), CHAPTER 116,
16 *ORDINANCE CODE*, TO REMOVE REFERENCES TO
17 COMPENSATION; AMENDING SECTION 129.101 (PAY
18 GRADES, SALARY RANGES, AND SALARIES), CHAPTER
19 129 (COMPENSATION OF CITY OFFICIALS AND
20 EMPLOYEES), *ORDINANCE CODE*, TO REMOVE TABLE OF
21 PAY GRADES AND SALARY RANGES, REMOVE THE CAP ON
22 ADJUSTMENTS TO SALARY RANGES, REMOVE THE
23 AUTHORIZATION OF RETROACTIVE SALARY
24 ADJUSTMENTS, MAKE STYLISTIC CHANGES, AND CORRECT
25 SCRIVENER'S ERRORS; PROVIDING CODIFICATION
26 INSTRUCTIONS; PROVIDING AN EFFECTIVE DATE.

27
28 **BE IT ORDAINED** by the Council of the City of Jacksonville:

29 **Section 1. Amending Section 33.201 (Talent Management**
30 **Division; establishment; functions), Part 2 (TALENT MANAGEMENT**
31 **DIVISION), Chapter 33 (EMPLOYEE SERVICES DEPARTMENT), Ordinance Code.**

1 Section 33.201 (Talent Management Division; establishment;
2 functions), Part 2 (TALENT MANAGEMENT DIVISION), Chapter 33 (EMPLOYEE
3 SERVICES DEPARTMENT), *Ordinance Code*, is hereby amended to read as
4 follows:

5 **CHAPTER 33 - EMPLOYEE SERVICES DEPARTMENT.**

6 * * *

7 **PART 2. - TALENT MANAGEMENT DIVISION**

8 **Sec. 33.201. - Talent Management Division; establishment; functions.**

9 There is created a Talent Management Division. The functions of
10 the Division shall include, but not be limited to, the following:

11 * * *

12 (b) Design, administer and maintain a human resources
13 information system. Maintain employee personnel files and
14 coordinate the payment of salary earned and all applicable
15 incentive payments.

16 ~~(b)c~~ Prepare and maintain an up-to-date record of the authority,
17 duties and responsibilities of each position, including those
18 in the classified civil service as well as exempt and
19 unclassified positions.

20 ~~(e)d~~ Develop, manage, deliver, and evaluate programs for
21 employee development and training, and develop or contract for
22 retraining facilities and programs for employees affected by
23 changes in their employment resulting from merger or elimination
24 of units of the Consolidated Government.

25 ~~(e)e~~ Develop and implement strategic human resources consulting
26 services and support to departments and agencies of the
27 government, to include recruitment and selection tools, job
28 evaluation and pricing, salary and wage analyses, and work force
29 planning.

30 ~~(e)f~~ Develop and prepare job specifications for the various
31 classes of positions in the classified civil service and for

1 positions not under civil service.

2 (fg) Conduct examinations as required by the civil service and
3 personnel rules and regulations to determine qualifications for
4 jobs covered by the civil service, and freely advertise job
5 placement opportunities and requirements in connection with the
6 administration of examinations.

7 (gh) Establish a listing of eligible persons as a result of
8 examinations, and certify to the appropriate appointing
9 authority the names of the persons qualified by examination for
10 employment or promotion.

11 **Section 2. Amending Section 33.301 (Compensation and**
12 **Benefits Division; establishment; functions) and Section 33.302**
13 **(Division Chief), Part 3 (COMPENSATION AND BENEFITS DIVISION),**
14 **Chapter 33 (EMPLOYEE SERVICES DEPARTMENT), Ordinance Code.** Section
15 33.301 (Compensation and Benefits Division; establishment; functions)
16 and Section 33.302 (Division Chief), Part 3 (COMPENSATION AND BENEFITS
17 DIVISION), Chapter 33 (EMPLOYEE SERVICES DEPARTMENT), *Ordinance Code*,
18 is hereby amended to read as follows:

19 **CHAPTER 33 - EMPLOYEE SERVICES DEPARTMENT.**

20 * * *

21 **PART 3. - ~~COMPENSATION AND BENEFITS DIVISION~~**

22 * * *

23 **Sec. 33.301. - ~~Compensation and Benefits Division; establishment;~~**
24 **functions.**

25 There is created a ~~Compensation and~~ Benefits Division. The
26 functions of the Division shall include, but not be limited to, the
27 following:

28 (a) ~~Develop and manage programs of job analyses, salary and~~
29 ~~wage analyses, employee benefit analyses and general research~~
30 ~~in relation to personnel management; adopt, alter, amend or~~
31 ~~modify a job classification plan; and adopt a job pay plan which~~

1 shall, among other things, include a plan for vacation time,
2 sick leave time, overtime compensation, service raises and
3 military leave for non-represented employees and employment, and
4 administer collective bargaining agreements covering
5 represented employees. The job pay plan adopted by the Employee
6 Services Department shall be uniform within any job
7 classification. Design, develop, manage, and administer employee
8 health and wellness related benefit programs, including but not
9 limited to, group health, dental and vision, flexible spending,
10 group life insurance, and cafeteria plans.

11 (b) ~~Develop and deliver programs and services to support~~
12 ~~employees, including healthcare, life, deferred compensation,~~
13 ~~and "cafeteria" insurance benefit plans, the processing of~~
14 ~~personnel transactions, records maintenance, career counseling,~~
15 ~~and the Employee Assistance Program. Design, develop, manage,~~
16 ~~and administer, in coordination with the Treasury Division, the~~
17 ~~deferred compensation 457(b) and defined contribution 401(a)~~
18 ~~plans.~~

19 * * *

20 ~~(d) Manage and administer employee benefit programs, including~~
21 ~~but not limited to, group health and group life insurance,~~
22 ~~deferred compensation, cafeteria plans, and other benefit plans~~
23 ~~and programs (not including workers' compensation).~~

24 (ed) Administer the Employee Assistance Program to include
25 development of policies and procedures, training, assessment,
26 counseling and referral services.

27 (fe) Ensure, in coordination with the Accounting Division, the
28 accuracy of payroll certification in accordance with applicable
29 ordinances, laws, and rules and regulations.

30 (f) Ensure compliance with state and federal employee benefit
31 laws by researching and implementing any changes to any of the

1 benefit plans and programs administered by the Division.

2 **Sec. 33.302. - Division Chief.**

3 The Chief of ~~Compensation and~~ Benefits is the division chief of
4 the ~~Compensation and~~ Benefits Division. The Chief shall be appointed
5 by the Mayor, subject to confirmation by the Council, and shall serve
6 at the pleasure of the Mayor. The Chief shall have a bachelor's degree
7 from an accredited institution, proven administrative ability, and
8 at least five years of experience in the field of ~~compensation and~~
9 employee benefits management.

10 **Section 3. Amending Section 111.471 (City Fitness and**
11 **Wellness Special Revenue Fund), Part 4 (ADMINISTRATION, PERSONNEL AND**
12 **CODE REGULATION), Chapter 111 (SPECIAL REVENUE AND TRUST ACCOUNTS),**
13 **Ordinance Code.** Section 111.471 (City Fitness and Wellness Special
14 Revenue Fund), Part 4 (ADMINISTRATION, PERSONNEL AND CODE
15 REGULATION), Chapter 111 (SPECIAL REVENUE AND TRUST ACCOUNTS),
16 *Ordinance Code*, is hereby amended to read as follows:

17 **Chapter 111 - SPECIAL REVENUE AND TRUST ACCOUNTS**

18 * * *

19 **PART 4. - ADMINISTRATION, PERSONNEL AND CODE REGULATION**

20 * * *

21 **Sec. 111.471. - City Fitness and Wellness Special Revenue Fund.**

22 There is created the *City Fitness and Wellness Special Revenue*
23 *Fund*, a permanent, ongoing special revenue fund into which shall be
24 deposited all gifts, grants, donations, and other forms of
25 contribution. Such funds, including the interest earned thereon,
26 shall be used for fitness activities, wellness programs, equipment,
27 biometric testing services, rewards programs, and all other products
28 and services deemed necessary, including the services of an
29 independent contractor to manage the programs. The ~~Compensation and~~
30 Benefits Division of the Employee Services Department shall
31 administer the fund.

1 **Section 4. Amending Section 116.301 (Service raises**
2 **generally), PART 3 (SERVICE RAISES), Chapter 116, (EMPLOYEES AND**
3 **EMPLOYEE BENEFITS), Ordinance Code.** Section 116.301 (Service raises
4 generally), PART 3 (SERVICE RAISES), Chapter 116, (EMPLOYEES AND
5 EMPLOYEE BENEFITS), *Ordinance Code*, is hereby amended to read as
6 follows:

7 **Chapter 116 - EMPLOYEES AND EMPLOYEE BENEFITS**

8 *** * ***

9 **PART 3. - SERVICE RAISES**

10 **Sec. 116.301. - Service raises generally.**

11 All ~~permanent~~ regular full time employees of the City, ~~including~~
12 ~~peace officers and members of the Fire Operations Division, Fire~~
13 ~~Rescue Division and Fire Services Division, and officers of the City,~~
14 except those who are elected by the people, shall receive for each
15 five years of continuous service with the City, a service raise. The
16 service raise will be an amount no higher than the amount approved
17 by City Council in any collective bargaining agreement negotiated by
18 the City. The length of service will be computed from their ~~the~~
19 ~~employee's respective dates~~ date of initial or adjusted employment, ~~an~~
20 ~~increase in salary of \$300 per year for every five-year period of~~
21 ~~continuous service; provided, that when a different amount of increase~~
22 ~~or different period of continuous service is provided for in a~~
23 ~~collective bargaining agreement approved by the Council and in force~~
24 ~~and effect whether such difference is included by express language;~~
25 ~~or as a result of a general savings clause continuing benefits~~
26 ~~generally, and not specifically bargained for, including service~~
27 ~~raises; in either case pursuant to which the members of the bargaining~~
28 ~~unit who are entitled thereto are receiving the service raise, then~~
29 ~~the terms of the agreement shall prevail over the corresponding terms~~
30 ~~in this Section.~~ This increase shall be in addition to any general
31 or special raises which may be granted from time to time, ~~but (except~~

1 ~~as provided in the preceding sentence for collective bargaining~~
2 ~~agreements) \$300 shall be the maximum amount of service pay raise or~~
3 ~~increase payable for any five-year period, and shall include those~~
4 ~~raises provided by Laws of Fla. Ch. 22340(1943), as amended, and Laws~~
5 ~~of Fla. Ch. 27524(1951), as amended.~~

6 **Section 5. Amending Section 116.909 (Advertising for**
7 **certain appointed positions), PART 9 (PERSONNEL REGULATIONS), Chapter**
8 **116, (EMPLOYEES AND EMPLOYEE BENEFITS), Ordinance Code.** Section
9 116.909 (Advertising for certain appointed positions), PART 9
10 (PERSONNEL REGULATIONS), Chapter 116, (EMPLOYEES AND EMPLOYEE
11 BENEFITS), *Ordinance Code*, is hereby amended to read as follows:

12 **Chapter 116. EMPLOYEES AND EMPLOYEE BENEFITS**

13 * * *

14 **PART 9. PERSONNEL REGULATIONS**

15 * * *

16 **Sec. 116.909. - Advertising for certain appointed positions.**

17 Appointed positions of the City of Jacksonville ~~which~~that are
18 confirmed by the City Council or require appointment by a Board or
19 Commission may be filled by ~~persons currently working for the City~~
20 ~~of Jacksonville~~current City employees without the necessity of
21 posting for or advertising the position. Posting for and advertising
22 the availability of the position shall be a precondition to
23 appointment of any person not then presently working for the City of
24 Jacksonville to an appointed position confirmed by the Council.

25 **Section 6. Repealing Section 116.910 (Residence within City**
26 **preferred), PART 9 (PERSONNEL REGULATIONS), Chapter 116, (EMPLOYEES**
27 **AND EMPLOYEE BENEFITS), Ordinance Code, in its entirety.** Section
28 116.910 (Residence within City preferred), PART 9 (PERSONNEL
29 REGULATIONS), Chapter 116, (EMPLOYEES AND EMPLOYEE BENEFITS),
30 *Ordinance Code*, a copy of which is attached hereto as **Exhibit 1**, is
31 hereby repealed in its entirety.

1 **Section 7. Creating a new Section 116.910 (Criminal history**
2 **records check), PART 9 (PERSONNEL REGULATIONS), Chapter 116,**
3 **(EMPLOYEES AND EMPLOYEE BENEFITS), Ordinance Code.** A new Section
4 116.910 (Criminal history records check), PART 9 (PERSONNEL
5 REGULATIONS), Chapter 116, (EMPLOYEES AND EMPLOYEE BENEFITS),
6 *Ordinance Code*, is hereby created to read as follows:

7 **Sec. 116.910. Criminal history records check.**

8 Pursuant to Florida Statute 166.0442, the City may, in its sole
9 discretion, require state and national criminal history screening for
10 any position of municipal employment or appointment that the City
11 finds is critical to security or public safety. Each person applying
12 for, or continuing employment in, any such position shall be required
13 to be fingerprinted. The fingerprints shall be submitted to the
14 Department of Law Enforcement for a state criminal history record
15 check and to the Federal Bureau of Investigation for a national
16 criminal history record check. The information obtained from these
17 checks may be used by the City to determine a person's eligibility
18 for such employment or appointment, or for continued employment or
19 appointment. This section does not preempt or prevent any other
20 background screening, including other criminal background checks,
21 that the City may lawfully undertake. All prospective and current
22 employees shall be required to authorize the City to conduct all
23 appropriate background screening as a condition of employment with
24 the City.

25 **Section 8. Amending Section 116.1402 (Special Committee on**
26 **Group Health Benefits), PART 14 (GROUP HEALTH PLAN), Chapter 116,**
27 **(EMPLOYEES AND EMPLOYEE BENEFITS), Ordinance Code.** Section 116.1402
28 (Special Committee on Group Health Benefits), PART 14 (GROUP HEALTH
29 PLAN), Chapter 116, (EMPLOYEES AND EMPLOYEE BENEFITS), *Ordinance*
30 *Code*, is hereby amended to read as follows:

31 **Chapter 116 - EMPLOYEES AND EMPLOYEE BENEFITS**

1 * * *

2 **PART 14. - GROUP HEALTH PLAN**

3 * * *

4 **Sec. 116.1402. - Special Committee on Group Health Benefits.**

5 Pursuant to Chapter 33, Part 3, Ordinance Code, the ~~Compensation~~
6 ~~and~~ Benefits Division of the Employee Services Department is
7 responsible for ensuring the efficient and effective procurement of
8 health and life insurance for the benefit of the City and its
9 employees and retirees. To share information with plan participants
10 about benefits and options included in the Group Health Plan, the
11 ~~Compensation and~~ Benefits Division shall meet semiannually with a
12 Special Committee on Group Health Benefits which shall be composed
13 of the following:

- 14 (a) The Director of Employee Services, or his/her designee;
15 (b) The Director of Finance and Administration, or his/her
16 designee;
17 (c) One Council Member, appointed by the Council President;
18 (d) The Council Auditor, or his/her designee;
19 (e) One member from each employee collective bargaining unit as
20 designated by the respective unions;
21 (f) One City retiree actively participating in the Group Health
22 Plan as designated by Employee Services;

23 The Special Committee on Group Health Benefits shall convene only for
24 the purpose of receiving a semiannual update from the Employee
25 Services Department on the status and projection of the Group Health
26 Plan. The Special Committee on Group Health Benefits shall not make
27 any recommendations, provide advice, vote, nor engage in any decision-
28 making regarding the Group Health Plan. Individual committee members
29 are permitted to express their individual input regarding the Group
30 Health Plan to the Employee Services Department. The Employee Services
31 Department will keep the committee informed of major developments to

1 the Group Health Plan for informational purposes only. It is the
 2 intent of the City of Jacksonville that the Special Committee on
 3 Group Health Benefits only engage in informational-gathering
 4 activities and duties, and shall not be considered a board or
 5 commission for purposes of Florida's Open Meetings Law.

6 **Section 9. Amending Section 129.101 (Pay Grades, Salary**
 7 **Ranges, and Salaries), Chapter 129 (COMPENSATION OF CITY OFFICIALS**
 8 **AND EMPLOYEES), Ordinance Code.** Section 129.101 (Pay Grades, Salary
 9 Ranges, and Salaries), Chapter 129 (COMPENSATION OF CITY OFFICIALS
 10 AND EMPLOYEES), *Ordinance Code*, is hereby amended as follows:

11 **Chapter 129 - COMPENSATION OF CITY OFFICIALS AND EMPLOYEES**
 12 **Sec. 129.101. - Pay Grades, Salary Ranges, and Salaries.**

13 * * *

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

18

Pay Grade	Range Minimum	Range Maximum
1903	\$49,006.09	\$78,409.74
1904	\$52,926.58	\$84,682.53
1905	\$57,160.71	\$91,457.14
1906	\$61,733.57	\$98,773.71
1907	\$66,672.26	\$106,675.62
1908	\$72,006.04	\$115,209.66
1909	\$77,766.52	\$124,426.44
1910	\$83,987.84	\$134,380.54
1911	\$90,706.87	\$145,130.99
1912	\$97,963.42	\$156,741.47
1913	\$105,800.49	\$169,280.78

1914	\$114,264.53	\$182,823.25
1915	\$123,405.69	\$197,449.10
1916	\$133,278.15	\$213,245.04
1917	\$143,940.40	\$230,304.64
1918	\$155,455.63	\$248,729.01

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

3 * * *

4 (2) Beginning in 2006, the Director of the Employee
5 Services Department shall recommend the assignment of each
6 appointed official position, and the Assistant Chief
7 position in the Jacksonville Sheriff's Office to one of
8 the pay grades identified in this subsection (a), based on
9 market studies, internal equity, and other relevant
10 factors. Taking these recommendations into consideration,
11 the Sheriff shall have final authority to assign each
12 appointed official position and the Assistant Chief
13 position in the Jacksonville Sheriff's Office to one of
14 these pay grades.

15 (3) When any appointed official position is created or
16 materially changed, the Director of the Employee Services
17 Department shall review the new or changed position and
18 recommend its assignment to one of the pay grades
19 established in this Subsection (b), based on market
20 studies, internal equity, and other relevant factors. Final
21 authority for assignment to a pay grade shall belong to
22 the Mayor for positions in the Executive Branch. Final
23 authority for assignment to a pay grade shall belong to
24 the Sheriff for positions in the Jacksonville Sheriff's
25 Office.

26 (4) The Director of the Employee Services Department is

1 hereby authorized to adjust the salary ranges established
2 by this Section no more frequently than once each year to
3 be effective on October 1, with the first such adjustment
4 occurring in October 2006. Salary range increases shall
5 not exceed the percentage by which the U.S. Department of
6 Labor's Bureau of Labor Statistics Employment Cost Index
7 has changed on a year-over-year basis since the most recent
8 establishment or adjustment of the salary ranges, ~~but not~~
9 ~~to exceed three percent.~~ The base period for such
10 adjustment shall be the quarter April - June. When the
11 Director of the Employee Services Department adjusts pay
12 ranges pursuant to this subsection, the new salary ranges
13 shall be filed in writing with the Council Auditor, and
14 shall be maintained in the Employee Services Department's
15 files.

16 (5) The Mayor and the Sheriff shall each establish rules
17 governing establishment of salary rates for existing and
18 newly-appointed officials covered by this section, and for
19 determining changes in pay rates, including but not limited
20 to, increases, decreases, and payment of one-time non-
21 recurring bonuses. These rules shall be filed in writing,
22 with the Council Auditor, and shall be maintained in the
23 Employee Services Department's files. Any changes to these
24 rules shall be filed with the Council Auditor five working
25 days prior to implementation.

26 * * *

27 (7) No position assigned to a pay grade in subsection (1)
28 or (2) above, or created in subsection (3) above, shall be
29 ~~placed in a pay grade~~ reassigned more than two pay grades
30 higher than that pay grade, through the procedures outlined
31 in subsection (c) (3) or (c) (6).

1 (d) Authority to set Mayoral appointed officials
2 salaries. Within the ranges established in Section 129.101(c),
3 the Mayor shall have the authority to set and adjust salaries
4 of individual appointed officials, taking into consideration
5 such factors as comparable salaries in the competitive labor
6 market for the position, competitive pressures for specialized
7 skills and experience, the education, training and previous
8 experience of the official, internal equity within the
9 government and other relevant factors. ~~The Mayor is authorized~~
10 ~~to make any salary adjustments herein, retroactive to the~~
11 ~~beginning of the then current fiscal year or some other date~~
12 ~~within the then current fiscal year as the Mayor may determine.~~

13 (e) Authority to set Sheriff's appointed officials
14 salaries. Within the pay ranges established in Section
15 129.101(c), the Sheriff shall have the authority to set and
16 adjust salaries of individual appointed officials and Assistant
17 Division Chiefs, taking into consideration such factors as
18 comparable salaries in the competitive labor market for the
19 position, competitive pressures for specialized skills and
20 experience, the education, training and previous experience of
21 the official, internal equity within the government. ~~The Sheriff~~
22 ~~is authorized to make any salary adjustments herein, retroactive~~
23 ~~to the beginning of the then current fiscal year or some other~~
24 ~~date within the then current fiscal year as the Sheriff may~~
25 ~~determine.~~

26 **Section 10. Codification Instructions.** The Codifier and the
27 Office of General Counsel are authorized to make all chapter and
28 division "table of contents" consistent with the changes set forth
29 herein. Such editorial changes and any other necessary changes to
30 make the Ordinance Code consistent with the intent of this legislation
31 are approved and directed herein, and the changes to the *Ordinance*

1 Code shall be made forthwith and when inconsistencies are discovered.

2 **Section 11. Effective Date.** This ordinance shall become
3 effective upon signature by the Mayor or upon becoming effective
4 without the Mayor's signature.

5

6 Form Approved:

7

8 /s/ Adina Teodorescu

9 Office of General Counsel

10 Legislation prepared by: Adina Teodorescu

11 GC-#1555861-v1-Employee_Services_-_Compensation_and_Benefits_Code_Amd.docx