

ORDINANCE NO. 08-2004

AN ORDINANCE OF THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA, AMENDING THE CODE OF ORDINANCES OF THE TOWN OF LAKE PARK, CHAPTER 2, ARTICLE VI, DIVISION 5, PERTAINING TO TOWN ADMINISTRATION OF EMPLOYEES AND PERSONNEL RULES AND REGULATIONS, AMENDING SECTION 2-151 ENTITLED "ADOPTION;" TO AMEND SECTION 1 PERTAINING TO THE CLASSIFICATION PLAN FOR CLASSIFIED SERVICE POSITIONS FOR TOWN EMPLOYEES; PROVIDING FOR SEVERABILITY; PROVIDING FOR THE REPEAL OF LAWS IN CONFLICT; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the Town of Lake Park, Florida is a duly constituted municipality having such power and authority conferred upon it by the Florida Constitution and Chapter 166, Florida Statutes; and

WHEREAS, the Town Commission has adopted general provisions pertaining to the Town Administration, a merit system, and personnel rules and regulations, including providing for the creation of a classification plan for classified Town employees, which has been codified in Chapter 2 of the Code of Ordinances; and

WHEREAS, the current classification plan as contained in the Classification Plan Manual, classifies employment positions within the Town solely based upon a similarity of duties and responsibilities assumed; and

WHEREAS, Town staff has determined that the classification of employee positions should also include the consideration of the equivalent combination of training and experience, so that the same qualifications are established for the same schedule of pay; and

WHEREAS, the Town's staff has determined that it is therefore necessary to update the considerations for classification of classified employees; and

WHEREAS, the Town staff has determined that it is in the best interest of the Town and its employees that the Town Code and the Classification Plan Manual which has been adopted pursuant to this section of the Town Code be amended to add certain provisions to revise the classification plan pertaining to training and experience.

NOW THEREFORE, BE IT ORDAINED BY THE TOWN COMMISSION OF THE TOWN OF LAKE PARK, FLORIDA:

Section 1. The whereas clauses are incorporated herein as true and correct and as the findings of the Town Commission.

Section 2. Chapter 2, Article VI, Division 5, Section 2-151(1) of the Code of Ordinances of the Town of Lake Park, Florida is hereby amended to read as follows:

Sec. 2-151. Adoption.

The town manager shall prepare and submit proposed personnel rules and regulations to the town commission for their consideration. Such rules and regulations shall have the force and effect of law when adopted by a majority of the town commissioners in an agreement or agreements with a town employee, town employees, or a town employee organization and ratified by the town commission by separate resolution. Amendments thereto may be made in the same manner. If not adopted, amended or rejected by a majority of the town commissioners within ninety (90) days after submission to them, they shall automatically become effective.

The rules and regulations shall cover procedures and policies to govern the various phases of the town's personnel program. The rules and regulations shall provide:

(1) For the preparation, maintenance, and revision of a position reclassification plan for all positions in the classified service, based upon similarity of duties performed and responsibilities assumed or any equivalent combination of training and experience, so that the same qualification may reasonably required for and the same schedule of pay may be equitably applied to all positions in the same class. After such classification has been approved by the town commission, the town manager shall allocate the position of very employee in the classified service to one of the classes in the plan. Any employee affected by the allocation of a position to a class, after filing with the town manager a written request for reconsideration thereof in such manner and form as the manager may prescribe, shall be given a reasonable opportunity to be heard thereon by the manager.*

Section 3. **Severability.** If any section, subsection, sentence, clause, phrase or portion of this Ordinance is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such portion shall be deemed a separate, distinct and independent provision and such holding shall not affect the validity of the remaining portions thereof.

Section 4. **Repeal of Laws in Conflict.** All ordinances or parts of ordinances in conflict herewith are hereby repealed to the extent of such conflict.

Section 5. **Codification.** The sections of the Ordinance may be made a part of the Town Code of Laws and Ordinances and may be renumbered or re-lettered to accomplish such, and the word "ordinance" may be changed to "section," "article," or any other appropriate word.

Section 6. **Effective Date.** This Ordinance shall take effect immediately upon adoption.

*The Town's Classification Plan Manual is on file with the Town Clerk

Upon First Reading this 3rd day of March, 2004 the foregoing ORDINANCE was offered by Commissioner Balius who moved its approval. The motion was seconded by Commissioner Otterson , and being put to a vote, the result was as follows:


	AYE	NAY
MAYOR PAUL CASTRO		X
VICE MAYOR CHUCK BALIUS	X	
COMMISSIONER PAUL GARRETSON	X	
COMMISSIONER JEANINE LONGTIN	X	
COMMISSIONER BILL OTTERSON	X	

Upon Second Reading this 17th day of March, 2004 the foregoing ORDINANCE was offered by Commissioner Otterson who moved its adoption. The motion was seconded by Commissioner Balius , and being put to a vote, the result was as follows:

	AYE	NAY
MAYOR PAUL CASTRO		X
VICE MAYOR CHUCK BALIUS	X	
COMMISSIONER PAUL GARRETSON	X	
COMMISSIONER JEANINE LONGTIN	X	
COMMISSIONER BILL OTTERSON	X	



The Mayor thereupon declared Ordinance No.08-2004 duly passed and adopted this 17th day of March, 2004

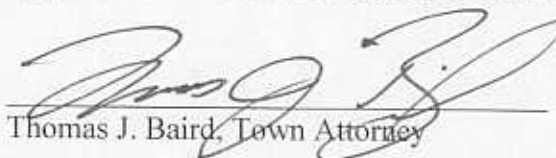
TOWN OF LAKE PARK, FLORIDA

BY: 
Mayor Paul Castro

ATTEST:

Approved as to form and legal sufficiency:


Carol Simpkins, Town Clerk



Thomas J. Baird, Town Attorney