



**CITY OF FORT LAUDERDALE  
City Commission Agenda Memo  
REGULAR MEETING**

**#18-0043**

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**TO:** Honorable Mayor & Members of the  
Fort Lauderdale City Commission

**FROM:** Lee R. Feldman, ICMA-CM, City Manager

**DATE:** April 3, 2018

**TITLE:** Ordinance Amending the Pay Plan to Provide for Merit-Based Lump Sum  
Payments for Management and Confidential Employees at Top of Pay  
Ranges

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**Recommendation**

It is recommended that the City Commission amend Schedule I and Schedule II Special Pay Practices of the Pay Plan to provide employees who are at the top of their respective pay ranges with a lump-sum merit-based payment of one and one-half percent (1.5%) of their base annual rate for a performance rating of satisfactory or three percent (3%) of their base annual rate for a performance rating of above satisfactory or outstanding retroactive to November 7, 2017.

**Background**

Through collective bargaining, union represented employees are currently eligible to receive a lump sum payment of either 1.5% or 3% of the base annual rate based on performance rating. It is recommended that non-bargaining unit management and confidential employees receive the same benefit available to union represented employees. This ordinance does not apply to the four Charter Officers.

**Resource Impact**

The impact to the City is approximately \$677,222 for Fiscal Year 2018 and Fiscal Year 2019. The unbudgeted fiscal impact for Fiscal Year 2018 is estimated to be \$298,457.

| <b>Fund</b>                | <b>Appropriation</b> |
|----------------------------|----------------------|
| General Fund (001)         | \$222,334            |
| Building Permit Fund (140) | \$10,573             |
| Sanitation Fund (409)      | \$3,038              |
| Water & Sewer Fund (450)   | \$9,725              |
| Parking Fund (461)         | \$11,933             |
| City Insurance Fund (543)  | \$17,288             |

|                             |                  |
|-----------------------------|------------------|
| Central Services Fund (581) | \$23,565         |
| <b>FY 2018 Impact</b>       | <b>\$298,457</b> |

**Strategic Connections**

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included within the Internal Support Cylinder of Excellence, specifically advancing:

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
  - Objective 1: Foster professional and rewarding careers
    - Initiative 3: Research meaningful evaluation processes as well as goals and objectives setting for all employees
    - Initiative 4: Explore employee engagement tools
  
- Goal 12: Be a leading government organization, managing resources wisely and sustainably.
  - Objective 1: Ensure sound fiscal management
    - Initiative 1. Achieve a structurally balanced budget through viable revenue sources, smart financial management, comprehensive financial forecasting, and results-oriented and efficient services.

This item advances the Fast Forward Fort Lauderdale 2035 Vision Plan: We Are Community.

**Attachment**

Exhibit 1 - Ordinance

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