



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#25-0845

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

FROM: Rickelle Williams, City Manager

DATE: September 3, 2025

TITLE: Second Reading - Ordinance Repealing Chapter 2, Section 2-41
"Residence Requirement for Department Directors" of the Code of
Ordinances of the City of Fort Lauderdale, Florida, to Remove the
Requirement that Department Directors Reside in the City Limits -
(Commission Districts 1, 2, 3 and 4)

Recommendation

Staff recommends the City Commission approve an ordinance repealing Chapter 2, Section 2-41 of the Code of Ordinances of the City of Fort Lauderdale to remove the requirement that department directors reside within the City of Fort Lauderdale.

Background

Currently, in Chapter 2, Section 2-41 "Residence Requirement for Department Directors" of the City of Fort Lauderdale's Code of Ordinances states that department directors appointed by the City Manager must establish residency within the City limits within six (6) months of appointment to the position, unless they were promoted to the director position. The current ordinance allows the City Manager to extend the timeframe for establishing residency if the appointee is experiencing financial difficulty in meeting the residency requirements.

Recruitment and retention of top talent is a priority for the City and is critical to providing the highest level of service to our residents. Candidates often consider their families, work-life balance, and cost-of-living when making employment decisions. Removing the residency requirement will allow the City to attract highly qualified staff who reside throughout the tri-county area and South Florida.

The residency requirement does not apply to employees promoted into director roles and has not proven effective in encouraging department directors to reside within the City. Currently, only one (1) of the ten department directors resides within the City. In addition, based on the organizational structure within the Fiscal Year 2026 Proposed Budget, none of the existing employees identified to potentially assume the director role for new departments reside within city limits. It should also be noted that neighboring municipalities do not impose similar restrictions on department directors.

The first reading of the ordinance was considered by the City Commission on August 19, 2025 and approved without any modification.

Resource Impact

There is no fiscal impact associated with this action.

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2029 Strategic Plan*, specifically advancing:

- Business Growth and Support Focus Area, Goal 6: Build a diverse and attractive economy

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

This item supports the Advance Fort Lauderdale 2040 Comprehensive Plan specifically advancing:

- The Internal Support Focus Area
- Implementation Element
- Goal 1: Fort Lauderdale Comprehensive Plan shall accomplish City's *Fast Forward Fort Lauderdale 2035 Vision Plan* regarding the City's future growth and the six Cylinders of Excellence and shall be the City's primary policy document to guide all of its activities and development.

Attachments

Exhibit 1 - Ordinance

Exhibit 2 - Business Impact Estimate

Prepared by: Kristin Milligan, Deputy Director of Human Resources

Department Director: Jerome Post, Director of Human Resources