



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

#20-0740

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

FROM: Chris Lagerbloom, ICMA-CM, City Manager

DATE: October 6, 2020

TITLE: Resolution Approving Membership in the Florida Retirement System for
General Employees - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt a resolution providing for all current eligible general employees who elect to participate in the Florida Retirement System ("FRS"), and all eligible general employees hired after December 31, 2020, or as soon thereafter as administratively feasible, to become members of the FRS, and authorizing the City Manager to execute any and all agreements and amendments thereto necessary for the purpose of extending FRS benefits to the City's eligible general employees.

Background

The City Commission has determined that it is in the best interest of the City for all eligible employees other than police officers and firefighters, including employees of the City of Fort Lauderdale General Employees' Retirement System, the City of Fort Lauderdale Police and Firefighters' Retirement System, and the City of Fort Lauderdale Community Redevelopment Agency, (collectively known as "general employees") to join the FRS on January 1, 2021, or as soon thereafter as administratively feasible.

The Federation of Public Employees, a Division of the National Federation of Public and Private Employees, AFL-CIO and the Teamsters Local Union No. 769, Affiliated with the International Brotherhood of Teamsters, which represent bargaining units of the City's general employees, ratified collective bargaining agreements covering the period October 1, 2019, through September 30, 2022. In accordance with the terms of these collective bargaining agreements, the City agreed to join the FRS for bargaining unit employees on October 1, 2020, or soon thereafter as administratively feasible.

The City Commission has determined that it is consistent with the policy and purpose of the City that all its general employees, except those excluded by law, shall participate in the FRS, as authorized by Chapter 121, Florida Statutes. All current eligible general employees who elect to participate shall become members of the FRS as of the effective date of the City's participation in the FRS. Additionally, all eligible general

employees hired by the City after the effective date shall be compulsory members of the FRS beginning on their date of employment.

This resolution provides for the withholding from salaries and wages of the eligible general employees of the City of Fort Lauderdale, to be made and paid over as provided by applicable State laws or regulations; further provides that the City shall appropriate and pay over employer contributions and assessments as provided by applicable State laws or regulations; and shall keep records and make reports as required by applicable State laws or regulations.

The City's decision to join FRS is irrevocable unless the State legislature allows such revocation in the future.

Resource Impact

There is a marginal fiscal impact for Fiscal Year 2021, across all funds, in the estimated amount of \$1,019,459.

<i>Funds available as of October 1, 2020</i>					
ACCOUNT NUMBER	INDEX NAME (Program)	CHARACTER CODE/ SUB-OBJECT NAME	AMENDED BUDGET (Character)	AVAILABLE BALANCE (Character)	AMOUNT
001-ATT010101-2210	City Attorney	Fringe Benefits / Pension-FRS	\$1,045,228	\$1,045,228	\$64,684
001-CLK010101-2210	Administration	Fringe Benefits / Pension-FRS	\$288,291	\$288,291	\$56,683
001-DSD010101-2210	Urban Design & Development	Fringe Benefits / Pension-FRS	\$443,127	\$443,127	\$3,100
001-DSD040101-2210	Community Inspections	Fringe Benefits / Pension-FRS	\$884,359	\$884,359	\$9,393
001-FIN010101-2210	Finance Administration	Fringe Benefits / Pension-FRS	\$178,315	\$178,315	\$48,159
001-FIR010102-2210	Ocean Rescue & Investigations	Fringe Benefits / Pension-FRS	\$1,067,907	\$1,067,907	\$42,647
001-HRD010101-2210	Human Resources	Fringe Benefits / Pension-FRS	\$675,542	\$675,542	\$57,326
001-MGR010101-2210	City Manager Administration	Fringe Benefits / Pension-FRS	\$444,562	\$444,562	\$179,955
001-OMB040101-2210	Budget, CIP and Grants	Fringe Benefits / Pension-FRS	\$295,007	\$295,007	\$50,046
001-PKR010101-2210	Parks & Rec Administrative Support	Fringe Benefits / Pension-FRS	\$1,506,501	\$1,506,501	\$12,732
001-PKR030601-2210	Programming	Fringe Benefits / Pension-FRS	\$218,076	\$218,076	\$39,930
001-PKR030603-2210	Ft. Laud. Aquatic Complex	Fringe Benefits / Pension-FRS	\$356,810	\$356,810	\$19,108
001-PKR033201-2210	Youth Programs, Afterschool & Camps	Fringe Benefits / Pension-FRS	\$842,508	\$842,508	\$113,259
001-PKR033301-2210	Adult Programs	Fringe Benefits / Pension-FRS	\$501,947	\$501,947	\$14,721
001-PKR033401-2210	Community Events	Fringe Benefits / Pension-FRS	\$113,307	\$113,307	\$1,208

001-PKR033501-2210	Tennis Programs	Fringe Benefits / Pension-FRS	\$134,879	\$134,879	\$13,418
001-PKR062901-2210	General Parks Maintenance	Fringe Benefits / Pension-FRS	\$1,907,188	\$1,907,188	\$21,060
001-PKR090101-2210	Marine Facilities Administration	Fringe Benefits / Pension-FRS	\$93,887	\$93,887	\$1,943
001-POL020210-2210	Background Investigations	Fringe Benefits / Pension-FRS	\$392,202	\$392,202	\$3,984
001-POL030309-2210	Special Event & Emergency Mgmt Seem	Fringe Benefits / Pension-FRS	\$480,876	\$480,876	\$5,278
001-POL030607-2210	Mounted	Fringe Benefits / Pension-FRS	\$320,785	\$320,785	\$9,391
001-POL040101-2210	Investigative Services Admin Support	Fringe Benefits / Pension-FRS	\$106,346	\$106,346	\$13,738
140-DSD034002-2210	Building Permits	Fringe Benefits / Pension-FRS	\$3,797,475	\$3,797,475	\$50,887
409-PKR080501-2210	Public Places Cleaning	Fringe Benefits / Pension-FRS	\$851,816	\$851,816	\$19,234
450-PBS010101-2210	Public Services Directors	Fringe Benefits / Pension-FRS	\$692,436	\$692,436	\$47,996
450-PBS050201-2210	Office Operations	Fringe Benefits / Pension-FRS	\$281,338	\$281,338	\$1,768
450-PBS050301-2210	Field Services Operations	Fringe Benefits / Pension-FRS	\$128,892	\$128,892	\$3,429
450-PBS050601-2210	Office Support Clerical	Fringe Benefits / Pension-FRS	\$147,919	\$147,919	\$3,143
461-TAM010101-2210	Transp. & Mobility Admin Support	Fringe Benefits / Pension-FRS	\$195,080	\$195,080	\$49,610
461-TAM020101-2210	Parking Customer Services	Fringe Benefits / Pension-FRS	\$353,027	\$353,027	\$7,555
461-TAM020401-2210	CPG/Riverwalk Center	Fringe Benefits / Pension-FRS	\$219,402	\$219,402	\$12,808
461-TAM020404-2210	Las Olas Garage	Fringe Benefits / Pension-FRS	\$39,898	\$39,898	\$8,401
468-MGR180101-2210	Executive Airport	Fringe Benefits / Pension-FRS	\$557,507	\$557,507	\$5,908
543-HRD050101-2210	Claims Administration	Fringe Benefits / Pension-FRS	\$335,417	\$335,417	\$5,033
581-ITS030101-2210	IT Administration	Fringe Benefits / Pension-FRS	\$281,076	\$281,076	\$2,739
581-ITS030103-2210	IT Mail Services	Fringe Benefits / Pension-FRS	\$52,127	\$52,127	\$6,823
581-ITS040102-2210	Information Technology Helpdesk	Fringe Benefits / Pension-FRS	\$6,197	\$6,197	\$6,197
581-ITS110101-2210	IT Infrastructure Services	Fringe Benefits / Pension-FRS	\$244,519	\$244,519	\$1,059
643-TAM080101-2210	Arts & Sciences District Garage	Fringe Benefits / Pension-FRS	\$39,526	\$39,526	\$5,106
				TOTAL	\$1,019,459

Strategic Connections

This item supports the *Press Play Fort Lauderdale 2024* Strategic Plan, specifically advancing:

- The Internal Support Focus Area
- Goal 8: Build a leading government organization that manages all resources wisely and sustainably.
- Objective: Maintain financial integrity through sound budgeting practices, prudent fiscal management, cost effective operations, and long-term planning.

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

Attachments

Exhibit 1 – Resolution

Exhibit 2 – Agreement

Prepared by: Linda Short, Deputy Director, Finance
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Department Director: Susan Grant, Finance