



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

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

**DATE:** February 4, 2014

**TITLE:** MOTION – Extending the City’s policy providing supplemental pay to employees called to active duty

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**Recommendation**

It is recommended that the City Commission approve a motion to extend the City’s policy providing supplemental pay and City sponsored comprehensive health and dental insurance to affected employees for up to a maximum of five (5) years of cumulative active duty service.

**Background**

Pursuant to Sections 115.09 and 115.14, Florida Statutes (2013), City officials and employees who are activated military reservists receive full City pay for the first 30 days of their leaves of absence due to activation. Thereafter, the City supplements the military pay of its employees called to active military service in an amount necessary to bring their total salary, inclusive of their base military pay, to the level earned at the time they were called to active military duty. This policy coincides with the reemployment rights provided to individuals under the Uniformed Services Employment and Reemployment Rights Act (USERRA) (Title 38 U.S.C.)

The City’s policy to supplement military pay to its employee reservists called to active duty has been in effect since November 6, 2001 and has been extended annually thereafter. The policy expired on December 31, 2012 due to staff changes. The Human Resources Department has continued to pay affected employees in accordance with Chapter 115, Florida Statutes. This motion is requesting ratification of the continuation of the policy in perpetuity.

**Resource Impact**

During FY 2013 a total of 8 employees (7 from the Police Department and 1 from the Fire Rescue Department) who were called to active duty received supplemental pay. The estimated cost of this action during FY 2013 was \$131,678.09 for the Police Department, and \$21,578 for the employee in the Fire Department, for a total City cost

during FY 2013 of \$153,256.09. It is anticipated that the amount for FY 2014 would be in line with the FY 2013 amount.

**Strategic Connections**

This item is a *Press Play Fort Lauderdale Strategic Plan 2018* initiative, included in the Internal Support Cylinder of Excellence.

- Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
- Objective 1: Foster professional and rewarding careers and also
- Objective 2: Improve employee safety and wellness.

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

Attachment:

Exhibit 1 – Policy to Supplemental Military Pay

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Prepared by: Grace Brown, Human Resources Specialist

Department Director: Averill Dorsett, Human Resources Director