



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

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

**DATE:** January 22, 2014

**TITLE:** SECOND READING - Ordinance amending the Pay Plan of the City of  
Fort Lauderdale by eliminating the Retiree Health Insurance Benefit for  
Schedule I Police Managers/Supervisors hired on or after April 1, 2014

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**Recommendation**

It is recommended that the City Commission adopt an ordinance amending the Pay Plan of the City of Fort Lauderdale by eliminating the retiree health insurance benefit for Schedule I Police Managers/Supervisors hired on or after April 1, 2014.

**Background**

On December 3, 2013, the City Commission ratified agreements with the Fraternal Order of Police (FOP), Lodge 31 – Police Officers and Sergeants, as well as with the Fraternal Order of Police (FOP), Lodge 31 – Police Lieutenants and Captains, both effective December 3, 2013 through September 30, 2016. As part of those agreements, employees covered by the FOP agreements hired on or after April 1, 2014 will not be eligible for retiree health insurance benefits.

Without changing the City's Pay Plan, employees covered by the FOP agreements hired on or after April 1, 2014 who are subsequently promoted to a managerial position within the Police Department, or employees hired on or after April 1, 2014 directly into a managerial classification, would be eligible for retiree health insurance benefits. It is the administration's intent that these employees would not be eligible for such benefits, necessitating the change to the Pay Plan. A similar change was made in September 2012 for general employees in Schedules I and II of the Pay Plan via Ordinance number C-12-34. Current employees who are promoted into Schedule I Police Managers/Supervisors positions will be eligible to receive retiree health benefits.

This item was passed on first reading at the January 7, 2014 City Commission meeting via Commission Agenda Memo (CAM) #13-1580.

### **Resource Impact**

It is anticipated that this action will not have an immediate impact, but will have a savings for the City in the long term, as those employees hired on or after April 2, 2014 will not be eligible for retiree health insurance benefits. Additionally, these changes will also favorably impact the City's Other Post-Employment Benefit (OPEB) long term liability costs.

### **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 12: Be a leading government organization, managing its 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.

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