

City of Fort Lauderdale

*City Hall
100 North Andrews Avenue
Fort Lauderdale, FL 33301
www.fortlauderdale.gov*



Meeting Minutes

Tuesday, October 9, 2018

1:30 PM

City Commission Conference Room

City Commission Conference Meeting

FORT LAUDERDALE CITY COMMISSION

***DEAN J. TRANTALIS Mayor - Commissioner
BEN SORENSEN Vice Mayor - Commissioner - District IV
HEATHER MORAITIS Commissioner - District I
STEVEN GLASSMAN Commissioner - District II
ROBERT L. McKINZIE Commissioner - District III***

***LEE R. FELDMAN, City Manager
JOHN HERBST, City Auditor
JEFFREY A. MODARELLI, City Clerk
ALAIN E. BOILEAU, City Attorney***

CALL TO ORDER

Mayor Trantalis called the Commission Conference Meeting to order at 1:33 pm.

ROLL CALL

Present: Commissioner Heather Moraitis (arrived at 4:27 p.m.), Commissioner Steven Glassman, Commissioner Robert L. McKinzie (arrived at 1:47 p.m.), Vice Mayor Ben Sorensen and Mayor Dean J. Trantalis

QUORUM ESTABLISHED

Also Present: City Manager Lee R. Feldman, City Clerk Jeffrey A. Modarelli, City Attorney Alain E. Boileau, City Auditor John Herbst and Sergeant at Arms Heather Lee

CITY COMMISSION REPORTS

Members of the Commission announced recent and upcoming events and matters of interest.

Commissioner Glassman discussed his attendance at the Central City Community Redevelopment Agency (CRA) Advisory Board Workshop on Rezoning, expounding on details.

Commissioner Glassman commented on the Las Olas Neighbor Workshop Meeting on electrical service undergrounding which was attended by Florida Power and Light (FPL) representatives. In response to Mayor Trantalis, City Manager Feldman gave a brief overview of undergrounding in the Idlewyld and Riviera Isles neighborhoods, stating design has been completed. There is ongoing work to address the placement of transformers. Coconut Isle Drive is addressing undergrounding through the bridge. Florida Power and Light will be doing a walk-through along Las Olas Boulevard to determine transformer locations. City Manager Feldman said undergrounding plans have not been completed for other Las Olas Boulevard Isle neighborhoods. Further discussion ensued on the size, amount and placement of transformers, engineering concerns and the need to improve progress. Commissioner Glassman confirmed a meeting has been scheduled with stakeholders to keep the process moving forward.

Commissioner Glassman discussed hosting a District II Meeting on maintaining clean waterways, commenting on contributing factors which includes runoff from landscaping services.

Vice Mayor Sorensen discussed a meeting with Jonathan R. Turton, MBA, FACHE, CEO of Broward General Medical Health Center, to address medical care for the homeless. He also commented on the success of the recent forum on homelessness held at The Women's Club of Fort Lauderdale, expounding on the details.

In response to Mayor Trantalis' question about the start date of the Community Court (Court), City Manager Feldman gave an update on federal grant funding to staff non-judicial personnel for the Court. City Manager Feldman confirmed the Court System provides funding for judges. Further comment and discussion ensued on financial responsibility for non-judicial personnel and the need for shared funding among all Broward County cities.

Mayor Trantalis commented on homeless efforts at the County Library and an upcoming meeting with the Mayor of Broward County to discuss homelessness. Commissioner McKinzie commented on Commission efforts to address the needs of the homeless. Further comment and discussion ensued.

Vice Mayor Sorensen confirmed the upcoming SE 17th Street Mobility Plan Working Group Meeting at 10:00 a.m. on Friday, October 12, 2018 in the City Hall 8th Floor Commission Conference Room.

Commissioner McKinzie commented on the importance of a continued focus on infrastructure needs, discussing ongoing King Tides and continued emphasis on all infrastructure and environmental concerns. Mayor Trantalis concurred with the need to be proactive. Commissioner Glassman agreed, noting the need to take initiative to address contributing factors. Discussions ensued on addressing canal drainage and engaging the community to use best practices for landscaping.

Mayor Trantalis gave a review of his trip to Taiwan as a representative at the Global Harbor Cities Conference (Conference) that included a visit to the Taiwanese Sister City Kaohsiung and the Island of Penghu. Conference items discussed included protecting the environment and encouraging development along waterways that support ecology and positive urban development.

Mayor Trantalis also commented on meeting with two yacht building

companies in attendance at the Conference who will be attending The Boat Show, one of which is looking to acquire property in the South Florida area to enhance its maintenance facility. Mayor Trantalis thanked members of the City's delegation for their attendance.

Mayor Trantalis discussed his participation in an Urban Design Institute Project (Project) while attending the U.S. Conference of Mayors in Portland, Oregon. The proposed City/County Government Center Project was Mayor Trantalis' presentation. Mayor Trantalis noted the positive feedback received on the future vision of the City and the opportunity to share disciplines of an urban design consultant at no cost during the first year.

Mayor Trantalis commented on attending the Sister Cities Annual Firefighters Expo, encouraging Commission members to attend City events, especially those recognizing First Responders. He commented on the need for a Commission representative at the League of Cities. Comment and discussion ensued on the primary representative, the alternate and calendaring.

Mayor Trantalis discussed current fines for discharges into waterways, commenting on the importance of the environment. He recommended having a monitor stationed at all construction sites, suggesting that an applicant would be notified of this during the permitting process.

Mayor Trantalis discussed Board and Committee appointments. City Clerk Jeffrey Modarelli said an Ordinance addressing appointee terms would be on the October 23, 2018 Commission Regular Meeting Agenda.

Commissioner McKinzie discussed the need for a review of all current Boards and Committees, commenting on the need for appointees to have the necessary criteria. He commented on the Unsafe Structures Board. He requested that prior to a building being demolished, the decision be presented to the Commission for review and discussion. It was confirmed a discussion item on consolidating Boards and Committees would be on the next available Commission Conference Agenda. Further comment and discussion ensued.

CONFERENCE REPORTS

CF-1 [18-1047](#)

Quarterly Investment Report for Period Ending June 30, 2018

Kirk Buffington, Director of Finance, introduced the new Treasurer Pamela Winston. He also introduced the new investment advisors, PFM

Asset Management LLC ("PFM").

In response to Commissioner Glassman's question about the percentage of equity holdings, Linda Logan-Short, Deputy Director of Finance, said there are currently no equities in the portfolio due to adherence to statutes. Further comment and discussion ensued. In response to Mayor Trantalis' question, Ms. Logan-Short confirmed the financial institutions which hold investments.

Mayor Trantalis suggested holding the Other Post Employee Benefits Board (OPEB) Meeting following this Conference Item. City Manager Feldman confirmed.

OLD/NEW BUSINESS

BUS-1 [18-1010](#)

Job Classification and Compensation Study Consultant Update

Mayor Trantalis recognized Averill Dorsett, Director of Human Resources. Ms. Dorsett gave a brief historic overview of wage and compensation. She discussed The Segal Walters Group's Job Classification and Compensation Study (Study). Mayor Trantalis commented on the methodology used in the Study.

Ms. Dorsett introduced Elliot R. Susseles, CCP, Senior Vice President, The Segal Waters Group. Mr. Susseles introduced his colleague Linda Wishard, Vice President and Senior Consultant, The Segal Walters Group. Mr. Susseles expounded on the Study's process, details, analyzes, benchmarks and goals presented in the slide presentation.

A copy of the slide presentation is attached to these minutes.

In response to Commissioner McKinzie's question, Mr. Susseles explained aspects of the City's contribution to health benefits that is a fixed dollar amount regardless of the tier of coverage. Mr. Susseles confirmed the Study only addressed health care costs. Assistant City Manager Stanley Hawthorne commented on the history and the previous Commission's action in October 2017 on employee health care contribution amounts, expounding on the background of this issue and details.

Commissioner McKinzie commented on equity concerns for lower tier employees and health care costs. Further comment and discussion ensued. City Manager Feldman concurred with Commissioner McKinzie's comments, stating health benefits are sustained for each group of employees and are indexed for inflation at two percent (2%) .

He expounded on achieving parity for all employee benefits, commenting the main difference is salary levels.

In response to Mayor Trantalis's inquiry, City Manager Feldman explained the average employer contribution for health care benefits in South Florida, expounding on details and how the City's healthcare program is structured. Discussion ensued on the City's healthcare contributions for health plans and employee affordability. Further comment and discussion ensued on the City's self-insured healthcare plan, benefits of the Health and Wellness Center, biometric screenings, and increasing the City's minimum wage.

Mayor Trantalis concurred with Commissioner McKinzie's concern for all employees being able to afford family tier health insurance coverage. Mayor Trantalis requested Staff research the pay gap and bring this information back to the Commission for discussion and consideration. Assistant City Manager Hawthorne commented on the average employee health plan contribution. City Auditor John Herbst discussed the lowest available healthcare coverage option. City Manager Feldman confirmed the Study's recommended pay adjustments are included in the Fiscal Year 2018-2019 Budget.

Mayor Trantalis requested City Manager Feldman come back to the Commission with recommendations to address Commissioner McKinzie's family healthcare affordability concerns. City Manager Feldman confirmed amendments to the City's Classification and Compensation to implement the Study's findings is scheduled for the October 23, 2018 Commission Regular Meeting, commenting on ongoing union negotiations. City Manager Feldman discussed additional items which need to be addressed, including long-term disability and life insurance benefits for those participating in the General Employees Retirement System (GERS) and Police and Fire Department Pension Systems.

Mayor Trantalis recognized Charles King, 105 N. Victoria Park Road. Mr. King commented on this topic and salary negotiations.

Mayor Trantalis recessed the meeting at 3:45 p.m. for a short break.

Mayor Trantalis reconvened the meeting at 3:58 p.m.

BUS-5 [18-1036](#)

Rescheduling City Commission Meeting Dates for 2019 Holidays

Following Commission discussion, there was a consensus to modify the following 2019 Commission Meeting dates:

Tuesday, July 2, 2019 Commission Meetings rescheduled to Tuesday, July 9, 2019;

Tuesday October 1, 2019 Commission Meetings rescheduled to Wednesday, October 2, 2019.

City Clerk Jeffrey Modarelli confirmed a Resolution would be brought forth to adopt the modified Commission Meeting dates.

BUS-4 [18-0964](#)

Update on the Central Beach Master Plan

Commissioner Glassman commented on concerns raised at the District II Pre-Agenda Meeting, including a request to provide the community with a red-lined copy of the Central Beach Master Plan (Plan) document that will provide a clear understanding of the Plan's modifications and proposals. He also discussed input from the Central Beach Alliance on parking requirements, the Floor Area Ratio (FAR), and a breakdown of hotel versus residential parking.

In response to Commissioner Glassman's question, Anthony Fajardo, Director of Sustainable Development, confirmed hotel versus residential parking is a separate item not included in the Plan and its parking requirement has a sixty/forty percent split. The Plan contains FAR proposals tied to building height based on a point system. The Plan also examines FAR and height to incentivize preservation of existing buildings.

Due to the importance of this item, Mayor Trantalis requested a separate Commission Workshop on Tuesday November 13, 2018 at noon to allow for an in-depth review of the Study. City Manager Feldman confirmed.

BUS-2 [18-1098](#)

Plastic Straw Ban Discussion

Mayor Trantalis recognized Luisa Agathon, Assistant to the City Manager. Ms. Agathon gave a short slide presentation on the proposed plastic straw ban. The slide presentation gives an overview of what other municipalities have done and next steps should the Commission decide to move forward.

A copy of the slide presentation is attached to these minutes.

City Attorney Alain Boileau discussed legal concerns on regulating use and enforcement. He confirmed there is no legal impediment to implementing the Ordinance alternatives as presented in the slide presentation.

Commissioner McKinzie suggested a public education campaign discouraging the use of plastic straws. Mayor Trantalis commented on implementing signage to discourage plastic straws on the beach in addition to encouraging businesses to discontinue usage. Commissioner Glassman concurred, stating there is a public education opportunity that could be coordinated with hotels, restaurants and business groups. Further comment and discussion ensued on opportunities to address pollution, limiting the use of plastic straws, ordinance options and enforcement.

Mayor Trantalis recognized Charles King, 105 N. Victoria Park Road. Mr. King commented on his experience in other areas of the country that use paper straws and other environmentally friendly utensils.

Mayor Trantalis requested City Attorney Boileau draft an ordinance. Further comment and discussion ensued on details of an ordinance, including the geographic area of coverage, educational opportunities and having a grace period. City Attorney Boileau confirmed.

BUS-3 [18-0981](#)

Citywide Parking Study

Mayor Trantalis recognized Julie Leonard, Interim Director of Transportation and Mobility. Ms. Leonard gave an overview of the City-wide Parking Study (Study). The Study objectives were to evaluate parking supply, demand and requirements, utilization of existing parking facilities, and the financial stability of the Parking Fund.

Ms. Leonard introduced Erin Emmons, Associate Planner, Kimley-Horn and Associates, Inc. Ms. Emmons narrated the Study's slide presentation. She confirmed the Study includes seasonal adjustments and can be utilized for future parking decisions and planning.

A copy of the slide presentation is attached to these minutes.

In response to Mayor Trantalis, Ms. Emmons explained aspects of parking supply, the portion privately owned and the portion available to the public. Further comment and discussion ensued on deficits in specific geographic areas.

Commissioner Moraitis arrived at 4:27 p.m.

In response to Vice Mayor Sorensen, Ms. Emmons explained that walking thresholds in the Study were approximately 10 minutes. Commissioner McKinzie commented on underutilized parking garages and public access. Commissioner Glassman concurred, stating there is underutilized hotel parking availability on the barrier island. Comment and discussion ensued on this topic and incentivizing parking at these locations.

In response to Mayor Trantalis' question about private parking for employees or customers, Ms. Emmons confirmed that commercial private parking is primarily available to customers. She also discussed shared agreements with the Riverside Hotel to provide public parking, expounding on how it was accounted for in the Study. Residential areas with restricted parking programs were also factored into the Study. Comment and discussion ensued on the impact of services such as Uber and Lyft. Mayor Trantalis discussed public transportation infrastructure improvements in Portland, Oregon, and the future of cross-county transportation options should the half-penny sales tax ballot item be approved in November.

In response to Mayor Trantalis' question about the Study's recommended Fee In Lieu of Program, Ms. Emmons explained this relates to developer requests for waivers or variances in exchange for fees paid or entering into shared parking agreements. These fees would be used to benefit parking practices.

In response to Mayor Trantalis, City Manager Feldman confirmed the ability to have a Pay In Lieu of parking fee program to developers, expounding on details on how they can be used. City Attorney Boileau confirmed the ability to charge this fee, confirming the fee cannot be earmarked and the need to comply with the State Statute. Further comment and discussion ensued.

Mayor Trantalis recognized Kristen Maus, 1778 Marietta Drive, and member of the Beach Redevelopment Advisory Board (BRAB). Ms. Maus commented on parking demand in the beach area and a recent meeting with the BRAB and the Parks and Recreation Department on developing DC Alexander Park (Park). Ms. Maus said the meeting included conceptual recommendations which included a playground and elimination of existing parking. She voiced her opposition to parking elimination and further comment and discussion ensued.

Mayor Trantalis recognized Mary Fertig, 511 Poinciana Drive. Ms. Fertig

commented on past parking studies and the impact of the parking deficiency discussed in the Study. She confirmed the Idlewyld neighborhood's request for a Residential Parking Program, expounding on details. Ms. Fertig requested careful consideration of parking reductions and the impact on surrounding neighborhoods.

CITY MANAGER REPORTS

NONE.

Mayor Trantalis confirmed the Community Redevelopment Agency (CRA) Board Meeting would be held tonight in Commission Chambers following the 6:00 p.m. Commission Regular Meeting.

ADJOURNMENT

Mayor Trantalis adjourned the Commission Conference Meeting of October 9, 2018 at 5:16 p.m.



Fort Lauderdale, Florida



Investment Performance Review For the Quarter Ended June 30, 2018

Investment Advisors

PFM Asset Management LLC

Steven Alexander, CTP, CGFO, CPPT, Managing Director
Robert Cheddar, CFA, Chief Credit Officer, Managing Director
Richard Pengelly, CFA, CTP, Director
Jason Human, Client Manager
Sean Gannon, Senior Analyst

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Tab I

- ◆ Market Update

Tab II

- ◆ Portfolio Statistics

Tab I

QUARTERLY MARKET SUMMARY

SUMMARY

- Economic data continued to indicate strong growth worldwide, despite the myriad of geopolitical and global trade war events hitting the headlines. During the quarter, volatility waned, equity markets gained their footing, the U.S. Dollar (USD) continued its ascent and the Federal Open Market Committee's (FOMC) dual mandate came into clearer focus. But, with trade wars officially on, it's now a question of whether the strong fiscal stimulus that is fueling the U.S. economy will be enough to overcome the drag of trade uncertainty.
- Positive economic data released in the second quarter included job gains, housing starts, new home sales, factory orders, manufacturing survey indices and consumer sentiment.
- At its June FOMC meeting, the Federal Reserve (Fed) increased the overnight federal funds rate by 0.25 percent, to a new range of 1.75 to 2.00 percent. While widely anticipated, the June rate hike was consistent with the Fed's continuing resolve to gradually tighten monetary policy. Fed expectations – as measured by the FOMC's updated "dot plot" – indicated two more rate hikes in the second half of 2018 and three more in 2019. Market estimates – as measured by Fed funds futures contracts – similarly imply two more hikes in 2018, but are less optimistic for 2019.
- The S&P 500 Index (S&P) rebounded by 3.4 percent over the quarter, following the first quarterly decline (first quarter 2018) in nearly three years. International indices followed suit, posting gains in local currencies for the quarter; however, the stronger USD tempered those gains for domestic investors. Meanwhile, bond yields generally rose, while the yield curve flattened.

ECONOMIC SNAPSHOT

- Real gross domestic product (GDP) in the U.S. increased at an annual rate of 2 percent in the first quarter. The deceleration in growth was driven by weaker consumer spending, despite being boosted by a significant improvement in net exports. Looking forward, federal tax cuts and expanded spending point toward accelerated growth estimates for the second quarter.
- U.S. labor market conditions – part one of the Fed's dual mandate – remained strong during the quarter. Despite the quarter-end uptick in the headline unemployment rate to 4 percent (previously 3.8 percent), it remains near multi-decade lows. In addition, job growth remains robust (monthly average of 211,000 new jobs in the second quarter), weekly jobless claims reached a generational low and job openings reached a new record high. In fact, for the first time, there are more job openings than the number of unemployed persons.
- Inflation – the second part of the Fed's dual mandate – continued to march higher. As measured by the personal consumption expenditures (PCE) core price index, year-over-year (YoY) inflation reached the Fed's target of 2 percent for the first time since 2012.

INTEREST RATES

- U.S. Treasury yields generally rose over the quarter, with maturities less than three years increasing 20 to 25 basis points (bps) (0.20 to 0.25 percent), while maturities greater than five years increased by a lesser amount and 30-year Treasury bonds were nearly unchanged. The result was a flatter yield curve; the difference between 10-year and two-year Treasury yields narrowed to 33 bps (0.33 percent) by quarter-end, a level not hit since June 2007.
- Money market investments, like commercial paper and bank Certificates of Deposit (CDs), continued to offer attractive yields, reacting quickly to the periodic Fed rate hikes.
- After widening in the first quarter, credit spreads remained volatile in the second quarter, but ended the quarter only modestly wider. Healthy corporate fundamentals remained supportive.

SECTOR PERFORMANCE

- Rising yields caused shorter-maturity to outperform longer-maturity Treasury indices; the exception was 30-year Treasury bonds, which were buoyed by incremental income amid relatively unchanged yields over the quarter. For example, the three-month Treasury bill index generated +0.45 percent of total return for the quarter, while the five-year Treasury returned -0.05 percent, and the 30-year Treasury returned +0.51 percent.
- Federal agency returns were in line with similar-duration U.S. Treasury securities for the quarter, as spreads across the majority of the curve continued to trade very narrowly. The incremental income benefit from the sector continues to be minimal.
- For the second consecutive quarter, the municipal sector was a top performer, as the sector continued to reap the benefits of a sharp slowdown in supply following the year-end flurry of issuance. From both an absolute and excess return perspective, the sector was a positive contributor to portfolio performance for the quarter.
- Shorter-term corporates generated positive excess returns in the quarter as incremental income offset modestly wider yield spreads. But, longer-term corporates (five years and longer) underperformed Treasuries as the impact of wider yield spreads on longer-duration securities overwhelmed the benefit of higher yields.
- After a general underperformance of mortgage-backed securities (MBS) in the first quarter, the sector found its footing in the second quarter. Nevertheless, returns in the MBS sector continue to be very much structure-dependent as specific maturity and coupon characteristics drove relative performance.
- Short-term commercial paper and bank CDs continued to offer incremental value relative to both short- and intermediate-term government securities. The incremental yield advantage offered in these sectors continues to be a valuable return attribute in the face of rising rates.

QUARTERLY MARKET SUMMARY

Economic Snapshot

Labor Market		Latest	Mar '18	Jun '17
Unemployment Rate	Jun '18	4.0%	4.1%	4.3%
Change In NonFarm Payrolls	Jun '18	213,000	155,000	239,000
Average Hourly Earnings (YoY)	Jun '18	2.7%	2.6%	2.5%
Personal Income (YoY)	May '18	4.0%	3.7%	2.4%
Initial Jobless Claims (week)	6/30/18	231,000	242,000	251,000

Unemployment Rate (left) vs. Change in Nonfarm Payrolls (right)

Change In NonFarm Payrolls (blue bars) | Unemployment Rate (yellow line)

Growth				
Real GDP (QoQ SAAR)	2018Q1	2.0%	2.9% ¹	1.2% ²
GDP Personal Consumption (QoQ SAAR)	2018Q1	0.9%	4.0% ¹	1.9% ²
Retail Sales (YoY)	May '18	5.9%	5.1%	3.5%
ISM Manufacturing Survey (month)	Jun '18	60.2	59.3	56.7
Existing Home Sales SAAR (month)	May '18	5.43 mil.	5.60 mil.	5.50 mil.

Real GDP (QoQ)

Inflation / Prices				
Personal Consumption Expenditures (YoY)	May '18	2.3%	2.0%	1.4%
Consumer Price Index (YoY)	May '18	2.8%	2.4%	1.6%
Consumer Price Index Core (YoY)	May '18	2.2%	2.1%	1.7%
Crude Oil Futures (WTI, per barrel)	Jun 30	\$74.15	\$64.94	\$46.04
Gold Futures (oz.)	Jun 30	\$1,255	\$1,323	\$1,242

Consumer Price Index

CPI (YoY) (blue line) | Core CPI (YoY) (yellow line)

1. Data as of Fourth Quarter 2017.

2. Data as of First Quarter 2017.

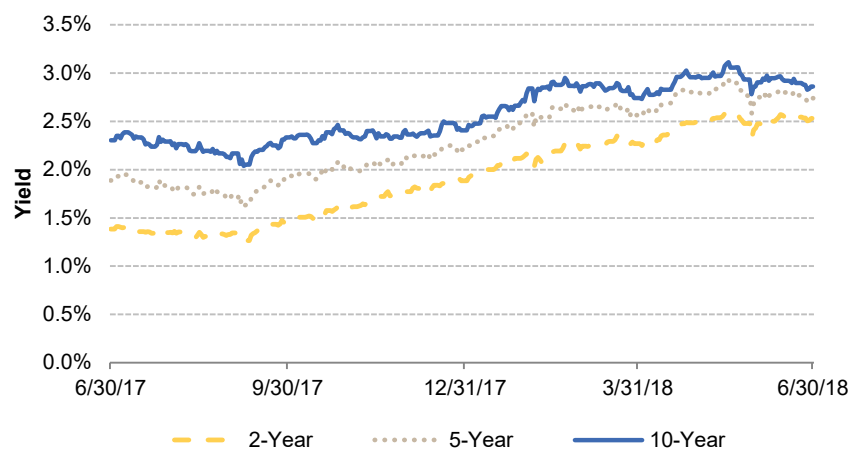
Note: YoY = year-over-year, QoQ = quarter over quarter, SAAR = seasonally adjusted annual rate, WTI = West Texas Intermediate crude oil.

Source: Bloomberg.

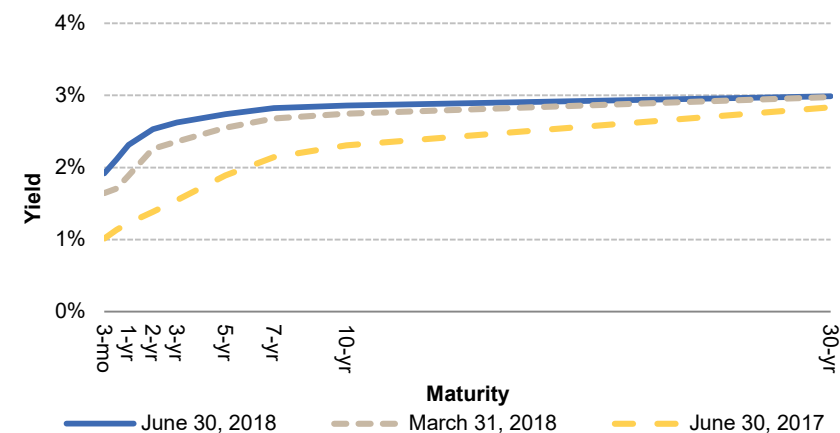
QUARTERLY MARKET SUMMARY

Interest Rate Overview

U.S. Treasury Note Yields



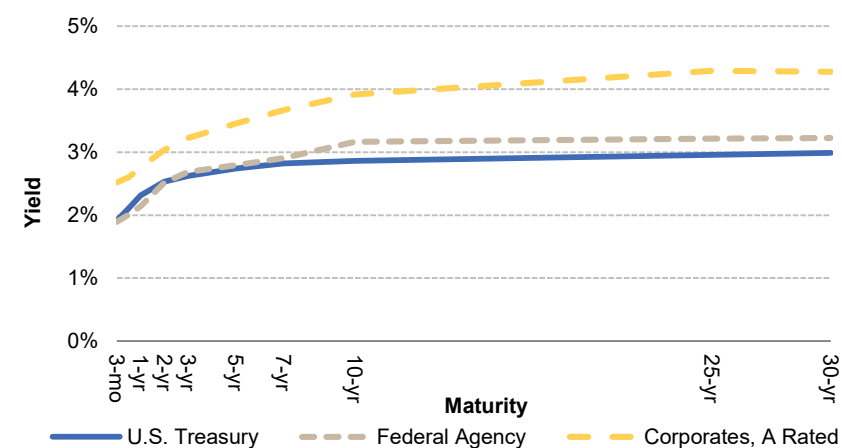
U.S. Treasury Yield Curve



U.S. Treasury Yields

Maturity	Jun '18	Mar '18	Change Over Quarter	Jun '17	Change Over Year
3-month	1.92%	1.71%	0.21%	1.01%	0.91%
1-year	2.31%	2.09%	0.22%	1.23%	1.08%
2-year	2.53%	2.27%	0.26%	1.38%	1.15%
5-year	2.74%	2.56%	0.18%	1.89%	0.85%
10-year	2.86%	2.74%	0.12%	2.31%	0.55%
30-year	2.99%	2.97%	0.02%	2.84%	0.15%

Yield Curves as of 6/30/18



Source: Bloomberg.

QUARTERLY MARKET SUMMARY

ICE BofAML Index Returns

June 30, 2018	As of 6/30/18		Returns for Periods ended 6/30/18		
	Duration	Yield	3 Month	1 Year	3 Years
1-3 Year Indices					
U.S. Treasury	1.81	2.51%	0.22%	0.08%	0.42%
Federal Agency	1.67	2.55%	0.23%	0.30%	0.60%
U.S. Corporates, A-AAA rated	1.89	3.11%	0.47%	0.57%	1.28%
Agency MBS (0 to 3 years)	2.40	2.84%	(0.05%)	0.34%	1.06%
Taxable Municipals	1.58	2.83%	0.40%	1.74%	2.21%
1-5 Year Indices					
U.S. Treasury	2.58	2.58%	0.13%	(0.35%)	0.50%
Federal Agency	2.01	2.59%	0.20%	0.08%	0.69%
U.S. Corporates, A-AAA rated	2.66	3.26%	0.30%	0.08%	1.45%
Agency MBS (0 to 5 years)	3.29	3.04%	(0.21%)	(0.35%)	1.00%
Taxable Municipals	2.29	2.96%	0.33%	1.39%	2.37%
Master Indices (Maturities 1 Year or Greater)					
U.S. Treasury	6.22	2.71%	0.11%	(0.60%)	1.13%
Federal Agency	3.78	2.75%	(0.02%)	(0.04%)	1.16%
U.S. Corporates, A-AAA rated	6.90	3.74%	(0.70%)	(0.80%)	2.62%
Agency MBS (0 to 30 years)	5.09	3.38%	0.31%	0.15%	1.48%
Taxable Municipals	10.53	3.99%	(0.28%)	2.81%	5.49%

Returns for periods greater than one year are annualized.

Source: ICE BofAML Indices.

QUARTERLY MARKET SUMMARY

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Tab II

<u>Portfolios</u>	<u>Market Value</u>	<u>Current Quarter</u>	<u>Fiscal Year To Date</u>	<u>Trailing 12 Months</u>	<u>Fiscal Year Projected Rate of Return</u>
City Operating Funds	\$ 474,963,927	0.42%	0.64%	0.86%	
Total Bond Proceeds	\$ 202,316,318	0.37%	0.08%	0.33%	
CRA Fund	\$ 80,933,389	0.48%	0.87%	1.16%	
<i>BofA Merrill Lynch 1-3 Year Treasury Index</i>		0.22%	-0.16%	0.08%	
Total City of Fort Lauderdale Funds	\$ 758,213,634	0.41%	0.47%	0.70%	0.83%
<i>BofA Merrill Lynch 1-3 Year Treasury Index</i>		0.22%	-0.15%	0.08%	
OPEB Trust Fund	\$ 25,932,715	1.55%	5.12%	8.65%	7.00%
<i>Russell 3000 55% / Barclays Agg Bond Index 45%</i>		2.06%	4.77%	7.80%	
Cemetery Trust Funds	\$ 29,898,912	0.80%	2.10%	4.74%	5.00%
<i>Benchmark</i>		1.63%	4.09%	6.86%	
General Employees Retirement System	\$ 674,428,757	1.10%	5.60%	9.90%	7.50%
<i>Benchmark</i>		1.20%	5.30%	9.90%	
Police & Fire Retirement System	\$ 921,881,706	1.75%	4.26%	7.54%	7.50%
<i>Benchmark</i>		1.93%	4.77%	8.30%	

Notes:

Returns, projected returns, and market values are derived from the And Co Quarterly report as of June 30, 2018 and from the City. Returns are calculated as a weighted average of all funds held for liquidity, investment, and bond proceeds.

<u>Account Names</u>	<u>Yield as of June 30, 2018</u>	<u>Percent of Portfolio June 30, 2018</u>	<u>Yield as of March 31, 2018</u>	<u>Percent of Portfolio March 31, 2018</u>
<u>Funds Held for Liquidity</u>				
City National Bank	1.26%	0.16%	1.26%	0.16%
CitiBank - Health Ins	0.00%	0.15%	0.00%	0.12%
Wells Fargo - Wks Comp	1.81%	0.07%	1.56%	0.03%
Wells Fargo Govt Ckg - BMPO	1.81%	0.13%	1.56%	0.13%
Wells Fargo Master Account	1.81%	3.91%	1.66%	5.64%
Wells Fargo Utility Account	0.00%	1.01%	0.00%	0.98%
Wells Fargo CRA	1.81%	0.65%	1.56%	0.78%
Wells Fargo Midgard	0.00%	0.00%	0.00%	0.00%
Wells Fargo Police Evidence	0.00%	0.07%	0.00%	0.03%
Total Funds for Liquidity	1.43%	6.16%	1.40%	7.87%
<u>Funds Held for Investment</u>				
Garcia Short Duration Opportunistic	1.60%	16.09%	1.53%	15.99%
Sawgrass 1-5 yr Short Term	1.83%	11.16%	1.73%	10.81%
Sterling Enhanced Cash	1.91%	10.11%	1.78%	9.78%
CRA City Self - Directed Account	1.55%	10.02%	1.55%	9.69%
City National CD	1.77%	4.12%	1.77%	4.00%
City Self - Directed Account	1.66%	15.58%	1.50%	15.81%
FMIT Subsidiary Accounts	2.64%	0.07%	2.42%	0.08%
Total Funds for Investment	1.70%	67.16%	1.61%	66.16%
<u>Bond Proceeds</u>				
FMIT Water & Sewer 2018	2.64%	24.88%	2.42%	24.14%
FMIT Spl Ob Loans 2011A	2.49%	0.29%	2.31%	0.28%
FMIT G.O. Series 2011-A	2.49%	1.51%	2.31%	1.55%
Total Bond Proceeds	2.63%	26.68%	2.41%	25.97%
Total Average Yield	1.93%	100.00%	1.80%	100.00%
<u>Benchmarks</u>				
	<u>June 30, 2018</u>		<u>March 31, 2018</u>	
BofA Merrill Lynch 3 Month Treasury Bill Index	1.92%		1.71%	
BofA Merrill Lynch 1-3 Year Treasury Index	2.53%		2.28%	

Notes:

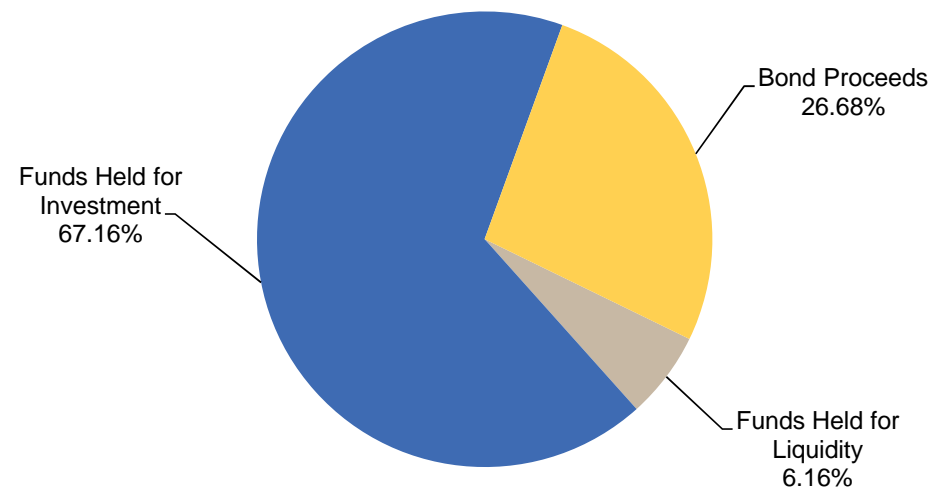
The Sawgrass, Sterling, Garcia, City Self-Directed, and CRA Self-Directed yields are taken from the Wells Fargo custody statement and titled the current yield of the portfolio under the market value weighted calculation header as of June 30, 2018. The FMIT yields are the yield to maturity at market taken from their June 30, 2018 holdings report. The Wells Fargo bank account yields are based on the City's interest rate on excess balances derived from a custodial statement. The City National CD yield is derived from the & co quarterly investment report as of 6/30/2018.

		<u>Balance as of</u> <u>June 30, 2018</u>	<u>Percent of</u> <u>Portfolio</u>		<u>Balance as of</u> <u>March 31, 2018</u>	<u>Percent of</u> <u>Portfolio</u>
<u>Funds Held for Liquidity</u>						
City National Bank	\$	1,219,485	0.16%	\$	1,219,196	0.16%
CitiBank - Health Ins		1,170,451	0.15%		898,245	0.12%
Wells Fargo - Wks Comp		498,874	0.07%		243,452	0.03%
Wells Fargo Govt Ckg - BMPO		1,017,251	0.13%		1,017,241	0.13%
Wells Fargo Master Account		29,621,088	3.91%		44,001,504	5.64%
Wells Fargo Utility Account		7,660,090	1.01%		7,660,090	0.98%
Wells Fargo CRA		4,945,340	0.65%		6,123,445	0.78%
Wells Fargo Midgard		24,605	0.00%		24,605	0.00%
Wells Fargo Police Evidence		553,234	0.07%		245,690	0.03%
Total Funds for Liquidity	\$	46,710,418	6.16%	\$	61,433,467	7.87%
<u>Funds Held for Investment</u>						
Garcia Short Duration Opportunistic	\$	122,021,864	16.09%	\$	124,826,201	15.99%
Sawgrass 1-5 yr Short Term		84,637,076	11.16%		84,369,628	10.81%
Sterling Enhanced Cash		76,642,412	10.11%		76,361,083	9.78%
CRA City Self - Directed Account		75,988,049	10.02%		75,628,083	9.69%
City National CD		31,222,705	4.12%		31,222,705	4.00%
City Self - Directed Account		118,109,597	15.58%		123,428,653	15.81%
FMIT Subsidiary Accounts		565,195	0.07%		586,049	0.08%
Total Funds for Investment	\$	509,186,898	67.16%	\$	516,422,402	66.16%
<u>Bond Proceeds</u>						
FMIT Water & Sewer 2018	\$	188,665,234	24.88%	\$	188,410,604	24.14%
FMIT Spl Ob Loans 2011A		2,219,239	0.29%		2,208,181	0.28%
FMIT G.O. Series 2011-A		11,431,845	1.51%		12,068,612	1.55%
Total Bond Proceeds	\$	202,316,318	26.68%	\$	202,687,397	25.97%
Grand Total	\$	758,213,634	100.00%	\$	780,543,267	100.00%

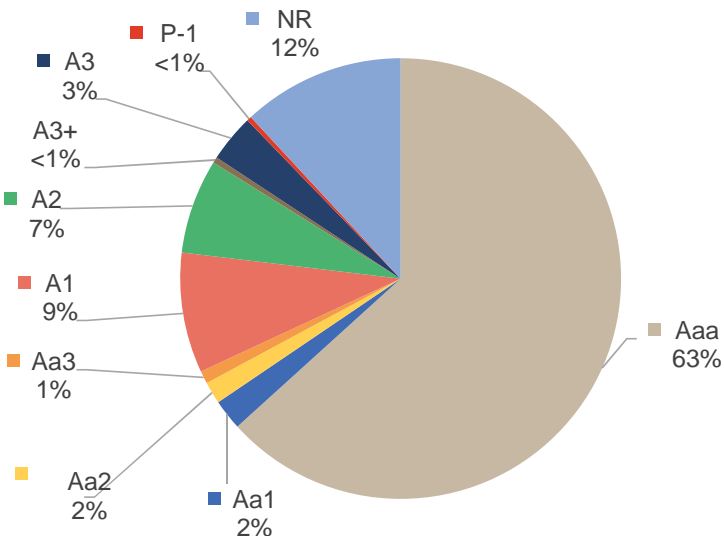
Notes:

Market values as of June 30 and March 31 are derived from their respective statements from Wells Fargo or FMIT.

Portfolio Composition as of June 30, 2018

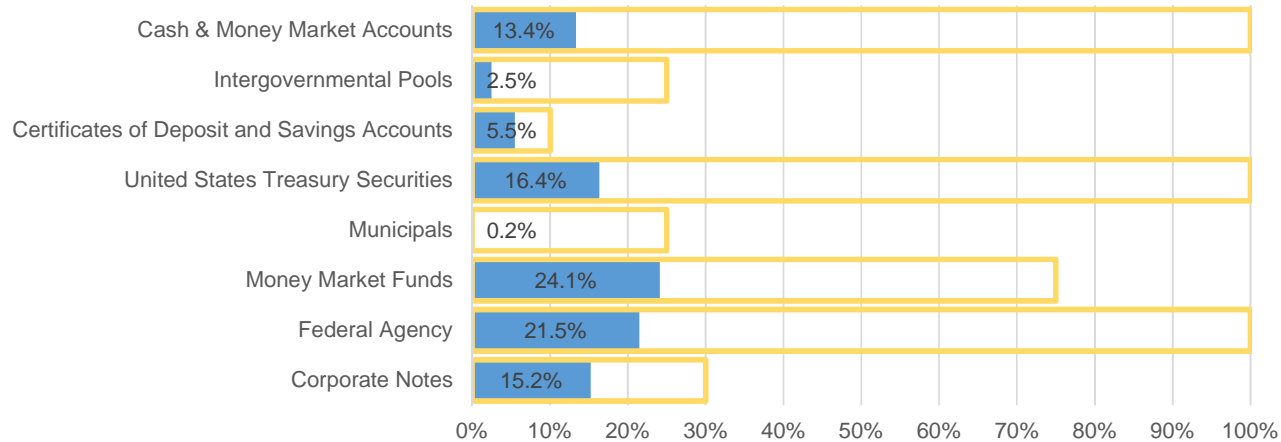


Moody's Ratings as of June 30, 2018



Notes:

Bloomberg is the source of the Moody's ratings.



Security Type	Market Value (Includes Interest)	Allocation Percentage	Permitted by Policy	In Compliance
United States Treasury Securities	93,165,549	16.4%	100%	YES
Federal Agency	122,342,081	21.5%	100%	YES
Corporate Notes	86,842,352	15.2%	30%	YES
Municipals	1,413,239	0.2%	25%	YES
Agency Mortgage-Backed Securities (MBS)	6,850,189	1.2%	25%	YES
Certificates of Deposit and Savings Accounts	31,222,705	5.5%	10%	YES
Cash & Money Market Accounts	76,134,375	13.4%	100%	YES
Commercial Paper	-	0.0%	25%	YES
Money Market Funds	137,361,632	24.1%	75%	YES
Intergovernmental Pools	14,216,279	2.5%	25%	YES
Total	569,548,400	100.0%		

End of month trade-date market value of portfolio holdings, including accrued interest. Information derived from the AndCo June 30, 2018 quarterly report and Wells Fargo statements. This analysis includes the City's operating funds, CRA funds, 2011A Spl Ob Loans, 2011A G.O. Series, but does not include Water & Sewer 2018.

IMPORTANT DISCLOSURES

This material is based on information obtained from sources generally believed to be reliable and available to the public; however, PFM Asset Management LLC cannot guarantee its accuracy, completeness or suitability. This material is for general information purposes only and is not intended to provide specific advice or a specific recommendation. All statements as to what will or may happen under certain circumstances are based on assumptions, some, but not all of which, are noted in the presentation. Assumptions may or may not be proven correct as actual events occur, and results may depend on events outside of your or our control. Changes in assumptions may have a material effect on results. Past performance does not necessarily reflect and is not a guaranty of future results. The information contained in this presentation is not an offer to purchase or sell any securities.

- Market values that include accrued interest are derived from closing bid prices as of the last business day of the month as supplied by Interactive Data, Bloomberg, or Telerate. Where prices are not available from generally recognized sources, the securities are priced using a yield based matrix system to arrive at an estimated market value.
- In accordance with generally accepted accounting principles, information is presented on a trade date basis; forward settling purchases are included in the monthly balances, and forward settling sales are excluded.
- Performance is presented in accordance with the CFA Institute's Global Investment Performance Standards (GIPS). Unless otherwise noted, performance is shown gross of fees. Quarterly returns are presented on an unannualized basis. Returns for periods greater than one year are presented on an annualized basis. Past performance is not indicative of future returns.
- Bank of America/Merrill Lynch Indices provided by Bloomberg Financial Markets.
- Money market fund/cash balances are included in performance and duration computations.
- Standard & Poor's is the source of the credit ratings. Distribution of credit rating is exclusive of money market fund/LGIP holdings.
- Callable securities in the portfolio are included in the maturity distribution analysis to their stated maturity date, although, they may be called prior to maturity.
- MBS maturities are represented by expected average life.

GLOSSARY

- **ACCRUED INTEREST:** Interest that is due on a bond or other fixed income security since the last interest payment was made.
- **AGENCIES:** Federal agency securities and/or Government-sponsored enterprises.
- **AMORTIZED COST:** The original cost of the principal of the security is adjusted for the amount of the periodic reduction of any discount or premium from the purchase date until the date of the report. Discount or premium with respect to short-term securities (those with less than one year to maturity at time of issuance) is amortized on a straight line basis. Such discount or premium with respect to longer-term securities is amortized using the constant yield basis.
- **BANKERS' ACCEPTANCE:** A draft or bill of exchange accepted by a bank or trust company. The accepting institution guarantees payment of the bill as well as the insurer.
- **COMMERCIAL PAPER:** An unsecured obligation issued by a corporation or bank to finance its short-term credit needs, such as accounts receivable and inventory.
- **CONTRIBUTION TO DURATION:** Represents each sector or maturity range's relative contribution to the overall duration of the portfolio measured as a percentage weighting. Since duration is a key measure of interest rate sensitivity, the contribution to duration measures the relative amount or contribution of that sector or maturity range to the total rate sensitivity of the portfolio.
- **DURATION TO WORST:** A measure of the sensitivity of a security's price to a change in interest rates, stated in years, computed from cash flows to the maturity date or to the put date, whichever results in the highest yield to the investor.
- **EFFECTIVE DURATION:** A measure of the sensitivity of a security's price to a change in interest rates, stated in years.
- **EFFECTIVE YIELD:** The total yield an investor receives in relation to the nominal yield or coupon of a bond. Effective yield takes into account the power of compounding on investment returns, while nominal yield does not.
- **FDIC:** Federal Deposit Insurance Corporation. A federal agency that insures bank deposits to a specified amount.
- **INTEREST RATE:** Interest per year divided by principal amount and expressed as a percentage.
- **MARKET VALUE:** The value that would be received or paid for an investment in an orderly transaction between market participants at the measurement date.
- **MATURITY:** The date upon which the principal or stated value of an investment becomes due and payable.
- **NEGOTIABLE CERTIFICATES OF DEPOSIT:** A CD with a very large denomination, usually \$1 million or more, that can be traded in secondary markets.
- **PAR VALUE:** The nominal dollar face amount of a security.

GLOSSARY

- **PASS THROUGH SECURITY:** A security representing pooled debt obligations that passes income from debtors to its shareholders. The most common type is the mortgage-backed security.
- **REPURCHASE AGREEMENTS:** A holder of securities sells these securities to an investor with an agreement to repurchase them at a fixed price on a fixed date.
- **SETTLE DATE:** The date on which the transaction is settled and monies/securities are exchanged. If the settle date of the transaction (i.e., coupon payments and maturity proceeds) occurs on a non-business day, the funds are exchanged on the next business day.
- **TRADE DATE:** The date on which the transaction occurred; however, the final consummation of the security transaction and payment has not yet taken place.
- **UNSETTLED TRADE:** A trade which has been executed; however, the final consummation of the security transaction and payment has not yet taken place.
- **U.S. TREASURY:** The department of the U.S. government that issues Treasury securities.
- **YIELD:** The rate of return based on the current market value, the annual interest receipts, maturity value, and the time period remaining until maturity, stated as a percentage on an annualized basis.
- **YTM AT COST:** The yield to maturity at cost is the expected rate of return based on the original cost, the annual interest receipts, maturity value, and the time period from purchase date to maturity, stated as a percentage on an annualized basis.
- **YTM AT MARKET:** The yield to maturity at market is the rate of return based on the current market value, the annual interest receipts, maturity value, and the time period remaining until maturity, stated as a percentage on an annualized basis.

Investment Performance Review
Commission Report
Period Ending June 30, 2018

Fort Lauderdale Operating Funds



Investment Performance Review
City of Fort Lauderdale
As of June 30, 2018

Investment Performance Review

	Market Value	Current Quarter	Fiscal YTD	Trailing 12 Months	Fiscal Year Projected Rate of Return
City Operating Funds *	\$677,280,244	0.38%	0.56%	0.88%	
<i>Benchmarks for individual accounts are shown beginning on page 8 of this report</i>					
CRA Fund	\$80,933,389	0.48%	0.87%	1.16%	
Benchmark: BofA Merrill Lynch 1-3 Yr Govt/Credit A Rated or above		0.27%	-0.10%	0.20%	
Total City of Fort Lauderdale Funds *	\$758,213,633	0.39%	0.60%	0.92%	0.83%
Benchmark: BofA Merrill Lynch 1-3 Yr Government Index		0.22%	-0.15%	0.10%	
OPEB Trust Fund ^	\$25,932,715	1.55%	5.12%	8.65%^	7.00%
Benchmark: 55% Russell 3000 / 45% Bloomberg Barclays Aggregate Bond Index		2.06%	4.77%	7.80%	
Cemetery Trust Funds	\$29,898,912	0.80%	2.10%	4.74%	5.00%
Benchmark		1.63%	4.09%	6.86%	
General Employee Retirement System (GERS)	\$674,428,757	1.10%	5.60%	9.90%	7.50%
Benchmark		1.20%	5.30%	9.90%	
Police & Fire Retirement System (PFRS)	\$921,881,706	1.75%	4.26%	7.54%	7.50%
Benchmark		1.93%	4.77%	8.30%	

* City Operating funds are shown net of fees. Fees for the City of Fort Lauderdale funds/accounts are shown on page 12 of this report.

^ OPEB returns for the twelve month period reflect the change from a money market portfolio to a long term diversified portfolio of equities and fixed income which began in April 2017.



Investment Performance Review							
Authorized Investments	Sterling Enhanced Cash	Garcia Hamilton S/T Fixed (1-3yr)	Sawgrass Short (1-5yr)	FMIT Pooled Funds	City Cash Accounts	City Self Directed	CRA Self- Directed
Cash & Money Market Accounts	4.66%	6.91%	5.34%	0.00%	59.94%	0.02%	15.87%
Money Market Funds	0.00%	0.00%	0.00%	0.00%	0.00%	91.02%	40.36%
Local Govt Investment Pool	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%
US Treasury Bond/ Note	35.56%	5.39%	46.82%	0.00%	0.00%	5.89%	16.78%
Federal Agency Bond/Note	24.92%	68.35%	12.48%	0.00%	0.00%	0.00%	12.21%
Federal Agency MBS/CMO/CMBS	0.54%	4.81%	0.67%	0.00%	0.00%	0.00%	0.00%
Municipal Bond/Note	1.14%	0.00%	0.00%	0.00%	0.00%	0.00%	0.71%
Corporate Note	33.17%	14.54%	34.69%	0.00%	0.00%	3.07%	14.07%
Commercial Paper	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Interest Bearing Savings (CD)	0.00%	0.00%	0.00%	0.00%	40.06%	0.00%	0.00%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
Average YTM	2.63%	1.19%	2.52%	2.49%	0.00%	1.98%	2.29%
Current Portfolio Yield	1.91%	1.60%	1.83%			1.66%	1.66%

**City of Fort Lauderdale
As of June 30, 2018**

Authorized Investments	Allowable Range	Allocation	Percent of Portfolio
Cash & Money Market Accounts	0% - 100%	\$75,323,874	9.9%
Money Market Funds	0% - 75%	\$138,172,132	18.2%
Local Govt Investment Pool	0% - 25%	\$202,881,512	26.8%
US Treasury Bond/ Note	0% - 100%	\$93,165,549	12.3%
Federal Agency Bond/Note	0% - 100%	\$122,342,081	16.1%
Federal Agency MBS/CMO/CMBS	0% - 25%	\$6,850,189	0.9%
Municipal Bond/Note	0% - 25%	\$1,413,239	0.2%
Corporate Note	0% - 30%	\$86,842,352	11.5%
Commercial Paper	0% - 25%	\$0	0.0%
Interest Bearing Savings (CD)	0% - 10%	\$31,222,705	4.1%

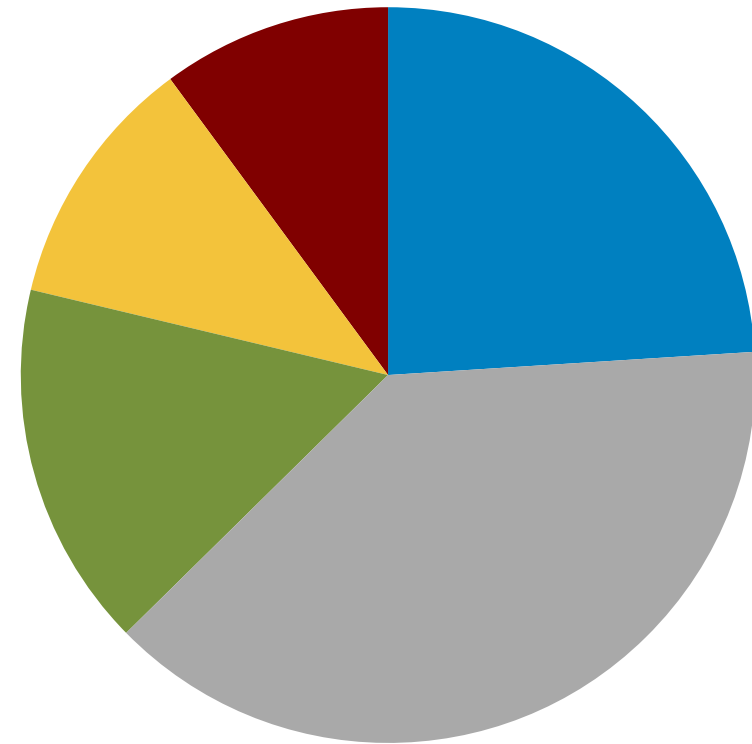
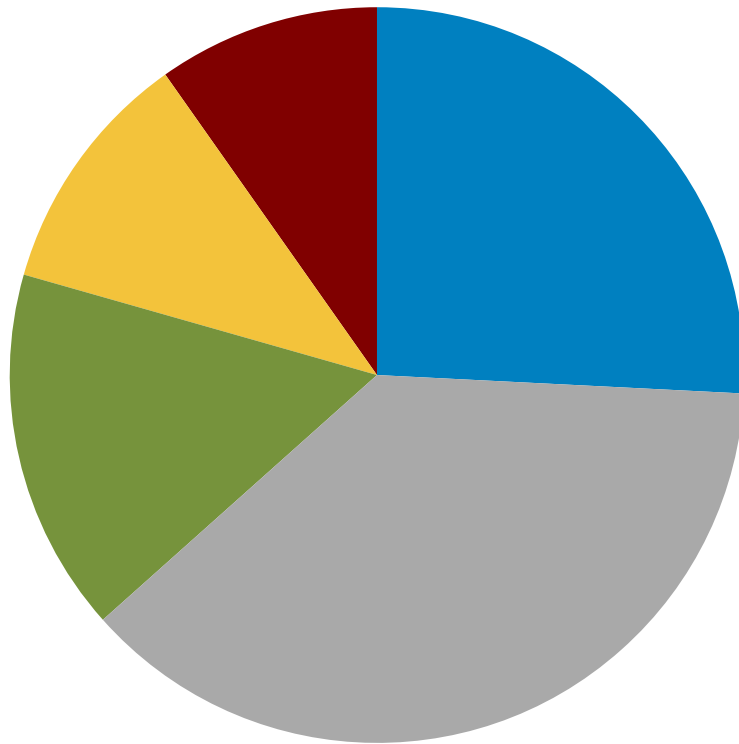
\$758,213,633

100.00%



March 31, 2018 : \$780,497,045

June 30, 2018 : \$758,213,633



Allocation			Allocation		
	Market Value	Allocation		Market Value	Allocation
Operating Funds	201,356,351	25.8	Operating Funds	181,908,521	24.0
Restricted Funds	293,583,782	37.6	Restricted Funds	293,003,759	38.6
Garcia Short Duration Opportunistic	124,826,201	16.0	Garcia Short Duration Opportunistic	122,021,864	16.1
Sawgrass 1-5 yr Short Term	84,369,628	10.8	Sawgrass 1-5 yr Short Term	84,637,076	11.2
Sterling Enhanced Cash	76,361,083	9.8	Sterling Enhanced Cash	76,642,412	10.1

Asset Allocation Attributes

	Domestic Fixed Income		Cash Equivalent		Total Fund	
	(\$)	%	(\$)	%	(\$)	%
Surplus Funds	265,756,198	93.81	17,545,155	6.19	283,301,353	37.36
Garcia Short Duration Opportunistic	113,188,408	92.76	8,833,456	7.24	122,021,864	16.09
Sawgrass 1-5 yr Short Term	79,761,205	94.24	4,875,871	5.76	84,637,076	11.16
Sterling Enhanced Cash	72,806,584	95.00	3,835,828	5.00	76,642,412	10.11
Operating Funds	11,150,896	6.13	170,757,626	93.87	181,908,521	23.99
FMIT Other Bonds & Subsidiary Account	565,195	100.00	-	-	565,195	0.07
City Self - Directed Account	10,585,701	8.96	107,523,896	91.04	118,109,597	15.58
Wells Fargo Master Account ~	-	-	29,621,088	100.00	29,621,088	3.91
City National Bank	-	-	1,219,485	100.00	1,219,485	0.16
CitiBank - Health Ins	-	-	1,170,451	100.00	1,170,451	0.15
City National CD (1.77% 9/21/2018)	-	-	31,222,705	100.00	31,222,705	4.12
Restricted Funds	235,578,586	80.40	57,425,173	19.60	293,003,759	38.64
FMIT Spl Ob Loans 2011A	2,219,239	100.00	-	-	2,219,239	0.29
FMIT G.O. Series 2011-A	11,431,845	100.00	-	-	11,431,845	1.51
FMIT Wtr & Swr 2018	188,665,234	100.00	-	-	188,665,234	24.88
Wells Fargo CRA	-	-	4,945,340	100.00	4,945,340	0.65
Wells Fargo - Wks Comp	-	-	498,874	100.00	498,874	0.07
Wells Fargo Govt Ckg - BMPO	-	-	1,017,251	100.00	1,017,251	0.13
CRA City Self - Directed Account	33,262,269	43.77	42,725,780	56.23	75,988,049	10.02
Wells Fargo Midgard	-	-	24,605	100.00	24,605	0.00
Wells Fargo Police Evidence	-	-	553,234	100.00	553,234	0.07
Wells Fargo Utility Account	-	-	7,660,090	100.00	7,660,090	1.01
Total Fund Composite	512,485,680	67.59	245,727,954	32.41	758,213,633	100.00

~ Reflects monthly earnings credit from Wells Fargo on account balances held.

Financial Reconciliation
Total Fund
1 Quarter Ending June 30, 2018

Financial Reconciliation								
	Market Value 04/01/2018	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 06/30/2018
Surplus Funds	285,556,912	-	-3,386,186	-	-	1,441,280	-310,653	283,301,353
Garcia Short Duration Opportunistic	124,826,201	-	-3,386,186	-	-	699,827	-117,977	122,021,864
Sawgrass 1-5 yr Short Term	84,369,628	-	-	-	-	399,732	-132,284	84,637,076
Sterling Enhanced Cash	76,361,083	-	-	-	-	341,721	-60,392	76,642,412
Operating Funds	201,356,351	161,816,511	-182,064,959	-	-	799,621	997	181,908,521
FMIT Other Bonds & Subsidiary Account	586,049	1,071,571	-1,096,254	-	-	-	3,829	565,195
City Self - Directed Account	123,428,653	-	-5,905,222	-	-	588,999	-2,833	118,109,597
Wells Fargo Master Account ~	44,001,504	155,106,671	-169,697,421	-	-	210,334	-	29,621,088
City National Bank	1,219,196	-	-	-	-	289	-	1,219,485
CitiBank - Health Ins	898,245	5,638,269	-5,366,062	-	-	-	-	1,170,451
City National CD (1.77% 9/21/2018)	31,222,705	-	-	-	-	-	-	31,222,705
Restricted Funds	293,583,782	2,594,937	-4,263,396	-	-	353,284	735,153	293,003,759
Sterling - CRA	-	-	-	-	-	-	-	-
FMIT Spl Ob Loans 2008B	-	-	-	-	-	-	-	-
FMIT Spl Ob Loans 2011A	2,208,181	-	-	-	-	-	11,058	2,219,239
FMIT G.O. Series 2011-A	12,068,612	-	-695,583	-	-	-	58,816	11,431,845
FMIT Wtr & Swr 2018	188,410,604	-	-375,988	-	-	-	630,618	188,665,234
Wells Fargo CRA	6,123,445	-	-1,206,085	-	-	27,980	-	4,945,340
BofA Merrill Lynch	-	-	-	-	-	-	-	-
Wells Fargo - Wks Comp	243,452	2,241,162	-1,985,740	-	-	-	-	498,874
Wells Fargo Govt Ckg - BMPO	1,017,251	-	-	-	-	-	-	1,017,251
CRA City Self - Directed Account	75,628,083	-	-	-	-	325,304	34,662	75,988,049
Wells Fargo Midgard	24,605	-	-	-	-	-	-	24,605
Wells Fargo Police Evidence	245,690	307,544	-	-	-	-	-	553,234
Wells Fargo Utility Account	7,613,859	46,231	-	-	-	-	-	7,660,090
Total Fund Composite	780,497,045	164,411,448	-189,714,542	-	-	2,594,185	425,497	758,213,633

~ Reflects monthly earnings credit from Wells Fargo on account balances held.



Financial Reconciliation
Total Fund
October 1, 2017 To June 30, 2018

Financial Reconciliation								
	Market Value 10/01/2017	Contributions	Distributions	Management Fees	Other Expenses	Income	Apprec./ Deprec.	Market Value 06/30/2018
Surplus Funds	304,835,156	114,754	-22,687,543	-114,754	-47	4,246,653	-3,092,866	283,301,353
Garcia Short Duration Opportunistic	140,766,920	56,405	-19,818,486	-56,405	-	2,123,926	-1,050,496	122,021,864
Sawgrass 1-5 yr Short Term	87,479,770	27,996	-2,733,692	-27,996	-47	1,147,054	-1,256,009	84,637,076
Sterling Enhanced Cash	76,588,466	30,353	-135,366	-30,353	-	975,673	-786,362	76,642,412
Operating Funds	135,280,128	1,113,537,956	-1,068,651,327	-	-15	1,967,116	-225,336	181,908,521
FMIT Other Bonds & Subsidiary Account	1,677,217	3,188,955	-4,296,254	-	-	-	-4,723	565,195
City Self - Directed Account	59,140,261	137,469,725	-79,628,317	-	-	1,348,541	-220,612	118,109,597
Wells Fargo Master Account ~	43,676,563	893,663,743	-908,331,441	-	-	612,223	-	29,621,088
City National Bank	30,213,147	31,222,705	-60,222,705	-	-15	6,352	-	1,219,485
CitiBank - Health Ins	572,939	16,770,123	-16,172,610	-	-	-	-	1,170,451
City National CD (1.77% 9/21/2018)	-	31,222,705	-	-	-	-	-	31,222,705
Restricted Funds	95,252,135	280,378,239	-84,083,810	-	-	990,925	466,270	293,003,759
Regions All G.O. Bonds	-	340,500	-340,500	-	-	-	-	-
Sterling - CRA	59,310,763	-	-59,106,729	-	-	5,229	-209,263	-
FMIT Spl Ob Loans 2008B	773,595	-	-774,694	-	-	-	1,100	-
FMIT Spl Ob Loans 2011A	2,504,517	-	-302,716	-	-	-	17,437	2,219,239
FMIT G.O. Series 2011-A	13,073,548	-	-1,735,557	-	-	-	93,854	11,431,845
FMIT Wtr & Swr 2018	-	188,410,604	-375,988	-	-	-	630,618	188,665,234
Wells Fargo CRA	17,277,672	2,872,910	-15,306,952	-	-	101,709	-	4,945,340
BofA Merrill Lynch	131,893	-	-132,166	-	-	274	-	-
Wells Fargo - Wks Comp	164,594	5,344,485	-5,010,205	-	-	-	-	498,874
Wells Fargo Govt Ckg - BMPO	2,015,553	-	-998,302	-	-	-	-	1,017,251
CRA City Self - Directed Account	-	75,171,811	-	-	-	883,714	-67,476	75,988,049
Wells Fargo Midgard	-	24,605	-	-	-	-	-	24,605
Wells Fargo Police Evidence	-	553,234	-	-	-	-	-	553,234
Wells Fargo Utility Account	-	7,660,090	-	-	-	-	-	7,660,090
Total Fund Composite	535,367,418	1,394,030,948	-1,175,422,681	-114,754	-62	7,204,694	-2,851,932	758,213,633

~ Reflects monthly earnings credit from Wells Fargo on account balances held.



Comparative Performance

Total Fund

As of June 30, 2018

Comparative Performance							
	QTR	YTD	FYTD	1 YR	3 YR	Inception	Inception Date
Total Fund Composite (net of fees)	0.39	0.51	0.60	0.92	0.93	0.75	07/01/2012
Surplus Funds (net)	0.40	0.35	0.37	0.69	1.15	1.03	03/01/2013
BofA Merrill Lynch 1-3 Year Government	0.22	0.10	-0.15	0.10	0.44	0.54	
Garcia Short Duration Opportunistic (net)	0.47	0.65	0.80	1.11	1.67	1.53	04/01/2013
ICE BofAML 1-3 Yr. Gov/Corp A Rated & Above	0.27	0.10	-0.10	0.20	0.61	0.69	
Sawgrass 1-5 yr Short Term (net)	0.32	-0.03	-0.15	0.23	0.90	0.97	03/01/2013
BofA Merrill Lynch 1-5 Yr Gov/Corp A Rated & Above	0.17	-0.28	-0.59	-0.22	0.72	0.83	
Sterling Enhanced Cash (net)	0.37	0.25	0.21	0.49	0.69	0.63	03/01/2013
ICE BofAML 1 Year T-Bill	0.39	0.66	0.72	0.99	0.71	0.53	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages.

* Surplus funds are shown net of fees, all others are shown flat.

~ Reflects monthly earnings credit from Wells Fargo on account balances held.

^ The Self Directed CRA account inception was 11/1/17 and thus the 6 month FYTD return is not available.



Comparative Performance

Total Fund

As of June 30, 2018

	QTR	YTD	FYTD	1 YR	3 YR	Inception	Inception Date
Operating Funds	0.40	0.68	0.94	1.27	0.66	0.44	07/01/2012
FMIT Other Bonds & Subsidiary Account	0.36	0.12	0.03	0.28	0.40	0.44	07/01/2012
BofA Merrill Lynch 1-3 Year Government	0.22	0.10	-0.15	0.10	0.44	0.55	
City Self - Directed Account	0.48	0.77	0.97	1.38	N/A	1.33	04/01/2017
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.98	
Wells Fargo Master Account ~	0.50	0.96	1.34	1.63	0.69	0.36	07/01/2012
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.25	
City National Bank	0.02	0.05	0.36	0.67	N/A	0.75	02/01/2017
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.91	
CitiBank - Health Ins	0.00	0.00	0.00	0.00	N/A	0.00	03/01/2017
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.94	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages.

* Surplus funds are shown net of fees, all others are shown flat.

~ Reflects monthly earnings credit from Wells Fargo on account balances held.

^ The Self Directed CRA account inception was 11/1/17 and thus the 6 month FYTD return is not available.



Comparative Performance

Total Fund

As of June 30, 2018

	QTR	YTD	FYTD	1 YR	3 YR	Inception	Inception Date
Restricted Funds	0.37	0.62	0.74	1.03	0.51	0.27	07/01/2012
FMIT Spl Ob Loans 2011A	0.50	0.63	0.77	1.05	N/A	0.95	03/01/2017
ICE BofAML 1 Year T-Bill	0.39	0.66	0.72	0.99	0.71	0.81	
FMIT G.O. Series 2011-A	0.50	0.63	0.77	1.05	N/A	0.95	03/01/2017
ICE BofAML 1 Year T-Bill	0.39	0.66	0.72	0.99	0.71	0.81	
FMIT Wtr & Swr 2018	0.33	N/A	N/A	N/A	N/A	0.33	04/01/2018
BofA Merrill Lynch 1-3 Year Government	0.22	0.10	-0.15	0.10	0.44	0.22	
Wells Fargo CRA	0.51	0.80	1.09	1.33	N/A	0.68	03/01/2016
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.62	
Wells Fargo - Wks Comp	0.00	0.00	0.00	0.00	N/A	0.00	11/01/2016
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.82	
Wells Fargo Govt Ckg - BMPO	0.00	0.00	0.00	N/A	N/A	0.00	08/01/2017
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	1.02	
CRA City Self - Directed Account ^	0.48	0.74	N/A	N/A	N/A	1.86	11/01/2017
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.82	
Wells Fargo Midgard	0.00	N/A	N/A	N/A	N/A	0.00	03/01/2018
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.49	
Wells Fargo Police Evidence	0.00	N/A	N/A	N/A	N/A	0.00	03/01/2018
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.49	
Wells Fargo Utility Account	0.00	N/A	N/A	N/A	N/A	0.00	03/01/2018
Lipper Money Mkt Fd IX	0.40	0.67	0.89	1.08	0.48	0.49	

Returns for periods greater than one year are annualized.

Returns are expressed as percentages.

* Surplus funds are shown net of fees, all others are shown flat.

~ Reflects monthly earnings credit from Wells Fargo on account balances held.

^ The Self Directed CRA account inception was 11/1/17 and thus the 6 month FYTD return is not available.



Total Fund Policy (TFP1)

Allocation Mandate	Weight (%)
Jun-2012	
BofA Merrill Lynch 1-3 Year Government	100.00

OPEB Benchmark

Allocation Mandate	Weight (%)
Sep-2014	
Lipper Money Mkt Fd IX	100.00
Jul-2017	
Russell 3000 Index	55.00
Blmbg. Barc. U.S. Aggregate Index	45.00

**Fort Lauderdale Operating Funds
Fee Analysis
As of June 30, 2018**

	% of Portfolio	Estimated Annual Fee (%)	Market Value (\$)	Estimated Annual Fee (\$)	Fee Schedule
Garcia Short Duration Opportunistic	16.09	0.08	122,021,864	97,617	0.08 % of Assets
Sawgrass 1-5 yr Short Term	11.16	0.07	84,637,076	59,246	0.07 % of Assets
Sterling Enhanced Cash	10.11	0.07	76,642,412	53,650	0.07 % of Assets
Surplus Funds *	37.36	0.07	283,301,353	210,513	
FMIT Other Bonds & Subsidiary Account	0.07	0.00	565,195	-	0.00 % of Assets
City Self - Directed Account	15.58	0.00	118,109,597	-	0.00 % of Assets
Wells Fargo Master Account ~	3.91		29,621,088	-	
City National Bank	0.16		1,219,485	-	
CitiBank - Health Ins	0.15		1,170,451	-	
City National CD (1.77% 9/21/2018)	4.12		31,222,705	-	
Operating Funds	23.99	0.00	181,908,521	-	
FMIT Spl Ob Loans 2011A	0.29		2,219,239	-	
FMIT G.O. Series 2011-A	1.51		11,431,845	-	
FMIT Wtr & Swr 2018	24.88		188,665,234	-	
Wells Fargo CRA	0.65		4,945,340	-	
Wells Fargo - Wks Comp	0.07		498,874	-	
Wells Fargo Govt Ckg - BMPO	0.13		1,017,251	-	
CRA City Self - Directed Account	10.02	0.00	75,988,049	-	0.00 % of Assets
Wells Fargo Midgard	0.00		24,605	-	
Wells Fargo Police Evidence	0.07		553,234	-	
Wells Fargo Utility Account	1.01		7,660,090	-	
Restricted Funds	38.64	0.00	293,003,759	-	
Total Fund Composite	100.00	0.03	758,213,633	210,513	

* Fee schedule shown only for managed accounts. Surplus funds are shown net of fees, all others are shown flat.

~ Reflects monthly earnings credit from Wells Fargo on account balances held.
AndCo annual fees are \$45,000.



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JOB CLASSIFICATION AND MARKET STUDY Commission Briefing

City of Fort Lauderdale, FL

October 9, 2018

Presented By:

Elliot R. Susseles, CCP
Senior Vice President
National Practice Leader

Linda G. Wishard, SPHR, SHRM-SCP, CCP, CMP
Vice President, Project Manager

KEY OBJECTIVES

An effective compensation system must be...

- Consistent with organizational structure
- Complimentary to the management style and objectives
- Internally equitable
- Externally competitive
- Easily understood
- Flexible to meet the changing needs of the City
- Financially sound
- Effectively and efficiently administered

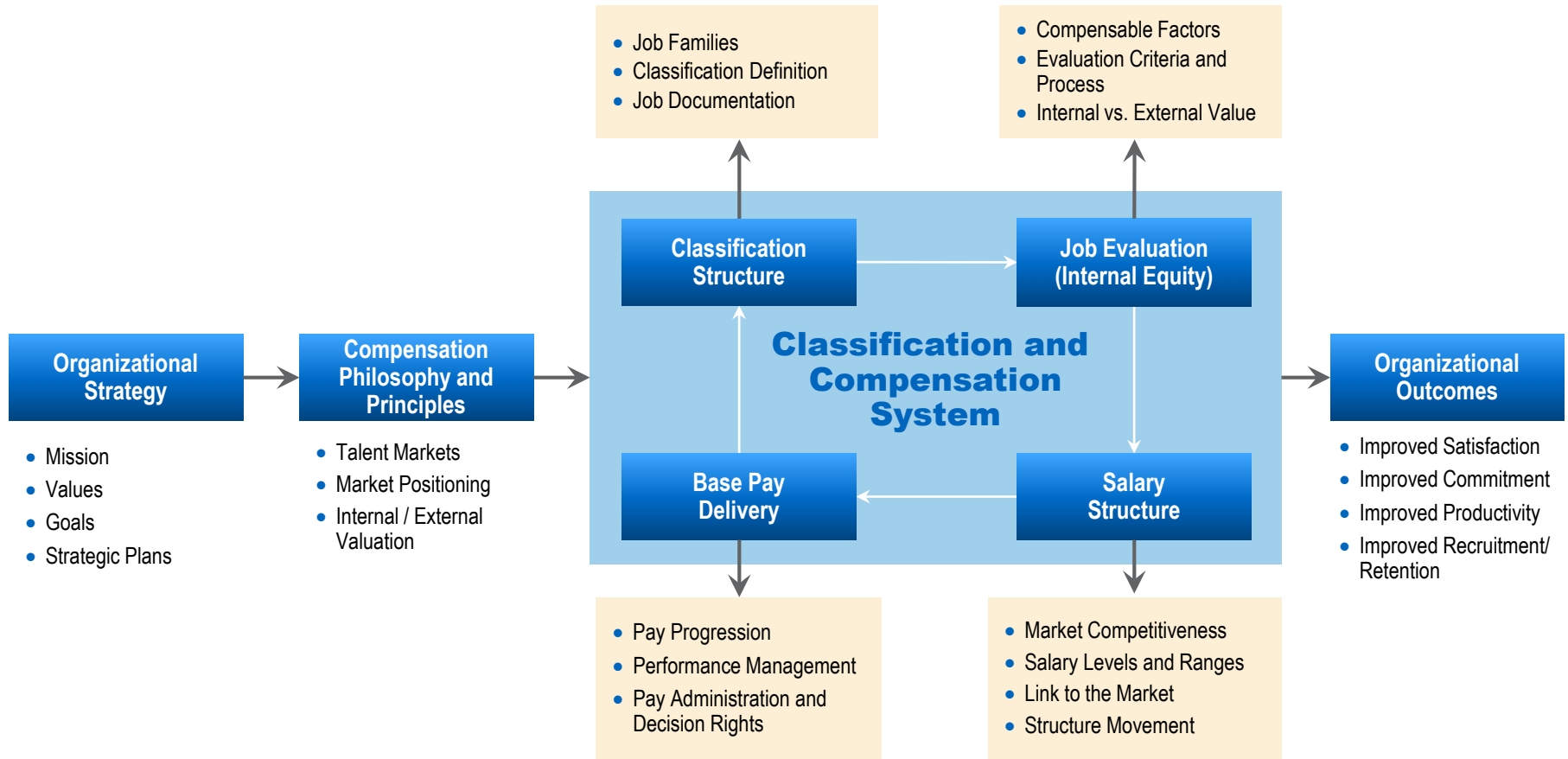
PROJECT DELIVERABLES

- Developed Classification Structure and Job Evaluation (internal equity), Job Families and Career Ladders
- FLSA Review
- Conducted Market Survey – Competitiveness of Pay, Benefits, and Pay Practices with comparable employers (external equity)
- Updated Pay Structures to ensure market competitiveness
- Validated grade placement and position in range
- Cost Impact Analysis
- Developed Organization Charts reflecting new classification titles
- Drafted Pay Administration Policies
- Developed Organizational Core and Specific Competencies for Job Families
- Developed Job Descriptions

Segal's Approach to Compensation

Four Key Elements

We developed a compensation and classification program that supports the City's organizational strategy and compensation philosophy.



JOB CLASSIFICATION

Classification Titles

- The City of Fort Lauderdale initially requested 432 titles be encompassed in the classification study with 116 titles being excluded. Please note, some duplicate titles with varying job codes are included in these raw counts and some titles flagged to be excluded were added back at a later point.
- Grade recommendations were made for 399 classifications (includes additional grade recommendations being assigned by the City of Fort Lauderdale).
- Segal Waters updated/created 383 Fort Lauderdale job descriptions.

Classification: Methodology

- Consolidate/collapse jobs with similar duties, responsibilities and qualifications; *currently 399 proposed job titles*
- Standardize competencies and skillsets for comparable roles resulting in pay equity within similar roles; *Segal Evaluator™ was used to evaluate the 8 common compensable factors of all jobs at all levels.*
- Create clear distinction between managerial vs. supervisory roles and remove unnecessary single or dual incumbent positions; *proposed job titling protocols*
- Update job classifications to reflect the level and type of work incumbents are required to perform; *proposed new titles that better reflect the nature of the work.*
- Identify market pay gaps that affect attracting and retaining a qualified and diverse workforce, especially for roles requiring advanced education and/or technical expertise in areas such as engineering, construction project management, information technology, urban planning, law, and building inspection; *market survey identified competitive pay inequities.*
- Modernize job titles to match those found in the market; *proposed job titling protocols*



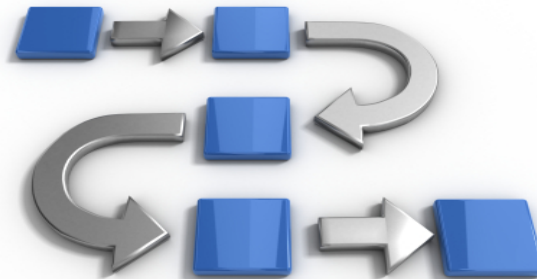
Classification Analysis Overview

- Developed and distributed to the workforce a customized Job Description Questionnaire (JDQ) which was completed in groups for multiple incumbent job titles.
- Upon completion of the JDQ by each employee, supervisors/managers reviewed the content and verified the accuracy of the information provided.
- Conducted two (2) consecutive days of employee interviews to validate and clarify information from the JDQs.
- Developed and documented a recommended classification structure, which consolidated classification titles, developed new titles and modified existing titles.
- Recommended placement of each employee within the structure.
- Conducted analysis of employees' FLSA exemption status.
- Utilized **Segal Evaluator™** job evaluation tool to develop internal equity hierarchy
- City Department heads reviewed, validated and approved job evaluation results
- Updated job descriptions to be consistent with FLSA, EEO and ADA considerations

Segal Evaluator™ Job Evaluation Overview

Segal Evaluator™ is a systematic process that defines an easily understood and defensible internal hierarchy which:

- Uses **specific compensable factors** across all departments and positions to create an internal hierarchy of jobs
- Provides an **objective quantitative approach**
- Determines values for each compensable factor and calculates a **total point score** for each position
- Job evaluation scores are **validated by department representatives and human resources**
- Provides an **organization-wide hierarchy** which establishes internal equity
- **Complements and co-exists** with market data structure development



Compensable Factors

Compensable factors should be:

- Defensible
- Exist across departments
- Be easily understood by employees

The following previously validated factors are customized to support the operating environment and organizational structure of the City:

Compensable Factor	Measurement
Formal Education	Measures the minimum formalized training or education that is required for entry into the position
Experience	Measures the minimum level of work experience required for entry into the position
Management/Supervision	Measures the supervisory or managerial role of the job and the degree of complexity of work performed by those being supervised
Human Collaboration Skills	Measures the job requirements of interaction with others outside direct reporting relationships
Freedom to Act and Impact of Action	Measures the degree of freedom to exercise authority as well as assesses the impact of actions
Technical Skills	Measures the job difficulty in terms of application of the knowledge required by the job
Fiscal Responsibility and/or Risk Impact	Measures the accountability and participation, if any, as it relates to the fiscal accountability for one's department or assigned area(s) of responsibility
Working Conditions	Measures the surroundings or physical conditions under which the work must be performed

Sample Segal Evaluator™ Job Evaluation Workbook

Segal Recommended Job Title	JE Grade	JE Points	Formal Education	Experience	Management & Supervision	Human Collaboration	Freedom to Act	Technical Skills	Fiscal Responsibility	Working Condition
Senior Management Analyst	111	643	Bachelor's Degree	3 to 5 year's experience	Supervising semi complex work	Policy recommendations with moderate impact	Limited direction with moderate impact	Moderate skills and comprehensive application	Moderate fiscal responsibility	Good conditions with occasional physical effort
Management Analyst	109	509	Bachelor's Degree	1 to 3 year's experience	Occasional direction of semi complex work	Policy recommendations with moderate impact	General direction with moderate impact	Moderate skills and advanced application	Moderate fiscal responsibility	Good conditions with little physical effort
Management Assistant	108	458	Bachelor's Degree	Up to 1 year experience	None	Negotiating interaction with moderate impact	General direction with moderate impact	Advanced skills and standard application	Limited fiscal responsibility	Good conditions with little physical effort
Senior Administrative Assistant	107	436	6 months + training beyond High School	3 to 5 year's experience	Lead worker of semi complex work	Negotiating interaction with moderate impact	General direction with moderate impact	Standard skills and comprehensive application	Limited fiscal responsibility	Good conditions with little physical effort
Administrative Assistant III	105	360	6 months + training beyond High School	3 to 5 year's experience	Occasional direction of semi complex work	Negotiating interaction with moderate impact	Procedural direction with moderate impact	Standard skills and advanced application	Limited fiscal responsibility	Good conditions with little physical effort
Administrative Assistant II	103	293	High School diploma or equivalency	1 to 3 year's experience	Occasional direction of semi complex work	Advising interaction with moderate impact	Procedural direction with moderate impact	Standard skills and advanced application	Limited fiscal responsibility	Good conditions with little physical effort
Administrative Assistant I	101	194	High School diploma or equivalency	Up to 1 year experience	None	Advising interaction with moderate impact	Immediate direction with moderate impact	Standard skills and application	None	Good conditions with little physical effort

MARKET COMPARISON

Market Survey Benchmarks

- Commonality of positions
- Competition for jobs/talent
- Location/proximity
- Services provided
- Comparable in size and operating budget to ensure strong matches
- Other criteria as determined

PEER COMPARATORS – FOR GENERAL EMPLOYEES

Surveyed Employers

Cities	
City of Boca Raton	√ (Segal matched pay data)
City of Coral Springs	√ (Submitted pay portion only)
City of Delray Beach	√ (Segal matched pay data, comparable submitted benefit data only)
City of Hialeah	
City of Hollywood	√
City of Miami	√
City of Miami Beach	√
City of Miami Gardens	
City of Miramar	√
City of Pembroke Pines	
City of Pompano Beach	√
City of Sunrise	√ (Segal matched pay data)
City of West Palm Beach	√ (Segal matched pay data)

√ = Responded to Survey

The study covers ninety-two (92) benchmark jobs

PEER COMPARATORS FOR GENERAL EMPLOYEES (CONTINUED)

Surveyed Employers

Counties	
Broward County	√ (Segal matched pay data)
Miami-Dade County	√ (Submitted pay portion only)
Palm Beach County	
School Districts	
Broward County School District	
Miami-Dade County School District	
Palm Beach County School District	√
Transportation	
Florida Department of Transportation	
Greater Orlando Aviation Authority	√
Miami Executive Airport	√
South Florida Regional Transportation Authority	√

√ Responded to survey

PEER COMPARATORS FOR GENERAL EMPLOYEES (CONTINUED)

Surveyed Employers

<i>Universities</i>	
Barry University	
Florida International University	
Miami-Dade College	√
University of Miami	
<i>Utilities</i>	
South Florida Water Management District	
Orange County Utilities	
Toho Water Authority	√

√ Responded to survey

PEER COMPARATORS

Published Survey Data

Published Private Sector Survey Data* included:

- ✓ ERI – Economic Research Institute
- ✓ Mercer Benchmark Database Survey – US
- ✓ Towers Watson Data Services Compensation Surveys

*Data from the three published data sources above were aged to the data effective date of April 1, 2018.

MARKET ANALYSIS

Customized Salary Structures and Pay Practices Review

- Desired competitive position and City's ability to pay/compete
- Relationship of structure with market survey statistics
- Review of Pay Supplements (certification pay, special skills, bilingual pay, etc.)
- Review of Pay Practices (hiring salary guidelines, promotion, demotion, transfers, other)
- Strategic design of new structure - width of ranges and number of grades, number of structures
- Assignment of current employees in new structure

WORK HOURS AND COST OF LABOR ADJUSTMENTS

- Adjustments were made to ensure “apples to apples” comparison of salaries based on number of work hours
- Use of Economic Research Institute’s Cost of Labor Data

PAY GRADES & PAY STRUCTURES

Pay Grades

- Per the 2018 Pay Plan the City of Fort Lauderdale has 157 unique pay grades. When considering Management Categories this creates 179 unique pay ranges.
- Segal Waters recommends 18 grades for the general population (general + executive / upper management).

Pay Structures

- City of Fort Lauderdale started with multiple structures (8+)
- Segal Waters is recommending two (2) structures one for general employees and one for executive / upper management

BENCHMARK JOB TITLES – GENERAL COMPOSITION OF WORKFORCE

BENCHMARK JOB TITLES BY OCCUPATIONAL CATEGORY COMPOSITION OF WORKFORCE – GENERAL EMPLOYEES

Occupational Category	Benchmark Titles Being Evaluated in Study	Number of Employees within Benchmark Titles Being Evaluated	Employees in Benchmark Titles Evaluated As a Percent of the Total Workforce
Administrative & Support Services	11	201	6.6%
Managerial & Supervisory	6	19	0.6%
Paraprofessional	8	92	3.0%
Professional	31	274	9.1%
Service Maintenance	13	646	21.4%
Skilled Crafts	10	189	6.3%
Technical	13	83	2.7%
Total:	92	1,504	49.7%¹

¹ The percentage of total workforce value is based upon the 12-09-16 census provided by the client, which included a total of 3,024 job incumbents. These values are subject to change with workforce fluctuations.

BENCHMARK JOBS BY DEPARTMENT - GENERAL

City Attorney's Office (2)	
Assistant City Attorney III	Legal Assistant III
City Clerk's Office (1)	
Assistant City Clerk II	
City Commission's Office (1)	
Commission Assistant IV	
City Manager's Office (3)	
Assistant City Manager	Senior Financial Management Analyst
Construction Review Specialist	
Crosses Multiple Departments (19)	
Accounting Clerk	Heavy Equipment Operator
Administrative Aide	Municipal Maintenance Worker II
Administrative Assistant II	Planner III
Clerk III	Principal Planner
Code Compliance Officer	Project Manager II
Construction Worker II	Secretary I
Customer Service Representative I	Senior Accounting Clerk
Deputy Director	Senior Project Manager
Electrician	Service Clerk
Finance (6)	
Accountant II	Senior Accountant
Manager - Procurement & Contracts	Senior Procurement Specialist
Procurement Specialist II	Treasurer
Fire Rescue (3)	
Battalion Chief	Beach Patrol Lieutenant
Beach Lifeguard	
Human Resources (5)	
Claims Adjuster	Risk Manager
Human Resources Assistant	Senior Claims Adjuster
Insurance Benefits Specialist	

BENCHMARK JOBS BY DEPARTMENT – GENERAL (CONTINUED)

Information Technology Services (10)	
➤ Application Developer	➤ Network Support Analyst
➤ Assistant Database Administrator	➤ Senior Tech Support Analyst
➤ Computer Operator II	➤ Systems Administrator
➤ Data Warehouse Analyst	➤ Technical Support Analyst
➤ Geographic Information System Analyst	➤ Technology Strategist
Parks and Recreation (12)	
➤ Apprentice Municipal Maintenance Worker	➤ Pool Equipment Mechanic
➤ Community Program Supervisor	➤ Pool Lifeguard I
➤ Field Operating Technician (Level IV)	➤ Recreation Instructor II
➤ Head Groundskeeper	➤ Recreation Program Coordinator
➤ Municipal Maintenance Worker III (Parks/Facilities)	➤ Recreation Programmer I
➤ Parks Foreman	➤ Recreation Worker
Police (6)	
➤ Accident Investigator II	➤ Police Records Clerk
➤ Crime Analyst II	➤ Public Safety Aide
➤ Police Aide II	➤ Senior Police Records Clerk
Public Works / Building Services (12)	
➤ Distribution & Collection Chief	➤ Municipal Maintenance Worker III (Public Services)
➤ Electro Technician	➤ Public Service Maintenance Chief
➤ Engineering Aide II	➤ Utilities Mechanic I
➤ Engineering Technician II	➤ Utilities Service Worker
➤ Environmental Lab Technician	➤ Utility Field Representative
➤ Industrial Electrician	➤ Water Treatment Plant Operator II

BENCHMARK JOBS BY DEPARTMENT - GENERAL (CONTINUED)

Sustainable Development (7)	
➤ Building Inspector	➤ Plumbing Inspector
➤ Chief Building Inspector	➤ Senior Code Compliance Officer
➤ Economic and Business Development Manager	➤ Structural Plans Examiner
➤ Electrical Inspector	
Transportation and Mobility (5)	
➤ Airport Operations Aide	➤ Parking Meter Technician
➤ Parking Enforcement Shift Coordinator	➤ Parking Operations Supervisor
➤ Parking Enforcement Specialist	

OVERALL MARKET POSITION – PAY ONLY

CITY OF FORT LAUDERDALE, FL MARKET POSITION AT THE 75TH PERCENTILE OVERALL – PAY ONLY¹

City of Fort Lauderdale as a Percent of the 75th Percentile of the Market Average			
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
Overall	100%	96%	93%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

¹Base pay rates have been adjusted for geographic differences in the cost-of-labor and work hours.

OVERALL MARKET POSITION BY DEPARTMENT PAY ONLY

CITY OF FORT LAUDERDALE, FL MARKET POSITION AT THE 75TH PERCENTILE BY DEPARTMENT – PAY ONLY¹

	City of Fort Lauderdale as a Percent of the 75 th Percentile of the Market Average		
	Pay Range Minimum	Pay Range Midpoint	Pay Range Maximum
City Attorney's Office	108%	106%	106%
City Clerk's Office	113%	121%	110%
City Commission's Office	116%	112%	110%
City Manager's Office	90%	89%	87%
Crosses Multiple Departments	100%	96%	93%
Finance Department	111%	104%	100%
Fire Department	95%	97%	95%
Human Resources Department	97%	96%	95%
Information Technology Department	103%	96%	90%
Parks and Recreation Department	97%	95%	93%
Police	93%	86%	81%
Public Works / Building Services Department	99%	94%	90%
Sustainable Development Department	90%	87%	86%
Transportation and Mobility Department	108%	100%	94%
Overall	100%	96%	93%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

¹Base pay rates have been adjusted for geographic differences in the cost-of-labor and work hours.

Pay Structure Development and Costing Methodology

- Structures were developed using the 75th percentile market data. Range spreads are based on the market average range spread
- Incumbents were brought to the minimum of the new pay grade based on the previously recommended and approved pay grades with the exception of adjusting any grades for positions with a proposed range to market range greater or less than 10% from the market competitive rate (100%) based on the 75th percentile.
- If the positions receiving grade changes caused compression in grades, those positions in relation to the adjusted positions were also adjusted.

PROPOSED SALARY STRUCTURE

GENERAL EMPLOYEES

JE Grade	New Grade	Proposed Salary Structure				
		Minimum	Mid	Maximum	Range Spread	Grade Progression
101	1	\$25,160.00	\$32,079.00	\$38,998.00	55.00%	
102	2	\$27,927.60	\$35,607.69	\$43,287.78	55.00%	11.00%
103	3	\$30,999.64	\$39,524.54	\$48,049.44	55.00%	11.00%
104	4	\$34,409.60	\$43,872.23	\$53,334.87	55.00%	11.00%
105	5	\$38,194.65	\$48,698.18	\$59,201.71	55.00%	11.00%
106	6	\$42,396.06	\$54,054.98	\$65,713.90	55.00%	11.00%
107	7	\$47,059.63	\$60,001.03	\$72,942.43	55.00%	11.00%
108	8	\$52,236.19	\$66,601.14	\$80,966.09	55.00%	11.00%
109	9	\$57,982.17	\$73,927.27	\$89,872.36	55.00%	11.00%
110	10	\$64,360.21	\$82,059.27	\$99,758.32	55.00%	11.00%
111	11	\$71,439.83	\$91,085.79	\$110,731.74	55.00%	11.00%
112	12	\$79,298.21	\$101,105.22	\$122,912.23	55.00%	11.00%
113	13	\$88,021.02	\$112,226.80	\$136,432.58	55.00%	11.00%

PROPOSED SALARY STRUCTURE EXECUTIVE AND UPPER MANAGEMENT

		Proposed Salary Structure - Executive & Upper Management				
JE Grade	New Grade	Minimum	Mid	Maximum	Range Spread	Grade Progression
114	16	\$96,535.56	\$130,323.00	\$164,110.44	70.00%	
114	17	\$104,258.40	\$140,748.84	\$177,239.28	70.00%	8.00%
115	18	\$112,599.07	\$152,008.75	\$191,418.42	70.00%	8.00%
115	19	\$121,607.00	\$164,169.45	\$206,731.90	70.00%	8.00%
116	20	\$131,335.56	\$177,303.00	\$223,270.45	70.00%	8.00%

TOTAL COMPENSATION MARKET POSITION

Overall, the total compensation analysis indicates:

- 39 benchmark job titles are below market (less than 95% at the midpoint)
- 34 benchmark job titles are at market (between 95% and 105% at the midpoint)
- 17 benchmark job titles are above market (above 105% at the midpoint)
- 2 benchmark job titles did not garner sufficient matches to be statistically significant

Note: Health and retirement benefits used in the total compensation analysis reflect Public Sector peer employers only.

OVERALL FOR MARKET POSITION TOTAL COMPENSATION – GENERAL EMPLOYEES

CITY OF FORT LAUDERDALE, FL 75TH PERCENTILE MARKET POSITION ACROSS ALL BENCHMARKS AND PEER EMPLOYERS - TOTAL COMPENSATION (Defined Benefit & Deferred Compensation Only)

	Base Pay ¹ (Range Midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Costs (Medical, Dental, & Vision)	Total Retirement Benefits (Defined Benefit Plan & Deferred Compensation)*	
Overall Average	96%	71%	137%	98%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

*Defined Contribution Plan excluded from overall cost of employer benefits, as employees hired before February 2008 are not eligible to participate.

¹Base pay rates have been adjusted for geographic differences in the cost-of-labor and work hours.

OVERALL FOR MARKET POSITION

TOTAL COMPENSATION – GENERAL EMPLOYEES

CITY OF FORT LAUDERDALE, FL
75TH PERCENTILE MARKET POSITION ACROSS ALL BENCHMARKS AND PEER
EMPLOYERS - TOTAL COMPENSATION GENERAL EMPLOYEES
(Defined Contribution & Deferred Compensation Only)

	Base Pay ¹ (Range Midpoint)	Employer Cost of Benefits		Employer Total Compensation Costs (Pay and Benefits)
		Weighted Total Health Costs (Medical, Dental, & Vision)	Total Retirement Benefits (Defined Contribution & Deferred Compensation)*	
Overall Average	96%	71%	115%	95%

Figures shown in **red** are below market (less than 95% of the market average)

Figures shown in **black** within the market range (95% to 105% of the market average)

Figures shown in **blue** are above market (more than 105% of the market average)

*Defined Benefit Plan excluded from overall cost of employer benefits, as employees hired after February 2008 are not eligible to participate.

¹Base pay rates have been adjusted for geographic differences in the cost-of-labor and work hours.

Further Questions



Questions



CITY OF FORT LAUDERDALE

Plastic Straw Ordinance Discussion

City Commission Conference Meeting
October 9, 2018

Plastic Straw Ordinances in Florida



	<ul style="list-style-type: none">• Fort Myers• Marco Island• Miami Beach• Sanibel Island• Surfside	<ul style="list-style-type: none">• Dania Beach• Deerfield Beach• Hallandale Beach• Hollywood Beach	
---	---	--	---

The key differences between ordinances are :

- **Type of action:** Banning the use, distribution, and/or sale of plastic straws.
- **Geographic area:**
 - Citywide
 - Restricted people and establishments near beaches and waterways
 - City controlled areas (i.e. public spaces, city owned properties)
- **Exceptions:**
 - Prepackaged beverages with plastic straws
 - Medical or dental facilities
 - Schools
 - County/state/federal entities
 - Physically or mentally disabled neighbors
 - Local emergency

Plastic Ordinances Florida

	Miami Beach	Sanibel Island
Type of Ban	Plastic straws, plastic stirrers, and polystyrene	Sale and distribution of plastic straws
Scope	No person or business should carry onto any beach or park within the city, or onto any city marina, pier, dock, or boat ramp plastic straws/stirrers or polystyrene items	No plastic straw shall be sold or distributed within the City by commercial establishment, including any special event permittee, or at any city facility or property
Exceptions	<ul style="list-style-type: none"> • None 	<ul style="list-style-type: none"> • Prepackaged drinks • School districts, county/state/federal entities • Individuals with medical or physical conditions • Local Emergency • Medical or dental facilities
Enforcement	<ul style="list-style-type: none"> • Fines range between \$50-\$500 	<ul style="list-style-type: none"> • 120 days of public education • 1st violation: written warning • 2nd violation within any one year period: \$50 • 3rd violation within any one year period: \$200 • 4th violation within any one year period: \$500



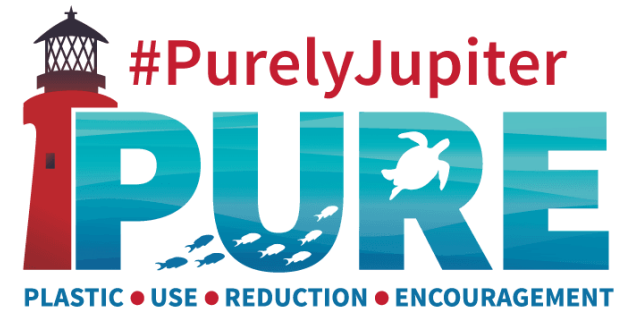
Plastic Straw Ordinances - Broward County

	Dania Beach	Hallandale Beach	Deerfield Beach
Type of Ban	Distribution of plastic straws	Use, sale, and distribution of plastic straws	Use, sale, and distribution of plastic straws
Scope	No plastic straw shall be distributed in or from any <u>restaurants and establishments that sell alcoholic beverages</u> located adjacent to any navigable waterway, City facility, City property, or City special event permittee.	*No plastic beverage straw shall be used in <u>public beaches</u> . No plastic beverage straw is to be sold or distributed <u>within city limits</u> .	Prohibits the sale or use of single-use plastic straws by <u>special event permittees and businesses located within the City</u> . It is unlawful for any person, including a Special Event permittee, to use, sell, or distribute a plastic straw on <u>city property</u> .
Exceptions	<ul style="list-style-type: none"> • Prepackaged drinks • School districts, county/state/federal entities • Individuals with medical or physical conditions 	<ul style="list-style-type: none"> • Prepackaged drinks • School districts, county/state/federal entities • Individuals with medical or physical conditions • Local emergency • Medical or dental facilities 	<ul style="list-style-type: none"> • Prepackaged drinks • School districts, county/state/federal entities • Medical or dental facilities
Enforcement	<ul style="list-style-type: none"> • 1st violation: \$25.00 for individuals; \$125.00 for commercial establishments • 2nd & subsequent: \$50.00 for individuals, \$250.00 for commercial 	<ul style="list-style-type: none"> • 1st violation: written warning • 2nd violation within six months: Max. \$100 • 3rd violation within one year period: Max. \$200 • Subsequent violations within one year: Max. \$500 	<ul style="list-style-type: none"> • 1st violation: written warning • 2nd violation within six month period: \$100 • 3rd violation within one year period: \$500

Educational Campaigns



	St. Petersburg	Jupiter
Scope	Community driven educational campaign to reduce or eliminate straws. Individuals pledge to not use straws or consider other alternatives. Businesses provide straws upon request, provide other alternatives, or forgo straws.	Town driven education and outreach campaign to support the voluntary elimination of single-use plastics straws and overall reduction of single-use plastics.
Name	No Straws St. Pete	PURE: Plastic, Use, Reduction, Encouragement
Incentives	Businesses are recognized on campaign's website.	Access to resources and swag

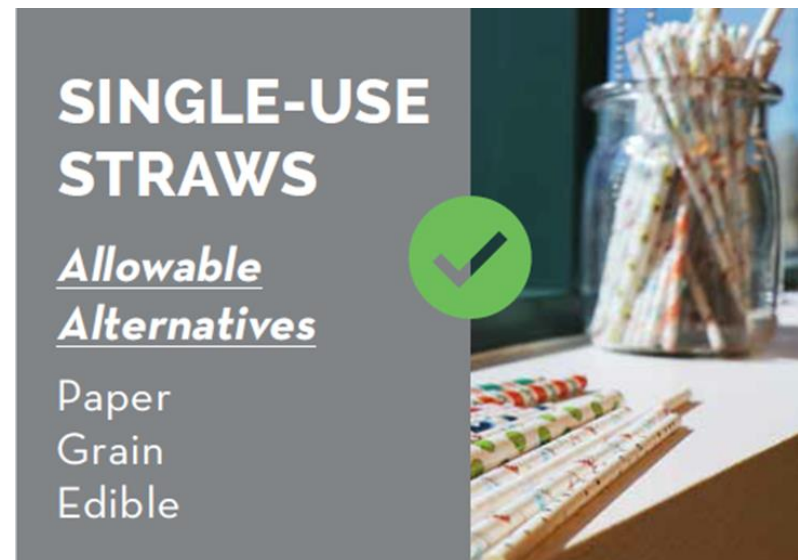


Plastic Straws Alternative

- Reusable
 - Bamboo
 - Glass
 - Steel



- Biodegradable
 - Paper
 - Seaweed
 - Hay

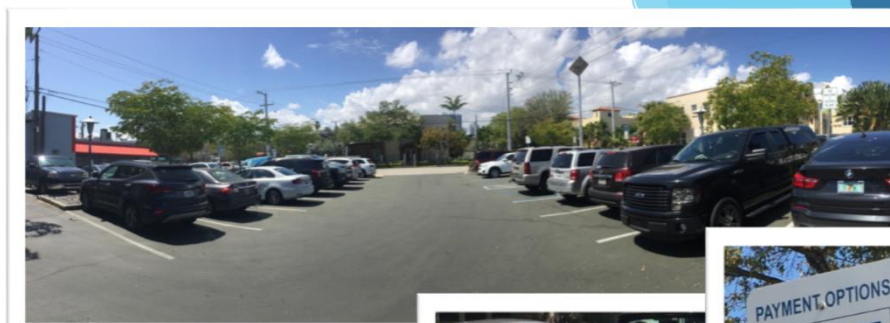




CITY OF FORT LAUDERDALE

Citywide Parking Study

City Commission Meeting
October 9, 2018



¹ **Kimley»Horn**
Expect More. Experience Better.

Agenda

- ▶ Project overview
- ▶ Study areas
- ▶ Parking assessment results and findings
- ▶ Recommendations

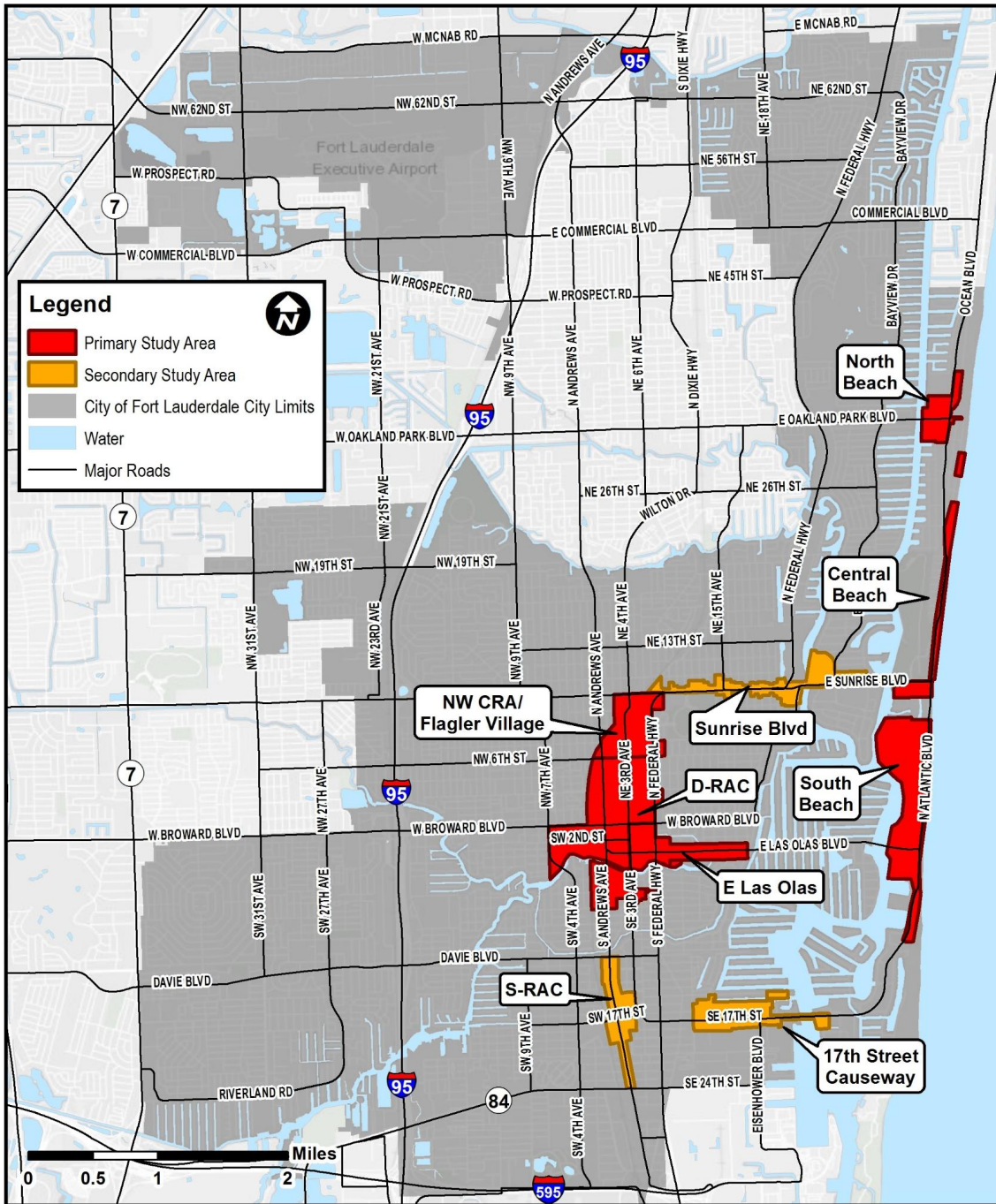


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Project Overview

- ▶ Study included:
 - ▶ Review of past parking studies
 - ▶ Public and stakeholder involvement
 - ▶ Inventory of existing parking supply (*number of spaces*)
 - ▶ Evaluation of existing parking demand (*utilization of spaces*)
 - ▶ Review of parking standards and rates
 - ▶ Assessment of projected needs from new development
 - ▶ Recommended Best Management Practices





Primary Study Areas:

- ▶ Downtown Regional Activity Center (D-RAC)
- ▶ Northwest Community Redevelopment Area/Flagler Village (NWCRA/Flagler Village)
- ▶ Beach Area
- ▶ E Las Olas Corridor

Secondary Study Areas:

- ▶ South Regional Activity Center (S-RAC)
- ▶ Sunrise Boulevard Corridor
- ▶ 17th Street Causeway Corridor



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Public and Stakeholder Involvement

- ▶ Public Workshop #1: April 17, 2017
- ▶ Public Workshop #2: April 25, 2018
- ▶ Public Online Survey - 569 responses
- ▶ Stakeholder meetings

Takeaways

- ▶ Increase integration of parking technologies
- ▶ Parking issues in residential neighborhoods
- ▶ Adjust parking rates and pricing
- ▶ Improve parking supply and accessibility
- ▶ Update parking policies and requirements to match future development
- ▶ Address safety concerns through design



Study Area Assessment

- ▶ Reviewed existing zoning information
- ▶ Reviewed the current land uses
- ▶ Data Collection
 - ▶ Parking inventory (Number of spaces)
 - ▶ Parking occupancy (Utilization of spaces)



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Data Collection

Location	Date	Time
Beach	Tuesday, November 14, 2017	10:00 A.M.-10:00 P.M.
South Downtown & E Las Olas Corridor	Wednesday, November 15, 2017	10:00 A.M.-10:00 P.M.
North Downtown	Thursday, November 16, 2017	10:00 A.M.-10:00 P.M.
NW CRA/Flagler	Friday, November 17, 2017	10:00 A.M.-10:00 P.M.
Beach & E Las Olas Corridor	Saturday, November 18, 2017	10:00 A.M.-10:00 P.M.
NW CRA/Flagler	Wednesday, November 19, 2017	10:00 A.M.-10:00 P.M.
Downtown	Saturday, December 2, 2017	10:00 A.M.-10:00 P.M.



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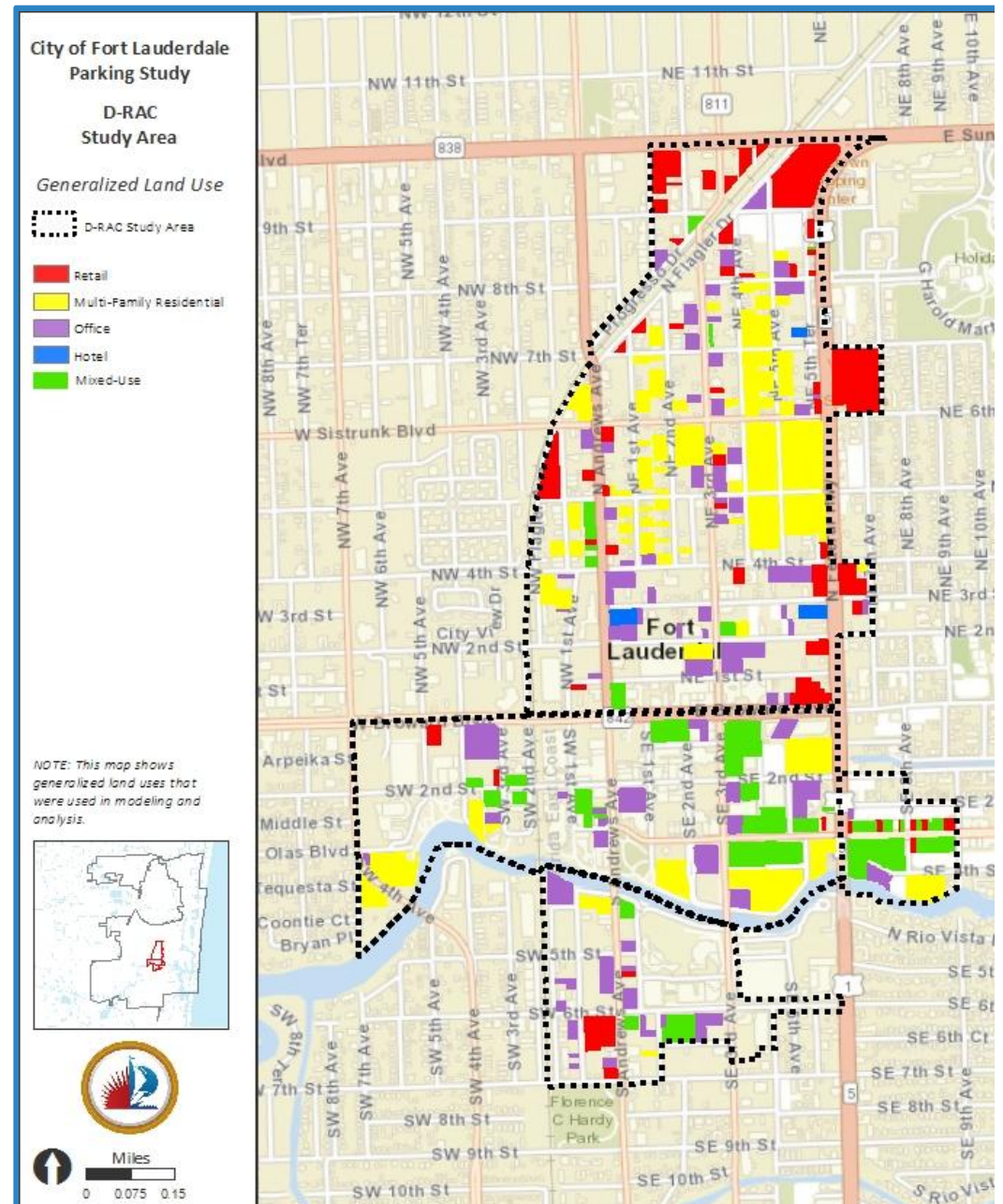
Exhibit 1

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Primary Study Areas – Land Use

Downtown RAC and
NW CRA/Flagler Village

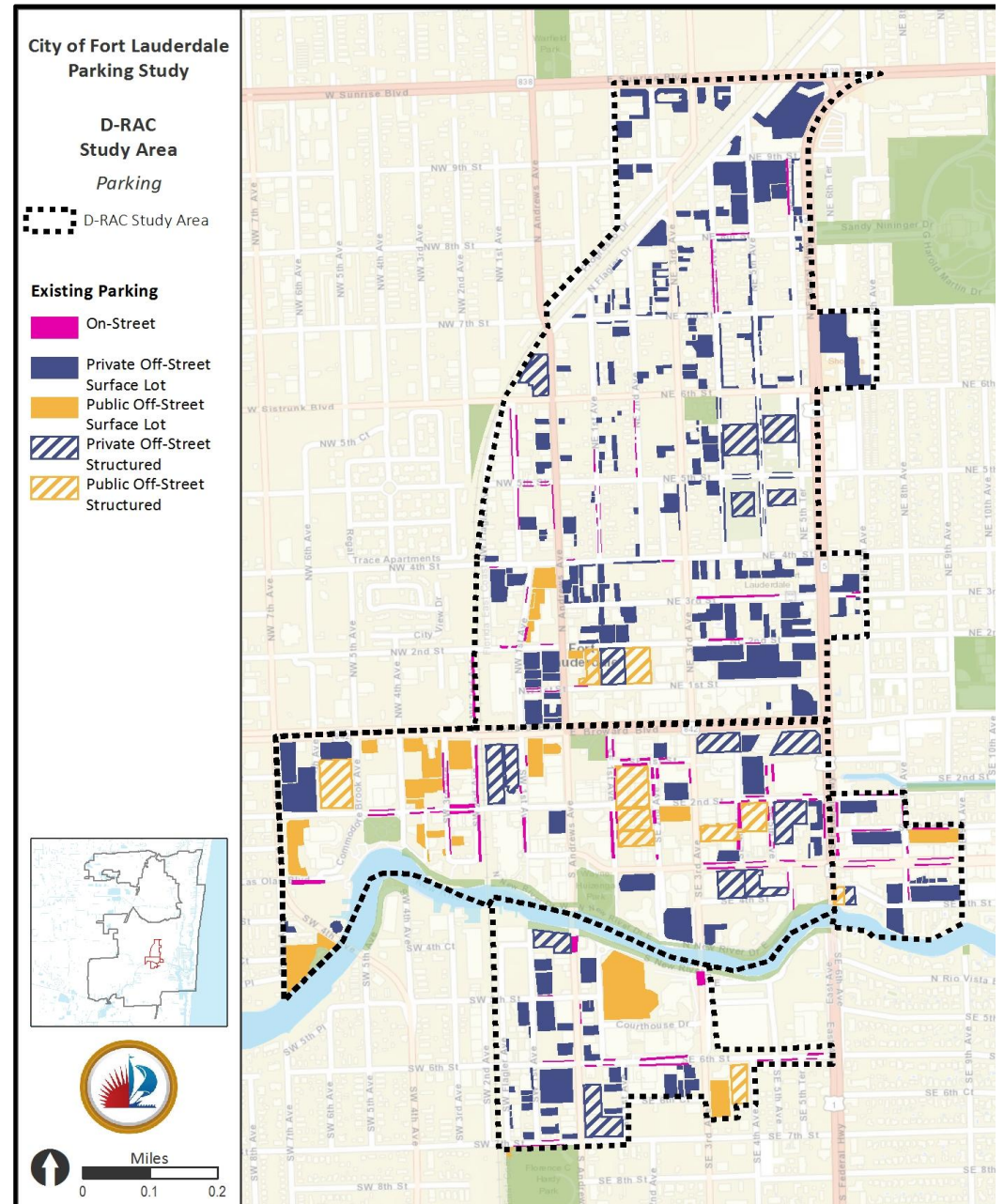
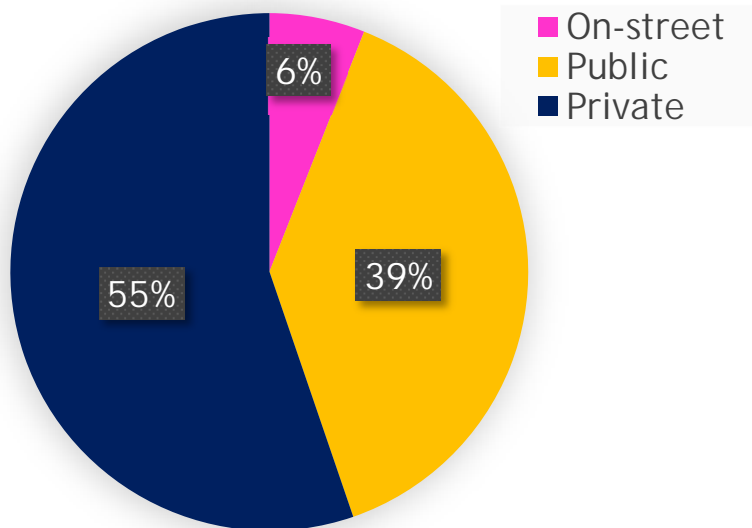
GENERALIZED LAND USES	D-RAC	NW-CRA
Hotel	1.0%	0.4%
Multifamily Residential	16.1%	17.0%
Office	20.5%	8.0%
Retail	10.5%	24.0%



Primary Study Areas – Supply

Downtown Regional Activity Center (D-RAC) and NWCRA/Flagler Village

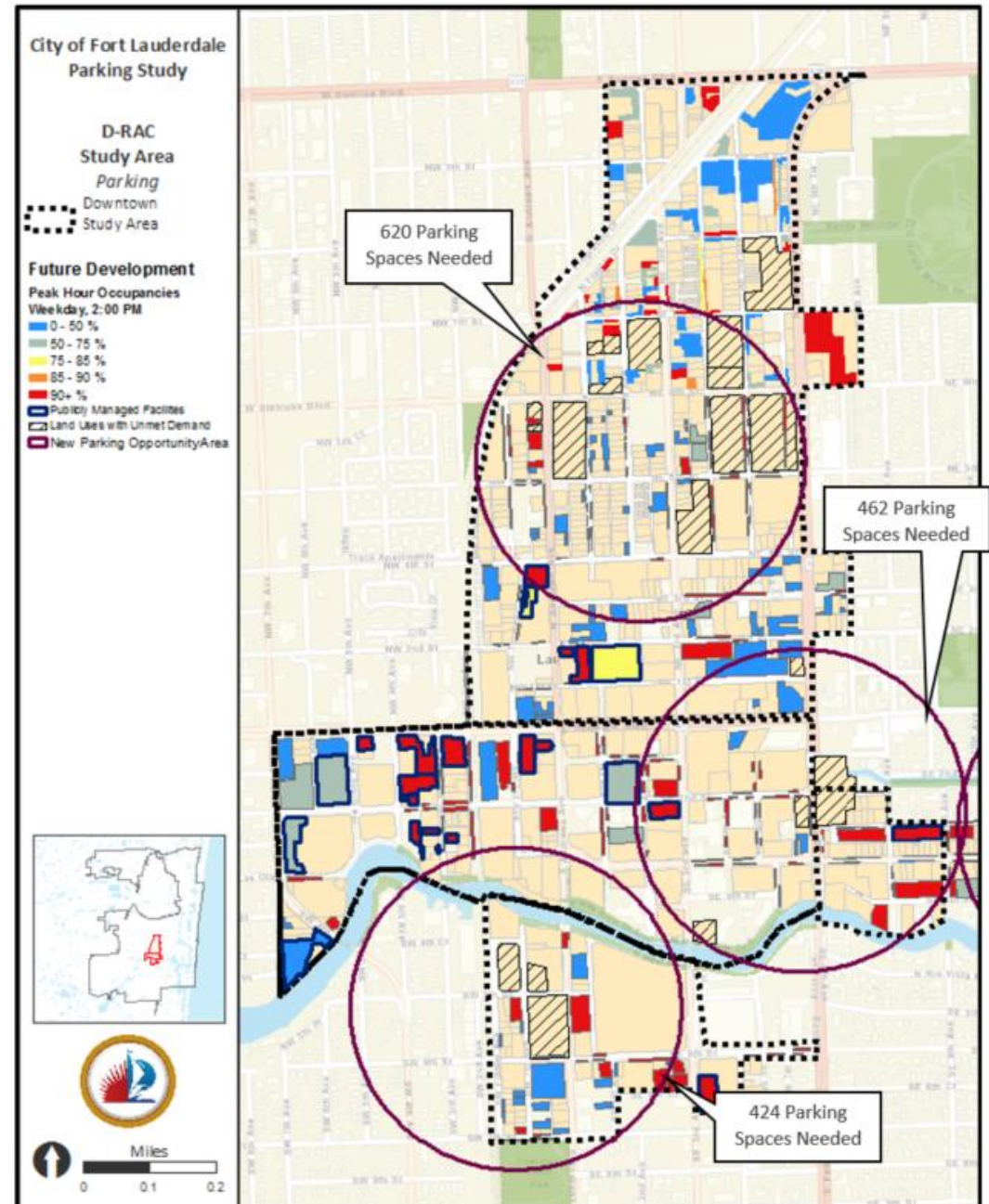
- ▶ Parking supply: 14,061
- ▶ Peak hour: 2:00 PM
- ▶ Peak demand: 6,814
- ▶ Average occupancy: 39%



Future Parking Conditions

D-RAC and NW CRA/Flagler Village

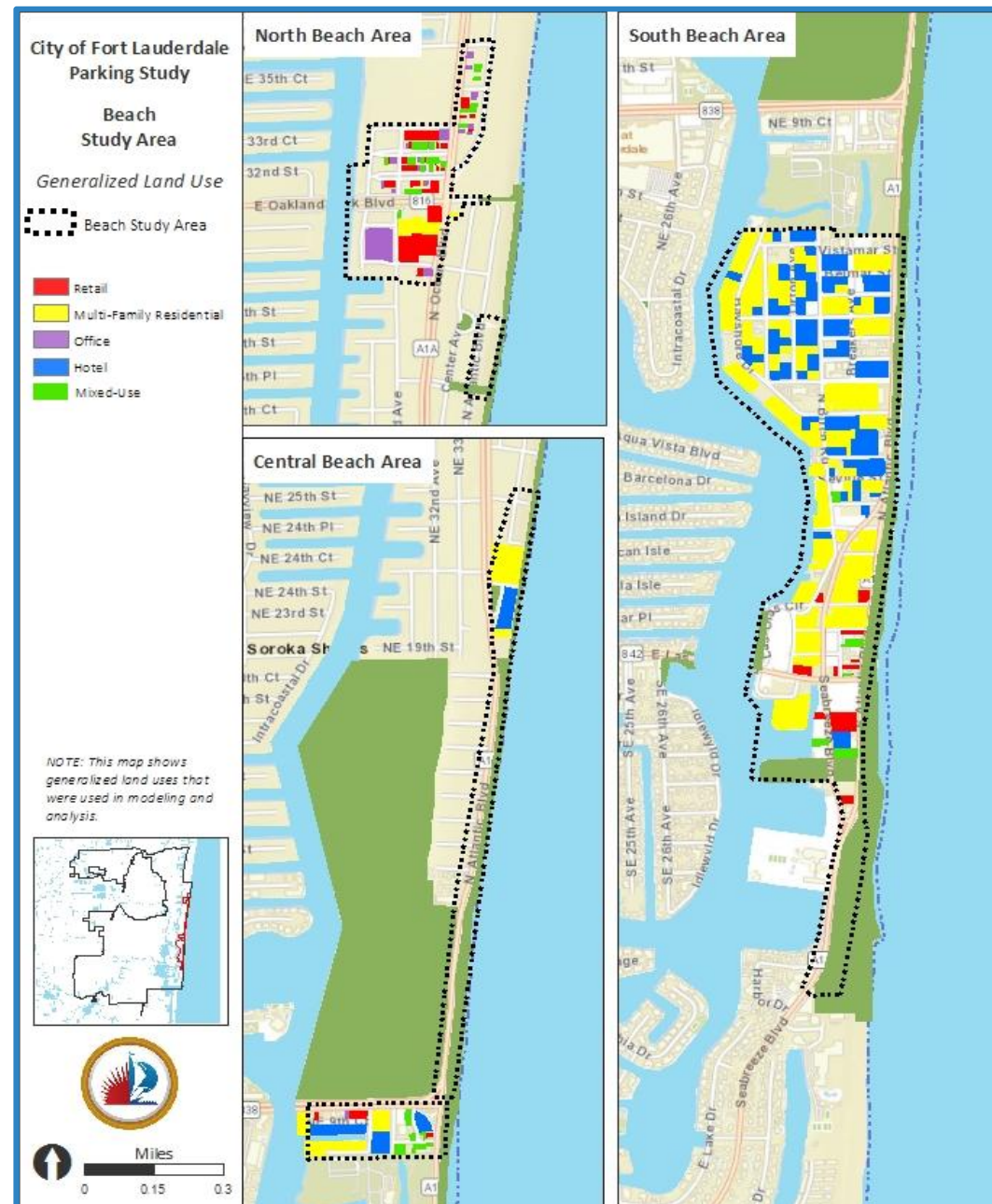
- ▶ Estimated unmet demand of 1,021 spaces within the Downtown areas, with an additional 485 spaces of unmet demand in the NW CRA/Flagler Village Study Area
- ▶ On-street spaces are approaching capacity during peak conditions
- ▶ While the averages for the parking types in the area are underutilized, there are facilities that experience occupancies that exceed the effective capacity threshold



Primary Study Areas – Land Use

Beaches - North/Central/South

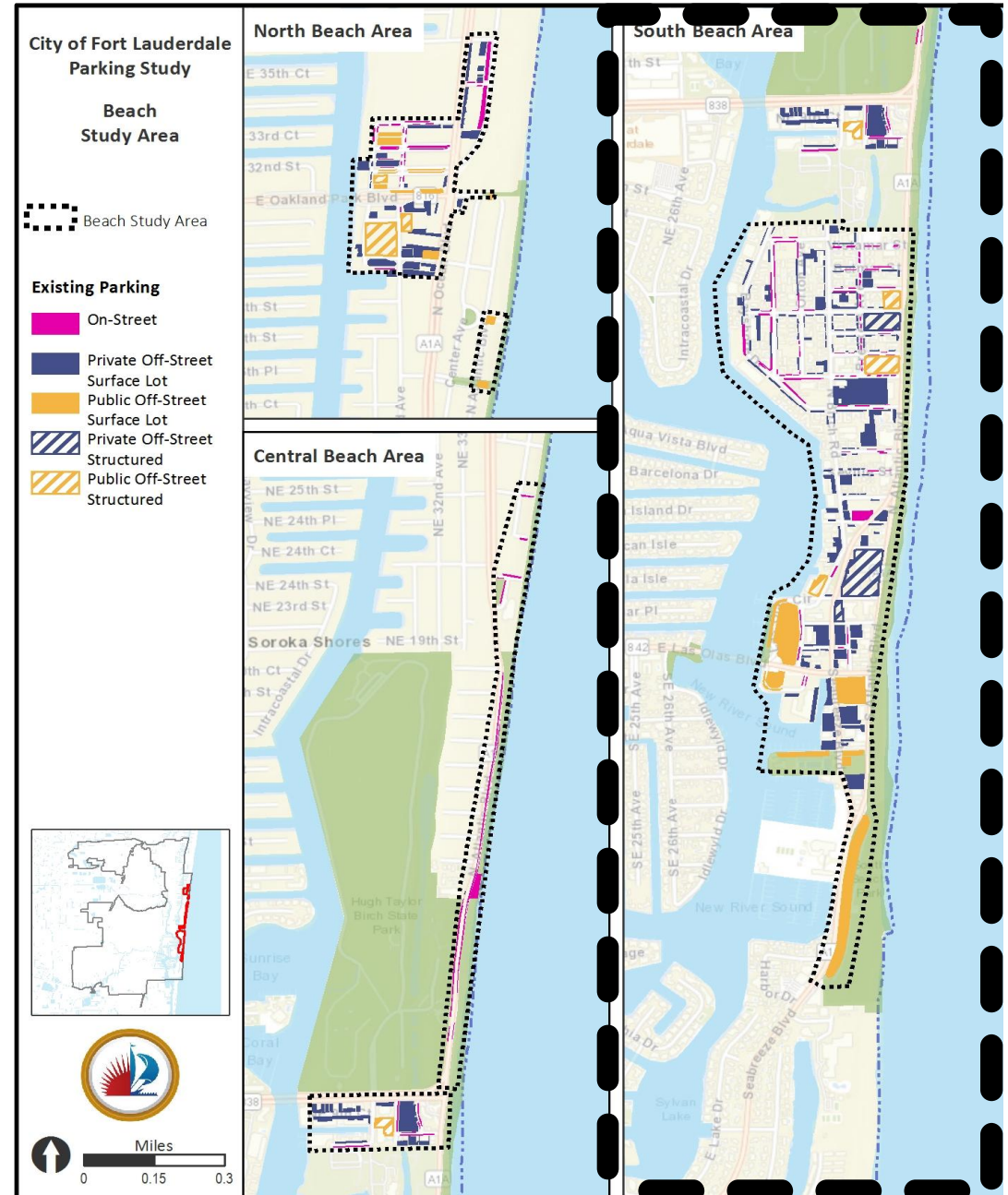
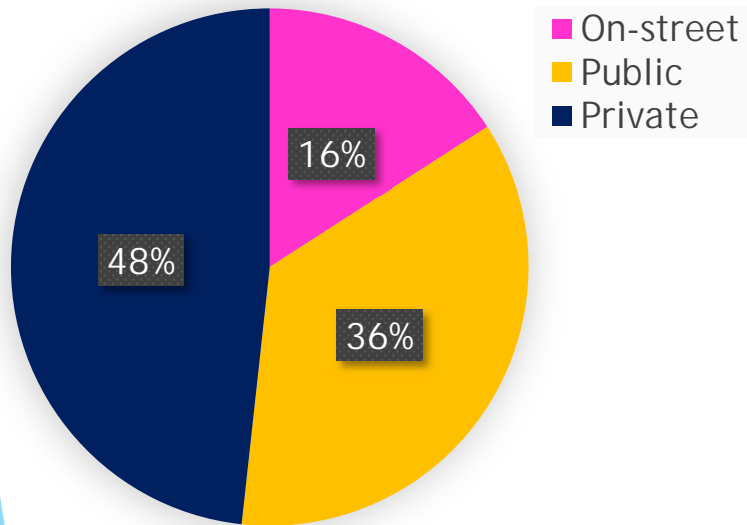
GENERALIZED LAND USES	BEACH
Hotel	12.6%
Multifamily Residential	23.7%
Office	1.8%
Retail	4.0%



Primary Study Areas - Supply

Beaches -South

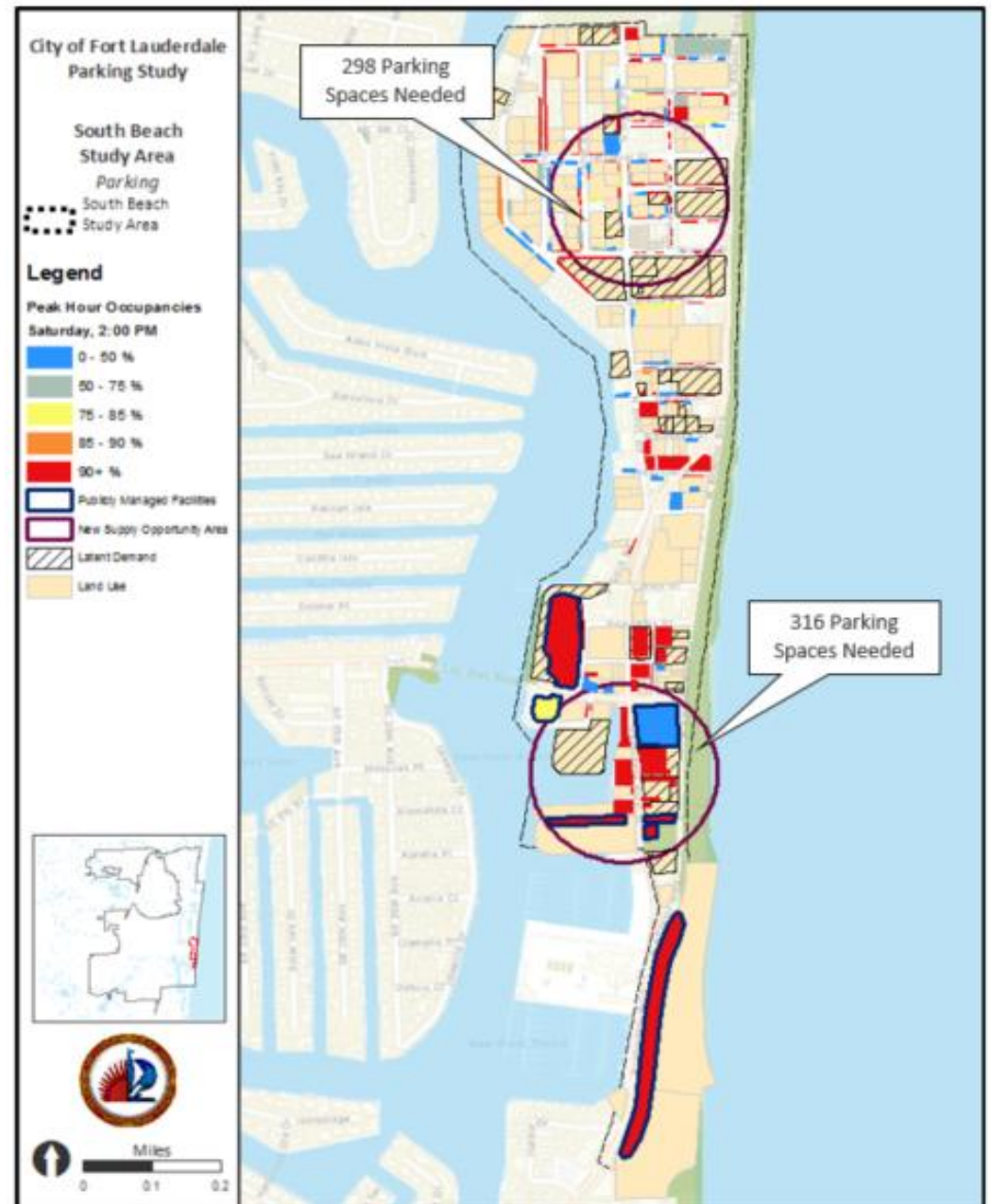
- ▶ Parking supply: 3,228
- ▶ Peak hour: 2:00 PM
- ▶ Peak demand: 2,790
- ▶ Average occupancy: 70%



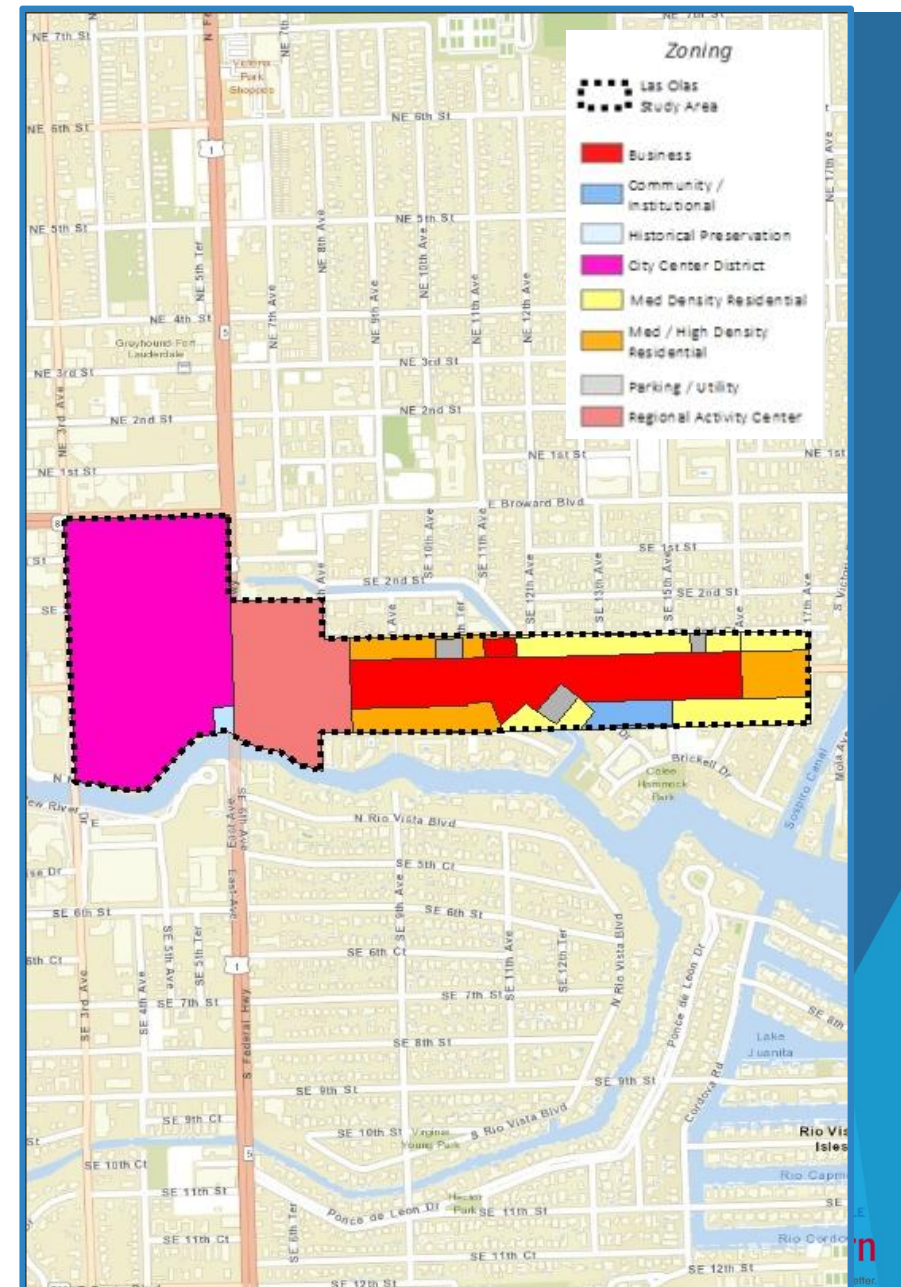
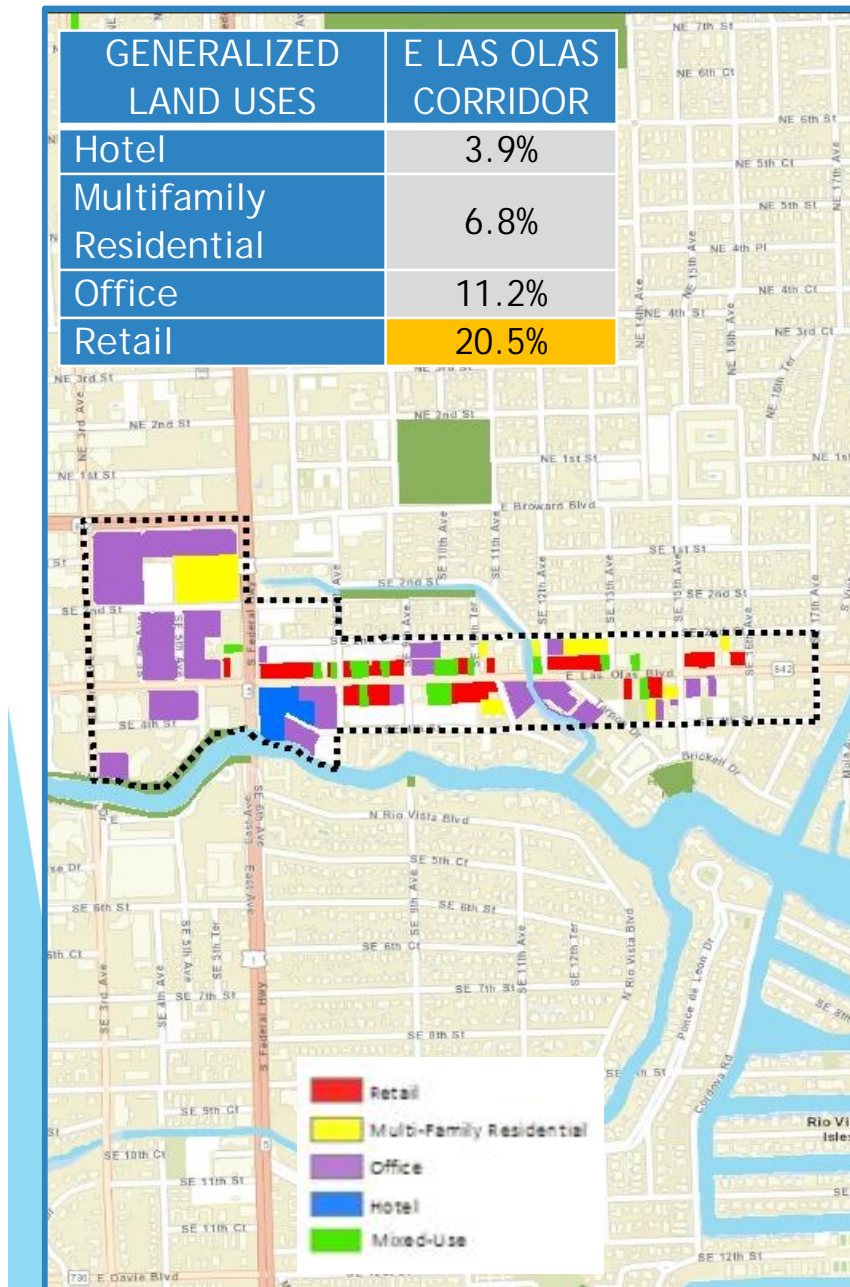
Future Parking Conditions

South Beach

- ▶ The public parking supply is projected to operate above capacity
- ▶ Estimated unmet demand of 923 spaces, indicating that either more supply is needed or existing supply needs to be made available for people to utilize more efficiently
- ▶ City should consider implementing seasonal pricing structures to encourage users to park on blocks or in facilities that are underutilized



Primary Study Areas – Land Use/Zoning

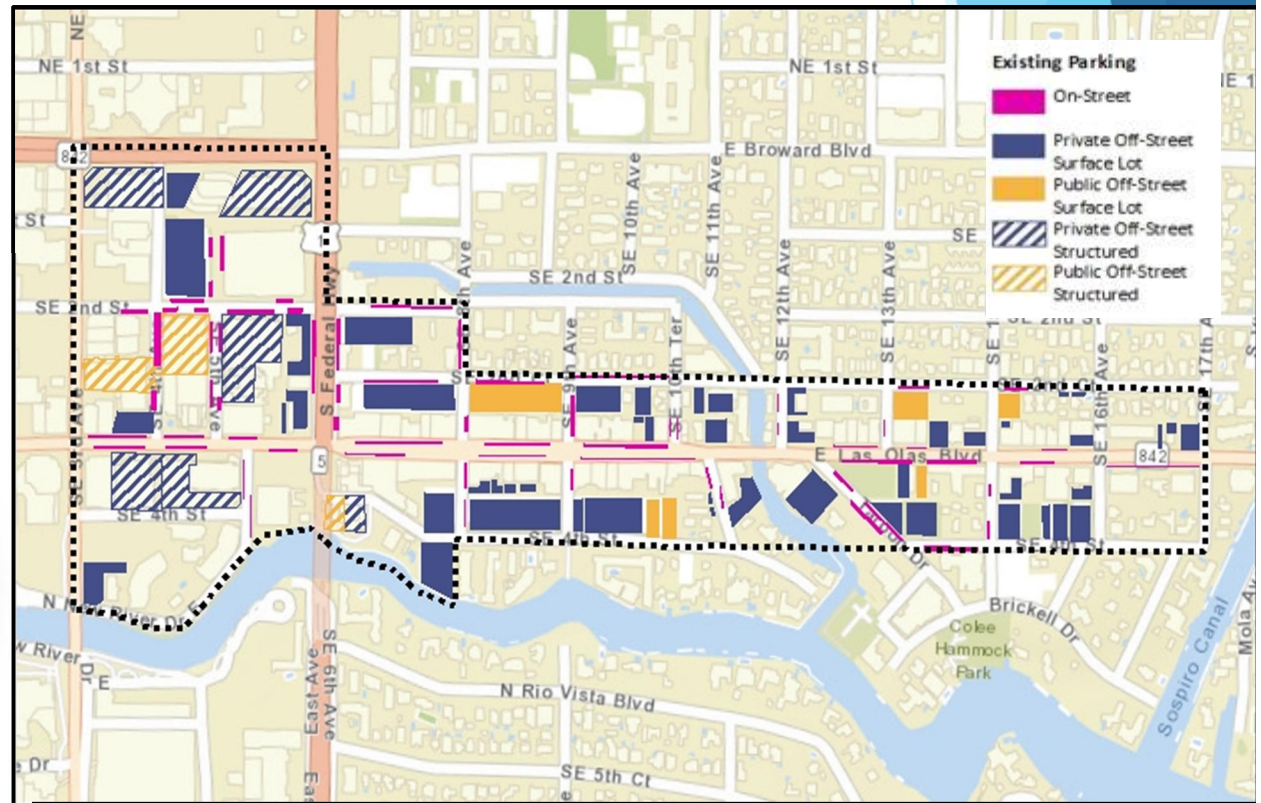
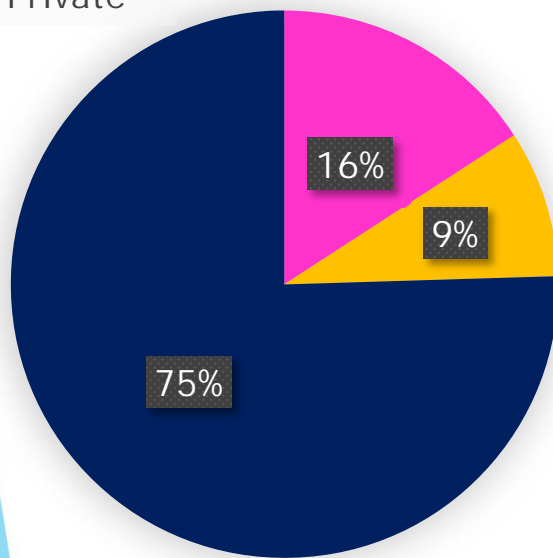


Primary Study Areas - Supply

E Las Olas Corridor

- ▶ Parking supply: 2,677
- ▶ Peak hour: 2:00 PM
- ▶ Peak condition demand: 1,754
- ▶ Average occupancy: 53%

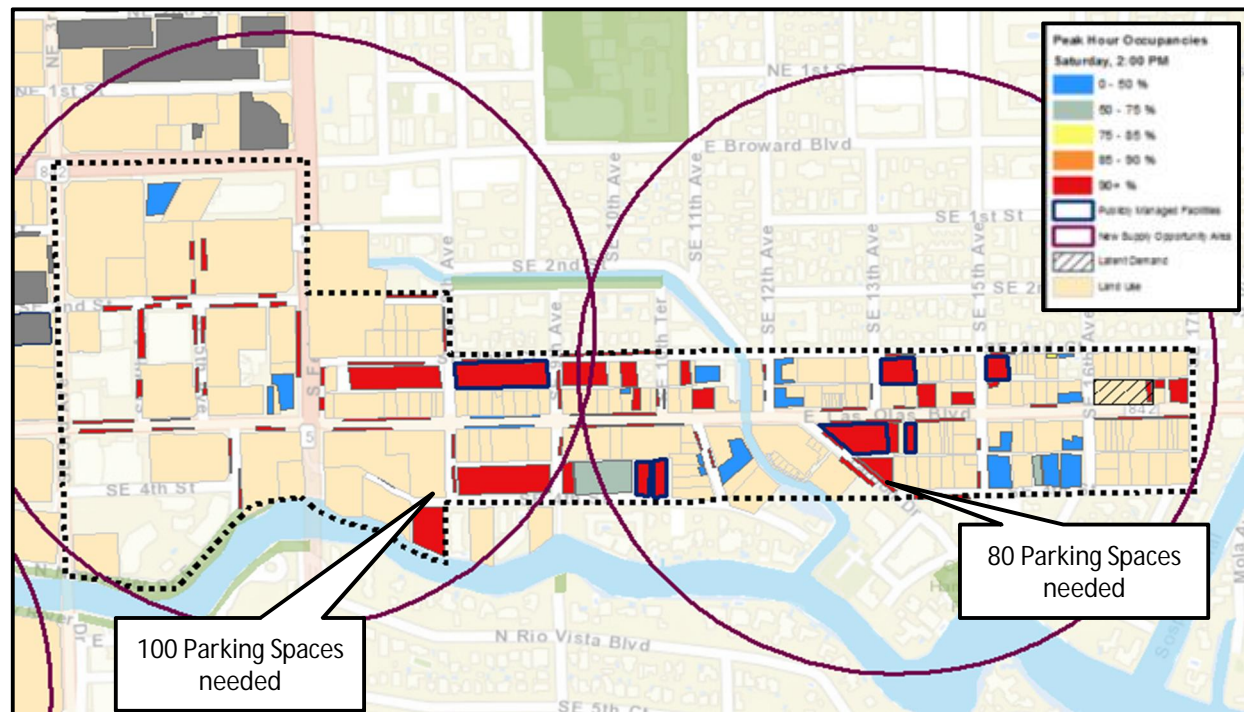
■ On-street
■ Public
■ Private



Future Parking Conditions

E Las Olas Corridor

- ▶ There are private/restricted parking that is underutilized adjacent to many of the facilities that are operating above effective capacity. This presents an opportunity for shared parking among these facilities.



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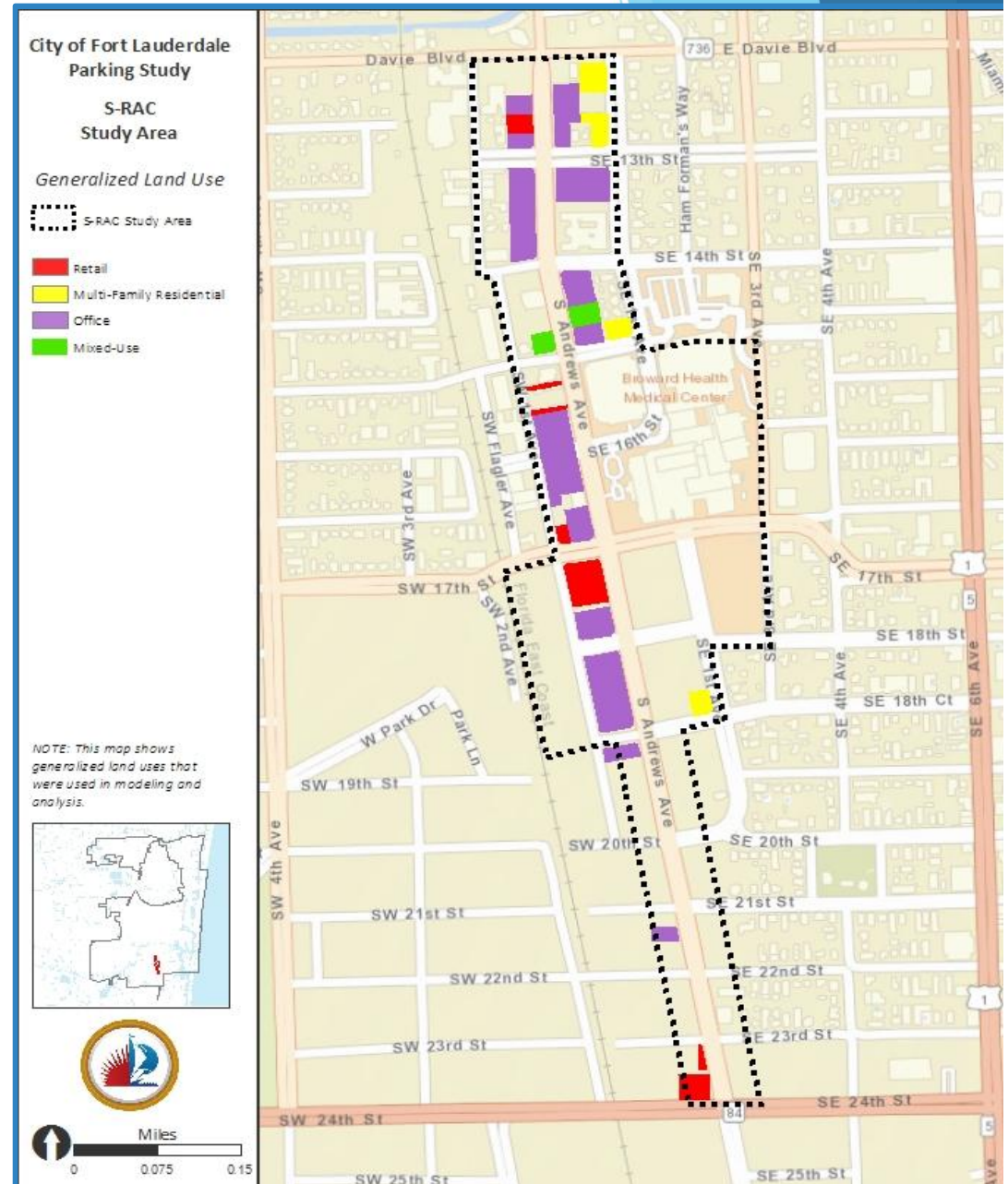
Exhibit 1

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Secondary Study Areas

South Regional Activity Center (S-RAC)

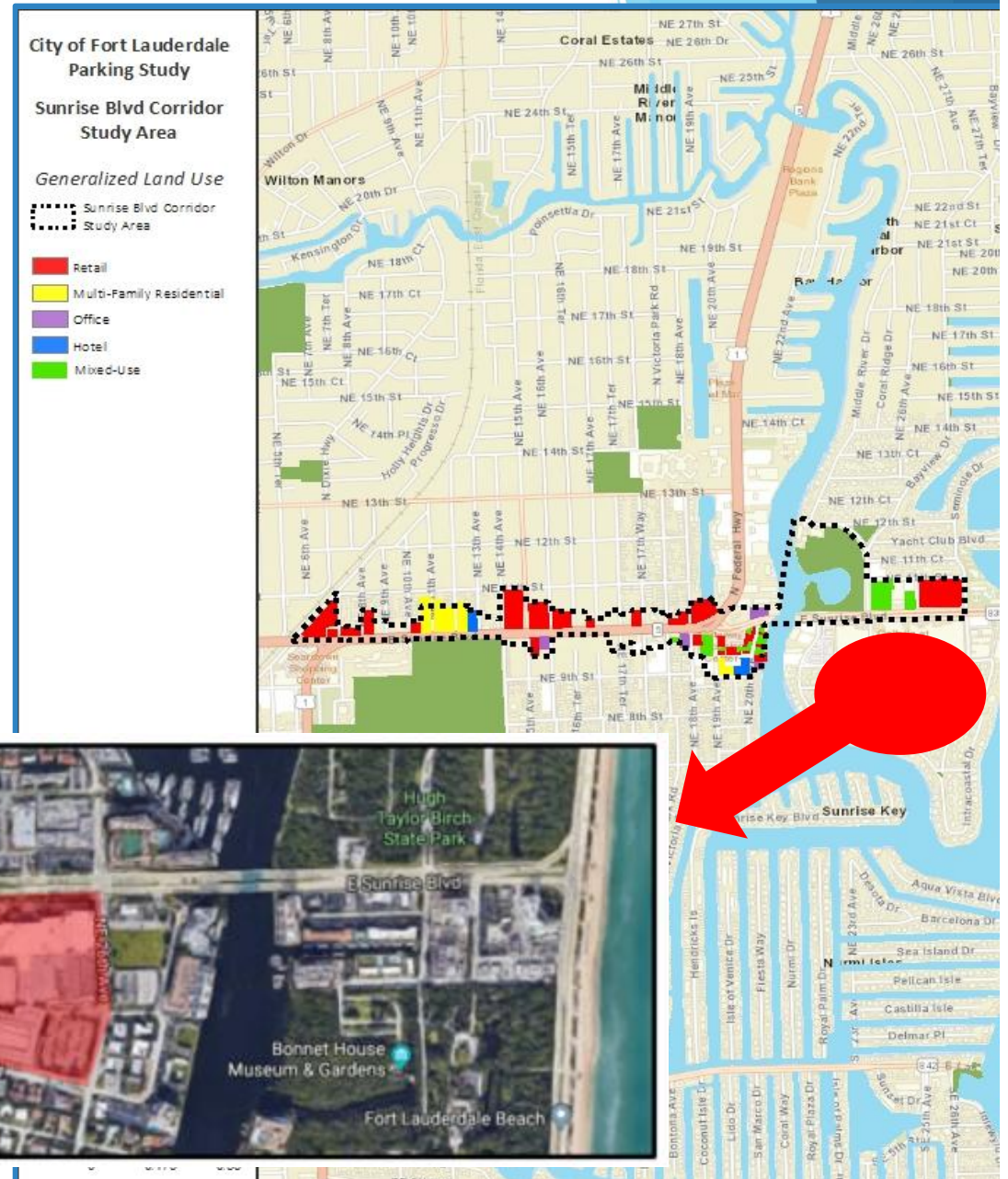
- ▶ Primarily underdeveloped except for the Broward General Hospital
- ▶ South Andrews Avenue Redevelopment Plan (2004) proposes new development requires approximately 7,000 additional parking spaces
 - ▶ 1,000 on-street curbside parking
 - ▶ 6,000 off-street parking



Secondary Study Areas

Sunrise Boulevard Corridor

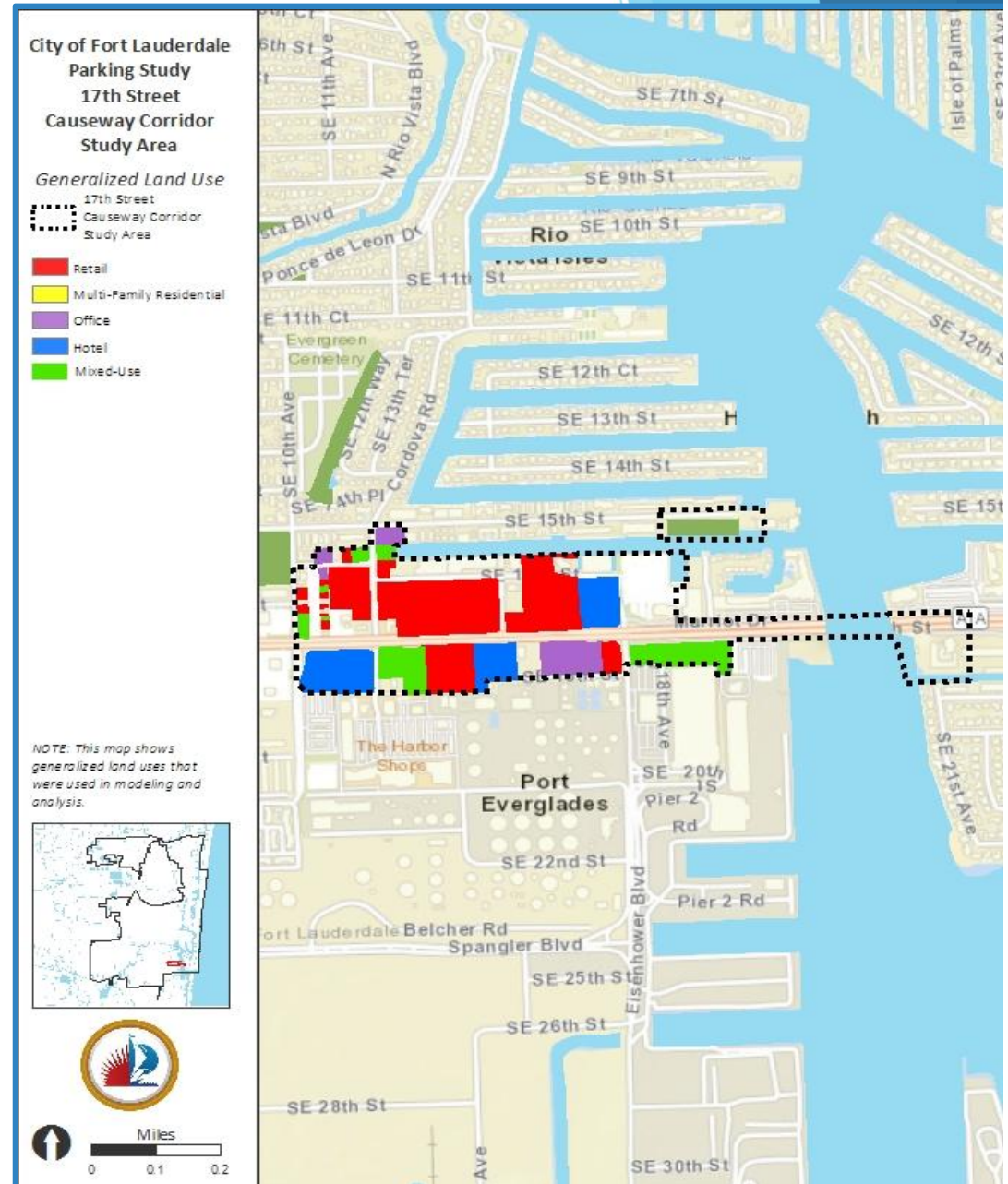
- ▶ Primary east/west connection to the beach and an important commercial corridor in the City
- ▶ Parking facilities within the study area are primarily off-street private lots
- ▶ Holiday Park and The Galleria utilized during major events for parking



Secondary Study Areas

17th Street Causeway Corridor

- ▶ Busy commercial corridor, auto-oriented
- ▶ Parking recommendations from the Corridor Mobility Plan (2017) include:
 - ▶ Encourage shared parking
 - ▶ Reduce surface parking
 - ▶ Create a mixed-use park-and-ride garage at the west end of the corridor
 - ▶ Retrofit existing surface parking to be more pedestrian-oriented



Parking Policy Review

- ▶ What we found
 - ▶ City's existing parking requirements result in an excess of parking supply when compared to the demand generated from retail and office land uses
 - ▶ Technology, operations, and management strategies should be employed to optimize the function of the parking system



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Parking Policy Recommendations

- ▶ D-RAC
 - ▶ 15 percent more office parking is being required
 - ▶ More than 50 percent more retail parking is being required
- ▶ NW CRA/Flagler Village
 - ▶ Both retail and office uses require about twice as much or more than is actually used
- ▶ South Beach
 - ▶ Parking requirements are meeting the demand of the current uses
 - ▶ Projected future parking demand suggest more parking supply is needed or existing supply needs to be made available for people to utilize more efficiently
- ▶ E Las Olas Corridor
 - ▶ Parking requirements are meeting the demand of the current uses
 - ▶ Too much office parking is being required for the B-1 portion of the E Las Olas study area



Assessment of Parking Rates

- ▶ Recommendations:
 - ▶ Establish on-street rates greater than adjacent off-street public parking facilities
 - ▶ Incentivize the use of off-street facilities
 - ▶ Encourage turnover of visible on-street parking
 - ▶ Establish a commission-approved rate range of
 - ▶ On-street: Minimum rate of \$1.50
 - ▶ Off-street: Minimum rate of \$1.00
 - ▶ Maximum rate of \$4.00 per hour



Parking System Management and Operations Recommendations

1. Implement a performance-based pricing system
2. Leverage existing and new parking operations and management technology
3. Conduct ongoing data collection and analysis to inform parking management
4. Create a Comprehensive Citywide Curb Space Management Plan and Policy
5. Adjust parking requirements to right-size supply in certain areas
6. Implement a Developer Fee-In-Lieu Program
7. Require Transportation Demand Management Plans (TDM)
8. Leverage private partnerships to provide centralized parking supply in underserved areas

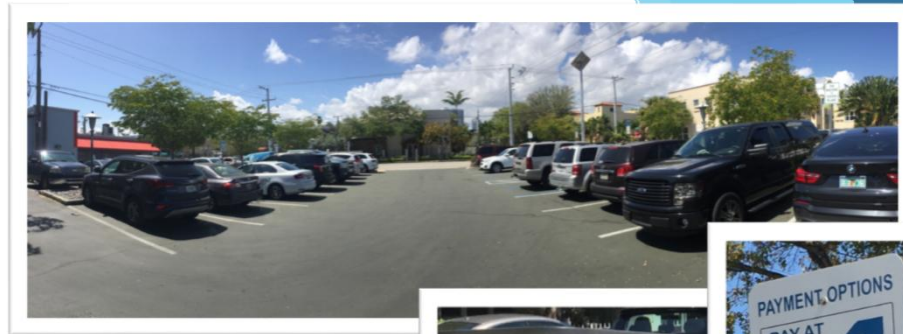




CITY OF FORT LAUDERDALE

Citywide Parking Study

City Commission Meeting
October 9, 2018



January						
S	M	T	W	T	F	S
		1	2	3	4	5
6	7	CM	9	10	11	12
13	14	15	16	17	18	19
20	21	CM	23	24	25	26
27	28	29	30	31		

February						
S	M	T	W	T	F	S
					1	2
3	4	CM	6	7	8	9
10	11	12	13	14	15	16
17	18	CM	20	21	22	23
24	25	26	27	28		

March						
S	M	T	W	T	F	S
					1	2
3	4	CM	6	7	8	9
10	11	12	13	14	15	16
17	18	CM	20	21	22	23
24	25	26	27	28	29	30
31						

1: New Year's Day
8 & 22: Commission Meeting Days
21: Martin Luther King, Jr. Day
May
7 & 21: Commission Meeting Days
27: Memorial Day
July
2: Commission Meeting Day
4: Independence Day
August
20: Commission Meeting Day
September
2: Labor Day
3 & 17: Commission Meeting Days
3-13: BUDGET HEARINGS (TBD)
29: Rosh Hashanah begins (sundown)
30: Rosh Hashanah continues

1: CM/Rosh Hashanah ends (sundown)
8: Yom Kippur begins (sundown)
9: Yom Kippur ends (sundown)
15: Commission Meeting Day

5: CM/Election Day
11: Veteran's Day
19: Commission Meeting Day
28 & 29: Thanksgiving Holidays

3 & 17: Commission Meeting Days
22 - 30: Chanukah
25: Christmas
26 - 1/1/2020: Kwanzaa
1/1/2020: New Year's Day

Maroon – December Holidays

April						
S	M	T	W	T	F	S
	1	CM	3	4	5	6
7	8	9	10	11	12	13
14	15	CM	17	18	19	20
21	22	23	24	25	26	27
28	29	30				

May						
S	M	T	W	T	F	S
			1	2	3	4
5	6	CM	8	9	10	11
12	13	14	15	16	17	18
19	20	CM	22	23	24	25
26	27	28	29	30	31	

June						
S	M	T	W	T	F	S
						1
2	3	CM	5	6	7	8
9	10	11	12	13	14	15
16	17	CM	19	20	21	22
23	24	25	26	27	28	29
30						

July						
S	M	T	W	T	F	S
	1	CM	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

August						
S	M	T	W	T	F	S
				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	31

September						
S	M	T	W	T	F	S
1	2	CM	4	5	6	7
8	9	10	11	12	13	14
15	16	CM	18	19	20	21
22	23	24	25	26	27	28
29	30					

October						
S	M	T	W	T	F	S
		CM	2	3	4	5
6	7	8	9	10	11	12
13	14	CM	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November						
S	M	T	W	T	F	S
					1	2
3	4	CM	6	7	8	9
10	11	12	13	14	15	16
17	18	CM	20	21	22	23
24	25	26	27	28	29	30

December/January						
S	M	T	W	T	F	S
1	2	CM	4	5	6	7
8	9	10	11	12	13	14
15	16	CM	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1			