



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

**#22-0547**

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

**FROM:** Greg Chavarria, City Manager

**DATE:** June 20, 2023

**TITLE:** Resolution Approving Additional Compensation under Specific  
Circumstances for the Mayor and City Commissioners of the Next City  
Commission Following the November 2024 Election - **(Commission  
Districts 1, 2, 3 and 4)**

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**Recommendation**

Staff recommends the City Commission adopt a resolution providing for additional compensation under specific circumstances for the Mayor and City Commissioners of the next city commission following the November 2024 election.

**Background**

On June 18, 2019, the City Commission approved Resolution 19-117, which provided, “in the event the City of Fort Lauderdale participates in the Florida Retirement System, such participation will encompass the Mayor and City Commissioners of the next City Commission following the November 3, 2020, election.”

The City joined FRS effective January 1, 2021, and as a result, the Mayor and City Commissioners were enrolled in FRS.

FRS retirees initially re-employed on or after July 1, 2010, are not eligible for renewed membership in FRS. However, the city is still required to contribute to FRS on their behalf. Effective July 1, 2023, the FRS contribution for eligible elected officials is 58.68% of salary. For those elected officials that are not eligible for renewed membership (currently two members of the Commission), the contribution to FRS will be 46.23%.

Section 4.02 of the Charter of the City of Fort Lauderdale provides in part, “The city commission of Fort Lauderdale shall by resolution fix the compensation of commissioners, but any resolution increasing or reducing compensation of commissioners shall not be adopted subsequent to July 31 of the year immediately preceding the year of the election and shall not be effective until the seating of the next commission following the next election.”

If an additional benefit for those elected officials not eligible for renewed membership is to be considered, it must be done through a resolution prior to July 31, 2023, and would be effective with the seating of the next commission in 2024.

During the May 16, 2023, conference meeting, staff were given direction to bring a resolution prior to July 31, 2023, that would provide for additional compensation for elected officials that are ineligible for renewed FRS membership.

In addition, the Commission may want to consider providing the same compensation to elected officials who opt out of FRS during their initial 6 months of eligibility (note that FRS retirees who are not eligible for renewed membership may not opt out). This provision has been included in the draft resolution attached.

The attached resolution provides two options for the Commission to consider. Option 1 provides additional compensation based on the difference between the required contribution for eligible and ineligible elected officials. Option 2 provides additional compensation based on the FRS investment plan allocation, net of employee contribution.

The options are set out in the table below:

	FRS Eligible %	FRS Not Eligible %	Difference	FRS Investment Plan Allocation, net of 3% employee contribution	Current/Future Commissioner Salary	Cost Option 1	Cost Option 2
7/1/22	57%	46.64%	11.36%	11.34%	\$82,100	\$9,327	\$9,310
7/1/23	58.68%	46.23%	12.45%	14.34%	\$82,100	10,221	11,773
12/1/23	58.68%	46.23%	12.45%	14.34%	\$88,500	11,018	12,691

Note that the percentages are subject to change each July 1 based on FRS contribution rates and salary amounts are updated each December 1.

Discussion at the May 16, 2023, Conference Meeting included a one-year vesting period for the additional amount. This was based on the one-year vesting period for the FRS investment plan. In order to accomplish this, staff is recommending in the resolution that the additional compensation be paid in the form of a City contribution to a 401(a) plan that contains a one year vesting provision with a retirement age of 55.

**Resource Impact**

There is no fiscal impact in the current fiscal year.

**Strategic Connections**

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

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

**Attachments**

Exhibit 1 – Resolution 19-117

Exhibit 2 – FRS Contribution Rates Effective July 1, 2022

Exhibit 3 – Resolution

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Charter Officer: Greg Chavarria, City Manager