

RESOLUTION NO. 17R-06-161

A RESOLUTION OF THE CITY COMMISSION OF THE CITY OF LAUDERHILL APPROVING THE AMENDMENTS TO UPDATE AND CONSOLIDATE THE MANAGERIAL/CONFIDENTIAL BENEFIT PLAN; PROVIDING TERMS AND CONDITIONS; PROVIDING FOR AN EFFECTIVE DATE (REQUESTED BY CITY MANAGER, CHARLES FARANDA)

BE IT RESOLVED BY THE COMMISSION OF THE CITY OF LAUDERHILL, FLORIDA:

SECTION 1. The Amendments to the Managerial/Confidential Benefit Plan, a copy of which is attached and incorporated herein is hereby approved.

SECTION 2. This Resolution shall take effect immediately upon its passage.

DATED this 12 day of June, 2017.

PASSED AND ADOPTED on first reading this 12 day of June, 2017.


PRESIDING OFFICER

ATTEST:


CITY CLERK

MOTION	<u>Benson</u>
SECOND	<u>Thurston</u>
M. BATES	<u>Yes</u>
H. BENSON	<u>Yes</u>
H. BERGER	<u>Yes</u>
K. THURSTON	<u>Yes</u>
R. KAPLAN	<u>Yes</u>

Approved as to Form

W. Earl Hall
City Attorney

MANAGERIAL & CONFIDENTIAL BENEFITS (UPDATED)

~~Summary of Resolutions #98R-5-96, #05R-06-259, & #06R-06-338~~

***The year noted next to each benefit indicates the year it was created or modified.**

Vacation Buyback (2006 2017)

Employees are allowed to sell back an unlimited number of vacation days per year (Managers/Confidential Employees – 75%, Directors – 100%) but must leave ten (10) days in their vacation bank. The vacation bank cannot be sold down below ten (10) days but may be used as vacation time at ten (10) days or below. Funds must be available for the purchase of vacation days within the dept. to allow for the an unlimited purchase of vacation days.

Accruals have also increased as follows:

Confidential

1-4 yrs.	from 12 to 13 days	<u>14 days</u>
5-9 yrs.	from 15 to 16 days	<u>17 days</u>
10 – 14 yrs.	from 20 to 21 days	<u>22 days</u>
15 yrs. and over	23 days (new category)	
15 – 19 yrs.		<u>24 days</u>
20 years and over		<u>27 days</u>

Managerial

1-4 yrs.	from 15 to 16 days	<u>17 days</u>
5-9 yrs.	from 18 to 19 days	<u>20 days</u>
10 – 14 yrs.	from 22 to 23 days	<u>24 days</u>
15 yrs. and over	26 days (new category)	
15 – 19 yrs.		<u>27 days</u>
20 years and over		<u>30 days</u>

Directors

1-4 yrs.	from 17 to 18 days	<u>19 days</u>
5-9 yrs.	from 20 to 21 days	<u>22 days</u>
10 – 14 yrs.	from 24 to 25 days	<u>26 days</u>
15 yrs. and over	29 days (new category)	
15 – 19 yrs.		<u>30 days</u>
20 years and over		<u>33 days</u>

**** Managerial and confidential employees are paid 100% of their vacation pay up to 45 days upon their disengagement of employment with the City.**

Sick Leave (1999 2017)

Employees are allowed sick leave buyback in the following manner:

Managerial/Confidential

30 to 60 days	50% buyback
60+	75% buyback

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Directors

20+ days 100%

***Employees are only allowed to buy back sick hours in excess of 225 hours for 37.5 hr. employees and 240 hrs. for 40 hr. employees. Upon separation, the same rules apply.*

Straight Time Pay (2004)

Supervisory employees that are obligated because of the nature of their work to be on call will receive straight time pay for those hours they are required to return to work in an on-call status. Payment of straight time would only be for those additional hours above their normal workweek. This would not apply to positions that are equal to Assistant Director or Director Level.

Incentive Bonus Program (2004)

~~Employees will receive a 1% bonus if their department year-end expenditures total 99% or less of their fiscal year budgeted expenditures. Employees will receive an additional 1% bonus if the City's overall expenditures are 99% or less of the total revenues collected. These bonuses will be distributed on the first pay period of December in fiscal year following the year that was measured (i.e. FY 2004-2005 measured — bonus received December 2005).~~

Annual Physical (1999)

~~This is a benefit for Managers and Directors only.~~

Life Insurance, AD&D, and Short-term Disability Coverage (1999-2017)

Employees who are hired after 10/1/03 now have to wait 12 months instead of 3 months before they qualify for short term disability benefits.

Effective ~~10/1/03~~ 10/1/17, every eligible employee in the mentioned categories will receive life insurance coverage equal to two times their annual salary rounded up to the nearest \$1,000 at cost to the City.

Medical Insurance and 125 Plan (2004 2017)

The City agrees to pay for 55% of each employee's dependent health coverage. In addition, the employee's single coverage allocation will increase from \$450 to \$500 to \$550. The funds employee single coverage allotment may now be used for childcare or the purchase of a home if permitted by the IRS in addition to purchasing additional medical insurance or placement in a PEDC/IRA fund.

Pension and Public Employee Deferred Compensation Program (PEDC) (2004-2017)

MANAGERIAL & CONFIDENTIAL BENEFITS (UPDATED)

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Please refer to the Managerial and Confidential Pension Plan document (Appendix A). Beginning October 1, 2004, Managerial and Confidential employees will receive a 3.5% multiplier for years of service after 10/1/04 and are eligible for the Deferred Retirement Option Program (also known as a DROP plan). Employees receive a 3% multiplier for years of service from 10/1/94 through 10/1/04. Per Resolution 17R-04-130-130, a post-retirement stipend has been established for this classification. Please review the resolution for details.

Automobile (2006 2017)

Increase City officials' expense allowance from \$600 to \$700 \$1050 to cover all costs for automobile expenses. Directors, Assistant Directors, and other employees' (as necessitated by the City manager) may receive a monthly automobile allowance shall increase from \$300 to \$450 per month.

Tuition Reimbursement (2004)

~~Allow all Managerial and Confidential employees and City Officials to participate in this program.~~

Computer Purchase (2004)

~~Employees will be entitled to purchase personal computers up to \$5,000 with City funds. The employee will reimburse the City through payroll deduction for the purchase amount.~~

Cell Phone Allowance (2004 2017)

Employees and City Officials that are required to carry a cell phone may elect be eligible to receive an allowance instead of the City providing and paying for a City cell phone each month. The City will provide an allowance of \$75 per month for Department Directors/City Officials and \$50 per month to managerial employees. Every three years, the employee may receive an additional allotment of \$200 towards the purchase of a new phone. Please review Human Resources Policy & Procedure 38 for details. Employee must be available by phone 24 hours per day, 7 days a week or as required by the City Manager to be eligible for the allowance.

Severance Pay (2017)

Employees will receive one week severance pay for each year of employment, up to a maximum of 20 weeks, as outlined in the Florida State Statute implemented on July 1, 2011. This benefit is not payable if the employee is released for misconduct.

MANAGERIAL & CONFIDENTIAL BENEFITS (UPDATED)

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Longevity (2017)

Employees will receive longevity payments annually based on their years of service as follows:

<u>1-5 yrs.</u>	<u>1%</u>
<u>5+ - 10 yrs.</u>	<u>2%</u>
<u>10+ - 15 yrs.</u>	<u>3%</u>
<u>15+ yrs.</u>	<u>4%</u>

Managerial and Confidential employees' definition covers all employees classified as Directors, Managers, Administrators, and Professional, and Confidential employees.

The classification noted as City Officials shall include elected officials.

~~The benefits marked (1999) have not been modified. The others marked 2004 were either modified by or created effective 10/1/04 by resolution #05R-06-259. Those marked 2006 were modified by resolution #06R-06-338 on 6/26/06.~~

MANAGERIAL & CONFIDENTIAL BENEFITS
UPDATE 06/7/2017

	Current	Proposed
Vacation Accrual	\$0.00	\$81,046.48
Medical Insurance/ 125 Plan	\$21,000.00	\$23,100.00
Automobile	\$118,200.00	\$140,400.00
Cell Phone	\$36,600.00	\$53,100.00
Total	<u>\$175,800.00</u>	<u>\$297,646.48</u>