



City of Hallandale Beach City Commission Agenda Cover Memo

Meeting Date:	File No.:	Item Type:		1 st Reading	2 nd Reading
8/20/2025	25-332	<input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Other	Ordinance Reading	N/A	N/A
			Public Hearing	<input type="checkbox"/>	<input type="checkbox"/>
			Advertising Required	<input type="checkbox"/>	<input type="checkbox"/>
			Quasi-Judicial:	<input type="checkbox"/>	<input type="checkbox"/>
Fiscal Impact (\$):	Account Balance (\$):		Funding Source:	Project Number:	
\$20,239,343	\$20,392,970		2210-534010	N/A	
Contract Required:	P.O. Required:	RFP/RFQ/Bid Number:	Sponsor Name:	Department:	
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	N/A	Dr. Jeremy Earle, City Manager	City Manager's Office	
Strategic Plan Focus Areas:					
<input checked="" type="checkbox"/> Fiscal Stability	<input checked="" type="checkbox"/> Resident Services	<input checked="" type="checkbox"/> Public Safety	<input type="checkbox"/> Infrastructure & Mobility	<input type="checkbox"/> Economic Development & Affordable Housing	
Implementation Timeline:					
Estimated Start Date: 10/1/2025			Estimated End Date: 9/30/2030		

SHORT TITLE:

PROPOSED RESOLUTION/ORDINANCE TITLE (Reviewed and Approved by City Attorney). MODIFIED BY CITY CLERK OR CITY ATTORNEY ONLY.

STAFF SUMMARY:

Summary:

This item seeks City Commission authorization to renew the existing agreement with the Broward Sheriff's Office (BSO) for Fire Rescue and Emergency Medical Services (EMS) for an additional five-year term (October 1, 2025 – September 30, 2030) pursuant to the renewal option outlined in the original contract approved on October 21, 2019.

Background:

In 2019, the City Commission approved an agreement with BSO (Exhibit 2) to provide Fire Rescue and EMS for the City of Hallandale Beach. This merger provided enhanced service capabilities, improved staffing, training programs, and access to specialized

resources. The initial term of the agreement began January 4, 2020, and expires September 30, 2025, with one five-year renewal option by mutual agreement of both parties.

The initial agreement included certain special terms and conditions, including the following:

- ✓ 100% Fire inspections
- ✓ 100% annual AED inspections
- ✓ Semi-annual inspection & exercise of fire wells
- ✓ Coordination with City Code Enforcement for issuance of Notices of Violation and prosecution of violations of the Fire Code
- ✓ Monthly Utilization Reports
- ✓ BSO's budgeted cost for items other than health insurance premiums, workers compensation premiums, Other Post Employment Benefits and pension contributions, shall not exceed an annual increase of 5% over the budgeted annual consideration in the preceding year
- ✓ BSO's budgeted costs for health insurance premiums shall not exceed an annual increase of more than 9% over the budgeted costs in the preceding year

Current Situation:

The current agreement has met the City's operational needs and service level expectations. BSO has provided:

- Advanced Life Support (ALS) transport services with cross-trained firefighter/paramedics;
- Fire prevention and inspection services meeting or exceeding annual compliance rates;
- Training, equipment management, and emergency event support.

Performance metrics, including response times and compliance inspections, have consistently met standards identified in the original merger evaluation. Renewal ensures continuity of high-level fire rescue services and maintains ISO Level I rating benefits.

City Manager Dr. Jeremy Earle, City Attorney Jennifer Merino, and Human Resources/Risk Management Director Radu Dodea met with BSO Fire Chief Timothy Keefe and other BSO representatives to initiate negotiations for the fire services contract renewal.

Chief Keefe expressed that BSO is pleased the City wishes to continue its partnership and assured that BSO will continue to meet or exceed all contractual obligations.

Chief Keefe also noted that BSO recently completed its first Classification and Compensation Study in approximately 30 years (Exhibit 3), conducted by Evergreen Solutions LLC - the same firm previously engaged by the City for its own Classification and Compensation Study.

The study revealed that BSO salary ranges are significantly below those of comparable local and other agencies throughout the State of Florida. Based on these findings, BSO

is requesting that all contract cities, including Hallandale Beach, support an increase above the negotiated 5% annual salary cap for Fiscal Years 2025/2026 and 2026/2027 in order to adjust base pay to more competitive levels.

The Fiscal Year 2025/2026 Consideration Letter (Exhibit 5), received from BSO on July 24, reflects an 8.76% increase in regular salaries compared to the Fiscal Year 2024/2025 Consideration Letter (Exhibit 4). Other cost components including overtime, Social Security, Medicare, and retirement contributions, have also been adjusted to reflect the higher base salaries.

The attached revised contract renewal incorporates BSO's requested special consideration for Fiscal Years 2025/2026 and 2026/2027, for salary adjustments based on the findings of the Classification and Compensation Study, and reinstates the 5% annual salary cap for Fiscal Years 2027/2028 through 2029/2030.

Why Action is Necessary:

Pursuant to Code of Ordinances, in accordance with Procurement Code Section 23-6, Award of contract, (a) The city manager shall have the authority to recommend to the city commission award of contracts.

Cost Benefit:

The renewal maintains operational efficiencies achieved through the merger, including:

- Reduced administrative burden for City Human Resources/Risk Management, Finance, Budgeting, Innovation Technology, City Attorney's Office, City Manager's Office and Procurement Department functions;
- BSO's economies of scale for training, staffing, and equipment;
- ISO Level I rating benefits that potentially lower property insurance rates;
- Continued resolution of pension liabilities transitioned to the Florida Retirement System.

PROPOSED ACTION:

The City Commission considers the attached Resolution.

ATTACHMENT(S):

Exhibit 1 – Proposed Resolution
Exhibit 2 – Original Agreement BSO City of Hallandale Beach Fire Rescue Merger (December 17, 2019)
Exhibit 3 – BSO Proposed Agreement Terms
Exhibit 4 – BSO Classification and Compensation Study Findings Presentation
Exhibit 5 – FY25 Consideration May 1, 2024
Exhibit 6 – FY26 Consideration July 24, 2025

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Assistant City Manager