



400 South Federal Hwy
Hallandale Beach, FL 33009

City of Hallandale Beach City Commission Agenda Cover Memo

Meeting Date:	April 18, 2018		Item Type: <i>(Enter X in box)</i>	Resolution X	Ordinance	Other	
Fiscal Impact: <i>(Enter X in box)</i>	Yes	No	Ordinance Reading: <i>(Enter X in box)</i>	1 st Reading		2 nd Reading	
	X			Public Hearing: <i>(Enter X in box)</i>	Yes	No	Yes
Funding Source:	City Manager Office		Advertising Requirement: <i>(Enter X in box)</i>	Yes		No	
						X	
Account Balance:			Quasi Judicial: <i>(Enter X in box)</i>	Yes		No	
						X	
Project Number :	N/A		RFP/RFQ/Bid Number:	N/A			
Contract/P.O. Required: <i>(Enter X in box)</i>	Yes	No	Strategic Plan Priority Area: <i>(Enter X in box)</i>				
			Safety <input type="checkbox"/>				
			Quality X				
			Vibrant Appeal <input type="checkbox"/>				
Sponsor Name:	Mayor Keith S. London		Department: City Commission				

Short Title:

A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF HALLANDALE BEACH, FLORIDA, APPROVING THE FIRST REVISION TO THE EMPLOYMENT AGREEMENT OF THE CITY MANAGER; AND PROVIDING AN EFFECTIVE DATE.

Staff Summary:

At the request of Mayor Keith S. London the agreement attached as Exhibit A is presented for the Commission's consideration. The City Manager was engaged on February 6, 2017 by way of an employment agreement. In January 2018 the Commission failed to renew the City Manager's contract, in a 2-2 vote, and rejected the proposed changes of the City's Labor Counsel. The changes were intended to reflect the legally required continuing nature of the agreement.

The attached proposed revision incorporates those changes. It further amends the performance evaluation timing and manner to mirror that of the City Attorney's employment agreement. It also amends the "Time Off" provision of the agreement to allow the City Manager to be paid out a limited amount of unused PTO time at the end of the year. This change is proposed in light of a city-wide program that allows other employees to be paid out a limited amount of vacation time. The Mayor has also proposed an increase of 5 PTO days.

No rate increases are proposed at this time and the next scheduled performance evaluation will occur in August 2018.

All changes from the original employment agreement are specifically indicated in underline/strikethrough on Exhibit B.

In order to avoid a conflict of interests with respect to the contract, the Commission should consult the City's Labor Counsel should it have any questions regarding the legal implications of this item. Mr. Brett Schneider can be reached at (561) 835-2111 and will be in attendance to advise the commission during the presentation of this item, if requested by any commissioner.

FISCAL IMPACT:

Potential fiscal impact from optional PTO buy-back to be paid from City Manager's Budget, if necessary.

Proposed Action:

Consider the proposed First Revision to the Employment Agreement of the City Manager as reflected in Exhibit A.

Attachment(s):

Exhibit 1- Resolution

Exhibit A – Proposed First Revision to the Employment Agreement of the City Manager

Exhibit B – Mark-up Version of Proposed First Revision to CM Employment Agreement