

City of Hallandale Beach City Commission Agenda Cover Memo

Meeting Date:	February 6, 2019		Item Type: <small>(Enter X in box)</small>	Resolution	Ordinance	Other <div style="text-align: center;">X</div>	
Fiscal Impact: <small>(Enter X in box)</small>	Yes	No	Ordinance Reading: <small>(Enter X in box)</small>	1st Reading		2nd Reading	
	X			Yes	No	Yes	No
Funding Source:	General Fund 001-1210-512000		Advertising Requirement: <small>(Enter X in box)</small>	Yes		No	
						X	
Account Balance:	\$689,091		Quasi-Judicial: <small>(Enter X in box)</small>	Yes		No	
						X	
Project Number:	N/A		RFP/RFQ/Bid Number:	N/A			
Contract/P.O. Required: <small>(Enter X in box)</small>	Yes	No	Strategic Plan Priority Area: <small>(Enter X in box)</small> <div style="display: flex; justify-content: space-between;"> <div>Safety</div> <input type="checkbox"/> </div> <div style="display: flex; justify-content: space-between;"> <div>Quality</div> <input checked="" type="checkbox"/> </div> <div style="display: flex; justify-content: space-between;"> <div>Vibrant Appeal</div> <input type="checkbox"/> </div>				
Sponsor Name:	Mayor Joy Adams		Department:	Office of the Mayor			

Short Title:

DISCUSSION OF ASSIGNMENT PAY FOR INTERIM CITY MANAGER

Staff Summary:

BACKGROUND:

Assistant City Manager, Gregorio “Greg” Chavarria, was appointed by the City Commission as Interim City Manager during the January 28, 2019 City Commission meeting. This agenda item seeks approval of an assignment pay for Mr. Chavarria’s additional duties and responsibilities as Interim City Manager.

Current Situation:

Pursuant to City of Hallandale Beach's bargaining agreements, the following assignment pays are provided to employees assigned to fill a higher rank position:

- IAFF - 5% to 7%, depending on the rank being filled;
- PBA – 5%; and,
- AFSCME – 5%

The position of the Interim City Manager is a Management position not prescribed by bargaining agreements. City Code is silent regarding assignment pay for a City employee taking the duties of Interim City Manager.

The proposed assignment pay is 15% of Mr. Chavarrias' base pay, which is \$154,967. In summary, the additional cost is \$1,128.01/paycheck. This amount includes the biweekly salary increase, City's increase to the 401(a) Match contribution, City's increase to the 401(a) Retirement Plan contribution, Long Term Disability, FICA Taxes and Workers Comp (See Exhibit 1).

In addition, Mr. Chavarria has requested that, in the event the City Commission decides to replace him as Interim City Manager, he be allowed to return to his previous position as Assistant City Manager/Chief Information Officer.

Proposed Action:

A motion to approve a 15% assignment pay for Assistant City Manager/Chief Information Officer Greg Chavarria for being appointed Interim City Manager and to recommend a 15% performance pay increase for Dr. Jeremy Earle for being appointed Executive CRA Director/Assistant City Manager; in addition, approve Mr. Chavarria's request that, in the event the City Commission decides to replace him as Interim City Manager, he be allowed to return to his previous position as Assistant City Manager/Chief Information Officer.

Attachment(s):

Exhibit 1 – Assignment Pay Breakdown