



Legislation Details (With Text)

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Title: Structure and Supervision of City Commission Support Staff (B)

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Attachments: 1. 100392_final Information from UF_20110127.PDF, 2. 100392_sample letter&lang_20110217.pdf

Date	Ver.	Action By	Action	Result
2/17/2011	3	City Commission	Approved as Recommended	Pass
1/27/2011	2	Audit, Finance and Legislative Committee	Recommended for Approval	
11/30/2010	1	Audit, Finance and Legislative Committee	Retained in Committee	
9/16/2010	0	City Commission	Referred	Pass

Structure and Supervision of City Commission Support Staff (B)

Audit and Finance and Legislative Committee requested Human Resources to research the possibility of having City employee benefits applied to a temporary appointment in the Office of the Clerk of the Commission in a manner similar to that used by the University of Florida.

A summary of information provided by the University of Florida's Human Resources Department regarding classes of employees and benefits is provided as backup.

Should the City Commission wish to pursue benefits for this position, three options to consider are:

1. Hire assistant as a regular employee with the understanding that the individual may be subject to lay-off at the end of the Mayor's term in office, provided the position is no longer necessary.
2. Create a term-limited regular position which would require a charter revision as well as changes to the pension and other benefit plans.
3. Create the ability for temporary employees to accrue benefits which would require changes to all the benefit plans and the pension plan.

Both options #1 and #2 will require the development of a new job description and pay grade and normally would require a competitive selection process.

Depends upon the option selected.

The Audit, Finance and Legislative Committee discuss and determine the appropriate action.

