

Hoskins, Karen

From: Sherman, Randy
Sent: Friday, May 25, 2018 4:49 PM
To: Hoskins, Karen; Horton, Willie
Cc: Reynolds, Nydia
Subject: RE: COST COMPARISON FOR ALL OPTIONS OF COMPENSATION
Attachments: Full Cost Allocation Plan FY 2018_2019 (using FY 2017_2018 Budget) REVISED 04-20-2018.pdf; Item 4C1 10-1-17 Actuarial Valuation Report.pdf; Riviera Beach Gen - 10-1-17 Val Report.pdf; Police Valuation 9-30-2017.pdf; FY 2019 DEBT SERVICE SCHEDULE.PDF; AD VALOREM TAX CALCULATION - PRELIMINARY.pdf

Karen,

Below are the responses to your requests. I have also attached the documents you requested.

1. Annual cost savings of eliminating the buyback for sick and vacation time separate SEIU from Managerial

Below is the breakdown of the FY18 Buy-backs. This is a good indication of a potential annual savings.

Vacation	General	58,765.63
	IAFF	18,541.80
	MGT	29,210.31
	PBA	26,871.10
	PMSA	9,290.38
Sick	General	87,569.55
	IAFF	747.30
	MGT	102,058.69
	PBA	70,671.75
	PMSA	<u>11,807.13</u>
		415,533.63

2. Annual budgetary impact of longevity for General and administrative employees separate SEIU from Managerial

Below is the breakdown of the 2017 cost of Longevity

General	374,826.63
IAFF	350,204.45
MGT	174,803.75
PBA	-
PMSA	<u>38,312.91</u>
	938,147.74

3. Provide an explanation of how we book the sick and vacation accrual on an annual basis, also include if 100% is booked every year for each employee, include the \$ amount book separate SEIU from Managerial

The City books 100% of Vacation accruals and 65% of Sick accruals. The breakdown at September 30, 2017 is provided in the table below.

General	979,434.41
IAFF	1,230,643.33
MGT	810,956.76
PBA	1,105,012.59
PMSA	167,588.37
	<hr/>
	4,293,635.46

Randy

From: Hoskins, Karen
Sent: Thursday, May 24, 2018 2:01 PM
To: Horton, Willie <whorton@Rivierabch.com>; Sherman, Randy <Rsherman@Rivierabch.com>
Subject: RE: COST COMPARISON FOR ALL OPTIONS OF COMPENSATION

For clarification purposes please provide the following:

Annual cost savings of eliminating the buyback for sick and vacation time separate SEIU from Managerial
Annual budgetary impact of longevity for General and administrative employees separate SEIU from Managerial
Provide an explanation of how we book the sick and vacation accrual on an annual basis, also include if 100% is booked every year for each employee, include the \$ amount book separate SEIU from Managerial

Please provide by close of business on Friday in an excel spreadsheet.

Thanks

Karen

From: Horton, Willie
Sent: Wednesday, May 23, 2018 8:07 PM
To: Sherman, Randy <Rsherman@Rivierabch.com>
Cc: Hoskins, Karen <KHOSKINS@Rivierabch.com>
Subject: COST COMPARISON FOR ALL OPTIONS OF COMPENSATION

Randy, just a reminder; we are still looking for you to provide all options for the salary compensation and comparing the cost with and without the longevity rolled in. I think you should also do the same with and without sick and vacation being used as well. This information is needed by close of business tomorrow (May 24,, 2018). Should there be a problem or concern with this timeline, please let us know early tomorrow.

I know we have the inventory functional training Friday, but it is also important to get this matter address. Therefore, I suggest we have a meeting with the City Manager this Friday morning to discuss the information you will provide tomorrow.

Thanks,

Willie R. Horton
Executive Director
Utility Special District
City of Riviera Beach, Florida
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whorton@rivierabch.com