



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#25-0930

TO: Honorable Mayor & Members of the
Fort Lauderdale City Commission

FROM: Rickelle Williams, City Manager

DATE: October 7, 2025

TITLE: Second Reading - Ordinance Amending Chapter 20, Sections 20-107 "Definitions" and 20-110 "Retirement Benefits" of the Code of Ordinances of the City of Fort Lauderdale, Florida, to Establish a Five (5)-year Deferred Retirement Option Program for members of the General Employees' Retirement Plan - **(Commission Districts 1, 2, 3 and 4).**

Recommendation

Staff recommends the City Commission approve an ordinance amending Chapter 20, Sections 20-107 "Definitions" and 20-110 "Retirement Benefits" of the Code of Ordinances of the City of Fort Lauderdale, Florida, to Establish a Five (5)-year Deferred Retirement Option Program (DROP) for members of the General Employees' Retirement Plan (GERS).

Background

Currently, the maximum DROP period for an eligible GERS member is thirty-six (36) months (three (3) years). This amendment provides an extension of the maximum time an employee can remain in the DROP to up to sixty (60) months (five (5) years). For members employed on October 1, 2025, the maximum DROP period will be sixty (60) months from the eligible member's DROP retirement date. Eligible members who are already participating in the DROP on October 1, 2025, may choose to extend their participation in the DROP by up to twenty-four (24) months, allowing for a maximum DROP period of sixty (60) months from the member's DROP retirement date.

This change is the result of the most recent round of collective bargaining with the Federation of Public Employees (FOPE) and Teamsters unions. On September 3, 2025, the City Commission approved and ratified the collective bargaining agreement (CBA) for FOPE (CAM #25-0800). The newly negotiated CBA for Teamsters was approved and ratified by the City Commission on September 16, 2025 (CAM #25-0833). Effective October 1, 2025, both collective bargaining agreements (CBAs) provide for a DROP period of up to sixty (60) months. While this change was collectively bargained with the FOPE and Teamsters, it amends the terms of the GERS and therefore extends to all eligible members of the plan.

Pursuant to the bond covenant in Section 6.10 of the Pension Obligation Bond, this increase in benefit required a finding that the cost of this increase in benefit is fully funded at the time the benefit is approved. As shown in the Actuarial Impact Statement (Exhibit 2), a finding was made by the actuary for GERS that this change in benefit would have no measurable change in employer contributions or unfunded liability and is therefore fully funded. Additionally, pursuant to Section 6.10 of the Pension Obligation Bond, this Ordinance Amendment requires approval by vote of a majority of the full City Commission plus one.

The first reading of the ordinance was considered by the City Commission on September 16, 2025, and approved without any modification.

Resource Impact

There is no fiscal impact associated with this action.

Strategic Connections

This item supports the Press Play Fort Lauderdale 2029 Strategic Plan, specifically advancing:

- Guiding Principles, Fiscal Responsibility

This item advances the Fast Forward Fort Lauderdale 2035 Vision Plan: We Are United

This item supports the Advance Fort Lauderdale 2040 Comprehensive Plan, specifically advancing:

- The Internal Support Focus Area
- Implementation Element
- Goal 1: The Fort Lauderdale Comprehensive Plan shall accomplish the City's Fast Forward Fort Lauderdale 2035 Vision Plan regarding the City's future growth and the six Cylinders of Excellence and shall be the City's primary policy document to guide all of its activities and development.

Attachments

Exhibit 1 - Ordinance

Exhibit 2 - Actuarial Impact Statement

Prepared by: Nisa McFarlane, Administrative Supervisor – Human Resources

Department Director: Jerome Post, Human Resources