



**CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING**

#25-0131

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

FROM: Susan Grant, Acting City Manager

DATE: February 18, 2025

TITLE: Resolution Waiving General Employees' Retirement System Early Retirement Reduction Factor; Jeri Pryor - **(Commission Districts 1, 2, 3 and 4)**

Recommendation

Staff recommends the City Commission adopt a resolution waiving the early retirement reduction factor for General Employees' Retirement System (GERS) member Jeri Pryor.

Background

Due to the outcome of the municipal election on November 6, 2024, and effective December 3, 2024, the newly elected Commissioner for District IV hired his own personnel for the Principal Commission Assistant position. Therefore, due to the changes in organizational structure and management needs, Ms. Pryor's employment is subject to termination. Due to these circumstances, Ms. Pryor has provided official notice of her retirement from the City effective January 18, 2025. Ms. Pryor is a Group I member retiring 11 months prior to her normal retirement date.

Section 20-79, Code of Ordinances of the City of Fort Lauderdale, Florida, provides as follows:

Whenever the employment of a regular employee serving in either the classified or nonclassified Service whose position is designated as managerial, professional, supervisory or confidential, is terminated for (i) abolition of a position, (ii) shortage of work or Funds, and (iii) changes in organization structure or management needs of the City, the city manager may evaluate the circumstances of the termination and, in his discretion, conditionally or unconditionally offer to the affected employee one (1) of the following severance benefits:

- (1) *Option A, severance pay.* Severance pay shall be calculated as an amount equivalent to two (2) weeks of base pay for each full year of continuous Service rendered, not to exceed a maximum of twenty-six (26) weeks of severance pay.

- (2) *Option B, severance Retirement.* Allow the employee to retire early without penalty, if the employee is otherwise eligible for early Retirement and such employee is within four (4) years of normal Retirement date. This option shall be governed by the provisions of the applicable pension ordinance.

(Emphasis added.)

Ms. Pryor requested a recommendation of waiver of the penalty from the GERS Board of Trustees, which voted in favor of the recommendation at its January 13, 2025, meeting, as allowed per Section 20-110(b) of the City of Fort Lauderdale Code of Ordinances, which provides as follows:

Early retirement pension. A Member retiring on an Early Retirement Date may elect either a deferred or an immediate Pension as follows:

- (1) A deferred monthly Pension commencing at his Normal Retirement Date equal to his Accrued Pension.
- (2) An immediate monthly Pension commencing on the first day of any month prior to his Normal Retirement Date equal to his Accrued Pension reduced by five-twelfths (5/12) percent for each month by which the commencement date of such Pension precedes the Normal Retirement Date of a Group I Member. The early retirement Pension of a Group II Member shall be reduced by one-third ($\frac{1}{3}$) percent for each month by which the commencement date of such Pension precedes such Member's Normal Retirement Date up to a maximum of sixty (60) months and one-half ($\frac{1}{2}$) percent for each additional month by which such commencement date precedes such Member's Normal Retirement Date. Provided, however, that upon favorable recommendation by the Board, which recommendation shall contain a detailed statement of the facts and circumstances applicable to the case, the City Commission may, in its discretion, waive the reduction factor if there is a finding by the Board of unusual and compelling circumstances which justify such a waiver.

(Emphasis added.) The circumstances associated with the request are articulated in Exhibit 1. Staff recommends that the City Commission waive the early retirement reduction factor in this case.

Resource Impact

There is no fiscal impact to the City related with this action.

Strategic Connections

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

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advancing:

- Guiding Principle: Fiscal Responsibility

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

Attachments

Exhibit 1 - Letter from the General Employees' Pension System

Exhibit 2 - Resolution

Prepared by: Linda Short, Director, Finance

Department Director: Linda Short, Finance