



CITY OF
FORT LAUDERDALE

GENERAL EMPLOYEES' RETIREMENT SYSTEM
401 N.E. Fourth Street, Suite 201 Fort Lauderdale, FL 33301
Telephone 954-828-5171 or Toll-Free 1-888-269-4447 Fax 954-828-5270
www.Citypension.com

January 14, 2025

Acting City Manager Susan Grant
Mayor Dean Trantalis
Vice Mayor Steve Glassman
Commissioner Pam Beasley-Pittman
Commissioner John Herbst
Commissioner Ben Sorensen

RE: Waiver of Early Retirement Reduction for Jeri Pryor

Dear Mayor and Commissioners:

I am writing on behalf of the Board of Trustees of the Fort Lauderdale General Employees' Retirement System (GERS) to respectfully recommend favorable consideration for the waiver of the early retirement reduction factor for recent retiree Jeri Pryor. The City Commission, in its discretion, is permitted to waive this factor under the provisions within the City of Fort Lauderdale Municipal Code of Ordinances.

Ms. Pryor petitioned the Board of Trustees at our recent meeting held on January 13, 2025 with a detailed explanation of her circumstances. A lengthy and thorough review resulted in a finding by the Board of unusual and compelling circumstances which justify the waiver.

Jeri Pryor faithfully served the City for over 25 years. Ms. Pryor has demonstrated exceptional performance and contribution throughout the years without any special considerations or accommodation. Ms. Pryor is very proud of her service to the City and fully intended to complete her career at age 55. Unfortunately, and through no fault of her own, her employment status meets the criteria for severance retirement provided within the City of Fort Lauderdale Municipal Code of Ordinances and agreed upon by the Acting City Manager, Susan Grant.

The waiver requested would not provide any additional service credit in the Plan but instead would eliminate the 4.8% early retirement reduction factor against her accrued benefit since she is retiring 11 months early before age 55. There will be a difference of \$339.03 monthly due to the early retirement waiver. Ms. Pryor is aware of and in agreement with the reduction of the monthly pension distribution.

Thank you in advance for your consideration in this matter and should you have any questions or need any additional information do not hesitate to contact me at 954-828-5171.

Best regards,

Nick Schiess
Plan Administrator

Applicable Ordinance Provisions

Chapter 20 – Personnel, Article IV – Pensions, Division 2, Sec. 20-110. - Retirement benefits, (b), Early Retirement 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.



January 9, 2025

Nicholas Schiess
GERS Pension Administrator
City of Fort Lauderdale
401 NE 4th Street, Suite 201
Fort Lauderdale, FL 33301

Dear Mr. Schiess:

I am writing to respectfully request favorable consideration for the early retirement waiver reduction factor for General Employee Retirement System (GERS) member, Jeri Pryor. Jeri Pryor is an exemplary employee that has continuously served the City of Fort Lauderdale since 1998. Ms. Pryor has been a member of the GERS plan since 1999 and is eligible for full retirement in December 2025 when she reaches the age of 55. Throughout her tenure, she has served in multiple capacities with the City of Fort Lauderdale, most recently as a Principal Commission Assistant in District IV.

Due to the outcome of the municipal election on November 5, 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.

As provided in the City of Fort Lauderdale Municipal Code of Ordinance outlined below, I am authorized to approve *early retirement without penalty* as authorized in *Option B* below:

**Article III, Employee Benefits, Division 2 -Compensation or pay plan, Sec. 20-79.
- Same—Severance benefit, (2), Option B, Severance Retirement –**

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:

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.

(Code 1953, § 2-29.13; Ord. No. C-83-15, § 1, 2-1-83; Ord. No. C-88-94, § 1, 1-4-89)



I am requesting the GERS Board review and further authorize an early retirement reduction waiver for Ms. Pryor as her employment circumstances align with the provisions outlined above.

Should you have any questions or further discussion, please do not hesitate to contact me at your earliest convenience.

Sincerely

A handwritten signature in purple ink, appearing to read 'Susan Grant', with a long horizontal flourish extending to the right.

Susan Grant
Acting City Manager