



CITY OF FORT LAUDERDALE
City Commission Agenda Memo
REGULAR MEETING

#23-1115

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

FROM: Greg Chavarria, City Manager

DATE: December 19, 2023

TITLE: First Reading – Ordinance Amending Various Provisions of Chapter 20,
Article IV, Division 3 of the City of Fort Lauderdale Code of Ordinances
(Commission Districts 1, 2, 3 and 4)

Recommendation

Staff recommends the City Commission adopt an ordinance amending various provisions of Chapter 20, Article IV, Division 3 of the Code of Ordinances of the City of Fort Lauderdale, Florida, (City of Fort Lauderdale Police and Firefighters' Retirement System), consistent with ratified collective bargaining agreements with Fort Lauderdale Professional Firefighters Inc. IAFF Local 765 and Fort Lauderdale Police Lodge # 31, FOP.

Background

The City Commission ratified agreements with the Fire and Police Unions that included amendments to the City of Fort Lauderdale Police and Firefighters' Retirement System ("the Plan"):

- September 19, 2023 - Fraternal Order of Police, Lodge 31 - Police Officers and Sergeants
- October 3, 2023 - Fort Lauderdale Professional Firefighters Inc. IAFF Local 765 – Rank and File and Battalion Chiefs
- December 19, 2023 - Fraternal Order of Police, Lodge 31 – Lieutenants and Captains

These changes include:

- Providing Police Officer Members the ability to purchase up to five (5) years of eligible prior service;
- Increasing pensionable overtime for Police Officer Members from 40 hours to 80 hours;
- Reinstating Tier 1 benefits for Police Officer Members hired after April 1, 2014 and Firefighter Members hired after October 1, 2014;
- Changing the Normal Retirement Date for Police Officer Members hired after April 1, 2014 from 20 years of service to 24 years of service, regardless of age;

- Changing the Normal Retirement Date for Firefighter Members hired after October 1, 2014 from 20 years of service to 25 years of service, regardless of age;
- Creation of a self-directed DROP option;
- Providing a window to elect a ten (10) year DROP for Police Officers and Sergeants who elect the self-directed DROP; and
- Providing the ability for Firefighter Members to buy up their maximum benefit from 81% to 84.5%, by paying the full actuarial cost.

Resource Impact

There is no fiscal impact in the current fiscal year. The actuarial valuation of the Plan for the fiscal year ended September 30, 2024 will reflect the impact of the Plan amendments, which will be included in the FY 2026 budget.

Strategic Connections

This item supports the Press Play Fort Lauderdale 2024 Strategic Plan, specifically advancing:

- The Internal Support Focus Area
- Goal 8: Build a leading government organization that manages all resources wisely and sustainably.
- Objective: Maintain financial integrity through sound budgeting practices, prudent fiscal management, cost effective operations, and long-term planning.

Attachments

Exhibit 1 – Actuarial Impact Statement

Exhibit 2 – Ordinance

Prepared by: Susan Grant, Assistant City Manager

Department Director: Greg Chavarria, City Manager