



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

**#19-0836**

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

**FROM:** Chris Lagerbloom, ICMA-CM, City Manager

**DATE:** August 20, 2019

**TITLE:** Discussion - General Employees' Retirement System Cost-of-Living-  
Adjustment – **(Commission Districts 1, 2, 3 and 4)**

On February 19, 2019 the City Commission was provided several options on the impact of funding a Cost-of-Living-Adjustment ("COLA") for retirees and beneficiaries of the General Employees' Retirement System ("GERS") plan (CAM 19-0154). Below are three alternatives that were presented for consideration:

**A. Percentage increase based on years retired**

Liability Increase Equivalent to 2.5% COLA (\$10.3 million)		Liability Increase Equivalent to 2.0% COLA (\$8.2 million)		Liability Increase Equivalent to 1.5% COLA (\$6.2 million)	
Years Retired	COLA	Years Retired	COLA	Years Retired	COLA
0 to 4	1.0%	0 to 4	0.8%	0 to 4	0.6%
5 to 9	2.0	5 to 9	1.6	5 to 9	1.2
10 to 14	3.0	10 to 14	2.4	10 to 14	1.8
15 to 19	4.0	15 to 19	3.2	15 to 19	2.4
20+	5.0	20+	4.0	20+	3.0

**B. A flat one-time 2.5%, 2.0% and 1.5% COLA as a 13<sup>th</sup> check**

Liability Increase Equivalent to 2.5% COLA (\$10.3 million)		Liability Increase Equivalent to 2.0% COLA (\$8.2 million)		Liability Increase Equivalent to 1.5% COLA (\$6.2 million)	
Years Retired	13 <sup>th</sup> Check	Years Retired	13 <sup>th</sup> Check	Years Retired	13 <sup>th</sup> Check
0 to 4	\$4,300	0 to 4	\$3,400	0 to 4	\$2,600
5 to 9	5,800	5 to 9	4,650	5 to 9	3,500
10 to 14	7,300	10 to 14	5,850	10 to 14	4,400
15 to 19	8,800	15 to 19	7,050	15 to 19	5,300
20+	10,300	20+	8,250	20+	6,200

- C. A one-time 13<sup>th</sup> check equivalent to an extra monthly pension payment, which is estimated at \$3.3 million. The impact to the General fund is estimated to be \$1.6 million.

The purpose of this discussion will be to determine whether the City Commission desires to implement one of these options to coincide with the implementation of the FY2020 annual budget.

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