



This Business Impact Estimate is provided in accordance with section 166.041(4), Florida Statutes and must be included in the agenda item backup for each proposed ordinance on first reading. A Business Impact Estimate Form must be prepared and posted on the City’s website for each ordinance by the date that the notice of the proposed ordinance is published, regardless of whether the ordinance is exempted under Section A, below. *This Business Impact Estimate may be revised following its initial posting.*

**Proposed Ordinance Title**

AN ORDINANCE OF THE CITY OF LAUDERHILL, FLORIDA, AMENDING THE CITY OF LAUDERHILL CODE OF ORDINANCES, CHAPTER 2 – ADMINISTRATION, ARTICLE II – OFFICERS AND EMPLOYEES, DIVISION 3 – RETIREMENT, PART 4 – SENIOR MANAGEMENT PENSION PLAN AND TRUST FUND; AMENDING SECTION 2-88.15; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY; PROVIDING FOR AN EFFECTIVE DATE (REQUESTED BY HUMAN RESOURCES DIRECTOR ERCILIA KREMPLE AND CITY MANAGER, KENNIE HOBBS, JR.).

The provisions contained in this Section A constitute exemptions as provided in Section 166.041 (f)(c). If one or more boxes are checked in Section A, below, a business impact estimate is not required by state law for the proposed ordinance.

**Section A:**

- The proposed ordinance is required for compliance with Federal or State law or regulation;
- The proposed ordinance relates to the issuance or refinancing of debt;
- The proposed ordinance relates to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- The proposed ordinance is required to implement a contract or an agreement, including, but not limited to, any Federal, State, local, or private grant or other financial assistance accepted by the municipal government;
- The proposed ordinance is an emergency ordinance;
- The ordinance relates to procurement; or
- The proposed ordinance is enacted to implement the following:
  - a. Part II of Chapter 163, Florida Statutes, relating to growth policy, county and municipal planning, and land development regulation, including zoning, development orders, development agreements and development permits;
  - b. Sections 190.005 and 190.046, Florida Statutes, regarding community development districts;
  - c. Section 553.73, Florida Statutes, relating to the Florida Building Code; or
  - d. Section 633.202, Florida Statutes, relating to the Florida Fire Prevention Code.

**If no boxes are checked, please continue to section B.**



**Section B:**

**1. A summary of the proposed ordinance which must include a statement of the public purpose (eg., public health, safety, morals and welfare):**

This ordinance modifies section 2-88.15 of the City Code to extend the maximum period an eligible employee may participate in the Deferred Retirement Option Plan (DROP) from five (5) years to seven (7) years, effective September 8, 2020. The extension applies only if members make an additional contribution of 1.5% of applicable earnable compensation for any time worked during the sixth and seventh years of DROP participation. The public purpose of this ordinance is to enhance the City's ability to retain experienced and highly skilled employees for a longer period, thereby promoting continuity, operational stability, and efficiency within City departments. Extending the DROP participation period provides an incentive for employees to remain in service while controlling pension fund impacts through additional employee contributions. This benefit matches one provided to members of the police and fire pensions.

**2. An estimate of the direct economic impact of the proposed ordinance on private, for-profit businesses in the City of Lauderhill, if any:**

**(a) An estimate of direct compliance costs that businesses may reasonably incur;**

\$0 - N/A

**(b) Any new charge or fee imposed by the proposed ordinance or for which businesses will be financially responsible; and**

\$0 - N/A

**(c) An estimate of the City of Lauderhill's regulatory costs, including estimated revenues from any new charges or fees to cover such costs.**

Managerial/Confidential employees who choose to stay in the DROP year 6 and 7, will need to pay an additional 1.5% administrative fee.



**3. Good faith estimate of the number of businesses likely to be impacted by the proposed ordinance:**

None

**4. Additional information the governing body deems useful (if any):**

This amendment applies only to the City of Lauderhill Confidential and Managerial Employee Defined Benefit Retirement Plan. The ordinance is intended to be codified into the City's Code of Ordinances. The severability clause ensures that if any provision is invalidated, the remaining provisions will remain in effect.

Prepared by

Name: Ercilia "CiCi" Krempler

Title: Human Resources Director

Signature: *Ercilia Krempler*

Date: 8/7/25