

ORDINANCE NO. 250-08-125

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, SECTION 2-88.7 – VESTING AND TERMINATION; PURCHASE OF PRIOR COVERED SERVICE, BY AMENDING SUBSECTION (F) TO REVISE THE PURCHASE OF PRIOR SERVICE PROVISIONS; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE (REQUESTED BY HUMAN RESOURCES DIRECTOR, ERCILIA KREMPLER AND CITY MANGER, KENNIE HOBBS, JR.).

WHEREAS, the City of Lauderhill (the “City”) maintains a defined benefit pension plan for its employees known as the City of Lauderhill Confidential and Managerial Employee Defined Benefit Retirement Plan (the “Plan”), and which is codified in Chapter 2, Article 2, Division III, Part 4 of the City Code; and

WHEREAS, the City Commission finds that it is in the best interest of the Plan to revise the purchase of prior service provisions; and

WHEREAS, the City Commission finds that it is in the best interests of the City, its employees and its citizens and taxpayers to amend the Plan.

NOW, THEREFORE, BE IT ORDAINED by the City Commission of the City of Lauderhill:

SECTION 1. That Chapter 2, Administration, Article II, Officers and Employees, Division 3, Retirement, Part 4 Senior Management Pension Plan and Trust Fund, shall be amended by AMENDING section 2-88.7 to read as follows (underlined is added; stricken is deleted):

Sec. 2-88.7. - Vesting and termination; purchase of prior covered service.

- (f) Members may purchase up to five (5) years of credited service at an accrual rate of a three (3) percent multiplier by tendering the employee and employer contributions as determined by the actuary for the plan. The city shall pay the balance of any cost of the service being purchased in the preceding sentence as determined by the actuary. A member must make an election to purchase this credited service by April 1, 2006. No member(s) shall be entitled to elect to or purchase credited service after April 1, 2006. Confidential/managerial employees that are members of the 401(a) or 457 plan may purchase credited service back to October 1, 1994, at an accrual rate of a two and five-tenths (2.5) percent multiplier. Employees in a 401(a) account may transfer their entire account balances and receive credit for years of service to October 1, 1994, or date of hire, whichever is later. Employees in a city contributed four hundred fifty-seven (457) account may transfer assets equal to the city's contributions, plus gains and losses to be determined by the actuary, and receive credit for the years of service to October 1, 1994, or date of hire, whichever is later; provided that an amount equal to the employee contribution portion of the cost must be

made from an alternate source. Notwithstanding any provision to the contrary, confidential/managerial employees shall be provided a one-time option, which option expires on April 1, 2006, to purchase credited service back to their date of hire, at an accrual rate of a two and five-tenths (2.5) percent multiplier, provided that the member tenders the refunded employee contributions plus cumulative interest at an agreed-upon rate. For the limited purpose of the buyback provision set forth in the immediately preceding sentence, members electing the one-time buyback option shall be permitted to cash in up to forty-five (45) days of vacation and sick time at their full value to pay for the buyback. The member must maintain a balance of two hundred twenty-five (225) hours of sick time while employed. No balance is required to be maintained for vacation time. The cost for the service buyback under this subsection may be made in one (1) lump sum or may be made in installments. An employee making installment payments shall complete all required payments prior to payment of any benefit under this section. If installment payments are not completed at the time an employee retires, the employee shall not receive prior service credit for the remaining period for which payments were not made. Upon separation from employment with the city, a member may either use all or a portion of the two hundred twenty-five (225) hours of sick time to complete a buyback under this section, and/or rollover all or a portion of the sick time to a qualified retirement plan. Should an employee die prior to completing any installment payments, employee's designated beneficiary or joint annuitant shall be given the opportunity to complete the buyback and receive the outstanding credited service by making one (1) lump-sum payment of the entire balance due within ninety (90) days of the date of the employee's death. Notwithstanding anything to the contrary, effective March 1, 2009, members may purchase up to five (5) years of credited service at an accrual rate of a three (3) percent multiplier by tendering the full actuarial cost of the credited service. Effective August 1, 2017, members must have completed ten (10) years of credited service prior to any purchase of service credit under this section. Any and all service purchased under this section shall not count towards vesting under the plan, nor shall it be counted towards normal or early retirement eligibility. The purchase may be made by lump-sum payment or in installment payments with interest at the current assumed funding rate determined by the board. The lump-sum payment must be made within sixty (60) days from receipt of the actuarial calculation determining the cost of the service to be purchased. If making installment payments, the period of the installment payments must be affirmatively selected by the member. A member making installment payments shall complete all required payments prior to payment of any benefit under this section. If installment payments are not completed at the time a member retires, the member shall not receive prior service credit for the remaining period for which payments were not made. Notwithstanding any provision to the contrary, effective September 8, 2025, any and all service purchased under this section will be treated as service credit for purposes of retirement eligibility, but not for vesting. Employees who commenced a service purchase on or before September 8, 2025, and who are still actively employed by the City, shall have their purchased service treated as service credit for purposes of retirement eligibility, but not for vesting.

SECTION 2. If this ordinance or any part thereof be declared invalid by a Court of competent jurisdiction, the invalidity of any part of this ordinance shall not otherwise affect the validity of the remaining provisions of this ordinance, which shall be deemed to have been enacted without the invalid provision.

SECTION 3. All sections or parts of sections of the Code of Ordinances of the City of Lauderhill, all ordinances or parts of ordinances, and all resolutions or parts of resolutions in conflict herewith, be and the same are hereby repealed to the extent of such conflict.

SECTION 4. It is the intention of the City Commission of the City of Lauderhill that the provisions of this ordinance shall become and be made a part of the Code of the City of Lauderhill, and that the word “ordinance” may be changed to “section,” “article,” or such other appropriate word or phrase in order to accomplish such intentions.

SECTION 5. This ordinance shall become effective upon adoption.

PASSED on first reading this _____ day of _____ 2025.

PASSED and ADOPTED on second reading this _____ day of _____, 2025.

DENISE D. GRANT, MAYOR
PRESIDING OFFICER

ATTEST:

ANDREA M. ANDERSON, MMC
CITY CLERK

Approved as to Form

Hans Ottinot
City Attorney

	First Reading	Second Reading
MOTION	_____	_____
SECOND	_____	_____
R. CAMPBELL	_____	_____
M. DUNN	_____	_____
D. GRANT	_____	_____
J. HODGSON	_____	_____
S. MARTIN	_____	_____