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## Department Name

**To:** Kennie Hobbs, Jr., *City Manager*  
**From:** Ercilia "CiCi" Krempler, Human Resources and Risk Management Director  
**RE:** Ordinance – Post Retirement Supplement for Senior Management  
**Date:** 06/18/2025

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The City of Lauderhill maintains a defined benefit pension plan for its employees known as the City of Lauderhill Confidential and Managerial Employee Defined Benefit Retirement Plan, and which is codified in Chapter 2, Article 2, Division III, Part 4 of the City Code. There is a proposed change to the post retirement supplement to match the benefit that is provided to Police and Fire members through their respective collective bargaining agreements.

The following information has been prepared for your consideration:

**I. REQUESTED ACTION**

- II.** Amend the City Code of Ordinances Section 2-88.16 relating to post retirement supplement. The change in code would allow all members who retire and separate from City service on or after June 1, 2025, and are eligible to immediately draw a normal retirement benefit from the Retirement Plan shall be eligible for a post-retirement supplemental benefit. The post-retirement supplemental benefit shall be forty dollars (\$40.00) per month for each year of credited service in the Retirement Plan, capped at 20 years of service. For purposes of calculating the foregoing supplemental benefit, years of service while in the DROP shall count.

**III. SUMMARY AND HISTORY/BACKGROUND INFORMATION**

Why is there a need for this action and provide summary/background?

This change would allow for a change in the code section 2-88.16 that impacts this benefit.

**IV. FINANCIAL IMPACT**

The attached actuarial impact statement indicates that this change would cost 1.7% of covered payroll.

**V. RECOMMENDATION/ACTION**

Staff recommends that the Commission approve the ordinance.

**VI. ATTACHMENTS**

1. *Memo*
2. *Ordinance*
3. *Actuarial Impact Study*