

**ORDINANCE NO. 25O-08-127**

**AN ORDINANCE OF THE CITY OF LAUDERHILL, FLORIDA, AMENDING THE CITY CODE OF ORDINANCES, CHAPTER 2, ADMINISTRATION, ARTICLE II, OFFICERS AND EMPLOYEES, DIVISION 3, RETIREMENT, PART 1, FIREFIGHTERS PENSION PLAN, SECTIONS 2-54, DEFERRED RETIREMENT OPTION PLAN, (DROP) BY AMENDING SUBSECTION 2-54.2, ELIGIBILITY, TO AMEND THE DROP PLAN TO INCLUDE A ONE AND ONE HALF PERCENT CONTRIBUTION IN ACCORDANCE WITH THE COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF LAUDERHILL AND LOCAL 3080, METRO BROWARD PROFESSIONAL FIRE FIGHTERS, IAFF; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY; AND PROVIDING FOR AN EFFECTIVE DATE (REQUESTED BY CITY MANAGER, KENNIE HOBBS, JR.).**

**WHEREAS**, the City of Lauderhill (the "City") maintains a defined benefit pension plan for its certified firefighters, which is known as the City of Lauderhill Firefighters' Retirement System (the "Plan"), and which is codified in Chapter 2, Article 2, Division III, Part 1 of the City Code; and

**WHEREAS**, the City and the Local 3080, Metro Broward Professional Fire Fighters, IAFF, have entered into a new collective bargaining agreement which includes new requirements to include a one and one half percent contribution effective retroactively to October 1, 2024; and

**WHEREAS**, an ordinance amending the Plan is required pursuant to Section 447.309(3), Fla. Stat.; and

**WHEREAS**, the City of Lauderhill has prepared this ordinance to implement these changes.

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

**SECTION 1.** That each of the above-stated recitals are hereby adopted and confirmed.

**SECTION 2.** That the City of Lauderhill Code of Ordinances, Section 2-54.2, Deferred Retirement Option Plan, paragraphs 2(a), 2(b) and paragraph 2(c) are hereby amended to read as follows<sup>1</sup>:

**Sec. 2-54. Deferred retirement option plan (DROP).**

1. There is hereby created a DROP Plan.
2. Eligibility.
  - (a) *Tier One* — Effective October 1, 2003, through July 10, 2022, any firefighter who is a Tier One member of the City of Lauderhill Firefighters' Retirement Trust Fund is eligible to enter the DROP on the first day of the month following the participant's completion of twenty (20) years of credited service or upon earning a pension benefit equal to eighty (80) percent. If a Tier One member enters the DROP more than ninety (90) days after attaining the eighty (80) percent

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<sup>1</sup> Proposed additions to existing City Code text are indicated by underline; proposed deletions from existing City Code text are indicated by strikethrough.

accrued benefit, the amount of time after the accrual of the eighty (80) percent benefit until the entry into the DROP will result in a commensurate reduction in the maximum time allowed for DROP participation. For Tier One members who were in the DROP as of October 29, 2018 and are still in the DROP as of November 25, 2019, they may remain in the DROP for up to five (5) years without making a contribution to the fund, but effective October 1, 2024, must contribute one and one half (1.5) percent of their base payroll earnings to the fund for any period that they elect to remain in the DROP beyond five (5) complete years. DROP interest earnings for any period in excess of five (5) years in the DROP, for Tier One members who were in the DROP as of October 29, 2018, and are still in the DROP as of November 25, 2019, will be variable and based on the actual annual net rate of return earnings (i.e., the gross return of the plan less the plan's investment expenses as reported by the investment monitor) of the fund, with a floor of zero (0) percent and a cap of five (5) percent per year. Any actual annual net rate of return earnings for the fund in excess of five (5) percent will go back into the fund. Tier One members who enter DROP, but were not eligible to enter DROP as of November 25, 2019, may participate in the DROP for a maximum of eighty-four (84) months provided that they contribute three (3) percent of their base payroll earnings to the fund while in the first five (5) years in DROP up until July 10, 2022. Effective July 11, 2022, Tier One members who are in the DROP as of July 11, 2022 shall cease contributing three (3) percent of their base payroll earnings for the remainder of the first five (5) years of DROP, but shall then effective October 1, 2024, contribute three (3) one and one half (1.5) percent of their base payroll earnings to the fund for any period that they elect to remain in the DROP beyond the first five (5) complete years. DROP interest earnings will be variable and based on the actual annual net rate of return earnings (i.e., the gross return of the plan less the plan's investment expenses as reported by the investment monitor) of the fund, with a floor of zero (0) percent and a cap of five (5) percent per year. Any actual annual net rate of return earnings for the fund in excess of five (5) percent will go back into the fund. For Tier One members who were not eligible to enter DROP as of October 29, 2018, but subsequently became eligible to enter DROP prior to November 25, 2019, they may participate in DROP for up to five (5) years without making a contribution to the fund, but effective October 1, 2024, must contribute three (3) one and one half (1.5) percent of their base payroll earnings to the fund for any period that they remain in the DROP beyond five (5) complete years. DROP interest earnings for any period in excess of five (5) years in the DROP, for Tier One members who were not eligible to enter DROP as of October 29, 2018, but subsequently became eligible to enter DROP prior to November 25, 2019, will be variable and based on the actual annual net rate of return earnings (i.e., the gross return of the plan less the plan's investment expenses as reported by the investment monitor) of the fund, with a floor of zero (0) percent and a cap of five (5) percent per year. Any actual annual net rate of return earnings for the fund in excess of five (5) percent will go back into the fund.

- (b) *Tier One* — Any Tier One member of the City of Lauderhill Firefighters' Retirement Trust Fund is eligible to enter the DROP on or after July 11, 2022, on the first day of the month following the participant's completion of twenty (20) years of credited service; or on the first day of the month following the participant's completion of ten (10) years of credited service and attaining the age of fifty (50); or upon earning a pension equal to eighty (80) percent. If a Tier One member enters DROP more than ninety (90) days after attaining the eighty (80) percent accrued benefit, the amount of time after the accrual of the eighty (80) percent benefit until the entry into the DROP will result in a commensurate reduction in the maximum time allowed for DROP participation. Tier One members may participate in the DROP for a maximum of eighty-four (84) months, with no requirement to contribute to the fund for the first five (5) years, but effective October 1, 2024, shall contribute one and one half (1.5) percent of their base payroll

earnings to the fund for any period that they elect to remain in the DROP beyond the first five (5) completed years. DROP interest earnings will be variable and based on the actual annual net rate of return earnings (i.e., the gross return of the plan less the plan's investment expenses as reported by the investment monitor) of the fund, with a floor of zero (0) percent and a cap of five (5) percent per year. Any actual annual net rate of return earnings for the fund in excess of five (5) percent will go back into the fund.

- (c) *Tier Two* — Tier Two members may enter into the DROP on the first day of the month following the Tier Two member's completion of twenty (20) years of credited service at any time; or as of July 11, 2022, on the first day of the month following the Tier Two member's completion of ten (10) years of credited service and attaining the age of fifty (50). A Tier Two member may participate in the DROP for a maximum of eighty-four (84) months. Effective July 11, 2022, Tier Two members who enter the DROP on or after July 11, 2022, shall not be required to contribute three (3) percent of their base payroll earnings for the first five (5) year period in DROP, but effective October 1, 2024, must contribute ~~three (3)~~ one and one half (1.5) percent of their base payroll earnings to the fund for any period that they elect to remain in DROP beyond the first five (5) complete years. The number of months a Tier Two member may participate in the DROP shall be reduced by one (1) month for each month of eligibility following the completion of twenty five (25) years of credited service during which the member does not participate in the DROP. Tier Two member DROP accounts will be credited at a rate of interest that is variable and based on the actual annual net rate of return earnings (i.e., the gross return of the plan less the plan's investment expenses as reported by the investment monitor) of the fund, with a floor of zero (0) percent and a cap of five (5) percent per year. Any actual annual net rate of return earnings for the fund in excess of five (5) percent will go back into the fund.

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**SECTION 3.** 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 4.** 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 5.** 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 6.** This ordinance shall be retroactively effective to **October 1, 2024,** immediately upon adoption on Second reading, except as otherwise specifically provided herein.

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:

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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	_____	_____