

TOWN OF PALM BEACH

Information for Town Council Meeting on: June 11, 2024

To: Mayor and Town Council

Via: Kirk Blouin, Town Manager

From: Gillian Barth, Director of People & Culture

Re: Revised Town of Palm Beach DROP Ordinance

Date: June 3, 2024

STAFF RECOMMENDATION

That the Town Council approve the attached Ordinance No. 024-2024 eliminating the requirement that union Firefighters complete their DROP participation within 10 years after first becoming eligible. This Ordinance is based upon the Town Council's adoption of Ordinance 014-2024 extending the DROP participation period from five years to eight years and reducing the normal retirement date.

GENERAL INFORMATION

At its meeting on March 12, 2024, the Town Council approved recommendations made by Management to increase the DROP period from five years to eight years for both public safety and general/lifeguard employees. This was formally approved after the second reading of Ordinance 014-2024 at the Town Council meeting of May 7, 2024.

Subsequent agreement was reached between the Town of Palm Beach and the Professional Firefighters/Paramedics of Palm Beach County, Local 2928 on May 31, 2024, to enact these changes with bargaining unit Firefighters.

The proposed Ordinance 024-2024 is a separate Ordinance covering Fire Rescue only. The current Ordinance (before proposed changes) contains a deadline for members to end their participation in the DROP. Members were required to end their DROP period within 120 months (10 years) after first reaching normal retirement date. In 2016, this deadline was removed for non-bargaining unit firefighters but was not removed (overlooked) for bargaining unit firefighters. With the lowering of the normal retirement date and the extension of the DROP period proposed in this ordinance, bargaining unit firefighters who waited too long to enter the DROP under the current ordinance may not be able to participate for the full eight years.

The changes to Section 1 c. allow bargaining unit firefighters to continue participating in the DROP beyond 120 months following the date on which the member first reaches normal retirement age or date.

TOWN ATTORNEY REVIEW

These changes have been reviewed by the Town Attorneys (Primary and Pension)

Attachments GB