

# TOWN OF PALM BEACH

Information for Town Council Meeting on: November 12, 2019

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To: Mayor and Town Council

Via: Kirk Blouin, Town Manager

From: Danielle Olson, Director of Human Resources

Re: **Ordinance No. 39-2019** - Amendment of Chapter 82 of the Town Code of Ordinances Relating to Personnel, Article II, Employee Benefits, Division 2, Retirement System

Date: October 14, 2019

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## **STAFF RECOMMENDATION**

Staff recommends approval of the first reading of Ordinance 39-2019 amending Chapter 82 of Town Code of Ordinances. These changes relate to the benefits for bargaining unit Firefighters in accordance with the recently ratified agreement between the Town and Local 2928 and the Town Council's recent directive during the Compensation and Benefits Study.

## **GENERAL INFORMATION**

Pursuant to the directives received from Town Council during the recent Compensation and Benefits Study, the amendments presented herein changes the following:

- member contribution to 8.5% for bargaining unit firefighters, effective the first pay period after December 14, 2019 (following the second reading and adoption of this ordinance); and
- Part B normal retirement age for bargaining unit firefighters to age 55 with 10 years of service or age 52 with 25 years of service, effective November 2, 2019.

This ordinance also provides clarification language and application of consistent practices associated with benefits currently allowable within the Code. This includes allowing public safety members who currently elect to purchase service to do so in the same manner as general members removing the requirement for prior military service. The attorney representing the Town's Retirement Board of Trustees has amended this ordinance to comply with the changes described herein.

## **FUNDING/FISCAL IMPACT**

The actuary for the Town's Retirement Plan will produce the required financial impact statement following first reading of this ordinance and it will be provided upon the second reading of this ordinance at the regular meeting of the Town Council in December.

## **ATTORNEY REVIEW**

The ordinance has been prepared and reviewed by counsel with Lewis, Longman & Walker P.A., for legal form and sufficiency.