

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE FLORIDA LEAGUE OF CITIES RETIREMENT PLAN PARTICIPATION AGREEMENT TO EFFECTUATE THE TRANSITION TO BROWARD SHERIFF'S OFFICE; PROVIDING FOR A REPEALER; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, the City has a duly-established pension plan for managerial employees; and

WHEREAS, effective February 15, 2004, a number of managerial employees have transitioned to the Broward County Sheriff's Office pursuant to the Agreement between the City and the Sheriff; and

WHEREAS, in order to properly provide for the transition of benefits to the affected managerial employees, the Florida League of Cities has recommended amendments to the Plan Participation Agreement;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION OF THE CITY OF COOPER CITY, FLORIDA:

Section 1: That the Plan Participation Agreement for the Florida League of Cities Retirement Plan is hereby amended as shown on Exhibit "A", attached hereto and made a part hereof by this reference.

Section 2: All sections or parts of sections of the Code of Municipal Ordinances, 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or parts of ordinances and all resolutions or parts of resolutions in conflict herewith, be and the same, are hereby repealed to the extent of such conflict.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 3: Should any section or provision of this Ordinance, or any paragraph, sentence or word, be declared by a Court of competent jurisdiction to be invalid, such decision shall not affect the validity of the remainder hereof, as a whole or a part hereof, other than the part declared to be invalid.

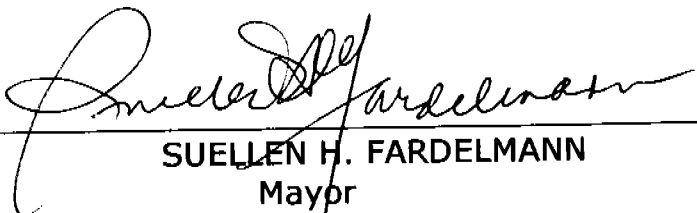
Section 4: It is the intention of the City Commission of the City of Cooper City that the provisions of this Ordinance shall become and be made a part of the Code of Ordinances of the City of Cooper City and that the

sections of this Ordinance may be renumbered or relettered and the word "Ordinance" may be changed to "Chapter", "Section", "Article", or such other appropriate word or phrase, the use of which shall accomplish the intentions herein expressed.

Section 5: This Ordinance shall be in full force and take effect on February 15, 2004.


PASSED AND ADOPTED on First Reading this 27th day of July, A.D., 2004.

PASSED AND FINAL ADOPTION on Second Reading this 24th day of August, A.D., 2004.




SUELLEN H. FARDELMANN
Mayor

ATTEST:



SUSAN BERNARD
City Clerk

Approved As To Form:



ALAN F. RUF
City Attorney

Roll Call

Mayor Fardelmann	<u>YES</u>
Commissioner Roper	<u>YES</u>
Commissioner Eisinger	<u>YES</u>
Commissioner Ferrara	<u>YES</u>
Commissioner Valenti	<u>YES</u>

**PUBLIC HEARING
CITY OF COOPER CITY**

NOTICE IS HEREBY GIVEN, that on Tuesday, August 24, 2004, at 7:30 p.m., or as soon thereafter as practicable, in the auditorium of the Municipal Building located at 9090 Southwest 50 Place, Cooper City, Broward County, Florida, the City Commission of the City of Cooper City will hold a Public Hearing to consider the Proposed Ordinances listed below and at which time interested parties may appear and be heard with respect to the Proposed Ordinances. A copy of such Proposed Ordinances may be inspected by the public at City Hall during normal business hours of the City of Cooper City. The following Proposed Ordinances will be discussed:

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CODE OF ORDINANCES RELATING TO POLICE PENSIONS AND RETIREMENT; REVISING THE DEFINITIONS OF FINAL MONTHLY COMPENSATION IN SECTION 2.14 AND SERVICE RETIREMENT IN SECTION 2.27 OF THE POLICE PENSION PLAN; AMENDING SECTION 5.01 REGARDING MEMBER CONTRIBUTIONS; AMENDING SECTION 7.01 REGARDING NORMAL RETIREMENT ELIGIBILITY; AMENDING SECTION 7.09 REGARDING THE POST RETIREMENT SUPPLEMENTAL BENEFIT; AMENDING SECTION 7.10 REGARDING THE 13TH CHECK; AMENDING SECTION 15.01 TO PROVIDE FOR DIRECT THIRD PARTY PAYMENTS; PROVIDING A SEVERABILITY CLAUSE; CONFLICTING ORDINANCES REPEALED; PROVIDING FOR CODIFICATION; PROVIDING FOR AN EFFECTIVE DATE.

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE FLORIDA LEAGUE OF CITIES RETIREMENT PLAN PARTICIPATION AGREEMENT TO EFFECTUATE THE TRANSITION TO BROWARD SHERIFF'S OFFICE; PROVIDING FOR A REPEALER; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

AN ORDINANCE AMENDING PLAN DEFINITIONS IN ARTICLE II OF THE CITY OF COOPER CITY GENERAL EMPLOYEES RETIREMENT PLAN FOLLOWING THE TRANSFER FOR PUBLIC SAFETY SERVICES TO THE BROWARD SHERIFF'S OFFICE; AMENDING THE REQUIREMENTS FOR MEMBERSHIP IN SECTION 3.01; AMENDING CONTRIBUTION REQUIREMENTS IN SECTION 5.01; INCREASING THE SERVICE RETIREMENT BENEFIT TO 2.25% IN SECTION 7.02; AMENDING THE EARLY RETIREMENT PROVISIONS IN SECTIONS 7.04 AND 7.05; AMENDING THE DISABILITY PROVISIONS IN SECTION 9.16; AMENDING THE VESTING PROVISIONS IN SECTION 10.06; PERMITTING THE PURCHASE OF THE 2.25% MULTIPLIER BY TRANSFERRED EMPLOYEES IN SECTION 15.06; AMENDING THE DROP IN SECTION 16.16; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; PROVIDING AN EFFECTIVE DATE.

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE FISCAL YEAR 2003/2004 CAPITAL PROJECTS BUDGET; AND PROVIDING FOR AN EFFECTIVE DATE.

CITY OF COOPER CITY, FLORIDA
SUSAN BERNARD, CITY CLERK

Please publish one (1) time on Saturday, August 14, 2004.

Please send bill and one affidavit of publication to: City Clerk
P.O. Box 290910
Cooper City, FL 33329-0910



THE CITY OF

COOPER CITY
Someplace Special

BROWARD COUNTY, FLORIDA

P.O. BOX 290910
9090 Southwest 50th Place
Cooper City, Florida 33329-0910
(954) 434-4300 • Fax (954) 434-5099
coopercityhall@coopercityfl.org

Suellen H. Fardelmann, Mayor
Bart Roper, Jr., Commissioner
Debby Eisinger, Commissioner
Linda Ferrara, Commissioner
John Valenti, Commissioner
Christopher J. Farrell, City Manager

August 26, 2004

Ms. Joan Wall, Administrator
Cooper City Police Pension Plan
2955 Myrtle Oak Circle
Davie, FL 33328-6739

Dear Ms. Wall:

Enclosed please find copies of Ordinance No. 2004-08-01, Ordinance No. 2004-08-03 and Resolution No. 2004-08-02. These items were approved at the City Commission meeting on August 24, 2004.

Please contact the undersigned if you have any questions or require additional information.

Very truly yours,

Susan Poling
Susan Poling
Assistant City Clerk

Enclosures

Chris Vales ✓

Paul Shannon ✓
Code File ✓

2004-08-02





THE CITY OF

COOPER CITY

Someplace Special

BROWARD COUNTY, FLORIDA

P.O. BOX 290910
9090 Southwest 50th Place
Cooper City, Florida 33329-0910
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Suellen H. Fardelmann, Mayor
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Debby Eisinger, Commissioner
Linda Ferrara, Commissioner
John Valenti, Commissioner
Christopher J. Farrell, City Manager

August 25, 2004

Mr. Paul Shamoun, Retirement Services Manager
Florida League of Cities
Florida Municipal Pension Trust Fund
P.O. Box 1757
Tallahassee, FL 32301-1757

Dear Mr. Shamoun:

Enclosed please find a copy of Ordinance No. 2004-08-02 Amending the Florida League of Cities Retirement Plan Participation Agreement and the original Adoption Agreement that was signed by Mayor Suellen Fardelmann. This Ordinance was adopted at the City Commission meeting on August 24, 2004.

Please contact the undersigned if you have any questions or require additional information.

Very truly yours,

Susan Poling
Assistant City Clerk

Enclosure





September 10, 2004

TO: Susan Bernard, Director of Finance

FROM: Teresa Colvin, Retirement Services *TAC*

SUBJECT: Impact Study
Cooper City Pension Plan for Management Employees

Enclosed is the impact study to increase the accrual rate for Police and Fire Chiefs as prepared by our Actuary, Murray Cohen with Boggs & Associates. Upon passage of the ordinance pertaining to the impact study, please forward a copy of the ordinance to our office.

Should you need additional information or have any questions, please let us know.

**THE CITY OF COOPER CITY PENSION PLAN
FOR MANAGEMENT EMPLOYEES**

IMPACT STATEMENT

COST CERTIFICATION

As requested, I have determined the costs arising under the proposed amended City of Cooper City Pension Plan -- for Management Employees for the year beginning October 1, 2003. The proposed amendment will increase the Fire Chiefs' and the Police Chiefs' benefit accrual rate to 2.25% for each year of service

Calculations have been based on the employees' data and other information furnished by the City of Cooper City Pension Plan, the plan administrators.

A copy of the costs determined, together with the calculation method and assumptions used, is attached.

This actuarial calculations were prepared by me and I acknowledge responsibility for the results. To the best of my knowledge, the results are complete and accurate, and in my opinion, the techniques and assumptions used are reasonable and meet the requirements and intent of Part VII, Chapter 112 Statutes. There is no benefits or expense to be provided by the plan and/or paid from the plan's assets for which liabilities or current costs have not been established or otherwise taken into account in the valuation. All known events or trends which may require a material increase in plan costs or required contribution rates have been taken into account in the valuation.

Enrollment I.D. Number 2002 - 2423

 8/4/2004
Murray E. Cohen Date

**THE CITY OF COOPER CITY PENSION PLAN
FOR MANAGEMENT EMPLOYEES**

ACTUARIAL ASSUMPTIONS FOR VALUATION OF LIABILITIES

1. Assumptions Concerning Future Events

Mortality Rate

Before and After Retirement:

The 1983 Group Annuity Mortality Table for Males
With a 5 year set-back for females

Sample Values

<u>Disability Rate</u>	Age:	<u>25</u>	<u>35</u>	<u>45</u>	<u>50</u>
Male:		0.0009	0.0015	0.0036	0.0061
Female:		0.0009	0.0015	0.0036	0.0061

(For ages over 50 the disability decrement is contained in the early retirement decrement, the greater benefit is awarded)

Withdrawal Rate

Male:	0.1240	0.0830	0.0350	0.0150
Female:	0.1240	0.0830	0.0350	0.0150

Salary Scale

This reflects seniority and inflationary pay increases of between 0.25% and 3.75% respectively.

**Rate of Death and Recovery
Among Disabled Lives**

The 1983 Group Annuity Table with a ten year set forward for males and a 10 year set forward for females

Rate of Normal and Early Retirement

Select Rates:	Age :	<u>55</u>	<u>56</u>	<u>57</u>	<u>58</u>	<u>59</u>	<u>60</u>	<u>61</u>	<u>62</u>
		50%	10%	10%	10%	10%	10%	10%	100%

Decrements occur at the beginning of the year.

Interest Rate

8.0% Per Annum (Net)

Termination Benefit Assumptions

50% of Vested Participants are assumed to elect a deferred benefit until normal retirement age

Valuation Payroll for Next Year

Previous Plan Year payroll increased by average expected salary increase.

Valuation Payroll Increase

Payroll assumed to increase at a 3.5% per annum rate

Expenses

\$5,000

Valuation of Assets

Market value for equities.

Market value for bonds, cash and cash equivalents.

The valuation of assets is in conformity with Florida Statute 112.

Funding Method

Normal Retirement

Frozen Entry Age Cost Method With Level Percentage Amortization (Initially over a 30 Year Period)

Ancillary Benefits

Frozen Entry Age Cost Method

Description of Frozen Entry Age Cost Method With Level Percentage Amortization

The valuation method used is known as the Frozen Entry Age Method. The method divides the cost of funding benefits into two parts; normal cost and past service liability. Normal cost is the level percentage payment that would be required to fund the pension if contributions were paid from the date each employee was hired to the date of their separation from the work force. The accrued liability is the present value of the units of benefit accrued in years prior to the valuation year, and is commonly referred to as the past service liability.

The initial accrued liability is the liability for past service at the date the plan was established. The past service liability can be paid off in a variety of ways and is often amortized by level payments or a level percentage of salary over a period of 10 to 30 years. The minimum payment includes a payment to amortize the unfunded past service liability over a specified number of years. Actuarial gains or losses will arise each year from mortality, turnover rates, salary increases, new entrants and investment gains or losses as actual experience differs from the assumptions made in the valuation. In practice, the normal cost is affected by these events and will fluctuate each year to reflect the emerging gains or losses.

**THE CITY OF COOPER CITY PENSION PLAN
FOR MANAGEMENT EMPLOYEES
PRESENT VALUE OF EXPECTED BENEFITS
AS OF OCTOBER 1, 2003**

	Proposed Plan	Prior Plan
	<u>10/1/03</u>	<u>10/1/03</u>
<u>Active Participants</u>		
Retirement	2,510,453	2,462,001
Termination	110,889	110,889
Disability	40,410	40,410
Death	83,007	81,609
 Total	 2,744,759	 2,694,909
 <u>Retired and Separated</u>		
Longevity	0	0
Disability	0	0
Beneficiaries	0	0
Rested Terminated	0	0
 Total	 0	 0
 Total Present Value of Expected Benefits	 2,744,759	 2,694,909
 Present Value of Future Salaries	 4,034,589	 4,034,589
 Present Value of Change in Accrued Benefits	 34,261	

**THE CITY OF COOPER CITY PENSION PLAN
FOR MANAGEMENT EMPLOYEES
PRESENT VALUE OF EXPECTED BENEFITS
AS OF OCTOBER 1, 2003**

**DEVELOPMENT OF UNFUNDED FROZEN ACTUARIAL ACCRUED LIABILITY
AS OF
SEPTEMBER 30, 2003**

(1) Unfunded Frozen Initial Liability as of 10/01/2002	2,014,160
(2) Total Non-Employee Normal Cost for Plan Year	13,685
(3) Interest on (1)	161,133
(4) Derived Contributions for Period Non-Employee**	139,383
(5) Unfunded Frozen Liability as of 9/30/03 - (1)+(2)+(3)-(4)	2,049,595

**Sum of Benefit Normal Cost and Actual Expenses; see page 11.

**SCHEDULE OF AMORTIZATION
October 1, 2003**

Changes	Year Established	Years Amortize	Years Left	Initial Amount	Balance at Valuation Date	Minimum Level Payment
Initial*	10/1/2002	30	29	2,014,160	2,049,595	120,461
Amendment	10/1/2003	5	5	38,352	38,352	8,337
Total				2,052,512	2,087,947	128,798

* Payment based on level percentage of payroll with a 3.5% payroll increase.

**THE CITY OF COOPER CITY PENSION PLAN
FOR MANAGEMENT EMPLOYEES**

**NORMAL COST DEVELOPMENT FOR PLAN YEAR
BEGINNING OCTOBER 1,2003**

	Prior Plan	Proposed Plan
	<u>10/1/03</u>	<u>10/1/03</u>
1. Present Value of Expected Benefits	2,694,909	2,744,759
2. Unfunded Frozen Actuarial Liability	2,049,595	2,087,947
3. Adjusted Actuarial Value of Assets	239,836	239,836
4. Present Value of Future Contributions (1) - (2) - (3)	405,478	416,976
5. Present Value of Future Employee Contributions	443,805	443,805
6. Present Value of Future Non-employee Contributions (5) - (6)	0	0
7. Present Value of Future Payroll	4,034,589	4,034,589
8. Non-Employee Cost Rate ((6) / (7))	0%	0%
9. Expenses	5,000	5,000
10. Valuation Payroll	908,412	908,412
11. Non-Employee Benefit Normal Cost ((8) * (10)) / 1.04 Beginning of the Plan Year	5,000	5,000
12. Non-Employee Normal Cost		
Beginning of Plan Year	5,000	5,000
% of Valuation Payroll	0.55 %	0.55%
End of Plan Year	5,400	5,400
% of Valuation Payroll	0.59 %	0.59%

**THE CITY OF COOPER CITY PENSION PLAN
FOR MANAGEMENT EMPLOYEES**

**DEVELOPMENT OF NON EMPLOYEE CONTRIBUTIONS
FOR YEAR BEGINNING
OCTOBER 1, 2003**

<u>Non Employee Contribution Requirements</u>	Prior Plan <u>10/1/03</u>	Proposed Plan <u>10/1/03</u>
(1) Normal Cost-Non Employee % of Valuation Payroll	5,000 0.55%	5,000 0.55%
(2) Past Service Liability Cost % of Valuation Payroll	120,461 13.26%	128,798 14.18%
(3) Contribution Deficit % of Valuation Payroll	4,620 0.51%	4,620 0.51%
(4) Total Minimum Cost - Non Employee Beginning of the Plan Year (1)+(2)+(3)+(4) % of Valuation Payroll	130,081 14.32%	138,418 15.24%
(5) Estimated Minimum Contribution* Beginning of the Plan Year % of Valuation Payroll	130,081 14.32%	138,418 15.24%
During the Plan Year % of Valuation Payroll	135,284 14.89%	143,955 15.85%
(6) Change in the Cost of the Plan for Plan Amendment % of Valuation Payroll		8,670 0.954%

**FLORIDA MUNICIPAL PENSION TRUST FUND
DEFINED BENEFIT PLAN AND TRUST**

ADOPTION AGREEMENT

The undersigned employer adopts the Florida Municipal Pension Trust Fund Defined Benefit Plan and Trust for those Employees who shall qualify as Participants hereunder, to be known as the Retirement Plan and Trust for the Management Employees of the City of Cooper City.

It shall be effective as of the date specified below. The Employer hereby selects the following Plan specifications:

EMPLOYER INFORMATION

Employer: City of Cooper City

Contact Name and Title: Susan Bernard,
Director of Administrative Services

Address: P.O. Box 290910
Cooper City, FL 33329-0910

Telephone: (954) 434-4300, ext 291

NAME AND ADDRESS OF TRUSTEE:

Florida Municipal Pension Trust Fund
301 South Bronough, P.O. Box 1757
Tallahassee, FL 32302-1757
Phone: (850) 222-9684 Fax: (850) 222-3806

LOCATION OF EMPLOYER'S PRINCIPAL OFFICE:

The Employer is located in the State of Florida and This Trust shall be enforced and construed under the laws of the State of Florida.

EMPLOYER FISCAL YEAR:

Twelve months commencing on October 1st and ending on September 30th.

A. PLAN INFORMATION

This Adoption Agreement shall establish a new Plan and Trust with the following provisions:

Retirement Plan and Trust for the Management Employees of the City of Cooper City
ADOPTION AGREEMENT

- A1) **Effective Date:**
Effective Date: November 1, 2002
- A2) **Plan Year (12 consecutive month period):**
Beginning October 1 and Ending September 30
- A3) **Plan Anniversary Date (Annual Valuation Date):**
October 1
- A4) **Name of Plan Administrator:**
Florida League of Cities, Inc.
Post Office Box 1757
Tallahassee, Florida 32302-1757
Phone: (850) 222-9684 Fax: (850) 222-3806
- A5) **Florida Municipal Pension Trust Fund I.D. Number:**
59-2961075
- A6) **Plan's Agent for Legal Process:**
Christopher J. Farrell, City Manager
P.O. Box 290910
Cooper City, FL 33329-0910

B. PLAN

The Plan represents the **Managerial** Employees of the City of Cooper City and is bifurcated into the following employee groups:

Group 1 represents the Police Chief and Fire Chief.

Group 2 represents all other Management employees eligible to participate in the plan.

All benefits under this plan are provided to both employee groups unless specifically stated otherwise.

C. ELIGIBILITY

All employees shall become participants in the plan immediately when hired.

D. SALARY

Means the fixed monthly compensation paid a **management employee** and where, salary shall be the total cash compensation received for a fiscal year for such services, prorated on a monthly basis. The compensation paid by the employer for a plan year **excludes** the following:

- | | |
|---------------------------|-----------------------------------|
| 1. <u> X </u> Overtime | 4. <u> X </u> Sick Pay |
| 2. <u> </u> Bonuses' | 5. <u> X </u> Lump Sum Payments |

Retirement Plan and Trust for the Management Employees of the City of Cooper City
ADOPTION AGREEMENT

3. X Vacation 6. _____ Other _____

Retirement Plan and Trust for the Management Employees of the City of Cooper City
ADOPTION AGREEMENT

E. CREDITED SERVICE

Total number of years and fractional parts of years of service as measured from the date of employment as a manager or date of promotion to a management position.

F. FINAL MONTHLY COMPENSATION

One-twelfth of the highest average earnings during the three best years of creditable service prior to separation as an active member or the career average, whichever is greater.

G. BENEFIT AMOUNTS AND ELIGIBILITY (Section 6)

G1) Normal Retirement Date (Section 6.01):

A members normal retirement date shall be the first day of the month coincident with, or next following attainment of age 55 and 6 years of service.

G2) Normal Retirement Benefit (Section 6.02):

For Group A Employees, the monthly retirement benefit shall be equal to 2.0% of average monthly compensation for the highest three years worked times years and completed months of service, plus a supplement of \$20.00 per month for each year of service, compensation for pension purposes excludes overtime, vacation and sick pay. Members of this group are allowed to purchase a higher benefit accrual rate, retroactive to date of hire, provided the employee contributes to the fund the actuarially determined amount, within 3 months of the calculation, so there is a zero cost impact to the fund.

For Group B Employees, the monthly retirement benefit shall be equal to 2.25% of average monthly compensation for the highest three years worked times years and completed months of service, plus a supplement of \$20.00 per month for each year of service, compensation for pension purposes excludes overtime, vacation and sick pay.

G3) Early Retirement Date (Section 6.03):

A member may retire on his early retirement date, which shall be the first day of any month coincident with or next following the later of the attainment of age 50 and the completion of 6 years of service.

G4) Early Retirement Benefit (Section 6.04):

The amount of the accrued benefit will be reduced a maximum of 6 % for each year before the normal retirement date:

H. DISABILITY BENEFITS (Section 8)

H1) Disability Benefits (Section 8.01):

A member deemed to be totally and permanently disabled prior to normal retirement age for a period of 6 months will receive the accrued benefit as of the date of disability.

I. DEATH BENEFITS

I1) Death Prior to Vesting

If a member dies prior to retirement, and he is not vested, his beneficiary shall receive a refund of one hundred percent (100%) of the members accumulated contributions.

I2) Death After Vesting

If a member dies prior to retirement, and he has completed 6 years of service, his beneficiary shall receive a monthly benefit payable as a 100% Joint & Survivor benefit calculated as though the member had retired on his date of death.

J. TERMINATION OF EMPLOYMENT AND VESTING

If a member's employment is terminated either voluntarily or involuntary, the following benefits are payable:

- 1) If the member has less than 6 years of credited service upon termination the member shall be entitled to a refund of the money he has contributed or the member may leave it deposited with the Fund.
- 2) If the member has 6 or more years of credited service upon termination the member shall be entitled to their accrued monthly retirement benefit, starting at the member's otherwise normal or early retirement date, provided he does not elect to withdraw his contributions and provided he survives to his normal or early retirement date.

K. EMPLOYEE CONTRIBUTIONS (Section 5.01):

Group 2 members of the Plan shall be required to make regular contributions to the Fund in the amount of 11% of their salary on a pre-tax basis.

Group 1 members will have the 11% employee contribution rate paid by the Broward Sheriff's Office as part of the agreement between the City of Cooper City and the Broward Sheriff's Office to provide law enforcement and fire protection within the City of Cooper City.

L. COST OF LIVING ADJUSTMENT

Not applicable unless otherwise stated.

M. DEFERRED RETIREMENT OPTION PROGRAM-"DROP"

- (a) Any active employee may participate in the DROP pursuant to the requirements of this section. All applications for DROP shall be in writing on the form promulgated by the board.

Retirement Plan and Trust for the Management Employees of the City of Cooper City
ADOPTION AGREEMENT

A member is eligible to participate in DROP on the first day of the month following the attainment of normal retirement age. In the event the member has completed less than 15 years of credited service at the time of initial eligibility for normal retirement, the entry into the DROP must commence not later than the first day of the month following the completion of fifteen years of credited service in order to participate for maximum period.

The maximum period of DROP participation shall be for (5) years commencing on the date of eligibility. The DROP participation period shall decline by one (1) month for each month that a member delays entry into the DROP program.

- (b) A member electing DROP participation shall execute such forms, as the board of trustees shall require. The DROP election shall be effective on the first day of the month following the date of election. Applications must be filed with the board (with a copy to the city) not less than five (5) business days prior to the effective date.
- (c) DROP election shall be irrevocable at the time the member execute the applicable forms. Also, members may participate in DROP only once. After DROP participation commences, a member may not rejoin the retirement system as an active member nor shall the member be eligible to receive disability or pre-retirement death benefits from the system.
- (d) Upon DROP commencement, both the city and member contributions to the system for the normal cost of benefits shall cease.
- (e) For all retirement system purposes, the average monthly earnings and continuous service of a member participating in DROP shall remain as they existed on the date of commencement of participation in the DROP. Service, earnings, or increases in earnings thereafter shall not be recognized by the Retirement System or be used for the calculation or determination of any benefits payable by the retirement system.

Upon commencement of DROP participation, the member will continue to accrue or be paid for sick leave, holiday leave and annual leave in accordance with the terms of the applicable collective bargaining agreement and/or city rules and regulations, as applicable.
- (f) Payments shall be made monthly by the retirement system to a member's DROP account in the amount which would be paid had the member separated from the city and commenced normal retirement.
- (g) Member accounts shall be credited or debited, as appropriate, with the investment earned/lost at a rate equal to the fund's actual investment return, net of investment and administrative expenses. Accounts may be credited monthly or quarterly at the discretion of the board of trustees. Investment earnings/losses will be posted up to the last date of the member's DROP period. DROP participants by virtue of their

Retirement Plan and Trust for the Management Employees of the City of Cooper City
ADOPTION AGREEMENT

participation authorize the retirement board to invest their DROP assets in the same manner as other assets of the pension fund.

Alternatively, DROP participants may elect to self-direct their DROP account using mutual funds offered by the Board of Trustees. DROP participants shall be offered a range of mutual funds to permit diversification among different asset classes. The Board of Trustees shall be responsible for the selection and monitoring of mutual funds offered under the self-directed DROP program. DROP participants shall be responsible for all individual investment decisions and the allocation of DROP funds under the self-directed program. DROP participants shall be required to acknowledge that they have been advised to consult with a financial planner, accountant or other investment professional in selecting self-directed investments that are consistent with their financial needs and risk tolerance. Participants shall also be required to acknowledge that he have been advised to monitor the performance of their self-directed DROP account as they would their personal investment portfolio.

By participation in the DROP, DROP participants agree to hold the board of trustees, the retirement fund, the administrator and the City of Cooper City harmless from any liability claims associated with investment losses, which may occur in the ordinary course of the investment of assets of the retirement system.

The city and the board of trustees may seek a favorable determination letter from the IRS concerning the retirement plan, including all provisions of the DROP. In the event that the IRS should hold that this section does not meet the "definitely determinable benefit" rule, participant accounts will be at a fixed rate based upon the actuarially assumed rate of return as determined by the board of trustees during the period of DROP participation. No member shall receive a DROP payment until actually separated from the city.

- (h) To compensate the system for costs and expenses of administering the DROP, each member's DROP account shall be charged an administration fee of one-half (1/2) of one percent (1%), which will be deducted from the member's DROP account. The administrative fee may be adjusted on a uniform basis from time to time by the board of trustees.
- (i) Upon termination of employment for any reason, DROP participation shall cease and any future retirement benefits shall be paid directly to the member, or in the case of death, to the designated beneficiary.

This Adoption Agreement may be used only in conjunction with the Basic Plan Document.

This Adoption Agreement and the Basic Plan Document shall together be known as the Florida Municipal Pension Trust Fund Defined Benefit Plan and Trust.

Retirement Plan and Trust for the Management Employees of the City of Cooper City
ADOPTION AGREEMENT

We understand that the Employer may amend any election in this Adoption Agreement by giving the Trustee written notification of such Amendment as adopted.

The Employer hereby agrees to the provisions of the Plan and Trust

IN WITNESS WHEREOF, the Employer and Trustee hereby cause this Agreement to be executed on the _____ day of _____, 20____.

EMPLOYER:

City of Cooper City

By: *[Signature]*

Date: *August 24, 2004*

(Name of Trustee)

Date: _____

(Name of Trustee)

Date: _____

THIS RESOLUTION HAS BEEN PREPARED FOR REFERANCE AND INFORMATION PURPOSES. IT WAS INTENDED THAT A LEGAL RESPRESENTATIVE FOR YOUR CITY WOULD REVIEW PRIOR TO APPROVAL.

RESOLUTION NO. _____

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COOPER CITY, FLORIDA; AMENDING THE RETIREMENT PLAN AND TRUST FOR THE GENERAL EMPLOYEES OF THE CITY OF COOPER CITY; PROVIDING FOR CONFLICTING RESOLUTIONS; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the City Council established a Retirement Plan and Trust for the General Employees of the City of Cooper City; and

WHEREAS, the Retirement Plan and Trust agreement was executed on October 22, 2002; and

WHEREAS, Section 8.01 of the Plan and Trust authorizes the City Council to amend the Plan and Trust, in whole or in part, either retroactively or prospectively, by delivering to the Trustee a written amendment in accordance with the limitations set out in that section; and

WHEREAS, the City Council desires to amend section B of the Plan and Trust for the general employees of the City of Cooper City in order to separate out the employees into two groups, and to amend section G2 of the Plan and Trust for the general employees of the City of Cooper City in order to increase the normal retirement benefit accrual from 2% per year of service to 2.25% per year of service.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF COOPER CITY:

SECTION 1. The City Council of the City of Cooper City, in its capacity as the Trustee of the Retirement Plan and Trust for the employees of the City of Cooper City hereby approves the changes as set out forth below, with additions to the Plan and Trust indicated by underlining (underlining) and deletions by strike through (~~stricken through~~).

B. PLAN

~~The Plan represents the Managerial Employees:~~

B. PLAN

The Plan represents the **Managerial Employees** of the City of Cooper City and is bifurcated into the following employee groups:

Group 1 represents the Police Chief and Fire Chief.

Group 2 represents all other Management employees eligible to participate in the plan.

All benefits under this plan are provided to both employee groups unless specifically stated otherwise.

~~G2) **Normal Retirement Benefit (Section 6.02):**~~

~~The monthly retirement benefit shall be equal to the:~~

- ~~a. _____ number of years of credited service multiplied by 1.60% (62 or 30 years); 1.63% (age 63 or 31 years); 1.65% (age 64 or 32 years); 1.68% (age 65 or 33 or more years) and multiplied by final monthly compensation.~~
- ~~b. _____ number of years of credited service multiplied by 2% and multiplied by _____ final monthly compensation.~~
- ~~c. _____ number of years of credited service multiplied by 3% and multiplied by final monthly compensation.~~
- ~~d. X _____ Other 2% of average compensation for the highest three years worked times years and completed months of service, plus a supplement of \$20.00 per month for each year of service, compensation for pension purposes excludes overtime, vacation and sick pay.~~

G2) **Normal Retirement Benefit (Section 6.02):**

For Group A Employees, the monthly retirement benefit shall be equal to 2.0% of average monthly compensation for the highest three years worked times years and completed months of service, plus a supplement of \$20.00 per month for each year of service, compensation for pension purposes excludes overtime, vacation and sick pay. Members of this group are allowed to purchase a higher benefit accrual rate, retroactive to date of hire, provided the employee contributes to the fund the actuarially determined amount, within 3 months of the calculation, so there is a zero cost impact to the fund.

For Group B Employees, the monthly retirement benefit shall be equal to 2.25% of average monthly compensation for the highest three years worked times years and completed months of service, plus a supplement of \$20.00

TYPE Name, Title



Murray Cohen, Ph.D., ASA, MSPA, EA

4325 Middle Lake Drive
Tampa, FL 33624
(813) 963-5352

May 12, 2004

MEMORANDUM

TO: Paul Shamoun, Retirement Services Manager
Florida League of Cities



FROM: Murray E. Cohen Ph.D., ASA, EA
Consulting Actuary

SUBJECT: Cost Study for the City of Cooper City Management Employees Pension Plan
Changing the Benefit Accrual Rate from 2.00% to 2.25% for All Years of Service

The following are the results of the cost study undertaken for the City of Cooper City Management Employees Pension Plan. The following contribution amounts are for the cities total Plan costs. The costs below do not show the \$4,620 contribution deficit for the past year as they are not germane to the cost study. All cost shown are for payment at the beginning of the Plan Year.

Changes To Be Made To The Plan	Cost As a Percent of Payroll	Cost on Estimated 2003/2004 Actuarial Payroll Of \$908,412	Change in Cost Current Plan Year
1. Current Plan			
Normal Cost	0.55%	5,000	
Past Service Liability Cost	13.26%	120,461	
Total Plan Cost – 10/1/2003	13.81%	125,461	
2. Current Plan with 2.25% Accrual Rate for Years of Service			
Normal Cost	0.81%*	7,358*	2,358*
Past Service Liability Cost	14.96%	135,904	15,443
Total Plan Cost – 10/1/2003	15.77%*	143,262*	17,801*

* Initially part of the normal cost increase for the increase in the benefit accrual rate is paid for by surplus present value of employee contributions. As new members are hired the full normal cost of the benefit improvement will take force. Seen from the above table the current increase in normal cost is 0.26% (0.81% minus 0.55%) of payroll for the benefit improvement. Over time this figure will increase to the full cost of the increase in the accrual rate and be 1.26% percent of payroll.

If you have any questions please contact me.

ORDINANCE NO: 2004.08.:02

AN ORDINANCE OF THE CITY OF COOPER CITY,
FLORIDA, AMENDING THE FLORIDA LEAGUE OF
CITIES RETIREMENT PLAN PARTICIPATION
AGREEMENT TO EFFECTUATE THE TRANSITION TO
BROWARD SHERIFF'S OFFICE; PROVIDING FOR A
REPEALER; PROVIDING FOR SEVERABILITY;
PROVIDING FOR CODIFICATION; AND PROVIDING
FOR AN EFFECTIVE DATE.

WHEREAS, the City has a duly-established pension plan for
managerial employees; and

WHEREAS, effective February 15, 2004, a number of managerial
employees have transitioned to the Broward County Sheriff's Office pursuant
to the Agreement between the City and the Sheriff; and

0 WHEREAS, in order to properly provide for the transition of benefits
to the affected managerial employees, the Florida League of Cities has
recommended amendments to the Plan Participation Agreement;

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COMMISSION
OF THE CITY OF COOPER CITY, FLORIDA:

Section 1: That the Plan Participation Agreement for the Florida
League of Cities Retirement Plan is hereby amended as shown on Exhibit
"A", attached hereto and made a part hereof by this reference.

Section 2: All sections or parts of sections of the Code of Municipal
Ordinances 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 3: Should any section or provision of this Ordinance, or any
paragraph, sentence or word, be declared by a court of competent
jurisdiction to be invalid, such decision shall not affect the validity of
the

remainder hereof, as a whole or a part hereof, other than the part declared
to be invalid.

Section 4: It is the intention of the city Commission of the City of
Cooper City that the provisions of this Ordinance shall become and be made
a part of the Code of Ordinances of the City of Cooper City and that the

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sections of this Ordinance may be renumbered or relettered and the word
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"Ordinance" may be changed to "Chapter", "Section", "Article", or such
other

appropriate word or phrase, the use of which shall accomplish the
intentions
herein expressed.

Section 5: This Ordinance shall be in full force and take effect on
February 15, 2004.

PASSED AND ADOPTED on First Reading this 27th day of July,
A. D., 2004.

PASSED AND FINAL ADOPTION on Second Reading this 24th day of

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August; A.D., 2004.

ATTEST:

SUSAN BERNARD

City Clerk

Approved As To Form

ALAN F. R -

City Attorney

Roll Call

Mayor Fardelmann

Commissioner Roper

Commissioner Eisinger

Commissioner Ferrara
Commissioner Valenti
~'E S

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PUBLIC HEARING
CITY OF COOPER CITY

NOTICE IS HEREBY GIVEN, that on Tuesday, August 24, 2004, at 7:30 p.m., or as soon thereafter as practicable, in the auditorium of the Municipal Building located at 9090 Southwest 50 Place, Cooper City, Broward County, Florida, the City

Commission of the City of Cooper City will hold a Public Hearing to consider the Proposed Ordinances listed below and at which time interested parties may appear and be heard with respect to the Proposed Ordinances. A copy of such Proposed Ordinances

may be inspected by the public at City Hall during normal business hours of the City of

Cooper City. The following Proposed Ordinances will be discussed:

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE CODE OF ORDINANCES RELATING TO POLICE PENSIONS AND RETIREMENT; REVISING THE DEFINITIONS OF FINAL MONTHLY COMPENSATION IN SECTION 2.14 AND SERVICE RETIREMENT IN SECTION 2.27 OF THE POLICE PENSION PLAN; AMENDING SECTION 5.01 REGARDING MEMBER CONTRIBUTIONS; AMENDING SECTION 7.01 REGARDING NORMAL RETIREMENT ELIGIBILITY; AMENDING SECTION 7.09 REGARDING THE POST RETIREMENT SUPPLEMENTAL BENEFIT; AMENDING SECTION 7.10 REGARDING THE 13TH CHECK; AMENDING SECTION 15.01 TO PROVIDE FOR DIRECT THIRD PARTY PAYMENTS; PROVIDING A SEVERABILITY CLAUSE; CONFLICTING ORDINANCES REPEALED; PROVIDING FOR CODIFICATION; PROVIDING FOR AN EFFECTIVE DATE.
AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE FLORIDA LEAGUE OF CITIES RETIREMENT PLAN PARTICIPATION AGREEMENT TO EFFECTUATE THE TRANSITION TO BROWARD SHERIFF'S OFFICE; PROVIDING FOR A REPEALER; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

AN ORDINANCE AMENDING PLAN DEFINITIONS IN ARTICLE II OF THE CITY OF COOPER CITY GENERAL EMPLOYEES RETIREMENT PLAN FOLLOWING THE TRANSFER FOR PUBLIC SAFETY SERVICES TO THE BROWARD SHERIFF'S OFFICE; AMENDING THE REQUIREMENTS FOR MEMBERSHIP IN SECTION 3.01; AMENDING CONTRIBUTION REQUIREMENTS IN SECTION 5.01; INCREASING THE SERVICE RETIREMENT BENEFIT TO 2.25% IN SECTION 7.02;

- AMENDING THE EARLY RETIREMENT PROVISIONS IN SECTIONS 7.04 AND 7.05; AMENDING THE DISABILITY PROVISIONS IN SECTION 9.16; AMENDING THE VESTING PROVISIONS IN SECTION 10.06; PERMITTING THE PURCHASE OF THE 2.25% MULTIPLIER BY TRANSFERRED EMPLOYEES IN SECTION 15.06; AMENDING THE DROP IN SECTION 16.16; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; PROVIDING AN EFFECTIVE DATE.

AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA, AMENDING THE FISCAL YEAR 2003/2004 CAPITAL PROJECTS BUDGET; AND PROVIDING FOR AN EFFECTIVE DATE.

CITY OF COOPER CITY, FLORIDA
SUSAN BERNARD, CITY CLERK

Please publish one (1) time on Saturday, August 14, 2004.

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Please send bill and one affidavit of publication to: City Clerk  
P.O. Box 290910  
Cooper City, FL 33329-0910