



## CITY COMMISSION ORDINANCE/RESOLUTION

**TITLE:** Ordinance 25-03 (Commission)

**DATE:** January 14, 2025

**DESCRIPTION:** AN ORDINANCE OF THE CITY OF COOPER CITY, FLORIDA AMENDING ORDINANCE NO. 24-21, ADOPTED ON SEPTEMBER 17, 2024; PROVIDING FOR CERTAIN BENEFITS FOR THE CITY'S ELECTED OFFICIALS IN ACCORDANCE WITH SECTION 3.06 OF THE CITY CHARTER; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

**CITY MANAGER RECOMMENDATION:**

The City Manager recommends approval Ordinance 25-03, amending Ordinance No. 24-21 to establish an alternative pension plan for the City's elected officials that aligns with legal guidelines and fulfills the City's commitment to providing retirement benefits.

**BACKGROUND OF ITEM:**

On September 17, 2024, Ordinance No. 24-21 was adopted, authorizing the enrollment of elected officials in the general employee class of the FRS. Subsequently, FRS advised that this was not permissible, as elected officials must be enrolled in the elected officer class. This resulted in the need to consider alternative retirement plans. To address this issue and to align with the original intent of offering retirement benefits to elected officials, this ordinance proposes a 401(k) pension plan retroactive to September 17, 2024.

**ANALYSIS:**

The proposed amendments ensure compliance with FRS regulations and offer a viable treatment plan for elected officials. The 401(k) option allows for a City contribution capped at 12%, which provides a cost-effective alternative to the FRS elected officer class. This approach balances fiscal responsibility with the City's commitment to providing fair and competitive benefits to its elected officials.

**ALTERNATIVES:**

- Maintain the current Ordinance 24-21 and attempt to enroll elected officials in the FRS elected officer class.
- Develop alternative benefit packages or review additional pension plan options

**ATTACHMENTS:**

1. Ordinance 25-03
2. Ordinance 24-21