



Date: June 12, 2023
To: Mayor and Town Council
From: Sean O’Keefe, Town Manager
Re: Consideration and Approval: **Resolution 2021-004 – FRS Agreement**

Objective:

To provide a recruitment and retention tool for Town employees (non-sworn) by adopting the Florida Retirement System (FRS) as the Town Retirement Plan.

Summary:

The Town currently offers up to a 10% matching contribution to 457(b) investment accounts for all Town employees (except for those in the Police Department, who have their own pension). As a method of employee recruitment and retention, the offering of a pension plan rather than a contribution to an investment plan would be of significant value. The proposed resolution changes the Town Retirement Plan from the Town’s current matching contributions of 10% of salary for regular employee 457(b) investment accounts, and replaces it with the adoption of the FRS plan, which has a current Town contribution rate of 11.91% of salary for regular employees.

Fiscal Impact:

The ongoing fiscal impact would be a general increase of the Town’s contribution from 10% of a regular employee’s salary to 11.91% of a regular employee’s salary. The anticipated cost for implementing FRS for the last quarter of FY23 would be an additional \$11,600.

Staff Recommendation:

Staff recommends approval of the resolution to adopt the FRS as the Town Retirement Plan.