

**CITY COUNCIL RESEARCH DIVISION
LEGISLATIVE SUMMARY**



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Bill Type and Number: Ordinance 2020-529

Introducer/Sponsor(s): Council Member Dennis

Date of Introduction: August 25, 2020

Committee(s) of Reference: NCSPHS, TEU, F, R

Date of Analysis: August 27, 2020

Type of Action: Ordinance Code amendment

Bill Summary: The bill amends Ordinance Code Chapter 120 - (General Employees & Correction Officer Pension Plans & all Employees Defined Contribution Retirement Plans) - to provide employees with a window of opportunity for early retirement through March 31, 2022. It requires the filing of an actuarial statement with the Florida Division of Retirement prior to final enactment of this ordinance and provides that if required, the City will collectively bargain with employee unions regarding this program.

NOTE: the bill contains a scrivener's error that needs to be corrected in committee – the window for the early retirement opportunity should run through March 31, 2021, not 2022.

Background Information: The bill temporarily relaxes the age and years of service criteria for receipt of immediate retirement benefits to allow employees to retire at a slightly younger age and/or with fewer years of credited service. During this temporary early retirement window, the usual standard for full retirement of age 55 with 20 years of service is reduced to age 55 with 10 years of service. The current standard of age 65 with 5 years of service is reduced to age 60 with 5 years of service. The usual standard for early retirement is altered *from* at least 25 but less than 30 years of service *to* at least 20 but less than 30 years of service with the same 2% accrual rate regardless of age. Early retirement with 20 years of service and age 50 remains unchanged at a 2.5% accrual rate with a reduction of 0.5% for each month the benefit commencement precedes age 55.

Policy Impact Area: Early retirement option

Fiscal Impact: Undetermined

Analyst: Clements