

Public Hearing 6 P.M. or as soon thereafter as the agenda permits. The City Commission will conduct these public hearings in its dual capacity as Local Planning Agency and City Commission.

10/ 1/2024



City of Boynton Beach Agenda Item Request Form

Meeting Date: 10/ 1/2024

Proposed Ordinance No. 24-018- Second Reading - An Ordinance of the City Commission of the City of Boynton Beach, Florida; Amending Chapter 18, Article IV, Pensions for Firefighters, Section 18-185 "Normal Retirement Date," of the City Code to Permit Normal Retirement at Twenty Years of Service by Removing the Second Tier Adopted in 2019; providing for inclusion in the code; providing for severability; providing for a repealer; and providing for an effective date.

Requested Action: Staff recommends approval of Proposed Ordinance No. 24-018, on second reading.

Explanation of Request: The City and Boynton Beach Association of Fire Fighters Florida, Local 1891, IAFF engaged in impact bargaining relating to the wages and benefits for Firefighters in the Boynton Beach Fire Department. The City and the Union desire to memorialize the amendments that change the Boynton Beach Fire Pension Plan's normal retirement for Tier 2 members (hired after 2/5/2019) to 20 years from 25 years, regardless of age, which are also included within the new Collective Bargaining Agreement (CBA) that was adopted at the September 3rd, 2024 City Commission Meeting.

How will this affect city programs or services? The approval of the pension ordinance will allow the Boynton Beach Fire Department to remain competitive within the local and regional market in South Florida. Having a defined pension benefit with a normal retirement date of twenty (20) years of service vs twenty-five (25) years of service will help improve the department's overall recruitment, retention efforts, the mental health and well being of our Firefighters and will also result in all members having the same defined benefit verses two(2) different benefits.

Fiscal Impact: The impact of the proposed Ordinance amendment is detailed within the GRS Actuarial Impact Statement. This proposed plan amendment would take effect on October 1st, 2024. In addition, the attached letter by the Boynton Beach Association of Fire Fighters Florida, Local 1891, IAFF includes a FY24-25 contribution of \$230,000.00 that is associated with the first year required employer contribution. These funds are derived from Chapter 175 State contributions. The Fire Department intends to cover subsequent years by increased revenue collection, as well as monetary savings bargained for within the 2024-27 Collective Bargaining Agreement.

Attachments:

[Ord. 24-018 Boynton_Fire_Ord_removing_second_tier_Final__8.27.24_.docx](#)

[FPT Letter 24-27.pdf](#)

[business-impact-estimate-Pension Amendment.pdf](#)

[Boynton Beach Fire - Actuarial Impact Statement for Proposed Ordinance - 9-25-2024.pdf](#)