

1 EXHIBIT 1
2 RESOLUTION NO. 2026-
3

4 A RESOLUTION OF THE MAYOR AND CITY COMMISSION
5 OF HALLANDALE BEACH, FLORIDA, AUTHORIZING
6 ESTABLISHMENT OF A RETIREMENT HEALTH SAVINGS
7 ACCOUNT PROGRAM FOR CLASSIFICATION OF POLICE
8 CHIEF AND ONE-TIME CITY CONTRIBUTION; AND
9 PROVIDING AN EFFECTIVE DATE.
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12 **WHEREAS**, the establishment of a retiree health savings program serves the interests
13 of the City by enabling it to provide reasonable security regarding such officers' health needs
14 during retirement and by providing increased flexibility in is personnel management; and
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16 **WHEREAS**, over the past year, the City has implemented retirement benefit
17 enhancements for members of the Police bargaining unit, General Employees, and Not-
18 Represented employees. These initiatives were designed to improve retirement benefits,
19 support employee recruitment and retention, address workforce transition planning, and
20 provide the City with greater flexibility in managing long-term retirement obligations and
21 pension-related liabilities; and
22

23 **WHEREAS**, following implementation of these initiatives, staff identified a remaining
24 retirement benefit disparity affecting the Police Chief classification due to statutory pension
25 compensation limitations and the position's ineligibility for overtime compensation. As a result,
26 the proposed Retirement Health Savings contribution is intended to provide an equitable
27 supplemental retirement healthcare benefit that partially offsets the financial impact
28 associated with the pension cap limitations and the absence of overtime eligibility; and
29

30 **WHEREAS**, the Mayor and City Commission, being fully advised of the facts of this
31 matter, believe it is in the best interest of the City to authorize the establishment of the
32 Retirement Health Savings Account Program for the classification of Police Chief and
33 authorize a one-time city contribution of one-hundred ninety-three thousand three hundred
34 and seventy-two dollars (\$193,372).
35

NOW, THEREFORE, BE IT RESOLVED BY THE MAYOR AND THE CITY COMMISSION OF THE CITY OF HALLANDALE BEACH, FLORIDA:

SECTION 1. The foregoing “Whereas” clauses are confirmed as true and incorporated herein.

SECTION 2. The Mayor and City Commission hereby to authorize the establishment of the Retirement Health Savings Account Program for the classification of Police Chief and authorize a one-time city contribution of one-hundred ninety-three thousand three hundred and seventy-two dollars (\$193,372); and further authorize the City Manager to execute any and all necessary documents to effectuate this Resolution.

SECTION 3. Effective Date. This Resolution shall take effect immediately upon its passage and adoption.

APPROVED AND ADOPTED this _____ day of _____, 2026.

JOY F. COOPER
MAYOR

SPONSORED BY: HUMAN RESOURCES

ATTEST:

JENORGEN GUILLEN, CITY CLERK

APPROVED AS TO LEGAL SUFFICIENCY
AND FORM

JENNIFER MERINO
CITY ATTORNEY