

**MEMORANDUM OF UNDERSTANDING
BETWEEN CITY OF HALLANDALE BEACH
AND
FRATERNAL ORDER OF POLICE, Lodge 196**

This Memorandum of Understanding is entered into this 22 day of January, 2026 by and between the City of Hallandale Beach (the "City") and the Fraternal Order of Police (FOP), Lodge 196 (the "Union"). The City and the Union are collectively referred to as the "Parties."

WHEREAS, the Parties entered into a collective bargaining agreement for the period of October 1, 2023 to September 30, 2026, which sets forth the terms and conditions of employment of the City's police officers and police sergeants (collectively, the "sworn members"), including retirement benefits; and

WHEREAS, the City maintains a defined benefit pension plan for its sworn members as stated in Chapter 21, Article IV of the City Code of Ordinances, known as the Hallandale Beach Police and Fire Pension Plan ("Plan"); and

WHEREAS, the Plan provides a two-tier retirement benefit for sworn members, with Tier One members' normal retirement benefit calculated using 3.20% of Final Average Compensation for all years of Credited Service (i.e., a 3.20% multiplier), and Tier Two members' normal retirement benefit calculated using 3.00% of Final Average Compensation for all years of credited service (i.e., a 3.00% multiplier); and

WHEREAS, the City desires to amend the Plan to base normal retirement benefits using a 3.2% multiplier for Tier Two members; and

WHEREAS, the Plan calculates Final Average Compensation using the police members' average monthly rate of pensionable earnings for the highest four full calendar years or the highest five most recent calendar years for Tier One and Tier Two, respectively; and

WHEREAS, the City desires to amend the Plan to calculate Final Average Compensation using the monthly rate of pensionable earnings for the highest two full calendar years for both police tier one and tier two members; and

WHEREAS, the Plan permits sworn members to participate in a Deferred Retirement Option Plan ("DROP") for up to five (5) years; and

WHEREAS, the City desires to amend the Plan to provide for an eight-year DROP and to permit an extension for those sworn members currently in DROP; and

WHEREAS, to implement the changes related to the Tier Two multiplier, the Average Final Compensation calculation, and extension of the DROP participation period, it is necessary for the parties to collectively bargain the subject in accordance with the requirements under Chapter 447, Florida Statutes; and

WHEREAS, the City and the Union desire to memorialize their agreement regarding the change in the police Tier Two multiplier, the calculation for the Final Average Compensation, and the DROP participation period, as provided in this Memorandum of Understanding (“MOU”).

NOW, THEREFORE, in consideration of the promises and the mutual covenants contained in this Agreement, the Parties hereby agree to the following:

1. The above recitals are true and correct and incorporated herein by reference.
2. The Parties agree that the following terms of this MOU will be incorporated into the Settlement and Pension article in the next successive collective bargaining agreement.
 - a. Effective February 15, 2026, police tier two members’ normal retirement benefit will be based on using 3.2% of final average compensation for all years of credited service; and
 - b. Effective February 15, 2026, the Final Average Compensation shall be calculated using the police members’ average monthly rate of pensionable earnings for the highest two full calendar years; and
 - c. For police members who enter the DROP on or after February 15, 2026, the maximum DROP participation period shall be eight (8) years. For those members who entered DROP prior to February 15, 2026, the maximum DROP participation period is five (5) years, except that, effective February 15, 2026, members who are participating in the DROP on that date may extend their DROP participation period for up to three (3) years beyond the five (5) year maximum DROP participation period.
3. The Parties will direct the Plan’s professional, technical, or other advisors to effectuate the DROP extension in accordance with the Code of Ordinances.

For:

FRATERNAL ORDER OF POLICE,
LODGE 196



NAME Andrew McClelland
FOP President, Lodge 196

Dated: 1/22/2026

For:

HALLANDALE BEACH



Dr. Jeremy Earle
City Manager

Dated: 1-22-26

APPROVED TO LEGAL FORM

By: 
City Attorney

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RESOLUTION NO. 2026- 009

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A RESOLUTION OF THE MAYOR AND CITY COMMISSION OF THE CITY OF HALLANDALE BEACH, FLORIDA APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY AND THE FRATERNAL ORDER OF POLICE, LODGE 196, FOR CHANGES TO THE HALLANDALE BEACH POLICE AND FIRE PENSION PLAN FOR SWORN POLICE OFFICERS; AND PROVIDING FOR AN EFFECTIVE DATE.

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WHEREAS, the City maintains a defined benefit pension plan for sworn police officers and firefighters under Chapter 21 of the City Code. During collective bargaining with the Fraternal Order of Police (FOP), Lodge 196, the Union proposed several pension enhancements.; and

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WHEREAS, after reviewing the actuarial findings and considering the City's long-term fiscal stability, the City and the FOP reached agreement on a limited set of pension modifications that are modest, sustainable, and fiscally responsible. These agreed-upon changes have been memorialized in a Memorandum of Understanding, attached as Exhibit A; and

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WHEREAS, the FOP has conducted a vote of the membership and the proposed changes were overwhelmingly supported; and

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WHEREAS, the Mayor and City Commission find that it is in the best interest of the residents of the City of Hallandale Beach to approve the MOU attached as Exhibit A.

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

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SECTION 1. The foregoing "Whereas" clauses are incorporated herein.

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SECTION 2. The Mayor and City Commission hereby approve the MOU attached as Exhibit A..

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

APPROVED AND ADOPTED this 21st day of January, 2026.



JOY F. COOPER
MAYOR

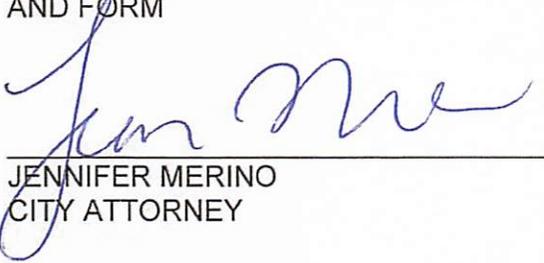
SPONSORED BY: CITY ADMINISTRATION

ATTEST:



JENORGEN GUILLEN
CITY CLERK

APPROVED AS TO LEGAL SUFFICIENCY AND FORM



JENNIFER MERINO
CITY ATTORNEY

FINAL VOTE ON ADOPTION

Mayor Cooper	<u>Yes</u>
Vice Mayor Lazarow	<u>Yes</u>
Commissioner Adams	<u>Yes</u>
Commissioner Butler	<u>Yes</u>
Commissioner Lima-Taub	<u>Absent</u>

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