



400 S. Federal Hwy
Hallandale Beach, FL 33009
07162025

City of Hallandale Beach City Commission Agenda Cover Memo

Meeting Date:	File No.:	Item Type:			1 st Reading	2 nd Reading
1/21/2026	Enter Granicus File No.	<input checked="" type="checkbox"/> Resolution <input type="checkbox"/> Ordinance <input type="checkbox"/> Other	Ordinance Reading	n/a	n/a	
			Public Hearing	<input type="checkbox"/>	<input type="checkbox"/>	
			Advertising Required	<input type="checkbox"/>	<input type="checkbox"/>	
			Quasi-Judicial:	<input type="checkbox"/>	<input type="checkbox"/>	
Fiscal Impact (\$):	Account Balance (\$):		Funding Source:		Project Number:	
\$74,213	\$10,825,081		522100		N/A	
Contract Required:		P.O. Required:	RFP/RFQ/Bid Number:	Sponsor Name:		Department:
<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="checkbox"/> Yes	<input checked="" type="checkbox"/> No	N/A	Dr. Jeremy Earle, City Manager	City Manager's Office
Strategic Plan Focus Areas:						
<input checked="" type="checkbox"/> Fiscal Stability	<input type="checkbox"/> Resident Services		<input type="checkbox"/> Public Safety	<input type="checkbox"/> Infrastructure & Mobility	<input type="checkbox"/> Economic Development & Affordable Housing	
Implementation Timeline:						
Estimated Start Date: 2/1/2026				Estimated End Date: 12/31/9999		

SHORT TITLE:

**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.**

STAFF SUMMARY:

Summary:

The proposed Memorandum of Understanding (“MOU”) negotiated amendments to the Hallandale Beach Police and Fire Pension Plan for sworn police officers, between the City and the Fraternal Order of Police (FOP), Lodge 196. The changes include:

- (1) increasing the Tier Two pension accrual rate to match Tier One;
- (2) modifying the calculation of Final Average Compensation to the highest two (2) full calendar years for both tiers; and
- (3) extending the Deferred Retirement Option Program (DROP) participation period from five (5) to eight (8) years.

Background:

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 FOP, the Union proposed several pension enhancements. The City conducted an actuarial analysis, prepared by Foster & Foster Actuaries, to evaluate the fiscal impact of those proposals.

The actuarial review demonstrated that many of the requested enhancements—such as lifetime Cost Of Living Adjustments (COLAs), removal of benefit caps, and inclusion of off-duty pay as pensionable earnings—would create significant and unsustainable long-term financial liabilities for the City.

Current Situation:

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 (MOU) (Exhibit A) which requires commission approval.

Cost Benefit:

The adopted changes represent a balanced approach that recognizes the service of sworn police officers while protecting the City's long-term financial stability. As detailed in the actuarial review, the City declined proposals that would have added more than \$10 million in unfunded liabilities and over \$3 million in additional annual pension costs. Instead, the limited changes approved through the MOU result in an increase of \$195,380 in unfunded liabilities and \$74,213 in additional annual pension costs, while avoiding open-ended financial exposure and preserving the pension plan's funded status.

PROPOSED ACTION:

The City Commission considers and approves the attached Resolution.

ATTACHMENT(S):

Exhibit 1 – Resolution

Exhibit A - Memorandum of Understanding between the City of Hallandale Beach and the Fraternal Order of Police, Lodge 196

Prepared By: Radu Dodea

Radu Dodea, IPMA-SCP, CPPT

Human Resources/Risk Management
Director

Reviewed By: Jeremy Earle, Ph.D.

Jeremy Earle, Ph.D., AICP, FRA-RA
City Manager/CRA Executive Director