EXHIBIT 1
ORDINANCE NO. 2026-

AN ORDINANCE OF THE MAYOR AND CITY COMMISSION OF THE CITY OF HALLANDALE BEACH, FLORIDA, APPROVING AMENDMENTS TO THE CITY OF HALLANDALE BEACH GENERAL EMPLOYEES' RETIREMENT PLAN DOCUMENT AND THE INVESTMENT POLICY STATEMENT TO AUTHORIZE THE EARLY RETIREMENT WINDOW PURSUANT TO THE AFSCME COLLECTIVE BARGAINING AGREEMENT APPROVED ON MAY 6, 2026; PROVIDING FOR CONFLICTS; PROVIDING FOR SEVERABILITY; PROVIDING FOR CODIFICATION; AND PROVIDING FOR AN EFFECTIVE DATE.

WHEREAS, Sec. 21-327 of the City of Hallandale Beach Code of Ordinances established a retirement plan to be known as the City of Hallandale Beach Police Officers and Firefighters Personnel Retirement Trust; and

WHEREAS, on May 6, 2026, the City Commission approved a Collective Bargaining Agreement (CBA) between the City of Hallandale Beach and AFSCME Local 2009 for the period October 1, 2025 through September 30, 2028, which included Article 34.4 establishing a limited Early Retirement Window (ERW) for eligible participants in the City's legacy General Employees' defined benefit pension plan; and

WHEREAS, the approved pension window allows eligible employees meeting specified age and service requirements to elect early retirement without penalty during the contract term ending September 30, 2028, and the City's actuary completed an Actuarial Impact Statement dated March 20, 2026 evaluating the fiscal impact of the proposed ERW and confirming compliance with applicable Florida Statutes governing public pension plans; and

WHEREAS, in order to implement the pension window, the Retirement Plan document must be formally amended to incorporate the approved ERW provisions, and amendments to the Investment Policy Statement (IPS) are recommended to align the investment strategy with the anticipated reduction in long-term liabilities, demographic changes within the plan, and the City's ongoing pension de-risking objectives; and

Words in ~~strikethrough~~ type are deletions from existing text.
Words in underline type are additions.

WHEREAS, The proposed amended Retirement Plan document incorporates the ERW provisions previously approved by the City Commission and negotiated through the collective bargaining process, which establish the eligibility criteria, retirement provisions, and implementation framework necessary to administer the ERW; and

WHEREAS, the proposed amended IPS updates the pension plan's investment objectives, asset allocation framework, and risk management approach to better align with the evolving structure of the pension plan following implementation of the retirement window, intended to support long-term financial stability, improve alignment between plan liabilities and investment strategy, and reduce exposure to future market volatility; and

WHEREAS, Staff recommends that the Mayor and City Commission find it to be in the public interest to approve amendments to the City of Hallandale Beach General Employees' Retirement Plan document and the Investment Policy Statement in order to implement the Early Retirement Window previously approved by the City Commission as part of the AFSCME Collective Bargaining Agreement approved on May 6, 2026, which formalize the pension window provisions negotiated in the collective bargaining agreement and authorize updates to the plan's governing investment policies to reflect the anticipated changes in plan demographics, liabilities, and long-term funding strategy, and authorize the City Manager to execute relating documents.

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

<u>SECTION 1</u>. **<u>Incorporation of Recitals</u>.** The foregoing "Whereas" clauses are confirmed as true and incorporated herein.

<u>SECTION 2.</u> **<u>Approval of Amendment to Plan Document.</u>** The Mayor and City Commission of the City of Hallandale Beach hereby ordain that they approve of the attached amendments to the City of Hallandale Beach General Employees' Retirement Plan document and the Investment Policy Statement in order to implement the Early Retirement Window previously approved by the City Commission as part of the AFSCME Collective Bargaining Agreement approved on May 6, 2026, which formalize the pension window provisions negotiated in the collective bargaining agreement and authorize updates to the plan's governing investment policies to reflect the anticipated changes in plan demographics, liabilities, and long-term funding strategy, and authorize the City Manager to execute relating documents.

SECTION 3. **Conflict.** All ordinances, parts of ordinances, resolutions, or parts of resolutions in conflict herewith are hereby repealed, to the extent of the conflict.

SECTION 4. **Severability.** Should any provision of this Ordinance be declared by a court of competent jurisdiction to be invalid, such decision shall not affect the validity of this Ordinance as a whole or any portion thereof, other than the part that is declared to be invalid.

SECTION 5. **Codification.** It is the intention of the Mayor and City Commission that the provisions of this ordinance be incorporated into the Code of Ordinances; to effect such intention the words "ordinance" or "section" may be changed to other appropriate words.

SECTION 6. **Effective Date.** This Ordinance shall take effect immediately upon its passage and adoption.

PASSED on 1st reading on ______________, 2026.

PASSED AND ADOPTED on 2nd reading, on ______________, 2026.