



City of Pensacola

222 West Main Street
Pensacola, FL 32502

Memorandum

File #: 16-21

City Council

5/27/2021

LEGISLATIVE ACTION ITEM

SPONSOR: Grover C. Robinson, IV, Mayor

SUBJECT:

REVISED: PROPOSED ORDINANCE NO. 16-21 - AN ORDINANCE AMENDING SECTION 9-5-72 AND CREATING CHAPTER 9-10, SECTION 9-10-1 OF THE CODE OF THE CITY OF PENSACOLA

RECOMMENDATION:

That City Council adopt Proposed Ordinance No. 16-21, as revised, on second reading:

AN ORDINANCE AMENDING SECTION 9-5-72 AND CREATING__CHAPTER 9-10, SECTION 9-10-1 OF THE CODE OF THE CITY OF PENSACOLA, FLORIDA; IMPLEMENTING RATIFIED FIREFIGHTER COLLECTIVE BARGAINING AGREEMENT PROVISIONS; PROHIBITING ADDITIONAL FUNDING OF THE FIREFIGHTERS' DEFERRED COMPENSATION PLAN; PROVIDING FIREFIGHTER PENSION BENEFITS SUPPLEMENTAL TO BENEFITS PROVIDED BY STATE STATUTE; AMENDING SPOUSAL AND WIDOW/WIDOWER BENEFITS; AMENDING DEFINITION OF COMPENSATION; PROVIDING FOR SEVERABILITY; REPEALING CLAUSE; PROVIDING AN EFFECTIVE DATE.

HEARING REQUIRED: No Hearing Required

SUMMARY:

The Social Security Replacement Program for Firefighters was established effective June 15, 2015 as part of the Pensacola Professional Firefighters International Association of Firefighters (IAFF) Local 707 Collective Bargaining Agreement for Fiscal years 2015 - 2017. The Social Security Replacement Plan was provided to offset the reduction in the spousal benefit approved in the Firefighters' Relief and Pension Plan Special Act and agreed upon in the IAFF Collective Bargaining Agreement. The Collective Bargaining Agreement beginning October 1, 2020 through October 1, 2023 will restore the spousal benefit back to 75% of the retiree's benefit amount with no reduction to the retiree's pension. Therefore, the Social Security Replacement Plan is no longer needed to replace the spousal benefit reduction and is being closed.

The City of Pensacola and the International Association Firefighters' (IAFF) entered into a contract that was ratified by City Council on December 10, 2020. The City has prepared the required changes to Article VI - Firefighters' Relief and Pension Plan Special Act and submitted to the State Legislature

in Tallahassee, Florida. However, the proposed changes are held up in committee and if does not appear they will be voted on during this regular session.

There is a provision in the Special Act to allow for benefit increases to be enacted by ordinance and later incorporated into the Special Act. Therefore, the following benefit increases are included in the ordinance:

- Benefit increases of 300 hours of overtime.
- Basic Life Support (BLS) premium pay to be included in pensionable wages.
- Any one retiring on or after the passage of this ordinance the spousal benefit at the time of the retiree's death will be set at 75% of the retiree benefit.
- Allowing for a widow or widower to remarry and continue receiving the retirement benefit until their death.

PRIOR ACTION:

May 13, 2021 - City Council voted to approve Proposed Ordinance No. 16-21 on first reading.

December 10, 2020 - City Council ratified the proposed Pensacola Professional Firefighters' International Association of Firefighters (IAFF) Local 707 Collective Bargaining Agreement.

December 10, 2020 - The City Council voted to approve Proposed Ordinance No. 49-20 on first reading and March 11, 2021 - The City Council voted to approve Proposed Ordinance No. 10-21 on first reading.

FUNDING:

N/A

FINANCIAL IMPACT:

The City contributions to the Firefighters' Relief and Pension Plan will increase approximately \$32,700 but will be offset by the Social Security Replacement Plan contributions of approximately \$71,800 resulting in a net savings of \$39,100.

CITY ATTORNEY REVIEW: Yes

4/12/2021

STAFF CONTACT:

Keith Wilkins, City Administrator
Amy Lovoy, Finance Director
Ted Kirchharr, Human Resources Director

ATTACHMENTS:

- 1) REVISED Proposed Ordinance No. 16-21

2) Proposed Ordinance No. 16-21

PRESENTATION: No