



CITY OF Boca Raton

Ordinance No. 5796

CITY HALL
201 WEST PALMETTO PARK ROAD • BOCA RATON, FL 33432
PHONE (561) 393-7700
(FOR HEARING IMPAIRED) TDD (561) 367-7043
www.myboca.us

DATE: August 17, 2026

TO: Mayor and City Council

FROM: Mark Sohaney
City Manager 

SUBJECT: Amendment to the Pension Plan for Police and Firefighters (PFPP)

RECOMMENDATION: I recommend adoption of the proposed amendment to Chapter 12, Article IV, "Pension Plan for Police and Firefighters," of the City Code of Ordinances.

SUMMARY: Attached for your consideration is a proposed amendment to the Pension Plan for Police and Firefighters ("PFPP") intended to allow full or partial refunds to be paid to firefighter members who purchased prior service credit pursuant to Section 12-154(1), Code of Ordinances, before April 14, 2015, to adjust for the diminution in value of those purchases due to a subsequently imposed dollar limitation on benefits payable under the plan.

This amendment was negotiated between the City and International Association of Fire Fighters ("IAFF"), Local 1560 as part of a Collective Bargaining Agreement which has been ratified by the IAFF members and is before the City Council for consideration on the August 25, 2026 agenda.

BACKGROUND: Section 12-154(1) of the City Code of Ordinances allows for members of the PFPP to purchase up to 5 additional years of service credit at any time prior to retirement for a like period of full-time employment, prior to employment with the City, in the active service of the U.S. Armed Forces or as a firefighter for another employer. The cost of this purchase is valued at the greater of; 1) the members' current contribution rate multiplied by the members' current earnings multiplied by the number of years being purchased, or 2) the full actuarial cost of the service being purchased as determined by the plan actuary. This language is structured to ensure the member making the service purchase pays the full cost of that service, thus resulting in no additional unfunded actuarial liability to the plan itself.

On April 14, 2015, through the collective bargaining process, Section 12-151(2)(d)(2) became effective which placed a dollar limit maximum benefit payable to firefighters under the PFPP. This dollar limit was initially \$100,000 and increased 2% on October 1st of each subsequent year. This benefit limit was not factored into the service purchase cost calculation for members purchasing service prior to April 14, 2015 but the benefits purchased became subject to this maximum.

During the 2026 collective bargaining negotiations between the City and IAFF, IAFF raised this issue where members that purchased service time prior to April 14, 2015 (prior to the existence of the benefit cap), and whose benefits were limited by the benefit cap under Section 12-151(2)(d)(2), had effectively overpaid for their service purchase. After considering the matter, the City and IAFF agreed on the mechanism in this ordinance to provide for a partial or full refund of the service purchase cost, without interest, based on the proportional impact of the benefit cap on retirement benefits relative to the amount of service purchased. This ordinance is only applicable to members that have not yet retired. There are currently 5 members that purchased service time prior to April 14, 2015 and may be eligible for this refund.

STAY CONNECTED   

- AN EQUAL OPPORTUNITY EMPLOYER -

FISCAL IMPACT: The Plan Actuary has prepared an impact statement which has been provided with this agenda item. Approving this ordinance would increase the Plan's Unfunded Actuarial Liability by \$56,922 and increase the City's annual funding requirement for the plan by \$4,337.

STRATEGIC IMPACT: This Ordinance supports the following Strategic Focus Area of a Financially Sound City.

cc: Mary Siddons, City Clerk
Joshua Pariente Koehler, City Attorney



ORDINANCE

5796

AN ORDINANCE OF THE CITY OF BOCA RATON
AMENDING CHAPTER 12, "PENSIONS AND RETIREMENT,"
ARTICLE IV, "PENSION PLAN FOR POLICE AND
FIREFIGHTERS," SECTION 12-154, "PURCHASE OF PAST
SERVICE," TO EFFECTUATE THE PENSION RELATED
PROVISIONS OF THE COLLECTIVE BARGAINING
AGREEMENT BETWEEN THE CITY AND THE
INTERNATIONAL ASSOCIATION OF FIRE FIGHTERS
LOCAL 1560; PROVIDING FOR SEVERABILITY; PROVIDING
FOR REPEALER; PROVIDING FOR CODIFICATION;
PROVIDING AN EFFECTIVE DATE

WHEREAS, the City of Boca Raton ("City") recently negotiated a Collective Bargaining Agreement with the International Association of Fire Fighters ("IAFF"), Local 1560 (the "Fire Union"), for the period October 1, 2026 through September 30, 2027 ("CBA"); and

WHEREAS, the CBA provides for modification of the City of Boca Raton Police and Firefighters' Retirement System; specifically, to provide that (full or partial) refunds may be paid to firefighter members who purchased prior service credit pursuant to Section 12-154(1), Code of

Ordinances, before April 14, 2015, to adjust for the diminution in value of those purchases due to a dollar limitation on benefits payable under the plan that became effective on that date; and

WHEREAS, to implement the modifications to the Police and Firefighters' Retirement System, it is necessary to adopt an ordinance amending Chapter 12, Article IV of the City Code of Ordinances; now, therefore

THE CITY OF BOCA RATON HEREBY ORDAINS:

Section 1. Chapter 12, "Pensions and Retirement," Article IV, "Pension Plan for Police and Firefighters," Section 12-154, "Purchase of past service," Code of Ordinances, is hereby amended to read:

Section 12-154. – Purchase of past service.

* * *

(4) For any firefighter member who purchased prior service credit pursuant to subsection (1) prior to April 14, 2015, if, upon calculation of the firefighter member's retirement benefit, the benefit otherwise payable is reduced by the dollar limitation contained in Section 12-151(2)(d)2., the firefighter member is entitled to a refund of all or a portion of the amount originally paid for such purchased prior service credit, without interest, calculated as follows:

(a) Determine the difference between the total actuarial present value of the firefighter member's retirement benefit with the purchased prior service credit and the actuarial present value of the firefighter member's retirement benefit without the purchased prior service credit, assuming the dollar limitation contained in Section 12-151(2)(d)2. does not apply.

(b) Determine the difference between the actuarial present value of the firefighter member's retirement benefit with the purchased prior service credit and the actuarial present value of the firefighter member's retirement benefit without the purchased prior service credit after application of the dollar limitation contained in Section 12-151(2)(d)2.

1 (c) Divide the amount determined under (b) by the amount determined under (a), round
2 the result to the nearest ten-thousandth, and subtract the result from one (1.0).

3 (d) The amount of the refund is the amount originally paid by the firefighter member for
4 the purchased prior service credit multiplied by amount determined under subparagraph (c).

5 (e) If the amount determined under (b) is zero, the firefighter member will receive a
6 refund equal to one hundred percent (100%) of the amount originally paid for the purchased prior
7 service credit.

8 (f) The actuarial calculations required by this subsection (4) shall be performed by the
9 plan actuary at the time the firefighter member's retirement benefit is calculated, including upon
10 the firefighter member's entry into the DROP. The firefighter member is responsible for the
11 reasonable cost of the actuarial calculations required under this paragraph.

12 (g) Any refund payable under this paragraph must be paid within ninety (90) days after
13 the firefighter member's retirement or entry into the DROP, as applicable. If the firefighter member
14 dies before payment of the refund, the refund will be paid to the firefighter member's designated
15 beneficiary on file with the Board, or, if there is no surviving designated beneficiary, to the
16 firefighter member's estate.

17 Section 2. If any section, subsection, clause, or provision of this ordinance is held
18 invalid, the remainder shall not be affected by such invalidity.

19 Section 3. All ordinances and resolutions or parts of ordinances and resolutions and
20 all section and parts of sections in conflict herewith shall be and hereby are repealed.

21 Section 4. Codification of this ordinance in the Code of Ordinances is hereby
22 authorized and directed.

23 Section 5. This ordinance shall take effect on October 1, 2026, provided Resolution
24 No. 95-2026 has been adopted by the City Council and has become effective.

PASSED AND ADOPTED by the City Council of the City of Boca Raton this ____ day
of August, 2026.

CITY OF BOCA RATON, FLORIDA

ATTEST:

Mary Siddons, City Clerk

Andy Thomson, Mayor

Approved as to form:



Joshua Pariente Koehler
City Attorney

COUNCIL MEMBER	YES	NO	ABSTAINED
MAYOR ANDY THOMSON			
DEPUTY MAYOR MICHELLE GRAU			
COUNCIL MEMBER YVETTE DRUCKER			
COUNCIL MEMBER JONATHAN PEARLMAN			
COUNCIL MEMBER STACY L. STIPPLE			