



**COMMISSION MEMORANDUM**

TO: Honorable Mayor and Members of the City Commission  
FROM: Commissioner Alex Fernandez  
DATE: September 11, 2024  
TITLE: REFERRAL TO THE AUDIT COMMITTEE TO DISCUSS AN INCREASE TO THE INSPECTOR GENERAL'S PENSION ACCRUAL.

**RECOMMENDATION**

The Administration recommends that the Commission retroactively approve the referral to the Audit Committee as recommended by the FERC committee on their July 26, 2024 meeting. The Audit Committee reviewed the item on August 14, 2024.

**BACKGROUND/HISTORY**

This item was originally heard at the October 18, 2023 City Commission meeting, at the request of Mayor Dan Gelber, the City Commission referred an item to the Finance and Economic Resiliency Committee to discuss an increase to the Inspector General's pension accrual factor. This action would require an amendment to the City's Miami Beach Employees' Retirement Plan (the "Pension Plan").

On February 22, 2023, the City Commission approved and adopted on second reading Ordinance No. 2023-4549 that amended several provisions of the Pension Plan, including changing the pension accrual factor to 4% for Elected Officials and Charter Officers, but excluded the Inspector General concerning this specific change.

Currently, the Inspector General is the only member of the Charter Officers with a 2.5% pension accrual factor.

This item was included on the May 24, 2024 Finance and Economic Resiliency Committee (FERC) agenda but was opened and continued. The item was also included on the June 28, 2024 FERC agenda but was deferred to the July 26, 2024 meeting. At the July 26, 2024 FERC meeting, members made the recommendation to return this item back to the full Commission for a referral to the Audit Committee.

The Audit Committee reviewed the item on August 14, 2024, and made a motion in support of increasing the pension accrual factor for the City of Miami Beach Inspector General from 2.5% to 4%, as the other Charter Officers. This information was provided to the Commission in the form of an LTC dated August 19, 2024.

**ANALYSIS**

Following approval of the referral, the Human Resources Department obtained authorization from the Pension Plan administrators to engage the Pension Plan actuary to conduct an analysis on the financial impact of making the change for the Inspector General from a 2.5% to 4% pension accrual factor to be applied to his final average monthly earnings upon retirement.

Foster & Foster, the Pension Plan actuary, submitted its report on April 12, 2024 (copy attached) and concluded that the estimated impact to the City's GASB 67 Net Pension Liability would increase by \$130,106. The estimated impact to the City's minimum contribution requirements in FY 2024-25 would be an increase of \$29,290.

### **FISCAL IMPACT STATEMENT**

The estimated impact to the City's minimum contribution requirements in FY 2024-25 would be an increase of \$29,290. See attached actuarial analysis.

### **Does this Ordinance require a Business Impact Estimate?** (FOR ORDINANCES ONLY)

If applicable, the Business Impact Estimate (BIE) was published on:

See BIE at: <https://www.miamibeachfl.gov/city-hall/city-clerk/meeting-notices/>

### **FINANCIAL INFORMATION**

### **CONCLUSION**

Should FERC recommend approval of the pension accrual factor from 2.5% to 4% for the Inspector General, the item will be referred to the City Commission for consideration of an Ordinance to effectuate the change.

### **Applicable Area**

Citywide

### **Is this a "Residents Right to Know" item, pursuant to City Code Section 2-17?**

No

### **Is this item related to a G.O. Bond Project?**

No

### **Was this Agenda Item initially requested by a lobbyist which, as defined in Code Sec. 2-481, includes a principal engaged in lobbying?** No

If so, specify the name of lobbyist(s) and principal(s):

### **Department**

Human Resources

### **Sponsor(s)**

Commissioner Alex Fernandez

### **Co-sponsor(s)**

**Condensed Title**

Ref: Audit Committee – Increase Inspector General’s Pension Accrual. (Fernandez) HR