

City of Titusville, Florida Business Impact Estimate

This form should be included in the City Council agenda packet for the item under which the proposed ordinance is to be considered and must be posted on the City of Titusville website by the time notice of the proposed ordinance is published, excluding the exceptions provided in 166.041(4), Florida Statutes.

Ordinance No. 1-2026 - AN ORDINANCE OF THE CITY OF TITUSVILLE AMENDING CHAPTER 15, PENSIONS AND RETIREMENT, ARTICLE III, POLICE OFFICERS' AND FIREFIGHTERS' PENSION PLAN, OF THE CODE OF THE ORDINANCES OF THE CITY OF TITUSVILLE; AMENDING SECTION 15-222 BENEFITS EFFECTIVE JUNE 30, 2013, SUBSECTION (E), SALARY, PROVIDING FOR A CHANGE IN THE TYPES OF INCENTIVE PAY PURSUANT TO THE COLLECTIVE BARGAINING AGREEMENT; AMENDING SECTION 15-233 DEFERRED RETIREMENT OPTION PLAN; REPEALING ALL ORDINANCES IN CONFLICT HEREWITH; PROVIDING FOR SEVERABILITY OF PROVISIONS AND PROVIDING AN EFFECTIVE DATE.

This Business Impact Estimate is provided in accordance with Section 166.041(4), *Florida Statutes*. If one or more boxes are checked below, this means the City of Titusville is of the view that a business impact estimate is not required by state law¹ for the proposed ordinance. This Business Impact Estimate may be revised following its initial posting.

☒ X

The proposed ordinance is required for compliance with Federal or State law or regulation;

- ☐ The proposed ordinance relates to the issuance or refinancing of debt;
- ☐ The proposed ordinance relates to the adoption of budgets or budget amendments, including revenue sources necessary to fund the budget;
- ☐ The proposed ordinance is required to implement a contract or an agreement, including, but not limited to, any Federal, State, local, or private grant or other financial assistance accepted by the municipal government;
- ☐ The proposed ordinance is an emergency ordinance;
- ☐ The ordinance relates to procurement; or
- ☐ The proposed ordinance is enacted to implement the following:
 - a. Development orders and development permits, as those terms are defined in s. 163.3164, and, development agreements, as authorized by the Florida Local Government Development Agreement Act under ss. 163.3220-163.3243;
 - b. Comprehensive Plan Amendments and land development regulation amendments initiated by an application by a private party other than the county;

¹ See Section 166.041(4)(c), Florida Statutes.

- c. Sections 190.005 and 190.046, *Florida Statutes*, regarding community development districts;
- d. Section 553.73, *Florida Statutes*, relating to the *Florida Building Code*; or
- e. Section 633.202, *Florida Statutes*, relating to the *Florida Fire Prevention Code*.

In accordance with the provisions of controlling law, even notwithstanding the fact that an exemption noted above may apply, the City of Titusville hereby publishes the following information:

1. Summary of the proposed ordinance (must include a statement of the public purpose, such as serving the public health, safety, morals and welfare):

Clarifies the manner in which earnings are calculated to the members' Deferred Retirement Option Program Accounts.

2. An estimate of the direct economic impact of the proposed ordinance on private, for-profit businesses in the City of Titusville, if any:

- (a) An estimate of direct compliance costs that businesses may reasonably incur;
- (b) Any new charge or fee imposed by the proposed ordinance or for which businesses will be financially responsible; and
- (c) An estimate of the City of Titusville regulatory costs, including estimated revenues from any new charges or fees to cover such costs.

Minimal.

3. Good faith estimate of the number of businesses likely to be impacted by the proposed ordinance:

Not applicable.

4. Additional information the governing body deems useful (if any):

[You may wish to include in this section the methodology or data used to prepare the Business Impact Estimate. For example: City of Titusville staff solicited comments from businesses in the City of Titusville as to the potential impact of the proposed ordinance by contacting the chamber of commerce, social media posting, direct mail or direct email, posting on City of Titusville website, public workshop, etc. You may also wish to include efforts made to reduce the potential fiscal impact on businesses. You may also wish to state here that the proposed ordinance is a generally applicable ordinance that applies to all persons similarly situated (individuals as well as businesses) and, therefore, the proposed ordinance does not affect only businesses.]



January 14, 2026

VIA EMAIL

Board of Trustees
City of Titusville
Firefighters and Police Officers' Pension Board

Re: City of Titusville Police Officers' and Firefighters' Pension Plan

Dear Board:

We have reviewed the proposed Ordinance providing for the following changes.

- A change to the definition of Salary replacing an explicit list of pensionable incentive pay items with a reference to the most recent Collective Bargaining Agreement.
- A Member's final DROP II account value for distribution upon termination of participation in the DROP II and separation of employment shall be the value of the account determined as of the most recent quarterly net investment return immediately prior to such Member's separation plus all monthly DROP II benefit allocations subsequent to that date until the final account balance is distributed.

We have determined that the adoption of the proposed change will have no impact on the assumptions used in determining the current funding requirements of the program. The impact of the change to Salary will be reflected in each future valuation based on the Collective Bargaining Agreement in effect at the time.

Because the above changes do not result in an immediate change in the valuation results, it is our opinion that a formal Actuarial Impact Statement is not required in support of its adoption. However, since the Division of Retirement must be aware of the current provisions of all public pension programs, it is recommended that you send a copy of this letter and a copy of the fully executed Ordinance to each of the following offices:

Mr. Keith Brinkman
Bureau of Local Retirement Systems
Division of Retirement
P. O. Box 9000
Tallahassee, FL 32315-9000

Mr. Steve Bardin
Municipal Police and Fire
Pension Trust Funds
Division of Retirement
P.O. Box 3010
Tallahassee, FL 32315-3010

If you have any questions, please let me know.

Sincerely,

Douglas H. Lozen, EA, MAAA

Cc via email: Pedro Herrera, Plan Attorney