

Item 7.d.i.

Proposed Policy for Leaves of Absence

**CITY OF DELRAY BEACH POLICE OFFICERS'
RETIREMENT SYSTEM**

**STATEMENT OF POLICY REGARDING
CONTINUOUS SERVICE & BENEFIT CALCULATIONS**

WHEREAS, the City of Delray Beach Police Officers' Retirement System (the "Retirement System") provides retirement benefits to retired members of the System;

WHEREAS, the Board of Trustees of the Retirement System ("Board") desire to adopt a Statement of Policy governing unpaid leaves of absence exclusion from Continuous Service for benefit calculation purposes.

WHEREAS, pursuant to Section 33.65(H) of the City of Delray Beach Code of Ordinances, the Board is authorized to "establish uniform rules and regulations for the administration of funds."

NOW, THEREFORE, it is hereby resolved that the following Statement of Policy governing unpaid leaves of absence exclusion from Continuous Service for benefit calculation purposes is hereby adopted.

1. The City of Delray Beach Code of Ordinances provides at Section 33.60 - Definitions, "*Continuous Service*" as follows:

[...]

(2) However, the continuous service of any member shall not be deemed to be interrupted by:

(a) Any authorized leave of absence or vacation,

provided all members similarly situated in similar circumstances shall be treated alike pursuant to uniform, nondiscriminatory rules. No credit for benefit eligibility for computation purposes under the system shall be allowed for any such period of leave of absence. (emphasis added).

2. The Board of Trustees interprets the definition of “Continuous Service,” as set forth in the City of Delray Beach Code of Ordinances, that all unpaid leaves of absence where no pension contributions are made to the Retirement System for such period shall not be included as part of a Member’s total Continuous Service for benefit calculation purposes.

3. To clarify this interpretation, the Board hereby adopts the policy that unpaid leaves of absence shall not be included as part of a retiring Member’s total Continuous Service for benefit calculation purposes. Upon retirement application to the Retirement System all unpaid leaves of absence shall be excluded from their calculation for total Continuous Service when calculating final benefit award.

This STATEMENT OF POLICY REGARDING CONTINUOUS SERVICE & BENEFIT CALCULATIONS is adopted by the Board of Trustees of the City of Delray Beach Police Officers’ Retirement System, this _____ day of _____, 2024.

Chair, Board of Trustees