

## **Business Impact Estimate**

**Ordinance 2026-02** – An ordinance of the City of Starke, Florida, amending Chapter 78, “Personnel,” Article IV “City Employee Retirement Systems,” Division 4 “General Employees’ Retirement System,” Section 78-233, membership in system.

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 Starke is of the view that a business impact estimate is not required by state law<sup>1</sup> for the proposed ordinance, but the City of Starke is, nevertheless, providing this Business Impact Estimate as a courtesy and to avoid any procedural issues that could impact the enactment of the proposed ordinance. This Business Impact Estimate may be revised following its initial posting.

- ☐ 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. Part II of Chapter 163, Florida Statutes, relating to growth policy, county and municipal planning, and land development regulation, including zoning, development orders, development agreements and development permits;
  - b. Sections 190.005 and 190.046, Florida Statutes, regarding community development districts;
  - c. Section 553.73, Florida Statutes, relating to the Florida Building Code; or
  - d. 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 Starke hereby publishes the following information:

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<sup>1</sup> See Section 166.041(4)(c), Florida Statutes.

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

The proposed ordinance amends Section 78-233 of the City Code to clarify membership eligibility within the City of Starke General Employees' Retirement System. The amendment formally excludes individuals holding the office of City Manager from membership in the Plan after September 20, 2021, while allowing them to participate should they later transition into a different eligible City position.

**Public**

**Purpose:**

This ordinance serves the public interest by ensuring compliance with applicable Internal Revenue Code provisions related to one-time irrevocable opt-out elections, improving accuracy and consistency within the City's retirement system, and maintaining clear and proper classification of employee benefit eligibility. The update promotes transparency, administrative efficiency, and fiscal stability in managing the City's retirement obligations.

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

(a) An estimate of direct compliance costs that businesses may reasonably incur;  
None. The ordinance pertains solely to internal retirement system membership for City employees and has no regulatory effect on private businesses.

(b) Any new charge or fee imposed by the proposed ordinance or for which businesses will be financially responsible; and  
None. No fees, charges, or financial obligations are placed on private businesses.

(c) An estimate of the City of Starke's regulatory costs, including estimated revenues from any new charges or fees to cover such costs.  
There are no regulatory costs imposed on private businesses, and the ordinance does not create any new fees. Administrative impacts are internal to the City and minimal, relating only to updating retirement system documents and processing membership changes.

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

**Zero.** The proposed ordinance exclusively impacts internal City government operations and City employee retirement eligibility. No private, for-profit businesses are impacted

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

This proposed ordinance is a generally applicable internal administrative update that affects only City personnel and does not impose requirements, restrictions, or financial impacts on private businesses.