

**CITY OF FORT MYERS
GENERAL EMPLOYEES' PENSION PLAN**

SUMMARY PLAN DESCRIPTION

September 1, 2022 June 1, 2024

NOTE TO NEW EMPLOYEES:

ALL FUTURE EMPLOYEES MUST, WITHIN ~~SIX~~ THREE MONTHS OF EMPLOYMENT, IRREVOCABLY ELECT, IN WRITING, TO BE A TIER 1A, TIER 2A, TIER 3A OR TIER 4A MEMBER (AS DESCRIBED IN SECTION 3 OF THIS SUMMARY PLAN DESCRIPTION). FAILURE TO FILE A TIMELY WRITTEN ELECTION WITH THE BOARD SHALL BE DEEMED AN IRREVOCABLE ELECTION TO BE A TIER 1A MEMBER.

IS YOUR BENEFICIARY FORM CURRENT? IN THE EVENT YOU DIE, YOUR BENEFIT OR CONTRIBUTIONS WILL BE DISTRIBUTED TO THE PERSON OR PERSONS DESIGNATED BY NAME ON THE BENEFICIARY FORM ON FILE WITH THE PENSION PLAN. NO PROVISION IN YOUR LAST WILL AND TESTAMENT WILL CHANGE THIS SELECTION. PLEASE BE SURE THAT YOUR BENEFICIARY FORM DESIGNATES THE PERSON OR PERSONS YOU INTEND TO RECEIVE YOUR BENEFITS AND THAT YOU REVIEW THIS CHOICE IN THE EVENT OF A MAJOR LIFE CHANGE SUCH AS A DIVORCE OR THE DEATH OF YOUR BENEFICIARY.

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INTRODUCTION

The Board of Trustees of the City of Fort Myers General Employees' Pension Plan is pleased to present this booklet which briefly explains the provisions of your General Employees' Pension Plan. As a participant in the Fund, you are included in a program of benefits to help you meet your financial needs at retirement, or in the event of disability or death.

This booklet can assist you in preparing for your retirement and financial future. If you need further information on any of the topics presented in this booklet, please contact any member of the Board of Trustees or the Plan Administrator. They will either answer questions you might have to help you understand your benefits or otherwise get you an answer to your questions. We urge you to read and understand this booklet in order to become familiar with the benefits of the plan and how they contribute to your financial security and how they will enrich your retirement years.

The information presented is only a summary of the pension plan ("Plan") as provided in the ordinances of the City of Fort Myers. If there are any conflicts between the information in this booklet and the ordinances of the City of Fort Myers, the ordinances shall govern. The provisions of this Summary Plan Description shall not constitute a contract between the Member and the Board of Trustees. The plan shall be administered in accordance with state and federal law, notwithstanding any provisions in this booklet or ordinances to the contrary. A copy of the ordinance establishing the Plan can be obtained from the City Clerk's office, which is located at 2200 Second Street, Fort Myers, Florida 33901.



Chairperson, Board of Trustees, City of Fort
Myers General Employees' Pension Plan

5/15/24
Date

1. **BOARD OF TRUSTEES AND PLAN ADMINISTRATION**

A. **Administration.**

- (1) The City of Fort Myers General Employees' Pension Plan is a defined benefit pension plan administered by a Board of Trustees which acts as the administrator of the Plan. The Board consists of seven Trustees, one of whom shall be the Chairperson of the Fort Myers City Employees Union, one of whom shall be appointed by the Fort Myers City Employees Union, one of whom shall be a non-union City employee who is a member of the Plan and elected by the members of the Plan who are non-union City employees, 1 of whom shall be appointed by the City Council, the City Manager or his designee, and 6th and 7th Trustees who shall be selected for staggered terms by the other 6 Trustees. Each elected or appointed Trustee serves a 3 year term.
- (2) DROP participants can be elected as and vote for elected Trustees.

B. **Board of Trustees.** The names and addresses of the current Trustees and the Plan Administrator are attached to this Summary Plan Description as Exhibit "A". The Chairperson of the Board of Trustees is designated as agent for the service of legal process.

2. **ELIGIBILITY FOR PLAN MEMBERSHIP**

Each person employed by the City as a full-time General Employee becomes a member of the Plan as a condition of his employment. All General Employees are therefore eligible for all plan benefits as provided for in the plan document and by applicable law, except that any new employee who is hired as the City Manager, Assistant City Manager, Department Director, Mayor or member of City Council may, in the event that he has elected to participate in another pension program provided by the City, upon employment, notify the Board and City, in writing, of his election to not be a member of the system.

All future General Employees shall, within 6 months of their employment, irrevocably elect, in writing, to be a Tier 1A, Tier 2A, Tier 3A or Tier 4A member. No member may purchase credited service for military service prior to employment or prior government service until he has made his irrevocable election.

Failure to file a timely written election with the Board shall be deemed an irrevocable election to be a Tier 1A member.

3. **PLAN BENEFITS**

All claims for benefits under the Plan shall be made in writing to the Board of Trustees. It is your responsibility to contact the plan and make a written application for benefits when you are eligible to start receiving your benefit at your normal or early retirement date. You should file your application for benefits with the plan administrator at least 45 days prior to the date that benefits are to commence. Benefit payments shall begin only after a written application is filed and payments shall not be made retroactive to your original eligibility date should you delay in applying for benefits.

A. **NORMAL RETIREMENT ELIGIBILITY.** You are eligible for retirement upon the earlier of the attainment of age 62 and the completion of 5 years of credited service, the completion of 30 years of credited service, regardless of age, or the attainment of your age, which when added to your years of credited service equals 80 years. (See Paragraph I. for vesting requirements.)

B. **AMOUNT OF NORMAL RETIREMENT BENEFITS.** The amount of the normal retirement benefit is based on your credited service and average final compensation:

"Credited Service" is generally your period of employment as a General Employee measured in years and completed parts of years. Credited service shall also include periods for which you are paid for vacation, holidays, temporary disability, illness, jury duty, administrative leave, paid leave of absence and periods for which back-pay is awarded or agreed to by the City (irrespective of mitigation of damages). Credited service will include a break in employment for military service, pursuant to conditions that are required or permitted under state or federal law, as amended from time to time, provided that you are reemployed within 1 year of discharge under honorable conditions.

Credited service shall not include years or completed months of service as an employee of the Community Redevelopment Agency prior to October 1, 1991, unless you previously bought back such service prior to July 1, 1993. Unpaid absences of up to 3 months each plan year due to maternity or paternity leave shall not be counted as credited service, except as provided for in subsection 3.J. herein, but such absences shall not be deemed an interruption in service or a termination of employment. Additional credited service time may also be available (See subsection 3.J. below).

"Average Final Compensation" is 1/12 of the average salary of the 5 best years of the last 10 years of credited service prior to your termination, retirement or death, or your career average as a full-time General Employee, whichever is greater. A year is defined as 12 consecutive months.

"Salary" for Non-PBA Members, is:

Your base compensation for services rendered to the City as a general employee reportable on your W-2 form, including all tax deferred, tax sheltered or tax exempt items of income derived from elective employee payroll deductions or salary reductions otherwise includible in base compensation, including the first 300 hours of overtime per calendar year, but excluding lump sum payments of accumulated sick and annual leave pay and all overtime pay exceeding 300 hours per calendar year. In any event, with respect to unused sick leave and unused annual leave accrued prior to September 17, 2012, (the "effective date"), Salary will include the lesser of the amount of sick or annual leave time accrued on the effective date or the actual amount of sick or annual leave time for which the retiree receives payment at the time of retirement, regardless of whether the amount of sick or annual leave was, at some time prior to retirement, reduced below the amount on the effective date. In any event, your accrued benefit shall not be less than your accrued benefit as of September 17, 2012.

"Salary" for PBA Members, is:

Effective February 6, 2014, your base compensation for services rendered to the City as a general employee reportable on your W-2 form, including all tax deferred, tax sheltered or tax exempt items of income derived from elective employee payroll deductions or salary reductions otherwise includible in base compensation, including the first 300 hours of overtime per calendar year, but excluding lump sum payments of accumulated sick and annual leave pay and all overtime pay exceeding 300 hours per calendar year.

For service earned after February 6, 2014, (the "effective date" for purposes of this definition), salary shall not include more than 300 hours of overtime per calendar year and shall also not include payments for accrued unused sick or annual leave. Provided however, in any event, payments for overtime in excess of 300 hours per calendar year or accrued unused sick or annual leave accrued as of the effective date and attributable to service earned prior to the effective date, may still be included in Salary for pension purposes even if the payment is not actually made until on or after the effective date. In any event, with respect to unused sick leave and unused annual

leave accrued prior to the effective date, salary will include the lesser of the amount of sick or annual leave time accrued on the effective date or the actual amount of sick or annual leave time for which the retiree receives payment at the time of retirement, regardless of whether the amount of sick or annual leave was, at some time prior to retirement, reduced below the amount on the effective date.

Normal Retirement Benefit for Non-PBA Members:

The normal retirement benefit is calculated by multiplying 2.1% times years of credited service times your average final compensation for each year of credited service prior to April 2, 1998, 3% of average final compensation for each year of credited service from April 3, 1998 to September 17, 2012, and 1.8% of average final compensation for each year of credited service subsequent to that date: **(2.1% x AFC x CS prior to April 2, 1998 plus 3% x AFC x CS from April 3, 1998 to September 17, 2012, plus 1.8% x AFC x CS subsequent to September 17, 2012 = normal retirement benefit)** (See Example 1A)

(Provided, however, if you were employed on September 17, 2012 and you elected on or before November 1, 2012 the contribution rate and benefit accrual rate for Tier 1B, Tier 2B, Tier 3B or Tier 4B, your benefit accrual rate will remain at 3.0% for all years of credited service beginning with the date of your election and any credited service subsequent to that election date.) (See Table Below in Section K) (See Example 1B)

(Provided further, however, if you were employed on September 17, 2012, and you had elected to increase your benefit accrual rate during the previous option period above, and you then elected, between September 1, 2014 and September 30, 2014 to reduce your benefit accrual rate back down to 1.8% for future years, your benefit accrual rate will remain at 1.8% for all years of credited service beginning with the date of the most recent election and any credited service subsequent to that election date.)

Normal Retirement Benefit for PBA Members

The normal retirement benefit is calculated by multiplying 2.1% times years of credited service times your average final compensation for each year of credited service prior to April 2, 1998, 3% of average final compensation for each year of credited service from April 3, 1998 to June 2, 2014, and 1.8% of average final compensation for each year of credited service subsequent to that date: **(2.1% x AFC x CS prior to April 2, 1998 plus 3% x AFC x CS from April 3, 1998 to June 2, 2014, plus 1.8% x AFC x CS subsequent to June 2, 2014 = normal retirement benefit)**

(Provided, however, if you were employed on February 6, 2014 and you elected on or before July 17, 2014, or between September 1, 2014 and September 30, 2014, the contribution rate and benefit accrual rate for Tier 1B, Tier 2B, Tier 3B or Tier 4B, your benefit accrual rate will remain at 3.0% for all years of credited service beginning with the date of your election and any credited service subsequent to that election date.)

(Provided further, however, if you were employed on February 6, 2014, had elected to increase your benefit accrual rate during the previous option period above, and you then elected, between September 1, 2014 and September 30, 2014 to reduce your benefit accrual rate back down to 1.8% for future years, your benefit accrual rate will remain at 1.8% for all years of credited service beginning with the date of the most recent election and any credited service subsequent to that election date.) (See Table Below in Section K)

New NON-PBA Members hired after September 17, 2012 and new PBA Members hired after February 6, 2014 shall only be eligible for Tier 1A, 2A, 3A or 4A and shall contribute accordingly and may not elect Rate B tiers.

Normal and early retirement payments will commence on the first day of the month coincident with or next following your last day of employment. Early retirees may defer the commencement of benefits. The benefit is paid to you for your lifetime only.

C. Early Retirement. You are eligible for early retirement upon the later of the attainment of age 55 and the completion of 7 years of credited service or the attainment of age 60 and the completion of 5 years of credited service.

D. Amount of Early Retirement Benefits. The amount of the early retirement benefit (see Example 2) is calculated in the same manner as for normal retirement and is available as follows:

- (1) Beginning on the date on which you would have qualified for normal retirement; or
- (2) Beginning immediately upon retirement, but if beginning immediately, the amount of the monthly benefit is reduced by 4% for each year by which the commencement of benefits precedes the date which would have been your normal retirement date had you continued employment as a General Employee.

E. Additional Benefits. If you elect or have elected to become a Tier 2, Tier 3 or Tier 4 member as indicated below, then in addition to the benefits provided for in paragraphs B and D above and subject to the limitations in paragraph K. below, you may be eligible to receive a cost of living adjustment in addition to your calculated benefit as follows:

- (1) Tier 2 Member. If you remain employed until and retire on or after your early or normal retirement date, you shall receive a monthly \$200 benefit supplement, payable for your life only.
- (2) Tier 3 Member. If you are vested and your employment is terminated or if you retire (including disability retirement), you, your joint pensioner or beneficiary will receive a 2.5% cost of living increase on the first October 1st following the commencement of your retirement benefits and on each October 1st thereafter. If you have been retired less than one year on the date of any adjustment, you shall receive a prorated adjustment based on the number of full months of retirement as of the adjustment date.
- (3) Tier 4 Member. If you are vested and your employment is terminated or if you retire (including disability retirement), you, your joint pensioner or beneficiary will receive a 2.5% cost of living increase on the first October 1st following the commencement of your retirement benefits and on each October 1st thereafter. If you have been retired less than one year on the date of any adjustment, you shall receive a prorated adjustment based on the number of full months of retirement as of the adjustment date. In addition, you shall receive a monthly \$200 benefit supplement payable for your life only. The \$200 supplement shall not be used to calculate cost of living increases nor shall it be subject to the cost of living increase.

F. Other Retirement Options. At retirement, certain additional options are available as follows:

- (1) Optional Forms of Retirement. In lieu of the amount and form of retirement income payable under normal and early retirement, you may elect to receive a retirement benefit in a different form so long as the form you elect is of equal actuarial value as the normal benefit. Once you reach early or normal retirement and terminate employment, or enter the DROP, you MUST elect an optional form

of benefit below, no later than 120 days after your early or normal retirement date, or your entry into the DROP. If no optional form of benefit is made during this 120-day period, your benefit election will default to the normal form of benefit.

The optional forms of benefits which are available are:

- (a) A retirement income of a monthly amount payable to you for your lifetime, but with 120 payments guaranteed in any event. (See Example 3)
- (b) A retirement income of a modified monthly amount, payable to you during your lifetime and following your death, 100%, 75%, 66 2/3% or 50% of such monthly amount payable to a joint pensioner for his or her lifetime. You may designate anyone as your joint pensioner, but the age of your joint pensioner will affect the amount of your benefit. (See Example 4)
- (c) If you retire prior to the time at which social security benefits are payable, you may elect to receive an increased retirement benefit until such time as social security benefits shall be assumed to commence and a reduced benefit thereafter in order to provide, to as great an extent as possible, a more level retirement allowance during the entire period of retirement.
- (d) If you do not participate in the DROP, you may also elect to receive an initial lump sum payment equal to 10%, 15%, 20% or 25% of your accrued benefit with the remaining 90% 85%, 80% or 75%, respectively, payable in a form selected by you and provided for in (a), (b) or (c) above or in the normal form (a lifetime benefit, ceasing upon your death).

(2) Deferred Retirement Option Plan (DROP).

- (a) If you become eligible for normal retirement, and are still employed by the City as a General Employee, you have the option of "retiring" from the pension plan but continuing your employment as General Employee for an additional 5 years. An election to participate in the DROP constitutes an irrevocable election to resign from the service of the City not later than 5 years from the commencement of DROP participation. You must request, in writing, to enter the DROP.
- (b) Upon entering the DROP, your retirement benefit is immediately calculated and each monthly benefit payment is deposited into your DROP account. You may elect to either have your account credited with interest at the rate of 3% per annum or credited or debited with an investment return or loss equal to the net investment return realized by the system for that quarter. One change in election is permitted.

- (c) At the time of termination of employment at the end of the DROP period, you will receive your account balance in a lump sum and you will also begin receiving your monthly retirement benefit.
- (d) Once you enter the DROP, you are no longer eligible for disability or pre-retirement death benefits, nor do you accrue any additional credited service. Your retirement benefit is fixed as of your entry date. You pay no member contributions to the plan once you enter the DROP.
- (e) Participation in the DROP is not a guarantee of employment and DROP participants shall be subject to the same employment standards and policies that are applicable to employees who are not DROP participants.
- (f) Additional information about the DROP can be obtained from the Board.

G. **Disability Retirement.** You are considered disabled when you become totally and permanently unable, by reason of a medically determinable physical or mental impairment, to engage in your occupation for the City or any other gainful employment for the City which the City makes available to you. A written application is made to the Board of Trustees for a disability pension and the Board of Trustees receives evidence of the disability and decides whether or not the pension is to be granted. This benefit is only available if you have at least 5 years of credited service.

Disability Benefits For Non-PBA Members:

If the pension is granted, the benefit amount shall be a monthly benefit equal to 2.1% of your average final compensation multiplied by your total years of credited service prior to April 2, 1998, 3% of your average final compensation multiplied by your total years of credited service for service between April 3, 1998 and September 17, 2012, and 1.8% of your average final compensation multiplied by your total years of credited service subsequent to that date.

(Provided, however, if you were employed on September 17, 2012 and you elected on or before November 1, 2012 the contribution rate and benefit accrual rate for Tier 1B, Tier 2B, Tier 3B or Tier 4B, your benefit accrual rate will remain at 3.0% for all years of credited service beginning with the date of your election and any credited service subsequent to that election date.) (Provided further, however, if you were employed on September 17, 2012, and you had elected to increase your benefit accrual rate during the previous option period above, and you then elected, between September 1, 2014 and September 30, 2014 to reduce your benefit accrual rate back down to 1.8% for future years, your benefit accrual rate will remain at 1.8% for all years of credited service beginning with the date of the most recent election and any credited service subsequent to that election date.)

Disability Benefits For PBA Members:

If the pension is granted, the benefit amount shall be a monthly benefit equal to 2.1% of your average final compensation multiplied by your total years of credited service prior to April 2, 1998, 3% of your average final compensation multiplied by your total years of credited service for service between April 3, 1998 and June 2, 2014, and 1.8% of your average final compensation multiplied by your total years of credited service subsequent to that date.

(Provided, however, if you were employed on February 6, 2014 and you elected on or before July 17, 2014 the contribution rate and benefit accrual rate for Tier 1B, Tier 2B, Tier 3B or Tier 4B, your benefit accrual rate will remain at 3.0% for all years of credited service beginning with the date of your election and any credited service subsequent to that election date.)
(Provided further, however, if you were employed on February 6, 2014, had elected to increase your benefit accrual rate during the previous option period above, and you then elected, between September 1, 2014 and September 30, 2014 to reduce your benefit accrual rate back down to 1.8% for future years, your benefit accrual rate will remain at 1.8% for all years of credited service beginning with the date of the most recent election and any credited service subsequent to that election date.)

Eligibility for Disability Benefits. Subject to (4) below, you must be an active member of the plan on the date the Board determines your entitlement to a disability benefit.

- (1) Terminated persons, either vested or non-vested, are not eligible for disability benefits.
- (2) If you voluntarily terminate your employment either before or after filing an application for disability benefits, you are not eligible for disability benefits.
- (3) If you are terminated by the City for any reason other than for medical reasons, either before or after you file an application for disability benefits, you are not eligible for disability benefits.
- (4) The only exception to (1) above is:
 - (a) If you are terminated by the City for medical reasons and you have already applied for disability benefits before the medical termination, or;
 - (b) If you are terminated by the City for medical reasons and you apply within 30 days after your medical termination date.

If either (4)(a), or (4)(b) above applies, your application will be processed and fully considered by the board.

Your disability benefit terminates upon the earlier of death or recovery.

To receive disability benefits, you must establish to the satisfaction of the Board, that such disability was not occasioned primarily by:

- (1) Excessive or habitual use of any drugs, intoxicants or alcohol.
- (2) Injury or disease sustained while willfully and illegally participating in fights, riots or civil insurrections.
- (3) Injury or disease sustained while committing a crime.
- (4) Injury or disease sustained while serving in any branch of the Armed Forces.
- (5) Injury or disease sustained after your employment as a General Employee with the City of Fort Myers shall have terminated.

- (6) Willful, wanton or intentional misconduct or gross negligence.
- (7) Injury or disease sustained while working for anyone other than the City and arising out of such employment.
- (8) A condition pre-existing your membership in the Plan.

As a disabled pensioner, you are subject to periodic medical examinations as directed by the Board to determine whether a disability continues. You may also be required to submit statements from your doctor, at your expense, confirming that your disability continues.

H. Death Before Retirement. If you die prior to retirement from the City, your beneficiary shall receive the following benefit:

- (1) Prior to Vesting or Eligibility for Retirement. If you were not receiving monthly benefits or were not yet vested or eligible for early or normal retirement, your beneficiary shall receive a refund of 100% of your accumulated contributions.
- (2) Deceased Members Vested or Eligible for Retirement with Spouse as Beneficiary. If you die and, at the date of your death were vested or eligible for early or normal retirement, your spouse beneficiary shall be entitled to a benefit as follows:
 - (a) If you were vested, but not eligible for normal or early retirement, your spouse beneficiary shall receive a benefit payable for 10 years, beginning on the date that you would have been eligible for early or normal retirement, at the option of your spouse beneficiary. The benefit shall be calculated as for normal retirement based on your credited service and average final compensation as of the date of your death and reduced as for early retirement, if applicable. Your spouse beneficiary may also elect to receive an immediate benefit, payable for 10 years, which is actuarially reduced to reflect the commencement of benefits prior to your early retirement date.
 - (b) If you were eligible for normal or early retirement, your spouse beneficiary shall receive a benefit payable for 10 years, beginning on the first day of the month following your death or at your otherwise normal retirement date, at the option of your spouse beneficiary. The benefit shall be calculated as for normal retirement based on your credited service and average final compensation as of the date of your death and reduced as for early retirement, if applicable.
 - (c) Your spouse beneficiary may not elect an optional form of benefit, however, the Board may elect to make a lump sum payment.
 - (d) Your spouse beneficiary may, in lieu of any benefit provided for in (a) or (b) above, elect to receive a refund of your accumulated contributions.
 - (e) If your spouse beneficiary commences receiving a benefit under (a) or (b) above, but dies before all payments are made, the remaining benefit shall be paid to the estate of the spouse beneficiary.

- (3) Deceased Members Vested or Eligible for Retirement with Non-Spouse Beneficiary. If your beneficiary is not your spouse, the benefits payable to your non-spouse beneficiary are the same as those to a spouse beneficiary, however, the date of commencement of those benefits may be required to be earlier, with the resulting reduction in the amount.
- (4) If you continue to work beyond your normal retirement date, you may select, on a form provided by the board, an optional pre-retirement death benefit to be paid to your beneficiary or joint pensioner in the event you die before your actual retirement date. If you do survive to your actual retirement date, a new or change in benefit election will be made.

I. Termination of Employment and Vesting. If your employment is terminated, either voluntarily or involuntarily, and you are not eligible for any other benefits under the Plan, you shall be entitled to the following benefit:

- (1) If you have less than 7 years of credited service upon termination, you shall be entitled to a refund of your accumulated contributions or you may leave it deposited with the Fund.

If you withdraw contributions and return to the City within the bridge period, and want to receive credit for prior service, you will need to repurchase your prior service at the full actuarial cost. "Full actuarial cost" will be a different amount for different individuals since it requires each returning employee to pay the entire value of the prior credited service which is requested. This amount will be greater than just the repayment of your withdrawn contributions, with interest. (See J.(7))

- (2) If you have 7 or more years of credited service upon termination, you shall be entitled to a monthly retirement benefit, determined and payable in the same manner as for normal or early retirement and based upon your credited service, average final compensation and the benefit accrual rate as of the date of termination, payable to you starting at your otherwise normal or early retirement date, determined as if you had remained employed, provided you do not elect to withdraw your accumulated contributions and provided you survive to your otherwise normal or early retirement date. If you do not withdraw your accumulated contributions and do not survive to your otherwise normal or early retirement date, your designated beneficiary shall be entitled to a refund of 100% of your accumulated contributions.

The Internal Revenue Code provides that certain eligible lump sum distributions from the pension system may be directly rolled over into qualified individual retirement accounts, annuities or certain other pension plans. A 20% withholding shall be required on taxable portions of such lump sum distributions not directly transferred to a new custodian.

J. Additional Credited Service. In addition to credited service actually earned in the employment of the City, you may also receive credited service as follows:

- (1) "Buy-Back" of Time Lost Due to Absences Authorized by the Family and Medical Leave Act. If you are absent on unpaid leave under the Family & Medical Leave Act, you may purchase lost credited service by making an actuarially determined contribution to the Plan, such that there is no cost to the Plan in allowing such credited service.
- (2) "Buy-Back" for Military Service Prior to Employment. The years or fractional parts of years that you serve or have served on active duty in the active military service of the Armed Forces of the United States or the United States Merchant Marine, voluntarily or involuntarily, honorably or under honorable conditions, prior to first and initial employment with the City shall be added to your years of credited service provided that:
 - (a) You contribute to the Fund a sum equal to:
 - (i) the amount that you would have contributed to the plan, based on your salary and the member contribution rate in effect at the time that the credited service is requested, had you been a member of the Plan for the years or fractional parts of years for which you are requesting credit, plus
 - (ii) an additional amount to be determined by the Board's actuary so that there is no cost to the plan in giving you the additional years of credited service, plus
 - (iii) the amount charged by the actuary for determining the amount you must contribute.
 - (b) Multiple requests to purchase credited service pursuant to this section may be made at any time prior to retirement.
 - (c) Payment of the required amount shall be made within 6 months of your request for credit but, in any event, prior to retirement, and shall be made in one lump sum payment upon receipt of which credited service shall be given or you may elect to make payment for the requested credited service by after-tax payroll deduction over a 5-year period not longer than 60 months at the actuarially assumed rate of investment return, plus 1%.
 - (d) The maximum credit under this section shall be 4 years.
 - (e) Credited service purchased pursuant to this section shall count for all purposes, except vesting and eligibility for disability benefits.
 - (f) You may not purchase credited service after the effective date of your election to participate in the DROP.

- (3) "Buy-Back" for Prior Government Service. If you were previously a member but terminated employment and received a refund of your contributions, or if you terminated employment and are not otherwise entitled to credited service for such previous period of employment as a general employee, or the years or fractional parts of years that you previously served as an employee for any governmental agency in the United States, including but not limited to federal, state or local government service, and for which you do not otherwise qualify for and receive credit under this Plan shall be added to your years of credited service provided that:
- (a) You contribute to the Fund a sum equal to:
 - (i) the amount that you would have contributed to the plan, based on your salary and the member contribution rate in effect at the time that the credited service is requested, had you been a member of the Plan for the years or fractional parts of years for which you are requesting credit, plus
 - (ii) an additional amount to be determined by the Board's actuary so that there is no cost to the plan in giving you the additional years of credited service, plus
 - (iii) the amount charged by the actuary for determining the amount you must contribute.
 - (b) Multiple requests to purchase credited service pursuant to this section may be made at any time prior to retirement.
 - (c) Payment of the required amount shall be made within 6 months of your request for credit but, in any event, prior to retirement, and shall be made in one lump sum payment upon receipt of which credited service shall be given or you may elect to make payment for the requested credited service by after-tax payroll tax deduction over a 5-year period not longer than 60 months at the actuarially assumed rate of investment return, plus 1%.
 - (d) There shall be no maximum purchase of credited service pursuant to this section.
 - (e) Credited service purchased pursuant to this section shall count for all purposes, including vesting, but shall not count for eligibility for disability benefits.
 - (f) In no event, however, may credited service be purchased pursuant to this section for prior service with any other governmental agency, if such prior service forms or will form the basis of a retirement benefit or pension from a different employer's retirement system or plan.
 - (g) You may not purchase credited service after the effective date of your election to participate in the DROP.

- (4) "Buy-Back" of Additional Credited Service. Unless otherwise prohibited by law, if you have accrued at least 5 years of ~~credited service~~ participation (not including purchased service) under this system, you shall be permitted to purchase up to 5 years of additional credited service under this system for periods when there was no performance of service ("air time"), provided that:
- (a) You contribute to the fund the sum that you would have contributed had you been a member of the system for the years or fractional parts of years for which you are requesting credit plus amounts actuarially determined such that the crediting of service does not result in any cost to the fund plus payment of costs for all professional services rendered to the board in connection with the purchase of years of credited service.
 - (b) Multiple requests to purchase credited service pursuant to this section may be made at any time prior to retirement.
 - (c) Payment of the required amount shall be made within 6 months of your request for credit, but, in any event, prior to retirement, and shall be made in one lump sum payment upon receipt of which credited service shall be given or you may elect to make payments by after-tax payroll deduction over a period of not longer than 60 months, with interest at the plan's actuarially assumed rate of return.
 - (d) Service purchased pursuant to this section shall count for all purposes except vesting and eligibility for disability benefits.
 - (e) You may not purchase credited service after the effective date of your election to participate in the DROP.
- (5) In the event that you, as a member of this Plan, also have accumulated credited service in another pension system maintained by the City, then such other credited service shall be used in determining vesting, and for determining eligibility for early or normal retirement. Such other credited service will not be considered in determining benefits under this Plan. Only your credited service and salary under this Plan on or after your date of membership in this Plan will be considered for benefit calculation. In addition, if you become eligible for a benefit from this Plan after you have become a member of another pension system maintained by the City, your benefit calculation as a member of this Plan shall be based upon your average final compensation, credited service and benefit accrual rate as of the date you ceased to be a General Employee.
- (6) If you terminated employment with the City as a General Employee prior to April 2, 1998 and returned to employment within 5 years, you will receive credited service for your previous period of employment.
- (7) If you terminate employment with the City as a General Employee after April 2, 1998 and do not withdraw your employee contribution and return to employment within 5 years, you will receive credited service for your previous period of employment.

- (8) If you terminate employment with the City as a General Employee after April 2, 1998 and withdraw your employee contribution and return to employment within 5 years, to receive credit for past service you will be required to purchase the full amount of the actuarial determined cost to be reinstated. The actuarial determined amount would calculate the full cost to be reinstated as if no contributions had ever been received by the plan for the individual.
- (9) If you accrue 15 or more years of credited service during your current period of employment and you accrued sufficient prior credited service to be vested (determined using current plan vesting requirements and current service bridging rules) during a previous period or periods of employment, you shall receive an additional benefit attributable to such period or periods of credited service. Previous credited service shall be determined as defined on the final day of the last period of previous employment and shall be allowed only if such previous credited service is not currently included in your accrued credited service as currently provided for in the Plan. The additional benefit to be paid shall be based on your credited service, average final compensation, the benefit accrual rate, the normal retirement date and the normal form of benefit in effect on the last day of the last period of previous employment. You must repay any member contributions previously withdrawn from the fund, with interest, from the date of withdrawal to the date of repayment. This additional benefit amount shall be added to the benefit amount calculated for normal or early retirement.
- (10) Rollovers or Transfers of Funds to Purchase Service. In the event you are eligible to purchase additional credited service as provided above, you may be eligible to rollover or transfer funds from another retirement program in which you participate (traditional IRA, deferred compensation plan maintained by a government employer (457 plan), 401k plan, profit sharing plan, defined benefit plan, money purchase plan, annuity plan or tax sheltered annuity) in order to pay all or part of the cost of purchasing such additional credited service.

K. Contributions and Funding. The City is paying the portion of the cost of the pension plan over and above your contributions. You contribute a percentage of your salary to the Plan as follows:

Each Member of the system shall be required to make regular contributions to the fund as a percent of his salary for either RATE A tiers or RATE B tiers, as follows:

CONTRIBUTION RATES

	Rate A - 1.8% Multiplier	Rate B - 3.0% Multiplier
Tier 1	3.0%	6.8%
Tier 2	4.5% <u>4.3%</u>	8.3% <u>8.1%</u>
Tier 3	6.8% <u>6.1%</u>	10.7% <u>10.0%</u>
Tier 4	8.3% <u>7.4%</u>	12.2% <u>11.3%</u>

If you are a Tier 1B, Tier 2A or 2B, Tier 3A or 3B or Tier 4A or 4B member, your contribution rate will be reevaluated and recalculated by the Board's actuary every 3 years and increased or decreased if the funding for the increased benefits you are receiving (based upon your applicable tier) increases or decreases. Your contribution rate may also be increased to fund additional benefits.

If you are a Tier 2A, Tier 3A or Tier 4A member and leave the employment of the City as a General Employee prior to making contributions for at least 3 years at the applicable tier contribution rate, your retirement benefit will revert back to the benefits provided for a Tier 1A member and you will receive a refund of your accumulated contributions over and above the Tier 1A contribution rate (1.45%), without interest.

If you are a Tier 2B, Tier 3B or Tier 4B member and leave the employment of the City as a General Employee prior to making contributions for at least 3 years at the applicable tier contribution rate, your retirement benefit will revert back to the benefits provided for a Tier 1B member and you will receive a refund of your accumulated contributions over and above the Tier 1B contribution rate at the time of termination, without interest.

If you are a Tier 2A or Tier 2B member and you fail to remain employed as a General Employee until you reach the date you are eligible for early or normal retirement, then upon your death, disability or termination of employment, your retirement benefit will revert back to the benefits provided for a Tier 1A or Tier 1B member and you will receive a refund of your accumulated contributions over and above the Tier 1A contribution rate, or Tier 1B contribution rate at the time of termination, without interest.

If you are a Tier 4A or Tier 4B member and you fail to remain employed as a General Employee until you have reached the date that you are eligible for early or normal retirement, then upon your death, disability or termination of employment, your retirement benefit will revert back to the benefits provided for a Tier 3A or Tier 3B member and you will receive a partial refund of your accumulated contributions.

Your contribution will be excluded from your gross income for withholding purposes so you will realize income tax benefits.

L. Maximum Benefits. In no event will the annual benefits paid from this Plan exceed ~~\$245,000.00~~ 275,000.00 annually, subject to certain cost of living adjustments and actuarial reductions for retirement prior to age 62 as set forth in Section 415 of the Internal Revenue Code.

If you began participation for the first time on and after January 1, 1980, you cannot receive a benefit in excess of 100% of your average final compensation.

M. Forfeiture of Pension. If you are convicted of the certain crimes listed in the plan document committed prior to retirement, or if your employment is terminated by reason of your admitted commission, aid or abetment of these crimes, you shall forfeit all rights and benefits under the Plan, except for the return of your contributions as of the date of your termination.

N. Claims Procedure Before the Board. You may request, in writing, that the Board review any claim for benefits under the Plan. The Board will review the case and enter a decision as it deems proper within not more than 270 days from the date of the receipt of such written request, or in the case of a disability claim, from receipt of a medical release and completed interrogatories. The time period may be extended if you agree to the extension.

The Board's decision on your claim will be contained in an order which will be in writing and will include:

- (1) The specific reasons for the Board's action;
- (2) A description of any additional information that the Board feels is necessary for you to perfect your claim;
- (3) An explanation of the review procedure next open to you which includes a formal evidentiary hearing.

O. Reemployment After Retirement. If you retire under normal or early retirement and wish to be reemployed by the city, you should be aware that your ability to continue to receive your pension benefit upon reemployment may be restricted. While the plan may be permitted to make benefit payments to you if you are reemployed, in this event you may be subject to a 10% tax penalty, which penalty may continue until you attain age 59 ½, whether or not you continue to be employed by the City.

4. NON-FORFEITURE OF PENSION BENEFITS

A. Liquidation of Pension Fund Assets. In the event of repeal, or if contributions to the Fund are discontinued by the City, there will be a full vesting of benefits accrued to date of repeal.

B. Interest of Members in Pension Fund. At no time prior to the satisfaction of all liabilities under the Plan shall any assets of the Plan be used for any purpose other than for the General Employees' exclusive benefit. In any event, your contributions to the Plan are non-forfeitable.

5. VESTING OF BENEFITS

Your retirement benefits are vested after 7 years of credited service.

6. APPLICABLE LAW

The Plan is governed by certain federal, state and local laws, including, but not limited to the following:

- A. Internal Revenue Code and amendments thereto.
- B. Part VII, Chapter 112, Florida Statutes, "Actuarial Soundness of Retirement Systems".
- C. Ordinances of the City of Fort Myers.
- D. Administrative rules and regulations adopted by the Board of Trustees.

7. PLAN YEAR AND PLAN RECORDS

The Plan year begins on October 1 of each year and ends on September 30 of the following year. All records of the Plan are maintained on the basis of the Plan year.

8. APPLICABLE PROVISIONS OF COLLECTIVE BARGAINING AGREEMENTS

The current collective bargaining agreement between the City and the PBA General Employees contains provisions which deal directly with pension benefits. Pension benefits can be a bargainable issue.

9. **FINANCIAL AND ACTUARIAL INFORMATION**

A report of pertinent financial and actuarial information on the solvency and actuarial soundness of the Plan is attached as Exhibit "B".

10. **DIVORCE OR DISSOLUTION OF MARRIAGE**

Federal and state law provides certain restrictions regarding the payment of your pension benefits in the event of your divorce or dissolution of marriage. Immediately upon your involvement in such a legal proceeding, you should provide the Plan Administrator with the name and address of your attorney or your name and address if you have no attorney. The Board's attorney will then provide you or your attorney with information concerning the legal restrictions regarding your pension benefits. In addition, a copy of any proposed order must be submitted to the Board prior to entry by the court. Failure to do so may require you to pay any expenses incurred by the Board in correcting an improper court order.

11. **EX-SPOUSES AS BENEFICIARY OR JOINT PENSIONER**

The Florida Legislature has adopted Section 732.703, Florida Statutes. This law nullifies the designation of your ex-spouse as a Beneficiary or Joint Annuitant / Joint Pensioner on your pension plan retirement benefits. This law went into effect on July 1, 2012. This law contains several exceptions, including not changing the designation of your beneficiary or joint pensioner by Court Order.

After July 1, 2012, if you want your ex-spouse to be a beneficiary or joint annuitant/joint pensioner for your plan benefit, you will have to make that designation AFTER the dissolution of marriage. If you currently have an ex-spouse as a beneficiary or joint annuitant/joint pensioner, and want to keep this designation, you will have to designate the ex-spouse again after July 1, 2012.

To reconfirm your current beneficiary, or to designate a new beneficiary, complete a new Designation of Beneficiary Form (PF-3).

To reconfirm your current joint annuitant/joint pensioner, or to designate a new joint annuitant/joint pensioner (if authorized by the current plan provisions), indicate such change on a Change or Confirmation of Designated Joint Annuitant or Joint Pensioner Form (PF-25). If necessary, the plan administrator will submit the new form to the actuary of the plan for recalculation of your benefit. There may be a charge to you to make this change.

To obtain either of the above forms, or if you have any questions, please contact your plan administrator.

Example 1A:

NORMAL RETIREMENT

In the following example, it is assumed that a Tier 1A employee was employed by the City on December 1, 1982. It is further assumed that he or she will reach age 62 on December 1, 2012, and that his or her final average earnings are \$30,000 annually.

Years of Service

Date of Birth	12/01/50
Employment Date	12/01/82
Retirement Date	12/01/12
Age at Employment	32
Years of Credited Service at Age 62 (62-32)	30

Monthly Retirement Benefit

Average final compensation times formula factor (\$2,500.00 x 2.1%)	\$ 52.50
Times credited service prior to April 2, 1998	<u>x 15.25 (approx)</u>
	\$ 800.63

PLUS

Average final compensation times formula factor (\$2,500.00 x 3%)	\$ 75.00
Times credited service from to April 2, 1998 to September 17, 2012	<u>x 14.50 (approx)</u>
	\$ 1,087.50

PLUS

Average final compensation times formula factor (\$2,500.00 x 1.8%)	\$ 45.00
Times credited service from September 17, 2012 To December 1, 2012	<u>x .25 (approx)</u>
	\$11.25

Total monthly retirement benefit	\$ 800.63
	+1,087.50
	+ 11.25
	\$1,899.38

The benefit is paid to you for your life.

- * For Non-PBA Members, note that years of service before April 2, 1998 accrue benefits at the rate of 2.1%. Benefits accrue at 3% per year between April 2, 1998 and September 17, 2012, and accrue at the rate of 1.8% for years of service after September 17, 2012. For PBA Members, benefits accrue at the rate of 3% between April 2, 1998 and June 2, 2014 and at the rate of 1.8% after June 2, 2014.

Example 1B:

NORMAL RETIREMENT

In the following example, it is assumed that a Tier 1B employee was employed by the City on December 1, 1982. It is further assumed that he or she will reach age 62 on December 1, 2012, and that his or her final average earnings are \$30,000 annually.

Years of Service

Date of Birth	12/01/50
Employment Date	12/01/82
Retirement Date	12/01/12
Age at Employment	32
Years of Credited Service at Age 62 (62-32)	30

Monthly Retirement Benefit

Final average final compensation times formula factor (\$2,500.00 x 2.1%)	\$ 52.50
Times credited service prior to April 2, 1998	<u>x 15.25 (approx)</u>
	\$ 800.63

PLUS

Final average final compensation times formula factor (\$2,500.00 x 3%)	\$ 75.00
**Times credited service after to April 2, 1998	<u>x 14.75 (approx)</u>
	\$1,106.25

Total monthly retirement benefit	\$ 800.63
	<u>+1,106.25</u>
	\$1,906.88

The benefit is paid to you for your life.

** Note that all years of credited service after April 2, 1998 will continue to accrue benefits at the rate of 3% per year rather than drop to 1.8% per year after September 17, 2012, as in Tier A benefits.

*** Please be aware that you may have a short period of time calculated at the 1.8% accrual rate from September 17, 2012 until the date you elected to choose a Rate B benefit.

Example 2:

EARLY RETIREMENT

If the employee retires five years early at age 57 (retire on 12-01-07) with the same final average earnings as Example 1, his or her basic benefit would be:

Final average monthly earnings times formula factor (\$2,500.00 X 2.1%)	52.50
Times years of credited service prior to April 2, 1998	<u>x 15.25</u>
	800.63
<u>plus</u>	
Final average monthly earnings times formula factor (\$2,500.00 x 3.0%)	75.00
Times years credited service from 04-02-98 to 12-01-07	<u>x 9.75</u>
	731.25
Subtotal:	<u>1,531.88</u>
Times early retirement reduction factor	<u>x .8</u>
Early retirement benefit	\$1,225.51

- * For Non-PBA Members, note that years of service before April 2, 1998 accrue benefits at the rate of 2.1%. Benefits accrue at 3% per year between April 2, 1998 and September 17, 2012, and accrue at the rate of 1.8% (or 3.0% if you elected to continue the 3% rate after September 17, 2012) for years of service after September 17, 2012. For PBA Members, benefits accrue at the rate of 3% between April 2, 1998 and June 2, 2014 and at the rate of 1.8% after June 2, 2014.

Example 3:

10 YEAR CERTAIN AND LIFE OPTION BENEFIT

If the employee from Example **1A** retires on his or her normal retirement date and had elected the 10 Year Certain and Life Option before actual retirement his or her monthly benefit would be:

Total monthly retirement benefit	\$1,899.38
Times 10 Years Certain and Life Option factor (Age 62)	<u>x .9543</u>
Total monthly retirement income	\$ 1,812.58

If employee lives longer than 10 years, benefits will continue as long as he or she lives. If this employee dies before receiving 10 years of benefit payments, his or her beneficiary continues to receive monthly payments until the balance of the 10 years payments have been received.

If the employee from Example **1B** retires on his or her normal retirement date and had elected the 10 Year Certain and Life Option before actual retirement his or her monthly benefit would be:

Total monthly retirement benefit	\$1,906.88
Times 10 Years Certain and Life Option factor (Age 62)	<u>x .9543</u>
Total monthly retirement income	\$1,819.74

If employee lives longer than 10 years, benefits will continue as long as he or she lives. If this employee dies before receiving 10 years of benefit payments, his or her beneficiary continues to receive monthly payments until the balance of the 10 years payments have been received.

Example 4:

50% JOINT AND SURVIVOR OPTION BENEFIT

If the employee in Example **1A** retires on his or her normal retirement date and had elected the 50% Joint and Survivor Option prior to actual retirement, naming his or her spouse (born July 1, 1945) as beneficiary, his or her monthly benefit from the retirement plan would be:

Total monthly retirement benefit	\$1,899.38
Times 50% Joint and Survivor Option factor (employee, age 62; spouse, 5 years younger)	<u>x .8913</u>
Total monthly benefit	\$ 1,692.92

At his or her death, his or her spouse, if still living, will receive half of this amount, or \$846.46 each month for his or her lifetime.

If the employee in Example **1B** retires on his or her normal retirement date and had elected the 50% Joint and Survivor Option prior to actual retirement, naming his or her spouse (born July 1, 1945) as beneficiary, his or her monthly benefit from the retirement plan would be:

Total monthly retirement benefit	\$1,906.88
Times 50% Joint and Survivor Option factor (employee, age 62; spouse, 5 years younger)	<u>x .8913</u>
Total monthly benefit	\$1,699.61

At his or her death, his or her spouse, if still living, will receive half of this amount, or \$849.81 each month for his or her lifetime.

EXHIBIT "A"

BOARD OF TRUSTEES

The names and addresses of the members of the Board of Trustees are:

Chairperson: Donna Lovejoy
City of Fort Myers
2200 Second Street
Fort Myers, Florida 33901

Vice-Chairperson: Aurelio Gongora
City of Fort Myers
2200 Second Street
Fort Myers, Florida 33901

Secretary: Rodolfo Rosso
City of Fort Myers
2200 Second Street
Fort Myers, Florida 33901

Member: Jason Frank
City of Fort Myers
2200 Second Street
Fort Myers, Florida 33901

Member: Eloise Pennington
City of Fort Myers
2200 Second Street
Fort Myers, Florida 33901

Member: McKinley Williams
City of Fort Myers
2200 Second Street
Fort Myers, Florida 33901

Member: John Lege
City of Fort Myers
2200 Second Street
Fort Myers, Florida 33901

PLAN ADMINISTRATOR

Ms. Amber McNeill
Fort Myers General Employees' Pension Plan
Pension Resource Center
4100 Center Pointe Drive, Suite 108
Fort Myers, Florida 33916
amber@resourcecenters.com

Business: 239-573-4750

EXHIBIT B

2023 Florida Local Government Retirement Systems Actuarial Fact Sheet

City/District Name: Fort Myers		Employee group(s) covered: General	
Current actuarial valuation date: 10/1/2022		Plan Status: Active	Date prepared: 1/4/2024
Number of plan participants: 1,278		GASB 67 Reporting	
Actuarial Value of Plan Assets (AVA):	\$169,130,237	Discount Rate	7.25%
Actuarial Accrued Liability (AAL):	\$208,777,107	Total Pension Liability	205,611,951
Unfunded Accrued Liability (UAL):	\$39,646,870	Market Value of Plan Assets	145,224,351
Market Value of Plan Assets (MVA):	\$145,113,074	Net Pension Liability	60,387,600
MVA Funded Ratio (5-year history):		GASB 67 Funded Ratio	70.63%
		Averages for all plans with 2022 current actuarial valuation date	
Current valuation	69.51%	81.46%	*
1 year prior	89.67%	100.59%	*
2 years prior	75.66%	90.44%	*
3 years prior	69.76%	87.18%	*
4 years prior	71.73%	89.31%	*
Rate of Return: Actuarial Value, Actual (2022 Plan Year)	5.02%	2.56%	
Market Value, Actual	-18.81%	-14.46%	
Assumed	7.25%	6.93%	
Funding requirement as percentage of payroll:	29.82%	63.12%	**
Percentage of payroll contributed by employee:	4.98%	6.59%	**
Funding requirement as dollar amount:	8,510,276	N/A	

Benefit Formula Description: RATE A (1.8%) OR B (3%) X AFC X SC
AFC Averaging Period (years): 5
Employees covered by Social Security? Yes

Additional actuarial disclosures required by section 112.664, Florida Statutes:

Florida Statute Chapter	Discount Rate	Pension Liability	Market Value of Plan Assets	Net Pension Liability	Years assets sustain benefit payments	Total Dollar Contribution	Total % of Pay Contribution
112.664(1)(a)	7.25%	205,611,951	145,224,351	60,387,600	15.29	8,818,774	30.90
112.664(1)(b)	5.25%	254,202,955	145,224,351	108,978,604	12.74	13,098,552	46.00
Valuation Basis	7.25%	N/A	N/A	N/A	15.29	8,818,774	30.90

Link to annual financial statements: <https://frs.fl.gov/forms/LOC5340243PDF10012022N1.pdf>

*Adjusted by excluding plans from average whose Funded Ratios were not within two standard deviations from the mean

**Excludes plans with zero payroll

(For explanation of terms, see glossary on page 2)

Actuarial Summary Fact Sheet – Glossary of Terms

Plan Status:	Active, Closed (closed to new entrants) and Frozen (closed to new entrants and no further benefit accruals)
Actuarial Value of Plan Assets (AVA):	Assets calculated under an asset valuation method smoothing the effects of volatility in market value of assets. Used to determine employer contribution.
Actuarial Accrued Liability (AAL):	Portion of Present Value of Fully Projected Benefits attributable to service credit earned as of the current actuarial valuation date.
Unfunded Accrued Liability (UAL):	The difference between the actuarial accrued liability and the actuarial value of assets accumulated to finance the obligation.
Market Value of Plan Assets (MVA):	The fair market value of assets, including DROP accounts.
MVA Funded Ratio:	Market Value of Plan Assets divided by Actuarial Accrued Liability (GASB)
Rate of Return (Assumed):	Assumed long-term rate of return on the pension fund assets.
Funding requirement as percentage of payroll:	Total Required Contribution (employer and employee) divided by total payroll of active participants. No interest adjustment is included.
Funding requirement as dollar amount:	Total Required Contribution (employer and employee). No interest adjustment is included.
AFC:	Average Final Compensation or some variant of compensation (e.g., AME [Average Monthly Earnings], FAC [Final Average Compensation], FMC [Final Monthly Compensation] etc.)
SC:	Service Credit

Section 112.664 – Glossary of Terms

Florida Statute Chapter:	<p>112.664(1)(a) – uses mortality tables used in either of the two most recently published FRS valuation reports, with projection scale for mortality improvement</p> <p>112.664(1)(b) – uses same mortality assumption as 112.664(1)(a) but using an assumed discount rate equal to 200 basis points (2.00%) less than plan's assumed rate of return.</p> <p>Valuation Basis – uses all the assumptions in the plan's valuation as of the current actuarial valuation date.</p>
Discount Rate:	Rate used to discount the liabilities. Typically the same as assumed rate of return on assets.
Total Pension Liability:	Actuarial Accrued Liability measured using the appropriate assumptions as specified above and the Traditional Individual Entry Age Normal Cost method.
Net Pension Liability:	Total Pension Liability minus Market Value of Plan Assets.
Years assets sustain benefit payments:	Assuming no future contributions from any source, the number of years the market value of assets will sustain payment of expected retirement benefits. The number of years will vary based on the Florida Statute Chapter assumption.
Total Dollar Contribution:	Required contribution from all sources (i.e., employee and sponsor). Contribution will vary based on the Florida Statute Chapter assumption.
Total % of Pay Contribution:	Total Dollar Contribution divided by total payroll of active participants
Annual financial statements:	A report issued which covers a local government retirement system or plan to satisfy the financial reporting requirements of section 112.664(1), F.S.