

ORDINANCE NO. 1305

AN ORDINANCE OF THE CITY OF TEMPLE TERRACE, FLORIDA, AMENDING CHAPTER 18, TEMPLE TERRACE CODE OF ORDINANCES, RELATING TO THE FIREFIGHTERS' RETIREMENT SYSTEM, BY AMENDING SECTION 18.195.7 "COST-OF-LIVING ADJUSTMENT"; PROVIDING A SEVERABILITY CLAUSE, EFFECTIVE DATE, AUTHORITY TO CODIFY, AND REPEALING ALL ORDINANCES OR PARTS OF ORDINANCES IN CONFLICT HERewith.

WHEREAS, the Temple Terrace Firefighters' Retirement System, a local law plan, was in effect on March 12, 1999, the effective date of Chapter 99-1, Laws of Florida,

WHEREAS, after due consideration, the Mayor and City Council of the City of Temple Terrace, Florida, concur with the changes recommended by the Firefighters' Retirement Trust Fund Board,

NOW, THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF TEMPLE TERRACE, FLORIDA:

Section 1. Chapter 18, Temple Terrace Code of Ordinances, is hereby amended effective September 1, 2011, by amending Section 18.195.7 "Cost-of-living Adjustment", of the Temple Terrace Firefighters' Retirement System, to provide as follows (newly added verbiage is shown underlined, and deleted verbiage is stricken through):

SECTION 18.195.7 COST-OF-LIVING ADJUSTMENT.

(a) The retirement benefit for a Firefighter retiring after October 1, 2000, but before April 1, 2004, under the early or normal retirement provisions of the Fund shall be automatically increased by three (3) percent each year beginning on October 1 immediately following the Firefighter's 56th birthday and ending on October 1 immediately following the Firefighter's 70th birthday. For purposes of this paragraph (a), "retiring" means a Firefighter who separates from city employment as a firefighter other than because of disability or death who upon separation is immediately eligible for receipt of retirement benefits under the retirement plan, or who in lieu of terminating employment as a firefighter enters the Deferred Retirement Option Program (DROP). Provided however, for a Firefighter retiring after October 1, 2000, but before April 1, 2004, the Board of Trustees is authorized after advice by the Fund's Actuary to make an adjustment as a result of changing the month in which cost-of-living adjustments begin or are adjusted.

(b) For a Firefighter who separates from employment as a Firefighter or enters DROP, whichever comes first, on or after April 1, 2004, but before September 1, 2011, who has twenty-five (25) years or more of creditable service as a Firefighter, or who was granted line of duty disability retirement benefits by the Board of Trustees, or who was granted line of duty death benefits by the Board of Trustees, or who at the time of separation from employment as a Firefighter or entry into DROP had completed ten (10) or more years of creditable service as a Firefighter and had attained age fifty-five (55), the monthly retirement benefit payable shall be automatically increased by three (3) percent each year beginning on October 1 immediately following the Firefighter's 56th birthday and ending on October 1 immediately following the Firefighter's 70th birthday.



(c) For a Firefighter who separates from employment as a Firefighter or enters DROP, whichever comes first, on or after September 1, 2011, who at the time of separation from employment as a Firefighter or entry into DROP had attained "Normal Retirement Date" as defined in Section 18.195.6, or who was granted line of duty disability retirement benefits by the Board of Trustees, or who was granted line of duty death benefits by the Board of Trustees, the monthly retirement benefit payable shall be automatically increased by three (3) percent each year beginning on October 1 immediately following the Firefighter's 56th birthday and ending on October 1 immediately following the Firefighter's 70th birthday.

(d) Those persons who are eligible to receive monthly retirement benefits after the death of the Firefighter who was eligible for cost of living adjustments under paragraph (a), or (b) or (c) shall receive the cost-of-living adjustments at the same time the Firefighter would have received the cost-of-living adjustments but for the death of the Firefighter.

Section 2. If any part of this ordinance is declared invalid by a court of competent jurisdiction, such part or parts shall be severable, and the remaining part or parts hereof shall continue to be in full force and effect.

Section 3. This ordinance shall be in full force and effective retroactive to September 1, 2011.

Section 4. The provisions of this ordinance shall become and be made a part of the Temple Terrace Code, and the sections of this ordinance may be renumbered to accomplish this end.

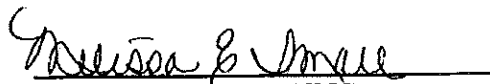
Section 5. All ordinances or parts of ordinances not specifically in conflict herewith are hereby continued in full force and effect, but all ordinances or parts of ordinances in conflict herewith are hereby repealed.

PASSED AND ORDAINED BY THE CITY COUNCIL OF THE CITY OF TEMPLE TERRACE, FLORIDA, THIS 3rd DAY OF January, 2012.

APPROVED BY THE MAYOR THIS 3rd DAY OF January, 2012.




JOSEPH A. AFFRONTI, SR., MAYOR


MELISSA E. SMALL, MMC
CITY CLERK

CITY OF TEMPLE TERRACE FIREFIGHTERS' RETIREMENT SYSTEM

SUMMARY PLAN DESCRIPTION

Pursuant to Section 112.66, Florida Statutes

1. Introduction.

The following summary is a brief description of the City of Temple Terrace Firefighters' Retirement System. This is a summary only and is not intended to interpret, extend or change the provisions of the City of Temple Terrace Firefighters' Retirement System as codified in Section 18.195 of the Temple Terrace Code of Ordinances. If there is any conflict between the information contained in this Summary Plan Description and the actual provisions of the Section 18.195, Temple Terrace Code of Ordinances, the provisions of the Temple Terrace Code of Ordinances shall prevail.

2. The Name and Type of Administration of the Plan.

The City of Temple Terrace Firefighters' Retirement System is a governmental defined benefit plan created by ordinances of the City of Temple Terrace. The administration of the plan is conducted by a Board of Trustees consisting of five (5) persons.

3. The Name and Address of the Person Designated as Agent for the Service of Process.

Robert D. Klausner, Attorney at Law and General Counsel to the Board of Trustees, Klausner, Kaufman, Jensen, & Levinson at 10059 NW 1st Court, Plantation, FL 33324, is the person designated as the agent for service of process.

4. The Name and Address of the Administrator.

The Board of Trustees has the ultimate responsibility for the administration of the retirement system. The Board has retained the Pension Resource Center to assist with the administration of the plan:

Pension Resource Center, LLC
Attn: Temple Terrace Firefighters Retirement System
4360 Northlake Boulevard, Suite 206
Palm Beach Gardens, FL 33410
Phone: (561) 624-3277 ♦ (800) 206-0116 ♦ Fax: (561) 624-32780116
Web site: www.ResourceCenters.com

The Board of Trustees is further assisted by its general counsel, Robert D. Klausner, Klausner, Kaufman, Jensen, & Levinson at 10059 NW 1st Court, Plantation, FL 33324; and by Diane Reichard, Finance Director, City of Temple Terrace, 11250 North 56th Street, Temple Terrace, Florida 33687; as well as by the Board's actuary, investment manager, custodial bank

and professionally qualified independent consultant. Written communications to the Board of Trustees should be directed to the Board as follows:

Temple Terrace Firefighters Retirement System
c/o Pension Resource Center, LLC
4360 Northlake Boulevard, Suite 206
Palm Beach Gardens, FL 33410

5. The Names, Titles and Addresses of the Trustees.

The names, titles and business addresses of the five (5) trustees are:

1. Roger Chewning, Chair
2. Gerald Terenzi, Vice-Chair
3. Ian Kemp, Secretary
4. Joseph A. Affronti, Sr., City Mayor
5. Kim Leinbach, City Manager

The business address for each trustee in their capacity as trustee is the Temple Terrace Firefighters' Retirement System, c/o Pension Resource Center, 4360 Northlake Blvd. Suite 206, Palm Beach Gardens, FL 33410.

6. A Description of the Relevant Provisions of any Collective Bargaining Agreement.

There are currently no applicable provisions of the collective bargaining agreement between the City of Temple Terrace and International Association of Firefighters Local 3582.

7. The Plan's Requirements Respecting Eligibility for Participation and Benefits.

a. Eligibility for Participation. Any actively employed full-time person employed by the City of Temple Terrace, who is certified as a Firefighter as a condition of employment in accordance with Section 633.35, Florida Statutes, and whose duty it is to extinguish fires, to protect life and to protect property, is a member of the City of Temple Terrace Firefighters' Retirement System, including during the initial probationary employment period.

b. Eligibility for Benefits.

(1) Normal Retirement Benefits. A firefighter vests upon completion ten (10) years of credited service as firefighter. After separation from employment as a firefighter, payment of benefits commence on the first day of the month following the completion of twenty (20) years of credited service or attainment of age fifty-four (54), whichever comes first.

(2) Early Retirement Benefits. After completion of ten (10) years of credited service as a firefighter, a member may separate from employment and start receipt of retirement benefits after attaining the age of fifty (50). However,

the monthly retirement benefit is actuarially reduced for each month that payment of retirement benefits commences prior to the time that the member would have reached normal retirement age 54 or 20 years of service.

(3) Pre-Separation Death Benefits. Line of duty death benefits are paid when a firefighter dies in the line of duty, regardless of the length of the firefighter's service. See Section 18.195.9(c), Temple Terrace Code of Ordinances, for the types of benefits when a member dies in the line of duty. For a firefighter who dies other than in the line of duty, if the firefighter has ten (10) years or more of service, benefits are paid the same as normal or early retirement benefits; and if the firefighter has less than ten (10) years of service, the beneficiary of the deceased member receives a refund of one hundred percent (100%) of the member's accumulated contributions.

(4) Disability Benefits. A member is eligible for disability benefits if the member becomes totally and permanently disabled while an active member of the city fire department to the extent that he/she is unable, by reason of a medically determinable physical or mental impairment, to render useful and efficient service as a firefighter. To be eligible for line of duty disability benefits, the disability must be directly caused by the performance of his or her duty as a firefighter. A member is eligible for line of duty disability benefits regardless years of service. To be eligible for non-line of duty disability benefits, the firefighter must have ten (10) years or more of credited service.

(5) Deferred Retirement Option Program (DROP). A firefighter is eligible to participate in DROP if the firefighter is otherwise eligible to receive normal retirement benefits except for separation of employment (twenty (20) years of credited service or age fifty-four (54) with ten (10) years of credited service).

(6) Cost of Living Adjustments. A firefighter who separates from employment as firefighter or enters DROP is eligible for cost of living adjustments (COLA) if:

- (a) the firefighter has twenty (20) years or more of service,
- (b) the firefighter is granted line of duty disability retirement benefits,
- (c) the firefighter is granted line of duty death benefits, or
- (d) the firefighter at the time of separation or entry into DROP has completed ten (10) or more years of credited service and has attained age fifty-five (55). (54)

If the firefighter was eligible for cost of living adjustments, upon the firefighter's death, the firefighter's beneficiary or joint pensioner is also eligible for cost of living adjustments.

Cost of Living Adjustments are made annually effective October 1 during the period of eligibility. The eligible member receives a 3% increase starting on October 1 following the member's 56th birthday and ending on October 1 following the member's 70th birthday.

8. A Description of the Provisions Providing for Nonforfeitable Pension Benefits.

Contributions and retirement benefits are not assignable or subject to garnishment for debt, execution, or other legal process. However, authorized deductions include:

- a. Federal income tax withholdings.
- b. Deductions for premiums for health and other types of insurance.
- c. Repayment of overpayments of retirement benefits.
- d. Payment to an alternate payee for alimony or child support pursuant to an income deduction order under Section 61.1301, Florida Statutes.
- e. Federal income tax levies.

9. The Circumstances Which May Result in Disqualification, Ineligibility, or Denial or Forfeiture of Benefits.

Retirement benefits are subject to forfeiture pursuant to Section 112.3173, Florida Statutes, titled "Felonies involving breach of public trust and other specified offenses by public officers and employees; forfeiture of retirement benefits". Retirement benefits may be subject to forfeiture pursuant to Section 175.191, Florida Statutes, titled "False, misleading, or fraudulent statements made to obtain public retirement benefits prohibited; penalty".

10. The Source of Financing of the Plan and the Identity of Any Organization Through Which Benefits Are Provided.

Financing of the plan is from member contributions, state contributions made pursuant to Chapter 175, Florida Statutes, and the City of Temple Terrace contributions and from return on investments of the assets of the retirement system.

Once the Board of Trustees determines entitlement to benefits, checks or direct deposits are issued from the Trustees' custodial bank, Salem Trust.

11. The Date of the End of the Plan Year and Whether the Records of the Plan are Kept on a Calendar, Policy or Fiscal Year Basis.

September 30 is the end of the plan year. Records are kept on a fiscal year basis of October 1 – September 30.

12. The Procedures to be Followed in Presenting Claims for Benefits Under the Plan and the Remedies Available Under the Plan for the Redress of Claims Which are Denied in Whole or in Part.

The Trustees have adopted an "Application for Retirement Benefits" form, which form requires the firefighter to select the type of retirement (normal service retirement, early service retirement, deferred retirement option plan (DROP) retirement, or disability retirement). Persons selecting DROP retirement must also complete DROP Application and Irrevocable Notice of Employment Termination. Persons requesting disability retirement must also complete "Application for Disability Benefits" form. The Trustees have also adopted a written "Disability Policy and Procedures", which must be complied with in connection with an application for disability benefits.

All members and beneficiaries have the right to have their claim for benefits determined by the Board of Trustees. Timely adequate written notice is given to any member or beneficiary whose claim for benefits under the terms of the retirement system has been denied, setting forth the specific reasons for such denial. The Board of Trustees provides a quasi-judicial (due process) hearing before the Board of Trustees to any member or beneficiary whose claim for benefits is denied in whole or in part.

13. Citations to the Relevant Provisions of State or Local Law and Regulations Governing the Establishment, Operation, and Administration of the Plan.

The provisions of the City of Temple Terrace Firefighters' Retirement System are found in Section 18.195, Temple Terrace Code of Ordinances. The plan is also subject to the provisions of Sections 112.60 – 112.67, Florida Statutes, cited as the "Florida Protection of Public Employee Retirement Benefits Act", and applicable provisions of Chapter 175, Florida Statutes, cited as "Marvin B. Clayton Firefighters Pension Trust Fund Act". Section 18.195.22, Temple Terrace Code of Ordinances, titled "Applicable Federal and State Law", also cites other provisions of applicable law.

14. A Description of Those Provisions Which Specify Conditions Under Which Pension Benefits Become Vested Pension Benefits.

Section 18.195.11, Temple Terrace Code of Ordinances, titled "Vesting", provides that a member who has ten (10) years or more of credited service upon termination shall be entitled to a monthly retirement benefit determined in the same manner as for normal or early retirement. A member who has less than ten (10) years of credited service upon termination is entitled to a refund of his/her accumulated contributions, or may leave the contributions with the retirement system pending re-employment.

15. A Report of Pertinent Financial and Actuarial Information on the Solvency and Actuarial Soundness of the Plan.

On a quarterly basis, the Board of Trustees' investment manager(s) provides a written report as to the retirement system's investment status. Also on a quarterly basis, the Board of Trustees' professionally qualified independent consultant provides a written performance evaluation evaluating the investment manager.

On a yearly basis, the Board of Trustees' actuary provides a written actuarial valuation as of October 1, which report establishes the contribution requirements of the plan and is pursuant to Chapters 112 and 175, Florida Statutes. The retirement system is funded on a sound actuarial basis.

Copies of these reports are available to the public upon request pursuant to Florida's public records law.

16. Benefit Calculation for Normal Retirement Benefit.

For firefighters who separate from employment as a firefighter or who enter DROP, whichever comes first, on or after January 1, 2006, the monthly retirement benefit shall equal three percent (3.0%) for each year of credited service prior to June 1, 2001 and three and five tenths percent (3.5%) for each year of credited service after June 1, 2001, multiplied by the average compensation of the best four (4) calendar years of the last ten (10) years of credited service as a firefighter prior to retirement, termination, or death, or entry into DROP, whichever comes first. The maximum pension is ninety percent (90%) of Average Final Compensation.

17. Fire Service Prior to Employment.

A firefighter may under certain circumstances purchase credited service for fire service prior to employment as a firefighter with the City of Temple Terrace. Contact Pension Resource Center for requirements which are set forth in Section 18.195.26.

18. Military Service Prior to Employment.

A firefighter may under some circumstances purchase credited service for active military service of the Armed Forces of the United States or the United States Merchant Marines. Contact Pension Resource Center for the requirements which are set forth in Section 18.195.20.

19. Additional Information.

Those pages from the latest Actuarial Valuation titled "SUMMARY OF PLAN PROVISIONS" are attached hereto.

Quick Benefit Reference

NOTE: This summary of plan provisions is intended to provide members with a quick reference only to many of the plan provisions. The summary is not intended to provide members with a complete synopsis of all the relevant provisions of the ordinance that govern the plan. Members should refer to Section 18.195 of the Temple Terrace Code of Ordinances, along with any relevant policies adopted by the Board of Trustees, for a complete discussion of the plan provisions.

Final Average Salary: The final average salary consists of the 4 highest calendar years paid in the last 10 years of service, although procedurally, the final year if incomplete can be joined with a pro-rated portion of the next highest calendar year for purposes of calculation. Accumulated vacation time accrued by the member as of 10/08/2011 shall be separately added to the 4-year total before calculating the average. Total salary for compensation includes education incentives and up to 300 hours of overtime per year, but excludes flexible benefits, uniform allowances, third party sick pay, and accrued unused sick leave.

Credited Service: Members receive credit for years and fractional parts of years of service (years, months, and days), adjusted for any breaks in service. Military service credit after employment counts for all purposes, including vesting.

Service Purchase: Participants may purchase up to 4 years prior qualifying military or fire service credit by paying a lump-sum or payments for the full actuarial cost of the benefit increase. Members can restore prior service credit by repaying any refunded contributions with interest as determined by the Board within 120 days of reemployment.

Vesting: A participant becomes vested with 10 years of service.

Normal Retirement: Members can retire at age 54 with 10 years of service or with 20 years of service regardless of age.

Early Retirement: Members age 50 with 10 years service can retire early and receive the accrued benefit on the otherwise normal retirement date or an early benefit reduced by 3% for each year commencement of payment precedes the otherwise normal retirement date.

Vested Deferred: Benefits for vested deferred members commence at the otherwise normal or early retirement date, based on the service, average final compensation, and benefit accrual rates as of the termination date.

Benefit Formula: Credit 3% per year of service prior to 06/01/01 and 3.5% per year service after 06/01/01, not to exceed 90% of the average final compensation except that a member will earn an additional 2% per year of service credit for service in excess of 45 years.

Duty Disability: A disabled member receives the greater of the accrued benefit or 42% of the average final compensation, commencing on the first of the month following the entitlement date and continuing until the member recovers or dies.

Non-duty Disability: A member with 10 or more years of service receives the greater of the accrued benefit or 25% of the average final compensation, commencing on the first of the month following the entitlement date and continuing until the member recovers or dies.

Duty Death: The beneficiary receives an immediate payment of \$10,000. The beneficiary also receives a monthly benefit equal to 50% of the member's annualized salary at death payable for 15 years. Minor children receive a monthly benefit of 7 ½% of the member's annualized salary at death until the age of 18, provided that the total benefit paid to minor children does not exceed 15% of the member's salary.

Non-Duty Death: The beneficiary of a vested member receives the accrued benefit payable for ten years commencing on the otherwise normal retirement date, an early retirement benefit, or an actuarial equivalent benefit commencing at an earlier date. The beneficiary of a non-vested member receives a refund of contributions without interest.

Contributions: Members contribute 10.51% of salary to the plan.

Refunds: A non-vested participant receives a refund of contributions without interest upon termination.

Commencement: Benefits become payable on the first day of the month coinciding with or next following the retirement date.

Optional Forms Payment: The normal form of benefit payment is ten years certain and life. Optional forms of benefit payment include a Life Annuity, Joint and 100% Survivor, Joint and 75% Survivor, Joint and 66-2/3 % Survivor, and Joint and 50% Survivor. A member may change the joint annuitant following retirement.

COLA: Members with early or normal retirement after 10/01/00 and before 04/01/04 receive a 3% cola each October 1 following the 56th birthday and ending on the October 1 following the 70th birthday. Members who retire with 20 years of pension service or 10 years of pension service and 55 years of age, duty disability, or duty death on or after 04/01/04 receive a 3% cola each October 1 following the 56th birthday and ending on the October 1 following the 70th birthday. Beneficiaries of members eligible for the cola receive the 3% increase on the same schedule had the member continued to live. 54

DROP Program: Members eligible for normal retirement can DROP for up to 60 months. Members can elect to have DROP balances credited at a fixed annual rate of 6.5% or the net quarterly investment return on the plan assets. Members can change this election one time during participation in the DROP effective for the next quarter. Members must take a full distribution following separation from employment. Members do not receive any further credit of earnings following separation from service.

Share Program: The current ordinance allows the additional Chapter 175 Premium Tax Receipts over a specified amount to be allocated to member share accounts when the funded ratio equals or exceeds 80%.

SUMMARY OF PLAN PROVISIONS
FIREFIGHTERS' PENSION TRUST FUND

<u>Eligibility</u>	Full-time employees who are classified as full-time Firefighters shall participate in the Plan as a condition of employment.
<u>Credited Service</u>	Total years and fractional parts of years of employment with the City as a Firefighter.
<u>Compensation</u>	Total Salary, including overtime and educational incentive, but excluding flexible benefits, uniform allowance, and third party sick pay.
<u>Average Final Compensation (AFC)</u>	Average Compensation for the highest 4 years during the 10 years immediately preceding retirement or termination.
<u>Member Contributions</u>	10.51% of Compensation.
<u>City and State Contributions</u>	Remaining amount required in order to pay current costs and amortize unfunded past service cost, if any, over 30 years.
<u>Normal Retirement</u>	
Date	Earlier of: 1.) age 54 and 10 years of Credited Service or 2.) the completion of 20 years of Credited Service, regardless of age.
Benefit	3% of AFC <u>times</u> Credited Service prior to June 1, 2001, and 3.5% of AFC <u>times</u> Credited Service on and after June 1, 2001.
Form of Benefit	Ten Year Certain and Life Annuity (options available).
<u>Early Retirement</u>	
Eligibility	Age 50 and 10 Years of Credited Service.
Benefit	Accrued benefit, reduced 3% for each year that benefit commencement precedes Normal Retirement.

Cost-of-Living Increase

Normal Retirees who retire after 10/1/00 and Line of Duty Disability Retirees and Beneficiaries of Line of Duty Death Retirees after 10/1/04 receive annual 3% benefit increases from age 56 to age 70 (or from the Date the Member would have attained age 56 to the date the Member would have attained age 70).

Vesting

Schedule 100% after 10 years of Credited Service.

Benefit Amount Member will receive the vested portion of his (her) accrued benefit at age 54 (unreduced) or age 50 (reduced).

Disability

Eligibility

Service Incurred Covered from Date of Employment.

Non-Service Incurred 10 years of Credited Service.

Exclusions Disability resulting from use of drugs, illegal participation in riots, service in military, etc.

Benefit Benefit accrued to date of disability but not less than 42% of Average Final Compensation (Service Incurred), or 25% of Average Final Compensation (Non-service Incurred). Maximum benefit is 100% of AFC.

Duration Payable as a 10 Year Certain and Life Annuity or until recovery (as determined by the Board.)

Death Benefits

Pre-Retirement

Not Line of Duty

Vested Monthly accrued benefit payable to designated beneficiary for 10 years.

Not Vested Return of Member's contributions, without interest.

Line of Duty	\$10,000 lump sum, plus either a.) the Not Line of Duty benefits, or b.) a monthly benefit payable for 180 months only that equals 50% of the Member's annualized salary earned during the last full pay period, plus a monthly benefit to each minor child equal to 7.5% of that annualized salary, payable to age 18 (there is a max of 15% of that annualized salary for all children combined).
Post-Retirement	Benefits payable to beneficiary in accordance with option selected at retirement.
<u>Board of Trustees</u>	<ul style="list-style-type: none"> a. Two Council appointees, b. Two Members of the Department elected by the membership, and c. Fifth Member elected by other 4 and appointed by the Council.
<u>Deferred Retirement Option Plan</u>	
Eligibility	Satisfaction of Normal Retirement requirements.
Participation	Not to exceed 60 months
Rate of Return	At Participant's election (may change once during DROP period): (1) Actual net rate of investment return (total return net of management fees, brokerage commissions and transaction costs) credited each fiscal quarter, or (2) 6.5% fixed per annum, convertible monthly.
Form of Distribution	Cash lump sum at termination of employment.

November 23, 2011

Via EMAIL

Mr. J. Scott Baur
City of Temple Terrace Firefighters'
Pension Board
4360 Northlake Blvd, Suite 206
Palm Beach Gardens, FL 33410

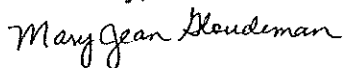
Re: City of Temple Terrace Firefighters' Retirement System

Dear Scott:

Enclosed is the Exhibit "B" and an updated plan summary, which is based upon the October 1, 2011 Actuarial Valuation for attachment to the Summary Plan Description for the above referenced retirement program.

If you have any questions, please let us know.

Sincerely,



Mary Jean Gloudeman

Enclosure

CITY OF TEMPLE TERRACE
FIREFIGHTERS' RETIREMENT SYSTEM

PERTINENT FINANCIAL AND ACTUARIAL INFORMATION

A. Participant Data

	<u>10/1/2011</u>	<u>10/1/2010</u>
Number Included		
Actives	46	45
Service Retirees	9	7
Beneficiaries	0	0
Terminated Vested	3	3
Disability Retirees	5	4
DROP Retirees	5	6
Total	<u>68</u>	<u>65</u>

Total Annual Payroll	\$2,602,205	\$2,511,919
Payroll Under Assumed Ret. Age	2,602,205	2,511,919

Annual Rate of Payments to:

Service Retirees	409,235	288,190
Beneficiaries	0	0
Terminated Vested	77,247	77,247
Disability Retirees	115,547	91,965
DROP Retirees	310,017	357,741

B. Assets

Actuarial Value	13,051,627	13,061,532
Market Value	12,237,610	12,022,414

C. Liabilities

Present Value of Benefits

 Active Members

Retirement Benefits	11,723,044	11,002,239
Disability Benefits	1,003,537	940,147
Death Benefits	84,680	78,576
Vested Benefits	1,260,894	1,146,871
Refund of Contributions	261,818	253,246

Service Retirees	5,975,723	4,238,989
Beneficiaries	0	0
Terminated Vested	557,835	515,522
Disability Retirees	1,248,676	915,625
DROP Retirees *	4,310,614	5,036,822
Excess State Monies Reserve	18,213	204,346

Total	<u>26,445,034</u>	<u>24,332,383</u>
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* Liabilities shown represent present value of future payments. Assets in item B., above, do not include accumulated DROP account balances.

	<u>10/1/2011</u>	<u>10/1/2010</u>
C. Liabilities - (Continued)		
Present Value of Future Salaries	18,895,686	16,772,145
Present Value of Future Member Contributions	1,985,937	1,762,752
EAN Normal Cost (Retirement)	530,787	496,552
EAN Normal Cost (Disability)	4,062	3,388
EAN Normal Cost (Death)	47,285	39,547
EAN Normal Cost (Vesting)	47,893	37,432
EAN Normal Cost (Refunds)	16,520	15,770
Normal Cost (Entry Age Method)	<u>646,547</u>	<u>592,688</u>
Present Value of Future Normal Costs (Entry Age)	4,729,546	4,270,095
Accrued Liability (Retirement)	8,013,219	7,594,176
Accrued Liability (Disability)	582,145	586,329
Accrued Liability (Death)	49,052	48,689
Accrued Liability (Vesting)	851,759	815,197
Accrued Liability (Refunds)	108,252	106,593
Accrued Liability (Inactives)	12,092,848	10,706,958
Excess State Monies Reserve	18,213	204,346
Actuarial Accrued Liability	<u>21,715,488</u>	<u>20,062,288</u>
Unfunded Actuarial Accrued Liability (UAAL)	8,663,861	7,000,756
D. Actuarial Present Value of Accrued Benefits		
Vested Accrued Benefits		
Inactives	12,092,848	10,706,958
Actives	5,172,720	4,739,357
Member Contributions	1,539,958	1,397,912
Total	<u>18,805,526</u>	<u>16,844,227</u>
Non-vested Accrued Benefits	<u>594,749</u>	<u>384,401</u>
Total Present Value Accrued Benefits	19,400,275	17,228,628
Increase (Decrease) in Present Value of Accrued Benefits Attributable to:		
Plan Amendments	0	
Assumption Changes	0	
New Accrued Benefits	1,310,072	
Benefits Paid	(496,842)	
Interest	1,358,417	
Other	0	
Total:	<u>2,171,647</u>	

Valuation Date	10/1/2011	10/1/2010
Applicable to Fiscal Year Ending	<u>9/30/2013</u>	<u>9/30/2012</u>

E. Pension Cost

Normal Cost (with interest) % of Total Annual Payroll*	25.84	24.54
Administrative Expenses (with int.) % of Total Annual Payroll*	1.61	1.66
Payment Required to Amortize Unfunded Actuarial Accrued Liability over 30 years (as of 10/1/11) % of Total Annual Payroll*	18.96	15.79
Total Required Contribution % of Total Annual Payroll*	46.41	41.99
Expected Member Contributions % of Total Annual Payroll*	10.51	10.51
Expected City & State Contrib. % of Total Annual Payroll*	35.90	31.48

F. Past Contributions

Plan Years Ending:	<u>9/30/2011</u>
Total Required Contribution City and State Requirement	\$ 1,042,178 754,614
Actual Contributions Made:	
Members	438,498
City	590,427
State	164,187
Total	<u>1,193,112</u>

G. Net Actuarial Gain (Loss)	(1,484,220)
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* Contributions developed as of 10/1/11 are expressed as a percentage of total annual payroll at 10/1/11 of \$2,602,205