

St. Lucie County Fire District
Firefighters' Pension Trust Fund
Summary Plan Description

November, 2021

Introduction

As a member in the St. Lucie County Fire District Firefighters' Pension Trust Fund (the "Plan"), you are included in a program of benefits to help you meet your financial needs in retirement, or in the event of disability or death. The purpose of this summary plan description (SPD) is to give you a brief description of benefits available to you under your Plan.

Planning for retirement begins now. This SPD can be a valuable tool in preparing for your retirement and financial future. If you need any further information on any of the topics presented in this SPD, please contact the Board of Trustees (the "Board") or the Resource Centers, LLC (the "Pension Administrator"). They will answer any questions to help you better understand your benefits.

The information presented is a summary of the Plan as provided in the St. Lucie County Fire District Resolution 479-08, as amended by Resolutions 583-14, 622-16, 642-17, 674-19, 697-20, and 714-21, dated June 9, 2021, which governs your Plan. **Any discrepancies between information in this SPD and the Plan will be governed by the Plan.** A copy of the Plan can be obtained from the Pension Administrator at the following address:

St. Lucie County Fire District Firefighters' Pension Trust Fund
c/o Resource Centers, LLC.
4360 Northlake Boulevard, Suite 206
Palm Beach Gardens, FL 33410
561.624.3277 - Telephone
561.624.3278 - Facsimile

Board of Trustees
St. Lucie County Fire District
Firefighters' Pension Trust Fund

Anthony Napolitano, Chair
Jeff Lee, Secretary
Ryan Sapp
Nate Spera
Serge Greene

TABLE OF CONTENTS

DEFINITIONS.....	1
PARTICIPATION IN THE PENSION PLAN.	2
ELIGIBILITY FOR NORMAL RETIREMENT.	2
AMOUNT OF A NORMAL RETIREMENT PENSION.....	2
Sample Benefit Calculation.	3
EARLY RETIREMENT PENSION.	4
MONTHLY SUPPLEMENTAL BENEFITS.	4
FORMS OF PAYMENT OF A PENSION.	5
Normal Form.	5
Optional Forms of Payment.	6
SURVIVOR BENEFITS - DEATH BEFORE RETIREMENT.....	7
Duty Related Deaths.	7
Non-Duty Related Deaths.	8
DISABILITY RETIREMENT.	9
Duty Disability Retirement.	9
Non-Duty Disability Retirement.	10
DEFERRED RETIREMENT OPTION PLAN (“DROP”).	10
SHARE ACCOUNT.....	12
TRUSTEE TO TRUSTEE TRANSFER.....	13
ENDING EMPLOYMENT BEFORE RETIREMENT.....	13
RE-EMPLOYMENT AFTER RETIREMENT.....	13
PURCHASE OF FIREFIGHTER OR MILITARY SERVICE (<i>Prior to Employment</i>). . . .	15
FORFEITURE OF PENSION.	15
TRANSFER OF SERVICE BETWEEN FIRE DISTRICT PLANS.....	16
CLAIMS PROCEDURES BEFORE THE BOARD.	17

FILING FOR RETIREMENT..... [17](#)

COST OF THE PENSION PLAN. [17](#)

ADMINISTRATION OF THE PENSION PLAN..... [18](#)

INVESTMENTS. [18](#)

FEDERAL INCOME TAX CONSEQUENCES. [18](#)

DOMESTIC RELATIONS ORDERS IN DIVORCE..... [19](#)

ACTUARIAL SOUNDNESS. [19](#)

AGENT FOR SERVICE OF LEGAL PROCESS..... [19](#)

PLAN YEAR. [19](#)

RELEVANT PROVISIONS OF COLLECTIVE BARGAINING AGREEMENTS. [20](#)

ACTUARIAL INFORMATION..... [21](#)

DEFINITIONS

Accumulated contributions - the total of all amounts contributed by a member to the St. Lucie County Fire District Firefighters' Pension Trust Fund.

Base pay - the annual salary for the member's pay step and grade classification in the applicable pay Plan.

Beneficiary - an individual, such as a member's spouse, member's child or member's dependent parent, who is receiving a survivor benefit from the Plan following the death of a member.

Board - the Board of Trustees which administers, manages and operates the Plan.

Compensation, Salary, or Pensionable Wages - the wages paid to a firefighter for service rendered including base pay, incentive pay, longevity and shift premium pay, overtime, payments in consideration of unused sick, vacation time, supplemental compensation, and bonus pay.

Effective October 1, 2018, members who enter the DROP with less than 10 years of service will not have payments for accumulated sick leave included in pensionable wages, and vacation leave payments which are included as pensionable wages are capped at twice the annual accrual.

Credited service - A member's years of service as a firefighter for the St. Lucie County Fire District. Also includes those years which a member has purchased by making a contribution to the Plan. Years of service can be purchased for years or fractional parts of years that a firefighter served in the United States military, or service as a firefighter with another municipal, county, state or federal firefighting agency.

Final average salary - for Plan members on October 1, 2021, who were at normal retirement age on or before October 1, 2021, the monthly average of salary during the best 4 years of the last 10 years of employment.

Effective for retirements after October 1, 2021, final average salary is the average salary during the best consecutive 5 years of the last 10 years of employment. For all Plan members who were active on October 1, 2021, the benefit will be the greater of the accrued benefit using the 4 year non-consecutive final average salary on September 30 2021 or the 5 year consecutive salary at the time of retirement.

Member - a St. Lucie County Fire District Firefighter participating in the Plan.

Vested deferred member - (1) for members employed before October 1, 2014, who have 5 or more years of credited service and meet the other criteria for vested termination; (2) for members hired on and after October 1, 2014, who have 10 or more years of credited service and meet the other criteria for vested termination. This benefit is payable at early or normal retirement.

PARTICIPATION IN THE PENSION PLAN

Each firefighter employed by the St. Lucie County Fire District is a Plan member. A firefighter is a full-time employee who is certified as a firefighter as a condition of employment in accordance with the provisions of §633.35, Florida Statutes. The Fire Chief may elect not to participate in the Plan.

ELIGIBILITY FOR NORMAL RETIREMENT

A firefighter hired before October 1, 2014, who either has 25 or more years of credited service or is age 55 or older and has 5 or more years of credited service is eligible for normal retirement. A firefighter hired on or after October 1, 2014, who either has 25 or more years of credited service or is age 55 or older and has 10 or more years of credited service is eligible for normal retirement. An application for normal retirement must be filed with and approved by the Board.

AMOUNT OF A NORMAL RETIREMENT PENSION

The amount of a normal retirement pension is based on a member's credited service, final average salary and pension multiplier.

Final average salary is the monthly average of salary during the best 4 years of the last 10 years of employment. Salary includes base salary, overtime, longevity pay and may include other types of pay.

Credited service is generally a member's period of employment as a firefighter with the St. Lucie County Fire District, measured in years and completed months of a year. Special conditions apply if a member has a break in service as a firefighter. In certain circumstances, limited periods of military service and firefighting service with another governmental firefighting agency

may be recognized as credited service and may increase the member's final average salary if the service is purchased during the last 10 years of service and it is one of the high 4 years. Promptly contact the Board if these situations apply and have not already been resolved.

The pension multiplier is 3.0%.

Sample Benefit Calculation

The following example illustrates how final average salary is calculated. This is an example for planning purposes only and does not indicate the actual benefit for any member.

<u>Year Before Retirement</u>	<u>Sample Salary for Year</u>
10 th	21,000
9 th	22,000
8 th	23,000
7 th	24,000
6 th	25,000
5 th	26,000
4 th	27,000
3 rd	28,000
2 nd	29,000
1 st	30,000

To calculate final average salary, total the best of the last 10 years salary and divide by 48:

$$\frac{\$27,000 + \$28,000 + \$29,000 + \$30,000}{48} = \$2,375$$

The monthly normal retirement pension is calculated as follows:

3.0% of final average salary multiplied by credited service

The following is an illustration of a normal retirement pension calculation. This is an example for planning purposes only and does not indicate the actual benefit for any member.

(1)	Total credited service		25.0 yrs.
(2)	Final average salary		\$2,375
(3)	3.0% of line (1)	$.030 \times 25$	75%
(4)	Line (3) times line (2)	$75\% \times 2,375$	\$1,781.25*

*monthly benefit to member of \$1,781.25

EARLY RETIREMENT PENSION

A firefighter hired prior to October 1, 2014, who is age 50 and has 5 years of service is eligible for early retirement benefits. A firefighter hired on or after October 1, 2014, who is age 50 with 10 years of service is eligible for early retirement benefits. The early retirement benefits that are payable to a firefighter are determined in the same manner as the normal retirement benefit, but are reduced by 3% for each year by which the member's age at retirement preceded the member's normal retirement age to take into account the firefighter's younger age and the earlier commencement of retirement income payments.

MONTHLY SUPPLEMENTAL BENEFITS

Members hired prior to October 1, 2014, who retire with 5 or more years of service, members hired on and after October 1, 2014, who retire with 10 or more years of service, disability retirees, surviving spouses of vested members who die while in service, surviving spouses of members who die in the line of duty, and members who have at least 5 years of service and retire on account of a non-duty disability are entitled to a monthly supplemental pension benefit in accordance with the following chart:

**Age of Pension Recipient on
Pension Commencement Date**

Pension Factor

55 years and older.....	Forty-four dollars	(\$44.00)
54 years.....	Forty-three dollars	(\$43.00)
53 years.....	Forty-one dollars	(\$41.00)
52 years.....	Forty dollars	(\$40.00)
51 years.....	Thirty-nine dollars	(\$39.00)
50 years.....	Thirty-eight dollars	(\$38.00)
49 years.....	Thirty-six dollars	(\$36.00)
48 years.....	Thirty-five dollars	(\$35.00)
47 years.....	Thirty-four dollars	(\$34.00)
46 years.....	Thirty-two dollars	(\$32.00)
45 years.....	Nineteen dollars	(\$19.00)
44 years.....	Seventeen dollars	(\$17.00)
43 years.....	Sixteen dollars	(\$16.00)
42 years.....	Fourteen dollars	(\$14.00)
41 years.....	Thirteen dollars	(\$13.00)
40 years.....	Twelve dollars	(\$12.00)

The benefits are paid as a life annuity equal to the member's years of credited service multiplied by the age based pension factor from the table above.

Benefits to a surviving spouse of a member who dies while in service (whether in the line of duty or not) or duty disability retiree shall be at least \$700 per month. This benefit is payable monthly for the life of the retiree, with 10 years certain or under one of the optional forms of benefits.

Members in the DROP do not receive the supplemental benefit while in the DROP.

FORMS OF PAYMENT OF A PENSION

Normal Form

The retiree will receive a benefit for his or her life. However, if the retiree dies prior to receiving 120 monthly payments (10 years certain), then pension payments will continue until a total of 120 monthly payments have been made to the retiree and his beneficiary combined.

A member may designate a beneficiary to receive the benefit payable, if any, upon the death of the retired member.

When there is no beneficiary named, the benefit will be paid to the spouse, dependent children, or dependent living parents of the firefighter, or if there is no such survivor, then to the deceased firefighter's estate.

If the amount of the pension benefit is not elected within 3 months of the member being provided the calculation, then the member will receive the default benefit which cannot be changed once the first check is cashed, the first DROP deposit is made, or the first direct deposit is processed. No DROP deposits will be received until all forms are completed.

**IT IS IMPORTANT TO KEEP YOUR
BENEFICIARY DESIGNATION UP TO DATE**

Optional Forms of Payment

Optional forms of payment are available in lieu of the normal form described above. The amount of pension under each optional form has the same actuarial value as the normal form of payment (lifetime payments with 120 payments guaranteed).

- **Option A - Lifetime payments with 100% lifetime continuation to survivor annuity beneficiary** - The retired member is paid a reduced monthly pension for life. Upon the retired member's death, the beneficiary designated when the form of payment was elected will be paid 100% of the reduced monthly pension for life. If the beneficiary dies prior to the retiree, the amount of the retired member's payment shall change to the standard form.
- **Option B - Lifetime payments with 50% lifetime continuation to survivor annuity beneficiary** - The retired member is paid a reduced monthly pension for life. The reduction is not as great as under Option A, D, or E. Upon the retired member's death, the beneficiary will be paid 50% of the reduced monthly pension for life. If the beneficiary dies prior to the retiree, the amount of the retired member's payment shall change to the standard form.
- **Option C - Life Annuity** - The retired member is paid an increased monthly pension for life. The amount of this benefit is more than the

normal form and other optional forms. No monthly pension is ever paid to a surviving beneficiary under this form of payment.

- **Option D - Lifetime payments with 75% lifetime continuation to survivor annuity beneficiary** - The retired member is paid a reduced monthly pension for life. The reduction is not as great as under Option A. Upon the retired member's death the beneficiary will be paid 75% of the reduced monthly pension for life. If the beneficiary dies prior to the retiree, the amount of the retired member's payment shall change to the standard form.
- **Option E - Lifetime payments with 66-2/3% lifetime continuation to survivor annuity beneficiary** - The retired member is paid a reduced monthly pension while the retired member is alive. The reduction is not as great as under Option A or D. Upon the retired member's death, the beneficiary will be paid 66-2/3% of the reduced monthly pension for life. If the beneficiary dies prior to the retiree, the amount of the retired member's payment shall change to the standard form.

A member who elects Options A, B, D, or E may change their designated beneficiary twice. The benefit payable will be re-calculated to take into account the ages of the former beneficiary, the new beneficiary and the member. If you want to change your beneficiary due to a divorce, please review your divorce papers to determine whether this change can be made.

A request for an optional form of payment must be submitted in writing to the Board before the effective date of retirement. An optional form of payment cannot be changed after the first pension check is cashed. Annual benefit statements will be provided by the Plan to each member at the time of retirement. The Plan will also provide one benefit calculation free of charge to each member. Additional benefit calculations are available at the request of the member and must be paid for by the member.

SURVIVOR BENEFITS - DEATH BEFORE RETIREMENT

Duty Related Deaths

The surviving spouse, or in certain circumstances surviving children, of a member who dies while employed with the St. Lucie County Fire District as a firefighter will be paid a duty death pension if the Board finds the death to be the result of causes arising out of and in the course of the member's performance of duty as a firefighter and worker's compensation is granted.

A surviving spouse is paid an annuity equal to his or her accrued benefit or 75% of his or her salary at the time of death, whichever is greater. The benefit is subject to offset for the amount of the workers' compensation award paid. Payments of the annuity will begin with the month following the member's death and shall terminate with the payment for the month of the surviving spouse's death.

An unmarried child under the age of 18, or 24 if a full time student, shall each be paid an annuity equal to the child's weekly workers' compensation award converted to a monthly basis. Payment shall begin with the month following the termination of the child's workers' compensation period. Payment terminates upon the child's earlier adoption, marriage, attainment of age 18 (age 24 if a full time student) or death.

The deceased member's financially dependent parents shall each be paid an annuity equal to the parent's weekly workers' compensation award converted to a monthly basis. Payment shall begin with the month following the termination of the parent's workers' compensation period. Payment terminates upon the parent's earlier marriage or death.

Non-Duty Related Deaths

If a member hired before October 1, 2014, who has 5 or more years of credited service dies while employed by the St. Lucie County Fire District as a firefighter and the death is not in the line of duty, the spouse is paid a pension equal to the benefits otherwise payable at normal retirement age under Option A. The 5 years of service requirement is increased to 10 years for members hired on or after October 1, 2014.

If the deceased member does not leave a surviving spouse, child, or children eligible to receive a pension, then the death benefit shall be paid to the estate of the deceased member.

If no pension is paid or will become payable on account of the death of a member, the member's accumulated contributions are paid to the member's designated beneficiary or to the member's estate if there is no designated beneficiary.

In any of the cases mentioned in this subsection, the Board may, in its sole discretion, direct that the actuarial value of the monthly payment be paid as a lump sum.

DISABILITY RETIREMENT

A pension may be payable to a member who becomes disabled while employed by the St. Lucie County Fire District as a firefighter. Eligibility and the amount of the pension are dependent on whether or not the disability occurred in the line of duty.

The disability must arise from a mental or physical illness, disease or injury which totally and permanently prevents the member from performing useful and efficient service as a firefighter with the St. Lucie County Fire District. No firefighter shall be permitted to retire under a disability retirement until examined by a duly qualified physician or surgeon, to be selected by the Board, and the physician or surgeon finds the member to be disabled from performing the functions of a firefighter. The final determination of disability is made by the Board.

If disability results from excessive and habitual use of drugs, intoxicants or narcotics, willful and illegal participation in fights, riots or civil insurrection, while committing a crime, or injury or disease sustained while serving in any branch of the armed forces, or after the member's employment has been terminated, no disability pension can be awarded.

A member who is retired for disability may be required to undergo periodic medical examination under the direction of the Board to determine if the retired member is capable of performing the duties of a firefighter in the Fire District.

Duty Disability Retirement

If the Board finds the disability to have arisen out of and in the course of the member's performance of duty as a St. Lucie County Fire District firefighter, the amount of pension is equal to 75% of the member's final average salary, payable for life with 120 payments guaranteed. Effective June 9, 2021, the amount of pension granted to a member who is found to be disabled due to a line of duty injury or illness is equal to 66 2/3% of the member's final average salary. The member may elect to be paid in one of the optional forms of benefit.

The amount of a disability retirement annuity, when combined with weekly workers' compensation payments, shall not exceed more than 100% of the member's final average salary.

Non-Duty Disability Retirement

For firefighters hired before October 1, 2014, there is a 5 year credited service requirement for disability retirement if the disability is not the result of performing duty as a St. Lucie County Fire District firefighter. The 5 years of service requirement is increased to 10 years for firefighters hired on or after October 1, 2014.

The amount of pension is calculated the same as a normal retirement pension based on final average salary and credited service at the time of disability. The minimum pension is 25% of final average salary or the accrued pension benefit, whichever is greater, payable for life with 120 payments guaranteed. The member may elect to be paid in one of the optional forms of benefit.

There is no non-duty disability pension if a firefighter's credited service is less than 5 years. In that event, accumulated contributions are refunded.

DEFERRED RETIREMENT OPTION PLAN (“DROP”)

A member may elect DROP participation upon becoming eligible for early or normal retirement. A member must elect to participate in the DROP within the first 26 years of service to be able to participate for a full 6 years. If the member elects to enter the DROP after attaining 26 years of service, then the member's participation reduces by one month for each month after attaining 26 years. No member can enter the DROP after completing the 32nd year of service.

Members in the DROP on January 21, 2021, may elect to participate in the DROP for up to 6 years and, therefore, may participate in the DROP beyond the 32 years of service. Members may enter the DROP after attaining 32 years of credited service, including any purchased service.

DROP participation ends at the first to occur of:

- A) termination of employment, or
- B) 72 months from entry into the DROP, or
- C) 72 months from date of first eligibility to enter the DROP.

To enter the DROP, the member must complete an application and file a binding letter of resignation from employment with the Board and the Fire District.

Upon the effective date of DROP participation the pension amount is calculated based on years of credited service and final average salary at that time. Future years of credited service and increases in salary do not change the pension benefit. The DROP account is credited with monthly amounts equal to the pension amount during the period of DROP participation. Members in the DROP are also eligible for the non-guaranteed cost of living adjustment. If the amount of the pension benefit is not elected within three months of the member being provided the calculation, the member will receive the default benefit which cannot be changed once the first DROP deposit is made. No DROP deposits will be received until all forms are completed.

During DROP participation, a member's contribution rate will vary depending on when they entered the DROP.

Members who entered the DROP prior to October 1, 2018, will continue contributing 4% in the monthly supplemental benefit.

Effective October 1, 2019, members who enter the DROP on or after October 1, 2019, will contribute 6%. The contribution rate for those members who enter the DROP prior to October 1, 2019, will not change from the contribution rate at their date of DROP entry.

These contributions will be applied to reduce the unfunded actuarial liability in the Plan.

A fixed rate of interest is credited to the DROP account balances. The amount of the fixed rate varies depending upon the option chosen at the beginning of the DROP.

- (1) Members entering into the DROP on or after June 9, 2021 will be credited earnings at the actuarial rate of return in the most recent actuarial valuation less .5%. These accounts are transferrable to the DROP member's spouse or minor beneficiary up to age 18.
- (2) Member's who are in the DROP on January 21, 2021 can request to transfer to the 72 month DROP and receive the crediting rate provided above.

If the Board determines that there is an additional cost of permitting members to enter into the DROP at early retirement, then members electing the early retirement pension shall have their rate of return reduced by 2% percent.

No investment earnings or monthly credits are made after the end of the DROP period if the member remains employed.

Payment shall be made from the DROP account no earlier than 30 days after separation from the District as follows:

- A) in a lump sum
- B) in equal annual installments
- C) in equal monthly installments
- D) to rollover to another qualified plan
- E) in any combination of the above.

DROP members who leave their account balances in the Plan after termination of employment will be subject to administrative fees for services provided.

More detailed information is available in the Plan or from the Pension Administrator.

SHARE ACCOUNT

Pursuant to Florida law, a separate member “share account” has been created for each Plan member. The share plan is solely funded with state premium tax money.

The International Association of Firefighters Local 1377 and the District have agreed that the District may use any premium tax moneys in excess of \$1,919,728.00 to offset its contributions to the Plan for the 2019/2020 fiscal year.

TRUSTEE TO TRUSTEE TRANSFER

To minimize the tax consequences of rolling DROP accounts over to an IRA or another qualified plan, direct trustee-to-trustee transfers are available. Please see the Pension Administrator for the appropriate forms.

ENDING EMPLOYMENT BEFORE RETIREMENT

If a member hired before October 1, 2014, who has less than 5 years of credited service quits or is fired from employment as a St. Lucie County Fire District firefighter, the member shall be entitled to a refund of the member's contributions plus interest to the date of termination or the member may leave the contributions with the Plan for up to 5 years pending the possibility of being rehired. The 5 years of service requirement is increased to 10 years for members hired on or after October 1, 2014.

If a member hired before October 1, 2014, has at least 5 years of credited service when employment as a firefighter terminates, the right to a deferred normal retirement is retained so long as accumulated contributions are left on deposit in the Plan. The 5 years of service requirement is increased to 10 years for members hired on or after October 1, 2014.

The amount of deferred normal retirement pension is calculated using final average salary and credited service at the time of termination of employment as a firefighter. The amount of the pension benefit may be subject to an early retirement reduction.

Credited service will be reinstated if re-employment as a St. Lucie County Fire District firefighter occurs and any withdrawn accumulated contributions are repaid. The repayment must include interest from the date of withdrawal to the date of repayment. Additionally, service time with the military, another federal, state, county or municipal firefighter department may be purchased.

RE-EMPLOYMENT AFTER RETIREMENT

Retirees, except those who retire due to disability, may be re-employed by any public or private employer, except the Fire District, and may receive compensation from their post-retirement employment while also receiving their retirement benefits under this Plan.

The following limitations apply to retirees who are re-employed by the Fire District on or after October 1, 2017.

Re-Employment by Fire District After Retirement

Retirees who retired under the Plan's normal or early retirement provisions and who are re-employed in a non-bargaining unit position, including those who are rehired after completing DROP participation, must during their period of reemployment:

- Suspend receipt of their retirement benefits and
- Suspend payment of their supplemental retirement benefits.

DROP deposits for DROP participants will stop and interest earnings will be reduced by 1% during the period of reemployment. All suspended DROP payments will be forfeited for the period of reemployment.

Rehired retirees, who are eligible to participate in the Plan, will have their additional vested credited service accrued during the subsequent employment period used in computing a second benefit amount.

Re-employed terminated vested individuals are not eligible to receive pension benefits until termination of employment.

COST OF LIVING ADJUSTMENTS (non-guaranteed)

Retired members and beneficiaries may receive an adjustment to their pension benefit amount measured against the Consumer Price Index (for the fiscal year ended September 30), subject to a maximum in any one year of 3% of the current benefit amount. If a cost of living adjustment is payable, it will be paid beginning July 1.

The potential total distribution is based upon an actuarial formula which is contained in the Plan document. Essentially, the retirees and beneficiaries share in the positive investment experience of the retiree portion of the Plan.

The cumulative value of any cost of living adjustment shall not be greater than the cumulative net actuarial gains and losses after the effective date of this section.

PURCHASE OF FIREFIGHTER OR MILITARY SERVICE *(Prior to Employment)*

A member may buy up to a maximum of 4 years of military service or firefighter service with another governmental entity. This time will not be used towards vesting; however, once vested, this purchased time is added to the member's service (example: 10 years of service with 3 years of prior governmental firefighting or military service equates to 13 years of service). The member will be required to pay the amount due to purchase such service at the time purchase is requested. A member may elect not to purchase service to increase years of service for the monthly supplemental benefit.

Effective July 16, 2008, a member's purchase of service may also increase the member's final average salary, provided the member purchases service in the last 10 years of employment before retirement and the buyback salary is one of the 4 highest years in that 10 year period.

Previous firefighter service may not be purchased if the member will be entitled to a pension or retirement benefit from another plan as a result of that service. This stipulation does not apply to the purchase of military service time. Volunteer firefighter service may not be purchased.

FORFEITURE OF PENSION

Any member who is convicted of any of the below offenses committed prior to retirement shall forfeit all rights and benefits under this Plan, except for a refund of accumulated contributions. The specified offenses are:

- (1) Committing, aiding or abetting of an embezzlement of public funds;
- (2) Committing, aiding or abetting of any theft by a public officer or employee from employer;
- (3) Bribery in connection with the employment of a public officer or employee;
- (4) Any felony specified in Chapter 838, Florida Statutes;
- (5) The committing of an impeachable offense;

- (6) The committing of any felony by a public officer or employee who, willfully and with intent to defraud the public or the public agency for which the public officer or employee acts or in which he or she is employed of the right to receive the faithful performance of his or her duty as a public officer or employee, realizes or obtains, or attempts to realize or obtain, a profit, gain, or advantage for himself or herself or for some other person through the use or attempted use of the power, rights, privileges, duties, or position of his or her public office or employment position.
- (7) The committing on or after October 1, 2008, of any felony defined in §800.04, Florida Statutes, against a victim younger than 16 years of age, or any felony defined in Chapter 794, Florida Statutes against a victim younger than 18 years of age, by a public officer or employee through the use or attempted use of power, rights, privileges, duties, or position of his or her public office or employment position.

Any member who has received benefits from the Plan in excess of his accumulated contributions shall be required to repay the Plan. The Board may implement legal action necessary to recover such funds.

Additionally, a member who makes a false or misleading statement to obtain retirement benefits shall commit a misdemeanor of the first degree and if convicted, the member shall forfeit his/her benefit.

TRANSFER OF SERVICE BETWEEN FIRE DISTRICT PLANS

Effective July, 2008, if a member of the Fire District General Employees' Retirement plan, who is not vested, changes job status within the Fire District, resulting in such member becoming a participant in this Plan, the accumulated contributions from the General Employees' plan, if any, will be retained by the General Employees' plan. A member becomes vested in his/ or her accrued pension benefit in both plans upon 5 years total combined service with the Fire District.

If the member is already vested in General Employees' Retirement plan, the member is entitled to all of the rights and benefits in accordance with the previous plan. Upon transfer to this Plan, the member shall be entitled to all rights and benefits of this Plan.

If a member transfers to this Plan from the General Employees' Retirement plan of the Fire District, this Firefighters' Plan will provide the same coordinating benefits.

CLAIMS PROCEDURES BEFORE THE BOARD

If any member has been denied benefits under this Plan, then the member may, in writing, request the Board to review his or her case. Prior to such review, the member or his/her duly authorized representative may review any pertinent documents. After such review, the member and/or his or her duly authorized representative shall submit their case in writing to the Board and request a hearing, no later than 30 days after the receipt of the order of the Board.

Upon receipt of the written submission by the member, the Board shall schedule an opportunity for a full and fair hearing of the issue within the next 90 days. The Board shall consider the facts presented at the scheduled hearing and shall, within 30 days after such hearing, make a final ruling in writing on the request of the member. The written decision shall include the reasons for such decision and, such decision shall be final.

In all proceedings, the Board shall have the power to subpoena and require the attendance of witnesses and the production of documents for discovery prior to and at the proceedings provided for in each paragraph. A reasonable fee may be charged for the issuance of any subpoenas not to exceed the fees set forth in Florida Statutes.

FILING FOR RETIREMENT

Members should file an application with the Board at least 30 days before retirement, to ensure timely payment of the pension benefit. All forms can be obtained from the Board at the address on the Introduction page. Penalties will be imposed for making a false or misleading statement to obtain a pension benefit. It can take up to 60 days after the date of retirement to process and deliver the first pension check.

COST OF THE PENSION PLAN

Member contribution rates are as follows:

- Effective October 1, 2016, members will contribute 4% of Pensionable Wages towards the Plan.
- Effective October 1, 2018, members will contribute 5% of Pensionable Wages towards the Plan.
- Effective October 1, 2019, members will contribute 6% of Pensionable Wages towards the Plan.

Contributions are deducted from each paycheck and credited to the member's Plan account.

The St. Lucie County Fire District also contributes to the Plan. The amount of the Fire District contribution is mathematically determined in accordance with State statutes to finance Plan benefits as they are earned.

ADMINISTRATION OF THE PENSION PLAN

The Plan is administered by a Board which is responsible for overseeing the investment of Plan assets and application of the provisions of the St. Lucie County Fire District Code. The Board has authority over distribution of all pensions and makes final decisions on claims and appeals. Five trustees comprise the Board: 2 legal residents of the Fire District appointed by the Fire Board, 2 full-time firefighters of the Fire District elected by Plan members and a trustee chosen by the majority of the other four trustees.

Plan assets are maintained and invested entirely separate from Fire District assets and cannot be used for any purpose other than those specified in the Plan.

INVESTMENTS

The assets of the Plan are presently invested by various investment managers retained by the Board under investment guidelines adopted by the Board in consultation with their investment advisors.

FEDERAL INCOME TAX CONSEQUENCES

The Plan is intended to qualify under Section 401 of the Internal Revenue Code as a qualified Plan. Distributions made to members under the Plan constitute taxable income. It is important that members consult qualified

experts to determine whether or not they must pay taxes on the pension benefits received.

DOMESTIC RELATIONS ORDERS IN DIVORCE

The Plan is a governmental plan, and therefore is not subject to Qualified Domestic Relations Orders (“QDROs”) under federal law, or court orders to effectuate an equitable distribution of marital assets.

The Plan is subject to Section 61.1301, Florida Statutes, entitled Income Deduction Orders (“IDOs”). Section 61.1301 is limited to the collection of alimony and child support. Therefore, if the Plan receives an IDO for alimony or child support, the Plan will comply with the Order. Additionally, pension benefits may be distributed by using an “Order Distributing Marital Interest in a Public Retirement Plan.” A copy of this order may be obtained from the Plan office.

Effective January 1, 2019, changes in the federal tax laws have eliminated tax deductions for alimony if a marriage was dissolved or a property settlement agreement was made on or after January 1, 2019. Modifications to existing orders or agreements on or after January 1, 2019, may be tax deductible if both parties agree.

ACTUARIAL SOUNDNESS

The actuary for the Plan has determined that the Plan is actuarially sound and can adequately fund the benefits based upon projected contributions to the Plan and investment earnings.

AGENT FOR SERVICE OF LEGAL PROCESS

Board of Trustees
St. Lucie County Fire District
Firefighters’ Pension Trust Fund
5160 N. W. Milner Drive
Port St. Lucie, Florida 34983

PLAN YEAR

The Plan year is the 12 month period beginning each October 1. Records

are kept on a fiscal year basis.

RELEVANT PROVISIONS OF COLLECTIVE BARGAINING AGREEMENTS

Certain members covered by the Plan are members of the International Association of Firefighters Local 1377. The current Collective Bargaining Agreement between the District and the Union expires on September 30, 2023. Section 38 of the Agreement addresses pension matters.

ACTUARIAL INFORMATION

ST.-LUCIE-COUNTY-FIRE-DISTRICT-FIREFIIGHTERS'-PENSION-TRUST-FUND		
PERTINENT-ACTUARIAL-INFORMATION		
	As-of-October-1 st	
	2020	2019
Number-of-Members-of-the-Plan		
→ Active-Employees	→ 349	→ 354
→ Those-Receiving-or-Due-to-Receive-Benefits, including-DROP-Participants	→ 263	→ 239
Projected-Annual-Payroll-of-Active-Members-(in Contribution-Year)	→ \$-33,672,061	→ \$-33,474,187
Annual-Rate-of-Benefits-in-Pay-Status-(including-DROP)	→ 18,708,070	→ 16,588,742
Actuarial-Accrued-Liability	→ 397,425,814	→ 374,427,934
Net-Assets-Available-for-Benefits-(Actuarial-Value)	→ 290,414,155	→ 268,879,630
Unfunded-Actuarial-Accrued-Liability	→ 107,011,659	→ 105,548,304
Total-Required-Employer-Contribution-to-be-Made to-the-Plan,-Including-State-Contributions	→ 17,623,957	→ 17,694,455
Total-Required-Employer-Contribution-Including-State Contributions-as-%-of-Payroll-of-Active-Members	→ 52.34%	→ 52.86%
Required-Contribution-to-be-Paid-During Year-Ending	→ 9/30/2022	→ 9/30/2021

.....Page Break.....

Reconciliation of Plan Assets

Item	September 30	
	2020	2019
A. Market Value of Assets at Beginning of Year	\$ 260,810,130	\$ 248,361,567
a. Adjustment to Match Financial Statements	865,960	-
b. Adjusted Market Value of Assets	261,676,090	248,361,567
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions	\$ 2,191,673	\$ 1,741,466
b. Employer Contributions	14,048,387	13,160,924
c. State Contributions	2,266,661	2,212,862
d. Purchased Service Credit	45,841	5,167
e. Total	\$ 18,552,562	\$ 17,120,419
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 6,480,598	\$ 6,797,686
b. Net Realized/Unrealized Gains/(Losses)	15,902,421	4,127,755
c. Investment Expenses	(635,192)	(1,082,450)
d. Net Investment Income	\$ 21,747,827	\$ 9,842,991
3. Benefits and Refunds		
a. Regular Monthly Benefits	\$ (13,414,302)	\$ (12,665,517)
b. Refunds	(4,465)	(4,672)
c. Lump Sum Benefits	-	-
d. DROP Disbursements	(2,186,066)	(1,713,864)
e. Total	\$ (15,604,833)	\$ (14,384,053)
4. Administrative and Miscellaneous Expenses	\$ (171,702)	\$ (130,794)
5. Transfers	\$ -	\$ -
C. Market Value of Assets at End of Year	\$ 286,199,944	\$ 260,810,130