

AMENDMENT NO. 2

TO THE

DELRAY BEACH POLICE, FIRE FIGHTERS & PARAMEDICS
RETIREE BENEFIT FUND

PLAN DOCUMENT - SECOND RESTATED

The PLAN DOCUMENT - SECOND RESTATED of the DELRAY BEACH POLICE, FIRE FIGHTERS & PARAMEDICS RETIREE BENEFIT FUND is hereby amended as follows:

1. By deleting subsection 2. Calculation of Benefits to be Paid On or After January 1, 2008 contained in section **D. SCHEDULE OF BENEFITS** under the heading **CALCULATION OF BENEFIT** at page 5 of the Plan Document - Second Restated, in its entirety and substituting in lieu thereof the following:

2. Calculation of Benefits to be Paid On or After January 1, 2008

For employees certified as firefighters or law enforcement officers as a condition of employment, beginning January 1, 2008, the Fund will pay the following annual benefits to a Covered Person who certifies that the annual benefit will be used for the purchase of health insurance or for other qualified expenses:

For a Covered Person who was certified as a firefighter or law enforcement officer as a condition of employment, the total annual benefit shall be \$5,200.00. A Covered Person who was certified as a firefighter or law enforcement officer as a condition of employment will receive 100% of the total annual benefit at 25 years of service. The total annual benefit shall be reduced by 3% per year of service less than 25 years of service, with a minimum requirement of 20 years of service which will provide 85% of the total annual benefit, and shall be increased by 3% for each year of service greater than 25 years of service, with a maximum of 30 years of service which will provide 115% of the total annual benefit. A Covered Person who is eligible to participate, who was certified as a firefighter as a condition of employment and who was age 55 or above as of October 1, 2001, shall receive a minimum annual benefit of \$3,900.00, regardless of years of service.

For employees not certified as a firefighter as a condition of employment who enter Retirement as a direct result of termination of employment with the City of Delray Beach Fire Rescue Department and who become Covered Persons under this plan, beginning January 1, 2008, the Fund will pay the following annual benefits to a Covered Person who certifies that the annual benefit will be used for the purchase of health insurance or for other qualified expenses:

For a Covered Person who was not certified as a firefighter as a condition of employment, the total annual benefit shall be \$5,200.00. A Covered Person who was not certified as a firefighter as a condition of employment will receive 100% of the total annual benefit at 25 years of service. A Covered Person who was not certified as a firefighter as a condition of employment will receive 85% of the total annual benefit at 20 years of service, increasing by 3% per annum with full benefits at 25 years. A Covered Person who was not certified as a firefighter as a condition of employment with less than 20 years of service will receive 75% of the total annual benefit.

EXCEPT AS HEREIN AMENDED, THE PLAN DOCUMENT - SECOND RESTATED SHALL REMAIN IN FULL FORCE AND EFFECT.

IN WITNESS WHEREOF, the Board of Trustees has caused this Amendment No. 2 to the Plan Document - Second Restated to be executed this 21 day of May, 2008, to be effective October 1, 2007.

BOARD OF TRUSTEES

James H. Tabeeh

Mark E. Dign

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WITNESSED BY:

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