

**RETIREMENT PLAN AND TRUST FOR THE FIREFIGHTERS AND POLICE OFFICERS OF
THE CITY OF LONGWOOD**

SUMMARY PLAN DESCRIPTION

Plan Trustee

Florida Municipal Pension Trust Fund

Plan Administrator

Florida Municipal Pension Trust Fund
P.O. Box 1757
Tallahassee, FL 32302-1757

Plan

Plan representing the Chapter 175 Municipal Firefighters and Chapter 185 Municipal Police Officers Pension Trust Fund

Effective Date

January 1, 1996

Plan Year

Twelve (12) month commencing on October 1st and ending September 30th.

Eligibility

All full-time firefighters and police officers when hired shall become a participant after the effective date.

Salary

Total cash remuneration, excluding overtime in excess of 300 hours per year after the effective date of the first collective bargaining agreement that comes into effect after June 30, 2011, excluding payments for extra duty or special detail work performed on behalf of a second party employer, and excluding lump sum payments for accrued annual leave and sick leave; annual compensation in excess of \$200,000 (as indexed) is excluded in accordance with IRC s401(a)(17).

Credited Service

Total number of years and fractional parts of years of service as a Participant during which the Participant made required contributions to the Plan omitting intervening years of fractional parts of years when such Participant is not employed by the Employer.

Final Monthly Compensation

One-twelfth of the average salary of the three (3) best years of the last ten (10) years of credited service prior to retirement, termination, or death, or the career average as fulltime Police Officer or Firefighter, whichever is greater.

Purchase of Prior Service

Any time prior to retirement a participant can buy back past service for full-time services served as a Police Officer or Firefighter with the City or any other Municipal, county or state law enforcement department or special fire district in the State of Florida. Military service can also be purchased.

Normal Retirement Date

The first day of the month coincident with, or next following attainment of age 50 and 5 years of service or earlier attainment of 25 years of service.

Normal Retirement Benefit

The Monthly retirement benefit shall be equal to the number of years of credited service multiplied by 3% and multiplied by final monthly compensation.

Normal Form of Benefit

The normal form of benefit is a ten (10) year certain and life annuity.

Termination of Service Benefit

If a member terminates before completing 5 years of credited service all contributions are returned. After the completion of 5 years of credited service, any member who elects to leave their contributions in the fund will receive their accrued benefit at their normal retirement date.

Disability - (On-Duty)

Firefighter - A member deemed to be totally and permanently disabled from service connected injury or disease will receive the greater of monthly pension equal to 50% of average monthly salary at the time of disability or an amount equal to the accrued retirement benefit, but calculated with a 2% accrual rate.

Police Officer - A member deemed to be totally and permanently disabled from service connected injury or disease will receive the greater of monthly pension equal to 50% of average monthly compensation as of his disability retirement date or an amount equal to the accrued retirement benefit, but calculated with a 2% accrual rate.

Disability - (Off-Duty)

Firefighter - After ten years of service, a member deemed to be totally and permanently disabled from non-service connected injury or disease will receive the greater of monthly pension equal to 25% of average monthly salary at the time of disability or an amount equal to the accrued retirement benefit, but calculated with a 2% accrual rate.

Police Officer - After ten years of service, a member deemed to be totally and permanently disabled from non-service connected injury or disease will receive the greater of monthly pension equal to 25% of average monthly salary at the time of disability or an amount equal to the accrued retirement benefit, but calculated with a 2% accrual rate.

Death Benefit prior to Vesting

If a member dies prior to retirement and he is not vested, his beneficiary shall receive a refund of one hundred percent (100%) of the members accumulated contributions. Additionally, a Lump Sum benefit of \$50,000.00 will be paid to the member's beneficiary.

Death Benefit after Vesting

If a member dies prior to retirement and he is vested, his beneficiary shall receive a benefit payable for 10 years otherwise payable to the member. Additionally, a Lump Sum benefit of \$50,000.00 will be paid to the member's beneficiary.

Employee Contributions

All participants contribute 1% of his salary.

Financial and Actuarial Information

Financial and Actuarial Information can be found at http://www.dms.myflorida.com/human_resource_support/retirement/local_retirement_plans/local_retirement_section/actuarial_summary_fact_sheets

Forfeiture of Pension

1. Any Member who is convicted of the following offenses committed prior to Retirement, or whose employment is terminated by reason of his admitted commission, aid or abetment of the following specified offenses, shall forfeit all rights and benefits under this System except for the return of his accumulate contributions as of the date of termination. Specified offenses are as follow:
 - A. The committing, aiding or abetting of an embezzlement of public funds;
 - B. The committing, aiding or abetting of any theft by a public officer or employee from employer;
 - C. Bribery in connection with the employment of a public officer or employee;
 - D. Any felony specified in Chapter 838, Florida Statutes;
 - E. The committing of an impeachable offense;
 - F. 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 he acts or in which he is employed, of the right to receive the faithful performance of his duty as a public officer or employee, realizes or obtains or attempts to obtain a profit, gain, or advantage for himself or for some other person though the use or attempted use of the power, rights, privileges, duties or position of his public office or employment position; or
 - G. The committing on or after October 1, 2008, of any felony defined in Section 800.04, Florida Statutes, against a victim younger than sixteen (16) years of age, or any felony defined in Chapter 794, Florida Statutes, against a victim younger than eighteen (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.
2. Conviction shall be defined as an adjudication of guilt by a court of competent jurisdiction; a plea of guilty or a nolo contendere; a jury verdict of guilty when adjudication of guilt is withheld and the accused is places on probation; or a conviction by the Senate of an impeachable offense.
3. Court shall be defined as any state or federal court of competent jurisdiction which is exercising its jurisdiction to consider a proceeding involving the alleged commission of a specified offense. Prior to forfeiture, the Board shall hold a hearing on which notice shall be given to the Member whose benefits are being considered for forfeiture. Said Member shall be afforded the right to have an attorney present. No formal rules of evidence shall apply, but the Member shall be afforded a full opportunity to present his case against forfeiture.
4. Any Member who has received benefits from the System in excess of his Accumulated Contributions after member's rights were forfeited shall be required to pay back the Fund the amount of the benefits received in excess of his Accumulated Contributions. The Board may implement all legal action necessary to recover such funds.

Conviction and Forfeiture: False, Misleading or Fraudulent Statements

1. It is unlawful for a person to willfully and knowingly make, or cause to be made, or to assist, conspire with, or urge another to make, or cause to be made, any false, fraudulent, or misleading oral or written statement to withhold or conceal material information to obtain any benefit from the System.
2. A person who violates subsection1 commits a misdemeanor of the first degree, punishable as provided in Section 775.082 or Section 775.083, Florida Statutes.
3. In addition to any applicable criminal penalty, upon conviction for a violation described in subsection1, a Member or Beneficiary of the System may, in the discretion of the Board, be required to forfeit the right to receive any or all benefits to which the person would otherwise be entitled under the System. For purposes of the subsection, "conviction" means a determination of guilt that is the result of a plea or trail, regardless of whether adjudication is withheld.

This summary was designed only to give you a brief description of the benefits provided and does not include all the provisions or exclusions in the Plan Document. Employees should not rely on this information in making retirement decisions. If this outline disagrees with the Plan Document in any way, the Plan Document will govern.