

SUMMARY PLAN DESCRIPTION
OF THE
POLICE AND FIRE PENSION FUND
JACKSONVILLE, FLORIDA



FOR THE PLAN YEARS
OCTOBER 1, 2008 – SEPTEMBER 30, 2010
Updated March, 2009

POLICE AND FIRE PENSION FUND

ONE WEST ADAMS STREET, SUITE 100
JACKSONVILLE, FLORIDA 32202-3616

"We Serve...and We Protect"



Telephone: (904) 255-7373
Fax: (904) 353-8837

John Keane
Executive Director -
Administrator

Dear Pension Fund Member:

The Jacksonville Police and Fire Pension Fund is a defined benefit plan that is designed to provide a lifetime source of income to you during your retirement years. The plan also provides disability benefits and in the event of your death, it provides benefits to your surviving spouse and minor children, if any.

Whether your retirement is 20 years from now, or just a few months away, you will want to consider your financial security when you reach retirement. As an aid in your understanding of the provisions of your pension plan, the Board of Pension Trustees has authorized the preparation of a "Summary Plan Description" for distribution to all members of our Pension Fund. This document has been prepared in a summary format with the goal of providing a broad, but abbreviated, overview of the primary features and aspects of the plan. Accordingly, it is important for all users of this document to understand that the detailed plan documents governing the administration of the Plan will control over this summary description, and therefore any conflicts that may arise will be settled by referring to the actual Plan documents rather than to the "Summary Plan Description".

If you have any questions about your pension plan or should you desire more detailed information, we would invite you to contact our office at 904-255-7373. In addition, you are always welcome to visit our website at jaxpfpf.coj.net to view our various Pension Plan documents.

Sincerely,

John Keane
Executive Director – Administrator

JK/dm

**Jacksonville Police and Fire Pension Fund
Summary Plan Description
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Jacksonville Police and Fire Pension Fund

Summary Plan Description

Name of Plan

Jacksonville Police and Fire Pension Fund.

Introduction

This document is referred to as the “Summary Plan Description” (hereinafter referred to as the “SPD”) and it is generally revised and redistributed to members of the Jacksonville Police and Fire Pension Fund every two plan years in accordance with the provisions of Section 112.66, Florida Statutes. The plan year runs from October 1st through September 30th and records are generally maintained on a plan year basis, with the exception of tax records of plan beneficiaries which are maintained on a calendar year basis. The SPD is compiled and distributed in order to provide the membership with a document that describes a general outline of the plan in a summary format. Inasmuch as this booklet is a summary only, it is not intended to describe all of the detailed provisions of the Plan nor is it intended to address all of the possible situations and complexities that may occur. In addition, since the SPD is only published once every two years, various plan provisions may be changed between printings which could cause discrepancies between the current plan provisions and this booklet. In case of any conflict in language between this summary and the authoritative provisions of the Plan as reflected in Governing Laws or regulations enacted thereto, or in the case of an omission or a lack of clarification in this booklet of any Plan provisions, the authoritative provisions of the Plan will always supersede the wording in this document. **Please be advised that this document does not constitute a contract or promise of benefits.**

Governing Laws

The “Jacksonville Police and Fire Pension Fund” as created by Chapter 18615, Laws of Florida, Acts of 1937 (hereinafter referred to as the “Fund” or the “Plan”) is administered in accordance with applicable state laws and statutes as well as local Ordinances and Charter provisions. The City Council and the State Legislature have the responsibility for establishing benefit levels and in providing the statutory guidance for the administration of the Fund. The governing provisions enacted by these bodies are generally represented by Chapter 18615, Laws of Florida, Acts of 1937, as amended, together with Chapter 121 of the City of Jacksonville Ordinance Code, Article 22 of the City Charter, and various provisions reflected in Chapters 112, 175 and 185 of the Florida Statutes. These laws collectively form the basis of a governmental retirement program designed to provide an integral part of the financial security for police officers and firefighters of the City of Jacksonville when they reach retirement. The Board of Trustees are additionally authorized under Charter provisions to develop Rules and Regulations for the administration of the pension plan which are not inconsistent with the terms and provisions of law.

Other Agreements

In accordance with the provisions of Ordinance 2000-1164-E, the City of Jacksonville and the Jacksonville Police and Fire Board of Pension Trustees executed a Restated Agreement on March 5, 2001. The Restated Agreement was amended on May 21, 2003 to incorporate various benefit provisions enacted by the adoption of Ordinance 2003-303-E. A second Amendment to the Restated Agreement was executed

on March 17, 2004 to acknowledge the benefit provisions implemented with the passage of Ordinance 2003-1338-E. A third Amendment to the Restated Agreement was executed on June 20, 2006 to implement an annual 3% bonus program for the benefit of retirees to be released in December of each year in accordance with the provisions of Ordinance 2006-508-E. This Agreement, as amended, governs various aspects of the relationship between the City and the Fund, including the use of Chapter Funds, Reserve Accounts, Actuarial Assumptions, and dispute resolutions among others. The Fund and the City have also entered into a Financial Services Agreement that describes the coordination of activities and the availability of various support services such as the provision of information technology support and financial information systems. Historically, the subject of pensions has not been a part of the collective bargaining process within the City of Jacksonville.

Type of Plan

Your retirement program is referred to as a contributory “defined benefit” public employee retirement plan. The Plan is established under Section 401(a) of the Internal Revenue Code and has been designated as a qualified plan by the Internal Revenue Service. Members make contributions to the Plan by payroll deduction on a pre-tax basis and the retirement benefit is calculated by a predetermined formula that produces a “defined benefit” over the life of the member and the surviving spouse of the member. The formula utilizes the number of years of service and takes into account the salary earned by the member. Since the benefits are determined by a formula, no individual member accounts are maintained for the payment of regular pension benefits and no amount is specifically set aside for each member except for the accountability required of member contributions and for the management of DROP accounts in the case of DROP participants.

Contacting the Fund

When you write to the Fund, the Board of Trustees, or to the Executive Director - Administrator of the Fund, please include your full name, your Social Security number, and your return address and daytime telephone or beeper number. Address your correspondence to:

Jacksonville Police and Fire Pension Fund
One West Adams Street, Suite 100
Jacksonville, Florida 32202-3616

In the alternative, you may call us with your questions or you may send your questions or comments to our fax number or e-mail address:

Phone: (904) 255-7373
Fax: (904) 353-8837
e-mail: jaxpfpf@coj.net

The designated agent for the service of legal process is the Executive Director - Administrator of the Fund.

Additional information is available on the Fund's web site: jaxpfpf.coj.net. This site includes current and recent newsletter issues, a copy of City Ordinance Code Chapter 121, Article 22 of the City Charter, Board Rules and Regulations, the Summary Plan Description, DROP information and various other information and materials of interest.

Plan Administration

A five member Board of Trustees is responsible for the overall administration of the Plan and the investment of the assets of the Fund. The Jacksonville City Council has authority to amend the Plan and provide benefit enhancements and is additionally responsible for appointing two trustees. The Police Trustee is an active Police Officer elected by active Police members and the Fire Trustee is an active Firefighter elected by active Fire members. These four Trustees select a fifth member who is then confirmed by the City Council. The current members of the Board of Trustees are summarized as follows:

The Board of Trustees

Assistant Police Chief Bobby Deal was re-elected by the Police Officers in 2008. He is serving his seventh term as Police Trustee and is currently the Board Chair as he has served numerous times in past terms. Bobby has been with the Jacksonville Sheriff's Office for over 29 years. His duties as Assistant Chief of Community Affairs include the Administration of the Police Athletic League.

Nathaniel "Nat" Glover Jr. was confirmed as a Trustee by the City Council in 2006 following his selection as the fifth member of the Board, and is currently serving his second term as Board Secretary. Nat began his law enforcement career as a Police Officer with the Jacksonville Sheriff's Office in 1966 and was promoted through the ranks until he was named Director of Police Services, one of the top three positions in the Department. After retiring in 1995 with 28 years of service, Nat was elected as Sheriff of Jacksonville whereupon he became the first African-American to be elected Sheriff in Florida in more than 100 years. He served as Sheriff for two terms and retired from the Department on June 30, 2003. Nat is currently serving as a Special Advisor to the President of the University of North Florida.

Barbara Jaffe was re-appointed by the Council President during 2008. Barbara is serving her tenth term as a Board member and served as Board Chair in 2000. She is Senior Vice President of Investments with Smith Barney and manages more than \$500 million in assets for retail and institutional clients. Mrs. Jaffe has served on many Community Boards and Investment Committees including the Board of Governors Chamber of Commerce, the Mayor's Fiscal Advisory Committee, and many others.

Peter D. Sleiman was first appointed to the Board by former Council President Henry Cook in 1987, and has subsequently been re-appointed by numerous Council Presidents. He has also served as Board Chair. Peter earned a Bachelor's of Business Administration in Finance from Stetson University with honors and a Juris Doctor Degree from the University of Florida Law School. A licensed Real Estate Salesman and Broker, he is now the Principal of Peter Sleiman Development Group. Mr. Sleiman is a Founding Trustee of the Fund and has served on all of its standing committees.

Fire/Rescue Lieutenant Richard H. Tuten III was re-elected by the Firefighters to serve his fourth term as Fire Trustee in 2008. Richard joined the Fire/Rescue Department in 1997 after receiving his A.S. Degree in EMS and paramedic certification from Seminole Community College. He is also a graduate of Florida State University earning a B.S. in Economics, and he received his A.S. in Fire Science from Florida Community College in 2004.

The Board is assisted by an Advisory Committee of seven members which are composed of three Police Officers, three Firefighters, and one retiree. The Police Officers are elected by their fellow Police Officers, and Firefighters are elected by their fellow Firefighters. The Retired members elect the Retired Representative. No pension benefits can be approved for any member or beneficiary until first reviewed by the Advisory Committee. In addition, the Advisory Committee takes a particularly active role in reviewing

applications for disability retirements. The current members of the Advisory Committee are introduced in the following section.

The Advisory Committee

Fire/Rescue Captain Sean Hatchett is serving his second term on the Pension Advisory Committee. Sean has earned his A.A. and two A.S. degrees from Florida Community College and is continuing to further his education at Cogswell Polytech College. He has been with the Fire/Rescue Department for fourteen years and with USAR for thirteen years. Sean is also an instructor at the Fire Academy. He was promoted to Fire/Rescue Captain in 2009.

Retired District Fire Chief Donald Kirkland was elected by the Retired Members to serve as the “Retiree” representative on the Pension Advisory Committee. He had previously served on the Committee as an active employee where he served as Chairman. Chief Kirkland earned an Associate of Science Degree in Fire Science from Florida Community College at Jacksonville, and was an Adjunct Professor in Fire Technology course work. He retired from the Department with 34 years of service.

Fire/Rescue Lieutenant David McCall was elected to fill one of two vacant positions in 2006. He received his minimum standards, EMT and AA degree in Fire Science from FCCJ along with a Fire Officer 1 certificate from Florida State Fire College. He joined the Fire/Rescue Department in 1996 and soon thereafter received his Paramedic certification. He was promoted to Fire/Rescue Lieutenant in August, 2008.

Police Officer Gary Oliveras is serving his second term on the Pension Advisory Committee. Gary joined the Sheriff’s Office in 1989. He has served as a Field Training Officer, a Dive Team member, and a member of the Canine Unit. Gary is currently serving as a School Resource Officer at a local high school. Officer Oliveras completed his B.S. degree from Liberty University in 2005, and earned his M.A. in Human Services from Liberty University in 2008.

Fire/Rescue Chief of Operations Brady Rigdon was elected to fill one of two vacant positions on the Pension Advisory Committee in 2006. He is currently serving as Vice Chairman on the Advisory Committee. Brady received his AA degree in 1988 and an AS degree in Fire Science in 1993 at FCCJ. He began with the Fire Department in March, 1991, and was promoted to Firefighter Engineer in 1994, Lieutenant in 1996, Paramedic in 1999, Fire Captain in 2002, District Fire Chief in 2003, and Chief of Operations for the Fire/Rescue Department in June, 2007.

Police Chief Rick Townsend filled the vacant Police position on the Pension Advisory Committee in July, 2004. He previously served on the Committee for several terms. Rick has a B.A. Degree from Salem State College in Salem, Massachusetts. He also holds a M. ED. from the University of North Florida. Rick was hired by the Jacksonville Sheriff’s Office in 1974. He was appointed Chief of Detectives by Sheriff John Rutherford in July, 2003 and Chief of Professional Standards in January, 2005.

Police Lieutenant David “Dave” Vanaman was elected to fill a Police position on the Pension Advisory Committee and is now in his third term. He is currently serving as Chairman of the Advisory Committee. Dave has earned an A.A. Degree from Florida Community College at Jacksonville and has been with the Jacksonville Sheriff’s Office since 1975 and is currently working as a Patrol Watch Commander.

The Staff

John Keane has served as the **Executive Director - Administrator** of the Fund since 1990. Joining the Sheriff's Office in 1962 and transferring to the new Fire/Rescue Department on February 1, 1969. Mr. Keane earned his A.A. and A.S. degrees from Florida Community College at Jacksonville and a B.S. in Workforce Education and Training from Southern Illinois University - Carbondale. He was an active member of the Fraternal Order of Police (Lodge 30), served as Business Agent and Executive Board member of the Jacksonville Association of Firefighters #122, served as a Member and Chairman of the Pension Advisory Committee, and Member of the Board of Pension Administration. He was elected to the first Police and Fire Pension Fund Board of Trustees when the Fund became independent of the City. John has served as an Executive Committee Member of the National Conference of Public Employee Retirement Systems, and served on the Administrator's Committee and the Public Employees Committee of the International Foundation of Employee Benefit Plans. John served three terms as a member of the Executive Committee of the Coalition to Preserve Retirement Security. He also served on the Council of Institutional Investors Executive Committee and is a member of the Government Finance Officers Association Focal Group. He has been awarded the Certified Retirement Administrator and Certified Retirement Counselor designations by the International Foundation of Retirement Education. He frequently speaks at seminars, conferences, and forums on public pension issues. John is a member of American Legion Post 137, is serving as Vice Chairman on the Board for the Jacksonville Firemen's Credit Union.

Richard "Dick" Cohee has served as **Deputy Executive Director - Assistant Administrator** since joining the fund in 1998. He previously served as the City Treasurer for the City of Jacksonville. As such, he was also statutorily designated as the Fund Treasurer for both the Police and Fire Pension Fund and the General Employees Pension Fund. Prior to his retirement from the City of Jacksonville, Dick was with the City's Consolidated Government for almost 25 years, serving in a variety of positions including that of Principal Internal Auditor, Deputy Director of Finance and Interim Director of Finance. He has earned both a B.A. and a M.B.A. from the University of North Florida and is a Certified Internal Auditor, Certified Public Accountant, Certified Government Finance Officer, Certified Retirement Administrator, and Certified Retirement Counselor. Mr. Cohee also has worked for the Duval County School Board and the Federal Reserve Bank before coming to the City and is a member of the Government Finance Officers Association and the American Institute of Certified Public Accounts. He is also currently serving on the Board of Directors and is President of the City of Jacksonville Retired Employees Association. He was recently elected to serve as the Retired Employee Trustee for the Jacksonville General Employees Pension Plan commencing in June, 2007. Dick also serves on the Supervisory Committee of the City and Police Credit Union.

Donna Walmsley, Financial Services Manager has been with the Fund since 1997. Donna previously worked for the City of Jacksonville Finance Department for 14 years where she was also involved with Pension matters. She was the Accountant responsible for the City's Central Service Funds and then became the City Payroll Manager. Ms. Walmsley is a member of the Florida Government Finance Officers Association and the American Payroll Association.

Roberta "Robby" Gorman, Executive Assistant has been with the Fund since 1997. Robby has a background working with payroll and pension systems. She worked four years with Beverly Enterprises in Virginia, and eight years with the City Payroll Section of the Accounting Division. She has an AA degree in General Education from FCCJ and has earned 23 additional credit hours with an emphasis on Accounting.

Charles "Chuck" Hayes, Building Services Superintendent filled a new position in July, 2001, one week before the tenants started moving into our new headquarters building at One West Adams Street. He has many years of well-rounded construction experience. Chuck oversees the operations and maintenance of our buildings and parking garage.

Deborah “Debbie” Manning, Sr. Pension Benefits Specialist has been with the Fund since 1998. Prior to employment with the Pension Fund, she worked as a licensed Customer Service Representative for several Insurance Agency’s in Jacksonville and surrounding counties. Debbie started as receptionist, contributing to the daily operations of the office and providing assistance for a variety of special projects. In 2003, she was promoted to her current position which includes Editor/Publisher of the Police and Fire Pension Fund newsletter.

Troy Scherbinski, Assistant Building Services Manager filled a new position created in December, 2002 after One West Adams Street and the parking garage were fully leased. He is invaluable with the upkeep of both buildings. Troy is a licensed plumber and has worked in a variety of other occupations prior to coming to the Fund.

Lynn West, Administrative Assistant was hired by the Fund in 2004. Lynn had been an employee of the City of Jacksonville for eleven years. She previously worked at the Employee Benefits and Risk Management Office, and spent seven years working for the Duval County Housing Finance Authority as an Administrative Assistant prior to coming to the Fund.

The Trustees, Advisory Committee, and Administrative Staff may be contacted through the Police and Fire Pension Fund Office, located at One West Adams Street, Suite 100, Jacksonville, Florida 32202-3616. Our phone number is 904-255-7373 and office hours are from 0800 - 1700, except official holidays. Our fax number is 904-353-8837.

Meeting Dates

The Advisory Committee normally meets on the second Wednesday of each month and the Trustees normally meet on the third Tuesday of each month. Check with the pension office for the time and place of any particular meeting you would like to attend. Meetings are typically scheduled at the Pension Fund Office located at One West Adams Street, Suite 100, Jacksonville, Florida 32202-3616.

Investment Program

The Board of Trustees is responsible for the establishment and implementation of the investment program for the Fund. In discharging these responsibilities, the Trustees have adopted and periodically revise a “Statement of Investment Policy” that is used to guide the investment activities of the Fund within the parameters allowed by law. The “Statement of Investment Policy” currently in effect provides for a strategic asset allocation mix that is comprised of domestic stocks (50%), domestic fixed income securities (30%), real estate (10%), and international stocks (10%). The Trustees additionally seek diversification within the investment portfolio through the utilization of various investment styles, particularly within the stock component of the portfolio.

In discharging their fiduciary responsibility, the Board of Trustees retain the services of nationally recognized investment counseling firms in the execution of the Board’s investment program. All assets of the Fund are held in a separately managed trust fund for the exclusive purpose of providing benefits to participants and beneficiaries and defraying the reasonable expenses of administering the Fund. The “Statement of Investment Policy” and the latest schedule of investments are available for review in the Pension Office.

The Trustees retain the services of a performance measurement consultant that monitors the

investment performance of each investment counseling firm under contract to the Fund. This consultant additionally serves as the general pension investment consultant to the Fund and assists the Trustees in periodic searches for the hiring of additional and replacement investment counseling firms.

Eligibility

Participation in the Plan is mandatory for all classified and certified Police Officers and Firefighters of the City of Jacksonville. To ensure compliance with the American's With Disabilities Act (ADA), no Police Officers or Firefighters with pre-existing medical conditions will be excluded from membership in the Fund. However, a waiver for any pre-existing condition is required prior to admission as a member of the Fund. The nature of the waiver to be executed by the prospective member is determined by the Medical Director of the Fund. Participants will not be covered for a disability pension nor survivor benefits, in the event that the participant's disability or death resulted from the pre-existing condition.

Some non-civil service and elected or appointed officers of the Sheriff's Department and the Fire and Rescue Department are also eligible to join the Plan. Their participation is voluntary. Such employees should notify the Pension Office to determine their eligibility and apply if they wish to join the Plan.

Enrollment

You may become a member enrolled in the Plan only after:

- You have completed the prescribed physical examination;
- You have completed an application for membership;
- You have executed a waiver to the extent that a pre-existing condition was determined by the Fund's Medical Director after a review of your medical examination and application has been completed; and
- The Board of Trustees by official action has approved your application, along with any waivers, thereby enrolling you in the Plan.

Terminated Membership and Entitlements

Once you become a member of the Plan you cannot withdraw any funds nor end participation except in the event of retirement, termination of employment, disability or death, unless you make a willful misstatement or fail to state a material fact relating to your medical history, whereupon your membership in the Plan will be terminated and your contributions will be returned to you, without interest.

In addition thereto, you are subject to the loss of membership and pension benefits in the event you are found guilty or enter a plea of nolo contendere in the participation of a fraud against the Fund. A surviving spouse may additionally be barred from the receipt of pension benefits in the event they have been found to have unlawfully and intentionally killed or participated in the procuring of death of a member.

Members of the Plan are also subject to a loss of pension benefits in the case of specified offenses committed prior to retirement as described under Section 112.3173, Florida Statutes.

Refunds of Contributions upon Resignation or Discharge from Employment

Upon termination of employment, your pension rights and options with respect to the disposition of

your pension contributions will vary depending upon your length of service in the Plan and the period under which contributions were made. Unless disqualified for misconduct in the manner stated above, your pension rights become vested upon the completion of five (5) years of service. Upon attaining vested status, you may either vest your benefits for a deferred retirement benefit or relinquish your rights to a future pension benefit whereupon you would alternatively receive a 100% refund of your contributions to the Plan, without interest. Please note that the refund of contributions made available to you would not include any matching employer contributions that the City may have made to the Fund during your period of membership in the Plan. If you do not apply for a vested benefit within thirty (30) days of leaving employment, you will automatically receive a refund of your contributions and you will lose the option to select a deferred retirement benefit. Members should contact the Pension Office to obtain the proper forms in making such elections.

If you have been a member of the Plan for less than five years, you have not attained vested status and your contributions shall be returned to you within thirty (30) days after your termination of employment and membership in the Plan, without interest. As previously described, the refund of contributions made available to the member would not include any matching employer contributions that may have been made by the City on behalf of the member.

In the event of a refund, employee contributions paid into the Fund on and after January 1, 1988 are subject to Federal income tax and will have an automatic 20% withheld for tax purposes when such contributions are refunded to the member. However, that 20% withholding may be avoided by requesting a tax deferred direct rollover to either an Individual Retirement Account (IRA) or another retirement plan that accepts rollovers, inasmuch as refunds of this nature are characterized as "Eligible Rollover Distributions". Contributions made on and prior to December 31, 1987 have already been taxed and therefore the full amount of such contributions will be refunded to members without the requirement to assess federal income tax withholding. Such refunds of contributions made on and prior to December 31, 1987 are not deemed to be "Eligible Rollover Distributions" and therefore they are not eligible for a rollover.

Retirement Date

There is no fixed or mandatory retirement age for the Plan. You are eligible for normal retirement after 20 years of credited service, regardless of age. Retirement benefits will vary according to years of credited service in the Plan and your salary level. You may also elect for "vesting" and deferred retirement after 5 years of credited service, subject again to certain limitations. See the various "Benefits" sections of this summary document for more details.

Temporary Absence from the Payroll

If your earnings are interrupted during a temporary absence from the payroll not covered by accrued vacation or sick leave, your contributions to the Plan during such temporary absence will cease and no further pension benefits will be credited to you until your earnings and contributions resume. Certain exceptions may apply for an absence covered by Worker's Compensation and in the case of some military service leaves.

If your service is terminated during a period of temporary absence, the provisions regarding termination apply.

Military Leave of Absence

Active members of the Fund who are entitled to military leave of absence will continue to receive all benefits under the pension plan while absent on such military leave. During such absence on military leave, members shall receive pension service credit but shall NOT be required to make contributions to the pension plan during such period of service, except for those contributions that originate from the employee's use of annual leave balances during such military leave of absence or from compensation wherein the member is allowed to remain on the active payroll for the 30 day period following the member's departure for active duty.

Broken Service Connection

If you leave City employment and later return, or if you previously worked for the City or one of its independent agencies before your current job and membership in the Fund, you may be eligible to "connect" the "broken service" so it will be considered continuous for pension purposes. An application for this benefit may be made at any time before retiring; however, the member must complete all payments for the full purchase of the time to be connected before commencement of retirement or DROP participation. Members should also be aware that some restrictions may apply in granting time service connections. For instance, a member will not be permitted to connect service that would entitle the member to benefits under any other pension system, such as the Florida Retirement System. Such entitlement to benefits would normally accrue to a member where the service under consideration for connection would qualify the member to vested status under the other pension plan. If you think you may qualify for time connection benefits, contact the Pension Office for review of your particular circumstances. Another restriction relates to the requirement that the time to be connected must have been considered to be in a "full time" capacity, in accordance with definitions provided in the City Ordinance Code.

The connection of broken service is accomplished by the member's purchase of time service credit based upon the member's current salary and the employee pension contribution rate in effect as of the date of purchase. Service credit may be purchased either in a lump sum or through payroll deduction over a period not to exceed 130 bi-weekly pay periods. A member may also purchase time in conjunction with authorized transfers from a member's Section 457 Deferred Compensation Account. No interest charges are assessed to the member on the unpaid balance where the purchase of time service has been elected to be made under the payroll deduction mechanism. Purchases made under the payroll deduction mechanism carry the added benefit to the member of being eligible for treatment as a pre-tax contribution. Transfers from Deferred Compensation balances also carry tax benefits inasmuch as such transfers are not deemed to be a taxable event to the member; however, you may incur surrender charges from your Deferred Compensation provider depending upon the length of time you have been an active participant with the provider.

Florida Certified Police Officer and Firefighter Service

Members may purchase up to five (5) years of full time employment within the State of Florida as a Police Officer (as described in Florida Statutes Chapter 943) or as a certified Firefighter (as described in Florida Statutes Chapter 633). Members qualifying for the purchase of such service must purchase the time prior to retirement and are required to pay 20% of their current pension eligible pay into the Fund. Notwithstanding the foregoing, any police officer or firefighter service that is being submitted as the basis for seeking time service credit will not be permitted to the extent that such service is currently being used for entitlement to benefits under another pension system with such entitlement resulting from the attainment of vested status under such other pension system.

Military Time Purchase

Members may purchase up to twenty-four (24) months of wartime active military service for use as credited pension service by applying on forms available in the Pension Office. Members qualifying for purchase of military time must purchase the time prior to retirement and are required to pay 20% of their current pension eligible pay into the Fund. Military time during the following periods may be purchased:

August 5, 1964 - May 7, 1975 and
August 2, 1990 - to a date to be determined by Congress

Time connections are not permitted for service that would entitle the applicant to pension benefits under another pension plan for the same time (see Section 112.65(2), Florida Statutes).

You must provide a copy of your DD214 as proper documentation of your military service.

Worker's Compensation

A member of the Pension Plan who becomes eligible to receive Worker's Compensation and who receives a partial salary from the City will contribute the regular pension contribution to the Plan and will accordingly receive full credit for such time toward retirement. If an employee on Worker's Compensation receives no salary from the City during this time, he or she must elect to pay the portion they normally would contribute into the Pension Plan in order to receive full credit for such time toward retirement; otherwise, no credit for pension purposes accrues during that period. Pension benefits for any period during which worker's compensation payments are received shall be based on the member's rate of compensation on which pension contributions were deducted or voluntarily made.

Member Contributions

All members of the Plan are required to contribute seven percent (7%) of their salary (see page 12 for definitions) to the Plan. A record of employee contributions is maintained for each individual member. As of January 1, 1988, employee pension contributions are remitted on a pre-tax basis as provided for under Section 414 (h) of the Internal Revenue Code.

City Contributions

The employer pension contribution rate provided to the Plan by the City within the Annual City Budget varies from year to year depending on actuarial requirements and the extent of revenues and assessments available from other sources.

Other Sources of Funding

In addition to the primary sources of funding represented by member and City contributions, the Plan receives earnings on investments and an annual distribution of State premium tax proceeds as provided by Chapters 175 and 185 of the Florida Statutes.

Budgetary Provisions

Inasmuch as the Plan is administered on a self-insured basis, the benefits of the Plan and the risk of actuarial losses are not covered by various forms of insurance protection. In lieu thereof, the contributions

made to the Plan and the investment of the assets available in the Plan are actuarially determined to be capable of generating sufficient funds over time to meet all present and future claims of retirees and beneficiaries. The adequacy of the Plan to meet these requirements is periodically certified by a nationally recognized actuarial firm whose reports are submitted to designated oversight agencies of the State of Florida for their review and approval. The Board of Trustees annually certifies to the City Council the amount required for inclusion in the Annual City Budget to administer the Pension Fund. Based upon this certification, the City Council provides the required funds and places the amount so designated in the budget for the succeeding fiscal year.

Application for Benefits Procedure

Members and survivors may make application for the payment of benefits under the Plan arising from death, disability or retirement on forms available in the Pension Office. For any reason, should someone be dissatisfied with the decision of the Board of Trustees regarding an application for benefits, provisions are in place to allow a member to pursue an appeal and review of a decision. Claimants may consult the Pension Administrator for procedural due process provisions.

Benefits: General

No benefits are paid from the Plan unless recommended for approval by the Advisory Committee and authorized by the Board of Trustees.

Members are not permitted to designate a beneficiary for the receipt of pension benefits or the refund of pension contributions.

Under the Plan, pensions are not assignable and generally are not subject to attachment by any legal process except garnishment by the IRS for nonpayment of taxes or by court action in the case of divorce (See Income Deduction Order discussion on page 18).

Any Social Security benefits that are received will not affect the amount of a City pension; however, a Social Security benefit may be reduced as a result of receiving a City pension. You should contact the Social Security Administration to discuss the impact of any Social Security reductions that may be imposed upon you and your surviving spouse (see Windfall Elimination Provisions and Government Pension Offset, respectively). You may visit the Social Security web site at www.ssa.gov for more information.

Benefits: Time Service (Normal) Retirement

Effective April 1, 2001, Members of the Plan may retire after twenty (20) years of credited service, regardless of age, with a minimum benefit of sixty percent (60%) of the average salary received for the 52 pay periods (two years) preceding retirement. Members may receive an additional two percent (2%) for each completed year over twenty (20) up to a maximum of eighty percent (80%) of the average salary. Pension calculations, for the purpose of establishing the average salary, are made using the following types of pay:

Eligible Forms of Pensionable Earnings

Base Salary	Retro Pay
Service Raises	Field Officer Training

City College Incentive	Special Operations
Out of Position Pay	Supervisor Differential
EMT Pay	Shift Pay
Paramedic Pay	Differential Pay
Hazardous Duty Pay	Fire Inspectors Certification
Fire Special Assignment	

Holidays, overtime, reimbursed expenses, cleaning allowances, annual leave sell back, and terminal leave lump sum payments are not included in the calculations establishing the average pay of the member nor are such forms of pay subject to the payment of pension contributions by the member.

The hypothetical examples listed below are based on a member whose total salary for pension benefit purposes was \$100,000 (annual average of \$50,000) over the most recent 52 pay periods (two year period).

Example

\$100,000 divided by 52 pay periods (or two year period) = \$1,923.08 average bi-weekly salary.

Based upon 20 years of credited service in the Fund, the bi-weekly pension benefit would be:

60% of \$1,923.08 = \$1,153.85 bi-weekly pension benefit.

Based upon 30 years of credited service in the Fund, the bi-weekly pension benefit would be:

80% of \$1,923.08 = \$1,538.46 bi-weekly pension benefit.

Benefits: Permanent Disability

Disability benefits are available to employees who are totally and permanently disabled during employment with the City of Jacksonville. It makes no difference whether the disabling illness, injury or condition occurred on-the-job or outside of the course of employment. A total and permanent disability would entitle an employee, with twenty (20) years or less of credited service, to a pension of sixty percent (60%) of the average salary for the 52 pay periods preceding disability retirement, which is payable until death. Disability pensions will not be granted in the case of injuries suffered while in the employment of another employer, except in the event that the injury was suffered while serving in the Armed Forces of the United States.

Example

\$100,000 divided by 52 pay periods (or two year period) = \$1,923.08 average bi-weekly salary. Based upon the fixed rate of 60%, the bi-weekly disability benefit would be calculated as follows:

60% of \$1,923.08 = \$1,153.85 bi-weekly pension benefit.

If an employee has served for twenty-one (21) years or more, their disability retirement will be calculated on the percent earned from the actual number of years of credited service. For example, someone who has served twenty-one (21) years will receive sixty-two percent (62%) of the average salary earned over the last 52 pay periods.

Benefits: Temporary Disability

If you have applied for disability retirement and prior to the application being approved, you have exhausted all earned leave time and have been removed from the payroll, you can receive a temporary pension for the period of time your application is pending before the Board of Trustees. If your application is approved, your pension is effective as of the date payment began on the temporary disability pension. If your application is not approved, the payments you received must be returned to the Pension Fund. Special provisions govern a new application made within six months of a denial. Temporary disability benefits will continue until the Trustees take final action on the application, as long as the delay in action is not the fault of the applicant. If the applicant fails to produce requested documentation within sixty (60) days, the temporary pension benefit will be stopped.

Benefits: Surviving Spouse

The surviving spouse of a retired member will receive benefits equivalent to seventy-five percent (75%) of the amount the pensioner was drawing, if she or he is the legal spouse and was living with the pensioner at the time of death (please note that a former spouse cannot be a surviving spouse for purpose of the Plan). If a pensioner marries after retirement, the new spouse will be entitled to surviving spouse benefits from the Plan. Up until September 30, 2000, a remarriage of the surviving spouse would cause the surviving spouse to lose their eligibility for the continued payment of pension benefits. However, for remarriages after September 30, 2000, the surviving spouse will continue to be eligible for the payment of pension benefits.

The surviving spouse of an active employee, with less than twenty (20) years service, will receive benefits equivalent to seventy-five percent (75%) of the amount the employee would have received had he or she retired with 20 years service. If a deceased member served in excess of twenty (20) years, the seventy-five percent (75%) entitlement to the surviving spouse shall be based on actual years of service. The benefits that are payable to the surviving spouse are payable for life. The following example is based on a member who served twenty (20) years or less.

Example

In the event that the deceased active employee had worked for twenty (20) years or less, his/her pension entitlement at death would have been sixty percent (60%) of their average salary and therefore the benefits for the surviving spouse would be computed as follows, using a hypothetical 52 pay period (two year period) total earnings figure of \$100,000.00 (i.e. average annual earnings of \$50,000).

$\$100,000$ divided by 52 (pay periods) = $\$1,923.08$ average bi-weekly salary.

$\$1,923.08 \times 60\% = \$1,153.85$ biweekly (deceased active employee's entitlement)

$\$1,153.85 \times 75\% = \865.39 bi-weekly entitlement to surviving spouse.

Benefits: Minor Children

The amount paid to the surviving spouse may be increased by two hundred (\$200.00) dollars a month for each unmarried child under eighteen years of age. However, the total benefit of the survivors (surviving spouse and minor children) cannot exceed 100% of the benefit the employee would have received had he or she retired on a time service pension. In the above example, the \$200 maximum benefit payable to each of two minor children (representing a \$400 combined maximum benefit) would be reduced to a

combined benefit of \$288.46 (deceased employee entitlement of \$1,153.85 less the surviving spouse entitlement of \$865.39). Also, in the case of the death of a member who had already retired, the spouse's benefits, together with children's benefits, could not exceed the benefits the retiree was receiving. In compliance with the Tax Code, amounts distributed for the benefit of a minor child are issued in separate checks, payable in the guardian's name but recorded under the child's social security number.

Orphans of active members or retirees who were not married at the time of their death, are entitled to the same benefit a surviving spouse without children would receive. The benefit would be shared equally if there are two or more eligible orphans, and will continue until the children reach age 18 or marry, whichever comes first. However, in the event that the orphan suffers from a disabling condition, a benefit equivalent to 50% of the amount otherwise allocable to the surviving spouse may continue for the life of such disabled orphan, regardless of marital status.

In the event that a child who is eligible for benefits is a full time student at a qualified educational institution, such child may continue to be eligible for the payment of benefits in the amount of \$200 per month until reaching age 22.

Benefits: Death of an Employee with No Survivors

In the case of a deceased employee who leaves no surviving spouse or eligible children, 100% of the members contributions to the Plan (without interest) shall be paid to the estate of such deceased employee.

Benefits: Vesting a Pension

You may vest your pension after a minimum of five (5) credited years of service to the Plan. To do so, you must apply to the Board of Trustees within thirty (30) days of leaving the payroll or a refund of your contributions will be issued automatically. You would be eligible to draw your pension benefits at the time you otherwise would be eligible for twenty (20) year retirement had you continued employment. Benefit computations would be based on your average annual salary over the fifty-two (52) pay periods preceding the vesting of your pension rights multiplied by 3% times the number of whole years of credited service in the Plan. **No survivor's benefits are payable if death should occur between the date of vesting and the time you draw your first pension check.** After you draw your first pension check, your spouse becomes eligible for the future lifetime payment of survivor's benefits in the event of your death. Disability benefits are not granted for vested retirees.

Benefits: Adjustment Supplement

A minimum adjustment supplement of \$5.00 per month for each year of credited service will be provided for retirees or their survivors. The supplement may not be less than \$25.00 per month nor more than \$150.00 per month. This adjustment (occasionally referred to as the "Health Subsidy") is available for payment to all current and future retirees and survivors upon the commencement of retirement benefits. The adjustment supplement is based upon the actual number of years of service rendered by the member as opposed to the assumed years of service that may be granted in the case of disability retirement or member deaths while in active service. The adjustment supplement calculated for the benefit of the Retiree is 100% allocable to the surviving spouse.

Benefits: Cost of Living Adjustment

Members who retire prior to September 30th of a given calendar year are eligible for the calculation of a COLA on the first full bi-weekly pay period after the succeeding January 1st. Members and their surviving spouses (but excluding children) may simultaneously receive the full amount of the COLA as well as the Adjustment Supplement for periods subsequent to October 1, 2003. (Prior to October 1, 2003, a member was only entitled to receive either the COLA or the adjustment, whichever was larger, but not both simultaneously. Upon original enactment, the COLA was based on the percentage increase in the Consumer Price Index (CPI) recorded for the previous calendar year, subject to a maximum of 3%.) Beginning with the COLA granted in April, 2000, the recipient is to be granted an annual COLA in the fixed rate of 3%.

Benefits: Annual Bonus

After an annual review and certification by the Plan Actuary that funds are available, the Board may authorize the payment of a Bonus to beneficiaries currently receiving payments from the Fund. The Annual Bonus is normally paid in December of each year, based upon the application of a flat rate of 3% to the annual pension base amount (excluding the value of the COLA).

Group Health Insurance for Pensioners

When you retire from the City you are given the option to continue your coverage with the City's group health insurance program. You will be offered the opportunity to select coverage from the same providers that serve the active employee population, and have the option to cover yourself and any dependents you have on your plan at the time of retirement in the following categories:

- Retiree (only)
- *Spouse (only)
- Retiree and Spouse
- Retiree and Children
- Retiree and Family

If you are married at the time of your death and your spouse and/or children have coverage under your City health plan, they may continue coverage subject to the provisions in the selected plan.

**You may also drop coverage for yourself when you become eligible for Medicare and continue City coverage solely for your covered spouse. You should be aware that the health insurance premium you will be required to pay for the form of selected coverage is not subsidized by the City as it is for active employees.*

If you do not elect to continue coverage from the City's group health insurance program at the time you retire, you will be prohibited from re-joining the City's Plan at a later date under the administrative policies currently in effect by the City. Therefore, you should carefully assess your future health insurance requirements at the time you retire from the City.

The City recently relaxed their enrollment guidelines to allow a covered retiree to add a newly acquired spouse (marriage) and/or dependent children (birth or adoption) on a one time basis if application is made during the first 30 days following such marriage, birth, or adoption. If dependents are dropped from your coverage in retirement, such dependents will not be allowed to enroll back into the group health plan.

Retirees of the Police and Fire Pension Fund are considered to be "Public Safety Officers" under

federal laws which allow the first \$3,000 of their health insurance premiums payroll deducted on a pre-tax basis, if so elected. However, you should also be aware that the pre-tax election carries with it the requirement to continue such coverage for the full duration of the calendar year of the annual election, unless you have a “qualifying event” such as the death of a covered spouse, or dependent. While retirees may elect to have health insurance premiums treated as a pre-tax item for themselves and their dependents, the same option is not available for coverage elected by surviving spouses. This distinction is attributable to legal reviews that conclude that pre-tax treatment is available to employees or former employees, but not to surviving spouses. The legal stance of the City also concludes that Medicare Supplement coverage for retirees is not available on a pre-tax basis because it is not allowed under IRS interpretations due to the fact that such coverage is not available to active employees.

Retirees are able to change the form of health care coverage on an annual basis during the open enrollment period; or, if they are under an HMO plan, when they move permanently out of a service area. Health insurance and other forms of insurance are deducted directly from your pension distribution and forwarded by the City to the insurance provider.

What do I do when I am ready to retire?

Contact the Pension Office to set up an appointment to come in and complete your retirement application and supporting documents. You should also contact your personnel or human resources division to determine the requirements or policies your department may have for retiring employees. When you come to the Pension Office to complete your retirement papers, you will need to bring with you a check from your bank account in order to verify account information for the establishment of payments via direct deposit. If you are not currently on direct deposit, you must bring a check to verify your banking information. All arrangements for a continuation of various forms of insurance coverage (i.e. Health, Life and Dental) will be made directly by the retiring employee and the Employee Benefits Office located in Room 424 of the Yates City Hall Annex at 231 E. Forsyth Street.

What happens if I return to work for the City after retirement?

If you accept employment with the City of Jacksonville after retirement, you will not be entitled to the receipt of your pension while you are working for the City. During any such period of re-employment, the payment of pension benefits will be stopped and subsequently resumed after you cease to be a City employee. However, Elected Officials and retired Police Officers working as Court Bailiffs, Corrections Mail Coordinators, Aviation Supervisor, Court Bailiff Supervisor, Corrections Bond Custodian, or Temporary Logistical and Technical Support Officers (wire tap specialists), are exempt from the application of this rule. If employed with an organization other than the City, there is no effect on the continued payment of the pension benefit. Those members drawing a disability pension may work for an organization other than the City (but not for the City) and not jeopardize the continued payment of a disability pension so long as they remain disabled within the meaning of the laws governing the Plan.

During your period of re-employment with the City (unless you are an Elected Official or a Police Officer working as a Bailiff or Temporary Logistical and Technical Support Officers), your pension benefits checks stop immediately. In the event you are re-employed as a police officer or a firefighter, you are required to re-join the Police and Fire Pension Plan and commence the payment of employee pension contributions. In the event you are re-employed in a City position other than a police officer or firefighter, you may become a member of the General Employees Pension Fund, or if denied membership, you will be enrolled into the Social Security System. To receive a recalculation of your retirement benefit, you must

work at least four (4) years or one hundred four (104) pay periods. Your benefit under such circumstances will be recalculated based on the average salary received over the last one hundred thirty (130) pay periods. Re-employment time with the City under Social Security may be purchased by a member and figured into any recalculation of your retirement benefit.

What is the status of my Pension Benefits in the event of divorce and what type of order is used by the Court system to place a lien against the distribution of Pension Benefits in the event of a divorce?

Pension benefits are considered marital property subject to division in a divorce proceeding. While the benefits are not subject to distribution until a member terminates employment with the City, a court can determine that upon distribution, a certain portion of the pension benefits may be awarded to a former spouse through the Domestic Relations Depository.

Qualified Domestic Relations Orders (QDRO's) and Income Deduction Orders (IDO's) are two forms of court orders that are commonly issued pursuant to divorce proceedings. A QDRO is a judgment, decree, or order by a court, usually in the case of a divorce that relates to the provision of child support, alimony payments, or marital property rights to a spouse, child, or other dependent of a participant.

Governmental plans, like the Police and Fire Pension Fund, are not subject to QDRO's. Unlike governmental plans, QDRO's are specifically applicable to private pension plans under Internal Revenue Code Section 414(p)(2). Accordingly, the Police and Fire Pension Fund does not recognize QDRO's for the assignment of any pension rights by a participant for distributions of a divorced spouse's interest. In lieu thereof, the State (under Section 61.1301, F.S.) has provided that IDO's for alimony and child support are mandatory court orders that the Pension Plan must follow. IDO's are taken from benefit checks and remanded directly to the DOMESTIC RELATIONS OFFICE for distribution to the spouse. Separate pension checks are not issued to the former spouse. The divorce laws can be quite complex. Therefore, you may wish to speak to legal counsel to discuss your personal circumstances.

Deferred Retirement Option Program

The Deferred Retirement Option Program (DROP), effective January 9, 1999 is a Program that provides an alternative method for the payment of retirement benefits for eligible members of the Police and Fire Pension Fund. DROP is designed to allow members to accumulate a lump sum cash amount for retirement without affecting your normal monthly retirement benefit as of the date of DROP participation. Under DROP, you technically "retire", yet continue to work as an active Police Officer or Firefighter. For all non-pension benefits, you will continue to be treated as an active Police Officer or Firefighter.

There is an in-depth publication available on the DROP Program if you are interested.

Privacy of Member Personal Information Policy

The Police and Fire Pension Fund takes responsibility to protect your personal information very seriously. We are committed to safeguarding the confidentiality of information we maintain regarding your membership in the Fund. To that end, the Board has adopted the following privacy policy:

We receive nonpublic personal information about our members and beneficiaries from applications

or other forms necessary to establish and maintain your pension file.

As required by law, we do not disclose any nonpublic personal information about you to third parties except when you sign a consent form to release nonpublic information.

We restrict access to your personal and account information to those employees who need to know that information to provide services to you. Sensitive personal or financial information and documents (such as 1099R tax forms) will only be released by the Executive Director - Administrator or the Financial Services Manager of the Fund.

When there is a need to dispose of out dated nonpublic personal information, employees are required to shred, not discard, the data.

We maintain physical, electronic, and procedural safeguards to guard your nonpublic personal information.

We will adhere to the privacy policies and practices described above with regard to all members relationships.

Tax Obligations

Your pension from the Jacksonville Police and Fire Pension Fund is subject to federal income tax. At the time that you retire you will be asked to record your marital status and the number of exemptions for purposes of federal income tax withholding. Each January, the Fund sends each pension beneficiary a Form 1099-R. This form describes the pension distributions that were made to you during the previous calendar year and the portion of such distributions that are subject to federal taxation as well as the amount of taxes that were withheld. The 1099-R information is also sent to the Internal Revenue Service.

You have after-tax dollars on deposit with the Fund if you made contributions to the Fund during periods of employment prior to January 1, 1988, or you purchased additional service credit using after-tax dollars. You have already paid taxes on this money and you won't be taxed again on it. Federal law requires the tax credit on such after-tax dollars be distributed to you over the expected lifetime of you and your spouse. Therefore, each pension distribution to you contains both a taxable and a non-taxable element.

Members who participate in the DROP may have special tax issues when they begin to receive a payout of their accumulated DROP balance upon termination of employment. Accordingly, DROP participants are encouraged to seek competent tax advice in conjunction with DROP distributions.

Hearings and Appeals Before the Trustees

Initial disability determinations are made by the Pension Advisory Committee pursuant to a comprehensive review of all relevant information. The findings of the Pension Advisory Committee are then forwarded to the Board of Trustees for a public hearing and final action, whereupon the applicant is additionally permitted to present arguments in support of his petition for disability. The Board's decision shall be the final administrative action with respect to the disability determination.

Other decisions of the Board which affect a member may be appealed by the member. In the case of such disputes, a member has the right to request a full hearing before the Board. During such hearing, the

member shall have the right to present witnesses and evidence as the member deems appropriate. Following the final administrative action by the Board and the issuance of a written order (“Final Order”), the petitioner has 30 days to appeal the decision to the Circuit Court.

Financial and Actuarial Information

The financial records of the Plan are maintained on a fiscal year basis ending each September 30th. An audit is conducted each fiscal year by a firm of independent auditors in accordance with the provisions of the City Charter. In addition thereto, the Plan is legally required to prepare an annual report to the State of Florida and an actuarial valuation on a frequency no less often than once every three years. An annual report is additionally prepared by the Executive Director - Administrator to the members and other interested parties.

Each of these periodic reports contains financial and actuarial information that may be of interest to members. Copies of the following reports are available for review in the Pension Office:

1. Annual Financial Statement and Independent Auditor’s Report on the Jacksonville Police and Fire Pension Fund.
2. Annual Report to the State of Florida, Department of Management Services, Division of Retirement for the Jacksonville Police Officers & Firefighters Pension Fund.
3. Administrator’s Annual Report on the Jacksonville Police and Fire Pension Fund.
4. Actuarial Valuation of the Jacksonville Police and Fire Pension Fund.



**Police and Fire Pension Fund
Jacksonville, Florida
Summary Plan Description
October 1, 2008 – September 30, 2010
Updated March, 2009**