

**CITY OF PLANTATION POLICE OFFICERS
RETIREMENT SYSTEM**

SUMMARY PLAN DESCRIPTION

Prepared July, 2022

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Your Employer has established a defined benefit pension plan to provide eligible employees with retirement and related benefits.

This Summary Plan Description is a brief description of your Plan and your rights, obligations, and benefits under this Plan. This Summary Plan Description is not meant to interpret, extend, or change the provisions of your Plan in any way. The provisions of your Plan may only be determined accurately by reading the actual Plan document.

A copy of your Plan is on file at your Employer's office and may be read by you, your beneficiaries, or your legal representatives at any reasonable time. If you have any questions regarding either your Plan or this Summary Plan Description, you should ask your Plan's Administrator. In the event of any discrepancy between this Summary Plan Description and the actual provisions of the Plan, the Plan provisions shall govern.

GENERAL INFORMATION ABOUT YOUR PLAN

There is certain general information you may need to know about your Plan. This general information is summarized below.

Name of Plan

City of Plantation Police Officers Retirement Fund

Employer

City of Plantation

Plan Administrator

Liz Andrews
Plantation Police Plan Administrator
451 NW 70th Terrace
Plantation, FL 33317

Telephone: (954) 765-6042

Trustee (if other than Plan Administrator)

Plan Administrator

Designated Agent for Service of Legal Process

Chairman of the Board of Trustees

Type of Administration

The Board of Trustees is responsible for the overall administration of the Plan. It has discretionary authority to construe the terms of the Plan and make determinations on questions which may affect your eligibility for benefits. The Board of Trustees may also retain the services of attorneys, accountants, actuaries, investment advisors and other professionals.

Plan Year

Each 12 month period beginning on October 1st and ending on September 30th. The Plan's fiscal records are maintained on this basis.

Relevant Provisions of Local and State Laws

The Plan is set forth in Chapter 18 of the Code of Ordinances.

The most recent amendment to the Plan which is reflected in this Summary Plan Description is Ordinance No. 2605.

Your Plan is also governed by certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.), Chapter 185 F.S. and various federal laws.

Relevant Provisions of Collective Bargaining Agreements

Certain employees covered by the Plan are members of the Fraternal Order of Police, Lodge 42.

The current collective bargaining agreement between the unit and the Employer covers the period from October 1, 2021 through September 30, 2024. Article 33 of the agreement refers to pension matters.

Custodian

The custodian of the Plan is responsible for the safe-keeping of securities owned by the Pension Fund. At the direction of the Plan Administrator, the custodian also pays benefits to eligible persons and pays expenses incurred by the Plan. The custodian is:

- Truist Bank Inc., Atlanta, Georgia

Investment Manager

The investment manager is responsible for selecting the securities to be bought and sold by the Pension Fund, in accordance with guidelines established by the Board of Trustees. The investment managers are:

- Affiliated Development, Fort Lauderdale, Florida
- Centerbridge, New York, New York
- Crescent Direct Lending, Los Angeles, California
- DePrince Race & Zollo, Winter Park, Florida
- Garcia Hamilton & Associates, Houston, Texas
- IFM Investors, New York, New York

- JP Morgan Asset Management, Westerville, Ohio
- Principal US Property, Des Moines, Iowa
- Polen Capital Management, Boca Raton, Florida
- TerraCap, Naples, Florida

Investment Performance Monitor

The investment performance monitor is responsible for monitoring the performance of the investment manager in accordance with guidelines established by the Board of Trustees. The performance monitor is:

- Dave West, And Co. Consulting, Winter Park, Florida

Member

Each employee of the Employer who is eligible to participate in the Plan and who fulfills the prescribed eligibility requirements is eligible to be a member.

Beneficiary

Each person designated to the Plan Administrator by you to receive any payments that may become payable by the Plan upon your death. You should designate a Beneficiary when you become a member of the Plan. You may change your designation at any time upon written notification to the Plan Administrator.

Benefits of the Plan are financed by contributions that are paid into the pension fund and by investment earnings generated by investment of the pension fund. Contributions to the fund are made by:

You

Your contribution rate is equal to a percent of your covered salary. Effective October 1, 2021, it shall be mandatory for all Police Officers to contribute to the fund at the rate of ten (10) percent of their annual compensation.

Your contribution will cease upon your retirement, death, employment termination or entry into the Deferred Retirement Option Plan (DROP).

Interest is credited to your contributions at a rate determined by the Board. This interest is only payable if you terminate employment and receive a refund of your own contributions, without any further benefits.

State of Florida

Monies are paid each year by the State pursuant to Chapter 185, F.S. Said monies are used for the benefit of police officers.

Your Employer

Your Employer must contribute an amount determined by the Plan's actuary to be sufficient, along with your contribution and the State contribution, to fund systematically the benefits under the Plan. The Employer's contribution will vary depending on the experience of the Plan.

Eligibility

You are eligible to be a Member of the Plan if you are a full-time police officer of the Employer. Your employment must be full-time, as determined by the Employer.

Vesting Service

Vesting Service is used to determine your Normal Retirement Date, whether you are eligible for certain benefits and to determine whether you are vested. Your Vesting Service is equal to all years for which an employee contributed to this Plan or the General Employees Plan.

Credited Service

Credited Service is used to compute the amount of pension benefit when you retire. Your Credited Service is equal to all years for which an employee contributed to this Plan. If contributions have been made for service back to 7/1/67, all service prior to 7/1/67 is credited. Vacations and other paid leaves of absence are included. Unpaid leaves of absence are not included except under certain conditions as provided by the Plan.

Break in Service

If you terminate employment and later return to work for the Employer, you may receive credit for your past years of Credited Service by repaying to the Plan the accumulated contributions you received at your termination plus interest from the date of withdrawal to the date of repayment.

You may leave your contributions in the fund for up to five years in order to retain credit for earlier service if rehired. If not reemployed within five years, you will receive your contributions without interest.

Military Service

In determining the credited service of a police officer, the time spent in the military service of the United States or United States Merchant Marine by the police officer on leave of absence for such reason

shall be added to the years of service, provided, however, that to receive credit for such service the police officer must have reentered the police department within one year of date of release from service.

A maximum of four years of active duty in the military prior to date of hire by the Employer is not included in Credited Service. However, active duty military service in the Armed Forces of the United States prior to entry in the plan may be purchased if the member pays to the plan the actuarial cost of the service. Proof of the prior service with honorable separation is required. Any service not paid for at the time of retirement will not be included. The fee charged by the actuary to compute the cost shall also be paid for by the member.

Transfers Between Plans

Should you change your employment status from a general employee to a police officer, the following applies if you have more than one year of service in the General Employees Plan:

1. Your accumulated contributions will remain in the first Plan's fund.
2. Your retirement and supplemental benefits payable by the first Plan will be calculated using Credited Service as of your date of transfer and Average Monthly Salary as of your date of termination or date of transfer, whichever is greater. These benefits are payable on what would have been your Normal Retirement Date had you continued employment with the first Plan, but not prior to your date of termination of employment.
3. You will not be eligible for any other benefits under the first Plan.
4. For purposes of determining your eligibility for vesting, death, disability and retirement benefits under the new Plan, your Credited Service under the first Plan will be included.
5. For purposes of determining the amount of any retirement benefits under the new Plan, only your service following your date of transfer will be included.

6. For purposes of determining the amount of any death or disability benefits under the new Plan, your Credited Service under the first Plan will be included. (See example of actual calculations in Retirement Benefits section.)

Funds for each Plan are separate. There would be no transfer of City money. If you transfer between Plans, you would receive a separate benefit check from each Plan when you retire.

Effective October 1, 2014, there were changes made to the pension plan. These changes created five groups of employees with different benefit structures. The benefit structure that your benefits will be based upon depends on your information as of October 1, 2014. The five groups of employees are as follows:

- Group 1 – Tier 2¹ members with less than 10 years of service as of October 1, 2014
- Group 2 – Tier 1² members with less than 10 years of service as of October 1, 2014
- Group 3 – Tier 1² members with 10 – 16.99 years of service as of October 1, 2014
- Group 4 – Tier 1² members with 17 – 19.99 years of service as of October 1, 2014
- Group 5 – Tier 1² members with 20 or more years of service or age 55 with 10 years of service as of October 1, 2014

¹Tier 2 - police officers hired or rehired on or after December 31, 2009

² Tier 1 - police officers hired prior to January 1, 2010

Benefit Structure for Group 1 Members:

Tier 2 Members with Less than 10 Years of Service as of October 1, 2014

Normal Retirement Date

The Normal Retirement Date is the earliest date when unreduced retirement benefits may be paid. Your Normal Retirement Date is the earlier of the date when you reach 25 years of Vesting Service, or age 55 with 10 years of Vesting Service.

Early Retirement Date

Your Early Retirement Date is the earlier of the date when you reach age 45 and complete 15 years of Vesting Service, or age 50 with 10 years of Vesting Service. You may retire at any time following this date with reduced benefits as described later.

Late Retirement Date

You may continue to work past your Normal Retirement Date. The date you actually stop working will be your Late Retirement Date.

Normal Retirement Benefit

The monthly benefit that you will receive if you continue in employment until your Normal Retirement Date is called your Normal Retirement Benefit. The amount of your Normal Retirement Benefit is based on the following factors:

1. *Your Covered Salary*: This includes base pay, assignment pay, shift differential pay, and up to 50 hours of overtime per year.
2. *Your Average Monthly Salary*: This is the average of your Covered Salary during the period prior to retirement, termination or death which produces the largest average. The averaging period is five years.
3. *Your years of Credited Service* at your Normal Retirement Date.

The calculation of your Normal Retirement Benefit is as follows:

- *If you terminate employment at age 55 with 10 years of vesting service or 25 years of vesting service, your benefit starting at your Normal Retirement Date will equal:*

Your Average Monthly Salary multiplied by 3.00% multiplied by your years of Credited Service subject to a maximum of 75% of Average Monthly Salary

- *If you do not attain age 55 with 10 years of vesting service or 25 years of vesting service on your termination date, your benefit starting at your Normal Retirement Date will equal:*

Your Average Monthly Salary multiplied by (3.00% multiplied by your years of Credited Service on October 1, 2014 plus 2.75% multiplied by your years of Credited Service after September 30, 2014) subject to a maximum of 75% of Average Monthly Salary.

As an example, if at termination your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal to 25 years, then the Normal Retirement Benefit payable each month would be calculated

as follows:

$$3.0\% \times \$4,000 \times 25 \text{ years} = \$3,000$$

As another example, if at termination your Average Monthly Salary is equal to \$4,000, your age is 50 and your Vesting Service is equal to 20 years (5 years on October 1, 2014), then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.0\% \times 5 + 2.75\% * 15) \times \$4,000 = \$2,250$$

The retirement benefit is paid to you for the rest of your life in accordance with the Normal Form of Benefit Payment as described later (however, see the sections on Death Benefits After Retirement and Election of Optional Forms of Benefit Payments). Your benefits from this Plan are paid in addition to any benefits you may receive from Social Security.

In addition, you will receive a monthly payment of \$50 per month multiplied by Credited Service as a Police Officer. The service used for this calculation will include years of service while participating in the DROP Plan. This supplemental benefit is paid during your lifetime.

Additionally, a supplemental benefit of \$1,000 per month payable for a period of up to 10 years from the date of retirement.

Deferred Retirement Option Plan (DROP)

You are eligible to enter the DROP when you reach your Normal Retirement Date. Election to enter the DROP is voluntary. For members employed by the City of Plantation prior to October 1, 2014, you may participate in the DROP for a maximum of seven years. For members employed by the City of Plantation after October 1, 2014, you may participate in the DROP for a maximum of five years.

If you enter the DROP, the monthly benefit you would have received if you had retired on your election date will be paid into a DROP account. This account will be debited or credited each quarter at a

rate equal to the actual net rate of investment return realized by the Plan for that quarter for the investment category you choose. A member shall make an initial investment option selection upon entering the DROP. There are no restrictions on the number of times an investment selection can be changed. Any investment option change must be made prior to the first day of the quarter for that investment option to take place. Any investment option made after the first day of the quarter will become effective the first day of the next quarter. For DROP members who terminate employment or become disabled, the DROP account will continue to be invested and credited according to the investment selection until such amounts are distributed to the member or his Beneficiary. The investment selections available are the net investment return of either the Total Fund Assets, Money Market Assets, Equity Assets or Fixed Income Assets.

Upon retirement, the balance of your DROP account will become payable in addition to your monthly pension based on Credited Service and Average Monthly Salary at your election date. You would have the following options of payment of your DROP account:

- 1) A single lump sum payment
- 2) Equal annual payments
- 3) Equal Quarterly payments

Should you pass away during your participation in the DROP, your Beneficiary receives the same payout options as above. DROP payments to your Beneficiary will be in addition to any retirement benefits payable by the Plan.

Cost of Living Adjustment

There is no COLA applied to your retirement benefits.

Benefit Structure for Group 2 Employees:

Tier 1 Members with Less than 10 Years of Service as of October 1, 2014

Normal Retirement Date

The Normal Retirement Date is the earliest date when unreduced retirement benefits may be paid. Your Normal Retirement Date is the earlier of the date when you reach 20 years of Vesting Service, or age 55 with 10 years of Vesting Service.

Early Retirement Date

Your Early Retirement Date is the earlier of the date when you reach age 45 and complete 15 years of Vesting Service, or age 50 with 10 years of Vesting Service. You may retire at any time following this date with reduced benefits as described later.

Late Retirement Date

You may continue to work past your Normal Retirement Date. The date you actually stop working will be your Late Retirement Date.

Normal Retirement Benefit

The monthly benefit that you will receive if you continue in employment until your Normal Retirement Date is called your Normal Retirement Benefit. The amount of your Normal Retirement Benefit is based on the following factors:

1. *Your Covered Salary*: This includes base pay, assignment pay, shift differential pay, and up to 50 hours of overtime per year.
2. *Your Average Monthly Salary*: This is the average of your Covered Salary during the period prior to retirement, termination or death which produces the largest average. The averaging period is five years. In no case will your Average Monthly Salary be less than your average monthly salary as of September 30, 2014.
3. *Your years of Credited Service* at your Normal Retirement Date.

The calculation of your Normal Retirement Benefit is as follows:

- *If you terminate employment with 20 or more years of vesting service, your benefit starting at your Normal Retirement Benefit will equal:*

Your Average Monthly Salary multiplied by (3.5% multiplied by Credited Service up to 17 years plus 3.0% multiplied by your years of Credited Service after) subject to a maximum of 75% of Average Monthly Salary.

- *If you terminate employment with less than 20 years of vesting service, your benefit starting at your Normal Retirement Benefit will equal:*

Your Average Monthly Salary multiplied by (3.0% multiplied by your years of Credited Service on October 1, 2014 plus 2.75% multiplied by your years of Credited Service after October 1, 2014) subject to a maximum of 75% of Average Monthly Salary.

In all cases, if your vesting service is less than 25 years and your age is less than 52 any benefits that were accrued before October 1, 2014 are reduced by 3% for each year your normal retirement precedes the earlier of age 52 or 25 years of vesting service.

As an example, if at termination you are over age 52 and your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal to 20 years, then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.5\% \times 17 + 3.0\% \times 3) \times \$4,000 = \$2,740$$

As another example, if at termination you are age 50 and your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal to 20 years (5 years on October 1, 2014), then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.5\% \times 5 + 3.5\% \times 12 \times 94\% + 3.0\% \times 3 \times 94\%) \times \$4,000 = \$2,618$$

As another example, if at termination you are over age 52 and your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal to 18 years (5 years on October 1, 2014), then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.0\% \times 5 + 2.75\% \times 13) \times \$4,000 = \$2,030$$

As another example, if at termination you are age 50 and your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal to 18 years (5 years on October 1, 2014), then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.0\% \times 5 + 2.75\% \times 13 \times 94\%) \times \$4,000 = \$1,944$$

The retirement benefit is paid to you for the rest of your life in accordance with the Normal Form of Benefit Payment as described later (however, see the sections on Death Benefits After Retirement and Election of Optional Forms of Benefit Payments). Your benefits from this Plan are paid in addition to any

benefits you may receive from Social Security.

In addition, you will receive a monthly payment of \$50 per month multiplied by Credited Service as a Police Officer. The service used for this calculation will include years of service while participating in the DROP Plan. This supplemental benefit is paid during your lifetime.

Additionally, a supplemental benefit of \$1,000 per month payable for a period of up to 10 years from the date of retirement.

Deferred Retirement Option Plan (DROP)

You are eligible to enter the DROP when you reach your Normal Retirement Date. Election to enter the DROP is voluntary. You may participate in the DROP for a maximum of seven years.

If you enter the DROP, the monthly benefit you would have received if you had retired on your election date will be paid into a DROP account. This account will be debited or credited each quarter at a rate equal to the actual net rate of investment return realized by the Plan for that quarter for the investment category you choose. A member shall make an initial investment option selection upon entering the DROP. There are no restrictions on the number of times an investment selection can be changed. Any investment option change must be made prior to the first day of the quarter for that investment option to take place. Any investment option made after the first day of the quarter will become effective the first day of the next quarter. For DROP members who terminate employment or become disabled, the DROP account will continue to be invested and credited according to the investment selection until such amounts are distributed to the member or his Beneficiary. The investment selections available are the net investment return of either the Total Fund Assets, Money Market Assets, Equity Assets or Fixed Income Assets.

Upon retirement, the balance of your DROP account will become payable in addition to your monthly pension based on Credited Service and Average Monthly Salary at your election date. You would

have the following options of payment of your DROP account:

- 1) A single lump sum payment
- 2) Equal annual payments
- 3) Equal Quarterly payments

Should you pass away during your participation in the DROP, your Beneficiary receives the same payout options as above. DROP payments to your Beneficiary will be in addition to any retirement benefits payable by the Plan.

Cost of Living Adjustment

The COLA is only applicable to benefits accrued prior to October 1, 2014.

Members shall receive an annual 1.5% Cost of Living Adjustment (“COLA”). Annual COLA payments shall commence seven years after retirement or DROP entry.

In all cases, after 20 annual COLA payments, COLA payments will cease.

Benefit Structure for Group 3 Employees:

Tier 1 members with 10 – 16.99 years of service as of October 1, 2014

Normal Retirement Date

The Normal Retirement Date is the earliest date when unreduced retirement benefits may be paid. Your Normal Retirement Date for benefit accruals before October 1, 2014 is the earlier of the date when you reach 20 years of Vesting Service, or age 55 with 10 years of Vesting Service. Your Normal Retirement Date for benefit accruals after October 1, 2014 is the earlier of the date when you reach 25 years of Vesting Service, or age 52 with 10 years of Vesting Service.

Early Retirement Date

Your Early Retirement Date is the earlier of the date when you reach age 45 and complete 15 years of Vesting Service, or age 50 with 10 years of Vesting Service. You may retire at any time following this date with reduced benefits as described later.

Late Retirement Date

You may continue to work past your Normal Retirement Date. The date you actually stop working will be your Late Retirement Date.

Normal Retirement Benefit

The monthly benefit that you will receive if you continue in employment until your Normal Retirement Date is called your Normal Retirement Benefit. The amount of your Normal Retirement Benefit is based on the following factors:

1. *Your Covered Salary*: This includes base pay, assignment pay, shift differential pay, and up to 50 hours of overtime per year.
2. *Your Average Monthly Salary*: This is the average of your Covered Salary during the period prior to retirement, termination or death which produces the largest average. The averaging period is five years. In no case will your Average Monthly Salary be less than your average monthly salary as of September 30, 2014.
3. *Your years of Credited Service* at your Normal Retirement Date.

The calculation of your Normal Retirement Benefit is as follows:

- *If you terminate employment with 20 or more years of vesting service, your benefit starting at your Normal Retirement Date will equal:*

Your Average Monthly Salary multiplied by (3.5% multiplied by the first 17 years of Credited Service plus 3.0% multiplied by your years of Credited Service in excess of 17 years) subject to a maximum of 75% of Average Monthly Salary.

- *If you terminate employment with less than 20 years of vesting service, your benefit starting at your Normal Retirement Date will equal:*

Your Average Monthly Salary multiplied by (3.0% multiplied by your years of Credited Service on October 1, 2014 plus 2.75% multiplied by your years of Credited Service after October 1, 2014) subject to a maximum of 75% of Average Monthly Salary.

As an example, if at termination your Average Monthly Salary is equal to \$4,000, your Vesting Service is equal to 22 years, then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.5\% \times 17 + 3.0\% * 5) \times \$4,000 = \$2,980$$

As another example, if at termination your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal to 18 years (12 years on October 1, 2014), then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.0\% \times 12 + 2.75\% * 6) \times \$4,000 = \$2,100$$

The retirement benefit is paid to you for the rest of your life in accordance with the Normal Form of Benefit Payment as described later (however, see the sections on Death Benefits After Retirement and Election of Optional Forms of Benefit Payments). Your benefits from this Plan are paid in addition to any benefits you may receive from Social Security.

In addition, you will receive a monthly payment of \$50 per month multiplied by Credited Service as a Police Officer. The service used for this calculation will include years of service while participating in the DROP Plan. This supplemental benefit is paid during your lifetime.

Additionally, a supplemental benefit of \$1,000 per month payable for a period of up to 10 years from the date of retirement.

Deferred Retirement Option Plan (DROP)

You are eligible to enter the DROP when you reach your Normal Retirement Date. Election to enter the DROP is voluntary. You may participate in the DROP for a maximum of seven years.

If you enter the DROP, the monthly benefit you would have received if you had retired on your election date will be paid into a DROP account. This account will be debited or credited each quarter at a rate equal to the actual net rate of investment return realized by the Plan for that quarter for the investment category you choose. A member shall make an initial investment option selection upon entering the DROP. There are no restrictions on the number of times an investment selection can be changed. Any investment option change must be made prior to the first day of the quarter for that investment option to take place. Any investment option made after the first day of the quarter will become effective the first day of the next quarter. For DROP members who terminate employment or become disabled, the DROP account will continue to be invested and credited according to the investment selection until such amounts are distributed to the member or his Beneficiary. The investment selections available are the net investment return of either the Total Fund Assets, Money Market Assets, Equity Assets or Fixed Income Assets.

Upon retirement, the balance of your DROP account will become payable in addition to your monthly pension based on Credited Service and Average Monthly Salary at your election date. You would have the following options of payment of your DROP account:

- 1) A single lump sum payment
- 2) Equal annual payments
- 3) Equal Quarterly payments

Should you pass away during your participation in the DROP, your Beneficiary receives the same payout options as above. DROP payments to your Beneficiary will be in addition to any retirement benefits payable by the Plan.

Cost of Living Adjustment

The COLA is only applicable to benefits accrued prior to October 1, 2014.

Annual COLA payments shall commence seven years after retirement or DROP entry.

In all cases, after 20 annual COLA payments, COLA payments will cease.

Benefit Structure for Group 4 Employees:

Tier 1 members with 17 – 19.99 years of service as of October 1, 2014

Normal Retirement Date

The Normal Retirement Date is the earliest date when unreduced retirement benefits may be paid. Your Normal Retirement Date for benefit accruals based on the first 20 years of Vesting Service is the earlier of the date when you reach 20 years of Vesting Service, or age 55 with 10 years of Vesting Service. Your Normal Retirement Date for benefit accruals after October 1, 2014 based on Vesting Service in excess of 20 years is the earlier of the date when you reach 25 years of Vesting Service, or age 52 with 10 years of Vesting Service.

Early Retirement Date

Your Early Retirement Date is the earlier of the date when you reach age 45 and complete 15 years of Vesting Service, or age 50 with 10 years of Vesting Service. You may retire at any time following this date with reduced benefits as described later.

Late Retirement Date

You may continue to work past your Normal Retirement Date. The date you actually stop working will be your Late Retirement Date.

Normal Retirement Benefit

The monthly benefit that you will receive if you continue in employment until your Normal Retirement Date is called your Normal Retirement Benefit. The amount of your Normal Retirement Benefit is based on the following factors:

1. *Your Covered Salary*: This includes base pay, assignment pay, shift differential pay, and up to 50 hours of overtime per year.
2. *Your Average Monthly Salary*: This is the average of your Covered Salary during the period prior to retirement, termination or death which produces the largest average. The averaging period is five years. In no case will your Average Monthly Salary be less than your average monthly salary as of September 30, 2014.
3. *Your years of Credited Service* at your Normal Retirement Date.

The calculation of your Normal Retirement Benefit is as follows:

- *If you terminate employment with 20 or more years of vesting service, your benefit starting at your Normal Retirement Date will equal:*

Your Average Monthly Salary multiplied by (3.5% multiplied by the first 20 years of Credited Service plus 3.0% multiplied by your years of Credited Service in excess of 20 years) subject to a maximum of 75% of Average Monthly Salary.
- *If you terminate employment with less than 20 years of vesting service, your benefit starting at your Normal Retirement Date will equal:*

Your Average Monthly Salary multiplied by (3.0% multiplied by your years of Credited Service on October 1, 2014 plus 2.75% multiplied by your years of Credited Service after October 1, 2014) subject to a maximum of 75% of Average Monthly Salary.

As an example, if at termination your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal to 21 years at termination, then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.5\% \times 20 + 3.0\% * 1) \times \$4,000 = \$2,920$$

As another example, if at termination your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal 18 years (17 years on October 1, 2014), then the Normal Retirement Benefit payable each month would be calculated as follows:

$$(3.0\% \times 17 + 2.75\% * 1) \times \$4,000 = \$2,150$$

The retirement benefit is paid to you for the rest of your life in accordance with the Normal Form of Benefit Payment as described later (however, see the sections on Death Benefits After Retirement and Election of Optional Forms of Benefit Payments). Your benefits from this Plan are paid in addition to any benefits you may receive from Social Security.

In addition, you will receive a monthly payment of \$50 per month multiplied by Credited Service as a Police Officer. The service used for this calculation will include years of service while participating in the DROP Plan. This supplemental benefit is paid during your lifetime.

Additionally, a supplemental benefit of \$1,000 per month payable for a period of up to 10 years from the date of retirement.

Deferred Retirement Option Plan (DROP)

You are eligible to enter the DROP when you reach your Normal Retirement Date. Election to enter the DROP is voluntary. You may participate in the DROP for a maximum of seven years.

If you enter the DROP, the monthly benefit you would have received if you had retired on your election date will be paid into a DROP account. This account will be debited or credited each quarter at a rate equal to the actual net rate of investment return realized by the Plan for that quarter for the investment category you choose. A member shall make an initial investment option selection upon entering the DROP. There are no restrictions on the number of times an investment selection can be changed. Any investment option change must be made prior to the first day of the quarter for that investment option to take place. Any investment option made after the first day of the quarter will become effective the first day of the next quarter. For DROP members who terminate employment or become disabled, the DROP account will continue to be invested and credited according to the investment selection until such amounts are distributed to the member or his Beneficiary. The investment selections available are the net investment return of either the Total Fund Assets, Money Market Assets, Equity Assets or Fixed Income Assets.

Upon retirement, the balance of your DROP account will become payable in addition to your monthly pension based on Credited Service and Average Monthly Salary at your election date. You would have the following options of payment of your DROP account:

- 1) A single lump sum payment
- 2) Equal annual payments
- 3) Equal Quarterly payments

Should you pass away during your participation in the DROP, your Beneficiary receives the same payout options as above. DROP payments to your Beneficiary will be in addition to any retirement benefits payable by the Plan.

Cost of Living Adjustment

The COLA is only applicable to benefits accrued prior to October 1, 2014.

Members shall receive an annual 1.5% Cost of Living Adjustment (“COLA”). Annual COLA payments shall commence seven years after retirement or DROP entry.

In all cases, after 20 annual COLA payments, COLA payments will cease.

Benefit Structure for Group 5 Employees:

**Tier 1 Members with 20 or More Years of Service or Age 55 with 10 Years of Service as of
October 1, 2014**

Normal Retirement Date

The Normal Retirement Date is the earliest date when unreduced retirement benefits may be paid. Your Normal Retirement Date is the earlier of the date when you reach 20 years of Vesting Service, or age 55 with 10 years of Vesting Service.

Early Retirement Date

Your Early Retirement Date is the earlier of the date when you reach age 45 and complete 15 years of Vesting Service, or age 50 with 10 years of Vesting Service. You may retire at any time following this date with reduced benefits as described later.

Late Retirement Date

You may continue to work past your Normal Retirement Date. The date you actually stop working will be your Late Retirement Date.

Normal Retirement Benefit

The monthly benefit that you will receive if you continue in employment until your Normal Retirement Date is called your Normal Retirement Benefit. The amount of your Normal Retirement Benefit is based on the following factors:

1. *Your Covered Salary*: This is the amount of total cash remuneration for services rendered to the city. This includes base pay, longevity pay, assignment pay, shift differential pay, leave accumulation pay, educational incentive pay, annual sick leave sell back, and up to 300 hours of overtime per year. It excludes unused sick leave. Payment for extra duty or special detail work on behalf of a party other than the City of Plantation is excluded, even if such payments to the member are made through the City.
2. *Your Average Monthly Salary*: This is the average of your Covered Salary during the period prior to retirement, termination or death which produces the largest average. The averaging period is three years.
3. *Your years of Credited Service* at your Normal Retirement Date.

The calculation of your Normal Retirement Benefit is as follows:

- *If you terminate employment with 20 or more years of vesting service, your benefit starting at your Normal Retirement Date will equal:*

Your Average Monthly Salary multiplied by 3.5% multiplied by your years of Credited Service subject to a maximum of 80% of Average Monthly Salary.

- *If you terminate employment with less than 20 years of vesting service, your benefit starting at your Normal Retirement Date will equal:*

Your Average Monthly Salary multiplied by 3.0% multiplied by your years of Credited Service

subject to a maximum of 80% of Average Monthly Salary.

As an example, if at termination your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal to 21 years, then the Normal Retirement Benefit payable each month would be calculated as follows:

$$3.5\% \times 21 \times \$4,000 = \$2,940$$

As another example, if at termination your Average Monthly Salary is equal to \$4,000 and your Vesting Service is equal 18 years, then the Normal Retirement Benefit payable each month would be calculated as follows:

$$3.0\% \times 18 \times \$4,000 = \$2,160$$

The retirement benefit is paid to you for the rest of your life in accordance with the Normal Form of Benefit Payment as described later (however, see the sections on Death Benefits After Retirement and Election of Optional Forms of Benefit Payments). Your benefits from this Plan are paid in addition to any benefits you may receive from Social Security.

In addition, you will receive a monthly payment of \$50 per month multiplied by Credited Service as a Police Officer. The service used for this calculation will include years of service while participating in the DROP Plan. This supplemental benefit is paid during your lifetime.

Additionally, a supplemental benefit of \$1,000 per month payable for a period of up to 10 years from the date of retirement.

Deferred Retirement Option Plan (DROP)

You are eligible to enter the DROP when you reach your Normal Retirement Date. Election to enter the DROP is voluntary. You may participate in the DROP for a maximum of seven years.

If you enter the DROP, the monthly benefit you would have received if you had retired on your election date will be paid into a DROP account. This account will be debited or credited each quarter at a rate equal to the actual net rate of investment return realized by the Plan for that quarter for the investment category you choose. A member shall make an initial investment option selection upon entering the DROP. There are no restrictions on the number of times an investment selection can be changed. Any investment option change must be made prior to the first day of the quarter for that investment option to take place. Any investment option made after the first day of the quarter will become effective the first day of the next quarter. For DROP members who terminate employment or become disabled, the DROP account will continue to be invested and credited according to the investment selection until such amounts are distributed to the member or his Beneficiary. The investment selections available are the net investment return of either the Total Fund Assets, Money Market Assets, Equity Assets or Fixed Income Assets.

Upon retirement, the balance of your DROP account will become payable in addition to your monthly pension based on Credited Service and Average Monthly Salary at your election date. You would have the following options of payment of your DROP account:

- 1) A single lump sum payment
- 2) Equal annual payments
- 3) Equal Quarterly payments

Should you pass away during your participation in the DROP, your Beneficiary receives the same payout options as above. DROP payments to your Beneficiary will be in addition to any retirement benefits payable by the Plan.

Cost of Living Adjustment

Members entering the DROP or retiring after October 1, 2008 shall receive an annual 1.5% Cost of Living Adjustment (“COLA”). Annual COLA payments shall commence five years after retirement or DROP entry.

In all cases, after 20 annual COLA payments, COLA payments will cease.

General Plan Provisions Covering All Members of the Plan

Accrued Benefit

The portion of your Normal Retirement Benefit that you have earned at any point in time is called your Accrued Benefit. Your Accrued Benefit is computed in the same way as the Normal Retirement Benefit, except you use your present Average Monthly Salary and Credited Service in the calculation. The Accrued Benefit is a monthly amount which starts on your Normal Retirement Date.

Early Retirement Benefit

If you decide to retire early, you may receive your Early Retirement Benefit immediately or on a deferred basis.

1. A deferred Early Retirement Benefit means a benefit begins on your otherwise Normal Retirement Date and is paid for the rest of your life. The benefit is equal to your Accrued Benefit.
2. An immediate Early Retirement Benefit means a benefit begins on your Early Retirement Date and is paid for the rest of your life. The benefit is equal to your Accrued Benefit but reduced by 3% per year for each year the starting date of the benefit precedes your otherwise Normal Retirement Date.

Late Retirement Benefit

The amount of your monthly Late Retirement Benefit is calculated and paid in the same way as the Normal Retirement Benefit. However, your Average Monthly Salary and Credited Service as of your actual retirement date are used in the calculation.

If you become totally and permanently disabled as provided by the Plan, you may be eligible for a disability benefit. In the case of a disability incurred in the line of duty, you will be eligible for a benefit regardless of your length of service. In the case of a disability that is not incurred in the line of duty, you will only be eligible for a benefit if you have at least five years of Credited Service.

The amount of your benefit due to line of duty disability is 70% of your monthly rate of basic pay at the time of your disability. This amount is offset by primary Social Security benefits until you reach age 65.

The amount of your benefit due to non-line of duty disability is the same as a line of duty disability benefit and is payable for the same period.

Before Retirement

If you pass away before you are vested, your Beneficiary will receive a refund of your accumulated contributions with interest.

If you pass away while still actively employed by the Employer or while receiving a disability benefit from the Plan, and if you have at least ten years of Credited Service, a monthly death benefit equal to your Accrued Benefit is payable to your Beneficiary for ten years beginning at what would have been your 55th birthday. In lieu of this deferred benefit, your Beneficiary may elect an immediate benefit equal to 1.5 to 2.0 times your accumulated contribution, depending on your length of service. This immediate benefit also applies to terminated vested Members.

If you are eligible for Early or Normal Retirement at the time you pass away, your Beneficiary will receive a benefit calculated as though you had retired on the day of your death. The benefit will be paid for a period of ten years.

If you pass away as a result of a service incurred incident, your spouse will receive a benefit equal to 30% of your monthly compensation at the time of your death, payable until your spouse's death or remarriage. If the accrued benefit described in the last paragraph is greater, that benefit instead of the 30% benefit would be payable.

After Retirement

If you were receiving a form of retirement payment which provided for a survivor's benefit to be paid after your death, your Beneficiary will receive payments following your death. A later page describes the various forms of retirement payments.

VESTED RETIREMENT BENEFIT

If you terminate employment, other than by reason of retirement, disability or death, you may be entitled to a deferred Vested Retirement Benefit. This benefit is equal to your Accrued Benefit on your termination date multiplied by your vested interest. The following chart shows your vested interest in your Accrued Benefit.

Vesting Schedule	
Completed Years of Vesting Service	Vested Interest
Less than 10	0%
10 or more	100

The vested benefit is payable when you would have reached your Normal Retirement Date had you remained in full-time employment.

If you terminate before you are vested, you will receive a refund of your contributions with interest.

Normal Form of Benefit Payment

Unless you elect otherwise before retirement, your pension is payable as a Ten Year Certain and Life Annuity. This is a series of monthly payments for your life. If you die before receiving 120 payments, the payments will continue until a total of 120 payments have been made. If you live longer than ten years, payments are continued for the rest of your life, ceasing upon your death.

Optional Forms of Benefit Payments

You have the right at any time before your actual retirement date to elect not to have your retirement benefit paid in the Normal Form. Your benefit would then be paid in the form which you choose.

You may choose among the options described below and revoke any such elections and make a new election at any time before actual retirement. You must make such an election by written request to the Plan Administrator and such an election shall be subject to the approval of the Plan Administrator. This election also applies to terminated Participants who are eligible for payment of deferred Vested Retirement Benefits.

The options available are as follows:

1. Option 1 - Joint and Last Survivor Annuity

You may elect to receive a decreased monthly retirement benefit during your lifetime and have such decreased retirement benefit (or a designated fraction thereof) continued after your death to and during the lifetime of your Beneficiary.

2. Option 2 – Life Annuity

You may elect to receive an increased monthly retirement payable for your lifetime only. However, if you had not received benefit payments equal to the amount of your accumulated contributions prior to your death, then your Beneficiary will receive a payment equal to the difference.

3. Option 4 - Social Security Option

You may elect to receive an increased benefit until the date your Social Security benefit begins and a lower benefit thereafter.

4. Option 5 - Lump Sum

You may elect to receive either a 25% or 100% lump sum distribution of the value of your benefits. If you elect a 25% lump sum, your monthly pension will be reduced by 25%. If you elect a 100% lump sum, you will receive no further benefits from this Plan.

5. Option 6 - Other

You may elect another optional form which is subject to the approval of the Plan Administrator and which is actuarially equivalent to the Normal Form of Benefit.

In no event may the total benefits payments to you and your Beneficiary be less than your own accumulated contributions.

AMENDMENT OR TERMINATION OF THE PLAN

The Plan may be amended or terminated at any time by the Employer. If the Plan were terminated, you would immediately become fully vested in the benefit you had earned so far. All of the assets of the Plan would be allocated to the Members according to certain classes of priority. Only after all accrued benefits have been paid and any other liabilities have been satisfied could any remaining money be returned to the Employer.

There are certain circumstances which may result in the disqualification, ineligibility, denial, loss, forfeiture, suspension or deferral of your benefits in this Plan. The following is a list of these circumstances:

1. If you terminate employment before reaching the Normal Retirement Date and you do not have enough Credited Service to have earned a vested interest, no benefits will be payable except for a return of your own contributions with interest.
2. If you die before attaining a vested interest, no benefits will be payable except for a return of your own contributions with interest.
3. No credit is allowed either for benefit accrual or vesting purposes for any period in which you are not considered a full-time employee.
4. Your retirement benefit will not be payable until the date you actually retire, even if you continue to work beyond the Normal Retirement Date.
5. Your Accrued Benefit may be forfeited if you are convicted of certain felonies as provided by State law (Chapter 112.3173 F.S.).
6. Payment of your benefits may be made to an alternate payee by order of a Domestic Relations Order relating to child support or alimony made pursuant to a state domestic relations law.
7. If you make false, misleading or fraudulent statements to obtain a benefit from any retirement plan covered by Chapter 185 F.S., you may forfeit any benefits to which you otherwise would be entitled.

YOUR RESPONSIBILITIES

1. Retain this Summary Plan Description with your other important papers for later reference or for replacement by updated versions and supplemental notices, if any.
2. Upon completing eligibility requirements, sign a Membership Form, including a Beneficiary designation.
3. Keep your Beneficiary designation form updated to express your wishes.
4. If you terminate employment, check to see if you are entitled to a Vested Retirement Benefit and the date payable.
5. If you should terminate employment with rights to a deferred Vested Retirement Benefit, then, shortly before the date on which it is to begin, you should contact and notify the Employer to begin such payments.
6. Upon your retirement under Normal Retirement, complete the form necessary to indicate which Optional Form of Benefit you desire.

Claim Procedures

Claims for benefits under the Plan must be filed in writing with the Plan Administrator. If you are eligible for any benefits from this Plan, you will be provided with a notification form showing the amount of your benefit and options, if any, and the earliest date on which such benefit is payable.

Your request for Plan benefits shall be considered a claim for Plan benefits, and it will be subject to a full and fair review. If your claim is wholly or partially denied, the Plan Administrator shall furnish you with a written notice of this denial. This written notice must be provided to you within a reasonable period of time after the receipt of your claim by the Plan Administrator. The written notice must contain the following information:

1. The specific reason or reasons for the denial;
2. Specific reference to those Plan provisions on which the denial is based;
3. A description of any additional information or material necessary to correct your claim and an explanation of why such material or information is necessary; and
4. Appropriate information as to the steps to be taken if you or your Beneficiary wishes to submit your claim for review.

If notice of the denial of a claim is not furnished to you in accordance with the above within a reasonable period of time, your claim shall be deemed denied. You will then be permitted to proceed to the review stage described in the following paragraphs.

If your claim has been denied, and you wish to submit your claim for review, you must follow the Claims Review Procedure.

Claims Review Procedure

1. Upon the denial of your claim for benefits, you may file your claim for review, in writing, with the Plan Administrator. The form for this claim for review is available from the Plan Administrator.
2. You must file the claim for review no later than 60 days after you have received written notification of the denial of your claim for benefits.
3. You may review all pertinent documents relating to the denial of your claim and submit any issues and comments, in writing, to the Plan Administrator.
4. Your claim for review must be given a full and fair review. If your claim is denied, the Plan Administrator must provide you with written notice of this denial within 60 days after the Plan Administrator's receipt of your written claim for review. There may be times when this 60 day period may be extended. This extension may only be made, however, where there are special circumstances which are communicated to you in writing within the 60 day period. If there is an extension, a decision shall be made as soon as possible, but not later than 120 days after receipt by the Plan Administrator of your claim for review.
5. The Plan Administrator's decision on your claim for review shall be communicated to you in writing and shall include specific references to the pertinent Plan provisions on which the decision was based.
6. If the Plan Administrator's decision on review is not furnished to you within the time limitations described above, your claim shall be deemed denied on review.

ACTUARIAL INFORMATION

PERTINENT ACTUARIAL INFORMATION		
	As of October 1	
	2021	2020
Number of Members of the Plan		
Active Employees	129	132
Those Receiving or Due to Receive Benefits	183	177
Annual Payroll of Active Members	\$11,851,930	\$11,905,120
Annual Rate of Benefits in Pay Status	11,418,208	10,405,687
Actuarial Accrued Liability	203,061,218	192,369,288
Net Assets Available for Benefits (Actuarial Value)	160,748,636	147,182,261
Unfunded Actuarial Accrued Liability	42,312,582	45,187,027
Covered Payroll of Active Members in Contributing Year	12,326,007	12,381,325
Required Contribution to be Made to the Plan Over and Above Contributions by Members of the Plan	6,914,249	7,065,683
Required Contribution as % of Payroll of Active Members	56.09%	57.07%
Required Contribution to be Paid During Year Ending	9/30/23	9/30/202

Reconciliation of Plan Assets

Item	September 30	
	2021	2020
A. Market Value of Assets at Beginning of Year	\$ 179,967,226	\$ 171,223,933
B. Revenues and Expenditures		
1. Contributions		
a. Employee Contributions	\$ 1,020,972	\$ 1,009,742
b. Employer Contributions	6,807,121	6,734,660
c. State Contributions	895,509	923,117
d. Other Revenue/Purchased Service Credit	-	-
e. Total	\$ 8,723,602	\$ 8,667,519
2. Investment Income		
a. Interest, Dividends, and Other Income	\$ 3,878,824	\$ 4,072,501
b. Net Realized Gains/(Losses)	N/A *	N/A *
c. Net Unrealized Gains/(Losses)	42,945,993 *	10,373,442 *
d. Investment Expenses	(1,315,945)	(919,617)
e. Net Investment Income	\$ 45,508,872	\$ 13,526,326
3. Benefits and Refunds		
a. Refunds	\$ (41,229)	\$ (96,785)
b. Regular Monthly Benefits	(8,088,557)	(8,717,363)
c. DROP Distributions	(4,393,519)	(4,423,207)
d. Lump-Sum Benefits Paid	-	-
e. Total	\$ (12,523,305)	\$ (13,237,355)
4. Administrative and Miscellaneous Expenses	\$ (282,996)	\$ (213,197)
C. Market Value of Assets at End of Year		
1. Market Value at End of Year	\$ 221,393,399	\$ 179,967,226
2. Less DROP Account Balances	32,440,770	28,946,286
3. Less State Contribution Reserve	-	-
4. Final Market Value at End of Year	\$ 188,952,629	\$ 151,020,940

*The breakdown between the net realized gains and losses and the net unrealized gains and losses was not available.