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RETIREMENT PLANS SUMMARY FOR FIREFIGHTERS AND POLICE OFFICERS

City of Alexandria Firefighters and Police Officers Pension Plan Contract# 17147 Administered by Prudential					
Type of Plan	Defined benefit pension plan				
Eligibility	Full-time sworn Firefighters and Police Officers are covered employees Recruits are included, but special police officers are excluded				
Contributions	Employees currently contribute 7.2% pre-tax for pension and 0.8% post-tax for disability components City currently contributes 21.93 for pension and 3.65% for disability components				
Vesting	5 Year Vesting				
Average Monthly Compensation = AMC	Average of 48 consecutive months of highest compensation while employed as a sworn Firefighter or Police Officer for the City (excludes overtime, shift differential, bonuses, etc.)				
Credited Service	Employees receive one month of credit for each full month that they are employed. Special rules apply for service prior to January 1, 2004.				
Benefit Formula	2.5% x AMC x years of Credited Service (1-20 years) + 3.2% x AMC x years of Credited Service (21-30 years) Maximum 82% AMC				
Normal Retirement (Unreduced)	Eligible if at least age 55 with at least 5 years of Credited Service or if at least 50 with at least 25 years of service				
Early Retirement (Unreduced)	Eligible if at least 25 years of Credited Service – no age requirement				
Early Retirement (Reduced)	Eligible if at least age 50 with at least 20 years of Credited Service				
Retirement Payment Options	Life annuity, various life annuity and survivor/contingent annuitant options				
Disability Retirement	<p>An employee who suffers a disability while covered under the plan may apply to receive a disability benefit equal to a percentage of average monthly compensation.</p> <table style="width: 100%; border: none;"> <tr> <td style="width: 50%;">70% for a service connected total disability</td> <td style="width: 50%;">66 2/3% for a service connect partial disability</td> </tr> <tr> <td>66 2/3% for a non-service connected total disability</td> <td>50% for a non-service connected partial disability</td> </tr> </table> <p>Disability benefit is payable until the employee is eligible for retirement benefits. Retirement benefits may partially or fully offset disability benefits.</p>	70% for a service connected total disability	66 2/3% for a service connect partial disability	66 2/3% for a non-service connected total disability	50% for a non-service connected partial disability
70% for a service connected total disability	66 2/3% for a service connect partial disability				
66 2/3% for a non-service connected total disability	50% for a non-service connected partial disability				

This is a summary of your retirement benefits. The provisions of the plan document will prevail in any instances where this summary differs from the plan document. Plans are subject to change.

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Death/Survivor Benefits	Beneficiary may receive a lump-sum payment of member's contribution account or a monthly benefit, if applicable
Termination Prior to Retirement	Member has option of cashing out contributions and forfeiting service credits; vested member may leave contributions (and service credits) and receive a monthly benefit when eligible for retirement.
Deferred Retirement Option Program (DROP)	Voluntary program available to members who have completed 30 or more years of credited service. Participants are allowed to retire and continue working for the City for up to 3 years; retirement benefits are credited to a deferred account while still working. There is a Q&A brochure relating to the DROP on the Pension Division web site.
Cost of Living Adjustment (COLA)	Lesser of 3% or the change in the Consumer Price Index (CPI) from previous year, if applicable
Purchase of Prior Plan Service	A rehired employee who took a refund of contributions may reinstate that service by repaying the plan the amount of the refund plus 7.5% interest within 90 days of rehire date
Prudential Contact information	Prudential web site: www.prudential.com/online/retirement Toll Free Access 1-(877) PRU-2100 (778-2100) Interactive Voice Response service available 24 hours; retirement representatives available 8 am-9 pm ET Mon.-Fri.

City of Alexandria Retirement Income Plan For Firefighters and Police Officers Contract 719116 Also known as the "DC Plan" or the "Old Plan" Administered by Prudential	
Type of Plan	Defined contribution plan
Eligibility	This was the pension plan for firefighters and police officers prior to 2004. It is considered to be a closed plan because no employee was able to join after the above named defined benefit plan began in 2004. Firefighters and Police Officers employed prior to February 21, 2004, would only have an account in this plan if 1) they did not make a Past Service Election to exchange contributions and service in this plan for service in the defined benefit plan, or 2) if they had made voluntary after-tax contributions to this plan prior to January 1, 2004. Most Participants made a Past Service Election and no longer have an account balance in this plan.
Past Service Election	If you were actively employed on February 21, 2004, as a sworn City Firefighter or Police Officer and commenced participation in this Plan prior to July 1, 2003, you were provided a one-time opportunity to exchange your City-funded balance in this Plan for "pre-2004 credited service" under the City of Alexandria Firefighters and Police Officers Pension Plan (also known as the New Plan or the defined benefit plan; see page one)
Contributions	Contributions were all paid by the City except for the voluntary after-tax contributions made by some members
Vesting	All current members are 100% vested
Retirement benefit	The value of the account is determined by the contributions paid into the Plan ± investment return

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In-service Distributions	Not allowed
Distributions	After termination of service or retirement from the City. Normal Retirement Age in this plan is age 60. If you are an active Participant and terminate service with the City due to a disability retirement under the City of Alexandria Firefighters and Police Officers Pension Plan (defined benefit plan) you may receive some or all of your account balance in this Plan upon reaching Normal Retirement Age for the defined benefit plan. The Normal Retirement Age under the defined benefit plan is either: 1) the first day of the month following your 55 th birthday if you were employed by the City as a sworn Firefighter or Police Officer prior to January 1, 2004; or 2) the first day of the month following the date on which you turn 55 and complete 5 years of credited service if you were employed by the City as a sworn Firefighters or Police Officer on, or after, January 1, 2004; or 3) the date you are determined to be disabled.
Disability Benefit	The disability benefit at your Normal Retirement Age is offset by a calculated amount based on your account balance. Please contact the City Retirement Administrator to discuss this.
Prudential Contract Information	Prudential web site: www.prudential.com/online/retirement Toll Free Access 1-(877) PRU-2100 (778-2100) Interactive Voice Response service available 24 hours; retirement representatives available 8 am-9 pm ET Mon.-Fri.

City of Alexandria Pension Plan for Firefighters and Police Officers Also Known as the “Old Plan” or the “Old, Old Plan”		Contract 17222 Administered by Prudential
Type of Plan	Defined benefit pension plan	
Eligibility	<p>This plan was closed to new participants in 1979. There are 138 retirees and survivors receiving monthly benefits.</p> <p>This plan was replaced in 1979 when the Retirement Income Plan for Firefighters and Police Officers (RIP) was created as a defined contribution plan. The RIP was closed to new participants in 2004 when the Firefighters and Police Officers Pension Plan, often called the “New Plan” was created. The New Plan is a defined benefit plan.</p>	

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