

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	A	R	E	S	U	P	P	L	D	R	O	P	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS	
LL	Altamonte Springs	P	Age 55 + 6 years; or 25 years regardless of age EARLY: 6 years regardless of age	LOD: 3% of AFC x cr. svc., not less than 65% of AFC NLOD: 3% of AFC x cr. svc., not less than 25% of AFC, must have 8 yrs. cr. svc. A member with 6 yrs. but less than 8 yrs. of cr. svc. entitled only to termination benefit.	3.00%																	Y	Total cash remuneration including up to 300 hours of overtime, but excluding lump sum payments for accrued vacation or sick leave, clothing, meal, mileage or vehicle allowances and any payments for second party employer.	6	1.00 %	COLA=3%		
LL	Apopka	F	Age 55 + 10 years; or 22 years regardless of age EARLY: Age 50 + 10 years	LOD: 2.5% of AFC x cr. svc., not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.00%																		Y	Total W-2 comp. + tax exempt/deferred items of income derived from elective employee payroll deductions or salary reductions.	10	8.30 %		
LL	Apopka	P	Age 45 + 10 years; or 20 years regardless of age EARLY: 40 + 10 years	LOD: 3.6% of AFC x cr. svc., not less than 42% of AFC. Minimum benefit if from an intentional act of violence, assumes 20 yrs. of cr. svc. NLOD: must have 10 yrs. cr. svc.	3.6% - Years 1 - 10 4.0% - Thereafter <u>plus</u> , retirees on or after 3/1/98 receive a \$500 lump sum every 5 years.																	Y	Y	Total compensation rendered to the city as a police officer reportable on the member's W-2 form + tax deferred sheltered or tax /exempt payments.	10	7.00 %		
LL	Arcadia FF transferred to DeSoto Co. on 6/1/06 (closed to new FF members)	P & F	Age 55 regardless of years of service; or 20 years regardless of age EARLY: Age 45 + 6 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc.	3.65%																		Y	W-2 Earnings plus tax deferred, tax sheltered, or tax exempt items	6		Police: 9.6% Fire: varies between 0.50% to maximum of 9.6% based on County's contribution requirements. Fire services were transferred to DeSoto County effective 6/1/06. Some firefighters elected to remain in 175 plan. Closed to new firefighter members.	
LL	Atlantic Beach	P	Age 55 + 10 years; or Age 50 + 20 years; or Age 60 + 5 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: must have 5 yrs. cr. svc.	3.00%																		Y	Salary includes base pay, over-time, longevity, cost of living payments and educational incentive payments. Does not include unused vacation/sick leave, value of fringe benefits & uniform allowance, equipment allowances, or special detail work performed for a second party employer.	5	4.82 %	DROP - may participate up to 60 months. Accounts are self-directed. COLA - ad hoc COLA provision.	
LL	Atlantis Transferred to FRS on 1/1/05 substituted plan no state money	P	Age 55 + 6 years; or 25 years regardless of age EARLY: 6 years regardless of age	LOD: greater of 65% or accrued NLOD: greater of 25% or accrued (8 year vesting)	3.00%																		Y	Y	Total cash compensation received including up to 240 of vacation pay, but excluding lump sum payment of unused leave.	10	0.50 %	COLA - for those retiring after 7/1/05 a 3% yearly adjustment. DROP is for 60 months and is self-directed.
LL	Auburndale	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc.	3.25%, <u>plus</u> supplemental mo. benefit of \$20 times each yr. of cr. Svc.																		Y	Total compensation for services rendered to the City as a police officer on Member's W-2 form plus all tax deferred or tax exempt items of income. For service eaned on or after July 1, 2011, salary shall exclude overtime in excess of 300 hours, and shall exclude payments for accrued unused sick and vacation leave for service earned after July 1, 2011.	10	2.50 %	DROP has a 3% fixed interest rate.	
LL	Auburndale	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc.	3.5%, <u>plus</u> a \$22.00 per year of service supplement																		Y	Fixed compensation for services rendered to the City as a firefighter on Member's W-2 form plus all tax deferred, tax sheltered, and tax exempt items of income	10	6.60 %	DROP has a 3% fixed interest rate.	
LL	Aventura	P	Age 55 +10 years; or 25 years credited service EARLY: Age 45 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc., greater of 30% or accrued	3.00%																			10	6.78 %	Member contribution is 6.775%		
LL	Avon Park	P	Age 55 + 10 years; or Age 60 regardless of years of service; or 20 years regardless of age. EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc.	3.00%																		Y	Y	Total Compensation for services rendered to the City as a Police Officer reportable on member's W-2 form, plus all tax deferred, tax sheltered or tax exempt items.	10	5.00 %	

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LL	Avon Park	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc.	3.16%																			Y	Y	Total compensation for services rendered to the City as a Firefighter reportable on member's W-2 form, plus all tax deferred, tax sheltered or tax exempt items.	10	5.00 %	COLA is applicable to all retirees with 15 years of service. COLA begins at age 58 and continues until age 62 with annual 3% adjustment.			
LL	Bal Harbour Village	P	Age 55 + 10 years; or Age 52 + 25 years; or Age 57 regardless of years of service; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: greater of 25% or accrued	3.50%																				Y	Y	Base pay including overtime, but excluding incentive pay, shift differentials, etc.	10	10.00 %	COLA is payable on one year anniversary of retirement and is an annual 2.5% increase. DROP participation is for up to 5 years and employees may choose between a guaranteed 4% investment earning or the plan's net actual return.		
LL	Bartow	F	Age 55 + 10 years; or Age 52 + 25 years; or 28 years regardless of age EARLY: Age 45 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc.	3.15%																					Y	Total compensation for services rendered to the City as a Firefighter reportable on member's W-2 form, plus all tax deferred, tax sheltered or tax exempt items.	6	2.00 %	COLA: 1.32% annual for all those retiring after 10/1/07		
LL	Bartow	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 45 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc.	3.15%																					Y	Y	Total compensation for services rendered to the City as a Police Officer reportable on member's W-2 form, plus all tax deferred, tax sheltered or tax exempt items.	6	4.00 %		
LL	Bay Harbor Islands (P - Supplemental)	P & G	Age 55 + 10 years; or Age 50 + 20 years Age 65 regardless of years of service	LOD: accrued benefit payable on 91st day of disability, until recovery or normal retirement date.	Varies: 3.25% (with increases based on employee contribution) Also, retirement subsidy of \$350 per mth x vested % payable to age 65.																					Y	Base pay including deferred compensation amounts paid by the Town of Bay Harbor Islands.	Graduated 5 - 10	8%	State moneys are used in a supplemental plan to provide an enhanced benefit accrual to police officers.		
LL	Belleair Bluffs	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued, but not less than 42%. NLOD: after 10 years, accrued, but not less than 25%.	2.70%																					Y	Fixed monthly remuneration for services rendered to the City as a Firefighter reportable on the Member's W-2 form plus all tax deferred, sheltered or exempt items of income.	10	6.50 %			
LL	Belleair Police (Fire - Retiree only)	P	Age 55 + 5 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued, but not less than 42% of AFC NLOD: must have 10 yrs.	3.50%																							Total compensation for services rendered to the town reportable on member's W-2 form +all tax deferred, tax sheltered & tax-exempt items of income.	5 if hired before 10/1/92 10 after 10/1/92	6.00 %		
LL	Belleview	P	Age 55 + 10 years; or Age 52 + 25 years; or Age 60 regardless of years of service EARLY: Age 50 + 10 years	LOD: accrued, but not less than 42%. NLOD: after 10 years, accrued, but not less than 25%.	3.00%																						Y	Total compensation on W-2 form + all tax deferred, sheltered or exempt items.	3 if hired before 9/17/91 10 after 9/16/91	5.00 %	Revenues in excess of the 1997 Base Amount beginning with year ending 9-30-99 goes into share balances.	
LL	Boca Grande Fire Control District	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.00%																						Y	Y	Fixed compensation for services rendered to the district reportable on the member's W-2 form, plus all tax deferred, sheltered, or exempt items.	10	0.50 %	DROP participation is 60 months. COLA - based on CPI, not more than 3%, commencing one year after beginning receipt of retirement benefits.
LL	Boca Raton	P & F	Age 55 + 10 years; or 20 years continuous service regardless of age EARLY: 50 + 10 years	LOD: accrued, but no less than 75% of AME. NLOD: must have 10 yrs. cr. svc., 3.25% of AME, maximum of 50%, min. of 25% of AME.	POLICE: 3.50% (max is 87.5%) FIRE: 3.40% (max is 100%) plus a lifetime supplement of \$10.50 per month times completed years of continuous service.																						Y	Y	FIRE: Fixed monthly remuneration, including basic wages, EMT, paramedic pay, fire inspection pay and contributions pd by the city, excludes: over-time, bonuses, and any other payments. POLICE: Total cash remuneration paid by the city for services rendered, including overtime; excludes bonuses, accumulated sick & annual leave.	10	Police: 10.20 % Fire: 10.20 %	COLA: Police receive a 2% annual increase in pension benefits beginning 1 year after retirement

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LL	Bonita Springs Fire Control District	F	Age 55 + 10 years; or Age 50 + 25 years EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: accrued benefit (10 year vesting)	3.58% - Prior to 6/1/10 3% - All employees hired after 6/1/10	Y		Y	Y	Basic compensation, including longevity pay, incentive pay, paid to a firefighter based on 53 hours plus 3 hours overtime for shift work or a 40 hour week.	10	7.00 %	DROP participation is 60 months, member has option of 6.5% fixed or investment return earned by plan. SHARE PLAN: funded with increases in state moneys in excess of 1,000,055. COLA: 3% annual benefit for 17 years commencing 1 year after retirement. For those hired after 6/1/10, COLA is 3% annual benefit for 12 years commencing 1 year after retirement.
LL	Boynton Beach	F	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: 66 2/3% reduced by WC and SS, but not less than 42% of AFC. NLOD: after 10 yrs. cr. svc., 2.50% of AFC x yrs. of svc. but not less than 25% of AFC.	3% (13th check in years plan realizes an actuarial gain)			Y	Y	Total Cash compensation, excluding bonuses & incentive pay	10	12.00 %	Buy-back of 5 years of military service Ord. #01-46. Ord.02-005, 13th check to retirees in years when the Plan realizes an actuarial gain.
LL	Boynton Beach	P	Age 55 + 10 years; or Age 50 + 15 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: 66 2/3% reduced by WC and SS, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued retirement benefit, but not less than 25% of AFC.	3.5% (13th check in years plan realizes an actuarial gain)			Y		Total Cash compensation including overtime, lump sum payment of unused leave.	5	7.00 % (city pick-up)	DROP not to exceed 5 years. COLA adhoc - 13th check based on actuarial determination
LL	Bradenton	P	Age 45 + 20 years; or Age 55 + 10 years EARLY: Age 50 + 10 years	LOD: greater of 60% or accrued NLOD: greater of 60% or accrued (10 year vesting)	3%, plus members with more than 20 years receive a monthly amount = to \$10 for each year of service.			Y	Y	Total compensation reportable on W-2 form plus all tax deferred or tax exempt items.	10	6.00 %	DROP: 60 month participation. COLA: Annual increase equal to 1/2 of the CPI, up to maximum of 4%. After 7/16/08, COLA is provided to those retiring with 20 years of service and each January 1 is increased by 2.71%.
LL	Bradenton	F	Age 55 + 10 years; or 25 years regardless of age; EARLY: Age 50 + 10 years; or 20 years regardless of age	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc., greater of 25% or accrued	3.00%			Y	Y	Total compensation rendered to the city as a firefighter reportable on the member's W-2 form + tax deferred sheltered or tax /exempt payments. Effective for earned after 4/15/12, salary is limited to 300 hours of overtime and excludes payments for	10	9% - as of 4/15/13 10% - as of 4/15/14	City has minimum contribution of 8% of payroll.
LL	Brooksville	F	Age 55 + 10 years; or Age 60 regardless of years of service; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc.	3.10%			Y	Y	Total W-2 Earnings + tax exempt/sheltered/deferred income	10	3.29 %	COLA-for regular retirees, provides a 3% increase until age 65.
LL	Brooksville	P	Age 55 + 6 years; or 20 years regardless of age EARLY: 50 + 6 years	LOD: greater of 42% or accrued NLOD: greater of 25% or accrued (6 year vesting)	4.00%			Y	Y	Chapter, excludes overtime in excess of 300 hours, as well as lump sum payments for sick and vacation earned after July 1, 2011.	6	1.00 % (city pickup)	DROP all member to choose 6.5% fixed rate or net investment return. Participation is for 60 months or for a total of 25 years of service with the City as a police officer.
LL	Bunnell	F	Age 52 + 10 years EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued NLOD: must have 10 yrs. cr. svc., greater of 25% or accrued	*\$47.00 for each year of credited service or 3% of AFC for each year of credited service.			Y		Compensation plus all tax deferred, sheltered or exempt items of income	10	5.00 %	*Effective 10-1-99, a volunteer firefighter member must respond to at 25% of fire alarms & 50% of fire drills during the plan year to be eligible to the \$30.00 benefit.
LL	Bushnell (Terminated as of 10/1/12)	P	Age 55 + 6 years; or 25 years regardless of age EARLY: 6 years regardless of age	LOD: greater of 65% or accrued NLOD: must have 6 yrs. cr. svc., greater of 25% or accrued	3.00%				Y	Chapter	6	1.00 %	Plan was terminated as of 10/1/12 - accrued retirement benefits to be paid out in lump sum.
LL	Cape Coral	F	Age 50 regardless of years of service; or 25 years regardless of age EARLY: 40 + 10 years	LOD: greater of 65% or accrued NLOD: less than 5 yrs. = 25% or accrued, 5-10 yrs. = 50% or accrued, 10 or more yrs. = 66 2/3% or accrued.	3.25%			Y	Y	Total compensation for services rendered as a firefighter reportable on the member's W-2 form plus all tax deferred, sheltered or exempt items of income; however, excluding all overtime in excess of 300 hours per year, and excluding payments for accrued annual and sick leave hours earned after February 7, 2012.	Graduated 5 - 10	10.00 %	DROP: Not to exceed 60 months.

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LL	Cape Coral	P	Age 50 regardless of years of service; or 25 years regardless of age; Effective 10/1/13 age 52 with 10 years of credited service or completion of 27 years EARLY: 40 + 10 years	LOD: greater of 65% or accrued NLOD: less than 5 yrs. = 25% or accrued, 5-10 years = 50% or accrued, 10 or more yrs. = 66 2/3% or accrued.	3.25%				Y	Y	Graduated 5 - 10	10.00 %	Ord.#89-01 2% one-time COLA for disability retirees as of 10-1-98.
LL	Casselberry	P & F	Age 55 + 6 years; or 25 years regardless of age EARLY: 6 years regardless of age	LOD: greater of 65% or accrued NLOD: greater of 25% or accrued (6 year vesting)	3%, plus a subsidy of \$5 per year of credited service, (\$30 minimum & \$150 maximum).				Y		6	0.50 %	Retirement Supplement equal to \$5 per month for each year of service with minimum of \$30 and Maximum of \$150. COLA = 3% each July 1.
Chapter	Chattahoochee	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.50%					Chapter	10	5.00 %	
LL	Clearwater	P, F & G	Police & Fire: Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years General: Age 65 + 10 years; or Age 55 + 20 years 30 years regardless of age.	LOD: no less than 66.67% of avg. mo. comp. NLOD: must have 10 yrs. of svc., a mo. annuity for the life of participant.a survivor annuity is provided under normal from of benefit, 120 mo. payments are guaranteed in any case.	2.75% Also has supplemental & share plans.	Y			Y	FIRE: Regular wages, bonuses & overtime as reported on W-2. POLICE: Total compensation: excluding lump sum payment of accrued sick and vacation pay at termination.(accrued sick leave is sold back at 1/2 hrly rate, max 1560 hrs.)	10	8.00 %	Supplemental Plan closed for members hired after 1963. No state moneys go into the closed supplemental plan.
LL	Clermont	P	Age 55 + 10 years; or Age 52 + 25 years; or 20 years regardless of age EARLY: 50 + 10 years	LOD: greater of 42% or accrued or accumulated contributions at 5% interest NLOD: if vested - greater of 25% or accrued or accumulated contributions at 5% interest. If not vested, return of contributions with 5% interest.	2.25% for years prior to 10/1/02, and 3% for years beginning 10/1/02.				Y	Total cash remuneration for services rendered as a police officer including overtime, but excluding bonuses.	Graduated 5 - 10	3.00 %	
LL	Clermont	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: 50 + 10 years	LOD: greater of 42% or accrued or accumulated contributions at 5% interest NLOD: if vested - greater of 25% or accrued or accumulated contributions at 5% interest. If not vested, return of contributions with 5% interest.	Full-Time: 2.25% for years prior to 10/1/02, and 3% for years beginning 10/1/02. Volunteer: \$5.00 per month times Years of service or 2.25% for years prior to 10/1/02, and 3% for years beginning 10/1/02, whichever is greater.				Y	Full-Time: The fixed monthly remuneration for services rendered as a firefighter, excluding bonuses. Volunteers: If salary is based on actual services rendered, total cash remuneration received yearly, prorated on a monthly basis, excluding bonuses.	Graduated 5 - 10	1.00 %	
LL	Cocoa	P	Age 50 + 10 years; or 25 years regardless of age	LOD: greater of accrued or not less than 42% of AME or 50% of regular base pay. NLOD: must have 10 yrs. cr. svc., greater of accrued or not less than 25% of AME or 25% of regular base pay.	3.00%				Y	Y	10	6.50 %	W-2 Earnings
LL	Cocoa	F	Prior to 1/1/99 - Earlier of Age 52 or 25 years After 1/1/99 - Age 52 + 10; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued, but not less than 42% of AME. NLOD: 25% payable 6 months from date of disability. Plan benefits will be reduced by SS/WC so that sum of all payments=80% of pay	3.00%				Y	Y	10	6.50 %	W-2 Earnings plus tax deferred and tax exempt items of income.
LL	Cocoa Beach	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued, but not less than 42% of AME. NLOD: must have 10 yrs. cr. svc.	3.00% for Credited Service on or after 11/19/98 and 4.00% for Credited Service prior to 11/19/98				Y	Base compensation for services rendered to the City as a firefighter, plus overtime & educational incentive pay, & all tax deferred, sheltered or exempt items. Does not include lump sum payments for unused sick, vacation or paid time off.	10	5.00 %	

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LL	Cocoa Beach	P	Age 55 + 10 years; or Age 52 + 25 years; or 30 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued, but not less than 42% of AME. NLOD: must have 10 yrs. cr. svc.	3.00% for Credited Service on or after 11/19/98 and 4.00% for Credited Service prior to 11/19/98					Total compensation for services rendered to the City as a police officer, including overtime & educational incentive pay, & all tax deferred, sheltered or exempt items.	10	5.00 %	
LL	Cooper City CLOSED transferred to Broward on 2/15/04	F	Age 50 + 10 years; or 25 years regardless of age	LOD: accrued, but not less than 60% of AME. NLOD: accrued, but not less than 25% of AME.	3%, plus a monthly supplemental benefit of \$5 per yr. of service. (13th Check).					Base salary, including pick-up contributions for all straight time hours worked.	10	3.45 %	DROP shall not exceed 60 months.
LL	Cooper City CLOSED transferred to Broward on 2/15/04	P	Age 50 + 10 years; or 25 years regardless of age	LOD: accrued, but not less than 60% of AME. NLOD: accrued, but not less than 25% of AME.	3%, plus a monthly supplement amount pro-rated based on service with a maximum of \$236 until the earlier of eligibility for Medicare or age 67. (13th Check).					Total cash remuneration for services rendered. Overtime compensation shall be limited to not more than 300 hours per person per year..	10	8.13 % (city pick-up)	13th Check available based on cumulative actuarial gains.
LL	Coral Gables	P & F (Share)	Earliest of: Age 65; or Age 52 + 10 years; or Rule of 70 (Age + Years = 70) EARLY: Age 50 and 10 years of service.	LOD: minimum of accrued NLOD: minimum of accrued benefit	3.00%, also has Share Plan.	Y		Y		FIRE: All wages, salaries & other amounts for personal services actually rendered as a firefighter with the city, includes up to 300 hours of overtime. POLICE: Cash remuneration, includes up to 300 hours of overtime.	10	5.00 % (city pickup)	COLA based on actuarial gain. DROP: allows participation up to 96 months for fire and 60 months for police. Provides a 3% minimum interest on DROP moneys.
LL	Coral Springs	P	Age 55 + 10 years; or 20 years continuous service regardless of age EARLY: Age 50 + 10 years continuous	LOD: the greater of mo. accrued benefit; 70% of current base mo. salary; 42% of avg. mo. earnings. NLOD: must have 10 yrs. cr. svc., greater of mo. accrued benefit; 25% of avg. mo. earnings.	3.50%				Y	All compensation, including up to 300 hrs. of overtime, excluding leave payouts at separation of off-duty pay. Compensation other than base salary shall be limited to 13% of base salary.	Graduated 5 - 10	9.875% (city pickup)	DROP participation is up to five years.
LL	Coral Springs	F	Age 55 + 10 years; or Age 52 + 20 years; or 25 years regardless of age; or Age 56 + 3 years (for members as of inception) EARLY: age 50 + 10 years	LOD: the greater of mo. accrued benefit; 52.5% of avg. mo. earnings. NLOD: must have 10 yrs. cr. svc., greater of mo. accrued benefit; 30% of avg. mo. earnings.	3.50%				Y	Fixed monthly compensation	10	8.75% (city pickup)	DROP participation is up to five years. No minimum interest; however, members may self-direct in accordance with any of the options provided for Deferred Comp program. COLA - 1% available after 5th year of retirement.
Chapter	Crescent City	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.00%					Chapter	10	5.00 %	
Chapter	Crescent City	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.00%					Chapter	10	5.00 %	
LL	Crestview	P & F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 45 + 10 years	LOD: accrued benefit not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.20%				Y	W-2 Earnings; excluding sick/vacation pay but including tax exempt & deferred income.	10	6.40 %	
LL	Dade City	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: greater of 42% or accrued benefit NLOD: must have 10 yrs. cr. svc.	3.50%				Y	Chapter	10	1.00 %	

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TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Dade City CLOSED	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.25%					Chapter	10	1.00 %	Effective October 1, 2003, fire services were transferred to Pasco County. Some firefighters elected to remain in Chapter 175 plan.
LL	Dania Beach (Police & Fire are CLOSED plans)	P & F	Fire: Age 55 + 8 years; or 25 years continuous regardless of age Police: Age 55 + 10 years; or 25 years continuous regardless of age EARLY: Age 50 + 8 years; or 20 years continuous regardless of age	LOD: 60% of avg. mo. earnings for police; 68% of avg. monthly earnings for fire; the benefit may not be less than the member's accrued benefit for police or fire. NLOD: must have 1 yr. of continuous svc., 40-60% AME, the benefit may not be less than the member's accrued benefit.	3%, includes a supplemental benefit for police officers using the increases in the state moneys.				Y	Y	8	Police: 7.00 % Fire: 24.60 % (city pick-up; effective 10/1/01 employee portion 6.46 %)	Both Police (1998) and Fire (1/2011) are closed plans. Plan remains operational as some police and firefighters elected to remain under the local plan when the services were transferred to Broward County. <u>9/30/12 BSO</u> will pay up to \$513,354.00 to plan in employer contributions. Anything over this amount will be paid by City.
LL	Davie	P	Age 55 regardless of years of service; or 20 years regardless of age EARLY: 50 + 10 years	LOD: accrued, but not less than 66 2/3% less SS, WC, but not less than 42%. NLOD: accrued retirement benefit, but not less than 25% of FME.	TIER ONE: 3% of AME for 1st 10 Years + 4% for the next 10 years + 2% for the next 10 years with a maximum of 90% of FAE. TIER TWO: Effective 10/1/10 benefit accrual factor is 3% for first 20 years of service, and 2% for each year thereafter up to max of 80%; however, after 40 years, employee shall earn 2% for each additional year of service.				Y	Y	10	7.00 %	DROP - may participate with five years after reaching normal retirement. Total years of service and DROP participation not to exceed 30 years.
LL	Davie	F	Age 55 + 10 years; or 20 years of service regardless of age EARLY: 10 years regardless of age	LOD: 66-2/3% of FME, not less than greater of 42% of FMC or accrued benefit. NLOD: With 10 yrs. svc., 2% of AME, but not more than 50% of monthly earning at time of disability, not less than greater of 25% of FMC or accrued benefit.	3% of AME for 1st 10 Years + 4% for the next 10 years + 2% for the next 10 years with a maximum of 90% of FAE.				Y	Y	10	9.00 %	*COLA paid as 13th check DROP participation up to 6 years. Effective 1/1/12 - Stop/Restart enacted to allow for greater use of state moneys.
LL	Daytona Beach	P & F	Age 55 + 10 years; or 20 years regardless of age EARLY: 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC: 1) If less than 10 yrs. svc., 50% of AFC, 2) 10-14 yrs. - 60% of AFC, 3) 15 or more - 75% of AFC. NLOD: accrued benefit with 5 yrs. of Credited Service, but not less than 25% of AFC: 1) If 5-10 yrs., 37.5% of AFC, 2) 10 but less than 20, 50% of AFC.	POLICE: 3.38% with maximum of 90%. After 10/1/11 - 3% with max of 90%. FIRE: 3.5% with maximum of 90%, plus supplement of \$8.50 per month per year of service with maximum of \$215 per month.				Y	Y	10	Police: 10% Fire: 9.7%	
LL	Deerfield Beach CLOSED - effective 10/1/11 transferred fire services to Broward Co.	F	Age 52 + 10 years; or 20 years regardless of age EARLY: 47 + 10 years	LOD: 42% of AFC, not less than accrued benefit. NLOD: must have 10 yrs. cr. svc., 25% of AFC, not less than accrued benefit.	3.00% for the 1st 10 years of credited service; 3.25% for each additional year over 10. MAX 90% of AFC.	Y			Y	Total Cash Remuneration	10	9.00 % (city pick-up)	DROP may start at normal retirement or age 47, regardless of years of credited service. Self-directed. COLA: 2% deferred to 6 years after retirement. Share Plan receives state moneys in excess.
LL	Deerfield Beach CLOSED 1/13/90	P	Age 47 + 10 years; or 20 years regardless of age	LOD: 42% of AFC, not less than accrued benefit. NLOD: after 10 years of svc., 25% of AFC, not less than accrued benefit.	3.00% MAX 90%	Y			Y	Total Cash Remuneration	10	9.00 % (city pick-up)	Closed to new members Share Plan deposits are made from "increases" in state premium tax moneys.
LL	DeLand	F	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, not less than 50% of avg. mo. salary. NLOD: accrued benefit, not less than 25% of avg. mo. salary.	3.00%				Y	Y	10	5.00 %	Base pay, includes overtime, including employee contributions "picked-up" by the City.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	DeLand	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: 60% of FMC NLOD: 50% of FMC	3.00%				Y	Y	10	7.75 % (city pick-up)	COLA is 1.5% each January beginning at age 55 after one year of retirement or after three years of retirement, whichever comes sooner.
LL	Delray Beach	P & F	Age 55 + 10 years; or Age 52 regardless of years of service; or 20 years regardless of age. EARLY: 50 + 10 years	LOD: greater of the accrued pension or 60% of AME. NLOD: with 10 Years of continuous service, 2% of AME x yrs. cr. svc., with a minimum of 25% of avg. mo. earnings.	2.5% for employees with more than 10 but less than 20 Years of continuous service. 3.5% for each year of continuous service for attained 20 or more Years of continuous service.				Y	Y	10	6.00 %	
LL	Deltona	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued retirement, but no less than 60% of AFC at disability date NLOD: after 10 years of svc his accrued retirement benefit, but no less than 25% of AFC.	3.00% plus 3% for each year of past service credit over 25 years up to max. of 100%. Plus supplement - yrs. of svc. x \$5, but no more than \$125 per mo.				Y		10	8% (city pick-up)	
LL	Destin Fire Control District	F	For those hired after 10/1/12: Age 55 + 10 years; or Age 52 + 25 years For those hired before 10/1/12: Age 55 + 10 years; or 20 years of service regardless of age EARLY: Age 50 + 10 years	LOD: accrued retirement, but no less than 42% of AFC. NLOD: after 10 yrs. of svc.	For those hired after 10/1/12 - 2.5% For those hired prior to 10/1/12 - 3.5%				Y		10	6.80 %	DROP: 60 month participation; participants may choose from plan investment return or 6.5% guaranteed return. COLA- For those hired prior to 10/1/12 - 2% increases beginning the 10/1 following one full year of retirement. For those hired after 10/1/12 - No COLA
LL	Dunedin	F	Age 55 + 10 years; or Age 52 + 25 years; or 20 years regardless of age EARLY: Age 45 + 10 years	LOD: greater of 60% of avg. salary over the best five yrs. Or accrued benefit. NLOD: after 10 years of svc., greater of 30% of avg. salary over the best five yrs. or accrued benefit.	Not less than 2% but not more than 3% of AFC. 1-25 Years Credited Service, 3.00%, 25-37.5 Years Credited Service, divide the number of Years Credited Service by 75%, More than 37.5 Years of Credited Service, 2.00%. Plus supplement - yrs. of svc. x \$3, but no more than \$75 per mo.	Y			Y		10	5.50 %	Share Plan - 75% of increases in state moneys over \$283,050 will go into share plan. The remaining 25% will be held in the DB plan for new extra benefits.
LL	Dunnellon	P & F	Age 55 + 10 years; or 25 years EARLY: Age 50 + 10 years	LOD: 65% of AFC, not less than accrued benefit. NLOD: after 10 years of svc., 25% of AFC, not less than accrued benefit.	2.50%				Y		10	1.00 %	POLICE: Total cash remuneration paid for services rendered to the city, plus lump sum payments for accrued sick leave, exit bonuses, severance payments, other bonuses as stated in FRS rules. FIRE: Fixed monthly compensation.
LL	East Lake Tarpon Special Fire Control District	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: 42% of AFC, not less than accrued benefit. NLOD: after 10 years of svc., 25% of AFC, not less than accrued benefit.	3.00%				Y	Y	7	5.00 %	DROP is for up to 5 years. COLA - .65% increases beginning 10/1 following five years of retirement.
LL	East Naples Fire Control District	F	Age 55 + 6 years; or 25 years regardless of age EARLY: Age 50 + 6 years	LOD: 42% of AFC, not less than accrued benefit. NLOD: 25% of AFC, not less than accrued benefit.	3%, plus an additional supplemental benefit is also payable in the monthly amount of \$5 multiplied by Credited Service with maximum of \$150 per month.	Y			Y		6	3.00 %	Share Plan established for all active members effective 10/1/09. Initial distribution of accumulated increases of \$1,217,569 with subsequent increases of state moneys in excess of \$659,404 (note initially frozen amount is \$902,451).
Chapter	East Niceville Fire District	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.00%					Chapter	10	5.00 %	

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	S	D	C	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS	
						A	R	U	R	O					
						E	E	P	O	L					
Chapter	Eatonville	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.00%						Chapter	10	5.00 %		
LL	Edgewater	F	Age 55 + 5 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: 42% of AFC NLOD: must have 5 yrs. cr. svc., 25% of AFC.	3.00%	Y		Y			Total cash remuneration for services rendered.	5	6.00 %	Share Plan established for all members retiring after July 28, 2008 with state moneys in excess of \$63,784.63.	
LL	Edgewater	P	Age 55 + 5 years; or 20 years regardless of age EARLY: 50 + 5 years	LOD: 42% of AFC, not less than accrued benefit. NLOD: must have 5 yrs. cr. svc., 25% of AFC, not less than accrued benefit.	3.00%				Y		All wages reported on W-2 form.	5	6.00 %		
LL	Englewood Area Fire Control District	F	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.25%					Y	Base pay plus longevity pay and tax exempt/deferred items.	10	7.00 %	COLA - 1.7% increase each 10/1 following one full year of retirement	
LL	Estero Fire Protection & Rescue Service District	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: 10 years regardless of age	LOD: accrued benefit, not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., not less than 25%.	2% for years of service prior to 12/1/00, 3.7% for service on or after 12/1/00 through 9/30/10, 3% for service on or after 10/1/10.		Y		Y		Chapter	10	3.00 %	DROP is for up to 5 years. SHARE PLAN - effective 10/1/11 any increases over and above \$267,811 will be allocated to the member who were active during the year.	
LL	Eustis	P	Age 55 + 5 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued retirement benefit but not less than 65%. NLOD: not less than 25%.	2.5% for Credited Service up to 12/31/88. 3.0% for Credited Service after 12/31/88.					Y	Total cash remuneration including over-time paid by the City.	10	4.00 %	Annual COLA of 3%.	
LL	Eustis	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued retirement benefit but not less than 65% of AFC. NLOD: not less than 25% of AFC.	4.00%					Y	Gross Salary	10	4.00 %		
LL	Fernandina Beach	P & F	Age 55 + 6 years; or 25 years regardless of age EARLY: 50 + 6 years	LOD: accrued benefit, not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.25%					Y	Total cash compensation for services rendered reported on W-2 plus all tax deferred items of income.	6	7.70 %	Effective 10-1-00 one-time increase in benefits for current retirees of 1.5%. DROP participation shall not exceed 60 months.	
LL	Flagler Beach	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.19%						Chapter	10	10.00 %		
LL	Flagler Beach	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3%, plus \$40 per month per year of service supplement.						Chapter	10	5.00 %		
LL	Frostproof (Closed Plan - Law enforcement services transferred to Polk County effective 1/1/07)	P	Earlier of: Age 50 regardless of years of service; or 20 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued benefit, not less than 50% of AFC. NLOD: greater of accrued benefit, or 25% of AFC.	3.55%					Y	Y	Total compensation for services rendered as a police officer reportable on the member's W-2 form plus all tax deferred, sheltered or exempt items of income.	Graduated 5 - 10	1.00 %	
Chapter	Fruitland Park	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.00%						Chapter	10	5.00 %		

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Ft. Lauderdale	P & F	Age 55 + 10 years; or 20 years continuous regardless of age; or The date on which a former police officer or firefighter would have attained age 50 + 20 years EARLY: 50 + 10 years	LOD: 65% of AFC, not less than 42% of AFC. NLOD: 50% of AFC, not less than 25% of AFC.	3.38% FIRE: Also, Share Plan funded with accumulated increases and future increases over the 1997 amount.	Y		Y		POLICE: Fixed monthly remuneration and regular longevity bonus paid to a member including contributions "picked-up" by the City, plus all tax deferred items of income, including up to 40 hours of overtime. FIRE: Fixed monthly remuneration and regular longevity bonus paid to a member including contributions "picked-up" by the City, plus all tax deferred items of income	10	8.50 %	Effective October 1, 2011 member contributions shall be increased to 8.25% for members hired before April 18, 2010. Second Tier created: All members hired after April 18, 2010 shall make 8.5% member contributions.
LL	Ft. Myers	P	Age 55 regardless of years of service; or 25 years regardless of age EARLY: Age 45 + 10 years; or 15 years regardless of age	LOD: 3.4% of AFC times cr. svc., not less than 42%, plus \$290. NLOD: after 5 yrs. svc.	3.24%, plus \$290 mo. supplement for life.			Y	Y	Total compensation for services rendered to the city as a police officer reportable on member's W-2 Form plus all tax deferred, sheltered or exempt items of income.	5	10.00 %	COLA: beginning earlier of 24 months after retirement or age 60, members receive 3% per year on the base benefit. DROP is for up to 60 months, choose either plan's investment earnings or 3% guaranteed return.
LL	Ft. Myers	F	Age 52 regardless of years of service; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued retirement, but no less than 60% of his AFC, plus \$200 per month, plus 3% COLA beginning at age 60. NLOD: must have 10 yrs. cr. svc., accrued retirement benefit.	3.11%, plus \$200 mo. supplement for life.			Y	Y	Total compensation for services rendered to the city as a firefighter reportable on member's W-2 Form plus all tax deferred, sheltered or exempt items of income.	10	8.00 %	COLA is an annual 3% increase beginning two years after retirement. DROP is for up to 60 months, choose either plan's investment earnings or 6.5% guaranteed return.
LL	Ft. Pierce (P - Supplemental)	P	Age 55 + 10 years; or 25 years regardless of age. EARLY: Age 45 + 10 years	LOD: 10 or more years of cr. svc. with lump sum payment = to accrued benefit	The greater of 2% of AFC, up to \$1,000 per month ; or 1% of AFC x Credited Service up to 30 year.		Y	Y		Total Salary paid for services rendered. For officers hired prior to 10/12, unused sick and annual may be included that was accrued up to 9/30/12.	10	7.00 %	Supplemental Plan provides enhanced DB benefits to police officers.
LL	Ft. Pierce City Plan	P & G	Age 55 + 5 years; or 25 years regardless of age	LOD: not less than 75% of AFC. NLOD: 5 yrs. cr. svc. based on Cr. svc. and Final Avg. Salary at time of disability	POLICE: 3.00%			Y	Y	Total salary paid for services rendered	10	5.16 %	DROP is for up to 5 years and is self-directed. COLA: ad hoc based on excess investment returns, but not to exceed 3%.
LL	Ft. Walton Beach	P	Age 55 + 10 years; or 30 years regardless of age Members hired between the ages of 45 & 50 must work 10 years. EARLY: Age 50 + 10 years; or 25 years regardless of age	LOD: accrued benefit, not less than 50% of current comp. NLOD: 40% of current compensation. If sickness, 2 yrs. cr. svc. required.	2.75%				Y	Total W-2 Compensation	10	5.00 %	
LL	Ft. Walton Beach	F	Age 55 + 10 years; or 25 years of service EARLY: Age 45 + 10 years	LOD: accrued benefit, but not less than 50% of AFC. NLOD: must have 10 yrs. svc., accrued benefit, but not less than 25% of AFC.	2.75%			Y	Y	Total Compensation (including tax deferred & exempt income); but <u>excludes</u> sick/vacation pay.	10	6.60 %	DROP is for up to 3 years.
LL	Gainesville	P & F	Age 55 + 10 years; or 20 years regardless of age; or rule of 70. EARLY: None	LOD: monthly accrued benefit or 42% of final avg. earnings. NLOD: must have 5 yrs. cr. svc., monthly accrued benefit or 25% of final avg. earnings.	2.5% for service prior to 10/1/05; 2.625% for service after 10/1/05			Y	Y	Earnings are base pay (which includes all paid leaves), all overtime pay, longevity pay, educational incentive pay, "billable overtime", special assignment or duty pay, paramedic certification pay, call-back & stand-by pay and termination vacation pay.	10	7.50 %	DROP is for up to 3 years and provides a 5.5% interest rate of return.
LL	Golden Beach	P (Share)	Age 55 + 10 years; or Age 52 + 20 years EARLY: Age 50 + 10 years	LOD: greater of monthly accrued benefit or 70% of final avg. earnings. NLOD: must have 5 yrs. cr. svc., greater of monthly accrued benefit or 25% of final avg. earnings.	2.75% for service prior to 10/1/06, and 3% for service after 10/1/06, plus Share Account	Y		Y		W-2 Compensation	10	6.00 %	3.3% employee contribution goes into the General Plan and 1% employee contribution goes into the Share Plan.
LL	Green Cove Springs (Fire transferred to County 7/17/03)	P	Age 55 + 6 years; or 25 years EARLY: Age 50 + 10 years	LOD: greater of accrued benefit or 65% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., greater of accrued benefit or 25% of avg. mo. salary.	3%, plus supplement of \$8 per month per year of svc. up to max. of \$200.			Y	Y	Chapter	6	1.00 %	COLA: 1.5% each year following the 1st year of retirement. DROP: limited to 60 months.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Greenacres	P & F	Age 55 + 6 years; or 25 years regardless of age EARLY: Age 50 + 6 years	LOD: greater of monthly accrued benefit or 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., greater of monthly accrued benefit or 25% of avg. mo. salary.	3.00%	Y			Y	Chapter	6	4.00 %	COLA 3% on a compounded basis. Share Plan - effective 2/11/12 accumulated increases in the amount of \$495,151, plus annual increases over \$336,416 to be deposited into share plan.
LL	Gulf Breeze	P	Age 55 + 6 years; or Age 52 + 25 years EARLY: Age 50 + 6 years	LOD: greater of monthly accrued benefit or 42% of AFC. NLOD: must have 10 yrs. cr. svc., greater of monthly accrued benefit or 25% of AFC.	3.5%, plus supplement of \$5.00 per month for each year of service.			Y	Y	Chapter	6	1.00 %	
LL	Gulfport	F	Age 55 + 10 years; or Age 52 + 25 years; or 30 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of \$250 per month, accrued benefit, or 50% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit.	Greater of: \$30.00 for each year of Credited Service or 3.10% of AFC x each year of Credited Service.				Y	Total cash compensation for services rendered; excludes overtime in excess of 300 hours for service earned on or after 7/1/11.	10	10.00 % first \$1,200 of salary 5.00 % thereafter	COLA up to 3% based on availability of frozen amount of state premium tax moneys. Effective 4/21/09 - benefit accrual rate adjusted between 3% up to 3.37% based on available increases in state moneys.
LL	Gulfport	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	2.75%					Total compensation for services rendered to the city as a police officer reportable on members' W2, plus all tax deferred, sheltered or exempt items of income. Excludes overtime in excess of 300 hours for service earned after 7/1/11.	10	8%, plus 1% made by the City on behalf of employee	
LL	Haines City	F	Age 55 + 10 years; or Age 52 + 25 years; or Age 60 regardless of years of service EARLY: Age 50 + 10 years	LOD: accrued benefit, not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.11%					Total W-2 compensation includes tax deferred & exempt income.	10	5.40 %	
LL	Haines City	P	Age 55 + 10 years; or Age 52 + 25 years; or Age 60 regardless of years of service EARLY: Age 50 + 10 years	LOD: accrued benefit, not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.35%				Y	Total Cash Compensation for services rendered.	10	9.00 %	
LL	Hallandale Beach	P & F	Age 52 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: the greater of accrued benefit, or 42% of basic comp. NLOD: must have 10 yrs. cr. svc., the greater of accrued benefit, or 25% of FMC and not more than 50% of FMC.	3.20%			Y	Y	Base salary, including pick-up contributions for all straight time hours worked, overtime, assignment pay, jury duty pay, bereavement leave, premium pay, longevity, and educational incentive payments. Excludes payments for outside service duty detail compensation, payments for accrued sick, vacation and comp ti, uniform and expense allowances, commissions and bonuses.	10	9.50 % (city pick-up)	DROP: limited to 5 years or a total of 30 years of service. COLA: a 2% adjustment each January 1 provided that the CPIU for the prior year is greater than 0.5%.
Chapter	Havana	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.50%					Chapter	10	0.50 %	
LL	Hialeah Gardens	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 45 + 10 years	LOD: greater of accrued benefit or 42% of AFC. NLOD: must have 10 yrs. cr. svc., greater of accrued benefit or 25% of AFC.	3% for svc. Earned prior to 10/1/11, 2.75% for svc. Earned on or after 10/1/11				Y	Actual Compensation received.	5 before 10/1/90 10 after 9/30/90	5.00 %	Ord. #2000-24 Early Retirement Incentive for employees over the age of 42 with 17 Years Credited Service 3 year AFC and 3.4415 % accrual.
LL	Hialeah (Share Plan)	P & F	Age 55 + 10 years; or Age 52 + 25 years; or Hired after 12/31/73: Age + Years = 70 or more (with at least 20 Years) EARLY: Age 50 + 10 years	LOD: minimum of 42% of AFC. NLOD: after 10 years of service, minimum of 25% of AFC.	Prior to 12-31-73: Basic pension of \$2,800 & 2% of AFC not to exceed 30 Years After 12-31-73: Basic pension is \$1,800. & 3% of AFC not to exceed 25 Years SHARE PLAN	Y			Y	Base Pay, longevity & specialty pay as recognized by personnel board.	Graduated 10 - 20	7.00 %	

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	A	R	E	S	U	P	P	L	D	R	O	P	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
Chapter	Holley-Navarre Fire Control District	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.00%																		Chapter	10	5.00 %		
LL	Holly Hill	P	Earlier of: Age 55 + 6 years; or 20 years regardless of age on & after July 1, 2011 Age 55 + 10 years, or 20 years EARLY: Age 50 + 6 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: after 10 years of service, accrued benefit, but not less than 25% of AFC.	3%, <u>plus</u> \$150 per month for life.									Y									Total W-2 Earnings and all tax deferred/exempt income	6 - 10 yrs. on & after July 1, 2011	5% - 8% on & after July 1, 2011	COLA - 2% for all retirees including disability retirees beginning 5 years after retirement. DROP - not to exceed 36 months, interest paid as earned by plan.	
LL	Holly Hill	F	Age 50 + 6 years, or 25 years regardless of age EARLY: 48 + 6 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3%, <u>plus</u> retirement supplement of \$19.00 per month per year of Credited Service payable to age 65.																		Total W-2 Earnings and all tax deferred/exempt income, excluding sick leave incentive, clearing and 1-10 allowances and any non-regular pay.	6	8.00 %	DROP: not to exceed 36 months. Provides 6.5% interest earnings.	
LL	Hollywood	P	Effective 9/30/11 - Age 55 and 10 years of svc., or age 52 with 24 years of svc.	LOD: greater of monthly accrued benefit or 50% of earnings. NLOD: must have 5 yrs. cr. svc., 2.50% of AME x yrs. cr. svc., but not less than 25% of earnings at time of disability.	Effective 9/7/11 - 2%																			Total monthly compensation paid for services rendered, including longevity and assignment pay, but excluding overtime, payments for holiday pay, blood time, and payments for accrued unused vacation and sick pay.	10	8.00 %	DROP: lesser of 8 yrs or a total of 30 yrs of employment. DROP participants earn 6% interest .
LL	Hollywood	F	Effective 9/30/11 - Age 55 and 10 years of svc., or age 52 with 24 years of svc.	LOD: provides 75% of salary NLOD: must have 5 yrs. cr. svc., benefit is 25% of salary.	2.00%					Y														The fixed monthly remuneration, including wages and educational incentive payments, but excluding overtime, worker's compensation, expense allowances, cash conversion for holiday benefits, blood time and compensatory time, as well as excluding unused accrued leave payouts.	10	7.50 %	Tier One = COLA provides a 2% increase to all normal service retirees beginning 3 years after retirement. Tier Two = No COLA. Tier One = DROP applies to members who have reached age 50 + 10 years or completed at least 23 years, but less than 30. Tier Two = DROP applies to members who have reached age 55 + 10 years or completed at least 25 years, but less than 30. Tier One = 8% fixed DROP earnings; Tier Two = 6% fixed DROP earnings. Effective 9/30/11 - the DROP option, the COLA and the Supplemental benefit have been eliminated for those retiring after 10/1/11.
LL	Holmes Beach	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: 42% of AFC with less than 5 Yrs. cr. svc. 51% with 5-10 yrs. cr. svc. and 60% after 10 or more yrs. of Credited Service. NLOD: must have 10 yrs. cr. svc., accrued benefit but not more than 60% of AFC.	3.25%, plus supplemental monthly benefit of \$5.00 per year of service.																		W-2 Earnings	Graduated 5 - 10	6.00 %	COLA provides a 2% increase upon the retiree's first anniversary and 2% thereafter for his or his beneficiary's lifetime.	
LL	Homestead	F	Age 55 + 10 years; or 52 + 25 years EARLY: Age 45 + 10 years	LOD: accrued benefit or 50% of AFC. NLOD: 25% of AFC.	3.00%																			Base compensation plus longevity compensation		5.00 %	

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	A	R	E	S	U	P	P	L	D	R	O	P	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Homestead	P	Age 55 + 10 years; or Age 52 + 20 years; or 25 years regardless of age; or Age + Years = 64 or more EARLY: Age 50 + 10 years	LOD: greater of accrued pension or 50% of final avg. comp. NLOD: must have 5 yrs. cr. svc., greater of accrued pension or 25% of final avg. comp.	3.5% of AFC times total service to a max. of 80% of AFC; plus, 2% of AFC for all years of service in excess of 40 years of service.										Y				Y				Total Pay, including up to 254 hrs. of overtime	10	7.65 %		
Chapter	Howey In The Hills	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.00%																		Chapter	10	5.00 %		
LL	Indialantic	P & F	Earlier of : Age 55 regardless of years of service; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary NLOD: after 10 yrs. of cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.00%														Y				Total salary earning.	10	5.00 %		
LL	Indian Harbour Beach	P	Age 52 + 10 years EARLY: Age 50 + 10 years	LOD: 50% of regular base salary, but not less than his accrued retirement benefit or 42% of his AFC at the time of his disability. NLOD: return of member contributions	3.00%																		Total Cash Remuneration.	10	5.50 %	COLA 3% commencing 7-1-01	
LL	Indian River Shores	P & F	Age 55 + 7 years of service; or age 52 + 25 years of service EARLY: Age 50 + 7 years of service	LOD: accrued benefit, but not less than 42% of avg. mo. salary NLOD: must have 10 yrs. cr. Svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.75%					Y													Total cash remuneration including all overtime	Graduated 2-7 years	9.00 %		
Chapter	Indian Shores	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.50%																		Chapter	10	5.00 %		
LL	Jacksonville	P & F	20 years regardless of age	Form of benefit same as for active or retired employees. 60% of earnings base or retirement benefit if greater; minimum of \$400 per month.	3% for first 20 years of credited service, 2% for next 10 years of service, with minimum of \$400 per month.										Y							Y	Base Salary, includes longevity, city college incentive, enhanced certification pay, emergency operation and hazardous duty pay, shift differential, and upgrade pay. Excludes overtime, state incentive pay and payments for unused accrued time.	5	7% (variable)	DROP not to exceed 60 months.	
LL	Jacksonville Beach	P	Age 55 + 5 years; or Age 52 + 25 years; or 30 years regardless of age EARLY: Age 50 + 10 years; or 20 years regardless of age	LOD: accrued benefit with a minimum of 50% of AFC before regular retirement age, at regular retirement age minimum of 42% of AFC. NLOD: accrued benefit with 10 Yrs. cr. svc., not less than 25% of AFC.	3.00% for first 30 Years, and 2% for each year in excess of 30 years.																		Salary paid for services rendered includes longevity, over-time, shift, incentive pay, and up to 750 hrs. of vacation & sick leave pay.	5	6.45 %		
LL	Jacksonville Beach	F	Age 55 + 5 years; or Age 52 + 25 years; or 30 years regardless of age EARLY: 20 years regardless of age	LOD: accrued benefit with a minimum of 50% of AFC before regular retirement age, at regular retirement age minimum of 42% of AFC. NLOD: accrued benefit with 10 Yrs. cr. Svc., not less than 25% of AFC.	3.00% for first 30 Years, and 2% for each year in excess of 30 years.																	Y	Y	Salary paid for services rendered for personal services to the city shall include overtime, longevity, shift differentials, incentive pay vacation, holiday & sick leave.	5	6.45 %	COLA - 2% for all retirees beginning 2 years after retirement.
LL	Jupiter	P	Age 55 + 10 years; or Age 60 regardless of years of service; or Age + Years calculated in months = 780 months EARLY: Age 50 + 10 years	LOD: accrued benefit, min. of 60% of AFC, plus monthly supplement of \$100 and \$5 per yr. of cr. svc.	3% of Average monthly salary times yrs. of credited service, plus monthly supplements of \$100 and \$5 per year of credited service.																	Y	Total cash compensation including overtime, but not including any payments for extra duty or a special detail work performed on behalf of another employer.	10	7.56 %		

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Key Biscayne	P & F	For Police and Fire: Age 55 + 5 years; or Age 52 + 25 years. For Firefighters only, may retire based upon a combination of age and service equal to 75 years. EARLY: 50 + 5 years	LOD: accrued benefit, not less than 70% of AFC. NLOD: must have 5 yrs. cr. svc., accrued benefit, not less than 50% of AFC.	POLICE: 3% FIRE: 3% for 1st 15 years and 4% for all years in excess of 15.	Y		Y		Total cash remuneration for services rendered. Fire Share plan	5	10.50 %	Share Plan for Fire: includes accumulated increases and any annual increases over \$235,255. DROP - For Fire & Police: is for 60 months.
LL	Key West	P & F	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: greatest of 42% of avg. mo. comp., accrued benefit, 18 times avg. mo. comp. Shall not exceed 60% of benefit. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%.	3.0% of final monthly compensation by the number of years of credited service, plus \$269 from date of retirement until member's 65th birthday.	Y		Y		Base salary and compensatory time pay, educational incentive pay, percentage increases to base pay, experience, longevity and years of service pay and licensure or training pay, including pick-up contributions for all hours worked. Shall not include payments for accrued sick, vacation, compensatory, holiday pay.	Graduated 5 - 10	7.00 % (city pick-up)	
LL	Kissimmee	F	Age 50 + 10 years; or 25 years regardless of age EARLY: Age 40 + 10 years; hired after 1/1/13 age 55 + 10 years or 30 years regardless of age	LOD: accrued benefit with a minimum of 42% of AFC. NLOD: must have 5 yrs. cr. svc., accrued retirement benefit, but not less than 25% of AFC.	3.23% of AFC for the 1st (30) Years, + 2% for each year in excess of (30). Max is 100% of AFC; hired after 1/1/13 3% of AFC + 2% for each year in excess of 30.			Y	Y	Total compensation reported on W-2 form; excludes lump sum accrued sick/vacation pay, includes overtime, longevity and incentive pay.	Graduated 5 - 10	1.00 % (city pickup); hired after 1/1/13 3%	DROP is 60 months. COLA: Effective 10-1-01 monthly benefit for retirees on or before 10-1-00 is increased by 2% for each full year of retirement up to a maximum of 10%. One percent (1%) COLA payable each year beginning when retiree reaches age 56. 8/20/13 implemented
LL	Kissimmee	P	Age 50 + 10 years EARLY: Age 40 + 10 years	LOD: accrued benefit with a minimum of 42% of AFC. NLOD: must have 5 yrs. cr. svc., accrued retirement benefit, but not less than 25% of AFC.	3.5%; hired after 5/6/14 3%	Y		Y	Y	Total compensation reported on W-2 form; includes overtime, longevity and incentive pay; excludes special assignment & special detail pay and all tax deferred, sheltered or tax exempt items of income derived from elective employee payroll deductions or salary reductions.	Graduated 5 - 10	3.7%; hired after 5/6/14 5%	Prem Tax Rev rec'd above \$1,177,117.00 will go into a share plan
LL	LaBelle	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit with a minimum of 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC.	2.00%						10	1.00 %	
LL	Lady Lake	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, not less than 42% of AFC NLOD: must have 10 yrs. cr. svc.	3.3%, plus a supplemental monthly benefit of \$200			Y		Total compensation for services on W-2 plus all tax deferred, tax sheltered, or tax exempt items of income	10	5.00 %	Member contributions are pre-tax (414(h)(2)IRC). Provide future service retirees with a \$100 per month benefit supplement, payable for life
LL	Lake Alfred	P & F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, not less than 42% of AFC NLOD: must have 10 yrs. cr. svc., accrued benefit, not less than 25% of AFC.	2.75%			Y		Chapter	10	5.00 %	Fire levying ordinance passed on 6/20/11. It is likely that they will combine the firefighters into the existing Police Officers' Retirement Plan. (7/6/11 - Pending establishment of fire portion).
LL	Lake City	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: 42% of current final mo. comp. NLOD: must have 10 yrs. cr. svc., 27.5% of current final mo. comp.	2.75%, plus a supplement equal to \$5 per month times credited service			Y	Y	Total cash remuneration	10	5.00 % (city pick-up)	COLA: Commencing at age 60 retirees will receive a 2% adjustment to annual retirement benefit.
LL	Lake City	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: 3% of final mo. comp. x cr. svc., not less than 42% of AFC, plus \$290. NLOD: must have 10 yrs. cr. svc.	After 10/1/08, 4%, prior to 10/1/08 3.00%, plus a monthly supplement equal to \$10.00 per month times years of credited service, payable on member's retirement date or the end of the member's DROP participation..			Y	Y	Chapter	10	5.00 % (city pick-up)	COLA: available only to those who retired before 10/1/08.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Lake Helen	P	Age 55 + 6 years; or 25 years regardless of age EARLY: 10 years regardless of age	LOD: greater of accrued benefit or 42% of avg. mo. comp. NLOD: must have 10 yrs. cr. svc., greater of accrued benefit or 25% of avg. mo. comp.	3.00%					Chapter	6	1.00 %	
LL	Lake Mary	P	Age 55 + 5 years; or 20 years regardless of age EARLY: Age 50 + 5 years	LOD: greater of accrued benefit or 50% of salary NLOD: must have 10 yrs. cr. svc., accrued benefit	3.20%			Y		Total compensation as reported on member's W-2 form, plus all tax deferred, sheltered, or exempt items of income.	5	5.00 %	
LL	Lake Mary	F	Age 55 + 5 years; or 20 years of service regardless of age EARLY: Age 50 + 10 years	LOD: greater of his accrued retirement benefit, but no less than 50% of his current salary NLOD: must have 5 yrs. cr. svc., accrued retirement, but not less than 25% of his current salary	3.20%			Y		Full-Time: Total compensation for services rendered as a firefighter reportable on W-2, excluding lump sum payments for sick and vacation leave at termination. Volunteers: Total Cash paid annually derived from actual services rendered as a Volunteer Firefighter, excluding bonuses.	5	5.00 %	
LL	Lake Wales	F	Age 55 + 10 years; or Age 50 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC.	3.00%			Y		Effective 7/1/11, salary means the fixed monthly remuneration paid a firefighter, including up to 300 hours of overtime, and excluding payments for accrued unused vacation and sick leave for service earned after 7/1/11.	10	5.00 %	DROP not to exceed 60 months. Cash lump sum at termination of employment.
LL	Lake Wales	P	Age 55 + 10 years; or Age 52 + 25 years; or Members retiring on or after 10-1998: Age 50 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC.	3% after 10-1-98			Y		Effective July 1, 2011, salary means total cash remuneration, including up to 300 hours of overtime per year, but excluding any payments for extra duty or special detail work performed on behalf of a second party employer, and excluding any payments for accrued unused vacation or sick leave for service earned after July 1, 2011.	10	5.00 %	10/1/12 - AFC is average 5 highest of last 10 yrs
LL	Lake Worth	P & F	Age 55 + 10 vesting credits; or 20 years regardless of age; or Rule of 75 (Age + Years = 75 or more) EARLY: Age 50 + 10 years	POLICE: LOD = accrued benefit calculated as though the member has 20 yrs. cr. svc. Payable for life. NLOD = must have 10 yrs. cr. svc., amount of normal benefit which has accrued. FIRE: LOD = greater of 50% of AFC or accrued benefit. NLOD = must have 10 yrs. cr. svc., amount of normal benefit which has accrued.	POLICE: 3% FIRE: 3.75% (13th check)	Y	Y	Y	Annual rate of pay earned excludes overtime and payments for unused leave time.	Police: 10 Fire: 10	Police: 7.06 % Fire: 11.25 %	Annual COLA payable to participants that have been retired for 3 consecutive Years equal to 1/2 of the actuarial gain realized for the prior fiscal year. Share plans for police & fire. Ordinance 2013-31 merges assets of Division 1 and Division 2. No benefit changes. Division 1 board will oversee Division 2.	
LL	Lakeland	P	Age 55 + 10 years; or 25 years regardless of age. Early: age 50 with 10 years	LOD = accrued retirement, but not less than 65% NLOD = must have 10 yrs. cr. svc., accrued retirement, but not less than 40%.	3%			Y		Total W-2 compensation, plus all tax deferred, tax sheltered and exempt items of income.	10	11.00 %	DROP: up to 60 months. Effective 6/1/09 - the police officers were moved from the old General Employees' Plan and the Supplemental Plan into the new Police Officers' Plan. Employees have option of choosing three tiers, with bulk of existing members and all new hires going into the Second Tier.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	A	R	E	S	U	P	P	L	D	R	O	P	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS	
LL	Lakeland (F - Supplemental)	F	Age 55 + 15 years EARLY: Age 50 + 15 years	LOD: 1/12 of \$535.00 x cr. svc. NLOD: must have 10 yrs. cr. svc., 1/12th of \$267.50 x cr. svc.	One-twelfth of \$565.00 <u>times</u> Credited Service.										Y							Y	Total W-2 Compensation plus tax deferred/exempt income <u>excludes</u> educational incentive pay.	Graduated 10 - 15	3.00 %			
LL	Lakeland City Plan	F & G	Fire: age 62 + 10 years Fire: Early - Age 52 + 10 years	FIRE: None	3.00% of AFC for first 15 years of Credited Service, <u>plus</u> 1% of AFC for Credited Service in excess of 25 years.																	Y	Total Salary Received	10	7.00 %			
LL	Lantana	P	Age 50 + 10 years	LOD: accrued benefit with 10 yrs. cr. svc. NLOD: accrued benefit, eligible for minimum of 25% of his AFC.	3%, <u>plus</u> a monthly supplement amount equal to \$35 per year of service.																	Y	Y	Base salary not including overtime, bonuses or any other nonregular payments.	Graduated 10 - 15	7.00 %		
LL	Lantana CLOSED	F	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: normal pension earned at time of disability, subject to a minimum of 75% of AFC. NLOD: after 5 years of service, normal pension earned at time of disability, subject to a minimum of 25% of AFC.	3.00%																	Y	Y	Total annual salary paid for services rendered. Includes overtime, accumulated annual leave and other payments in addition to employees base pay.	10	10.00 % total 2.00 % to db 8.00 % share	COLA: 3% each Oct. 1 following attainment of age 55 or one year after receipt of retirement benefit.	
LL	Largo	P & F	Age 55 + 10 years; or 23 years regardless of age; or Age 62 regardless of years of service EARLY: Age 50 + 10 years	LOD: 60% of AFC, if total benefit plus workers comp. benefit exceeds 100% of AFC, the excess over 100% will be used to reduce the disability benefit. NLOD: must have 10 yrs. cr. svc., 50% of AFC, if total benefit plus workers comp. Benefit exceeds 100% of AFC, the excess over 100% will be used to reduce the disability benefit.	3.25%										Y								Y	Compensation for services rendered as a police officer or firefighter for regular hours; excludes overtime.	10	5.00 %	Ordinance #2002-04 grants a one-time ad-hoc COLA to members retired as of 10-1-98. Maximum DROP period for Police is 7 years and for Fire is 5 years. FIRE SHARE PLAN: Effective 10/1/09 - established for Firefighters using accumulated increases and future increases over \$325,839 of state moneys. POLICE SHARE PLAN for Police is effective 10/1/11 - includes all accumulated increases and future increases over the frozen amount. (Note: increases in state moneys were not used to bring "salary" up to 300 hours of overtime based on Ch. 2011-216, Laws of FL).	
LL	Lauderdale By The Sea (Volunteer)	F	Age 55 + 10 years, or age 52 with 25 years EARLY: Age 50 + 10 years	LOD: \$10.00 per month for each yr. of cr. svc. or 2% of avg. mo. earnings. NLOD: must have 10 yrs. cr. svc. or 2% of avg. mo. earnings.	\$10 per month for each yr. of Credited Service																			Member's total cash incentives from the City.	10	5.00 %		
LL	Lauderhill	F	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of accrued benefit or 50% of rate of monthly earnings in effect at disability. WC & SS offset. NLOD: must have 2 yrs. cr. svc.	3% for all years prior to 10/1/03, and 4% for all years after 10/1/03.																		Y	Y	Fixed monthly remuneration paid by the city to a firefighter.	10	13.72 % (city pick-up)	Eligible for DROP after 20 years credited service. Maximum participation in DROP 60 months. COLA: after 3 years, 1.5% increase in benefit.
LL	Lauderhill	P	Tier One: Age 55 + 5 years; or 20 years regardless of age Tier Two: Age 55 + 10 years; or 25 years regardless of age. EARLY: Age 50 + 5 years	LOD: must have 10 yrs. svc., greater of accrued benefit or 42% of mo. earnings. NLOD: must have 10 yrs. cr. svc., greater of 2% of AME times yrs. of svc. or 25% of rate of mo. earnings.	Tier One: 3.5% (13th check, based on investment gains & total experience gains) Tier Two: 3% (employee option to purchase 3.5% benefit)																		Y	Tier One: Total Cash remuneration for services rendered Tier Two: base pay, longevity pay, education incentive pay, assignment pay, and up to 300 hours of overtime.	Tier One: 5 Tier Two: 7	10.00 %	Tier One: COLA is variable and is provided out of excess investment return and net experience gains. Tier Two: No COLA DROP participation is for maximum of 5 years. Tier Two: all police officers hired after March 23, 2009	

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS	
LL	Leesburg	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: equal to 50% of basic comp. paid in the calendar yr. preceding date of term. of svc. not to exceed 100 x's normal ret. income. NLOD: (less than 10 yrs.) - the greater of act. value of accrued ret. at date of dis. or smaller of 2 x's basic comp. paid in the calendar yr. preceding date of dis. or 60% of ret. (more than 10 yrs.) - greater of single -sum value of accrued ret. or 30% of basic comp.	3%, <u>plus</u> a monthly supplement of \$10.50 per month per year of credited service, payable for a maximum of 13 years.	Y			Y	Compensation actually paid to a participant, but excludes over-time, shift differential, commissions, bonus payments, sick/annual/compensatory time, expense allowances, & all forms of extraordinary compensation.	10	6.50 %	Ad-hoc COLA every 3 Years not to exceed 3%. SHARE PLAN - allocates accumulated increases since 1999 and future increases over the frozen amount to all firefighters.	
LL	Leesburg	P	Age 55 + 10 years; or Age 50 + 25 years EARLY: Age 45 + 10 years	LOD: accrued retirement benefit, but no less than 50% of AFC. NLOD: must have 10 yrs. cr. svc., accrued retirement benefit, but no less than 25% of AFC.	3% prior to May 27, 2003 and 2% thereafter.				Y	W-2 Compensation, includes lump sum payments for sick/annual/compensatory leave, bonuses as well as all tax deferred/exempt items.	10	7.65 %	DROP - participation up to 60 months.	
LL	Longwood	P & F	Age 50 + 5 years; or 25 years regardless of age	LOD: accrued benefit, but not less than 50% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3%, <u>plus</u> supplemental benefit for those eligible for normal retirement.					FIRE: Fixed Monthly Compensation. POLICE: Total Cash Remuneration.	10	1.00 %		
LL	Lynn Haven	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc.	3.50%				Y	Total compensation for services rendered to the city as firefighter reportable on member's W-2 form, plus all tax deferred, sheltered and exempt items of income.	10	5.00 %		
LL	Lynn Haven	P	Age 55 + 10 years; or Age 60 regardless of years of service; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.50%				Y	W-2 Compensation.	10	5.00 % (city pick-up)		
LL	Madison	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC.	3.00%				Y	Y	Total Compensation. For service earned after July 1, 2011, overtime is limited to 300 hours. Payments for accrued unused sick or annual leave for service earned after 7/1/11 is excluded.	10	9.00% total 5.00 % from Police Officers 4.00 % city pick-up	DROP is for up to 60 months - investment return is the same as the plan's earnings. COLA: 1.35% each year beginning 5 years after retirement.
LL	Madison	F	Age 55 + 10 years; or 25 years regardless of age. EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.00%				Y		Total compensation for services rendered, excluding overtime in excess of 300 hours, and excluding accrued unused sick and vacation payments for service earned after July 1, 2011.	10	7.1%	Minimum City Contribution of 4%. DROP is for up to 60 months - investment return is the same as the plan's earnings.
LL	Maitland	P & F	Age 55 + 10 years; or Age 45 + 20 years; or 20 years regardless of age & elects to pay additional contributions EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 60% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC.	3%, plus Share Accounts	Y			Y	Total Cash Compensation	Graduated 5 - 10	Group A: 1.70 % Group B: 4.70 %	Share Plan- effective 10/1/09 - includes both retired and active employees. Funded with accumulated and future increases over designated amounts.	
LL	Marathon	F	Age 55 + 6 years; or 20 years of service regardless of age EARLY: Age 50 + 6 years	LOD: accrued benefit, but not less than 65% of avg. mo. salary. NLOD: must have 8 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.50%				Y	Y	Fixed monthly compensation	6	5.00 %	DROP is for maximum of 84 Months and earns a 6.5% annual interest. COLA: Annual 3% increase each October 1st.
LL	Marco Island	F	Age 55 + 6 years; or 25 years regardless of age EARLY: Age 50 + 6 years	LOD: greater of accrued benefit or 42% of AFC. NLOD: must have 8 yrs. cr. svc., greater of accrued benefit or 25% of AFC.	3.00%, <u>plus</u> a monthly benefit supplement equal to \$3 for each full year of Credited Service, not less than \$30 per mo. & not more than \$90 per mo.	Y				Y	Monthly compensation including overtime.	6	1.00 %	SHARE PLAN - provides 100% of shares for members retiring with 20 years of service, 75% for members with 15-20 years, and 50% for those with 6-15 years of service.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	S	U	P	D	R	O	C	COLA	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Marco Island	P	Age 55 + 6 years; or 25 years regardless of age EARLY: Age 50 + 6 years	LOD: day one coverage - accrued retirement benefit, but not less than 42%. NLOD: must have 8 yrs. cr. svc., accrued retirement benefit, but not less than 25%.	3.00%, plus a monthly benefit supplement equal to \$3 for each full year of Credited Service, not less than \$30 per mo. & not more than \$90 per mo.	Y								Y	Total cash remuneration for services rendered to include up to 300 hrs. of overtime and lump-sum payments of vacation and sick leave	6	5.00 %	Supplemental benefit of \$3 per month per year of service with minimum of \$30 per month and maximum of \$90 per month.	
Chapter	Marianna	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.00%										Chapter	10	5.00 %		
Chapter	Marianna	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.50%										Chapter	10	5.00 %		
LL	Medley	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: mo. benefit equal to 2.5% of AFC times total yrs. cr. svc., minimum 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., mo. benefit equal to 2.5% of AFC, minimum amount paid shall be 25% of avg. mo. salary.	3.00%										Total cash remuneration for services rendered.	10	5.00 %		
LL	Melbourne	F	Prior to 5-9-78: Age 50 regardless of years of service; or 25 years regardless of age After 5-9-78: Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 regardless of years of service; or 20 years regardless of age	LOD: accrued benefit at 2% benefit rate, but not less than the greater of 42% of AFC or 40% of regular base salary. NLOD: must have 10 yrs. cr. svc., accrued retirement benefit, but no less than 25% of AFC.	3.25% plus a monthly benefit supplement equal to \$5 for each full year of Credited Service, which increases after five years to \$7.50 .								Y	Y	Employees base pay plus incentive pay	10	6.00 %	COLA is variable based on excess investment earnings and increases in state moneys from the Enhanced Benefit Account (EBA). Supplemental benefit is also paid from the same EBA. Payments are first paid on the supplemental benefit and then the COLA.	
LL	Melbourne	P	Prior to 1/01/80: Earlier of Age 50+10; or 25 years continuous regardless of age EARLY: Age 40 +10 After 1/1/80: Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued benefit, but not less than 50% of AFC. NLOD: must have 366 consecutive days of cr. svc., accrued benefit, but not less than 25% of AFC.	3.00%								Y		Tier One: For those hired prior to 11/27/12 - Total Cash Compensation reported on member's W-2 form, with up to 200 hours; provided overtime shall be increased to 300 hrs. during any declared emergency. Tier Two: those hired after 11/27/12 - salary is the same except overtime is limited to 150 hours. For both tiers: excludes any payments for extra duty or special detail work performed on behalf of a second party employer, as well as any payments for unused sick and annual leave, except for those employed as of 11/27/12, shall include any such payments for leave earned prior to 11/27/12, but shall not include payments for such credit earned after 11/27/12.	10	8.00 % (city pick-up)	Tier One: hired before 11/27/12 - employee contributions are 6.5% ; Tier Two: those hired after 11/27/12 - employee contributions are 8%. DROP: 60 months or 31 years of employment with the City. Member's choice of 1)plan's net rate of return,2) 6.5% interest for those who enter DROP prior to 11/27/12; and 1.3% for those who enter DROP after 11/27/12. COLA: Tier One: Pro-rated portion of 1%, where the proration is the number of years of service on the effective date over the number of years of service at retirement, applied one year after retirement for 10 years and then ceases. Tier Two: for those hired after 11/27/12 - No COLA.	
LL	Melbourne Beach	P	Age 55 + 10 years; or Age 52 + 20 years EARLY: Age 50 + 10 years	LOD: 50% of rate of regular base pay. NLOD: must have 10 yrs. cr. svc., accrued benefit, not less than 25% of avg. mo. earnings.	3.00%, plus a monthly benefit supplement equal to \$10 for each full year of Credited Service.									Y	Total Cash Compensation for services rendered.	10	5.00 %	COLA: 3% per year beginning with 10/1 following normal retirement date, ending on the 10/1 preceding age 62. (Excludes disability retirees).	
LL	Miami	P & F (Share)	Age 50, or Rule of 70 (Age + Years = 70) EARLY: 20 years regardless of age	Ordinary: 10 or more yrs. svc. 90% of benefit rate x AFC with minimum benefit of 30% AFC; 10 yrs. certain & life Accidental: 66 2/3% of AFC or 66 2/3% of final comp, whichever is greater. 40% joint & survivor normal form, with minimum of 10 yrs. certain & life.	3.00%. Also, has Share Plan.	Y		Y					Y	Base Salary includes pick-up contribution, vacation/sick/jury duty/family-sick leave.	10	7.00 %	Ord. No. 13202, 9/27/10 - made a number of reductions in benefits...is being challenged.		

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Miami Beach	P & F	Age 50 regardless of years of service; or Rule of 70 (Age + Years = 70 or more)	LOD: accrued benefit but not less than 85% of compensation. NLOD: must have 5 yrs. cr. svc., accrued benefit.	3% per year up to 20, thereafter, 4% Maximum 90%	Y	Y	Y		Members base pay, longevity, overtime, shift differential and "extra compensation allowances. (*uniform, & picked-up member contributions.) Overtime not to exceed 300 hrs	10	10.50 %	* Firefighters On-Call & State Training Certificates are not pensionable items. Merger of Base & Supplemental Pension Funds by resolution 11/2/99.
LL	Miami Shores Village	P	25 years regardless of age EARLY: Age 55 + 15 years	LOD: greater of accrued benefit or 42% of AFC. NLOD: must have 10 yrs. cr. svc., greater of accrued benefit or 25% of AFC.	2.91% up to 25 years of svc., but not less than 2% for all years of service.			Y	Y	Salary for personal services rendered.	10	9.00 %	1.5% COLA each 10/1
LL	Miami Springs	P	Age 55 + 10 years continuous; or 20 years continuous regardless of age EARLY: 50 + 10 years continuous	LOD: 66 2/3% of earnings less workmen's comp. & Social Security PIA. NLOD: must have 10 yrs. cr. svc., accrued benefit, based on AME, svc. & contrib. rate.	3.50%			Y		Basic compensation <u>excludes</u> over-time and lump sum payments.	5	9.00 %	
Chapter	Midway Fire District	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	3.00%					Chapter	10	5.00 %	
LL	Milton	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.1% of AFC times Credited Service, plus a \$200.00 per month supplement until age 65.				Y	Total Cash Compensation for services rendered.	6	6.00 %	
LL	Milton	F	Age 54 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit payable for life with 10 yr. guarantee (options available) or until recovery (as determined by Board) NLOD: must have 10 yrs. cr. svc.	3.85% of AFC for each year of credited service, plus \$165 each month.			Y		Total compensation for services rendered to the city as firefighter reportable on member's W-2 form,	10	6.50 %	DROP: 5 years
LL	Miramar	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of accrued benefit or 66 2/3% of AFC as of date of exit, with annual cost of living adjustment & purchasing power protection. NLOD: must have 10 yrs. cr. svc., greater of accrued benefit or 30% of AFC.	3.00% cannot exceed 80% of Average Monthly Earnings.	Y	Y	Y		Base Pay <u>excludes</u> bonuses and overtime.	10	8.47 % (city pick-up)	COLA - 3% annual adjustment. DROP - up to five years Share Plan - excess state premium tax moneys.
LL	Miramar	P	Tier One: Age 55 + 10 years; or 20 years regardless of age; Tier Two: Age 55 + 10 years; or 25 years regardless of age. EARLY: Age 50 + 10 years	LOD: 66 2/3% of avg. mo. comp. NLOD: must have 10 yrs., greater of accrued benefit or 25% of AME.	Tier One: 3.25%, plus .5% per year for the 21, 22 and 23 years. Tier Two: 3% with max of 75% upn completion of 25 yrs. Svc.			Y		Basic Rate of pay. Auto, mileage, bonuses and over-time are excluded.	10	13.40 % (city pick-up)	Tier Two created for all employees hired after June 10, 2008. COLA: Available only for Tier One police officers: annual 2% commencing 5 yrs after retirement.
Chapter	Monticello	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.75%					Chapter	10	7.00 %	
LL	Monticello (all volunteer)	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: after 10 years, accrued benefit, but not less than 25% of AFC.	Greater of: 1)2.5% of AFC 2)\$21.00 per month for each year of Credited Service.					Chapter	10	N/A	
LL	Mount Dora	P	Age 55 + 6 years EARLY: Age 50 + 6 years	LOD: greater of accrued benefit or 42% of AFC. NLOD: must have 6 yrs. cr. svc., greater of accrued benefit or 25% of AFC.	3.25%			Y		Total Cash Compensation for services rendered as reportable on the W-2 form, plus all tax deferred income.	6	5.55%	DROP: 5 years

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Mount Dora	F	Prior to 5-20-97: Age 50 regardless of years of service After 5-20-97: Age 50 + 10 years; or Age 47 + 25 years EARLY: Age 45 + 10 years	LOD: greater of accrued benefit or 42% of AFC. NLOD: greater of accrued benefit or 25% of AFC.	3.25%	Y		Y		Total Cash Compensation for services rendered, for service earned after 10/1/12 excluded overtime in excess of 300 hours and payments for accrued unused sick and annual leave.	10	6.49 %	DROP: 5 years SHARE PLAN: Using accumulated increases as identified in the 12/10/12 actuarial study, all actives receive a one-time share allocation.
LL	Naples	P	Tier One: Hired prior to 4/1/12 - Age 50 regardless of years of service; or 25 years regardless of age. Tier Two: Age 60 with 8 years of service, or 30 years of service regardless of age. Tier One: For those hired prior to April 1, 2012 - EARLY: Age 45 regardless of years of service; or 20 years regardless of age. Tier Two: For those hired after April 1, 2012, Early retirement is a 5% reduction per year for each year that early retirement precedes the new normal retirement date.	LOD: greater of accrued benefit or 42% of AFC. NLOD: greater of accrued benefit or 25% of AFC.	Tier One: 3.63% - Retirees also receive a monthly COLA supplement to age 62 Tier Two: effective 3/31/12 benefit accrual is 3% for all future accruals (except those that were fully vested on effective date).					Total compensation, including up to 300 hrs. of OT pay; but, excluding payments made for accrued sick and vacation, extra detail, and special detail pay.	5, but for members hired after 3/31/12, vesting is 8 years	Tier One: 5% Tier Two: 3%	Ord.#01-9183 Window for early retirement without penalty. Nov.1, 1999-Jan.31, 2000. Age 44 with 20 yrs. Credited Service. COLA: Tier One - 3% payable one year after retirement, and upon reaching age 55. Benefit payable between age 55 and age 62. Tier Two: No COLA is provided.
LL	Naples	F	Age 50 + 20 years; or Age 55 regardless of years of service; or 25yrs. Regardless of age: <u>Effective 6/1/13</u> age 55 with 8 years of service or 25 years of service regardless of age. EARLY: Age 50 regardless of years of service; <u>6/1/13</u> age 50 with 8 years of service;	LOD: greater of accrued benefit or 42% of AFC. NLOD: greater of accrued benefit or 25% of AFC.	4%: Hired after 3/31/13 3%	Y		Y	Y	Base Cash Compensation <u>excludes</u> over-time, holiday and fringe benefit pay.	5	5%; hired on or after 6/1/13 3%	Share Plan established 10/1/09 using \$663K of accumulated increases and future increases in state moneys over \$1,668,662. Available upon death, regular or disability retirement .
LL	Neptune Beach	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: greater of accrued benefit or 42% of AFC. NLOD: must have 10 yrs. cr. svc.	2.75%				Y	Total compensation for services rendered reportable on member's W-2 form, plus all tax sheltered or exempt items of income.	10	8.00 %	COLA: Retired after 1-1-98 will receive a 3% increase in benefits.
LL	New Port Richey	F	Age 50 + 10 years; or Age 40 + 20 years	LOD: Greater of: 1) 60% of base salary or, 2) 42% of AFC, or 3) Accrued benefit as of date of disability payable for life of the surviving spouse or to dependent children in the event of death, plus \$100 per month payable to age 65. NLOD: after one year of service - Greater of: 1) 30% of base salary, or 2) 25% of AFC, or 3) Accrued benefit, plus \$100 per month payable to age 65.	3.5% of AFC x Credited Service (max.75% of AFC; min. of 2% X all yrs. svc.), plus \$200 payable for life.				Y	Total compensation reportable on member's W-2 form including over-time, plus all tax deferred or tax exempt items of income.	10	5.00 %	

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	A	R	E	S	U	P	P	L	D	R	O	P	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	New Port Richey	P	Age 50 + 10 years EARLY: 20 years regardless of age Tier 2 (10/1/13): 50 with 10 yrs or 48 with 25 yrs	LOD: 60% of regular base salary, plus supp. benefit., Min. benefit is the greater of 42% of AFC, 2% of AFC x yrs. of svc. & 3.5% of RBS x yrs of svc., not to exceed 75% of RBS. NLOD: must have 1 yr. cr. svc., service prior to 10/20/94 - 30% of RBS, plus supp. benefit.; min. benefit after 10 yrs. cr. svc. is greatest of 25% of AFC, 2% AFC x yrs. of cr. svc., & 3.5% of RBS x's yrs. of cr. svc., not to exceed 75% of RBS.; after 10/20/94, benefit = to 5% of RBS x's yrs. cr. svc., not to exceed 30% of RBS., min. benefit after 10 yrs. greatest of 25% of AFC, 2% of AFC x yrs. of cr. svc. & 3.5% of RBS x yrs. of cr. svc. not to exceed 75% of RBS.	3.5% of AFC x Credited Service (max.75% of AFC), plus \$500 mo. supplemental payable for life. Tier 2: 3.0%																			10	8.00 %	DROP participation not to exceed 60 months. 6.5%per annum compounded monthly of the prior month's ending balance. Effective 8/20/13 the Police Chief can opt out of 185. Tier 2 (10/1/13): eliminates DROP, AFC is best 3 yrs of last 5 yrs, limits overtime to 150 hours	
LL	New Smyrna Beach	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 5 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. earnings.	3%; hired after 7/1/12 2%																			10	4% hired b/f 7/1/12 7% hired after 7/1/12		
LL	New Smyrna Beach	P	Earlier of: Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. comp. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. comp.	3.00%					Y														10	10.00 %	Share Plan established for all members retiring after January 1, 2004 with state moneys in excess of \$122,462. Share plan benefits shall not exceed \$750 per month.	
LL	North Bay Fire Control District	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC.	3.50%																			10	5.00 % (city pick-up)		
LL	North Miami #691 (Fire CLOSED 10/1/69)	P & F	Age 50 + 20 years EARLY: 14 years regardless of age	LOD: 75% of compensation (not to exceed 100%) NLOD: vested accrued benefit or return of contributions.	2.50% for Credited Service Up to 7-1-69, plus 3% for Credited Service After 7-1-69																			Graduated 5 - 10	7.00 %		
LL	North Miami #748 (Fire Retirees Only)	P & F	Age 55 + 10 years; or Age 50 + 20 years EARLY: Age 50 + 10 years; or 20 years regardless of age	LOD: 75% of compensation (not to exceed 100%) NLOD: vested accrued benefit or return of contributions.	Prior to 07-01-79 - 1% + 3% for service after 6-30- 79, 3.5% for service after 1/1/98. Also, has Share Plan.					Y														Graduated 5 - 10	11.51 %		
LL	North Miami Beach (Fire is closed - went to County in 1978)	P & F	Police: Age 52 regardless of years of service; or 20 years regardless of age Fire: Age 52 regardless of years of service; or 22 years regardless of age EARLY: 45 + 15 years; or Age 50 + 10 years	LOD: accrued benefit, but not less than 60% of FMC.	FIRE: 3.3% 3.5% POLICE:																			10	Police: 11.51% Fire: 6.00 %	Supplemental benefit is based on the excess 175 moneys over the amount currently allowed to offset the City's contribution and will be distributed to retirees and beneficiaries. The amount will be based on a formula that accounts for both service and the amount of their monthly benefit subject to a \$20,000 limit. DROP - allows participation for up to 8 years.	
LL	North Naples Fire Control District	F	Age 55 + 6 years; or 25 years regardless of age EARLY: 6 years of service regardless of age	LOD: minimum of 65%. must have 8 yrs. cr. svc. NLOD:	3.53% through 10/1/07 - 3% thereafter unless state money is sufficient to fund .53%. plus with additional monthly supplemental benefit of \$5.00 per year of service with a maximum of \$150.00 and a minimum of \$30.00.																			6	3.00 %	Includes a line-of-duty death benefit of 1/2 of member's salary to Spouse for her lifetime, or upon her death same benefit divided among any minor children until age 18.	
LL	North Port	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: greater of 2% x AFC x cr. svc. or 60% of earnings (80% AFC minimum for intentional violence). NLOD: must have 10 yrs. cr. svc., same as LOD, except minimum 50% of earnings.	3.5%plus effective 10-01-2001, current & future retirees will receive \$165.00 per month benefit supplement.																			10	8.00 %		

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	North Port	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc.	3.5%; 3% for those hired on or after 10/12/12	Y		Y	Y	Total W-2 compensation plus tax deferred income, effective 7/5/12 - excludes overtime in excess of 300 hours and excludes payments for accrued sick and annual leave for service earned after July 5, 2012.	10	10.30 %	DROP period is 36 months. Share Plan - effective 9/1/12, excess state premium tax moneys and annual increases over \$250,000.
LL	North River Fire Control District	F	Age 55 + 5 years; or 25 years regardless of age. EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: accrued benefit with 5 Years of service, but not less than 25%	3.00%					Total W-2 Compensation minus bonuses & other non-regular payments.	5	4.50 %	
LL	Oakland Park (Police is CLOSED)	P & F	Police & Fire: Age 42 + 20 years; or Age 58 regardless of years of service; or Age 55 + 10 years Tier Two: Firefighters hired after 3/1/13 - Age 55 with 10 yrs. svc. or Age 52 with 25 yrs. svc. EARLY: 50 + 10 years; or 20 years regardless of age	LOD: accrued benefit, but not less than 42% NLOD: accrued benefit, but not less than 25%	Police: 3%, subject to max of 75% Fire: 3% for first 10 yrs, 4% for next 10 yrs, 3% for next 5 yrs, with max of 85% after 25 yrs of svc. Tier Two: For those firefighters hired after 3/1/13 - 2.25%, with maximum of 70%.	Y		Y		Basic wages plus longevity pay , includes up to 300 hrs. of overtime, excludes bonuses, etc.	Graduated 5 - 10 Tier Two - Firefighters 10 years	Police: 8.50 % (city pick-up) (contributions cease after 25 years service) Fire: Tier One: 10%; Tier Two: 8%	Police is closed plan. COLA in form of 13th check in Years of actuarial gain. Tier Two: firefighters hired after 3/1/13 not eligible for COLA. DROP: 5 years SHARE PLAN: for firefighters hired prior to 3/1/13, includes increases over \$195,707 (Ord. 2007-019 improvements); No Share Plan for firefighters hired after 3/1/13 (Tier Two) . SHARE PLAN for police officers (Ordinance No. 2010-026) uses increase in state premium tax moneys in conjunction with ad-hoc COLA for retirees.
LL	Ocala	F	Age 55 + 10 years; or Rule of 70 (Age + Years = 70 or more); or 25 years of service regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% NLOD: accrued benefit, but not less than 30%.	3.00%			Y	Y	Total Earnings <u>includes</u> over-time, but excludes sick/vacation pay.	10	8.42 %	
LL	Ocala	P	Age 52 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% NLOD: accrued benefit, but not less than 25%.	3.33% <u>plus</u> supplemental benefit of \$10 for each yr of cr. svc.			Y	Y	Total compensation for services rendered to the City as a Police Officer, excluding special detail pay, bonuses & unused vacation & sick time, plus all tax deferred, sheltered or exempt items of income.	10	8.00 %	
LL	Ocean City-Wright Fire Control District	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% NLOD: accrued benefit, but not less than 25%.	3%, <u>plus</u> a monthly supplemental benefit of \$10 per year of service beginning 3 years after retirement until death or age 65.			Y		Total compensation as reported on member's W-2 form, plus all tax deferred, sheltered, or exempt items of income.	7	5.00 %	
LL	Ocoee	P & F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 5 years	LOD: accrued benefit, but not less than 42% NLOD: must have 10 yrs. cr. svc.	3.50%			Y		W-2 Compensation	5	7.60 %	DROP participation is for up to 5 years, member has choice of plan's investment earnings or 6.5% fixed. BacDROP not to exceed 5 years and earns 6.5% fixed interest.
LL	Okaloosa Island Fire Control District	F	Age 55 + 10 years; or Age 52 + 25 years. EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. cr. svc., accrued retirement benefit, but not less than 25%.	3.5%, <u>plus</u> additional \$250 supplement to all regular and early retirees. (reduced for early)				Y	Fixed monthly compensation for services rendered to the District as a firefighter reportable on Member's W-2.	10	8.00 %	
LL	Okeechobee	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: 2% of AFC x yrs. and completed months of continuous service with the City, 25 % of AFC, accrued benefit reduced for early ret.	3.00%			Y	Y	Basic compensation plus all tax deferred, sheltered and exempt items of income.	10	5.00 %	

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Okeechobee	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: 2% of AFC x yrs. and completed months of continuous service with the City, 25 % of AFC, accrued benefit reduced for early ret.	3.00%					Total Compensation for services rendered to the City as a Police Officer reported on the Member's W-2-Form plus all tax deferred, sheltered and exempt items of income. For service earned after July 1, 2011, overtime is limited to 300 hours. Payments for accrued unused sick or annual leave for service earned after 7/1/11 is excluded.	10	5.00 %	
LL	Oldsmar	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 50% NLOD: must have 10 yrs. cr. svc. not less than 25% of accrued benefit at date of disability	3.25% plus \$3 for each yr. svc., max of \$90 per month; for service after 2/12 benefit accrual is 3.125%.					Fixed monthly compensation, excluding overtime in excess of 156 hours, and excluding payments for accrued vacation and sick leave earned after 2/8/12.	10	5.00% % (pre-tax)	COLA equal to the change in the CPI not to exceed 3% in any Plan Year.
LL	Orange Park	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. svc.	3.00%					Fixed monthly remuneration paid a firefighter for services rendered to the town. Remuneration shall include overtime longevity, shift pay, vacation, holiday and sick leave.	5	3.00 %	DROP participation is for up to 5 years.
LL	Orange Park	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 45 + 10 years	LOD: 50% of pay on date of disability NLOD: 25% of pay on date of disability.	Tier One: For those hired before 11/13/12 3.75% plus \$200.00 per month for service before 11/13/12, and 3.25% for service earned after 11/13/12 with \$200 monthly supplement. Tier Two: Those hired after 11/13/12 - 3.25% for service with \$100 monthly supplement.					Total compensation for services rendered to the City, including overtime, commissions, bonuses, and lump sum payments for vacation & sick leave payments at termination.	5	5.50 %	Tier One: includes all police officers hired before 11/13/12; Tier Two: includes all police officers hired after 11/13/12.
LL	Orlando	F	20 years regardless of age; or age 47 + 10 years	LOD: 80% of avg. mo. earnings (AME). NLOD: Less than 10 Yrs. cr. svc. 3% of AME; 10-20 Yrs. cr. svc. 4% of AME, max of 60%; 20+ Yrs. 60% of avg. mo. salary plus 4% for each yr. Over 20.	60% of AME + 4% of average monthly salary for each yr. in excess of 20. Includes a Share Plan.	Y			Y	Base Pay includes emergency technician & paramedic, longevity & incentive pay excludes over-time, educational advancement, lump-sum vacation/sick leave pay.	10	7.78 %	Share Plan includes all accumulated increases since 1999 and any future increases over the frozen amount. Payable to regular and disability retirees and LOD death participants.
LL	Orlando	P	20 years regardless of age; or age 47 + 10 years	LOD: 80% of avg. mo. earnings (AME). NLOD: Less than 10 yrs. cr. svc. 3% of AME; 10-15 yrs. cr. svc. 4% of AME; 16-20 yrs. 60% of avg. mo. salary; 20+ Yrs. 60% of avg. mo. salary plus 4% for each yr. Over 20. Workers' Comp. offset after 7-1-95	70% of AME, plus 2% of average monthly salary for each yr. in excess of 20, with a maximum of 80%.				Y	Base Pay, shift differential, longevity, incentive and career development pay, but excludes overtime pay, educational advancement and firearm's qualification pay and any other form of pay not specifically included.	10	8.47 %	BACKDROP up to 3 yrs. but not prior to date of eligibility for svc. pension.
LL	Ormond Beach	F	Age 55 + 10 years; or Age 60 regardless of years of service; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. cr. svc.	3.21%					Total compensation for services rendered to the city as a firefighter reportable on the member's W-2 Form, plus all tax deferred, sheltered and exempt items of income.	10	8.40 %	Benefit accrual fluctuates between 3.13 % and 3.37% based on receipt of at least \$364,512 each year. Rate for service prior to 1/1/10 is 3.37%, for service between 1/1/10 and 1/1/12 is 3.31%, and for service after 1/1/12 is 3.21%.
LL	Ormond Beach	P	Age 55 + 10 years; or Age 60 regardless of years of service; or 20 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. cr. svc.	Tier One: 3.3% Tier Two: on or after 8/21/12 - 2.75%					Total W-2 Compensation for services rendered to the city as a police officer, excluding overtime in excess of 300 hours, and excluding payments for accrued unused personal leave time.	10	9.00 %	DROP: lowers interest rate from 6.5% to 2% for those active employees as of 8/21/12 not in DROP, and suspends the DROP for all those hired on or after 8/21/12.
Chapter	Oviedo	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary	3.00%					Chapter	10	7.00 %	
LL	Oviedo	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued benefit, but not less than 42%. (80% if intentional violence) NLOD: must have 10 yrs. cr. svc.	3.00%					Total compensation for services rendered reportable on member's W-2 form, plus all tax sheltered or exempt items of income.	10	6.00 %	Member contribution is to be reduced to 5% effective 9/27/2010.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Palatka	F	Age 50 + 7 years; or Age 55 + 10; or 25 years regardless of age	LOD: accrued benefit, but not less than 45% of avg. salary paid during the last 5 yrs. NLOD: must have 10 yrs. cr. svc., accrued benefit , but not less than 25% of AFC.	3.30%					Fixed monthly remuneration paid for services as a firefighter. Remuneration shall include overtime, longevity, shift differentials, paid vacation & sick leave & deferred comp programs recognized y the Board of Trustees	7	6.00 %	
LL	Palatka	P	Age 50 + 7 years; or Age 55 + 10 years; or Age 52 + 25 years; or 30 years regardless of age	LOD: accrued benefit, but not less than 45% of avg. salary paid during the last 5 yrs. NLOD: must have 10 yrs. cr. svc., accrued benefit , but not less than 25% of AFC.	3.15%					Fixed monthly remuneration paid for services as a police officer. Remuneration shall include overtime, longevity, shift differentials, paid vacation & sick leave & deferred comp programs recognized y the Board of Trustees	7	6.00 %	
LL	Palm Bay	P & F	POLICE: Age 55 with 10 years of service; or Age 52 + 25 years; or 25 years regardless of age EARLY: Age 50 + 10 years FIRE: Age 52 + 25 years; or Age 55 regardless of years of service; or 25 years regardless of age	LOD: accrued, but not less than 75% of AFC. NLOD: must have 10 yrs. cr. svc., accrued, but not less than 25% of AFC.	POLICE: 2% for svc before 6-1-92; 2.5% for svc on or after 6-1-92; however, if completed 20 years of svc, benefit is 3%. If > 20 years of svc, benefit is 5%. Includes suppl benefit of \$25 / month / yr of svc payable until 65. FIRE: TIER ONE: Hired prior to 3/12/12: 2% for svc before 10-1-91; 2.5% for svc on and after 10-1-91 (3% with 20 Yrs svc; 5% if more than 20 Yrs Svc) In addition, each FF shall receive a suppl monthly retirement benefit of \$458, plus \$25 per month x yrs. of svc. until age 65. TIER TWO: For those hired after 3/15/12 - with less than 20 years of service, benefit accrual rate is 2.5%, for those retiring with 30 or more years of service the benefit accrual rate is 3.2%. In addition, each FF shall receive \$12 per month per year of service payable until age 65.				FIRE: Base Pay, including holiday pay, but <u>excluding</u> bonuses, overtime & other nonregular compensation. POLICE: compensation shall meant total cash remuneration paid by the City for services rendered, including 35 hours of overtime, but excluding any payments for extra duty or special detail work performed on behalf of a second party employer.	Graduated 5 - 10	P: 8.76 % F: 8.76 %	DROP covers police. COLA covers police & fire - for firefighters hired after 3/15/12 the COLA adjustment shall be 2% per year and will begin 6 years after retirement.	
LL	Palm Beach Gardens	P & F	Police: Age 52 and 10 years of service credit or 20 years of service credit regardless of age. Fire: Age 52 and 10 years of service credit or 25 years of service credit regardless of age.	LOD: 60% of AFC but no less than 2% /afc tunes credited service. NLOD: must have 10 yrs. cr. svc., accrued, but not less than 2.5% of AFC times credited service.	Police: 3.5% plus supplement of \$12.50 per each year of service Fire: 3% plus Share Plan					Total W-2 Compensation	Graduated 5 - 10	Police: 8.6% Fire: 6%	
LL	Palm Coast (All Volunteers)	F	Age 62 + 5 years service, or 55 + 10 or 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: after 5 years, accrued benefit, but not less than 25%.	2%, but no less than \$65 per year of service.					Chapter	10	5.00 %	Currently, the Fire Department is made up of unpaid volunteers.
LL	Palm Harbor Special Fire Control District	F	Age 55 + 6 years; or 25 years regardless of age EARLY: Age 45 + 6 years	LOD: accrued benefit, but not less than 42%. (65% if member is unable to perform another type of work) NLOD: 8 yrs. cr. svc.	Variable rate based on employee contribution: 3% for 1% employee contribution; 3.5% for 4.3% employee contribution; and 4% for 7.6% employee contribution Plus, supplemental benefit of \$5 per month for each yr. of cr. svc., with a minimum mo. benefit of \$30 & maximum of \$150.	Y		Y	Y	Total compensation for services rendered to the District as a firefighter, reportable on Member's W-2 Form, plus all tax deferred, tax sheltered or tax exempt items of income otherwise includible in basic compensation, but excluding any lump sum amounts paid to the Member for any unused sick leave, for service on or after 3/29/12, salary excludes overtime in excess of 300 hours, and excluds payments for accrued unused vacation payments.	6	Variable based on benefit accrual - 1% EC for 3% accrual; 4.3% EC for 3.5% accrual; 7.6% EC for 4% accrual.	COLA:3% annually. Supplemental benefit is provided using a portion of the state moneys - \$5 per year of credited service, with minimum of \$30, but not more than \$150 per month.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	A	R	E	S	U	P	P	L	D	R	O	P	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Palmetto	P	Age 55 + 10 years; or 23 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 62% of AFC. NLOD: after 5 yrs. cr. svc., actuarially reduced benefit not less than 20% of avg. monthly earnings, after 10 years, actuarially reduced benefit not less than 25%.	3.00%										Y									Total compensation for services rendered as a police officer reportable on the member's W-2 form, including up to 300 hours of overtime, bonuses, plus all tax deferred, sheltered or exempt items of income. For service earned after 7/1/11, payment for accrued sick and annual leave are excluded.	10	5.00 %	COLA: as of 10/1/05 all retirees shall receive an ad hoc payment of 2% for each year of retirement for a max. of 10%.
LL	Panama City	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 1 yr. svc., accrued benefit, but not less than 25% of AFC	2.9%, plus \$575 per month supplemental until age 65 or death. No supplemental for early retirement.										Y									Total compensation for services rendered to the city as a firefighter reportable on the member's W-2 Form, plus all tax deferred, sheltered and exempt items of income.	10	7.50 %	
LL	Panama City	P	Age 50 + 15 years; or Age 55 + 10 years; or 23 years regardless of age EARLY: Age 40 + 15 years; or Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: accrued benefit, but not less than 25% of AFC	2% per year for each year between 10 years of credited service & 15 years of credited service, with increased % applicable for each year in excess of 15 years. For 23 years equal to 2.8%. Supplemental benefit of \$450 per month.										Y									Total cash remuneration for services rendered reportable on W-2 form plus all tax deferred, sheltered or tax exempt items of income derived from elective employee payroll deductions or salary reductions, but excluding clothing allowance, sick leave bonus pay and other bonus pay, and for service earned after July 1, 2011, salary shall not include more than 300 hours of overtime and shall not include any payments for sick & vacation leave earned after 7/1/11.	10	5.58 %	Effective 1/10/12, the benefit accrual is capped at 80% for 28.5 year or more of service, with no less than 2% for all years of service.
LL	Panama City Beach	P & F	Age 50 + 20 years; or Age 55 + 10 years; or 25 years regardless of age (for Firefighters that make an optional 11.5% employee contribution) EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. svc., benefit equal to accrued benefit as of date of disability.	POLICE: 3.50% FIRE: 3.35%, plus \$350 per month supplemental benefit for retirees who retire on or after their normal or early retirement date, with an early or normal retirement benefit or disability.										Y									Total compensation for services rendered to the city reportable on the member's W-2 Form, plus all tax deferred, sheltered and exempt items of income.	10	Police: 11.0 % Fire: 8.10 % (optional 11.50 % for 25 and out benefit.	
LL	Parkland Closed Plan- transferred to BSO effective 3/1/04	P	Age 55 + 10 years; or Age 52 + 25 years; or 20 years of service regardless of age. EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC	3%					Y														Total cash remuneration for services rendered and including up to 300 hours of overtime.	10	5.00 %	Closed to new members; law enforcement services transferred to Broward Co. on 3/1/04, four members elected to remain in 185 plan. COLA - 2% increase payable after one year from date of retirement. ERIP - allowed one remaining member to retire early with no penalty based on service as of 6/15/11. SHARE PLAN - With the exception of annual base amount of \$69,006, all state moneys will go into share accounts for active and retired members...all members now retired.
LL	Pembroke Pines	P & F	Age 50 + 10 years; or 20 years continuous regardless of age	LOD: greater of 66 2/3% of monthly earnings on date of disability or accrued retirement benefit. NLOD: greater of 35% of AME on date of disability or accrued retirement benefit.	FIRE: 4.00%, subject to maximum of 80% of average monthly earnings POLICE: 3% for first 20 years of service and 4% for years in excess of 20. but for police officers that enter DROP upon, but not after normal retirement age, shall receive a benefit equal to 4%, subject to maximum of 80% of average monthly earnings (also, 13th Check)										Y									Basic Wages includes longevity and overtime. Includes up to 1,000 hrs. of accrued unused leave.	10 or Age 45 if participant on 2-19-81	10.40 %	**Police retirees may be eligible for 13th check. COLA = Fire: 3% each April 1st following retirement, Police: 1.5% each October 1 following retirement.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	A	R	E	S	U	P	P	L	D	R	O	P	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Pensacola	F	Age 52 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued retirement with a benefit reduction of 1% for each of first 18 yrs., 2% for next year, and 4% for each of next 5 yrs. by which svc. at date of disability is less than 25 yrs., but not less than 42% of AFC. NLOD: accrued retirement benefit at date of disability, with a benefit reduction of 2% for each of first 18 yrs., 4% for next yr., & 6% for each of next 5 yrs. by which svc. at date of dis. is less than 25 yrs., but not less than 25%.	75% of 1st \$2400 + 70% of next \$1200 + 65% of any additional amounts.																		Total Earnings	10	11.00 %		
LL	Pensacola (Closed 1/1/13 - Opted-out - effective 4/1/13 new hires enrolled in FRS)	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%.	3.00%																			Total cash remuneration paid for services rendered. Excludes: educational incentive pay, court pay, auto & expense allowances, pay for unused annual and sick leave.	10	0.50 %	Chapter 185 plan closed as of 1/1/13, City opted out per s. 185.60. Effective 4/1/13 joined FRS for police group. Received state money in 2013, no further state moneys payable. Substituted plan provides reduced benefits with higher employee contributions for service earned after 1/1/13.
LL	Perry	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit but not less than 42%.	3.00%																			Total cash remuneration paid for services rendered as a firefighter. Plus all tax deferred, sheltered or exempt items of income. Salary shall include all overtime and holiday pay for service prior to 7/1/11. Beginning 7/1/11, salary shall include only overtime up to 300 hours, but shall continue to include holiday pay.	10	1.00 %	
LL	Perry	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit but not less than 42%. NLOD: must have 10 yrs. cr. svc., not less than 25%.	3.25%																			Total compensation for services rendered as a police officer reportable on W-2 form, plus all tax deferred, sheltered or exempt items of income. For service earned after 7/1/11, salary shall not include more than 300 hours of overtime, and shall not include any payments for accrued sick and annual leave.	10	2.00 % (city pickup)	DROP shall not exceed 60 months.
LL	Pinellas Park	P	Age 55 + 10 years; or 25 years regardless of age EARLY: 10 years regardless of age	LOD: accrued benefit but not less than 42%. NLOD: not less than 25%	2.00% for service prior to 10/30/93; 2.50% for service after 10/30/93, 3% on or after 10/1/02 or 3.25% on or after 10/1/03, TIER TWO - 3% for members hired after 10/1/09.						Y													Total Compensation paid for services rendered, including up to 300 hours of overtime pay, but excluding any payment made for a second party employer.	10	8% (city pick-up)	DROP includes a choice of 6% interest or actual plan earnings. TIER TWO - for those hired on or after 10/1/09 - benefits are same, except accrual rate is 3%. Share Plan - includes initial distribution of all accumulated increases as of 10/1/09 to all police officers who were active on 10/1/09; subsequent yearly allocation of the excess state moneys to all active police officers.
LL	Pinellas Park	F	Age 55 + 10 years; or 25 years regardless of age EARLY: 10 years regardless of age	LOD: accrued benefit but not less than 42%. NLOD: must have 5 yrs. cr. svc., not less than 25%.	2.00% for service prior to 10/30/93; 2.50% for service after 10/01/78, 3% on or after 10/1/02 or 3.25% on or after 10/1/03, and 3.25% for creditable service on or after October 1, 2003. For members hired after 10/1/09 - benefit accrual rate is 3% for all years.						Y													Total Compensation paid for services rendered exclusive of bonuses. For members hired after 10/1/09 salary is base compensation.	10	9.00 % (city pick-up)	DROP includes a choice of 6% interest or actual plan earnings. Remain in DROP for 2 years or until attaining 35 years of DROP and creditable service. SHARE PLAN - places all accumulated and future increases into a share plan for firefighters. Vested in shares after 10 years. TWO TIER PLAN: All benefits the same except for those hired after 10/1/09 benefit accrual is reduced from 3.25% to 3% and compensation is base salary as opposed to total compensation. COLA: 2% after 5 years after benefit commencement or age 65.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS	
LL	Plant City	P & F	Age 55 + 10 years; or Age 60 regardless of years of service; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued retirement benefit but not less than 42%. NLOD: must have 10 yrs. cr. svc.	3.75%					Total compensation for services rendered as a police officer or firefighter reportable on the member's W-2 form, including overtime, bonuses, accrued vacation or sick time plus all tax deferred, sheltered or exempt items of income.	10	10.00 %		
LL	Plantation	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 45 + 15 years; or Age 50 + 10 years	LOD: 70% of compensation at time of disability with SS offset; NLOD: must have 5 Yrs.cr. svc.	Tier One: 3.50% for members retiring with 20 or more years with 80% cap for the first 24 years and 225 days, thereafter 0% up through the 40th year, and 2% for years over 40. Plus \$200 per month supplement payable for the lifetime of the retiree. (\$300 after age 55). Tier Two: For all employees hired on or after 1/1/2010 - benefits of 3%, with regular supple. of \$10 per yr of svc, but not the monthly supplement of \$200.				Y	Y	Total cash remuneration including base pay, longevity pay, assignment pay, shift differential pay, pay for annual leave accumulation, educational incentive pay & up to 300 hrs. of overtime pay.	10	Tier One: 9.5% Tier Two: 8%	"Lump Sum or Other Option" Ord. 2265 allows retirement option of 25% or 50% partial lump sum distribution of the actual value of their retirement benefits. If they choose this option, monthly benefits will be reduced accordingly. Tier One: COLA: effective for all retiring after 10/1/08-provides a 1.5% increase beginning 5 years after retirement payable for 20 years. Tier Two: applies to all employees hired after 1/1/2010 - all benefits are the same except that the benefit accrual rate is 3%; AFC is best 5; member contribution is 8%; maximum DROP not to exceed 5 years; COLA & \$200 Supplement do not apply.
LL	Plantation (All Volunteer)	F	Age 55 + 7 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit or \$100 per month; whichever is greater.	2% of AFC multiplied by Years of Credited Service or \$50 per month for each yr. of Credited Service, whichever is greater.					Unpaid	Graduated 7-10	1.00 %	Vesting is graduated with 10 years for 100%, 9 years is 75%, 8 years is 50%, and 7 years is 25% vested.	
LL	Pompano Beach (Police is CLOSED-transferred to County in 1999)	P & F	Age 47 + 20 years continuous Fire: Age 55 + 10 years continuous EARLY: Age 50 + 10 years continuous; or 20 years continuous regardless of age	LOD: 75% of AME at time of disability, but not less than his accrued benefit. NLOD: must have 10 yrs. cr. svc., accrued benefit.	FIRE: 3% for first 10 years, 4% for next 10 years and 2% for next 5 years, with max. of 80%, but not less than 2% for all years of service. POLICE: 3% with max. of 75%, with 2% for years in excess of 37.5.	Y			Y	FIRE: Basic wages and regular longevity pay. POLICE: Basic wages and regular longevity pay, and including up to 25 hours of overtime.	10	11.6 % Fire (city pick-up)	Police is closed plan. STOP/RESTART - 3/12 reinstates all benefits and establishes a SHARE PLAN for Firefighters with any increases in state moneys in excess of \$821,230.	
LL	Port Orange	F	Age 55 + 10 years; or 25 years of service and age 52 EARLY: Age 50 + 10 years	LOD: accrued benefit but not less than 42%. NLOD: benefit computed as for normal retirement	2.7% For members retiring prior to 10-1-99; or 2.8% for members retiring between 10-1-99 & 9-30-00; or 2.9% for members retiring between 10-1-00 & 9-30-01 or 3% for members retiring on or after 10-1-01. Plus supplemental benefit, \$20 per month for each yr. of svc. with maximum of \$500, maximum benefit of 80%.				Y	Y	Members fixed compensation for services rendered to the city as a firefighter, plus all tax deferred and tax-exempt items, including education pay and specialty pay, but excludes overtime, education pay, incentive pay, lump sum annual leave, sick & compensation leave leave.	10	7.5% for those hired before 12/4/12; 8% for those hired on or after 12/4/12	COLA: available only for those with 25 years of service, begins after 8 years of retirement, 3% per year or no greater than granted under SS, applied only when actuarial assumption met or exceeded and plan is at least 80% funded. DROP: 60 Months. interest as earned/loss by plan.
LL	Port Orange	P	Age 48 + 10 years; or age 45 with 25 years of service. EARLY: Age 45 + 10 years	LOD: minimum of 50% of current AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit.	3%, plus \$200 per month if 10 Years of credited service, plus additional \$20 per month for each year in excess of 10 Years, up to a maximum of \$400.				Y	Y	Chapter	10	7.50 %	DROP - must have 25 years of service in order to be eligible for DROP COLA - defers COLA to age 59or 5 years after retirement, 3% up to maximum of retirement of \$95K.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Port St. Lucie	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit but not less than 42%. NLOD: must have 10 yrs. cr. svc., not less than 25%.	3.09%					Total Cash Compensation	5	9.00 %	City makes a minimum 10.5% contribution which, at the member's choice, may be refunded along with the member's contribution at termination in lieu of any further benefits. DROP - participation is up to 60 months. The member may choose between interest earnings of 6.5% or the fund's investment earnings.
LL	Punta Gorda	F	Age 55 regardless of years of service; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: 3.5% x years of service, but not less than 60% of AFC. NLOD: must have 10 yrs. cr. svc., same, but not less than 25% of AFC	3.5%; After 10/1/12 3%	Y		Y		Total Compensation for services rendered to the city as a firefighter reportable on the member's W-2 form, plus all tax deferred, exempt or sheltered items of income.	5	8.00 %	
LL	Punta Gorda	P	Age 45 + 20 years; or Age 55 regardless of years of service EARLY: Age 45 + 10 years	LOD: 3.5% x years of service, but not less than 60% of AFC. NLOD: must have 10 yrs. cr. svc., same, but not less than 25% of AFC	3.50%				Y	Total Compensation for services rendered to the city as a police officer reportable on the member's W-2 form, plus all tax deferred, exempt or sheltered items of income.	5	8.00 %	
LL	Quincy	P & F	Age 55 & 10 years; or 25 years regardless of age EARLY: Age 50 & 10 years	LOD: accrued benefit, but not less than 42% of AFC, must have 10 yrs. svc. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%, must have 10 yrs. svc.	2% up through 4/9/07; 2.5% thereafter					Total Cash Compensation for services rendered.	Graduated 3 - 10	7.50 %	City makes a minimum 12% contribution (replaces the old DC plan contribution).
LL	Quincy	P & F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%.	2% for svc. Through 4/10/07; 2.5% thereafter.					Total cash compensation paid to the participant for services rendered.	10	7.50 %	
LL	Riviera Beach	F	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 60% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 48%.	3.00%				Y	Total Compensation	10	8.00 %	DROP - maximum of 60 months. Share Plan created Ord #4013 for premium tax \$ over \$86,456
LL	Riviera Beach	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 50% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 40%.	3%, plus Share Plan	Y				Total cash remuneration paid to a police officer for services rendered.	10	8.00 %	Share plan is funded with increases in state premium tax moneys in excess of the amount received in 2000 to be distributed equally between retirees and actives.
LL	Rockledge	P	Age 52 + 10 years EARLY: Age 44 + 25 years; or Age 50 + 10 years	LOD: 10 yrs. certain & life = 50% of basic comp., single-sum value not to exceed 100 x's mo. ret. at normal ret. date. NLOD: (less than 10 yrs.) mo. income greater of accrued ret. Or 2x's basic comp. 60% of normal ret. (10 or more yrs.) mo. income for 10 yrs. certain & life, greater of single sum-value of accrued ret. or 30% of basic comp. single-sum value not to exceed 100 x's mo. ret. at normal ret. date.	3.00% for 1st 25 Years plus 1.5% for next 10, between 25 Years Credited Service 35 Years.				Y	Actual Compensation, including up to 300 hrs. of overtime, but excluding sick & annual leave, bonuses, expense allowances & other extraordinary compensation.	10	7.00 %	DROP: maximum of 60 months. Employee has option of interest earnings based on the Fund's investment return or a one-time option to self-direct.
LL	Rockledge	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 45 + 25 years; or Age 50 + 10 years	LOD: 10 yrs. certain & life = 50% of basic comp., single-sum value not to exceed 100 x's mo. ret. at normal ret. date. NLOD: (less than 10 yrs.) mo. income greater of accrued ret. Or 2x's basic comp. 60% of normal ret. (10 or more yrs.) mo. income for 10 yrs. certain & life, greater of single sum-value of accrued ret. or 30% of basic comp. single-sum value not to exceed 100 x's mo. ret. at normal ret. date.	3.00% for up to 25 Years of Credited Service plus 1.5% between 25 Years Credited Service 30 or 2% for all Credited Service.				Y	Actual Compensation <u>excluding</u> over-time, sick & annual leave, bonuses, expense allowances & other extraordinary compensation.	10	7.00 % (city pick-up)	DROP: maximum of 60 months. Employee has option of interest earnings based on the Fund's investment return or a one-time option to self-direct.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Royal Palm Beach (Closed 9/1/06)	P	Age 55 + 5 years; or 16 years of service EARLY: Age 50 + 5 years	LOD: accrued benefit but not less than 42%. NLOD: not less than 25%, benefits provided after 10 yrs. svc.	2.50%, plus 13th check based on actuarial gain. Actives & retirees participate in share plan using state moneys in excess of \$853,083.	Y				Total W-2, plus tax-deferred and tax-exempt income.	5	5.00 %	Plan was closed effective 9/1/06 as law enforcement services were transferred to Palm Bch. Co. Six officers remained under plan. All state moneys in excess of \$853,083 are to be deposited into the share account of all active and retirees of the plan.
LL	Safety Harbor	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit but not less than 42%. NLOD: not less than 25%, benefits provided after 10 yrs. svc.	3.00%		Y	Y	Y	Chapter	10	1.00 %	COLA: 2% each year for retired participants
LL	San Carlos Park Fire Service District	F	Age 55 + 6 years; or 25 years regardless of age EARLY: 6 years regardless of age	LOD: accrued benefit, but not less than 65% of salary NLOD: must have 10 yrs. svc., accrued benefit or not less than 25%.	3.00%			Y	Y	Fixed Monthly Compensation	6	0.50 %	COLA: 3% each year.
LL	Sanford	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: 50% of base pay at disability; (malicious or intentional act) 80% of AFC. NLOD: benefits provided after 5 yrs. svc.	3.50%			Y		Base Pay	10	5.10 %	
LL	Sanford	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued benefit but not less than 60%. NLOD: benefit accrued to date, benefits provided after 5 yrs. svc.	3.08%			Y		Base Pay, includes educational incentive, engineer incentive, paramedic incentive, specialty pay, as well as all tax deferred, tax sheltered or tax exempt items of income.	10	7%	
LL	Sanibel	P	Age 60 + 5 vesting credits; or Age 55 + 10 vesting credits; or 25 vesting credits regardless of age EARLY: Age 50 + 5 years	LOD: 3% of AFC times cr. svc., but not less than 42%. NLOD: not less than 25%, benefits provided after 10 yrs. svc.	3%, plus supplemental benefit, \$36 times Cr. svc. paid monthly to age 67. Minimum payment period is 5 yrs. svc.			Y	Y	Total Compensation, excluding overtime in excess of 300 hrs and payments for sick and vacation leave earned after 9/30/11.	5	8.00 % (4.00 % after normal retirement age)	*Supplemental Benefit of number of years service times \$36.00 dollars if member contributes additional 3% of salary. COLA - 3% beginning after 12 months of retirement. DROP participation is for 60 months and provides a 4% interest earnings quarterly.
LL	Sarasota	P	Age 50 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: 75% of avg. comp., not less than amt. of accrued normal retirement pension, payable under standard form of payment. NLOD: 2.5% of avg. comp. multiplied by cr. svc., payable under the standard form of payment.	3.00%			Y	Y	Total Compensation for services rendered to the city as a police officer reportable on the member's W-2 form, plus all tax deferred, exempt or sheltered items of income; excludes clothing/equipment allowances, deferred comp. and lump sum payments for unused vacation/sick leave, and excludes overtime in excess of 300 hours per year.	10	8.00 %	Prospective reduction in benefits for service earned after 10/1/12 and for those entering DROP or retiring after 10/1/12. COLA - reduced from 3.2% to 1% per year. AFC - lowered from 3 to 5 years. Normal Form - lowered from 67% J&S to 10 yr. Certain. DROP - interest reduced from 6.5% to 2%.
LL	Sarasota CLOSED	F	Age 50 + 10 years; or 25 years regardless of age	LOD: 75% of avg. comp., not less than amt. of accrued normal retirement pension, payable under standard form of payment. NLOD: 2.5% of avg. comp. multiplied by cr. svc., payable under the standard form of payment.	3%, plus <u>Share Account</u> for certain retirees	Y			Y	Total Compensation and lump sum payments for unused vacation/sick leave and up to 500 hours of overtime included.	10	8.00 %	COLA based on available funds determined by actuarial gain for prior fiscal year.
LL	Satellite Beach	P & F	Age 52 + 5 years EARLY: Age 50 + 10 years	LOD: accrued retirement benefit but not less than 42%. NLOD: not less than 25%, benefits provided after 10 yrs. svc.	3.00%			Y		Basic Pay <u>includes</u> over-time, commissions & bonus, and accrued sick/vacation pay.	5	8.00 %	
LL	Sebastian	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	TIER ONE: 3% for each year of service TIER TWO: Effective for those hired after April 11, 2012 - 2% for each year service					Chapter	10	8.00 %	Effective 4/11/12 - became LL Plan and established a second tier for those hired after the effective date lowering the benefit accrual rate. All other benefits remain the same for Tier One and Tier Two.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS	
LL	Sebring	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: 60% of AFC. NLOD: 3% of AFC for each yr. of svc., not less than 25% and not to exceed 50%, plus 7.5% of AFC for each child, provided the total of spouse & children's benefit does not exceed 50% of AFC.	3.00%	Y		Y	Y	Total compensation for services rendered to the city as a firefighter reportable on member's W-2 form and all tax deferred, sheltered and exempt items of income.	10	6.50 %	DROP participation is 60 months. Share Plan: includes increases over and above the 2007 base amount.	
LL	Sebring	P	Age 52 + 10 years (5 years before 10-1-98); or 20 years regardless of age. EARLY: Age 45 + 10 (5 years before 10-1-98)	LOD: accrued benefit but no less than 42%. NLOD: 3% of salary for each year of svc.(max. of 50%), with a minimum of 25% of AFC, only members with at least 5 yrs. (10 yrs. of service after 10/1/98)	3%, plus supplement of \$10 per month per year of service. (13th Check)				Y	Total compensation for services rendered to the city as a police officer reportable on member's W-2 form and all tax deferred, sheltered and exempt items of income.	5	5.00 %	DROP participation is for 7 years. Plan includes a 13th check made up of increases in state moneys in excess of frozen amount of \$111,869.	
LL	Seminole	F	Age 55 + 10 years; or 25 years regardless of age; or Age 62 regardless of years of service EARLY: Age 50 + 10 years	LOD: 42% plus 3% per yr. of cr. svc. of final two yrs. avg. comp., max. benefit is 75% of final 2 yrs. comp. NLOD: 3% per yr. of cr. svc. of final 2 yrs. avg. comp., minimum benefit of 2% per yr. svc. of final avg. earnings or if higher 25% of final avg. salary, must have 10 yrs. svc.	3.00%					Total compensation for services rendered as a firefighter reportable on the member's W-2 form plus all tax deferred, sheltered or exempt items of income, but excluding lump sum payments of accrued sick and vacation leave, and excluding overtime for service earned after 7/1/11 in excess of 300 hours.	10	8.00 %		
LL	Shalimar	P	Age 50 + 6 years; or age 48 with 20 years of service. EARLY: 10 years regardless of age	LOD: accrued benefit but not less than 42%. NLOD: not less than 25%, benefits provided after 10 yrs. svc.	3.00%				Y	Chapter	6	1.00 %	DROP participation is 60 months and includes a 6.5% interest earnings on the account.	
LL	South Miami	P (Share)	Age 60 + 10 years; or 25 years regardless of age EARLY: Age 50 + 15 years	LOD: accrued retirement based on FMC, but reduced for early retirement.	Graduated 2.00% for Credited Service Through 9-30-95 to 3.00% for Credited Service After 10-1-03. Also has Share Plan.	Y			Y	Regular wages & salaries, <u>excludes</u> over-time and other additional compensation.	10	7.50 %		
LL	South Pasadena	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: 2 3/4% of AFC x total yrs. cr. svc. prior to 10/1/03 & 3% of AFC for each yr. of cr. svc. after 10/1/03, not less than 42% of AFC. NLOD: 2 3/4% of AFC x total yrs. cr. svc. prior to 10/1/03 & 3% of AFC for each yr. of cr. svc. after 10/1/03, must have 10 yrs. cr. svc.	3.00%				Y	Chapter	10	6.00 %		
LL	South Walton Fire Control District	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit but not less than 42%. NLOD: must have 10 yrs. cr. svc.	4% for those hired prior to 9/30/11, 3% for those hired on or after 10/1/11.				Y	Base Compensation for services rendered	10	3.50 %	Employee contribution is 7% for those hired prior to 9/10/11. Employee contribution is 3.5% for those hired on or after 10/1/11.	
LL	Southern Manatee Fire Control District	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued retirement benefit but not less than 42%. NLOD: not less than 25%, must have 10 yrs. of cr. svc.	3.50%				Y	Fixed compensation reportable on form W-2, plus tax deferred, tax sheltered, and tax exempt items. Fixed compensation excludes OT, bonuses & lump sum payments of accrued annual leave & sick leave.	10	3.50 %	DROP: participation is 96 months. Line of duty death (no service requirement) is his accrued retirement benefit, but no less than 50% of his monthly salary at death.	
LL	St. Augustine	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit but no less than 42%. Benefit paid in the form of a 10 yr. certain & life annuity (optional forms available).	3.00%				Y	Y	Fixed Monthly Compensation for services rendered to the city as a firefighter plus all tax deferred, exempt or sheltered items of income derived from elective employee payroll deductions or salary reductions otherwise includible as fixed compensation.	10	5.00 %	COLA: 3% DROP participation is 60 months, with a guarantee of 6.5% investment earnings.
LL	St. Augustine	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued retirement benefit but not less than 42%. NLOD: not less than 25%	3.00%				Y	Y	Total Cash remuneration including base salary, over-time, special incentive pay, sick/vacation pay. Excludes lump sum checks for accrued leave not taken.	10	5.50 %	

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	S	U	D	C	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
						A	R	U	P	R	O				
						E	E	P	L	O	L				
LL	St. Cloud	P & F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: unreduced accrued benefit but no less than 42%. NLOD: unreduced accrued benefit.	3.75%					Y	Y	Total Compensation, excluding overtime in excess of 300 hrs, and payments for accrued unused sick and vacation leave earned after 7/1/2011.	10	5.10 %	Effective retroactively to 10-1-97 monthly benefits increased by 2% for each full year of the Retiree's retirement as of 10-1-97, up to a maximum of 10%.
LL	St. Pete Beach	P	Hard freeze of benefits accrued as of 1/31/13. Prior to 2/1/13: Age 55 regardless of years of service; or 25 years regardless of age. EARLY: Age 50 + 10 years; or 20 years regardless of age. Effective 2/1/13: Normal retirement: Age 60 + 10 years of service; or 30 years of service regardless of age. Early retirement date: None, vested members hired prior to 2/1/13, will be able to receive their early retirement benefit upon obtaining age 50 + 10 yrs. of service, and terminating employment.	LOD: accrued retirement benefit but no less than 50%. NLOD: must have 10 yrs. cr. svc.	Service earned prior to 2/1/13: 3.2% of AFC for service to 10/1/81, plus 4% of AFC for service after 10/1/81. Effective 2/1/13: 1.25%							For service prior to 2/1/13: Total Cash Compensation for services rendered as a police officer reported on member's W-2 form, plus all tax sheltered or exempt items of income. For service earned after 2/1/13: Base pay	10	3.00 %	For service earned prior to 2/1/13: COLA - 3% effective after 7 years of retirement. For service earned after 2/1/13: No COLA For service earned prior to 2/1/13: DROP: For service earned after 2/1/13 - NO DROP Share Plan: effective 2/1/13 all active members will receive a share allocation of the excess state moneys reserve in the plan on 10/1/12. No further share allocations will be made to any members.
LL	St. Lucie County Fire District	F	Age 55 + 5 years; or 25 years regardless of age EARLY: Age 50 with 5 years of service	LOD: accrued retirement, but not less than 75% of members AFC. NLOD: 5 yrs. cr. svc., accrued retirement benefit, but not less than 25%	3%, plus a supplemental benefit based on the age at the pension commencement date.					Y		Base pay, incentive pay, longevity and shift pay, overtime pay, and payment for unused vacation & sick pay.	5	0.50 %	Ad-hoc COLA not to exceed 3%
LL	St. Pete Beach	F	Age 55 regardless of years of service; or 25 years regardless of age EARLY: Age 50 + 10 years; or 20 years regardless of age.	LOD: accrued retirement benefit but no less than 42%. NLOD: must have 10 yrs. cr. svc.	3.4%					Y	Y	Total compensation for services rendered to the city as a firefighter reportable on the member's W-2 Form, plus all tax deferred, sheltered and exempt items of income.	Graduated 1-10, full vesting with 10 years service.	10.30 %	COLA: 3% per year, effective after 7 years of retirement. DROP: up to 5 years, member's option for 7.5% interest, or actual net rate of return.
LL	St. Petersburg (Prior Plan)	P & F	20 years regardless of age	POLICE - LOD: 60% of highest pay step of rank held at time of disability. NLOD: 2.5% of prevailing wage for rank held for each yr. of svc., plus 7.5% for each child under age 18; total not to exceed 50%. FIRE - LOD: 60% of highest pay step of rank held at time of disability. NLOD: 2.5% of prevailing wage for rank held for each yr. of svc., plus 7.5% for each child under age 18; total not to exceed 50%.	50% of highest pay step of the lowest rank held during the 3 previous Years + 2% for each yr. in excess of 20, with a maximum amount of 60%.					Y		Not Available	12	4.00 %	
LL	St. Petersburg (Supplemental)	P	Age 55 regardless of years of service; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: 60% of earning base, reduced by workers comp. NLOD: greater of accrued benefit or 25% of earnings base, plus 7.5% of earning base for each child under 18.	For service on or after January 1, 2004 - 3%					Y	Y	Base pay plus educational incentive, shift differential and acting supervisor pay if any.	Graduated 7 - 10	7.00 %	DROP participation is 60 months.
LL	St. Petersburg (Supplemental)	F	Age 50 + 10 years; or Age 53 regardless of years of service; or 30 years regardless of age EARLY: 25 years regardless of age	LOD: 60% of earning base or the accrued pension, whichever is greater. NLOD: accrued benefit, but not less than 25% of AME, plus 7.5% of the earnings base for each unmarried child under the age of 18.	3.00%					Y		Base Pay, excludes unused leave during last 5 Years.	Graduated 7 - 10	7.00 %	EEs can stay in drop up to 84 months

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	A	R	E	S	U	P	P	L	D	R	O	P	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Starke	F	Age 55 regardless of years of service; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit with minimum of 42% of AMC. Workers' Comp. offset NLOD: must have 10 yrs. svc., computed as normal retirement pension.	3.50%	Y					Y	Y	Y										Salary paid for personal services rendered to the City. Shall not include overtime, travel, equipment	3	Vol: 6.00 % FT: 5.00 % + 5.00% city pick-up	SHARE PLAN - effective 6/1/09 excess state moneys over \$30,248 shall be placed in share plan, provides for vesting after 10 years.	
LL	Starke	P	Age 55 regardless of years of service; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit with minimum of 42% of AMC. Workers' Comp. offset NLOD: must have 10 yrs. svc., computed as normal retirement pension.	3.75%							Y	Y										Salary paid for personal services rendered to the City, including up to 42 hours of overtime. Shall not include allowances for travel, equipment.	3	1.00 % employee 5.00 % city pick-up		
LL	Sunrise	P	Age 53 + 10 years; or 20 years regardless of age EARLY: Age 47 + 10 years	LOD: 75% of salary in effect on date of disability less any amounts paid by worker comp. Offset shall not reduce benefit below 42% of the member's AFC or accrued benefit. NLOD: accrued Benefit with min of 25%	4% of AFC for 1st 10 Years plus 2% for each year thereafter. <u>Plus</u> supplemental monthly benefit \$25 per yr. of svc. With maximum of \$500 per month until age 65 and \$15 per yr. of svc. with maximum of \$300 per month thereafter. (also, 13th check)								Y										Gross Pay, excludes pay for accrued benefits.	10	9.84 %	13th & 14th check DROP participation is 72 months.	
LL	Sunrise	F	Tier One (for those hired prior to 9/25/12): Normal Retirement: Age 45 + 25 years; or Age 48 + 21 years; or Age 50 + 10 years Tier Two (those hired on or after 9/25/12): Normal Retirement: Age 55 with 10 years service; or age 52 with 25 years of service	LOD: 75% of salary in effect on date of disability less any amounts paid by worker comp. Offset shall not reduce benefit below 42% of the member's AFC or accrued benefit. NLOD: accrued Benefit with min of 25% & max of 50% of AFC	Tier One: 3% for first 15 years service and 3.5% for each year thereafter with cap of 80%. Tier Two: 3% for first 25 years, 1% for each year thereafter, with maximum of 80%.							Y	Y										W-2 Compensation <u>excludes</u> auto & mileage reimbursement; effective 10/1/12 overtime in excess of 300 hours is excluded.	10	10.63 %	DROP: may participate up to 7 years, provides a 6% interest earning. COLA: 2% effective 9/30/01 to commence at the end of the 4th year after retirement. 2.5% effective 10/1/10 to commence at the end of the 7th year.	
LL	Surfside	P	Age 52 + 20 years; or Age 62 and 5 years of service; or 25 years regardless of age EARLY: Age 55 + 15 years; or 20 years regardless of age	LOD: 75%(if injury), 45% (if disease) of pay in effect on date of disability, less WC/SS benefits. NLOD: accrued pension benefit.	3.5%, also has Share Plan	Y						Y	Y	Y									Regular Pay for Services Rendered	Graduated 5 - 10	6.00 % = 2.5 % benefit 5.00 % = 2 % benefit; effective 10/1/05 all employees shall contribute 8%.	DROP participation is up to five years.	
LL	Sweetwater	P	Age 50 +10 years EARLY: 10 years before normal retirement date	LOD: accrued benefit, but not less than 42%. NLOD: 25% of salary, but not less than a members accrued pension.	2.00%																		W-2 Salary	Graduated: 10% per year	6.00 %		
LL	Tallahassee Part C	F	Part C: Age 55 + 5 years; or Rule of 80 (Age + Years = 80 or more) Effective 10-1-99: Age 55 + 5 years; or 25 years regardless of age EARLY: Age 50 + 5 years	LOD: accrued benefit or benefit with srv. To normal retirement date not greater than 50% of avg. mo. comp. NLOD: must have 2 yrs. cr. svc.	Effective 1/1/03, 3% benefit for 1st 20yrs. & 4% thereafter with a cap of 81%. Also has Share Plan. <u>Plus</u> supplement of \$5 x years of svc. Not in excess of 30.	Y						Y	Y	Y									Base Salary - tax deferred	5	10.08% through 9/30/08, with graduated increases through 9/2017 up to 18.84% and a increase 0.13 each yr until 2036 when reaches 21.44%.	Monthly Health Care Supplement \$5.00 for each month of pension credit up to a maximum of \$150 per mo. DROP participation is up to three years. COLA: 3% beginning at age 52.	
LL	Tallahassee Part C	P	Part C: Age 55 + 5 years; or 25 years regardless of age EARLY: Age 50 + 5 years	LOD: accrued benefit or benefit with srv. To normal retirement date not greater than 50% of avg. mo. comp. NLOD: must have 2 yrs. cr. svc.	Part C: Police:-3% for the first 20 yrs. & 4% for ec year thereafter, with a maximum of 81%, but no less than 2% for all years of svc. Also has Share Plan. <u>Plus</u> supplement of \$5 x years of svc. Not in excess of 30.	Y						Y	Y	Y									Base Salary - tax deferred	5	Hired before 10/1/12 9.85%, hired after 12.29%.	Monthly Health Care Supplement \$5.00 for each month of pension credit up to a maximum of 30 years.	

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Tamarac	F	NORMAL: Tier One (hired prior to 1/1/13) - Age 55 + 5 vesting credits; or 25 years regardless of age. Tier Two (hired after 1/1/13) - Age 55 with 8 years of svc., or 25 years regardless of age. EARLY: Age 50 + 10 vesting credits	LOD: accrued benefit, but not less than 42% of AMC at time of disability. NLOD: with 8 vesting credits, accrued benefit, but not less than 25% of AMC at time of disability.	*(see comments) 3% for the 1st 15, plus 4% for the next 10 Years immediately following the first 15 Years of service, & 3% for each year of service thereafter. <u>Plus</u> supplement \$10 per each year service, max \$300 per mon.	Y		Y	Y	Total Cash Remuneration for Services Rendered, including any payments required under Chs 175/185, but not including extra duty pay. Includes up to 300 hours of overtime; excludes overtime in excess of 300 hrs. and payments for sick and vacation leave for service earned after 1/1/13.	Early: 10 vesting credits Normal: Tier One (hired prior to 1/1/13): 5 vesting credits Tier Two (hired after 1/1/13): 8 vesting credits	10.50 %	COLA: *Each participant who was active on or after 3/1/01 shall receive, upon retirement, a monthly subsidy of \$10 for each completed year of credited service. Minimum of \$50, Max. \$300, payable until age 65. Benefit will be adjusted annually by a 2.5% increase. For those retired between 10/1/02 - 2/28/07 - after three years of retirement, 2.5% COLA; for those retired after 6/1/13, after five years of retirement, eligible for 2.5% COLA. DROP: Upon reaching normal retirement date or age 52, whichever is later, member may enter DROP for up to 60 months.
LL	Tamarac - CLOSED transferred to Broward County Sheriff's office	P	Age 52 + 25 vesting credits; or Age 55 + 10 vesting credits; or Age 57 + 5 vesting credits EARLY: Age 50 + 10 vesting credits	LOD: accrued benefit, not to exceed 75% of avg. mo. salary at the time of disability, but not less than 42% of AMC at time of disability. NLOD: with 2 vesting credits but less than 10 vesting credits, a monthly benefit equal to the monthly base wage at time of disability. With 10 vesting credits, accrued benefit, but not less than 25% of AMC at time of disability.	POLICE: 2% for police employed with the City or BSO before 12/19/97; if employed as of 12/19/97 3% of AFC. Additional retirement supplement of \$220 per month for life or ten years certain. (13th check)	Y			Y	Total Cash Remuneration for Services Rendered	5	5.00 % (city pick-up)	Police is closed plan . Supplemental Plan is a Share plan to which the increases in the state moneys are shared with active participants, retirees, and beneficiaries (not disability retirees).
LL	Tampa	P & F	Age 46 + 10 years; or 20 years regardless of age EARLY: Age 46 + 20 years	LOD: 65% of member's annual salary on date of disability, but not less than \$1,200/year. NLOD: 2% of AFC on date of disability x yrs. cr. svc., but not less than 25% of Avg. Salary, must be vested. (also 13th check)	3.15% all years of service.				Y	Total cash remuneration for services rendered, including any payments required under Chs 175/185, but not including extra duty pay. Includes up to 300 hours of overtime.	10	6.00 - 25.00 % member contribution, based on 12 month earnings	
LL	Tarpon Springs	P	Age 50 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: 50% of avg. mo. earnings. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. earnings.	3.00%				Y	Total Cash Remuneration for Services Rendered.	10	8.00 %	After 10-1-00, retirees will receive a monthly benefit adjustment every 5th year in the amount of 2.1% of the current monthly retirement amount.
LL	Tarpon Springs	F	Age 50 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: 42% of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC.	3% for service prior to 10-1-99 3.25% for each year of Credited Service on and after 10-1-99.				Y	Total compensation for services rendered to the city as a firefighter reportable on the member's W-2 Form, plus all tax deferred, sheltered and exempt items of income.	10	9.45 %	
LL	Tavares	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years, with 2% reduction	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%.	3.00%				Y	Total cash remuneration paid by the employer, including base pay, overtime and holiday pay, but excluding any payments for extra duty or special detail work performed on behalf of second party employer.	10	3.50 %	
LL	Tavares	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%.	3.00%				Y	Total Cash Remuneration for Services Rendered	10	12.80 %	COLA: 2% each year for all retired participants.
LL	Temple Terrace	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 50% or greater than 100% of pay at date of disablement. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of AFC.	3.50%				Y	Total Salary includes over-time, educational incentive but excludes uniform allowances & third party sick pay.	10 (5 if hired before 10/1/90)	11.20 %	COLA: 3% each year after normal retirement beginning on 56th birthday and ending on 65th birthday.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	Temple Terrace	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. cr. svc., accrued retirement benefit, but not less than 25% of AFC.	3.50%	Y	Y	Y		Total Salary includes over-time, educational incentive but excludes uniform allowances & third party sick pay.	10	10.51 %	COLA:3% each year after normal retirement beginning on 56th birthday and ending on 70th birthday.
LL	Tequesta	P & F	Age 55 + 6 years; or Age 52 + 25 years EARLY: Age 50 + 6 years	LOD: accrued benefit, but not less than 42%. NLOD: accrued retirement benefit, but not less than 25% of AFC.	3%, <u>plus</u> supplemental benefit, of \$20 per yr. of svc. up to a maximum benefit of \$600.			Y		Total cash remuneration for services rendered.	6	Fire: 5% Police: 5%	
LL	Titusville	P & F	Age 55 + 8 years; or 25 years regardless of age EARLY: Age 45 + 10 years (before 12/22/86) Age 50 + 10 years (after 12/22/86) Effective 6/30/13 age 58 w/ 7.5yrs or 28 yrs Effective 8/26/13 age 62 w/ 10 yrs or	LOD: accrued benefit, but not less than 50% of AFC. NLOD: accrued benefit with 10 yrs. cr. svc. Effective 8/26/13-equal to 2% of AFC for each yr of cred sv	3.00%				Y	Total compensation on W-2 form plus all tax deferred & sheltered income.	8	8.00 %	Supplemental benefit of \$5 per year of service, up to a maximum of \$150 per month. COLA: 1.277% each year following 1st year of retirement.; DROP closed 8/26/13
Chapter	Umatilla	P	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% of avg. mo. salary. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25% of avg. mo. salary.	2.50%					Chapter	10	5.00 % total 0.50% employee 4.50 % city pick-up	
LL	Valparaiso	P & F	Age 55 + 6 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. cr. svc. accrued benefit, but not less than 25% of AFC.	3.00%			Y	Y	Fire: Base compensation Police: Total cash remuneration for services rendered.	6	2.00 %	COLA: 2% each year following 1st year of retirement. DROP: shall not exceed 60 months and earns 6.5% annual interest.
LL	Venice	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years; or 20 years regardless of age	LOD: greater of 2% times AFC times cr. svc. Or 50% of average final compensation. NLOD: must have 5 Yrs. Cr. svc.	3.5%, <u>plus</u> \$175.00 per month				Y	W-2 Earnings	10	9.75 %	COLA - 3% each October 1 following retirement. Opted out and went to FRS. Still have firefighters in the plan.
LL	Venice	P	Age 50 + 10 years; or 25 years regardless of age EARLY: 20 years regardless of age	LOD: 62.5% of salary plus \$175.00 per month. NLOD: 50% with 5 yrs. cr. svc., plus \$175.00	3.5%, <u>plus</u> \$175 per month supplement.			Y	Y	W-2 Earnings	10	7.25 %	COLA - 6% ad hoc COLA effective 10/1/06.
LL	Vero Beach	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: not less than 50% of AFC. NLOD: must have 10 Yrs. Cr. svc.	3.00% <u>plus</u> \$5.00 per month x Years of Credited Service(for all retirees)			Y	Y	Base pay, not including overtime or other compensation.	10	5.5% hired prior to 10/1/12 and 8% hired after 10/1/12	Ordinance No. 2013-02 changes EE contributions from 3% to 5.5% for those hired prior to 10/1/12. Those hired afterwards will have 8% contributions. Caps overtime to 300 towards retirement.
LL	Vero Beach CLOSED	F	Age 55 + 10 years; or Age 52 + 25 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 50% of AFC NLOD: must have 10 yrs. cr. svc., same benefit.	3.00% + \$25.00 per month x Years, of Credited Service. (also 13th check.)				Y	Total cash compensation including wages, salary, bonuses & overtime, but excluding lump sum payment of unused leave.	10	7.00 %	All current & future retirees shall receive an automatic 2% increase in the monthly annuity received on 10/1 of each year.
LL	Village of North Palm Beach	P & F	Age 55 regardless of years of service, or age 52 with 25 years of service EARLY: Age 50 regardless of years of service	LOD: accrued benefit, but not less than 42%. NLOD: after 10 years, accrued benefit, but not less than 25%.	2.50%				Y	Gross Salary <u>includes</u> over-time, but <u>excludes</u> bonuses and unused sick/vacation pay.	10	2.00 %	
LL	Wauchula	P (Share)	Age 60 + 10 years EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 50%. NLOD: accrued benefit, but not less than 25%.	2.50%, also has Share Plan. <u>Plus</u> supplemental benefit of \$100 per month.	Y			Y	Regular Salary <u>includes</u> over-time, longevity, incentive, sick/annual leave pay & bonuses.	10	10.00 %	
LL	West Manatee Fire & Rescue District	F	Age 55 + 6 years; or 25 years regardless of age EARLY: 6 years regardless of age	LOD: accrued benefit, but not less than 42% of AFC, if unable to perform duties of a FF, or 65%, if unable to perform any duties for the District. NLOD: must have 8 yrs. cr. svc.	3.5% <u>Plus</u> supplemental benefit of \$5 per month per yr. cr. svc..				Y	Total compensation for services rendered as reportable on W-2, plus all tax deferred items.	6	2.90 %	Each July 1st. 3.5% increase in monthly benefit amount.

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S	H	S	U	P	D	R	C	O	L	A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS
LL	West Melbourne	P	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: must have 10 yrs. cr. svc., accrued benefit	3%(*After 10/1/98, members with 20 or more Years of Credited Service will receive an additional monthly benefit equal to \$10 times the number of full Years of Credited Service. *\$10 supplement eliminated for those hired after 1/1/11)												Fixed pay, including incentive pay, 300 hours of overtime, but excluding amounts paid to a member annually to buyback unused sick leave and vacation leave, as well as excluding overtime in excess of 300 hours, bonuses or other special compensation.	Graduated 6 - 10	8.44 %	*Insurance Subsidy Trust Fund DROP participation 60 months or completion of 31 years as a police officer. COLA - 2% deferred until five years after retirement. Establishes 2nd Tier for those hired after 1/1/11 - eliminates COLA, DROP & \$10 Supplement.
LL	West Palm Beach	P	Age 55 + 10 years; or Age 50 + 20 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: 2/3 of final avg. salary, paid to age 55. NLOD: must have 5 yrs. cr. svc., 25% of FAS if Credited Service is 10, otherwise, 20% of FAS.	2.68% for service earned after 10/1/11; 3% of AFC for Service on or after 4/1/87; plus 2.5% rendered prior to 4/1/87 up to a total of 26 yrs. plus 1% in excess of 26 yrs.												Total cash remuneration paid to a police officer for services rendered.Excluding lump sum payments for accumulated leave such as accrued vacation leave, accrued sick leave, & accrued personal leave. Effective 1/1/13 overtime is limited to 300 hours.	10	11.00 %	Has 13th check. DROP - 5 years, but eligibility available only for those with less than 27 yrs. total years may not exceed 30 yrs. of svc. Choice of fixed or guaranteed rate of 8%, but can be lowered to 4%.
LL	West Palm Beach	F	Age 50 + 15 years; or Age 55 + 10 years; or 26 years regardless of age Effective 10/1/88: share accounts established for each member EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 65%. NLOD: must have 5 yrs. cr. svc., accrued benefit, but not less than 25%, if service is 10 or more yrs.	3% for service after 5/13/2012; 4% of AFC for Service earned prior to 5/13/12, with maximum of 92%, with a minimum of 2% x all years of svc.												Fixed Monthly Compensation	10	13.10 %	Has 13th check. SHARE - for 2012 & 2013 Share Plan moneys divert to DB plan.
LL	Williston	P	Age 55 + 10 years; or Age 52 + 20 years; or after 30 years of service. EARLY: age 50 + 10 years	LOD: accrued benefit, but not less than 42%. NLOD: after 10 years, accrued benefit, but not less than 25%.	3%												Chapter	10	5.00 %	SHARE: all of state moneys go into share plan.
LL	Wilton Manors	P & G	Age 60 + 5 years; or 20 years regardless of age EARLY: Age 50 + 15 years	LOD: 50% of AMC payable after 5 mo. of continuous disability, not less than accrued benefit. NLOD: must have 15 yrs. cr. svc., 25% of AMC after 5 mo. of continuous disability, not less than accrued benefit.	3%, plus a supplement of \$10 for each year of service with maximum of \$200 per month.												Regular wages includes longevity pay, but excludes over-time.	Graduated 5 - 10	10.00 %	Does not comply with 99-1 (General & Police Employees combined)
LL	Wilton Manors (Unpaid volunteers)	F	Age 50 + 20 years; or Age 55 regardless of years of service	LOD: accrued benefit	\$56.00 for each year of active membership.												Unpaid Volunteers. Not compensation related	10	None	
LL	Winter Garden	P & F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, not less than 42%, (if caused by intentional act of violence, min. of 80%) of AFC. NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%.	3.00% for Credited Service up to 25 Years + 2% for each year over 25.												Total cash remuneration including OT, but not including payments for extra duty or a special detail work performed on behalf of a 2nd party employer. For service earned after July 1, 2011, salary shall not include more than 300 hrs of overtime, and excludes payments for accrued sick and vacation leave for service earned after July 1, 2011.	6	3.50 %	
LL	Winter Haven	F	Age 55 + 10 years; or 25 years regardless of age EARLY: Age 45 + 10 years	LOD: accrued benefit, but not less than 42% NLOD: must have 10 yrs. cr. svc.	3.80%												Fixed Compensation for services rendered to the city as a firefighter reportable on the member's W-2 form, plus all tax deferred, exempt or sheltered items of income.	10	10.00 %	DROP participation shall not exceed 60 months. COLA - equal to .5% for a period of 10 years available one year after retirement.
LL	Winter Haven	P	Age 55 + 10 years; or Age 60 regardless of years of service; or 25 years regardless of age EARLY: Age 50 + 10 years, or after 20 years of service regardless of age.	LOD: accrued benefit, but not less than 42% NLOD: must have 10 yrs. cr. svc.	3.50%												Total Compensation for services rendered to the city as a police officer reportable on the member's W-2 form, plus all tax deferred, exempt or sheltered items of income.	10	8.20 %	COLA - equal to .5% for a period of 10 years available one year after retirement.
LL	Winter Park	P	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit, but not less than 42% NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%.	3.00%												Total Pay includes vacation and comp time pay accrual.	10	6.00 %	COLA Beginning at age 60. 3% per year

BRIEF SUMMARY OF PLAN BENEFITS

TYPE OF PLAN	MUNICIPALITY OR SPECIAL DISTRICT	TYPE	NORMAL/EARLY RETIREMENT (REQUIRED AGE AND/OR SERVICE)	DISABILITY BENEFITS	BENEFIT ACCRUAL RATE	S H A R E	S U P P L	D R O P	C O L A	SALARY	VESTING (in years)	MEMBER CONTRIBUTION	COMMENTS	
LL	Winter Park	F	Age 55 + 10 years; or 20 years regardless of age EARLY: Age 50 + 10 years	LOD: accrued benefit , but not less than 42% NLOD: must have 10 yrs. cr. svc., accrued benefit, but not less than 25%.	3.00%				Y	Y	10	6.00 %	COLA Beginning at age 60, 3% per year. DROP - participation for up to 84 months. Employee has option of 6 1/2 % fixed rate or the investment earnings of the plan.	
16	Chapter Plans	No												
284	Local Law Plans	YES												
300	Total								56	4	212	156		
Every effort has been made to present correct information. Please let us know if errors occur.			In making the determination for age & service, <u>if any element in the statutory requirement for early or normal retirement was missing;</u> the plan benefit was determined to not be equal to or better than chapter benefit.											