

List of Section Changes Made by the Fifth Amendment

The City of Alexandria Firefighters and Police Officers Pension Plan As Amended and Restated as of October 22, 2013

This document lists the sections changed as a result of the Fifth Amendment. A brief summary of the change is mentioned. This document does **not** list minor modifications to capitalization, punctuation, renumbering, spelling, and spacing.

Section Changed	Change	Amendment Change No.
Article 1.6 Definitions		
Administrator	The definition of this term is modified to include a committee that is delegated to a specific function.	1
Alternate Employment	This is added to define a term for the position a disabled Participant assumes and to Alternate Employment from Gainful Employment.	2
Covered Employee	The definition of this term is modified to include a Police Officer or Firefighter who becomes Partially Disabled during a period of Alternate Employment. The definition of this term is also modified to remove language that applied to the Chief of the Fire Department on the effective date of that. This section of the definition is no longer applicable.	3
Employee Disability Contribution	The definition of this term is modified to clarify that an Employee Disability Contribution is made when the Employment Commencement Date is on or before October 23, 2013. The definition is also modified to include Non-Service Connected Total and Permanent Disability in addition to Non-Service Connected Partial Disability.	7
Employment Commencement Date	This definition is added clarify start date as a plan participant from broader notion of employment with the City.	4
Fiscal Year	The definition is added to distinguish from calendar year.	5
Gainful Employment	This definition is added to establish a term for occupation or employment engaged in by a Participant who is receiving a Disability Benefit and to distinguish the difference between Alternate Employment and Gainful Employment.	6
Normal Cost	This is added to define the term.	8
Partial Disability or Partially Disabled	The definition of this term is modified to clarify that Partial Disability occurs when an injury or illness prevents the Covered Employee from performing the duties of a sworn Police Officer or Firefighter.	9
Remaining Costs	This definition is added to establish a term for the costs to the Plan determined by the Actuary that is remaining after separating out the Normal Cost and the 2010 UAAL.	10

Section Changed	Change	Amendment Change No.
2010 UAAL	This definition is added to establish a term for the unfunded actuarial accrued liability from the July 1, 2010 actuarial valuation without future gains and losses.	11
ARTICLES 4.1 – 10.6		
Article 4.1	This section on Funding is being added end of this section to clarify which sections of the document direct how contribution for the City and the employees are determined.	12
Article 4.2(a)	Language on Pension Contributions is added to the plan document to clarify how pension contributions to fund are determined.	13
Article 4.2(b)	Language on City Retirement Contributions is amended to define the how the City's contribution is calculated. This section states that the City will contribute 16.75% of Compensation to fund the 2010 UAAL plus a contribution amount as determined by the Actuary.	13
Article 4.2(c)	Language on the Employee Retirement Contribution is amended to be 8.00% less the amount of Employee Disability Contributions plus any adjustment calculation from section 4.2(c)(2).	13
Article 4.2(c)(2)	This subsection of Employee Retirement Contribution is added to put a cost sharing mechanism in place. Beginning in July 1, 2017 the Employee Retirement Contribution shall be adjusted by 1/3 of the total contribution increase in excess of 24.73% if the total contribution to fund the Normal Cost and Remaining Cost exceed 24.73% of Compensation. This subsection also defines a funding ratio level that is required for the adjusted contributions to cease.	13
Article 4.3(a)	Language on the City Disability Contribution was amended to now include a Non-Service Connected Total and Permanent Disability.	15
Article 4.3(b)	Language on the Employee Disability Contribution was amended to now include a Non-Service Connected Total and Permanent Disability and to be limited to employees whose commencement date is prior to October 23, 2013.	15
Article 5.2	Language on Eligibility for Non-Service Connected Total and Permanent Disability Benefit is amended to only include Participants whose commencement date is prior to October 23, 2013. Employees who are hired or rehired on or after October 23, 2013 are not eligible to receive a Non-Service Connected Total Disability Benefit.	16
Article 5.3	Language on Eligibility for Service Connected Partial Disability is amended such that a Participant is eligible if the City does not offer the Participant Alternate Employment.	17

Section Changed	Change	Amendment Change No.
Article 5.4	Language on Eligibility for a Disability Benefit on Account of Non-Service Connected Partial Disability is amended such that eligibility requirement for a Participant who applies for disability prior to October 23, 2013 remains at five years of service and the eligibility requirement for a Participant who applies for disability on or after October 23, 2013 is extended to 10 years of service. This section is also amended to include language that states that in order to eligible the City must not have offered Alternate Employment. Employees who are hired or rehired on or after October 23, 2013 are not eligible to receive a Non-Service Connected Partial Disability Benefit.	18
Article 5.6	Language on Gainful Employment is amended to now be referred to as Alternate Employment. This section was also amended to include language that states that a Participant who accepts Alternate Employment shall be deemed Disabled and if the Alternate Employment is no longer appropriate the Participant may be entitled to Disability Benefit under Section 5.3 or 5.4.	19
Article 5.8	Language on Amount of Disability Benefit on Account of Non-Service Connected Total and Permanent Disability is amended to state that a Participant who commences service prior to October 23, 2013 and applies for Disability after October 23, 2013 would be entitled to receive a benefit of 2.5% times years of credited service times the Participant's Average Monthly Compensation limited to 50% times Average Monthly Compensation.	20
Article 5.10	Language on Amount of Disability Benefit on Account of Non-Service Connected Partial Disability is amended to state that a Participant who commences service prior to October 23, 2013 and applies for Disability after October 23, 2013 would be entitled to receive a benefit of 2.5% times years of credited service times the Participant's Average Monthly Compensation limited to 50% times Average Monthly Compensation.	21
Article 5.12	Language on Limitation of Benefits is amended to now include an earnings offset to Disability Benefit for the Participant who applies for disability on or after October 23, 2013. The Disability Benefit will be reduced by \$1 for every \$3 of earnings of Gainful Employment. Details on reporting requirements are also detailed in this section.	22
Article 5.13	Language on Disability After Normal Retirement Date is amended such that any Participant who applies for disability on or after October 23, 2013 shall have their disability benefit recalculated at their Normal Retirement Date using the Average Monthly Compensation based upon salary the same rank and grade as the time of disability.	23
Article 5.16	Language on the Cost of Living Adjustment (COLA) is amended such that the Participant who applies for disability on or after October 23, 2013 and is granted a Non-Service Connected Disability (Total and Partial) will have no COLA applied. Language is also amended such that the Participant who applies for disability on or after October 23, 2013 and is granted a Service Connected Disability (Total and Partial) the COLA is limited to 5 years.	24

Section Changed	Change	Amendment Change No.
Article 6.1(b)	Language on the amount of monthly benefit is amended such that a Participant hired on or after October 23, 2013 shall have the retirement calculated as 2.5% times years of credited service times their Participant's Average Monthly Compensation. There is no increase in the accrual percentage after 20 years of service and accruals are not limited to 30 years.	25
Article 6.4(a)	Language on Eligibility for DROP is amended such that only Participants who commenced employment before October 23, 2013 are eligible to participate in the DROP.	26
Article 6.4(e)(3)	Language on the accrual of the DROP account is amended such that the Participant who enters the DROP on or after November 1, 2013 shall not have interest credited to their DROP account.	27
Article 6.11(a)	Language on Cost of Living Adjustments is amended to refer to the changes incorporated in Section 5.16.	28
Article 6.11(b)(6)(i)	Language on Cost of Living Adjustments is amended to refer to the changes incorporated in Section 5.16.	29
Article 6.11(b)(7)(i)	Language on Cost of Living Adjustments is amended to refer to the changes incorporated in Section 5.16.	30
Article 10.6	Language on the Administrator is amended to include Administrative Committees.	31