

Summary of the First Amendment to the 2014 Restatement Firefighters and Police Officers Pension Plan

Purchase of Service

The following proposed plan changes would allow participants to purchase service for specific categories of prior government and military service. The Plan has allowed participants to purchase service in the past for short restricted periods of time.

Summary	Change Number	Section
Purchasable Service – defines what service can be purchased <ul style="list-style-type: none"> Federal, State and local government service as a public safety officer Active duty military service Other City of Alexandria employment 	2 nd Change	1.6
Purchase of Service – details how and when service can be purchased <ul style="list-style-type: none"> Must be an active employee Can purchase up to 36 months Purchased service cannot cause service to exceed 30 years of service if the employee was hired prior to October 2013 Employees will have 12 months from the effective date of the amendment to begin purchase of service Purchase can be done via lump sum or payroll deduction Payroll deduction term is limited to up to 36 months. 	4 th Change	3.7

Active Duty Military Leave

The following proposed plan changes would require the City to makeup the missed contributions for a participant returning from active duty military leave. The City would pay both the missed employee and employer contributions. This change will affect any employee who begins active duty military leave on or after July 1, 2018.

Summary	Change Number	Section
Service while on active duty military leave <ul style="list-style-type: none"> Participants will receive credit for service while on active duty military leave. 	3 rd Change	3.1(d)
Service while on active duty military leave <ul style="list-style-type: none"> City will pay the employee and employer contributions upon the participants reemployment. 	6 th Change	4.2(b)

Forfeiture of Benefits

The following proposed plan change adds a provision that would result in the forfeiture of pension benefits for a participant who is convicted of a felony that arises out of the performance of duties for the City.

Summary	Change Number	Section
Forfeiture of benefits when convicted of a felony that arises out of the performance of duties for the City. <ul style="list-style-type: none"> Adds forfeiture of benefits language – consistent with the Supplemental Retirement Plan 	20 th Change	13.3

Technical Corrections

The following proposed plan changes are technical in nature. They are to align the plan document with current plan administrative practices. It is typical for plans to have periodic updates such as this. These changes have no impact on benefits and will result in no improvement or reduction of benefits.

Summary	Change Number	Section
Compensation while on active duty military leave <ul style="list-style-type: none"> Compensation will be at the rank and grade attained prior to going on military leave 	1 st Change	1.6
Amortization period changed to layers for future gains and losses.	5 th Change	4.2(a)
Employee disability contributions can be moved up or down per actuarial recommendation	7 th Change	4.3(b)(1)
Disability Benefits offset for Worker's Compensation Benefit. <ul style="list-style-type: none"> Lump sum settlements will be converted to the equivalent monthly amount for purposes of an offset. Thus preventing "double dipping" when a settlement is reached. 	8 th Change	5.7 & 5.9
Disability Status Change <ul style="list-style-type: none"> Clarification for disability status changes (partial to or from total) 	9 th Change	5.11(e) & (f)
De Minimis payment from the Retirement Income Account <ul style="list-style-type: none"> Limited to disability participants Ensures a timely benefit can be paid if processing is delayed 	10 th Change	5.13
Eliminate the pop-up feature for disability annuitants. <ul style="list-style-type: none"> Provide consistent treatment of payout options in disability & pension components 	11 th Change	5.15
Renumbering	12 th Change	6.9(b)(3)
PLOP (Partial Lump Sum Option) <ul style="list-style-type: none"> Update language to be consistent with current administration 	13 th Change	7.2(d)
Beneficiary Designation <ul style="list-style-type: none"> Plan will treat adopted children and legally recognized children as children of the participant for purposes of this provision 	14 th Change	8.1(c)
Signature Authority <ul style="list-style-type: none"> City manager can delegate signature authority 	15 th Change	10.6

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Summary	Change Number	Section
Disability Application <ul style="list-style-type: none"> Set timeframe for submission of disability claim 	16 th Change & 17 th Change	11.1 & 11.3
Plan amendment notice requirement <ul style="list-style-type: none"> Updates notice requirements so notice is only required to be sent to affected participants rather than to all participants 	18 th Change	12.1
QDRO (Qualified Domestic Relations Order) Language <ul style="list-style-type: none"> Updates language to be consistent with the Supplemental Retirement Plan. 	19 th Change	13.3(c)(5)
Defines amortization period in Appendix including the 15-year layering (Changes to an appendix changes do not require City Council approval)	21 st Change	Appendix A