

# City of Gainesville

## **CONSOLIDATED POLICE OFFICERS' & FIREFIGHTERS' RETIREMENT PLAN**



Summary Plan Description

October 1, 2010

## **Name of the Plan**

City of Gainesville Consolidated Police Officers' and Firefighters' Retirement Plan

## **Introduction**

This document is referred to as the "Summary Plan Description" (hereinafter referred to as the SPD). The SPD introduces the Plan to you and answers the most frequently asked questions about it. It is revised and distributed to members of the Gainesville Police and Fire Pension Plan every two plan years. The plan year runs from October 1<sup>st</sup> through September 30<sup>th</sup>. The SPD is compiled and distributed in order to provide the membership with a document that describes a general outline of the plan in summary format. The most recent version will be posted on the Risk Management Intranet site and on the City of Gainesville's website.

Since this booklet is designed only as a summary, it is not intended to describe all of the detailed provisions of the Plan nor is it intended to address all of the possible situations and complexities that may occur. In addition, since the SPD is only published once every two years, various plan provisions may be changed between printings which could cause discrepancies between the current plan provisions and this booklet. In the event of any conflict in language between the SPD and the authoritative provisions of the Plan as reflected in Governing Laws or regulations enacted thereto, or in the case of an omission or a lack of clarification in the SPD of any Plan provisions, the authoritative provisions of the Plan will supersede the wording in the SPD.

The City of Gainesville (the "City") has established and maintains the City of Gainesville Consolidated Police Officers' and Firefighters' Retirement Plan (the "Plan"). The Plan is a tax-qualified defined benefit plan. Because the Plan is tax-qualified, you will not pay any income tax currently on the contributions you make to the Plan. Instead, you will be taxed when you receive benefits under the Plan, at which time you may be in a lower tax bracket than during your peak earning years. Because the Plan is a defined benefit plan, your ultimate benefit depends upon factors such as your compensation level and service, and the form in which your benefits are paid.

The Plan is designed to provide a measure of economic security for retirement in addition to that provided by Social Security and your own personal savings. You are encouraged to establish and maintain your own retirement savings program and not to rely solely on Social Security and Employer provided retirement benefits.

You, your beneficiaries and your personal representatives may examine the Plan by visiting the City of Gainesville's website at [www.cityofgainesville.org](http://www.cityofgainesville.org). The ordinance is located under City Commission Information, Codes & Regulations, City of Gainesville Code of Ordinances.

## **Governing Laws**

The City of Gainesville Consolidated Police Officers' and Firefighters' Retirement Plan is a defined benefit pension plan providing retirement, termination, disability and death benefits. The Plan is established under City of Gainesville Code of Ordinances, Article 7, Chapter 2, Division 8. It is intended to comply with the provisions of Chapter 112, Part VII, Florida Statutes; Chapter 22D-1 of the Florida Administrative Code; Chapters 175 and 185, Florida Statutes; and Article X, Section 14 of the Florida Constitution, governing the establishment, operation and administration of plans.

## **Administration**

The five-member Consolidated Board of Trustees is responsible for the overall administration of the Plan and the investment of Plan assets. The Consolidated Board of Trustees is comprised of two City appointees, one police officer who is a member of the Plan, one firefighter who is a member of the Plan, and a fifth member appointed by the other four Trustees. The Police Trustee is a police officer elected by active Police members and the Fire Trustee is a firefighter elected by active Fire members. Employees in the DROP or reverse DROP are *not* eligible to vote for the Trustee from their area, but *are* eligible to be elected as a Trustee of the Plan. The fifth member is selected by the other four Trustees and is then, through a ministerial function, confirmed by the City Commission. The Chair of the Board is the designated agent for the service of legal process

## **Contributions and Funding**

The Plan is funded through contributions made by the City, the State of Florida and by Plan members. Additional funding is received in the form of investment earnings on Plan assets. The City's contribution rate is determined at the end of each fiscal year when an actuary reviews the funding status of the Plan.

You are currently required to contribute 7.50% of your earnings during your years of participation in the Plan. These contributions are deducted and paid to the Plan each bi-weekly payday. Contributions cease when an employee enters the Deferred Retirement Option Plan (DROP).

Prior to January 1, 1998, your contributions were made with "after-tax" dollars. After that date, your contributions are made with "pre-tax" dollars. Since pre-1998 contributions have already been taxed, a portion of your benefit received upon termination or retirement is tax-free if contributions were made to the plan prior to January 1, 1998.

Contributions may not be borrowed against or used for collateral; nor may you withdraw them while still an active employee.

All contributions and investment earnings are used for the purpose of providing a benefit to employees upon retirement. If you terminate your employment with the City prior to completing ten years of service you will receive a refund of your employee contributions less income tax withholding on pre-tax contributions unless you authorize a direct transfer (“rollover”) of your contribution amount to an Individual Retirement Account (IRA) or other tax-qualified plan, in which case your refund will not be subject to income tax withholding. Refunds of pre-tax contributions are taxable income in the year paid, taxed at your normal tax rate.

If a member terminates employment and receives a return of his or her contributions to the plan and is subsequently rehired by the City, the member may buy back his or her period of prior service by repaying withdrawn contributions plus interest at the plan’s most recent actuarial assumed rate of return within 90 days of reemployment.

A member terminating employment before attaining 10 years of credited service, may voluntarily leave his or her contributions in the fund for a period of five years after leaving the employ of the City, pending the possibility of being rehired, without losing credit for the time he or she has with the City. If after five years the member is not reemployed by the City, the member’s contributions will be refunded without interest.

Termination of a member’s employment after attaining 10 years of credited service, allows a member to elect to remain a vested member of the plan and eligible for a future vested benefit or receive a refund of his/her contributions to the plan.

## **Eligibility for Retirement Benefits**

Participation in the Plan is mandatory for all police officers and firefighters of the City of Gainesville. The Plan has a ten (10) year vesting period which means if you terminate employment with the City prior to the completion of ten (10) years of service you will not be eligible to receive a retirement benefit in any form and you will receive only a refund of your contributions to the plan without interest.

There are several ways you become eligible to receive a retirement benefit from the Plan:

- After accruing 20 years of pension service credit, regardless of age. Referred to as the “20 and out”.
- After accruing 10 years of service credit and reaching age 55 (it is important to note that you must complete your 10 years of service and reach age 55 while still employed in order to be eligible to retire and receive this particular retirement benefit).
- After attaining a combination of years of credited service and age that equals seventy (70). Referred to as the “Rule of Seventy”.
- Early retirement upon attainment of age 50 and completing 10 years of credited service with a 3% reduction for each year you have not reached age 55.

- If employment is terminated after accruing between 10 and 20 years of pension service credit but prior to attaining age 55, you are eligible to receive a benefit at age 55. This is called a Deferred Vested Benefit because it is deferred until you reach age 55.

## **Normal Retirement Benefits**

There are three components in the calculation of normal retirement benefits. They are your total pension service credit (which is the period in which you are a regular employee of the City of Gainesville and a member of the Plan, including service for unused sick leave), final average monthly earnings (the average of your pensionable earnings during the 36-month period that produces the highest pay figure for you), and the multiplier (2.625% after 10/1/05 and 2.50% prior to 10/1/05). Once these components have been calculated, they are multiplied times each other as follows:

$$\begin{aligned} & \text{Credited Service X Final Average Monthly Earnings (FAME) X} \\ & \text{(2.50\% for service prior to 10/1/05 and 2.625\% for service after 10/1/05) =} \\ & \text{Monthly Retirement Benefit} \end{aligned}$$

For example, if your credited service with the City is 20 years and your FAME are \$5,400, then your monthly benefit payable for your lifetime (10 Year Life & Certain Option) is:

$$17 \times \$5,400 \times 2.50\% = \$2,295.00 \text{ (17 years prior to 10/1/05)}$$

$$3 \times \$5,400 \times 2.625\% = \$425.25 \text{ (3 years after 10/1/05)}$$

$$\$2,295.00 + \$425.25 = \$2,720.25 \text{ Monthly Benefit}$$

## **Cost of Living Adjustments (COLA)**

A two-percent (2%) Cost of Living Adjustment (COLA) may be paid on your retirement benefit annually:

1. If you have twenty (20) years of credited service you will receive a COLA once you reach age 62.
2. If you have twenty-five (25) years of credited service you will receive a COLA at age 55.
3. Retiring under the Rule of Seventy with less than 20 years of service you will receive a COLA at age 62.

Retirement benefits are adjusted each October 1<sup>st</sup> for those reaching eligibility for the COLA prior to that date. Employees who terminate employment with a deferred vested benefit (before reaching 20 years of service) are not eligible for a COLA. Disability retirees will receive a COLA once they reach age 62. You are eligible for COLA adjustments while you are participating in DROP.

## Payment Options

Your pension plan allows you a choice of payment options for your retirement.

1. Ten Year Life & Certain: this is the assumed option under the plan. The benefit pays you a guaranteed benefit for a minimum of 10 years. Your beneficiary will be guaranteed your benefit for the balance of the 10 year time certain of which you have not received benefits. This benefit will be paid to your named beneficiary of record or if no named beneficiary to your estate.
2. Life Annuity Option: maximizes your own personal lifetime income but does *not* provide for a continuing pension to a beneficiary after you die.
3. Joint and Survivor Option: pays an actuarial *reduced* pension benefit to you for your lifetime and continues to pay your beneficiary 2/3 of the reduced benefit for the rest of their life after your death. If the beneficiary dies first, the member continues to receive 100% of the reduced pension benefit.
4. Joint and Last Survivor Option: pays an actuarial *reduced* pension benefit to you and reduces to a selected percentage upon the death of either you or your beneficiary. You may choose from the following reduction options:

100% - your beneficiary will receive the same monthly benefit you are receiving

75% - your beneficiary's monthly benefit will be 75% of the benefit you are receiving

66 2/3% – your beneficiary's monthly benefit will be 66 2/3 of the benefit you are receiving

50% - your beneficiary's monthly benefit will be 50% of the benefit you are receiving

The assumed payment option for all members of the plan is the Ten Year Life and Certain. Members who select the assumed option or have already declared their Option election at least 90 days prior to retirement or DROP entry need to contact Risk Management at least 30 days prior to their retirement date. *If you wish to choose an option other than the assumed payment and have not already completed an option election form you must contact Risk Management at least three months (90 days) before your planned retirement date in order to meet certain time requirements specified in the Plan.* You may not make any change in your retirement option within three (3) months of benefit commencement. Your retirement must commence the 1st day of the month.

It is also important that you select a tentative payment option once you reach normal retirement eligibility even if you postpone retirement and continue in active service. In the event of your death, this will ensure that your beneficiary receives a retirement benefit according to the option you select. You can change this tentative selection 90 days before retirement.

A final payment option must be selected before you enter retirement and cannot be changed once you have retired except under certain conditions provided in the pension ordinance.

## **Deferred Retirement Option Plan (DROP)**

### **Regular DROP**

When you have completed 25 years of credited service or meet the rule of 70 as a regular employee, you may elect to “retire” from the Plan but continue to work for the City by entering the Deferred Retirement Option Plan (DROP) for up to 60 months. Your retirement benefit will be calculated as if your employment terminated, however it will not be paid to you at that time. Instead, the benefit payments will be paid into a DROP account for you until you actually leave the employment of the City. DROP payments are retained within the Plan (the City assumes all risks for investment) at a rate of 5.5% annually compounded monthly. Upon completion of the DROP you must withdraw your money from the Plan.

Upon entry you must elect to either continue to receive longevity or general increases for the time you are in the DROP. In the case where the pay plan does not provide separately for general and merit increases, you must elect to either forego receipt of future longevity or any and all future salary increases. If you are not eligible to receive longevity you must elect to forego all future salary increases upon entry into DROP. You may elect to apply unused sick leave hours for determining your accrued benefit. Sick leave hours not used for service credit or not used during DROP will be forfeited upon leaving DROP. Upon entering DROP you will also need to declare the number of vacation hours you wish to be paid for prior to entering. These hours will be calculated into your FAME if they are part of the 36 consecutive months of highest earning prior to entry. Any hours not paid for will be available for use in the DROP.

Upon leaving the DROP you will be paid for any unused vacation hours at your current rate of pay. Monthly benefits accumulating in your DROP account are subject to the retiree cost-of-living adjustments allowed by the plan. No additional credited service will be earned after entering DROP except as a re-hired retiree if applicable. Upon entry to DROP you will not be eligible for a disability retirement under any City disability plan.

### **Reverse DROP**

To enter the Reverse DROP you must have 25 years of service or meet the rule of 70 at beginning of your DROP period. The maximum allowed time in the reverse DROP is 60 months of credited service including the lesser of sick leave balances 90 days after your declaration to enter the DROP or the hours at the beginning of the DROP. Vacation payout will be the lesser of the hours at the beginning or end of your DROP participation and are payable at your rate of pay at that time. You will receive a refund of your contributions without interest calculated from the beginning until the end of your DROP. During this same time period you will retain all longevity and pay increases. The end of your DROP and termination of employment must occur no later than 30 years of regular employment. Employment terminates 90 days from the date you have declared to enter the Reverse DROP.

Your monthly benefit will earn interest in the plan at the rate of 5.5% annually compounded monthly. Monthly benefits accumulating in your DROP account are subject to the retiree cost-of-living adjustments allowed by the plan. No additional credited service will be earned after entering DROP except as a re-hired retiree if applicable. Upon entry to DROP you will not be eligible for a disability retirement under any City disability plan.

An example of a DROP OR REVERSE DROP employee's annual balances while in the DROP OR REVERSE DROP is presented below. For an employee whose monthly DROP benefit is \$3000 (\$36,000 annually) and who earns 5.5% interest compounded monthly on his/her DROP balance, the cumulative balance at the end of 5 years in DROP is \$206,642.47.

YEAR	DROP OR REVERSE DROP PAYMENTS	INTEREST	CUMULATIVE TOTAL
1	\$36,000	\$921.51	\$36,921.51
2	\$36,000	\$3,004.17	\$75,925.68
3	\$36,000	\$5,204.31	\$117,129.99
4	\$36,000	\$7,528.56	\$160,658.56
5	\$36,000	\$9,983.91	\$206,642.47
TOTAL	\$180,000	\$26,642.47	<u>\$206,642.47</u>

## **Availability of DROP Assets**

After you leave the DROP, you must decide where you want your DROP assets to be transferred. You may either take a cash distribution (subject to income tax withholding) or roll your DROP assets to a City of Gainesville-sponsored 457 Deferred Compensation account, an Individual Retirement Account (IRA), or another retirement plan. Your DROP assets cannot remain in the Plan.

Once you roll your DROP assets out of the pension plan, your DROP assets are considered "qualified plan" assets, and as such, distributions of your DROP assets when you leave the DROP are subject to IRS regulations. All qualified plan asset distributions after age 59½ are penalty-free and are taxed at your normal tax rate. Distributions taken before age 59½ are generally subject to a 10% penalty on top of normal income taxes on the distribution amount. There are two exceptions to this pre-59½ age penalty:

### Exception One

Public safety employees may make withdrawals from their employer-sponsored retirement plan penalty-free if they separate from service (leave the DROP) in or after the year in which they turn 50 years of age. Withdrawals under this scenario are taxed at your normal tax rate. Note: If you transfer your DROP assets to an Individual Retirement Account (IRA) or other qualified plan with another

employer, you will not be able to take advantage of this exception. DROP assets must be transferred into a City of Gainesville-sponsored 457 Deferred Compensation account in order to be qualified for the public safety employee exception.

#### Exception Two

This exception involves a “substantially equal payment” selection. Under this choice, you may withdraw DROP plan assets penalty-free if you elect to draw down your DROP assets uniformly over your actuarially determined life expectancy. Your retirement plan administrator (ICMA Retirement Corporation, for example) will assist you with this calculation. Once you make this election, you may not change your distribution amount before 5 years have passed or until you reach age 59½, whichever occurs later. If you change your distribution amount after selecting the “substantially equal payment” option and have not met the above mentioned requirements, you will be assessed an IRS penalty of 10% on all assets you have withdrawn from the plan prior to age 59½.

You are advised to contact your 457 Deferred Compensation Plan or Individual Retirement Plan administrator for further information regarding DROP withdrawals.

### **Deferred Vested Benefits**

If your employment is terminated after having completed at least 10 years of service but before becoming eligible for retirement, death or disability benefits, the benefit shall be calculated as of your termination date, but payment shall be deferred until you reach age 55. You should contact Risk Management before reaching age 55 in order to commence your benefit on time. Please see the Payment Options section for certain time requirements. It is also your responsibility to keep your beneficiary designation current and notify Human Resources of any address changes. As a vested member of the plan, if you should die before deferred vested benefits commence, your beneficiary will be entitled to the benefits otherwise payable to you at early or normal retirement age, based upon your accrued benefit at your time of death.

An example of an employee who terminates employment before age 55 with 12 years of service and average monthly earnings of \$3,000, upon reaching age 55 after leaving employment:

$$9 \times \$3,000 \times 2.50\% = \$675.00$$

$$3 \times \$3,000 \times 2.625\% = \$236.25$$

$$\$675.00 + \$236.25 = \$911.25 \text{ Monthly Benefit}$$

## **Disability Benefits**

The monthly benefit for a service-incurred disability is the greater of your accrued benefit as of the date of disability or 42% of your final average monthly earnings. The monthly benefit for a non-service-incurred disability is the greater of your accrued benefit as of the date of disability or 25% of your final average monthly earnings. Disability payments will continue until the death of the member or until the 120<sup>th</sup> payment, payable to the designated beneficiary if no option is elected. A member may elect an optional form of benefit (see the Payment Option section). If the member has elected another form of benefit payment, benefits will continue as designated. Monthly benefits will be calculated as follows: 2.5% on years of service prior to October 1, 2005 and 2.625% on years of service after October 1, 2005.

## **Eligibility for Disability Benefits**

If you receive an injury or disease that permanently prevents regular and continuous duty, you may make application for disability benefits. There is no minimum eligibility requirement if the injury or disease is service-incurred. If the injury or disease is not service-incurred, you must have at least 5 years of service to be eligible to receive disability benefits. Employees participating in the DROP are not eligible for Disability Benefits.

If you wish to apply for disability benefits, you must do so on the forms provided by Risk Management while you are still employed by the City. There is no automatic entitlement to disability benefits and you have the burden of proving that you qualify. The Board of Trustees must approve the disability retirement. All decisions made by the Board of Trustees regarding disability retirement applications are binding and final.

## **Denial of Benefits**

Any member or beneficiary whose claim for benefits have been denied shall have 60 days to appeal a denial of a claim for benefits to the board. The claimant or his/her duly authorized representative must request an appeal in writing to the board. The Board shall make a decision as promptly as possible but in no event later than 60 days following the written request for review.

## **Prior Military or Public Safety Service**

If you have served as a police officer or firefighter or served on active duty in the military prior to employment with the City you may be eligible to purchase this time to be used for service credit towards your retirement. If you are participating in DROP you may not use prior service for service credit. You may purchase up to five (5) years of service, of which no more than four (4) years can be military at an actuarially determined amount. Service must be purchased in whole year increments if all qualifying years are not purchased at one time. Once every twelve (12) months during the months

of November, December and January you may elect to purchase this prior service. Time purchased can not be used for service credit until you have earned ten (10) years of credited service. You may finance the purchase of prior public safety or military service at the plans assumed rate of interest compounded monthly. Payment of “financed” service must be completed prior to entering a regular DROP and prior to declaration of the intention to enter a reverse DROP. Service being purchased may not be used for retirement under any other federal, state or local retirement.

## **Death Benefits**

If an active member dies after reaching normal retirement eligibility and had previously notified Risk Management of a tentative benefit payment option, benefit payments will be made to the beneficiary in accordance with the option the member selected. If the member did not previously notify the Risk Management Department of their intended payment option, the assumed payment option will apply. Please see the Payment Options section for more information.

For an active member who dies before reaching normal retirement eligibility, the death benefit is a refund to the beneficiary of 100% of the member contributions without interest. If an active member with at least 10 years of service dies prior to retirement eligibility, the beneficiary is entitled to the benefits otherwise payable to the employee at early or normal retirement age, based on the accrued benefit at the time of death.

Continuation of retirement benefits after the death of a retiree is contingent on the payment option selected at the time of retirement. If a retiree who has chosen a life annuity dies before receiving benefits greater than his or her contributions to the plan, the beneficiary will receive a lump sum payment equal to the difference between the member’s contributions and the amount of retirement benefits received. If a retiree with a 10 year life and certain payment option dies prior to being retired for 10 years, his/her beneficiary will receive the remaining monthly payments up until the total retirement benefit paid reaches 120 months.

## **Forfeiture of Benefits**

If a member willfully and knowingly makes false, misleading or fraudulent statements to obtain benefits under this plan, in addition to criminal penalty upon conviction may have his/her benefits forfeited. Conviction means a determination of guilt that is a result of a plea or trial, regardless of whether adjudication is withheld.

## **When You Are Ready to Retire**

Please contact the Risk Management Department, 334-5045, prior to your retirement (in accordance with the time requirements shown in the Payment Options section above). This includes entry into the DROP or reverse DROP and commencement of the deferred vested retirement benefit at age 55. You will need to fill out an application for the retirement benefit you are requesting (normal, DROP or Reverse DROP, deferred vested, or disability) and choose a payment option if applicable. You should also update your beneficiary information at this time.

### **For Additional Information please contact:**

Benefit Information

Risk Management Department

222 East University Ave

Station 60

Gainesville, FL 32602

Phone 334-5045, Fax 334-3102

Investment questions regarding the plan

Treasury Division of the Finance Department

200 East University Ave

Station 8

Gainesville, FL 32602

Phone 334-5044, Fax 334-2271

Board of Trustees Members:

Mark Boals, Chairperson

Greg Armagost

Glenda Currie

David A. Denslow

Becky Rountree

200 East University Ave.

Gainesville, FL 32602

Legal Counsel for the Board of Trustees

Stephen H. Cypen, Esq.

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Miami Beach, FL 33140-0099

Phone 954-522-3200



## DEFINITIONS

**ACCRUED BENEFIT:** The amount of pension which you have “accrued”, or built up, at any given time. An accrued benefit is calculated by applying the accrued benefit formula: 2.50% times years of credited service times final average monthly earnings through 9/30/05 and 2.625% times years of credited service times final average monthly earning from 10/1/05 forward. The accrued benefit is frozen at the time a member enters the DROP.

**BENEFICIARY:** The person (or persons) you name to receive a benefit from the plan if one becomes payable in the event of your death. You may change your beneficiary designation prior to retirement by filing a written form with the board through the Risk Management Department. (Note: Changing your City of Gainesville Pension beneficiary does not automatically change your life insurance, etc.)

**COLA:** Cost of living adjustment. Designed to mitigate the effects of inflation.

**CREDITED SERVICE:** The total number of months of service with the City, expressed in terms of full and fractional year(s). Additional months of service shall be credited for unused sick leave credits. Absences granted in accordance with appropriate contract provisions or applicable personnel policies (example: sick leave or vacation leave) are not considered an interruption in service. Credited service will be adjusted to account for breaks in service longer than 90 days.

**DROP:** The Deferred Retirement Option Plan. An optional program of the City of Gainesville’s retirement systems for deferring retirement income while remaining in the employ of the city.

**EARNINGS:** The amount of money paid to you by the city for the performance of your duties during any calendar year. Earnings shall mean base pay including all paid leaves, overtime pay, working out of classification pay, longevity pay, state educational incentive pay, and termination vacation pay. Earnings shall also include police security overtime, special assignment pay, special duty assignment pay, paramedic certification pay, stand-by pay, call-back pay, acting out of classification pay. For members entering a DROP OR REVERSE DROP, earnings shall also include the designated lump sum payment of vacation upon entering the DROP OR REVERSE DROP.

**ELIGIBLE EMPLOYEE:** A person who is employed full-time by the City on a regular basis as a certified firefighter in the Fire Department, or a Police Department certified officer who has the power of arrest. An employee whose work is primarily secretarial or clerical is not considered an eligible employee.

**FINAL AVERAGE MONTHLY EARNINGS:** The average of your pensionable earnings during the 36-month period which will produce the highest pay figure for you. Pensionable earnings during the period (36 consecutive calendar months) are totaled; the sum is divided by 36. The result is your final average monthly earnings (FAME) as of the date the calculation is made.

**MEMBER:** A person who has satisfied the eligibility requirements of the Pension Plan and is actively participating in the Plan.

**PERTINENT ACTUARIAL INFORMATION  
CITY OF GAINESVILLE  
POLICE OFFICERS AND FIREFIGHTERS  
CONSOLIDATED RETIREMENT PLAN**

	<b>October 1, 2009</b>	<b>October 1, 2008</b>
Number of Members of the Plan		
Active Employees	420	403
Those Receiving or Due to Receive Benefits	362	361
Projected Annual Payroll of Active Members	\$ 26,219,962	\$ 25,007,104
Annual Rate of Benefits in Pay Status	\$ 9,309,607	\$ 9,046,676
Actuarial Present Value of		
Total Projected Benefits	\$218,942,107	\$205,124,186
Benefits Accumulated to Date	\$172,687,912	\$160,631,133
Net Assets Available for Benefits (Market Value)	\$146,510,907	\$160,940,196
Required Contribution to be Made to the Plan Over and Above Contributions by Members of the Plan	\$ 3,521,663	\$ 2,665,018
Required Contribution as % of Annual Valuation Payroll	13.43%	10.66%
Required Contribution to be Paid During Year Ending	9/30/11	9/30/10

**PENSION FUND INCOME AND EXPENSE  
CITY OF GAINESVILLE  
POLICE OFFICERS AND FIREFIGHTERS  
CONSOLIDATED RETIREMENT PLAN**

	<b>Year Ending 09/30/2009</b>	<b>Year Ending 09/30/2008</b>
<b>Market Value at Beginning of Period</b>	<b>\$160,940,196</b>	<b>\$194,396,293</b>
<b>Income</b>		
Member Contributions	2,658,334	2,273,181
Employer Contributions	1,322,191	1,415,225
State Contributions	1,254,267	1,295,411
Investment Earnings	2,216,925	2,589,793
Realized and Unrealized Gains/Losses	(10,891,596)	(30,264,442)
Net Wages Payable	(657)	257
	-----	-----
Total Income	-	---
	(3,440,536)	(22,690,575)
<b>Expenses</b>		
Benefit Payments		
Refunds of Contributions	9,839,015	8,926,960
Investment Related Expenses	155,721	245,437
Other Administrative Expenses	680,646	1,307,666
Adjustment	269,278	285,459
	44,093	0
	-----	-----
Total Expenses	10,988,753	10,765,522
<b>Net Increase During Period</b>	<b>(14,429,289)</b>	<b>(33,456,097)</b>
<b>Market Value at End of Period</b>	<b>\$146,510,907</b>	<b>\$160,940,196</b>