

GENERAL ASSEMBLY OF NORTH CAROLINA

SESSION 1991

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SENATE BILL 1048
Second Edition Engrossed 6/19/92

Short Title: Charlotte Firefighter Funds.

(Local)

Sponsors: Senators Richardson; Hartsell, Odom, and Blackmon.

Referred to: Pensions and Retirement.

June 1, 1992

1 A BILL TO BE ENTITLED
2 AN ACT TO REWRITE THE LAW REGARDING THE CHARLOTTE
3 FIREFIGHTERS' RETIREMENT SYSTEM.

4 The General Assembly of North Carolina enacts:

5 Section 1. Section 1 of Chapter 506 of the 1987 Session Laws, as amended
6 by Chapter 1033 of the 1987 Session Laws and Chapter 248 of the 1989 Session Laws,
7 which rewrote Chapter 926 of the 1947 Session Laws, as amended, reads as rewritten:

8 "Section 1. Chapter 926, 1947 Session Laws, as amended, is rewritten to read:

9

10 TITLE I. PREFACE.

11

12 Section 1. **Introduction.** The Charlotte Firemen's Retirement System
13 heretofore established pursuant to the provisions of Chapter 926 of the 1947 Session
14 Laws, as amended, is hereby continued and shall hereafter be known as the Charlotte
15 Firefighters' Retirement System. The purpose of the Charlotte Firefighters' Retirement
16 System shall be to provide retirement, disability and survivor benefits for the uniformed
17 employees of the Charlotte Fire Department who are entitled thereto under the
18 provisions of this act. This act shall be officially known and may be referred to as the
19 Charlotte Firefighters' Retirement System Act.

20 Sec. 2. **Definitions.** The following words and phrases as used in this act
21 shall have the indicated meanings unless a different meaning is clearly required by the
22 context.

- 1 (1) 'Accrued Benefit' means the amount of monthly retirement benefits
2 earned by a Member computed, as of any date, on his Final Average
3 Salary and Membership Service Credit as of such date. In no event
4 shall the Accrued Benefit be less than the Accrued Benefit as of June
5 30, 1986.
- 6 (2) 'Actuarial Equivalent' means a benefit payable by the System that is
7 determined by the Actuary to be equal to the basic benefit provided by
8 the System based on the interest rate and the mortality and other tables
9 and assumptions adopted for such purposes by the Board of Trustees.
10 In no event shall any Actuarial Equivalent be less than the
11 corresponding Actuarial Equivalent as of June 30, 1987, based on the
12 Accrued Benefit and the assumptions in effect on that date.
- 13 (3) 'Actuarial Valuation' or 'Valuation' means a determination of the
14 normal costs, actuarial accrued liability, actuarial value of assets and
15 related actuarial present values of the System performed by an Actuary
16 which are based on the characteristics of the System. Such
17 characteristics include, but are not limited to, age, service, salaries, and
18 rate of turnover by death, disability, termination or retirement.
- 19 (3a) 'Adjustment Factor' means the cost of living adjustment factor
20 prescribed by the Secretary of the Treasury under section 415(d) of the
21 Code for years beginning after December 31, 1987, applied to those
22 items and in the manner the Secretary prescribes.
- 23 (4) 'Armed Forces' means the Armed Forces of the United States of
24 America.
- 25 (5) 'Audit' means an examination of the accounting records of the System
26 performed by a certified public accountant or certified public
27 accounting firm. Such examination is to determine if said records are
28 properly maintained and to make recommendations and suggestions
29 for better record-keeping and management.
- 30 (6) 'Beneficiary', 'Designated Beneficiary', or 'Surviving Beneficiary'
31 means any person, or persons, who is in receipt of, or who is
32 designated in writing to receive, a retirement benefit or other benefit as
33 provided in this act.
- 34 (7) 'Board of Trustees', 'Board' or 'Trustee' means the Board of Trustees
35 of the Charlotte Firefighters' Retirement System, as specified in
36 Section 29, or any individual ~~member~~ Member thereof.
- 37 (8) 'City' means the City of Charlotte.
- 38 (8a) 'Code' means the Internal Revenue Code of 1986, as amended.
- 39 (9) 'Compensation' means the remuneration earned by a Member for
40 services performed as an employee of the Charlotte Fire Department
41 and for which contributions are made to the System. Compensation
42 shall include compensation received during the applicable period by
43 the Member from the City for services performed as an employee of
44 the Charlotte Fire Department during the taxable year ending with or

1 within the Plan Year that is required to be reported as wages on the
2 Member's Form W-2. Compensation also includes compensation
3 realized during the applicable period that is not currently includable in
4 the Member's gross income by reason of the application of sections
5 125, 401(k), 402(a)(8), 402 (h)(1)(B), 403(b), or 457 of the Code. For
6 the purpose of calculating a Member's Final Average Salary, any lump
7 sum payments for which contributions were made to the System, such
8 as longevity pay and bonus payments, and received by said Member
9 within two consecutive years of Membership Service shall be
10 apportioned over the previous Membership Service for which the
11 payment(s) was earned.

12 (10) 'Effective Date' of this amended and restated act means July 1, 1989,
13 unless otherwise specified herein.

14 (11) 'Final Average Salary' means the monthly average Compensation
15 received by a Member during any two consecutive years of
16 Membership Service which produces the highest average and is
17 contained within the Member's last five years of Membership Service.
18 If a Member has less than two years of Membership Service, his Final
19 Average Salary shall mean the monthly average Compensation for his
20 total Membership Service. Effective July 1, 1989, if the Member's
21 monthly benefit, as calculated pursuant to Section 17(a) of this act,
22 exceeds one hundred percent (100%) of his Final Average Salary, as
23 defined by this subdivision, then 'Final Average Salary' means the
24 monthly average Compensation received by a Member during any
25 three consecutive years of Membership Service during which the
26 Member was an active Member of the Retirement System and had the
27 greatest aggregate Compensation from the City. If a Member has
28 fewer than three years of Membership Service, his Final Average
29 Salary shall mean the monthly average Compensation for his total
30 Membership Service.

31 (12) 'He', 'Him', 'His', and any other pronouns and terms shall be used
32 when referring to both male and female Members and/or Beneficiaries
33 of this System, and vice versa.

34 (13) 'Investment Fiduciary' means any person, or persons, who exercises
35 any discretionary authority or control in the investment of the System's
36 assets and/or renders investment advice for a fee to the System.

37 (14) 'Majority Vote' means that number of votes which is more than fifty
38 percent (50%) of the System Members casting ballots.

39 (15) 'Member' means an employee of the Charlotte Fire Department who is
40 subject to the provisions of the Civil Service Act contained in Chapter
41 333 of the 1969 Session Laws as amended, and, in addition, shall
42 include the chief of the fire department where the chief was subject to
43 the provisions of the Civil Service Act immediately prior to being

1 appointed fire chief, and any probationary employee or officer of the
2 fire department under the Civil Service Act.

3 (16) 'Membership Service Credit' or 'Membership Service' means the
4 amount of service credited to a Member as provided in this act to
5 determine what, if any, benefits are due him.

6 (17) 'Participant' means any Member, Retiree, Beneficiary in receipt of
7 benefits or a former Member with a deferred Accrued Benefit.

8 (17a) 'Qualified Participant' means a Participant who is in a defined benefit
9 plan that is maintained by a State or a political subdivision thereof; and
10 a. Who has at least 15 years of Membership Service Credit as a
11 full-time employee of any police department or fire department
12 that is organized and operated by the State or a political
13 subdivision, that maintains such a defined benefit plan; or

14 b. Who is a member of the armed forces of the United States.

15 (18) 'Retiree' means any person who retires with a retirement benefit
16 payable by the System.

17 (19) 'Retirement System' or 'System' means the Charlotte Firefighters'
18 Retirement System.

19 (20) 'Total Contributions' means the sum of the amounts paid by or on
20 behalf of a Member and credited to his individual account by the
21 System.

22 (21) 'Year,' 'Plan Year,' or 'Limitation Year' means the twelve months
23 from July 1 through June 30.

24 25 TITLE II. MEMBERSHIP SERVICE CREDIT.

26
27 Sec. 3. **General.** A Member of this Retirement System shall receive
28 Membership Service Credit for all periods of employment with the Charlotte Fire
29 Department for which contributions have been paid to, and not subsequently refunded
30 by, the Charlotte Firefighters' Retirement System. In no case shall more than one year
31 of Membership Service Credit be credited a Member for any 12 calendar month period
32 of time.

33 Sec. 4. **Periods of Worker's Compensation & Accident and Sickness**
34 **Benefits.** Membership Service Credit shall be credited to a Member for any periods of
35 workers' compensation and/or accident and sickness benefits for which said Member
36 contributes to the Charlotte Firefighters' Retirement System an amount equal to the
37 Compensation the Member would have earned multiplied by the sum of the then current
38 social security contribution rate and five percent (5%). Such contributions must be
39 made within a 12 calendar month period from and after the date the Member returns to
40 employment with the Charlotte Fire Department and prior to the Member's termination
41 of membership or retirement.

42 Sec. 5. **Reinstatement of Membership Service Credit Previously**
43 **Forfeited.** Membership Service Credit shall be credited for previous Membership
44 Service for a Member who is reemployed by the Charlotte Fire Department within five

1 years of the termination date of his previous employment, and provided the Member has
2 not received reimbursement of his Total Contributions pursuant to the provisions of this
3 act. Any Member who is reemployed by the Charlotte Fire Department before January
4 1, 1959, shall receive Membership Service Credit for all previous membership
5 employment in said department. Any Member who was reemployed by the Charlotte
6 Fire Department after December 31, 1958, and has previously received reimbursement
7 of his Total Contributions pursuant to the provisions of this act, shall receive no
8 Membership Service Credit for any previous membership employment with the
9 Charlotte Fire Department.

10 Sec. 6. **Return from Active Military Duty.** Membership Service Credit
11 shall be credited to any Member who entered the Armed Forces of the United States of
12 America during World War I, World War II, the Korean War, any period of national
13 emergency conditions, or entered the Armed Forces at any time through the operation of
14 the compulsory military service law of the United States of America, upon the return to
15 membership employment with the Charlotte Fire Department. Such Membership
16 Service Credit shall include the period of active military service and any period after
17 discharge or release from active duty from the Armed Forces for which his
18 reemployment rights are guaranteed by law unless otherwise specified in this act.

19 Sec. 7. **Purchase of Membership Service Credit for Prior Active Military**
20 **Duty.** Membership Service Credit may be purchased for credit upon the completion of
21 ten or more years of Membership Service Credit. Effective July 1, 1988, the purchase
22 of such Membership Service Credit must occur before the completion of 13 years of
23 Membership Service Credit, or by October 7, 1990, whichever is later, prior to
24 termination of membership or retirement, by any Member who served on active duty in
25 the Armed Forces of the United States of America prior to his employment with the
26 Charlotte Fire Department. The amount of Membership Service Credit to be credited to
27 a Member will be equal to the actual active military duty by the Member not to exceed
28 five years and shall be credited upon the payment of the required contributions as
29 determined by the Administrator, provided that the Membership Service to be so
30 credited shall not be credited in any other retirement system, except the national guard
31 or any reserve component of the Armed Forces of the United States. The required
32 contributions shall be an amount equal to the annualized Compensation rate the Member
33 earned when he first entered membership in the Retirement System, multiplied by the
34 sum of the Member and the City of Charlotte contribution rates in effect at the time
35 when he first entered membership in the Retirement System, increased by five percent
36 (5%) compounded per annum from the date of membership to the date of the payment
37 of the required contributions and multiplied by the number of years and days of
38 Membership Service to be credited.

39 Sec. 8. **Accumulated Sick Leave and Vacation at Retirement.**
40 Membership Service Credit shall be credited to a Member for the balance of any unpaid
41 sick leave and/or unpaid vacation at the time of his retirement, excluding any sick leave
42 and/or vacation that was converted to a qualified deferred compensation program as
43 defined by the City. Such Membership Service Credit shall be determined by the
44 Administrator and shall be proportional based on the normal work schedule of the

1 Member. Such Membership Service Credit cannot be used to meet the minimum
2 qualifications for a disability retirement benefit, vested benefit or early retirement
3 benefit, but may be used to meet the minimum qualifications for a service retirement
4 benefit.

5 **Sec. 9. Determination by Board of Trustees.** In any case of doubt as to the
6 period of Membership Service Credit to be so credited any Member, the Board of
7 Trustees shall have final power to determine such period.

8
9 **TITLE III. TERMINATION OF MEMBERSHIP.**

10
11 **Sec. 10. Members With Less Than Five Years of Membership Service Credit.**

12 (a) If a Member with less than five years of Membership Service Credit with this
13 Retirement System shall cease employment with the Charlotte Fire Department,
14 whether voluntary or involuntary, said former Member shall thereupon cease
15 membership and shall be entitled to reimbursement of the Total Contributions made by
16 or on his behalf to the Retirement System, excluding any contributions made on the
17 former Member's behalf by the City of Charlotte under the provisions of Section 25 of
18 this act without interest. A former Member desiring reimbursement of said
19 contributions must complete and file the form 'Application for Refund of Accumulated
20 Contributions' with the Administrator within five years of the termination date of his
21 employment. Should a former Member fail to complete and file said form with the
22 Administrator within such five years, the former Member shall receive reimbursement
23 of said contributions.

24 (b) If such a former Member dies within five years after terminating his
25 employment prior to receiving reimbursement of contributions pursuant to subsection
26 (a) of this section, his Designated Beneficiary(s) on file with the Retirement System or
27 his personal representative in the absence of any Designated Beneficiary, may apply for
28 reimbursement of contributions pursuant to subsection (a) of this section and must file
29 such application with the Administrator within five years of the date of death of the
30 former Member or the funds will be paid to the Designated Beneficiary, if living, or
31 otherwise to the former Member's estate.

32 **Sec. 11. Members With Five or More Years of Membership Service Credit. (a)**

33 Effective July 1, 1986, if a Member with ten or more years of Membership
34 Service Credit with this Retirement System shall cease employment with the Charlotte
35 Fire Department, whether voluntary or involuntary, said Member shall receive his
36 Accrued Benefit and defer such benefit until the Participant reaches age 60 years.
37 Effective July 1, 1989, if a Member with five or more years of Membership Service
38 Credit with this Retirement System ceases employment with the Charlotte Fire
39 Department, whether voluntarily or involuntarily, the Member shall receive his Accrued
40 Benefit and defer this benefit until the Participant reaches 60 years of age. The Accrued
41 Benefit shall be calculated pursuant to the provisions of Sections 15 and 17 of this act in
42 effect on the last day of work by said Participant. If such Participant dies before
43 applying for his deferred benefits and attaining age 60 years, reimbursement of the

1 Participant's contributions may be accomplished in the same manner and in all respects
2 as in Section 10 of this act.

3 (b) As an alternative to the provisions of subsection (a) of this section, if a
4 Member with five or more years of Membership Service Credit with this Retirement
5 System shall cease employment with the Charlotte Fire Department, whether voluntary
6 or involuntary, said Member shall thereupon cease membership and may elect to receive
7 reimbursement of his contributions in the same manner and in all respects as in Section
8 10 of this act.

9 Sec. 12. **Failure to Return From Active Military Duty.** Should any
10 Member of this Retirement System who entered the Armed Forces of the United States
11 of America pursuant to the provisions of Section 6 of this act fail to return to
12 employment with the Charlotte Fire Department within the period for which his
13 reemployment rights are guaranteed by law, said Member shall thereupon cease
14 membership and shall be entitled to a deferred benefit or reimbursement of his
15 contributions in the same manner and in all respects as in Section 10 or 11 of this act,
16 whichever is applicable.

17 Such former ~~member~~ Member shall not receive Membership Service Credit for the
18 period of active military duty or any period after discharge or release from active duty
19 from the Armed Forces for which his reemployment rights had been guaranteed by law.

20 Sec. 13. Repealed by Section 7 of Chapter 248 of the 1989 Session Laws.

21 Sec. 14. **Retirement of Member.** Upon his retirement pursuant to the
22 provisions of this act, a Member shall thereupon cease membership in the Charlotte
23 Firefighters' Retirement System.

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25

TITLE IV. BENEFITS

26

27 Sec. 15. **Service Retirement.** A Member may upon written application
28 through the Administrator to the Board of Trustees set forth an effective date of not less
29 than 30 days nor more than 90 days subsequent to the execution and filing thereof that
30 he desires to be retired, provided that he has attained the age and acquired the required
31 Membership Service Credit and has been approved by the Board:

32 (1) The age and Membership Service Credit requirements for service
33 retirement are as follows:

- 34 a. Any age and 30 or more years of Membership Service Credit;
35 b. Age 50 years or older and 25 or more, but less than 30 years of
36 Membership Service Credit; or
37 c. Effective July 1, 1986, age 60 years or older and 10 or more,
38 but fewer than 25 years of Membership Service Credit.
39 Effective July 1, 1989, age 60 years or older and 5 or more, but
40 fewer than 25 years of Membership Service Credit.

41 (2) Upon a Member's service retirement, he shall be paid a benefit as
42 provided in Section 17 of this act.

43 Sec. 16. Repealed by Section 9 of Chapter 248 of the 1989 Session Laws.

1 Sec. 17. (a) Effective July 1, 1986, upon retirement pursuant to the provisions
2 of Sections 15 or 16, a Member shall receive a monthly benefit equal to two and four-
3 tenths percent (2.4%) of his Final Average Salary multiplied by his Membership Service
4 Credit, not to exceed one hundred percent (100%) of Final Average Salary, but not less
5 than five hundred dollars (\$500.00) per month. Effective July 1, 1989, upon retirement
6 pursuant to the provisions of Section 15, a Member shall receive a monthly benefit
7 equal to two and six-tenths percent (2.6%) of his Final Average Salary multiplied by his
8 Membership Service Credit, not to exceed one hundred percent (100%) of Final
9 Average Salary, but not less than five hundred dollars (\$500.00). The benefit payable
10 pursuant to this subsection shall be referred to as the basic benefit.

11 (b) Prior to his retirement, but not thereafter, a Member may elect to receive an
12 Actuarial Equivalent, computed as of the effective date of his retirement, of his basic
13 benefit from subsection (a) of this section in a reduced monthly amount payable
14 throughout his life, and nominate a Beneficiary in accordance with the provisions of
15 option 1, 2, 3, 4, 5 or 6 as set forth below. Actuarial Equivalent for all Members retiring
16 prior to July 1, 1987, shall be computed in accordance with the Group Annuity Table
17 for 1951 with interest at four percent (4%). Actuarial Equivalent for all Members
18 retiring after June 30, 1987, shall be computed in accordance with the Unisex Mortality
19 Table for 1984 set forward one year in age with interest at six percent (6%). If a
20 Member does not have an option election in force at the time of his retirement, his
21 monthly benefit shall be paid as the basic benefit.

22 (c) Option 1. Benefit for 10 Years Certain and Life Thereafter. A Retiree shall
23 receive a reduced basic benefit payable monthly throughout his life with the provision
24 that if he dies before he has received 120 monthly payments, the payments will continue
25 for the remainder of the 120-month period to such Beneficiary, if living, as the Retiree
26 shall have nominated by written designation duly executed and filed with the Board of
27 Trustees.

28 (d) Option 2. 100% Joint and Survivor Benefit. A Retiree shall receive a
29 reduced basic benefit payable monthly throughout his life and upon his death his
30 reduced monthly benefit shall continue throughout the life of such Beneficiary, if living,
31 as the Retiree shall have nominated by written designation duly executed and filed with
32 the Board of Trustees.

33 (e) Option 3. 75% Joint and Survivor Benefit. A Retiree shall receive a reduced
34 basic benefit payable monthly throughout his life and upon his death seventy-five
35 percent (75%) of his reduced monthly benefit shall continue throughout the life of such
36 Beneficiary, if living, as the Retiree shall have nominated by written designation duly
37 executed and filed with the Board of Trustees.

38 (f) Option 4. 66 2/3% Joint and Survivor Benefit. A Retiree shall receive a
39 reduced basic benefit payable monthly throughout his life and upon his death sixty-six
40 and two-thirds percent (66 2/3%) of his reduced monthly benefit shall continue
41 throughout the life of such Beneficiary, if living, as the Retiree shall have nominated by
42 written designation duly executed and filed with the Board of Trustees.

43 (g) Option 5. 50% Joint and Survivor Benefit. A Retiree shall receive a reduced
44 basic benefit payable monthly throughout his life and upon his death fifty percent (50%)

1 of his reduced monthly benefit shall continue throughout the life of such Beneficiary, if
2 living, as the Retiree shall have nominated by written designation duly executed and
3 filed with the Board of Trustees.

4 (h) Option 6. A Retiree may elect any of Options 2 through 5 with the added
5 provision that in the event the Designated Beneficiary predeceases the Retiree, the
6 monthly benefit payable to the Retiree after the Beneficiary's death shall be equal to the
7 basic benefit. Such election will result in a benefit that is further reduced than the
8 corresponding benefit payable under Options 2 through 5 if this Option 6 has not been
9 elected. The intent of this additional reduction is to support the additional cost of this
10 election.

11 (i) In the event that a Retiree who named his spouse as Beneficiary in
12 accordance with the provisions of Options 1 through 6 and shall subsequently become
13 divorced from the named Beneficiary, the Retiree may then elect a life annuity which
14 shall be the Actuarial Equivalent of the value of all future benefit payments under the
15 option then in effect upon written request to the Board of Trustees provided such
16 request is not inconsistent with the terms of the divorce decree. It is the Retiree's
17 responsibility to provide all pertinent documentation.

18 Sec. 18. **Early Retirement.** A Member may upon written application
19 through the Administrator to the Board of Trustees set forth an effective date of not less
20 than 30 days nor more than 90 days subsequent to the execution and filing thereof that
21 he desires to be retired, provided that he has acquired 25 or more, but less than 30 years
22 of Membership Service Credit and is less than age 50 years. Upon a Member's early
23 retirement, he shall receive a benefit as provided in Section 17, except such benefit shall
24 be reduced by twenty-five one-hundredths of one percent (.25%) for each whole month
25 the early retirement date precedes the Member's attainment of age 50 years.

26 Sec. 19. Disability Retirement in the Line of Duty.

27 (a) An 'Application for Disability Retirement in the Line of Duty' shall be filed
28 by the Member or his department head with the Administrator, provided that the
29 Member has applied for and been granted workers' compensation benefits on account of
30 this disability.

31 (b) An 'Application for Disability Retirement in the Line of Duty' shall be
32 administered pursuant to rules and regulations adopted by the Board of Trustees from
33 time to time and approved by the City of Charlotte and administered in a uniform and
34 nondiscriminatory manner.

35 (c) Effective July 1, 1986, upon retirement pursuant to the provisions of this
36 section, a Member shall receive a monthly benefit equal to seventy-two percent (72%)
37 of his Final Average Salary, but not less than five hundred dollars (\$500.00) per month.
38 Effective July 1, 1987, upon retirement pursuant to the provisions of this section, a
39 Member shall receive a monthly benefit equal to the greater of seventy-two percent
40 (72%) or two and four-tenths percent (2.4%) multiplied by his Membership Service, of
41 his Final Average Salary, not to exceed one hundred percent (100%) of his Final
42 Average Salary, but not less than five hundred dollars (\$500.00) per month. Effective
43 July 1, 1988, prior to his retirement pursuant to the provisions of this Section, but not
44 thereafter, a Member may elect to receive an Actuarial Equivalent, computed as of the

1 effective date of his retirement, of his monthly amount payable throughout his life, and
2 nominate a Beneficiary in accordance with the provisions of the Option 5, Fifty Percent
3 (50%) Joint and Survivor Benefit, as set forth in subsection (g) of Section 17. The
4 Actuarial Equivalent for all ~~members~~ Members retiring pursuant to this Section shall be
5 computed in accordance with the Unisex Mortality Table for 1984 set forward one year
6 in age, with interest at six percent (6%). Benefits payable under this Section shall be
7 effective on the date of approval by the Board of Trustees or upon exhaustion of
8 workers' compensation benefits, whichever is later. Also, disability retirement benefits
9 payable under this Section may be adjusted by the disability retirement regulations
10 adopted pursuant to the requirements contained in subsection (b) of this Section.

11 Sec. 20. Disability Retirement not in the Line of Duty.

12 (a) An 'Application for Disability Retirement not in the Line of Duty' shall be
13 filed by a Member or his department head with the Administrator, provided that the
14 Member has 10 or more years of Membership Service Credit and has applied for and
15 been granted accident and sickness benefits on account of the disability.

16 (b) An 'Application for Disability Retirement not in the Line of Duty' shall be
17 administered pursuant to rules and regulations adopted by the Board of Trustees from
18 time to time and approved by the City of Charlotte and administered in a uniform and
19 nondiscriminatory manner.

20 (c) Effective July 1, 1986, upon retirement pursuant to the provisions of this
21 section, a Member shall receive a monthly benefit equal to thirty-six percent (36%) of
22 his Final Average Salary, plus one and eight-tenths percent (1.8%) of his Final Average
23 Salary multiplied by the Membership Service Credit in excess of 10 years, not to exceed
24 one hundred percent (100%) of his Final Average Salary, but not less than five hundred
25 dollars (\$500.00) per month. Effective July 1, 1988, prior to his retirement pursuant to
26 the provisions of this section, but not thereafter, a Member may elect to receive an
27 Actuarial Equivalent, computed as of the effective date of his retirement, of his monthly
28 amount payable throughout his life, and nominate a Beneficiary in accordance with the
29 provisions of the Option 5, Fifty Percent (50%) Joint and Survivor Benefit, as set forth
30 in subsection (g) of Section 17. The Actuarial Equivalent for all Members retiring
31 pursuant to this section shall be computed in accordance with the Unisex Mortality
32 Table for 1984 set forward one year in age, with interest at six percent (6%). Benefits
33 payable under this section shall be effective on the date of approval by the Board of
34 Trustees. Also, disability retirement benefits payable under this Section may be
35 adjusted by the disability retirement regulations adopted pursuant to the requirements
36 contained in subsection (b) of this Section.

37 Sec. 21. (a) In the event of the death of any Member of the System prior to his
38 effective date of retirement pursuant to the provisions of Sections 15, 16, 18, 19, or 20
39 of this act, his Designated Beneficiary(s) on file with the Retirement System, or his
40 personal representative in the absence of any Designated Beneficiary, shall be entitled
41 to reimbursement of the Total Contributions by him or on his behalf and the City of
42 Charlotte to the System; plus, two and five-tenths percent (2.5%) interest compounded
43 annually on the contribution balance at the beginning of each Plan Year in which the
44 Participant contributed or in which contributions were made on his behalf. However,

1 the two and five-tenths percent (2.5%) interest shall not apply to death benefits
2 occurring before July 1, ~~1989~~-1986. Such Beneficiary(s) or personal representative
3 must complete and file the form 'Application for Survivor Death Benefits' with the
4 Administrator to receive reimbursement. As an option, a Beneficiary may elect to
5 receive an annuity equal to and in lieu of a lump sum distribution by so designating on
6 the above form. Effective July 1, 1989, as an option, a surviving spouse of a deceased
7 Member who was eligible for a service or early retirement benefit on the date preceding
8 death may elect to receive an Actuarial Equivalent computed as of the date preceding
9 death in the same manner as if the deceased member had retired and elected a reduced
10 monthly amount payable throughout his life, and nominated the surviving spouse as his
11 beneficiary in accordance with the provisions of Option 4, Sixty-Six and Two-Thirds
12 Percent (66 2/3%) Joint and Survivor benefit, as set forth in subsection (f) of Section 17.
13 The Actuarial Equivalent for all benefits payable pursuant to this section shall be
14 computed in accordance with the Unisex Mortality Table for 1984 set forward one year
15 in age, with interest at six percent (6%).

16 (b) In the event of the death of a Retiree of this System before he has received
17 monthly benefit payments equal to the present value on the effective date of retirement
18 of the Total Contributions by him or on his behalf and the City of Charlotte to the
19 ~~system~~; System; plus, two and five-tenths percent (2.5%) interest compounded annually
20 on the contribution balance at the beginning of each Plan Year in which the Participant
21 contributed or in which contributions were made on his behalf and provided a monthly
22 benefit is not payable in accordance with Section 17, the Designated Beneficiary(s) or
23 estate of the retiree shall be entitled to an amount equal to the difference between such
24 contributions, plus interest, and the sum of the monthly benefit payments received by
25 the retiree. However, the two and five-tenths percent (2.5%) interest shall not apply to
26 death benefits occurring before July 1, 1986. Such Beneficiary(s) or personal
27 representative must complete and file the form 'Application for Survivor Death
28 Benefits' with the Administrator to receive reimbursement.

29 Sec. 22. **Coordination of Benefits.** The Board of Trustees shall reduce the
30 amount of any benefits payable under the provisions of this section by any amount of
31 benefits being concurrently paid to a Retiree by or on behalf of the City of Charlotte.

32 Sec. 23. Post-Retirement Adjustments.

33 (a) The retirement benefits payable to a Retiree pursuant to the provisions of this
34 act may be adjusted at the discretion of the Board of Trustees based upon the prevailing
35 economic and funding conditions. Such adjustment shall not be paid until such
36 adjustment is ratified by the City of Charlotte.

37 (b) Effective July 1, 1989, the Board of Trustees shall make an annual bonus
38 payment in the month of January following an annual actuarial valuation when the
39 actuary determines that the actual payroll contributions exceed the required
40 contributions adjusted for any actuarial gains and losses that may have occurred during
41 the preceding year. The lesser of fifty percent (50%) of the excess amount determined
42 by the actuary or the aggregate monthly benefit of the Retirees eligible for the bonus
43 shall be distributed. A Retiree who has been retired for at least one year as of December
44 31, preceding distribution of the bonus, shall receive a bonus that is determined by the

1 Administrator as proportional of the Retiree's monthly benefit to the aggregate monthly
2 benefits of all Retirees eligible for the bonus.

3
4 **TITLE V. METHOD OF FINANCING.**

5
6 **Sec. 24. Member Contributions.** Each Member shall contribute to the
7 Charlotte Firefighters' Retirement System and the City of Charlotte shall cause to be
8 deducted from each and every payroll of such Member, an amount equal to the
9 Member's Compensation multiplied by the sum of the then current social security
10 contribution rate and five percent (5%).

11 Notwithstanding any provision of this act to the contrary, effective July 1, 1983, the
12 City of Charlotte, as an employer, pursuant to the provisions of Section 414(h)(2) of the
13 Internal Revenue Code of 1986, as amended from time to time, may elect to pick up and
14 pay the contributions that would be payable by the Members of the Retirement System
15 under this section with respect to the service of the Members after June 30, 1983.

16 The Members' contributions picked up by the City of Charlotte shall be designated
17 for all purposes of the Retirement System as Member contributions, except for the
18 determination of tax upon a distribution from the Retirement System. These
19 contributions shall be credited to the fund created by this act accumulated within the
20 fund in a Member's account that shall be separately established for the purpose of
21 accounting for picked-up contributions. Member contributions picked up by the City of
22 Charlotte shall be payable from the same source of funds used for the payment of
23 Compensation to a Member. A deduction shall be made from a Member's
24 Compensation equal to the amount of his contributions picked up by the City of
25 Charlotte. This deduction, however, shall not reduce his Compensation for purposes of
26 the Retirement System. Picked-up contributions shall be transmitted to the Retirement
27 System.

28 **Sec. 25. City of Charlotte Contributions.** (a) The City of Charlotte shall
29 contribute to the Charlotte Firefighters' Retirement System an amount equal to the
30 Member's Compensation multiplied by the sum of the then current social security
31 contribution rate and five percent (5%), for each and every payroll of such Member.

32 (b) Should any Member of this Retirement System enter the Armed Forces of the
33 United States of America, the City of Charlotte shall contribute to the Charlotte
34 Firefighters' Retirement System for each and every payroll an amount equal to the
35 Compensation such Member would have earned based upon the last pay grade with the
36 Fire Department multiplied by the contribution rate established pursuant to subsection
37 (a) of this section for a period not to exceed the lesser of the Member's actual period of
38 active military duty or five years.

39 (c) Should any Member of the Retirement System enter the Armed Forces of the
40 United States of America, upon approval by the City Council, the City of Charlotte by
41 and on behalf of such Member may contribute an amount equal to, but not to exceed,
42 the Compensation such Member would have earned based upon the last pay grade with
43 the Fire Department multiplied by the contribution rate established pursuant to Section
44 24 of this act. Any contributions by and on behalf of such Member shall inure to the

1 benefit of such Member as though made by such Member under the provisions of this
2 act unless otherwise specified in this act.

3 (d) In addition thereto, the City Council may, within its discretion and upon the
4 recommendation of the Board of Trustees, appropriate funds necessary to provide a cost
5 of living increase to the Retirees of the System.

6 Sec. 26. **Other.** Any other contributions by or on the behalf of any Member
7 or the City of Charlotte pursuant to the provisions of this act, shall be received by the
8 Charlotte Firefighters' Retirement System.

9 10 **TITLE VI. ADMINISTRATION BY BOARD OF TRUSTEES.**

11
12 Sec. 27. **General.** The Board of Trustees heretofore established is hereby
13 continued. The general administration, management and responsibility for the proper
14 operation of the Retirement System and for construing and making effective the
15 provisions of this act are vested in the Board of Trustees.

16 Sec. 28. **Body Politic and Corporate.** The Board of Trustees shall be a
17 body politic and corporate under the name of the Board of Trustees of the Charlotte
18 Firefighters' Retirement System and as a body politic and corporate shall have the right
19 to sue and be sued, shall have perpetual succession and a common seal, and in said
20 corporate name shall be able and capable in law to take, receive, demand and possess all
21 kinds of property hereinafter specified, and to bargain, sell, grant, transfer or dispose of
22 all such property as it may lawfully acquire. All such property owned or acquired by
23 said body politic and corporate shall be exempt from all taxes imposed by the State or
24 any political subdivision thereof, specifically, but not limited to, income, license,
25 machinery, franchise and sales taxes. In addition, the Board of Trustees as a body
26 politic and corporate may purchase and maintain such insurance policy or policies as
27 may be necessary for the protection of the System, the System's assets, and trustees for
28 acts performed by them as trustees, excluding malfeasance. All expenses for the
29 purchase or maintenance of insurance shall be borne by the System.

30 Sec. 29. **Board of Trustees.** The Board of Trustees shall consist of ~~40~~
31 ~~Trustees,~~ 11 Trustees, as follows: (i) City Manager, or some other City department head
32 or employee as duly designated by the City Manager; (ii) City Finance Director, or a
33 deputy finance director as duly designated by the City Finance Director; (iii) City
34 Treasurer; (iv) a Chairman of the Board and three Trustees to represent the public and
35 who are residents of Mecklenburg County and who are appointed by the Resident Judge
36 of the Superior Court of Mecklenburg County and who shall hold office for a period of
37 three years or until their successor shall have been appointed and been qualified; ~~and~~ (v)
38 three Members of the Retirement System to be elected by a Majority Vote of the
39 Members of the Retirement System for a term of three ~~years~~ years; and (vi) one Retiree
40 of the Retirement System to be elected by a majority vote of the retirees of the
41 Retirement System for a term of three years. The terms of office for elected ~~Member~~
42 Trustees and, effective July 1, 1989, for appointed Trustees, shall be graduated so that
43 only one Trustee's term shall expire each year. Any Member shall be eligible to succeed
44 himself as a Trustee.

1 Sec. 30. **Election of Member Trustees.** The elections of the ~~member~~
2 Member Trustees as provided for in Section 29(v) and the Retiree Trustee as provided
3 for in Section 29 (vi) shall be administered in accordance with rules and regulations
4 adopted by the Board of Trustees from time to time.

5 Sec. 31. **Oath of Office.** An oath of office shall be administered to the
6 Chairman of the Board and each Trustee prior to their assumption of duties with the
7 Board of Trustees. The oath of office shall be administered by the Mayor only after the
8 Trustee having first qualified and within 10 days after having been appointed or elected.
9 The Chairman of the Board and each Trustee shall swear to diligently and honestly
10 administer the affairs of said Board and that he will not knowingly violate or willfully
11 permit to be violated any of the provisions of the law applicable to the Retirement
12 System. Such oath of office shall be subscribed to by the Member making it, and
13 certified by the officer by whom it is taken, and immediately filed in the office of the
14 City Clerk.

15 Sec. 32. **Vacancy on Board of Trustees.** (a) In the event that an elected
16 Trustee of the Board shall make application for benefits under this act he shall first
17 submit a written notice to the Chairman of the Board disqualifying himself from his
18 trusteeship.

19 (b) A vacancy shall be deemed to have occurred if a Trustee or the Chairman
20 fails to attend any three consecutive meetings of the Board without prior notification
21 unless excused for cause by the Trustees attending said meetings.

22 (c) A vacancy shall be deemed to have occurred if a Trustee or the Chairman
23 should die.

24 (d) If a Trustee shall deem himself incapable of fulfilling his Board obligations
25 for any reason or if any condition exists that renders the Trustee disqualified, the
26 Trustee shall submit a written notice to the Chairman disqualifying himself from his
27 trusteeship. If the Chairman shall deem himself to be disqualified for any of the
28 foregoing reasons, he shall submit written notice to the Resident Judge of the Superior
29 Court of Mecklenburg County.

30 (e) If a vacancy shall occur pursuant to the provisions of subsections (a) through
31 (d) of this section, the vacancy shall be filled within 90 days after the date of the
32 vacancy, for the unexpired portion of the term, in the same manner as the position was
33 previously filled.

34 Sec. 33. **Compensation of Trustees.** The members of the Board of Trustees
35 of the Charlotte Firefighters' Retirement System shall serve without compensation, but
36 shall be reimbursed for all reasonable and necessary expenses incurred through service
37 upon said Board.

38 Sec. 34. **Officers of System.** (a) The Chairman of the Board, named pursuant
39 to the provisions of Section 29(iv) of this act, shall preside at all meetings that he is in
40 attendance.

41 (b) At its first regular meeting each ~~Year-year,~~ the Board shall elect from its
42 membership: (1) A Vice Chairman, who shall preside at any meeting that the
43 Chairman is absent; and (2) A Secretary of the Board, who shall be responsible for the
44 recording and certifying of the record of proceedings.

1 (c) The City Treasurer shall be the Treasurer of the Retirement System and shall
2 be custodian of its assets.

3 Sec. 35. **Meetings.** (a) The Board of Trustees shall conduct its business at meetings
4 that conform with the 'Open Meetings Law,' Article 33C of Chapter 143 of the General
5 Statutes, G.S. 143-318.9 through G.S. 143-318.18.

6 (a1) The Board of Trustees shall hold meetings regularly, at least one in each
7 calendar quarter, and shall designate the time and place thereof. The first regular
8 meeting in each Plan Year shall be held on the ~~third~~-fourth Thursday of the month of
9 July.

10 (b) The Chairman or, in the absence of the Chairman, the Vice Chairman may
11 hold a special meeting and/or an emergency meeting at his discretion. Additionally,
12 upon the written request of two members of the Board of Trustees, the Chairman shall
13 call a special meeting of the Board.

14 When a special meeting is called, the Administrator shall insure that notice is given
15 to each trustee either in person or by first class mail to the address of record on file with
16 the Administrator. Such notice shall include the purpose of the meeting and designate
17 the time, date and place thereof. The Chairman or Vice Chairman shall insure that the
18 business of the special meeting be limited to the purpose as set forth in the notice.

19 When an emergency meeting is called, the Administrator shall attempt to notify each
20 Trustee by telephone to the telephone number on file with the Administrator.

21 (c) Each Trustee shall be entitled to one vote on each motion presented to the
22 Board of Trustees. The Chairman shall only vote in case of a tie or in such case as to
23 create a quorum of voting. ~~Five~~-Six attending Trustees, including the Chairman, shall
24 constitute a quorum at any meeting of the Board and at least ~~five~~-six affirmative votes
25 shall be necessary for a decision by the Trustees at any meeting of said Board. Prior to
26 any discussion of a specific agenda item for which a Trustee or the Chairman deems
27 himself to have a conflict of interest, or at such point during discussion that he
28 determines himself to have a conflict of interest, the member of the Board shall
29 thereupon make such conflict known to the Board and the Board shall inquire into the
30 nature of the conflict and make a determination whether a conflict of interest exists and
31 if the Board member should participate in discussion and vote on the agenda item.

32 (d) The Board of Trustees through the Secretary shall cause to be kept a record of
33 all of its proceedings which shall be open to public inspection.

34 Sec. 36. **Employment of Professional Services.** (a) The Board of Trustees
35 shall have the authority to employ and/or utilize professional and secretarial services
36 and to purchase and maintain such property, equipment and supplies as are deemed
37 necessary for the proper operation of the System. All expenses, fees and/or retainers for
38 the employment of services shall be borne by the System with the singular exception of
39 the employment of the Actuary. All fees and expenses in connection with the
40 employment of a qualified actuary shall be paid by the City of Charlotte.

41 (a1) **Actuary.** The Board of Trustees shall annually request the City to employ a
42 qualified Actuary to perform such studies and evaluations of the Charlotte Firefighters'
43 Retirement System as may be necessary and/or desirable by the Board or City in
44 connection with the administration of the System. Within the meaning of this

1 subsection, a qualified Actuary shall be an Actuary who has been enrolled by the Joint
2 Board for the Enrollment of Actuaries and shall be an associate, member, or fellow of
3 the conference of Actuaries in Public Practice or a member of the American Academy
4 of Actuaries.

5 (b) **Medical Board.** The Board of Trustees shall appoint a Medical Board to be
6 composed of three physicians to serve at the pleasure of the Board. The Medical Board
7 shall arrange for and evaluate all medical examinations required under provisions of this
8 act. The Medical Board shall also investigate and evaluate all medical evidence,
9 statements, and certificates submitted by and on behalf of a Member in connection with
10 an application for disability retirement. The Medical Board shall render its conclusions
11 and recommendations in writing to the Board of Trustees in accordance with the
12 provisions of this act.

13 (c) **Legal Counsel.** The City attorney and staff shall be the legal advisor to the
14 Board of Trustees.

15 (d) **Auditor.** The Board of Trustees shall appoint an Auditor who shall be a
16 certified public accountant.

17 (e) **Administrator.** The Board of Trustees shall have the authority to appoint an
18 Administrator who shall be responsible for the administration and coordination of all
19 System operations and activities that are not otherwise specified in this act. Such
20 administration shall be in accordance with rules and regulations of this act and the
21 policy and direction of the Board. In the absence of an Administrator, the Secretary of
22 the Board as specified in Section 34(b)(2) shall be responsible for the coordination of
23 Board meetings and providing proper notice of such meetings.

24 (f) **Insurance.** The Board of Trustees may purchase and maintain that insurance
25 coverage necessary for the proper operation of the System, including worker's
26 compensation, fidelity insurance, and officers' and employees' liability coverage. All
27 expenses incurred in purchasing or maintaining this coverage, including fees, and
28 retainers, shall be borne by the System.

29 Sec. 37. **Committees.** The Chairman of the Board shall appoint an
30 Investment Committee and shall have the authority to appoint other committees of the
31 Board as deemed appropriate.

32 Sec. 38. **Authority of Board of Trustees to Recommend Changes to the**
33 **Retirement System.** The Board of Trustees shall have the authority to recommend to
34 the City changes to the Retirement System. All recommendations for changes must be
35 actuarially sound and must take into account the interest of all Participants in the
36 System.

37 Sec. 39. **Authority of City of Charlotte to Make Changes with Respect to**
38 **the Retirement System.** Upon the recommendation of the Board of Trustees as
39 provided in Section 38 of this act, the City may, within its discretion, increase or
40 decrease the rate of contribution of the Members of the System and the City of Charlotte
41 as may be necessary for the proper operation of the Retirement System. Provided,
42 however, that no change shall reduce benefits being paid to Retirees of the System.

43 The City may deviate from the provisions of this act to the extent necessary to make
44 any changes in the System required by the Internal Revenue Service prior to its issuing

1 a favorable determination letter under Section 401(a) and Section 501(a) of the
2 Internal Revenue Code of 1986, as amended from time to time, and as required by the
3 Internal Revenue Service to maintain the qualified status of the Retirement System.

4 Sec. 40. **Authority of City of Charlotte to Recommend Changes to the**
5 **Retirement System.** The City may recommend to the General Assembly of the State of
6 North Carolina changes to the Retirement System. All recommendations for changes
7 must be actuarially sound and must take into account the interest of all Participants in
8 the System.

9 Sec. 41. **Rules and Regulations.** Consistent with the provisions of this act,
10 the Board of Trustees shall have the authority to adopt the rules and regulations for the
11 administration of the Retirement System and for the transaction of its business.

12 **TITLE VII. RECORD-KEEPING AND REPORTING REQUIREMENTS.**

13 Sec. 42. **Record-Keeping.** The Administrator, or the Secretary of the Board
14 15 in the absence of an administrator, shall maintain all data, files and records as is
16 necessary to comply with the reporting requirements of this act.

17 18 Sec. 43. **Annual Audit.** There shall be an annual Audit of the books of the
19 System. The Audit shall be performed by the Auditor as specified in Section 36(d).

20 21 Sec. 44. **Annual Actuarial Valuation.** There shall be an annual Actuarial
22 Valuation as of the 1st of July. The Valuation shall be performed by the actuary as
23 specified in Section 36(a1). Such Valuation shall be completed and presented to the
24 Board no later than the second regular quarterly meeting each year.

25 26 Sec. 45. **Annual Report to City Council.** An annual report of the financial
27 and actuarial condition of the System, as of the preceding June 30, shall be prepared and
28 forwarded to the City Council in the quarter after receipt of the System's audit report
29 from the Auditor. Such report shall contain but shall not be limited to the Auditor's
30 opinion, such statements contained in the Auditor's report, a summary of the annual
31 actuarial valuation and the actuary's valuation certification.

32 33 Sec. 46. **Annual Report to Members.** A copy of the report required by
34 Section 45 shall be provided to each of the fire stations and Fire Department
35 administrative offices of the City of Charlotte.

36 37 Sec. 47. **Other Reports.** The Administrator, or the Secretary of the Board in
38 the absence of an administrator, shall be responsible for insuring that all reporting
39 requirements with the Internal Revenue Service and the United States Government,
40 including its various other agencies, departments, and offices, are complied with.

41 **TITLE VIII. CUSTODY AND INVESTMENT OF SYSTEM ASSETS.**

42 43 Sec. 48. **Trusteeship of Funds.** The Board of Trustees of the Charlotte
44 Firefighters' Retirement System shall be the Trustee of the funds and assets of the
45 System and shall have the power to take by gift, grant, devise or bequest any money,
46 real or personal property or other things of value, and hold, sell or invest the same.

1 Sec. 49. **Custody of System Assets.** The Treasurer of the Retirement
2 System shall be the custodian and responsible for the safekeeping of all funds paid into
3 the Charlotte Firefighters' Retirement System. The Treasurer shall deposit said funds in
4 a bank or banks as designated by the Board of Trustees. The Treasurer may, with Board
5 concurrence, use one or more nominees to facilitate transfer of the System's securities
6 and may hold the securities in safekeeping with the Federal Reserve System, a clearing
7 corporation, or a custodian bank which is a member of the Federal Reserve System. All
8 payments from said funds shall be authorized by the treasurer only upon the signed,
9 written request of the Administrator, or the Secretary of the Board in the absence of an
10 administrator. The Treasurer shall furnish such bond as shall be required by the Board
11 of Trustees and premium for said bond shall be paid out of the funds of the System.

12 Sec. 50. **Investment/Reinvestment of Funds and Assets.** The Board of
13 Trustees shall be vested with the authority and responsibility and shall have full power
14 to hold, purchase, sell, assign, transfer, lend and dispose of any of the securities and
15 investments in which the System shall have been invested, as well as the proceeds of
16 said investments and any monies belonging to the System. The Board of Trustees as
17 fiduciaries shall:

- 18 (1) Discharge its duties solely in the interest of the Participants and the
19 Beneficiaries;
- 20 (2) Act with the same care, skill, prudence and diligence under the
21 circumstances then prevailing, that a prudent person acting in a similar
22 capacity and familiar with those matters would use in the conduct of a
23 similar enterprise with similar aims;
- 24 (3) Act with due regard for the management, reputation and stability of the
25 issuer and the character of the particular investments being considered;
- 26 (4) Make investments for the exclusive purpose of providing benefits to
27 Participants and Participants' Beneficiaries;
- 28 (5) Give appropriate consideration to those facts and circumstances the
29 Board of Trustees knows or should know are relevant to the particular
30 investment or investment course of action involved, including the role
31 the investment or investment course of action plays in that portion of
32 the System's investments for which the Board of Trustees has
33 responsibility, and shall act accordingly. Appropriate consideration
34 shall include, but is not limited to, a determination by the Board of
35 Trustees that a particular investment or investment course of action is
36 reasonably designed as part of the investments of the System to further
37 the purposes of the System taking into consideration the risk of loss
38 and the opportunity for gain or other return associated with the
39 investment or investment course of action; and consideration of the
40 following factors as they relate to the investment or the investment
41 course of action:
 - 42 a. The diversification of the investments of the ~~system~~; System:

- 1 a. Ninety thousand dollars (\$90,000) (or, beginning January 1,
2 1988), such larger dollar amount as the Commissioner of
3 Internal Revenue may prescribe. Such amount shall be the
4 maximum annual benefit pursuant to this subdivision a. for that
5 calendar year and shall apply to the limitation year ending with
6 or within that calendar year.
- 7 b. The average annual Compensation the Participant received from
8 the City during the three consecutive calendar years which
9 would produce the highest such average.

10 If a Participant has completed less than 10 years of service, the maximum annual benefit
11 payable in accordance with this subdivision (4) shall be the lesser of subdivisions a. and
12 b. above, multiplied by the ratio that the Participant's actual number of years of service
13 bears to 10.

14 If the payment of a benefit to a Participant begins after he attains age 65, the
15 maximum benefit shall be actuarially adjusted to that amount that, if paid in the same
16 form and beginning at the same time as the benefit, would be the actuarial equivalent of
17 the maximum benefit that was payable in the normal form of retirement allowance
18 beginning on the first day of the month coincident with or next following the
19 Participant's attainment of age 65.

20 If the payment of a benefit to a Participant begins before he attains age 62, the
21 maximum benefit shall be actuarially adjusted to that amount which, if paid in the same
22 form and beginning at the same time as his benefit, would be the actuarial equivalent of
23 the maximum benefit payable in the normal form of retirement allowance beginning on
24 the first day of the month coincident with or next following his attaining the age of 62.
25 The reductions required by this paragraph shall in no event reduce the limitation in this
26 subdivision a. below seventy-five thousand dollars (\$75,000), if the benefit begins on or
27 after the Participant's attainment of age 55 or the actuarial equivalent of the seventy-five
28 thousand dollars (\$75,000) benefit limitation for age 55, if the benefit begins prior to
29 such age.

30 For purposes of this subdivision (4), if benefits begin before age 62, the maximum
31 annual benefit payable shall be adjusted by an interest rate assumption not less than the
32 greater of five percent (5%) or the rate specified in the Retirement System. For
33 purposes of this subdivision (4), in addition to the above limitations, if a Participant is a
34 Qualified Participant as defined in Title 1, Section 2 (17a) of this act, the actuarial
35 reduction to the maximum benefit payable for benefits that begin prior to the attainment
36 of age 55 shall not be reduced to an amount less than fifty thousand dollars (\$50,000). If
37 payment of a Participant's benefit begins after age 65, the maximum annual benefit
38 payable shall be adjusted by an interest rate assumption not greater than the lesser of
39 five percent (5%) or the rate specified in the Retirement System.

40 In the event a Participant is covered by one or more defined benefit plans maintained
41 by the City, all such plans shall be aggregated in determining whether the maximum
42 benefit limitations hereunder have been met. Further, the maximum retirement
43 allowance as noted above may be decreased as determined necessary by the City to

1 ensure that all plans will remain qualified under the Internal Revenue Code of 1986, as
2 amended from time to time.

3 In addition to the other limitations set forth in the Retirement System and
4 notwithstanding any other provisions of the Retirement System, the Accrued Benefit,
5 including the right to any optional benefit provided in the Retirement System (and all
6 other defined benefit plans required to be aggregated with the Retirement System under
7 the provisions of Section 415 of the Internal Revenue Code of 1986, as amended from
8 time to time), shall not increase to an amount in excess of the amount permitted under
9 Section 415 of the Internal Revenue Code of 1986, as amended from time to time.

10 (5) Any benefit payable to a Participant pursuant to Section 4 of this act
11 shall commence not later than the April 1 immediately following the
12 calendar year in which the Participant attains age 70 1/2 or, if later, the
13 April 1 immediately following the calendar year in which the
14 Participant terminates service. Additionally, the distribution of any
15 such benefit must satisfy the minimum distribution requirements set
16 forth in this paragraph and must be consistent with Treasury
17 Regulations, as of the required beginning date. The minimum
18 distribution for a calendar year equals the Participant's nonforfeitable
19 Accrued Benefit at the beginning of the year divided by the
20 Participant's life expectancy or, if applicable, the joint and last survivor
21 expectancy of the participant and his Designated Beneficiary. The
22 minimum distribution shall be computed by using the life expectancy
23 multiples under Treasury Regulation 1.72-9. The minimum
24 distribution for a calendar year subsequent to the first calendar year for
25 which a minimum distribution is required may be computed by
26 redetermining the applicable life expectancy. However, there shall be
27 no redetermination of the joint life and last survivor expectancy of the
28 Participant and a nonspouse Designated Beneficiary in a manner which
29 takes into account any adjustment to a life expectancy other than the
30 Participant's life expectancy. A distribution to the Participant in the
31 form of a life annuity, joint and survivor annuity, or an annuity over a
32 fixed period will satisfy the minimum distribution requirements of this
33 paragraph if the method of distribution provides non-increasing
34 payments or otherwise satisfies Treasury Regulations. If the
35 Participant dies after the payment of his benefit has commenced, the
36 death benefit provided by this act shall be paid over a period which
37 does not exceed the payment period which had commenced. If a
38 Participant dies prior to the time the payment of his benefit
39 commences, the death benefit provided by this act shall be paid over a
40 period not exceeding: (i) five years after the date of the Participant's
41 death; or (ii) if the Beneficiary is a Designated Beneficiary, over the
42 Designated Beneficiary's life or life expectancy. No payment of
43 benefit over a period described in (ii) shall be permitted, unless the
44 payment of such benefit to the Designated Beneficiary will commence

1 no later than one year after the date of the Participant's death, or, if
2 later, and the Designated Beneficiary is the Participant's surviving
3 spouse, the date the Participant would have attained age 70 1/2. The
4 life expectancy multiples under Treasury Regulation 1.72-9 shall be
5 used for purposes of applying this paragraph. The life expectancy of a
6 Participant's surviving spouse may be recalculated not more frequently
7 than annually, but the life expectancy of a nonspouse Designated
8 Beneficiary may not be recalculated after the commencement of
9 payment of benefits to the Designated Beneficiary. Any amount paid
10 to a Participant's child, which becomes payable to the Participant's
11 surviving spouse upon the child's attaining the age of majority, shall be
12 treated as paid to the Participant's surviving spouse for purposes of
13 applying this paragraph.
14

15 TITLE X. MISCELLANEOUS. 16

17 Sec. 52. **Liabilities of Trustees.** No member of the Board of Trustees shall
18 be personally liable by reason of his service as a Trustee for any acts performed by him
19 as a Trustee, except for malfeasance in office. Except for costs or expenses incurred
20 because of Trustee malfeasance, the System shall indemnify each Trustee for any and
21 all costs or expenses incurred by that Trustee as a result of acts performed as a Trustee,
22 including all insurance deductibles, copayments, and amounts exceeding insurance
23 policy limits.

24 Sec. 53. **Assignments Prohibited.** The right of a Member to any benefits
25 payable or reimbursement of any contributions, and any other right accrued or accruing
26 to any person pursuant to the provisions of this act, and any monies belonging to the
27 Retirement System shall not be subject to execution, garnishment, attachment, the
28 operation of bankruptcy or insolvency law, or any other process of law whatsoever, and
29 shall be unassignable except as is specifically authorized by statute. If a Member is
30 covered under a group insurance or prepayment plan participated in by the City, and
31 should he be permitted to, and elect to, continue such coverage as a Retiree, he may
32 authorize the Board of Trustees to have deducted from his monthly retirement benefits
33 the payments required of him to continue coverage under such group insurance or
34 prepayment plan.

35 Sec. 54. **Errors.** Should any change in the records result in any person
36 receiving from the Retirement System more or less than he would have been entitled to
37 receive had the records been correct, the Board of Trustees shall correct such error, and
38 as far as practicable shall adjust the payment in such manner that the Actuarial
39 Equivalent of the benefit to which the said person was correctly entitled shall be paid.

40 Sec. 55. **Protection Against Fraud.** Whoever with intent to deceive shall
41 make any statements and/or reports required under this act which are untrue, or shall
42 falsify or permit to be falsified any records of the Retirement System, or who shall
43 otherwise violate, with intent to deceive, any of the provisions of this act, shall be
44 prosecuted to the fullest extent of the law.

1 The Charlotte Firefighters' Retirement System shall have the right of setoff for any
2 claim arising from embezzlement or by fraud of a Participant.

3 Sec. 56. Repealed by Section 17 of Chapter 248 of the 1989 Session Laws.

4 Sec. 57. **Laws Inconsistent Repealed.** All laws and clauses of law
5 pertaining to the Charlotte Firefighters' Retirement System that are in conflict with the
6 provisions of this act are hereby revoked.

7 Sec. 58. **Savings Provisions.** If any section or part of this act is for any
8 reason held to be invalid or unconstitutional, such holding shall not be construed as
9 affecting the validity of the remaining sections of this act or the act in its entirety; it
10 being the legislative intent that this act shall stand notwithstanding the invalidity of any
11 section or part of a section.

12 Sec. 59. This act shall apply to the City of Charlotte only."

13 Sec. 2. None of the provisions of this act shall create an additional liability
14 for the Charlotte Firefighters' Retirement System unless sufficient assets are available to
15 pay for the liability.

16 Sec. 3. This act becomes effective July 1, 1992.