

AN ORDINANCE AMENDING THE VOLUNTEER FIREFIGHTERS' RELIEF  
FUND OF THE CITY OF NORWICH

BE IT ORDAINED by the Council for the City of Norwich that the following section be and is hereby amended by adding the following:

WHEREAS, the Norwich City Council, pursuant to Connecticut Public Act 86-87 Section 2(5)(A) has adopted a Volunteer Firefighters' Relief Fund on 11/9/87; and

WHEREAS, the purpose of this ordinance is to amend said Relief Fund; and

NOW, THEREFORE, BE IT ORDAINED by the Norwich City Council of the City of Norwich, that:

1. Articles II, IV, VI, VIII, X and XII be amended:

Article II, Section 2.2

Article IV, Section 4.1, 4.3

Article VI, Section 6.1, 6.2, 6.4, 6.5

Article VIII, Section 8.1, 8.1.1, 8.1.2, 8.2

Article X, Section 10.1, 10.2

Article XII, Section 12.1

ARTICLE II, MEMBERSHIP IN THE RELIEF FUND

SECTION 2.2 Becoming A Member - A Volunteer eligible to participate in the Plan shall become a Member of the Plan by contributing ~~\$84~~ \$120 for each calendar year of Credited Service. The timing and manner of the contributions shall be prescribed by the Committee. Forms agreeing to such contribution will be provided by the Committee.

ARTICLE IV, AMOUNT OF BENEFITS

SECTION 4.1 At Benefit Date - Forty (40) days after adoption of ordinance, a Member who retires on his/her Benefit Date shall receive a monthly retirement benefit in an amount equal to:

~~\$7.00~~ \$8.00 multiplied by such Member's years of Credited Service to such Member's Benefit Date, provided that the maximum number of Credited Service shall be twenty (20) years. Payment

shall be paid monthly or less frequently as determined by the Committee.

Effective January 1, ~~1995~~ 2000, for retirements on or after that date, the benefit shall be increased to ~~\$8.00~~ \$10.00 from the ~~\$7.00~~ \$8.00 shown in the prior paragraph. The maximum years of Credited Service shall be increased to thirty (30) years also effective at that date. Volunteers who commence benefits prior to that date and do not have Volunteer Firefighter status subsequent to January 1, ~~1995~~ 2000, shall remain at the ~~\$7.00~~ \$8.00 benefit level.

Volunteers who have commenced receiving benefits or have attained 20 years Credited Service, and who continue to earn Credited Service as Volunteer Firefighters as of January 1, ~~1995~~ 2000, will have their benefits adjusted to reflect his increase. These firefighters will be eligible to buy back up to 10 additional years of Credit Service at the rate of ~~\$84.00~~ \$120.00 per year for a total maximum of 30 years. This buy back period will take effect for a ninety (90) day period following the adoption date of the amendments to the Plan.

SECTION 4.3 At Disability Benefit Date - The annual benefit of a Member who retires on a Disability Benefit Date shall be computed in accordance with Section 4.1 but shall be based on the maximum 30 years of Credited Service.

The benefit calculated as of the Disability Retirement Date will be increased at the same time and in the same amounts as the benefit calculated under Section 4.1 as amended in the future. ~~The annual retirement benefit so computed will be reduced by any payments received under the Workers' Compensation Act.~~

#### ARTICLE VI, DEATH BENEFITS

SECTION 6.1 Designation of a Beneficiary - Each Member shall designate a Beneficiary or Beneficiaries on a form prescribed by the Committee to receive any payments which may become payable to him/her in

accordance with this Plan. The Member may change such designation by signing such form a may be furnished by the Committee.

SECTION 6.2 Failure of Beneficiary to Survive - In the event there is a death benefit payable under this Plan and there is no designated Beneficiary surviving the Member, the death benefit shall be payable in a lump sum to one or more of the surviving persons designated by the Committee in the order of preference named: The Member's (i) spouse, (ii) children, (iii) grandchildren, (iv) parents, (v) brothers or sisters, and ~~(iv)~~ (vi) executors and administrators.

SECTION 6.4 Death Benefits After Retirement - In the event the total payments after retirement made to a Member or to a Member and his/her Joint Annuitant prior to his/her or their death does not equal the value of the Member's contribution with Credited Interest thereon, such difference shall be paid to the Member's or Joint Annuitant's Beneficiary.

In the event of death of any Member of the Fund, subsequent to the effective date of his/her retirement in accordance with the provisions of this Fund, payment shall be made to the spouse of such Member until death or remarriage, whichever shall come first. This widow/widower pension shall equal fifty (50%) percent of the pension which the deceased Member was receiving at the time of his/her death. To receive such pension benefits, the spouse must have been married to the deceased Member for at least two (2) years before his/her death. If the deceased Member leaves no spouse, or the spouse dies or remarries, payments totaling fifty (50%) percent of the deceased Member's pension shall be paid to the then living children of the deceased Member, if any, share and share alike, provided no payment shall be made to any child after the attainment of his/her twenty-fourth (24<sup>th</sup>) birthday.

If a Member has already begun collecting benefits at the time of this ordinance, is less than or

equal to 65 years of age and an active Member, that Member may designate a spouse beneficiary.

SECTION 6.5

Pre-Retirement Spouse's Death Benefit - Upon the death of an active Member who dies as a result of Volunteer Service to the City of Norwich, the surviving spouse shall receive a death benefit equal to the current maximum available payment per month. This benefit shall be payable to the Member's surviving spouse until death or remarriage. If a death benefit is payable in accordance with this Section 6.5, there shall be no death benefit payable to the deceased Member's Beneficiary as described in Sections 6.3 and 6.4 hereof.

If there is no eligible spouse, this death benefit shall be paid to dependent children under age ~~18-24~~. The payment of the current maximum amount available per month shall continue until the youngest dependent child reaches his/her ~~eighteenth~~ twenty-fourth birthday. In the event there is more than one eligible child, the benefit shall be distributed equally among all eligible children.

ARTICLE VIII, FUNDING - CITY AND MEMBER CONTRIBUTIONS

SECTION 8.1

Member's Contribution - ~~In no event shall a Member contribute to the Plan for more than 20 years.~~ Commencing January 1, ~~1995~~ 2000, the Member contributions shall increase to ~~\$84~~ \$120 per year payable at the rate of ~~\$7~~ \$10 per month. Effective also at that date, contributions may be paid for a maximum of 30 years.

SECTION 8.1.1

A buy back period for new plan participants will take effect for a ninety (90) day period following the adoption date of the amendments to the Plan. Service prior to January 1, ~~1995~~ 2000, may be added to a Volunteer's Credited Service if he/she elects to buy back service. Period of Volunteer Service may be bought back at the rate of ~~\$5~~ \$10 per month of such service plus interest at 5% compounded annually from the Plan inception plus a fee of \$25.00. Such service will be a

maximum of 50% of the prior service with a maximum of ten (10) years.

SECTION 8.1.2. Military Service Buy Back Option - A Member with at least fifteen (15) years of Credited plan service may purchase up to three (3) years of military service time. Buy back may be purchased at the rate of \$120.00 per year. The time may be directly applied toward Plan credited years of service.

SECTION 8.2. City's Contributions - The Committee shall, at least once every 3 years, have an actuarial valuation by an Actuary of the assets and liabilities of the Plan and of the required contributions from the City which, in addition to contributions of the Members, will be adequate to finance the benefits under this Plan. On the basis of such valuation, the City shall pay each year to the Committee an amount which will meet the actuarial cost of the current service and, until it is amortized, the unfunded actuarial accrued liability. Effective July 1, ~~1995~~ 2001, the City shall make a minimum contribution of ~~\$100,000~~ \$120,000 annually. Any monies appropriated before the Effective Date shall remain with the Plan.

#### ARTICLE X, ADMINISTRATION OF THE PLAN

SECTION 10.1. The Relief Fund Committee shall be made up of ~~eleven~~ twelve people as follows:

The ~~One~~ Chief from each Recognized Volunteer Fire Department, not to exceed 5  
The Personnel Director  
The City Comptroller  
The City Manager

Each of the above may designate a person to service in his/her stead.

One Member of the Personnel & Pension Board, designated by that Board  
Two Members representing the citizens of the City of Norwich who must reside in the Town Consolidated District  
Immediate Past Chairman (Ex-Officio)

SECTION 10.2 The general administration of the Plan and the responsibility for carrying out the provisions of the Plan shall be placed ~~in~~ with the Committee. Members of the Committee shall serve without compensation for acting as such.

ARTICLE XII, AMENDMENT AND TERMINATION

SECTION 12.1 Amendment - The City shall have the right by action of the City Council to amend the Plan at any time provided that no amendment shall:

- i) cause or permit any portion of the Fund to become the property of the City until liabilities to Members and Beneficiaries are satisfied, or
- ii) deprive any Member or Beneficiary retroactively of rights already accrued under the Plan.

No amendment improving the benefits paid hereunder shall be made before January 1, ~~2000~~ 2005.

Richard J. Abele, Council President