AGENDA
REGULAR MEETING
BOARD OF TRUSTEES
CITY OF FERNANDINA BEACH
POLICE OFFICERS' AND FIREFIGHTERS' PENSION PLAN
AUGUST 15, 2019
1:00 PM
CITY HALL COMMISSION CHAMBERS
204 ASH STREET
FERNANDINA BEACH, FL 32034

1. CALL MEETING TO ORDER

2. ROLL CALL

3. ELECTION OF 5TH MEMBER

4. APPROVAL OF MINUTES

4.1 MAY 9, 2019 REGULAR MEETING

5. QUARTERLY/ANNUAL REPORTS

5.1 HIGHLAND CAPITAL QUARTERLY PERFORMANCE EVALUATION REPORT FOR QUARTER ENDING JUNE 30, 2019

5.2 ANDCO CONSULTING QUARTERLY PERFORMANCE EVALUATION REPORT FOR QUARTER ENDING JUNE 30, 2019

6. REPORT FROM BOARD ATTORNEY

7. APPROVAL OF INVOICES ALREADY PAID AS PER AGREEMENT OR CONTRACT

7.1 ANDCO CONSULTING, LLC INV. #32346 - $4,875.00

7.2 SUGARMAN AND SUSSKIND INV. #139328 -- $2,102.81

7.3 SUGARMAN AND SUSSKIND INV. #140236 -- $1,105.00

7.4 HIGHLAND CAPITAL MANAGEMENT, LLC INV. #21256 -- $8,646.57

7.5 AGINCOURT CAPITAL MANAGEMENT, LLC INV. #10728 -- $3,649.97

7.6 FIDUCIARY TRUST INTERNATIONAL QUARTERLY FEES -- $3,150.30

7.7 AMERICAN CORE REALTY FUND QUARTERLY FEES -- $7,188.00

7.8 FOSTER AND FOSTER INV. #14711 -- $3,200.00

8. REQUEST FOR RETIREMENT APPROVAL

8.1 R BENTON - SEPTEMBER 30, 2019

9. OLD BUSINESS

9.1 SPD REVIEW AND APPROVAL

9.2 REVIEW AND APPROVAL OF DRAFT ORDINANCE UPDATING PLAN

10. NEW BUSINESS

11. REQUESTS FROM THE PUBLIC TO BE HEARD ON ITEMS NOT ON THE AGENDA

12. OTHER BOARD DISCUSSION

13. ADJOURNMENT

All members of the public are invited to be present and be heard. Persons with disabilities requiring accommodations in order to participate in this program or activity should contact the City Clerk at (904) 310-3115 or TTY/TDD 711 (for the hearing or speech impaired).

The Board of Trustees of the Police and Fire Pension Plan met on Thursday, May 9, 2019 at 1:00 pm in the City Commission Chambers in City Hall. The following Members were present: Chair Karl Ashley, Walter Sturges and Jim Norman. Member Rusty Burke was absent.

3. APPROVAL OF MINUTES FROM NOVEMBER 8, 2018 REGULAR MEETING: The Minutes of the February 14, 2019 Regular Meeting were presented for approval. A **motion was made by Member Norman, seconded by Member Sturges, to approve the Minutes. Vote upon passage of the motion was taken by ayes and nays and being all ayes, carried.**

4. QUARTERLY/ANNUAL REPORTS:

4.1. ANDCO CONSULTING QUARTERLY INVESTMENT REPORT FOR QUARTER ENDING MARCH 31, 2019: Mr. John Thinnes shared that the numbers were much better for this quarter as compared to last quarter as there was a huge bounce back in the market this year. He referred the board to page 2 of the investment review booklet which shows international markets up 10%, US markets up 14% for the quarter and US fixed income was up 3% led by corporate securities. Anything that had any type of risk associated with it did very well for this quarter. Growth outperformed value as shown on page 3 which is the opposite of what happened last quarter. He referred to page 9, bottom right hand corner which shows the Treasury Yield Curve. This is important as there was an inverted yield curve, meaning short term 1-month treasury bills are yielding more than a 7 year as a result of the Fed raising interest rates. Page 11 shows the growth of this portfolio, just under $25 million. Page 12 and 13 show the allocation and we have a well-diversified portfolio with all investments being in line with investment policy statement so no need to rebalance the portfolio. Page 18 shows the returns at 8.5% for the quarter, down 1% for the fiscal year. Mr. Thinnes felt that with the continued rally into April and adding in some real estate that we have crossed over the positive mark for the fiscal year to date. Page 19 shows the performance of the managers with growth managers doing better than value, Highland was up 10.3%, Primecap up 12%, T. Rowe Price up 16% and the index fund Vanguard up 14% all with relatively strong returns for the quarter. International shows the Highland portfolio value up and Europacific up over 13%. Agincourt fixed income was up nearly 3% which aligns with expectations and page 20 shows real estate gaining almost 2% for the quarter, 8% over the last year which is what it should be. Mr. Thinnes was pleased that the fund had gained everything back from what happened in December. He stated that he would be keeping an eye on Primecap to make sure everything was okay there but did not feel it was time to take any action.

5. REPORT FROM BOARD ATTORNEY PEDRO HERRERA: Attorney Pedro Herrera informed the board that the legislative session has ended for 2019 and left pension funds unscathed. There was a cancer bill for firefighters which passed unanimously in both houses and was recently signed by the governor which goes into effect July 1. This bill provides greater death benefits and potentially disability benefits as well as a lump sum payout of $25,000 and continued health coverage for the diagnosed cancer. The statute lists 18 different forms of cancer. If a firefighter dies or is disabled from these certain forms of cancer it is presumed to have been incurred in the line of duty. This would affect our plan as we have two different payouts based on whether it is line of duty service connected or non-service connected. Attorney Herrera reminded the board that Form 1 financial disclosure forms are due July 1 and may be filed electronically. The Summary Plan Description will be placed on the next agenda for discussion.

Attorney Herrera explained an issue which had been brought to his attention concerning DROP participants. As background, prior to 2010, an employee entering the DROP who was eligible for a leave pay-out would be receive those monies at the time of entering the DROP, and the 7.7% employee contribution would be taken from the leave pay-out monies at that time. Around 2010, in a post-recession period, a long-term employee with a large leave balance went on the DROP unexpectedly and the leave pay-out was a large hit to that year's budget. City Manager Czymbor then issued a directive that payouts would no longer be allowed at the time the employee went on the DROP but instead would be paid at the end of the DROP period when the employee left the City. Subsequent City Managers have allowed the employee to choose whether to receive their leave pay-out funds at the time they entered the DROP or at the end of the DROP period. Unfortunately, three employees who chose to be paid out at the end of their DROP period inadvertently did not actually pay the 7.7% employee contribution on the pay-out monies. It was caused by conflicting language in the Summary Plan Description (SPD) and the Plan Document. The Plan Document states that the City will take the 7.7% contribution from the employee's first DROP payment from the custodian, yet the Summary Plan Description states that no contributions will be taken from the employee's pay after entering the DROP. Though these documents are in conflict the Plan Document does prevail. Ms. Marley stated that she spoke with Attorney Herrera about this matter when it was recently discovered, and he advised that in the annual valuations the City had made up that difference. She felt the board needed to make the decision to either accept that the City made up the difference or to take the appropriate deductions from the retirees' pension check. There were three employees from the Police and Fire pension plan that were affected by this issue with each being on the DROP about 2 years and when they left the City the 7.7% pension contribution was not deducted from their final leave payout. There was discussion regarding this issue and steps to prevent a recurrence. A suggestion was made to amend the plan document to say that those deductions are made at the time the employee enters the DROP. Attorney Herrera and Ms. Marley as the City representative recommended that pension contributions be deducted from leave payouts at the time of DROP entry to ensure consistency. A **motion was made by Member Sturges, seconded by Member Norman, to follow the recommendation of the Attorney and the City and to deduct pension contributions from leave payouts at the time of DROP entry. Vote upon passage of the motion was taken by ayes and nays and being all ayes, carried.**

6. APPROVAL OF INVOICES ALREADY PAID AS PER AGREEMENT OR CONTRACT: The following invoices were on the agenda for consideration:

6.1.	ANDCO COLSULTING, LLC INV. #30168	$ 4,875.00
6.2.	SUGARMAN & SUSSKIND INV. #136739	$ 688.06
6.3.	HIGHLAND CAPITAL MANAGEMENT, LLC INV. #20505	$ 8,308.78
6.4.	AGINCOURT CAPITAL MANAGEMENT, LLC INV. #10392	$ 3,569.16
6.5.	FIDUCIARY TRUST INTERNATIONAL QUARTERLY FEES	$ 3,074.51
6.6.	AMERICAN CORE REALTY FUND QUARTERLY FEES	$ 7,099.87
6.7	FOSTER & FOSTER INV. #14432	$ 5,950.00

A motion was made by Member Norman, seconded by Member Sturges, to approve the invoices already paid as per agreement or contract. Vote upon passage of the motion was taken by ayes and nays and being all ayes, carried.

7. APPROVAL OF INVOICES TO BE PAID: The following invoices were on the agenda for consideration:

7.1.	J NORMAN FPPTA SCHOOL EXPENSE REIMB PAY TO CITY	$ 419.70

7.2	R BURKE FPPTA SCHOOL REIMBURSEMENT	$	751.41
7.3	RECERTIFICATION FEE PAST DUE FOR J NORMAN	$	30.00

A motion was made by Member Sturges, seconded by Member Norman, to approve the invoices. Vote upon passage of the motion was taken by ayes and nays and being all ayes, carried.

8. REQUEST FOR RETIREMENT APPROVAL:

8.1. DJ BURLING – 3/31/2019

A motion was made by Member Sturges, seconded by Member Norman, to approve the retirement of DJ Burling. Vote upon passage of the motion was taken by ayes and nays and being all ayes, carried.

9. OLD BUSINESS:

9.1. SUMMARY PLAN DESCRIPTION REVIEW AND APPROVAL: This item was deferred until the August meeting.

10. NEW BUSINESS:

10.1. VACATION/SICK PAYOUT AT DROP ENTRY OR RETIREMENT: This item was discussed earlier in the meeting.

11. REQUESTS FROM THE PUBLIC TO BE HEARD ON ITEMS NOT ON THE AGENDA: There were no requests to be heard at this time.

12. OTHER BOARD DISCUSSION: There were no items for discussion.

13. ADJOURNMENT: There being no further business to come before the Board of Trustees of the Police & Fire Pension Plan the meeting was adjourned at 2:05 pm.

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Karl Ashley, Chair

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Jim Norman, Secretary

Fernandina Beach Police & Fire Pension Fund

Investment Review
Period Ending
June 30, 2019

Highland Capital
MANAGEMENT, LLC
An Argent Company

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Fernandina Beach Police & Fire Pension Fund **Period Ending 6/30/2019**

2Q19 Equity Commentary

The second quarter of 2019 was a bit of a roller coaster. The market moved higher in April adding to the strong gains of Q1 as earnings came in better than expected, only to stumble 6.6% in May when trade war worries escalated. June saw a strong rebound with the S&P gaining 7% as trade tensions eased and the Fed signaled that rate cuts might lie ahead. For the quarter the S&P gained 4.3% and is now up 18.5% YTD. The strong gains were noteworthy as this was the best month of June for the S&P since 1955, and the best first half of a year for the market since 1997. The market has now surpassed the highs of last October, and more than fully erased the steep decline in Q4 of 2018. At just over 10 years now (124 months to be precise) this is the longest running bull market since 1928, and is now the second highest in terms of total return with a gain of [illegible]

While the market has performed very nicely in 2019, the impact of tariffs and talk of trade wars has had a negative impact on consumer confidence and business confidence. The University of Michigan Consumer Sentiment Index fell in June to 97.9 from 100 in May. Consumer's outlook on future growth and employment has been tempered by the uncertainty created from tariffs. The same is true in the corporate world, as the Duke CFO Survey shows that capital spending expectations for the next 12 months have moderated from an increase of 8.2% in March, to just a 3.4% increase as of June. This is important as capital spending could be another leg of growth that could extend this economic expansion. Perhaps nowhere has the impact of tariffs been more pronounced than in the manufacturing sector. The June US Manufacturing ISM report showed the manufacturing sector softening for the third straight month. Readings above 50 indicate expansion and the June reading was 51.7, but this is down from 60.8 in August of 2018, and 56.6 as recently as January of 2019. Both new orders and backlogs are showing signs of weakness, with backlogs contracting for the last two months. The Global Manufacturing PMI is also weakening as it has fallen into contraction territory and is at its lowest level since February of 2016. This does not mean that recession is imminent, but it does confirm that growth has slowed both in the US and the rest of the world, and clearly bears watching. Q1 2019 GDP did surprise to the upside coming in at 3.1%, but we would anticipate that US growth for the balance of 2019 is closer to 2%, with Q2 likely being the weakest as Q1 probably pulled forward some demand trying to get ahead of impending tariffs.

Second Quarter Market Recap:

Similar to Q1, the top performing groups in Q2 also had more of a "risk on" character. Financials were the best performing group gaining 8%. Both Citigroup and Keycorp gained over 13% in the quarter. Broadly speaking, the less interest sensitive areas of the group such as multi-line insurance, financial exchanges, and consumer finance performed best, while the money center and regional banks slightly lagged as interest rates fell. Materials and Technology both gained over 6% in Q2, with Industrial Gases and Gold leading in Materials, while software services within Tech continued their strong gains (i.e. Microsoft +14%).

2Q19 Equity Commentary

Second Quarter Market Recap Cont.:

Gold likely benefited from either real or perceived currency manipulation as central banks move to a more accommodative stance, along with the geopolitical tensions emanating from Iran and the Straits of Hormuz. With trade uncertainty, rising international tensions, and slowing global growth you might have anticipated that defensive sectors would have performed better. However, this was not the case as Consumer Staples, Utilities, and Healthcare all performed below the market in the quarter. Both Staples and Utilities are trading above their 5 and 10 year valuation multiple averages, so perhaps the market is recognizing that their defensiveness is coming at a steep price. The lag in Healthcare is more easily explained by the bipartisan support to lower drug prices, along with rhetoric of "Medicare for All" that would drastically change the healthcare landscape. Our managed care holdings (Cigna, Humana, CVS) were in a range of -2% to +2% in the quarter. The trend of growth stocks outperforming value stocks, as well as large caps beating small caps continued in Q2. If the Fed cuts rates in the coming months we would expect that trend to

Outlook:

With the best first half in the books since the late 90's and the market hitting new highs we should feel exuberant at this point. But in keeping with the character of this being the most unloved bull market in history, we find ourselves looking cautiously at the second half of the year.

Outlook Cont.:

We are concerned about tariffs, a slowing US and global economy, political division, geopolitical hotspots, and a still unresolved Brexit. On the positive side central banks around the world are skewed to easing. Just 6 months ago the consensus in the US was that the Fed would raise rates four times in 2019. Now, that same consensus is for 2 rate cuts in 2019. The 3 month change in M2 money supply growth is at the hottest pace since mid-2016, and this is usually a positive for risky assets such as stocks. Investors are not euphoric. The first half of 2019 saw more money flow into bond ETF's ($74 billion), than into stock ETF's ($41 billion). With global trade flows and PMI's weakening, our opinion is that the market is already discounting central bank easing and the possibility that a trade deal gets done. The market is likely to suffer some drawdown if the Fed does not ease as significantly as the market seems to be expecting. Another more fundamental concern for the market is earnings growth, or the lack thereof. Q1 2019 earnings posted a decline of -0.3%. The trend for Q2 is worsening as the consensus estimate is for earnings to decline 2.6%, making this officially an "earnings recession", and the first time since Q1/Q2 2016 that we have had back to back down quarters in earnings. So far 87 companies have issued negative earnings guidance for Q2 2019, which is the highest number since Q2 of 2006. In the near term however, the central bankers are likely to trump fundamentals with all eyes on their next move, or the parsing of press releases for hints at policy changes.

2Q19 Equity Commentary

Outlook Cont.:

So what does this mean for your portfolios? From a portfolio management perspective this will require us to be nimble. Should the slowdown continue and the central bankers not ease as aggressively, it would require us to adopt a more defensive stance. If easing does occur and some form of trade deal is approved, then growth in 2020 should improve, and our current portfolio positioning which favors more cyclical areas of the market should continue to be rewarded.

Valuation:

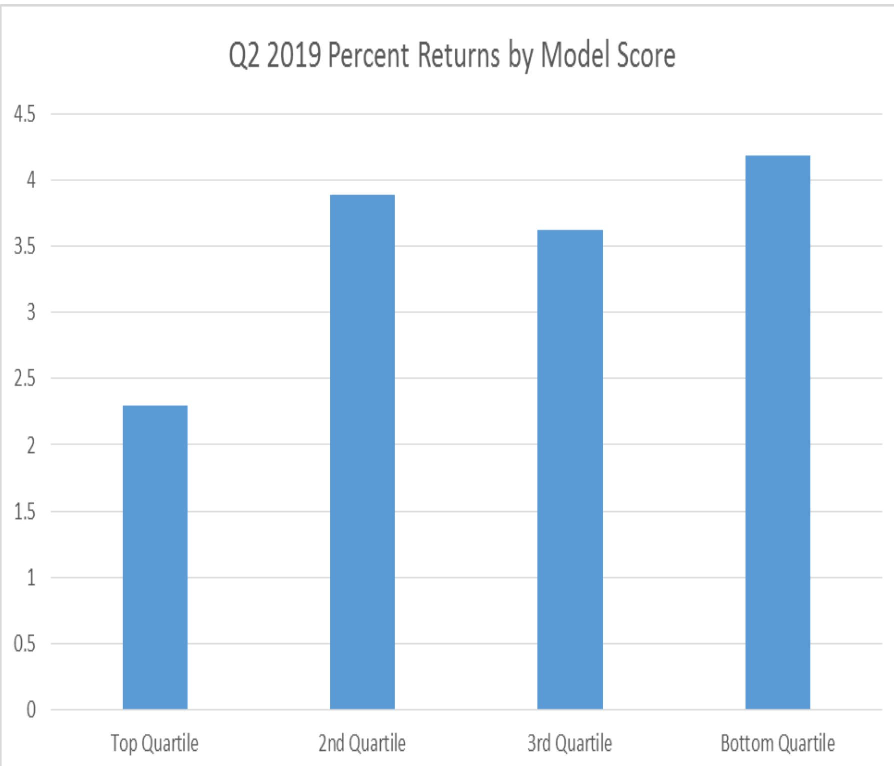
The market is currently selling at 16.6X forward earnings, which is above the five year average of 16.5X and the 10 year average of 14.8X. We continue to see the market as being close to fully valued. Yes, the market can support a higher multiple in periods of low inflation and declining interest rates, and inflation continues to stay stubbornly below the Fed's target of 2%. Yet, we don't see the earnings multiple expanding in the current environment of flat to slightly down earnings for the next couple of quarters. There is also the potential for some pressure on profit margins as wages rise and tariffs bite, however, with the peak in job growth now behind us that could begin to ease. We suspect that the market will move sideways over the next few months as both political and monetary policy do their work. If this is the case, then earnings growth should resume in Q4, and the market will begin to price based off on an improving

As always, please feel to contact us with any questions you may have. We appreciate the opportunity to serve you, and value the trust and confidence that you have placed in us.

2Q19 Large Cap Value Equity Commentary

Returns for the Large Cap Value portfolios were largely in line with the index despite the volatility. Nonetheless, the average stock in the Russell 1000 Value index advanced a healthy 3.50% percent during the quarter. As we show in the chart, the value model wasn't as predictive of outperformance during the quarter, with the lowest ranked stocks outperforming the top ranked.

This performance pattern is a further reaffirmation of the Value/Growth disconnect we've been tracking for our clients. As the next chart shows, the relative outperformance of Growth relative to Value continued during the quarter.



2Q19 Large Cap Value Equity Commentary

Given the relative outperformance of growth late in this cycle, Value managers can be tempted to "sneak" a bit of alpha into their returns, by letting the amount they are willing to pay for companies increase, measured by P/E or P/BV. Historically, this risk taking has been safer at the bottom of business cycles, when companies are emerging from negative growth profit recessions and valuations can be stretched as profits grow into the prices. When done at the top of cycles, it has typically been a short term performance pressure that ends badly for clients who find themselves overexposed to expensive growth style investing at the top.

THE NEW RUSSELL 1000 VALUE INDEX:

Russell Company rebalances their indexes each July to reflect price changes. Below is the old and new Index weightings for the Large Cap Value Index.

Sector	Old Weight	New Weight
Materials	4.03%	4.33%
Real Estate	5.04%	5.23%
Cons Disc	5.28%	5.90%
Utilities	6.42%	6.56%
Telecom	7.08%	7.99%
Staples	7.78%	8.84%
Industrials	8.00%	9.55%
Energy	8.98%	9.11%
Tech	***9.73%***	***5.98%***
Health Care	***15.15%***	***12.87%***
Financials	22.50%	23.64%

As I've highlighted above, the ytd price appreciation in the Health Care and especially the Technology sectors have forced them out of the value index and into the growth. The consequence being that the growth index becomes ever more concentrated in the Tech sector as the Value index becomes more diversified with the exception of Financials.

Looking forward, the performance story is shaping up to be a comparison of technology and financials as the economy moves increasingly toward the end of the cycle. As always our modelling process seeks to uncover those investments combining the best mix of profits *and* valuation, and should serve us as we inch closer to the end of the cycle.

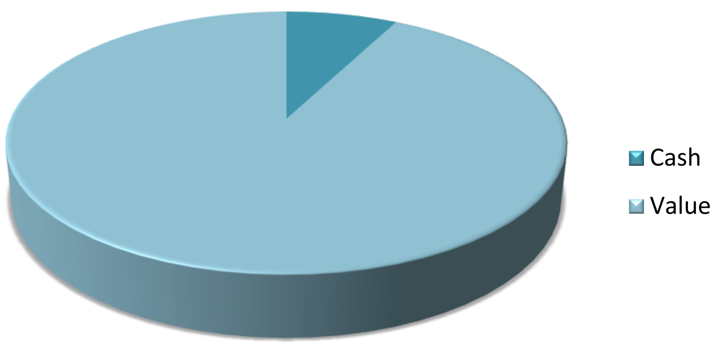
Fernandina Beach Police & Fire Pension Fund | Period Ending 6/30/2019

Total Return Summary - Large Cap Value

	Beginning Market Value	Ending Market Value	Difference	Contributions	Withdrawals	Gain/Loss	Cumulative Return	Annualized Return
Quarter (4/1/19 - 6/30/19)	$4,620,389	$4,783,959	$163,569	$0	-$635	$164,204	**3.55%**	-------
Fiscal Year to Date (10/1/18 - 6/30/19)	$4,735,803	$4,783,959	$48,156	$779	-$1,861	$49,238	**1.04%**	-------
Five Year (7/1/14 - 6/30/19)	$3,733,932	$4,783,959	$1,050,026	$89,958	-$552,656	$1,512,724	**46.31%**	**7.91%**

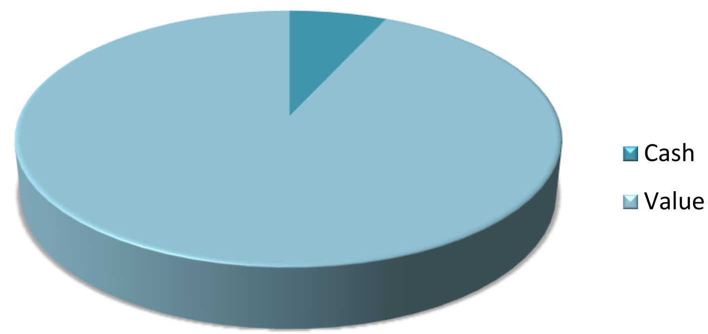
Asset Allocation

As of 3/31/2019



Cash	$353,048	7.6%
Value	$4,267,341	92.4%
Total	**$4,620,389**	**100.0%**

As of 6/30/2019



Cash	$325,328	6.8%
Value	$4,458,631	93.2%
Total	**$4,783,959**	**100.0%**

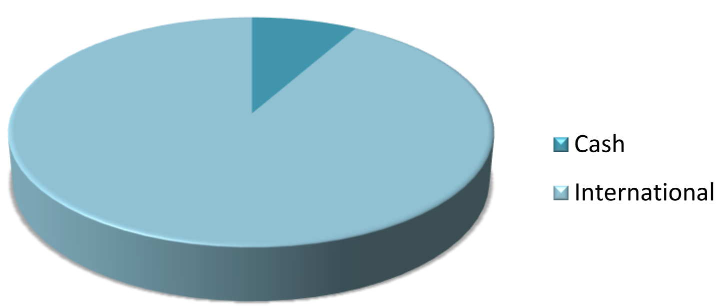
Highland Capital MANAGEMENT, LLC
An Argent Company

Total Return Summary - International Equity

	Beginning Market Value	Ending Market Value	Difference	Contributions	Withdrawals	Gain/Loss	Cumulative Return	Annualized Return
Quarter (4/1/19 - 6/30/19)	$2,030,107	$2,136,413	$106,306	$0	-$307	$106,612	**5.31%**	-------
Fiscal Year to Date (10/1/18 - 6/30/19)	$2,190,654	$2,136,413	-$54,240	$311	-$8,314	-$46,237	**-2.04%**	-------
Five Year (7/1/14 - 6/30/19)	$1,950,152	$2,136,413	$186,261	$31,514	-$96,590	$251,337	**13.34%**	**2.54%**

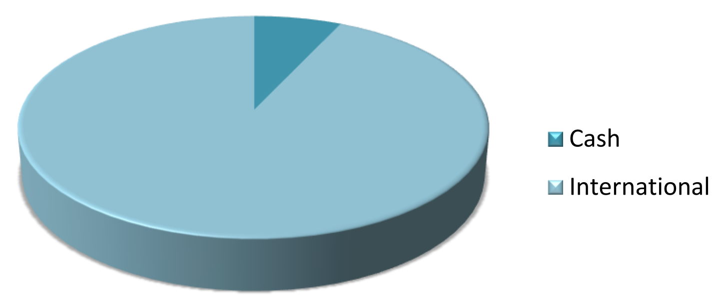
Asset Allocation

As of 3/31/2019



Cash	$166,502	8.2%
International	$1,863,606	91.8%
Total	**$2,030,107**	**100.0%**

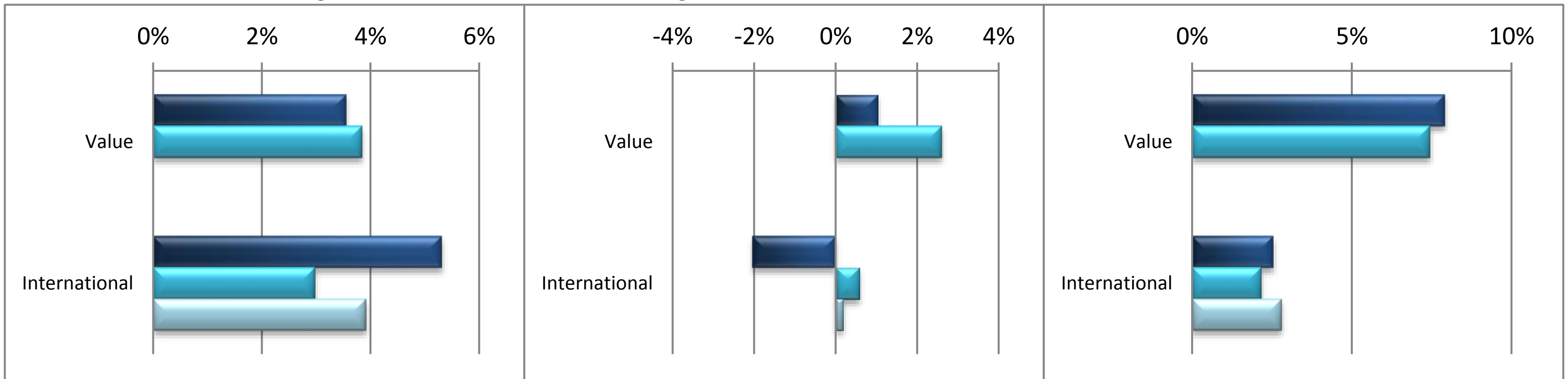
As of 6/30/2019



Cash	$148,413	6.9%
International	$1,988,000	93.1%
Total	**$2,136,413**	**100.0%**

Highland Capital MANAGEMENT, LLC
An Argent Company

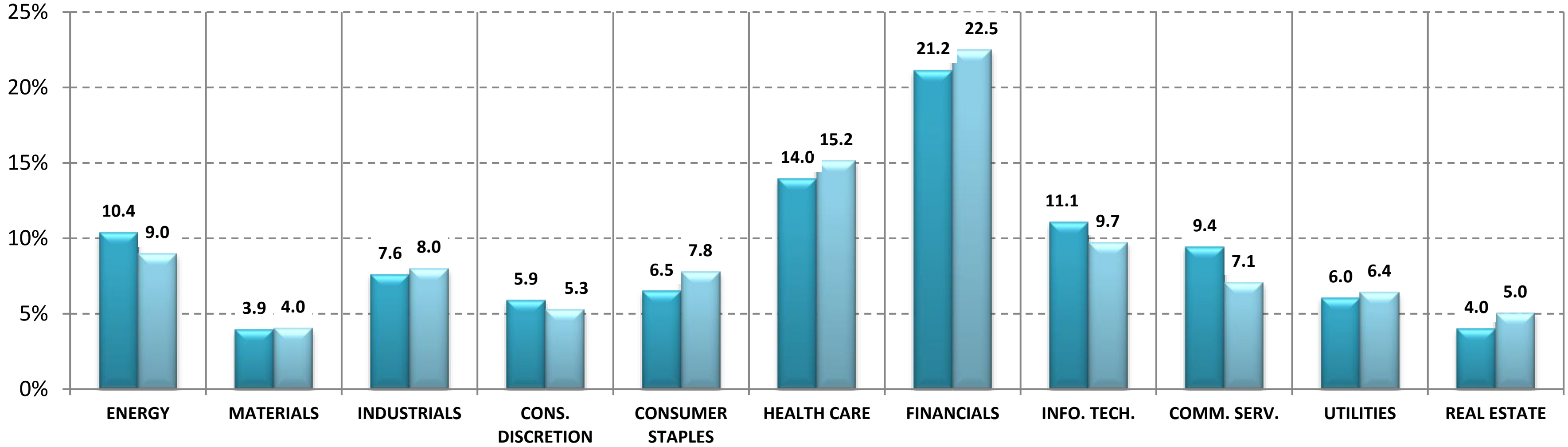
Performance Returns for Various Periods



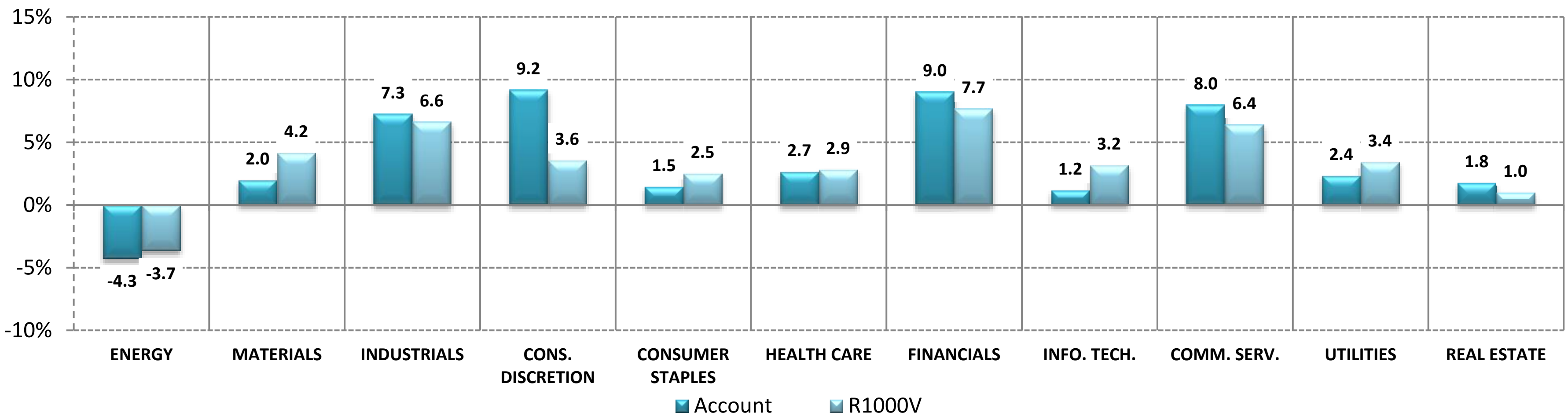
	Quarter (4/1/19 - 6/30/19)	Fiscal Year to Date (10/1/18 - 6/30/19)	Five Year (Annualized) (7/1/14 - 6/30/19)
Value	3.55%	1.04%	7.91%
R1000V	3.84%	2.60%	7.45%
International	5.31%	-2.04%	2.54%
MSCI ACWI ex US	2.98%	0.58%	2.16%
MSCI EAFE	3.92%	0.18%	2.79%

Highland Capital MANAGEMENT, LLC
An Argent Company

Domestic Equity Sector Allocation vs. R1000V



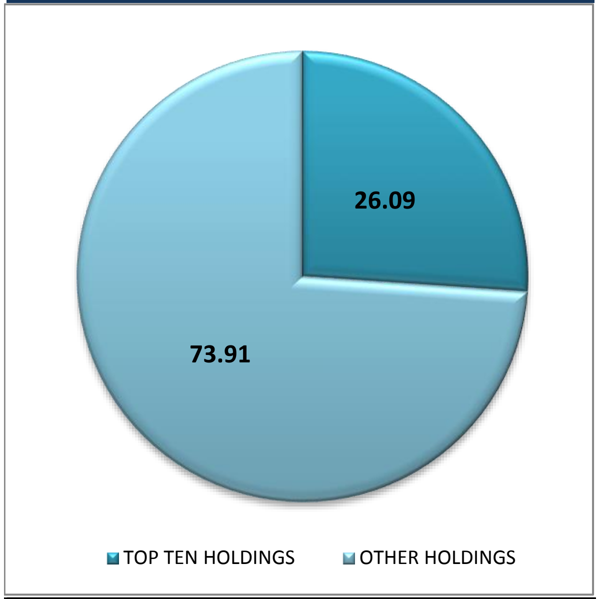
Domestic Equity Quarterly Sector Returns vs. R1000V



Highland Capital MANAGEMENT, LLC
An Argent Company

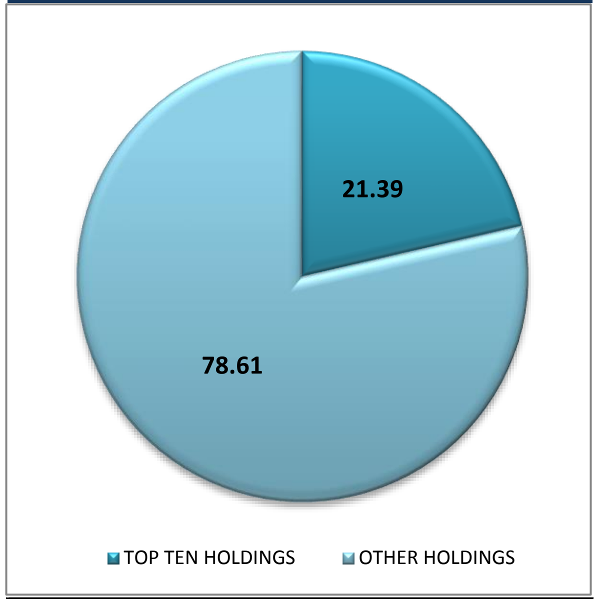
Top Ten Domestic Equity Holdings

Account



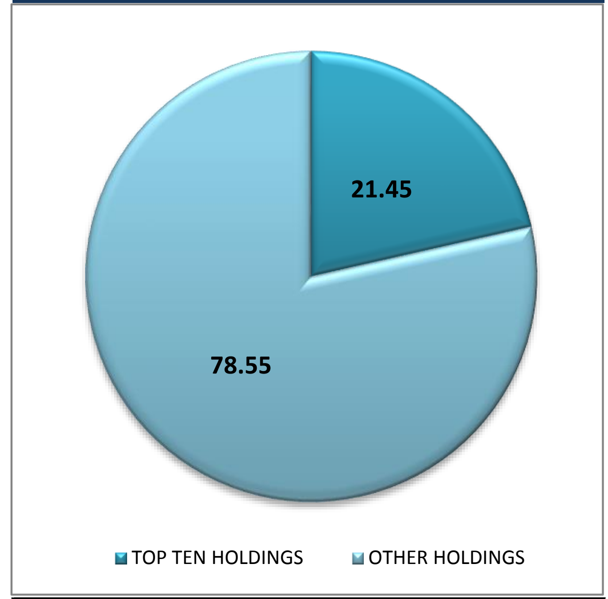
Security	Weight %	QTD Return %
BERKSHIRE HATHAWAY INC-CL B	3.46	6.11
JP MORGAN CHASE & CO	3.38	11.29
CISCO SYSTEMS INC	2.84	2.03
CHEVRON CORP	2.72	2.48
EXXON MOBIL CORPORATION	2.57	-4.11
PROCTER & GAMBLE COMPANY	2.49	6.12
WALT DISNEY COMPANY	2.25	25.77
AT&T INC	2.14	8.58
BANK OF AMERICA CORPORATION	2.13	7.08
JOHNSON & JOHNSON	2.11	0.32

Russell 1000 Value



Security	Weight %	QTD Return %
JPMORGAN CHASE & CO	2.75	11.28
BERKSHIRE HATHAWAY INC-CL B	2.69	6.11
EXXON MOBIL CORP	2.42	-4.08
JOHNSON & JOHNSON	2.28	0.32
PROCTER & GAMBLE CO/THE	2.03	6.12
BANK OF AMERICA CORP	1.95	5.68
PFIZER INC	1.85	2.90
CISCO SYSTEMS INC	1.85	2.01
AT&T INC	1.81	8.57
VERIZON COMMUNICATIONS INC	1.76	-2.39

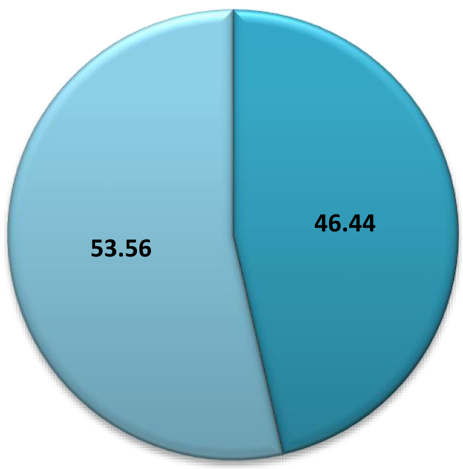
S&P 500



Security	Weight %	QTD Return %
MICROSOFT CORP	4.18	14.00
APPLE INC	3.53	4.60
AMAZON.COM INC	3.19	6.34
FACEBOOK INC-A	1.89	15.78
BERKSHIRE HATHAWAY INC-CL B	1.68	6.11
JOHNSON & JOHNSON	1.51	0.32
JPMORGAN CHASE & CO	1.48	11.28
ALPHABET INC-CL C	1.35	-7.88
ALPHABET INC-CL A	1.32	-7.99
EXXON MOBIL CORP	1.32	-4.08

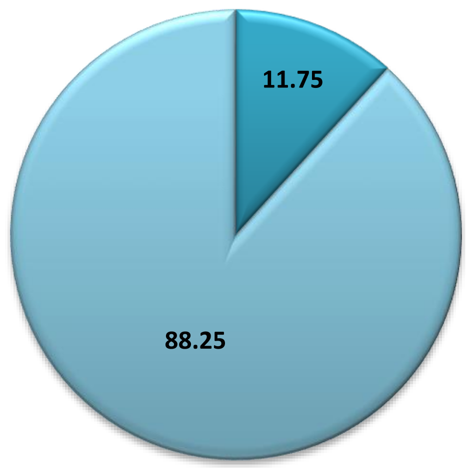
Top Ten International Equity Holdings

Account



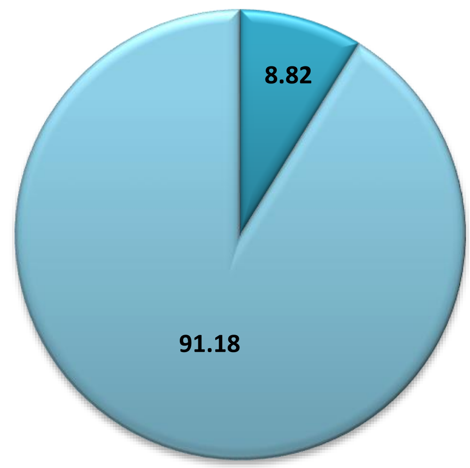
Security	Weight %	QTD Return %
SONY CORP	6.04	25.17
KONINKLIJKE PHILIPS NV	5.89	8.68
HITACHI LIMITED	5.70	14.86
KYOCERA CORP ADR	4.72	11.28
SAP SE	4.28	17.59
GLAXO SMITHKLINE PLC	4.26	-2.85
HONDA MOTOR CO LTD	4.23	-3.98
BP PLC	3.82	-1.86
DIAGEO	3.78	6.19
INTERCONTINENTAL HOTELS ADR	3.72	10.79

MSCI EAFE



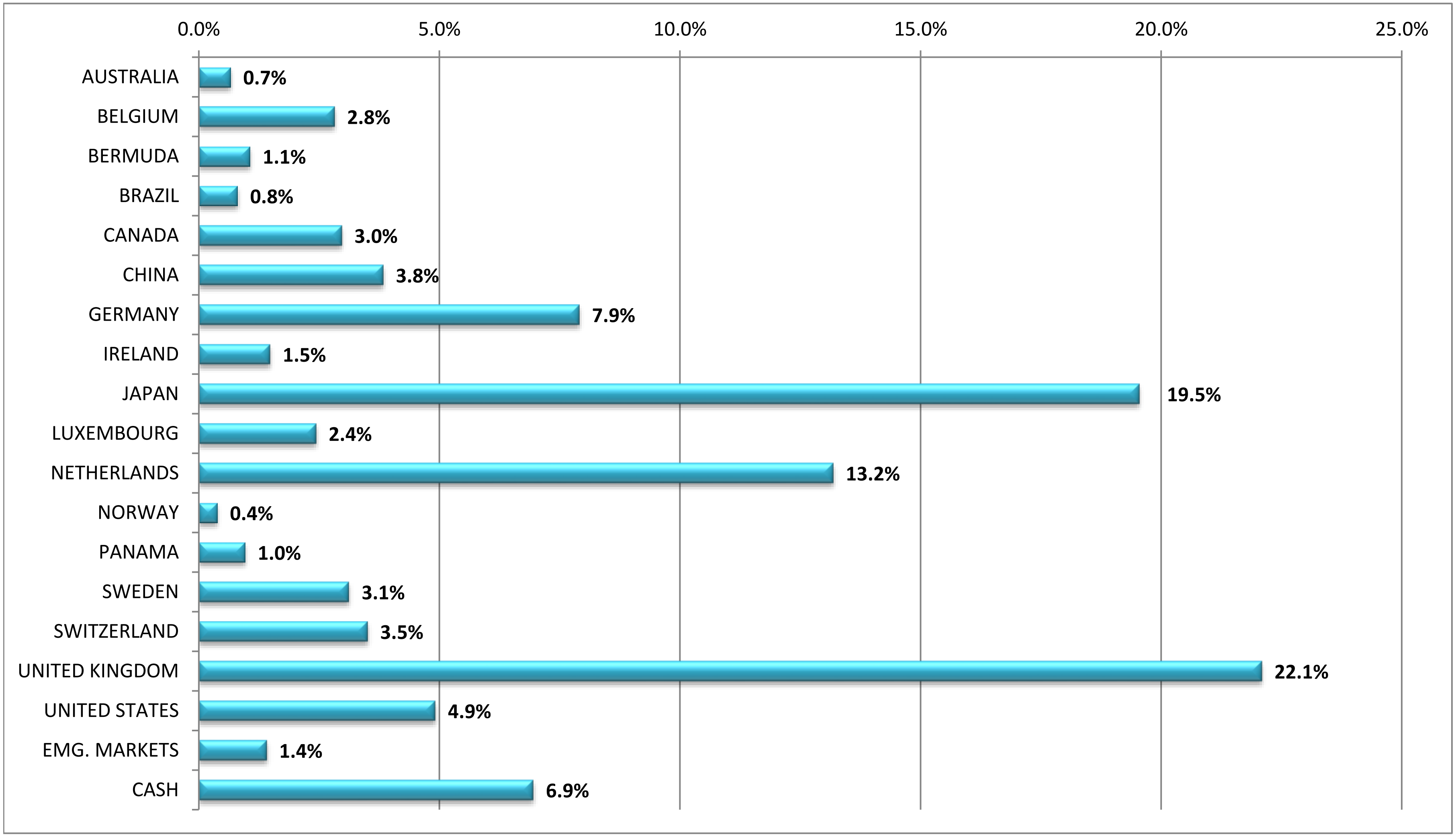
Security	Weight %	QTD Return %
NESTLE	1.83	-4.57
NOVARTIS	1.33	-3.01
HSBC HOLDINGS (GB)	1.32	15.00
ROCHE HOLDING GENUSS	1.32	-3.49
TOYOTA MOTOR CORP.	1.29	19.02
ROYAL DUTCH SHELL A	0.98	19.37
BP	0.97	15.25
TOTAL	0.95	17.01
ROYAL DUTCH SHELL B	0.89	19.93
BRITISH AMERICAN TOBACCO	0.87	-6.26

MSCI ACWI ex US



Security	Weight %	QTD Return %
NESTLE	1.29	-4.57
NOVARTIS	0.94	-3.01
HSBC HOLDINGS (GB)	0.93	15.00
ROCHE HOLDING GENUSS	0.93	-3.49
TOYOTA MOTOR CORP.	0.91	19.02
SAMSUNG ELECTRONICS CO.	0.85	12.77
TENCENT HOLDINGS LI (CN)	0.80	-11.92
TAIWAN SEMICONDUCTOR MF	0.80	-1.37
ROYAL DUTCH SHELL A	0.69	19.93
BP	0.68	15.25

International Equity Country Allocation



Highland Capital MANAGEMENT, LLC
An Argent Company

Portfolio Holdings

Quantity	Security	Unit Cost	Total Cost	Price	Market Value	Pct. Assets	Cur. Yield	Moody's Ratings	Coupon %	Maturity Date
CASH AND EQUIVALENTS (USD)										
	cash		470,616.03		470,616.03	6.8	2.3			
	Dividend Accrual		3,125.13		3,125.13	0.0				
			473,741.16		**473,741.16**	**6.8**	**2.3**			
COMMON STOCK (USD)										
	Energy									
1010	CHEVRON CORP	94.52	95,463.30	124.44	125,684.40	1.8	3.8			
350	CONOCOPHILLIPS	66.73	23,356.90	61.00	21,350.00	0.3	2.0			
400	EOG RESOURCES INC	91.53	36,611.96	93.16	37,264.00	0.5	1.2			
1550	EXXON MOBIL CORPORATION	85.48	132,492.35	76.63	118,776.50	1.7	4.5			
2500	MARATHON OIL CORP	29.90	74,740.12	14.21	35,525.00	0.5	1.4			
500	MURPHY OIL CORP	61.32	30,658.45	24.65	12,325.00	0.2	4.1			
550	OCCIDENTAL PETROLEUM CORP	68.18	37,496.30	50.28	27,654.00	0.4	6.2			
300	PHILLIPS 66	75.62	22,685.05	93.54	28,062.00	0.4	3.8			
1000	SCHLUMBERGER LTD	65.09	65,085.50	39.74	39,740.00	0.6	5.0			
400	VALERO ENERGY CORP	64.49	25,794.98	85.61	34,244.00	0.5	4.2			
			544,384.91		**480,624.90**	**6.9**	**3.8**			
	Materials									
280	CORTEVA INC	30.61	8,571.50	29.57	8,279.60	0.1	0.0			
280	DOW INC	49.97	13,991.33	49.31	13,806.80	0.2	5.7			
130	DOWDUPONT INC	73.31	9,530.73	75.07	9,759.10	0.1	2.2			
2700	GRAPHIC PACKAGING HOLDING CO	13.38	36,121.23	13.98	37,746.00	0.5	2.1			
100	LINDE PUBLIC LIMITED COMPANY	177.60	17,759.60	200.80	20,080.00	0.3	1.7			
600	LYONDELLBASELL INDUSTRIES NV	90.17	54,099.17	86.13	51,678.00	0.7	4.9			
750	NUCOR CORP	67.59	50,694.15	55.10	41,325.00	0.6	2.9			
			190,767.71		**182,674.50**	**2.6**	**3.2**			
	Industrials									
750	CSX CORPORATION	31.36	23,521.30	77.37	58,027.50	0.8	1.2			
500	EATON CORPORATION PLC	67.47	33,734.35	83.28	41,640.00	0.6	3.4			
2893	GENERAL ELECTRIC COMPANY	27.33	79,063.42	10.50	30,376.50	0.4	0.4			
2800	JETBLUE AIRWAYS CORP	17.84	49,947.48	18.49	51,772.00	0.7	0.0			
200	LOCKHEED MARTIN CORPORATION	348.83	69,766.10	363.54	72,708.00	1.1	2.4			
250	NORFOLK SOUTHERN CORP	73.30	18,325.37	199.33	49,832.50	0.7	1.7			
300	OSHKOSH CORPORATION	69.78	20,934.27	83.49	25,047.00	0.4	1.3			

Fernandina Beach Police & Fire Pension Fund

Period Ending 6/30/2019

Portfolio Holdings

Quantity	Security	Unit Cost	Total Cost	Price	Market Value	Pct. Assets	Cur. Yield	Moody's Ratings	Coupon %	Maturity Date
160	UNITED TECHNOLOGIES CORP	111.88	17,900.86	130.20	20,832.00	0.3	2.3			
15.0003	WABTEC CORP	209.62	3,144.30	71.76	1,076.42	0.0	0.7			
			316,337.46		**351,311.92**	**5.1**	**1.6**			
	Consumer Discretionary									
1050	EBAY INC	42.77	44,910.71	39.50	41,475.00	0.6	1.4			
1800	FORD MOTOR COMPANY	12.20	21,954.95	10.23	18,414.00	0.3	5.9			
950	GENERAL MOTORS CO	39.12	37,168.38	38.53	36,603.50	0.5	3.9			
250	MCDONALD'S CORPORATION	176.68	44,169.20	207.66	51,915.00	0.8	2.2			
1550	PULTE CORP	30.00	46,506.05	31.62	49,011.00	0.7	1.4			
550	TARGET CORP	85.72	47,145.64	86.61	47,635.50	0.7	3.0			
600	YUM CHINA HOLDING INC	46.71	28,028.46	46.20	27,720.00	0.4	1.0			
			269,883.39		**272,774.00**	**3.9**	**2.4**			
	Consumer Staples									
850	CAMPBELL SOUP COMPANY	50.00	42,502.81	40.07	34,059.50	0.5	3.5			
400	INGREDION INC	89.85	35,938.29	82.49	32,996.00	0.5	3.0			
400	PEPSICO INC	115.70	46,279.76	131.13	52,452.00	0.8	2.9			
1050	PROCTER & GAMBLE COMPANY	83.76	87,951.28	109.65	115,132.50	1.7	2.7			
1000	US FOODS HOLDING CORP	35.03	35,034.70	35.76	35,760.00	0.5	0.0			
550	WALGREENS BOOTS ALLIANCE INC	77.13	42,423.80	54.67	30,068.50	0.4	3.2			
			290,130.64		**300,468.50**	**4.3**	**2.6**			
	Health Care									
700	ABBOTT LABORATORIES	53.02	37,116.80	84.10	58,870.00	0.9	1.5			
350	AMGEN INC	173.43	60,701.82	184.28	64,498.00	0.9	3.1			
200	ANTHEM INC	222.41	44,482.34	282.21	56,442.00	0.8	1.1			
100	CIGNA CORPORATION	34.47	3,447.12	157.55	15,755.00	0.2	0.0			
850	CVS CORPORATION	69.06	58,698.24	54.49	46,316.50	0.7	3.7			
250	HCA HEALTHCARE INC	84.78	21,195.87	135.17	33,792.50	0.5	1.2			
700	JOHNSON & JOHNSON	103.52	72,466.31	139.28	97,496.00	1.4	2.7			
650	MERCK & COMPANY	59.15	38,448.50	83.85	54,502.50	0.8	2.6			
1500	PFIZER INC	31.54	47,307.26	43.32	64,980.00	0.9	3.3			
1350	PREMIER INC	32.39	43,725.21	39.11	52,798.50	0.8	0.0			
200	UNITEDHEALTH GROUP INC	242.88	48,575.30	244.01	48,802.00	0.7	1.8			
750	VENTAS INC	63.56	47,670.38	68.35	51,262.50	0.7	4.6			
			523,835.15		**645,515.50**	**9.3**	**2.3**			

Portfolio Holdings

Quantity	Security	Unit Cost	Total Cost	Price	Market Value	Pct. Assets	Cur. Yield	Moody's Ratings	Coupon %	Maturity Date
	Financials									
300	AMERICAN EXPRESS	94.38	28,314.60	123.44	37,032.00	0.5	1.3			
200	AMERICAN FINANCIAL GROUP INC	47.30	9,460.16	102.47	20,494.00	0.3	1.6			
1300	AMERICAN INTERNATIONAL GROUP	45.15	58,700.93	53.28	69,264.00	1.0	2.4			
3403	BANK OF AMERICA CORPORATION	22.36	76,075.79	29.00	98,687.00	1.4	2.1			
750	BERKSHIRE HATHAWAY INC-CL B	133.87	100,399.04	213.17	159,877.50	2.3	0.0			
100	BLACKROCK INC	525.36	52,536.12	469.30	46,930.00	0.7	2.8			
150	CHUBB LTD	139.19	20,878.11	147.29	22,093.50	0.3	2.0			
890	CITIGROUP INC	61.83	55,026.81	70.03	62,326.70	0.9	2.6			
250	GOLDMAN SACHS GROUP	228.04	57,010.85	204.60	51,150.00	0.7	1.7			
1400	JP MORGAN CHASE & CO	52.59	73,623.91	111.80	156,520.00	2.3	2.9			
450	LINCOLN NATIONAL CORP	53.51	24,080.31	64.45	29,002.50	0.4	2.3			
400	PRUDENTIAL FINANCIAL INC	106.05	42,418.64	101.00	40,400.00	0.6	4.0			
3150	REGIONS FINANCIAL CORP	14.59	45,961.82	14.94	47,061.00	0.7	3.7			
1000	US BANCORP	43.07	43,066.76	52.40	52,400.00	0.8	2.8			
1800	WELLS FARGO COMPANY	51.68	93,029.24	47.32	85,176.00	1.2	3.8			
			780,583.09		**978,414.20**	**14.1**	**2.2**			
	Information Technology									
2400	CISCO SYSTEMS INC	28.16	67,575.98	54.73	131,352.00	1.9	2.6			
1400	CORNING INC	25.21	35,292.00	33.23	46,522.00	0.7	2.4			
151.0004	DELL TECHNOLOGIES INC C	80.86	12,209.80	50.80	7,670.82	0.1	0.0			
150	DXC TECHNOLOGY CO	60.44	9,066.29	55.15	8,272.50	0.1	1.5			
2850	HEWLETT PACKARD ENTERPRISE CO	14.06	40,083.87	14.95	42,607.50	0.6	3.0			
1850	INTEL CORPORATION	21.68	40,104.21	47.87	88,559.50	1.3	2.6			
400	MICRON TECHNOLOGY INC	31.01	12,402.80	38.59	15,436.00	0.2	0.0			
600	MICROSOFT CORPORATION	45.65	27,387.12	133.96	80,376.00	1.2	1.4			
200	NXP SEMICONDUCTORS NV	100.56	20,112.86	97.61	19,522.00	0.3	1.0			
500	ORACLE CORPORATION	42.14	21,067.56	56.97	28,485.00	0.4	1.7			
75	PERSPECTA INC	16.56	1,241.79	23.41	1,755.75	0.0	1.0			
550	QUALCOMM INC	65.76	36,166.66	76.07	41,838.50	0.6	3.3			
			322,710.94		**512,397.57**	**7.4**	**2.2**			

Portfolio Holdings

Quantity	Security	Unit Cost	Total Cost	Price	Market Value	Pct. Assets	Cur. Yield	Moody's Ratings	Coupon %	Maturity Date
	Communication Services									
2950	AT&T INC	35.69	105,277.29	33.51	98,854.50	1.4	6.1			
2150	COMCAST CORP CL A	36.88	79,298.22	42.28	90,902.00	1.3	2.0			
345.9996	FOX CORP CLASS B	21.44	7,418.51	36.53	12,639.37	0.2	1.3			
450	SOFTBANK GROUP CORP	46.82	21,071.21	47.93	21,568.50	0.3	0.3			
1600	VERIZON COMMUNICATIONS	52.86	84,579.53	57.13	91,408.00	1.3	4.2			
746	WALT DISNEY COMPANY	88.12	65,739.10	139.64	104,171.44	1.5	1.3			
			363,383.86		**419,543.81**	**6.1**	**3.1**			
	Utilities									
1000	AMERICAN ELECTRIC POWER INC	71.53	71,529.04	88.01	88,010.00	1.3	3.0			
600	DUKE ENERGY CORPORATION	75.56	45,333.24	88.24	52,944.00	0.8	4.2			
1400	EXELON CORP	35.05	49,067.80	47.94	67,116.00	1.0	3.0			
350	NEXTERA ENERGY INC	172.02	60,205.71	204.86	71,701.00	1.0	2.4			
			226,135.79		**279,771.00**	**4.0**	**3.1**			
	Real Estate									
350	CROWN CASTLE INTL CORP	129.42	45,297.32	130.35	45,622.50	0.7	3.5			
1750	HOSPITALITY PROPERTIES TRUST	24.98	43,722.66	25.00	43,750.00	0.6	8.6			
500	IRON MOUNTAIN INC	39.28	19,641.80	31.30	15,650.00	0.2	7.8			
650	OMEGA HEALTHCARE INVESTORS INC	34.55	22,459.89	36.75	23,887.50	0.3	7.2			
700	PROLOGIS	53.80	37,658.67	80.10	56,070.00	0.8	2.6			
			168,780.34		**184,980.00**	**2.7**	**5.3**			
			3,996,933.29		**4,608,475.90**	**66.6**	**2.7**			
INTERNATIONAL EQUITY (USD)										
	Energy									
1670	BP PLC	34.43	57,495.76	41.70	69,639.00	1.0	5.9			
4400	ENCANA CORP	10.40	45,764.91	5.13	22,572.00	0.3	1.6			
817	MCDERMOTT INTL INC COM	48.02	39,234.09	9.66	7,892.22	0.1	0.0			
1100	PETROLEO BRASILEIRO S.A. ADR	27.62	30,380.13	15.57	17,127.00	0.2	0.5			
700	ROYAL DUTCH SHELL PLC-ADR	56.91	39,836.54	65.74	46,018.00	0.7	5.7			
1410	TENARIS SA-ADR	37.27	52,550.09	26.31	37,097.10	0.5	8.5			
			265,261.52		**200,345.32**	**2.9**	**5.1**			

Highland Capital MANAGEMENT, LLC
An Argent Company

Portfolio Holdings

Quantity	Security	Unit Cost	Total Cost	Price	Market Value	Pct. Assets	Cur. Yield	Moody's Ratings	Coupon %	Maturity Date
	Materials									
77	APERAM	38.53	2,966.50	27.90	2,148.30	0.0	6.1			
706	ARCELORMITTAL	50.60	35,724.79	18.03	12,729.17	0.2	1.9			
920	BARRICK GOLD CORP	42.25	38,872.51	15.77	14,508.40	0.2	1.8			
965	CRH PLC ADR	25.09	24,209.80	32.75	31,603.75	0.5	7.2			
			101,773.60		**60,989.62**	**0.9**	**4.7**			
	Industrials									
210	COPA HOLDINGS SA	112.05	23,530.59	97.57	20,489.70	0.3	2.7			
2460	KONINKLIJKE PHILIPS NV	30.85	75,879.72	43.58	107,206.80	1.5	1.9			
420	SENSATA TECHNOLOGIES HOLDING PLC	52.82	22,186.24	49.00	20,580.00	0.3	0.0			
790	SIEMENS SPONSORED ADR	36.61	28,921.90	59.66	47,131.40	0.7	2.7			
			150,518.45		**195,407.90**	**2.8**	**2.0**			
	Consumer Discretionary									
950	BRIGHT SCHOLAR EDUCATION	14.96	14,211.97	9.06	8,607.00	0.1	0.0			
300	CAPRI HOLDINGS LTD	34.68	10,404.51	34.68	10,404.00	0.2	0.0			
700	DAIMLER AG	55.46	38,822.50	55.70	38,990.00	0.6	5.8			
2980	HONDA MOTOR CO LTD	26.40	78,672.08	25.84	77,003.20	1.1	3.5			
1014	INTERCONTINENTAL HOTELS ADR	36.98	37,502.36	66.88	67,816.32	1.0	4.5			
2100	SONY CORP	37.47	78,678.26	52.39	110,019.00	1.6	0.5			
			258,291.69		**312,839.52**	**4.5**	**2.8**			
	Consumer Staples									
680	ANHEUSER-BUSCH INBEV	63.91	43,460.09	88.51	60,186.80	0.9	3.1			
400	DIAGEO	70.34	28,134.40	172.32	68,928.00	1.0	2.0			
350	MOWI ASA	13.44	4,704.83	23.34	8,169.00	0.1	3.9			
1014	UNILEVER NV	23.17	23,490.74	60.72	61,570.08	0.9	2.6			
			99,790.06		**198,853.88**	**2.9**	**2.6**			
	Health Care									
1940	GLAXO SMITHKLINE PLC	45.90	89,046.64	40.02	77,638.80	1.1	5.9			
620	SMITH & NEPHEW PLC	37.20	23,062.40	43.54	26,994.80	0.4	4.0			
			112,109.04		**104,633.60**	**1.5**	**5.4**			

Portfolio Holdings

Quantity	Security	Unit Cost	Total Cost	Price	Market Value	Pct. Assets	Cur. Yield	Moody's Ratings	Coupon %	Maturity Date
	Financials									
2640	AEGON	7.20	18,999.86	4.95	13,068.00	0.2	11.5			
3472	CREDIT SUISSE GROUP	19.89	69,072.79	11.97	41,559.84	0.6	8.4			
630	DEUTSCHE BANK AG	29.65	18,680.12	7.63	4,806.90	0.1	1.4			
2960	ING GROEP NV ADR	22.47	66,524.85	11.57	34,247.20	0.5	13.9			
1110	INVESCO LTD	21.19	23,526.11	20.46	22,710.60	0.3	6.1			
720	PRUDENTIAL PLC-ADR	47.23	34,008.26	43.82	31,550.40	0.5	3.9			
700	THE TORONTO-DOMINION BANK	57.37	40,160.75	58.36	40,852.00	0.6	5.1			
2810	UBS GROUP AG	15.11	42,455.24	11.85	33,298.50	0.5	5.9			
			313,428.00		**222,093.44**	**3.2**	**7.4**			
	Information Technology									
1410	HITACHI LIMITED	59.33	83,652.69	73.58	103,747.80	1.5	3.3			
1310	KYOCERA CORP ADR	38.42	50,336.75	65.55	85,870.50	1.2	2.9			
570	SAP SE	59.64	33,995.01	136.80	77,976.00	1.1	0.9			
3780	STMICROELECTRONICS NV-NY SHS	8.37	31,636.37	17.62	66,603.60	1.0	1.1			
			199,620.82		**334,197.90**	**4.8**	**2.2**			
	Communication Services									
100	ALIBABA GROUP HOLDINGS LTD	178.21	17,821.02	169.45	16,945.00	0.2	0.0			
155	BAIDU INC	189.97	29,445.67	117.36	18,190.80	0.3	0.0			
3510	BRITISH TELECOMMUNICATIONS P	18.72	65,689.84	12.77	44,822.70	0.6	10.3			
500	IQIYI INC - ADR	22.09	11,046.60	20.65	10,325.00	0.1	0.0			
1007	NEWS CORP - CLASS B	9.80	9,869.70	13.96	14,057.72	0.2	2.9			
880	NIPPON TELEGRAPH AND TELEPHONE CO	24.27	21,359.70	46.49	40,915.60	0.6	6.5			
853	VODAFONE GROUP PLC SP ADR	28.49	24,301.36	16.33	13,929.49	0.2	6.6			
			179,533.88		**159,186.31**	**2.3**	**5.4**			
	Utilities									
368	NATIONAL GRID PLC	75.01	27,601.92	53.18	19,570.24	0.3	7.9			
700	iSHARES MSCI EMERGING MKT IN	41.57	29,099.00	42.91	30,037.00	0.4	5.5			
			1,737,027.97		**1,838,154.73**	**26.6**	**3.9**			
			6,207,702.42		**6,920,371.79**	**100.0**	**3.0**			
TOTAL PORTFOLIO			**6,207,702.42**		**6,920,371.79**	**100.0**	**3.0**			

Purchases

Trade Date	Settle Date	Quantity	Security	Unit Price	Amount	Comm/ Share	Commission
BARCLAYS-EQ							
5/16/19	5/20/19	50.00	BAIDU INC	155.08	7,753.83	0.04	2.00
6/25/19	6/27/19	150.00	CITIGROUP INC	67.09	10,062.96	0.04	6.00
5/17/19	5/21/19	550.00	COMCAST CORP CL A	43.66	24,011.68	0.04	22.00
5/15/19	5/17/19	200.00	NXP SEMICONDUCTORS NV	100.56	20,112.86	0.04	8.00
5/2/19	5/6/19	150.00	QUALCOMM INC	86.89	13,033.34	0.04	6.00
					74,974.67	**0.04**	**44.00**
DEUTSCHE							
6/25/19	6/27/19	900.00	BANK OF AMERICA CORPORATION	27.78	25,003.26	0.02	18.00
REDI							
6/4/19	6/6/19	200.00	AMERICAN INTERNATIONAL GROUP	53.72	10,743.90	0.01	2.00
6/3/19	6/5/19	100.00	AMGEN INC	173.35	17,334.72	0.01	1.00
6/10/19	6/12/19	300.00	CAPRI HOLDINGS LTD	34.68	10,404.51	0.01	3.00
6/20/19	6/24/19	1,000.00	ENCANA CORP	5.02	5,020.80	0.01	10.00
6/20/19	6/24/19	400.00	EOG RESOURCES INC	91.53	36,611.96	0.01	4.00
4/29/19	5/1/19	500.00	IQIYI INC - ADR	22.09	11,046.60	0.01	5.00
4/26/19	4/30/19	100.00	LINDE PUBLIC LIMITED COMPANY	177.60	17,759.60	0.01	1.00
6/4/19	6/6/19	200.00	LOCKHEED MARTIN CORPORATION	348.83	69,766.10	0.01	2.00
6/10/19	6/12/19	50.00	TARGET CORP	87.54	4,376.99	0.01	0.50
4/30/19	5/2/19	600.00	YUM CHINA HOLDING INC	46.71	28,028.46	0.01	6.00
					211,093.64	**0.01**	**34.50**
strategas							
5/9/19	5/13/19	150.00	CHEVRON CORP	120.54	18,080.48	0.03	4.50
4/9/19	4/11/19	350.00	CROWN CASTLE INTL CORP	129.42	45,297.32	0.03	10.50
					63,377.80	**0.03**	**15.00**
PURCHASES TOTAL					**374,449.37**	**0.02**	**111.50**

Sales

Trade Date	Settle Date	Quantity	Security	Unit Price	Amount	Comm/ Share	Commission
BARCLAYS-EQ							
6/3/19	6/5/19	150.00	DOWDUPONT INC	70.47	10,569.77	0.04	6.00
6/17/19	6/19/19	100.00	NORFOLK SOUTHERN CORP	191.77	19,176.90	0.04	4.00
5/16/19	5/20/19	150.00	SONY CORP	50.75	7,612.60	0.04	6.00
					37,359.27	**0.04**	**16.00**
DEUTSCHE							
6/4/19	6/6/19	1,000.00	CMS ENERGY CORP	56.21	56,210.93	0.02	20.00
Jones Trading							
4/9/19	4/11/19	550.00	CITIGROUP INC	65.12	35,816.52	0.04	22.00
4/11/19	4/15/19	350.00	SAP SE	112.14	39,249.53	0.04	14.00
					75,066.05	**0.04**	**36.00**
REDI							
5/10/19	5/14/19	900.00	GENTEX CORP	22.52	20,265.33	0.01	9.00
5/2/19	5/6/19	300.00	OSHKOSH CORPORATION	79.02	23,705.51	0.01	3.00
4/24/19	4/26/19	100.00	SAP SE	128.03	12,803.18	0.01	1.00
					56,774.02	**0.01**	**13.00**
strategas							
4/26/19	4/30/19	850.00	HELMERICH & PAYNE	58.67	49,868.47	0.03	25.50
UNASSIGNED							
4/9/19	4/9/19	0.13	WALT DISNEY COMPANY	109.46	14.23	0.00	0.00
SALES TOTAL					**275,292.97**	**0.02**	**110.50**

AndCo
4901 Vineland Road, Ste 600
Orlando, FL 32811

Date	Invoice #
6/14/2019	32346

Bill To:
Fernandina Bch Police Officers' & Firefighters' Pension Fund Felecia Ryans Pay from: 1055045625

Description	Amount
Consulting services and performance evaluation billed quarterly (April, 2019)	1,625.00
Consulting services and performance evaluation billed quarterly (May, 2019)	1,625.00
Consulting services and performance evaluation billed quarterly (June, 2019)	1,625.00

It is our pleasure to provide 100% independent consulting advice ALWAYS putting clients first!	**Balance Due** **$4,875.00**

SUGARMAN & SUSSKIND
PROFESSIONAL ASSOCIATION
ATTORNEYS AT LAW

Robert A. Sugarman
Howard S. Susskind
Kenneth R. Harrison, Sr.
D. Marcus Braswell, Jr.
Pedro A. Herrera
Ivelisse Berio-LeBeau
David E. Robinson

100 Miracle Mile
Suite 300
Coral Gables, Florida 33134
(305) 529-2801
Broward 763-2566
Toll Free 1-800-329-2122
Facsimile (305) 447-8115

June 11, 2019

Fernandina Beach Firefighters' & Police Officers' Pension
Attn: Ms. Teresa Bryan
204 Ash Street
Fernandina Beach, FL 32034

CURRENT FEES:	2,040.00
CURRENT COSTS:	62.81
PREVIOUS BALANCE:	0.00
PAYMENTS RECEIVED:	0.00

TOTAL AMOUNT DUE:	2,102.81

SUGARMAN & SUSSKIND
100 Miracle Mile
Suite 300
Coral Gables, Florida 33134
Telephone: 305-529-2801
Fax: 305-447-8115
www.sugarmansusskind.com

Fernandina Beach Firefighters' & Police Officers' Pension
Attn: Ms. Teresa Bryan
204 Ash Street
Fernandina Beach, FL 32034

June 11, 2019
Invoice # 139328

Client:Matter CD-FBFP:MEET

In Reference To: Meeting

Professional Services

		Hrs/Rate	Amount
5/9/2019	Attend meeting. Prepare for meeting.	1.80 $425.00/hr	$765.00
	Travel.	2.40 $212.50/hr	$510.00
	For professional services rendered	4.20	$1,275.00

Additional Charges :

5/8/2019	Travel Expense - Airfare $173.30, Hotel $322.19 and Auto $132.60 = $628.09/10 clients = $62.81	$62.81
	Total costs	$62.81
	Total amount of this bill	$1,337.81
	Balance due	$1,337.81

Client:Matter CD-FBFP:SPD

In Reference To: Summary Plan Description

Professional Services

		Hrs/Rate	Amount
5/7/2019	Review and edit Summary Plan Description.	1.80 $425.00/hr	$765.00
	For professional services rendered	1.80	$765.00
	Balance due		$765.00

SUGARMAN & SUSSKIND
PROFESSIONAL ASSOCIATION
ATTORNEYS AT LAW

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(305) 529-2801
Broward 763-2566
Toll Free 1-800-329-2122
Facsimile (305) 447-8115

July 16, 2019

Fernandina Beach General Employees' Pension Plan
Attn: Ms. Teresa Bryan
204 Ash Street
Fernandina Beach, FL 32034

CURRENT FEES:	850.00
CURRENT COSTS:	0.00
PREVIOUS BALANCE:	2,102.81
PAYMENTS RECEIVED:	2,102.81-ck#1108055

TOTAL AMOUNT DUE:	850.00

SUGARMAN & SUSSKIND

100 Miracle Mile
Suite 300
Coral Gables, Florida 33134

Telephone: 305-529-2801
Fax: 305-447-8115
www.sugarmansusskind.com

Fernandina Beach General Employees' Pension Plan
Attn: Ms. Teresa Bryan
204 Ash Street
Fernandina Beach, FL 32034

July 16, 2019

Invoice # 140233

Client:Matter CD-FBGE:MEET

In Reference To: Meeting

		Amount
	Previous balance	$1,337.81
7/1/2019	Payment - Thank You. Check No. 1108055	($1,337.81)
	Total payments and adjustments	($1,337.81)
	Balance due	$0.00

Client:Matter CD-FBGE:PLAN

Professional Services

		Hrs/Rate	Amount
6/5/2019	Analyze code, review definitions, and draft proposed ordinance	0.80 $425.00/hr	$340.00
	Review and edit proposed ordinance amendment.	1.20 $425.00/hr	$510.00
	For professional services rendered	2.00	$850.00
	Balance due		$850.00

Client:Matter CD-FBGE:RSPD

In Reference To: Summary Plan Description

		Amount
	Previous balance	$765.00
7/1/2019	Payment - Thank You	($765.00)
	Total payments and adjustments	($765.00)
	Balance due	$0.00

Do finance 11/5/17

Highland Capital
MANAGEMENT, LLC

July 5, 2019

Invoice Number: 21256

MANAGEMENT FEE: FERNANDINA BEACH POLICE & FIRE PENSION

6/30/2019 Portfolio Value:		$ 6,921,022.53
Exclude Dividend Accrual		- 3,769.49
Billable Value		$ 6,917,253.04
Quarterly Fee Based On:		
$ 6,917,253 @ 0.50% per annum	$ 8,646.57	
$ 0 @ 0.375% per annum	$ 0.00	
Quarterly Fee:		$ 8,646.57
For the Period 4/1/2019 through 6/30/2019		
	Paid by Debit Direct	($ 0.00)
	Please Remit	$ 8,646.57

Account	Account Value	Quarterly Fee
(fernpf01) FERNANDINA BEACH POLICE & FIRE PENSION VALUE	$ 4,780,833.42	$ 5,976.05
(fernapf4) FERNANDINA BEACH POLICE & FIRE PENSION-ADR	$ 2,136,419.62	$ 2,670.52
Total	$ 6,917,253.04	$ 8,646.57

Wiring Instructions:

First Tennessee Bank

ABA# 084000026

Acct# 22-0001278809

For Credit to: Highland Capital Management, LLC.

Mailing Check:

Highland Capital Management, LLC

6075 Poplar Ave, Suite 703

Memphis, TN 38119

*******Note new checking account number*********

Agincourt
CAPITAL MANAGEMENT, LLC

7/08/2019

INVOICE
#10728

INVOICE FOR PAYMENT

Ms. Teresa Bryan
City of Fernandina Beach General Employees' Pension Plan
204 Ash Street
Fernandina Beach, FL 32034

COPY SENT TO

Amed Avila

FERNANDINA POLICE AND FIREFIGHTERS' PENSION PLAN

Per Our Investment Management Agreement, the fees to Agincourt Capital Management in payment for investment services rendered from 4/1/2019 - 6/30/2019

MONTHLY MARKET VALUE

FPF - Fernandina Police and Firefighters' Pension Plan \ 450079840			6/30/2019	$5,839,949.91
$5,839,949.91	x	0.2500 %	=	$14,599.87

Total Annual Fee	**$14,599.87**
Total Quarterly Fee Due	**$3,649.97**

PLEASE MAKE PAYMENT TO AGINCOURT CAPITAL MANAGEMENT, WITHIN 30 DAYS:

IF BY ACH
Branch Banking Trust (BBT) 901 East Byrd Street, Richmond, VA 23219
ABA# 021052053 | Account# 72169911 | FBO: Agincourt Capital Management

IF BY WIRE
Previous wire instructions are valid. Please send wire to account ending with #1778. If you need instructions, please call 804-915-1308.

IF BY CHECK
Agincourt Capital Management, LLC
ATTN: Elsie Rose
200 South 10th Street, Suite 800
Richmond, VA 23219

Agincourt's Federal Tax ID: 54-1947440

Please let us know if you would like a copy of our latest SEC Form ADV Part 2, our Code of Ethics or our Privacy Statement.

Fiduciary Trust International

Quarterly Fees for period ending June 30, 2019

Police Officers' and Firefighters' Pension Plan:

A/C#	Amount
450079800.1	$1,400.99
450079820.1	$657.37
450079830.1	$293.76
450079840.1	$798.18
Total:	**$3,150.30**

City of Fernandina Beach Police Officers' & Firefighters' Pension Plan
Account No. 1322

For the Quarter Ended June 30, 2019

	Date	Transaction	Unit Value	Units	Total
Beginning Net Asset Value	**03/31/19**		**$ 125,784.7607**	**20.4678**	**$ 2,574,534.42**
Contributions	-	$ -	-	-	-
Withdrawals	-	-	-	-	-
Net Income Before Fees		24,514.34			24,514.34
Distributions Declared	06/30/19	38,618.01			
Asset Management Fees		(7,188.00)			(7,188.00)
Available for Reinvestment/Distribution		31,430.01			(31,430.01)
Amount Reinvested	06/30/19	31,430.01	125,817.3470	0.2498	31,430.01
Distribution Payable		-			
Unrealized Gain/(Loss)		14,770.64			14,770.64
Realized Gain/(Loss)		$ -			-
Ending Net Asset Value	**06/30/19**		**$ 125,817.3470**	**20.7176**	**$ 2,606,631.40**

Total Number of Units	20.7176
Current Unit Value	$ 125,817.3470
Percentage Interest in the Fund	0.05%

Performance History

Gross of Fees	2Q2019	Year-to-Date	One-Year	Three-Year*	Five-Year*	Ten-Year*	Since Inception*
Income Return	0.95%	1.89%	3.79%	3.88%	4.22%	n/a	4.33%
Appreciation Return	0.57%	1.39%	3.70%	3.76%	5.17%	n/a	5.33%
Total Return	**1.53%**	**3.29%**	**7.60%**	**7.74%**	**9.55%**	**n/a**	**9.83%**

Net of Fees	2Q2019	Year-to-Date	One-Year	Three-Year*	Five-Year*	Ten-Year*	Since Inception*
Income Return	0.67%	1.33%	2.64%	2.73%	3.06%	n/a	3.17%
Appreciation Return	0.57%	1.39%	3.70%	3.76%	5.17%	n/a	5.33%
Total Return	**1.25%**	**2.72%**	**6.42%**	**6.56%**	**8.35%**	**n/a**	**8.62%**

Inception Date: January 2, 2014

Performance Disclaimer:
The returns above for the Investor's investment in the American Core Realty Fund include leveraged returns before (gross) and after (net) the deduction of investment management fees and may include the reinvestment of some income. The sum of annualized component returns may not equal the total return due to the chain-linking of quarterly returns. American Realty Advisors will supplement this performance information with the distribution of the Fund's full quarterly report within 45 days following the close of the quarter. Past performance is not a guarantee of future results and it is important to understand that investments of the type made by the Fund pose the potential for loss of capital over any time period. Many factors affect fund performance including changes in market conditions and interest rates in response to other economic, political, or financial developments. Investment returns, and the principal value of any investment will fluctuate, so that when an investment is sold, the amount received could be less than what was originally invested. Use of leverage may create additional risks.

*Annualized; Since Inception returns are not reported for periods less than one year.
Returns are not reported on accounts invested less than a full period.

AMERICAN REALTY ADVISORS
INSTITUTIONAL CAPITAL MANAGEMENT

515 S. Flower St.
49th Floor
Los Angeles, CA 90071
213.233.5700

www.aracapital.com

FOSTER & FOSTER
ACTUARIES AND CONSULTANTS

Invoice

Date	Invoice #
5/24/2019	14711

Phone: (239) 433-5500
Fax: (239) 481-0634
data@foster-foster.com
www.foster-foster.com

Bill To
City of Fernandina Beach Firefighters' & Police Officers' Pension Plan 204 Ash Street Fernandina Beach, FL 32034

Terms	Due Date
Net 30	**6/23/2019**

Description	Amount
Preparation of the 2018 Chapter 112.664 compliance disclosure.	3,000.00
Benefit Calculations: BENTON	200.00

Balance Due **$3,200.00**

Thank you for your business!

Please make all checks payable to:
Foster & Foster, Inc.
13420 Parker Commons Blvd, Suite 104
Fort Myers, FL 33912

CITY OF FERNANDINA BEACH
Police Department

James T. Hurley
Chief of Police

August 18, 2019

To whom it may concern,

This letter is to inform The City of Fernandina Beach and the City of Fernandina Beach Police Department that on September 13, 2019 I will be 55 years old and be eligible for retirement. On September 30, 2019 I intend to retire and my last day of employment will be on September 30, 2019. If there are any questions please feel free to contact me either by phone (904-753-3305)or my city email (rbenton@fbfl.org).

Sincerely,

Ritchie C. Benton

1525 Lime Street • Fernandina Beach, FL 32034 • (904) 277-7342 • Fax (904) 310-3461 • www.fbfl.us
Accredited by the Commission for Florida Law Enforcement Accreditation
Equal Opportunity Employer – Follow us on Facebook

CITY OF FERNANDINA BEACH FIREFIGHTERS' AND POLICE OFFICERS' PENSION PLAN

SUMMARY PLAN DESCRIPTION

[insert date]

IS YOUR BENEFICIARY FORM CURRENT? IN THE EVENT YOU DIE, YOUR BENEFIT OR CONTRIBUTIONS WILL BE DISTRIBUTED TO THE PERSON OR PERSONS DESIGNATED BY NAME ON THE BENEFICIARY FORM ON FILE WITH THE PENSION PLAN. NO PROVISION IN YOUR LAST WILL AND TESTAMENT WILL CHANGE THIS SELECTION. PLEASE BE SURE THAT YOUR BENEFICIARY FORM DESIGNATES THE PERSON OR PERSONS YOU INTEND TO RECEIVE YOUR BENEFITS AND THAT YOU REVIEW THIS CHOICE IN THE EVENT OF A MAJOR LIFE CHANGE SUCH AS A DIVORCE OR THE DEATH OF YOUR BENEFICIARY.

CITY OF FERNANDINA BEACH FIREFIGHTERS' AND POLICE OFFICERS' PENSION PLAN

SUMMARY PLAN DESCRIPTION

INTRODUCTION

The Board of Trustees of the City of Fernandina Beach Firefighters' and Police Officers' Pension Plan is pleased to present this booklet which briefly explains the provisions of your Firefighters and Police Officers' Pension Plan. As a participant in the Fund, you are included in a program of benefits to help you meet your financial needs at retirement, or in the event of disability or death.

This booklet can assist you in preparing for your retirement and financial future. If you need further information on any of the topics presented in this booklet, please contact any member of the Board of Trustees. They will either answer questions you might have to help you understand your benefits or otherwise get you an answer to your questions. We urge you to read and understand this booklet in order to become familiar with the benefits of the plan and how they contribute to your financial security for your retirement years.

The information presented is only a summary of the pension plan ("Plan") as provided in the ordinances of the City of Fernandina Beach. If there are any conflicts between the information in this booklet and the ordinances of the City of Fernandina Beach, the ordinances shall govern. The plan shall be administered in accordance with state and federal law, notwithstanding any provisions in this booklet or ordinances to the contrary. The provisions of this Summary Plan Description shall not constitute a contract between the Member and the Board of Trustees or the Plan. A copy of the ordinance establishing the Plan can be obtained from the City Clerk's office, which is located at 204 Ash Street, Fernandina Beach, Florida.

City of Fernandina Beach Firefighters' and Police Officers' Pension Plan

____
Chairman, Board of Trustees

Date: ___________________________

GENERAL INFORMATION ABOUT YOUR PLAN

There is certain general information you may need to know about your Plan. This general information is summarized below.

Name of Plan

The City of Fernandina Beach Firefighters' and Police Officers' Pension Plan

Employers

City of Fernandina Beach, Florida

Plan Administrator

Teresa Bryan, PHR
City of Fernandina Beach
204 Ash Street
Fernandina Beach, FL 32034
(904) 310-3127
tbryan@fbfl.org

Board of Trustees

The Plan is administered by a board of five trustees comprised of: two Plan participants elected by the Firefighter and Police Officer members (who may include a DROP participant); two trustees appointed by the Fernandina Beach City Commission who must be legal residents of the City; and a fifth trustee who shall be elected by a majority of the other four trustees.

Designated Agent for Service of Legal Process

Chairperson of the Board of Trustees

Type of Administration

The Plan's Administrator is the Board of Trustees who are responsible for the overall administration of the Plan. It has discretionary authority to construe the terms of the Plan and make determinations on questions which may affect your eligibility for benefits. The Plan Administrator may also retain the services of attorneys, accountants, actuaries, investment advisors and other professionals.

Type of Plan

The Plan is a governmental defined benefit plan qualified under Section 401(a) of the

Internal Revenue Code.

Plan Year

Each 12-month period beginning on October 1 and ending on September 30. The Plan's fiscal records are maintained on this basis.

Relevant Provisions of Local and State Laws

The Plan is set forth in Chapter 62, Article IV, of the Code of Ordinances of the City of Fernandina Beach, as may be subsequently amended.

The most recent amendment to the Plan that is reflected in this Summary Plan Description is Ordinance No. 2016-22, adopted September 6, 2016.

Comment [PH1]: Confirm with Teresa.

Comment [TB2]: Yes

Certain provisions of Part VII, Chapter 112, Florida Statutes (F.S.) and Chapters 175 and 185, F.S., and the Internal Revenue Code and various federal laws also govern your Plan.

Relevant Provisions of Collective Bargaining Agreements:

Certain employees covered by the Plan are members of the following collective bargaining unit(s):

International Association of Fire Fighters, Local 2836

The current collective bargaining agreement between the IAFF unit and the City of Fernandina Beach was effective October 1, 2016 through September 30, 2019.

Comment [PH3]: Confirm.

Comment [TB4]: Yes

Coastal Florida Police Benevolent Association

The current collective bargaining agreement between the Coastal Florida PBA and the City of Fernandina Beach was effective October 1, 2016 through September 30, 2019.

Comment [PH5]: Confirm.

Comment [TB6]: Yes

Custodian:

The custodian of the Plan is responsible for the safekeeping of securities owned by the pension fund. At the direction of the Plan Administrator, the custodian also pays benefits to eligible persons and pays expenses incurred by the Plan. The custodian is:

Fiduciary Trust

Financial Consultant:

John Thinnes

AndCo Consulting
4901 Vineland Road
Orlando, FL 32811
Telephone: (844) 442-6326

Investment Manager(s):

The investment managers are responsible for selecting the securities to be bought and sold by the pension fund in accordance with guidelines established by the Board of Trustees.

The current investment managers are:

[insert names]

Member

You are a Member of the Plan if you fulfill the prescribed eligibility requirements (see Eligibility and Credited Service section).

Firefighter

Means an actively employed full-time person, employed by the City, including his or her initial probationary employment period, who is certified as a firefighter as a condition of employment in accordance with the provisions of Section 633.35, Florida Statutes, and whose duty it is to extinguish fires, to protect life and to protect property.

Police Officer

Means an actively employed full time person, employed by the City, including his or her initial probationary employment period, who is certified as a police officer as a condition of employment in accordance with the provisions of Section 943.1395, Florida Statutes, who is vested with the authority to bear arms and make arrests, and whose primary responsibility is the prevention and detection of crime or the enforcement of the penal, traffic, or highway laws of the State of Florida.

Beneficiary

Your Beneficiary is each person designated to the Plan Administrator in writing by you to receive any payments that may become payable by the Plan upon your death. You should designate a Beneficiary when you become a Member of the Plan. From time to time, you should review your existing designation to ensure that it expresses your wishes. Prior to retirement you may change your designation at any time upon written notification to the Board. After retirement, you may change your designation up to two times upon written notification to the Board. A change in your designation of beneficiary after retirement will require a recalculation and possible adjustment of your final benefit payments.

I. BOARD OF TRUSTEES AND PLAN ADMINISTRATION

A. Administration.

1. The City of Fernandina Beach Firefighters' and Police Officers' Pension Plan is a defined benefit pension plan administered by a Board of Trustees which acts as the administrator of the Plan. The Board consists of 5 Trustees, 2 of whom are legal residents of the City who are appointed by the City Commission, 1 of whom is a Firefighter member who is elected by a majority of the Firefighters who are members of the Plan, 1 of whom is a Police Officer member who is elected by a majority of the Police Officers who are members of the Plan and a fifth Trustee who is chosen by a majority of the first 4 Trustees. Each Trustee serves a two-year term.

2. DROP participants can be elected as Trustees, but not vote to elect Trustees.

B. The names and addresses of the current Trustees and the plan administrator are attached to this Summary Plan Description as Exhibit "A". The Chairman of the Board of Trustees is designated as agent for the service of legal process.

II. ELIGIBILITY FOR PLAN MEMBERSHIP

Each person employed by the City Fire or Police Department as a full-time Firefighter or Police Officer becomes a member of the Plan as a condition of his employment. All Firefighters and Police Officers are therefore eligible for all plan benefits as provided for in the plan document and by applicable law.

III. PLAN BENEFITS

All claims for benefits under the Plan shall be made in writing to the Board of Trustees.

A. Normal Retirement Eligibility. You are eligible for retirement upon the earlier of the attainment of age 55 and the completion of 6 years of credited service or the completion of 25 years of credited service, regardless of age.

B. Amount of Normal Retirement Benefits. The amount of the normal retirement benefit is based on your credited service and average final compensation:

"Credited Service" is generally your period of employment as a Firefighter or Police Officer in the Fire or Police Department measured in years and parts of years. Credited service will include credit for up to five years for a break in employment for military service, pursuant to conditions provided for under state or federal law, provided that you are reemployed within 1 year of discharge under honorable conditions. Additional credited service time may also be available (See subsection K. below).

"Average Final Compensation" is 1/12 of the average salary of the 5 best years of the last 10 years of credited service prior to your termination, retirement or death or the career average as a full-time Police Officer or Firefighter, whichever is greater. A year is defined as 12 consecutive months.

"Salary" is the total compensation for services rendered to the city as a firefighter or police officer reportable on your W-2 form plus all tax deferred, tax sheltered or tax-exempt items of income derived from elective employee payroll deductions or salary reductions. For police officer members, for service earned after October 1, 2013, and for firefighter members, for service earned after February 18, 2014 (the "effective date"), salary shall not include more than 300 hours of overtime per calendar year and shall also not include payments for accrued unused sick or annual leave. Provided however, in any event, payments for overtime in excess of 300 hours per calendar year or accrued unused sick or annual leave accrued as of the effective date and attributable to service earned prior to the effective date, may still be included in salary for pension purposes even if the payment is not actually made until on or after the effective date. In any event, with respect to unused sick leave and unused annual leave accrued prior to the effective date, salary will include the lesser of the amount of sick or annual leave time accrued on the effective date or the actual amount of sick or annual leave time for which the retiree receives payment at the time of retirement, regardless of whether the amount of sick or annual leave was, at some time prior to retirement, reduced below the amount on the effective date. Regularly scheduled hours worked pursuant to the Fair Labor Standards Act (FLSA) shall not be deemed to be overtime and therefore not included in the 300-hour calculation.

The normal retirement benefit is calculated by multiplying 3.25% times years of credited service times your average final compensation: (3.25% x CS x AFC= normal retirement benefit).

Normal and early retirement payments will commence on the first day of the month coincident with or next following your last day of employment. Early retirees may defer the commencement of benefits. The benefit is paid to you for your life, but you or your beneficiary shall receive at least 120 monthly benefit payments in any event.

C. Early Retirement. You are eligible for early retirement upon the attainment of age 50 and the completion of 6 years of credited service.

D. Amount of Early Retirement Benefits. The amount of the early retirement benefit is calculated in the same manner as for normal retirement and is available as follows:

1. Beginning on the date on which you would have qualified for normal retirement; or

2. Beginning immediately upon retirement, but if beginning immediately, the amount of the monthly benefit is reduced by 3% percent for each year by which the commencement of benefits precedes the date which would have been your normal retirement date. Normal retirement date, for purposes of this subsection, shall be determined as if you had remained employed, if you became a member prior to January 1, 2000, and determined based on actual years of service if you become a member on or after January 1, 2000.

E. Supplemental Benefit - Share Plan. Pursuant to Florida law, there has been a separate member "share account" created for each member of the plan. This supplemental benefit may or may not be funded and thus, you may or may not receive a retirement benefit from the share plan. If the share plan is funded, at retirement, termination (vested), disability or death, there shall be an additional benefit paid to you. The share plan is funded solely with state premium tax money and the funding that is received for this Share Plan is allocated to your share account based on a formula which gives you an allocation based on your years of credited service. Your share account receives its proportionate share of the income or loss on the assets in the plan.

F. Other Retirement Options. At retirement, certain additional options are available as follows:

1. Optional Forms of Retirement. In lieu of the amount and form of retirement income payable under normal and early retirement, you may elect to receive a retirement benefit in a different form so long as the form you elect is of equal actuarial value as the normal benefit. The optional forms of benefits which are available are:

a) A retirement income of a monthly amount payable to you for your lifetime only.

b) A retirement income of a modified monthly amount, payable to you during your lifetime and following your death, 100%, 75%, 66-2/3% or 50% of such monthly amount payable to a joint pensioner for his lifetime.

c) If you retire prior to the time at which social security benefits are payable, you may elect to receive an increased retirement benefit until such time as social security benefits shall be assumed to commence and a reduced benefit thereafter in order to provide, to as great an extent as possible, a more level retirement allowance during the entire period of retirement.

d) If you do not participate in the DROP, you may also elect to receive an initial lump sum payment equal to 10%, 15%, 20% or 25% of your accrued benefit with the remaining 90% 85%, 80% or 75%, respectively, payable in a form selected by you and provided for in (a), (b) or (c) above or in the normal form (10 years certain and life).

2. Deferred Retirement Option Plan (DROP).

a) If you become eligible for normal retirement, and are still employed by the City as a Firefighter or Police Officer, you have the option of "retiring" from the pension plan but continuing your employment as a Firefighter or Police Officer for an additional 5 years. An election to participate in the DROP constitutes an irrevocable election to resign from the service of the City not later than 5 years from the commencement of DROP participation. You must request, in writing, to enter the DROP.

b) Upon entering the DROP, your retirement benefit is immediately calculated and each monthly benefit payment is deposited into your DROP account. You may elect to either have your account credited with interest at the rate of 6-1/2% per annum or credited or debited with an investment return or loss equal to the net investment return realized by the System for that quarter. One change in election is permitted.

c) At the time of termination of employment at the end of the DROP period, you will receive your account balance in a lump sum and you will also begin receiving your monthly retirement benefit.

d) Once you enter the DROP, you are no longer eligible for disability or pre-retirement death benefits, nor do you accrue any additional credited service. Your retirement benefit is fixed as of your entry date. All leave payouts shall be calculated and included as part of your final average compensation and employee contributions shall be deducted accordingly. You pay no further member contributions to the plan once you enter the DROP.

e) DROP is not a guarantee of employment and DROP participants shall be subject to the same employment standards and policies that are applicable to employees who are not DROP participants.

f) Additional information about the DROP can be obtained from the Board.

G. Disability Retirement. You are considered disabled when you become totally and permanently unable to perform useful and efficient service as a Firefighter or Police Officer. A written application is made to the Board of Trustees for a disability pension and the Board of Trustees receives evidence of the disability and decides whether or not the pension is to be granted. If the pension is granted, the benefit amount shall be:

1. If the injury or disease is service connected, a monthly pension equal to 3.25% of your average final compensation multiplied by the total years of credited service, but in any event the minimum amount paid to you shall be 42% of your Average Final Compensation.

2. If the injury or disease is not service connected, a monthly pension equal to 3.25% of your average final compensation multiplied by the total years of credited service, but in no event shall your benefit be less than 25% of your Average Final Compensation at the time of such disability. This non-service connected benefit is only available if you have at least 10 years of credited service.

Terminated persons, either vested or non-vested, are not eligible for disability benefits. Except, however, if you were terminated by the City for medical reasons, and if you apply within 30 days after your termination date, your application will be processed and fully considered by the board. If you voluntarily terminate your employment after filing the application, you will not be eligible to be considered for any disability benefit.

Your disability benefit terminates upon the earlier of death, with 120 payments guaranteed, or recovery. You may, however, select a "life only" or "joint and survivor" optional form of benefit as described above under "Optional Forms of Retirement".

Your benefit will be reduced if you receive workers' compensation benefits and your combined benefit exceeds 100% of your final salary. The pension benefit will be reduced so that the total does not exceed 100%, except that the pension benefit shall not be reduced below the greater of 42% of average final compensation or 2.75% of average final compensation times years of credited service.

Any condition or impairment of health caused by hypertension or heart disease resulting in death or total and permanent disability is presumed to have been suffered in the line of duty unless the contrary is shown by competent evidence; provided that you have successfully passed a physical examination on entering into service and there is no evidence of the condition at that time.

For conditions diagnosed on or after January 1, 1996, if you suffer a condition or impairment of health that is caused by hepatitis, meningococcal meningitis, or tuberculosis, which results in total and permanent disability, it shall be presumed that the disability is in the line of duty, unless the contrary is shown by competent evidence as provided for in Section 112.181, Florida Statutes, provided that the statutory conditions have been met.

To receive disability benefits, you must establish to the satisfaction of the Board, that such disability was not occasioned primarily by:

(1) Excessive or habitual use of any drugs, intoxicants or narcotics.

(2) Injury or disease sustained while willfully and illegally participating in fights, riots or civil insurrections or while committing a crime.

(3) Injury or disease sustained while serving in any branch of the Armed Forces.

(4) Injury or disease sustained after your employment as a Firefighter or Police Officer with the City of Fernandina Beach shall have terminated.

(5) For Police Officer members, injury or disease sustained while working for anyone other than the City and arising out of such employment.

As a disabled pensioner, you are subject to periodic medical examinations as directed by the Board to determine whether a disability continues. You may also be required to submit statements from your doctor, at your expense, confirming that your disability continues.

H. Death Before Retirement. If you die prior to retirement from the Fire or Police Department, your beneficiary shall receive the following benefit:

1. <u>Prior to Vesting or Eligibility for Retirement.</u> If you were not receiving monthly benefits or were not yet vested or eligible for normal or early retirement upon your death, your beneficiary shall receive a refund of 100% of your accumulated contributions.

2. <u>Deceased Members Vested or Eligible for Retirement with Spouse as Beneficiary.</u> If you die while actively employed and at the date of your death were vested or eligible for normal or early retirement, your spouse beneficiary shall be entitled to a benefit as follows:

   a) If you were vested, but not eligible for normal or early retirement, your spouse beneficiary shall receive a benefit payable for 10 years, or an actuarially equivalent benefit payable for the life of your spouse beneficiary, beginning on the date that you would have been eligible for normal or early retirement. The benefit shall be calculated as for normal retirement based on your credited service and average final compensation as of the date of your death and reduced as for early retirement. Your spouse beneficiary may also elect to receive an immediate benefit, payable for 10 years, or an actuarially equivalent benefit payable for the life of your spouse beneficiary, which is actuarially reduced to reflect the commencement of benefits prior to the early retirement date.

   b) If you were eligible for normal or early retirement, your spouse beneficiary shall receive a benefit payable for 10 years, or an actuarially equivalent benefit payable for the life of your beneficiary, beginning on the first day of the month following your death or at your otherwise normal retirement date, at the option of your spouse beneficiary. The benefit shall be calculated as for normal retirement based on your credited service and average final compensation as of the date of your death and reduced as for early retirement, if applicable.

   c) A spouse beneficiary may not elect any other optional form of benefit; however, the Board may elect to make a lump sum payment.

   d) A spouse beneficiary may, in lieu of any benefit provided for in (a) or (b) above, elect to receive a refund of your accumulated contributions.

   e) If your spouse beneficiary commences receiving a benefit under (a) or (b) above, but dies before all payments are made, the remaining benefit shall be paid to the estate of the spouse beneficiary.

3. Deceased Members Vested or Eligible for Retirement with Non-Spouse Beneficiary. If your beneficiary is not your spouse, the benefits payable to your non-spouse beneficiary are the same as those to a spouse beneficiary, however, the date of commencement of those benefits may be required to be earlier, with the resulting reduction in the amount.

I. Termination of Employment and Vesting. If your employment is terminated, either voluntarily or involuntarily, the following benefits are payable:

1. If you have less than 6 years of credited service upon termination, you shall be entitled to a refund of the money you have contributed or you may leave it deposited with the Fund up to 5 years. If not reemployed by the City of Fernandina within 5 years, your contributions shall be returned without interest.

2. If you have 6 or more years of credited service upon termination, you shall be entitled to a monthly retirement benefit should you elect not to withdraw your contributions. The benefit shall be determined in the same manner as for normal or early retirement and based upon your credited service, average final compensation and the benefit accrual rate as of your date of termination. If you became a member prior to January 1, 2000, your benefit shall be payable and commence at what otherwise would have been your early or normal retirement date had you remained employed. If you became a member on or after January 1, 2000, your benefit shall be payable and commence on or after you reach age 50 for an early retirement benefit or upon reaching age 55 for a normal retirement benefit. If you do not withdraw your accumulated contributions and do not survive to your otherwise normal or early retirement date, your designated beneficiary shall be entitled to a benefit as provided herein for a deceased member, vested or eligible for retirement under the section entitled, "Death Before Retirement."

In the event you have also accumulated credited service in the City of Fernandina Beach General Employees' Pension Plan, such other credited service shall be combined with credited service in this Plan for determining vesting and eligibility for early or normal retirement in this Plan. Such other credited service shall not be considered in determining benefits under this Plan except that, for those members who terminate membership in this Plan but continue employment with the City as a general employee, any benefit to be paid from this Plan shall be based on the benefit accrual rate in effect for this plan on the date that you actually terminate employment with the City, but only years of employment with the City as a member of this Plan for police officers and firefighters shall be used in calculating average final compensation for benefits from this Plan.

The Internal Revenue Code provides that certain eligible lump sum distributions from the pension system may be directly rolled over into qualified individual retirement accounts, annuities or certain other pension plans. A 20% withholding shall be required on taxable portions of such lump sum distributions not <u>directly</u> transferred to a new custodian.

J. <u>Reemployment After Retirement.</u> If you retire under normal or early retirement and wish to be reemployed by the city, you should be aware that your ability to continue to receive your pension benefit upon reemployment may be restricted.

K. <u>Additional Credited Service</u>. In addition to credited service actually earned in the employment of the Fire or Police Department, you may also receive credited service as follows:

1. <u>"Buy-Back" of Time Lost Due to Absences Authorized by the Family and Medical Leave Act.</u> If you are absent on unpaid leave under the Family & Medical Leave Act, you may purchase lost credited service by making an actuarially determined contribution to the Plan, such that there is no cost to the Plan in allowing such credited service, within strict time periods provided for in the plan document.

2. <u>Military Service Prior to Employment.</u> The years or fractional parts of years you serve or have served on active duty in the military service of the Armed Forces of the United States, the United States Merchant Marine or the United States Coast Guard, voluntarily or involuntarily and honorably or under honorable conditions, prior to first and initial employment with the City Police or Fire Department shall be added to your years of credited service provided that:

a) You contribute to the Fund a sum of money equal to:

(1) the amount that you would have contributed to the Plan, based on your salary and the member contribution rate in effect at the time that the credited service is requested, had you been a member of the Plan for the years or fractional parts of years for which you are requesting credit, <u>plus</u>

(2) an additional amount to be determined by the Board's actuary so that there is no cost to the Plan in giving

you the additional years of credited service, plus

(3) the amount charged by the actuary for determining the amount you must contribute.

b) Multiple requests to purchase credited service may be made at any time prior to retirement.

c) Payment of the required amount shall be made within 6 months of your request for credit, but not later than your retirement date, and shall be made in one lump sum payment upon receipt of which credited service shall be given.

d) The maximum credit under this subsection shall be 4 years.

e) Credited service purchased pursuant to this subsection shall not count toward vesting or for eligibility for not-in-line of duty disability benefits.

3. "Buy-Back" for Prior Police or Fire Service. The years or fractional parts of years that you previously served as a Police Officer or Firefighter with the City of Fernandina Beach during a period of previous employment and for which period accumulated contributions were withdrawn from the Fund, shall be added to your years of credited service provided that within the first 90 days of your reemployment you pay into the plan the withdrawn contributions with interest.

If, after 90 days from your reemployment you have failed to purchase credited service pursuant to the previous paragraph or if you served as a full-time Police Officer for any other municipal, county or state law enforcement department or as a Firefighter for any other municipal, county, state or special district fire department in the State of Florida, you will receive credited service only if:

a) You contribute to the Fund a sum of money equal to:

(1) the amount you would have contributed to the plan had you worked for the City for the years you are requesting credit, plus

(2) an additional amount to be determined by the Board's actuary so that there is no cost to the plan in giving you the additional years of credited service, plus

(3) the amount charged by the actuary for determining the amount you must contribute.

b) Multiple requests to purchase credited service may be made at any time prior to retirement.

c) Payment of the required amount shall be made within 6 months of your request for credit, but not later than your retirement date, and shall be made in one lump sum payment upon receipt of which credited service shall be given.

d) The maximum credit under this subsection for service other than with the City of Fernandina Beach shall be 5 years of credited service and shall count for all purposes, except vesting and eligibility for not-in-line of duty disability benefits. There shall be no maximum purchase of credit for prior service with the City of Fernandina Beach and such credit shall count for all purposes, including vesting.

e) In no event, however, may credited service be purchased pursuant to this subsection for prior service as a Police Officer with any other municipal, county or state law enforcement department or as a Firefighter for any other municipal, county, state or special district fire department in the State of Florida, if such prior service forms or will form the basis of a retirement benefit or pension from a different employer's retirement system or plan.

f) In addition to service as a firefighter in this state, credit may be purchased in the same manner as provided above for federal, other state, county or municipal service if the prior service is recognized by the Division of State Fire Marshal, as provided under Chapter 633, Florida Statutes, or you provide proof to the board that such service is equivalent to the service required to meet the definition of a firefighter.

g) In addition to service as a police officer in this state, credit may be purchased in the same manner as provided above for federal, other state, county or municipal service if the prior service is recognized by the Criminal Justice Standards and Training Commission within the Department of Law Enforcement, as provided under Chapter 943, Florida Statutes, or you provide proof to the board that such service is equivalent to the service required to meet the definition of a police officer.

4. Rollovers or Transfers of Funds to Purchase Service. In the event you are eligible to purchase additional credited service as provided above, you may be eligible to rollover or transfer funds from another retirement program in which you participate (traditional IRA, deferred compensation plan maintained by a government employer (457 plan), 401k plan, profit sharing plan, defined benefit plan, money purchase plan, annuity plan or tax sheltered annuity) in order to pay all or part of the cost of purchasing such additional credited service.

L. Contributions and Funding. The City is paying the portion of the cost of the pension plan over and above your contributions and any amounts received from the state insurance rebates. You contribute 7.7% of your salary to the Plan. Your contribution will be excluded from your gross income for withholding purposes so you will realize income tax benefits.

Comment [PH7]: Confirm this remains contribution rate. Current ordinance states 7.7%.

Comment [TB8]: Yes

M. Maximum Benefits. In no event will the annual benefits paid from the Fund exceed the annual limitation under Internal Revenue Code section 415(b)(1)(A) (which as of 2019 is $225,000 annually, a number that may be adjusted by the IRS in future years), subject to certain cost of living adjustments and actuarial reductions, prior to age 62 as set forth in Section 415 of the Internal Revenue Code.

If you began participation for the first time on and after January 1, 1980, you cannot receive a benefit in excess of 100% of your average final compensation.

N. Forfeiture of Pension. If you are convicted of the certain crimes listed in the plan document committed prior to retirement, or if your employment is terminated by reason of your admitted commission, aid or abetment of these crimes, you shall forfeit all rights and benefits under the Plan, except for the return of your contributions as of the date of your termination.

O. Conviction and Forfeiture; False, Misleading or Fraudulent Statements. It is unlawful for you to willfully and knowingly make, or cause to be made, or to assist, conspire with, or urge another to make, or cause to be made, any false, fraudulent, or misleading oral or written statement or withhold or conceal material information to obtain any benefit from the Plan.

If you violate the previous paragraph, you commit a misdemeanor of the first degree, punishable as provided in Section 775.082 or Section 775.083, Florida Statutes.

In addition to any applicable criminal penalty, upon conviction for a violation described above, you or your beneficiary may, in the discretion of the Board, be required to forfeit the right to receive any or all benefits to which you would otherwise be entitled under the Plan. For purposes of this subsection, "conviction" means a determination of guilt that is the result of a plea or trial, regardless of whether adjudication is withheld.

P. Claims Procedure Before the Board. You may request, in writing, that the Board review any claim for benefits under the Plan. The Board will review the case and enter a decision as it deems proper within not more than 180 days from the date of the receipt of such written request, or in the case of a disability claim, from receipt of a medical release and completed interrogatories. The time period may be extended if you agree to the extension.

The Board's decision on your claim will be contained in an order which will be in writing and will include:

1. The specific reasons for the Board's action;

2. A description of any additional information that the Board feels is necessary for you to perfect your claim;

3. An explanation of the review procedure next open to you which includes a formal evidentiary hearing.

IV. NON-FORFEITURE OF PENSION BENEFITS

A. Liquidation of Pension Fund Assets. In the event of repeal, or if contributions to the Fund are discontinued by the City, there will be a full vesting of benefits accrued to date of repeal.

B. Interest of Members in Pension Fund. At no time prior to the satisfaction of all liabilities under the Plan shall any assets of the Plan be used for any purpose other than for the Firefighters' and Police Officers' exclusive benefit. In any event, your contributions to the Plan are non-forfeitable.

V. VESTING OF BENEFITS

Your retirement benefits are vested after 6 years of credited service.

VI. APPLICABLE LAW

The Plan is governed by certain federal, state and local laws, including, but not limited to the following:

A. Internal Revenue Code and amendments thereto.

B. Chapters 175 and 185, Florida Statutes, "Municipal Police Officers' and Firefighters' Retirement Trust Funds".

C. Part VII, Chapter 112, Florida Statutes, "Actuarial Soundness of Retirement Systems".

D. Ordinances of the City of Fernandina Beach.

E. Administrative rules and regulations adopted by the Board of Trustees.

VII. PLAN YEAR AND PLAN RECORDS

The Plan year begins on October 1 of each year and ends on September 30 of the following year. All records of the Plan are maintained on the basis of the Plan year.

VIII. APPLICABLE PROVISIONS OF COLLECTIVE BARGAINING AGREEMENTS

The current collective bargaining agreement between the City and the Police Officers and Firefighters contains no provisions which deal directly with pension benefits.

Comment [PH9]: Verify with current CBA.

IX. FINANCIAL AND ACTUARIAL INFORMATION

A. A report of pertinent financial and actuarial information on the solvency and actuarial soundness of the Plan has been prepared by the Pension Plan's actuary, Foster & Foster, Inc., and is attached as Exhibit "B".

B. A copy of the detailed accounting report of the plan's expenses for the previous fiscal year is available for review upon request to the Plan Administrator.

C. A copy of the administrative expense budget for the plan, for each fiscal year is available for review upon request to the Plan Administrator.

X. DIVORCE OR DISSOLUTION OF MARRIAGE

Federal and state law provides certain restrictions regarding the payment of your pension benefits in the event of your divorce or dissolution of marriage. Immediately upon your involvement in such a legal proceeding, you should provide a member of the Board of Trustees with the name and address of your attorney or your name and address if you have no attorney. The Board's attorney will then provide you or your attorney with information concerning the legal restrictions regarding your pension benefits. In addition, a copy of any proposed order must be submitted to the Board prior to entry by the court. Failure to do so may require you to pay any expenses incurred by the Board in correcting an improper court order.

XI. EX-SPOUSES AS BENEFICIARY OR JOINT PENSIONER

The Florida Legislature has adopted Section 732.703, Florida Statutes. This law nullifies the designation of your ex-spouse as a Beneficiary or Joint Annuitant/Joint Pensioner on your pension plan retirement benefits. This law went into effect on July 1, 2012.

After July 1, 2012, if you want your ex-spouse to be a beneficiary or joint annuitant/joint pensioner for your plan benefit, you will have to make that designation AFTER the dissolution of marriage. If you currently have an ex-spouse as a beneficiary or joint annuitant/joint pensioner, and want to keep this designation, you will have to designate the ex-spouse again after July 1, 2012.

To reconfirm your current beneficiary, or to designate a new beneficiary, complete a new Designation of Beneficiary Form (PF-3).

To reconfirm your current joint annuitant/joint pensioner, or to designate a new joint annuitant/joint pensioner (if authorized by the current plan provisions), indicate such change on a Change or Confirmation of Designated Joint Annuitant or Joint Pensioner Form (PF-25). If necessary, the plan administrator will submit the new form to the actuary of the plan for recalculation of your benefit. There may be a charge to you to make this change.

To obtain either of the above forms, or if you have any questions, please contact your plan administrator.

XII. EXCLUSION OF HEALTH INSURANCE PREMIUMS FROM INCOME.

When you retire because of disability or have worked to the date you are immediately eligible for normal retirement (not early retirement), you can elect to exclude from income, distributions made from your benefit that are used to pay the premiums for accident or health insurance or long-term care insurance. The premium can be for coverage for you, your spouse, or dependents. The distribution must be made directly from the plan to the insurance provider using pension form PF-22 which authorizes the distribution. (This form may be obtained from your plan administrator) You can exclude from income the smaller of the amount of the insurance premiums or $3,000.00. You can only make this election for amounts that would otherwise be included in your income.

EXHIBIT "A"

BOARD OF TRUSTEES

Comment [PH10]: Confirm current list and officers.

The names and addresses of the members of the Board of Trustees are:

Chairman: Karl Ashley
City of Fernandina Beach
204 Ash Street
Fernandina Beach, Florida 32034

Secretary: Jim Norman
City of Fernandina Beach 204 Ash Street
Fernandina Beach, Florida 32034

Member: Walter Sturges
City of Fernandina Beach 204 Ash Street
Fernandina Beach, Florida 32034

Member: Rusty Burke
City of Fernandina Beach 204 Ash Street
Fernandina Beach, Florida 32034

Member: Open
City of Fernandina Beach 204 Ash Street
Fernandina Beach, Florida 32034

PLAN ADMINISTRATOR

Ms. Teresa Bryan
Fernandina Beach Firefighters' and Police Officers' Pension Plan
204 Ash Street
Fernandina Beach, FL 32034
Telephone: 904-310-3127
Email: tbryan@fbfl.org

CITY OF FERNANDINA BEACH FIREFIGHTERS' AND POLICE OFFICERS' PENSION PLAN

EXHIBIT "B"

Comment [JD11]: To be provided by the actuary

ORDINANCE NO. 2019-_____

AN ORDINANCE OF THE CITY COMMISSION OF THE CITY OF FERNANDINA BEACH AMENDING CHAPTER 62, PERSONNEL, ARTICLE IV, FIREFIGHTER'S AND POLICE OFFICER'S PENSION PLAN, OF THE CODE OF ORDINANCES OF THE CITY OF FERNANDINA BEACH; AMENDING SECTION 62-117, PRE-RETIREMENT DEATH; AMENDING SECTION 62-118, DISABILITY; AMENDING SECTION 62-138, DEFERRED RETIREMENT OPTION PLAN (DROP); PROVIDING FOR COMPLIANCE WITH CHAPTER 2019-21, LAWS OF FLORIDA; PROVIDING FOR STATUTORY MINIMUM BENEFIT FOR NOT IN LINE OF DUTY DISABILITY BENEFITS; PROVIDING FOR DROP LEAVE PAYOUT PROVISIONS; PROVIDING FOR SEVERABILITY OF PROVISIONS; REPEALING ALL ORDINANCES IN CONFLICT HEREWITH; AND PROVIDING AN EFFECTIVE DATE.

WHEREAS, the 2019 Florida Legislature enacted Chapter 2019-21, Laws of Florida, which mandates certain amendments to the City Firefighters' and Police Officers' Pension Plan; and

WHEREAS, a scrivener's error inadvertently eliminated a statutory minimum afforded by F.S. 175 and 185 which requires amendment;

WHEREAS, an amendment to the Plan is necessary to permit such new obligations and conditions; and

WHEREAS, The Board of Trustees of the Firefighters' and Police Officers' Pension Plan has considered and approved proposed amendments to the plan and has recommended these amendments to the City Commission for adoption; and

WHEREAS, the City Commission has received and reviewed an actuarial impact statement from the Pension Plan's actuary relating to the amendments set forth herein.

NOW, THEREFORE, BE IT ENACTED BY THE CITY COMMISSION OF THE CITY OF FERNANDINA BEACH, FLORIDA:

SECTION 1. That Chapter 62, Personnel, Article IV, Firefighter's and Police Officer's Pension Plan, of the City of Fernandina Beach Code of Ordinances, is hereby amended by amending Section 62-117, Pre-retirement death, by adding a subsection (d), *Firefighter Cancer Presumption*, to read as follows:

Sec. 62-117. Pre-retirement death.

* * * * *

(d). *Firefighter Cancer Presumption*. As provided and subject to the limitations in section 112.1816, Florida Statutes, effective July 1, 2019, a firefighter (as defined in section 112.1816(1), Florida Statutes) member shall be considered to have died in the line of duty if he or she dies as a result of cancer (as defined in section 112.1816(1), Florida Statutes) or circumstances that arise out of the treatment of such cancer (as defined in section 112.1816(1), Florida Statutes).

SECTION 2. That Chapter 62, Personnel, Article IV, Firefighter's and Police Officer's Pension Plan, of the City of Fernandina Beach Code of Ordinances, is hereby amended by amending Section 62-118, Disability, by amending subsection (b), *In-line of duty presumptions,* by adding a subparagraph (3), *Firefighter Cancer Presumption*, amending subsection (c), D*isability Not In Line of Duty* and amending subsection (d), *Conditions disqualifying disability benefits*, to read as follows:

Sec. 62-118. - Disability.

* * * * *

(b) *In line of duty presumptions*.

* * * * *

(3) *Firefighter Cancer Presumption*. As provided and subject to the limitations in section 112.1816, Florida Statutes, effective July 1, 2019 a firefighter (as defined in section 112.1816(1), Florida Statutes) member shall be considered to have died in the line of duty if he or she dies as a result of cancer (as defined in section 112.1816(1), Florida Statutes) or circumstances that arise out of the treatment of cancer (as defined in section 112.1816(1), Florida Statutes).

(c) *Disability benefits not in line of duty*. Any member with ten years or more credited service who shall become totally and permanently disabled to the extent that he is unable, by reason of a medically determinable physical or mental impairment, to render useful and efficient service as a police officer or firefighter, which disability is not directly caused by the performance of his duties as a police officer or firefighter shall, upon establishing the same to the satisfaction of the board, be entitled to a monthly pension equal to 3.25 percent of his average final compensation multiplied by the total years of credited service, but in no event shall the minimum amount paid to the member be less than 25 percent of the average final compensation of the member. Terminated persons, either vested or non-vested, are not eligible for disability benefits. Notwithstanding the previous sentence, if a member is terminated by the city for medical reasons, the terminated person may apply for a disability benefit if the application is filed with the board within 30 days from the date of termination. If a timely application is received, it shall be processed and the terminated person shall be eligible to receive a disability benefit if the board otherwise determines that he is totally and permanently disabled as provided for above.

(d) *Conditions disqualifying disability benefits*. Each member who is claiming disability benefits shall establish, to the satisfaction of the board, that such disability was not occasioned primarily by:

(1) Excessive or habitual use of any drugs, intoxicants or narcotics.

(2) Injury or disease sustained while willfully and illegally participating in fights, riots or civil insurrections or while committing a crime.

(3~~4~~) Injury or disease sustained while serving in any branch of the armed forces.

(4~~5~~) Injury or disease sustained after his employment as a police officer or firefighter with the city shall have terminated.

(5~~6~~) For police officer members, injury or disease sustained by the member while working for anyone other than the city and arising out of such employment.

* * * * *

<u>SECTION 3.</u> That Chapter 62, Personnel, Article IV, Firefighter's and Police Officer's Pension Plan, of the City of Fernandina Beach Code of Ordinances, is hereby amended by amending Section 62-138, Deferred retirement option plan, by amending subsection (c), *Funding*, by adding a subparagraph (3), *Leave payout*, to read as follows:

Sec. 62-138. - Deferred retirement option plan.

* * * * *

(c) *Funding.*

* * * * *

<u>(3) *Leave payouts*. If a member receives a pay-out for bona fide sick, vacation or other accrued unused leave, member contributions shall be applied to such balances at the time of the member's entry into the DROP.</u>

* * * * *

<u>SECTION 3.</u> All Ordinances or parts of Ordinances in conflict herewith be and the same are hereby repealed.

<u>SECTION 4.</u> If any section, subsection, sentence, clause, phrase of this ordinance, or the particular application thereof shall be held invalid by any court, administrative agency, or other body with appropriate jurisdiction, the remaining section, subsection, sentences, clauses, or phrases under application shall not be affected thereby.

<u>SECTION 5.</u> That this Ordinance shall be effective upon passage; however, the provisions of this Ordinance that are specified to take effect as of a date certain shall take effect as of the date specified herein.

ADOPTED this ________ day of ____________________, 2019.

CITY OF FERNANDINA BEACH, FLORIDA

____
John A. Miller
Commissioner – Mayor

ATTEST:

APPROVED AS TO FORM AND LEGALITY:

____
Caroline Best
City Clerk

____
Tammi E. Bach
City Attorney

Date of First Reading:	___________
Date of Publication:	___________
Date of Second Reading and Public Reading:	___________
Date of Adoption:	___________