

APPENDIX C to IAFF Medical Expense Reimbursement Plan
Lump Sum Transfer Conversion Table

Effective July 1, 2015

Section 2.2(b) of IAFF MERP sets forth the terms and conditions under which Lump Sum Transfers, including accumulated sick and/or vacation leave, and the Individual Account balance, are converted into Active Service Units (“ASUs”). This table provides the cost of each ASU when converting a leave transfer to ASUs.

- The number of ASUs an Employee earns as a result of the Lump Sum Transfer is calculated by the following formula:

Dollar amount transferred divided by the applicable cost for one ASU, as shown in the table below.

- The cost for one ASU depends on a number of factors, including the age of the Employee at the time of the Lump Sum Transfer, the date of election to convert the Individual Account balance, the current Unit Multiplier (see Appendix B above), and other actuarial factors, as determined by the professional actuarial firm engaged by the Trustees.
- This leave conversion table provides a sample calculation for a Lump Sum Transfer of \$1,000 in the 3rd column. Note for comparison purposes that each \$25 monthly Contribution made during active employment gives an Employee one ASU. Thus, \$1,000 in monthly Contributions during active employment would be equivalent to 40 ASUs.

Note that you pay **no taxes** on leave that is transferred into IAFF MERP, and you pay **no taxes** on the reimbursement benefits received from the Plan.

Age on date of receipt of election or default	Cost for One Active Service Unit (“x”)	Number of ASUs Purchased with each \$1,000 Transfer (truncated to whole number)
Age 20	\$7.60	132
Age 21	\$8.11	123

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Age 22	\$8.65	116
Age 23	\$9.22	108
Age 24	\$9.84	102
Age 25	\$10.49	95
Age 26	\$11.19	89
Age 27	\$11.94	84
Age 28	\$12.73	79
Age 29	\$13.58	74
Age 30	\$14.48	69
Age 31	\$15.45	65
Age 32	\$16.48	61
Age 33	\$17.57	57
Age 34	\$18.74	53
Age 35	\$19.99	50
Age 36	\$21.32	47
Age 37	\$22.74	44
Age 38	\$24.25	41
Age 39	\$25.87	39
Age 40	\$27.59	36
Age 41	\$29.43	34
Age 42	\$31.38	32
Age 43	\$33.47	30
Age 44	\$35.70	28
Age 45	\$38.07	26
Age 46	\$40.60	25
Age 47	\$43.30	23
Age 48	\$46.18	22
Age 49	\$49.26	20
Age 50	\$52.53	19
Age 51	\$56.02	18
Age 52	\$59.75	17
Age 53	\$63.72	16
Age 54	\$63.00	16
Age 55	\$62.23	16
Age 56	\$61.42	16
Age 57	\$60.57	17
Age 58	\$59.68	17
Age 59	\$58.74	17

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Age 60	\$57.78	17
Age 61	\$56.77	18
Age 62	\$55.74	18
Age 63	\$54.67	18
Age 64	\$53.56	19
Age 65	\$52.41	19
Age 66	\$51.22	20
Age 67	\$49.99	20
Age 68	\$48.73	21
Age 69	\$47.45	21
Age 70	\$46.13	22

**The Trustees have the authority to modify this table from time to time for future leave transfers.*