

Police and Fire Pension Fund Benefit Plan Outline

Group IA

Group IB

Group II

Criteria for Group Status	Member of the Fund as of June 19, 2015 with 20 or more years of service	Member of the Fund as of June 19, 2015 with less than 20 years of service	Hired after June 19, 2015
Retirement Benefit	3% each year for 1st 20 years; 2% each additional year; based on last 2 years of pensionable pay.	3% each year for 1st 20 years; 2% each additional year; based on last 2 years of pensionable pay. If member has less than 5 years of service as of June 19, 2015, based on last 4 years of pensionable pay.	2.5% each year until 30 years of service (steep reductions for early retirement after 25 years); based on last 5 years of pensionable pay.
Active Member Contribution	8%; increases to 10% when across the board raises occur.	8%; increases to 10% when across the board raises occur.	10%
Normal Retirement	20 years of service at 60% of Final Average Earnings calculated based on last 2 years of pensionable pay (52 pay periods).	20 years of service at 60% of Final Average Earnings calculated based on last 2 years of pensionable pay (52 pay periods) for members with at least 5 years of service as of June 19, 2015; or last 4 years of pensionable pay (104 pay periods) for members with less than 5 years of service as of June 19, 2015.	30 years of service at 75% of Final Average Earnings calculated based on last 5 years of pensionable pay (130 pay periods); Pay up to \$99,999.99, adjusted for inflation annually.
Full Retirement	30 years of service at 80% of Final Average Earnings.	30 years of service at 80% of Final Average Earnings.	
Vesting	Vested at 5 years, commencing on date of eligible retirement (20 years).	Vested at 5 years, commencing on date of eligible retirement (20 years).	Vested at 10 years, commencing at age 62.
Survivor Benefit	75% of retiree's pension pay; \$200 per child per month benefit; orphan benefit 75% of pension pay.	75% of retiree's pension pay; \$200 per child per month benefit; orphan benefit 75% of pension pay.	75% of retiree's normal retirement pension pay; \$200 per child per month benefit; orphan benefit 75% of pension pay.
Retiree Cost-Of-Living-Adjustment (COLA)	3% annually each January commencing on first January after retirement.	Blended rate equal to 3% for service time prior to June 19, 2015, AND Social Security COLA (not to exceed 6%) for service time after June 19, 2015, commencing on first January after retirement.	Equal to Social Security COLA but not to exceed 1.5%, commencing on third January after retirement.
Disability	60% of last 2 years of pensionable pay (52 pay periods).	60% based on last 2 years of pensionable pay (52 pay periods) for members with more than 5 years of service as of June 19, 2015. If member has less than 5 years of service as of June 19, 2015, based on last 4 years of pensionable pay (104 pay periods).	50% of last 5 years of pensionable pay (130 pay periods).
Deferred Retirement Option Program (DROP)	Participation up to 5 years (130 pay periods) based on years of service; Available to members with 20 but not exceeding 32 years of service; 8.4% annual interest; 2% qualified member contributions during DROP participation.	Participation up to 5 years (130 pay periods) based on years of service; Available to members with 20 but not exceeding 32 years of service; Annual interest equal to actual performance of Fund measured and applied annually: 2% minimum to 14.4% maximum; 2% qualified member contributions during DROP participation.	BACKDROP only.
Share Plan	Amount determined annually at the discretion of the Board of Trustees from "Enhanced Benefits" credited to active members' accounts; Paid to members with 10 years of credited service at termination (including entry into DROP or retirement).	Amount determined annually at the discretion of the Board of Trustees from "Enhanced Benefits" credited to active members' accounts; Paid to members with 10 years of credited service at termination (including entry into DROP or retirement).	Amount determined annually at the discretion of the Board of Trustees from "Enhanced Benefits" credited to active members' accounts; Paid to members with 10 years of credited service at termination (or retirement).
Pre-Retirement Death Benefit	75% of Normal Retirement; \$200 per child per month benefit; orphan benefit 75% of Normal Retirement.	75% of Normal Retirement; \$200 per child per month benefit; orphan benefit 75% of Normal Retirement.	75% of Normal Retirement; \$200 per child per month benefit; orphan benefit 75% of Normal Retirement.

*This is an abbreviated summary of the Plan. Please see underlying law, City Ordinance 121 for the detailed Plan.