

# Highlights of Revised/Recommended Ballot Measure – Federated Retirement Plan

	Current Employees (Tier 1)	Opt In	Tier 2 New Employees (Defined Benefit Maximum)
Max Benefit	75% (Status Quo)	75%	65%
Accrual Rate	2.5% per year (Status Quo)	2.0% per year (future years only)	2.0% per year
Age/Years of Service	55 w/ 5 yrs.; or 30 yrs at any age (Status Quo)	Age 62 w/5 yrs. Increase in age phased in over 14 years 30 yrs. at any age – Increase by 6 months annually beginning 7/1/17	Age 65 w/5 yrs.
Final Average Salary Calculation	Highest 1 Year (Status Quo)	Highest 3 Years	Highest 3 Years
COLA	3% fixed (Status Quo)	Max 1.5% based on CPI	Max 1.5% based on CPI
Cost Sharing	Effective 6/23/13, employees who elect not to opt in to the lower level of benefits will have a compensation adjustment through additional retirement contributions up to a max. of 16% in 4% increments, but no more than 50% of the unfunded liability. This is in addition to the current cost sharing of the Normal Cost.	Normal Cost: City – 73% Employee – 27% (Status Quo)  Unfunded Liability: City – 100% Employee – 0% (Status Quo)	Costs will be shared 50/50 between the City and employees.  City may, but not be required to contribute to a defined contribution plan if the total City contribution does not exceed 9%.

Notes: This is a summary and does not include survivorship and disability benefits. See full ballot measure for complete details.

# Highlights of Revised/Recommended Ballot Measure – Police and Fire Retirement Plan

	Current Employees (Tier 1)	Opt In	Tier 2 New Employees (Defined Benefit Maximum)
Max Benefit	90% (Status Quo)	90%	65%
Accrual Rate	2.5% - 4.0% depending on years of service (Status Quo)	2.0% per year (future years only)	2.0% per year
Age/Years of Service	50 w/ 25 yrs; 55 w/20 yrs; or 30 yrs at any age (Status Quo)	Age 57 w/20 yrs. Increase in age phased in over 14 years 30 yrs. at any age – Increase by 6 months annually beginning 7/1/17	Age 60 w/10 yrs.
Final Average Salary Calculation	Highest 1 Year (Status Quo)	Highest 3 Years	Highest 3 Years
COLA	3% fixed (Status Quo)	Max 1.5% based on CPI	Max 1.5% based on CPI
Cost Sharing	Effective 6/23/13, employees who elect not to opt in to the lower level of benefits will have a compensation adjustment through additional retirement contributions up to a max. of 16% in 4% increments, but no more than 50% of the unfunded liability. This is in addition to the current cost sharing of the Normal Cost.	Normal Cost: City – 73% Employee – 27% (Status Quo)  Unfunded Liability: City – 100% Employee – 0% (Status Quo)	Costs will be shared 50/50 between the City and employees.  City may, but not be required to contribute to a defined contribution plan if the total City contribution does not exceed 9%.

Notes: This is a summary and does not include survivorship and disability benefits. See full ballot measure for complete details.