

Highlights of 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)	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 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)	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.