

General Government Pension Plans: Present & Proposed Hybrid

	Present System	Proposed Hybrid Plan
Vesting	5 Years	10 Years
Total Employee Contribution	6% of Total Pay	6% of Total Pay
Retirement Age	62 Rule of 80 DROP Option	63 No Rule of 80 No DROP Option
Defined Benefit Computation	2.1% times years of service for 2 years highest average pay No limit on benefit	2% times years of service for 5 years highest average pay Limited to \$40,000 (with limited CPI inflator)
Defined Contribution Computation	<i>Not Applicable</i>	8% City Contribution applied to all pay 6% Employee Contribution applied to all pay
Total Employee Retirement Benefit	2.1 % times years of service based on highest 2 years of pay No limit on Defined Benefit Commitment by City	The greater of: 2% times years of service based on highest 5 years of pay limited to \$40,000 (with limited CPI inflator) <i>or</i> The annuity value of the Defined Contribution

Police and Fire Pension Plans: Present & Proposed Hybrid

	Present System	Proposed Hybrid Plan
Vesting	5 Years	10 Years
Total Employee Contribution	6% of Total Pay	6% of Total Pay
Retirement Age	50 with 25 years of service DROP Option	56 with 25 years of service or 63 with 10 years of service No DROP Option
Defined Benefit Computation	2.5% times years of service for 2 years highest average pay No limit on benefit	2% times years of service for 5 years highest average pay Limited to \$40,000 (with limited CPI inflator)
Defined Contribution Computation	Not Applicable	10% City Contribution applied to all pay 6% Employee Contribution applied to all pay
Total Employee Retirement Benefit	2.5 % times years of service based on highest 2 years of pay No limit on Defined Benefit Commitment by City	The greater of: 2% times years of service based on highest 5 years of pay limited to \$40,000 (with limited CPI inflator) or The annuity value of the Defined Contribution