

**CITY OF TALLAHASSEE PENSION PROPOSAL
TO POLICE BENEVOLENT ASSOCIATION (PBA)**

Effective 10/01/2017 for all **Current DROP Participants:**

- No contributions to pension effective 10/01/2017.
- Continuation of 3% COLA while in DROP.

Effective 10/01/2017 for all **Current Employees Vested with 20 or more Years of Service and not currently in DROP:**

- No contributions to pension when employee enters DROP.
- No COLA while a participant is in DROP. This will affect all participants entering DROP on or after the effective date.
- Discontinue interest payment on the refund of employee pension contributions.
- 4% accrual rate will continue (if currently accrued by employee) per year with maximum 81%.
- COLA age 52 for all participants with a pension entry date earlier than January 1, 1998.

Effective 10/1/2017 for all **Vested Employees with less than 20 Years of Service:**

- No contributions to pension when employee enters DROP.
- No COLA while a participant is in DROP. This will affect all participants entering DROP on or after the effective date.
- Discontinue interest payment on the refund of employee pension contributions.
- Set pension accrual at 3% per year with a maximum of 81%.
- COLA age 62.

Effective 10/1/2017 for all **Non-Vested Employees or all Employees hired on or after 10/1/2017:**

- No contributions to pension when employee enters DROP.
- No COLA while a participant is in DROP. This will affect all participants entering DROP on or after the effective date.
- Discontinue interest payment on the refund of employee pension contributions.
- Set pension accrual at 3% per year with a maximum of 81%.
- COLA age 62.
- Increase Average Final Compensation from highest 3-year salary to highest 5-year salary.
- Increase vesting period from 5 years to 7 years.