**Class A (public safety officers, not participating in Social Security)**

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|  | **Age/years of svc to qualify for a normal (unreduced) retirement benefit** | **Benefit formula** | **Employee contribution rate** | **Cost-of-living adjustment** | **Notes** |
| **Burlington, VT police (hired after 12/08/10)** | 50/20 | 2.5%, rising gradually to 3.0% for attainment of 25 years of service | 10.8% | CPI up to 6% |  |
| **Burlington, VT fire (hired after 10/6/11)** | 50/25 | 2.65% | 10.8% | CPI up to 6% | Participants with average workweek of 53+ hours receive 1.17 years of credit for each year worked. Per the BERS administrator, most retiring firefighters qualify for this provision for all their years of service. |
| **Portland, ME police officers and firefighters** | 50/25, 65/5 | 2.0% | 7.0%, rising one-half of one percent each year until reaching 8.0% | CPI up to 3%, following 12 months of retirement | Per a MainePERS benefits officer, the benefits provided to Portland public safety officers are typical of those provided to other cities that participate in the plan. |
| **Massachusetts municipal** | 55/any | 2.5% for retirement at age 57, declining by 0.15% for each year of age under 57; reduction is less for retirees with 30+ years of service | 9.0% of first $30k in salary; 11.0% thereafter | Based on election of local retirement board; CPI up to 3% on first $12k of benefit | Max benefit is 80% of final average salary |
| **Connecticut municipal** | 55/5, any/15 | 2.0% | 5.0% | 60% of CPI up to 6% plus 75% of CPI above 6% | Reflects benefits for employees of the 14 non-Social Security cities that participate in the CT MERS |

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| **Ohio municipal** | 52/25 | 2.50% for first 20 years plus 2.0% for years 21-25 plus 1.5% for years 26-33 | 11.50%, rising to 12.25% July 1, 2015 | Lesser of 3% or CPI, simple, delayed until age 55 except for survivors and disabilitants | Reflects benefits for municipal employees from 500+ police departments and 300+ fire departments that participate in the Ohio Police & Fire Pension Fund. |
| **Nevada municipal** | 65/5, 60/10, 50/20, any/30 | 2.50% | Currently around 20% | Tied to CPI | Employees share the cost of the benefit equally with employers. All public employees in the state participate in the NV PERS. |
| **Springfield, IL firefighters** | 50/20 | 2.5% | 9.455% | Lesser of one-half of CPI or 3% |  |
| **Springfield, IL police** | 55/10 | 2.5% | 9.91% | Lesser of one-half of CPI or 3%, upon attainment of age 55 |  |

*Plan design details are based on information available on-line or via interviews with retirement system officials, and is believed to be accurate.*

**Class B (general employees, participating in Social Security)**

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|  | **Age/years of svc to qualify for a normal (unreduced) retirement benefit** | **Benefit formula** | **Employee contribution rate** | **Cost-of-living adjustment** | **Notes** |
| **Burlington, VT (IBEW workers hired since 10/30/12 and AFSCME workers hired after 6/7/11 and non-union workers hired since 1/1/06)** | 65/7 | 1.4% | 3.05% | Based on CPI up to 4% |  |
| **Vermont municipal** | 65/5, 55/35 | 1.4% | 2.5% | 50% of CPI, up to 2% per year | Reflects benefits for Group A participants, the largest benefits tier maintained by the VT MERS |
| **State of Vermont** | 65/5 or Rule of 87 | 1.67% | 6.40% thru 6/30/16; 5.10% thru 6/30/19; 4.85% thereafter | Based on CPI up to 5% | Max benefit is 60% of final salary |
| **New Hampshire municipal** | 65/any | 1.515% | 7.0% | Ad hoc as approved by legislature | Reflects benefits in place for employees of the 250+ cities and other political subdivisions that participate in the NH state system |
| **New York State municipal** | 63/10 | 1.66% for retirement with less than 20 years of service; 1.75% for 20 years of service; 2.0% for years of service above 20 | Based on salary: 3.0% on first $45k, rising incrementally to 6.0% for salary above $100k | One-half of CPI applied to first $18k of benefit; must be age 62 and retired 5 years, or 55 and retired 10 years to receive COLA; may not exceed 3% per year | Reflects benefits in place for employees of the 1000+ cities and other political subdivisions that participate in the NY state system |
| **New Jersey municipal** | 65/10 | 1.67% | 6.5%, rising gradually to 7.5% by 2018 | 60% of CPI, but was suspended in 2011 until plan funding level reaches 80%. Suspension is under legal challenge. | Reflects benefits in place for employees of the 1000+ cities and other political subdivisions that participate in the NJ state system |
| **Connecticut municipal** | 55/5, any/15 | 1.50% | 2.25% up to Social Security taxable wage base (approximately $115k), plus 5.0% thereafter | 60% of CPI up to 6% plus 75% of CPI above 6% | Reflects benefits in place for employees of the ~140 Social Security cities and other political subdivisions that participate in the CT MERS |

*Plan design details are based on information available on-line or via interviews with retirement system officials, and is believed to be accurate.*