

Benefit Provisions

Table 2

01 - Gnrl NonUn.: Open Division

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	3%	2%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
<i>Employer Contribution (Phase In)</i>	<i>32.07% eff 7/1/17</i>	<i>30.62% eff 7/1/16</i>

10 - General AFSCME: Closed to new hires, linked to Division 18

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
<i>Employer Contribution (Phase In)</i>	<i>\$69,708 monthly flat 7/1/17</i>	<i>\$65,035 eff 7/1/16</i>

11 - Gnl Transit: Closed to new hires, linked to Division HA

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
<i>Employer Contribution (Phase In)</i>	<i>\$18,015 monthly flat eff 7/1/17</i>	<i>\$16,948 eff 7/1/16</i>

Table 2 (continued)

12 - Gnrl BCSA: Closed to new hires, linked to Division 20

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	4.16%	4.16%
RS50% Percentage:	50%	50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
<i>Employer Contribution (Phase In)</i>	<i>\$65,178 monthly flat eff 7/1/17</i>	<i>\$63,841 eff 7/1/16</i>

13 - Gnrl Housing: Closed to new hires

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	1.50%	1.50%
DC Plan for New Hires:	12/1/2013	12/1/2013
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

14 - SEIU Local: Closed to new hires, linked to Division 19

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
<i>Employer Contributions (Phase In)</i>	<i>\$65,527 monthly flat eff 7/1/17</i>	<i>\$61,491 eff 7/1/16</i>

Table 2 (continued)

15 - City Mngr.: Open Division

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	50/25	50/25
	55/15	55/15
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Employee Contributions:	0%	0%
RS50% Percentage:	50%	50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
<i>Employer Contribution</i>	<i>375,837% eff 7/1/17</i>	<i>138,917% eff 7/1/16</i>

16 - Cntrl Disp.: Closed to new hires

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.50% Multiplier (80% max)	2.50% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	3 years	3 years
COLA for Future Retirees:	2.50% (Non-Compound)	2.50% (Non-Compound)
Employee Contributions:	7.20%	7.20%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

17 - Corr.Offrcs: Open Division

	2015 Valuation	2014 Valuation
Benefit Multiplier:	2.25% Multiplier (80% max)	2.25% Multiplier (80% max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	55/25	55/25
Early Retirement (Reduced):	50/25	50/25
	55/15	55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	3.12%	3.12%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)

Table 2 (continued)

18 - General AFSCME after 12/1/10: Open Division, linked to Division 10

	2015 Valuation	2014 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
	<i>Employer Contribution (Phase In) 4.95% eff 7/1/17</i>	<i>4.92% eff 7/1/16</i>

19 - Gen. SEIU hired after 7/1/2011: Open Division, linked to Division 14

	2015 Valuation	2014 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	5 years	5 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
	<i>Employer Contribution (Phase In) 4.87% eff 7/1/17</i>	<i>4.78% eff 7/1/16</i>

20 - Gen. BCSA hired after 1/1/2012: Open Division, linked to Division 12

	2015 Valuation	2014 Valuation
Benefit Multiplier:	1.50% Multiplier (no max)	1.50% Multiplier (no max)
Normal Retirement Age:	60	60
Vesting:	10 years	10 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	50/25 55/15	50/25 55/15
Final Average Compensation:	3 years	3 years
Employee Contributions:	2.50%	2.50%
Act 88:	Yes (Adopted 7/10/1973)	Yes (Adopted 7/10/1973)
	<i>Employer Contribution (Phase In) 5.22% eff 7/1/17</i>	<i>5.18% eff 7/1/16</i>

HA - GNL Trans hired after 3/1/10: Open Division, linked to Division 11

	2015 Valuation	2014 Valuation
Benefit Multiplier:	Hybrid Plan - 1.25% Multiplier	Hybrid Plan - 1.25% Multiplier
Normal Retirement Age:	60	60
Vesting:	6 years	6 years
Early Retirement (Unreduced):	-	-
Early Retirement (Reduced):	-	-
Final Average Compensation:	3 years	3 years
Employee Contributions:	0%	0%
Act 88:	Yes (Adopted 7/10/1983)	Yes (Adopted 7/10/1983)
	<i>Employer Contribution (Phase In) 6.65% eff 7/1/17</i>	<i>6.38% eff 7/1/16</i>