

## COMPARISON OF STATE RETIREMENT SYSTEMS – BENEFITS FOR FIREFIGHTERS

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State	Funding Status (As of)	Employee Contribution	Employer Contribution	Vesting (Years)	Final Average Salary (FAS) (Years)	Normal Retirement Eligibility (Age/Years of Service)	Benefit Formula	Benefit Cap	COLA	Line of Duty Death (LODD)	Social Security
Alabama	65.7% (9/30/2012)	7%	Varies by employer	10	5 highest	62/10	1.65%	80%	Ad hoc	No	Varies by employer
Alaska	N/A	8%	5%	2-5 gradual for employer contributions	N/A	N/A	Defined Contribution Plan	N/A	N/A	Yes	No
Arizona	57.1% (6/30/2013)	11.05%	Varies by employer	25	5 highest consecutive	52.5/25	62.5% for first 25 yrs; 2.5% (26-32)	80%; 32 yrs	Yes	Yes	No
Arkansas	65% (12/31/2012)	8.5%	Varies by employer	10	3 highest consecutive	60/10; 55/20; Any/28	Varies by plan elected by employer: 2.94% or 3.28%	100%	3%	Yes	No
California	82.6% (6/30/2011)	At least 50% of total normal cost or same contribution rate as similarly situated employees, whichever is greater	Varies by employer	5	3 highest consecutive	50/5	Varies by plan elected by employer and based upon age at retirement: 1.426% at age 50 up to 2% at age 57+; 2% at age 50 up to 2.5% or 2.7% at age 57+	No	Yes	Yes	Varies by employer
Colorado	97.9% (1/1/2013)	8%	8%	5	3 highest	55/25	2% (1-10); 2.5% (11+)	No	Ad hoc	Yes	No
Connecticut	85.03% (7/1/2012)	2.25% up to SS taxable wage base plus 5% in excess of base (with SS) or 5% (without SS)	16.96% (with SS) or 16.01% (without SS)	5	3 highest	55/5 (continuous active service); 55/15 (non-continuous active service; Any/25)	2% (with SS and under age 62); recalculated to 1.5% up to earnings breakpoint [\$65,300 in 2013] plus 2% in excess of breakpoint  2% (without SS)	100%	CPI; 2.5% min to 6% max	No	Varies by employer
Delaware	96.2% (6/30/2012)	7%	15.52%	5	3 highest consecutive	62/5; Any/20; Rule of 75 with min 10 yrs	2.5% (1-20); 3.5% (21+)	No	Yes	Yes	No data
Florida	85.44% (7/1/2013)	3%	19.06%	8	8 highest	60/8; Any/30; 57/30	3%	100%	No	Yes	Yes
Georgia	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

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Hawaii	59.2% (6/30/2012)	14.2%	22%	10	5 highest	60/10; 55/25	2.25%	80%	1.5%	Yes	No
Idaho	84.7% (7/1/2012)	8.36%	28.9%	5	3.5 highest consecutive	60/5	2.3%	Yes	Yes	Yes	Yes
Illinois	N/A	9.455%	Varies by employer	10	8 highest consecutive	55/10	2.5%	75%; 30 yrs	Lesser of 3% or one-half CPI	Yes	No data
Indiana	91.9% (6/30/2012)	6%	19.7%	20	Base salary of first-class firefighter + longevity increases for 20 yrs or less	52/20	50% base salary of first-class firefighter + 2% (21-32)	74%; 32 yrs	CPI; 3% max	Yes	No
Iowa	73.9% (7/1/2013)	9.4%	30.41%	4	3 highest	55/22	66% for first 22 yrs; 2% (23-30)	82%; 30 yrs	1.5%	Yes	No data
Kansas	66.5% (12/31/2012)	7.15%	21.36%	15	3 highest	50/25; 55/20; 60/15	2.5%	90%; 36 yrs	No	Yes	Varies by employer
Kentucky	N/A Hybrid Cash Balance Plan	8% (plus 1% for retiree health ins.)	7.5%	5 for employer contributions	N/A	60/5; Any/25	Balance of employee's account (accumulated employee/employer contributions) + guaranteed 4% interest + 75% of investment returns above 4%	N/A	Ad hoc	Yes	No data
Louisiana	71.66% (6/30/2012)	8-10%	28.25% or 30.25%	12	3 highest consecutive	55/12; 50/20; Any/25	3-1/3%	100%	Yes	Yes	Varies by employer
Maine	86.85% (6/30/2012)	6.5%, 7.5%, or 8%	3.8-12.8%	5	3 highest	Varies based on plan elected by employer: Any/20; Any/25; 55/25	Varies based on plan elected by employer: 2%-2.67%	No	CPI; 4% max (if elected by employer)	Yes	Varies by employer
Maryland	54.38% (6/30/2013)	7%	30.45%	10	5 highest consecutive	50/10; Any/25	2%	60%; 30 yrs	Yes	Yes	No data
Massachusetts	N/A No statewide system	9%	Varies by employer	No min	5 highest consecutive	55/1	Varies based upon age at retirement: 1.45% at age 50 up to 2.5% at age 57+	80%	Ad hoc	Yes	No
Michigan	80% (12/31/2012)	0-10%	Varies by employer	6-10 (varies by employer)	3 or 5 highest consecutive	Varies based on plan elected by employer	Varies based on plan elected by employer: 1.3%-2.5%	Yes (based on plan)	Varies by employer	Yes	Varies by employer

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Minnesota	81.23% (7/1/2013)	10.2%	15.3%	5-10 gradual	5 highest consecutive	55/20; 65/1	3%	No	Yes	Yes	No
Mississippi	57.7% (6/30/2013)	9%	16.29%	8	4 highest	60/8; Any/30	2% (1-30); 2.5% (31+)	No	Yes	Yes	No data
Missouri	86.5% (2/28/2013)	0% or 4%	Varies by employer	5	3 or 5 highest consecutive	55/5; Rule of 80	Varies based on plan elected by employer: 1%-2.5%	No	CPI; 4% max	Yes	No data
Montana	66.4% (6/30/2013)	10.7%	46.97%	5	3 highest consecutive	Any/20; 50/5	2.5%	No	3%	Yes	No
Nebraska	N/A DC Plan	6.5%	13%	4-7 gradual for employer contributions	N/A	N/A	N/A	N/A	N/A	N/A	No
Nevada	70.1% (6/30/2012)	0% or 20.75%	20.75% or 40.5%	5	3 highest consecutive	65/5; 60/10; 50/20; Any/30	2.5%	75%; 30 yrs	Yes	Yes	No
New Hampshire	56.1% (6/30/2012)	11.8%	27.74%	10	5 highest	52.5/25; 60/Any	2%	Yes	Ad hoc	Yes	No
New Jersey	74.6% (7/1/2012)	10%	Varies by employer	10	3 highest	55/10; Any/25	Less than 20 yrs: 2% 20 yrs but less than 25: 50% of FAS 25 yrs but less than 30 (Special Retirement): 60% of FAS + 1% (26-30) 30 or more yrs: 2% (1-30); 1% (31+)	Yes	No	Yes	No
New Mexico	72.9% (6/30/2013)	17.7%	21.25%	6	5 highest consecutive	Any/25; 60/6	3%	90%; 30 yrs	2%	Yes	No data
New York	87.9% (4/1/2012)	3-6%	Varies by employer	10	5 highest consecutive	62/10 Special Plans: Any/20; Any/25	With 20 yrs: 2% (75% max benefit) With less than 20 yrs: 1.66%	Yes	Yes	Yes	Yes
North Carolina	99.8% (12/31/2011)	6%	7.07% plus accrued liability (varies by employer)	5	4 highest	65/5; 60/25; Any/30	1.85%	No	Yes	No	Varies by employer
North Dakota	65.1% (7/1/2012)	6%	6.12%	3 or age 65	36 highest months (may be non-consecutive) in last 180	65/Any; Rule of 85	2%	No	No	No	No data

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Ohio	64.2% (1/1/2013)	10.75%	24%	15	5 highest	52/25	2.5% (1-20); 2% (21-25); 1.5% (26-33)	72%; 33 yrs	CPI; 3% max	Yes	No
Oklahoma	58.8% (7/1/2013)	9%	14% plus state contribution	11	2.5 highest consecutive	50/22	2.5%	75%; 30 yrs	Ad hoc	Yes	No
Oregon	82% (12/31/2011)	6% placed in Defined Contribution Plan account	21.62%	5 or age 60 (normal retirement)	3 highest consecutive	60/Any; 53/25	1.8%	No	CPI; 2% max	Yes	Varies by employer
Pennsylvania	103.8% (1/1/2012)	0-8%	Varies by employer	12	3, 4, or 5 highest consecutive	55/12	Benefit composed of (1) municipal annuity and (2) member's annuity: (1) 1% of FAS x yrs of service; (2) present value equal to member's accumulated deductions (member contributions and credited interest)	50% (municipal annuity cap)	Yes	No (employer option)	No data
Rhode Island	82.5% (6/30/2012)	7% or 8%	Varies by employer	5	5 highest consecutive	55/25	2%	75%; 37.5 yrs	Yes	Yes	No data
South Carolina	71.1% (7/1/2012)	7.5%	12.5%	8	5 highest consecutive	55/8; Any/27	2.14%	No	Yes	Yes (if elected by employer)	No data
South Dakota	92.6% (6/30/2012)	8%	8%	3	3 highest consecutive	55/3	2%	No	Yes	No	No data
Tennessee	91.54% (7/1/2011)	0% or 5%	Varies by employer	5 or 10	5 highest consecutive	60/5; Any/30	1.5% up to SSIL; 1.75% over SSIL Social Security Integration Level (SSIL) in 2013 is \$64,800	90% (employer may elect higher cap)	CPI; 3% max (if elected by employer)	Yes	Varies by employer
Texas	87.2% (12/31/2012) Cash Balance Plan	5%, 6%, or 7%	Varies by employer	5 or 10	N/A	Varies based on plan elected by employer - 60/5; 60/10; Any/20; Any/25	Cash balance plan that provides lifetime annuity based on employee's account balance	No	Yes (if elected by employer)	No	Varies by employer
Utah	77.1% (1/1/2013)	Amount (if any) of pension contribution rate that exceeds 12% employer rate	12%	4	5 highest	65/4; Any/25; 62/10; 60/20	1.5%	No	Yes	Yes	Varies by employer
Vermont	84.4% (7/1/2013)	4.625%, 9.375%, or 11.125%	5.125%, 6.625%, or 9.625%	5	2 or 3 highest consecutive	Varies based on plan elected by employer: 62/5; 55/30; 55/5	Varies based on plan elected by employer: 1.7% or 2.5%	50% or 60%	50% of CPI; 3% max	Yes	No data
Virginia	73.4% (6/30/2012)	5%	Varies by employer	5	5 highest consecutive	60/5; 50/25	1.85%	No	Yes	Yes	Yes

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Washington	119% (6/30/2012)	8.41%	8.41%	5	5 highest consecutive	53/5	2%	No	CPI; 3% max	Yes	No
West Virginia	Not Available	8.5%	8.5%	5	5 highest consecutive	In service: Rule of 70 with min age 50; 60/10 Out of service: 50/20; 62/5	2.75% (1-20); 2% (21-25); 1% (26-30)	70%; 30 yrs	No	Yes	No data
Wisconsin	99.9% (12/31/2012)	7%	10.1% (with SS) or 13.7% (without SS)	5	3 highest consecutive	54/5; 53/25	2% with Social Security; 2.5% without Social Security	65% (with SS) or 85% (without SS)	Yes	No	Varies by employer
Wyoming	106.8% (1/1/2013)	8.725%	12%	4	3 highest consecutive	50/4	2.8%	70%; 25 yrs	Ad hoc	Yes	No