

Article 9: Other Post-Employment and Health-Related Benefits

(“Other Post-Employment and Health-Related Benefits”

added 10-18-2011 by O-20105 N.S.)

Division 1: Post-Employment Health Benefits for Eligible Employees Who Retire After March 31, 2012

(“Post-Employment Health Benefits for Eligible Employees

Who Retire After March 31, 2012” added 10-18-2011 by O-20105 N.S.)

§ 29.0101 Post-Employment Health Benefits Not Part of Retirement System

The post-employment health benefits described in this Article are not part of the City Employees’ Retirement System established under San Diego Charter Article IX. Therefore, the vote requirements set forth in San Diego Charter section 143.1 do not apply to these benefits.

(“Post-Employment Health Benefits Not Part of Retirement System “added 10-18-2011 by O-20105 N.S.; effective 11-17-2011.)

§ 29.0102 Definitions

Unless otherwise stated, for purposes of this Article:

“*Base Compensation*” has the same meaning as set forth in San Diego Municipal Code section 24.0103.

““*DC Plan Account*” means the *Member’s* individual account within the *Retiree Medical Trust*.

“*Deferred Member*” means a *Member* who leaves his or her employee contributions on deposit with the *Retirement System* after terminating City employment.

“*DROP*” has the same meaning as set forth in San Diego Municipal Code section 24.0103.

“*Elected Officer*” has the same meaning as set forth in San Diego Municipal Code section 24.0103.

“*General Member*” has the same meaning as set forth in San Diego Municipal Code section 24.0103.

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“*Member*” has the same meaning as set forth in San Diego Municipal Code section 24.0103.

“*MOUs*” means the 15-year Memoranda of Understanding between the City and its six recognized employee organizations concerning the post-employment health benefits set forth in this Division, which were approved by the City Council on February 7, 2012, by adoption of San Diego Ordinances O-20130, O-20131, O-20132, O-20133, O-20134, and O-20135, and modified on June 26, 2012, by adoption of San Diego Ordinances O-20169, O-20170, O-20171, O-20172, O-20173, and O-20174. Except as otherwise specified in the *MOUs* or in this Division, the terms of the *MOUs* apply to unrepresented employees.

“*Retiree Medical Trust*” means:

1. As to a *Member* represented by the International Association of Firefighters, Local 145 (Local 145), *Retiree Medical Trust* means the “Southern California Firefighters Benefit Trust,” or any successor trust established to administer the Option C employer contributions (described in section 29.0103(d)) made on behalf of employees represented by Local 145, and any employee contributions made by such employees pursuant to a memorandum of understanding between the City and the applicable employee organization.
2. As to a *Member* represented by the San Diego Municipal Employees Association (MEA), the American Federation of State County, and Municipal Employees, Local 127 (AFSCME, Local 127), the International Brotherhood of Teamsters, Local 911 (Teamsters, Local 911), the Deputy City Attorneys Association (DCAA), or the San Diego Police Officers Association (POA), *Retiree Medical Trust* means the “San Diego City Employees Retiree Medical Trust,” or any successor trust established to administer the Option C employer contributions (described in section 29.0103(d)) made on behalf of employees represented by those employee organizations, and any employee contributions made by such employees pursuant to a memorandum of understanding between the City and the applicable employee organization.
3. As to a *Member* who is not represented by any of the City’s recognized employee organizations on the date the *Member* first becomes eligible to retire based on age and *Service Credit*, *Retiree Medical Trust* means the retiree medical trust, the plan documents for which are on file in the Office of the City Clerk as Document No. RR-307348, or any successor trust established by the City to administer the Option C benefits (described in section 29.0103(d)) for unrepresented *Members*.

4. As to a *Deferred Member* who left City employment on or before March 31, 2012, and who is not employed by the City and was not represented by one of the City's recognized employee organizations on the date the *Member* first becomes eligible to retire based on age and *Service Credit*, *Retiree Medical Trust* means the retiree medical trust, the plan documents for which are on file in the Office of the City Clerk as Document No. RR-307348, or any successor trust established by the City to administer the Option C benefits (described in section 29.0103(d)) for unrepresented *Members*.

“*Retirement System*” or “*System*” has the same meaning as set forth in San Diego Municipal Code section 24.0103.

“*Safety Member*” has the same meaning as set forth in San Diego Municipal Code section 24.0103.

“*Service Credit*” means service rendered for compensation as a City employee or officer, only when the employee or officer is receiving compensation from the City and is a *Member* of the *Retirement System* and contributing to the *System*. *Service Credit* includes service purchased by a *Member* pursuant to Chapter 2, Article 4, Division 13, but does not include service with another agency, including a reciprocal agency.

Service Retirement means, for *Safety Members* and *General Members*, a retirement based upon *Service Credit* and age under Chapter 2, Article 4, Division 4, and for *Elected Officers*, means a retirement under section 24.1704.

“*Surviving Spouse*” has the same meaning as set forth in San Diego Municipal Code section 24.0103.

(“*Definitions* “ added 10-18-2011 by O-20105 N.S.; effective 11-17-2011.)

(Amended 11-27-2012 by O-20226 N.S.; effective 12-27-2012.)

(Amended 6-10-2014 by O-20376 N.S.; effective 7-10-2014.)

§ 29.0103 Post-Employment Health Benefit Options for Eligible Members Who Retire on or after April 1, 2012

- (a) The City provides three post-employment health benefit options for eligible *General Members* and *Safety Members* who began City employment before July 1, 2005 and retire on or after April 1, 2012. The eligibility requirements for each option are set forth in this section, along with a description of the benefits and the employer and employee contributions associated with each option. *Members* who are eligible for one or more of the post-employment health benefit options set forth in this section must irrevocably elect a benefit option on or before May 18, 2012, or within fourteen calendar days of returning to work if the *Member* was on an extended leave of absence during the election period.
- (b) Option A - Defined Health Benefit.
- (1) Eligibility. To be eligible for Option A, a *General Member* or *Safety Member* must:
- (A) have started work for the City before July 1, 2005,
- (B) be on City payroll on April 1, 2012,
- (C) remain employed by the City until retiring from City service, and
- (D) have twenty-five or more years of *Service Credit* or be eligible for a *Service Retirement* on or before April 1, 2012.
- (2) Benefit Description. A *General Member* or *Safety Member* who qualifies for and timely elects Option A, or is placed into Option A by default, may obtain post-employment health coverage under any available City-sponsored health insurance plan or any other health insurance plan of their choice. The *Member* will be paid or reimbursed his or her health insurance premiums up to the Option A annual retiree health allowance, which is set at \$8,883.24 for Fiscal Year 2013, and will increase by two percent annually beginning July 1, 2013.

- (3) Employee Contributions. *Members* who are eligible for and elect Option A must make contributions during the course of their employment. An eligible *General Member* must contribute \$32.11 per biweekly pay period, and an eligible *Safety Member* must contribute \$33.75 per biweekly pay period. These contributions will be deducted post-tax from the *Member*'s biweekly paycheck beginning with the pay period ending on May 25, 2012. The City will deposit these contributions immediately into a fund designated by the City and used exclusively to pay Health Eligible Retiree Benefits, under Chapter 2, Article 4, Division 12, and Post-Employment Retiree Health Benefits, under this Division. The contributions will end upon the *Member*'s retirement. An eligible *Member* who elects Option A may not thereafter change this election for any reason, including actual financial hardship. In addition, no *Member* will receive a refund of their contributions for any reason.
- (4) Minimum Time Period for Employee Contributions for Certain Members. *Members* who on April 1, 2012 are represented either by Local 127, American Federation of State, County and Municipal Employees (Local 127), or the San Diego Police Officers Association (SDPOA) must make the employee contributions described in subsection (b)(3) for a minimum of twelve months before they retire in order to qualify for the two percent annual increases. If the *Member* does not contribute for the full twelve months, the *Member* will be eligible for the Option A benefit, but with no annual increases. However, if a *Member* covered by this subsection is in *DROP* on April 1, 2012, and has signed an irrevocable agreement requiring the *Member* to leave City employment before April 15, 2013, then the *Member* may pay any remaining Option A employee contributions in a lump sum upon terminating employment.
- (5) A *Member* who is eligible for Option A may instead make an irrevocable election of Option B or C on or before May 18, 2012, or within fourteen days of returning to work if the *Member* is on an extended leave of absence during the election period.
- (6) If a *Member* who timely elects Option A, terminates City employment before retirement, and becomes a *Deferred Member*, the *Member* will no longer be eligible for Option A, and will instead receive Option C.

- (c) Option B - Defined Health Benefit.
- (1) Eligibility. To be eligible for Option B, a General Member or Safety Member must:
- (A) have started work for the City before July 1, 2005,
- (B) be on City payroll on April 1, 2012, and
- (C) remain employed by the City until retiring from City service.
- (2) Benefit Description. A General Member or Safety Member who qualifies for and timely elects Option B, may obtain post-employment health coverage under any available City-sponsored health insurance plan or any other health insurance plan of their choice. The Member will be paid or reimbursed their health insurance premiums up to \$5,500 per year. There will be no annual adjustment of this amount.
- (3) Employee Contributions. Members who are eligible for and elect Option B must make contributions during the course of their employment. An eligible General Member must contribute \$16.05 per biweekly pay period, and an eligible Safety Member must contribute \$17.04 per biweekly pay period. These contributions will be deducted post-tax from the Member's biweekly paycheck beginning with the pay period ending on May 25, 2012, and will end upon retirement. The City will deposit these contributions immediately into a fund used exclusively to pay Health Eligible Retiree Benefits, under Chapter 2, Article 4, Division 12, and Post-Employment Retiree Health Benefits, under this Division. An eligible Member who elects Option B may not thereafter change this election for any reason, including actual financial hardship. In addition, no Member will receive a refund of their contributions for any reason.
- (4) If a Member who timely elects Option B, terminates City employment before retirement, and becomes a Deferred Member, the Member will no longer be eligible for Option B, and will instead receive Option C.

- (d) Option C - Defined Contribution-Style Health Plan.
- (1) Eligibility. Option C is available to *General Members* and *Safety Members* who:
- (A) were hired before July 1, 2005, and
- (B) are either on City payroll or a *Deferred Member* on April 1, 2012.
- (2) Benefit Description. When a *Member* who qualifies for and timely elected Option C, or was placed in Option C by default, first becomes eligible to retire based upon age and *Service Credit*, the City will deposit into the *Member's DC Plan Account* the amount the City's actuary, Buck Consultants, has projected will yield \$8,500 annually during the *Member's* life expectancy after retirement. The Option C employer contribution amount for a *Member* who has at least 20 years of *Service Credit* on the date the *Member* first becomes eligible for a *Service Retirement*, is set forth in Table 1 of this section. The funds in a *Member's DC Plan Account* may only be used to reimburse post-employment qualified medical expenses of the *Member*, the *Member's* spouse or surviving spouse (as defined by federal law), and the *Member's* dependents (as defined by Internal Revenue Code sections 152 and 105(b)). Once the retired *Member*, any surviving spouse, and all dependents are deceased, any balance remaining in the retired *Member's DC Plan Account* will be forfeited to the *Retiree Medical Trust*.

Table 1 of section 29.0103
INITIAL FUNDING BASED ON AGE AND SERVICE OF
INDIVIDUAL AT FUNDING

General Members			Safety Members		
20 Years of Service at Age			20 Years of Service at Age		
Age	Female	Male	Age	Female	Male
55	\$101,504	\$98,987	50	\$105,765	\$103,606
56	\$100,068	\$97,415	51	\$104,559	\$102,289
57	\$98,567	\$95,777	52	\$103,288	\$100,897
58	\$96,996	\$94,060	53	\$101,949	\$99,427
59	\$95,349	\$92,266	54	\$100,545	\$97,887
60	\$93,626	\$90,390	55	\$99,079	\$96,284
61	\$91,829	\$88,433	56	\$97,545	\$94,605
62	\$89,962	\$86,401	57	\$95,939	\$92,852
63	\$88,024	\$84,291	58	\$94,260	\$91,020
64	\$86,019	\$82,113	59	\$92,511	\$89,110
65	\$83,936	\$79,850	60	\$90,696	\$87,130
66	\$82,289	\$78,021	61	\$88,814	\$85,078
67	\$80,607	\$76,162	62	\$86,871	\$82,962
68	\$78,879	\$74,259	63	\$84,855	\$80,768
69	\$77,104	\$72,296	64	\$82,766	\$78,498
70	\$75,283	\$70,283	65	\$80,607	\$76,163
71	\$73,440	\$68,223	66	\$78,879	\$74,259
72	\$71,550	\$66,113	67	\$77,105	\$72,297
73	\$69,630	\$63,958	68	\$75,283	\$70,284
74	\$67,671	\$61,767	69	\$73,440	\$68,224
75	\$65,684	\$59,543	70	\$71,550	\$66,113
76	\$63,651	\$57,312	71	\$69,631	\$63,959
77	\$61,584	\$55,058	72	\$67,672	\$61,767
78	\$59,504	\$52,802	73	\$65,685	\$59,544
79	\$57,398	\$50,551	74	\$63,651	\$57,312
80	\$55,272	\$48,313	75	\$61,584	\$55,058

- (3) Although the City is obligated to fund the *Member's DC Plan Account* when the *Member* first becomes eligible to retire, based on age and *Service Credit*, the *Member* is not required to retire at that time.

- (4) The City will make its Option C contributions as soon as administratively feasible once the *Member* first becomes eligible to retire, based on age and *Service Credit*, and no later than 60 days after the eligibility date. These employer contributions vest immediately once they become due.
- (5) Employee Contributions. There will be no required employee contributions associated with Option C, unless the applicable *MOU* or *Retiree Medical Trust* provides for mandatory employee contributions to provide a higher benefit than the one described in subsection (d)(2).
- (e) If a *Member* who is eligible for and elects Option A or B under this section retires on a *Service Retirement* with less than 20 years of *Service Credit*, the *Member*'s post-employment health benefit will be reduced and the *Member* will receive a percentage of the benefit as set forth in Table 2, below:

Table 2 of section 29.0103

Years of Service Credit	Percentage of Post-Employment Health Benefit
10	50%
11	55%
12	60%
13	65%
14	70%
15	75%
16	80%
17	85%
18	90%
19	95%
20	100%

- (f) If a *Member* covered by Option C first becomes eligible for a *Service Retirement* when he or she has at least ten years but less than 20 years of *Service Credit*, the City will make an irrevocable contribution to the *Member*'s *DC Plan Account*, as required in section 24.0103(d)(2). The City's initial contribution will be in the amount set forth in Table 3-A of this section if the *Member* is a *General Member*, or Table 3-C of this section if the *Member* is a *Safety Member*. If the *Member* continues to work for the City, the City will make additional annual contributions to the *Member*'s *DC Plan Account* in the amounts set forth in Table 3-B of this section if the *Member* is a *General Member*, or Table 3-D of this section if the *Member* is a *Safety Member*, for each full year of *Service Credit* the *Member* accrues, until the *Member* retires from City service or has 20 years of *Service Credit*, whichever comes first.

Table 3-A of section 29.0103

General Members
INITIAL FUNDING BASED ON AGE AND SERVICE OF INDIVIDUAL AT FUNDING
Years of Service - Females

Age	10	11	12	13	14	15	16	17	18	19
62	\$44,981	\$49,479	\$53,977	\$58,475	\$62,973	\$67,471	\$71,969	\$76,467	\$80,965	\$85,463
63	\$44,012	\$48,413	\$52,814	\$57,215	\$61,616	\$66,018	\$70,419	\$74,820	\$79,221	\$83,622
64	\$43,009	\$47,310	\$51,611	\$55,912	\$60,213	\$64,514	\$68,815	\$73,116	\$77,417	\$81,718
65	\$41,968	\$46,164	\$50,361	\$54,558	\$58,755	\$62,952	\$67,148	\$71,345	\$75,542	\$79,739
66	\$41,144	\$45,258	\$49,373	\$53,487	\$57,602	\$61,716	\$65,831	\$69,945	\$74,060	\$78,174
67	\$40,303	\$44,333	\$48,364	\$52,394	\$56,424	\$60,455	\$64,485	\$68,515	\$72,546	\$76,576
68	\$39,439	\$43,383	\$47,327	\$51,271	\$55,215	\$59,159	\$63,103	\$67,047	\$70,991	\$74,935
69	\$38,552	\$42,407	\$46,262	\$50,117	\$53,972	\$57,828	\$61,683	\$65,538	\$69,393	\$73,248
70	\$37,641	\$41,405	\$45,169	\$48,933	\$52,698	\$56,462	\$60,226	\$63,990	\$67,754	\$71,518
71	\$36,720	\$40,392	\$44,064	\$47,736	\$51,408	\$55,080	\$58,752	\$62,424	\$66,096	\$69,768
72	\$35,775	\$39,352	\$42,930	\$46,507	\$50,085	\$53,662	\$57,240	\$60,817	\$64,395	\$67,972
73	\$34,815	\$38,296	\$41,778	\$45,259	\$48,741	\$52,222	\$55,704	\$59,185	\$62,667	\$66,148
74	\$33,835	\$37,219	\$40,602	\$43,986	\$47,369	\$50,753	\$54,136	\$57,520	\$60,903	\$64,287
75	\$32,842	\$36,126	\$39,410	\$42,694	\$45,978	\$49,263	\$52,547	\$55,831	\$59,115	\$62,399
76	\$31,825	\$35,008	\$38,190	\$41,373	\$44,555	\$47,738	\$50,920	\$54,103	\$57,285	\$60,468
77	\$30,792	\$33,871	\$36,950	\$40,029	\$43,108	\$46,188	\$49,267	\$52,346	\$55,425	\$58,504
78	\$29,752	\$32,727	\$35,702	\$38,677	\$41,652	\$44,628	\$47,603	\$50,578	\$53,553	\$56,528
79	\$28,699	\$31,568	\$34,438	\$37,308	\$40,178	\$43,048	\$45,918	\$48,788	\$51,658	\$54,528
80	\$27,636	\$30,399	\$33,163	\$35,926	\$38,690	\$41,454	\$44,217	\$46,981	\$49,744	\$52,508

Years of Service – Males

Age	10	11	12	13	14	15	16	17	18	19
62	\$43,200	\$47,520	\$51,840	\$56,160	\$60,480	\$64,800	\$69,120	\$73,440	\$77,760	\$82,080
63	\$42,145	\$46,360	\$50,574	\$54,789	\$59,003	\$63,218	\$67,432	\$71,647	\$75,861	\$80,076
64	\$41,056	\$45,162	\$49,267	\$53,373	\$57,479	\$61,584	\$65,690	\$69,796	\$73,901	\$78,007
65	\$39,925	\$43,917	\$47,910	\$51,902	\$55,895	\$59,887	\$63,880	\$67,872	\$71,865	\$75,857
66	\$39,010	\$42,911	\$46,812	\$50,713	\$54,614	\$58,515	\$62,416	\$66,317	\$70,218	\$74,119
67	\$38,081	\$41,889	\$45,697	\$49,505	\$53,313	\$57,121	\$60,929	\$64,737	\$68,545	\$72,353
68	\$37,129	\$40,842	\$44,555	\$48,268	\$51,981	\$55,694	\$59,407	\$63,120	\$66,833	\$70,546
69	\$36,148	\$39,762	\$43,377	\$46,992	\$50,607	\$54,222	\$57,836	\$61,451	\$65,066	\$68,681
70	\$35,141	\$38,655	\$42,169	\$45,683	\$49,198	\$52,712	\$56,226	\$59,740	\$63,254	\$66,768
71	\$34,111	\$37,522	\$40,933	\$44,344	\$47,756	\$51,167	\$54,578	\$57,989	\$61,400	\$64,811
72	\$33,056	\$36,362	\$39,667	\$42,973	\$46,279	\$49,584	\$52,890	\$56,196	\$59,501	\$62,807
73	\$31,979	\$35,176	\$38,374	\$41,572	\$44,770	\$47,968	\$51,166	\$54,364	\$57,562	\$60,760
74	\$30,883	\$33,971	\$37,060	\$40,148	\$43,236	\$46,325	\$49,413	\$52,501	\$55,590	\$58,678
75	\$29,771	\$32,748	\$35,725	\$38,702	\$41,680	\$44,657	\$47,634	\$50,611	\$53,588	\$56,565
76	\$28,656	\$31,521	\$34,387	\$37,252	\$40,118	\$42,984	\$45,849	\$48,715	\$51,580	\$54,446
77	\$27,529	\$30,281	\$33,034	\$35,787	\$38,540	\$41,293	\$44,046	\$46,799	\$49,552	\$52,305
78	\$26,401	\$29,041	\$31,681	\$34,321	\$36,961	\$39,601	\$42,241	\$44,881	\$47,521	\$50,161
79	\$25,275	\$27,803	\$30,330	\$32,858	\$35,385	\$37,913	\$40,440	\$42,968	\$45,495	\$48,023
80	\$24,156	\$26,572	\$28,987	\$31,403	\$33,819	\$36,234	\$38,650	\$41,066	\$43,481	\$45,897

**Table 3-B of section 29.0103
General Members**

Age at Initial Funding	ADDITIONAL ANNUAL FUNDING FOR THOSE WITH LESS THAN 20 YEARS OF SERVICE AT INITIAL FUNDING									
	Annual Funding for Additional Years of Service up to 20 – Females									
1	2	3	4	5	6	7	8	9	10	
62	\$4,401	\$4,300	\$4,196	\$4,114	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577
63	\$4,300	\$4,196	\$4,114	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481
64	\$4,196	\$4,114	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383
65	\$4,114	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284
66	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182
67	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079
68	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975
69	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869
70	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763
71	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656
72	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549
73	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441
74	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334
75	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227
76	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124
77	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025
78	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025	\$1,932
79	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025	\$1,932	\$1,843
80	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025	\$1,932	\$1,843	\$1,761

Age at Initial Funding	Annual Funding for Additional Years of Service up to 20 – Males									
	1	2	3	4	5	6	7	8	9	10
62	\$4,214	\$4,105	\$3,992	\$3,901	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305
63	\$4,105	\$3,992	\$3,901	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197
64	\$3,992	\$3,901	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088
65	\$3,901	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977
66	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865
67	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752
68	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640
69	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527
70	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415
71	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304
72	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196
73	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091
74	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988
75	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889
76	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792
77	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698
78	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698	\$1,609
79	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698	\$1,609	\$1,526
80	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698	\$1,609	\$1,526	\$1,448

**Table 3-C of section 29.0103
Safety Members**

INITIAL FUNDING BASED ON AGE AND SERVICE OF INDIVIDUAL AT FUNDING

Years of Service - Females

Age	10	11	12	13	14	15	16	17	18	19
55	\$49,539	\$54,493	\$59,447	\$64,401	\$69,355	\$74,309	\$79,263	\$84,217	\$89,171	\$94,125
56	\$48,772	\$53,649	\$58,527	\$63,404	\$68,281	\$73,158	\$78,036	\$82,913	\$87,790	\$92,667
57	\$47,969	\$52,766	\$57,563	\$62,360	\$67,157	\$71,954	\$76,751	\$81,547	\$86,344	\$91,141
58	\$47,130	\$51,843	\$56,556	\$61,269	\$65,982	\$70,695	\$75,408	\$80,121	\$84,834	\$89,547
59	\$46,255	\$50,880	\$55,506	\$60,131	\$64,757	\$69,383	\$74,008	\$78,634	\$83,259	\$87,885
60	\$45,347	\$49,882	\$54,417	\$58,952	\$63,486	\$68,021	\$72,556	\$77,091	\$81,626	\$86,160
61	\$44,407	\$48,847	\$53,288	\$57,729	\$62,169	\$66,610	\$71,051	\$75,492	\$79,932	\$84,373
62	\$43,435	\$47,778	\$52,122	\$56,465	\$60,809	\$65,152	\$69,496	\$73,840	\$78,183	\$82,527
63	\$42,427	\$46,670	\$50,912	\$55,155	\$59,398	\$63,641	\$67,883	\$72,126	\$76,369	\$80,611
64	\$41,383	\$45,521	\$49,659	\$53,797	\$57,936	\$62,074	\$66,212	\$70,351	\$74,489	\$78,627
65	\$40,303	\$44,333	\$48,364	\$52,394	\$56,424	\$60,455	\$64,485	\$68,515	\$72,546	\$76,576
66	\$39,439	\$43,383	\$47,327	\$51,271	\$55,215	\$59,159	\$63,103	\$67,047	\$70,991	\$74,935
67	\$38,552	\$42,407	\$46,262	\$50,117	\$53,973	\$57,828	\$61,683	\$65,538	\$69,394	\$73,249
68	\$37,641	\$41,405	\$45,170	\$48,934	\$52,698	\$56,462	\$60,226	\$63,990	\$67,755	\$71,519
69	\$36,720	\$40,392	\$44,064	\$47,736	\$51,408	\$55,080	\$58,752	\$62,424	\$66,096	\$69,768
70	\$35,775	\$39,352	\$42,930	\$46,507	\$50,085	\$53,662	\$57,240	\$60,817	\$64,395	\$67,972
71	\$34,815	\$38,297	\$41,778	\$45,260	\$48,741	\$52,223	\$55,704	\$59,186	\$62,667	\$66,149
72	\$33,835	\$37,219	\$40,602	\$43,986	\$47,370	\$50,753	\$54,137	\$57,520	\$60,904	\$64,287
73	\$32,842	\$36,126	\$39,410	\$42,695	\$45,979	\$49,263	\$52,547	\$55,832	\$59,116	\$62,400
74	\$31,825	\$35,008	\$38,190	\$41,373	\$44,555	\$47,738	\$50,920	\$54,103	\$57,286	\$60,468
75	\$30,792	\$33,871	\$36,950	\$40,029	\$43,108	\$46,188	\$49,267	\$52,346	\$55,425	\$58,504

Years of Service - Males

Age	10	11	12	13	14	15	16	17	18	19
55	\$48,141	\$52,956	\$57,770	\$62,584	\$67,398	\$72,212	\$77,027	\$81,841	\$86,655	\$91,469
56	\$47,302	\$52,032	\$56,763	\$61,493	\$66,223	\$70,953	\$75,684	\$80,414	\$85,144	\$89,875
57	\$46,425	\$51,068	\$55,711	\$60,353	\$64,996	\$69,638	\$74,281	\$78,924	\$83,566	\$88,209
58	\$45,509	\$50,060	\$54,611	\$59,162	\$63,713	\$68,264	\$72,815	\$77,366	\$81,917	\$86,468
59	\$44,555	\$49,010	\$53,466	\$57,921	\$62,377	\$66,832	\$71,288	\$75,743	\$80,199	\$84,654
60	\$43,565	\$47,921	\$52,278	\$56,634	\$60,991	\$65,347	\$69,704	\$74,060	\$78,417	\$82,773
61	\$42,538	\$46,792	\$51,046	\$55,300	\$59,554	\$63,808	\$68,062	\$72,315	\$76,569	\$80,823
62	\$41,480	\$45,629	\$49,777	\$53,925	\$58,073	\$62,221	\$66,369	\$70,517	\$74,665	\$78,813
63	\$40,384	\$44,422	\$48,460	\$52,499	\$56,537	\$60,576	\$64,614	\$68,652	\$72,691	\$76,729
64	\$39,248	\$43,173	\$47,098	\$51,023	\$54,948	\$58,873	\$62,798	\$66,722	\$70,647	\$74,572
65	\$38,081	\$41,889	\$45,697	\$49,505	\$53,313	\$57,122	\$60,930	\$64,738	\$68,546	\$72,354
66	\$37,129	\$40,842	\$44,555	\$48,268	\$51,981	\$55,694	\$59,407	\$63,120	\$66,833	\$70,546
67	\$36,148	\$39,763	\$43,378	\$46,992	\$50,607	\$54,222	\$57,837	\$61,452	\$65,067	\$68,681
68	\$35,141	\$38,656	\$42,170	\$45,684	\$49,198	\$52,712	\$56,227	\$59,741	\$63,255	\$66,769
69	\$34,111	\$37,522	\$40,934	\$44,345	\$47,756	\$51,167	\$54,578	\$57,990	\$61,401	\$64,812
70	\$33,056	\$36,362	\$39,667	\$42,973	\$46,279	\$49,584	\$52,890	\$56,196	\$59,501	\$62,807
71	\$31,979	\$35,177	\$38,375	\$41,573	\$44,771	\$47,969	\$51,167	\$54,365	\$57,562	\$60,760
72	\$30,883	\$33,971	\$37,060	\$40,148	\$43,236	\$46,325	\$49,413	\$52,502	\$55,590	\$58,678
73	\$29,771	\$32,749	\$35,726	\$38,703	\$41,680	\$44,657	\$47,634	\$50,612	\$53,589	\$56,566
74	\$28,656	\$31,521	\$34,387	\$37,253	\$40,118	\$42,984	\$45,849	\$48,715	\$51,581	\$54,446
75	\$27,529	\$30,282	\$33,034	\$35,787	\$38,540	\$41,293	\$44,046	\$46,799	\$49,552	\$52,305

**Table 3-D of section 29.0103
Safety Members**

**ADDITIONAL ANNUAL FUNDING FOR THOSE WITH LESS THAN 20 YEARS
OF SERVICE AT INITIAL FUNDING**

Age at Initial Funding	Annual Funding for Additional Years of Service up to 20 - Females									
	1	2	3	4	5	6	7	8	9	10
55	\$4,877	\$4,796	\$4,713	\$4,625	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030
56	\$4,796	\$4,713	\$4,625	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943
57	\$4,713	\$4,625	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855
58	\$4,625	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764
59	\$4,534	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672
60	\$4,440	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577
61	\$4,343	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481
62	\$4,242	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383
63	\$4,138	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284
64	\$4,030	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182
65	\$3,943	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079
66	\$3,855	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975
67	\$3,764	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869
68	\$3,672	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763
69	\$3,577	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656
70	\$3,481	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549
71	\$3,383	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441
72	\$3,284	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334
73	\$3,182	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227
74	\$3,079	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124
75	\$2,975	\$2,869	\$2,763	\$2,656	\$2,549	\$2,441	\$2,334	\$2,227	\$2,124	\$2,025

Age at Initial Funding	Annual Funding for Additional Years of Service up to 20 - Males									
	1	2	3	4	5	6	7	8	9	10
55	\$4,730	\$4,642	\$4,550	\$4,455	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808
56	\$4,642	\$4,550	\$4,455	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712
57	\$4,550	\$4,455	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614
58	\$4,455	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514
59	\$4,356	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411
60	\$4,253	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305
61	\$4,148	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197
62	\$4,038	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088
63	\$3,924	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977
64	\$3,808	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865
65	\$3,712	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752
66	\$3,614	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640
67	\$3,514	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527
68	\$3,411	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415
69	\$3,305	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304
70	\$3,197	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196
71	\$3,088	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091
72	\$2,977	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988
73	\$2,865	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889
74	\$2,752	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792
75	\$2,640	\$2,527	\$2,415	\$2,304	\$2,196	\$2,091	\$1,988	\$1,889	\$1,792	\$1,698

- (g) If a *Member* who is eligible for a post-employment health benefit under this section fails to elect Option A, B or C on or before May 18, 2012, or within 14 days of returning to work if the *Member* is on an extended leave of absence during the election period, the irrevocable default will be as follows:
- (1) Any *Member* eligible for Option A will be placed in Option A and the required contributions will be deducted from the *Member*'s paycheck.
 - (2) All other *Members* will be placed in Option C.
- (h) Disability Retirement. If a *Member* who is eligible for and elects Option A, B or C, is granted an industrial or nonindustrial disability retirement by the Retirement Board effective on or after April 1, 2012, the *Member*'s selected retiree health benefit will not be reduced pursuant to subsection (e).
- (1) If, on the effective date of the *Member*'s disability retirement, the *Member* is eligible for a *Service Retirement*, he or she will receive post-employment health benefits in accordance with his or her irrevocable election of Option A, B or C.
 - (2) If the *Member* is not eligible for a *Service Retirement*, and the *Member* selected Option A or B, the Option A or B benefit will be paid without any further contributions by the *Member*.
 - (3) If the *Member* is not eligible for a *Service Retirement*, and the *Member* selected Option C, the City's funding associated with this benefit, as described in section 29.0103(d)(2), will occur when the *Member* becomes age eligible for a *Service Retirement*. Until that date, the *Member* will be paid or reimbursed their health insurance premiums up to \$5,500 per year.

(“Post-Employment Health Benefit Options for Eligible Members Who Retire on or after April 1, 2012 “added 10-18-2011 by O-20105 N.S.; effective 11-17-2011.)
(Amended 11-27-2012 by O-20226 N.S.; effective 12-27-2012.)

§ 29.0104 *Retiree Medical Trust for General Members Who Begin City Employment on or after July 1, 2009*

- (a) Each *General Member* who begins City employment on or after July 1, 2009, is required to contribute .25 percent of his or her *Base Compensation* to the *Retiree Medical Trust*. These employee contributions are deducted from the gross pay of each *Member*, and transferred to the *Retiree Medical Trust* on a biweekly basis for crediting to the *Member's Retiree Medical Trust* account.
- (b) The City will make matching contributions to the *Retiree Medical Trust* on behalf of each *General Member* covered under this section equal to .25 percent of the *Member's Base Compensation*.
- (c) The *Retiree Medical Trust* may, to the extent allowed by law and the terms of the *Retiree Medical Trust*, allow *Members* covered by this section to make additional contributions to their *Retiree Medical Trust* accounts to provide additional benefits. These additional employee contributions will not require the City to make any additional contributions.

(“*Retiree Medical Trust for General Members Who Begin City Employment on or after July 1, 2009* “added 10-18-2011 by O-20105 N.S.; effective 11-17-2011.)

§ 29.0105 *Members Hired after July 1, 2005*

The following *Members* are not eligible for the post-employment health benefits set forth in this Division, or in Chapter 2, Article 4, Division 12: (i) *General Members* who begin City employment on or after July 1, 2005, but before July 1, 2009, and (ii) *Safety Members* and *Elected Officers* who begin City employment or assume office on or after July 1, 2005.

(“*Members Hired after July 1, 2005* “added 10-18-2011 by O-20105 N.S.; effective 11-17-2011.)