
MEMORANDUM

DATE: November 2, 2021

TO: Greg Harrison, City Manager

FROM: Brian Donovan, Assistant City Manager

SUBJECT: Pension Multiplier

The proposed Ordinance reflects the changes negotiated between the City and the Federation of Public Employees (FOPE) for contract year October 2021 through September 2024. In Article 27, language will be added to show the Retirement Plan will be changed to increase the pension multiplier/normal retirement benefit from 2.75% to 3% average monthly earnings for service earned by Tier I members, including current DROP members, effective October 1, 2021. The estimated financial impact is \$2.4M. However, this cost is partially offset by other cost reductions in the proposed Collective Bargaining Agreement. The FOPE approved this provision on November 2, 2021.