

# Statewide Defined Benefit Plan



The Statewide Defined Benefit Plan covers all full-time fire-fighter and police officer employees of participating fire or police departments in Colorado hired on or after April 8, 1978.

As of August 5, 2003, this plan may also cover full-time clerical staff and other personnel employed by a Fire Protection District, Fire Authority, or a County Improvement District.

As of January 1, 2020, this plan may also cover peace officer employees of participating sheriff departments.

## **Basic Plan Structure**

Members covered by the Statewide Defined Benefit Plan may receive a monthly lifetime benefit upon meeting the eligibility requirements for retirement.

The following types of retirement are available under the Statewide Defined Benefit Plan: Normal (Including Rule of 80), Early, Vested or Deferred. A member may be eligible for any of these types of retirement only if the member is covered by the Statewide Defined Benefit Plan and has met the eligibility requirements to qualify for retirement. If a member terminates service before retirement benefit eligibility, the member may qualify for a refund of contributions.

## **Eligibility Requirements**

If an employer covers its members under the Statewide Defined Benefit Plan, participation begins as of the date of hire or effective date of reentry or affiliation assuming contributions are properly remitted to FPPA.

# Statewide Defined Benefit Plan

## Normal Retirement

### Requirements

25 years of service and age 55 OR eligible for Rule of 80

### Calculation

A 2% benefit for each year of service for the first ten years, then a 2.5% benefit for each year of service thereafter. The benefit is based on the average of the highest three years' base salary\*. The year in which a member retires may be considered in calculating the average of the member's highest three years' base salary if the member retires on or after July 1. The chart to the right shows the estimated percentage factor used to calculate the retirement benefit at each age and for each year of service.

### Rule of 80:

Beginning January 1, 2021, any Member covered by the Statewide Defined Benefit Plan who has attained the age of fifty years, whose combined age and years of accrued service is equal to at least eighty and who is not receiving a disability benefit shall be eligible for an unreduced Normal Retirement benefit.

### Payment

The Defined Benefit is payable immediately once the Retirement Application is approved by FPPA. This monthly benefit is paid for the member's lifetime. (See the "Payment Options" section for survivor benefit options.)

\*Base Salary (also known as Pensionable Earnings) is defined in FPPA Rule 101.05. The FPPA Rules & Regulations may be viewed at FPPAco.org.

### NOTE

Final calculations are made based on the total years and months of service earned. Chart may not reflect the payout option selected by the member.

For service beyond 42 years and age 55, add 2.5% for each additional year over 42 years.

Years of Service	Age at Retirement										
	50	51	52	53	54	55	56	57	58	59	60+
5	6.54	7.11	7.73	8.42	9.17	10.00	10.00	10.00	10.00	10.00	10.00
6	7.85	8.53	9.28	10.10	11.01	12.00	12.00	12.00	12.00	12.00	12.00
7	9.16	9.96	10.83	11.79	12.84	14.00	14.00	14.00	14.00	14.00	14.00
8	10.47	11.38	12.38	13.47	14.67	16.00	16.00	16.00	16.00	16.00	16.00
9	11.78	12.80	13.92	15.15	16.51	18.00	18.00	18.00	18.00	18.00	18.00
10	13.09	14.22	15.47	16.84	18.34	20.00	20.00	20.00	20.00	20.00	20.00
11	14.73	16.00	17.40	18.94	20.63	22.50	22.50	22.50	22.50	22.50	22.50
12	16.36	17.78	19.34	21.05	22.93	25.00	25.00	25.00	25.00	25.00	25.00
13	18.00	19.56	21.27	23.15	25.22	27.50	27.50	27.50	27.50	27.50	27.50
14	19.63	21.34	23.20	25.26	27.51	30.00	30.00	30.00	30.00	30.00	30.00
15	21.27	23.11	25.14	27.36	29.81	32.50	32.50	32.50	32.50	32.50	32.50
16	22.91	24.89	27.07	29.47	32.10	35.00	35.00	35.00	35.00	35.00	35.00
17	24.54	26.67	29.01	31.57	34.39	37.50	37.50	37.50	37.50	37.50	37.50
18	26.18	28.45	30.94	33.67	36.68	40.00	40.00	40.00	40.00	40.00	40.00
19	27.81	30.23	32.87	35.78	38.98	42.50	42.50	42.50	42.50	42.50	42.50
20	29.45	32.00	34.81	37.88	41.27	45.00	45.00	45.00	45.00	45.00	45.00
21	31.09	33.78	36.74	39.99	43.56	47.50	47.50	47.50	47.50	47.50	47.50
22	32.72	35.56	38.67	42.09	45.86	50.00	50.00	50.00	50.00	50.00	50.00
23	34.36	37.34	40.61	44.20	48.15	52.50	52.50	52.50	52.50	52.50	52.50
24	36.00	39.12	42.54	46.30	50.44	55.00	55.00	55.00	55.00	55.00	55.00
25	37.63	40.89	44.47	48.41	52.73	57.50	57.50	57.50	57.50	57.50	57.50
26	42.82	46.53	50.60	55.08	60.00	60.00	60.00	60.00	60.00	60.00	60.00
27	48.59	52.80	57.42	62.50	62.50	62.50	62.50	62.50	62.50	62.50	62.50
28	55.00	59.77	65.00	65.00	65.00	65.00	65.00	65.00	65.00	65.00	65.00
29	62.11	67.50	67.50	67.50	67.50	67.50	67.50	67.50	67.50	67.50	67.50
30	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00	70.00
31	72.50	72.50	72.50	72.50	72.50	72.50	72.50	72.50	72.50	72.50	72.50
32	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00	75.00
33	77.50	77.50	77.50	77.50	77.50	77.50	77.50	77.50	77.50	77.50	77.50
34	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00	80.00
35	82.50	82.50	82.50	82.50	82.50	82.50	82.50	82.50	82.50	82.50	82.50
36	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00	85.00
37	87.50	87.50	87.50	87.50	87.50	87.50	87.50	87.50	87.50	87.50	87.50
38	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00	90.00
39	92.50	92.50	92.50	92.50	92.50	92.50	92.50	92.50	92.50	92.50	92.50
40	95.00	95.00	95.00	95.00	95.00	95.00	95.00	95.00	95.00	95.00	95.00
41	97.50	97.50	97.50	97.50	97.50	97.50	97.50	97.50	97.50	97.50	97.50
42	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

Normal Retirement
  Early Retirement
  Vested Retirement
  Rule of 80

# Statewide Defined Benefit Plan

## Vested Retirement

**Requirements**  
5 years of service - payable at age 55

**Calculation**  
A 2% benefit for each year of service for the first ten years, then a 2.5% benefit for each year of service thereafter. The benefit is based on the average of the highest three years' base salary\*. The year in which a member retires may be considered in calculating the average of the member's highest three years' base salary if the member retires on or after July 1.

**Payment**  
Retirement benefits are payable at age 55. This monthly benefit is paid for the member's lifetime. (See the "Payment Options" section for the survivor benefit options.)

## Early Retirement

**Requirements**  
30 years of service OR age 50

**Calculation**  
A 2% benefit for each year of service for the first ten years, then a 2.5% benefit for each year of service thereafter. The benefit is based on the average of the highest three years' base salary\*. The year in which a member retires may be considered in calculating the average of the member's highest three years' base salary if the member retired on or after July 1.

The early retirement benefit that the member would have received at Normal Retirement (age 55 or eligible for Rule of 80) is reduced on an actuarial equivalent basis to reflect the early receipt of the benefit.

**Payment**  
The reduced retirement benefit from the Defined Benefit is payable immediately once the Retirement Application is approved by FPPA. This monthly benefit is paid for the member's lifetime. (See the "Payment Options" section for the survivor benefit options.)

## \*Base Salary

Base Salary (also known as Pensionable Earnings) generally includes base rate of pay plus longevity and shift differential if applicable.

The complete definition of Base Salary may be found in FPPA Rule 101.05. The FPPA Rules & Regulations may be viewed at [FPPAco.org](http://FPPAco.org) by clicking the Governing Documents link.

# Statewide Defined Benefit Plan

## Deferred Retirement

(Applies to a Normal or Vested Retirement)

### Payment

Members who qualify for a Normal (including Rule of 80) or Vested Retirement may defer the receipt of their Defined Benefit Pension to as late as age 65 and receive the actuarial equivalent of the benefit.

The percentage in the chart below is applied to the member's defined benefit amount, not the member's HAS.

**Deferred Retirement Actuarial Equivalence Factors**  
**Age at Benefit Commencement**

Age at Retirement	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
50	100.00%	108.34%	117.45%	127.39%	138.26%	150.15%	163.18%	177.47%	193.17%	210.43%	229.43%	250.37%	273.49%	299.06%	327.39%	358.82%
51		100.00%	108.40%	117.58%	127.61%	138.59%	150.61%	163.80%	178.29%	194.22%	211.75%	231.08%	252.42%	276.02%	302.16%	331.17%
52			100.00%	108.46%	117.72%	127.84%	138.94%	151.10%	164.47%	179.16%	195.33%	213.16%	232.85%	254.62%	278.73%	305.49%
53				100.00%	108.53%	117.87%	128.09%	139.31%	151.63%	165.18%	180.09%	196.53%	214.67%	234.74%	256.97%	281.64%
54					100.00%	108.60%	118.03%	128.36%	139.71%	152.19%	165.93%	181.08%	197.80%	216.29%	236.77%	259.49%
55						100.00%	108.68%	118.19%	128.65%	140.14%	152.79%	166.73%	182.13%	199.15%	218.01%	238.93%
56							100.00%	108.76%	118.37%	128.95%	140.58%	153.42%	167.58%	183.24%	200.59%	219.84%
57								100.00%	108.84%	118.56%	129.26%	141.06%	154.08%	168.48%	184.43%	202.13%
58									100.00%	108.93%	118.76%	129.60%	141.56%	154.79%	169.45%	185.71%
59										100.00%	109.03%	118.97%	129.96%	142.10%	155.55%	170.47%
60											100.00%	109.12%	119.20%	130.33%	142.67%	156.36%
61												100.00%	109.23%	119.44%	130.74%	143.28%
62													100.00%	109.34%	119.69%	131.17%
63														100.00%	109.46%	119.96%
64															100.00%	109.59%
65																100.00%

Member must meet the Rule of 80

### Example

If a member's Normal or Vested retirement benefit was equal to \$1,000.00 per month if paid at age 55; and he/she elected to defer receipt of that benefit until age 60; the deferred benefit amount would be \$1,527.90 per month, payable at age 60. ( $\$1,000.00 \times 152.79\% = \$1,527.90$ )

### NOTE

The chart above is for illustrative purposes only and shows some of the factors used to calculate a deferred retirement. There is a separate factor for each age, specific to both the year and the month. Tables may be revised periodically. If you select a deferred retirement, your benefit will be determined by the exact tables and factors in effect at the time you begin to receive your benefit.

# Statewide Defined Benefit Plan

## Deferred Retirement Option Plan (DROP)

### Requirements

In order to enter DROP, the member must meet one of the following criteria:

- be eligible for Normal Retirement (at least 25 years of service and age 55 or eligible for Rule of 80); or
- be eligible for Vested Retirement (5 - 24 years of service and age 55); or
- be eligible for Early Retirement (at least 30 years of service or age 50).

Instead of terminating employment and receiving retirement benefits, a member could choose to participate in the DROP and continue employment for a maximum of five years. A written agreement between the member and the employer is required. While participating in the DROP, a member earns no additional service credit toward retirement.

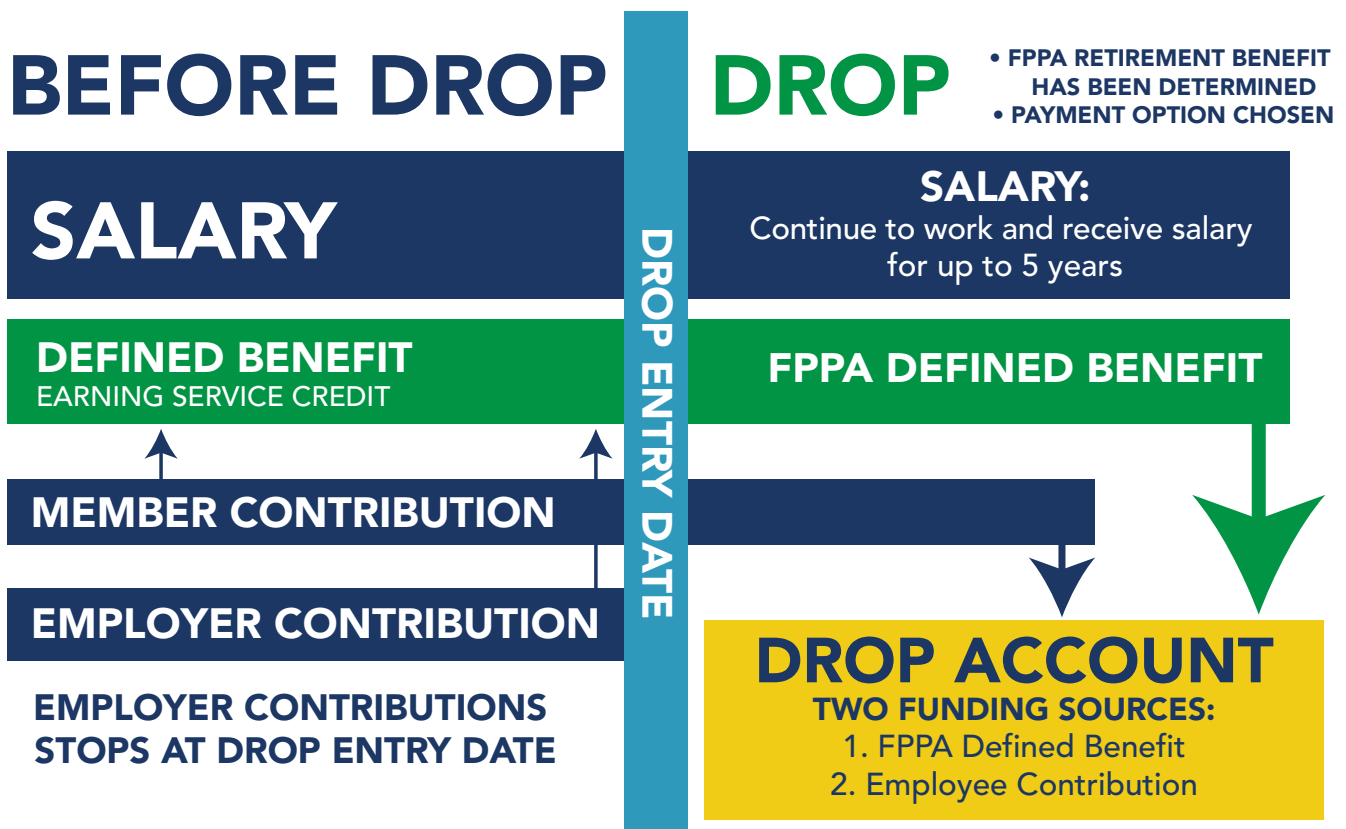
### Calculation

During this period of time, the member's retirement benefits as well as employee contributions are paid into a DROP account. The member directs the investment of their DROP account in any of the investment options offered by FPPA. Currently FPPA offers a variety of investment options through Fidelity Investments (the record keeper). Run an individual projection for an estimated DROP balance using the FPPA Member Account Portal (MAP).

### Payment

At the end of the DROP period, the member ceases employment and may begin taking distributions of the amount accumulated in the DROP account. Payments from the DROP account may be paid as periodic payments, a lump sum, or a member could choose to use all or a portion of the DROP account to "purchase a monthly lifetime benefit" which may include a survivor benefit and benefit adjustments (if awarded). The "purchase of a monthly benefit" option must be elected prior to the first distribution from the Statewide Defined Benefit Plan.

The member's DROP payments are in addition to the benefits paid from the Statewide Defined Benefit Plan.



# Statewide Defined Benefit Plan

## Payment Options

All Statewide Defined Benefit Plan retirement benefits are calculated using the average of the highest three years' base salary. A member does not elect the payment options until shortly before the benefit is paid to ensure that the beneficiary and payment option factors are accurate.

## Normal Option

The retiree receives a full, unreduced pension benefit for their life. No monthly benefits are paid to a beneficiary following the retiree's death. However, if at the time of the member's death, they have not recouped in pension payments the amount of the member contributions (including all funds paid in to purchase service credit or to purchase a monthly lifetime benefit), the remaining funds plus 5% as interest would be paid to the member's beneficiary or estate as a lump sum.

## Option 1 100% Survivor Benefits

Under Option 1, a reduced Normal, Deferred, Early or Vested Retirement pension will be paid from the effective date of the retiree's retirement or later in the case of a deferred retirement. The reduced pension will continue for the life of the retiree. Upon the death of the retiree, the same reduced pension will be paid to the retiree's designated beneficiary for life.

### NOTE

The table below is an estimate and for illustrative purposes only and shows some of the factors used to calculate the option. The factors shown are rounded off. When implementing the calculation, the retirement age is rounded up or down to the nearest whole age. Tables may be revised periodically. Your benefit will be determined by the exact tables in effect at the time you elect your payment option and begin to receive your benefit or in the case of participation in DROP, when the pension is paid into the DROP account.

If a member elects a non-spouse beneficiary who is significantly younger than the member, certain restrictions may prohibit the election of this payment option or may require an additional calculation to be made in order to comply with US Treasury Regulations. Please contact FPPA for more information.

### Option 1 - Benefit Amount Table

Use these factors to estimate an **Option 1** benefit amount.

#### Example of Option 1 - Based on these assumptions:

- A member is age 55.
- The designated beneficiary is age 53.
- The member has completed 25 years of service credit.
- The average highest three years' base salary is \$50,000.00 per year.
- **\$50,000.00 X 57.5% = \$28,750.00 annually;**
- **\$28,750.00 X .871 = \$25,041.25 or \$2,086.77 monthly**

The table to the right can be used to estimate the benefit amount anticipated if Option 1 is elected.

		Age of Beneficiary															
		50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
Age of Retiree	50	0.898	0.902	0.906	0.910	0.914	0.918	0.922	0.925	0.929	0.933	0.936	0.939	0.943	0.946	0.949	0.952
	51	0.891	0.895	0.899	0.903	0.907	0.911	0.915	0.919	0.923	0.927	0.931	0.935	0.938	0.942	0.945	0.948
	52	0.883	0.887	0.892	0.896	0.900	0.905	0.909	0.913	0.917	0.921	0.925	0.929	0.933	0.937	0.941	0.944
	53	0.874	0.879	0.884	0.888	0.893	0.897	0.902	0.906	0.911	0.915	0.920	0.924	0.928	0.932	0.936	0.940
	54	0.866	0.870	0.875	0.880	0.885	0.890	0.894	0.899	0.904	0.909	0.913	0.918	0.922	0.926	0.931	0.935
	55	0.856	0.861	0.866	0.871	0.876	0.881	0.886	0.892	0.897	0.901	0.906	0.911	0.916	0.920	0.925	0.929
	56	0.847	0.852	0.857	0.862	0.867	0.873	0.878	0.883	0.888	0.894	0.899	0.904	0.909	0.914	0.919	0.924
	57	0.836	0.841	0.847	0.852	0.858	0.863	0.869	0.874	0.880	0.885	0.891	0.896	0.902	0.907	0.912	0.917
	58	0.825	0.831	0.836	0.842	0.848	0.853	0.859	0.865	0.871	0.876	0.882	0.888	0.894	0.899	0.905	0.910
	59	0.814	0.819	0.825	0.831	0.837	0.843	0.849	0.855	0.861	0.867	0.873	0.879	0.885	0.891	0.897	0.903
	60	0.802	0.807	0.813	0.819	0.825	0.831	0.838	0.844	0.850	0.857	0.863	0.869	0.876	0.882	0.888	0.894
	61	0.789	0.795	0.801	0.807	0.813	0.819	0.826	0.832	0.839	0.846	0.852	0.859	0.866	0.872	0.879	0.885
	62	0.776	0.782	0.788	0.794	0.800	0.807	0.814	0.820	0.827	0.834	0.841	0.848	0.855	0.862	0.869	0.876
	63	0.762	0.768	0.774	0.781	0.787	0.794	0.800	0.807	0.814	0.822	0.829	0.836	0.843	0.851	0.858	0.865
	64	0.748	0.754	0.760	0.766	0.773	0.780	0.787	0.794	0.801	0.808	0.816	0.823	0.831	0.839	0.846	0.854
65	0.733	0.739	0.745	0.752	0.758	0.765	0.772	0.779	0.787	0.794	0.802	0.810	0.818	0.826	0.834	0.842	

# Statewide Defined Benefit Plan

## Option 2 50% Survivor Benefits

Under Option 2, a reduced Normal, Deferred, Early or Vested Retirement pension will be paid from the effective date of the retiree's retirement or later in the case of a deferred retirement. The reduced pension will continue for the life of the retiree. Upon the death of the retiree, one-half of the same reduced pension will be paid to the retiree's designated beneficiary for life.

### Option 2 - Benefit Amount Table

Use these factors to estimate an **Option 2** benefit amount.

#### Example of Option 2 - Based on these assumptions:

- A member is age 55.
- The designated beneficiary is age 53.
- The member has completed 25 years of service credit.
- The average highest three years' base salary is \$50,000.00 per year.
- **\$50,000.00 X 57.5% = \$28,750.00 annually;**
- **\$28,750.00 X .931 = \$26,766.25 or \$2,230.52 monthly**

		Age of Beneficiary															
		50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
Age of Retiree	50	0.946	0.948	0.951	0.953	0.955	0.957	0.959	0.961	0.963	0.965	0.967	0.969	0.971	0.972	0.974	0.976
	51	0.942	0.944	0.947	0.949	0.951	0.954	0.956	0.958	0.960	0.962	0.964	0.966	0.968	0.970	0.972	0.974
	52	0.938	0.940	0.943	0.945	0.948	0.950	0.952	0.955	0.957	0.959	0.961	0.963	0.965	0.967	0.969	0.971
	53	0.933	0.936	0.938	0.941	0.943	0.946	0.948	0.951	0.953	0.956	0.958	0.960	0.963	0.965	0.967	0.969
	54	0.928	0.931	0.933	0.936	0.939	0.942	0.944	0.947	0.950	0.952	0.955	0.957	0.959	0.962	0.964	0.966
	55	0.923	0.926	0.928	0.931	0.934	0.937	0.940	0.943	0.945	0.948	0.951	0.953	0.956	0.959	0.961	0.963
	56	0.917	0.920	0.923	0.926	0.929	0.932	0.935	0.938	0.941	0.944	0.947	0.950	0.952	0.955	0.958	0.960
	57	0.911	0.914	0.917	0.920	0.923	0.927	0.930	0.933	0.936	0.939	0.942	0.945	0.948	0.951	0.954	0.957
	58	0.904	0.908	0.911	0.914	0.917	0.921	0.924	0.928	0.931	0.934	0.937	0.941	0.944	0.947	0.950	0.953
	59	0.897	0.901	0.904	0.908	0.911	0.915	0.918	0.922	0.925	0.929	0.932	0.936	0.939	0.942	0.946	0.949
	60	0.890	0.893	0.897	0.901	0.904	0.908	0.912	0.915	0.919	0.923	0.926	0.930	0.934	0.937	0.941	0.944
	61	0.882	0.886	0.889	0.893	0.897	0.901	0.905	0.909	0.912	0.916	0.920	0.924	0.928	0.932	0.936	0.939
	62	0.874	0.878	0.881	0.885	0.889	0.893	0.897	0.901	0.905	0.909	0.914	0.918	0.922	0.926	0.930	0.934
	63	0.865	0.869	0.873	0.877	0.881	0.885	0.889	0.893	0.898	0.902	0.906	0.911	0.915	0.919	0.924	0.928
	64	0.856	0.860	0.864	0.868	0.872	0.876	0.881	0.885	0.890	0.894	0.899	0.903	0.908	0.912	0.917	0.921
	65	0.846	0.850	0.854	0.858	0.863	0.867	0.871	0.876	0.881	0.885	0.890	0.895	0.900	0.905	0.909	0.914

#### NOTE

The table above is an estimate and for illustrative purposes only and shows some of the factors used to calculate the option. The factors shown are rounded off. When implementing the calculation, the retirement age is rounded up or down to the nearest whole age. Tables may be revised periodically. Your benefit will be determined by the exact tables in effect at the time you elect your payment option and begin to receive your benefit or in the case of participation in DROP, when the pension is paid into the DROP account.

# Statewide Defined Benefit Plan

## Option 3 50% Last Survivor Benefits

Under Option 3, a reduced Normal, Deferred, Early or Vested Retirement pension will be shared by the retiree and their named beneficiary. Upon the death of either the retiree or the designated beneficiary, one-half of the same reduced pension will be paid to the survivor for life.

### Option 3 - Benefit Amount Table

Use these factors to estimate an **Option 3** benefit amount.

#### Example of Option 3 - Based on these assumptions:

- A member is age 55.
- The designated beneficiary is age 53.
- The member has completed 25 years of service credit.
- The average highest three years' base salary is \$50,000.00 per year.
- **\$50,000.00 X 57.5% = \$28,750.00 annually;**
- **\$28,750.00 X .970 = \$27,887.50 or \$2,323.96 monthly**

		Age of Beneficiary															
		50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
Age of Retiree	50	0.985	0.991	0.997	1.003	1.009	1.016	1.023	1.030	1.038	1.046	1.054	1.063	1.072	1.081	1.092	1.102
	51	0.979	0.985	0.991	0.997	1.003	1.010	1.017	1.024	1.032	1.040	1.048	1.057	1.066	1.076	1.086	1.096
	52	0.973	0.979	0.984	0.991	0.997	1.004	1.011	1.018	1.025	1.033	1.042	1.051	1.060	1.069	1.079	1.090
	53	0.967	0.972	0.978	0.984	0.990	0.997	1.004	1.011	1.019	1.027	1.035	1.044	1.053	1.063	1.073	1.084
	54	0.960	0.965	0.971	0.977	0.984	0.990	0.997	1.005	1.012	1.020	1.029	1.037	1.047	1.056	1.066	1.077
	55	0.953	0.958	0.964	0.970	0.977	0.983	0.990	0.998	1.005	1.013	1.022	1.030	1.039	1.049	1.059	1.070
	56	0.945	0.951	0.957	0.963	0.969	0.976	0.983	0.990	0.998	1.006	1.014	1.023	1.032	1.042	1.052	1.062
	57	0.938	0.943	0.949	0.955	0.961	0.968	0.975	0.982	0.990	0.998	1.006	1.015	1.024	1.034	1.044	1.055
	58	0.930	0.935	0.941	0.947	0.953	0.960	0.967	0.974	0.982	0.990	0.998	1.007	1.016	1.026	1.036	1.047
	59	0.921	0.927	0.933	0.939	0.945	0.952	0.959	0.966	0.973	0.981	0.990	0.999	1.008	1.017	1.028	1.038
	60	0.912	0.918	0.924	0.930	0.936	0.943	0.950	0.957	0.965	0.973	0.981	0.990	0.999	1.009	1.019	1.029
	61	0.903	0.909	0.914	0.921	0.927	0.933	0.940	0.948	0.955	0.963	0.972	0.980	0.990	0.999	1.009	1.020
	62	0.894	0.899	0.905	0.911	0.917	0.924	0.931	0.938	0.946	0.954	0.962	0.971	0.980	0.990	1.000	1.010
	63	0.884	0.889	0.895	0.901	0.907	0.914	0.921	0.928	0.935	0.943	0.952	0.960	0.970	0.979	0.989	1.000
	64	0.873	0.878	0.884	0.890	0.896	0.903	0.910	0.917	0.925	0.933	0.941	0.950	0.959	0.969	0.979	0.989
	65	0.862	0.867	0.873	0.879	0.885	0.892	0.899	0.906	0.914	0.922	0.930	0.939	0.948	0.957	0.967	0.978

#### NOTE

The table above is an estimate and for illustrative purposes only and shows some of the factors used to calculate the option. The factors shown are rounded off. When implementing the calculation, the retirement age is rounded up or down to the nearest whole age. Tables may be revised periodically. Your benefit will be determined by the exact tables in effect at the time you elect your payment option and begin to receive your benefit or in the case of participation in DROP, when the pension is paid into the DROP account.



# Statewide Defined Benefit Plan

## Option 4 100% Survivor Benefits with the "Pop-Up" Provision

Under Option 4, a reduced Normal, Deferred, Early or Vested Retirement pension will be paid from the effective date of the retiree's retirement or later in the case of a deferred retirement. The reduced pension will continue for the life of the retiree. Upon the death of the retiree, the same reduced pension will be paid to the retiree's designated beneficiary for life. However, if the designated beneficiary dies before the retiree, the reduced pension benefit "pops-up" or reverts to the Normal Option effective with the first day of the month following the date of the death of the beneficiary.

If a member elects a non-spouse beneficiary who is significantly younger than the member, certain restrictions may prohibit the election of this payment option or may require an additional calculation to be made in order to comply with US Treasury Regulations. Please contact FPPA for more information.

### Option 4 - Benefit Amount Table

Use these factors to estimate an **Option 4** benefit amount.

#### Example of Option 4 - Based on these assumptions:

- A member is age 55.
- The designated beneficiary is age 53.
- The member has completed 25 years of service credit.
- The average highest three years' base salary is \$50,000.00 per year.
- **\$50,000.00 X 57.5% = \$28,750.00 annually;**
- **\$28,750.00 X .861 = \$24,753.75 or \$2,062.81 monthly**

		Age of Beneficiary															
		50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
Age of Retiree	50	0.890	0.893	0.897	0.900	0.904	0.907	0.911	0.914	0.918	0.921	0.924	0.927	0.930	0.933	0.936	0.938
	51	0.882	0.886	0.890	0.893	0.897	0.901	0.904	0.908	0.912	0.915	0.918	0.922	0.925	0.928	0.931	0.934
	52	0.874	0.878	0.882	0.886	0.890	0.894	0.898	0.901	0.905	0.909	0.912	0.916	0.919	0.923	0.926	0.929
	53	0.866	0.870	0.874	0.878	0.882	0.886	0.890	0.894	0.898	0.902	0.906	0.910	0.914	0.917	0.921	0.924
	54	0.857	0.861	0.865	0.870	0.874	0.878	0.883	0.887	0.891	0.895	0.899	0.903	0.907	0.911	0.915	0.919
	55	0.847	0.852	0.856	0.861	0.865	0.870	0.874	0.879	0.883	0.888	0.892	0.896	0.901	0.905	0.909	0.913
	56	0.838	0.842	0.847	0.851	0.856	0.861	0.866	0.870	0.875	0.880	0.884	0.889	0.893	0.898	0.902	0.906
	57	0.827	0.832	0.837	0.842	0.846	0.851	0.856	0.861	0.866	0.871	0.876	0.881	0.885	0.890	0.895	0.899
	58	0.816	0.821	0.826	0.831	0.836	0.841	0.846	0.852	0.857	0.862	0.867	0.872	0.877	0.882	0.887	0.892
	59	0.805	0.810	0.815	0.820	0.825	0.830	0.836	0.841	0.847	0.852	0.857	0.863	0.868	0.873	0.878	0.884
	60	0.793	0.798	0.803	0.808	0.814	0.819	0.825	0.830	0.836	0.841	0.847	0.853	0.858	0.864	0.869	0.875
	61	0.780	0.785	0.791	0.796	0.802	0.807	0.813	0.819	0.824	0.830	0.836	0.842	0.848	0.854	0.860	0.865
	62	0.767	0.772	0.778	0.783	0.789	0.795	0.800	0.806	0.812	0.819	0.825	0.831	0.837	0.843	0.849	0.855
	63	0.753	0.759	0.764	0.770	0.775	0.781	0.787	0.794	0.800	0.806	0.812	0.819	0.825	0.832	0.838	0.844
	64	0.739	0.744	0.750	0.756	0.762	0.768	0.774	0.780	0.786	0.793	0.799	0.806	0.813	0.819	0.826	0.833
65	0.724	0.730	0.735	0.741	0.747	0.753	0.759	0.766	0.772	0.779	0.786	0.792	0.799	0.806	0.813	0.820	

#### NOTE

The table above is an estimate and for illustrative purposes only and shows some of the factors used to calculate the option. The factors shown are rounded off. When implementing the calculation, the retirement age is rounded up or down to the nearest whole age. Tables may be revised periodically. Your benefit will be determined by the exact tables in effect at the time you elect your payment option and begin to receive your benefit or in the case of participation in DROP, when the pension is paid into the DROP account.

# Statewide Defined Benefit Plan

## Option 5 50% Survivor Benefits with the "Pop-Up" Provision

Under Option 5, a reduced Normal, Deferred, Early or Vested Retirement pension will be paid from the effective date of the retiree's retirement or later in the case of a deferred retirement. The reduced pension will continue for the life of the retiree. Upon the death of the retiree, one-half of the same reduced pension benefit will be paid to the retiree's beneficiary for life.

If the beneficiary dies before the retiree, the reduced pension benefit "pops-up" or reverts to the Normal Option effective with the first day of the month following the date of the death of the beneficiary.

### Option 5 - Benefit Amount Table

Use these factors to estimate an **Option 5** benefit amount.

#### Example of Option 5 - Based on these assumptions:

- A member is age 55.
- The designated beneficiary is age 53.
- The member has completed 25 years of service credit.
- The average highest three years' base salary is \$50,000.00 per year.
- **\$50,000.00 X 57.5% = \$28,750.00 annually;**
- **\$28,750.00 X .925 = \$26,593.75 or \$2,216.15 monthly**

		Age of Beneficiary															
		50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65
Age of Retiree	50	0.942	0.944	0.946	0.948	0.950	0.951	0.953	0.955	0.957	0.959	0.960	0.962	0.964	0.965	0.967	0.968
	51	0.937	0.940	0.942	0.944	0.946	0.948	0.950	0.952	0.954	0.956	0.957	0.959	0.961	0.963	0.964	0.966
	52	0.933	0.935	0.937	0.940	0.942	0.944	0.946	0.948	0.950	0.952	0.954	0.956	0.958	0.960	0.962	0.963
	53	0.928	0.930	0.933	0.935	0.937	0.940	0.942	0.944	0.946	0.949	0.951	0.953	0.955	0.957	0.959	0.961
	54	0.923	0.925	0.928	0.930	0.933	0.935	0.938	0.940	0.942	0.945	0.947	0.949	0.951	0.954	0.956	0.958
	55	0.917	0.920	0.923	0.925	0.928	0.930	0.933	0.936	0.938	0.941	0.943	0.945	0.948	0.950	0.952	0.954
	56	0.912	0.914	0.917	0.920	0.923	0.925	0.928	0.931	0.933	0.936	0.939	0.941	0.944	0.946	0.948	0.951
	57	0.905	0.908	0.911	0.914	0.917	0.920	0.923	0.925	0.928	0.931	0.934	0.937	0.939	0.942	0.944	0.947
	58	0.899	0.902	0.905	0.908	0.911	0.914	0.917	0.920	0.923	0.926	0.929	0.932	0.934	0.937	0.940	0.943
	59	0.892	0.895	0.898	0.901	0.904	0.907	0.911	0.914	0.917	0.920	0.923	0.926	0.929	0.932	0.935	0.938
	60	0.884	0.887	0.891	0.894	0.897	0.901	0.904	0.907	0.911	0.914	0.917	0.921	0.924	0.927	0.930	0.933
	61	0.876	0.880	0.883	0.886	0.890	0.893	0.897	0.900	0.904	0.907	0.911	0.914	0.918	0.921	0.925	0.928
	62	0.868	0.871	0.875	0.878	0.882	0.886	0.889	0.893	0.897	0.900	0.904	0.908	0.911	0.915	0.918	0.922
	63	0.859	0.863	0.866	0.870	0.874	0.877	0.881	0.885	0.889	0.893	0.896	0.900	0.904	0.908	0.912	0.916
	64	0.850	0.853	0.857	0.861	0.865	0.868	0.872	0.876	0.880	0.884	0.888	0.893	0.897	0.901	0.905	0.909
	65	0.840	0.844	0.847	0.851	0.855	0.859	0.863	0.867	0.871	0.876	0.880	0.884	0.888	0.893	0.897	0.901

#### NOTE

The table above is an estimate and for illustrative purposes only and shows some of the factors used to calculate the option. The factors shown are rounded off. When implementing the calculation, the retirement age is rounded up or down to the nearest whole age. Tables may be revised periodically. Your benefit will be determined by the exact tables in effect at the time you elect your payment option and begin to receive your benefit or in the case of participation in DROP, when the pension is paid into the DROP account.

## Statewide Defined Benefit Plan

### Separate Retirement Account (SRA) Changes Effective January 1, 2021

#### Description

House Bill 20-1044 directs FPPA to convert all existing standard and reentry SRAs into self-directed defined contribution accounts effective January 1, 2021.

#### Standard SRA (also known as Base SRA)

Standard Separate Retirement Accounts can no longer be used as a safeguard of the plan. After January 1, 2021, the Member's balance in the Standard SRA will be transferred to a self-directed, individual account in the SRA Plan at Fidelity (the record keeper).

#### Reentry SRA

After January 1, 2021, the Member's balance in the Reentry SRA, along with any contributions in excess of the actual cost of reentry, will be deposited into a self-directed, individual account in the Statewide Hybrid Plan - Money Purchase Component at Fidelity (the record keeper).

#### Payments

Accounts are available for distribution upon approval for a Normal, Vested, Early or Deferred Retirement. Payment options include a lump sum or a member may choose to use all or a portion of their account to purchase a "monthly lifetime benefit" which may include a survivor benefit and a benefit adjustment. The "purchase of a monthly benefit" option must be elected prior to any distribution from the Statewide Defined Benefit Plan.

### Benefit Adjustment (formerly referred to as COLA)

Benefit adjustments are not guaranteed and are determined annually by the FPPA Board of Directors based on the most recent actuarial study. The amount of the benefit adjustment can be 0% to 3%, or the greater of the Consumer Price Index (CPI) per year. Benefit adjustments may begin once the retired member has been receiving retirement benefits for at least 12 calendar months prior to October 1. Any benefit adjustment increases, when awarded, are effective October 1.

### Contribution Rates

#### Statewide Defined Benefit Plan - Member Contribution Rates

Effective January 1 of Year	Mandatory Member Contribution Rate	Mandatory Employer Contribution Rate	Total Combined Member and Employer Contribution Rate
2021	11.5%	8.5%	20.0%
2022	12.0%	9.0%	21.0%
2023	12.0%	9.5%	21.5%
2024	12.0%	10.0%	22.0%
2025	12.0%	10.5%	22.5%
2026	12.0%	11.0%	23.0%
2027	12.0%	11.5%	23.5%
2028	12.0%	12.0%	24.0%
2029	12.0%	12.5%	24.5%
2030	12.0%	13.0%	25.0%

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#### Statewide Defined Benefit Plan - Reentry Contribution Rates

At the time a department reentered the SWDB Plan - contribution rates for Reentry members\* and employers were negotiated locally and submitted by resolution to FPPA.

\*Reentry rates apply only to those members of a reentry department who were active in the plan at the time the reentry took place and who elected to participate in the Statewide Defined Benefit Plan.

## Statewide Defined Benefit Plan

### Beneficiary Election

Members may change beneficiaries any time prior to retirement by logging into the Member Account Portal (MAP). A named beneficiary may be eligible for certain limited benefits if a member dies prior to retirement depending on circumstances, as provided in the Colorado Revised Statutes and the FPPA Rules and Regulations. At retirement, members re-confirm their beneficiary election. If a member should die prior to Normal Retirement eligibility, benefits may be paid according to the provisions of the Statewide Death & Disability Plan.

### Refunds

#### Non-Vested

If a member terminates employment and has less than five years of service credit, the member's contributions plus 5% as interest may be refunded. If a refund is chosen, all employer contributions are forfeited, including employer contributions to self-directed plans.

#### Vested

If a member terminates employment and has more than five years of service credit, the member's contributions plus 5% as interest may be refunded in lieu of electing a retirement benefit. If a refund is chosen, all employer contributions are forfeited, including employer contributions to self-directed plans.

### Purchasing Service Credit

FPPA members having prior public employment with a non-FPPA employer, employment with a private employer or military service may be eligible to purchase service credit under the Statewide Defined Benefit Plan if certain conditions are met.

#### After one year of continuous service credit with the same employer covered by this plan:

- Any public employment time for which you are not eligible for a retirement benefit,
- Up to five years of military time for which you are not eligible for a retirement benefit, or for which you were not eligible to submit pension contributions under the Uniformed Services Employment and Reemployment Rights Act (USERRA).

#### After five years of continuous service credit with the same employer covered by this plan:

- Up to five years of private employment for which you are not eligible for a retirement benefit.

#### Additional points:

- ✓ Once eligible, purchase(s) can be made throughout career but must be completed prior to retirement and/or entry into the DROP.
- ✓ The cost is based on your age and highest annual base salary in the plan.
- ✓ A calculator to estimate the cost may be found in the Member Account Portal (MAP) or at [JoinFPPA.org](http://JoinFPPA.org).
- ✓ Factors used to determine the cost of purchasing service credit may be revised periodically.



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*This plain language document is intended for informational purposes only. Official interpretations or determinations are based upon the statutes and rules and regulations which govern this plan.*