



# 2025 Retirement Plan

## Quick Reference Flyer

The 2025 Retirement Plan has replaced the 2011/Hybrid Plan. You are eligible for the 2025 Retirement Plan if you were hired by City of Atlanta on or after September 1, 2011, and are either:

- 1) a Sworn Police Officer or Firefighter, or
- 2) a General Employee who was hired at pay grade 18 or below.

### SUMMARY OF PLAN DETAILS...

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#### **YOUR CONTRIBUTION**

You contribute 11.75% of your salary each pay period to the Pension Plan.

#### **CITY CONTRIBUTION & FUND MANAGEMENT**

The City makes actuarially determined contributions to ensure you have a pension benefit payable for your lifetime.

#### **VESTING**

After 10 years of service, you are fully vested and entitled to a benefit without a service reduction.

#### **HIGHEST AVERAGE COMPENSATION**

Your highest average compensation will be determined using the highest consecutive 60 months of pay.

#### **BENEFIT FORMAT**

Once you retire, you receive a monthly pension benefit for life.

#### **SURVIVOR BENEFIT**

You can choose a reduced benefit at retirement to provide for a qualified beneficiary to receive 75% of your pension benefit in the event of your death.

#### **BENEFIT AMOUNT**

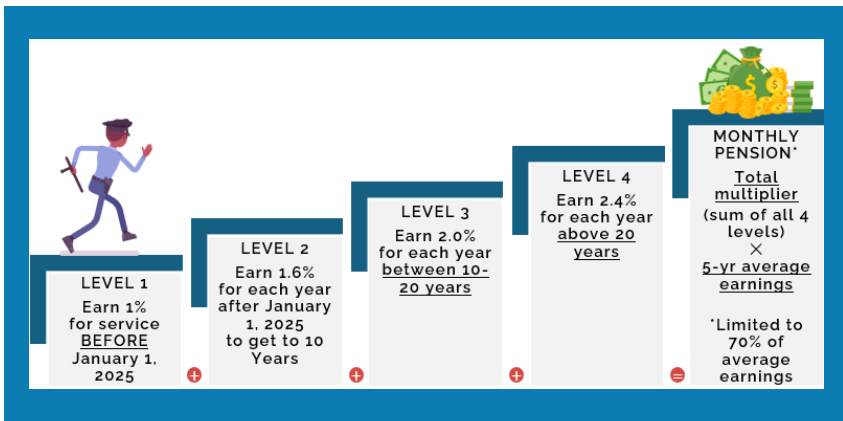
Your monthly pension amount is calculated using a tiered formula ranging from 1.6% to 2.4% for each year of service worked after January 1, 2025. The benefit formula is explained on the back of this flyer.

#### **COST-OF-LIVING ADJUSTMENT (COLA)**

The annual COLA limit for your pension benefit is up to 2%.

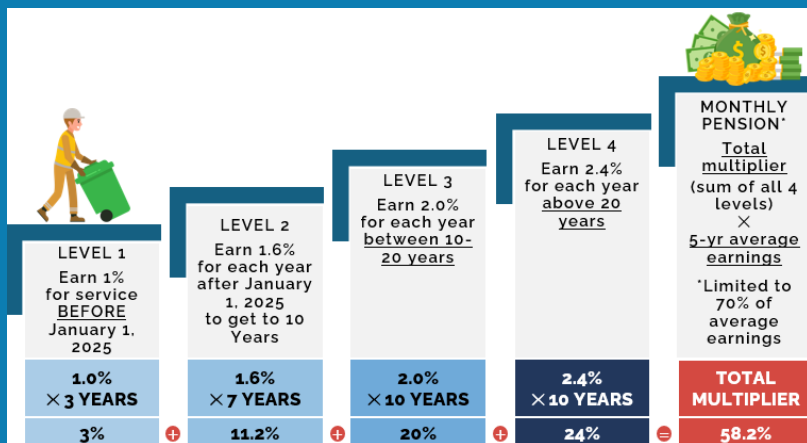
## 2025 PENSION FORMULA

Under the 2025 Plan, your benefit is calculated as follows:



## EXAMPLE CALCULATION

Ralph has 3 years of service as of January 1, 2025 and would like to retire with 30 years of service. The example below shows how the multiplier is calculated for Ralph's benefit.



## RETIREMENT ELIGIBILITY

Unless you have 30 or more years of service, your Pension Benefit will be reduced by 6% for each year you retire before your Normal Retirement Age.

	General Employees	Fire & Police
<b>EARLY Retirement Age</b>	52	47
<b>NORMAL Retirement Age</b>	62	57

## YOUR DEFINED CONTRIBUTION BALANCE

If you worked for the City before 2025, you keep your Defined Contribution balance as of December 31, 2024. This amount will stay at Empower and continue to grow with investment earnings. You will be entitled to receive this balance when you leave the City.

If you have an outstanding loan, you will continue to pay off this loan under the repayment arrangements already in place.

Going forward, you may make voluntary contributions to the 457 Plan, however, these contributions will not be matched by the City.



## HAVE MORE QUESTIONS ABOUT YOUR PENSION?

### CONTACT STRATEGIC BENEFITS ADVISORS FOR PENSION QUESTIONS

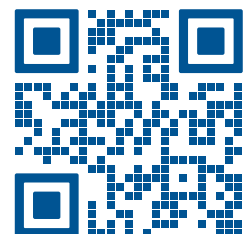
Open Monday–Friday from 9–5

Phone (888) 594-0216  
Fax (866) 201-5033  
Email [coapension@sba-inc.com](mailto:coapension@sba-inc.com)

### ACCESS SELF-SERVICE RESOURCES ONLINE

Available 24/7 at [coa.sba-inc.com](http://coa.sba-inc.com)

- Download forms and SPDs
- Estimate your benefit with the Pension Calculator



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