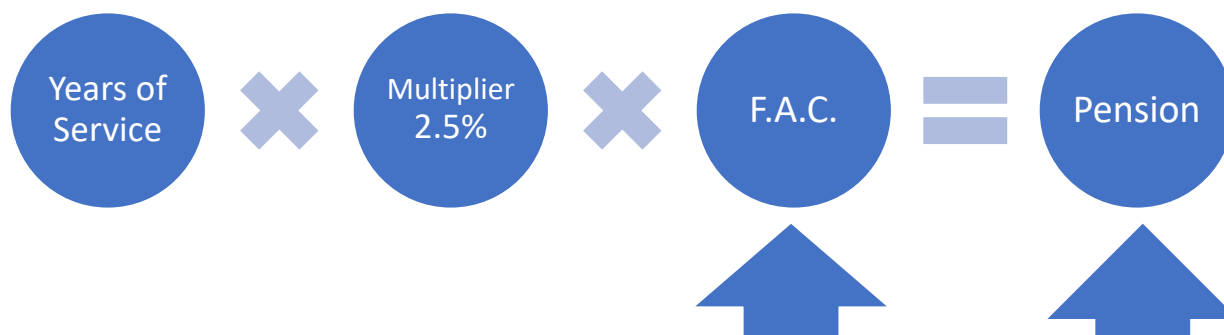


Warren Police Officers Association – Pension Benefits Explained



FINAL AVERAGE COMPENSATION (FAC)

YOUR BEST 3 OF YOUR LAST 10 YEARS OF SERVICE AND INCLUDES:

- LONGEVITY PAY
- HOLIDAY PAY
- EDUCATION ALLOWANCE
- GUN ALLOWANCE
- SHIFT & PREFERRED JOB PREMIUMS
- SICK DAY REDEMPTION (MAX 6 DAYS PER YEAR)
- AWL/COMP BANK

OFFICERS HIRED AFTER 7-1-2000, YOUR PENSION ONCE CALCULATED, CANNOT EXCEED 80% OF YOUR BASE WAGE

NOTE - TO CALCULATE YOUR BEST 3 YEARS – START AT YOUR LAST DAY ON THE JOB, AND GO BACK 364 DAYS. THIS IS YOUR “LAST YEAR”. THESE SAME “DATES” WILL BE USED TO DETERMINE YOUR OTHER 2 BEST YEARS.

FINAL PAYOUTS

At retirement, your banks will be cashed out at the following rates/limits:

- Sick Days – 80% of 140 Days
- AWL/Comp Bank – 150 Hours
- Retirement Furlough Bank – 30 Days

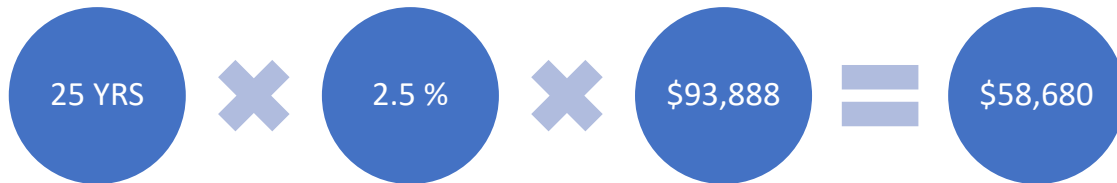
Using the example of \$73,000 salary (\$35.10 per hour), if all of your banks are full, your final payouts will be \$45,139.

Warren Police Officers Association – Pension Benefits Explained

EXAMPLE

25 Year Police Officer with Associates Degree; Assigned to Days; Salary of \$73,000. In this example, we are assuming no overtime, and no shift premium.

$$\$81,650 + \$81,650 + \$118,365 \div 3 = \$93,888 \text{ FAC}$$

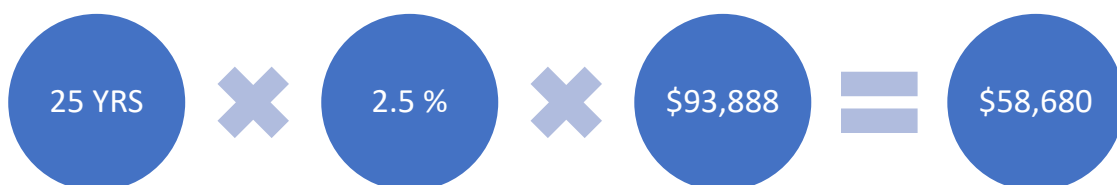


If you retire on January 20, 2021 – your last year will be January 21, 2020 to January 20, 2021, and the dates January 20 to January 21 will be used to calculate each of your best years.

ANNUITY

You can take a full pension and leave your accumulated annuity in the pension fund - or- you can take the lump sum of annuity and your pension amount is reduced by a % that reflects the amount of your annuity withdrawal and is based on the current interest rate set by the Pension Benefit Guaranty Corporation.

In this example, the base wage at retirement was \$73,000 and 80% = \$58,400.



If you elect to take your annuity, this pension of \$58,680 will be under the 80% cap. If you further elect to take the full survivor optional, this will also decrease your pension slightly, however, your spouse will receive a higher pension should you pass away first.

OTHER RETIREMENT BENEFITS

- \$5,000 Bonus – if you retire within 120 days of your first eligible retirement date, you will receive a one-time \$5,000 bonus on your second pension check after retirement.
- Retirement Watch – the WPOA provides a voucher for up to \$200 for a watch.