

SERVICE LONGEVITY COMPENSATION SUMMARY

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The terms of the District of Columbia Police Officers and Firefighters' Retirement Plan (the "Plan") govern the benefits members are entitled to receive at retirement. Members who retired on or before June 30, 1997 receive benefits pursuant to Title XI of the Balanced Budget Act of 1997, Pub. L. 105-33, as amended (the "BBA"). These benefits are funded by the Federal government and can only be amended by Congress ("Federal Benefit Payment"). Members who retire after June 30, 1997 receive benefits pursuant to the Police Officers, Firefighters, and Teachers Retirement Benefit Replacement Plan Act of 1998. The portion of these benefits based on service accrued after June 30, 1997 is funded by the District government and can be amended by the D.C. Council ("District Benefit Payment").

Police Officers

Service longevity pay was not used in calculating retirement benefits until the District's Police Recruiting and Retention Enhancement Amendment Act of 1999 ("1999 Act"). The 1999 Act amended the 1972 Salary Act to allow service longevity pay to be used in calculating District Benefit Payments for police officers who retired with 25 years of active service on or after August 29, 1972. Prior to this date, active police officers did not receive longevity pay. Therefore, members who retired prior to August 29, 1972 are not eligible to have longevity pay included in their Federal or District Benefit Payment.

- ★ ***If You Retired Prior to August 29, 1972: No longevity pay.***

Similarly, Congress amended the BBA, § 11012, for Federal Benefit Payments by adding the following:

(e) *Treatment of increases in certain police service longevity payments.* – For purposes of subsection (a) of this section, in determining the amount of a Federal benefit payment made to an officer or member of the Metropolitan Police Department, the benefit payment to which the officer or member is entitled under the District Retirement Program shall include any amounts which would have been included in the benefit payment under such Program if the amendments made by the Police Recruiting and Retention Enhancement Amendment Act of 1999 (D.C. Law 13-101) had taken effect prior to the freeze date (June 30, 1997).

- ★ ***If You Retire On or After August 29, 1972: Longevity pay is used in your retirement calculation if you complete 25 years of active service prior to retirement.***

Additionally, the District's Metropolitan Police Department Amendment Act of 2006 ("2006 Act") reduced the years of total creditable service needed for police officers hired on or before February 15, 1980, and who retired on or after February 15, 1980, to have longevity compensation included in their retirement pay from 25 years of service to 20 years of service.

However, the 2006 Act that reduced the requirement for creditable service from 25 years to 20 years only applies to District Benefit Payments for creditable active service earned after June 30, 1997. Congress did not amend the BBA to include comparable changes for Federal Benefit Payments for creditable active service earned on or before June 30, 1997.

- ★ ***If you were hired before February 15, 1980 and retire after June 30, 1997 with more than 20 but less than 25 years of active service: Longevity pay is used in the calculation of the District Benefit Payment portion of your retirement benefit (based on service after June 30, 1997).***

Firefighters

Service longevity pay was not used in calculating retirement benefits until the Collective Bargaining Agreement (“CBA”) of 1988 provided for a certain percentage of longevity pay to be included in base pay for the purpose of calculating retirement benefits for members who retired after the date. The CBA of 1992 expanded the longevity percentages to be included in base pay. On August 21, 1997, a court ruling provided that firefighters who retired on or after August 29, 1972 but before February 15, 1980, were entitled to longevity adjustments as equalization adjustments to their retirement benefits.

- ★ ***Firefighters who retired on or after August 29, 1972 but before February 15, 1980: You received a longevity pay adjustment as the result of equalization.***
- ★ ***Firefighters who retired on or after July 3, 1988 but before October 4, 1992 with 20 years of departmental service: You received a 5% longevity pay adjustment to your retirement benefit.***
- ★ ***Firefighters who retired on or after October 4, 1992 with 15, 20 or 25 years of departmental service: You receive 5%, 10%, or 15% longevity pay adjustment to your retirement benefit. (20% for 30 years was added by the CBA effective April 4, 2004)***

Additionally, the District’s Metropolitan Police Department Amendment Act of 2006 (“2006 Act”) codified in the D.C. Code that longevity compensation is used in calculating retirement pay for Firefighters who retire on or after February 15, 1980. However, the 2006 Act only applies to District Benefit Payments for creditable active service earned after June 30, 1997. Congress has not enacted similar legislation that would apply to Federal Benefit Payments for creditable active service earned before June 30, 1997. Therefore, the 2006 Act does not provide additional longevity benefits for firefighters beyond what was provided for by the collective bargaining agreements.

- ★ ***Firefighters who retired after February 15, 1980 but before July 1, 1988: In the absence of Federal legislation, you are not eligible to have longevity service pay included in the calculation of your retirement benefits.***