


DC DEPARTMENT OF HUMAN RESOURCES

MEMORANDUM

Office of the Director

To: Gianpiero "JP" Balestrieri, Executive Director, DC Retirement Board

From: Charles Hall, Jr., Director, Department of Human Resources 

Date: Friday, February 9, 2024

Subject: 2024 Cost-of-Living Adjustment for DC Teachers, Police Officers, and Firefighters

Forwarded herewith for your information and implementation are cost-of-living adjustment (COLA) notices identifying the increase percentages for members of the District of Columbia Teachers' Retirement Plan (the "Teachers' Plan") and the District of Columbia Police Officers and Firefighters' Retirement Plan (the "Police/Fire Plan") for 2024.

As you will note, due to the changes in the Consumer Price Index applicable to the Plans during calendar year 2023, Teachers' Plan annuitants hired before November 1, 1996 will receive a COLA of 3.3%, and those annuitants hired on or after November 1, 1996, will receive a COLA subject to a 3.0% cap. Police/Fire Plan annuitants hired before November 10, 1996, will receive a COLA of 3.4%, and those annuitants hired on or after November 10, 1996 will receive a COLA subject to a 3.0% cap.

Annuitants who retired from either Plan after March 1, 2023 and before March 1, 2024 will receive a prorated amount of the appropriate percentage comparable to the number of months they were retired prior to March 1, 2024.

In accordance with the provisions of the applicable statutes, the effective date of these increases is March 1, 2024, and they are payable to eligible annuitants effective April 1, 2024.

**Government of the District of Columbia
Executive Office of the Mayor
DC Department of Human Resources**

2024 COLA Notice for Public School Teachers

The District of Columbia Teachers' Retirement Plan provides for a cost-of-living adjustment (COLA) of annuities effective March 1 of each year, and payable April 1 of each year, for retired District of Columbia Public School teachers and their survivors (D.C. Code § 38-2021.1(b)). For teachers hired before November 1, 1996, and their survivors, the COLA effective on March 1, 2024 is 3.3%. Since this percentage is above the 3% cap applicable to teachers hired on or after November 1, 1996, and their survivors, their COLA effective March 1, 2024 is 3.0%. Therefore, the annuity adjustments for both groups are as follows:

1. District of Columbia public school teachers, hired before November 1, 1996, who retired under an annuity commencing on or before March 1, 2023, and their survivors, whose annuities commenced on or before March 1, 2023, are entitled to a full 3.3% COLA increase.
2. District of Columbia public school teachers, hired on or after November 1, 1996, who retired under an annuity commencing on or before March 1, 2023, and their survivors, whose annuities commenced on or before March 1, 2023, are entitled to a 3.0% COLA increase.
3. District of Columbia public school teachers, hired before November 1, 1996, who retired under an annuity commencing after March 1, 2023, and before March 1, 2024, are entitled to a prorated COLA increase equal to $1/12^{\text{th}}$ of the 3.3% COLA increase multiplied by the number of months (not to exceed 12 months, and counting any portion of a month as an entire month) for which the annuity was effective before March 1, 2024. For example, if a teacher retired on November 8, 2023, the prorated 2024 COLA would be 1.1% (4 months x $1/12^{\text{th}}$ x 3.3%), adjusted to the nearest $1/10^{\text{th}}$ of 1%.
4. District of Columbia public school teachers, hired on or after November 1, 1996, who retired under an annuity commencing after March 1, 2023, and before March 1, 2024, are entitled to a prorated COLA increase equal to $1/12^{\text{th}}$ of the 3.0% COLA increase multiplied by the number of months (not to exceed 12 months, and counting any portion of a month as an entire month) for which the annuity was effective before March 1, 2024. For example, if a teacher retired on November 8, 2023, the prorated 2024 COLA would be 1.0% (4 months x $1/12^{\text{th}}$ x 3.0%), adjusted to the nearest $1/10^{\text{th}}$ of 1%.
5. The table below summarizes the rules for determining the first COLA for survivors of District of Columbia public school teachers. Where applicable, the prorated COLA increase is determined as described in paragraphs 3 and 4 above.

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2024 COLA Notice for Police Officers and Firefighters

The District of Columbia Police Officers and Firefighters' Retirement Plan provides for a cost-of-living adjustment (COLA) of annuities effective March 1 of each year, and payable April 1 of each year, for retired District of Columbia police officers and firefighters who retired on or after February 15, 1980, and for all survivors (D.C. Code §§ 5-718 and 5-719). For police officers and firefighters hired before November 10, 1996, and their survivors, the COLA effective on March 1, 2024 is 3.4%. Since this percentage is above the 3% cap applicable to police officers and firefighters hired on or after November 10, 1996, and their survivors, their COLA effective March 1, 2024 is 3.0%. Therefore, the annuity adjustments for both groups are as follows:

1. District of Columbia police officers and firefighters, **hired before November 10, 1996**, who retired under an annuity commencing on or before March 1, 2023, and their survivors, whose annuities commenced on or before March 1, 2023, are entitled to a full 3.4% COLA increase.
2. District of Columbia police officers and firefighters, **hired on or after November 10, 1996**, who retired under an annuity commencing on or before March 1, 2023, and their survivors, whose annuities commenced on or before March 1, 2023, are entitled to a 3.0% COLA increase.
3. District of Columbia police officers and firefighters, **hired before November 10, 1996**, who retired under an annuity commencing after March 1, 2023, and before March 1, 2024, are entitled to a prorated COLA increase equal to $1/12^{\text{th}}$ of the 3.4% COLA increase multiplied by the number of months (not to exceed 12 months, and counting any portion of a month as an entire month) for which the annuity was effective before March 1, 2024. For example, if a police officer retired on November 8, 2023, the prorated 2024 COLA would be 1.13% (4 months x $1/12^{\text{th}}$ x 3.4%), adjusted to the nearest $1/10^{\text{th}}$ of 1%. For the annuities of survivors (spouses and children) of District of Columbia police officers and firefighters hired before November 10, 1996, the first COLA is prorated as described based on the effective date of the survivor annuity.
4. District of Columbia police officers and firefighters, **hired on or after November 10, 1996**, who retired under an annuity commencing after March 1, 2023, and before March 1, 2024, are entitled to a prorated COLA increase equal to $1/12^{\text{th}}$ of the 3.0% COLA increase multiplied by the number of months (not to exceed 12 months, and counting any portion of a month as an entire month) for which the annuity was effective before March 1, 2023. For example, if a firefighter retired on November 8, 2023, the prorated 2024 COLA would be 1.0% (4 months x $1/12^{\text{th}}$ x 3.0%), adjusted to the nearest $1/10^{\text{th}}$ of 1%. For the annuities of survivors (spouses and children) of District of Columbia police officers and firefighters

hired before November 10, 1996, the first COLA is prorated as described based on the effective date of the survivor annuity.

| Survivors | |
|---|--|
| Type of Case | First COLA |
| Spouse – Death in Service | Prorated based on effective date of survivor annuity |
| Spouse – Death after Retirement (before the retiree’s first COLA) | Prorated based on effective date of retiree annuity |
| Spouse – Death after Retirement (after the retiree’s first COLA) | NOT Prorated (full COLA is paid) |
| Children - All Circumstances | NOT Prorated (full COLA is paid) |
| Dependent Parent – Death in Service | Prorated based on effective date of survivor annuity |