

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

2021 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, 2021 is 1.4%. Since this percentage is below the 3% cap applicable to police officers and firefighters hired on or after November 10, 1996, and their survivors, their COLA effective March 1, 2021 is also 1.4%. Therefore, the annuity adjustments for both groups are as follows:

1. District of Columbia police officers and firefighters, hired before, on or after November 10, 1996, who retired under an annuity commencing on or before March 1, 2020, and their survivors, whose annuities commenced on or before March 1, 2020, are entitled to a full 1.4% COLA increase.

2. District of Columbia police officers and firefighters, hired before, on or after November 10, 1996, who retired under an annuity commencing after March 1, 2020, and before March 1, 2021, are entitled to a prorated COLA increase equal to $1/12^{\text{th}}$ of the 1.4% 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, 2021. For example, if a firefighter retired on November 8, 2020, the prorated 2021 COLA would be .5% ($4 \text{ months} \times 1/12^{\text{th}} \times 1.4\%$), 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, on, or after November 10, 1996, the first COLA is prorated as described based on the effective date of the survivor annuity.