

**GOVERNMENT OF THE DISTRICT OF COLUMBIA  
EXECUTIVE OFFICE OF THE MAYOR  
DC DEPARTMENT OF HUMAN RESOURCES**

**2019 COLA NOTICE FOR PUBLIC SCHOOL TEACHERS**

The District of Columbia Teachers' Retirement Plan (D.C. Code § 38-2021.21(b)), 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. For teachers hired before November 1, 1996, and their survivors, the COLA effective on March 1, 2019, is 1.8%. Since this percentage is below the 3% cap applicable to teachers hired on or after November 1, 1996, and their survivors, their COLA, effective March 1, 2019, is also 1.8%. Therefore, the annuity adjustments for both groups are as follows:

1. District of Columbia public school teachers, hired before, on, or after November 1, 1996, who retired under an annuity commencing on or before March 1, 2018, and their survivors, whose annuities commenced on or before March 1, 2018, are entitled to a full 1.8% COLA increase.
2. District of Columbia public school teachers, hired before, on, or after November 1, 1996, who retired under an annuity commencing after March 1, 2018, and before March 1, 2019, are entitled to a prorated COLA increase equal to 1/12<sup>th</sup> of the 1.8% 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, 2019. For example, if a teacher retired on November 8, 2018, the prorated 2019 COLA would be .6% (4 months x 1/12<sup>th</sup> x 1.8% = .6), adjusted to the nearest 1/10 of 1%.
3. 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 paragraph 2 above.

<b>Survivors</b>	
<b>Type of Case</b>	<b>First COLA</b>
Spouse or domestic partner - Death in Service	Prorated based on effective date of survivor annuity
Spouse or domestic partner - Death after Retirement (before the retiree's first COLA)	Prorated based on effective date of retiree annuity
Spouse or domestic partner - 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

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**2019 COLA NOTICE FOR POLICE OFFICERS AND FIREFIGHTERS**

The District of Columbia Police Officers and Firefighters' Retirement Plan (D.C. Code §§ 5-718 and 5-719), provides for a cost-of-living adjustment (COLA) of annuities effective March 1 of each year, and payable April 1 of each year, for District of Columbia Police Officers and Firefighters who retired on or after February 15, 1980, and for all survivors. For police officers and firefighters hired before November 10, 1996, and their survivors, the COLA effective on March 1, 2019 is 1.9%. 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, 2019, is also 1.9%. 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, 2018, and their survivors, whose annuities commenced on or before March 1, 2018, are entitled to a full 1.9% 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, 2018, and before March 1, 2019, are entitled to a prorated COLA increase equal to  $1/12^{\text{th}}$  of the 1.9% 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, 2019. For example, if a police officer retired on November 8, 2018, the prorated 2019 COLA would be .6% ( $4 \text{ months} \times 1/12^{\text{th}} \times 1.9\% = .6\%$ ), rounded to the nearest 1/10 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.