

Retirement benefits currently offered to Union and Non-Union Employees

**Non-Represented Active Employees Benefits** -457 Plan, 401(a) Plan

**Retirees** - Retiree Medical, Retiree Basic Life, Retiree Supplemental Life Insurance, Retiree Spousal Life Insurance

**Local 2 Active Employees Benefits** - 457 Plan, 401 (a) Plan

**Local 922** - WMATA/Local 922 Retirement Plan

**Local 689** - 457 Plan, Transit Employees' Retirement Plan

**Special Police (Local 639 ) If hired prior to 2/25/2016** 457 Plan/WMATA Retirement Plan

**Special Police (Local 639) If hired after 2/25/2016** - 457 plan/401(a) Plan

**Transit Police Officers (FOP)-** WMATA Transit Police Retirement Plan

Employer contribution, vesting schedule and waiting periods for retirement plans

**Non Represented Employees -**

**Local 2 - 401 (a) Vesting Period** 3 years/ If employee contributes 3% or more the plan contributes an additional 3% to the basic 4% for a total of 7% / 457 Plan no Vesting

**Local 922** - WMATA/Local 922 Retirement Plan- **Vesting Period-** 100% after continuous 10 years of Service - Earliest Payment- Any age with 27 years of Service (or Rule of 83), no benefit reduction; or 50 years of age, with 20 years of service, benefit reduction of 33%- Benefits are calculated using the employee's average compensation during those four years of the employee's service during which the employee earned the highest total pay

The employee's annual retirement benefit is calculated as:

- 1.85% of the highest 4 years pay times years of service, up to 27 years of Continuous Service at Retirement

For participants whose benefits commence on or after November 1, 2007, 1.95% times the years of Continuous Service in excess of 27 at Retirement

**Local 689** - Transit Employees' Retirement Plan - Earliest Payment- Any age with 27 years of Service (or Rule of 83)- or 65 Years of age with 10 years of service, no benefit reduction; or 50 years of age, with 20 years of service, benefit reduction of 33%; or 55 years of age, with 15 years of service, benefit reduction of 50.4% - **Vesting Period** 100% after 10 Years / 457 Plan no Vesting - Benefits are calculated using the employee's average compensation for those four years of the employee's service during which the employee earned the highest total pay

The employee's annual retirement benefit is calculated as:

- 1.85% of the highest 4 years pay times years of service, up to 27 years of Continuous Service at Retirement

For participants whose benefits commence on or after July 1, 2006, 1.95% times the years of Continuous Service in excess of 27 at Retirement

**Special Police (Local 639 ) If hired prior to 2/25/2016** 457 Plan/WMATA Retirement Plan - **Vesting** 100% after 5 years (60 months) of Service. Earliest Payment - 55 years of age, with 10 years of service, benefit reduction of 18% a supplemental benefit is also provided to age 65. 55 years of age, with Rule of 83, no benefit reduction, a Supplemental Benefit is also provided to age 65. The plan provides annual COLA increases for all retirees. Benefits are calculated using the employee's Final Average Earnings (FAE) – the average annual base earnings during the 36 consecutive months that produce the highest average

The employee's annual retirement benefit, beginning at age 65, is the sum of

- 1.6% of FAE up to Social Security Breakpoint (SSB) for each of the first 20 years of service, plus
- 2.5% of FAE over SSB for each of the first 20 years of service, plus
- 1.6% of FAE for each year of service over 20 years

Note: The SSB is the largest amount of earnings that can contribute to the Social Security Benefit for anyone who reaches age 65 in the year the retiree does.

**Special Police (Local 639) If hired after 2/25/2016 - 401 (a) Vesting Period** 3 years/ If employee contributes 3% or more the plan contributes an additional 3% to the basic 4% for a total of 7%/ 457 Plan no vesting

**Transit Police Officers (FOP)- WMATA Transit Police Retirement Plan- Vesting** 100% after 5 years (60 months) of Service. Earliest payment- Any age with 25 years of service, no benefit reduction; or 50 years of age, with 10 years service, benefit reduction of 72%

Benefit formula:

Benefits are calculated using the employee's Final Average Earnings (FAE) — the average annual base earnings during the 36 consecutive months that produce the highest average

The employee's annual retirement benefit at the start of retirement is calculated as:

- 2.56%\* of FAE times years of Credited Service;
- Beginning at age 66, the benefit is calculated as 2.06%\* of the FAE times years of Credited Service

\* Effective beginning 10/1/2001

Employer/Employee Cost share for health benefits

Actives	Actives				Employee- Monthly	Biweekly Rates	Employee %		
Non Rep, Local 2, Special Police, FOP and Local 922		Tier	Total Rates	WMATA	Rate	Biweekly Rates	Employee %		
		Non Rep, Local 2, Special Police, FOP and Local 922							
Cigna Active and Retirees  Cigna - Indemnity  *Closed group  United Health Care Active and Retirees  Kaiser Active and pre Medicare Rets  Delta Dental Actives Only	Non Rep	EE	\$ 906.74	\$ 725.39	\$ 181.35	\$ 83.70	25%		
	Eff Jan 201	EE+1	\$ 1,755.13	\$ 1,404.11	\$ 351.03	\$ 162.01	25%		
		EE+Fam	\$ 2,782.50	\$ 2,226.00	\$ 556.50	\$ 256.85	25%		
		EE	\$ 1,130.47	\$ 960.90	\$ 169.57	\$ 78.26	18%		
		EE+1	\$ 2,199.41	\$ 1,404.11	\$ 351.03	\$ 162.01	25%		
		EE+Fam	\$ 3,493.70	\$ 698.74	\$ 322.50	\$ 148.85	46%		
		EE	\$ 648.71	\$ 518.97	\$ 129.74	\$ 59.88	25%		
		EE+1	\$ 1,414.34	\$ 1,131.47	\$ 282.87	\$ 130.55	25%		
		EE+Fam	\$ 1,621.89	\$ 1,297.51	\$ 324.38	\$ 149.71	25%		
		EE	\$ 603.89	\$ 483.11	\$ 120.78	\$ 55.74	25%		
		EE+1	\$ 1,207.78	\$ 966.22	\$ 241.56	\$ 111.49	25%		
		EE+Fam	\$ 1,751.29	\$ 1,401.03	\$ 350.26	\$ 161.66	25%		
Cigna - POS	Local 2	EE	\$ 969.28	\$ 781.81	\$ 187.47	\$ 86.52	24%		
	Active	EE+1	\$ 1,876.20	\$ 1,513.34	\$ 362.87	\$ 167.48	24%		
	Eff Jan 201	EE+Fam	\$ 2,974.44	\$ 2,399.16	\$ 575.28	\$ 265.51	24%		
	United Health Care		EE	\$ 708.40	\$ 571.00	\$ 137.40	\$ 63.42	24%	
			EE+1	\$ 1,544.48	\$ 1,244.91	\$ 299.57	\$ 138.26	24%	
			EE+Fam	\$ 1,771.13	\$ 1,427.60	\$ 343.53	\$ 158.55	24%	
							\$ -		
		Kaiser		EE	\$ 646.85	\$ 530.87	\$ 115.98	\$ 53.53	22%
				EE+1	\$ 1,293.69	\$ 1,061.73	\$ 231.96	\$ 107.06	22%
			EE+Fam	\$ 1,875.86	\$ 1,539.52	\$ 336.34	\$ 155.23	22%	
	Delta Dental		EE	\$ 31.36	\$ 15.68	\$ 15.68	\$ 7.24	50%	
			EE+1	\$ 60.44	\$ 30.22	\$ 30.22	\$ 13.95	50%	
		EE+Fam	\$ 95.64	\$ 47.82	\$ 47.82	\$ 22.07	50%		
United	Special Poli	EE	\$ 708.40	\$ 602.14	\$ 106.25	\$ 49.04	18%		
	Eff Jan 201	EE+1	\$ 1,544.48	\$ 1,312.81	\$ 231.68	\$ 106.93	18%		
		EE+Fam	\$ 1,771.13	\$ 1,505.46	\$ 265.68	\$ 122.62	18%		
	Medical	FOP	EE	\$ 699.31	\$ 594.41	\$ 104.90	\$ 48.41	18%	
		Actives	EE+1	\$ 1,442.13	\$ 1,225.81	\$ 216.32	\$ 99.84	18%	
			EE+Fam	\$ 1,939.73	\$ 1,648.77	\$ 290.96	\$ 134.29	18%	
Dental	Rates Effective	6/1/2017	EE	\$ 47.40	\$ 40.29	\$ 7.11	\$ 3.28	18%	
			EE+1	\$ 95.00	\$ 75.99	\$ 19.01	\$ 8.77	25%	
			EE+Fam	\$ 126.60	\$ 99.69	\$ 26.91	\$ 12.42	27%	

FOP rates are net of RSR Buy Down and effective Jun 2015 - May 2016.

<b>All Coverages</b>	<b>Local 922 EE</b>	\$	1,055.67	\$	800.00	\$	255.67	\$	118.00	24%
	<b>Eff 2016/201EE+1</b>	\$	1,242.00	\$	800.00	\$	442.00	\$	204.00	36%
	<b>EE+Fam</b>	\$	1,380.67	\$	800.00	\$	580.67	\$	268.00	42%
							\$	-		

EE contributions are set by administrator. These contributions plus WMATA set contrib equal indicated total rate