

State and Plan	Age and Service Requirements for Normal Retirement	Benefit Formula Multiplier/Social Security Coverage?	Calculation of Final Average Salary (FAS)	COLA Provisions	Employee/Employer Contribution
New Mexico Police and Fire, Local	No minimum age /20; 65/5;  Vesting: 5 years	A variety of plans with multipliers ranging from 2% to 3.5%  Social Security: No in most cases, varies by local government	FAS = Average of 36 highest months	Automatic 3%, compounded	Employee: A variety of plans provide rates that range from 7% to 16.3% Employer: A variety of plans provide rates that range from 10% to 21.25%
New Mexico Municipal Corrections Officers	No minimum age w/25 years of service; 65/5;  Vesting: 5 years	3% times FAS times years of service, times 1.2  Social Security: No in most cases, only Eddy County covered	FAS = Average of 36 highest months	Automatic 3%, compounded	Employee: 16.65% Employer: 16.65
New Mexico State Police and Adult Corrections Officers	No minimum age w/25 years of service; 65/5;  Vesting: 5 years	3% times FAS times years of service, times 1.2 for certain job classifications  Social Security: No	FAS = Average of 36 highest months	Automatic 3%, compounded	Employee: 7.6% Employer: 25.1%
New Mexico Peace Officers, includes conservation officers, RLD drug inspectors, motor trans. officers and DPS special Investigators	No minimum age w/25 years of service; 65/5;  Vesting: 5 years	3% times FAS times years of service  Social Security: Yes	FAS = Average of 36 highest months	Automatic 3%, compounded	Employee: 7.42% Employer: 15.59%
New Mexico Juvenile Corrections Officers	No minimum age w/25 years of service; 65/5;  Vesting: 5 years	3% times FAS times years of service  Social Security: Yes	FAS = Average of 36 highest months	Automatic 3%, compounded	Employee: 4.78% Employer: 25.72%

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Arizona Corrections Officers (as of 1/1/12)	Minimum age of 52.5, w/25 years of service; Age 62, w/10 years of service;  Vesting: 5 years	If under 52.5/25 benefit equals 62.5 % of members FAS plus 2.5% of FAS for each year of credited service over 25. If under 62/10, FAS times years of service times 2.5%  Social Security: Yes	FAS = Average of 60 highest consecutive months in the last 10 years	Sliding scale of 2% to 4%, contingent on retirement fund investment earnings above 10.5%. Investment earnings threshold recently increased from 8.5%.	Employee: Non-dispatchers: 8.41% Dispatchers: 7.96%  Employer: Reset annually, based on actuarial soundness of plan, minimum of 6%
Arizona State and Local Police (as of 1/1/12)	Minimum age of 52.5 w/25 years of service;  Vesting: 5 years	62.5 % of members FAS plus 2.5% of FAS for each year of credited service over 25; Max.= 80%  Social Security: Yes	FAS=Average of 60 highest consecutive monthly compensation in the last 20 years	Sliding scale of 2% to 4%, contingent on investment earnings above 10.5%. Threshold recently increased from 8.5%.	Employee: 8.65 % Employer: Reset annually, based on actuarial soundness of plan. 27.18% in FY 2011.
California Local Fire and Safety	Minimum age of 50 w/5 years of service, 10 for Tier II;  Vesting: 5 years (10 years for Tier II)	Various: Generally in range of 2% to 2.5% per year at age 50 to 3% at age 50 or 55, capped at 80% to 90%  Social Security: Varies by local government	Depending on employee classification, FAS = average of 12 highest month or 36 highest months	Based on CPI, up to 2%, compounded	Employee: For FY 2011, 8% to 11% depending on whether covered by Social Security Employer: Reset annually, based on actuarial soundness of plan.
California State Police and Corrections	Minimum age of 50 w/5 years of service, 10 for Tier II;  Vesting: 5 years (10 years for Tier II)	Various Multipliers: Generally in range of 2% to 2.5% per year at age 50 to 3% at age 50 or 55, capped at 80% to 90%. Social Security: Varies	Depending on employee classification, FAS = average of 12 highest month or 36 highest months.	Based on CPI, up to 2%, compounded	Employee: For FY 2011, 9% to 11% depending on whether covered by Social Security

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Colorado State Police	No minimum age w/30 years of service; 50/25; 55/20; 65/5 Vesting: 5 yrs.	2% per year of service times FAS for first 10 years plus 2.5% times FAS for ensuing years of service credit  Social Security: No	FAS = Average of 36 highest months, not required to be consecutive	Varies by date of hire, automatic 2% unless negative investment return in previous year, then lesser of average monthly CPI-W or 2%, compounded. Recently changed from automatic 3.5%.	Employee: 10% Employer: 18.35%
Colorado Local Fire and Safety	Minimum age of 55 w/25 years of service;  Vesting: 5 years	2% per year of service times FAS for first 10 years plus 2.5% times FAS for ensuing years of service credit Social Security: No	FAS = Average of 36 highest months, not required to be consecutive	Ad hoc, as approved by board of directors	Employee: 8% Employer: 8%
Kansas Police and Fire, state and local, Tier II Members	Minimum age of 50 w/25 years of service; 55/20; 60/15;  Vesting 15 years (Tier II Members)	2.5% per year of service times FAS, capped at 32.  Social Security: No	FAS = Average of three highest of last 5 years	Ad hoc, as approved by legislature; optional self-funded COLA in new cash balance plan. Recently changed from automatic 2%	Employee: 7%; 5% after 32 years of membership Employer: 17.26%
Nevada Police and Fire, state and local, as of 1/1/10	No minimum age w/30 years of service; 50/20; 60/10; 65/5;	2.5% per year of service times FAS, capped at 30  Social Security: No	FAS = Average of 36 highest consecutive months; anti-spiking provisions	Ad hoc, as approved by legislature	Employer Paid Plan for local government, Employer: 39.75% Optional 20.25% contrib. for state employees. Refundable at termination
Oklahoma State Highway Patrol, Capitol Patrol and other state and university law enforcement officers	No minimum age w/20 years of service; 62/10;  Vesting: 10 years	2.5% times FAS times years of service up to a maximum of 30 years  Social Security: No	FAS = Average of 30 highest consecutive months of compensation	Ad hoc, as approved by the legislature. Must be fully funded. Recently changed from 2% automatic	Employee: 8% Employer: Varies, normal cost plus amount required to amortize unfunded liability over 40 years.

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Oklahoma State Corrections Security Officers, Parole Officers and others	No minimum age w/20 years of service; 62/6; Rule of 90;  Vesting: 6 years	2.5% times FAS times years of service in plan plus 2% times FAS times years of other creditable service  Social Security: Yes	FAS = Average of highest three years of the last 10 years in service	Ad hoc, as approved by the legislature. Must be fully funded. Recently changed from 2% automatic	Employee: 8% Employer: 16.5%
Oklahoma Municipal Police	No minimum age w/20 years of service;  Vesting: 10 years	2.5% times FAS times years of creditable service  Social Security: Yes	FAS = Average of 30 highest consecutive months of last 60 months	Ad hoc, as approved by the legislature. Must be fully funded. Recently changed from 2% automatic	Employee: 8% Employer: 13%
Oklahoma Municipal Fire	No minimum age w/20 years of service;  Vesting: 10 years	2.5% times FAS times years of service up to a maximum of 30 years  Social Security: No	FAS = Average of 30 highest consecutive months of last 60 months	Ad hoc, as approved by the legislature. Must be fully funded. Recently changed from 2% automatic	Employee: 8% Employer: 13%
Texas State Law Enforcement Officers, Custodial Employees of the Corrections System and Parole Officers or Caseworkers	Minimum age of 50 w/20 years of service; Rule of 80 with 20 years of service; All service must be in plan  Vesting: 5 years	2.8% times FAS times years of service, capped at 100% of FAS  Social Security: Yes	FAS = Average of 36 highest months.	Ad hoc, as approved by the legislature; per state constitution, plan's amortization period must be less than 31 years for legislature to approve a COLA	Employee: 7% Employer: 2.13%

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Texas Municipal Fire and Safety	<p>Local governments choose among plans that include various eligibility options including No minimum age w/20 or No minimum age w /25 years of service; 60/10 or 60/5;</p> <p>Vesting: 5 or 10 years, depending on plan</p>	<p>Cash-balance plan that provides lifetime annuities based upon the employee's account balance at retirement, which includes employee and employer contributions and investment earnings</p> <p>Social Security: Varies by local government</p>	Not Applicable	Local governments may choose no COLA or one based on 30%, 50%, or 70% of CPI, compounded	Employee contribution is set by employer and may range from 4% to 7%. Matched by employer at least dollar for dollar up to, \$2.50 per employee dollar. Account interest is guaranteed at 7% annually and may be higher. Employers make contributions necessary to fund the plan on an actuarial basis
<p>Utah State and Local Public Safety and Firefighters, Tier 2 Hybrid Plan.</p> <p>As of July 1, 2011, new employees choose between this plan and the following plan.</p> <p>Hybrid is the default.</p>	<p>No minimum age w/25 years of service; 60/20; 62/10; 65/4;</p> <p>Vesting: 4 years</p>	<p>Defined Benefit Component: 1.5 times FAS times years of service plus distributions from the defined contribution component of the plan</p> <p>Social Security: State Employees yes; Local employees, varies by entity</p>	FAS =Average of 5 highest years	For employees hired before 7/1/2011, automatic based on CPI up to 4%, not compounded; for those hired after 6/30/2011, COLA based on CPI up to 2.5%, simple.	Employee: No Contribution, except in the case that the employer's contribution of 12% is inadequate to amortize the liabilities of the defined benefit component, the employees will contribute to make up the shortfall. When the 12 % employer contribution exceeds the actuarial requirement, the excess is deposited in the employees' defined contribution plan.
Utah State and Local Public Safety and Firefighters, Tier 2 Defined Contribution Plan 401(k)	<p>401(k) plan regulations apply</p> <p>Vesting: 4 years</p>	401 (k) plan regulations apply	Not Applicable	Not Applicable	Employee: None Employer: 12%