

**The City of Lansing
Employees' Retirement System
and
Police and Fire Retirement System**

V. Summary of Benefit Changes

	Bargaining Unit	Effective Date	Employees Affected	Current Provision	New Provision
PENSION					
1	UAW	10/21/2013	Current and New Hires	No cap	Pension benefit capped at 110% of base wage
2	UAW	10/21/2013	Current and New Hires	Formerly 1.3%	Employee contribution increased to 3.0%
3	UAW	10/21/2013	New Hires	2.75% multiplier	1.7% multiplier
4	District Court Teamsters 580	4/1/2014	New Hires	1.6% multiplier; 5.5% employee contribution	1.25% multiplier; 5.0% employee contribution
5	Teamsters 580 CTP & Sup	5/19/2014	New Hires	1.8% multiplier; 6.5% employee contribution	1.25% multiplier; 5.0% employee contribution
6	Teamsters 214	No changes for most recent contract		N/A	N/A
7	IAFF	5/19/2014	Current Employees	Formerly 9.08%	Employee contribution increased to 10.0%
8	IAFF	10/1/2014	Current and New Hires	No cap	Pension benefit capped at 110% of base wage
9	FOP Non-Sups	7/1/2015	Current Employees	Formerly 8.5%	Employee contribution increased to 9.0%
10	FOP Non-Sups	8/1/2014	Current and New Hires	No cap	Pension benefit capped at 110% of base wage
11	FOP Non-Sups	8/1/2014	New Hires	3.2% multiplier; 8.5% employee contribution	2.5% multiplier; 7.0% employee contribution
12	FOP Non-Sups	8/1/2014	New Hires	Full retirement = 25 years, no age limit	Full retirement = 25 years AND age 50+
13	IAFF	5/19/2014	New Hires	3.2% multiplier; 9.08% employee contribution	2.5% multiplier; 7.0% employee contribution

Outlines provided by City finance office (numbers added for reference).