

# Georgia Municipal Employees Benefit System Retirement Fund

## SUMMARY OF PLAN FEATURES

### **November 2017**

A summary of the features contained in the retirement plan of each member organization of the Georgia Municipal Employees Benefit System (GMEBS) Retirement Fund that offers a view of the retirement system as a whole, as well as the detailed provisions of each individual retirement plan.



## A Note About the Summary Information

The material contained in this summary briefly explains and illustrates the various plans of the GMEBS retirement program members. The summary includes the most recent plan information for each member as it would apply to new employees in the general employee population. The summary does not detail specific plan benefits that are provided for special employee classes or benefits previously provided under the plan. The full terms and conditions of each plan are set forth in the plan text. The full text will control in deciding any questions that may arise concerning the plan.

For more specific retirement plan information, please contact:

### Randy Briskin

Retirement Field Services Representative  
(678) 686-6257  
rbriskin@gmanet.com

### Michelle Worner

Director, Retirement Field Services and  
Defined Contribution Program (678) 686-XXXX  
mworner@gmanet.com

## Membership Plan Features – A Quick Overview

### PARTICIPANT CONTRIBUTIONS

95% of the membership does not require participant contributions. 5% of the membership provides for participant contributions

### BENEFIT FORMULA

The benefit formulas for the fund's membership are broken down as follows:

Formula	% of Membership
1.25%	8%
1.5%	23%
1.75%	6%
2.00%	16%
1.0%-1.75%	16%
1.25%-2.0%	14%
1.5%-2.0%	2%
Other	14%

### NORMAL RETIREMENT

Employees – 69% of the membership's normal retirement requirements for employees is 65+5, 18% uses a combination such as 65+5 OR 55+25, and 13% uses a combination with an age and YOS formula such as 65+5 OR Rule of 80.

Officials – Of those members who offer benefits for officials, 68% use age 65 as the normal retirement requirement and 32% use some other type of combination.

### EARLY RETIREMENT

For 93% of the membership, the early retirement requirement is 55+10 and 7% uses some other type of requirement.

### ELECTED OFFICIALS

54% of the membership provides benefits for elected officials. The average monthly dollar amount is \$26 for each year of service.

### VESTING

51% of the membership offers 10-year vesting and 46% offers 5-year vesting.

### IN-SERVICE DEATH BENEFIT

58% of the membership offers the Automatic Option A death benefit and 42% offers the Actuarial Reserve death benefit for active employees. 90% of the membership offer Automatic Option A death benefit for terminated vested employees.

### DISABILITY

60% of the membership offers some type of disability retirement benefit. Of those members who offer a disability benefit, 85% provides a

minimum disability benefit equal to 20% of the employee's final average salary, 6% uses 66 2/3%, 7% uses 10%, and 2% uses some other percentage or disability benefit.

### COST-OF-LIVING

20% of the membership provides a cost-of-living adjustment, with 10% of the membership using a maximum increase percentage of 5%.

### PUBLIC SAFETY

9% of the membership offers some type of alternative retirement benefit for public safety employees.

### POPULATION

83% of the total membership is cities. Of those members who are cities, 68% have a population of 5,000 or less.

### EMPLOYEES

75% of the membership employs 75 or fewer employees, 19% employs 76-200 and 6% employs 201 and over.

### GMA DISTRICTS

57% of the membership is located in the northern part of the state, 21% in middle Georgia, and 22% in south Georgia.

## Explanation of Plan Features

### **POPULATION (POP)**

The most current census data for member cities.

### **EMPLOYEES (EMP)**

The number of active employees for each member organization.

### **GMA District (GMA DIST)**

The GMA district of each member to provide a geographic point of reference to compare plans of similar locations throughout the state.

### **PARTICIPANT CONTRIBUTIONS (PART CONT)**

Denotes plans that require participant contributions. Employers and employees share the cost.

### **NORMAL RETIREMENT**

The age and years of credited service (YOS) needed to receive a full retirement benefit.

### **EARLY RETIREMENT**

The age and years of credited service (YOS) needed to receive a reduced retirement benefit. The earlier an employee retires, the lower the benefit paid.

### **BENEFIT FORMULA**

The percentage that is multiplied by an employee's final average earnings (FAE) and years and months of credited service to produce the employee's annual normal retirement benefit.

**Split Formulas** – Split formulas are utilized in some plans. The split or break point is determined based upon either (1) an amount designated by the fund's actuary on an annual basis (Dynamic or Index Break Point), or (2) an amount found in the Covered Compensation Break Point table based on the employee's year of birth. The amount of FAE that falls below the break point is multiplied by the lower percentage, and the FAE that is above the break point is multiplied by the higher percentage. These two calculated amounts are added together and multiplied by the employee's years and months of credited service to calculate the employee's annual normal retirement benefit.

**Dynamic Break Point** – The break point is published annually by the Social Security Administration. For employee's terminating with a vested benefit in 2018, the break point is \$80,532. The benefit percentages are usually 1.25%-2.0%

**Index Break Point** – The break point is published by the Social Security Administration. For employees terminating with a vested benefit in 2018, the break point is \$64,764. The benefit percentages are usually 1.0%-1.75%

**Table Break Point** – The break point is determined by using the Covered Compensation Break Point table found in the Master Plan document. The benefit percentages are usually 1.0%-1.75%

**Smaller Employer Plans** – A standardized plan is offered (at a reduced administrative fee) specifically for small cities with fewer than 16 active participants. These plans vary only in their benefit formula, vesting, and disability provision – every other feature is standard. The plans are non-contributory and may cover elected officials. They have the Automatic Option A death benefit.

### **ELECTED OFFICIALS (EO)**

If the plan covers elected officials, the dollar benefit is shown. The dollar benefit, multiplied by the number of years of credited service in office, will equal the monthly retirement benefit payable at normal retirement age.

## **VESTING**

**10-year** – An employee is entitled to a vested benefit when he has accrued 10 years of credited service.

**5-year** – An employee is entitled to a vested benefit when he has accrued 5 years of credited service.

**IMM** – Immediate vesting.

## **IN-SERVICE DEATH BENEFIT**

**Automatic Option A (Auto A)** – In some plans, only participants who have met the requirements for early or normal retirement are eligible for the death benefit. Some plans provide death benefits for participants who have met the requirements for vesting.

**Actuarial Reserve (AR)** – Death benefit covers all participants, regardless of age or length of service and typically provides a higher benefit amount than the Automatic Option A death benefit.

## **DISABILITY**

Denotes plans that offer a disability retirement benefit. Disability retirement benefits are paid if and when, in most plans, a participant becomes entitled to Social Security disability benefits. The minimum percentage is shown. An employee's disability benefit is always at least this percentage of his final average monthly earnings.

## **COST-OF-LIVING (COLA)**

Denotes plans that provide an automatic increase in benefits when the cost-of-living index rises. The maximum increase allowed for any one year is shown.

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS	
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV				
Abbeville	2,298	10	9		65+5	65	55+10	1.50%	\$10		x	Auto A	Auto A				
Acworth	13,422	76	3	x	65+5, Rule of 80	65	55+10	1.0% - 1.75% (\$5000 BP), 2.0% for ptcp who elect to contribute 4%	\$39	IMM <sup>2</sup>	7 YR <sup>1</sup>	Auto A	Auto A				
Adairsville	2,542	38	1		65+5 or 55+25	65	55+10	1.25% - 2.0% (dynamic)	\$5	x	IMM <sup>2</sup>	AR	Auto A	20%	5%		
Adel					65+5 or 55+30	65+5 or 55+30	55+5	2.00%	\$22		x	Auto A	Auto A		2%		
Alamo	1,943	6	9		65+5		55+10	1.50%		x		Auto A	Auto A				
Alma	3,236	60	11		65+5	65	55+10	1.75%	\$30	x	IMM <sup>2</sup>	AR	Auto A	20%			
Americus	17,013	195	8		65+5	65	55+10 or 50+25	1.25% - 2.0% (dynamic)	\$35	IMM <sup>2</sup>	x	Auto A	Auto A	20%			
Aragon	1,039	8	1		65+5		55+10	1.0% - 1.75% (index)		x		AR	Auto A	20%	5%		
Ashburn	4,419	68	11		65+5	65	55+10	1.0% - 1.75% (index)	\$14	x		AR	Auto A	20%			
Attapulgus	492	3	10		65+5		55+10	1.50%			x	Auto A	Auto A	20%			
Auburn	6,904	12	5		65+5		55+10	1.60%			x	Auto A	Auto A	20%		x	
Augusta	195,182	2,500	7	x	65 or 62+25	65 or 62+25	50+5	1.65%			IMM <sup>2</sup>	x	Auto A	Auto A	20%	2%	x
Augusta-Richmond County Planning Commission		11	7	x	65+5		55+10	2.50%			x <sup>3</sup>		AR	Auto A	60% <sup>5</sup>		
Austell	5,359	66	3		65+5	65	55+10	1.5% - 2.25% (dynamic)	\$41		x	AR	Auto A	20%	5%		
Avondale Estates	2,609	32	3	x	65+5		55+10	1.25% - 2.0% (dynamic)			7 YR	Auto A	-	20%			
Bainbridge	11,722	180	10		65+5	65+5	55+10 or 55+30	1.25%	\$20	x <sup>1</sup>	x <sup>2</sup>	Auto A	Auto A				
Barnesville	5,972	67	4		65+5 or Rule of 75	65 or 60+15	55+10	1.0% - 1.75% (index)	\$34	x	IMM <sup>2</sup>	AR	Auto A	20%	5%		

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Baxley	4,150	81	9		65+25 or 55+25	65 or 55+10	55+10	1.25% - 2.0% (dynamic)	\$30	x	IMM <sup>2</sup>	Auto A	Auto A			
Berlin	595	15	10		65+5		55+10	1.50%			x	Auto A	Auto A			
Blackshear	3,283	50	11		65+5		55+10	1.25%			x	Auto A	Auto A	20%		
Blairsville	659	13	2		65+5	65	55+10	1.50%	\$20	x <sup>3</sup>	IMM <sup>2</sup>	Auto A	Auto A	20%		
Blakely	5,696	73	10		65+5 or 55+20	65 or 55+20	55+10	1.25% - 2.0% (dynamic)	\$20	IMM <sup>2</sup>	x	Auto A	-	66-2/3% <sup>5</sup>		
Blakely-Early County Department of Recreation		2	10		65+5 or 55+20		55+10	1.25% - 2.0% (dynamic)			x	Auto A	-	66-2/3% <sup>5</sup>		
Blue Ridge	1,210	30	1		65+5		55+10	1.50%		x		Auto A	Auto A			
Bowdon	1,959	42	4		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$5		x	AR	Auto A			
Bowman	898	5	5		65+5	65	55+10	1.25%	\$10	IMM <sup>2</sup>	x	Auto A	Auto A			
Bremen	4,579	50	1		65+5		55+10	1.25% - 2.0% (dynamic)		x		AR	Auto A	20%		
Brooklet	1,113	7	12		65+5		55+10	1.50%		x		Auto A	Auto A			
Broxton	1,428	8	11		65+5	65	55+10	1.50%	\$10		x	Auto A	Auto A			
Brunswick-Glynn County Joint Water and Sewer Comm.		2	12		65+3		55+10	2.00%			x <sup>9</sup>	Auto A	Auto A			
Buchanan	941	10	1		65+5		55+10	1.25% - 2.0% (dynamic)		x		Auto A	Auto A			
Buena Vista	1,664	23	8		65+5		55+10	1.25% - 2.0% (dynamic)		x		AR	Auto A	20%	5%	
Buford	10,668	106	3		65+5,60+30 or Rule of 75	65,60+30 or Rule of 75	55+10	2.00%	\$76	x		Auto A	Auto A			
Butler	1,907	14	8		65+5	65	55+10	1.25%	\$13	x	IMM <sup>2</sup>	AR	Auto A			
Byron	2,887	46	6		65+5		55+10	2.50%		x <sup>3</sup>		AR	Auto A	66-2/3% <sup>5</sup>	3%	

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Cairo	9,239	150	10		65+5	65	55+10	1.0% - 1.75% (table)	\$12	x	IMM <sup>2</sup>	Auto A	Auto A			
Calhoun	10,667	225	1		65+5	65+7	55+10	1.50%	\$50	7 <sup>2</sup>	x <sup>1</sup>	Auto A	Auto A			
Camilla	5,669	98	10		65+5	65	55+5	1.0% - 1.75% (table)	\$15	IMM for CM or IMM <sup>2</sup>	x	AR	Auto A			
Canon					65+5	65	55+10	1.50%	\$10	IMM <sup>2</sup>	x	Auto A	Auto A			
Canton	7,709	64	3		65+5	65	55+10	2.5%, 1.25% for new hires	\$64	4YR <sup>2</sup>	x <sup>1</sup>	Auto A	Auto A			
Carnesville	541	3	2		65+5		55+10	1.50%		x		Auto A	Auto A			
Carrollton	19,843	378	4		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$75	x	IMM <sup>2</sup>	AR	Auto A	10%		
Cave Spring	975	15	1		65+5		55+10	1.50%		x		Auto A	Auto A			
Cedartown	9,470	124	1		65+5 or 60+20	65	55+10	2.50%	\$39	IMM <sup>2</sup>	x	Auto A	Auto A	20%		x
Centerville	4,278	46	6		65+5 or Rule of 80	65+5 or Rule of 80	55+10	1.50%	\$40	IMM <sup>2</sup>	x	AR	Auto A	20%	5%	
Chamblee	9,552	65	3		65+5 or 55+25	65	55+10	2.00%	\$30	x	IMM <sup>2</sup>	AR	Auto A	20%	5%	
Chatsworth	3,531	32	1		65+5		55+10	1.25% - 2.0% (dynamic)		x <sup>3</sup>		AR	Auto A			
Chatsworth Water and Sewer Authority		30	1		65+5		55+10	1.25% - 2.0% (dynamic)		x <sup>3</sup>		AR	Auto A			
Cherokee County Water and Sewerage Authority		129	3		65+5 or Rule of 80		55+10	2.00%			x	Auto A	Auto A			
Chester	305	2	9		65+5	65	55+10	1.50%	\$10	IMM <sup>2</sup>	x	Auto A	Auto A			
Chickamauga	2,245	23	1		65+10	65	55+10	1.0% - 1.75% (table)	\$24	x		AR	Auto A			
Clarksville	1,248	43	2		65+5		55+10	1.25% - 2.0% (dynamic)			x	AR	Auto A	20%		

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Clarkston	7,231	39	3		62+5	65	55+5	2.50%	\$35	IMM <sup>2</sup>	x	AR	Auto A	20%	5%	
Claxton	2,276	35	9		65+5, 55+25	65	55+10	1.25% - 2.0% (dynamic)	\$21	x	IMM <sup>2</sup>	Auto A	Auto A		5%	
Clayton Housing Authority					65+5		55+10	1.20%			x	Auto A	Auto A	20%		
Cleveland					65+5		55+10	1.75%			x	Auto A	Auto A	20%		
Coastal Ga RDC					65+5		55+10	2.00%		IMM for Ex Dir	x	Auto A	Auto A			
Cochran	4,455	45	9		65+5 or 30 YOS, 25 YOS PS	65 or 30 YOS	55+10	1.0% - 1.75% (table)	\$20	x	IMM <sup>2</sup>	AR	Auto A	20%		x
College Park	20,382	297	3	x	62+5 or 60+25	62+5 or 60+25	52+10	2.75%	\$100		x	AR <sup>6</sup>	Yes	200		
Colquitt	1,939	18	10		65+5, Rule of 75		55+10	2.00%		x		Auto A	Auto A	20%		
Comer	1,052	8	5		65+5		55+10	1.25%			x	Auto A	Auto A			
Commerce	5,292	98	5		65+5 or 62+30	65	55+10	1.75%	\$50	x	IMM <sup>2</sup>	AR	Auto A	20%	5%	
Conyers	10,689	145	3		65+5 or Rule of 85		55+10	1.75%		x		AR	Auto A	10%		x
Conyers Housing Authority		14	3		65+5 or Rule of 85		55+10	2.00%		x		AR	Auto A	10%		
Cordele	11,608	162	8		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$13	x	IMM <sup>2</sup>	AR	-	20%		
Cornelia	3,674	87	2		65+5		55+10	1.75%		x		Auto A	Auto A	20%		
Cumming	4,220	80	2		65+5 or 55+25	65 or 55+25	55+10	1.5% - 2.0% (dynamic)	\$68	IMM <sup>2</sup>	x	AR	Auto A	20%	3%	
Cuthbert	3,731	33	8		65+5		55+10	1.50%		x		Auto A	Auto A			
Dacula	3,848	6	3		62+5		55+10	2.00%			7 YR	Auto A	Auto A	20%		
Dahlonega	3,638	44	2		65+5	65+5	55+10	2.00%	\$25	IMM <sup>2</sup>	x	AR	Auto A	20%	2%	

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY RETIREMENT	BENEFIT FORMULA	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials				10-YR	5-YR	Active	TV			
Dallas	5,056	26	1		65+5 or Rule of 80	65 or Rule of 80	55+10	1.0% - 1.75% (table)	\$70	IMM <sup>2</sup>	x	Auto A	Auto A	20%		
Danielsville	457	3	5		65+5		55+10	1.50%			x	Auto A	Auto A			
Darien	1,719	25	12		65+5 or 55+25	65 or 55+25	55+10	1.0% - 1.75% (table)	\$15	IMM <sup>2</sup>	x	AR	Auto A	20%		
Davisboro	1,544	5	7		65+5	65	55+10	1.50%	\$23	IMM <sup>2</sup>	x	Auto A	Auto A	20% <sup>1</sup>		
Dawson	5,058	70	10		65+5 or 55+25	65 or 55+25	55+10	1.0% - 1.75% (index)	\$14	x	IMM <sup>2</sup>	AR	Auto A	20% <sup>1</sup>		
Dawsonville	619	8	2		65+5	65	55+10	1.50%	\$25	IMM <sup>2</sup>	x	Auto A	Auto A			
Demorest					65+5		55+10	1.50%		x		Auto A	Auto A			
Doerun	828	11	10		65+5		55+10	1.50%		x		AR	Auto A	20%	3%	
Donalsonville	2,796	40	10		65+5	65	55+10	1.5% - 1.75%(table)	\$7	IMM <sup>2</sup>	x	Auto A	Auto A	20%		
Douglas	10,639	302	11	x	65+5 or Rule of 90	62+8 or Rule of 90	55+10	2.00%	\$35	x <sup>1</sup>	8YR <sup>2</sup>	AR	Auto A	20%	5%	
Douglasville	20,065	221	3		65+5 or Rule of 75	65+5 or Rule of 75	55+10	1.75%	\$67	IMM <sup>2</sup>	x	Auto A	Auto A			x
Douglasville-Douglas County Water & Sewer Authority		141	3		65+5 or Rule of 80		55+10	1.50%		x		AR	Auto A			
Dublin	15,857	208	9		62+5, Rule of 85	62, Rule of 85	55+10	1.0% - 1.75% (table)	\$90	x <sup>4</sup>	IMM <sup>2</sup>	Auto A	Auto A	10%		
Dublin-Laurens County Recreation Authority		19	9		65+5		55+10	1.0% - 1.75% (table)		x <sup>4</sup>		Auto A	Auto A	10%		
Duluth	22,122	78	3		65+5,62+20 or 60+25		55+10	1.50%			x	Auto A	Auto A			
East Ellijay	707	9	1		65+5	65	55+10	1.75%	\$20	x	IMM <sup>2</sup>	Auto A	Auto A			
Eastman	5,440	53	9		65+5 or Rule of 90	65 or Rule of 90	55+10	1.50%	\$9	x		AR	Auto A	20%		
Eatonton	6,764	60	6		65+5	65	55+10	1.25% - 1.75% (table)	\$17	x	IMM <sup>2</sup>	Auto A	Auto A			



MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Eatonton-Putnam County Water & Sewer Authority					65+5		55+10	1.25% - 1.75% (table)		x		Auto A	Auto A			
Elberton	4,743	150	5		65+5 or 62+30	65	55+10	1.25% - 1.75% (table)	\$45	x		AR	Auto A		5%	
Ellaville	1,609	21	8		65+5 or 55+25	65	55+10	1.25% - 2.0% (dynamic)	\$15	IMM <sup>2</sup>	x	AR	Auto A			
Ellijay	1,584	19	1		65+5	65	55+10	1.0% - 1.75% (index)	\$5		x	AR	Auto A			
Ellijay-Gilmer County Water and Sewer Authority		34	1		65+5		55+10	1.50%		x		AR	Auto A	20%	2%	
Emerson	1,092	14	1		65+5	65	55+10	1.50%	\$18	IMM <sup>2</sup>	x	Auto A	Auto A			
Enigma	869	3	11		65+5		55+10	1.25%		x		Auto A	-			
Fairburn	5,464	54	3		65+5 or 55+25	65	55+10	2.00%	\$48		x	AR	Auto A	20%	5%	
Fayetteville	11,148	135	3		62+5 or 55+25	62 or 55+25	55+10	2.00%	\$45	IMM <sup>2</sup>	x	AR	Auto A	20%		
Fitzgerald	8,758	125	11		65+5 or 55+20	65	55+10	2.00%	\$20	IMM <sup>2</sup>	x	Auto A	Auto A	20%		
Fitzgerald Light and Bond Commission					65+5 or 55+20	65	55+10	2.00%	\$20	IMM <sup>2</sup>	x	Auto A	Auto A	20%		
Flint Area Consolidated Housing Authority		20	8		65+5		55+10	2.00%		x		Auto A	-		3%	
Flowery Branch					65+5		55+10	2.00%			x	Auto A	Auto A			
Forsyth	3,776	80	6		65+5	65	55+10	1.50%	\$20	IMM <sup>2</sup>	x	Auto A	Auto A	20%		
Fort Oglethorpe	6,940	66	1		65+5, Rule of 70	65	55+10	1.0% - 1.75% (table)	\$22		x	Auto A	Auto A	20%		
Fort Valley	8,005	76	6		65+5		55+10	1.0% - 1.75% (table)		x		AR	Auto A	66-2/3% <sup>5</sup>		
Fort Valley Utilities Commission		59	6		65+5 or 35 YOS		55+10	1.0% - 1.75% (table)		x <sup>3</sup>		AR	Auto A	20%		
Franklin	902	11	4		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$13	x	IMM <sup>2</sup>	Auto A	Auto A			

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Gainesville	25,578	606	2		65+5	65+5	55+10	1.25% - 2.0% (dynamic)	\$11	x <sup>1</sup>	x <sup>2</sup>	Auto A	Auto A			
Garden City	11,289	68	12		65+5, 55+20	65	55+10	2.00%	\$25	IMM 2	x	Auto A	Auto A	20%		
Georgia Emergency Management Agency		26	3		62+5		55+10	1.25% - 2.0% (dynamic)			x	AR	Auto A	20%	2%	
Georgia Mountains RDC		18	3	x	65+5 or 62+25		55+10	1.25% - 2.25% (table)			x	AR	-		5%	
Georgia Municipal Association		70	3		62+5		52+10	1.25% - 2.0% (dynamic)			x	AR	Auto A	20%	3%	
Gibson	694	3	7		65+5		55+10	1.25%		x		Auto A	Auto A			
Glennville	3,641	37	9		65+5	65	55+10	1.75%	\$12	x	IMM <sup>2</sup>	AR	Auto A	20%		
Gordon	2,152	29	6		65+5	65	55+10	1.25% - 2.0% (table)	\$7	IMM <sup>2</sup>	x	AR	Auto A			
Gray	1,811	11	6		65+5	65	55+10	1.50%	\$24		x	Auto A	-			
Greensboro	3,238	32	5		65+5	65	55+10	1.0% - 1.75% (table)	\$16	x <sup>3</sup>	IMM <sup>2</sup>	Auto A	-	20%		
Greenville	946	13	4		65+5	65	55+10	1.25%	\$20	x	IMM <sup>2</sup>	Auto A	Auto A			
Griffin					65+5 or 55+25		55+10	1.50%		x		Auto A	Auto A		3%	x
Grovetown	6,089	38	7		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$12	x	IMM <sup>2</sup>	AR	Auto A	20%		
Guyton	917	6	12		65+5		55+10	1.50%		x		Auto A	Auto A			
Hagan	898	6	9		65+5		55+10	1.50%		x		Auto A	Auto A			
Hahira	1,626	25	11		65+5		55+10	1.25%		x		Auto A	Auto A			
Hampton	3,857	28	3		65+5, Rule of 80 (PS only)		55+10	1.5% - 1.75% (table)			x	AR	Auto A	20%		x
Harlem	1,814	26	7		60+5 or 55+25 or 50+30	60+5 or 55+25	55+10	1.5% or 2.5% for 50+30	\$32	x	IMM <sup>2</sup>	AR	Auto A	20%	2%	

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Hartwell	4,188	86	2		65+5	65	55+10	1.0% - 1.75% (index)	\$25	x	IMM <sup>2</sup>	Auto A	Auto A			
Hawkinsville	3,280	60	6		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$39	x	IMM <sup>2</sup>	AR	Auto A	20%		x
Hazlehurst	3,787	46	9		65+5 or 55+30	65 or 55+30	55+10	1.25% - 2.0% (dynamic)	\$12	x	IMM <sup>2</sup>	AR	Auto A	20%		
Heard County Water Authority		14	4		65+5		55+10	1.50%			x	Auto A	Auto A	20%		
Heart of GA Altamaha RC		37	9		65+3 or 55+30		55+10	2.00%			3 YR	AR	Auto A	20%		
Helena	2,307	10	9		65+5	65	55+10	1.50%	\$7	x	IMM <sup>2</sup>	Auto A	Auto A			
Henry County Water and Sewer Authority	40,544				62 + 5		55+5	2.50%			x	Yes	Yes		1%	
Hephzibah	3,880	11	7		65+5		55+10	1.25%			x	Auto A	Auto A	66-2/3% <sup>5</sup>		
Hiwassee	808	10	2		65+5		55+10	1.50%		x		Auto A	Auto A			
Hinesville	30,392	167	12		65+5 or 55+25	65 or 55+25	55+10 or 50+25	1.5% - 2.25% (dynamic)	\$40	x	IMM <sup>2</sup>	Auto A	Auto A			
Hiram	1,361	8	1		65+5		55+10	1.50%		x		Auto A	Auto A			
Hogansville	2,774	47	4		65+5	65	55+10	1.0% - 1.75% (table)	\$15	x	IMM <sup>2</sup>	AR	Auto A	20%		
Holly Springs	3,195	17	3		65+5	65	55+10	2.00%	\$50		x	Auto A	Auto A			
Jackson	3,934	60	4		65+5 or 55+30	65 or 55+30	55+10	1.5% - 2.0% (dynamic)	\$38	x	IMM <sup>2</sup>	AR	Auto A	66-2/3% <sup>5</sup>	5%	
Jackson County Water and Sewerage Authority					65+5		55+10	1.50%			x	Auto A	Auto A			
Jasper	2,167	44	1		65+5		55+10	1.25% - 2.0% (dynamic)		x <sup>3</sup>		Auto A	Auto A			
Jasper County Joint 911 Authority		8	5		65+5		55+10	1.50%			x	Auto A	Auto A	20%		
Jefferson	3,825	41	5		65+5 or 30 YOS	65 or 30 YOS	55+10	1.50%	\$35	IMM <sup>2</sup>	x	AR	Auto A	20%		

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Jeffersonville	1,209	26	6		65+5		55+10	1.25%			x	Auto A	-	20%		
Jesup	9,279	84	9		65+5 or 55+35	65	55+10	1.00%	\$30	IMM <sup>2</sup>	x	AR	Auto A	20%		
Jonesboro	3,829	27	3		65+5 or 55+30	65 or 55+30	55+10	1.75%	\$22	x		AR	Auto A	20%		
Jonesboro Housing Authority		18	3		65+5 or 55+30		55+10	1.75%		x		AR	Auto A	20%		
Kennesaw	21,675	128	3	x	65+5, Rule of 75	65	55+10	2.00%	\$64	x	4YOS <sup>2</sup>	AR	Auto A	20%		
Kingsland	10,506	133	12		65+5 or 62+20	65	55+10	1.60%	\$20	IMM <sup>2</sup>	x	AR	Auto A	20%	3%	x
LaFayette	6,702	167	1		65+5	65	55+10	1.0% - 1.75% (table)	\$30	IMM <sup>2</sup>	x	AR	Auto A	20%		
LaGrange	25,998	483	4		65+5, 55+30	65	55+10	1.5% - 2.0% (dynamic)	\$25	x	IMM <sup>2</sup>	Auto A	Auto A	10%		
LaGrange Housing Authority		14	4		65+5		55+10	1.5% - 2.0% (dynamic)		x		Auto A	Auto A	10%		
Lake City					65+5	65	55+10	2.00%	\$20	IMM <sup>2</sup>	x	Auto A	Auto A			
Lake Park	549	5	11		65+5		55+10	2.50%			x	Auto A	Auto A	20%		
Lavonia	1,827	43	2		65+5	65	55+10	2.00%	\$20	IMM <sup>2</sup>	x	AR	Auto A	20%		
Lavonia Housing Authority		5	2		65+5		55+10	2.00%			x	AR	Auto A	20%		
Leesburg	2,633	16	10		65+5		55+10	1.50%			x	Auto A	Auto A			
Lenox	889	6	11		65+5		55+10	1.25%			7 YOS	Auto A	Auto A			
Liberty Consolidated Planning Commission					65+5 or 55+25		55+10 or 50+25	1.5% - 2.25% (dynamic)		x		Auto A	Auto A			
Lincolnton	1,595	12	7		65+5		55+10	1.50%		x		Auto A	Auto A			
Lithonia	2,187	19	3		65+5		55+10	1.0% - 1.75% (table)			7 YR	Auto A	Auto A			

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Locust Grove	2,322	19	3		65+5	65	55+10	2.00%	\$24	x	IMM 2	Auto A	-			
Loganville	5,435	50	5		65+5 or Rule of 80	65 or Rule of 80	55+10	3.00%	\$47	x	IMM <sup>2</sup>	Auto A	Auto A	20%		
Lookout Mountain	1,617	15	1		65+5		55+10	1.0% - 1.75% (table)		x		Auto A	Auto A	10%		
Louisville	2,712	52	7		65+5		55+10	1.00% - 1.75% (table)		x		AR	Auto A	20%		
Lumpkin	1,369	16	8		65+5		55+10	1.0% - 1.75% (index)		x		AR	Auto A	20%	5%	
Lyons	4,169	37	9		65+5	62	55+10	1.0% - 1.75% (table)	\$36	x	IMM <sup>2</sup>	AR	Auto A	20%		
Madison	3,636	66	5		65+5 or 30 YOS	65 or 30 YOS	55+10	2.00%	\$30	x		AR	Auto A	20%	5%	
Manchester	3,988	74	4		65+5	65	55+10	2.00%	\$30	x <sup>3</sup>		AR	Auto A	20%		
Marshallville	1,335	11	8		65+5		55+10	1.00%		x		Auto A	-			
McDonough		139	3		65+5 or Rule of 80		55+10	2.00%		IMM for City Mgr	x	Auto A	Auto A	20%		
McRae -Helena	2,682	34	9		65+5	65	55+10	1.50%	\$12	IMM <sup>2</sup>	x	Auto A	Auto A			
Menlo	485	1	1		65+5		55+10	1.50%		x		Auto A	Auto A			
Middle Georgia RDC		31	6		62+5		55+10	1.375% - 2.5% (table)		x		AR	Auto A	20%	2%	
Midville	457	8	7		65+5		55+10	1.50%		x		Auto A	Auto A			
Midway	1,100	8	12		65+5	65	55+10	1.50%	\$10		x	Auto A	Auto A			
Millen	3,492	88	7		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$16	x	IMM 2	AR	Auto A	20%		x
Milton	15,382		3		65+5		55+10	2.75%			7 YR	Auto A	Auto A	20%		

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Monroe	11,407	160	5		65+5 or 55+25	65	55+10	2.00%	\$30	IMM 2	x	Auto A	Auto A	20%		
Montezuma	3,999	64	8		65+5	65+10	55+10	2% or 1.5%	\$33		x	AR	Auto A	20%	5%	
Monticello	2,428	50	5		65+5	65	55+10	1.0% - 1.75% (table)	\$7	IMM 2	x	AR	Auto A	20%		
Morrow	4,882	88	3		65+5	65	55+10	3.00%	\$37	x <sup>1</sup>	6 YR <sup>2</sup>	AR	Auto A	66-2/3% <sup>5</sup>		
Mount Airy	604	2	2		65+5	65	55+10	1.0% - 1.75% (index)	\$30	IMM 2	x	AR	Auto A	20%	5%	
Mount Vernon	2,082	7	9		65+5		55+10	2.00%		x		Auto A	-			
Mount Vernon Housing Authority		2	9		65+5		55+10	2.00%		x		Auto A	-			
Mount Zion	1,275	12	4		65+5		55+10	1.50%			x	Auto A	Auto A			
Nahunta	930	12	11		65+5		55+10	1.50%			x	Auto A	Auto A			
Nashville	4,697	62	11		65+5	65	55+10	1.0% - 1.75% (table)	\$16		x	Auto A	Auto A	20%		
Newnan	16,242	197	4		65+10, Rule of 88	62+10	55+10	2.00%	\$69	x		Auto A	Auto A	66-2/3% <sup>5</sup>		x
Nicholls	1,008	12	11		65+5		55+10	1.50%			x	Auto A	Auto A			
Nicholson	1,247	3	5		65+5	65	55+10	1.50%		IMM 2	x	Auto A	Auto A			
Norcross	8,410	67	3		65+5, 62+10, 55+20 (PS only)		55+10	1.60%			x	Auto A	Auto A	20%	3%	x
Northeast GA HA (formerly Toccoa HA)		27	2		65+5		55+10	1.0% - 1.75% (table)		x		AR	Auto A	20%	4%	
Northeast GA RDC		37	5		65+5		55+10	2.00%		x		Auto A	Auto A			
Northwest GA Regional Commission (Formerly Coosa Valley RC)		47	1		65+5		55+10	1.0% - 1.75% (table)			x	AR	Auto A	65% <sup>5</sup>		

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Oakwood	2,689	14	2		65+5 or Rule of 75	62+8	55+10	3.60%	\$24	8 YOS <sup>2</sup>	x	Auto A	Auto A	20%		
Ocilla	3,270	34	11		65+5		55+10	1.0% - 1.75% (index)		x		Auto A	Auto A			
Oglethorpe	1,200	13	8		65+5	65	55+10	1.0% - 1.75% (table)	\$22	x	IMM <sup>2</sup>	AR	Auto A	20%		
Oxford	1,892	13	5		65+5		55+10	1.75%			x	AR	Auto A	20%		
Palmetto	3,400	35	3		65+5	65	55+10	1.25%	\$40	x	IMM <sup>2</sup>	Auto A	-	20%	3%	
Patterson	627	7	11		65+5		55+10	1.25%			x	Auto A	-			
Pelham	4,126	41	10		65+5	65	55+10	1.0% - 1.75% (table)	\$10	x	IMM <sup>2</sup>	AR	Auto A	20%	4%	
Pembroke	2,379	16	12		65+5	65	55+10	2.00%	\$17	IMM <sup>2</sup>	x	AR	Auto A	20%		
Perry	9,602	130	6		65+5	65	55+10 <sup>1</sup> 55+5 <sup>2</sup>	1.25% - 2.0% (dynamic)	\$36	IMM <sup>2</sup>	x	AR	Auto A	20%	5%	x
Pine Mountain	1,141	12	8		65+5		55+10	1.75%		x		Auto A	Auto A			
Pooler	6,239	120	12	x	62+5 or 55+30	62 or 55+30	55+10	3.00%	\$20	IMM <sup>2</sup>	x	Auto A	Auto A	60% <sup>5</sup>	2%	
Port Wentworth	3,276	38	12		65+5, 55+25	65, 55+25	55+10	1.0% - 1.75% (table)	\$25	IMM <sup>2</sup>	x	AR	Auto A	20%	5%	
Portal	597	6	12		65+5		55+10	1.50%		x		Auto A	Auto A			
Powder Springs	12,481	55	3		65+5	65+8 or 2 terms	55+10	1.75%	\$55	8 YOS or 2 terms <sup>2</sup>	7YOS <sup>1</sup>	Auto A	-			
Quitman	4,638	71	11		65+5		55+10	1.25%			x	AR	Auto A	20%		
Reidsville	2,235	21	9		65+5	65	55+10	1.25%	\$11	x	IMM <sup>2</sup>	AR	Auto A	20%		
Remerton	847	10	11		65+5		55+10	3.00%			x	Auto A	Auto A			

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Reynolds	1,036	15	8		65+5	65	55+10	1.0% - 1.75% (table)	\$8	x	IMM <sup>2</sup>	AR	Auto A	20%		
Riceboro	736	3	12		65+5	65	55+10	1.50%	\$10		x	Auto A	Auto A			
Richmond Hill	6,959	45	12		65+5 or 55+25	65 or 55+25	55+5	1.48% - 2.36% (dynamic) Reg EE or 2.40% Police	\$25	IMM <sup>2</sup>	x	AR	Auto A	66-2/3% <sup>5</sup>	5%	x
Rincon	4,376	21	12		60+5	60+5	50+10	1.5% - 2.0% (dynamic)	\$25		x	Auto A	Auto A	20%		
Roberta	808	10	6		65+5		55+10	1.25%			x	Auto A	Auto A	20%		
Rochelle	1,415	11	9		65+5	65	55+10	2.00%	\$15	IMM <sup>2</sup>	x	Auto A	-	20%		
Rockmart	3,870	53	1		65+5		55+10	2.00%		x		AR	Auto A			
Rome	34,980	652	1		67+5 or 64+25		57+10	1.35% - 2.0% (\$35,000 breakpoint)	\$27	x		AR	Auto A	20%		x
Rossville	3,511	56	1		65+5		55+10	1.0% - 1.75% (table)		x		AR	Auto A	20%		
Roswell	79,334	570	3		65+5 or Rule of 80	65 or Rule of 80	55+10	2.00%	\$30		x	AR	Auto A	66-2/3% <sup>5</sup>		
Royston	2,493	47	2		65+5	65	55+10, 55-Class 1	1.50%	\$22	IMM <sup>2</sup>	x	Auto A	Auto A	20%		
Saint Marys	13,761	125	12		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$16	IMM <sup>2</sup>	7 YR	Auto A	Auto A	20%		
Sandersville	6,144	101	7		65+5	65	55+10	1.50%	\$32	IMM <sup>2</sup>	x	AR	Auto A	20%		
Senoia	1,738	25	4		65+5		55+10	1.50%			x	Auto A	Auto A	20%		
Sky Valley	221	12	2		65+5		55+10	1.25%			x	Auto A	Auto A			
Smithville	774	8	10		65+5	65	55+10	1.50%	\$10	IMM <sup>2</sup>	x	Auto A	Auto A			
Smyrna	40,999	350	3	x	65+5, Rule of 80, 65+10, 35yrs	65, Rule of 80	55+7 or 55+10, 85 for Class 1	2.00%	2% or 1%	IMM <sup>2</sup>	7 YR	Auto A	Auto A			x



MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Snellville	15,351	121	3		65+5	65	55+10	1.50%		x <sup>3</sup>		AR	-	20%	5%	
Social Circle	3,379	42	5		65+5	65	55+10	1.45%	\$38	x	IMM <sup>2</sup>	AR	Auto A	20%	2%	
Soperton	2,824	19	9		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$7	x	IMM <sup>2</sup>	AR	Auto A	20%		
Southern Georgia RC		48	11		65+5 or Rule of 85		55+10	1.25% - 2.0% (dynamic)		x		Auto A	Auto A	20%		
Springfield	1,821	22	12		65+5 or Rule of 85		55+10	1.25%			x	Auto A	Auto A	20%		
Statesboro	22,698	253	12		65+5, 55+25 PS	65	55+10	1.25% - 2.0% (dynamic)	\$35	IMM <sup>2</sup>	x	AR	Auto A	20%	5%	x
Stockbridge	9,853	29	3		65+5	65	55+10	3.00%	\$25	IMM <sup>2</sup>	x	AR	Auto A	60% <sup>5</sup>		
Stone Mountain	7,145	45	3		65+5 or 55+25		55+10	1.50%			x	AR	Auto A	20%	5%	
Summerville	4,556	103	1		62+5 or 50+30	62	50+10	1.75%	\$25	x	IMM <sup>2</sup>	AR	Auto A	20%	3%	
Suwanee				x	65+5	65+5	55+10	1.50%	\$33		x	50%	Auto A			
Swainsboro	6,943	76	9		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$11	x	IMM <sup>2</sup>	AR	Yes	20%	5%	
Sylvania	2,675	69	7		65+5		55+5	1.2% - 1.85% (\$10,000 breakpoint)			x	Auto A	Auto A			
Sylvester	5,990	106	10		65+5 or 50+30	65 or 50+30	55+10	1.5% - 2.25% (dynamic)	\$20	x		AR	-	20%		
Tallapoosa	2,789	38	1		65+5		55+10	1.25% - 2.0% (dynamic)		x		AR	Auto A	20%	3%	
Temple	2,383	13	4		65+5		55+10	1.25%			x	Auto A	-			
Tennille	1,505	36	7		65+5	65	55+10	1.50%	\$12	x <sup>1</sup>	x <sup>2</sup>	Auto A	-	20%		
Thomaston	9,411	144	4		65+5 or 55+30	65	50+5	1.25% - 2.0% (dynamic)	\$19	IMM <sup>2</sup>	7 YOS <sup>1</sup>	AR	Auto A	20%		x

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY RETIREMENT	BENEFIT FORMULA	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials				10-YR	5-YR	Active	TV			
Thomson	6,828	119	7		65+5		55+10	1.0% - 1.75% (table)		x <sup>3</sup>		AR	Auto A	10%		
Thunderbolt	2,340	24	12		65+5	65	55+10	1.50%	\$15	IMM <sup>2</sup>	x <sup>9</sup>	AA <sup>2</sup> AR <sup>1</sup>	-	20% <sup>1</sup>		
Toccoa	9,323	200	2		65+5	65	55+10	1.0% - 1.75% (table)	\$11	IMM <sup>2</sup>	x	AR	Auto A	20%	4%	
Towns County Water and Sewer Authority		6	2		65+5		55+10	1.50%		x		Auto A	Auto A			
Trion	1,993	47	1		65+5 or 55+25	65 or 55+25	55+10	1.0% - 1.75% (table)	\$50	x	IMM <sup>2</sup>	Auto A	Auto A	20%	4%	
Tybee Island	3,392	115	12		65+5 & 55+ 20 (Police)	65	55+10	1.5% - 2.0% (dynamic)	\$20	x <sup>3,1</sup>	4 YR <sup>2</sup>	AR	Auto A	20%	3%	x
Tyrone	3,916	23	3		65+5		55+10	1.25% - 2.0% (dynamic)			x	AR	Auto A	20%	3%	
Unadilla HA					65+5		55+10	1.30%			x	Auto A	Auto A			
Unified Gov't of Georgetown-Quitman (Formerly known as City of Georgetown)	973	5	8		65+5		55+10	1.50%		x		Auto A	Auto A			
Unified Gov't of Georgetown-Quitman (Formerly known as City of Georgetown)	973	5	8		65+5		55+10	1.50%		x		Auto A	Auto A			
Union City	11,621	177	3		65+5	65	55+10	2.00%	\$22	IMM <sup>2</sup>	x	Auto A	Auto A	20%	3%	
Union Point	1,669	26	5		65+5		55+10	1.0% - 1.75% (index)		x		Auto A	Auto A	20%		
Valdosta	43,724	547	11	x	65+5, Rule of 75	62+5	55+10 <sup>1</sup>	2.00%	\$50	x <sup>1</sup>	x <sup>2</sup>	Auto A	Auto A	10% <sup>1</sup>		
Valdosta Lowndes County Parks & Recreation Authority		41			65+5 or Rule of 75 (class 1&3)		55+10	2.00%		10YR		Auto A	Auto A	10%		
Vidalia	10,491	88	9		65+5 or 62+20 PS	65 or 62+4	55+10	1.0% - 1.75% (table)	\$45	x	IMM <sup>2</sup>	AR	Auto A	20%		x
Vidalia Housing Authority		4	9		65+5; 62+10 Exc Dir only		55+10	1.0% - 1.75% (table)		x		AR	Auto A	20%		
Vienna	2,973	32	8		65+5 or Rule of 85 (min age 55)	65	55+10	1.0% - 1.75% (table)	\$10	x	IMM <sup>2</sup>	Auto A	Auto A	10%	4%	x

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Vienna Housing Authority		2	8		65+5		55+10	1.50%			x	Auto A	Auto A	20%		
Villa Rica	4,134	77	4		65+5	65	55+10	1.5% - 2.0% (dynamic)	\$14	x	IMM <sup>2</sup>	AR	Auto A	20%		
Villa Rica Housing Authority		5	4		65+5		55+10	2.00%		7 YOS <sup>1</sup>		AR	Auto A	20%		
Wadley	2,088	23	7		65+5	65	55+10	2.00%	\$20	x	IMM <sup>2</sup>	Auto A	-	20%		
Waleska	616	1	3		65+5		55+10	1.25%			x	Auto A	-			
Walthourville	4,030	14	12		65+5	65	55+10	1.25%	\$10	IMM <sup>2</sup>	x	Auto A	-			
Warm Springs	485	8	4		65+5	65	55+10	1.75%	\$7	x	IMM <sup>2</sup>	AR	Auto A	20%		
Warner Robins	48,804	597	6		60+5, 30 YOS, 55+25 PS	60, 30 YOS	55+10	2.00%	\$50	x	IMM <sup>2</sup>	AR	Auto A	20%	5%	x
Warrenton	2,013	19	7		65+5	65	55+10	1.0% - 1.75% (index)	\$11	x	IMM <sup>2</sup>	Auto A	Auto A	20%		
Washington	4,295	92	7		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$16	x	IMM <sup>2</sup>	AR	Auto A	20%	3%	
Waycross	15,333	271	11	x	65+5, 60+30, Rule of 90 & Rule of 85 for Police	65	55+10	1.75%	\$11	x		Auto A	Auto A	20%		x
Waynesboro	5,813	88	7		65+5 & Rule of 70 for Public Safety		55+10	1.25% - 2.0% (dynamic)		x		AR	Auto A	20%		x
West Point				x	65+1, 60+10, 50+30	65+1, 60+10, 50+30	50+20	2.01%	\$20	x	8 YOS <sup>2</sup>	Auto A	Auto A			
Whigham	631	9	10		65+5		55+10	1.50%		x		Auto A	Auto A			
White	693	3	1		65+5, 62+30	65	55+10	1.50%	\$12	IMM <sup>2</sup>	x	Auto A	-			
Whitesburg	596	8	4		65+5		55+10	2.00%		x		Auto A	Auto A			
Willacoochee	1,434	10	11		65+5	65	55+10	1.50%	\$15	IMM <sup>2</sup>	x	Auto A	-	20%		

MEMBER	POP	EMP	GMA DIST	PART CONT	NORMAL RETIREMENT		EARLY	BENEFIT	EO	VESTING		DEATH BENEFIT		DISABILITY	COLA	PS
					Employees	Officials	RETIREMENT	FORMULA		10-YR	5-YR	Active	TV			
Winder	10,201	150	5		65+5 or 55+30	65 or 55+25	55+10	2.00%	\$56	x	IMM <sup>2</sup>	AR	Auto A			
Woodbine	1,218	18	12		65+5		55+10	1.25%			x	AR	Auto A	20%	5%	
Woodbury	1,184	21	4		65+5	65	55+10	1.25% - 2.0% (dynamic)	\$14	x	IMM <sup>2</sup>	AR	Auto A	20%		
Woodstock	10,050	80	3		65+5, Rule of 80 (PS)		55+10	2.00%			x	Auto A	Auto A			x
Wrens	2,314	43	7		65+5	65	55+10	1.0% - 1.75% (table)	\$17		x	Auto A	Auto A			
Wrightsville	2,223	24	9		65+5		55+10	1.50%		x		Auto A	Auto A			

## FOOTNOTES

1 — Employees Only

2 — Officials Only

3 — 50% vested after 5 years, 60% after 6 years, increasing to 100% after 10 years

4 — 25% vested after 7 years, 50% after 8 years, 75% after 9 years, 100% after 10 years

5 — Minus benefits paid from workers' compensation, Social Security, state compulsory disability plans and any employee sponsored group disability plans

6 — 75% of accrued normal retirement

7 — Applies to employees hired after a certain date under age 35 and employees hired prior to certain date who choose to contribute

8 — 55+25, 56+24, 57+23, 58+22, 59+21, 60+20, 61+19, 62+18, 63+17, 64+16

9 — 33.3% vested after 3 years, 66.7% after 4 years, 100% after 5 years