

GROUP I & IA CASH BALANCE PLAN

Minimum Service Retirement Qualifications	25 years of creditable service or age 62 with 10 years of creditable service
Creditable Service Percentage for Calculation	Creditable service percentage is not applicable. The accumulated cash balance is converted to an actuarially equivalent lifetime annuity.
Salary used for Calculation	Not applicable to the Cash Balance Plan calculation (Applicable to benefits frozen at transition)
Benefit Payment Structure	Benefit payments are lifetime payments and commence upon retirement at 25 years of creditable service or age 62
ERIP Benefits	ERIP benefits not available under the Cash Balance Plan
Vesting Benefits	Calculated as an actuarially equivalent lifetime annuity after 10 years of creditable service and commencing payment at age 62
Disability Benefits	There is no disability retirement allowance under this plan. (Exception: Employees who transition from the 20 or 25 year plans)
Employee Contribution Percentage	Cash Balance participants will contribute 6% towards their accumulated cash balance. (The Governing Statute gives the Board of Trustees authority to make future pay credit adjustments)
Non-Employee Contributions	The City of Montgomery contributes pay credits and interest annually to an employee's accumulation account. This amount is refundable to the employee at termination upon the completion of 10 years of creditable service. (Transitioned service time applies towards the 10 year vesting period.)
Refunds Due To Termination	Upon termination and prior to 10 years or creditable service the employee is eligible for a refund of only their contributions. After 10 years creditable service the employee's full cash balance will be refunded.
Transition Election	During the election period established by the Board of Trustees a 20 or 25 Year Plan employee may elect to transition to the Cash Balance Plan
Accumulation of Contributions Balance	Employee contributions plus City of Montgomery contributions designed to reward longevity in addition to interest credits based on the 30 year Treasury Bill
Prior Time Buy-Backs	Not buy-back eligible