

2016 Public Safety Retirement Contributions

Jurisdiction	Social Security participation	Retirement Plan	Employer contribution	Employee contribution	Total Contribution	Delta's
Police Benchmark						
Castle Rock Police	Yes	ICMA 401a	7.0%	4.0%	11.0%	ER + 1%
Douglas County	Yes	ICMA 401a (EE 6% or 8%)	8.0%	7.0%	15.0%	
Louisville	Yes	ICMA 401a	5.5%	5.0%	10.5%	
Loveland	Yes	Money Purchase Plan	11.0%	7.0%	18.0%	
Wheatridge	Yes	ICMA 401a	10.0%	10.0%	20.0%	
		SS Participant Average	8.6%	7.3%	15.9%	
<i>For reference purposes only. These jurisdictions do not participate in Social Security</i>						
Arvada	No	401a Money Purchase Plan	10.0%	10.0%	20.0%	
Brighton	No	FPPA	8.0%	9.5%	17.5%	EE + 1.5%
Broomfield	No	401a Money Purchase Plan	10.0%	10.0%	20.0%	
Commerce City	No	401a & 457	10.0%	10.0%	20.0%	
Englewood	No	FPPA	10.2%	8.0%	18.2%	
Golden	No	ICMA 401a & 457 (3%)	13.0%	10.0%	23.0%	
				No Min		
Greenwood Village	No	Great West 401a, 401k	14.0%	Contrb Rqd	14.0%	
Lafayette	No	FPPA	10.2%	8.0%	18.2%	
Littleton	No	ICMA 401a (10%) & ICMA 457 (2%)	12.0%	10.0%	22.0%	
* Lone Tree	No	FPPA	10.6%	9.5%	20.1%	EE + .5%
Longmont	No	ICMA 401a	10.0%	10.0%	20.0%	
Northglenn	No	ICMA 401a	9.0%	12.0%	21.0%	
* Parker	No	FPPA (8%) & 457 (2%)	10.0%	9.0%	19.0%	
Thornton	No	ICMA 401a	10.0%	10.0%	20.0%	Both + 1%
Westminster	No	401(a)	10.25%	10.0%	20.3%	New Data
		Non SS participant Average	10.5%	9.7%	19.6%	
		Total Average	10.1%	9.2%	18.8%	
Fire Benchmarks						
Loveland Fire Authority	Yes	ICMA 401a & ICMA 457	11.0%	9.0%	20.0%	
Brighton Fire Protection District	No	FPPA	8.0%	9.5%	17.5%	EE + 1.5%
Castle Rock Fire	No	FPPA	10.0%	9.0%	19.0%	
Cunningham Fire Protection District	No	FPPA	8.0%	9.5%	17.5%	EE + .5%
Lafayette	No	ICMA 401a	10.2%	8.0%	18.2%	
Lone Tree	No	FPPA	10.6%	9.5%	20.1%	EE + .5%
Longmont	No	ICMA 401a	10.0%	10.0%	20.0%	
South Metro Fire District	No	401a Money Purchase Plan	12.0%	12.0%	24.0%	
Golden	No	ICMA 401a & 457 (3%)	13.0%	10.0%	23.0%	
Littleton	No	FPPA (8%) & 457 (2%)	10.0%	9.5%	19.5%	
Thornton	No	ICMA 401a	8.0%	8.0%	16.0%	
Westminster	No	FPPA	8.0%	9.5%	17.5%	New Data
		Average	10.1%	9.5%	19.6%	
*Castle Rock Police			-1.6%	-3.3%	-4.9%	
*Castle Rock Fire			-0.1%	-0.5%	-0.6%	

* Percentage difference from benchmark average