



## MEMORANDUM

**TO:** CITY OF LITTLE ROCK EMPLOYEES  
**FROM:** JENNY BRADFORD, BENEFITS AND RISK MANAGER  
**RE:** BENEFIT STATEMENTS & UPDATES  
**DATE:** APRIL 1, 2021

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### ENCLOSED YOU WILL FIND THE FOLLOWING DOCUMENTS:

1. **Benefits Statement** – this Statement is a summary of all benefits provided to you by the City of Little Rock. It is very important that you check to make sure that all of the benefits you have enrolled in are on this statement and that your dependent and beneficiary information is correct. If you need to make changes contact Benefits at [HRBenefits@LittleRock.gov](mailto:HRBenefits@LittleRock.gov).
2. **2020 Non-Uniform Employees Defined Benefit Plan (DB14) Pension Statement** – this Statement provides projected benefits based on the current plan documents and data from the City. Even if you are no longer employed by the City, you must update your address and phone number on file with the HR Department (371-4590) so that if you are eligible, we may notify you of future benefits. If the information in this document is incorrect, please notify HR Benefits staff (371-4518 or 371-4578). This statement may involve estimates based on said data, and as such, the City is not bound by any figure here listed. When a conflict exists between this statement and other information, the City is obligated to follow the plan document and verified data.

### *Brief Summary of Plan Provisions*

#### **Contributions:**

- 4.5% from the Employees
- 9.0% from the City
- Any future increases will be split with the City paying 2/3 of the increase

#### **Retirement Benefit Eligibility:**

- Age 65 with 3 years of service (Normal Retirement Age)
- Age 62 with 10 years of service (Benefit reduced 3% per year for each year before age 65)
- Age 55 with 20 years of service (Benefit reduced actuarially)

#### **Benefit:**

- 2% of final average compensation for each year of service in the plan
- Final average compensation is average of the highest 36 consecutive months
- Annual Cost-of-Living Adjustment equal to 2/3 of the Consumer Price Index while the plan remains funded

#### **Options:**

- Life Annuity
- Joint and 50%, 75%, or 100% Survivor Annuities

- Any of the above options with a guaranteed 10-year certain payout

#### **Death Benefit**

- Spouse benefit is equivalent to the survivor portion of a Joint & 75% Survivor Benefit payable when participant would have been at least age 55
- Dependent Child benefit if there is not a qualified Spouse
- Minimum benefit is participant's contributions with interest

#### **Disability Benefit**

- Actuarial equivalent of accrued benefit for total and permanent disability

#### **Vesting**

- Participants become vested in their benefits with five years of actual service, or at normal retirement age, death or disability (whichever comes sooner)
- Those not vested receive participant's contribution with interest at termination
- A vested participant who terminates employment is eligible to receive their deferred accrued benefit at normal retirement age or when otherwise eligible

This benefit projection does not include any benefits you may receive from Social Security. For an estimate of those benefits, visit the Social Security Administration's website: [www.ssa.gov/myaccount/](http://www.ssa.gov/myaccount/).

3. **2020 Non-Uniform Employees Defined Contribution Statement** – you will only receive this Statement if you were a City of Little Rock employee prior to 2014 and elected to keep a balance in the old Defined Contribution Plan.

#### **BENEFIT UPDATES**

We will have a mid-year enrollment for both the FSA and Dependent Care accounts. At that time you will be able to elect coverage if you failed to do so in Open Enrollment. You will also be able to change your contribution amounts to either account.

The contribution limits for 2021 are:

\$2,750 – FSA

\$10,500 – Dependent Care Account (\$5,250 for married filing separately)

If you have questions about your FSA or Dependent Care account, you may contact CAS at (877) 941-5956 or [info@consolidatedadmin.com](mailto:info@consolidatedadmin.com).