

Educational Event Agenda

~ Service Purchases ~

Uniformed Retirement System (URS)	
Date	May 7, 2024
Time	1:00pm – 3:00pm
Location	Public Safety HQ (rooms 2105 & 2107) 12099 Government Center Pkwy, Fairfax, VA 22035
Virtual Option	Call-in: 1 (571) 429-5982 Conference ID: 936990962#

Background

Throughout 2023, representatives from the International Association of Fire Fighters (IAFF) Local 2068 and Fairfax County negotiated an initial collective bargaining agreement (CBA). The CBA contained a provision allowing “...any member in active service who is a uniformed member of the FRD...” to purchase active-duty military service.

Prior to formal approval of the CBA by the Fairfax County Board of Supervisors (December 5, 2023), the Fairfax County Retirement Systems (FCRS) contacted Cheiron (FCRS’s actuary) to determine the actuarial cost to members looking to purchase the applicable service credit. According to the CBA, “Regardless of the method of payment, the member shall be responsible for paying the full costs of the service credits, including any increase in cost due to the timing of payments.”

An actuarial tool (i.e., Service Purchase Calculator) was created and thoroughly tested to ensure accurate calculation of the cost for purchasing service credit. Subsequently, tables reflecting **Service Purchase Cost Estimates** (see page 3) were compiled by FCRS and shared via memorandum with representatives of the Uniformed Retirement System (URS)(e.g., Board of Trustee member(s)) for distribution to employees of the retirement system.

Agenda Outline

1:00pm – 1:10pm

Welcome and Opening Statement

Brad Baker, Deputy Director (FCRS)

1:10pm – 1:40pm

Calculating the Cost of a Service Purchase

Coralie Taylor, Consulting Actuary (Cheiron)

Fiona Liston, Consulting Actuary (Cheiron)

1:40pm – 2:10pm

1st Q&A Session

2:10pm – 2:20pm

Requesting a Service Purchase Statement

Larry Little, Senior Retirement Analyst (FCRS)

2:20pm – 2:30pm

Completing a Service Purchase

Stephanie Davis, Retirement Analyst (FCRS)

2:30pm – 3:00pm

2nd Q&A Session

3:00pm – End of Educational Event

Service Purchase Cost Estimates

The tables below provide estimated costs to purchase a maximum of four (4) years of service, based primarily on a member's salary, age, years of current service, and other assumptions, effective July 1, 2024.

URS - Plan B (cost to purchase 4 years of service for a member who joined at age 25)						
2024 Salary	Years of Service Already Earned					
	0	5	10	15	20	25
\$75,000	\$ 82,200	\$ 102,300	\$ 127,000	\$ 157,500	\$ 194,500	\$ 108,000
\$100,000	\$ 101,600	\$ 126,400	\$ 157,000	\$ 194,800	\$ 241,000	\$ 144,000
\$125,000	\$ 121,000	\$ 150,500	\$ 187,000	\$ 232,100	\$ 287,500	\$ 180,000
\$150,000	\$ 140,400	\$ 174,600	\$ 217,000	\$ 269,400	\$ 334,000	\$ 215,900
\$175,000	\$ 160,100	\$ 199,100	\$ 247,400	\$ 307,000	\$ 380,200	\$ 249,900
\$200,000	\$ 178,100	\$ 221,500	\$ 275,200	\$ 341,700	\$ 423,300	\$ 283,900

URS - Plans D & E (cost to purchase 4 years of service for a member who joined at age 25)						
2024 Salary	Years of Service Already Earned					
	0	5	10	15	20	25
\$75,000	\$ 73,800	\$ 91,800	\$ 114,100	\$ 142,000	\$ 176,800	\$ 136,500
\$100,000	\$ 98,400	\$ 122,300	\$ 152,200	\$ 189,400	\$ 235,800	\$ 182,000
\$125,000	\$ 123,000	\$ 152,900	\$ 190,200	\$ 236,700	\$ 294,700	\$ 227,500
\$150,000	\$ 147,600	\$ 183,500	\$ 228,200	\$ 284,000	\$ 353,600	\$ 272,900
\$175,000	\$ 172,700	\$ 214,700	\$ 266,900	\$ 331,800	\$ 412,200	\$ 315,400
\$200,000	\$ 195,100	\$ 242,600	\$ 301,600	\$ 375,100	\$ 466,100	\$ 357,800

URS - Plan F (cost to purchase 4 years of service for a member who joined at age 25)						
2024 Salary	Years of Service Already Earned					
	0	5	10	15	20	25
\$75,000	\$ 65,500	\$ 81,400	\$ 101,300	\$ 126,100	\$ 156,900	\$ 123,700
\$100,000	\$ 87,300	\$ 108,600	\$ 135,000	\$ 168,100	\$ 209,200	\$ 164,900
\$125,000	\$ 109,200	\$ 135,700	\$ 168,800	\$ 210,100	\$ 261,500	\$ 206,100
\$150,000	\$ 131,000	\$ 162,800	\$ 202,500	\$ 252,100	\$ 313,800	\$ 247,400
\$175,000	\$ 152,800	\$ 189,900	\$ 236,300	\$ 294,100	\$ 366,100	\$ 288,600
\$200,000	\$ 174,600	\$ 217,100	\$ 270,000	\$ 336,100	\$ 418,400	\$ 329,800