



Appendix K: Article 35, Part C (Pension Plan Clarification)

In accordance with Article 35, Part C of the Collective Bargaining Agreement establishing the Defined Benefit/Defined Contribution Hybrid Retirement Plan for New Troopers, the “Additional Benefits” of Duty/Non-duty Disability and Survivor Benefits are as follows:

A. Duty Disability Retirement

A Defined Benefit/Defined Contribution Hybrid Retirement Plan (DB/DC Plan) participant determined to be duty disabled will receive a retirement allowance as provided in MCL 38.1626, following the survivor nomination set forth in Article 35, Part A, Section 10 of the Collective Bargaining Agreement (CBA). The retirement allowance will be offset by the actuarially determined value of the employer-funded portion plus the associated investment growth of the employer-funded portion of the participant’s Defined Contribution (DC) account balance.

B. Duty Disability Health Care

A DB/DC Plan participant determined to be duty disabled and their beneficiaries will receive the same retiree health care provided for in MCL 38.1642. By receiving this subsidized health care benefit, the DB/DC Plan participant will forfeit the 2% matching employer contribution and associated investment growth made to the health care account.

C. Non-duty Disability Retirement

A DB/DC Plan participant determined to be non-duty disabled will receive a retirement allowance as provided in MCL 38.1628, following the survivor nomination set forth in Article 35, Part A, Section 10 of the Collective Bargaining Agreement (CBA). The retirement allowance will be offset by the actuarially determined value of the employer-funded portion plus the associated investment growth of the employer-funded portion of the participant’s DC account balance.

D. Non-duty Disability Health Care

A DB/DC Plan participant determined to be non-duty disabled and their beneficiaries will receive the same retiree health care provided for in MCL 38.1642. By receiving this subsidized health care benefit, the DB/DC Plan participant will forfeit the 2% matching employer contribution and associated investment growth made to the health care account.

E. Duty Death Survivor Benefit

The surviving beneficiary (spouse or child) of a DB/DC Plan participant whose death is duty-related will receive the same benefit the DB/DC Plan participant would have received as a duty disabled retiree as provided in MCL 38.1626. The survivor retirement allowance will be offset by the actuarially determined value of the employer-funded portion plus the associated investment growth of the employer-funded portion of the participant’s DC account balance.



F. Non-duty Death Survivor Benefit

The surviving beneficiary (spouse or child) of a DB/DC Plan participant whose death is non-duty-related will receive the same benefit the DB/DC Plan participant would have received as a non-duty disabled retiree as provided in MCL 38.1627. The survivor retirement allowance will be offset by the actuarially determined value of the employer-funded portion plus the associated investment growth of the employer-funded portion of the participant's DC account balance.

G. Duty and Non-Duty Survivor Health Care

The surviving beneficiary (spouse or child) of a DB/DC Plan participant whose death is duty-related or non-duty-related will receive the same retiree health benefit as a retired trooper under the DB plan as provided in MCL 38.1642. The surviving beneficiary will forfeit the employer contributions and associated investment growth on the 2% matching contribution in the deceased participant's health care account.

