

Purpose

To include the payment of the initial application fee and monthly dues for the Peace Officer Annuity and Benefit Fund (POAB) by the City of Dalton as an added benefit for all full time certified police officers with the Dalton Police Department.

History

The POAB of Georgia serves as a supplemental retirement plan for state and local Law Enforcement officers in the state of Georgia. On February 1, 1950, Governor Herman Talmadge signed into law the Act created by the General Assembly that founded the Peace Officers' Annuity & Benefit Fund of Georgia. The stated purpose of the Act was to provide revenue and a source of income to pay annuities and benefits to the peace officers of the State of Georgia.

Membership is limited to P.O.S.T. certified Law Enforcement Officers who are employed by the State of Georgia or any of its political subdivisions: whether by election or appointment, who devote their full time to such employment.

Plan Benefits

The POAB includes two separate benefits to members, a retirement pension and a death payment. Details of the two benefits are listed below.

Retirement Pension

The Retirement benefit is provided to all members who have met the fund requirements of retirement. The base rate for each year of creditable service is \$30. To calculate your base rate pension amount, you would multiply the years and months of creditable service by the base rate amount. An example is shown below.

- 10 years X \$30 = \$300 per month
- 18 1/2 years X \$30 = \$555 per month
- 28 9/12 years X \$30 = \$862.50 per month
- 30 years X \$30 = \$900 per month (Maximum)

Death Payment

The death benefit is provided to the member's beneficiary. A beneficiary can be anyone the member chooses and can be changed at any time by completing and returning the Beneficiary of Death Benefits Designation form.

The amount provided to the beneficiary is determined by the stage of membership at the time of death.

Active or Paid Up Death Benefit Breakdowns

Active member who has less than 5 years of service with the Fund	\$1,000.00
Active, Military (and vested) or Paid Up Member of the Fund (5+ yrs with Fund)	\$3,500.00
Active Line-of-duty death (not restricted by service in the Fund)	\$5,500.00

Retiree Death Benefit Breakdown

(After a member has begun drawing retirement benefits, the death benefit is decreased by the amount received in retirement until they have received a total of \$1,000.00 in pension from POAB)

Max benefit available to retired member	\$3,500.00
Minus retirement benefits received (up to \$1,000.00)	\$1,000.00
Minimum benefit available to retired member	\$2,500.00

Cost

The POAB requires an initial \$50 application fee for each member and dues of \$25 per month. The following details the current status of the Dalton Police Department sworn employees in relation to POAB status and costs associated with meeting the proposal for the remainder of FY 2020:

Current POAB members – 58

Non-members – 30

Amount to enroll new members – $30 * \$50 = \$1,500$

Amount to cover monthly dues for 58 current members for 4 months (@ \$25/month) = \$5,800

Amount to cover monthly dues for 30 new members for 3 months (@ \$25/month) = \$2,250

Total cost for the remainder of FY 2020 – \$9,550

The projections of budget costs going forward past FY 2020 are as follows:

The average number of new officers per year for the Dalton Police Department is 10. Those 10 officers would require budgeting for the \$50 application fee for a total cost of \$500. The Dalton Police Department is currently authorized 92 sworn officer positions.

10 application fee @ \$50 each = \$500

92 sworn positions @ \$25 per month for 12 months = \$27,600

Total requested budgeted amount for subsequent years assuming a total of 92 sworn positions would be \$ 28,100 per year.

Existing surplus funds from the custody of prisoners budget line are available to cover the cost for the remainder of FY 2020 due to a reduction in the number of inmate days due to virus concerns.

Conclusion

With an absence of a defined benefit retirement plan for the City of Dalton Police Officers, the POAB can serve as a supplemental retirement option for those employees. Should the City of Dalton choose to pay the employees initial application fee and monthly contribution into the plan, it would give the department an additional positive attribute to use in recruiting top police officer candidates.