



Denver Employees Retirement Plan
Purchase of Service Cost Factor

Tier 2 - 1.5% Benefit Multiplier (Hired on or after September 1, 2004 and before January 1, 2010)

Age at Purchase	Service at Time of Purchase																								
	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25				
25	7.25%	7.03%	6.83%																						
26	7.54%	7.31%	7.10%	6.92%																					
27	7.85%	7.61%	7.39%	7.20%	7.03%																				
28	8.16%	7.91%	7.69%	7.49%	7.31%	7.16%																			
29	8.49%	8.24%	8.00%	7.79%	7.61%	7.45%	7.31%																		
30	8.84%	8.57%	8.33%	8.11%	7.92%	7.75%	7.61%	7.49%																	
31	9.20%	8.91%	8.66%	8.44%	8.24%	8.06%	7.91%	7.79%	7.69%																
32	9.56%	9.27%	9.01%	8.78%	8.57%	8.39%	8.24%	8.11%	8.00%	7.89%															
33	9.95%	9.65%	9.38%	9.14%	8.92%	8.73%	8.57%	8.43%	8.32%	8.21%	8.12%														
34	10.35%	10.04%	9.76%	9.50%	9.28%	9.08%	8.92%	8.78%	8.66%	8.54%	8.45%	8.37%													
35	10.77%	10.45%	10.15%	9.89%	9.65%	9.45%	9.28%	9.13%	9.01%	8.89%	8.79%	8.71%	8.65%												
36	11.21%	10.87%	10.56%	10.29%	10.04%	9.83%	9.65%	9.50%	9.37%	9.25%	9.15%	9.06%	8.99%	8.95%											
37	11.66%	11.31%	10.99%	10.70%	10.45%	10.23%	10.04%	9.89%	9.75%	9.62%	9.52%	9.43%	9.36%	9.31%	9.27%										
38	12.13%	11.77%	11.43%	11.14%	10.88%	10.64%	10.45%	10.28%	10.15%	10.01%	9.90%	9.81%	9.74%	9.68%	9.65%	9.62%									
39	12.60%	12.23%	11.90%	11.59%	11.32%	11.07%	10.88%	10.70%	10.55%	10.42%	10.31%	10.21%	10.13%	10.07%	10.04%	10.01%	9.98%								
40	13.07%	12.71%	12.37%	12.06%	11.78%	11.52%	11.31%	11.14%	10.98%	10.85%	10.73%	10.62%	10.55%	10.49%	10.44%	10.41%	10.39%	10.37%							
41	12.94%	13.19%	12.85%	12.54%	12.25%	11.99%	11.78%	11.59%	11.43%	11.28%	11.16%	11.05%	10.97%	10.91%	10.87%	10.83%	10.81%	10.79%	10.78%						
42	13.42%	13.05%	13.34%	13.03%	12.74%	12.48%	12.25%	12.06%	11.90%	11.75%	11.61%	11.50%	11.42%	11.36%	11.31%	11.27%	11.24%	11.23%	11.22%	11.22%					
43	13.26%	13.54%	13.19%	13.52%	13.24%	12.98%	12.75%	12.55%	12.38%	12.22%	12.08%	11.97%	11.88%	11.81%	11.77%	11.73%	11.70%	11.69%	11.67%	11.67%					
44	13.75%	13.38%	13.69%	13.37%	13.74%	13.48%	13.26%	13.06%	12.88%	12.72%	12.58%	12.46%	12.37%	12.29%	12.25%	12.21%	12.18%	12.16%	12.15%	12.15%					
45	13.58%	13.87%	13.53%	13.88%	13.59%	14.00%	13.78%	13.58%	13.40%	13.24%	13.09%	12.96%	12.87%	12.80%	12.74%	12.71%	12.68%	12.65%	12.65%	12.65%					
46	14.05%	13.70%	14.03%	13.72%	14.10%	13.85%	14.30%	14.12%	13.94%	13.78%	13.62%	13.49%	13.40%	13.32%	13.27%	13.22%	13.19%	13.17%	13.16%	13.16%					
47	13.86%	14.18%	13.85%	14.22%	13.94%	14.36%	14.15%	14.66%	14.49%	14.33%	14.18%	14.05%	13.94%	13.87%	13.81%	13.76%	13.73%	13.71%	13.70%	13.70%					
48	14.33%	13.99%	14.34%	14.05%	14.45%	14.20%	14.69%	14.50%	15.05%	14.90%	14.75%	14.62%	14.51%	14.44%	14.38%	14.33%	14.30%	14.27%	14.27%	14.27%					
49	14.12%	14.45%	14.15%	14.54%	14.27%	14.72%	14.51%	15.05%	14.89%	15.47%	15.33%	15.21%	15.11%	15.03%	14.97%	14.92%	14.89%	14.86%	14.85%	14.85%					
50	14.57%	14.25%	14.63%	14.35%	14.78%	14.54%	15.05%	14.87%	15.45%	15.30%	15.93%	15.81%	15.73%	15.65%	15.59%	15.54%	15.50%	15.47%	15.47%	15.47%					
51	14.35%	14.70%	14.42%	14.83%	14.59%	15.06%	14.87%	15.43%	15.28%	15.89%	15.76%	16.43%	16.35%	16.28%	16.23%	16.18%	16.14%	16.12%	16.10%	16.10%					
52	14.77%	14.48%	14.87%	14.63%	15.08%	14.87%	15.40%	15.24%	15.85%	15.71%	16.36%	16.25%	16.99%	16.94%	16.90%	16.85%	16.82%	16.79%	16.77%	16.77%					
53	14.54%	14.91%	14.65%	15.08%	14.87%	15.37%	15.20%	15.78%	15.65%	16.30%	16.18%	16.88%	16.82%	17.60%	17.57%	17.54%	17.49%	17.48%	17.48%	17.48%					
54	14.94%	14.67%	15.09%	14.87%	15.34%	15.16%	15.72%	15.58%	16.22%	16.10%	16.79%	16.70%	17.46%	17.42%	18.26%	18.25%	18.23%	18.22%	18.20%	18.20%					
55	14.69%	15.08%	14.85%	15.31%	15.11%	15.64%	15.50%	16.12%	16.01%	16.68%	16.59%	17.33%	17.27%	18.09%	18.08%	18.97%	18.97%	18.97%	18.97%	18.97%					

Assumptions:

7.25% discount rate

2018 salary increase assumptions based on service

Form of benefit is a life annuity

1.5% benefit multiplier

Factor applied to current annual Highest Average Salary (HAS)

5% increase in HAS at retirement due to conversion of unused sick and vacation hours into pay

Mortality

50/50 blend of the RP-2014 Combined Mortality Table for males with a multiplier of 110% projected with the Ultimate rates from MP-2018, fully generational from 2014, based on attained age in 2022 and the RP-2014 Combined Mortality Table for females with a multiplier of 105% projected with the Ultimate rates from MP-2018, fully generational from 2014, based on attained age in 2022



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Age at Purchase	Service at Time of Purchase																			
	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24
56	15.09%	14.84%	15.27%	15.07%	15.57%	15.41%	16.00%	15.89%	16.56%	16.47%	17.19%	17.12%	17.93%	17.90%	18.78%	18.78%	18.78%	18.78%	18.78%	18.78%
57	14.82%	15.24%	15.02%	15.50%	15.33%	15.88%	15.77%	16.41%	16.34%	17.04%	16.97%	17.75%	17.72%	18.58%	18.58%	18.58%	18.58%	18.58%	18.58%	18.58%
58	15.20%	14.97%	15.44%	15.24%	15.77%	15.64%	16.25%	16.17%	16.87%	16.82%	17.57%	17.53%	18.37%	18.37%	18.37%	18.37%	18.37%	18.37%	18.37%	18.37%
59	14.91%	15.35%	15.17%	15.68%	15.51%	16.09%	16.01%	16.67%	16.64%	17.36%	17.34%	18.14%	18.14%	18.14%	18.14%	18.14%	18.14%	18.14%	18.14%	18.14%
60	15.26%	15.07%	15.56%	15.40%	15.95%	15.83%	16.47%	16.42%	17.15%	17.12%	17.91%	17.91%	17.91%	17.91%	17.91%	17.91%	17.91%	17.91%	17.91%	17.91%
61	15.57%	15.43%	15.26%	15.80%	15.68%	16.28%	16.21%	16.91%	16.90%	17.66%	17.66%	17.66%	17.66%	17.66%	17.66%	17.66%	17.66%	17.66%	17.66%	17.66%
62	15.86%	15.74%	15.64%	15.51%	16.10%	16.01%	16.68%	16.64%	17.41%	17.41%	17.41%	17.41%	17.41%	17.41%	17.41%	17.41%	17.41%	17.41%	17.41%	17.41%
63	16.12%	16.04%	15.97%	15.89%	15.80%	16.44%	16.40%	17.14%	17.14%	17.14%	17.14%	17.14%	17.14%	17.14%	17.14%	17.14%	17.14%	17.14%	17.14%	17.14%
64	16.36%	16.31%	16.28%	16.24%	16.20%	16.15%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%	16.85%
65	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%	16.56%
66	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%	16.26%
67	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%	15.94%
68	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%	15.61%
69	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%	15.27%
70	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%	14.92%
71	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%	14.55%
72	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%	14.18%
73	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%	13.79%
74	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%	13.39%
75	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%	12.98%
76	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%	12.57%
77	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%	12.14%
78	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%	11.71%
79	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%	11.27%
80	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%	10.82%

Assumptions:

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