**Exhibit A**
**Pension Fund for Firefighters and Police Officers in the City of Tampa**

**Cumulative/Annual COLA Factors Effective January 1, 2027**

| Retirement Class | Retired in Fiscal Year Ending | Cumulative COLA | Annual COLA |
|---|---|---|---|
| 1 | 1979 | 418% | 15% |
| 2 | 1980 | 376% | 14% |
| 3 | 1981 | 324% | 12% |
| 4 | 1982 | 278% | 11% |
| 5 | 1983 | 247% | 10% |
| 6 | 1984 | 230% | 10% |
| 7 | 1985 | 219% | 9% |
| 8 | 1986 | 208% | 8% |
| 9 | 1987 | 200% | 9% |
| 10 | 1988 | 193% | 9% |
| 11 | 1989 | 183% | 8% |
| 12 | 1990 | 171% | 8% |
| 13 | 1991 | 159% | 8% |
| 14 | 1992 | 146% | 7% |
| 15 | 1993 | 137% | 7% |
| 16 | 1994 | 130% | 7% |
| 17 | 1995 | 124% | 7% |
| 18 | 1996 | 118% | 7% |
| 19 | 1997 | 112% | 6% |
| 20 | 1998 | 106% | 6% |
| 21 | 1999 | 102% | 6% |
| 22 | 2000 | 98% | 5% |
| 23 | 2001 | 93% | 5% |
| 24 | 2002 | 87% | 5% |
| 25 | 2003 | 83% | 5% |
| 26 | 2004 | 80% | 6% |
| 27 | 2005 | 76% | 6% |
| 28 | 2006 | 71% | 5% |
| 29 | 2007 | 65% | 5% |
| 30 | 2008 | 60% | 4% |
| 31 | 2009 | 55% | 5% |
| 32 | 2010 | 52% | 5% |
| 33 | 2011 | 51% | 5% |
| 34 | 2012 | 48% | 5% |
| 35 | 2013 | 44% | 4% |
| 36 | 2014 | 41% | 4% |
| 37 | 2015 | 39% | 4% |
| 38 | 2016 | 38% | 4% |
| 39 | 2017 | 37% | 4% |
| 40 | 2018 | 35% | 4% |
| 41 | 2019 | 32% | 4% |
| 42 | 2020 | 29% | 4% |
| 43 | 2021 | 27% | 4% |
| 44 | 2022 | 24% | 4% |
| 45 | 2023 | 17% | 3% |
| 46 | 2024 | 10% | 3% |
| 47 | 2025 | 6% | 3% |
| 48 | 2026 | 3% | 3% |