

# GUIDE TO YOUR SAMCERA BENEFITS

Detailed Information About Your Retirement Benefits  
FOR ALL MEMBERS AT ALL CAREER STAGES



# GUIDE TO YOUR SAMCERA BENEFITS

## Detailed Information About Your Retirement Benefits FOR ALL MEMBERS AT ALL CAREER STAGES

### **SamCERA**

100 Marine Parkway, Suite 125 | Redwood City, CA 94065

**Hours:** Monday - Thursday, 7 am - 6 pm

**Phone:** (650) 599-1234 | **Toll-free:** (800) 339-0761

**Email:** [samcera@samcera.org](mailto:samcera@samcera.org)

**Fax:** (650) 591-1488

**Website:** [www.samcera.org](http://www.samcera.org)

Your SamCERA benefits are governed by the County Employees Retirement Law of 1937, and the California Public Employees' Pension Reform Act of 2013; therefore, any discrepancies between the law and the information in this booklet will be resolved in accordance with the law.

The material contained in this guide is for informational purposes only and does not constitute legal advice.

*This version was updated August 9, 2017.*

## Table of Contents

<b>PAGE</b>	<b>SECTION</b>
<b>PART 1: GETTING STARTED—KNOW YOUR PLAN</b>	
5	Getting Started
6	Your retirement plan: which one are you in?
7	Reciprocity
8	Your Contributions Help Pay for Your SamCERA Benefits
<b>PART 2: LIFE AND CAREER EVENTS THAT AFFECT YOUR BENEFIT</b>	
10	Divorce and Your SamCERA Benefits
11	Service Purchases and Redeposits
14	Disability Retirement
15	Death During Active Membership
16	Leaving Employment
<b>PART 3: SERVICE RETIREMENT</b>	
19	Getting Ready to Retire
20	Service Retirement Eligibility
21	Calculating Your Retirement Benefit
27	Beneficiaries and Retirement Payment Options
<b>PART 4: COUNTDOWN TO RETIREMENT: START PLANNING NOW</b>	
32	Your Pre-Retirement Checklist
36	Countdown to Retirement
37	Once You Retire
38	Inactive Members
<b>PART 5: HELPFUL INFORMATION AT YOUR FINGERTIPS</b>	
40	Frequently Asked Questions
42	Terms You Need to Know
44	Benefit Limits and Tax Information
46	Benefit Tables



# **PART 1**

## GETTING STARTED—KNOW YOUR PLAN

## Getting Started

This guide is designed for all SamCERA members, at all career stages. Whether you're getting ready to retire, or just getting started, this guide will help you understand all SamCERA has to offer.

### **What is SamCERA?**

The San Mateo County Employees' Retirement Association (SamCERA) is a defined benefit pension plan providing retirement, disability and death benefits for eligible members and beneficiaries.

### **Who is a SamCERA member?**

Members are current or former permanent employees of the County of San Mateo, the San Mateo County Superior Court, and the San Mateo County Mosquito and Vector Control District.

### **What happens when you become a SamCERA member?**

SamCERA has two categories of membership. If you are active in law enforcement with the Office of the Sheriff, or a probation officer with the Probation Department, you are classified as a "Safety Member." All other members are classified as "General Members."

SamCERA has several plans, and you will be placed in a plan based on your date of hire. If you have been placed in Plan 5, 6 or 7, you'll also want to read the corresponding "First Things First" guide. These guides have important information about your plan placement, and also provide a detailed overview of your specific plan benefits. You can find all of these guides on our website, or give SamCERA a call and staff will help you get started.

### **Learn More**

We encourage all members to get acquainted with the contents of this guide now, and use it as a resource throughout your career. It should help you navigate through the various career and life events that occur along the road to retirement.

# Your retirement plan: which one are you in?

Before using this guide, you need to know which plan you are in. Retirement benefits and eligibility differ by plan.

## How do you know which plan you're in?

It's easy — just **log into MySamCERA** or the MySamCERA mobile app to find out which plan you're in.

You can also **look at the table below**, because in most cases your plan is determined by your date of hire for a permanent position. There are exceptions for some members, so check with SamCERA staff or logon to MySamCERA to be sure.



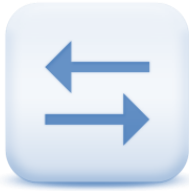
mysamcera.org

	Date of Hire	Plan
County and Court General Members	On or before 7/5/80	Plan 1
	7/6/80 - 7/12/97	Plan 2
	Before 12/22/12	Plan 3*
	7/13/97 - 8/6/11	Plan 4
	8/7/11 - 12/31/12	Plan 5
	On or after 1/1/13	Plan 7
Probation and Safety Members	On or before 7/5/1980	Plan 1
	7/6/1980 - 7/12/1997	Plan 2
	7/13/97 - 1/7/12	Plan 4
	varies** - 12/31/12	Plan 5***
	varies** - 12/31/12	Plan 6***
	On or after 1/1/13	Plan 7
Mosquito Abatement and Vector Control District General Members	On or before 7/5/80	Plan 1
	7/6/80 - 7/12/97	Plan 2
	7/13/97 - 12/31/12	Plan 4
	On or after 1/1/13	Plan 7

*\*Eligible members were required to make an election in order to join Plan 3.*

*\*\*The Plan 5 start date for non-DSA members is 8/8/11. All Deputy Sheriffs (classified as DSA members) hired between 1/8/12 and 12/31/12 are in Plan 5.*

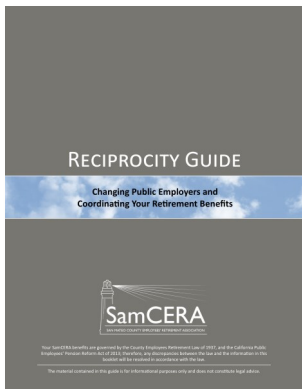
*\*\*\*Other Sheriff's Department Safety employees and Probation Department employees are in Plan 5 or Plan 6 based upon the member's plan election.*



## Reciprocity Works Both Ways

Reciprocity applies to members **entering** membership in SamCERA from a reciprocal system.

Reciprocity also applies to members **leaving** a SamCERA employer to enter service with an employer in a reciprocal system.



### Learn more!

*Get the guide.*

Please read SamCERA's [Reciprocity Guide](#) for more detailed information.

[samcera.org/guides](http://samcera.org/guides)

## Reciprocity

If you have worked or are planning to work for another public agency in California, you may be eligible for reciprocity. SamCERA has reciprocal benefits with most, but not all, California public retirement systems.

### More About Reciprocity

Reciprocity allows members who transfer from one public employer to another to preserve and enhance their total retirement benefits and in some situations, reduce contribution costs as well.

When you establish reciprocity, you retain your membership in the first system and become a member in the second system (and any subsequent systems). You'll then be a member of each retirement system. Here are some additional requirements for establishing reciprocity:

- You must have your funds on deposit with your prior system and keep your funds on deposit with all subsequent systems. If you were in a non-contributory plan, your service credit must be on deposit.
- You must begin your membership with the reciprocal system within 180 days of ending employment as a member of the prior system. You cannot have overlapping service credit.
- You must complete and turn in the appropriate paperwork in order to establish reciprocity. Read the [Reciprocity Guide](#) or contact SamCERA for more information.

### Retire From All Systems on the Same Date

If you're getting ready to retire, you must retire from all systems on the same date. Here are some additional requirements:

- Submit a separate retirement application for each system.
- Tell each system you have reciprocity, and let them know your effective retirement date.
- If you are applying for a disability retirement, let each system know.

## Your Contributions Help Pay for Your SamCERA Benefits

### Your Contributions Are Deducted From Your Salary

Both you and your employer contribute money to SamCERA. The money you pay towards your SamCERA benefits is called your “member contribution.” Your contributions are structured as a percentage of your bi-weekly earnings (also called your “contribution rate”), and are collected through automatic payroll deductions.

In addition to these rates, certain members pay additional contributions in the form of a “cost share” and a “COLA share.” The cost share is a contribution which helps offset the plan costs. The COLA share helps fund future cost of living adjustments to your retirement benefits. Your pay stub will reflect all of the contributions you are making to SamCERA.

### Your Contributions Are Kept in a Separate Account

Your contributions are held in trust by SamCERA. A separate account is created in your name and all the contributions that you make (and any employer pick-ups of your contributions) are deposited in this account. Interest is credited to your account on June 30 and December 31 of each year at a rate determined by the Board of Retirement.

You cannot borrow money from your account at any time, and you cannot withdraw your employer’s contributions under any circumstances. The only way you can take money out of SamCERA is to terminate your employment and take a refund of your contributions and interest. If you do that, you lose all rights to your benefits.

### The Amount of Your Contributions is Based on Your Contribution Rate

Your contribution rate varies depending on your plan. The rates are established by law, based in part on actuarial assumptions, and are adjusted annually based upon recommendations by SamCERA’s actuary. And, as described at the top of this page, in addition to these rates, certain members also pay contributions in the form of a “cost share” and a “COLA share.”

If you are among the small percentage of SamCERA members in Plan 3, there are no member contributions. This plan typically provides the lowest retirement benefits, and is closed to new members.

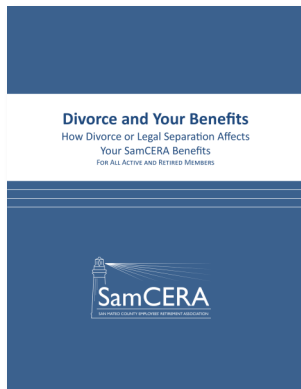
You can find the latest contribution rates on SamCERA’s website.





## **PART 2**

LIFE AND CAREER EVENTS THAT AFFECT YOUR BENEFIT



### Learn more!

#### *Get the guide.*

Please read SamCERA's [Divorce and Your Benefits](#) guide for more detailed information.

[samcera.org/guides](https://samcera.org/guides)

## Divorce and Your SamCERA Benefits

Your SamCERA account and your SamCERA benefits are subject to California community property law, so if you had a divorce while you were an active, inactive or retired member of SamCERA, or you are planning to file for a legal separation or a dissolution of marriage or domestic partnership, you must contact SamCERA regarding the division of your retirement benefits.

You will not be able to complete the retirement process, receive retirement benefits, or withdraw your funds until SamCERA receives and approves a Court order regarding the division of your SamCERA benefits. Additionally, if you are currently married and get a divorce or legal separation after you retire, you will need to contact SamCERA.

The SamCERA website has resources available to help you and your spouse or domestic partner navigate the divorce process. See SamCERA's "Divorce" page, at [samcera.org/divorce](https://samcera.org/divorce), for more information.

SamCERA has also created the "Divorce and Your Benefits" guide to help all members and their spouses or domestic partners navigate the divorce and dissolution process.

Additionally, SamCERA has also created model orders for splitting the community share of your SamCERA account and benefits. The "Divorce and Your Benefits" guide will help you understand how to use the model orders.

*SamCERA does not provide legal advice recommends that all parties involved seek legal counsel.*

## Service Purchases and Redeposits

In some cases, you may be eligible to purchase or upgrade service credit in order to enhance your retirement benefit. You will need to start this process prior to retirement.

**Important:** *Don't wait until the last minute to make a service purchase! Service purchases can be expensive, and you may need a number of months to pay for one. If you are interested in a service purchase, contact SamCERA as soon as possible.*

### Purchase of Service Credit or Redeposit of Withdrawn Funds

Before you retire, you can increase your service credit through purchases of certain service time that was not credited. You can also redeposit prior withdrawn SamCERA funds.

#### **PURCHASES**

SamCERA permits active members to purchase service credit for certain service or time for which the member has not received credit.\* You may purchase the following service periods, provided the service meets the necessary requirements:

- **Extra Help.** Extra Help or other service as an employee of the County or other SamCERA participating employer during which time you were not eligible to be a member. (Another example of this would be the time period after the date of hire and prior to commencement of membership for members in Plans 1 and 2, which was generally a two-week period.) Employment time as a contractor is not eligible.
- **Unpaid Medical Leave.** Leave of absence due to illness up to 12 consecutive months for each occurrence, if you returned to service after you left.
- **Plan upgrades/transfers.** Several plan upgrades or transfers are possible. Currently, some Plan 3 non-contributory plan members may be able to transfer into contributory Plans 2, 4, or 5 after meeting additional eligibility requirements and making the necessary payments. Eligible General members may transfer from Plan 5 to Plan 4, if they have provided 10 years of service and pay all the additional employee and employer contributions, plus interest, that would have been required had they been in Plan 4 since the date of employment. Qualified General members who have transferred from Plan 3 into Plan 5 may also be eligible for Plan 4 by meeting eligibility requirements and making the necessary payments.

\*The only exception is for Safety members who withdrew SamCERA funds and are either currently or formerly engaged in active law enforcement or firefighting and prevention service. In this case, you may redeposit your withdrawn contributions and interest if you are an active member of a reciprocal system at the time of the redeposit.

- **Military leave.** Members who go on active military service should contact SamCERA upon return.

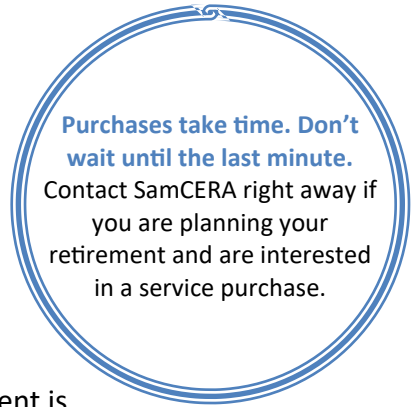
## REDEPOSITS

SamCERA permits active members to redeposit previously withdrawn SamCERA contributions. If you were rehired by an employer participating in SamCERA and you had withdrawn your SamCERA contributions and interest, the following rules apply:

- You can redeposit contributions by paying the total amount withdrawn plus the interest the account would have been credited during the period that the funds were not on deposit, including the time period you are making redeposit payments. Upon completion of the redeposit, the service credit will be restored but the original age of entry will not be restored.
- If you were temporarily laid off and reinstated to employment within 90 days and you repay the contributions plus interest within 180 days of reinstatement, the years of service credit are restored and your original entry age will not be restored.
- If you were temporarily laid off and reinstated to employment within 90 days and unable to redeposit contributions as described above, you will still be permitted to repay contributions plus interest at any time while a member of SamCERA and prior to filing an application for retirement to have the years of service credit reinstated. However, your original entrance age will not be restored.
- Interest will continue to be charged on the unpaid balance until the total balance is fully repaid.
- If you have withdrawn multiple periods of prior SamCERA service, funds for all periods must be redeposited in order to restore the service credit.
- If you do not redeposit all of the previously withdrawn contributions plus interest, you will not have the years of service credit restored and the amount you paid will be refunded.

## AN OVERVIEW OF THE PROCESS

After you submit a “Request to Purchase Service Credit” form, SamCERA will send a Cost Notification setting forth the cost and payment option amounts. Because part of the cost of the purchase is interest that has already accrued and continues to accrue until the purchase is complete, the costs and corresponding payment options listed in the Cost Notification have an expiration date. You will also receive a purchase agreement that must be signed and returned by the expiration date or your last date of employment, whichever occurs first. The agreement is binding. The payment options are:

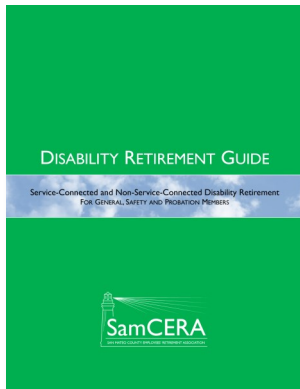


- **Lump-sum Payment:** You can pay with a post-tax check made out to SamCERA or a pre-tax roll-over from a 401(a), 401(k), or 457 account, IRA, or other tax-qualified plan. All lump-sum payments must be received by SamCERA by the cost-notification expiration date.
- **Bi-weekly Payroll Deductions:** Deductions are post-tax and interest will be calculated over the term (payment period) of the contract; therefore, the total amount paid will be greater than that calculated for the lump-sum option.
- **Combined Lump-sum Payment and Bi-weekly Payroll Deductions:** SamCERA will compute the bi-weekly deductions after the exact amount of the partial lump-sum payment has been determined.

**Note:** Regardless of the payment option, payment of the purchase must be completed no later than 120 days after you terminate active service. Additionally, at the time of your retirement, your benefit will not include any pending purchases. Once you complete the purchase, your benefit will be adjusted accordingly.

### Are there options available so that you can continue working?

Before you apply for a disability retirement, talk to your supervisor or human resources department to explore available options so that you can continue working.



### Learn more!

*Get the guide.*

Please read SamCERA's [Divorce and Your Benefits](#) guide for more detailed information.

[samcera.org/guides](https://samcera.org/guides)

## Disability Retirement

If you become permanently incapacitated during your career, you may be eligible for disability retirement benefits.

SamCERA has a guide to help you understand the disability retirement application process, eligibility and benefits.

### Permanent Incapacity

If you become permanently incapacitated and are unable to perform your usual job duties, you may be eligible for a Disability Retirement.

- “Permanently incapacitated” means you are physically or mentally incapacitated from substantially performing the usual duties of your job. It is not necessary for you to be physically or mentally incapable of performing each and every duty or task within your job classification.
- Your incapacity is permanent if improvement in your condition cannot be reasonably anticipated under usual medical standards, and there is no available accommodation that allows you to perform your duties in an alternative manner within your medical restrictions.
- If you are terminally ill, you or your authorized legal representative should contact SamCERA immediately at (650) 599-1234.

## Death During Active Membership

If you die during your active membership, SamCERA will provide benefits to your beneficiaries, under certain circumstances.

### What Your Beneficiary May Receive

Lifetime survivor benefits if <b>active</b> member dies ( <i>non-duty death</i> )	Yes, after five years service credit <sup>1</sup>
Lifetime survivor benefits if <b>active</b> member dies <i>in the line of duty</i>	Yes, as of your first day on the job <sup>2</sup>
One-time survivor benefit if <b>active</b> member dies ( <i>non-duty death</i> )	Yes, if member has less than 5 years of service credit
Lifetime survivor benefits if <b>retired</b> member dies	Yes, depending on an option chosen at retirement

During your employment, if you marry, divorce, remarry, have a baby, or if for any other reason you want to change your designated beneficiary, you must make the change officially by submitting a new SamCERA Beneficiary Designation Form.

For your privacy and security, SamCERA will not disclose the name of your current beneficiary over the telephone.

When you retire, you will reselect beneficiary(ies) and make important decisions regarding the retirement option that will be payable to you and your beneficiary(ies). See section "Beneficiaries and Retirement Payment Options" on page 26.

**Plan 3 Members Only:** If a Plan 3 member dies after they are eligible to retire (age 55 with 10 years of service credit), then there is a lifetime survivor benefit for the surviving spouse or minor. Otherwise there are no survivor benefits. For more information, contact SamCERA.

---

<sup>1</sup> The lifetime monthly Death Benefit amount is based on a special calculation which can vary depending on your service time and age. If you do not have an eligible spouse/partner, your minor children will receive the monthly benefit until they reach the age of 18, or age 22 if they are unmarried full-time students. Contact a SamCERA retirement analyst for more details.

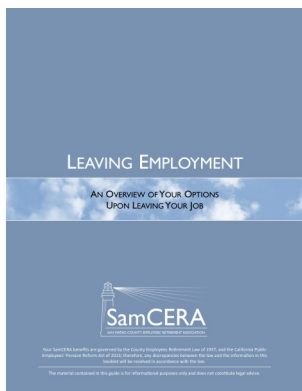
<sup>2</sup> The monthly Duty Death Benefit is equal to 50% of your final average compensation (FAC). If you do not have an eligible spouse/partner, your minor children will receive the monthly benefit until they reach the age of 18, or age 22 if they are unmarried full-time students.

## Leaving Employment

If you are leaving employment, you have several possible options regarding your SamCERA account and benefits. Regardless of the option you choose, you will have an important financial decision to make with regards to your account.

Your options are outlined below, but this is just an overview. Please read SamCERA's [Leaving Employment Guide](#) for more detailed information.

Also, feel free to contact SamCERA and staff for assistance.



Learn more!

*Get the guide.*

Please read SamCERA's [Leaving Employment](#) guide for more detailed information.

[samcera.org/guides](https://samcera.org/guides)

### YOUR OPTIONS

#### Option 1: Retirement

##### Are you eligible to retire?

If you are eligible to retire, you may apply for a regular service retirement now or choose to defer your retirement to a later date. See Section 1 of this guide for eligibility information.

##### Are you unable to perform your job duties due to an injury or illness?

If you are leaving active service because you are unable to perform your job duties due to an injury or illness, you may be eligible for a disability retirement. Please refer to SamCERA's "Disability Retirement Guide" and contact SamCERA for application information and deadlines for filing.

#### Option 2: Keep Your Funds on Deposit

If you choose to keep your funds (consisting of your retirement contributions along with any accrued interest) on deposit, you can:

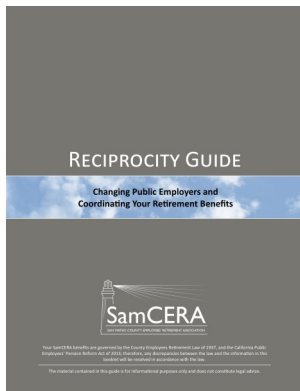
- Establish reciprocity: if you become a member in a



## Outgoing Reciprocity

*Are you going to work for another public agency in California?*

Read the [Reciprocity Guide](#) for important information about linking your retirement benefits.



**Learn more!**

**Get the guide.**

Please read SamCERA's [Reciprocity Guide](#) for more detailed information.

[samcera.org/guides](https://samcera.org/guides)

reciprocal retirement system within six months of leaving active SamCERA membership;

- Continue to receive interest: applicable interest will be credited until you reach age 70.5;
- Defer your retirement: retire later if and when you are eligible and ready to apply for retirement, you must retire by age 70.5.

## Option 3: Withdraw All of Your Funds

You can withdraw your funds depending on your circumstances. Your withdrawal will be subject to federal and state taxation. You also can roll all or part of the withdrawn funds over to an IRA or other qualified tax-deferred plan.

There are no partial withdrawals—if you choose to withdraw (or rollover), you must withdraw all your funds.

If you withdraw your funds, you waive your rights to all SamCERA benefits.

Again, this is just an overview. We encourage you to read the [Leaving Employment](#) guide, available on SamCERA's website.



**PART 3**  
SERVICE RETIREMENT

## Getting Ready to Retire

Preparing for retirement doesn't happen overnight—it's a process.

This section of the guide is designed to help you understand this process. Navigating your retirement benefits and options can be difficult, but planning carefully and making informed choices will help the process go smoothly.

If you are either an active member or an inactive member considering retirement, the following pages of this guide will help you plan the process.

Read this guide carefully. If you have additional questions or if there's anything you don't understand, SamCERA staff is always available to help.

## Two Types of Retirement

SamCERA offers two types of retirement, depending upon your eligibility and circumstances. This section is for **Service Retirement**, also referred to as a "regular retirement."

The other retirement type is **Disability Retirement**, which is for those members who are permanently incapacitated from performing a substantial portion of their job duties either as a result of their employment, or for a non-service related medical condition. *See page 14 for more information about Disability Retirement. SamCERA also has a Disability Retirement Guide with more details. You can download the guide at [samcera.org/guides](http://samcera.org/guides).*

For each type of retirement you must meet specific eligibility requirements, submit an application, and supply all required documentation.

If you are leaving employment, you may also defer your retirement, which certain members may opt for at termination due to either: (a) a lack of current eligibility for a service retirement, (b) a change in employers, or (c) a decision to delay retirement.

## Service Retirement Eligibility

While there are two basic components for determining eligibility for service retirement—your age and years of SamCERA service credit—the eligibility requirements may differ depending on your retirement plan. Those differences are described below.

Reciprocal service from another public employer, as well as certain service credit purchases may be used to meet SamCERA’s service credit requirements.

### SERVICE RETIREMENT ELIGIBILITY: PLANS 1,2, 4, 5 AND 6

You are eligible for a service retirement benefit when you meet one of the minimum age and service credit requirements listed below.

- Age 50 with 10 years of service credit.
- 30 years (General members) or 20 years (Safety and Probation members) of service credit, regardless of age.
- Age 70, regardless of service credit.
- Part-time or seasonal employee age 55 with 5 years of service credit and 10 years of county employment.
- Inactive member age 50 with 5 years of service credit, and you left your funds on deposit until you would have reached 10 years of service credit had you remained with your employer in a full-time position.

### SERVICE RETIREMENT ELIGIBILITY: PLAN 3

You are eligible for a service retirement benefit when you are at least age 55 with 10 years of service credit.

### SERVICE RETIREMENT ELIGIBILITY: PLAN 7

You are eligible for a service retirement benefit when you meet the minimum age and service credit requirements listed below.

- **For General Members:** At least age 52 with 5 years of service credit.
- **For Safety and Probation Members:** At least age 50 with 5 years of service credit.

## Calculating Your Retirement Benefit

Your monthly service retirement benefit is calculated based on these three components:\*

1. Years of service credit
2. Final Average Compensation (FAC)
3. Age factor based on age at retirement

Your plan type will determine the age factor, as well as any applicable cost of living allowance (COLA). The Final Average Compensation (FAC) period also varies based on the plan type.

**The basic equation for calculating your benefit is:**

$$\text{Years of Service} \times \text{FAC} \times \text{Age Factor (based on age at retirement)} = \text{Monthly Benefit}$$

*Each one of these components is discussed below*

### SERVICE CREDIT

In general, service credit is earned based on the hours you worked as an SamCERA member. Those hours are then converted to years.

Earning Service Credit  
2,080 HOURS = ONE YEAR



**Time Codes that Count Toward Service Credit.** Not all types of time counts towards service credit. In general, you pay contributions on and accumulate service credit for:

Regular hours worked (001), sick leave used (035), compensation time used (052), vacation time used (041), holiday pay (043), accumulated holiday hours used (048), administrative leave (054), jury duty (055), military leave (056), educational leave (057), worker's compensation leave (059), voluntary time off (VTO) used (90), and bereavement leave (112).

**Important:** The maximum amount of time you can accrue towards service credit in a bi-weekly period is 80 hours. Overtime is not counted toward service credit.

**Voluntary Time Off (VTO):** For those members who participate in VTO, your service credit will not be affected by VTO. However, because VTO will reduce your salary, it would reduce your Final Average Compensation (FAC) if you participate in VTO during the time period used to calculate your FAC—in which case your benefit would be affected.

*\*Disability retirements are calculated differently. Additionally, if you are a Plan 3 member, your Social Security benefit will also be factored into the calculation.*

## FINAL AVERAGE COMPENSATION (FAC)

There are two components to FAC: (1) the items and amount of compensation which are included, and (2) the time period used to make the calculation.

### Limits on the Compensation Included in FAC

**Items of Compensation included in FAC:** FAC includes base pay and certain other pay items. Not all pay items are included in FAC. The items of compensation included in the calculation for FAC are referred to as “compensation earnable” for Plans 1-6, and “pensionable compensation” for Plan 7.

**Compensation paid to enhance a member’s benefit (“pension spiking”):** SamCERA will determine whether an element of compensation was paid to enhance a member’s retirement benefit. In accordance with state law, such compensation shall be excluded from the calculation of FAC. If SamCERA determines that select compensation should be excluded, there is a process for the member and/or employer to seek review.

### Compensation Caps

**Plan 7 Member Compensation caps.** Per statute, Plan 7 members have caps on the compensation used to calculate benefits. These caps are based on the Social Security wage base, and will change as the Social Security wage base changes. The cap is 100% of the current Social Security contribution and benefit base for members that participate in Social Security, and 120% of the current contribution and benefit base for members that do not participate in Social Security. Adjustments to the caps are permitted annually based on changes to the Consumer Price Index. For example, here are the caps for 2017:\*

- **General Plan 7 members (County and Court employees):** the cap is \$118,775.
- **General Plan 7 members (Mosquito Abatement District employees):** the cap is \$142,530.
- **Safety and Probation Plan 7 members:** the cap is \$142,530.


**IRS Compensation caps.** These caps apply to all members hired after July 1, 1996. For these members, regardless of their plan, there is a limit on the amount of compensation SamCERA can consider when calculating FAC. The limit is set each year by the IRS (for example, in 2017, the limit was set at \$270,000).\*

\*Contact SamCERA for current cap amounts.

### Time Period Used to Calculate FAC

For both Safety and Probation members and General members, the applicable FAC time period by plan is set forth below:


- **For Plans 1 and 2:** Final Average Compensation is calculated by taking your highest year of compensation earnable and dividing it by 12.
- **For Plans 3, 4, 5 and 6:** Final Average Compensation is calculated by taking the sum of your highest three years of compensation earnable and dividing it by 36. (Any three years may be used. The years do not need to be consecutive.)
- **For Plan 7:** Final Average Compensation is based on your highest monthly average of pensionable compensation earned during any 36-consecutive-month period of service.



See page 23 for a chart summarizing the various plan benefits.

### Age Factor

The age factor is the percentage of pay to which you are entitled for each year of service credit. It is determined by your age at retirement and varies depending on your retirement plan. Age factors increase in quarter-year increments, and there is a maximum age factor which varies by plan.



The **Benefits Tables** beginning on page 46 show your retirement benefits by age.

### Cost-of-Living Adjustment (COLA) for Retirees

Retirement benefits will be adjusted annually, in accordance with the guidelines for your retirement plan, based on changes in the cost-of-living (as determined by the average annual change in the Consumer Price Index (CPI) for the prior calendar year).

The cost-of-living adjustment (COLA) is set by the Board of Retirement. The COLA is effective April 1, and any adjustments will appear on your April statement advice. If the change in the CPI is negative due to deflation, the retirement benefit will be decreased, but it will never be decreased below the original benefit amount granted at retirement. Additionally, each plan has its own maximum limit. The following are the maximum COLAs for the General and Safety and Probation member plans.

**Plan 1.** The Plan 1 annual COLA provides for an increase of up to a maximum of 5% per year. If there is an increase in the CPI of more than 5 percent for any year, the excess cost-of-living adjustment is accumulated or “banked.” It may be applied to a future year in which the change is less than 5 percent. Probation Plan 1 members are only eligible to receive up to a COLA maximum of 3%.

**Plan 2.** The Plan 2 annual COLA provides for an increase up to a maximum of 3% per year. There is no COLA bank.

**Plans 4, 5, 6 and 7.** Plans 4, 5, 6, and 7 annual COLA provides for an increase up to a maximum of 2% per year. There is no COLA bank.

*Plan 3 does not provide for a COLA.*

### Plan 3 Benefits (for Non-Contributory Members)

The benefit for members of non-contributory Plan 3 is reduced after taking your Social Security benefit into account. It is based on a several-step calculation which includes your Final Average Compensation (FAC), your years of service, and additional information required by law.

If you are a Plan 3 member, contact SamCERA to get a retirement estimate. Just make sure to get a copy of your Social Security benefit estimate first—SamCERA can't calculate your benefit without it!

*Note:* To be eligible for retirement, Plan 3 members must be at least age 55 with 10 years of service credit. There is no COLA for Plan 3 members. There are no disability retirement benefits for Plan 3 members.

Plan 3 is closed to new and incoming reciprocal members and existing members cannot transfer into Plan 3. Plan 3 members can transfer out of Plan 3 into a contributory plan after 5 years of service. Plan 3 members who are eligible to and transfer to Plans 2 or 4 may upgrade all or part of their Plan 3 service credit. Plan 3 members who transfer into Plan 5 cannot upgrade their Plan 3 service credit, and will only be eligible for future Plan 5 service credit. Members who transfer into Plan 5 and then to Plan 4 must upgrade all of their Plan 3 and Plan 5 service credit to Plan 4 service credit.



#### **GIVE SAMCERA A COPY OF YOUR SOCIAL SECURITY ESTIMATE!**

**IMPORTANT:** If you are a Plan 3 member, SamCERA needs a copy of your Social Security estimate before you can retire.



## Plan Provisions At-a-Glance

	Date of Hire	Plan	Age Factor	COLA	FAC Period	Minimum Retirement Age
County and Court General Members <sup>1</sup>	On or before 7/5/80	Plan 1	2% at age 55.5	5% max., w/ bank	highest year	50
	7/6/80 - 7/12/97	Plan 2	2% at age 55.5	3% max.	highest year	50
	7/13/97 - 8/6/11	Plan 4	2% at age 55.5	2% max.	highest 3 years	50
	8/7/11 - 12/31/13	Plan 5	2% at age 61.25	2% max.	highest 3 years	50
	On or after 1/1/13	Plan 7	2% at age 62	2% max.	highest 36 consec. months	52
Probation and Safety Members	On or before 7/5/1980	Plan 1	3% at age 50	Varies <sup>2</sup>	highest year	50
	7/6/1980 - 7/12/1997	Plan 2	3% at age 50	3% max.	highest year	50
	7/13/97 - 1/7/12	Plan 4	3% at age 50	2% max.	highest 3 years	50
	1/8/12 - 12/31/13	Plan 5 <sup>3</sup>	3% at age 55	2% max.	highest 3 years	50
	8/8/11 - 12/31/13	Plan 6 <sup>3</sup>	2% at age 50	2% max.	highest 3 years	50
On or after 1/1/13	Plan 7	2.7% at age 57	2% max.	highest 36 consec. months	50	
Mosquito Abatement and Vector Control District General Members	On or before 7/5/80	Plan 1	2% at age 55.5	5% max., w/ bank	highest year	50
	7/6/80 - 7/12/97	Plan 2	2% at age 55.5	3% max.	highest year	50
	7/13/97 - 12/31/13	Plan 4	2% at age 55.5	2% max.	highest 3 years	50
	On or after 1/1/13	Plan 7	2% at age 62	2% max.	highest 36 consec. months	52

<sup>1</sup>County and Court members hired on or before 12/22/12 also had the option of non-contributory Plan 3. Contact SamCERA if you are a Plan 3 member.

<sup>2</sup>Safety Plan 1 members are eligible for a maximum 5% COLA with bank. Probation Plan 1 members are eligible for a maximum 3% COLA.

<sup>3</sup>All Deputy Sheriff's (classified as DSA members) hired during this time period are in Plan 5. Other Sheriff's Department Safety employees and Probation Department employees are in Plan 5 or Plan 6 based upon the member's plan election.

## Want to calculate a benefit estimate?



**You can do it!** Just check the benefit tables at the end of this guidebook. You can get a rough estimate with just a calculator.

For a more accurate estimate, log into MySamCERA, use the MySamCERA mobile app, or contact SamCERA.

**MySamCERA** is on the web at [mysamcera.org](http://mysamcera.org). **MySamCERA Mobile** is available on the App Store and Google Play.

## Beneficiaries and Retirement Payment Options

Your retirement benefit is more than just a lifetime monthly benefit for you. After your death, part of your retirement benefit may continue to your beneficiaries—usually family members or loved ones.

When you complete your retirement application, you will have to decide (1) who your beneficiaries will be, and (2) how much to leave them in the event of your death by choosing a **“retirement payment option.”**

The option you choose can affect the amount of your monthly benefit, so make sure you understand how to choose a beneficiary and how to select the best retirement payment option for you and your loved ones. This section of the guide will help you understand how to choose a beneficiary. The following section will outline the retirement payment options. Your retirement application will also have the details of each retirement payment option.

### Selecting Beneficiaries

Certain SamCERA benefits are payable upon your death. In the retirement application, you will select beneficiaries. You must designate individuals as primary or contingent beneficiaries. The same person cannot be both.

#### **Depending on the retirement payment option you select, the people and entities you can name as beneficiaries are:**

- **Eligible Spouse:** Must be married one year prior to your retirement in order to leave a continuance.
- **Eligible Domestic Partner:** Must be registered with the California Secretary of State one year prior to your retirement in order to leave a continuance.
- **Eligible Child:** Your child or children.
- **Person with Insurable Interest:** A person who is closely related by blood or law, or relies on a member for financial or educational support.
- **Trust/Charity:** You may designate a trust or charity as a beneficiary, but trusts and charities will only receive a one-time lump sum benefit equal to the balance of your contributions and interest, if any.

#### **What’s the difference between primary and contingent beneficiaries?**

- **Primary Beneficiary:** The person(s) or entity(ies) who would receive the benefit upon your death. Depending upon the provisions of the retirement option selected, the primary beneficiary may be eligible to receive either a monthly

benefit or a one-time lump-sum benefit.

- **Contingent Beneficiary:** The person(s) or entity(ies) who would receive a benefit only if all the primary beneficiaries die. Contingent beneficiaries are eligible for a lump-sum payment only.

**The retirement option matters.** The person(s) you select as beneficiary(ies) and the number of beneficiaries that you can name will depend on the retirement option you choose. Some options permit only a single primary beneficiary, while others allow you to list more than one person as a primary beneficiary and more than one person as a contingent beneficiary.

**Spouses, domestic partners and minor children.** If you do not list your spouse, registered domestic partner, or eligible minor child as primary beneficiaries, their rights and claims to receive a monthly benefit may still be superior to and supersede the rights of any other named beneficiaries. In addition, because of community property laws in the State of California, the spouse, ex-spouse, qualified domestic partner or qualified ex-domestic partner may have certain rights that supersede those of other designated beneficiaries.

**Note:** For the purpose of spousal benefits, domestic partnerships must be registered with the California Secretary of State. (State requirements for domestic partnership are different than those for a County of San Mateo Affidavit of Domestic Partnership.)

**Trusts and charities as beneficiaries.** Trusts and charities cannot be named as a beneficiary to receive a continuance of your monthly benefit. Trusts and charities can only receive a lump-sum benefit.

**Members must keep designations current.** Even in retirement, you need to keep your beneficiary designation current to reflect changes in your personal life. For example, you may get married, divorced, or have children.

**Note:** After retirement, you may only change beneficiary designations for those persons who are eligible to receive a lump sum payment.

**Note:** If your beneficiaries are not living at the time of your death, or if you do not have a beneficiary designation at the time of death, eligible benefits will be paid to your estate.

## Retirement Payment Options

**At retirement, you must choose one of six retirement payment options.** You can choose to receive the highest monthly lifetime benefit—which is referred to as the “unmodified option”— although this choice will typically provide less money for your beneficiary(ies) when

you die. Or you can opt for a reduction in monthly lifetime benefits by choosing one of the four “modified options,” which will typically provide more for your beneficiary(ies) upon your death.

These options are designed to offer flexibility and address varying needs of single, married, or divorced members, as well as those members with registered domestic partners.

The option you choose will affect the amount of money you receive in retirement, as well as the amount of money your beneficiary(ies) may receive when you die. To help you make your decision, contact SamCERA and make sure that you have received and reviewed a benefits estimate for each option. Once you choose an option, it is irrevocable after you retire.

### How much would you and your beneficiaries receive for each option?

You can use **MySamCERA** to get an estimate for each retirement payment option.

[mysamcera.org](https://mysamcera.org)

You can also download the **MySamCERA** mobile app from the App Store (for iPhone) or Google Play (for Android).

### Your 6 Retirement Payment Options\*

- **Unmodified With Eligible Spouse/Partner and Monthly Survivor Benefit**

**Who you can name as primary beneficiary:** Only an eligible spouse/partner.

**When you retire:** You will receive your full (“unmodified”) benefit.

**When you die:** If you die before your eligible spouse/partner, he/she will receive a monthly benefit consisting of 60% of your monthly benefit. *(Plan 3 members only: the monthly benefit amount is 50%).* If your spouse/partner is no longer your spouse/partner at the time of your death, your contingent beneficiary(ies) will not receive a monthly benefit but will instead receive a lump-sum benefit consisting of the balance, if any, of your remaining accumulated contributions and interest.

*\*Not all options apply to Plan 3 members. If you are a Plan 3 member, contact SamCERA for your options.*

- **Unmodified Without Eligible Spouse/Partner and Lump-Sum Survivor Benefit**  
**Who you can name as primary beneficiary:** Any eligible child, person with an insurable interest, trust or charity.  
**When you retire:** You will receive your full (“unmodified”) benefit.  
**When you die:** A one-time lump-sum benefit consisting of the remaining balance, if any, of your accumulated contributions and interest will be paid to your beneficiary (ies).
- **Modified Option 1, Modified Retirement Benefit with Lump-Sum Survivor Benefit**  
**Who you can name as primary beneficiary:** Any eligible spouse/partner, child, person with an insurable interest, trust or charity.  
**When you retire:** Your monthly benefit will be reduced slightly. Because your monthly benefit is reduced, there will be a larger lump-sum payment (if any) for your beneficiary(ies).  
**When you die:** A one-time lump-sum benefit consisting of the remaining balance, if any, of your accumulated contributions and interest will be paid to your beneficiary (ies).
- **Modified Option 2, Modified Retirement Benefit with Monthly Survivor Benefit to a Single Primary Beneficiary**  
**Who you can name as primary beneficiary:** Any spouse/partner, child, or person with an insurable interest. If you have a non-spouse/partner beneficiary who is more than 10 years younger than you, contact SamCERA due to IRS regulations that may affect both your benefit and your beneficiary’s survivor benefit. Depending upon your age at retirement and your beneficiary’s age, you may need to elect Option 4 rather than Option 2.  
**When you retire:** Your monthly benefit will be reduced by an amount based upon the age difference between you and your primary beneficiary. If you name a non-spouse/partner who is more than 10 years younger than you, you may need to select Option 4 because IRS regulations do not allow a 100% continuance.  
**When you die:** A monthly benefit consisting of 100% of your monthly retirement benefit will be paid to your primary beneficiary until their death. If your primary beneficiary dies before you, your monthly benefits will terminate upon your death, and your contingent beneficiary(ies) will receive a lump-sum benefit consisting of the balance, if any, of your accumulated contributions.

- **Modified Option 3, Modified Retirement Benefit with Monthly Survivor Benefit to a Single Primary Beneficiary**

**Who you can name as primary beneficiary:** Any eligible spouse/partner, child, or person with an insurable interest.

**When you retire:** Your monthly benefit will be reduced by an amount based upon the age difference between you and your primary beneficiary.

**When you die:** A monthly benefit consisting of 50% of your monthly retirement benefit will be paid to your primary beneficiary until their death. If your primary beneficiary dies before you, your monthly benefits will terminate upon your death, and your contingent beneficiary(ies) will receive a lump-sum benefit consisting of the balance, if any, of your accumulated contributions.

- **Modified Option 4, Modified Retirement Benefit with Monthly Survivor Benefit to Single or Multiple Primary Beneficiaries**

**Who you can name as primary beneficiary(ies):** Any spouse/partner, child, or person with an insurable interest.

**When you retire:** First, you will specify what percentage of your retirement benefit you would like to continue on after your death, to be divided among your primary beneficiary(ies); you will also specify the percentage of that amount to be paid to each primary beneficiary(ies). SamCERA will then use that information to generate your monthly benefit amount, based upon an actuarial calculation and applicable IRS regulations. The amount of the actuarial reduction of your monthly benefit is based on the percentage of your benefit you leave to your beneficiary(ies), your age, and your youngest beneficiary's age at the time of retirement. IRS regulations may affect both your benefit and your beneficiary's survivor benefit, depending upon your age at retirement and the age of your youngest beneficiary.

**When you die:** A monthly benefit will be paid to your surviving primary beneficiary(ies) based upon the percentages you specified, and the resulting actuarial calculation and applicable IRS regulations. If any of your beneficiaries die before you, there will be no change in the amount that the remaining beneficiary(ies) will receive upon your death. No adjustments can be made. If all of your primary beneficiaries die before you, your benefits will terminate upon your death, and your contingent beneficiary(ies) will receive a lump sum benefit consisting of the balance, if any, of your accumulated contributions. (If one of your beneficiaries dies after your death, the benefit(s) for any surviving beneficiaries will remain unchanged.)



## **PART 5**

COUNTDOWN TO RETIREMENT: START PLANNING NOW

## Your Pre-Retirement Checklist

Start planning now for your retirement—don't wait until the last minute. You will have some important decisions to make throughout the retirement process. This checklist is a general guide to some of the most important things to think about, but it's not an exhaustive list. Plan your retirement carefully!

**1. Estimate your retirement income.** Make sure you have a firm idea of how much money you'll get in retirement. Your SamCERA benefit is just one piece of your retirement income. Before you submit your retirement papers, you should assess your entire retirement picture by calculating your total retirement income and reviewing your living expenses.

The US Department of Labor has an online retirement toolkit which can help you plan for retirement. You can access it here:

<http://www.dol.gov/ebsa/pdf/retirementtoolkit.pdf>

You can also use Social Security's benefits estimator here:

<http://www.socialsecurity.gov/estimator/>

**Note:** General members who are employees of the County or Court participate in Social Security. These employees should contact Social Security and make certain its records are accurate. Social Security can also provide a benefits estimate.

**Note:** SamCERA does not administer retiree health benefits. Contact your employer in regards to what benefits are available to you and your family.

**2. Use SamCERA resources to plan and prepare.** SamCERA provides a number of resources to assist members through all stages of their careers, including retirement. Take advantage of these resources as you get ready to retire.

**Attend a pre-retirement seminar.** If you haven't attended a pre-retirement seminar, SamCERA encourages you to do so. Each registered attendee of the pre-retirement seminar receives a personalized estimate of retirement benefits, including customized recommendations on selecting the most advantageous retirement date.

**Make an appointment to meet one-on-one with a SamCERA retirement specialist.** Read this guide and familiarize yourself with the retirement process. Make sure to take



a look at the section regarding the retirement options. Then make a list of questions and make an appointment to come in. Feel free to bring your spouse or domestic partner with you.

**Attend a financial planning course.** SamCERA can connect you with a number of free retirement and financial planning courses, taught by retirement professionals. Check the SamCERA website for details.

**3. Let SamCERA know if you have had a divorce, legal separation or termination of state-registered domestic partnership while you were an active member of SamCERA.** You cannot receive retirement benefits until SamCERA receives a court order or the appropriate documents from the Secretary of State settling your SamCERA account. This process can take time, so contact SamCERA right away. You should also refer to SamCERA's [Divorce and Your Benefits](#) guide (available at [samcera.org/guides](http://samcera.org/guides)) for more information.

- For all current and former spouses and/or registered domestic partners, in which the marriage, partnership existed and or ended during your SamCERA membership, you will be asked to provide the name(s) of all current and former spouses and registered domestic partners.
- You will be asked to provide copies of any marriage or death certificates, or copies of applicable court orders for all the individuals.
- *Note for same-sex married members:* If you are retiring and were married within the last 12 months to someone who was previously your domestic partner (registered with the California Secretary of State), you must be married or in a registered domestic partnership (or a combination of both) continuously for the full 12 months just prior to retirement, in order for your spouse or partner to be eligible for certain death benefits. If you terminated your domestic partnership prior to your marriage during the year prior to your retirement, contact SamCERA for more information.

**4. Set a retirement date.** Selecting your retirement date is important. In general, each quarter year, your benefit amount increases due to your additional age and in general for active members, your benefit increases with additional service credit. Your retirement application must be submitted no more than 60 days before the effective date of your retirement. So, you must determine your retirement date before you submit your papers.



**The importance of April 1.** If you retire on or before April 1 in a given year, you become eligible for the annual Cost-of-Living-Adjustment (COLA) increase that may be added to your benefit on April 1 of that year. If you retire after April 1, you will not be eligible for any applicable increase until April 1 of the following year.

If the current COLA is 2%, and you are currently eligible for \$3,000/month retirement benefit...	
...if you retire <b>on or before April 1</b> , your benefit would be...	...if you retire <b>on or after April 2</b> , your benefit would be...
<b>\$3,060/month</b>	<b>\$3,000/month</b>
Which adds up to...	
<b>\$36,720/year</b>	<b>\$36,000/year</b>
Then, assuming another 2% COLA next year, your benefit for the <b>following year</b> would be...	
<b>\$3,121/month</b>	<b>\$3,060/month</b>
Which adds up to...	
<b>\$37,454/year</b>	<b>\$36,720/year</b>

### The importance of April 1

Retiring in time to claim the current year's COLA

If you retire on or before April 1, any applicable Cost-of-Living-Adjustment (COLA) increase will be applied to your retirement benefit.

Regardless of your retirement date, once you are retired you will be eligible for any applicable future COLAs.

**5. Tell your boss.** To reduce processing delays, you should notify both your immediate supervisor and your payroll coordinator.

Your Service Retirement will become effective following the last day for which you were compensated or the date listed on your completed application, whichever comes later. For Example:

- If your last day of compensation is May 31 then the effective date of retirement will be June 1 assuming you filed an application on June 1 or before.

**YOUR FIRST BENEFIT CHECK**

Your first benefit check will come at **the end of the month following your retirement date**. Many members choose to retire late in the month to minimize the wait.

- Your effective date of retirement must be a date on or after your application is submitted—so double check the date that you insert on your form before you submit it. SamCERA will not back-date your retirement!

**6. Review the details of your retirement plan.** Familiarize yourself with the retirement options and future benefits available to you and your beneficiary(ies) under your SamCERA retirement plan. Review the benefit table (located in the back of this guide) applicable to your plan that shows the percentage of your final compensation that will be used to calculate your retirement benefit based on your age and your service credit at retirement.

**7. Submit your retirement application along with the required documents.** You must provide copies of any marriage licenses, death certificates, applicable court orders, birth certificates or passports. SamCERA will not process your retirement application form without them. Failure to provide the required documents in a timely manner may delay your retirement and or payment of your benefits.

**Note:** You cannot file the forms any earlier than 60 days before your retirement date. The application is void if older than 60 days. So submit your court orders early so that SamCERA staff can determine if the orders are satisfactory. Leave yourself time to get an amended order if SamCERA deems it necessary.

**8. Contact your employer’s benefits department, MassMutual (formerly Hartford), and any reciprocal systems (if applicable).** Contact your employer’s benefits department about health & life insurance. Contact MassMutual (formerly Hartford) regarding any questions about deferred compensation. Be sure to notify any reciprocal retirement systems (if applicable) of your proposed retirement date and arrange to retire from all systems on the same date.

**And finally, don’t report to work on your retirement day—you are retired!**

# Countdown to Retirement

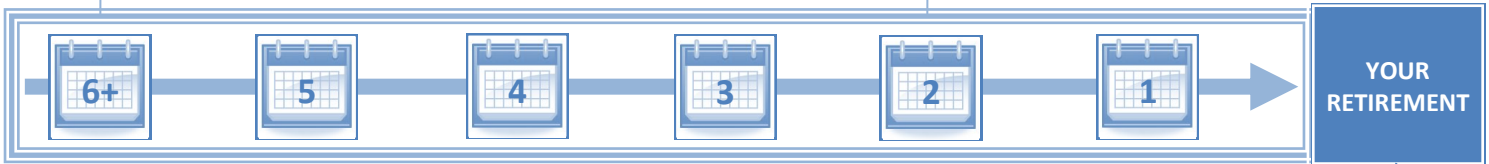


- Use SamCERA resources to plan and prepare for your retirement
- Review the details of your retirement plan
- Estimate your retirement income
- Let SamCERA know if you've had a divorce or terminated a domestic partnership
- Set a retirement date

- Submit your retirement application (no sooner than 60 days before your retirement date)
- Tell your boss

Make an appointment to meet one-on-one with a SamCERA retirement specialist

Contact County Benefits and MassMutual if you have a deferred compensation account



6 months or more before retirement

5 months before retirement

4 months before retirement

3 months before retirement

2 months before retirement

1 month before retirement

**YOUR RETIREMENT**

Don't come to work on your retirement date—you're retired!

*The planning milestones here are approximate. Give yourself plenty of time to plan and prepare for retirement!*

## Once You Retire

### When to expect your first benefit payment

Your monthly retirement benefit will be electronically transferred to the financial institution of your choice on the last business day of each month. Your first benefit payment will usually occur the month after you retire.

**Note:** For active members who are retiring, it may be approximately 6-8 weeks before you receive your first retirement payment. SamCERA must wait for your employer to process all the necessary and related documents.

### When to expect your last paycheck

For active members who are retiring, your employer will issue you a final check on the pay period after your final pay period of work. Your final check will include any earned pay for which you have not already been compensated, including:

- Accrued Vacation time
- Accrued Holiday time
- Accrued Comp time
- Any other outstanding payroll payments

These final payments will not be used to calculate your retirement allowance.

Once you are retired, you will be removed from your department payroll and your termination date will be posted by your payroll coordinator on the payroll system.

### Post-Retirement Employment

If you are receiving a service retirement allowance from SamCERA, and you wish to return to work for a SamCERA-covered employer, there are some rules you need to be aware of.

Regardless of your age at retirement, general employees who retire won't be eligible to return to work as extra help or under a contract for a SamCERA employer for a period of 180 days following retirement, except under special circumstances. Safety employees cannot return to work within 90 days of retirement if they retire at an age younger than 53, except under special circumstances. Additionally, the Government Code limits retirees to 960 hours of post retirement service per fiscal year.

Your retirement application has more details, so make sure to read it carefully and understand your options.

## INACTIVE MEMBERS

### WHO IS AN INACTIVE MEMBER?

Inactive members are those members who meet all three of the following conditions:

- left active service with a SamCERA employer;
- left your contributions on deposit with SamCERA; and
- have not yet retired from SamCERA.

### WHO IS A DEFERRED MEMBER?

Some inactive members are categorized as “deferred members.” Deferred members are also called vested members.

Deferred members of SamCERA have at least five years of SamCERA service credit, or a combination of SamCERA service credit and service credit from a reciprocal system (received either before or after your active SamCERA membership). Plan 3 members need ten years of years of service credit or a combination of SamCERA and reciprocal service credit to become vested.

As a deferred member, you have earned a lifetime monthly SamCERA benefit even if you left your employment before you were eligible to retire. You may receive your retirement allowance when you are eligible and ready to apply for retirement.

### Are you an inactive member getting ready to retire?

There are some important things all inactive members should know.

#### Reciprocity

Let SamCERA know if you have established reciprocity with another public employer. If you moved between California public retirement systems, you may be eligible for reciprocity. Reciprocity can affect your SamCERA benefit if you worked for a reciprocal system before coming to SamCERA, or after leaving SamCERA. Contact SamCERA if you think you might be eligible, even if you never established reciprocity. Establishing reciprocity takes time, so contact SamCERA right away.

You will have to retire concurrently from all reciprocal systems.

#### Divorce

Your SamCERA account is subject to California community property law, so if you had a divorce or legal separation while you were an active or inactive member of SamCERA, or if you are filing for a separation, or dissolution of marriage or domestic partnership, you must contact SamCERA.

You will not be able to complete the retirement process or receive retirement benefits until SamCERA receives and approves a Court order regarding the division of your SamCERA benefits.

Additionally, if you are currently married and get a divorce after you retire, you will need to contact SamCERA.

#### Social Security Estimate for Plan 3 Members

If you are a member of Plan 3, SamCERA will need a Social Security estimate before you can retire. This is because your benefits are calculated based on an equation that involves your Social Security benefit.

#### Your Retirement Is Not Automatic

In order to retire, you need to contact SamCERA and fill out a retirement application. SamCERA does not “automatically” begin sending you a benefit check when you reach full retirement age, or any other milestone. (*Exception: inactive members will be automatically retired in April of the year they turn 70.5 years old.*)



## **PART 5**

### HELPFUL INFORMATION AT YOUR FINGERTIPS

## Frequently Asked Questions

### **Who takes care of health insurance, life insurance, or deferred compensation?**

SamCERA has no role in the your employer's health benefits, life insurance, or deferred compensation programs.

It is important for you to understand your health care, life insurance and deferred compensation options before you retire.

Please contact your employer's human resources division for information regarding questions with your health benefits & life insurance.

Contact MassMutual (formerly Hartford) for information regarding your personal deferred compensation. You can contact MassMutual by calling 800-528-9009.

### **When does my retirement actually begin?**

Retirement begins the day after your last day in a paid status, or the day you turn in your retirement application, whichever is later.

If you wish to retire in time to receive the annual cost-of-living increase, you must retire on or before April 1<sup>st</sup>.

### **What happens to my sick leave, vacation time, comp time, and holiday time when I retire?**

For county members, the county will convert your sick leave accrual to help pay for a portion of your health insurance premium up to the maximum set in your union contract. Contact the county's Benefits Office before you retire.

Any remaining accrued vacation, comp time and holiday time paid through terminal pay is not compensation earnable toward your retirement. Contact your department's payroll coordinator before you retire regarding your accrued time.



**Can I work after I retire and what effect will it have on my retirement?**

As a retiree, you may work in an extra help paid position with a SamCERA employer (San Mateo County, San Mateo County Courts, or San Mateo County Mosquito and Vector Control District), for no more than 120 days (960 hours) per fiscal year.

If you return to work with your original employer after retirement in an extra help capacity, you must wait 180 days after your retirement date before returning to employment.

You may work for other employers as much as you wish, with no effect on your SamCERA retirement. Check with the Social Security Administration for any limitations they may impose.

**Can I come out of retirement and return to work in a permanent position?**

You may begin working in a permanent position for a SamCERA employer again, but when you do, you will re-enter the system under the plan applicable to returning retirees and your contribution rate will be based on your current age.

Other than accumulating cost-of-living adjustments, your initial retirement benefit will be suspended until you retire again. When you re-retire, your first pension will be reactivated and your new pension will be based on the age, years of service, and final average compensation applicable to your re-entry plan.

**What is the 415 Limit?**

The IRS tax laws limit annual benefits that can be paid ("§415"). The limits are updated every year. Please consult your tax advisor if you think your benefit may exceed the §415 limit.

## Terms You Need to Know

Our discussion of retirement includes some unique terminology. To understand how to make the most of your retirement, you may want to learn the following terms:

**Contingent Beneficiary:** The person(s) or entity(ies) who would receive a benefit only if all your primary beneficiaries die. Contingent beneficiaries are eligible for a lump sum payment only.

**Final Average Compensation (FAC):** a determining factor in establishing your monthly retirement allowance. It is roughly equivalent to your salary—but the exact calculation will be determined by your plan type.

**Pensionable Income (this includes Pensionable Compensation and Compensation Earnable):** the amount of income used in calculating your final average compensation, it includes your salary plus other items.

**Primary Beneficiary:** The person(s) or entity(ies) who would receive your benefit upon your death. Depending upon the provisions of the retirement option you choose, your primary beneficiary may be eligible to receive either a monthly benefit or a one-time lump sum benefit.

**Reciprocity** is a special relationship that exists between SamCERA and most California public retirement systems. Reciprocal benefits are designed to encourage careers in public service by protecting retirement benefits when public service employees transfer to other public service jobs. Certain restrictions apply.

**Retirement Benefit Estimate:** a personalized, preliminary calculation of your retirement benefits.

**Service Credit:** a measure used to calculate a member's retirement allowance. In general, service credit is earned based on the hours you worked while a

member of SAMCERA. Those hours are then converted to years.

**Vesting:** Vesting means you have earned the right to a lifetime monthly retirement allowance once you are eligible, also called a pension. Once you are vested, you've met some basic requirements, which can vary depending on your SamCERA retirement plan. Most SamCERA members vest after 5 years of full-time employment.

**People you can name as beneficiaries:** Beneficiary categories referenced in Retirement Allowance Options are defined as follows:

- **Eligible Spouse:** Must be married one year prior to the member's retirement.
- **Eligible Domestic Partner:** Must be registered with the California Secretary of State one year prior to the member's retirement, and must have current Certificate of Registered Domestic Partnership on file with SamCERA.
- **Eligible Child(ren):** Up to age 18, or 22 if unmarried child remains a full-time student in an accredited institution.
- **Person with Insurable Interest:** A person who is closely related by blood or law, or relies on a member for financial or educational support.

## Benefit Limits and Tax Information

**Benefit Amount Limits.** SamCERA is considered a “qualified” plan under federal tax laws. Federal tax laws set limits on the amount of benefits you can receive from a qualified plan, subject to limitations outlined in sections of the Internal Revenue Code, including Section 415 limits.

**IRS Section 415 limits.** Each year the IRS sets forth the total amount of individual benefits that SamCERA can pay for that calendar year. These limits may affect certain highly paid or long service members, certain members receiving disability benefits, or certain beneficiaries receiving survivor benefits.

**County employees hired before July 1, 1996.** Members who were hired by the County before July 1, 1996, and who are affected by the 415 limit will still receive their total retirement benefit, but some of it will be paid by SamCERA and some will be paid through a replacement benefit plan established by the County. Members hired by other SamCERA employers do not participate in the replacement benefit plan.

**All members hired after July 1, 1996.** The benefit payment for all members who were hired after July 1, 1996, and earned high wages is subjected to the 415 limit. Please contact the County’s Human Resources Department for more information regarding this matter. Plan 7 members should note that their benefits are independently capped due to the provisions of that plan.

**No greater than 100% of Final Average Compensation.** In any circumstance, the maximum monthly benefit any member can receive cannot exceed 100% of Final Average Compensation.

**Federal and State taxes on benefits.** Retirement benefits (including certain disability retirement benefits) are generally considered taxable income under both federal and State of California income tax laws. At the time of retirement, you will instruct SamCERA on your tax withholding election.

Note: SamCERA does not withhold state income taxes for any state other than California.

**General Rule.** Because member contributions to SamCERA are deducted from paychecks before income taxes are determined, all benefits provided by these

contributions are taxable. There are two exceptions to this rule: a certain amount of Service-Connected Disability Retirement benefits and any benefits funded by after-tax member contributions.

**After-Tax Contributions.** SamCERA tracks all pre-tax and post-tax contributions. Any post-tax contributions will be amortized through tax reductions over an extended number of years in retirement according to IRS regulations. The following are examples of post-tax contributions:

- **Contributions before February 5, 1989.** Member contributions made before February 5, 1989 were made on an after-tax basis. Contributions are not taxed when disbursed, but the interest is taxable.
- **Certain Service Credit Purchase Payments.** Purchases of Service or redeposits of contributions (lump sum payment via personal check or installment payments) made with after-tax monies are also not taxed when disbursed, but the interest is taxable.

**IRS 1099-R Tax Form.** Each year at the end of January, SamCERA sends each retiree an IRS 1099-R Form. (This replaces the W-2 form you received while you were an active employee.) This form will list your reportable income and the taxable income. It will also reflect the amount of Federal and California taxes that have been withheld.

**IRS Tax Benefit for Eligible Retired Public Safety Officers** Under the Pension Protection Act of 2006 (PPA) eligible retired public safety officers (PSO) are permitted to exclude up to \$3,000 of distributions from their SamCERA retirement plan for direct payment of health care premiums. Eligibility for this Internal Revenue Service (IRS) tax benefit hinges on several requirements, and it is the responsibility of each member to substantiate his/her PSO eligibility. Contact your tax advisor for more information.

# BENEFIT TABLES

## GENERAL PLANS 1,2, AND 4 BENEFIT TABLE

### Your Estimated Retirement Benefit as a % of Your FAC

When you retire, your benefits will be calculated as a percentage of your Final Average Compensation (FAC). This percentage is based on your age at retirement and your years of service. The numbers in the chart below represent these percentages.

		Age at Retirement													
		50	51	52	53	54	55	56	57	58	59	60	61	62	63+
Years of Service	5	7.4	7.8	8.3	8.7	9.2	9.7	10.3	10.9	11.3	11.8	12.2	12.6	13.1	13.1
	6	8.9	9.4	10.0	10.4	11.0	11.7	12.4	13.1	13.6	14.1	14.6	15.2	15.7	15.7
	7	10.3	11.0	11.7	12.2	12.9	13.6	14.4	15.3	15.9	16.5	17.1	17.7	18.3	18.3
	8	11.8	12.5	13.3	13.9	14.7	15.6	16.5	17.5	18.1	18.8	19.5	20.2	20.9	20.9
	9	13.3	14.1	15.0	15.7	16.6	17.5	18.5	19.6	20.4	21.2	22.0	22.7	23.5	23.5
	10	14.8	15.7	16.7	17.4	18.4	19.5	20.6	21.8	22.7	23.5	24.4	25.3	26.1	26.1
	11	16.2	17.2	18.3	19.2	20.3	21.4	22.7	24.0	24.9	25.9	26.8	27.8	28.7	28.7
	12	17.7	18.8	20.0	20.9	22.1	23.4	24.7	26.2	27.2	28.2	29.3	30.3	31.3	31.3
	13	19.2	20.4	21.7	22.6	23.9	25.3	26.8	28.4	29.5	30.6	31.7	32.8	33.9	33.9
	14	20.7	21.9	23.3	24.4	25.8	27.3	28.9	30.5	31.8	33.0	34.2	35.4	36.6	36.6
	15	22.1	23.5	25.0	26.1	27.6	29.2	30.9	32.7	34.0	35.3	36.6	37.9	39.2	39.2
	16	23.6	25.1	26.7	27.9	29.5	31.2	33.0	34.9	36.3	37.7	39.0	40.4	41.8	41.8
	17	25.1	26.6	28.3	29.6	31.3	33.1	35.0	37.1	38.6	40.0	41.5	42.9	44.4	44.4
	18	26.6	28.2	30.0	31.3	33.1	35.1	37.1	39.3	40.8	42.4	43.9	45.5	47.0	47.0
	19	28.0	29.8	31.7	33.1	35.0	37.0	39.2	41.5	43.1	44.7	46.4	48.0	49.6	49.6
	20	29.5	31.3	33.3	34.8	36.8	39.0	41.2	43.6	45.4	47.1	48.8	50.5	52.2	52.2
	21	31.0	32.9	35.0	36.6	38.7	40.9	43.3	45.8	47.6	49.4	51.2	53.0	54.8	54.8
	22	32.5	34.5	36.7	38.3	40.5	42.9	45.3	48.0	49.9	51.8	53.7	55.6	57.4	57.4
	23	33.9	36.0	38.3	40.0	42.3	44.8	47.4	50.2	52.2	54.1	56.1	58.1	60.1	60.1
	24	35.4	37.6	40.0	41.8	44.2	46.8	49.5	52.4	54.4	56.5	58.6	60.6	62.7	62.7
	25	36.9	39.2	41.7	43.5	46.0	48.7	51.5	54.6	56.7	58.9	61.0	63.2	65.3	65.3
	26	38.4	40.7	43.3	45.3	47.9	50.6	53.6	56.7	59.0	61.2	63.4	65.7	67.9	67.9
27	39.8	42.3	45.0	47.0	49.7	52.6	55.6	58.9	61.2	63.6	65.9	68.2	70.5	70.5	
28	41.3	43.9	46.7	48.7	51.5	54.5	57.7	61.1	63.5	65.9	68.3	70.7	73.1	73.1	
29	42.8	45.4	48.3	50.5	53.4	56.5	59.8	63.3	65.8	68.3	70.8	73.3	75.7	75.7	
30	44.3	47.0	50.0	52.2	55.2	58.4	61.8	65.5	68.0	70.6	73.2	75.8	78.3	78.3	
31	45.7	48.6	51.7	54.0	57.1	60.4	63.9	67.6	70.3	73.0	75.6	78.3	80.9	80.9	
32	47.2	50.1	53.3	55.7	58.9	62.3	66.0	69.8	72.6	75.3	78.1	80.8	83.6	83.6	
33	48.7	51.7	55.0	57.5	60.8	64.3	68.0	72.0	74.8	77.7	80.5	83.4	86.2	86.2	
34	50.2	53.3	56.7	59.2	62.6	66.2	70.1	74.2	77.1	80.0	83.0	85.9	88.8	88.8	
35		54.8	58.3	60.9	64.4	68.2	72.1	76.4	79.4	82.4	85.4	88.4	91.4	91.4	
36			60.0	62.7	66.3	70.1	74.2	78.6	81.6	84.7	87.8	90.9	94.0	94.0	
37				64.4	68.1	72.1	76.3	80.7	83.9	87.1	90.3	93.5	96.6	96.6	
38					70.0	74.0	78.3	82.9	86.2	89.5	92.7	96.0	99.2	99.2	
39						76.0	80.4	85.1	88.5	91.8	95.2	98.5	100	100	
40							82.4	87.3	90.7	94.2	97.6	100	100	100	
41								89.5	93.0	96.5	100	100	100	100	
42									95.3	98.9	100	100	100	100	

### HOW TO USE THIS CHART

Find the percentage which corresponds to your age at retirement and your years of service. Then multiply that percentage by your FAC.

#### 39.0%

If you retire with 20 years of service at age 55, multiply your FAC by 39.0%. For example, an employee making \$5,000/month would get \$1,950/month in retirement.

#### 73.2%

If you retire with 30 years of service at age 60, multiply your FAC by 73.2%. So an employee making \$5,000/month would get \$3,660/month in retirement.

The benefit for General Plans 1, 2 and 4 is based on the "2% at 55.5" retirement formula. Plan 1 has a 5% maximum annual cost-of-living adjustment (COLA) with a bank. Plan 2 has a 3% maximum COLA. Plan 4 has a 2% maximum COLA.

# GENERAL PLAN 5 BENEFIT TABLE

## Your Estimated Retirement Benefit as a % of Your FAC

When you retire, your benefits will be calculated as a percentage of your Final Average Compensation (FAC). This percentage is based on your age at retirement and your years of service. The numbers in the chart below represent these percentages.

		Age at Retirement															
		50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65+
Years of Service	5	5.9	6.2	6.5	6.8	7.1	7.5	7.8	8.2	8.6	9.1	9.6	10.0	10.5	11.0	11.6	12.2
	6	7.1	7.5	7.8	8.2	8.6	9.0	9.4	9.8	10.4	10.9	11.5	11.9	12.5	13.2	13.9	14.6
	7	8.3	8.7	9.1	9.5	10.0	10.4	10.9	11.5	12.1	12.7	13.4	13.9	14.6	15.4	16.2	17.0
	8	9.5	9.9	10.4	10.9	11.4	11.9	12.5	13.1	13.8	14.5	15.3	15.9	16.7	17.6	18.5	19.5
	9	10.6	11.2	11.7	12.3	12.8	13.4	14.1	14.8	15.5	16.4	17.3	17.9	18.8	19.8	20.8	21.9
	10	11.8	12.4	13.0	13.6	14.3	14.9	15.6	16.4	17.3	18.2	19.2	19.9	20.9	22.0	23.1	24.3
	11	13.0	13.7	14.3	15.0	15.7	16.4	17.2	18.1	19.0	20.0	21.1	21.9	23.0	24.2	25.4	26.8
	12	14.2	14.9	15.6	16.4	17.1	17.9	18.8	19.7	20.7	21.8	23.0	23.9	25.1	26.4	27.7	29.2
	13	15.4	16.2	16.9	17.7	18.5	19.4	20.3	21.3	22.4	23.6	24.9	25.9	27.2	28.6	30.0	31.6
	14	16.5	17.4	18.2	19.1	20.0	20.9	21.9	23.0	24.2	25.4	26.8	27.9	29.3	30.8	32.4	34.0
	15	17.7	18.6	19.5	20.5	21.4	22.4	23.5	24.6	25.9	27.3	28.8	29.9	31.4	33.0	34.7	36.5
	16	18.9	19.9	20.8	21.8	22.8	23.9	25.0	26.3	27.6	29.1	30.7	31.9	33.5	35.2	37.0	38.9
	17	20.1	21.1	22.2	23.2	24.2	25.4	26.6	27.9	29.3	30.9	32.6	33.8	35.5	37.4	39.3	41.3
	18	21.3	22.4	23.5	24.6	25.7	26.9	28.2	29.5	31.1	32.7	34.5	35.8	37.6	39.6	41.6	43.8
	19	22.5	23.6	24.8	25.9	27.1	28.3	29.7	31.2	32.8	34.5	36.4	37.8	39.7	41.8	43.9	46.2
	20	23.6	24.9	26.1	27.3	28.5	29.8	31.3	32.8	34.5	36.3	38.3	39.8	41.8	44.0	46.2	48.6
	21	24.8	26.1	27.4	28.6	29.9	31.3	32.8	34.5	36.2	38.2	40.3	41.8	43.9	46.2	48.5	51.1
	22	26.0	27.3	28.7	30.0	31.4	32.8	34.4	36.1	38.0	40.0	42.2	43.8	46.0	48.4	50.8	53.5
	23	27.2	28.6	30.0	31.4	32.8	34.3	36.0	37.7	39.7	41.8	44.1	45.8	48.1	50.6	53.2	55.9
	24	28.4	29.8	31.3	32.7	34.2	35.8	37.5	39.4	41.4	43.6	46.0	47.8	50.2	52.8	55.5	58.4
	25	29.6	31.1	32.6	34.1	35.7	37.3	39.1	41.0	43.1	45.4	47.9	49.8	52.3	55.0	57.8	60.8
	26	30.7	32.3	33.9	35.5	37.1	38.8	40.7	42.7	44.9	47.2	49.8	51.8	54.4	57.1	60.1	63.2
	27	31.9	33.6	35.2	36.8	38.5	40.3	42.2	44.3	46.6	49.1	51.8	53.8	56.5	59.3	62.4	65.7
28	33.1	34.8	36.5	38.2	39.9	41.8	43.8	45.9	48.3	50.9	53.7	55.7	58.5	61.5	64.7	68.1	
29	34.3	36.0	37.8	39.6	41.4	43.3	45.4	47.6	50.0	52.7	55.6	57.7	60.6	63.7	67.0	70.5	
30	35.5	37.3	39.1	40.9	42.8	44.8	46.9	49.2	51.8	54.5	57.5	59.7	62.7	65.9	69.3	73.0	
31	36.6	38.5	40.4	42.3	44.2	46.3	48.5	50.9	53.5	56.3	59.4	61.7	64.8	68.1	71.6	75.4	
32	37.8	39.8	41.7	43.6	45.6	47.7	50.0	52.5	55.2	58.1	61.3	63.7	66.9	70.3	74.0	77.8	
33	39.0	41.0	43.0	45.0	47.1	49.2	51.6	54.2	56.9	60.0	63.3	65.7	69.0	72.5	76.3	80.3	
34	40.2	42.3	44.3	46.4	48.5	50.7	53.2	55.8	58.7	61.8	65.2	67.7	71.1	74.7	78.6	82.7	
35		43.5	45.6	47.7	49.9	52.2	54.7	57.4	60.4	63.6	67.1	69.7	73.2	76.9	80.9	85.1	
36			46.9	49.1	51.3	53.7	56.3	59.1	62.1	65.4	69.0	71.7	75.3	79.1	83.2	87.6	
37				50.5	52.8	55.2	57.9	60.7	63.8	67.2	70.9	73.7	77.4	81.3	85.5	90.0	
38					54.2	56.7	59.4	62.4	65.6	69.0	72.8	75.7	79.5	83.5	87.8	92.4	
39						58.2	61.0	64.0	67.3	70.9	74.8	77.6	81.5	85.7	90.1	94.8	
40							62.6	65.6	69.0	72.7	76.7	79.6	83.6	87.9	92.4	97.3	
41								67.3	70.7	74.5	78.6	81.6	85.7	90.1	94.8	99.7	
42									72.5	76.3	80.5	83.6	87.8	92.3	97.1	100.0	

### HOW TO USE THIS CHART

Find the percentage which corresponds to your age at retirement and your years of service. Then multiply that percentage by your FAC.

#### 38.3%

If you retire with 20 years of service at age 60, multiply your FAC by 38.3%. For our example, an employee making \$5,000/month would get \$1,915/month in retirement.

#### 73.0%

If you retire with 30 years of service at age 65 or older, multiply your FAC by 73.0%. So an employee making \$5,000/month would get \$3,650/month in retirement.

The General Plan 5 benefit is based on the "2% at 61.25" retirement formula. Plan 5 also provides an annual cost-of-living adjustment (COLA) up to 2%.

## GENERAL PLAN 7 BENEFIT TABLE

### Your Estimated Retirement Benefit as a % of Your FAC

When you retire, your benefits will be calculated as a percentage of your Final Average Compensation (FAC). This percentage is based on your age at retirement and your years of service. The numbers in the chart below represent these percentages.

		Age at Retirement															
		52	53	54	55	56	57	58	59	60	61	62	63	64	65	66	67+
Years of Service	5	5.0	5.5	6.0	6.5	7.0	7.5	8.0	8.5	9.0	9.5	10.0	10.5	11.0	11.5	12.0	12.5
	6	6.0	6.6	7.2	7.8	8.4	9.0	9.6	10.2	10.8	11.4	12.0	12.6	13.2	13.8	14.4	15.0
	7	7.0	7.7	8.4	9.1	9.8	10.5	11.2	11.9	12.6	13.3	14.0	14.7	15.4	16.1	16.8	17.5
	8	8.0	8.8	9.6	10.4	11.2	12.0	12.8	13.6	14.4	15.2	16.0	16.8	17.6	18.4	19.2	20.0
	9	9.0	9.9	10.8	11.7	12.6	13.5	14.4	15.3	16.2	17.1	18.0	18.9	19.8	20.7	21.6	22.5
	10	10.0	11.0	12.0	13.0	14.0	15.0	16.0	17.0	18.0	19.0	20.0	21.0	22.0	23.0	24.0	25.0
	11	11.0	12.1	13.2	14.3	15.4	16.5	17.6	18.7	19.8	20.9	22.0	23.1	24.2	25.3	26.4	27.5
	12	12.0	13.2	14.4	15.6	16.8	18.0	19.2	20.4	21.6	22.8	24.0	25.2	26.4	27.6	28.8	30.0
	13	13.0	14.3	15.6	16.9	18.2	19.5	20.8	22.1	23.4	24.7	26.0	27.3	28.6	29.9	31.2	32.5
	14	14.0	15.4	16.8	18.2	19.6	21.0	22.4	23.8	25.2	26.6	28.0	29.4	30.8	32.2	33.6	35.0
	15	15.0	16.5	18.0	19.5	21.0	22.5	24.0	25.5	27.0	28.5	30.0	31.5	33.0	34.5	36.0	37.5
	16	16.0	17.6	19.2	20.8	22.4	24.0	25.6	27.2	28.8	30.4	32.0	33.6	35.2	36.8	38.4	40.0
	17	17.0	18.7	20.4	22.1	23.8	25.5	27.2	28.9	30.6	32.3	34.0	35.7	37.4	39.1	40.8	42.5
	18	18.0	19.8	21.6	23.4	25.2	27.0	28.8	30.6	32.4	34.2	36.0	37.8	39.6	41.4	43.2	45.0
	19	19.0	20.9	22.8	24.7	26.6	28.5	30.4	32.3	34.2	36.1	38.0	39.9	41.8	43.7	45.6	47.5
	20	20.0	22.0	24.0	26.0	28.0	30.0	32.0	34.0	36.0	38.0	40.0	42.0	44.0	46.0	48.0	50.0
	21	21.0	23.1	25.2	27.3	29.4	31.5	33.6	35.7	37.8	39.9	42.0	44.1	46.2	48.3	50.4	52.5
	22	22.0	24.2	26.4	28.6	30.8	33.0	35.2	37.4	39.6	41.8	44.0	46.2	48.4	50.6	52.8	55.0
	23	23.0	25.3	27.6	29.9	32.2	34.5	36.8	39.1	41.4	43.7	46.0	48.3	50.6	52.9	55.2	57.5
	24	24.0	26.4	28.8	31.2	33.6	36.0	38.4	40.8	43.2	45.6	48.0	50.4	52.8	55.2	57.6	60.0
	25	25.0	27.5	30.0	32.5	35.0	37.5	40.0	42.5	45.0	47.5	50.0	52.5	55.0	57.5	60.0	62.5
	26	26.0	28.6	31.2	33.8	36.4	39.0	41.6	44.2	46.8	49.4	52.0	54.6	57.2	59.8	62.4	65.0
	27	27.0	29.7	32.4	35.1	37.8	40.5	43.2	45.9	48.6	51.3	54.0	56.7	59.4	62.1	64.8	67.5
	28	28.0	30.8	33.6	36.4	39.2	42.0	44.8	47.6	50.4	53.2	56.0	58.8	61.6	64.4	67.2	70.0
	29	29.0	31.9	34.8	37.7	40.6	43.5	46.4	49.3	52.2	55.1	58.0	60.9	63.8	66.7	69.6	72.5
	30	30.0	33.0	36.0	39.0	42.0	45.0	48.0	51.0	54.0	57.0	60.0	63.0	66.0	69.0	72.0	75.0
	31	31.0	34.1	37.2	40.3	43.4	46.5	49.6	52.7	55.8	58.9	62.0	65.1	68.2	71.3	74.4	77.5
	32	32.0	35.2	38.4	41.6	44.8	48.0	51.2	54.4	57.6	60.8	64.0	67.2	70.4	73.6	76.8	80.0
	33	33.0	36.3	39.6	42.9	46.2	49.5	52.8	56.1	59.4	62.7	66.0	69.3	72.6	75.9	79.2	82.5
	34	34.0	37.4	40.8	44.2	47.6	51.0	54.4	57.8	61.2	64.6	68.0	71.4	74.8	78.2	81.6	85.0
	35	35.0	38.5	42.0	45.5	49.0	52.5	56.0	59.5	63.0	66.5	70.0	73.5	77.0	80.5	84.0	87.5
	36	36.0	39.6	43.2	46.8	50.4	54.0	57.6	61.2	64.8	68.4	72.0	75.6	79.2	82.8	86.4	90.0
	37	37.0	40.7	44.4	48.1	51.8	55.5	59.2	62.9	66.6	70.3	74.0	77.7	81.4	85.1	88.8	92.5
	38	38.0	41.8	45.6	49.4	53.2	57.0	60.8	64.6	68.4	72.2	76.0	79.8	83.6	87.4	91.2	95.0
	39	39.0	42.9	46.8	50.7	54.6	58.5	62.4	66.3	70.2	74.1	78.0	81.9	85.8	89.7	93.6	97.5
	40	40.0	44.0	48.0	52.0	56.0	60.0	64.0	68.0	72.0	76.0	80.0	84.0	88.0	92.0	96.0	100.0
	41	41.0	45.1	49.2	53.3	57.4	61.5	65.6	69.7	73.8	77.9	82.0	86.1	90.2	94.3	98.4	100.0
	42	42.0	46.2	50.4	54.6	58.8	63.0	67.2	71.4	75.6	79.8	84.0	88.2	92.4	96.6	100.0	100.0

### HOW TO USE THIS CHART

Find the percentage which corresponds to your age at retirement and your years of service. Then multiply that percentage by your FAC.

#### 36.0%

If you retire with 20 years of service at age 60, multiply your FAC by 36.0%. For example, an employee making \$5,000/month would get \$1,800/month in retirement.

#### 69.0%

If you retire with 30 years of service at age 65, multiply your FAC by 69.0%. So an employee making \$5,000/month would get \$3,450/month in retirement.

*The General Plan 7 benefit is based on the "2% at 62" retirement formula. Plan 7 also provides an annual cost-of-living adjustment (COLA) up to 2%.*



## SAFETY AND PROBATION PLANS 1,2 AND 4 BENEFIT TABLE

### Your Estimated Retirement Benefit as a % of Your FAC

When you retire, your benefits will be calculated as a percentage of your Final Average Compensation (FAC). This percentage is based on your age at retirement and your years of service. The numbers in the chart below represent these percentages.

		Age at Retirement														
		41	42	43	44	45	46	47	48	49	50	51	52	53	54+	
Years of Service	10										30.0	30.0	30.0	30.0	30.0	
	11										33.0	33.0	33.0	33.0	33.0	
	12										36.0	36.0	36.0	36.0	36.0	
	13										39.0	39.0	39.0	39.0	39.0	
	14										42.0	42.0	42.0	42.0	42.0	
	15										45.0	45.0	45.0	45.0	45.0	
	16										48.0	48.0	48.0	48.0	48.0	
	17										51.0	51.0	51.0	51.0	51.0	
	18										54.0	54.0	54.0	54.0	54.0	
	19										57.0	57.0	57.0	57.0	57.0	
	20		37.5	39.8	42.0	44.4	46.8	49.4	52.1	54.5	57.1	60.0	60.0	60.0	60.0	60.0
	21			41.7	44.1	46.6	49.2	51.8	54.7	57.2	60.0	63.0	63.0	63.0	63.0	63.0
	22				46.2	48.8	51.5	54.3	57.3	60.0	62.8	66.0	66.0	66.0	66.0	66.0
	23					51.0	53.9	56.8	59.9	62.7	65.7	69.0	69.0	69.0	69.0	69.0
	24						56.2	59.2	62.5	65.4	68.6	72.0	72.0	72.0	72.0	72.0
	25							61.7	65.1	68.1	71.4	75.0	75.0	75.0	75.0	75.0
	26								67.7	70.9	74.3	78.0	78.0	78.0	78.0	78.0
	27									73.6	77.1	81.0	81.0	81.0	81.0	81.0
	28										80.0	84.0	84.0	84.0	84.0	84.0
	29											87.0	87.0	87.0	87.0	87.0
30												90.0	90.0	90.0	90.0	
31													93.0	93.0	93.0	
32														96.0	96.0	
33															99.0	
34+															100	

### HOW TO USE THIS CHART

Find the percentage which corresponds to your age at retirement and your years of service. Then multiply that percentage by your FAC.

#### 60.0%

If you retire with 20 years of service at age 50, multiply your FAC by 60.0%. For example, an employee making \$5,000/month would get \$3,000/month in retirement.

#### 90.0%

If you retire with 30 years of service at age 54 or older, multiply your FAC by 90.0%. So an employee making \$5,000/month would get \$4,500/month in retirement.

*The benefit for Safety and Probation Plans 1, 2 and 4 is based on the "3% at 50" retirement formula. Safety Plan 1 members are eligible for a maximum 5% annual cost-of-living adjustment (COLA) with bank. Probation Plan 1 members are eligible for a maximum 3% COLA. Plan 2 has a 3% maximum COLA. Plan 4 has a 2% maximum COLA.*

## SAFETY AND PROBATION PLAN 5 BENEFIT TABLE

### Your Estimated Retirement Benefit as a % of Your FAC

When you retire, your benefits will be calculated as a percentage of your Final Average Compensation (FAC). This percentage is based on your age at retirement and your years of service. The numbers in the chart below represent these percentages.

		Age at Retirement														
		41	42	43	44	45	46	47	48	49	50	51	52	53	54	55+
Years of Service	5										11.5	12.0	12.7	13.4	14.1	15.0
	6										13.7	14.4	15.2	16.1	17.0	18.0
	7										16.0	16.9	17.8	18.7	19.8	21.0
	8										18.3	19.3	20.3	21.4	22.6	24.0
	9										20.6	21.7	22.8	24.1	25.4	27.0
	10										22.9	24.1	25.4	26.8	28.3	30.0
	11										25.2	26.5	27.9	29.5	31.1	33.0
	12										27.5	28.9	30.4	32.1	33.9	36.0
	13										29.8	31.3	33.0	34.8	36.7	39.0
	14										32.1	33.7	35.5	37.5	39.6	42.0
	15										34.4	36.1	38.1	40.2	42.4	45.0
	16										36.6	38.5	40.6	42.8	45.2	48.0
	17										38.9	40.9	43.1	45.5	48.0	51.0
	18										41.2	43.3	45.7	48.2	50.9	54.0
	19										43.5	45.8	48.2	50.9	53.7	57.0
	20	28.7	30.3	32.1	33.9	35.7	37.7	39.8	41.6	43.6	45.8	48.2	50.7	53.6	56.5	60.0
	21	30.1	31.9	33.7	35.6	37.5	39.6	41.7	43.7	45.8	48.1	50.6	53.3	56.2	59.3	63.0
	22	31.5	33.4	35.3	37.3	39.3	41.4	43.7	45.8	48.0	50.4	53.0	55.8	58.9	62.2	66.0
	23	33.0	34.9	36.9	39.0	41.1	43.3	45.7	47.9	50.2	52.7	55.4	58.4	61.6	65.0	69.0
	24		36.4	38.5	40.7	42.9	45.2	47.7	49.9	52.3	55.0	57.8	60.9	64.3	67.8	72.0
	25			40.1	42.4	44.7	47.1	49.7	52.0	54.5	57.3	60.2	63.4	67.0	70.6	75.0
	26				44.0	46.5	49.0	51.7	54.1	56.7	59.5	62.6	66.0	69.6	73.5	78.0
	27					48.2	50.9	53.7	56.2	58.9	61.8	65.0	68.5	72.3	76.3	81.0
	28						52.8	55.7	58.3	61.1	64.1	67.4	71.0	75.0	79.1	84.0
	29							57.7	60.3	63.2	66.4	69.8	73.6	77.7	81.9	87.0
	30								62.4	65.4	68.7	72.2	76.1	80.3	84.8	90.0
	31									67.6	71.0	74.6	78.6	83.0	87.6	93.0
	32										73.3	77.1	81.2	85.7	90.4	96.0
	33											79.5	83.7	88.4	93.2	99.0
	34												86.3	91.1	96.1	100
	35													93.7	98.9	100
	36														100	100
	37															100

### HOW TO USE THIS CHART

Find the percentage which corresponds to your age at retirement and your years of service. Then multiply that percentage by your FAC.

#### 45.8%

If you retire with 20 years of service at age 50, multiply your FAC by 45.8%. For example, an employee making \$5,000/month would get \$2,290/month in retirement.

#### 90.0%

If you retire with 30 years of service at age 55 or older, multiply your FAC by 90.0%. So an employee making \$5,000/month would get \$4,500/month in retirement.

*The benefit for Safety and Probation Plan 5 is based on the "3% at 55" retirement formula. Plan 5 also provides an annual cost-of-living adjustment (COLA) up to 2%.*

## SAFETY AND PROBATION PLAN 6 BENEFIT TABLE

### Your Estimated Retirement Benefit as a % of Your FAC

When you retire, your benefits will be calculated as a percentage of your Final Average Compensation (FAC). This percentage is based on your age at retirement and your years of service. The numbers in the chart below represent these percentages.

		Age at Retirement														
		41	42	43	44	45	46	47	48	49	50	51	52	53	54	55+
Years of Service	5										10.0	10.5	11.1	11.7	12.4	13.1
	6										12.0	12.6	13.3	14.0	14.8	15.7
	7										14.0	14.7	15.5	16.4	17.3	18.3
	8										16.0	16.8	17.7	18.7	19.8	21.0
	9										18.0	18.9	19.9	21.0	22.3	23.6
	10										20.0	21.0	22.2	23.4	24.7	26.2
	11										22.0	23.1	24.4	25.7	27.2	28.8
	12										24.0	25.2	26.6	28.1	29.7	31.4
	13										26.0	27.3	28.8	30.4	32.1	34.1
	14										28.0	29.4	31.0	32.7	34.6	36.7
	15										30.0	31.5	33.2	35.1	37.1	39.3
	16										32.0	33.6	35.5	37.4	39.6	41.9
	17										34.0	35.8	37.7	39.7	42.0	44.5
	18										36.0	37.9	39.9	42.1	44.5	47.2
	19										38.0	40.0	42.1	44.4	47.0	49.8
	20	25.0	26.5	28.0	29.6	31.2	32.9	34.7	36.3	38.1	40.0	42.1	44.3	46.8	49.5	52.4
	21	26.3	27.8	29.4	31.1	32.8	34.5	36.5	38.2	40.0	42.0	44.2	46.5	49.1	51.9	55.0
	22	27.5	29.2	30.8	32.5	34.3	36.2	38.2	40.0	41.9	44.0	46.3	48.8	51.4	54.4	57.6
	23	28.8	30.5	32.2	34.0	35.9	37.8	39.9	41.8	43.8	46.0	48.4	51.0	53.8	56.9	60.3
	24		31.8	33.6	35.5	37.5	39.5	41.7	43.6	45.7	48.0	50.5	53.2	56.1	59.4	62.9
	25			35.0	37.0	39.0	41.1	43.4	45.4	47.6	50.0	52.6	55.4	58.5	61.8	65.5
	26				38.5	40.6	42.8	45.1	47.2	49.5	52.0	54.7	57.6	60.8	64.3	68.1
	27					42.1	44.4	46.9	49.1	51.4	54.0	56.8	59.8	63.1	66.8	70.7
	28						46.1	48.6	50.9	53.3	56.0	58.9	62.0	65.5	69.2	73.4
	29							50.3	52.7	55.2	58.0	61.0	64.3	67.8	71.7	76.0
	30								54.5	57.1	60.0	63.1	66.5	70.1	74.2	78.6
	31									59.0	62.0	65.2	68.7	72.5	76.7	81.2
	32										64.0	67.3	70.9	74.8	79.1	83.8
	33											69.4	73.1	77.2	81.6	86.5
	34												75.3	79.5	84.1	89.1
	35													81.8	86.6	91.7
	36														89.0	94.3
	37															96.9

### HOW TO USE THIS CHART

Find the percentage which corresponds to your age at retirement and your years of service. Then multiply that percentage by your FAC.

#### 40.0%

If you retire with 20 years of service at age 50, multiply your FAC by 40.0%. For example, an employee making \$5,000/month would get \$2,000/month in retirement.

#### 78.6%

If you retire with 30 years of service at age 55 or older, multiply your FAC by 78.6%. So an employee making \$5,000/month would get \$3,930/month in retirement.

*The benefit for Safety and Probation Plan 6 is based on the "2% at 50" retirement formula. Plan 6 also provides an annual cost-of-living adjustment (COLA) up to 2%.*

## SAFETY AND PROBATION PLAN 7 BENEFIT TABLE

### Your Estimated Retirement Benefit as a % of Your FAC

When you retire, your benefits will be calculated as a percentage of your Final Average Compensation (FAC). This percentage is based on your age at retirement and your years of service. The numbers in the chart below represent these percentages.

		Age at Retirement							
		50	51	52	53	54	55	56	57+
Years of Service	5	10.0	10.5	11.0	11.5	12.0	12.5	13.0	13.5
	6	12.0	12.6	13.2	13.8	14.4	15.0	15.6	16.2
	7	14.0	14.7	15.4	16.1	16.8	17.5	18.2	18.9
	8	16.0	16.8	17.6	18.4	19.2	20.0	20.8	21.6
	9	18.0	18.9	19.8	20.7	21.6	22.5	23.4	24.3
	10	20.0	21.0	22.0	23.0	24.0	25.0	26.0	27.0
	11	22.0	23.1	24.2	25.3	26.4	27.5	28.6	29.7
	12	24.0	25.2	26.4	27.6	28.8	30.0	31.2	32.4
	13	26.0	27.3	28.6	29.9	31.2	32.5	33.8	35.1
	14	28.0	29.4	30.8	32.2	33.6	35.0	36.4	37.8
	15	30.0	31.5	33.0	34.5	36.0	37.5	39.0	40.5
	16	32.0	33.6	35.2	36.8	38.4	40.0	41.6	43.2
	17	34.0	35.7	37.4	39.1	40.8	42.5	44.2	45.9
	18	36.0	37.8	39.6	41.4	43.2	45.0	46.8	48.6
	19	38.0	39.9	41.8	43.7	45.6	47.5	49.4	51.3
	20	40.0	42.0	44.0	46.0	48.0	50.0	52.0	54.0
	21	42.0	44.1	46.2	48.3	50.4	52.5	54.6	56.7
	22	44.0	46.2	48.4	50.6	52.8	55.0	57.2	59.4
	23	46.0	48.3	50.6	52.9	55.2	57.5	59.8	62.1
	24	48.0	50.4	52.8	55.2	57.6	60.0	62.4	64.8
	25	50.0	52.5	55.0	57.5	60.0	62.5	65.0	67.5
	26	52.0	54.6	57.2	59.8	62.4	65.0	67.6	70.2
	27	54.0	56.7	59.4	62.1	64.8	67.5	70.2	72.9
	28	56.0	58.8	61.6	64.4	67.2	70.0	72.8	75.6
	29	58.0	60.9	63.8	66.7	69.6	72.5	75.4	78.3
	30	60.0	63.0	66.0	69.0	72.0	75.0	78.0	81.0
	31	62.0	65.1	68.2	71.3	74.4	77.5	80.6	83.7
	32	64.0	67.2	70.4	73.6	76.8	80.0	83.2	86.4
	33	66.0	69.3	72.6	75.9	79.2	82.5	85.8	89.1
	34	68.0	71.4	74.8	78.2	81.6	85.0	88.4	91.8
	35	70.0	73.5	77.0	80.5	84.0	87.5	91.0	94.5
	36	72.0	75.6	79.2	82.8	86.4	90.0	93.6	97.2
	37	74.0	77.7	81.4	85.1	88.8	92.5	96.2	99.9
	38	76.0	79.8	83.6	87.4	91.2	95.0	98.8	100.0
	39	78.0	81.9	85.8	89.7	93.6	97.5	100.0	100.0
	40	80.0	84.0	88.0	92.0	96.0	100.0	100.0	100.0

### HOW TO USE THIS CHART

Find the percentage which corresponds to your age at retirement and your years of service. Then multiply that percentage by your FAC.

#### 50.0%

If you retire with 25 years of service at age 50, multiply your FAC by 50.0%. For example, an employee making \$5,000/month would get \$2,500/month in retirement.

#### 75.0%

If you retire with 30 years of service at age 55, multiply your FAC by 75.0%. So an employee making \$5,000/month would get \$3,750/month in retirement.

*The benefit for Safety and Probation Plan 7 is based on the "2.7% at 57" retirement formula. Plan 7 also provides an annual cost-of-living adjustment (COLA) up to 2%.*