YOUR BENEFITS | YOUR FUTURE

What You Need to Know About Your CalPERS

State Safety Benefits

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INTRODUCTION

Retirement can be one of the best stages in your life. It can also be complicated and at times stressful if you are not educated about your benefits and have not done the proper planning. Understanding the fundamentals of your CalPERS retirement benefits is a good first step toward a happy and fruitful retirement.

This publication describes retirement benefits and formulas for state safety members. "State safety" members are individuals employed by the state who are involved in law enforcement, fire suppression, the protection of public safety, or who are employed in a position designated by law as "state safety."

Featured throughout this publication are photos of state safety members from the California Department of Forestry and Fire Protection, the California Highway Patrol, the California Department of Corrections and Rehabilitation, and its Division of Juvenile Justice. Like them, you deserve to understand the full spectrum of retirement and death benefits available for you and your beneficiary(ies). This publication will help educate you about your retirement formulas and benefits. It will also provide you information on contributions, health benefits, and other programs you should consider before and after retirement.

You may obtain a copy of any publication or form referenced in this publication by calling CalPERS at **888 CalPERS** (or **888**-225-7377) or by visiting our website at **www.calpers.ca.gov**.

YOUR RETIREMENT BENEFITS

There are three types of retirement benefits:
- Service retirement or "normal" retirement
- Disability retirement
- Industrial disability retirement

Emergency Retirement
CalPERS will expedite retirement processing for you if you are terminally ill or facing imminent death. Contact CalPERS or your employer immediately if there is a need for emergency retirement.

Service Retirement or "Normal" Retirement

To be eligible for service retirement, you must be at least age 50 and have a minimum of five years of CalPERS-credited service. There are some exceptions to the five-year requirement. If you are employed on a part-time basis and you have worked at least five years, contact CalPERS to find out if an exception will apply to you.

If you are considering applying for service retirement, review the CalPERS publications ***Planning Your Service Retirement*** and ***A Guide to Completing Your CalPERS Service Retirement Election Application.***

Disability Retirement

This type of retirement applies to you if you become disabled and can no longer perform the duties of your job. Disability retirement has no minimum age requirement, and does not have to be job-related. However, you must have a minimum of five years of CalPERS service credit, or have worked part time for at least five years. If you are employed on a part-time basis and you have worked at least five years, contact CalPERS to find out if an exception may apply to you.

Industrial Disability Retirement

This type of retirement applies to you if you become disabled from a job-related injury or illness and can no longer perform the duties of your job. Industrial disability retirement has no minimum age or service credit requirement.

You may apply for a disability or industrial disability retirement if:
- You are working for a CalPERS-covered employer; or
- You are within four months of separation from a CalPERS-covered employer; or
- You separated at any time from your CalPERS-covered employer because of a disability and you have remained disabled since then; or
- You are on military or approved leave.

Once CalPERS receives a complete application package from you or someone else on your behalf (such as your employer), we will review your file to see if the information is current and complete. After verification for completeness, CalPERS can normally make a determination within four to six months.

If you are considering applying for disability retirement, review the CalPERS publication ***A Guide to Completing Your CalPERS Disability Retirement Election Application.***

How Your Retirement Is Funded

Three sources fund a defined benefit retirement plan like CalPERS. First, employees generally make contributions into the System. The percentage of your contribution is fixed by statute and is generally intended to be an amount that will cover half of the normal cost of the benefit earned per year. Normal cost will vary by benefit type as higher benefit formulas have higher normal costs. The second source of funding is earnings from the investment of System assets in stocks, bonds, real estate, and other investment vehicles. The amount contributed from this source fluctuates from year to year. The balance of the funding is provided by employer contributions. Employer contributions decline when investment returns rise and increase when investment returns decline.

In a defined benefit retirement plan, a retiree will receive a benefit determined by a set formula. For state members, CalPERS uses the member's years of service, age at retirement, and highest one-year or three-year compensation while employed. This contrasts with a defined contribution plan, in which the benefits are determined not by a formula, but solely by the amount of contributions in an account, plus earnings.

How Your Retirement Benefit Is Calculated

Now that you understand the basic building blocks of a defined benefit retirement plan, it's time to learn how to calculate your retirement benefit. Three factors are multiplied together to calculate your service retirement:

- Service credit
- Benefit factor
- Final compensation

Service Credit

You earn service credit for each year or partial year you work for the state or a CalPERS-covered employer. Service credit accumulates on a fiscal-year basis, July 1 through June 30. You may view your current service credit at any time by logging in to my|CalPERS at **my.calpers.ca.gov** or by referring to your CalPERS Annual Member Statement to verify your service credit total as of June 30.

In some cases, you may be eligible for other types of service credit that can help you maximize your retirement benefits.

Other types of service include:

- Unused sick leave at retirement
- Redeposit of contributions you previously withdrew from CalPERS
- Service with a CalPERS-covered employer prior to your date of membership

Health Vesting

Consult your agency personnel office or call CalPERS to determine which types of service credit apply to health vesting requirements.

- Service with a public agency prior to the date of that agency's agreement with CalPERS
- Certain types of leaves of absence, public service employment, military service

For more information about service credit, obtain the CalPERS publication ***A Guide to Your CalPERS Service Credit Purchase Options.***

Final Compensation Limits

The Public Employees' Retirement Law limits the percentage of final compensation a safety member may receive. If you have service under different safety formulas, the service under the different formulas might not combine toward the limit. Additionally, service in a miscellaneous retirement formula is not applied against the limit.

Benefit Factor

Your benefit factor is the percentage of pay to which you are entitled for each year of service. It is determined by your age at retirement and the retirement formula based on your membership date with each employer. This guide explains the following state safety retirement formulas:

2 percent @ 50 | 2 percent @ 55 | 2 percent @ 57 * | 2.5 percent @ 55 State Safety | 2.5 percent @ 55 Peace Officers Firefighters

2.5 percent @ 57 * | 2.7 percent @ 57 * | 2.5 percent @ 60 | 3 percent @ 50 | 3 percent @ 55

Limitations

The percentage of pay to which you are entitled is limited for each of the following benefit formulas:

2 percent @ 50 — Percentage of pay to which you are entitled cannot exceed 90 percent of your final compensation.

2 percent @ 55 — Percentage of pay to which you are entitled cannot exceed 80 percent of your final compensation.**

2.5 percent @ 55 State Safety — Percentage of pay to which you are entitled cannot exceed 80 percent of your final compensation.**

2.5 percent @ 55 Peace Officers Firefighters — Percentage of pay to which you are entitled cannot exceed 90 percent of your final compensation.**

2.5 percent @ 60 — Percentage of pay to which you are entitled cannot exceed 80 percent of your final compensation.**

3 percent @ 50 — Percentage of pay to which you are entitled cannot exceed 90 percent of your final compensation.

3 percent @ 55 — Percentage of pay to which you are entitled cannot exceed 90 percent of your final compensation.

* Membership date on or after January 1, 2013.

** If you have service under both the 2% @ 55 formula and the 2.5% @ 55 formula (state or local safety), the percentage under the two formulas combined cannot exceed 90 percent of final compensation.

Refer to your CalPERS Annual Member Statement to verify your retirement formula. If you have safety service with multiple employers and under different safety formulas, there could be more than one maximum benefit cap applied to your retirement allowance. Contact CalPERS for more information.

Understanding Your Retirement Formula
Starting on page 30, we have provided two charts for each of the state safety retirement formulas. The first chart shows how the benefit factor increases for each quarter year of age and the number of years of service to reach your maximum percentage allowed by law. The second chart shows the percentage of final compensation you will receive.

If you became a member prior to January 1, 2013, but you permanently separate from employment and return to membership after a break in service of more than six months, you are subject to the retirement formula in place on January 1, 2013 for any service credit earned after that date. This does not apply if you return to the same employer.

Note: All state departments are considered the same state employer. All school county offices and districts are considered the same school employer.

To take full advantage of your retirement benefits, carefully review your benefit information on your CalPERS Annual Member Statement.

Final Compensation
Your final compensation is the highest average pay rate and special compensation during any consecutive one-year or three-year period. Which compensation period we use depends on your retirement formula(s). If you are not sure, ask your personnel office. We use your full-time pay rate, not your earnings. If you work part time, we will use your full-time equivalent pay rate to determine your final compensation. my|CalPERS automatically finds and uses the highest compensation period during your employment with CalPERS.

If your membership date is on or after January 1, 2013, there is a cap on the compensation used to calculate your benefit. If your service is coordinated with Social Security, the compensation cap used to calculate your benefit is equal to the 2013 Social Security wage base, adjusted by the Consumer Price Index for All Urban Consumers: City Average. For 2015, the cap was $117,020. If your service credit is not coordinated with Social Security, the compensation cap used to calculate your benefit is equal to 120 percent of the 2013 Social Security wage base, adjusted by the Consumer Price Index for All Urban Consumers: City Average, which was $140,424 in 2015. The compensation limit is calculated based on the limit in effect for each calendar year included in the final compensation period.

Pay Rate
Pay rate is your base pay, paid on a full-time basis during normal working hours.

Special Compensation
Certain items such as special compensation earned during your final compensation period may be included in your final compensation. Contact CalPERS if you are unsure which items of special compensation can be included.

Estimating Your Retirement Allowance

More Than One Year From Retirement
You have two options for generating retirement estimates when you are more than one year from your expected retirement date.

The first option is to use the CalPERS Retirement Estimate Calculator on our website at **www.calpers.ca.gov**. This online calculator allows you to generate multiple estimates, customizing them to include projections based on:

- Career plans
- Expected promotions or pay increases
- Special compensation
- Possible changes to your time base
- Any expected formula changes
- Alternative retirement dates
- Additional service credit

You can print but not save estimates produced using this calculator.

The second option is to log in to my|CalPERS at **my.calpers.ca.gov**, which requires a username and password, to obtain an estimate that incorporates data your employer already reported to CalPERS. You can generate a variety of scenarios and save them in my|CalPERS for future reference.

Within One Year of Retirement
If you are within one year of your expected retirement date, you may request a CalPERS-generated retirement estimate by completing a ***Retirement Allowance Estimate Request*** form and mailing it to the address on the form. You can find this form on our website at **www.calpers.ca.gov**.

A CalPERS-generated retirement estimate uses your most current CalPERS account information, but does not include projections of salary increases, special compensation, or other job-related changes. It allows you to make informed retirement decisions and verify that our records properly reflect or match yours.

When you eventually submit your retirement election application, you must specify a retirement option and designate a beneficiary. The CalPERS-generated estimate may display options that are not available with the online Retirement Estimate Calculator.

You are limited to **two** CalPERS-generated estimate requests in a 12-month period and must be within one year of retirement.

Your Retirement Payment Options

At retirement, you can choose to receive the highest benefit payable, which is referred to as the "Unmodified Allowance." The Unmodified Allowance provides a monthly benefit to you that ends upon your death.

You also have the choice of requesting a reduction in the Unmodified Allowance to provide a lump-sum or lifetime monthly benefit for a beneficiary upon your death. For more information about the retirement payment options available, review the CalPERS publication ***Planning Your Service Retirement***.

Survivor Continuance

In making a decision about whether to reduce your Unmodified Allowance to provide for a beneficiary, you will want to consider Survivor Continuance. This is an employer paid benefit. This benefit consists of a monthly allowance that automatically continues to an eligible survivor following your death after retirement regardless of the retirement option you select.

Who Is Eligible?

- Your spouse, if you were married for at least one year before your retirement and remained married until the date of your death, will receive the Survivor Continuance benefit for life. (For disability retirement, you need only to have been married at retirement and remained married until the date of your death.)
- Your domestic partner, if you were legally registered at least one year prior to your retirement and continuously until your death, will receive the Survivor Continuance benefit for life. (For disability retirement, you need only to have been registered as domestic partners at retirement and remained registered until the date of your death.)
- If you do not have an eligible spouse or registered domestic partner, your natural or adopted unmarried children under age 18 will receive this monthly benefit until marriage or age 18. An unmarried child who was disabled prior to age 18, and whose disability has continued without interruption will receive this benefit until the disability ends or until marriage.
- Qualifying financially dependent parents, if none of the above.

Survivor Continuance

This benefit will apply only if you have an eligible family member as of the date of your death. To approximate the Survivor Continuance benefit, visit the CalPERS website and use the online retirement planning tools or obtain the ***Retirement Allowance Estimate Request*** form from the Forms & Publications Center. You can also log in to my|CalPERS to calculate your own retirement estimate or request a CalPERS-generated retirement estimate be mailed to you.

Impact of Social Security

If your service is not coordinated with Social Security, the Survivor Continuance will be one-half of your Unmodified Allowance. If your service is coordinated with Social Security, the Survivor Continuance will be one-quarter of your Unmodified Allowance. If you have some time covered and some time not covered under Social Security, or if you have a combination of service under CalPERS with the state or a local public agency, special consideration must be given to figure the Survivor Continuance amount.

PRE-RETIREMENT DEATH BENEFITS

As a CalPERS member, you are eligible for various pre-retirement death benefits depending on your membership category, retirement eligibility status, and other factors. The benefits range from a simple return of your contributions plus interest to an allowance payable to a spouse or domestic partner equal to what you would have received upon retirement. To be eligible for any type of monthly pre-retirement death benefit, your spouse or domestic partner must have been either married to you or legally registered before the occurrence of the injury or the onset of the illness that resulted in your death or for at least one year prior to your death.

Each member's death benefits can vary significantly depending on circumstances and data. Questions relating to specific situations should be addressed to CalPERS staff for a more accurate description of individual benefits.

Upon a member's pre-retirement death, the employer and surviving family member are encouraged to immediately contact CalPERS for assistance.

For your convenience, we have divided the pre-retirement section into two parts:

- Not Job-Related Death
- Job-Related Death

Not Job-Related Death, Not Eligible to Retire

You must be at least age 50 and have a minimum of five years of CalPERS-credited service or have worked part time for at least five years to be eligible to retire. If you pass away before you are eligible to retire, your beneficiary(ies) is entitled to the following benefits:

Group Term Life Insurance
This is a tax-free lump-sum benefit payable to the same beneficiary who will receive the Basic Death Benefit or the Alternate Death Benefit, if applicable. For members with fewer than 20 years of state service, the benefit is $5,000, plus an amount equal to six months' pay (50 percent of your earnable pay for the 12 months just before your death). For members with 20 or more years of state service, the benefit is equal to $5,000.

and

Alternate Death Benefit (if applicable)
This benefit applies to members under age 50 who have 20 or more years of state service credit and who were not either represented by collective bargaining or members of a collective bargaining unit that specifically contracts for the Alternate Death Benefit.

Eligibility for Monthly Death Benefits
To be eligible for any type of monthly pre-retirement death benefit, your spouse or domestic partner must have been either married to you or legally registered before the occurrence of the injury or the onset of the illness that resulted in your death or for at least one year prior to your death.

Pre-Retirement Death Benefits Designations
If you name a beneficiary other than your spouse or registered domestic partner, your spouse or registered domestic partner will still receive their community property share. The remainder will be paid to your designated beneficiary(ies). To designate a beneficiary, please obtain a CalPERS ***Beneficiary Designation*** form from your personnel office or from our CalPERS website. (Note: This designation will be valid only if your death is not job-related. Different rules apply to job-related death benefit eligibility.)

Inactive CalPERS Members
Beneficiaries of members who were separated from employment more than 120 days for non-health reasons are only eligible for the Limited Death Benefit, which consists of a return of contributions and interest from the member's account.

Your eligible spouse or registered domestic partner may receive a monthly allowance equal to the amount you would have received if you had retired under a "service retirement" at age 50 and elected Option 2W. Upon the death of your spouse or registered domestic partner, the benefit will continue to your natural or adopted unmarried children under age 18.

If you are not survived by either an eligible spouse or registered domestic partner, but you are survived by minor unmarried children, the children will receive an allowance until age 18 equal to one-half of what your highest service retirement allowance would have been, had you retired at age 50.

or

Basic Death Benefit

The Basic Death Benefit will be paid if:

- No one is eligible for the Alternate Death Benefit; or
- The person who is eligible for the Alternate Death Benefit chooses instead to receive the Basic Death Benefit; or
- A person other than a spouse or registered domestic partner is designated as a beneficiary to receive all or a portion of your contributions and interest.

Benefit Payments

Your beneficiary will receive a lump-sum payment of:

- A refund of your contributions, plus interest; and
- If you have 20 or more years of state service credit, an amount equal to six months' pay (50 percent of your earnable pay for the 12 months just before your death).

If no one is eligible for the Alternate Death Benefit, or if the Alternate Death Benefit is not applicable, your beneficiary will be determined as follows:

- Named beneficiary, or if none;
- Spouse or registered domestic partner, or if none;
- Your children, or if none;
- Parents, or if none;
- Brothers and sisters, or if none;
- Estate if probated, or if not;
- Trust, or if none;
- Next of kin, as provided by law.

and

1959 Survivor Benefit

Applicable only for state members not covered under Social Security while in state service. The 1959 Survivor Death Benefit may not be payable if the Special Death Benefit is elected. (See page 18 for more information.)

Not Job-Related Death, Eligible to Retire

If you pass away at age 50 or over with a minimum of five years of CalPERS-credited service, your beneficiary(ies) is eligible for the following benefits:

Group Term Life Insurance
This is a tax-free lump-sum benefit of $5,000. It is payable to the same beneficiary who will receive the Pre-Retirement Optional 2W Death Benefit, the 1957 Survivor Benefit, or the Basic Death Benefit.

and

Pre-Retirement Option 2W Death Benefit
Your eligible spouse or registered domestic partner will receive a monthly allowance equal to the amount you would have received if you had retired under a "service retirement" on the date of your death and elected Option 2W. The benefit is payable to your spouse or domestic partner until death. Upon the death of your spouse or domestic partner, the benefit will continue to your natural or adopted unmarried children under age 18.

or

1957 Survivor Benefit
This benefit is payable if you are not survived by a spouse or registered domestic partner who is eligible for the Pre-Retirement Option 2W Death Benefit, but are survived by natural or adopted unmarried children under age 18. The benefit provides a monthly allowance equal to one-half of what your highest "service retirement" allowance would have been, had you retired on the date of your death.

or

Basic Death Benefit
The Basic Death Benefit will be paid if:

- No one is eligible for either of the monthly allowances above; or
- The person who is eligible for one of the monthly allowances above chooses instead to receive the Basic Death Benefit; or
- A person other than a spouse or registered domestic partner is designated as a beneficiary for all or a portion of your contributions and interest.

Benefit Payments
Your beneficiary will receive a lump-sum payment of:
- A refund of your contributions plus interest; and
- Six months' pay (50 percent of your earnable pay for the 12 months just before your death).

If no one is eligible for the Pre-Retirement Option 2W Death Benefit or the 1957 Survivor Benefit, your beneficiary will be determined as follows:
- Named beneficiary, or if none;
- Spouse or registered domestic partner, or if none;
- Children, or if none;
- Parents, or if none;
- Brothers and sisters, or if none;
- Estate if probated, or if not;
- Trust, or if none;
- Next of kin, as provided by law.

and

1959 Survivor Benefit
Applicable only for state members not covered under Social Security while in state service. The 1959 Survivor Death Benefit may not be payable if the Special Death Benefit is elected. (See page 18 for more information.)

Job-Related Death, Not Eligible to Retire

You must be at least age 50 and have a minimum of five years of CalPERS-credited service to be eligible to retire. If you pass away before you are eligible to retire and your death is determined to be job-related, your beneficiary(ies) is entitled to the following benefits:

Group Term Life Insurance
This is a tax-free lump-sum benefit payable to the same beneficiary who will receive the Basic Death Benefit, the Special Death Benefit, or the Alternate Death Benefit, if applicable. For members with fewer than 20 years of state service, the benefit is $5,000, plus an amount equal to six months' pay (50 percent of your earnable pay for the 12 months just before your death). For members with 20 or more years of state service, the benefit is equal to $5,000.

and

Special Death Benefit
Your eligible surviving spouse, registered domestic partner, or unmarried children or eligible unmarried stepchildren may receive a monthly allowance equal to one-half of your final compensation. If the cause of death is some external violence or physical force while on the job, and there are eligible surviving unmarried children in addition to your spouse or registered domestic partner, the allowance may be increased to a maximum of 75 percent. The Special Death Benefit is payable to your surviving spouse or registered domestic partner until death, or to your unmarried children until age 22.

or

Alternate Death Benefit (if applicable)
Instead of the Special Death Benefit, your spouse or registered domestic partner may choose to receive the Alternate Death Benefit. This benefit applies to members under age 50 who have 20 or more years of state service credit and who were not either represented by collective bargaining or members of a collective bargaining unit that specifically contracts for the Alternate Death Benefit.

Your eligible spouse or registered domestic partner may receive a monthly allowance equal to the amount you would have received if you had retired under a "service retirement" at age 50 and elected Option 2W. Upon the death of your spouse or registered domestic partner, the benefit will continue to your natural or adopted unmarried children under age 18.

If you are not survived by either an eligible spouse or registered domestic partner, but you are survived by minor unmarried children, the unmarried children will receive an allowance equal to one-half of what your highest service retirement allowance would have been, had you retired at age 50.

or

Basic Death Benefit
The Basic Death Benefit will be paid if:
- No one is eligible for either of the monthly allowances above; or
- The person who is eligible for one of the monthly allowances above chooses instead to receive the Basic Death Benefit.

Benefit Payments
Your beneficiary will receive a lump-sum payment of:
- A refund of your contributions, plus interest; and
- If you have 20 or more years of state service credit, an amount equal to six months' pay (50 percent of your earnable pay for the 12 months just before your death).

If no one is eligible for either the Special Death Benefit or the Alternate Death Benefit, your beneficiary for the Basic Death Benefit will be determined as follows:
- Named beneficiary, or if none;
- Spouse or registered domestic partner, or if none;
- Children, or if none;
- Parents, or if none;
- Brothers and sisters, or if none;
- Estate if probated, or if not;
- Trust, or if none;
- Next of kin, as provided by law.

and

1959 Survivor Benefit
Applicable only for state members not covered under Social Security while employed in state service. The 1959 Survivor Death Benefit may not be payable if the Special Death Benefit is elected. (See page 18 for more information.)

Job-Related Death, Eligible to Retire

If you pass away at age 50 or over with a minimum of five years of CalPERS-credited service, and your death is determined to be job-related, your beneficiary(ies) is eligible for the following benefits:

Group Term Life Insurance
This is a tax-free lump-sum benefit of $5,000. It is payable to the same beneficiary who will receive the Special Death Benefit, the Pre-Retirement Option 2W Death Benefit, or the Basic Death Benefit.

and

Special Death Benefit
Your eligible surviving spouse, registered domestic partner, or unmarried children or eligible unmarried stepchildren may receive a monthly allowance equal to one-half of your final compensation. If the cause of death is some external violence or physical force while on the job, and there are eligible surviving unmarried children in addition to your spouse or registered domestic partner, the allowance may be increased to a maximum of 75 percent. The Special Death Benefit is payable to your surviving spouse or registered domestic partner until death, or to your unmarried children until age 22.

or

Pre-Retirement Option 2W Death Benefit
Instead of the Special Death Benefit, your eligible spouse or registered domestic partner may choose to receive a monthly allowance equal to the amount you would have received if you had retired under a "service retirement" on the date of your death and elected Option 2W. The benefit is payable to your spouse or domestic partner until death. Upon the death of your spouse or domestic partner, the benefit will continue to your natural or adopted unmarried children under age 18.

or

1957 Survivor Benefit
This benefit is payable if you are not survived by a spouse or registered domestic partner who is eligible for the Pre-Retirement Option 2W Death Benefit, but are survived by natural or adopted unmarried children under age 18. The benefit provides a monthly allowance equal to one-half of what your highest service retirement allowance would have been, had you retired on the date of your death.

or

Basic Death Benefit
The Basic Death Benefit will be paid if:
- No one is eligible for any of the monthly allowances above; or
- The person who is eligible for one of the monthly allowances above chooses instead to receive the Basic Death Benefit.

Benefit Payments
Your beneficiary will receive a lump-sum payment of:
- A refund of your contributions plus interest; and
- Six months' pay (50 percent of your earnable pay for the 12 months just before your death).

If no one is eligible for the Special Death Benefit, the Pre-Retirement Option 2W Death Benefit, or the 1957 Survivor Benefit, your beneficiary will be determined as follows:
- Named beneficiary, or if none;
- Spouse or registered domestic partner, or if none;
- Children, or if none;
- Parents, or if none;
- Brothers and sisters, or if none;
- Estate if probated, or if not;
- Trust, or if none;
- Next of kin, as provided by law.

and

1959 Survivor Benefit
Applicable only for state members not covered under Social Security while in state service. The 1959 Survivor Death Benefit may not be payable if the Special Death Benefit is elected. (See below for more information.)

1959 Survivor Benefit Program

The 1959 Survivor Benefit is available to state safety members who are not covered by federal Social Security while in state service. Covered members are required to pay at least a $2 monthly fee that is deducted from their salary specifically to fund the 1959 Survivor Benefit Program.

The program provides a monthly allowance to eligible survivors of members who were covered by this benefit program and died before retirement. The 1959 Survivor Benefit allowance is payable in addition to any other pre-retirement death benefit paid by CalPERS, with the possible exception of the Special Death Benefit. If the 1959 Survivor Benefit is greater than the Special Death Benefit, then the difference is paid as the 1959 Survivor Benefit.

Eligible Survivors

Spouse
A surviving spouse is a husband or wife who was legally married to you at least one year before your death or before the occurrence of the injury or onset of the illness that resulted in your death. A surviving spouse is entitled to the 1959 Survivor Benefit as long as they have care of an eligible unmarried child, **or** are at least age 60. A surviving spouse may remarry and continue to receive their allowance.

Domestic Partner
To be eligible, a surviving domestic partner must have been in a legally registered domestic partnership with the member at least one year before the member's death or before the occurrence of the injury or onset of the illness that resulted in the member's death. A surviving registered domestic partner is entitled to the 1959 Survivor Benefit as long as they have care of an eligible unmarried child, **or** are at least age 60. A surviving registered domestic partner may register as a domestic partner to someone else and continue to receive the allowance.

Children

An unmarried child, or an unmarried stepchild (if the child was living with the member in a parent-child relationship), is eligible for benefits while under age 22. An unmarried child who is incapacitated because of a disability that began before attaining age 22 may be entitled to the benefit until the disability ends. If an unmarried child is in the care of a guardian or is living alone, the unmarried child's portion of the benefit is payable to the guardian or to the unmarried child directly, rather than to the surviving spouse.

Parents

A parent who is at least age 60 may be eligible if there is no surviving spouse, registered domestic partner, or eligible unmarried children, and the parent(s) was dependent on the member for at least half of their support at the time of the member's death.

1959 Survivor Monthly Allowance Levels

Eligible survivors may receive one of the following monthly allowances:

- A spouse or registered domestic partner who has care of two or more eligible unmarried children; or three eligible unmarried children only (split among them) **$1,800***
- A spouse or registered domestic partner who has care of one eligible unmarried child; or two eligible unmarried children only (split between them) **$1,500***
- One eligible unmarried child only; or a spouse or registered domestic partner at age 60 or older **$750**
- Dependent parents who are at least age 60 may be eligible if there are no other eligible survivors. **$750 each**

* Amounts can differ if all children are not in the spouse's or registered domestic partner's care.

HEALTH INSURANCE COVERED UNDER PEMHCA

If you are nearing retirement, read this section to gain an understanding of how retirement will affect your health benefits. Contact your health benefits officer or personnel office for questions about your health benefits.

Once you are retired, contact CalPERS for any questions about your health benefits or to make changes to your plan or dependents.

You can obtain health benefits publications, required forms, and other information about your CalPERS health benefits through our website at **www.calpers.ca.gov** or by calling CalPERS at **888 CalPERS** (or **888**-225-7377).

- ***Health Program Guide*** describes CalPERS Basic health plan eligibility, enrollment, and choices. It provides an overview of CalPERS health plan types and tells you how and when you can make changes to your plan (including what forms and documentation you will need). It also describes how life changes or changes in your employment status can affect your benefits and eligibility.
- ***Health Benefit Summary*** provides valuable information to help you make an informed choice about your health plan and compare benefits, covered services, and co-payment information for all CalPERS health plans.
- ***CalPERS Medicare Enrollment Guide*** provides information about how Medicare works with your CalPERS health benefits.

Your Separation Date and Your Retirement Date

As retirement approaches, two dates are particularly important: your separation date (last day of employment) and your retirement date. If you are not sure when these dates occur, talk to your employer. The following are your health plan enrollment options when you retire:

- If your separation date and your retirement date are within 30 days of each other, and you are enrolled in a CalPERS health plan at the time of retirement, your coverage will continue into retirement without a break. If you do not want your health benefits to continue into retirement, you have the option to cancel your coverage by:
  - Submitting a ***Health Benefits Plan Enrollment*** form to your employer (if you are still employed)
  - Declining health coverage in Section 7 of the CalPERS Retirement Election Application
  - Writing or calling CalPERS to request to cancel health coverage (if you are retired)

Making Direct Payment for Health Premiums to Cover Delays

If you are aware of a delay in receiving your first retirement check, you should contact your personnel office to discuss making direct payments for your health premiums. The direct payments will ensure continuation of services and claim payments for your current PEMHCA coverage. You will be reimbursed for the direct payment amounts by the plan as soon as CalPERS makes the payments.

PEMHCA

Public Employees' Medical and Hospital Care Act

- If your separation date and your retirement date are between 31 and 120 days of each other, and you are enrolled in a CalPERS health plan at separation, your coverage will not automatically continue. You may re-enroll by either writing to CalPERS Member Account Management Division within 60 days of your retirement date and requesting re-enrollment, or waiting for the next Open Enrollment period.

- You can pay monthly premiums directly to your health plan when you are not on a regular pay status. You can avoid having your coverage suspended between your last day of work and your retirement date by paying the full monthly premium. Contact the health benefits officer where you worked and complete a ***Direct Payment Authorization*** form within 30 days of your last day on pay status.

- If you are **not** enrolled in a health plan at retirement and your retirement date is within 120 days of separation, you may enroll within 60 days of retirement or during a future Open Enrollment period. Contact your health benefits officer if you are an active employee or CalPERS Member Account Management Division if you are retired.

To enroll in a health plan during Open Enrollment, complete and submit the ***Health Benefits Plan Enrollment for Retirees*** form to CalPERS Member Account Management Division. Retirees can also use this form to change health plans or add eligible dependents during Open Enrollment. Open Enrollment is held each fall and changes become effective the following January 1.

- If your retirement effective date is more than 120 days after separation from employment, you are not eligible for coverage at retirement or at any future date.

There are some exceptions to this rule. Contact CalPERS at **888 CalPERS** (or **888**-225-7377) if you have questions about your eligibility.

If you were covered as a dependent through another health plan when you retired, or you canceled coverage to participate in the state's FlexElect Program, you may be eligible to enroll in a CalPERS health plan. Contact CalPERS for more information.

If you have questions about your CalPERS health benefits and you are an active member, contact your personnel office or health benefits officer.
If you are a retiree, contact CalPERS at **888 CalPERS** (or **888**-225-7377).

Medicare Health Plans
If you are retired and enrolled in a CalPERS health plan when you become eligible for Social Security Medicare benefits, state law prohibits your continued enrollment in a Basic plan. You can continue your CalPERS health care by enrolling in Medicare, providing your Medicare information to CalPERS, and then transferring to a CalPERS Medicare health plan.

Disability
If you become eligible for Medicare due to a disability, special rules apply for you to continue your health benefits. Contact CalPERS for additional information.

Medicare

If you (and your dependents) are enrolled in a CalPERS Basic health plan when you retire and become Medicare eligible, you must enroll in Medicare Parts A and B. You must provide your Medicare information to CalPERS and then transfer to a CalPERS Medicare health plan to continue CalPERS coverage.

If you do not qualify for premium-free Medicare Part A (Hospital) based on your Social Security/Medicare work record or the record of your current, former, or deceased spouse, you may remain in a CalPERS Basic health plan. If you later qualify for Medicare Part A at no cost, you must enroll in Medicare Part B and in a CalPERS Medicare health plan.

The Social Security Administration (SSA) bases Medicare Part B (Medical) on your annual income. If your income exceeds established thresholds, the SSA adjusts the standard Medicare Part B premium by an income-related monthly adjustment amount. Payment of this amount is mandatory to protect your eligibility to remain enrolled in a CalPERS Medicare health plan.

CalPERS participates in a Medicare Part D prescription drug plan. If you are a Medicare-eligible subscriber or dependent, you are automatically enrolled into an Employer Group Waiver Plan (EGWP). If you choose to opt out of coverage, you will be financially responsible for all of your prescription drug costs. In addition, if you enroll in a non-CalPERS Medicare Part D plan, you are no longer eligible to remain enrolled in a CalPERS Medicare health plan. Consequently, you and all of your covered dependents will be terminated from CalPERS health coverage.

Medicare Part D standard premiums vary based on the prescription drug plan and are paid to your health carrier as part of the CalPERS health premium. As with Medicare Part B, if your income exceeds established thresholds, the SSA will assess an additional income-related monthly adjustment amount. Payment of this amount is mandatory to protect your Medicare enrollment and eligibility to remain enrolled in a CalPERS Medicare health plan. If you do not pay the additional amount, you will be disenrolled from EGWP and be financially responsible for all of your prescription drug costs.

CalPERS offers several ways to supplement Medicare. See the ***CalPERS Medicare Enrollment Guide*** for more detailed information. For additional information regarding Medicare, Medicare premiums, enrollment, or eligibility, contact the SSA at (800) 772-1213 or TTY (800) 325-0778 or visit their website at **www.ssa.gov**.

Making Changes to Your Health Plan After Retirement

Once you retire, CalPERS becomes your health benefits officer or personnel office. This means you can make most changes to your health enrollment by calling CalPERS at **888 CalPERS** (or **888**-225-7377). For some changes, we will ask you to send additional information to CalPERS.

If you prefer, you can correspond with us in writing. Please include your (or the member's) name, Social Security number or CalPERS ID, a copy of their Medicare card (if applicable), and daytime phone number with area code.

State Vesting Requirements

For state employees, "vesting" refers to the amount of time you must be employed by the state in order to be eligible to receive an employer contribution toward the cost of your monthly health premium during retirement.

Bargaining unit negotiations may affect the state's vesting requirements. State vesting requirements do not apply to California State University (CSU) retirees, employees of the Legislature, public agency retirees, or those on disability retirement.

The amount the state contributes toward your health coverage depends on whether you are vested. The contribution amount is determined by a formula set by law and the date you were first hired by the state.

First hired by the state prior to January 1, 1985
You are eligible to receive 100 percent of the state's contribution toward your health premium upon your retirement.

First hired by the state between January 1, 1985 and January 1, 1989
You are subject to vesting requirements, as follows:

Ten (10) years of total service credit
You are fully vested and qualify for 100 percent of the state's contribution toward your health premium.

Fewer than 10 years of total service credit
You are eligible for health coverage; however, the state's contribution will be reduced by 10 percent for each year of service under 10 years. You will be responsible for the additional cost.

Note: If you are an employee of the Judicial Branch, you are subject to the 10 years' vesting requirement, regardless of hire date.

First hired by the state after January 1, 1989
The percentage of the state's contribution is based on your completed years of state service as follows:

Years of State Agency Service	State Contribution
Fewer than 10	0%
10	50%
10–19	50%, plus 5% added for each whole year after the 10th year
20 or more	100%

First hired by the state after January 1, 2011
Employees in bargaining unit 12 have a 25-year vesting schedule. Once you reach 25 years of credited state service, you are fully vested and qualify for 100 percent of the state's contribution toward your health premium.

If you have questions about your CalPERS health benefits and you are an active member, contact your health benefits officer or personnel office. If you are a retiree, contact CalPERS at **888 CalPERS** (or **888**-225-7377).

Dental Benefits

State and California State University (CSU) employees who retire within 120 days of separation from employment and are receiving a retirement allowance from CalPERS are eligible for dental benefits.

Continuation of your dental coverage into retirement is not automatic. Your personnel office must set up your enrollment for dental benefits as a retiree in the CalPERS enrollment system prior to your separation from employment.

If you are not enrolled at the time of retirement, but choose to remain as a dependent and later lose other state-sponsored dental coverage, you may enroll during any future Open Enrollment period. Open Enrollment is held each fall and changes become effective the following January 1.

Dental Benefit Vesting Requirements

When you retire, the state may contribute toward the cost of your dental benefits based on the date you were first hired, your bargaining unit at retirement, and your years of service. The date you were first hired means the date you were employed with the state for the first time. If that employment did not qualify you for CalPERS membership or you withdrew your contributions for that period, it is still considered your first hired date. If you were first hired on or after July 1, 1998, you could be subject to dental benefit vesting requirements. To determine if your bargaining unit has agreed to these requirements, contact the California Department of Human Resources (CalHR).

Vision Plan

As a State of California or CSU retiree, you are eligible to enroll in the State Retiree Vision Program, which is offered through the Vision Service Plan (VSP). The Retiree Vision Program provides vision coverage for you and your eligible dependents at your cost.

CalHR and the Chancellor's Office for CSU coordinate the program through VSP. More information and enrollment forms are available at **www.calhr.ca.gov** and **www.vsp.com** or you may call VSP at (800) 877-7195.

OTHER CONSIDERATIONS

Reciprocity — Other California Public Retirement Systems

Reciprocity
This agreement between retirement systems does not apply to health or dental benefit vesting requirements.

CalPERS has an agreement with many public retirement systems in California that allows movement from one public employer to another, within a specified time limit, without losing valuable retirement rights and related benefits. This is called "reciprocity."

There is no transfer of funds or service credit between retirement systems when you establish reciprocity. You become a member of both systems and are subject to the membership and benefit obligations and rights of each system. This agreement between retirement systems does not apply to health or dental benefit vesting.

You must retire from each system separately, but it must be on the same date for all the benefits of reciprocity to apply. Once you have retired, you will receive separate retirement checks from each system.

For more information, or to establish reciprocity, review the CalPERS publication ***A Guide to CalPERS When You Change Retirement Systems.***

Cost-of-Living Adjustment

Cost-of-living adjustments are provided by law and are based on the Consumer Price Index for all United States cities. Cost-of-living adjustments are paid the second calendar year of your retirement on the May 1 check and then every year thereafter.

The standard cost-of-living adjustment is a maximum of 2 percent per year. If the Consumer Price Index registers a lower rate of inflation, you could receive a lower percentage.

Inflation Protection

Added protection against inflation is provided by the Purchasing Power Protection Account (PPPA), created to restore your monthly allowance to 75 percent of its original purchasing power.

You will automatically receive PPPA supplemental payments on a monthly basis if your allowance falls below the 75 percent purchasing power level. The additional allowance would start, and adjustments to the allowance would occur, in May of each year.

Sick Leave Credit

At retirement, any unused sick leave you have may be converted to additional service credit. (The additional service will not change your age at retirement.)

To receive sick leave credit, your retirement date must be within 120 days of the date of separation from employment.

You will receive credit for unused sick leave certified by your employer up to the formula cap. It takes 250 days of sick leave to receive one year of service credit. For example: if your employer certified 120 days of sick leave, your additional service credit would be 0.480 (120 x 0.004 = 0.480) of a year's service credit. If your employer submits this information prior to CalPERS processing your retirement application, we will include the additional service credit in your initial retirement benefit. Otherwise, we will adjust your account to reflect a change in service credit at the time your employer submits it.

Internal Revenue Code (IRC) Section 401(a)(17) Contribution and Salary Limit

If you first became a member of CalPERS on or after July 1, 1996, IRC section 401(a)(17) places limits on the amount of member contributions you can pay into CalPERS, a tax-qualified pension plan. This section applies to annual salaries (earnings) that exceed $250,000. The actual dollar limit is set each year by the Internal Revenue Service. This section does not limit or place a cap on the salary an employer can pay an employee. It does specify the highest salary on which member contributions can be paid into an employee's CalPERS account. Your employer is responsible for monitoring when your salary reaches or exceeds this annual limit and for refunding any excess contributions. Each year CalPERS issues a Circular Letter to all employers announcing the IRC section 401(a)(17) limit for the calendar year.

At retirement, your highest average salary (final compensation amount) used to calculate your benefit will be section 401(a)(17) salary limit for that year. For example, if you became a member of CalPERS in August 1996, your annual salary is $300,000, and the section 401(a)(17) limit in the year you retire is $250,000, you will pay contributions on $250,000 of your salary and your retirement benefit calculation would use $250,000 as your highest final compensation, if your compensation period is 12 months. If your compensation period is 36 months, your final compensation will be subject to the section 401(a)(17) limit in effect for each of those calendar years.

Internal Revenue Code (IRC) Section 415(b) Retirement Benefit Limit

IRC section 415(b) places a dollar limit on the annual retirement benefit you can receive from CalPERS, a tax-qualified pension plan. This limit generally applies to retirement benefits of approximately $210,000 a year or more for employees retiring at their Social Security normal retirement age of 62 through 65. **Note:** The determination of whether your retirement benefit will be subject to this limit can only be made at retirement.

This dollar limit is set each year by the Internal Revenue Service and is adjusted for several factors including inflation, age at retirement, and after-tax contributions. If your retirement benefit must be limited under IRC section 415(b), you will be enrolled in the IRC section 415(b) Replacement Benefit Plan, an employer-funded plan, if eligible.

The CalPERS Replacement Benefit Plan provides a replacement benefit that will, to the extent possible, make up the amount your CalPERS benefit is limited, and is only available if your membership date is prior to January 1, 2013.

For additional information, see the IRC section 415(b) Replacement Benefit Plan Fact Sheet on our website at **www.calpers.ca.gov**.

Benefit Forfeiture for Felony Convictions

Under the California Public Employees' Pension Reform Act of 2013, if you are convicted of a felony by a state or federal trial court in connection with your official job duties, you will forfeit all of your accrued rights and benefits from the commission of the felony forward and you will no longer be eligible to accrue further benefits with CalPERS, effective on the date of conviction (Government Code sections 7522.72 and 7522.74).

If you are convicted for such a crime, you and the prosecuting agency must notify your employer within 60 days of your conviction, and your employer must notify CalPERS within 90 days of your conviction.

CalPERS will remove the service credit and return any contributions you made during the forfeiture period, without interest. If after the removal of forfeited service and contributions you remain vested for retirement, you may apply for retirement once you reach minimum retirement age. If after the removal of forfeited service you are not vested for retirement, you may elect a refund of your remaining member contributions.

Should your conviction be overturned, your forfeited service will be restored to your account if you elect to redeposit the returned contributions, with interest.

2 percent @ 50

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 55 and the required number of years of service to reach your maximum percentage allowed by law.

2% @ 50 Benefit Formula Minimum Age for Retirement 50		
Age at Retirement	**Benefit Factor**	**Years Needed to Attain 90%**
50	2.000%	45.000
50 ¼	2.035%	44.226
50 ½	2.070%	43.479
50 ¾	2.105%	42.756
51	2.140%	42.056
51 ¼	2.175%	41.380
51 ½	2.210%	40.724
51 ¾	2.245%	40.089
52	2.280%	39.474
52 ¼	2.315%	38.877
52 ½	2.350%	38.298
52 ¾	2.385%	37.736
53	2.420%	37.190
53 ¼	2.455%	36.660
53 ½	2.490%	36.145
53 ¾	2.525%	35.644
54	2.560%	35.156
54 ¼	2.595%	34.682
54 ½	2.630%	34.221
54 ¾	2.665%	33.772
55 or older	2.700%	33.334

PERCENTAGE OF FINAL COMPENSATION

2 percent @ 50

Age	50	51	52	53	54	55+
Benefit Factor	2.000	2.140	2.280	2.420	2.560	2.700
Years of Service	Percentage of Final Compensation					
5	10.00	10.70	11.40	12.10	12.80	13.50
6	12.00	12.84	13.68	14.52	15.36	16.20
7	14.00	14.98	15.96	16.94	17.92	18.90
8	16.00	17.12	18.24	19.36	20.48	21.60
9	18.00	19.26	20.52	21.78	23.04	24.30
10	20.00	21.40	22.80	24.20	25.60	27.00
11	22.00	23.54	25.08	26.62	28.16	29.70
12	24.00	25.68	27.36	29.04	30.72	32.40
13	26.00	27.82	29.64	31.46	33.28	35.10
14	28.00	29.96	31.92	33.88	35.84	37.80
15	30.00	32.10	34.20	36.30	38.40	40.50
16	32.00	34.24	36.48	38.72	40.96	43.20
17	34.00	36.38	38.76	41.14	43.52	45.90
18	36.00	38.52	41.04	43.56	46.08	48.60
19	38.00	40.66	43.32	45.98	48.64	51.30
20	40.00	42.80	45.60	48.40	51.20	54.00
21	42.00	44.94	47.88	50.82	53.76	56.70
22	44.00	47.08	50.16	53.24	56.32	59.40
23	46.00	49.22	52.44	55.66	58.88	62.10
24	48.00	51.36	54.72	58.08	61.44	64.80
25	50.00	53.50	57.00	60.50	64.00	67.50
26	52.00	55.64	59.28	62.92	66.56	70.20
27	54.00	57.78	61.56	65.34	69.12	72.90
28	56.00	59.92	63.84	67.76	71.68	75.60
29	58.00	62.06	66.12	70.18	74.24	78.30
30	60.00	64.20	68.40	72.60	76.80	81.00
31	62.00	66.34	70.68	75.02	79.36	83.70
32	64.00	68.48	72.96	77.44	81.92	86.40
33	—	70.62	75.24	79.86	84.48	89.10
34	—	—	77.52	82.28	87.04	90.00 max
35	—	—	—	84.70	89.60	90.00 max
36	—	—	—	—	90.00 max	90.00 max

2 percent @ 55

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 55 and the required number of years of service to reach your maximum percentage allowed by law.

2% @ 55 Benefit Formula Minimum Age for Retirement 50		
Age at Retirement	**Benefit Factor**	**Years Needed to Attain 80%**
50	1.426%	56.101
50 ¼	1.450%	55.172
50 ½	1.474%	54.274
50 ¾	1.498%	53.405
51	1.522%	52.562
51 ¼	1.550%	51.613
51 ½	1.576%	50.761
51 ¾	1.602%	49.938
52	1.628%	49.140
52 ¼	1.656%	48.309
52 ½	1.686%	47.450
52 ¾	1.714%	46.674
53	1.742%	45.924
53 ¼	1.772%	45.147
53 ½	1.804%	44.346
53 ¾	1.834%	43.621
54	1.866%	42.872
54 ¼	1.900%	42.105
54 ½	1.932%	41.408
54 ¾	1.966%	40.692
55 or older	2.000%	40.000

Age	50	51	52	53	54	55+
Benefit Factor	1.426	1.522	1.628	1.742	1.866	2.000
Years of Service	Percentage of Final Compensation					
5	7.13	7.61	8.14	8.71	9.33	10.00
6	8.56	9.13	9.77	10.45	11.20	12.00
7	9.98	10.65	11.40	12.19	13.06	14.00
8	11.41	12.18	13.02	13.94	14.93	16.00
9	12.83	13.70	14.65	15.68	16.79	18.00
10	14.26	15.22	16.28	17.42	18.66	20.00
11	15.69	16.74	17.91	19.16	20.53	22.00
12	17.11	18.26	19.54	20.90	22.39	24.00
13	18.54	19.79	21.16	22.65	24.26	26.00
14	19.96	21.31	22.79	24.39	26.12	28.00
15	21.39	22.83	24.42	26.13	27.99	30.00
16	22.82	24.35	26.05	27.87	29.86	32.00
17	24.24	25.87	27.68	29.61	31.72	34.00
18	25.67	27.40	29.30	31.36	33.59	36.00
19	27.09	28.92	30.93	33.10	35.45	38.00
20	28.52	30.44	32.56	34.84	37.32	40.00
21	29.95	31.96	34.19	36.58	39.19	42.00
22	31.37	33.48	35.82	38.32	41.05	44.00
23	32.80	35.01	37.44	40.07	42.92	46.00
24	34.22	36.53	39.07	41.81	44.78	48.00
25	35.65	38.05	40.70	43.55	46.65	50.00
26	37.08	39.57	42.33	45.29	48.52	52.00
27	38.50	41.09	43.96	47.03	50.38	54.00
28	39.93	42.62	45.58	48.78	52.25	56.00
29	41.35	44.14	47.21	50.52	54.11	58.00
30	42.78	45.66	48.84	52.26	55.98	60.00
31	44.21	47.18	50.47	54.00	57.85	62.00
32	45.63	48.70	52.10	55.741	59.71	64.00
33	—	50.23	53.72	57.49	61.58	66.00
34	—	—	55.35	59.23	63.44	68.00
35	—	—	—	60.97	65.31	70.00
36	—	—	—	—	67.18	72.00
37	—	—	—	—	—	74.00
38	—	—	—	—	—	76.00
39	—	—	—	—	—	78.00
40	—	—	—	—	—	80.00 max

2 percent @ 57

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 57 and the required number of years of service to reach your maximum percentage allowed by law.

2% @ 57 Benefit Formula Minimum Age for Retirement 50 Membership Date on or After January 1, 2013				
Age	**Exact Year**	**¼ Year**	**½ Year**	**¾ Year**
50	1.426	1.447	1.467	1.488
51	1.508	1.529	1.549	1.570
52	1.590	1.611	1.631	1.652
53	1.672	1.693	1.713	1.734
54	1.754	1.775	1.795	1.816
55	1.836	1.857	1.877	1.898
56	1.918	1.939	1.959	1.980
57 or older	2.000	2.000	2.000	2.000

Age	50	51	52	53	54	55	56	57+
Benefit Factor	1.426	1.508	1.590	1.672	1.754	1.836	1.918	2.000
Years of Service	Percentage of Final Compensation							
5	7.13	7.54	7.95	8.36	8.77	9.18	9.59	10.00
6	8.56	9.05	9.54	10.03	10.52	11.02	11.51	12.00
7	9.98	10.56	11.13	11.70	12.28	12.85	13.43	14.00
8	11.41	12.06	12.72	13.38	14.03	14.69	15.34	16.00
9	12.83	13.57	14.31	15.05	15.79	16.52	17.26	18.00
10	14.26	15.08	15.90	16.72	17.54	18.36	19.18	20.00
11	15.69	16.59	17.49	18.39	19.29	20.20	21.10	22.00
12	17.11	18.10	19.08	20.06	21.05	22.03	23.02	24.00
13	18.54	19.60	20.67	21.74	22.80	23.87	24.93	26.00
14	19.96	21.11	22.26	23.41	24.56	25.70	26.85	28.00
15	21.39	22.62	23.85	25.08	26.31	27.54	28.77	30.00
16	22.82	24.13	25.44	26.75	28.06	29.38	30.69	32.00
17	24.24	25.64	27.03	28.42	29.82	31.21	32.61	34.00
18	25.67	27.14	28.62	30.10	31.57	33.05	34.52	36.00
19	27.09	28.65	30.21	31.77	33.33	34.88	36.44	38.00
20	28.52	30.16	31.80	33.44	35.08	36.72	38.36	40.00
21	29.95	31.67	33.39	35.11	36.83	38.56	40.28	42.00
22	31.37	33.18	34.98	36.78	38.59	40.39	42.20	44.00
23	32.80	34.68	36.57	38.46	40.34	42.23	44.11	46.00
24	34.22	36.19	38.16	40.13	42.10	44.06	46.03	48.00
25	35.65	37.70	39.75	41.80	43.85	45.90	47.95	50.00
26	37.08	39.21	41.34	43.47	45.60	47.74	49.87	52.00
27	38.50	40.72	42.93	45.14	47.36	49.57	51.79	54.00
28	39.93	42.22	44.52	46.82	49.11	51.41	53.70	56.00
29	41.35	43.73	46.11	48.49	50.87	53.24	55.62	58.00
30	42.78	45.24	47.70	50.16	52.62	55.08	57.54	60.00
31	44.21	46.75	49.29	51.83	54.37	56.92	59.46	62.00
32	45.63	48.26	50.88	53.50	56.13	58.75	61.38	64.00
33	47.06	49.76	52.47	55.18	57.88	60.59	63.29	66.00
34	48.48	51.27	54.06	56.85	59.64	62.42	65.21	68.00
35	49.91	52.78	55.65	58.52	61.39	64.26	67.13	70.00
36	51.34	54.29	57.24	60.19	63.14	66.10	69.05	72.00
37	52.76	55.80	58.83	61.86	64.90	67.93	70.97	74.00
38	54.19	57.30	60.42	63.54	66.65	69.77	72.88	76.00
39	55.61	58.81	62.01	65.21	68.41	71.60	74.80	78.00
40	57.04	60.32	63.60	66.88	70.16	73.44	76.72	80.00

2.5 percent @ 55
State Safety

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 55 and the required number of years of service to reach your maximum percentage allowed by law.

2.5% @ 55 Benefit Formula Minimum Age for Retirement 50		
Age at Retirement	**Benefit Factor**	**Years Needed to Attain 80%**
50	1.700%	47.059
50 ¼	1.725%	46.377
50 ½	1.750%	45.714
50 ¾	1.775%	45.070
51	1.800%	44.444
51 ¼	1.825%	43.836
51 ½	1.850%	43.243
51 ¾	1.875%	42.667
52	1.900%	42.105
52 ¼	1.925%	41.558
52 ½	1.950%	41.026
52 ¾	1.975%	40.506
53	2.000%	40.000
53 ¼	2.064%	38.760
53 ½	2.126%	37.630
53 ¾	2.188%	36.563
54	2.250%	35.556
54 ¼	2.314%	34.572
54 ½	2.376%	33.670
54 ¾	2.438%	32.814
55 or older	2.500%	32.000

PERCENTAGE OF FINAL COMPENSATION

2.5 percent @ 55 State Safety

Age	50	51	52	53	54	55+
Benefit Factor	1.700	1.800	1.900	2.000	2.250	2.500
Years of Service	Percentage of Final Compensation					
5	8.50	9.00	9.50	10.00	11.25	12.50
6	10.20	10.80	11.40	12.00	13.50	15.00
7	11.90	12.60	13.30	14.00	15.75	17.50
8	13.60	14.40	15.20	16.00	18.00	20.00
9	15.30	16.20	17.10	18.00	20.25	22.50
10	17.00	18.00	19.00	20.00	22.50	25.00
11	18.70	19.80	20.90	22.00	24.75	27.50
12	20.40	21.60	22.80	24.00	27.00	30.00
13	22.10	23.40	24.70	26.00	29.25	32.50
14	23.80	25.20	26.60	28.00	31.50	35.00
15	25.50	27.00	28.50	30.00	33.75	37.50
16	27.20	28.80	30.40	32.00	36.00	40.00
17	28.90	30.60	32.30	34.00	38.25	42.50
18	30.60	32.40	34.20	36.00	40.50	45.00
19	32.30	34.20	36.10	38.00	42.75	47.50
20	34.00	36.00	38.00	40.00	45.00	50.00
21	35.70	37.80	39.90	42.00	47.25	52.50
22	37.40	39.60	41.80	44.00	49.50	55.00
23	39.10	41.40	43.70	46.00	51.75	57.50
24	40.80	43.20	45.60	48.00	54.00	60.00
25	42.50	45.00	47.50	50.00	56.25	62.50
26	44.20	46.80	49.40	52.00	58.50	65.00
27	45.90	48.60	51.30	54.00	60.75	67.50
28	47.60	50.40	53.20	56.00	63.00	70.00
29	49.30	52.20	55.10	58.00	65.25	72.50
30	51.00	54.00	57.00	60.00	67.50	75.00
31	52.70	55.80	58.90	62.00	69.75	77.50
32	54.40	57.60	60.80	64.00	72.00	80.00 max
33	—	59.40	62.70	66.00	74.25	80.00 max
34	—	—	64.60	68.00	76.50	80.00 max
35	—	—	—	70.00	78.75	80.00 max
36	—	—	—	—	80.00 max	80.00 max

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 55 and the required number of years of service to reach your maximum percentage allowed by law.

2.5% @ 55 Benefit Formula Minimum Age for Retirement 50		
Age at Retirement	**Benefit Factor**	**Years Needed to Attain 90%**
50	2.000%	45.000
50 ¼	2.025%	44.444
50 ½	2.050%	43.902
50 ¾	2.075%	43.373
51	2.100%	42.857
51 ¼	2.125%	42.353
51 ½	2.150%	41.860
51 ¾	2.175%	41.379
52	2.200%	40.909
52 ¼	2.225%	40.449
52 ½	2.250%	40.000
52 ¾	2.275%	39.560
53	2.300%	39.130
53 ¼	2.325%	38.710
53 ½	2.350%	38.298
53 ¾	2.375%	37.895
54	2.400%	37.500
54 ¼	2.425%	37.113
54 ½	2.450%	36.735
54 ¾	2.475%	36.364
55 or older	2.500%	36.000

PERCENTAGE OF FINAL COMPENSATION

2.5 percent @ 55
Peace Officers
Firefighters

Age	50	51	52	53	54	55+
Benefit Factor	2.000	2.100	2.200	2.300	2.400	2.500
Years of Service	Percentage of Final Compensation					
5	10.00	10.50	11.00	11.50	12.00	12.50
6	12.00	12.60	13.20	13.80	14.40	15.00
7	14.00	14.70	15.40	16.10	16.80	17.50
8	16.00	16.80	17.60	18.40	19.20	20.00
9	18.00	18.90	19.80	20.70	21.60	22.50
10	20.00	21.00	22.00	23.00	24.00	25.00
11	22.00	23.10	24.20	25.30	26.40	27.50
12	24.00	25.20	26.40	27.60	28.80	30.00
13	26.00	27.30	28.60	29.90	31.20	32.50
14	28.00	29.40	30.80	32.20	33.60	35.00
15	30.00	31.50	33.00	34.50	36.00	37.50
16	32.00	33.60	35.20	36.80	38.40	40.00
17	34.00	35.70	37.40	39.10	40.80	42.50
18	36.00	37.80	39.60	41.40	43.20	45.00
19	38.00	39.90	41.80	43.70	45.60	47.50
20	40.00	42.00	44.00	46.00	48.00	50.00
21	42.00	44.10	46.20	48.30	50.40	52.50
22	44.00	46.20	48.40	50.60	52.80	55.00
23	46.00	48.30	50.60	52.90	55.20	57.50
24	48.00	50.40	52.80	55.20	57.60	60.00
25	50.00	52.50	55.00	57.50	60.00	62.50
26	52.00	54.60	57.20	59.80	62.40	65.00
27	54.00	56.70	59.40	62.10	64.80	67.50
28	56.00	58.80	61.60	64.40	67.20	70.00
29	58.00	60.90	63.80	66.70	69.90	72.50
30	60.00	63.00	66.00	69.00	72.00	75.00
31	62.00	65.10	68.20	71.30	74.40	77.50
32	64.00	67.20	70.40	73.60	76.80	80.00
33	66.00	69.30	72.60	75.90	79.20	82.50
34	68.00	71.40	74.80	78.20	81.30	85.00
35	70.00	73.50	77.00	80.50	84.00	87.50
36	72.00	75.60	79.20	82.80	86.40	90.00 max
37	74.00	77.70	81.40	85.10	88.80	90.00 max

2.5 percent @ 57

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 57 and the required number of years of service to reach your maximum percentage allowed by law.

2.5% @ 57 Benefit Formula Minimum Age for Retirement 50 Membership Date on or After January 1, 2013				
Age	**Exact Year**	**¼ Year**	**½ Year**	**¾ Year**
50	2.000	2.018	2.036	2.054
51	2.071	2.089	2.107	2.125
52	2.143	2.161	2.179	2.196
53	2.214	2.232	2.250	2.268
54	2.286	2.304	2.321	2.339
55	2.357	2.375	2.393	2.411
56	2.429	2.446	2.464	2.482
57 or older	2.500	2.500	2.500	2.500

Age	50	51	52	53	54	55	56	57+
Benefit Factor	2.000	2.071	2.143	2.214	2.286	2.357	2.429	2.500
Years of Service	Percentage of Final Compensation							
5	10.00	10.36	10.72	11.07	11.43	11.79	12.15	12.50
6	12.00	12.43	12.86	13.28	13.72	14.14	14.57	15.00
7	14.00	14.50	15.00	15.50	16.00	16.50	17.00	17.50
8	16.00	16.57	17.14	17.71	18.29	18.86	19.43	20.00
9	18.00	18.64	19.29	19.93	20.57	21.21	21.86	22.50
10	20.00	20.71	21.43	22.14	22.86	23.57	24.29	25.00
11	22.00	22.78	23.57	24.35	25.15	25.93	26.72	27.50
12	24.00	24.85	25.72	26.57	27.43	28.28	29.15	30.00
13	26.00	26.92	27.86	28.78	29.72	30.64	31.58	32.50
14	28.00	28.99	30.00	31.00	32.00	33.00	34.01	35.00
15	30.00	31.07	32.15	33.21	34.29	35.36	36.44	37.50
16	32.00	33.14	34.29	35.42	36.58	37.71	38.86	40.00
17	34.00	35.21	36.43	37.64	38.86	40.07	41.29	42.50
18	36.00	37.28	38.57	39.85	41.15	42.43	43.72	45.00
19	38.00	39.35	40.72	42.07	43.43	44.78	46.15	47.50
20	40.00	41.42	42.86	44.28	45.72	47.14	48.58	50.00
21	42.00	43.49	45.00	46.49	48.01	49.50	51.01	52.50
22	44.00	45.56	47.15	48.71	50.29	51.85	53.44	55.00
23	46.00	47.63	49.29	50.92	52.58	54.21	55.87	57.50
24	48.00	49.70	51.43	53.14	54.86	56.57	58.30	60.00
25	50.00	51.78	53.58	55.35	57.15	58.93	60.73	62.50
26	52.00	53.85	55.72	57.56	59.44	61.28	63.15	65.00
27	54.00	55.92	57.86	59.78	61.72	63.64	65.58	67.50
28	56.00	57.99	60.00	61.99	64.01	66.00	68.01	70.00
29	58.00	60.06	62.15	64.21	66.29	68.35	70.44	72.50
30	60.00	62.13	64.29	66.42	68.58	70.71	72.87	75.00
31	62.00	64.20	66.43	68.63	70.87	73.07	75.30	77.50
32	64.00	66.27	68.58	70.85	73.15	75.42	77.73	80.00
33	66.00	68.34	70.72	73.06	75.44	77.78	80.16	82.50
34	68.00	70.41	72.86	75.28	77.72	80.14	82.59	85.00
35	70.00	72.49	75.01	77.49	80.01	82.50	85.02	87.50
36	72.00	74.56	77.15	79.70	82.30	84.85	87.44	90.00
37	74.00	76.63	79.29	81.92	84.58	87.21	89.87	92.50
38	76.00	78.70	81.43	84.13	86.87	89.57	92.30	95.00
39	78.00	80.77	83.58	86.35	89.15	91.92	94.73	97.50
40	80.00	82.84	85.72	88.56	91.44	94.28	97.16	100.00

2.5 percent @ 60

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 60 and the required number of years of service to reach your maximum percentage allowed by law.

2.5% @ 60 Benefit Formula Minimum Age for Retirement 50		
Age at Retirement	**Benefit Factor**	**Years Needed to Attain 80%**
50	1.426%	56.101
50 ¼	1.450%	55.172
50 ½	1.474%	54.274
50 ¾	1.498%	53.405
51	1.522%	52.562
51 ¼	1.550%	51.613
51 ½	1.576%	50.761
51 ¾	1.602%	49.938
52	1.628%	49.140
52 ¼	1.656%	48.309
52 ½	1.686%	47.450
52 ¾	1.714%	46.674
53	1.742%	45.924
53 ¼	1.772%	45.147
53 ½	1.804%	44.346
53 ¾	1.834%	43.621
54	1.866%	42.872
54 ¼	1.900%	42.105
54 ½	1.932%	41.408
54 ¾	1.966%	40.692
55	2.000%	40.000
55 ¾	2.025%	39.506
55 ½	2.050%	39.024
55 ¾	2.075%	38.554
56	2.100%	38.095
56 ¾	2.125%	37.647
56 ½	2.150%	37.209
56 ¾	2.175%	36.782
57	2.200%	36.364
57 ¼	2.225%	35.955
57 ½	2.250%	35.556
57 ¾	2.275%	35.165
58	2.300%	34.783
58 ¼	2.325%	34.409
58 ½	2.350%	34.043
58 ¾	2.375%	33.684
59	2.400%	33.333
59 ¼	2.425%	32.990
59 ½	2.450%	32.653
59 ¾	2.475%	32.323
60 or older	2.500%	32.000

Age	50	51	52	53	54	55	56	57	58	59	60+
Benefit Factor	1.426	1.522	1.628	1.742	1.866	2.000	2.1	2.2	2.3	2.4	2.5
Years of Service	Percentage of Final Compensation										
5	7.13	7.61	8.14	8.71	9.33	10.00	10.50	11.00	11.50	12.00	12.50
6	8.56	9.13	9.77	10.45	11.20	12.00	12.60	13.20	13.80	14.40	15.00
7	9.98	10.65	11.40	12.19	13.06	14.00	14.70	15.40	16.10	16.80	17.50
8	11.41	12.18	13.02	13.94	14.93	16.00	16.80	17.60	18.40	19.20	20.00
9	12.83	13.70	14.65	15.68	16.79	18.00	18.90	19.80	20.70	21.60	22.50
10	14.26	15.22	16.28	17.42	18.66	20.00	21.00	22.00	23.00	24.00	25.00
11	15.69	16.74	17.91	19.16	20.53	22.00	23.10	24.20	25.30	26.40	27.50
12	17.11	18.26	19.54	20.90	22.39	24.00	25.20	26.40	27.60	28.80	30.00
13	18.54	19.79	21.16	22.65	24.26	26.00	27.30	28.60	29.90	31.20	32.50
14	19.96	21.31	22.79	24.39	26.12	28.00	29.40	30.80	32.20	33.60	35.00
15	21.39	22.83	24.42	26.13	27.99	30.00	31.50	33.00	34.50	36.00	37.50
16	22.82	24.35	26.05	27.87	29.86	32.00	33.60	35.20	36.80	38.40	40.00
17	24.24	25.87	27.68	29.61	31.72	34.00	35.70	37.40	39.10	40.80	42.50
18	25.67	27.40	29.30	31.36	33.59	36.00	37.80	39.60	41.40	43.20	45.00
19	27.09	28.92	30.93	33.10	35.45	38.00	39.90	41.80	43.70	45.60	47.50
20	28.52	30.44	32.56	34.84	37.32	40.00	42.00	44.00	46.00	48.00	50.00
21	29.95	31.96	34.19	36.58	39.19	42.00	44.10	46.20	48.30	50.40	52.50
22	31.37	33.48	35.82	38.32	41.05	44.00	46.20	48.40	50.60	52.80	55.00
23	32.80	35.01	37.44	40.07	42.92	46.00	48.30	50.60	52.90	55.20	57.50
24	34.22	36.53	39.07	41.81	44.78	48.00	50.40	52.80	55.20	57.60	60.00
25	35.65	38.05	40.70	43.55	46.65	50.00	52.50	55.00	57.50	60.00	62.50
26	37.08	39.57	42.33	45.29	48.52	52.00	54.60	57.20	59.80	62.40	65.00
27	38.50	41.09	43.96	47.03	50.38	54.00	56.70	59.40	62.10	64.80	67.50
28	39.93	42.62	45.58	48.78	52.25	56.00	58.80	61.60	64.40	67.20	70.00
29	41.35	44.14	47.21	50.52	54.11	58.00	60.90	63.80	66.70	69.60	72.50
30	42.78	45.66	48.84	52.26	55.98	60.00	63.00	66.00	69.00	72.00	75.00
31	44.21	47.18	50.47	54.00	57.85	62.00	65.10	68.20	71.30	74.40	77.50
32	45.63	48.70	52.10	55.74	59.71	64.00	67.20	70.40	73.60	76.80	80.00
33	—	50.23	53.72	57.49	61.58	66.00	69.30	72.60	75.90	79.20	80.00 max
34	—	—	55.35	59.23	63.44	68.00	71.40	74.80	78.20	80.00 max	80.00 max
35	—	—	—	60.97	65.31	70.00	73.50	77.00	80.00 max	80.00 max	80.00 max
36	—	—	—	—	67.18	72.00	75.60	79.20	80.00 max	80.00 max	80.00 max
37	—	—	—	—	—	74.00	77.70	80.00 max	80.00 max	80.00 max	80.00 max
38	—	—	—	—	—	76.00	79.80	80.00 max	80.00 max	80.00 max	80.00 max
39	—	—	—	—	—	78.00	80.00 max	80.00 max	80.00 max	80.00 max	80.00 max
40	—	—	—	—	—	80.00 max	80.00 max	80.00 max	80.00 max	80.00 max	80.00 max

2.7 percent @ 57

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 57 and the required number of years of service to reach your maximum percentage allowed by law.

2.7% @ 57 Benefit Formula Minimum Age for Retirement 50 Membership Date on or After January 1, 2013				
Age	**Exact Year**	**¼ Year**	**½ Year**	**¾ Year**
50	2.000	2.025	2.050	2.075
51	2.100	2.125	2.150	2.175
52	2.200	2.225	2.250	2.275
53	2.300	2.325	2.350	2.375
54	2.400	2.425	2.450	2.475
55	2.500	2.525	2.550	2.575
56	2.600	2.625	2.650	2.675
57 or older	2.700	2.700	2.700	2.700

Age	50	51	52	53	54	55	56	57+
Benefit Factor	2.00	2.10	2.20	2.30	2.40	2.50	2.60	2.70
Years of Service	Percentage of Final Compensation							
5	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50
6	12.00	12.60	13.20	13.80	14.40	15.00	15.60	16.20
7	14.00	14.70	15.40	16.10	16.80	17.50	18.20	18.90
8	16.00	16.80	17.60	18.40	19.20	20.00	20.80	21.60
9	18.00	18.90	19.80	20.70	21.60	22.50	23.40	24.30
10	20.00	21.00	22.00	23.00	24.00	25.00	26.00	27.00
11	22.00	23.10	24.20	25.30	26.40	27.50	28.60	29.70
12	24.00	25.20	26.40	27.60	28.80	30.00	31.20	32.40
13	26.00	27.30	28.60	29.90	31.20	32.50	33.80	35.10
14	28.00	29.40	30.80	32.20	33.60	35.00	36.40	37.80
15	30.00	31.50	33.00	34.50	36.00	37.50	39.00	40.50
16	32.00	33.60	35.20	36.80	38.40	40.00	41.60	43.20
17	34.00	35.70	37.40	39.10	40.80	42.50	44.20	45.90
18	36.00	37.80	39.60	41.40	43.20	45.00	46.80	48.60
19	38.00	39.90	41.80	43.70	45.60	47.50	49.40	51.30
20	40.00	42.00	44.00	46.00	48.00	50.00	52.00	54.00
21	42.00	44.10	46.20	48.30	50.40	52.50	54.60	56.70
22	44.00	46.20	48.40	50.60	52.80	55.00	57.20	59.40
23	46.00	48.30	50.60	52.90	55.20	57.50	59.80	62.10
24	48.00	50.40	52.80	55.20	57.60	60.00	62.40	64.80
25	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50
26	52.00	54.60	57.20	59.80	62.40	65.00	67.60	70.20
27	54.00	56.70	59.40	62.10	64.80	67.50	70.20	72.90
28	56.00	58.80	61.60	64.40	67.20	70.00	72.80	75.60
29	58.00	60.90	63.80	66.70	69.60	72.50	75.40	78.30
30	60.00	63.00	66.00	69.00	72.00	75.00	78.00	81.00
31	62.00	65.10	68.20	71.30	74.40	77.50	80.60	83.70
32	64.00	67.20	70.40	73.60	76.80	80.00	83.20	86.40
33	66.00	69.30	72.60	75.90	79.20	82.50	85.80	89.10
34	68.00	71.40	74.80	78.20	81.60	85.00	88.40	91.80
35	70.00	73.50	77.00	80.50	84.00	87.50	91.00	94.50
36	72.00	75.60	79.20	82.80	86.40	90.00	93.60	97.20
37	74.00	77.70	81.40	85.10	88.80	92.50	96.20	99.90
38	76.00	79.80	83.60	87.40	91.20	95.00	98.80	102.60
39	78.00	81.90	85.80	89.70	93.60	97.50	101.40	105.30
40	80.00	84.00	88.00	92.00	96.00	100.00	104.00	108.00

3 percent @ 50

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 55 and the required number of years of service to reach your maximum percentage allowed by law.

3% @ 50 Benefit Formula Minimum Age for Retirement 50		
Age at Retirement	**Benefit Factor**	**Years Needed to Attain 90%**
50	3.000%	30.000
50 ¼	3.000%	30.000
50 ½	3.000%	30.000
50 ¾	3.000%	30.000
51	3.000%	30.000
51 ¼	3.000%	30.000
51 ½	3.000%	30.000
51 ¾	3.000%	30.000
52	3.000%	30.000
52 ¼	3.000%	30.000
52 ½	3.000%	30.000
52 ¾	3.000%	30.000
53	3.000%	30.000
53 ¼	3.000%	30.000
53 ½	3.000%	30.000
53 ¾	3.000%	30.000
54	3.000%	30.000
54 ¼	3.000%	30.000
54 ½	3.000%	30.000
54 ¾	3.000%	30.000
55 or older	3.000%	30.000

PERCENTAGE OF FINAL COMPENSATION

3 percent @ 50

Age	50	51	52	53	54	55+
Benefit Factor	3.000	3.000	3.000	3.000	3.000	3.000
Years of Service	Percentage of Final Compensation					
5	15.00	15.00	15.00	15.00	15.00	15.00
6	18.00	18.00	18.00	18.00	18.00	18.00
7	21.00	21.00	21.00	21.00	21.00	21.00
8	24.00	24.00	24.00	24.00	24.00	24.00
9	27.00	27.00	27.00	27.00	27.00	27.00
10	30.00	30.00	30.00	30.00	30.00	30.00
11	33.00	33.00	33.00	33.00	33.00	33.00
12	36.00	36.00	36.00	36.00	36.00	36.00
13	39.00	39.00	39.00	39.00	39.00	39.00
14	42.00	42.00	42.00	42.00	42.00	42.00
15	45.00	45.00	45.00	45.00	45.00	45.00
16	48.00	48.00	48.00	48.00	48.00	48.00
17	51.00	51.00	51.00	51.00	51.00	51.00
18	54.00	54.00	54.00	54.00	54.00	54.00
19	57.00	57.00	57.00	57.00	57.00	57.00
20	60.00	60.00	60.00	60.00	60.00	60.00
21	63.00	63.00	63.00	63.00	63.00	63.00
22	66.00	66.00	66.00	66.00	66.00	66.00
23	69.00	69.00	69.00	69.00	69.00	69.00
24	72.00	72.00	72.00	72.00	72.00	72.00
25	75.00	75.00	75.00	75.00	75.00	75.00
26	78.00	78.00	78.00	78.00	78.00	78.00
27	81.00	81.00	81.00	81.00	81.00	81.00
28	84.00	84.00	84.00	84.00	84.00	84.00
29	87.00	87.00	87.00	87.00	87.00	87.00
30	90.00 max	90.00 max	90.00 max	90.00 max	90.00 max	90.00 max

3 percent @ 55

RETIREMENT FORMULAS AND BENEFIT FACTORS

The chart below shows how the benefit factor increases for each quarter year of age from 50 to 55 and the required number of years of service to reach your maximum percentage allowed by law.

3% @ 55 Benefit Formula Minimum Age for Retirement 50		
Age at Retirement	**Benefit Factor**	**Years Needed to Attain 90%**
50	2.400%	37.500
50 ¼	2.430%	37.037
50 ½	2.460%	36.586
50 ¾	2.490%	36.145
51	2.520%	35.715
51 ¼	2.550%	35.295
51 ½	2.580%	34.884
51 ¾	2.610%	34.483
52	2.640%	34.091
52 ¼	2.670%	33.708
52 ½	2.700%	33.334
52 ¾	2.730%	32.967
53	2.760%	32.609
53 ¼	2.790%	32.258
53 ½	2.820%	31.915
53 ¾	2.850%	31.579
54	2.880%	31.250
54 ¼	2.910%	30.928
54 ½	2.940%	30.613
54 ¾	2.970%	30.303
55 or older	3.000%	30.000

PERCENTAGE OF FINAL COMPENSATION

3 percent @ 55

Age	50	51	52	53	54	55+
Benefit Factor	2.400	2.520	2.640	2.760	2.880	3.000
Years of Service	Percentage of Final Compensation					
5	12.00	12.60	13.20	13.80	14.40	15.00
6	14.40	15.12	15.84	16.56	17.28	18.00
7	16.80	17.64	18.48	19.32	20.16	21.00
8	19.20	20.16	21.12	22.08	23.04	24.00
9	21.60	22.68	23.76	24.84	25.92	27.00
10	24.00	25.20	26.40	27.60	28.80	30.00
11	26.40	27.72	29.04	30.36	31.68	33.00
12	28.80	30.24	31.68	33.12	34.56	36.00
13	31.20	32.76	34.32	35.88	37.44	39.00
14	33.60	35.28	36.96	38.64	40.32	42.00
15	36.00	37.80	39.60	41.40	43.20	45.00
16	38.40	40.32	42.24	44.16	46.08	48.00
17	40.80	42.84	44.88	46.92	48.96	51.00
18	43.20	45.36	47.52	49.68	51.84	54.00
19	45.60	47.88	50.16	52.44	54.72	57.00
20	48.00	50.40	52.80	55.20	57.60	60.00
21	50.40	52.92	55.44	57.96	60.48	63.00
22	52.80	55.44	58.08	60.72	63.36	66.00
23	55.20	57.96	60.72	63.48	66.24	69.00
24	57.60	60.48	63.36	66.24	69.12	72.00
25	60.00	63.00	66.00	69.00	72.00	75.00
26	62.40	65.52	68.64	71.76	74.88	78.00
27	64.80	68.04	71.28	74.52	77.76	81.00
28	67.20	70.56	73.92	77.28	80.64	84.00
29	69.60	73.08	76.56	80.04	83.52	87.00
30	72.00	75.60	79.20	82.80	86.40	90.00 max
31	74.40	78.12	81.84	85.56	89.28	90.00 max
32	76.80	80.64	84.48	88.32	90.00 max	90.00 max
33	—	83.16	87.12	90.00 max	90.00 max	90.00 max
34	—	—	89.76	90.00 max	90.00 max	90.00 max
35	—	—	—	90.00 max	90.00 max	90.00 max

BECOME A MORE INFORMED MEMBER

CalPERS Website

Visit **www.calpers.ca.gov** for information on all our benefits and services.

my|CalPERS

Log in at **my.calpers.ca.gov** to access real-time details and balances of your CalPERS accounts. With my|CalPERS you can:

- View, print, and save current and past statements.
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- Search for medical premium rates and health plans available in your area and confirm which dependents are covered on your health plan.
- Estimate your future retirement benefit and save the estimates to view later.
- Send and receive secure messages.
- Order and download publications.
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- Apply for service retirement.
- Change your beneficiary designation.
- Retirees can update contact information, set up direct deposit, and change tax withholdings.

CalPERS Education Center

Whether you're in the early stages of your career or getting ready to retire, visit the CalPERS Education Center in my|CalPERS to:

- Take online classes that help you have a better understanding of your CalPERS benefits.
- Register for instructor-led classes at a location near you.
- Download class materials and access information about your current and past classes.
- Schedule a one-on-one appointment with a representative at your nearest CalPERS Regional Office.

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LinkedIn: **www.linkedin.com/company/calpers**

Reach Us by Phone

Call us toll free at **888 CalPERS** (or **888**-225-7377).
Monday through Friday, 8:00 a.m. to 5:00 p.m.
TTY: (877) 249-7442

Visit Your Nearest CalPERS Regional Office

Fresno Regional Office
10 River Park Place East, Suite 230
Fresno, CA 93720

Glendale Regional Office
Glendale Plaza
655 North Central Avenue, Suite 1400
Glendale, CA 91203

Orange Regional Office
500 North State College Boulevard, Suite 750
Orange, CA 92868

Sacramento Regional Office
Lincoln Plaza East
400 Q Street, Room 1820
Sacramento, CA 95811

San Bernardino Regional Office
650 East Hospitality Lane, Suite 330
San Bernardino, CA 92408

San Diego Regional Office
7676 Hazard Center Drive, Suite 350
San Diego, CA 92108

San Jose Regional Office
181 Metro Drive, Suite 520
San Jose, CA 95110

Walnut Creek Regional Office
Pacific Plaza
1340 Treat Boulevard, Suite 200
Walnut Creek, CA 94597

Visit the CalPERS website for directions to your local office.
Regional Office hours are Monday through Friday, 8:00 a.m. to 5:00 p.m.

GLOSSARY

This glossary can assist you in understanding some of the words and phrases you may encounter when dealing with CalPERS.

Beneficiary
A person designated by the member to receive a benefit after the death of a member or other benefit recipient. (Also, see survivor, which has a different definition. Your beneficiary and survivor may or may not be the same person.)

Benefit Factor
The percentage of pay you are entitled to for each year of CalPERS-covered service, and is determined by your age at retirement and your retirement formula.

Break in Service
A break in service begins when you permanently separate from CalPERS-covered employment. A leave of absence, such as maternity leave, military leave, etc., is not considered a break in service.

CalPERS Medicare Plan
For CalPERS members in Social Security due to age (over 65) or Social Security-approved disability, Medicare becomes the primary payer of claims. If you have CalPERS health benefits coverage in retirement, the CalPERS Medicare health plan helps pay costs not covered by Medicare.

COBRA
The Consolidated Omnibus Budget Reconciliation Act is federal legislation that allows you or a family member to continue your health plan enrollment when there is an involuntary loss of coverage. A loss of coverage could include separation from employment, marriage of a dependent, a dependent reaching age 26, or divorce.

Dependent
Those family members who meet the specific eligibility criteria for coverage in the CalPERS Health Program. This includes your children up to age 26 who may or may not be dependent upon you for support.

Disability
An inability to substantially perform the duties of your job due to illness or injury, which is determined to be permanent or of an extended and uncertain duration.

Domestic Partner
Registered domestic partners legally recognized by California law are qualified for benefits and rights that apply to a spouse.

Final Compensation
Your final compensation is the highest average pay rate and special compensation during any consecutive one-year or three-year period. Which compensation period we use depends on your retirement formula(s). If you are not sure, ask

your personnel office. We use your full-time pay rate, not your earnings. If you work part-time, we will use your full-time equivalent pay rate to determine your final compensation. my|CalPERS automatically finds and uses the highest compensation period during your employment with CalPERS.

Fiscal Year
CalPERS operates on a fiscal year calendar, which is July 1 to June 30 each year.

Health Insurance Portability & Accountability Act (HIPAA)
This federal law protects health insurance coverage for workers and their families when they change or lose their jobs. It also includes provisions providing national standards to protect the privacy of personal health information.

Member
An employee who qualifies for membership in CalPERS and whose employer has become obligated to pay contributions into the Retirement Fund.

Open Enrollment Period
A period of time determined by the CalPERS Board when you can enroll or change health plans, or add eligible family members who are not currently enrolled in the CalPERS Health Program.

PEMHCA
Public Employees' Medical and Hospital Care Act. Government Code §§22751 et seq. is the body of state law that governs the CalPERS Health Program.

Reciprocal Agreement
An agreement between CalPERS and many public retirement systems within California that allows movement from one public employer to another, within a specified time limit, without losing valuable retirement rights and benefits.

Service Credit
Your credited years of employment with a CalPERS employer. This amount of service is credited to your CalPERS account and used in the formula to determine your retirement benefits. In some cases, other types of service credit (e.g., sick leave and service credit purchases) can be credited to your retirement account and used to enhance your retirement benefits.

Special Compensation
Additional income you might receive for uniform allowance, holiday pay, longevity pay, etc., and is reported separately from your base pay.

Survivor
A family member defined by law as eligible to receive specific benefits upon a member's death.

INFORMATION PRACTICES STATEMENT

The privacy of personal information is of the utmost importance to CalPERS. The following information is provided to you in compliance with the Information Practices Act of 1977 and the Federal Privacy Act of 1974.

Information Purpose
The information requested is collected pursuant to the Government Code (sections 20000 et seq.) and will be used for administration of Board duties under the Retirement Law, the Social Security Act, and the Public Employees' Medical and Hospital Care Act, as the case may be. Submission of the requested information is mandatory. Failure to comply may result in CalPERS being unable to perform its functions regarding your status. Please do not include information that is not requested.

Social Security Numbers
Social Security numbers are collected on a mandatory and voluntary basis. If this is CalPERS' first request for disclosure of your Social Security number, then disclosure is mandatory. If your Social Security number has already been provided, disclosure is voluntary. Due to the use of Social Security numbers by other agencies for identification purposes, we may be unable to verify eligibility for benefits without the number.

Social Security numbers are used for the following purposes:
1. Enrollee identification
2. Payroll deduction/state contributions
3. Billing of contracting agencies for employee/employer contributions
4. Reports to CalPERS and other state agencies
5. Coordination of benefits among carriers
6. Resolving member appeals, complaints, or grievances with health plan carriers

Information Disclosure
Portions of this information may be transferred to other state agencies (such as your employer), physicians, and insurance carriers, but only in strict accordance with current statutes regarding confidentiality.

Your Rights
You have the right to review your membership files maintained by the System. For questions about this notice, our Privacy Policy, or your rights, please write to the CalPERS Privacy Officer at 400 Q Street, Sacramento, CA 95811 or call us at **888 CalPERS** (or **888**-225-7377).

While reading this material, remember that we are governed by the Public Employees' Retirement Law and the Alternate Retirement Program provisions in the Government Code, together referred to as the Retirement Law. The statements in this publication are general. The Retirement Law is complex and subject to change. If there is a conflict between the law and this publication, any decisions will be based on the law and not this publication. If you have a question that is not answered by this general description, you may make a written request for advice regarding your specific situation directly to CalPERS.

SPECIAL THANKS

We thank the California Department of Corrections and Rehabilitation (CDCR), California Department of Forestry and Fire Protection, California Highway Patrol, and the CDCR's Division of Juvenile Justice for their cooperation to make the photos for this publication possible.

California Department of Corrections and Rehabilitation

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Department of Forestry and Fire Protection

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