YOUR BENEFITS | YOUR FUTURE

What You Need to Know About Your CalPERS

State Safety Benefits

CONTENTS

Introduction 3

Your Retirement Benefits 4
- Service Retirement or "Normal" Retirement 4
- Disability Retirement 4
- Industrial Disability Retirement 4
- How Your Retirement is Funded 5
- How Your Retirement Benefit is Calculated 5
- Estimating Your Retirement Allowance 7

Decisions to Make Before You Retire 8
- Your Options at Retirement 8
- Survivor Continuance 10

Pre-Retirement Death Benefits 11
- Not Job-Related Death, Not Eligible to Retire 11
- Not Job-Related Death, Eligible to Retire 13
- Job-Related Death, Not Eligible to Retire 14
- Job-Related Death, Eligible to Retire 16
- 1959 Survivor Benefit Program 18

Health Plan Information for Members Who Are Retiring or Retired 20
- How Retirement Affects Your Health Benefits 20
- Your Separation Date and Your Retirement Date 20
- Making Changes to Your Health Plan After Retirement 22
- State Vesting Requirements 23
- Other Benefits 24

Additional Benefits to Consider 25
- Reciprocity — Other California Public Retirement Systems 25
- Cost-of-Living Adjustment (COLA) 25
- Inflation Protection (PPPA) 25
- Sick Leave Credit 25
- Internal Revenue Code (IRC) Section 401(a)(17) Contribution Limit 26
- Internal Revenue Code (IRC) Section 415(b)Retirement Benefit Limit 26

Retirement Formulas and Benefit Factors 27
- Understanding Your Retirement Formula 27
- 2% at 50 Benefit Factors 28
- 2% at 55 Benefit Factors 30
- 2.5% at 55 State Safety Benefit Factors 32
- 2.5% at 55 Peace Officer and Firefighters Benefit Factors 34
- 3% at 50 Benefit Factors 36
- 3% at 55 Benefit Factors 38

Become a More Informed Member 40
CalPERS On-Line 40
Reaching Us By Phone 40
my|CalPERS 40
CalPERS Education Center 40
Visit Your Nearest CalPERS Regional Office 41

Glossary 42

Information Practices Statement 44

Special Thanks

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, California Highway Patrol, California Youth Authority, and California Department of Corrections. 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. It will help you to choose the best retirement option for you and your beneficiary(ies).

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 CalPERS On-Line at **www.calpers.ca.gov** and selecting the Forms and Publications link.

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 50 or older, 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, you should obtain the CalPERS publication ***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 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 a complete application package is received from either you or someone on your behalf, such as your employer, CalPERS will review your file to see if the information is current and complete. After verification for completeness, CalPERS can normally make a determination within three months.

If you are considering applying for disability retirement, you should obtain 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 varies from about 5 to 9 percent of your earnings, depending on the plan type and whether you are covered by Social Security. 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 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, and is one of the factors used to calculate your future retirement benefits. Refer 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;
- Service with a public agency prior to the date of that agency's contract with CalPERS;

Health Vesting

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

- Certain types of leaves of absence, public service employment, military service; or
- Additional Retirement Service Credit (ARSC).

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 towards 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 for your classification. This guide explains the following State Safety retirement formulas:

2 percent @ 50 | 2 percent @ 55 | 2.5 percent @ 55 (State Safety) | 2.5 percent @ 55 (Peace Officers Firefighters) | 3 percent @ 50 | 3 percent @ 55

Limitations

The percentage of pay to which you are entitled is limited. Limits are as follows for each benefit formula:

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.*

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.

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.

* 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.

Understanding Your Retirement Formula
Starting on page 28, we have provided two charts for each of the State safety retirement formulas. The first chart shows the benefit factor increases for each quarter year of age from 50 to 55, as well as showing the required years of service to reach your maximum percentage allowed by law. The second chart shows the percentage of final compensation you will receive.

Final Compensation
Final compensation is your average full-time monthly **pay rate** and **special compensation** for the last consecutive 12 months of employment. 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. If you think there was another period of 12 **consecutive months** during which your final compensation was higher, let us know when you apply for retirement. We will use that time period to determine your final compensation.

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

The easiest way to determine your benefits is to use the CalPERS Retirement Planning Calculators on our Web site **www.calpers.ca.gov**. If you do not already have one, register for a User ID and Password to use the password protected online CalPERS Retirement Planning Calculator, or input all your data yourself by using your Annual Member Statement. These calculators allow you to utilize assumptions and projections to determine what your future retirement benefits may be. If you are within three years of your proposed retirement date, you may also request a CalPERS-generated retirement estimate. This can be done online or by using the ***Retirement Allowance Estimate Request*** form.

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

Special Compensation
In accordance with Board regulations, certain items of special compensation may be included in your final compensation. Contact your employer or CalPERS if you are unsure which items of special compensation can be included.

Your Options at Retirement

Unmodified Allowance
The Unmodified Allowance is the highest amount payable and provides a monthly benefit to you that ends upon your death.

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 monthly benefit for a beneficiary upon your death. This section gives you an overview of various options available to you at retirement.

Option 1
This retirement option provides a lump-sum payment of your remaining member contributions to your beneficiary after your death. The reduction to your monthly benefit to provide this payment is based on your life expectancy at retirement and the amount of your contributions. You may name one or more beneficiary(ies), and you may name a new beneficiary at any time. If you name someone other than your spouse or registered domestic partner as your Option 1 beneficiary(ies), upon your death your spouse or domestic partner may still be entitled to a community property share of any remaining contributions.

The following options, 2, 2W, 3, 3W, and 4, provide lifetime monthly benefits to your designated beneficiary. The reduction to your monthly benefit to provide a monthly allowance to your beneficiary is based on both your life expectancy at retirement and your beneficiary's - the younger your beneficiary; the greater the reduction. If you have someone eligible for Survivor Continuance, the reduction is applied only to the option portion of your allowance. (See page 10 for more about Survivor Continuance.) ***In most cases, you may name only one beneficiary, and your designation may not be changed after retirement except under limited circumstances.***

You may name someone other than your spouse or registered domestic partner for a lifetime death benefit allowance under options 2, 2W, 3, 3W or 4. However, your spouse or registered domestic partner may be entitled to a community property share of the beneficiary's monthly death benefit.

Option 2
The same retirement allowance you receive will be paid to your beneficiary for life. If Survivor Continuance applies (See Page 10), and your beneficiary is not your eligible survivor, the beneficiary's allowance will not include the Survivor Continuance portion. Your retirement allowance will increase to the Unmodified Allowance if:

- Your beneficiary dies; or
- Your non-spouse or non-domestic partner beneficiary waives entitlement to the Option 2 benefit; or

- Your beneficiary is your spouse or domestic partner legally recognized in California and upon a divorce, legal separation, termination of partnership, or annulment you provide CalPERS with a judgment that awards you the entire interest in your CalPERS benefits; **and**
- You notify CalPERS of the change.

Option 2W
As an alternative to the Option 2, you may elect the slightly higher allowance under Option 2W. However, your allowance will not increase to the Unmodified Allowance under the situations described in Option 2.

Option 3
In this option, one-half of your monthly retirement allowance will be paid to your beneficiary for life. If Survivor Continuance applies (See Page 10), and your beneficiary is not your eligible survivor, the beneficiary's allowance will not include the Survivor Continuance portion. Your retirement allowance will increase to the Unmodified Allowance if:
- Your beneficiary dies; or
- Your non-spouse or non-domestic partner beneficiary waives entitlement to the Option 3 benefit; or
- Your beneficiary is your spouse or domestic partner legally recognized in California and upon a divorce, legal separation, termination of partnership, or annulment you provide CalPERS with a judgment that awards you the entire interest in your CalPERS benefits; **and**
- You notify CalPERS of the change.

Option 3W
As an alternative to the Option 3, you may elect the slightly higher allowance under Option 3W. However, your allowance will not increase to the Unmodified Allowance under the situations described in Option 3.

Option 4
Option 4 is a somewhat flexible option. There are several unique variations of Option 4, each specifically designed to mesh with various situations that might apply to you. If you are interested in choosing a lifetime option, you should familiarize yourself with these options by obtaining the CalPERS publication ***A Guide to CalPERS Retirement Option 4***. The amount payable to your beneficiary under Option 4 cannot exceed the amount payable under Option 2W. In addition with any variation of Option 4, your allowance will not increase to the Unmodified Allowance under the situations described in Option 2 or 3.

Survivor Continuance 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 Web site and use the online Retirement Planning Tools or obtain the ***Retirement Allowance Estimate Request*** form from the Forms and Publications center. You can also log into 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.

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 children under age 18, who have never been married, will receive this monthly benefit until marriage or age 18. A child who was disabled prior to age 18, never married, 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.

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) are 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 less 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 CalPERS On-Line. (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 children who have never been married, 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 19 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) are 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 children under age 18 who have never been married.

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 19 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) are 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 less 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 children or eligible 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 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 children who have never been married 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 children under age 18 who have never been married.

If you are not survived by either an eligible spouse or registered domestic partner, but you are survived by minor children who have never been married, the 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 19 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) are 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 children or eligible 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 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 children who have never been married 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 children under age 18 who have never been married. 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 the next page 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 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 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
A child who has never been married, or a stepchild who has never been married, (if the child was living with the member in a parent-child relationship) is eligible for benefits while under age 22. A child who has never been married, who is incapacitated because of a disability that began before attaining age 22, may be entitled to the benefit until the disability ends. If a child is in the care of a guardian or is living alone, the child's portion of the benefit is payable to the guardian or to the 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 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 children; or three eligible children only (split among them) $1,800*
- A spouse or registered domestic partner who has care of one eligible child; or two eligible children only (split between them) $1,500*
- One eligible 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 or registered domestic partner's care.

HEALTH PLAN INFORMATION FOR MEMBERS WHO ARE RETIRING OR RETIRED

How Retirement Affects Your Health Benefits

If you are nearing retirement, you should read this section to gain an understanding of how retirement will affect your health benefits. Any questions can be directed to your Health Benefits Officer or Personnel Office.

If, upon retirement, you are enrolled in a CalPERS "Basic" health plan and you are eligible for Part A and Part B of Medicare, State law does not allow you to remain enrolled in your "Basic" plan. You must switch to in a Supplement to Medicare or Managed Medicare health plan. Contact CalPERS immediately after receiving your Medicare card to coordinate the effective date of your Medicare coverage.

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

Your Separation Date and Your Retirement Date

As retirement approaches, you should check your calendar to determine the best way to maintain your health coverage. Two dates are particularly important: your separation date 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 need to cancel your coverage by submitting a ***Health Benefits Plan Enrollment*** form (HBD-12) through your employer.

- If your separation date and your retirement date are between 30 and 120 days of each other, your coverage will not automatically continue. You may re-enroll by either writing to the CalPERS Employer and Member Health Services 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 (HBD-21) 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 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. 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 for exempt State employees. Contact CalPERS at **888 CalPERS** (or **888**-225-7377) if you have questions about your eligibility.

- If you are retiring within 90 days of your own or your spouse's 65th birthday, contact the Social Security Administration (SSA) at (800) 772-1213 or TTY (800) 325-0778 about signing up for Medicare. In addition to signing up for Medicare, you will have to change from a Basic health plan to a plan that combines your Medicare benefits with your CalPERS-sponsored health benefits. CalPERS Medicare health plan members who have prescription drug coverage that is good or better than Medicare Part D prescription coverage do not need to enroll in an external Medicare Part D plan. If you do enroll in a non-CalPERS Medicare part D plan, you will lose your CalPERS health coverage.

- 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).

If your effective date of retirement…
is more than 120 days after separation from employment, you are not eligible to be enrolled in a CalPERS health plan at retirement or at any future date.

Medicare Health Plans
If at retirement you are enrolled in a CalPERS health plan and you are eligible for Social Security Medicare benefits, State law prohibits your continued enrollment in the Basic plan. However, you can continue your CalPERS health care by enrolling in a CalPERS Medicare health plan. Contact CalPERS immediately after receiving your federal Medicare card to determine your eligibility and to coordinate the effective date of your Medicare coverage.

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, as indicated below.

If you prefer, you can correspond with us in writing. Please include your (or the member's) name, Social Security number, a copy of your Medicare card, and daytime phone number with area code. Be sure to include the following information when you request changes:

Changing Your Address
Include both the old and new address.

Adding or Deleting a Dependent
Include the dependent's name, Social Security number, birth date, a copy of the Medicare card, relationship to member, and reason you are adding or deleting the dependent.

Adding a Spouse Due to Marriage
Include a copy of the *Marriage Certificate* and your spouse's Social Security number with your request.

Deleting a Spouse Due to Divorce
Include a complete signed copy of the *Divorce Decree* with your request.

Adding a Domestic Partner
Submit a copy of the *Declaration of Domestic Partnership*, that has been approved by the California Secretary of State's Office.

Deleting a Domestic Partner
Submit a complete signed copy of the *Termination of Domestic Partnership* that you submitted to the California Secretary of State's Office.

Adding an Economically Dependent Child
Complete an ***Affidavit of Eligibility*** form.

Applying for a CalPERS-Sponsored Medicare Plan
Upon your retirement and three months before you turn 65, CalPERS will send you this form. Submit a ***Certification of Medicare Status*** form to validate Medicare eligibility, ineligibility, or deferment.

Making Direct Payment for Health Premiums to Cover Delays
If you do not apply for retirement 90 days before you intend to retire, or 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 the payments are made by CalPERS.

PEMHCA
Public Employees' Medical and Hospital Care Act.

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. The longer you worked in "covered" service, the more the State contributes.

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 employed 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 service
You are fully vested and qualify for 100 percent of the State's contribution toward your health premium.

Less than 10 years of service
You are eligible for health coverage; however, the State's contribution will be prorated based on credited State service at the time of retirement. You will be responsible for the additional cost.

First hired on or after January 1, 1985
If you are an employee of the Judicial Branch, you are subject to the 10 years' vesting requirement.

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

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

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).

Other Benefits

Dental Benefits

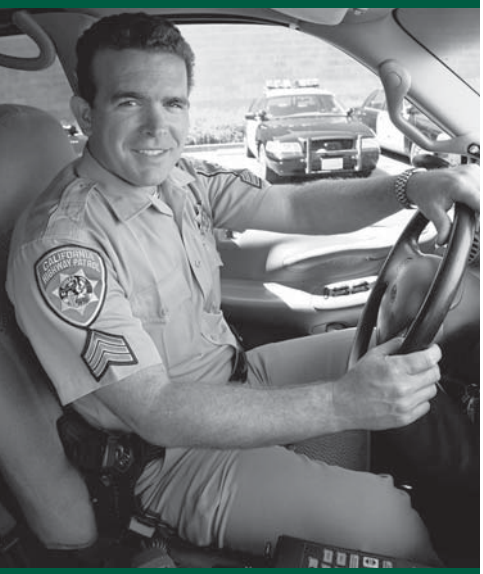
State employees who retire within 120 days of separation from employment and are receiving a retirement allowance from CalPERS are eligible for dental benefits.

Continuation of your dental coverage into retirement is not automatic. Your Personnel Office must complete a new ***Dental Plan Enrollment Authorization*** form. Your Personnel Office should send this form to CalPERS at least 30 days prior to your retirement.

If you do not enroll 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.

Vision Plan

On April 1, 2007 the State began offering a Retiree Vision Program. You may contact Department of Personnel Administration (DPA) for further information.



ADDITIONAL BENEFITS TO CONSIDER

Reciprocity — Other California Public Retirement Systems

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.

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, you should obtain the CalPERS publication ***A Guide to CalPERS When You Change Retirement Systems.***

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

Cost-of-Living Adjustment (COLA)

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 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 (PPPA)

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.

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 .004= 0.480) of a year's service credit. If the leave amount is certified on your retirement application, the service credit is added to the first retirement check. If not, an adjustment is calculated after your retirement date and paid retroactively, once your employer certifies the unused leave.

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

If you first became a member of CalPERS on or after July 1, 1996 IRC section 401(a)(17) places limitations on the amount of member contributions you can pay into a tax-qualified retirement plan such as CalPERS. For calendar year 2007, member contributions cannot be paid on earnings more than $230,000. This dollar amount is set every year by the Internal Revenue Service. This section does not limit or "cap" 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 identifying and monitoring when your salary reaches or exceeds this annual limit.

At retirement, the highest average salary (final compensation amount) used to calculate your benefit cannot exceed the section 401(a)(17) salary limit.

Example: If you became a member of CalPERS in August 1996 and earn $300,000 in 2007, you will pay contributions on $225,000 of your salary and, if you retired in 2007, your retirement benefit calculation would use $225,000 as your highest final compensation.

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

IRC section 415(b) places a dollar limit on the annual benefit you can receive from a tax-qualified pension plan such as CalPERS. Under section 415(b), the maximum annual retirement benefit payable if you retire at your Social Security "normal retirement age" is $185,000 for calendar year 2008. This dollar limit is set every year by the Internal Revenue Service. Determination of whether your retirement benefit will be subject to this limit can only be made at retirement.

If you first became a CalPERS member on or before December 31, 1989 and if at retirement, your benefit must be limited under section 415 (b), you will be enrolled in a replacement benefit plan and paid a monthly amount that will, to the extent possible, make up the amount your CalPERS benefit is limited.

Understanding Your Retirement Formula

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 that applies to your classification. This guide explains the following State Safety retirement formulas:

2 percent @ 50 | 2 percent @ 55 | 2.5 percent @ 55 State Safety | 2.5 percent @ 55 Peace Officers Firefighters | 3 percent @ 50 | 3 percent @ 55

You can 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. You should contact CalPERS for more information.

Starting on the following page, we have provided two charts for each of the State Safety retirement formulas. The first chart shows the benefit factor increases for each quarter year of age from 50 to 55, as well as showing the required years of service to reach your maximum percentage allowed by law. The second chart shows the percentage of final compensation you will receive.

2 percent @ 50

BENEFIT FACTORS

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

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

BENEFIT FACTORS

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

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

2.5 percent @ 55
State Safety

BENEFIT FACTORS

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

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

2.5 percent @ 55
Peace Officers
Firefighters

BENEFIT FACTORS

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

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

3 percent @ 50

BENEFIT FACTORS

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

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

BENEFIT FACTORS

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

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

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San Bernardino, CA 92408

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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
1340 Treat Blvd., Suite 200
Walnut Creek, CA 94597

GLOSSARY

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

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.

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.)

COBRA
The Consolidated Omnibus Budget Reconciliation Act is federal legislation that allows you or a family member to continue your health plan enrollment when coverage is lost. A loss of coverage could include separation from employment, marriage of a dependent, a dependent reaching age 23, or divorce or legal separation.

Dependent
Those family members who meet the specific eligibility criteria for coverage in the CalPERS Health Program.

Domestic Partner
Effective January 1, 2005, registered domestic partners legally recognized by California law will be qualified for benefits and rights that apply to a spouse, as permitted by Assembly Bill 205 (Statutes 2003, Chapter 421).

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.

Final Compensation
Your average full-time monthly **pay rate** and **special compensation** for the last consecutive 12 months of employment. We use your full-time pay rate, not your earnings, so if you work part-time, we would use your full-time equivalent pay rate to determine your final compensation. If you think there was another period of 12 **consecutive months** during which your **final compensation** was higher, let us know when you apply for retirement. We will use that time period to determine your final compensation.

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. Also describes CalPERS retirees, survivors, beneficiary(ies), or anyone receiving a benefit.

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.

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 (i.e. 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.

Supplement to Original Medicare Plan
For CalPERS members in Social Security and over age 65, Medicare becomes the primary payer of claims and the supplemental CalPERS health plan covers any costs not paid by Medicare if you have CalPERS health benefits coverage in retirement (Covered under PEMHCA).

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

INFORMATION PRACTICES STATEMENT

The Information Practices Act of 1977 and the Federal Privacy Act require the California Public Employees' Retirement System to provide the following information to individuals who are asked to supply information. The information requested is collected pursuant to the Government Code (Sections 20000, et seq.) and will be used for administration of the CalPERS Board's duties under the California Public Employees' 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 supply the information may result in the System being unable to perform its function regarding your status and eligibility for benefits. Portions of this information may be transferred to State and public agency employers, State Attorney General, Office of the State Controller, Teale Data Center, Franchise Tax Board, Internal Revenue Service, Workers' Compensation Appeals Board, State Compensation Insurance Fund, County District Attorneys, Social Security Administration, beneficiaries of deceased members, physicians, insurance carriers, and various vendors who prepare the microfiche or microfilm for CalPERS. Disclosure to the aforementioned entities is done in strict accordance with current statutes regarding confidentiality.

You have the right to review your membership file maintained by the System. For questions concerning your rights under the Information Practices Act of 1977, please contact the Information Coordinator, CalPERS, 400 Q Street, P.O. Box 942702, Sacramento, CA 94229-2702.

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.

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California Department of Corrections

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Richard Moreno, page 12
Christopher Caro, page 17

Department of Forestry and Fire Protection

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Richard L. Jauch, page 7
Stephen Reeder, page 9
Sarah Gibson, page 15
John Kirkpatrick, page 23
Andrew Cheney, page 41
Chris Schwegler, back cover, right photo

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Craig Harmon, page 44

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Debra Charlberg, page 5
Tom Menley, page 42

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