



RETIREMENT PLANS

Two-Tiered System – 401(a), non-ERISA

| | Tier I Traditional & Portable Plan Members First Employed Prior to Jan. 1, 2011 | Tier II Traditional & Portable Plan Members First Employed On or After Jan. 1, 2011 | Tier I & Tier II Self-Managed Plan |
|---|---|---|--|
| Employee Contributions | 8% of pensionable earnings | 8% of pensionable earnings | 8% of earnings |
| Minimum Vesting | 5 years of service | 10 years of service | 5 years of service |
| Retirement Age Requirements | Age 62, with at least 5 years of service Age 55, with at least 8 years of service (age reduction of 0.5% for each month under age 60 at retirement may apply) At any age, with at least 30 years of service | Age 67, with at least 10 years of service Age 62, with reduction for age, with at least 10 years of service (age reduction of 0.5% for each month under age 67 at retirement will apply) | Age 62, with at least 5 years of service Age 55, with at least 8 years of service At any age, with at least 30 years of service Age reduction is not applicable to SMP. |
| Retirement Benefits | Greater of the benefits computed under SURS General Formula, Minimum Annuity calculation and Money Purchase calculation. (The Money Purchase calculation is not available to members who certified on or after 7/1/2005.) | Greater of the benefits computed under SURS General Formula and Minimum Annuity calculation. | Member bears the investment choice risk. At retirement, vested account balance is used to purchase an annuity contract or to pay a lump-sum benefit. |
| Pensionable Earnings/ Contribution Limits | IRS limits apply for members hired after July 1, 1996. FY2017 earnings limit is \$265,000. FY2018 earnings limit is \$270,000. | Limited to a maximum earnings of \$111,571.63 for FY2017 and \$112,408.42 for FY2018. Increases annually thereafter by the lesser of 3% or 1/2 of the Consumer Price Index change for the preceding year. | IRS limits apply. FY2017 earnings limit is \$265,000. FY2018 earnings limit is \$270,000. Calendar year 2017 contribution limit is \$54,000 |
| Final Average Earnings (FAE) | Average earnings during 4 highest consecutive academic years or the average of the last 48 months prior to termination (if applicable). | Average earnings during the 8 highest consecutive academic years of the last 10 or average earnings of the highest 96 consecutive months during the last 120 months of service. | Not applicable |
| FAE Limits | Limited to 20% year-over-year increases in earnings for years in the FAE period. | Limited to 20% year-over-year increases in earnings for years in the FAE period. | Not applicable |
| Retirement Benefit AAI (Automatic Annual Increase) | 3%, compounded annually. | Calculated using the lesser of 3% or 1/2 of the change in the Consumer Price Index. The increase is not compounded. | Not available |
| Survivor Benefits | An eligible survivor receives a minimum of 50% of a Traditional Plan member's earned retirement annuity. Portable Plan member benefits may be reduced to provide survivor benefits. | An eligible survivor receives a minimum of 66 2/3% of a Traditional Plan member's earned retirement annuity. Portable Plan member benefits may be reduced to provide survivor benefits. | Survivor benefits are not built into this plan. Optional benefits are available through provider. |
| Survivor AAI | 3%, compounded annually. | Calculated using the lesser of 3% or 1/2 of the change in the Consumer Price Index. The increase is not compounded. | Not available |

Important - Police/Firefighters may qualify for special contribution rates, eligibility requirements and retirement calculations. For Police/Fire benefit information, see SURS Member Guides.