

BENEFITS FOR NEW MEMBERS

Safety Tier 4 and Miscellaneous Tier 5

Effective January 1, 2013



SACRAMENTO COUNTY
EMPLOYEES' RETIREMENT SYSTEM



ABOUT SCERS

Congratulations! As an employee of Sacramento County or one of the participating employers listed below, you are now a member of the Sacramento County Employees' Retirement System (SCERS). As a SCERS member you will be eligible for a **monthly lifetime retirement allowance**.

SCERS administers retirement plan benefits for the employees of:

- Sacramento County
- Sacramento Superior Court
- Sacramento Employment and Training Agency
- Sunrise Park and Recreation District
- Carmichael Park and Recreation District
- Orangevale Park and Recreation District
- Mission Oaks Park and Recreation District
- Elk Grove Cemetery District
- Fair Oaks Cemetery District
- Galt Arno Cemetery District

Retirement benefits in all plans are determined by your age at retirement, length of service and average final compensation.

SCERS is a separate entity from your employer and operates pursuant to the County Employees' Retirement Law of 1937. SCERS is governed by a Board of Retirement comprised of members elected by active employees and retirees and appointed by the Board of Supervisors.



MEMBERSHIP

Membership in SCERS is mandatory for permanent employees, except a member may waive membership if age 60 or over at the time of permanent employment.

SCERS has two categories for new members:

- Miscellaneous Tier 5 (General Membership)
- Safety Tier 4 (Sworn Law Enforcement and Fire Suppression)

Please note, however, you may qualify for membership in another category if you are:

- A previous member with funds left on deposit;
- A previous member who withdrew contributions when employment terminated and who re-deposits all contributions and interest concurrent with re-employment; or
- An individual who moves between public retirement systems and establishes reciprocity (see the section on Reciprocity).



RECIPROCITY

Reciprocity refers to a legal relationship between SCERS and other California public retirement systems intended to encourage careers in public service and to connect retirement benefits earned by employees under two or more systems.

Reciprocal retirement systems include:

- County retirement systems governed by the County Employees Retirement Law of 1937 (1937 Act)
- California Public Employees' Retirement System (CalPERS)
- California State Teachers' Retirement System (CalSTRS)
- Judges Retirement System (JRS)
- Public retirement systems that have full reciprocity agreements with CalPERS

Reciprocity provisions apply to any member entering SCERS from a reciprocal system as long as the member meets all of the following conditions:

- SCERS date of membership is within 180 days following the termination of employment with the reciprocal system.
- Member left plan contributions on deposit in the reciprocal system. Member's service in the reciprocal system does not overlap with entry into SCERS. Service is considered overlapping even when a member terminates service in conjunction with any type of absence, such as, leave of absence, vacation time or sick time.

Effective January 1, 2013, an individual who moves between public retirement systems within the 180 days and establishes reciprocity will be entitled to membership in:

- Miscellaneous Tier 4 or Safety Tier 3 – County of Sacramento
- Miscellaneous Tier 3 – All other participating employers

These membership categories have different formulas, pensionable compensation, and eligibility requirements. Members are encouraged to inquire about whether they qualify as soon as possible.



SERVICE CREDITS

- Members earn service credit and make contributions for each hour of pay.
- One hour of pay equals one service credit.



CONTRIBUTIONS

All SCERS members are required to contribute to SCERS.

- Contribution rates for employees and employers are based upon actuarial valuations of the retirement system and are adjusted periodically upon the recommendation of the Board of Retirement.
- These rates are applied to your pensionable compensation and may differ among members by retirement category and collective bargaining agreements.
- Pensionable compensation is tied to the base pay for the member's job classification and does not include the differentials, allowances or incentives that may be paid to persons in the given job classification. There is an annual cap on pensionable compensation, which is adjusted each year.
- Employee contributions are deducted through payroll on a pre-tax basis.
- Members may not borrow money from their SCERS retirement account.



PURCHASING SERVICE CREDITS

There are five types of service that can be purchased as additional service credit that count toward a retirement benefit from SCERS.

- **Pre-membership:** Temporary or on-call service employment with Sacramento County or a participating employer prior to membership or between two periods of permanent employment.
- **Medical Leave of Absence:** A leave of absence due to illness, in which no or partial contributions are withheld (includes periods of State Disability Insurance integration).
- **Family Medical Leave Act (FMLA):** An unpaid absence approved under the guidelines of FMLA.
- **Re-deposit:** A SCERS member who previously terminated and withdrew contributions may re-deposit the withdrawn contributions plus interest at any time prior to retirement. To re-enter a prior tier, the re-deposit must be concurrent with re-employment.
- **Public Service Credit:** Service in another public agency for which the member is not eligible to receive a pension or retirement allowance.

Each type of purchase has conditions that must be met. If you believe you are entitled to purchase service credits, or have additional questions, please contact SCERS for assistance.



BENEFITS

TYPES OF RETIREMENT

Service Retirement

Applies to both Miscellaneous Tier 5 and Safety Tier 4 members:

- Requires five years of service to retire
- Three year period for final compensation
- Compensation capped towards retirement benefits at \$113,700 for employees who contribute to Social Security

Additional requirements and information for each specific membership category is listed below:

Miscellaneous Tier 5

- Minimum retirement age is 52
- Provides a maximum retirement allowance of 2.5% of final average salary per year of service at age 67 and thereafter

Safety Tier 4

- Minimum retirement age is 50
- Provides a maximum retirement allowance of 2.7% of final average salary per year of service at age 57 and thereafter

Disability Retirement

The following types of disability retirement benefits are available:

- Non-service connected disability
- Service connected disability

For additional information regarding eligibility and filing requirements, please contact SCERS.



FINAL COMPENSATION

Final Compensation is a key factor in establishing a member's monthly retirement allowance. It is an average of the member's highest monthly pensionable compensation during any consecutive three year period.

RETIREMENT FORMULAS

A service retirement benefit is calculated by the percentage of the member's final compensation set forth opposite the member's age at retirement in the following tables, multiplied by the number of years of service in the system.

Miscellaneous Tier 5

Age at Retirement	Fraction	Age at Retirement	Fraction
52	1.000%	59 3/4	1.775%
52 1/4	1.025	60	1.800
52 1/2	1.050	60 1/4	1.825
52 3/4	1.075	60 1/2	1.850
53	1.100	60 3/4	1.875
53 1/4	1.125	61	1.900
53 1/2	1.150	61 1/4	1.925
53 3/4	1.175	61 1/2	1.950
54	1.200	61 3/4	1.975
54 1/4	1.225	62	2.000
54 1/2	1.250	62 1/4	2.025
54 3/4	1.275	62 1/2	2.050
55	1.300	62 3/4	2.075
55 1/4	1.325	63	2.100
55 1/2	1.350	63 1/4	2.125
55 3/4	1.375	63 1/2	2.150
56	1.400	63 3/4	2.175
56 1/4	1.425	64	2.200
56 1/2	1.450	64 1/4	2.225
56 3/4	1.475	64 1/2	2.250
57	1.500	64 3/4	2.275
57 1/4	1.525	65	2.300
57 1/2	1.550	65 1/4	2.325
57 3/4	1.575	65 1/2	2.350
58	1.600	65 3/4	2.375
58 1/4	1.625	66	2.400
58 1/2	1.650	66 1/4	2.425
58 3/4	1.675	66 1/2	2.450
59	1.700	66 3/4	2.475
59 1/4	1.725	67 and over	2.500%
59 1/2	1.750%		

Example:

Betty is 52 and has 10 years of Miscellaneous Tier 5 service at the time of her retirement. If her monthly final compensation is \$5,000, then her estimated monthly service retirement benefit is calculated as follows:

$$1.000\% \times 10 \text{ years} \times \$5,000 = \$500$$

Safety Tier 4

Age at Retirement	Fraction	Age at Retirement	Fraction
50	2.000%	53 3/4	2.375%
50 1/4	2.025	54	2.400
50 1/2	2.050	54 1/4	2.425
50 3/4	2.075	54 1/2	2.450
51	2.100	54 3/4	2.475
51 1/4	2.125	55	2.500
51 1/2	2.150	55 1/4	2.525
51 3/4	2.175	55 1/2	2.550
52	2.200	55 3/4	2.575
52 1/4	2.225	56	2.600
52 1/2	2.250	56 1/4	2.625
52 3/4	2.275	56 1/2	2.650
53	2.300	56 3/4	2.675
53 1/4	2.325	57 and over	2.700%
53 1/2	2.350%		

Example:

Derek is 50 and has 10 years of Safety Tier 4 service at the time of his retirement. If his monthly final compensation is \$6,000, then his estimated monthly service retirement benefit is calculated as follows:

$$2.000\% \times 10 \text{ years} \times \$6,000 = \$1,200$$

For all retirement formulas, members integrated with Social Security, retirement benefits will be subject to a Social Security reduction factor.

Members can utilize the retirement benefit calculator on the SCERS website to quickly develop retirement benefit estimates.

ADDITIONAL INFORMATION

Visit the SCERS website (www.scers.org) for additional information on:

- Beneficiaries/Survivors Benefits
- Death Before Retirement
- Death After Retirement
- Beneficiary Designation
- Dissolution of Marriage

DISCLAIMER

The statements in this Pamphlet are general and have made them as simple as possible while still being accurate. The Retirement Law is sometimes very complex, but when a conflict arises, any decision will be based on the Law and not on this Pamphlet

CONTACT SCERS

Members with questions about benefits should visit the SCERS web site www.scers.org or contact the SCERS office:

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Employees' Retirement System**

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