

Sonoma County Employees' Retirement Association 433 Aviation Boulevard, Suite 100, Santa Rosa, CA 95403 Tel: (707) 565-8100 / Fax: (707) 565-8102 / www.scretire.org

5 years

- Initiate any service credit purchase contracts so that you have time to pay them off.
- Attend the Planning to Retire seminar. Check out our Retirement Planning Seminars by logging into your MYSCERA.org account.

2 years

- Gather or order all of the documents you will need for retirement:
 - Photocopy of your birth certificate or front page of your passport (An expired passport is acceptable.)
 - Photocopy of birth certificate or passport of your spouse/domestic partner.
 - Photocopy of registered marriage certificate or state domestic partnership.
 - Photocopy of your Social Security card and for your beneficiary(ies).
- **Update** your beneficiary information whenever necessary.

1 year

- Initiate or try to complete any remaining service credit purchase contracts.
- **Contact** reciprocal retirement system(s) if you have reciprocity.
- **Submit** divorce documentation if applicable.
- Narrow down your prospective retirement date.
- Update your beneficiary information, if necessary.
- **Request an audit** by contacting SCERA if an audit has not already been performed.

60 days

- **Submit** application and supporting documents for Service Retirement: Your *Application for Service Retirement* can be submitted no earlier than 60 days of your retirement date.
- **Contact** reciprocal retirement system(s) if you have reciprocity and complete their retirement application process. You must retire from all reciprocal retirement systems on the **same date**.

SCERA Plan A Age Factors

General Members

3% @ 60

-		-		-		-		•	
Age	Factor								
50.00	2.000%	52.00	2.200%	54.00	2.400%	56.00	2.600%	58.00	2.800%
50.25	2.025%	52.25	2.225%	54.25	2.425%	56.25	2.625%	58.25	2.825%
50.50	2.050%	52.50	2.250%	54.50	2.450%	56.50	2.650%	58.50	2.850%
50.75	2.075%	52.75	2.275%	54.75	2.475%	56.75	2.675%	58.75	2.875%
51.00	2.100%	53.00	2.300%	55.00	2.500%	57.00	2.700%	59.00	2.900%
51.25	2.125%	53.25	2.325%	55.25	2.525%	57.25	2.725%	59.25	2.925%
51.50	2.150%	53.50	2.350%	55.50	2.550%	57.50	2.750%	59.50	2.950%
51.75	2.175%	53.75	2.375%	55.75	2.575%	57.75	2.775%	59.75	2.975%
								60.00	3.000%
								60 +	3.000%

Safety Members

_	3%@50							
	Age	Factor	Age	Factor	Age	Factor	Age	Factor
	47.00	2.603%	48.00	2.726%	49.00	2.857%	50.00	3.000%
	47.25	2.634%	48.25	2.758%	49.25	2.892%	50+	3.000%
	47.50	2.665%	48.50	2.791%	49.50	2.928%		
	47.75	2.695%	48.75	2.824%	49.75	2.964%		

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SCERA Plan B Age Factors

2.5% @ 67								
Age	Factor	Age	Factor	Age	Factor	Age	Factor	
52.00	1.000%	56.00	1.400%	60.00	1.800%	64.00	2.200%	
52.25	1.025%	56.25	1.425%	60.25	1.825%	64.25	2.225%	
52.50	1.050%	56.50	1.450%	60.50	1.850%	64.50	2.250%	
52.75	1.075%	56.75	1.475%	60.75	1.875%	64.75	2.275%	
53.00	1.100%	57.00	1.500%	61.00	1.900%	65.00	2.300%	
53.25	1.125%	57.25	1.525%	61.25	1.925%	65.25	2.325%	
53.50	1.150%	57.50	1.550%	61.50	1.950%	65.50	2.350%	
53.75	1.175%	57.75	1.575%	61.75	1.975%	65.75	2.375%	
54.00	1.200%	58.00	1.600%	62.00	2.000%	66.00	2.400%	
54.25	1.225%	58.25	1.625%	62.25	2.025%	66.25	2.425%	
54.50	1.250%	58.50	1.650%	62.50	2.050%	66.50	2.450%	
54.75	1.275%	58.75	1.675%	62.75	2.075%	66.75	2.475%	
55.00	1.300%	59.00	1.700%	63.00	2.100%	67.00	2.500%	
55.25	1.325%	59.25	1.725%	63.25	2.125%	67+	2.500%	
55.50	1.350%	59.50	1.750%	63.50	2.150%			
55.75	1.375%	59.75	1.775%	63.75	2.175%			

General Members

Safety Members

2.7% @ 57								
Age	Factor	Age	Factor	Age	Factor	Age	Factor	
50.00	2.000%	52.00	2.200%	54.00	2.400%	56.00	2.600%	
50.25	2.025%	52.25	2.225%	54.25	2.425%	56.25	2.625%	
50.50	2.050%	52.50	2.250%	54.50	2.450%	56.50	2.650%	
50.75	2.075%	52.75	2.275%	54.75	2.475%	56.75	2.675%	
51.00	2.100%	53.00	2.300%	55.00	2.500%	57.00	2.700%	
51.25	2.125%	53.25	2.325%	55.25	2.525%	57+	2.700%	
51.50	2.150%	53.50	2.350%	55.50	2.550%			
51.75	2.175%	53.75	2.375%	55.75	2.575%			

S:\BENEFITS\Presentations\Handouts\Plan B Age Factors.xls



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At the time you retire, you will make an irrevocable election of one of the following benefit payment options. The various options determine the amount of your benefit during your lifetime and whether any benefits will be payable to your beneficiary upon your death. You may not change your option choice after retirement, even if your life situation changes.

Option Member Benefit		Eligible Beneficiary	Survivor Benefit ¹	Beneficiary Changes Allowed?
		Eligible spouse or state registered domestic partner ²	60% continuance of member's benefit for life	No
Unmodified	Highest benefit available	Minor child(ren) ³	60% continuance of member's benefit until child reaches majority	No
		Any named beneficiary(ies)	Lump-sum payout of remaining contributions and interest, if any contributions remain	Yes
Option 1 Reduced benefit		Any named beneficiary(ies)	Lump-sum payout of remaining contributions and interest, if any contributions remain	Yes
Option 2 Most reduced benefit		Any named beneficiary ⁴	100% continuance of the member's reduced benefit for lifetime of beneficiary	No
Option 3 Reduced benefit		Any named beneficiary	50% continuance of the member's reduced benefit for lifetime of beneficiary	No
Option 4	Reduced benefit	Any named beneficiary(ies)	May designate a specific percentage of lifetime continuance to be paid to each of your beneficiary(ies). Costs associated with calculating the benefit will be borne by the member.	No

¹A continuance terminates upon the death of the eligible surviving spouse, state registered domestic partner, or named beneficiary. Surviving minor children are eligible for a continuance only when there is no surviving spouse or state registered domestic partner, and continue until the child is no longer eligible. Lump sum payments are only in the amount of the member's remaining contributions and interest at the time of the member's death.

²Married or state registered domestic partners for at least one year prior to your retirement date.

³Under the age of 18, or under the age of 22 if unmarried and in school full time.

⁴The Internal Revenue Code (IRC) limits the percent of continuance that can be paid to a non-spouse beneficiary under Option 2. The percent allowed depends on your age at retirement, and the adjusted age difference between you and your beneficiary. The difference between the IRC limit and 100% is converted to a present value lump sum at the time of your death and is paid in a lump sum to your sole beneficiary.



Agenda

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- Eligibility to Retire
- Calculating your Benefit
- Sick leave conversion
- Purchasing service credit
- Limit to your benefit (cap)
- Benefit Payment Options
- Estimates
- Application process
- Reciprocity
- Your 1st pension check
- Returning to work?

Understanding Your Plan

•SCERA is a defined benefit pension plan under County Employees Retirement Law of 1937.

- •Over \$3 billion in assets from:
 - Investment earnings.
 - Employee and employer contributions.
- •Assets held in trust for members and beneficiaries.
- •There are General and Safety plans, and Plan A and Plan B.

•Your benefit is paid every month for the rest of your life!



Plan A Eligibility to Retire

All Plan A Members:

- Age 50 & 10 years of service
- Age 70 regardless of service

General members:

• 30 years of service at any age

Safety members:

• 20 years of service at any age



Plan B Eligibility to Retire

All Plan B Members: • Age 70 regardless of service

General members:

• Age 52 & 5 years of service

Safety members:Age 50 & 5 years of service



Calculating Your Benefit

- Formula based on your retirement plan (example: 3% at 60 or 2.5% at 67)
- Multiply $1 \times 2 \times 3 =$ Benefit
 - 1 Age (%)
 - Highest average salary
 - Service credit



- •Your benefit is calculated using a % based on your age at retirement, and your plan membership.
- •The % increases every quarter year of age until it reaches the maximum.





Safety Members

Plan A:

• At age 50, age factor is maxed at 3%

Plan B:

 Age factors begin at 2% (age 50), max at 2.7% (age 57)





- Plan A Highest consecutive one year salary
- Plan B Highest consecutive three year salary
- One year = 2087 hours
- From any period in your career
- Compensation earnable includes:
 - Cash allowance (county employees only)
 - Most premium pays
- Compensation earnable does not include:
 - Overtime pay
 - Standby, call back pay (after 1/1/2013)





Service credit is earned each pay period of employment during membership, to a max of 80 hours per pay period.

- •2087 hours = one year
- Includes completed service purchases
- Does not include:
 - •Leave without pay
 - Overtime hours

Plan A Sample Benefit Calculation

General Member

Factor for age 56 (2.6%)		0.026
Highest average salary	X	\$5,050
Years of service	X	20
Monthly retirement benefit		\$2,565

Sick Leave Conversion at Retirement

Accrued sick leave hours are added at the time you retire.

Does not change your retirement date or age. All hours are added to your service credit total.

*This does NOT apply if you retire from a deferred status or have reached 100% of your max retirement benefit.

Sick leave conversion example

Factor for age 56 (2.6%	0.026	
Highest average salary	Х	\$5,050
Years of service	Х	20
Monthly retirement bene	\$2,565	

\frown	
(\$32 more)	
a month	

Factor for age 56 (2.6%)		0.026
Highest average salary	Х	\$5,050
Years of service	Х	20.2489
(w/ 3 months of sick leave)		
Monthly retirement benefit		\$2,597

Can 1 increase my benefit?

Increase Your Benefit By...

- Getting older
- Earning a higher salary
- Working longer

What about other service





- Service prior to membership
- Medical leave without pay Related to YOUR illness or injury
- Adds to your benefit
- Counts toward retirement eligibility
- Purchase any or all service



Public Service:

- Time worked for another public agency in California, or federal agency (including military)
- Adds to your benefit

Public Service

- Does not count toward eligibility (vesting or retirement)
- Costs more because you pay the employer share
- You cannot purchase this time if you will receive a benefit from the other agency.

Service Purchase Payments

- Must be completed prior to retirement
- Interest applied to purchase cost every 6 months
- Buy early, pay less!



- Rollover from qualified plan
 (After-tax rollovers are not allowed i.e. Roth IRA)
- Personal check
- Payroll deductions
- Combination

There's a Limit to Your Benefit...

• Benefit capped at 100% of Highest Average Monthly Salary

3% x 35 years of service = 105%. Capped at 100%

Plan B members:

 Salary is capped at PEPRA's limit each year (based on the Consumer Price Index).
 *For the current year limit visit scretire.org





Benefit payment options

- Unmodified
- Option 1
- Option 2
 *Possible IRS limitation
- Option 3
- Option 4

Unmodified Allowance

Highest allowance possible for life.

- Eligible spouse or state registered domestic partner receives 60% of your benefit amount for life.
- If no eligible spouse/partner, minor child receives 60% of what you were receiving until age 18 (or 22 if full-time student) and unmarried.
 - If no spouse/partner or minor child, beneficiary receives lump sum of remaining balance of your contributions (no continuance).

Is my spouse/partner eligible? Your spouse/partner is eligible for the Unmodified continuance if you have been married/partnered for at least one year prior to retirement and at the time of the member's death.

What if my spouse/partner dies before me? No one, other than eligible children, are entitled to receive the 60% continuance.

Option 1: Contribution Refund



Slightly reduced monthly allowance compared to Unmodified.



 Beneficiary receives lump sum of remaining balance of your contributions, if any.

• There is no continuance.

Option 2: 100% Continuance

For you:

You may reduce your benefit to provide the same amount to your beneficiary.

For them:

One beneficiary receives 100% of the amount you were receiving for life. If your beneficiary pre-deceases you, you remain at a reduced benefit and cannot name another beneficiary.

• There is no lump sum.

Your benefit reduction is age-based and may be sharply reduced if your beneficiary is much younger than you are.



- IRS limits the percent of continuance that can be paid to a non-spouse/partner beneficiary.
- Some of the benefit may be paid in a lumpsum.

Option 3: 50% Continuance



You may reduce your benefit to provide a continuance to your beneficiary.



One beneficiary receives 50% of the amount you were receiving for life. If your beneficiary pre-deceases you, you remain at a reduced benefit and cannot name another beneficiary.

• There is no lump sum.

Your benefit reduction is age-based and may be sharply reduced if your beneficiary is much younger than you are.
Option 4: Multiple Beneficiaries

or Alternate % Continuance

You may reduce your benefit to provide a continuance to more than one beneficiary or set a different percentage.



Beneficiaries receive specified percentages of the amount you were receiving for life.There is no lump sum.

Your benefit reduction is age-based and may be sharply reduced if your beneficiaries are much younger than you are.
Must be calculated by SCERA's actuary and member incurs the cost of this calculation.





Do Your Own Estimates

Use MySCERA for estimates based on your live data
Requires an enrollment code to create an account, please contact (707) 565-8100 if you no longer have enrollment letter.

Get a Account Audit

Submit a request for an Account Audit within one year of your anticipated retirement date.

- Ask questions!
- If you had an audit done within a year prior to your retirement date **a new audit is not necessary**



CURRENT YEARS OF SERVICE

Forms

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SCERA

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Туре	Benefit Service	Eligibility Service	
Earned:	5.78783	5.78783	
Service Purchased:	0.00000	0.00000	
Reciprocal Service:	NA	2.00000	
Public Service Purchased:	0.00000	NA	
Total:	5.78783	7.78783	

MEMBER CONTRIBUTIONS

Pre-Tax Contributions:	\$43,835.03	
Post-Tax Contributions:	\$0.00	
Interest:	\$8,693.30	
Total Account Balance:	\$52,528.33	

Account Summary Account Transactions Contact Information Beneficiaries Estimate a Benefit Estimate History Seminar Seminar Registration Forms Online Forms Settings Change Email Change Password Challenge Questions SCERA Contact Us Help Help Contents Terms and Conditions

Includer Information

ESTIMATE A BENEFIT



Generate

*A beneficiary is not required to run this estimate; however if you choose to enter beneficiary information, please note that the information is used only for this estimate and is not considered an official beneficiary designation. To designate beneficiaries, please contact SCERA at (707) 5658100.

When should I request a formal estimate from SCERA?

- Within one year of your projected retirement date.
- If you plan to leave employment before you are eligible to retire.
- If you have transferred to a reciprocal system.
- If you have a split benefit domestic relations order on file.

Click here if you would like to download a Retirement Estimate Request form.

Active employees - enter the date you plan

on terminating from employment in the

Projected Retirement Date will default to

Projected Date of Separation, your

the next day

SMy SCERA

Sonoma County Employees' Retirement Association

MySCERA

Beneficiaries

Member Information Account Summary Account Transactions Contact Information **Beneficiaries** Estimate a Benefit Estimate History Seminar Seminar Registration Forms **Online Forms** Settings **Change Email Change Password** Challenge Questions SCERA Contact Us Help Help Contents Terms and Conditions

BENEFICIARIES Name: Date of Birth: Designation: Primary Relationship: Mother Distribution Percent: 100.00%

Name:

Date of Birth:

Designation: Alternate

Relationship: Sister

Distribution Percent: 100.00%

To change or add beneficiary designations, please complete the appropriate Beneficiary Designation form located under Online Forms or on www.scretire.org on the Forms and Publications page located on the Resource Center tab.

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Sign Out







Yes, it's a hard decision

- On or after a birthday or quarter
- age
- First day of a new pay period

What if you change your mind?



Make an appointment to submit 60-day rule

Copies of required documents (can be submitted prior to retirement)

- Age verification (you, spouse/partner, minor children)
- Social Security cards (you & beneficiaries)
- Marriage, domestic partner certification
- Dissolution, MSA submit early
- Tax withholding forms, direct deposit submit with application



If reciprocity is established

- Must retire with same retirement date
- Combined service credit for eligibility
- Highest compensation is shared
- Each system uses their formula
- Multiple systems = multiple payments



- Your payroll is closed
- The final figures are ready
- Choose your irrevocable Benefit Payment Option
- Complete any final paperwork



Your 1st Payment

- Payment is retroactive to your retirement date.
- Typically 6 to 8 weeks after retirement. We can help you minimize the delay!



Payment of Your Monthly Allowance

You are paid on the last business day of the month for the rest of your life

Deductions

- Taxes
- Optional Health care, dental, vision, life insurance premiums

Vision



- VSP coverage through SCERA
- At retiree cost
- For you and any eligible dependents
- Plus! Hearing aid discount plan



Health, Dental, Life Insurance

Your employer administers health care benefits Coverage is subject to change

County of Sonoma

Human Resources' Benefits Unit 707-565-2900 or benefits@sonoma-county.org

Superior Court

Human Resources

humanresources@sonomacourt.org

Sonoma Valley Fire District

Maci Jerry 707-996-2102 ext 300 or MaciJ@svfra.org

Can (go back to Work?



Working after retirement

For any SCERA employer:

- Maximum 960 hours per fiscal year
- Depending on your plan, age, and reason for return different rules apply
- Cannot have a pre-arranged agreement in place

Any other employer:

• Can work with no restrictions

* Detailed Handout available



Great Resources

www.scretire.org

www.myscera.org

Who ya gonna call?



SCERA 707-565-8100

Yeci Gonzalez: 707-565-8117 Benefit Estimates, Account Audits, Purchase Estimates, Beneficiary Changes

Lisa Hogan: 707-565-8115 Service Retirement, Reciprocity

Jackie Purter: 707-565-8114 Divorce, Disability Retirement