



ACTIVE MEMBER RETIREMENT HANDBOOK

As amended by the Board of Retirement
October 18, 2017

BOARD OF RETIREMENT

FRESNO COUNTY EMPLOYEES' RETIREMENT ASSOCIATION

7772 N Palm Ave, FRESNO, CA 93711

"Our mission is to administer the retirement benefits for the members and beneficiaries in a courteous, accurate, prompt and professional manner, while administering fund assets in a manner that achieves investment and funding objectives within prudent levels of risk."

Dear Active or Deferred Member:

This Active Member Handbook has been prepared by the Fresno County Employees' Retirement Association (FCERA) to give you an overview of some important aspects of your Retirement Association. The purpose of FCERA is to provide retirement and disability benefits to members, and survivor benefits to members' beneficiaries.

FCERA is governed by the California Constitution, California Government Code, the federal Internal Revenue Code, related regulations, and court cases decided under those laws. The information provided here has been extracted from the law and is believed to be current as of the publication date of this Active Member Handbook. Since the law is subject to periodic change, you should consult FCERA for more detailed and up-to-date information. **If any statement in this Active Member Handbook is in conflict with the law, the law prevails.**

You may contact FCERA for general information, retirement counseling, or specific retirement questions. Office hours are 9 am to 12 pm and 1 pm to 5 pm Monday through Friday, excluding County holidays. FCERA is located at 7772 N Palm Ave, Fresno, CA. You may reach FCERA by phone at (559) 457-0681, by mail, or via email at FCERAwebmail@co.fresno.ca.us. FCERA has a website at www.fcera.org. FCERA's website is also accessible to Active County employees via e-Services under Department Sites, Retirement Association. Written requests for information should include your name, your home address, your signature and the last four digits of your Social security number.

On behalf of the Board of Retirement, I would like to take this opportunity to thank you for your service and welcome you as a member of the Fresno County Employees' Retirement Association.

Sincerely yours,

Dr. Rauden Coburn
Chair, Board of Retirement
Fresno County Employees' Retirement Association

At FCERA our value lies in our commitment to deliver service in an accurate, courteous, prompt and professional manner. Our goal is to provide the highest level of service to our members, to the public, our co-workers and the Board of Retirement.

Excellence

We hold ourselves to high standards of performance demonstrating a value for learning and continuous improvement. We take pride in the work we do, continuously striving to exceed our goals. We encourage an open and diverse environment and a “CAN DO” attitude.

Professionalism

We encourage a professional environment, maintaining confidentiality and performing job functions in an ethical and objective manner. As professionals we understand the importance of listening to and respecting others’ ideas and perspectives open-mindedly. Professionalism is necessary to keep all employees motivated.

Teamwork

We are committed to a team-oriented approach to provide the highest level of service to our members. We value open communication, sharing knowledge, resources and ideas. Working together to reach common goals is the essence of success. Together we achieve more.

Integrity

We at FCERA act ethically and honestly, honoring our commitments, abiding by policies, and building trust with our members and co-workers. Integrity guides all of our work relationships.

Accountability

We take ownership of our work to provide accurate, complete and timely results. We accept the responsibility to communicate and interact openly with all FCERA staff to develop the tools and training necessary to complete our assignments. We will take the initiative to be a part of the success of the FCERA team.

Innovation

We promote a resourceful environment where new ideas and approaches are implemented to help our daily tasks flow smoothly and efficiently. Our focus is on proactively communicating and implementing activities to encourage and energize staff to create a positive environment and seek new ways to educate and inform members about the retirement process. It is our goal to plan strategically for the future.

IT IS NOT WHERE WE STAND, BUT THE DIRECTION IN WHICH WE ARE HEADING

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1.0 INTRODUCTION

This Active Member Handbook summarizes the terms and conditions of FCERA membership and the retirement, disability, and death benefits available to FCERA members. It is designed to provide this information as simply and accurately as possible. **Since the California Constitution, the California Government Code, federal Internal Revenue Code, related regulations, and case law govern FCERA, the law prevails if any statement in this Handbook is in conflict with the law.** Decisions by FCERA's Board and staff will be made based on the applicable statutes and regulations governing the administration of FCERA. If you have specific questions relating to your personal retirement benefits, you should consult FCERA's staff or legal counsel of your choosing, and not rely on this Handbook exclusively.

The Fresno County Employees' Retirement Association (FCERA or Association) is an independent public agency governed by the California Constitution and the County Employees Retirement Law of 1937 ("CERL") and is subject to the laws generally governing fiduciaries. FCERA is a cost-sharing, multiple-employer, defined benefit plan that provides retirement and other benefits for eligible employees of the County of Fresno (County), Superior Court of California, County of Fresno (Courts) and participating agencies (Special Districts) including the Fresno-Madera Area Agency on Aging, Clovis Veterans Memorial District, and Fresno Mosquito and Vector Control District as well as their beneficiaries and survivors.

The Public Employees Pension Reform Act of 2013 (PEPRA) was adopted and signed into law effective January 1, 2013. PEPRA changed the retirement benefits that can be offered to new public employees after its effective date and redefined the pay elements that can be included as pensionable compensation. This law includes extensive changes to the way retirement benefits and member contributions are calculated for a "new member" of FCERA (see the definition of "new member" in the Definitions sections of this handbook).

FCERA staff is responsible for collecting and accounting for contributions and investment income, as well as paying benefits to members and their beneficiaries, under the direction of the Board of Retirement. FCERA staff also offers individual counseling by phone, email, or in person to help members better understand their personal retirement benefits.

2.0 DEFINITIONS

Actuarial Valuation: A periodic study performed by an actuary that uses estimates/assumptions adopted by the Board of Retirement to determine the contribution rates to be charged to active members and employers in order to assure funding of the benefits promised to members and their beneficiaries and survivors. The report is also referred to a "valuation report".

Compensation (Tiers I-IV): The remuneration paid in cash out of County or district funds, plus any amount deducted from a member's wages for participation in a deferred compensation

plan, but does not include the monetary value of board, lodging, fuel, laundry, or other “in kind” advantages furnished to a member.

Compensation Earnable (Tiers I-IV): The average compensation as determined by the board, for the period under consideration upon the basis of the average number of days ordinarily worked by persons in the same grade or class of positions during the period, and at the same rate of pay, subject to certain limitations (e.g., most kinds of “overtime” pay). (Please refer to the Board’s Earn Code Resolutions and related materials on FCERA’s website for further information about what constitutes “compensation earnable”).

Deferred Retirement: The decision by a member who has decided to terminate county or district service and leave accumulated contributions in the retirement fund pending retirement at some future date.

Eligibility: Establishes the right to receive certain retirement benefits. Eligibility occurs with five years of service credit. (Often referred to as “vesting”).

Experience Study: A study completed by an actuary every three years that looks at the actual mortality rates, termination rates, retirement rates, pay increases, and other demographic experience of the system’s members and compares that data to previous estimates and assumptions, in order to determine if changes need to be made to those estimates and assumptions. Those assumptions impact the system’s funding status, employer contributions and member contributions.

Final Compensation: For Tiers I and II, this means the member’s highest annual “compensation earnable” earned and payable during a 365-day period chosen by the member. For Tiers III and IV, this means the average of the member’s highest three (non-overlapping) one-year periods of “compensation earnable.” Compensation information used to determine final compensation for Tiers I through IV (including reciprocal compensation) will be limited to the compensation received while actively enrolled in a pre-PEPRA retirement benefit plan. For Tier V, this means the highest consecutive three-year period of “pensionable compensation” while employed in a position with Tier V retirement benefits coverage.

Maximum Retirement Benefit: Benefit cannot exceed 100% of final compensation for Tiers I, II, III and IV Limited to an annual maximum under the requirements of Government Codes §7522.10, §7522.20, & §7522.25 for Tier V. All tiers are limited by Section 415 of the Internal Revenue Code, subject to any applicable Replacement Benefits Plan.

New Member (under PEPRA): As defined in Government Code Section 7522.04, a new member is an individual who (1) becomes a member for the first time on or after January 1, 2013 and was not a member of any other public retirement system prior to that date; (2) was a member of another public retirement system prior to January 1, 2013 but not subject to reciprocity; or (3) was a previously active member who returns to work for a different employer participating in FCERA after a break of more than six months.

Non-Service Connected Disability: Member is found by the Board of Retirement to be permanently physically or mentally incapacitated for the performance of his or her duties, but not as a result of injury or disease arising out of and in the course of his or her employment.

Pensionable Compensation (Tier V): The normal monthly rate of pay or base pay of the member paid in cash to similarly situated members of the same group or class of employment for services rendered on a full-time basis during normal working hours, pursuant to publicly available pay schedules, subject to certain limitations. (Please refer to the Board's Earn Code Resolutions and related materials on FCERA's website for further information about what constitutes "pensionable compensation").

Permanently Disabled – an ill or injured member who will not improve to the point that he or she could resume performing the essential functions of the job held at the time of the illness or injury.

Reciprocity: The ability to use your service credit and pay earned while a member of "reciprocal" California public retirement systems for the purposes of determining your eligibility for some FCERA benefits and determining your FCERA "final compensation," when eligibility requirements are met.

Replacement Benefit Plan: Available to retired employees of the County of Fresno whose retirement benefits under Tiers I, II, III, or IV exceed the maximum amount payable by the retirement system as limited by Section 415 of the Internal Revenue Code (IRC §415). Amounts in excess of those limits are paid by the County and not FCERA.

Service Connected Disability: Member is found by the Board of Retirement to be permanently physically or mentally incapacitated for the performance of job duties as a result of injury or disease arising out of and in the course of his or her employment.

Social Security Adjustment: Actuarially determined reduction to final monthly compensation applied to those members whose benefit is integrated with Social Security.

Social Security Integration: When a member establishes retirement eligibility in both the retirement system and the Social Security system during working career by paying lower contributions on a portion of compensation as established by statute and receiving a slightly lower benefit at retirement on those earnings.

Temporary Annuity Option (TAO): An increase in benefits from FCERA before a member begins receiving Social Security benefits at age 62, followed by a decrease in benefits in the month following the member's 62nd birthday. Total benefits are projected to be actuarially equivalent to what would have been received if the member had not elected the TAO.

3.0 BOARD OF RETIREMENT

The management of FCERA is vested in the Board of Retirement, which is comprised of the following members:

County Treasurer (1st member)

Two members of FCERA elected by active General members (2nd and 3rd members)

One member of FCERA elected by active Safety members (7th member)

One Retired member of FCERA elected by the Retired members (8th member)

Four members appointed by the Board of Supervisors (4th, 5th, 6th and 9th members). These members shall be qualified electors of the County who are not connected with county government in any capacity, except one may be a County Supervisor.

In addition, there may be two alternate Board members -- one elected by the active Safety members of FCERA (the "Alternate") and one elected by the Retired members of FCERA (the "Retired Alternate").

The Alternate member is the candidate from the opposite safety service (law enforcement or fire suppression) as the Safety member who receives the most votes of any candidate from that service in the election of the Safety member. Where there is only one eligible Safety candidate for the open position, or where all candidates are from the same service, there cannot be an Alternate member. The Alternate member may sit as a voting member during Board meetings only when one of the General members or the Safety member is absent or when both the Retired member and the Alternate Retired member are absent.

The Retired Alternate member has the same rights and obligations as the Retired member but may sit as a voting member when the Retired member or two of the three members elected by the active membership are absent.

All board members serve three-year terms. The County Treasurer serves ex officio during his/her term of elected office, which may be more or less than three years; and a County Supervisor serves only during his/her term of office on the County Board of Supervisors.

The Board's regular meetings are generally held on the first and third Wednesday of each month, unless conflicting commitments necessitate a change, and at such other times as deemed necessary for special meetings. Meetings are typically held at the Board chambers located in the FCERA offices at 7772 N Palm Ave, CA. Board meetings generally are open to the public, although some matters may be discussed in "closed session," as permitted by law, at which time only the Board, staff and appropriate consultants will be permitted in the session. FCERA publishes each meeting agenda at least 72 hours before each regular meeting or 24 hours before a special

meeting. FCERA generally broadcasts live audio webcasts of its meetings, audio records all meetings, and publishes written meeting minutes. Agendas, minutes and the recorded broadcast are available on FCERA's website. Meeting recordings are available upon request.

Members of the public are welcome to attend the Board meetings and may address the Board during the discussion of any open agenda item and during the "public comment" session of each Board meeting.

3.1 CONTACTING FCERA

Mailing Address: FCERA 7772 N Palm Ave Fresno, CA 93711	County Stop Mail: Stop Number 40	Phone: (559)457-0681 p. (559) 457-0318 f.
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E-mail: FCERAwebmail@co.fresno.ca.us	Website: www.fcera.org
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County of Fresno Intranet:

From the County's homepage, select Department Sites, Retirement Association

Written requests for information should include your name, your home address, your signature and the last four digits of your social security number.

4.0 CONFIDENTIALITY OF RECORDS

FCERA is required to protect the confidentiality of certain member records. It is FCERA's policy to disclose members' confidential information only with members' written consent, pursuant to court order or as necessary for the administration of the Retirement System. For specifics on FCERA's policy regarding responses to Public Records Act requests for member information, please refer to FCERA Policies and Procedures Regarding Public Records Requests, posted on FCERA's website. Please note that by law, the amount of your public salary and the amount of your retirement benefit are not considered confidential information and therefore must be disclosed to any person who requests that information.

5.0 ANNUAL REPORTS

The annual report of FCERA, known as the Comprehensive Annual Financial Report, or "CAFR," will be made available after the completion of the annual audit following the close of FCERA's fiscal year. This report provides general, statistical, and financial information concerning FCERA, as of the close of business on the last day of the preceding fiscal year (June 30th). The Popular Annual Financial Report (PAFR) that summarizes the annual CAFR is released each year to all

members of FCERA. FCERA also publishes an annual Actuarial Valuation and a triennial Experience Study. All of these documents are posted on FCERA's website.

6.0 ANNUAL BENEFIT STATEMENT AND MEMBER PORTAL

6.1 ANNUAL BENEFIT STATEMENT

Every year Active and Deferred members will receive an Annual Retirement Benefit Statement. This statement provides you with information about your retirement account. The benefit statement is distributed annually to each member who was employed and performed creditable service and who is not a retired member or a benefit recipient. The benefit statement is for the payroll year. The statement is distributed to your department via stop mail for Active County members, and to your mailing address via the postal service for Courts, Special District and deferred members.

Examine your statement carefully each year for accuracy and file it with your important employment or financial records. The service credit shown on your Annual Retirement Benefit Statement is based on the creditable service reported by your employer. The member contributions are your contributions as reported by your employer plus accrued interest on those amounts.

If you believe there is a discrepancy on your annual statement regarding pension related items such as entry date, age, contributions or service credit, please contact FCERA immediately.

If you are purchasing additional service credit (including prior public service) or re-depositing contributions that were previously refunded, the contributions and service credit will not be included on the annual benefit statement until paid for in full.

Over the course of a career, the information reported in your annual benefit statement may vary from your employer's records. Upon retirement, adjustments in the information and reconciliations may occur in your years of credited service, total employee contributions, your final retirement benefit and other information.

6.2 MEMBER PORTAL

In October 2016, FCERA launched our Member Portal. The Member Portal was designed so that members can view their retirement account information in real time. The Member Portal contains all of the information that is distributed on the Annual Benefit Statement. In addition, Active and Deferred members can use it to run benefit estimate calculations using their account information. These calculations will tell you how much you may receive, as well as what your beneficiary could receive under the various retirement options. Retired members can view their account information, including payment history, tax and bank information, and request lifetime letters. All members can view their contact information, beneficiaries, update phone numbers, and use a secure messaging platform to contact FCERA.

To register for the Member Portal, you will need your Unique Identifier (Unique ID#). If you are a new member of FCERA, you will receive that Unique ID# in a welcome letter that is sent to your home address about 6-8 weeks after your date of hire. That welcome letter also contains instructions on how to register. If you do not have your Unique ID#, have questions, trouble registering, or need your password reset, please call our office at (559) 457-0681.

7.0 MAXIMUM BENEFIT FROM FCERA

The Internal Revenue Code (IRC Section 415) imposes a ceiling on benefits that can be paid by a state or local government defined benefit plan such as FCERA. Benefits are limited to an absolute dollar amount that is indexed annually to account for inflation. For 2017, the dollar limit is \$215,000 at age 62. For members who retire at an age younger than age 62, the limit may be significantly lower for General members and for some Safety members who do not meet the IRC definition of "Safety." The annual amounts are available on FCERA's website. You should inquire about these mandatory limits when planning your retirement.

The County has created a Replacement Benefit Program for County employees who are subject to the limitations of IRC §415. Under the Replacement Benefit Program, your retirement benefit check will be issued by the County of Fresno once the annual maximum payable by FCERA is reached. Payment by FCERA resumes at the beginning of the next year. The County of Fresno is the only FCERA employer that has established a Replacement Benefit Program for its retired employees. The Replacement Benefit Plan is not available to any members enrolled in Tier V.

Effective January 1, 2013, the State of California established maximum pensionable compensation amounts upon which the benefit can be calculated for participants enrolled in the PEPPRA tier (Tier V). The pensionable compensation upon which benefits are calculated for these members is limited to \$118,775 for 2017 for a member participating in Social Security and 120% of that amount (\$142,530) for members that do not participate in the "Federal System" (Social Security). These amounts are adjusted annually. Member contributions are not collected on amounts paid to a member in excess of the applicable limit on pensionable compensation.

8.0 MEMBERSHIP

8.1 MANDATORY MEMBERSHIP

Employees in a permanent position of at least 50% of full-time (80% of full-time prior to June 30, 1984) are mandatory members of FCERA. This mandatory membership applies to employees of all FCERA employers (Fresno County, Superior Court of Fresno County, Clovis Veterans Memorial, Fresno Mosquito and Vector Control, and Fresno-Madera Area Agency on Aging).

Ordinarily your effective date of membership is the first day of the pay period following the date of employment. If you are coming from or leaving to employment under a reciprocal retirement system, you are strongly encouraged to discuss your effective dates of membership in the two systems with FCERA staff, in order to determine how you can avoid overlapping service under

the two retirement systems. Such overlapping service can cause you to lose certain reciprocal rights and you may have some flexibility with respect to your effective dates of membership in FCERA to help you avoid that problem.

Although the Fresno County Office of Education, North Central Fire Protection District and Fig Garden Fire District are no longer active member districts of FCERA, former employees of these districts may be entitled to benefits through FCERA. Please contact FCERA if you believe that you are eligible for benefits.

8.2 OPTIONAL MEMBERSHIP

Newly hired employees who are age sixty or older at their date of hire may opt out of membership in FCERA by filing a Waiver of Membership form with FCERA. If you are age 60 or older at your date of hire, you will be enrolled as a member of FCERA unless you file the Waiver of Membership form. You will be deemed to have elected membership in FCERA if no waiver is received, or if the waiver is received after the deadline. **A waiver of membership is irrevocable and will prevent you from qualifying for retirement benefits.** The Waiver of Membership form will be mailed to those members for which it applies, and is also available from FCERA or on its website. The waiver of membership must be filed with FCERA within 30 days after your first retirement contribution is deducted from payroll. Contributions taken before the timely filing of the Waiver of Membership will be refunded.

Elected officials of the County of Fresno have the option to become members of FCERA. This option is available at the start of each new term of office. To become a member of FCERA, the elected official must submit a completed Intent to Establish Membership form to FCERA. The form is available from FCERA or on its website.

8.3 CLASSIFICATIONS OF MEMBERSHIP

There are two classifications of membership in FCERA – Safety and General.

Safety members are those employees who are in positions in which the principal duties consist of either active law enforcement or active fire suppression. The positions currently included in the Safety classification are:

- Correctional Officers (all classifications through Captain – excluding juvenile COs)
- Criminologists (all classifications)
- Deputy Sheriffs (all classifications)
- Firefighters
- Chief of Investigations (all classifications)
- District Attorney Investigators (all classifications)
- Sheriff (all classifications)

General members include all employees not classified as Safety members.

Membership in the safety classification is determined by bargaining unit in negotiation with employers.

The Board of Retirement has the authority to determine the proper classification of any particular member in any unclear cases.

8.4 ENROLLMENT CARD

You are required to complete a Fresno County Employees' Retirement Association Enrollment Card upon appointment to a permanent position that qualifies you for membership. Employees of the County of Fresno complete the enrollment card during new employee orientation. Employees of the Courts and Special Districts complete the enrollment card at their respective Personnel or Human Resources Office.

This card includes personal data, as well as beneficiary information. It is important that your beneficiary designation be kept up to date. A married member normally names their spouse/domestic partner as beneficiary because of the community property laws of California and the survivorship benefits available to a spouse/domestic partner. Some benefits are only available to a spouse or registered domestic partner. To update or change your beneficiary, a Request for Change of Beneficiary form is available from the FCERA or on FCERA's website.

8.5 EVIDENCE OF BIRTH

Your age at entry into FCERA may impact your contribution rate and the resulting payroll deduction for your retirement contribution. A younger age at entry generally results in a lower contribution rate for Tiers I, II, III, and IV. Tier V members pay a uniform rate that is not based on age at entry. A copy of your birth certificate will be required at the time of your retirement from FCERA to confirm your eligibility for benefits. If at that time, it is determined that you contributed to FCERA at a lower rate than you should have, you will be required to pay the under-paid contributions plus interest prior to your date of retirement. If, at retirement, it is determined that you contributed to FCERA at a higher rate than you should have, FCERA will calculate the amount owed to you in a refund.

Although Tier V uses a single rate for retirement contributions, a birth certificate is still required at retirement to confirm eligibility for benefits.

9.0 BENEFIT TIERS

Prior to the implementation of Tier V, the County of Fresno and some Special Districts had established multiple retirement "tiers", including four tiers for General members and three tiers for Safety members. Tier V was established effective January 1, 2013 as a result of PEPR. The tier applicable to you is generally determined by your hire date with a FCERA employer. Questions related to tier enrollment should be directed to FCERA.

Upon hire, you may have been placed in Tier V by your employer although you were eligible for a different retirement tier. Once FCERA has reviewed your file, you will be placed in the appropriate tier and you will be required to pay any additional contributions due as a result of the benefit improvement.

A “tier” is generally differentiated by three variables:

(1) The applicable period of employment for calculating a member’s “final compensation”.

- a. For Tiers I and II, a member’s “final compensation” is the member’s highest one year (365 consecutive days) of “compensation earnable.”
- b. For Tiers III and IV, a member’s “final compensation” is based on the average of the member’s highest three non-overlapping one-year periods (each one-year period being 365 consecutive days) of “compensation earnable.”
- c. For Tier V, a member’s “final compensation” is the member’s highest consecutive three-year period of “pensionable compensation”.

Please see the “Definitions” section of this Handbook for a further description of “compensation earnable” and “pensionable compensation.”

(2) The applicable benefit formula table. A benefit formula table shows the percentage of a member’s “final compensation” that will be multiplied by the member’s years of credited service to calculate his/her retirement allowance. The percentage generally increases as the age at retirement increases. Please refer to “Estimating your Retirement Allowance” and the “Tables” section in this Active Member Handbook to learn more about the benefit formula tables for each tier. You may also wish to use the benefit calculator on FCERA's member portal.

(3) The applicable retirement contribution formula. Each retirement tier has a particular member contribution formula.

A member may have some service credit that is subject to one tier, but other service credit that is subject to a different tier. In that case, retirement benefit amounts are calculated under each tier and are then added together to compute a total retirement benefit.

9.1 TIER I BENEFIT LEVELS

General Members

Tier I provides a retirement benefit that is approximately 2.5% of final compensation per year of service credit at age 55 for General members with a maximum benefit of 3.273% of final compensation per year of service credit at age 60.

Safety Members

Tier I provides a retirement benefit that is approximately 2.5% of final compensation per year of service credit at age 50 for Safety members with a maximum benefit of 3.275% of final compensation per year of service credit at age 55.

The Tier I benefit cannot exceed a member's final compensation. Refer to Tables 1 and 6 to review the benefit levels offered by Tier I. You may also wish to use the benefit calculator located on FCERA's Member Portal to estimate your benefit.

9.2 TIER II BENEFIT LEVELS

General Members

Tier II provides a retirement benefit of 2.0% of final per year of service credit at age 55 for General members with a maximum benefit of 2.42% of final compensation per year of service credit at age 63.

Safety Members

Tier II provides a retirement benefit of 2.29% of final compensation per year of service at age 50 for Safety members with a maximum benefit of 3.0% of final compensation per year of service credit at age 55.

The Tier II benefit cannot exceed a member's final compensation. Refer to Tables 2 and 7 to review the benefit levels offered by Tier II. You may also wish to use the benefit calculator located on FCERA's Member Portal to estimate your benefit.

9.3 TIER III BENEFIT LEVELS

General Members

Tier III provides a retirement benefit of 2.0% of final compensation per year of service credit at age 55 for General members with a maximum benefit of 3.14% of final compensation per year of service credit at age 65.

The Tier III benefit cannot exceed a member's final compensation. Refer to Table 3 to review the benefit levels offered by Tier III. You may also wish to use the benefit calculator located on FCERA's Member Portal to estimate your benefit.

9.4 TIER IV BENEFIT LEVELS

General Members

Tier IV provides a retirement benefit of 1.99% of final compensation per year of service credit at age 61 for General members with a maximum benefit of 2.43% of final compensation per year of service credit at age 65.

Safety Members

Tier IV provides a retirement benefit of 2.0% of final compensation per year of service at age 50 for Safety members with a maximum benefit of 2.62% of final compensation per year of service credit at age.

The Tier IV benefit cannot exceed a member's final compensation. Refer to Tables 4 and 8 to review the benefit levels offered by Tier IV. You may also wish to use the benefit calculator located on FCERA's Member Portal to estimate your benefit.

9.5 TIER V BENEFIT LEVELS

General Members

Tier V provides a retirement benefit of 1.0% of final compensation per year of service credit at age 52 for General members with a maximum benefit of 2.5% of final compensation per year of service credit at age 67.

Safety Members

Tier V provides a retirement benefit of 2.0% of final compensation per year of service at age 50 for Safety members with a maximum benefit of 2.7% of final compensation per year of service credit at age 57.

The Tier V benefit can exceed final compensation but cannot exceed the maximum benefit as determined by Government Code Section 7622.10. Refer to Tables 5 and 9 to review the benefit levels offered by Tier V. You may also wish to use the benefit calculator located on FCERA's Member Portal to estimate your benefit.

10.0 BENEFICIARY DESIGNATION

All members should have a valid beneficiary designation on file with FCERA, with the beneficiary's current address and phone number. This will eliminate the need for a lengthy search for potential beneficiaries and reduce the amount of time required to process and distribute funds payable upon the death of a member.

Your beneficiary designation should be reviewed anytime you have a life changing event (marriage, divorce, birth of a child, etc.). A married member normally names their spouse/domestic partner as beneficiary because of the community property laws of California and the survivorship benefits available to a spouse/domestic partner. A Request for Beneficiary Designation Form may be requested from the FCERA or obtained from FCERA's website. Please note the law will supersede any beneficiary designation that is in conflict with the law.

Your designation of a beneficiary for retirement benefits is separate from the designation for any employer-provided life insurance benefits, although the beneficiary may be the same person. **Your employer and FCERA do not share beneficiary information.**

11.0 RETIREMENT CONTRIBUTIONS

Funds for the operation of FCERA are provided from a combination of member contributions, employer contributions, and earnings from investments.

Effective July 1, 1985, all employee contributions are tax-deferred. Since these contributions have not been taxed, they will become taxable income to you at the time of withdrawal (refund) or when paid to you as part of your retirement benefits.

Contributions deducted from your pay are credited to your account each pay period. Interest is credited to your account twice each year -- June 30 and December 31.

You may use FCERA's Member Portal to view your estimated contributions.

11.1 CONTRIBUTION RATES

Contribution rates are reviewed annually and may change based on the results of periodic actuarial studies. Your contribution is calculated based on (a) your base pay plus some special pay items (earn codes) considered "compensation earnable" or "pensionable compensation" for retirement purposes, (b) your benefit tier, (c) your age when you entered the retirement system if you are enrolled in Tier I, II, III, or IV, and (d) your classification as either a General or Safety member. If you are enrolled in Tier I, II, III, or IV and also covered under (contributing to) Social Security, your rate is reduced by one-third on the first \$162 of bi-weekly salary (first \$175 of semi-monthly salary, and first \$350 on monthly salary).

11.2 CONTRIBUTIONS AFTER THIRTY YEARS OF CREDITED SERVICE

General Member -- If you were a member of FCERA prior to March 7, 1973, are currently enrolled Tier I, II, III or IV, and have continuously remained a member, you will not contribute after thirty years of credited service (excluding any purchase of prior public service). If you became a member of FCERA on or after March 7, 1973, you will contribute, regardless of years of credited service, for as long as you remain an active member of FCERA.

Safety Member -- Regardless of your date of membership, you will not contribute after thirty years of service (excluding any purchase of prior public service) if you are contributing in Tier I, II or IV.

Members enrolled in Tier V will continue paying contributions throughout their career.

11.3 PART-TIME EMPLOYMENT

Service credit is earned based on your full time equivalency (FTE). FTE is calculated on a 40-hour week. If you are employed at less than a full FTE (less than 100% of full-time but at least 50% of full-time) you will make retirement contributions and receive service credit based on the percentage of full-time that you work. For example: if you work 50% of full-time (.5 FTE) continually for two years, you will pay for and receive one full year of service credit. Additional service credit is available for part-time employees who work in excess of their scheduled FTE, excluding overtime.

11.4 DISPOSITION OF RETIREMENT CONTRIBUTIONS

You may not borrow or withdraw any of your contributions or the associated interest in your member account while you are a member of FCERA.

If you terminate employment other than by death or retirement, you may be able to elect a variety of options with respect to your contributions on deposit with FCERA and your retirement rights. Such options may include: (1) leaving your contributions on deposit and electing a deferred retirement; (2) withdrawing your contributions and terminating your present interest in FCERA; and (3) establishing “reciprocity” with another public retirement system. These are important decisions, which may impact your rights and obligations in the future. At the time you terminate employment, you will need to complete and file with FCERA a Request for Disposition of Member’s Retirement Contributions form. The form is available from FCERA or on FCERA’s website. Each member’s rights and obligations may vary based on a variety of factors. If you are terminating employment with a FCERA employer and you have any questions relating to your personal retirement rights and obligations, please call or email FCERA at (559) 457-0681 or FCERAwemail@co.fresno.ca.us.

If you are currently working less than 50% of full-time or as extra-help for Fresno County, Courts or a Special District, , you are not eligible to withdraw your retirement contributions and they will remain on deposit accruing interest. If you later again work 50% or more of full-time in a covered position, at that time you will again make retirement contributions and accrue additional service credit.

Once you withdraw your accumulated contributions, you will not be entitled to any retirement benefits from FCERA, unless you later come back into active status or otherwise become eligible to redeposit your withdrawn contributions, plus interest (see “Redeposits” later in this Handbook).

12.0 INTEGRATION WITH SOCIAL SECURITY

Membership in FCERA was integrated with Social Security effective January 1, 1956, subject to approval by the governing boards of the various employers. Currently, the Fresno-Madera Area Agency on Aging is the only FCERA employer that does not participate in Social Security. Members who work for agencies that participate in Social Security pay for and accrue Social Security benefits regardless of retirement tier, and if enrolled in Tiers I through IV, also pay a lower retirement contribution rate on a portion of their earnings. Questions concerning eligibility for Old Age, Survivor, and Disability benefits provided by Social Security should be directed to the Social Security Administration. Social Security benefits are separate from FCERA benefits. Members must contact Social Security when ready to apply for Social Security benefits.

13.0 PURCHASE OF ADDITIONAL SERVICE CREDIT

You may be eligible to purchase additional service credit to enhance your retirement benefit. The purchase of service credit is entirely optional and may not always benefit you. It is generally better to purchase service as soon as you can in order to reduce the impact of interest on the price. The purchase of service credit for those members enrolled in Tier V has additional impacts resulting from the contribution limit imposed by the statutes which must be carefully considered. If you believe any of the following situations apply to you, please contact FCERA to determine whether you may be able to purchase additional service credit.

(a) You provided service to a FCERA employer prior to membership (for example, service time between your date of hire and the date of your first member contribution, or service time for part-time or extra-help service);

(b) You had an unpaid leave of absence from a FCERA employer from which you later returned to active service (for example, a medical or military service leave, but not a personal or education leave); or

(c) You provided service to another “public” entity for which you did not accrue any retirement benefits. Eligibility is determined by employer and may be limited to no more than four years of such “public” service.

You will need to complete a Request for Service Credit Calculation form or an Application to Purchase Public Service with Release of Information, which are available from FCERA or on FCERA's website. Purchase of any additional service credit requires you to enter into a contract with FCERA.

There are additional considerations for members enrolled in Tier V who are considering purchasing service credit due to annual contribution limits under PEPRRA.

With the exception of prior public service, you may contract to buy the service credit described above any time before you retire. Prior public service can only be purchased while an active member (that is, prior to termination, deferral or retirement). Please note that only active employees of a member agency may make installment payments for the purchase of service credit. Deferred members may make a lump sum payment of the amount due at any time prior to retirement and retired members must make a lump sum payment of any amount due on a purchase contract within 120 days after retirement.

There are special rules associated with the purchase of qualified military service that have strict deadlines associated with them. Please carefully review the information on military service provided by your employer to ensure that you understand your rights under the Uniformed Services Employment and Reemployment Rights Act (USERRA).

In general, the purchase of service credit may be paid by a transfer from deferred compensation, other qualified retirement account, personal check, or post-tax payroll deduction.

14.0 REDEPOSITS

In general, you may redeposit contributions that you previously withdrew from FCERA if you again become employed with the County, Courts or a Special District. Redepositing may result in retirement benefit tier enhancements or lower contribution rates due to a younger age for age based contributions. There are special redeposit rules for former or current Safety members and for members who withdrew their contributions prior to December 31, 1971. **There may be time limitations that apply to your request to redeposit previously withdrawn funds, so you should immediately contact FCERA staff to determine whether you are eligible.** There are additional considerations for members enrolled in Tier V who are considering redepositing contributions. Please review the PEPRA Policy Interpretation – Purchases and Retirement Eligibility (March 18, 2015) available on FCERA’s website under Forms, Regulations, Charters, and Policies – All Policies for information.

15.0 CONVERSION OF LEAVE BALANCES

Current County and Courts policy allows certain annual leave plans (including leave in the "Time Off Bank") to convert to sick leave at retirement for purposes of calculating additional service credit. Annual leave earned by employees of Special Districts may be converted to sick leave at retirement, subject to approval by the governing board of the Special District. Currently, the Fresno-Madera Area Agency on Aging has adopted an annual leave conversion policy. Members are advised to contact your personnel or human resources office for the availability of the conversion feature of sick leave and annual leave and any limits imposed by the employer on their conversion.

16.0 RECIPROCAL BENEFITS

Reciprocity is the relationship that exists between certain California public employers, designed to protect the value of your earned retirement benefits when you transfer from one public employer to another. Reciprocity exists between FCERA and the other 19 county retirement systems in California that are governed by the County Employees Retirement Law of 1937. FCERA also has reciprocity with the Public Employees' Retirement System (PERS) which covers employees of the State of California, other counties, cities, and Special Districts in California, with additional public retirement systems by virtue of their reciprocal agreements with PERS, with the Judges Retirement System (JRS) and with the State Teachers Retirement System (STRS). Contact FCERA to determine if there is reciprocity between FCERA and another retirement system with which you have or will have membership status.

Additional information regarding reciprocity can be found in FCERA’s Reciprocity Policy, which can be found at www.fcera.org or may be requested from FCERA.

16.1 RECIPROCITY UPON JOINING FCERA

If you joined FCERA within six months after terminating employment covered by another retirement system that has a reciprocal relationship with FCERA and you elected to defer your retirement benefits with all other reciprocal system(s), then:

1. In some circumstances, FCERA will determine your retirement tier based on your date of membership in both FCERA and your prior reciprocal retirement systems.
2. FCERA will use your age at the time you entered the first reciprocal system to determine your retirement contribution rate, if you are enrolled in Tier I, II, III or IV.
3. Your service credit under all reciprocal systems will be added together in order to determine eligibility for a retirement allowance from FCERA.
4. Upon death or retirement for service or disability, the “final compensation” used to determine your benefits from FCERA will be based on the highest “compensation earnable” or “pensionable compensation” you earned under any of your reciprocal systems.
5. All benefits of reciprocity only apply provided that you retire concurrently (with the same retirement effective date) from all reciprocal systems.

16.2 RECIPROCITY UPON TERMINATION FROM A FCERA EMPLOYER

Regardless of your length of County, Courts or Special District service, if you leave service covered by FCERA and within six months become a member of another agency eligible for reciprocity, you may leave your contributions on deposit, elect a deferred retirement and request to establish reciprocity. If you do so, then:

1. Your service credit under all reciprocal systems will be added together in order to determine eligibility for a retirement allowance from FCERA.
2. Upon death or retirement for service or disability, the “final compensation” or “pensionable compensation” used to determine your benefits from FCERA will be based on the highest “compensation earnable” or “pensionable compensation” you earned under any of your reciprocal systems.
3. If you establish reciprocity, you may not withdraw your contributions from FCERA until you separate and withdraw your contributions from all reciprocal retirement systems.
4. All benefits of reciprocity only apply provided that you retire concurrently (with the same retirement effective date) from all reciprocal systems.

The benefits you receive from the other reciprocal agency(ies) will be separate from the benefits you will receive from FCERA.

A member retiring for disability may not receive a sum total amount from more than one reciprocal system than the member would have received if all of the member's service had been with only one of the reciprocal systems.

In order to take advantage of reciprocity, you will need to retire concurrently from all reciprocal systems. Thus, you should make sure to coordinate your retirement date with all reciprocal systems in advance of your actual retirement. Breaking reciprocity may result in additional financial obligations, delays in processing your retirement, and reductions to your retirement benefit, or a revocation of your eligibility to retire

17.0 CORRECTION OF ERRORS

From time to time, errors are made in the administration of FCERA with respect to member contributions, payment of benefits or other administrative actions. Consistent with its fiduciary obligations to lawfully administer FCERA (and in compliance with tax law) the Board and staff will make all reasonable efforts to correct errors to put all impacted parties in the position in which they would have been had the error never occurred. When that cannot be accomplished, the Board and staff will implement a reasonable correction process under the circumstances, which is consistent with the Board's fiduciary duties and other applicable law. FCERA's policies regarding the overpayment and underpayment of benefits and contributions are posted on FCERA's website. Also posted on FCERA's website is FCERA's policy regarding Administrative Proceedings and Appeals to the Board, which explains how a member or beneficiary can appeal a determination by FCERA staff to the Board of Retirement.

18.0 RETIREMENT PLANNING

18.1 RETIREMENT SEMINARS

Retirement Seminars are held on the third Thursday of January and July each year. The current seminars are tailored to those members who are planning on retiring within five years. The seminars cover basic retirement planning, and include representatives from the Social Security Administration, County of Fresno Human Resources - Employee Benefits, Nationwide Deferred Compensation, and the Retired Employees of Fresno County (REFCO) along with FCERA staff. Seating is limited. To reserve your seat, send an email to FCERAwebmail@co.fresno.ca.us. Please include the date you wish to attend, your name, and contact information.

In addition, FCERA will schedule specialized new employee, mid-career, or retirement seminars for individual units, divisions, or departments for groups of 15 or more. If your department wishes to host a specialized seminar or presentation, please contact FCERAwebmail@co.fresno.ca.us.

18.2 RETIREMENT COUNSELING

FCERA currently schedules in person counselling sessions for members who are within 60 days of their retirement date. You may contact us up to 90 days prior to your retirement date to schedule that appointment. In order to determine your retirement date, please use the Retirement Benefit Calculator on FCERA's Member Portal. The estimates generated through the Member Portal include the Unmodified Option, Option 1, and may include Option 2 or Option 3 depending on the relationship of the beneficiary you select. **Estimates are not binding on FCERA and are subject to change at your actual retirement date when the data used to calculate your benefit is finalized and confirmed, or thereafter if new information is discovered.**

FCERA can also provide benefit estimates for any prospective dates of retirement you would like to consider. The request must indicate the anticipated date of retirement and include the original signature of the member. Estimates will be provided for the "Unmodified Option" (see later discussion in this Handbook) unless other options are specifically requested. FCERA reserves the right to limit the timing and number of estimates provided to members. However, estimates generated on the Member Portal include more information and are not subject to any limitation. **Estimates are not binding on FCERA and are subject to change at your actual retirement date when the data used to calculate your benefit is finalized and confirmed, or thereafter if new information is discovered.**

18.3 REQUIRED DOCUMENTS

The following documents and information are required before the final processing of any retirement application:

1. A completed Application for Retirement.
2. A completed Retirement Allowance Option Election Form.
3. Your birth certificate.
4. Your marriage certificate (certified copy filed with the County you were married in).
5. Notarized State of California "Declaration of Domestic Partnership" or valid "Certificate of Domestic Partnership," if your beneficiary is your registered domestic partner.
6. Your beneficiary's social security number, birth certificate and mailing address.
7. A Direct Deposit Form, completed by your bank, if you want your benefit check deposited directly to your checking or savings account.

8. Your Social Security benefit estimate, if you are considering a temporary annuity (advance on Social Security).
9. Tax withholding forms.
10. Court filed divorce documents, if applicable.

18.4 VERIFICATION OF AGE, MARRIAGE & REGISTRATION OF DOMESTIC PARTNERSHIP

FCERA is required to verify the birth date of any beneficiary that you select to receive a continuing benefit upon your death. If your beneficiary is your eligible spouse or registered domestic partner, a marriage certificate or notarized State of California "Declaration of Domestic Partnership" or valid "Certificate of Domestic Partnership," is also required. Copies of the documents are acceptable. If the name has been changed from the name on the record of birth, a copy of the marriage certificate or court order documenting the change is required.

A domestic partner is qualified to receive continuing benefits if you and your partner meet the requirements established in Family Code Section 297 et seq. The minimum requirements are:

- The partnership must be registered with the Office of the Secretary of State, State of California;
- Both partners must have a common residence;
- Neither partner is married or a member of another current domestic partnership;
- Both partners must be at least 18 years old;
- Partners are of the same gender, or if partners are of opposite genders, at least one of the partners is over the age of 62;
- Both partners must be capable of consenting to the domestic partnership

Final benefit calculations cannot be prepared until the appropriate documents are submitted. If you are unable to secure the required documents, contact FCERA to identify other acceptable documentation.

Note: Federal tax treatment of certain retirement benefits received by registered domestic partners may be different from marital spouses. Please consult with your tax advisor as FCERA does not provide any tax advice.

18.5 DOMESTIC RELATIONS ORDER (DISSOLUTION OF MARRIAGE)

Retirement benefits earned during marriage are considered community property in the State of California. An order or judgment in dissolution or other family law proceeding is not enforceable against a pension plan unless the plan has been joined as a party to the proceeding. Therefore, it is required that FCERA be joined as a party to marital dissolution proceedings. Upon request, FCERA will provide sample language that will assist parties in obtaining a domestic relations order. FCERA strongly recommends that all domestic relations orders be submitted to FCERA for

review before submission to court. Failure to do so may result in delays in obtaining your retirement benefits.

FCERA must receive a court-approved order specifying how the member's benefit is to be apportioned before FCERA will pay any benefits. If you are retired when FCERA becomes aware of your dissolution or pending dissolution, FCERA must withhold 50% of your retirement benefit pending receipt of an executed domestic relations order that includes a description of the allocation of the community property interest of your retirement benefit. If you are going through dissolution at the time of your retirement, payment of your benefits will be delayed until FCERA receives an executed domestic relations order that includes a description of the allocation of the community property interest of your retirement benefit.

FCERA does not establish separate accounts for members who go through marital dissolution. No community property benefits will be paid to the non-member spouse until the member applies for and begins receiving retirement benefits. We recommend that you contact FCERA at least 6 months prior to your date of retirement to ensure that all required paperwork is completed timely.

The above information is also applicable to anyone with a registered domestic partnership.

19.0 SERVICE RETIREMENT

19.1 QUALIFICATIONS

General Members:

Tier I, II, III, or IV

1. At age fifty, if you have at least ten years of service credit; or
2. At any age, if you have thirty years of service credit; or
3. At age seventy, if actively employed with FCERA sponsor, regardless of years of service credit.

Tier V

1. At age fifty-two, with five years of service credit; or
2. At age seventy, if actively employed with FCERA sponsor, regardless of years of service

Safety Members:

Tier I, II, or IV

1. At age fifty, if you have at least ten years of service credit; or
2. At any age, if you have twenty years of service credit.

Tier V

1. At age fifty, with five years of service credit; or
2. At age seventy, if actively employed with FCERA sponsor, regardless of years of service.

General or Safety Members:

The impact of PEPRA on the provisions of this retirement plan continues to be analyzed. **Retirement eligibility for members with ANY service in Tier V is determined by the Tier V eligibility requirements.** For example, a member with service in General Tier II and General Tier V must have at least 5 years of service and be at least 52 years old in order to be eligible to service retire.

19.2 APPLICATION

Although a retirement application cannot be signed more than sixty (60) days prior to the effective date of the retirement, we do recommend that you contact the FCERA at least ninety (90) days prior to your anticipated retirement date to schedule a counseling appointment. If you

are considering a temporary annuity, FCERA recommends that you contact the Social Security Office at no more than six months in advance of your anticipated retirement date to obtain an estimate of benefits available to you at age 62.

19.3 AMOUNT OF SERVICE RETIREMENT BENEFIT

The amount of your service retirement benefit is based on your classification, tier, years of credited service, your age at retirement and your “final compensation.” Please either contact FCERA for estimates of your retirement benefits, or use the benefit calculator on FCERA’s member portal. The benefit formula tables for each tier are found at the end of this Handbook.

20.0 DISABILITY RETIREMENT

20.1 QUALIFICATIONS

Non-Service Connected:

1. You must be permanently disabled and unable to perform the duties of your specific job; and
2. You must have at least five years of service credit (excluding any prior public service credit purchased).

Service Connected:

1. You must be permanently disabled and unable to perform the duties of your specific job; and
2. Your disability must be the result of injury or disease arising out of and in the course of your employment and such employment must contribute substantially to your incapacity.

20.2 APPLICATION

You, your department head, or another person may file an application for your disability retirement. Your application must provide information regarding the nature of the disability, as well as the physicians, therapists and medical facilities at which you were treated regarding the disability. You must sign release of information forms allowing the FCERA to obtain medical, psychological, psychiatric, mental health and personnel information to substantiate your disability. In order for FCERA to process a disability application (a) all questions on the application must be completed, (b) it must be signed by the member or the department head or other person who is qualified to submit an application for your disability retirement, and (c) it must include a copy of a medical or psychological report prepared by a licensed physician or psychologist who

treated you, stating that you are permanently disabled from the performance of the duties of your position and stating the causes of your disability.

Subject to some exceptions, your application generally must be made while you are in service or within four months after your discontinuance of service. Do not delay in applying for a disability retirement if you believe you are entitled to a disability retirement. Disability retirement benefits may be effective from the date of your application or the day after the last day for which you were compensated. Thus, it is to your benefit to apply for a disability as soon as it becomes apparent that you are permanently disabled from performing your specific job duties.

20.3 AMOUNT OF DISABILITY BENEFIT

Non-Service Connected:

Your retirement benefit is based on the greater of: (a) an allowance calculated under a formula that accounts for your age, years of service and final compensation; or (b) your service retirement benefit amount if you are eligible for a service retirement benefit.

Service Connected:

Your retirement benefit is equal to the greater of: (a) one half of your final compensation; or (b) your service retirement benefit amount if you are eligible for a service retirement benefit. Some or all of a service connected disability may be subject to favorable tax treatment.

21.0 DEFERRED RETIREMENT

A deferred retirement is the decision to leave your contributions on deposit with FCERA until you meet the minimum requirements to retire.

21.1 QUALIFICATIONS

1. You have at least five years of service credit (excluding any prior public service credit purchased); or
2. You have less than 5 years of service credit (excluding any prior public service credit purchased), but, you have established reciprocity with a reciprocal agency and you elect a deferred retirement within six months after establishing reciprocity.

Even if you are not eligible for a deferred retirement, you may still be eligible to leave your contributions on deposit, which will accrue interest until withdrawn. In the event that you return to work for a FCERA employer, you will continue to accrue benefits, although your tier level may be different.

21.2 APPLICATION

A Disposition of Retirement Contributions form is available on our website or at FCERA's office. The form is used to request out-going reciprocity (see section 16.0 Reciprocal Benefits), defer your retirement, or elect a refund of contributions.

If you withdraw your retirement contributions, you will be ineligible for any future benefits from FCERA, unless you later become eligible and redeposit your withdrawn contributions and all required interest.

In most instances, the benefits you will be forfeiting when you withdraw your contributions and interest are far more valuable in the long term than the amount you will withdraw. Thus, all members are strongly encouraged to give substantial thought to whether their short term financial needs outweigh the long-term benefits they would be forfeiting by withdrawing their contributions and accrued interest.

If you did not establish reciprocity with a reciprocal agency, you may cancel your deferred retirement and withdraw your contributions plus interest any time before you begin receiving benefits.

If you elected deferred retirement under the terms of reciprocity, you may not cancel your deferred retirement or withdraw your contributions while you are still a member of any reciprocal agency.

You may begin receiving your monthly retirement allowance at any time you would have been eligible for a service retirement had you remained in service. However, if you established reciprocity, you must retire from all linked agencies concurrently in order to maintain the benefits of reciprocity.

21.3 RETIREMENT EFFECTIVE DATE

Payment of retirement benefits will not automatically begin when you become eligible. You must contact FCERA to begin processing your retirement. It is important that you contact FCERA at least sixty days prior to your requested retirement date to ensure that your application is timely filed and that you receive payment of your retirement benefits without delay.

Internal Revenue Service (IRS) regulations require retirement benefits to begin at age 70 ½ provided the member is no longer working (a) for the member agency or (b) for a reciprocal agency under an agreement of reciprocity. Failure to begin receiving your retirement benefits by age 70 ½ could result in penalties imposed by the IRS or the loss of your retirement contributions. Please seek the advice of your tax professional if you have questions related to this issue.

22.0 SURVIVOR BENEFITS

In addition to retirement and disability benefits for which you are eligible as a member of FCERA, survivor benefits are available to your beneficiary in the event of your death. Your surviving spouse, registered domestic partner, dependent children or other beneficiaries may have important and substantial benefits due them. These survivor benefits will depend upon specific circumstances and can only be accurately calculated based upon the facts of each case.

A dependent child eligible to receive a survivor benefit is an unmarried child (natural or adopted child of the deceased member, or a stepchild living or domiciled with the deceased member at the time of his or her death) under the age of 18. The benefit can be extended to the child through age 21 (until the child turns 22) provided the child remains unmarried and is regularly enrolled as a full-time student in an accredited school, as determined by the Board.

Effective January 1, 2004, persons meeting the requirements established under Family Code Section 297 e seq. (Registered Domestic Partners) of the California statutes are provided the same benefits as a spouse. Thus, anytime the word "spouse" is used it also means "registered domestic partner."

The following is a general description of these survivor benefits.

22.1 BASIC BENEFIT FOR DEATH BEFORE RETIREMENT

The "Basic Death Benefit" consists of the following:

1. Your accumulated contributions plus interest; and
2. One twelfth of your annual compensation earnable during the 12 months immediately preceding the death, multiplied by your completed years of service (excluding any prior public service credit purchased), but not to exceed 50 percent of the annual compensation earnable

22.2 NON-SERVICE CONNECTED DEATH BEFORE RETIREMENT

If you have less than five years of service (excluding any prior public service credit purchased) your beneficiary will receive the basic death benefit.

Regardless of length of service, if your beneficiary is not your surviving spouse, registered domestic partner or dependent children, your beneficiary will receive the basic death benefit.

If you have at least five years of service (excluding any prior public service credit purchased), your surviving spouse, registered domestic partner, or dependent children will elect to receive one of the three benefits listed below.

1. Basic death benefit as described in the Section 22.1 Basic Benefit For Death Before Retirement.
2. Continuing monthly benefit equal to 60% of either a non-service connected disability retirement allowance or a service retirement allowance (provided the member met the requirements for retirement prior to death) whichever is greater.
3. One twelfth of your annual compensation earnable during the 12 months immediately preceding the death, multiplied by your completed years of service (excluding any prior public service credit purchased), but not to exceed 50 percent of the annual compensation earnable, plus a reduced continuing monthly benefit.

22.3 SERVICE CONNECTED DEATH BEFORE RETIREMENT

If your beneficiary is not your surviving spouse, registered domestic partner or dependent children, your beneficiary will receive the basic death benefit.

Your surviving spouse, registered domestic partner, or dependent children will elect to receive one of the three benefits listed below.

1. Basic death benefit as defined in Section 22.1 Basic Benefit for Death Before Retirement.
2. Continuing monthly benefit equal to 100% of either a service connected disability retirement allowance or a service retirement (provided the member met the requirements for retirement prior to death), whichever is greater.
3. One twelfth of your annual compensation earnable during the 12 months immediately preceding the death, multiplied by your completed years of service (excluding any prior public service credit purchased), but not to exceed 50 percent of the annual compensation earnable, plus a reduced continuing monthly benefit.

Additional benefits may be due to your beneficiary if you are a Safety member and die as a result of an accident or injury caused by external violence or physical force in the performance of your duty.

22.4 DEATH WHILE IN DEFERRED RETIREMENT STATUS

If you are a deferred member, your beneficiary will receive your accumulated contributions plus interest.

22.5 DEATH AFTER RETIREMENT

The amounts of your retirement and survivor benefits depend upon the option you choose during the retirement process. The specific amounts for the options available to you are calculated to be actuarially equivalent to FCERA. You will be required to choose one of the following options before final processing of your retirement is completed.

23.0 RETIREMENT BENEFIT OPTIONS

Retirement benefit options cannot be changed after cashing/deposit of the first benefit check. Under certain circumstances, as explained below, the beneficiary eligible for a continuing benefit can be changed after retirement. For those members with a surviving spouse, in most instances the unmodified option is the best option, because the spousal continuance is provided at no cost to the member.

23.1 UNMODIFIED OPTION

1. Full retirement allowance.
2. A 60% continuing monthly benefit to your spouse or registered domestic partner, if you were married for at least one year immediately preceding your retirement date or at the time of your death, you were married for at least 2 years after retirement and your spouse or registered domestic partner is at least 55 years of age at the time of your death.
3. If you are granted a service connected disability retirement and you were married when you became disabled, a 100% continuing monthly benefit to your spouse or registered domestic partner.
4. If you do not have a surviving spouse or registered domestic partner, or if your surviving spouse or registered domestic partner predeceases you, the continuing monthly benefit will be paid collectively to your eligible children until your last child marries, reaches age 18 (or age 22 if a full-time student in an accredited school) or dies, whichever comes first.
5. If your spouse or registered domestic partner dies before you or if you do not have a spouse, registered domestic partner or eligible children, a continuing monthly benefit is not available. This option then provides for a lump sum payment to your beneficiary or your estate of any balance remaining from your accumulated contributions and interest less the total monthly retirement payments, including any cost-of-living adjustments granted to such payments, received by you before your death.

6. An opportunity to change your beneficiary after you retire. In order to a new beneficiary to be eligible for the benefits listed above, they must meet the eligibility requirements above.

23.2 OPTION 1

1. A reduced retirement allowance.
2. A lump sum payment to your beneficiary of any balance remaining from your accumulated contributions and interest, less the portion of the total monthly benefits funded by your contributions, including Regular and Settlement annuity payments, and cost-of-living adjustments granted to such payments, received by you before your death.
3. An opportunity to change your beneficiary after you retire.

23.3 OPTION 2

1. A reduced retirement allowance based upon the difference in age between you and your beneficiary. The younger your beneficiary is in relation to you, the larger the reduction to your benefit will be.
2. A 100% continuing monthly benefit to your beneficiary. (As per Internal Revenue Code, this continuance may be reduced for non-spouse beneficiaries who are more than 10 years younger than the member).
3. No opportunity to change your named beneficiary for your continuing benefit after you retire (including if your beneficiary predeceases you).

23.4 OPTION 3

1. A reduced retirement allowance based upon the difference in age between you and your beneficiary. The younger your beneficiary is in relation to you, the larger the reduction to your benefit will be.
2. A 50% continuing monthly benefit to your beneficiary.
4. No opportunity to change your named beneficiary for your continuing benefit after you retire (including if your beneficiary predeceases you).

23.5 OPTION 4

1. An actuarial equivalent retirement benefit paid out in a method approved by the Board of Retirement.

2. Basic Option 4 as defined by the Board of Retirement is one that provides equal continuing benefits to more than one beneficiary or is required in order to implement a court-approved Domestic Relations Order. No reversion to the remaining beneficiaries even if they predecease one another.
3. Election of the Basic Option 4 benefit as defined above does not require additional approval by the Board of Retirement; however, a Non Basic Option 4 must be approved by the Board of Retirement.
4. A Non Basic Option 4 as defined by the Board of Retirement is one that provides for non-equal continuing benefits to more than one beneficiary or reversion to remaining beneficiaries if they predecease one another.
5. No opportunity to change your named beneficiary(ies) for your continuing benefit after you retire (including if your beneficiary(ies) predeceases you).

Option 4 provides the most flexibility for receiving your retirement benefits and will take more time to calculate. The Board of Retirement adopted a policy authorizing one Basic Option 4 benefit calculation to be provided without cost to the individual member when the member is within one year of his/her first eligible date to retire. Due to the complexity of the calculations, all other Option 4 calculations, including additional Basic Option 4 requests beyond the first free one, must be paid for in advance by the member. Forms are available from FCERA to request Option 4 calculations. Due to the complexity of the Option 4 calculations, FCERA recommends contacting a Retirement Specialist to answer questions you may have.

24.0 ESTIMATING YOUR RETIREMENT ALLOWANCE

Your retirement allowance is based upon your age at retirement, years of service credit and “final compensation.” The following calculations will provide an estimate of your retirement allowance under the unmodified option for a service retirement. For an estimate using your specific information, please use FCERA’s Member Portal. There is a tutorial for the Member Portal Benefit Calculator available on our website. FCERA staff can work with you to ensure that you select the most appropriate retirement date for your situation.

24.1 CALCULATE FINAL COMPENSATION

The easiest way to find your current final compensation information is to use FCERA’s Member Portal. Below is information on how to estimate it yourself.

a. Bi-weekly Payroll

Your final compensation for any retirement earned while enrolled in Tier I or Tier II is equal to the highest average compensation earnable during any 365-consecutive day period (26 pay periods plus one day (1/14th of a pay period)). For example:

Bi-weekly Salary		No. of Pay Periods		
\$2,611.00	Multiplied by	20	=	\$52,220.00
\$2,480.00	Multiplied by	6	=	14,880.00
\$2,480.00	Multiplied by	1/14	=	<u>177.14</u>
				67,277.14
	Divided by			<u>12</u>
Average	Final Monthly	Compensation		<u>\$ 5,606.43</u>

Your final compensation for any retirement earned while enrolled in Tier III or IV is equal to the highest average compensation earnable during any three non-overlapping one-year periods. Although the pay periods within each one-year period must be consecutive, the three individual one-year periods need not be consecutive. For example:

Bi-weekly Salary		No. of Pay Periods		
\$2,611.00	Multiplied by	12	=	\$ 31,332.00
\$2,480.00	Multiplied by	14	=	34,720.00
\$2,480.00	Multiplied by	1/14	=	<u>177.14</u>
				<u>\$ 66,229.14</u>
\$2,356.00	Multiplied by	12	=	\$ 28,272.00
\$2,338.00	Multiplied by	14	=	32,732.00
\$2,338.00	Multiplied by	1/14	=	<u>167.00</u>
				<u>\$ 61,171.00</u>
\$2,338.00	Multiplied by	13/14	=	\$ 2,171.00
\$2,221.00	Multiplied by	25	=	55,525.00
\$2,221.00	Multiplied by	2/14	=	<u>317.29</u>
				<u>\$ 58,013.29</u>
	Total	Compensation		\$185,413.43
		Divided by		36
Average Final	Monthly	Compensation		\$ 5,150.37

Your final compensation for any retirement earned while enrolled in Tier V is equal to the highest average pensionable compensation during any consecutive three-year period. For example:

Bi-weekly Salary		No. of Pay Periods		
\$2,611.00	Multiplied by	12	=	\$ 31,332.00
\$2,480.00	Multiplied by	26	=	64,480.00
\$2,356.00	Multiplied by	26	=	61,256.00
\$2,338.00	Multiplied by	14	=	32,732.00
\$2,338.00	Multiplied by	3/14	=	<u>501.00</u>
		Total	Compensation	\$190,301.00
		Divided by		36
Average	Final Monthly	Compensation		\$ 5,286.14

b. Semi-monthly Payroll

Your final compensation is equal to the highest average compensation earnable during any 365-consecutive day period (24 pay periods) for service earned in Tier I. For example:

Semi-monthly Salary		No. of Pay Periods		
\$2,611.00	x	18	=	\$46,998.00
\$2,480.00	x	6	=	<u>14,880.00</u>
		Total Compensation		61,878.00
		Divided by		<u>12</u>
Average Final Monthly	Compensation			<u>\$ 5,156.50</u>

Your final compensation is equal to the highest average compensation earnable during any consecutive three-year period (72 pay periods) for service earned in Tier V. For example:

Semi-monthly Salary		No. of Pay Periods		
\$2,611.00	x	24	=	\$62,644.00
\$2,480.00	x	24	=	59,520.00
\$2,400.00	x	24	=	<u>57,600.00</u>
		Total Compensation		179,764.00
		Divided by		<u>36</u>
Average Final Monthly	Compensation			<u>\$ 4,993.44</u>

24.2. REDUCE FINAL COMPENSATION BY SOCIAL SECURITY ADJUSTMENT

If you are covered by Social Security (meaning that you contribute to Social Security), your retirement contributions to FCERA have been reduced and, therefore, you will receive a slightly reduced retirement allowance. This reduction can be accomplished by reducing your final monthly compensation by \$116.67. For example:

Example:	Average Final Monthly Compensation Less Social Security Adjustment Adjusted Final Compensation	One-Year Final Comp Period	Three-Year Final Comp Period
		\$5,606.43	\$5,286.14
		- 116.67	-116.67
		<u>\$5,489.76</u>	<u>\$5,169.47</u>

If you are enrolled in Tier V or are not covered by Social Security, the Social Security adjustment does not apply. Do not adjust your final compensation by \$116.67. The calculation of your estimated retirement allowance will be based on your final compensation without the adjustment.

24.3. DETERMINE AND APPLY PERCENTAGE OF FINAL COMPENSATION

Find your percentage of Final Compensation on the appropriate tables – General Members use Table 1, 2, 3, 4 or 5 depending on the retirement benefit tier in which you are enrolled. Safety Members use 6, 7, 8 or 9 depending on the retirement benefit tier in which you are enrolled. The following examples presume that all service was in one tier.

	Tier I Table 1	Tier II Table 2	Tier III Table 3	Tier IV Table 4	Tier V Table 5
Adjusted Final Compensation	\$5,489.76	\$5,489.76	\$5,169.47	\$5,169.47	\$5,286.14
Percentage, General Member					
Age 55, 25 years of Service	X 62.50%	X 50.00%	X 50.00%	X 37.31%	X 32.50%
Estimated Retirement Allowance	<u>\$3,431.10</u>	<u>\$2,744.88</u>	<u>\$2,584.74</u>	<u>\$1,928.73</u>	<u>\$1,718.00</u>

	Tier I Table 6	Tier II Table 7	Tier IV Table 8	Tier V Table 9
Adjusted Final Compensation	\$5,489.76	\$5,489.76	\$5,169.47	\$5,286.14
Percentage, Safety Member				
Age 55, 25 years of Service	X 81.87%	X 75.00%	X 65.50%	X 62.5%
Estimated Retirement Allowance	<u>\$4,494.47</u>	<u>\$4,117.32</u>	<u>\$3,386.00</u>	<u>\$3,303.84</u>

25.0 TEMPORARY ANNUITY OPTION (TAO)

If you are covered by Social Security and retire before age 62, you may receive additional income from FCERA until you reach age 62 and become eligible for Social Security. The temporary annuity option (TAO) results in you receiving a higher benefit from FCERA than you otherwise would receive prior to age 62 and a lower benefit from FCERA than you otherwise would receive after age 62.

The intended effect of the temporary annuity option is to provide you with uniform total retirement income (i.e., FCERA benefit plus Social Security benefit) for life.

A temporary annuity option is not available with a disability retirement.

If you are interested in receiving the temporary annuity option, you should contact the Social Security office to obtain an estimate of benefits available to you at age 62. The request should

be made at least six months prior to your anticipated retirement date. FCERA will then apply a temporary annuity factor, based on your age at retirement, to your Social Security estimate to arrive at the amount of your pre-age 62 "advance" from FCERA. Please note that your benefit will be reduced by the **full** amount of the Social Security estimate when you turn 62, whether or not you apply for Social Security benefits and regardless of the actual amount of your Social Security benefits.

The following calculations illustrate how a temporary annuity option might affect the retirement benefit of a hypothetical member who retires at age 55.

First, determine which tier you are enrolled in. Then, determine your Temporary Annuity Factor by reviewing the appropriate table. Your Temporary Annuity Factor can be found on Table 10 (General Members) or Table 11 (Safety Members), based on your age (prior quarter birthday) and classification of membership (General or Safety). The factor tables are specific to both tier and classification. Be sure to use the correct table for your estimate.

The examples below use the tables for Tiers IV and V.

Example:	<u>General</u>	<u>Safety</u>
	<u>Tier IV</u>	<u>Tier IV</u>
Social Security Estimate	\$ 1,500.00	\$ 1,500.00
Temporary Annuity Factor, Age 55	X 0.5302	X 0.5194
Temporary Annuity	<u>\$ 795.30</u>	<u>\$ 779.10</u>

Monthly Retirement Benefit before age 62:

Retirement Allowance	\$ 3,431.10	\$4,494.47
Add Temporary Annuity	<u>+ 795.30</u>	<u>+ 779.10</u>
Total Monthly Benefit	<u>\$ 4,226.40</u>	<u>\$ 5,273.57</u>

Monthly Retirement Benefit after age 62:

Monthly Benefit before age 62	\$ 4,226.40	\$ 5,273.57
Subtract Social Security Estimate	<u>-1,500.00</u>	<u>-1,500.00</u>
Monthly Benefit from FCERA	2,726.40	3,773.57
Monthly Benefit from Social Security	<u>+1,500.00</u>	<u>+ 1,500.00</u>
Total Monthly Benefit	<u>\$ 4,226.40</u>	<u>\$ 5,273.57</u>

You will receive the temporary annuity from FCERA through the month of your 62nd birthday. You must contact Social Security to begin receiving your benefit from them.

Since the Social Security office will not make your benefit retroactive, you should contact their office at least three months before your 62nd birthday to ensure that your Social Security benefit begins the first month you are eligible; the month following your 62nd birthday.

26.0 HEALTH BENEFITS

26.1 SETTLEMENT HEALTH BENEFIT

Effective with the Settlement Agreement signed in December of 2000, an additional health benefit was provided to General Tiers I, II and III and Safety Tiers I, II and IV. This is an additional taxable cash benefit with the expectation (but not the requirement) that the funds be used to offset the cost of retiree health insurance. As of the date of publication of this handbook, the benefit is set at \$3.00 per full year of service, excluding any prior public service credit purchased or golden handshakes granted by your employer. With the exception of prior public service credit and golden handshakes, all service is included in determining the Settlement Health Benefit. Future increases to the benefit amount, if any, are tied to the amount of the system's future undistributed earnings.

General Tiers IV and V and Safety Tier V do not have a Settlement Health Benefit.

27.0 COST OF LIVING (COL) ADJUSTMENTS

27.1 COST OF LIVING

Members with service in General Tiers I, II, and III or in Safety Tiers I and II, may receive a cost of living (COL) adjustment each April. The adjustment may be positive (an increase) or negative (a decrease) depending on the change in the Consumer Price Index (CPI) for the Western Region of the United States. Your cost of living benefit will never go below zero, but may be reduced to zero as a result of the change in the CPI. The COL is calculated by multiplying the COL rate by the sum of your Tier I, II, and III retirement benefits and associated COL (excluding any benefits for Tiers IV and V, or any supplemental COL, Vested Health Benefit or Settlement Health Benefit).

Tiers IV and V do not include a cost of living benefit.

The current maximum increase in any year is 3%. Any change in the CPI in excess of 3% is "banked" and applied to your COL benefit in a future year when the annual CPI change is less than 3%.

27.2 SUPPLEMENTAL COST OF LIVING

Certain supplemental cost of living benefits can be granted by the Board of Supervisors, the Board of Retirement or both. **These supplemental increases are non-vested benefits, do not become part of your regular retirement allowance for purposes of future cost of living increases and are subject to re-adoption or discontinuance by the adopting Board.**

Supplemental Cost of Living benefits were funded through excess earnings of the retirement system. There have been no excess earnings available for the Board to provide additional funds to pay this benefit in several years. In an effort to extend the benefits over a greater length of time to the retirees most in need (i.e., those who have lost the most purchasing power to inflation), the Board of Retirement modified the Supplemental Cost of Living program in 2005. The modification caps the benefit levels at the amount that they were as of April 2005. The benefit will not be increased as a result of the normal application of the cost of living benefit or a result of the effects of the assumptions and the market results. No additional retirees will be added to the group eligible to receive the benefit under FCERA's current policy. This benefit ended in August of 2016.

28.0 DEDUCTIONS FROM RETIREMENT BENEFITS

You may authorize deductions from your retirement benefits for federal and state income tax, health insurance under a County plan, dues for membership in the Retired Employees of Fresno County (REFCO) and for supplemental benefits offered through REFCO, and repayment of overpaid benefits. No other voluntary deductions are authorized from your retirement benefits at this time.

29.0 HEALTH INSURANCE

Access to Retiree Health Insurance for you and your beneficiaries may be available through the County of Fresno. Health Insurance coverage is currently not available for former Courts or Special District employees. Coverage and premiums are negotiated by the County and, thus, any questions on coverage, plans and premiums should be directed to the County of Fresno Employee Benefits office at (559) 600-1810.

It takes one to two months to begin deducting the health insurance premium from your monthly retirement benefit. You will be responsible for paying the premium to Employee Benefits until such time as the benefit deduction is processed.

Health insurance is also available to beneficiaries who are receiving continuing benefits. Changes to plans may be made during the annual open enrollment period or when a life-changing event occurs, such as death, divorce or marriage.

30.0 FEDERAL AND STATE INCOME TAX

Subject to some limited exceptions discussed below, your retirement benefit is taxable and subject to federal and state income tax laws. You may choose to have no taxes withheld from your retirement benefit, however, you may then owe taxes to the federal and state taxing authorities. FCERA staff is not qualified to provide tax assistance or advice. The tax laws are extremely complex and vary among the states. States have various rules regarding withholding.

For example, some states require state withholding when federal withholding is elected, others do not. There are additional tax requirements for retirees living in foreign countries.

FCERA can only accept one set of withholding instructions per person (one federal and one state withholding form) even if you are receiving more than one benefit, for example as both a member and a beneficiary continuance. Where the tax election includes a flat amount, the withholding will be applied to each benefit based on a ratio of the taxable benefit in each benefit calculation.

Questions about the tax status of your retirement benefit should be addressed to your tax advisor and/or the appropriate taxing agency.

If you made contributions to the plan prior to July 1, 1985, your contributions were made on an after-tax basis. Also, you may have purchased additional service credit on an after-tax basis. Because those contributions were already taxed, you will be given a letter at retirement explaining the portion of your monthly retirement benefit that is not subject to income taxes. This “credit” will be reflected on the annual Form 1099R statement you receive for tax filing purposes each January. You should retain the documents that you will receive upon retirement to assist you with your income tax filing.

31.0 DIRECT DEPOSIT

The Board of Retirement strongly recommends that you select direct deposit of your retirement benefits into your designated bank account because it is the fastest, safest and most convenient method of receiving your payment. With direct deposit, your money will be credited electronically to your bank account on the last FCERA business day of the month. A Direct Deposit Advice will be sent to your mailing address. Please note that federal law limits direct deposit to U.S. financial institutions. Funds may be deposited into a checking or savings account in any U.S. financial institution you choose, provided it agrees to immediately return any funds deposited in error or deposited after your death and it does not charge FCERA for the deposit. Agreement is indicated by the completion of the Direct Deposit form. A Direct Deposit form is provided in your retirement packet or can be requested from FCERA, and is available on FCERA's website at any time.

Direct deposit is limited to one account. If you wish to have your benefit directed to multiple accounts, please contact your bank for assistance in setting up transfers between your accounts.

32.0 FCERA HOLIDAYS

FCERA will be closed on the following days in recognition of the holiday celebrated on that date. If the last day of the month falls on one of the holidays recognized by FCERA, the retiree payroll date will be moved up to the day preceding the holiday.

- January 1 (New Year's Day) (preceding Friday if holiday falls on Saturday, following Monday if holiday falls on Sunday)

- Third Monday in January (Martin Luther King Day)
- Third Monday in February (President's Day)
- March 31 (Cesar Chavez Day) (preceding Friday if holiday falls on Saturday, following Monday if holiday falls on Sunday)
- Fourth Monday In May (Memorial Day)
- July 4 (Independence Day) (preceding Friday if holiday falls on Saturday, following Monday if holiday falls on Sunday)
- First Monday in September (Labor Day)
- November 11 (Veteran's Day) (preceding Friday if holiday falls on Saturday, following Monday if holiday falls on Sunday)
- Fourth Thursday and Friday in November (Thanksgiving Day)
- December 25 (Christmas Day) (preceding Friday if holiday falls on Saturday, following Monday if holiday falls on Sunday)

**TABLE 1 – GENERAL MEMBERS - TIER I BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement					
	50	51	52	53	54	55
5	9.32	9.85	10.43	11.06	11.75	12.50
6	11.18	11.82	12.52	13.28	14.10	15.00
7	13.04	13.79	14.61	15.49	16.45	17.50
8	14.91	15.76	16.69	17.70	18.80	20.00
9	16.77	17.73	18.78	19.91	21.15	22.50
10	18.64	19.71	20.87	22.13	23.50	25.00
11	20.50	21.68	22.95	24.34	25.85	27.50
12	22.36	23.65	25.04	26.55	28.20	30.00
13	24.23	25.62	27.12	28.76	30.55	32.50
14	26.09	27.59	29.21	30.98	32.90	35.00
15	27.95	29.56	31.30	33.19	35.25	37.50
16	29.82	31.53	33.38	35.40	37.60	40.00
17	31.68	33.50	35.47	37.61	39.95	42.50
18	33.54	35.47	37.56	39.83	42.30	45.00
19	35.41	37.44	39.64	42.04	44.65	47.50
20	37.27	39.41	41.73	44.25	47.00	50.00
21	39.13	41.38	43.82	46.46	49.34	52.50
22	41.00	43.35	45.90	48.68	51.69	55.00
23	42.86	45.32	47.99	50.89	54.04	57.50
24	44.72	47.29	50.08	53.10	56.39	60.00
25	46.59	49.26	52.16	55.31	58.74	62.50
26	48.45	51.23	54.25	57.53	61.09	65.00
27	50.31	53.20	56.34	59.74	63.44	67.50
28	52.18	55.17	58.42	61.95	65.79	70.00
29	54.04	57.14	60.51	64.16	68.14	72.50
30	55.91	59.12	62.60	66.38	70.49	75.00
31	57.77	61.09	64.68	68.59	72.84	77.50
32	59.63	63.06	66.77	70.80	75.19	80.00
33	61.50	65.03	68.85	73.01	77.54	82.50
34	63.36	67.00	70.94	75.23	79.89	85.00
35		68.97	73.03	77.44	82.24	87.50
36			75.11	79.65	84.59	90.00
37				81.86	86.94	92.50
38					89.29	95.00
39						97.50

**TABLE 1 – GENERAL MEMBERS - TIER I BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement				
	56	57	58	59	60 & over
5	13.06	13.81	14.61	15.46	16.37
6	15.67	16.57	17.53	18.55	19.64
7	18.28	19.33	20.45	21.64	22.91
8	20.89	22.10	23.37	24.73	26.19
9	23.51	24.86	26.29	27.82	29.46
10	26.12	27.62	29.22	30.91	32.73
11	28.73	30.38	32.14	34.00	36.01
12	31.34	33.14	35.06	37.10	39.28
13	33.95	35.91	37.98	40.19	42.55
14	36.56	38.67	40.90	43.28	45.83
15	39.18	41.43	43.82	46.37	49.10
16	41.79	44.19	46.74	49.46	52.37
17	44.40	46.95	49.67	52.55	55.65
18	47.01	49.72	52.59	55.64	58.92
19	49.62	52.48	55.51	58.73	62.19
20	52.24	55.24	58.43	61.83	65.47
21	54.85	58.00	61.35	64.92	68.74
22	57.46	60.76	64.27	68.01	72.01
23	60.07	63.53	67.19	71.10	75.28
24	62.68	66.29	70.12	74.19	78.56
25	65.29	69.05	73.04	77.28	81.83
26	67.91	71.81	75.96	80.37	85.10
27	70.52	74.57	78.88	83.46	88.38
28	73.13	77.34	81.80	86.56	91.65
29	75.74	80.10	84.72	89.65	94.92
30	78.35	82.86	87.65	92.74	98.20
31	80.96	85.62	90.57	95.83	100.00
32	83.58	88.38	93.49	98.92	100.00
33	86.19	91.15	96.41	100.00	100.00
34	88.80	93.91	99.33	100.00	100.00
35	91.41	96.67	100.00	100.00	100.00
36	94.02	99.43	100.00	100.00	100.00
37	96.63	100.00	100.00	100.00	100.00
38	99.25	100.00	100.00	100.00	100.00
39	100.00	100.00	100.00	100.00	100.00

**TABLE 2 – GENERAL MEMBERS - TIER II BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement						
	50	51	52	53	54	55	56
5	7.13	7.61	8.14	8.71	9.33	10.00	10.26
6	8.56	9.13	9.77	10.45	11.20	12.00	12.31
7	9.98	10.65	11.40	12.19	13.06	14.00	14.36
8	11.41	12.18	13.02	13.94	14.93	16.00	16.42
9	12.83	13.70	14.65	15.68	16.79	18.00	18.47
10	14.26	15.22	16.28	17.42	18.66	20.00	20.52
11	15.69	16.74	17.91	19.16	20.53	22.00	22.57
12	17.11	18.26	19.54	20.90	22.39	24.00	24.62
13	18.54	19.79	21.16	22.65	24.26	26.00	26.68
14	19.96	21.31	22.79	24.39	26.12	28.00	28.73
15	21.39	22.83	24.42	26.13	27.99	30.00	30.78
16	22.82	24.35	26.05	27.87	29.86	32.00	32.83
17	24.24	25.87	27.68	29.61	31.72	34.00	34.88
18	25.67	27.40	29.30	31.36	33.59	36.00	36.94
19	27.09	28.92	30.93	33.10	35.45	38.00	38.99
20	28.52	30.44	32.56	34.84	37.32	40.00	41.04
21	29.95	31.96	34.19	36.58	39.19	42.00	43.09
22	31.37	33.48	35.82	38.32	41.05	44.00	45.14
23	32.80	35.01	37.44	40.07	42.92	46.00	47.20
24	34.22	36.53	39.07	41.81	44.78	48.00	49.25
25	35.65	38.05	40.70	43.55	46.65	50.00	51.30
26	37.08	39.57	42.33	45.29	48.52	52.00	53.35
27	38.50	41.09	43.96	47.03	50.38	54.00	55.40
28	39.93	42.62	45.58	48.78	52.25	56.00	57.46
29	41.35	44.14	47.21	50.52	54.11	58.00	59.51
30	42.78	45.66	48.84	52.26	55.98	60.00	61.56
31	44.21	47.18	50.47	54.00	57.85	62.00	63.61
32	45.63	48.70	52.10	55.74	59.71	64.00	65.66
33	47.06	50.23	53.72	57.49	61.58	66.00	67.72
34	48.48	51.75	55.35	59.23	63.44	68.00	69.77
35		53.27	56.98	60.97	65.31	70.00	71.82
36			58.61	62.71	67.18	72.00	73.87
37				64.45	69.04	74.00	75.92
38					70.91	76.00	77.98
39						78.00	80.03

**TABLE 2 – GENERAL MEMBERS - TIER II BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement						
	57	58	59	60	61	62	63 & over
5	10.52	10.78	11.05	11.31	11.57	11.83	12.09
6	12.62	12.94	13.26	13.57	13.88	14.20	14.51
7	14.73	15.09	15.47	15.83	16.20	16.56	16.93
8	16.83	17.25	17.68	18.10	18.51	18.93	19.34
9	18.94	19.40	19.89	20.36	20.83	21.29	21.76
10	21.04	21.56	22.10	22.62	23.14	23.66	24.18
11	23.14	23.72	24.31	24.88	25.45	26.03	26.60
12	25.25	25.87	26.52	27.14	27.77	28.39	29.02
13	27.35	28.03	28.73	29.41	30.08	30.76	31.43
14	29.46	30.18	30.94	31.67	32.40	33.12	33.85
15	31.56	32.34	33.15	33.93	34.71	35.49	36.27
16	33.66	34.50	35.36	36.19	37.02	37.86	38.69
17	35.77	36.65	37.57	38.45	39.34	40.22	41.11
18	37.87	38.81	39.78	40.72	41.65	42.59	43.52
19	39.98	40.96	41.99	42.98	43.97	44.95	45.94
20	42.08	43.12	44.20	45.24	46.28	47.32	48.36
21	44.18	45.28	46.41	47.50	48.59	49.69	50.78
22	46.29	47.43	48.62	49.76	50.91	52.05	53.20
23	48.39	49.59	50.83	52.03	53.22	54.42	55.61
24	50.50	51.74	53.04	54.29	55.54	56.78	58.03
25	52.60	53.90	55.25	56.55	57.85	59.15	60.45
26	54.70	56.06	57.46	58.81	60.16	61.52	62.87
27	56.81	58.21	59.67	61.07	62.48	63.88	65.29
28	58.91	60.37	61.88	63.34	64.79	66.25	67.70
29	61.02	62.52	64.09	65.60	67.11	68.61	70.12
30	63.12	64.68	66.30	67.86	69.42	70.98	72.54
31	65.22	66.84	68.51	70.12	71.73	73.35	74.96
32	67.33	68.99	70.72	72.38	74.05	75.71	77.38
33	69.43	71.15	72.93	74.65	76.36	78.08	79.79
34	71.54	73.30	75.14	76.91	78.68	80.44	82.21
35	73.64	75.46	77.35	79.17	80.99	82.81	84.63
36	75.74	77.62	79.56	81.43	83.30	85.18	87.05
37	77.85	79.77	81.77	83.69	85.62	87.54	89.47
38	79.95	81.93	83.98	85.96	87.93	89.91	91.88
39	82.06	84.08	86.19	88.22	90.25	92.27	94.30

**TABLE 3 – GENERAL MEMBERS - TIER III BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement								
	50	51	52	53	54	55	56	57	58
5	7.45	7.88	8.35	8.85	9.40	10.00	10.45	11.05	11.69
6	8.94	9.46	10.02	10.62	11.28	12.00	12.54	13.26	14.02
7	10.44	11.03	11.68	12.39	13.16	14.00	14.63	15.47	16.36
8	11.93	12.61	13.35	14.16	15.04	16.00	16.72	17.68	18.70
9	13.42	14.19	15.02	15.93	16.92	18.00	18.80	19.89	21.03
10	14.91	15.76	16.69	17.70	18.80	20.00	20.89	22.10	23.37
11	16.40	17.34	18.36	19.47	20.68	22.00	22.98	24.31	25.71
12	17.89	18.92	20.03	21.24	22.56	24.00	25.07	26.52	28.05
13	19.38	20.49	21.70	23.01	24.44	26.00	27.16	28.72	30.38
14	20.87	22.07	23.37	24.78	26.32	28.00	29.25	30.93	32.72
15	22.36	23.65	25.04	26.55	28.20	30.00	31.34	33.14	35.06
16	23.85	25.22	26.71	28.32	30.08	32.00	33.43	35.35	37.40
17	25.34	26.80	28.38	30.09	31.96	34.00	35.52	37.56	39.73
18	26.83	28.38	30.05	31.86	33.84	36.00	37.61	39.77	42.07
19	28.33	29.95	31.71	33.63	35.72	38.00	39.70	41.98	44.41
20	29.82	31.53	33.38	35.40	37.60	40.00	41.79	44.19	46.74
21	31.31	33.10	35.05	37.17	39.48	42.00	43.88	46.40	49.08
22	32.80	34.68	36.72	38.94	41.36	44.00	45.97	48.61	51.42
23	34.29	36.26	38.39	40.71	43.24	46.00	48.06	50.82	53.76
24	35.78	37.83	40.06	42.48	45.12	48.00	50.15	53.03	56.09
25	37.27	39.41	41.73	44.25	47.00	50.00	52.24	55.24	58.43
26	38.76	40.99	43.40	46.02	48.87	52.00	54.32	57.45	60.77
27	40.25	42.56	45.07	47.79	50.75	54.00	56.41	59.66	63.10
28	41.74	44.14	46.74	49.56	52.63	56.00	58.50	61.87	65.44
29	43.23	45.72	48.41	51.33	54.51	58.00	60.59	64.08	67.78
30	44.72	47.29	50.08	53.10	56.39	60.00	62.68	66.29	70.12
31	46.21	48.87	51.75	54.87	58.27	62.00	64.77	68.50	72.45
32	47.71	50.44	53.41	56.64	60.15	64.00	66.86	70.71	74.79
33	49.20	52.02	55.08	58.41	62.03	66.00	68.95	72.92	77.13
34	50.69	53.60	56.75	60.18	63.91	68.00	71.04	75.13	79.46
35	52.18	55.17	58.42	61.95	65.79	70.00	73.13	77.34	81.80
36	53.67	56.75	60.09	63.72	67.67	72.00	75.22	79.55	84.14
37	55.16	58.33	61.76	65.49	69.55	74.00	77.31	81.76	86.48
38	56.65	59.90	63.43	67.26	71.43	76.00	79.40	83.96	88.81
39	58.14	61.48	65.10	69.03	73.31	78.00	81.49	86.17	91.15

**TABLE 3 – GENERAL MEMBERS - TIER III BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement						
	59	60	61	62	63	64	65 & over
5	12.37	13.09	13.61	14.12	14.64	15.15	15.67
6	14.84	15.71	16.33	16.95	17.57	18.18	18.80
7	17.31	18.33	19.05	19.77	20.49	21.21	21.94
8	19.78	20.95	21.77	22.60	23.42	24.24	25.07
9	22.26	23.57	24.49	25.42	26.35	27.28	28.20
10	24.73	26.19	27.22	28.25	29.28	30.31	31.34
11	27.20	28.80	29.94	31.07	32.20	33.34	34.47
12	29.68	31.42	32.66	33.90	35.13	36.37	37.60
13	32.15	34.04	35.38	36.72	38.06	39.40	40.74
14	34.62	36.66	38.10	39.54	40.99	42.43	43.87
15	37.10	39.28	40.82	42.37	43.91	45.46	47.00
16	39.57	41.90	43.55	45.19	46.84	48.49	50.14
17	42.04	44.52	46.27	48.02	49.77	51.52	53.27
18	44.51	47.13	48.99	50.84	52.70	54.55	56.40
19	46.99	49.75	51.71	53.67	55.62	57.58	59.54
20	49.46	52.37	54.43	56.49	58.55	60.61	62.67
21	51.93	54.99	57.15	59.32	61.48	63.64	65.81
22	54.41	57.61	59.88	62.14	64.41	66.67	68.94
23	56.88	60.23	62.60	64.97	67.33	69.70	72.07
24	59.35	62.85	65.32	67.79	70.26	72.73	75.21
25	61.83	65.47	68.04	70.62	73.19	75.77	78.34
26	64.30	68.08	70.76	73.44	76.12	78.80	81.47
27	66.77	70.70	73.48	76.26	79.05	81.83	84.61
28	69.24	73.32	76.20	79.09	81.97	84.86	87.74
29	71.72	75.94	78.93	81.91	84.90	87.89	90.87
30	74.19	78.56	81.65	84.74	87.83	90.92	94.01
31	76.66	81.18	84.37	87.56	90.76	93.95	97.14
32	79.14	83.80	87.09	90.39	93.68	96.98	100.00
33	81.61	86.41	89.81	93.21	96.61	100.00	100.00
34	84.08	89.03	92.53	96.04	99.54	100.00	100.00
35	86.56	91.65	95.26	98.86	100.00	100.00	100.00
36	89.03	94.27	97.98	100.00	100.00	100.00	100.00
37	91.50	96.89	100.00	100.00	100.00	100.00	100.00
38	93.97	99.51	100.00	100.00	100.00	100.00	100.00
39	96.45	100.00	100.00	100.00	100.00	100.00	100.00

**TABLE 4 – GENERAL MEMBERS - TIER IV BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement								
	50	51	52	53	54	55	56	57	58
5	5.91	6.21	6.51	6.82	7.13	7.46	7.82	8.21	8.63
6	7.09	7.46	7.82	8.18	8.56	8.95	9.38	9.85	10.35
7	8.27	8.70	9.12	9.54	9.98	10.45	10.95	11.49	12.08
8	9.45	9.94	10.42	10.91	11.41	11.94	12.51	13.13	13.80
9	10.64	11.19	11.72	12.27	12.83	13.43	14.07	14.77	15.53
10	11.82	12.43	13.03	13.64	14.26	14.92	15.64	16.41	17.25
11	13.00	13.67	14.33	15.00	15.69	16.42	17.20	18.05	18.98
12	14.18	14.91	15.63	16.36	17.11	17.91	18.76	19.69	20.70
13	15.36	16.16	16.93	17.73	18.54	19.40	20.33	21.33	22.43
14	16.55	17.40	18.24	19.09	19.96	20.89	21.89	22.97	24.15
15	17.73	18.64	19.54	20.45	21.39	22.39	23.46	24.62	25.88
16	18.91	19.89	20.84	21.82	22.82	23.88	25.02	26.26	27.60
17	20.09	21.13	22.15	23.18	24.24	25.37	26.58	27.90	29.33
18	21.27	22.37	23.45	24.54	25.67	26.86	28.15	29.54	31.05
19	22.45	23.61	24.75	25.91	27.09	28.35	29.71	31.18	32.78
20	23.64	24.86	26.05	27.27	28.52	29.85	31.27	32.82	34.50
21	24.82	26.10	27.36	28.63	29.95	31.34	32.84	34.46	36.23
22	26.00	27.34	28.66	30.00	31.37	32.83	34.40	36.10	37.95
23	27.18	28.59	29.96	31.36	32.80	34.32	35.96	37.74	39.68
24	28.36	29.83	31.26	32.72	34.22	35.82	37.53	39.38	41.40
25	29.55	31.07	32.57	34.09	35.65	37.31	39.09	41.03	43.13
26	30.73	32.31	33.87	35.45	37.08	38.80	40.66	42.67	44.85
27	31.91	33.56	35.17	36.81	38.50	40.29	42.22	44.31	46.58
28	33.09	34.80	36.47	38.18	39.93	41.79	43.78	45.95	48.30
29	34.27	36.04	37.78	39.54	41.35	43.28	45.35	47.59	50.03
30	35.46	37.29	39.08	40.91	42.78	44.77	46.91	49.23	51.75
31	36.64	38.53	40.38	42.27	44.21	46.26	48.47	50.87	53.48
32	37.82	39.77	41.69	43.63	45.63	47.75	50.04	52.51	55.20
33	39.00	41.01	42.99	45.00	47.06	49.25	51.60	54.15	56.93
34	40.18	42.26	44.29	46.36	48.48	50.74	53.16	55.79	58.65
35	41.36	43.50	45.59	47.72	49.91	52.23	54.73	57.44	60.38
36	42.55	44.74	46.90	49.09	51.34	53.72	56.29	59.08	62.10
37	43.73	45.98	48.20	50.45	52.76	55.22	57.86	60.72	63.83
38	44.91	47.23	49.50	51.81	54.19	56.71	59.42	62.36	65.55
39	46.09	48.47	50.80	53.18	55.61	58.20	60.98	64.00	67.28

**TABLE 4 – GENERAL MEMBERS - TIER IV BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement						
	59	60	61	62	63	64	65 & over
5	9.08	9.58	9.96	10.46	10.99	11.55	12.16
6	10.90	11.50	11.95	12.55	13.19	13.87	14.59
7	12.72	13.42	13.94	14.64	15.38	16.18	17.03
8	14.53	15.33	15.93	16.73	17.58	18.49	19.46
9	16.35	17.25	17.92	18.82	19.78	20.80	21.89
10	18.17	19.17	19.91	20.91	21.98	23.11	24.32
11	19.98	21.08	21.90	23.00	24.17	25.42	26.75
12	21.80	23.00	23.89	25.10	26.37	27.73	29.19
13	23.61	24.92	25.89	27.19	28.57	30.04	31.62
14	25.43	26.83	27.88	29.28	30.77	32.35	34.05
15	27.25	28.75	29.87	31.37	32.97	34.66	36.48
16	29.06	30.67	31.86	33.46	35.16	36.97	38.91
17	30.88	32.58	33.85	35.55	37.36	39.28	41.35
18	32.70	34.50	35.84	37.64	39.56	41.60	43.78
19	34.51	36.42	37.83	39.74	41.76	43.91	46.21
20	36.33	38.33	39.82	41.83	43.95	46.22	48.64
21	38.15	40.25	41.81	43.92	46.15	48.53	51.08
22	39.96	42.17	43.81	46.01	48.35	50.84	53.51
23	41.78	44.08	45.80	48.10	50.55	53.15	55.94
24	43.60	46.00	47.79	50.19	52.74	55.46	58.37
25	45.41	47.92	49.78	52.28	54.94	57.77	60.80
26	47.23	49.83	51.77	54.37	57.14	60.08	63.24
27	49.05	51.75	53.76	56.47	59.34	62.39	65.67
28	50.86	53.67	55.75	58.56	61.53	64.70	68.10
29	52.68	55.58	57.74	60.65	63.73	67.01	70.53
30	54.50	57.50	59.74	62.74	65.93	69.33	72.97
31	56.31	59.42	61.73	64.83	68.13	71.64	75.40
32	58.13	61.33	63.72	66.92	70.33	73.95	77.83
33	59.94	63.25	65.71	69.01	72.52	76.26	80.26
34	61.76	65.17	67.70	71.11	74.72	78.57	82.69
35	63.58	67.08	69.69	73.20	76.92	80.88	85.13
36	65.39	69.00	71.68	75.29	79.12	83.19	87.56
37	67.21	70.92	73.67	77.38	81.31	85.50	89.99
38	69.03	72.83	75.66	79.47	83.51	87.81	92.42
39	70.84	74.75	77.66	81.56	85.71	90.12	94.85

**TABLE 5 – GENERAL MEMBERS – TIER V BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement								
	52	53	54	55	56	57	58	59	60
5	5.00	5.50	6.00	6.50	7.00	7.50	8.00	8.50	9.00
6	6.00	6.60	7.20	7.80	8.40	9.00	9.60	10.20	10.80
7	7.00	7.70	8.40	9.10	9.80	10.50	11.20	11.90	12.60
8	8.00	8.80	9.60	10.40	11.20	12.00	12.80	13.60	14.40
9	9.00	9.90	10.80	11.70	12.60	13.50	14.40	15.30	16.20
10	10.00	11.00	12.00	13.00	14.00	15.00	16.00	17.00	18.00
11	11.00	12.10	13.20	14.30	15.40	16.50	17.60	18.70	19.80
12	12.00	13.20	14.40	15.60	16.80	18.00	19.20	20.40	21.60
13	13.00	14.30	15.60	16.90	18.20	19.50	20.80	22.10	23.40
14	14.00	15.40	16.80	18.20	19.60	21.00	22.40	23.80	25.20
15	15.00	16.50	18.00	19.50	21.00	22.50	24.00	25.50	27.00
16	16.00	17.60	19.20	20.80	22.40	24.00	25.60	27.20	28.80
17	17.00	18.70	20.40	22.10	23.80	25.50	27.20	28.90	30.60
18	18.00	19.80	21.60	23.40	25.20	27.00	28.80	30.60	32.40
19	19.00	20.90	22.80	24.70	26.60	28.50	30.40	32.30	34.20
20	20.00	22.00	24.00	26.00	28.00	30.00	32.00	34.00	36.00
21	21.00	23.10	25.20	27.30	29.40	31.50	33.60	35.70	37.80
22	22.00	24.20	26.40	28.60	30.80	33.00	35.20	37.40	39.60
23	23.00	25.30	27.60	29.90	32.20	34.50	36.80	39.10	41.40
24	24.00	26.40	28.80	31.20	33.60	36.00	38.40	40.80	43.20
25	25.00	27.50	30.00	32.50	35.00	37.50	40.00	42.50	45.00
26	26.00	28.60	31.20	33.80	36.40	39.00	41.60	44.20	46.80
27	27.00	29.70	32.40	35.10	37.80	40.50	43.20	45.90	48.60
28	28.00	30.80	33.60	36.40	39.20	42.00	44.80	47.60	50.40
29	29.00	31.90	34.80	37.70	40.60	43.50	46.40	49.30	52.20
30	30.00	33.00	36.00	39.00	42.00	45.00	48.00	51.00	54.00
31	31.00	34.10	37.20	40.30	43.40	46.50	49.60	52.70	55.80
32	32.00	35.20	38.40	41.60	44.80	48.00	51.20	54.40	57.60
33	33.00	36.30	39.60	42.90	46.20	49.50	52.80	56.10	59.40
34	34.00	37.40	40.80	44.20	47.60	51.00	54.40	57.80	61.20
35	35.00	38.50	42.00	45.50	49.00	52.50	56.00	59.50	63.00
36	36.00	39.60	43.20	46.80	50.40	54.00	57.60	61.20	64.80
37	37.00	40.70	44.40	48.10	51.80	55.50	59.20	62.90	66.60
38	38.00	41.80	45.60	49.40	53.20	57.00	60.80	64.60	68.40
39	39.00	42.90	46.80	50.70	54.60	58.50	62.40	66.30	70.20

**TABLE 5 – GENERAL MEMBERS - TIER V BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement						
	61	62	63	64	65	66	67 & over
5	9.50	10.00	10.50	11.00	11.50	12.00	12.50
6	11.40	12.00	12.60	13.20	13.80	14.40	15.00
7	13.30	14.00	14.70	15.40	16.10	16.80	17.50
8	15.20	16.00	16.80	17.60	18.40	19.20	20.00
9	17.10	18.00	18.90	19.80	20.70	21.60	22.50
10	19.00	20.00	21.00	22.00	23.00	24.00	25.00
11	20.90	22.00	23.10	24.20	25.30	26.40	27.50
12	22.80	24.00	25.20	26.40	27.60	28.80	30.00
13	24.70	26.00	27.30	28.60	29.90	31.20	32.50
14	26.60	28.00	29.40	30.80	32.20	33.60	35.00
15	28.50	30.00	31.50	33.00	34.50	36.00	37.50
16	30.40	32.00	33.60	35.20	36.80	38.40	40.00
17	32.30	34.00	35.70	37.40	39.10	40.80	42.50
18	34.20	36.00	37.80	39.60	41.40	43.20	45.00
19	36.10	38.00	39.90	41.80	43.70	45.60	47.50
20	38.00	40.00	42.00	44.00	46.00	48.00	50.00
21	39.90	42.00	44.10	46.20	48.30	50.40	52.50
22	41.80	44.00	46.20	48.40	50.60	52.80	55.00
23	43.70	46.00	48.30	50.60	52.90	55.20	57.50
24	45.60	48.00	50.40	52.80	55.20	57.60	60.00
25	47.50	50.00	52.50	55.00	57.50	60.00	62.50
26	49.40	52.00	54.60	57.20	59.80	62.40	65.00
27	51.30	54.00	56.70	59.40	62.10	64.80	67.50
28	53.20	56.00	58.80	61.60	64.40	67.20	70.00
29	55.10	58.00	60.90	63.80	66.70	69.60	72.50
30	57.00	60.00	63.00	66.00	69.00	72.00	75.00
31	58.90	62.00	65.10	68.20	71.30	74.40	77.50
32	60.80	64.00	67.20	70.40	73.60	76.80	80.00
33	62.70	66.00	69.30	72.60	75.90	79.20	82.50
34	64.60	68.00	71.40	74.80	78.20	81.60	85.00
35	66.50	70.00	73.50	77.00	80.50	84.00	87.50
36	68.40	72.00	75.60	79.20	82.80	86.40	90.00
37	70.30	74.00	77.70	81.40	85.10	88.80	92.50
38	72.20	76.00	79.80	83.60	87.40	91.20	95.00
39	74.10	78.00	81.90	85.80	89.70	93.60	97.50

**TABLE 6 – SAFETY MEMBERS - TIER I BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement							
	41	42	43	44	45	46	47	48
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20	31.29	33.13	35.02	36.99	39.03	41.13	43.39	45.43
21		34.78	36.77	38.83	40.98	43.19	45.56	47.70
22			38.52	40.68	42.93	45.24	47.73	49.97
23				42.53	44.88	47.30	49.90	52.24
24					46.83	49.36	52.07	54.51
25						51.41	54.24	56.78
26							56.41	59.05
27								61.32
28								
29								
30								
31								
32								
33								
34								

**TABLE 6 – SAFETY MEMBERS - TIER I BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement						
	49	50	51	52	53	54	55 & over
5		12.50	13.15	13.85	14.62	15.46	16.37
6		15.00	15.77	16.62	17.54	18.55	19.65
7		17.50	18.40	19.39	20.46	21.64	22.92
8		20.00	21.03	22.16	23.38	24.73	26.20
9		22.50	23.66	24.93	26.31	27.82	29.47
10		25.00	26.29	27.70	29.23	30.92	32.75
11		27.50	28.92	30.46	32.15	34.01	36.02
12		30.00	31.55	33.23	35.08	37.10	39.30
13		32.50	34.18	36.00	38.00	40.19	42.57
14		35.00	36.81	38.77	40.92	43.28	45.85
15		37.50	39.44	41.54	43.85	46.37	49.12
16		40.00	42.06	44.31	46.77	49.46	52.40
17		42.50	44.69	47.08	49.69	52.56	55.67
18		45.00	47.32	49.85	52.61	55.65	58.95
19		47.50	49.95	52.62	55.54	58.74	62.22
20	47.61	50.00	52.58	55.39	58.46	61.83	65.50
21	49.99	52.50	55.21	58.16	61.38	64.92	68.77
22	52.37	55.00	57.84	60.93	64.31	68.01	72.04
23	54.75	57.50	60.47	63.70	67.23	71.10	75.32
24	57.13	60.00	63.10	66.47	70.15	74.20	78.59
25	59.51	62.50	65.73	69.24	73.08	77.29	81.87
26	61.89	65.00	68.35	72.01	76.00	80.38	85.14
27	64.27	67.50	70.98	74.78	78.92	83.47	88.42
28	66.65	70.00	73.61	77.55	81.84	86.56	91.69
29		72.50	76.24	80.32	84.77	89.65	94.97
30			78.87	83.09	87.69	92.75	98.24
31				85.85	90.61	95.84	100.00
32					93.54	98.93	100.00
33						100.00	100.00
34							100.00

**TABLE 7 – SAFETY MEMBERS - TIER II BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement							
	41	42	43	44	45	46	47	48
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20	28.66	30.35	32.08	33.88	35.75	37.68	39.75	41.62
21		31.87	33.69	35.58	37.54	39.56	41.74	43.70
22			35.29	37.27	39.32	41.45	43.73	45.78
23				38.96	41.11	43.33	45.71	47.86
24					42.90	45.22	47.70	49.94
25						47.10	49.69	52.02
26							51.68	54.10
27								56.18
28								
29								
30								
31								
32								
33								
34								

**TABLE 7 – SAFETY MEMBERS - TIER II BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement						
	49	50	51	52	53	54	55 & over
5		11.45	12.04	12.69	13.39	14.13	15.00
6		13.74	14.45	15.22	16.07	16.95	18.00
7		16.03	16.86	17.76	18.74	19.78	21.00
8		18.32	19.27	20.30	21.42	22.60	24.00
9		20.61	21.68	22.83	24.10	25.43	27.00
10		22.90	24.08	25.37	26.78	28.25	30.00
11		25.19	26.49	27.91	29.46	31.08	33.00
12		27.48	28.90	30.45	32.13	33.90	36.00
13		29.77	31.31	32.98	34.81	36.73	39.00
14		32.06	33.72	35.52	37.49	39.56	42.00
15		34.35	36.13	38.06	40.17	42.38	45.00
16		36.64	38.53	40.59	42.84	45.21	48.00
17		38.93	40.94	43.13	45.52	48.03	51.00
18		41.22	43.35	45.67	48.20	50.86	54.00
19		43.51	45.76	48.20	50.88	53.68	57.00
20	43.61	45.80	48.17	50.74	53.56	56.51	60.00
21	45.79	48.09	50.58	53.28	56.23	59.33	63.00
22	47.98	50.38	52.98	55.82	58.91	62.16	66.00
23	50.16	52.67	55.39	58.35	61.59	64.98	69.00
24	52.34	54.96	57.80	60.89	64.27	67.81	72.00
25	54.52	57.26	60.21	63.43	66.95	70.64	75.00
26	56.70	59.55	62.62	65.96	69.62	73.46	78.00
27	58.88	61.84	65.03	68.50	72.30	76.29	81.00
28	61.06	64.13	67.44	71.04	74.98	79.11	84.00
29		66.42	69.84	73.58	77.66	81.94	87.00
30			72.25	76.11	80.33	84.76	90.00
31				78.65	83.01	87.59	93.00
32					85.69	90.41	96.00
33						93.24	99.00
34							100.00

**TABLE 8 – SAFETY MEMBERS - TIER IV BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement							
	41	42	43	44	45	46	47	48
5								
6								
7								
8								
9								
10								
11								
12								
13								
14								
15								
16								
17								
18								
19								
20	25.03	26.50	28.02	29.59	31.22	32.90	34.71	36.34
21		27.83	29.42	31.07	32.78	34.55	36.45	38.16
22			30.82	32.55	34.34	36.19	38.18	39.97
23				34.03	35.90	37.84	39.92	41.79
24					37.46	39.48	41.65	43.61
25						41.13	43.39	45.43
26							45.13	47.24
27								49.06
28								
29								
30								
31								
32								
33								
34								
35								
36								
37								
38								

**TABLE 8 – SAFETY MEMBERS - TIER IV BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement						
	49	50	51	52	53	54	55 & over
5		10.00	10.52	11.08	11.69	12.37	13.10
6		12.00	12.62	13.29	14.03	14.84	15.72
7		14.00	14.72	15.51	16.37	17.31	18.34
8		16.00	16.83	17.72	18.71	19.79	20.96
9		18.00	18.93	19.94	21.05	22.26	23.58
10		20.00	21.03	22.16	23.38	24.73	26.20
11		22.00	23.14	24.37	25.72	27.21	28.82
12		24.00	25.24	26.59	28.06	29.68	31.44
13		26.00	27.34	28.80	30.40	32.15	34.06
14		28.00	29.44	31.02	32.74	34.62	36.68
15		30.00	31.55	33.23	35.08	37.10	39.30
16		32.00	33.65	35.45	37.41	39.57	41.92
17		34.00	35.75	37.67	39.75	42.04	44.54
18		36.00	37.86	39.88	42.09	44.52	47.16
19		38.00	39.96	42.10	44.43	46.99	49.78
20	38.09	40.00	42.06	44.31	46.77	49.46	52.40
21	39.99	42.00	44.17	46.53	49.11	51.94	55.02
22	41.90	44.00	46.27	48.74	51.44	54.41	57.64
23	43.80	46.00	48.37	50.96	53.78	56.88	60.26
24	45.71	48.00	50.48	53.17	56.12	59.36	62.88
25	47.61	50.00	52.58	55.39	58.46	61.83	65.50
26	49.51	52.00	54.68	57.61	60.80	64.30	68.11
27	51.42	54.00	56.79	59.82	63.14	66.78	70.73
28	53.32	56.00	58.89	62.04	65.48	69.25	73.35
29		58.00	60.99	64.25	67.81	71.72	75.97
30			63.10	66.47	70.15	74.20	78.59
31				68.68	72.49	76.67	81.21
32					74.83	79.14	83.83
33						81.62	86.45
34							89.07
35							91.69
36							94.31
37							96.93
38							99.55
39							100.00

**TABLE 9 – SAFETY MEMBERS - TIER V BENEFIT
PERCENTAGE OF FINAL COMPENSATION FOR
ESTIMATED MONTHLY RETIREMENT ALLOWANCE**

Years of Service	Age at Retirement							
	50	51	52	53	54	55	56	57 & over
5	10.00	10.50	11.00	11.50	12.00	12.50	13.00	13.50
6	12.00	12.60	13.20	13.80	14.40	15.00	15.60	16.20
7	14.00	14.70	15.40	16.10	16.80	17.50	18.20	18.90
8	16.00	16.80	17.60	18.40	19.20	20.00	20.80	21.60
9	18.00	18.90	19.80	20.70	21.60	22.50	23.40	24.30
10	20.00	21.00	22.00	23.00	24.00	25.00	26.00	27.00
11	22.00	23.10	24.20	25.30	26.40	27.50	28.60	29.70
12	24.00	25.20	26.40	27.60	28.80	30.00	31.20	32.40
13	26.00	27.30	28.60	29.90	31.20	32.50	33.80	35.10
14	28.00	29.40	30.80	32.20	33.60	35.00	36.40	37.80
15	30.00	31.50	33.00	34.50	36.00	37.50	39.00	40.50
16	32.00	33.60	35.20	36.80	38.40	40.00	41.60	43.20
17	34.00	35.70	37.40	39.10	40.80	42.50	44.20	45.90
18	36.00	37.80	39.60	41.40	43.20	45.00	46.80	48.60
19	38.00	39.90	41.80	43.70	45.60	47.50	49.40	51.30
20	40.00	42.00	44.00	46.00	48.00	50.00	52.00	54.00
21	42.00	44.10	46.20	48.30	50.40	52.50	54.60	56.70
22	44.00	46.20	48.40	50.60	52.80	55.00	57.20	59.40
23	46.00	48.30	50.60	52.90	55.20	57.50	59.80	62.10
24	48.00	50.40	52.80	55.20	57.60	60.00	62.40	64.80
25	50.00	52.50	55.00	57.50	60.00	62.50	65.00	67.50
26	52.00	54.60	57.20	59.80	62.40	65.00	67.60	70.20
27	54.00	56.70	59.40	62.10	64.80	67.50	70.20	72.90
28	56.00	58.80	61.60	64.40	67.20	70.00	72.80	75.60
29	58.00	60.90	63.80	66.70	69.60	72.50	75.40	78.30
30		63.00	66.00	69.00	72.00	75.00	78.00	81.00
31			68.20	71.30	74.40	77.50	80.60	83.70
32				73.60	76.80	80.00	83.20	86.40
33					79.20	82.50	85.80	89.10
34						85.00	88.40	91.80
35							91.00	94.50
36								97.20
37								99.90
38								102.60
39								105.30

**TABLE 10 - GENERAL MEMBERS TIERS IV and V TEMPORARY
ANNUITY FACTORS**

**Retirements between July 1, 2014 and June 30, 2015
PERCENTAGE OF SOCIAL SECURITY ESTIMATE AT AGE 62 FOR
ESTIMATED MONTHLY BENEFIT**

Age	Exact Age	+1/4 yr.	+1/2 yr.	+3/4 yr.
40	0.1686	0.1718	0.1751	0.1784
41	0.1817	0.1852	0.1888	0.1923
42	0.1958	0.1997	0.2035	0.2074
43	0.2112	0.2154	0.2196	0.2237
44	0.2279	0.2324	0.2369	0.2414
45	0.2460	0.2509	0.2558	0.2607
46	0.2656	0.2709	0.2763	0.2816
47	0.2869	0.2927	0.2985	0.3043
48	0.3101	0.3164	0.3228	0.3291
49	0.3354	0.3423	0.3492	0.3560
50	0.3629	0.3704	0.3779	0.3855
51	0.3930	0.4012	0.4094	0.4176
52	0.4258	0.4348	0.4437	0.4527
53	0.4617	0.4715	0.4814	0.4912
54	0.5010	0.5118	0.5226	0.5334
55	0.5442	0.5560	0.5679	0.5797
56	0.5916	0.6046	0.6177	0.6307
57	0.6438	0.6582	0.6725	0.6869
58	0.7013	0.7172	0.7331	0.7490
59	0.7649	0.7825	0.8001	0.8176
60	0.8352	0.8547	0.8742	0.8938
61	0.9133	0.9349	0.9566	0.9783
62	1.0000			

Interest: 7.25%

Mortality: RP-2000 Combined Healthy Mortality Table
projected with Scale AA to 2015, set back one year
for males and set back two years for females
weighted 35% male and 65% female.

COLA: 0.00%

Effective July 1, 2014

**TABLE 11 - GENERAL MEMBERS TIERS I, II, and III TEMPORARY
ANNUITY FACTORS**

**Retirements between July 1, 2014 and June 30, 2015
PERCENTAGE OF SOCIAL SECURITY ESTIMATE AT AGE 62 FOR
ESTIMATED MONTHLY BENEFIT**

Age	Exact Age	+1/4 yr.	+1/2 yr.	+3/4 yr.
40	0.2859	0.2896	0.2932	0.2969
41	0.3005	0.3044	0.3082	0.3121
42	0.3160	0.3201	0.3242	0.3283
43	0.3324	0.3367	0.3411	0.3455
44	0.3498	0.3545	0.3591	0.3637
45	0.3684	0.3733	0.3782	0.3832
46	0.3881	0.3934	0.3986	0.4039
47	0.4091	0.4147	0.4204	0.4260
48	0.4316	0.4376	0.4436	0.4496
49	0.4556	0.4620	0.4684	0.4748
50	0.4812	0.4881	0.4949	0.5018
51	0.5087	0.5160	0.5234	0.5307
52	0.5381	0.5460	0.5539	0.5618
53	0.5698	0.5783	0.5868	0.5953
54	0.6038	0.6130	0.6221	0.6313
55	0.6405	0.6504	0.6603	0.6702
56	0.6801	0.6908	0.7015	0.7122
57	0.7230	0.7346	0.7462	0.7578
58	0.7694	0.7820	0.7946	0.8072
59	0.8198	0.8335	0.8473	0.8610
60	0.8747	0.8897	0.9046	0.9196
61	0.9346	0.9509	0.9673	0.9836
62	1.0000			

Interest: 7.25%

Mortality: RP-2000 Combined Healthy Mortality Table
projected with Scale AA to 2015, set back one year
for males and set back two years for females
weighted 35% male and 65% female.

COLA: 3.00%

Effective July 1, 2014

**TABLE 12 - SAFETY MEMBERS TIERS IV and V TEMPORARY
ANNUITY FACTORS**

**For Retirements Between July 1, 2013 and June 30, 2016
PERCENTAGE OF SOCIAL SECURITY ESTIMATE AT AGE 62 FOR
ESTIMATED MONTHLY BENEFIT**

Age	Exact Age	+1/4 yr.	+1/2 yr.	+3/4 yr.
40	0.1686	0.1718	0.1751	0.1784
41	0.1817	0.1852	0.1888	0.1923
42	0.1958	0.1997	0.2035	0.2074
43	0.2112	0.2154	0.2196	0.2237
44	0.2279	0.2324	0.2369	0.2414
45	0.2460	0.2509	0.2558	0.2607
46	0.2656	0.2709	0.2763	0.2816
47	0.2869	0.2927	0.2985	0.3043
48	0.3101	0.3164	0.3228	0.3291
49	0.3354	0.3423	0.3492	0.3560
50	0.3629	0.3704	0.3779	0.3855
51	0.3930	0.4012	0.4094	0.4176
52	0.4258	0.4348	0.4437	0.4527
53	0.4617	0.4715	0.4814	0.4912
54	0.5010	0.5118	0.5226	0.5334
55	0.5442	0.5560	0.5679	0.5797
56	0.5916	0.6046	0.6177	0.6307
57	0.6438	0.6582	0.6725	0.6869
58	0.7013	0.7172	0.7331	0.7490
59	0.7649	0.7825	0.8001	0.8176
60	0.8352	0.8547	0.8742	0.8938
61	0.9133	0.9349	0.9566	0.9783
62	1.0000			

Interest: 7.25%

Mortality: RP-2000 Combined Healthy Mortality Table
projected with Scale AA to 2015, set back one year
for males and set back two years for females
weighted 35% male and 65%female.

COLA: 0.00%

Effective July 1, 2014

**TABLE 13 - SAFETY MEMBERS TIERS I and II TEMPORARY ANNUITY
FACTORS**

**For Retirements Between July 1, 2014 and June 30, 2016
PERCENTAGE OF SOCIAL SECURITY ESTIMATE AT AGE 62 FOR
ESTIMATED MONTHLY BENEFIT**

Age	Exact Age	+1/4 yr.	+1/2 yr.	+3/4 yr.
40	0.2859	0.2896	0.2932	0.2969
41	0.3005	0.3044	0.3082	0.3121
42	0.3160	0.3201	0.3242	0.3283
43	0.3324	0.3367	0.3411	0.3455
44	0.3498	0.3545	0.3591	0.3637
45	0.3684	0.3733	0.3782	0.3832
46	0.3881	0.3934	0.3986	0.4039
47	0.4091	0.4147	0.4204	0.4260
48	0.4316	0.4376	0.4436	0.4496
49	0.4556	0.4620	0.4684	0.4748
50	0.4812	0.4881	0.4949	0.5018
51	0.5087	0.5160	0.5234	0.5307
52	0.5381	0.5460	0.5539	0.5618
53	0.5698	0.5783	0.5868	0.5953
54	0.6038	0.6130	0.6221	0.6313
55	0.6405	0.6504	0.6603	0.6702
56	0.6801	0.6908	0.7015	0.7122
57	0.7230	0.7346	0.7462	0.7578
58	0.7694	0.7820	0.7946	0.8072
59	0.8198	0.8335	0.8473	0.8610
60	0.8747	0.8897	0.9046	0.9196
61	0.9346	0.9509	0.9673	0.9836
62	1.0000			

Interest: 7.25%

Mortality: RP-2000 Combined Healthy Mortality Table
projected with Scale AA to 2015, set back one year
for males and set back two years for females
weighted 35% male and 65%female.

COLA: 3.00%

Effective July 1, 2014

General Tier 1 Member Contribution Rates from the June 30, 2016 Actuarial Valuation			
Entry Age	Rate for first \$162 of biweekly pay	Rate for amount over \$162 of biweekly pay	Approx. Biweekly Contribution based on Gross Pay of \$1000
18	5.64%	8.37%	\$ 79.28
19	5.70%	8.48%	\$ 80.30
20	5.78%	8.60%	\$ 81.43
21	5.87%	8.73%	\$ 82.67
22	5.93%	8.83%	\$ 83.60
23	6.02%	8.95%	\$ 84.75
24	6.10%	9.09%	\$ 86.06
25	6.20%	9.21%	\$ 87.22
26	6.29%	9.35%	\$ 88.54
27	6.35%	9.46%	\$ 89.56
28	6.45%	9.60%	\$ 90.90
29	6.54%	9.73%	\$ 92.13
30	6.64%	9.87%	\$ 93.47
31	6.73%	10.01%	\$ 94.79
32	6.80%	10.14%	\$ 95.99
33	6.90%	10.29%	\$ 97.41
34	7.01%	10.44%	\$ 98.84
35	7.10%	10.58%	\$ 100.16
36	7.21%	10.74%	\$ 101.68
37	7.33%	10.91%	\$ 103.30
38	7.43%	11.07%	\$ 104.80
39	7.53%	11.22%	\$ 106.22
40	7.64%	11.39%	\$ 107.83
41	7.78%	11.59%	\$ 109.73
42	7.90%	11.77%	\$ 111.43
43	8.04%	11.97%	\$ 113.33
44	8.19%	12.19%	\$ 115.42
45	8.34%	12.42%	\$ 117.59
46	8.50%	12.67%	\$ 119.94
47	8.67%	12.92%	\$ 122.32
48	8.79%	13.11%	\$ 124.10
49	8.90%	13.27%	\$ 125.62
50	8.93%	13.33%	\$ 126.17
51	8.94%	13.33%	\$ 126.19
52	8.89%	13.25%	\$ 125.44
53	8.78%	13.09%	\$ 123.92
54	8.64%	12.87%	\$ 121.85
55	8.65%	12.90%	\$ 122.12
56	8.64%	12.88%	\$ 121.93
57	8.59%	12.80%	\$ 121.18
58	8.49%	12.65%	\$ 119.76
59 & Over	8.36%	12.45%	\$ 117.87
Average Member Rate: 9.99%			Employer Rate: 53.21%
Effective the first pay period that contains July 1, 2017			
County: June 19, 17	Courts: June 19, 17	FMAAA: June 24, 17	CVMD: June 18, 17
			FMVCD: July 1, 17

General Tier 2 Member Contribution Rates from the June 30, 2016 Actuarial Valuation			
Entry Age	Rate for first \$162 of biweekly pay	Rate for amount over \$162 of biweekly pay	Approx. Biweekly Contribution based on Gross Pay of \$1000
18	3.78%	5.60%	\$53.05
19	3.83%	5.67%	\$53.72
20	3.89%	5.75%	\$54.49
21	3.94%	5.83%	\$55.24
22	3.99%	5.91%	\$55.99
23	4.04%	5.99%	\$56.74
24	4.10%	6.07%	\$57.51
25	4.16%	6.15%	\$58.28
26	4.21%	6.24%	\$59.11
27	4.27%	6.32%	\$59.88
28	4.33%	6.42%	\$60.81
29	4.39%	6.50%	\$61.58
30	4.45%	6.59%	\$62.43
31	4.50%	6.68%	\$63.27
32	4.57%	6.78%	\$64.22
33	4.63%	6.86%	\$64.99
34	4.70%	6.96%	\$65.94
35	4.75%	7.05%	\$66.77
36	4.83%	7.16%	\$67.83
37	4.89%	7.26%	\$68.76
38	4.96%	7.36%	\$69.71
39	5.03%	7.47%	\$70.75
40	5.10%	7.57%	\$71.70
41	5.17%	7.68%	\$72.73
42	5.25%	7.79%	\$73.79
43	5.33%	7.91%	\$74.92
44	5.41%	8.03%	\$76.06
45	5.49%	8.15%	\$77.19
46	5.58%	8.28%	\$78.43
47	5.67%	8.41%	\$79.66
48	5.76%	8.56%	\$81.06
49	5.86%	8.71%	\$82.48
50	5.97%	8.87%	\$84.00
51	6.09%	9.06%	\$85.79
52	6.22%	9.25%	\$87.59
53	6.30%	9.37%	\$88.73
54	6.38%	9.48%	\$89.78
55	6.40%	9.52%	\$90.15
56	6.38%	9.50%	\$89.95
57	6.34%	9.42%	\$89.21
58	6.25%	9.29%	\$87.98
59 & Over	6.13%	9.10%	\$86.19
Average Member Rate: 7.26%			Employer Rate: 50.06%
Effective the first pay period that contains July 1, 2017			
County: June 19, 17		FMAAA: June 24, 17	

General Tier 3 Member Contribution Rates from the June 30, 2016 Actuarial Valuation			
Entry Age	Rate for first \$162 of biweekly pay	Rate for amount over \$162 of biweekly pay	Approx. Biweekly Contribution based on Gross Pay of \$1000
18	4.44%	6.58%	\$62.33
19	4.49%	6.66%	\$63.08
20	4.56%	6.76%	\$64.04
21	4.62%	6.85%	\$64.89
22	4.68%	6.95%	\$65.82
23	4.75%	7.04%	\$66.69
24	4.81%	7.14%	\$67.63
25	4.88%	7.24%	\$68.58
26	4.95%	7.34%	\$69.53
27	5.01%	7.44%	\$70.46
28	5.08%	7.54%	\$71.41
29	5.15%	7.65%	\$72.45
30	5.22%	7.75%	\$73.40
31	5.29%	7.86%	\$74.44
32	5.37%	7.98%	\$75.57
33	5.44%	8.08%	\$76.52
34	5.52%	8.20%	\$77.66
35	5.60%	8.32%	\$78.79
36	5.67%	8.43%	\$79.83
37	5.76%	8.56%	\$81.06
38	5.85%	8.69%	\$82.30
39	5.93%	8.81%	\$83.43
40	6.02%	8.95%	\$84.75
41	6.12%	9.10%	\$86.17
42	6.22%	9.25%	\$87.59
43	6.33%	9.40%	\$89.03
44	6.43%	9.57%	\$90.61
45	6.56%	9.75%	\$92.33
46	6.66%	9.90%	\$93.75
47	6.75%	10.04%	\$95.07
48	6.79%	10.11%	\$95.72
49	6.80%	10.13%	\$95.91
50	6.76%	10.07%	\$95.34
51	6.70%	9.97%	\$94.40
52	6.59%	9.80%	\$92.80
53	6.80%	10.11%	\$95.74
54 & Over	7.02%	10.44%	\$98.86
Average Member Rate: 8.00%			Employer Rate: 49.70%
Effective the first pay period that contains July 1, 2017			
County: June 19, 17			

General Tier 4 Member Contribution Rates from the June 30, 2016 Actuarial Valuation			
Entry Age	Rate for first \$162 of biweekly pay	Rate for amount over \$162 of biweekly pay	Approx. Biweekly Contribution based on Gross Pay of \$1000
18	3.79%	5.60%	\$53.07
19	3.84%	5.68%	\$53.82
20	3.89%	5.75%	\$54.49
21	3.94%	5.83%	\$55.24
22	4.00%	5.91%	\$56.01
23	4.05%	5.99%	\$56.76
24	4.10%	6.08%	\$57.59
25	4.16%	6.16%	\$58.36
26	4.22%	6.24%	\$59.13
27	4.27%	6.33%	\$59.96
28	4.33%	6.42%	\$60.81
29	4.39%	6.51%	\$61.67
30	4.45%	6.59%	\$62.43
31	4.51%	6.69%	\$63.37
32	4.57%	6.78%	\$64.22
33	4.63%	6.87%	\$65.07
34	4.70%	6.97%	\$66.02
35	4.76%	7.06%	\$66.87
36	4.83%	7.16%	\$67.83
37	4.89%	7.26%	\$68.76
38	4.96%	7.36%	\$69.71
39	5.03%	7.47%	\$70.75
40	5.10%	7.57%	\$71.70
41	5.18%	7.68%	\$72.75
42	5.25%	7.80%	\$73.87
43	5.33%	7.91%	\$74.92
44	5.41%	8.03%	\$76.06
45	5.49%	8.16%	\$77.27
46	5.58%	8.28%	\$78.43
47	5.67%	8.42%	\$79.75
48	5.76%	8.56%	\$81.06
49	5.86%	8.72%	\$82.57
50	5.97%	8.88%	\$84.09
51	6.07%	9.02%	\$85.42
52	6.14%	9.13%	\$86.46
53	6.19%	9.20%	\$87.12
54	6.20%	9.22%	\$87.31
55	6.17%	9.17%	\$86.84
56	6.10%	9.07%	\$85.89
57	6.00%	8.93%	\$84.55
58	6.19%	9.21%	\$87.21
59 & Over	6.39%	9.51%	\$90.05
Average Member Rate: 7.11%			Employer Rate: 40.74%
Effective the first pay period that contains July 1, 2017			
County: June 19, 17			

General Tier 5 Member Contribution Rate from the June 30, 2016 Actuarial Valuation	
<u>Contribution Rate</u>	<u>Approx. Biweekly Contribution based on Gross Pay of \$1000</u>
7.26%	\$72.60
Employer Rate: 39.24%	
<u>Effective the first pay period that contains July 1, 2017</u>	
County: June 19, 17 Courts: June 19, 17 FMAAA: June 24, 17 CVMD: June 18, 17 FMVCD: July 1, 17	

Safety Tier 1 Member Contribution Rates from the June 30, 2016 Actuarial Valuation			
Entry Age	Rate for first \$162 of biweekly pay	Rate for amount over \$162 of biweekly pay	Approx. Biweekly Contribution based on Gross Pay of \$1000
18	8.17%	12.16%	\$115.14
19	8.26%	12.30%	\$116.46
20	8.36%	12.45%	\$117.87
21	8.45%	12.59%	\$119.19
22	8.54%	12.73%	\$120.51
23	8.64%	12.88%	\$121.93
24	8.74%	13.04%	\$123.43
25	8.86%	13.21%	\$125.05
26	8.95%	13.35%	\$126.37
27	9.07%	13.52%	\$127.99
28	9.17%	13.68%	\$129.49
29	9.29%	13.85%	\$131.11
30	9.41%	14.03%	\$132.82
31	9.53%	14.22%	\$134.60
32	9.66%	14.41%	\$136.41
33	9.78%	14.59%	\$138.11
34	9.92%	14.80%	\$140.09
35	10.05%	15.00%	\$141.98
36	10.19%	15.21%	\$143.97
37	10.36%	15.46%	\$146.34
38	10.51%	15.70%	\$148.59
39	10.70%	15.97%	\$151.16
40	10.89%	16.26%	\$153.90
41	11.11%	16.58%	\$156.94
42	11.24%	16.78%	\$158.83
43	11.33%	16.90%	\$159.98
44	11.37%	16.98%	\$160.71
45	11.33%	16.92%	\$160.14
46	11.27%	16.82%	\$159.21
47	11.20%	16.73%	\$158.34
48	11.03%	16.48%	\$155.97
49 & Over	10.82%	16.15%	\$152.87
Average Member Rate: 13.21%			Employer Rate: 76.03%
Effective the first pay period that contains July 1, 2017			
County: June 19, 17			

Safety Tier 2 Member Contribution Rates from the June 30, 2016 Actuarial Valuation			
Entry Age	Rate for first \$162 of biweekly pay	Rate for amount over \$162 of biweekly pay	Approx. Biweekly Contribution based on Gross Pay of \$1000
18	6.97%	10.37%	\$98.19
19	7.05%	10.49%	\$99.33
20	7.13%	10.61%	\$100.46
21	7.21%	10.74%	\$101.68
22	7.30%	10.87%	\$102.92
23	7.39%	11.00%	\$104.15
24	7.47%	11.13%	\$105.37
25	7.56%	11.26%	\$106.61
26	7.65%	11.39%	\$107.84
27	7.74%	11.53%	\$109.16
28	7.84%	11.67%	\$110.50
29	7.93%	11.81%	\$111.81
30	8.02%	11.96%	\$113.22
31	8.13%	12.12%	\$114.74
32	8.24%	12.27%	\$116.17
33	8.35%	12.44%	\$117.77
34	8.46%	12.60%	\$119.29
35	8.57%	12.79%	\$121.06
36	8.70%	12.97%	\$122.78
37	8.83%	13.17%	\$124.67
38	8.97%	13.38%	\$126.66
39	9.12%	13.61%	\$128.83
40	9.29%	13.86%	\$131.20
41	9.49%	14.15%	\$133.95
42	9.58%	14.29%	\$135.27
43	9.66%	14.40%	\$136.32
44	9.71%	14.48%	\$137.07
45	9.67%	14.42%	\$136.51
46	9.60%	14.33%	\$135.64
47	9.56%	14.26%	\$134.99
48	9.42%	14.06%	\$133.08
49 & Over	9.24%	13.78%	\$130.45
Average Member Rate: 11.59%			Employer Rate: 76.24%
Effective the first pay period that contains July 1, 2017			
County: June 19, 2017			

Safety Tier 4 Member Contribution Rates from the June 30, 2016 Actuarial Valuation			
Entry Age	Rate for first \$162 of biweekly pay	Rate for amount over \$162 of biweekly pay	Approx. Biweekly Contribution based on Gross Pay of \$1000
18	5.93%	9.06%	\$85.53
19	6.00%	9.16%	\$86.48
20	6.07%	9.27%	\$87.52
21	6.15%	9.38%	\$88.57
22	6.22%	9.49%	\$89.60
23	6.29%	9.60%	\$90.64
24	6.37%	9.71%	\$91.69
25	6.45%	9.83%	\$92.82
26	6.53%	9.95%	\$93.96
27	6.61%	10.07%	\$95.09
28	6.69%	10.19%	\$96.23
29	6.77%	10.32%	\$97.45
30	6.86%	10.45%	\$98.68
31	6.95%	10.58%	\$99.92
32	7.04%	10.72%	\$101.24
33	7.13%	10.86%	\$102.56
34	7.23%	11.01%	\$103.98
35	7.33%	11.16%	\$105.40
36	7.44%	11.32%	\$106.91
37	7.56%	11.49%	\$108.53
38	7.68%	11.68%	\$110.32
39	7.81%	11.88%	\$112.21
40	7.93%	12.05%	\$113.83
41	8.01%	12.18%	\$115.04
42	8.06%	12.25%	\$115.71
43	8.07%	12.26%	\$115.81
44	8.04%	12.22%	\$115.43
45	7.99%	12.14%	\$114.68
46	7.90%	12.01%	\$113.44
47	7.77%	11.82%	\$111.64
48	8.03%	12.20%	\$115.24
49 & Over	8.29%	12.60%	\$119.02
Average Member Rate: 10.06%			Employer Rate: 60.86%
Effective the first pay period that contains July 1, 2017			
County: June 19, 2017			

Safety Tier 5 Member Contribution Rate from the June 30, 2016 Actuarial Valuation

<u>Contribution Rate</u>	<u>Approx. Biweekly Contribution based on Gross Pay of</u> <u>\$1000</u>
12.03%	\$120.30

Employer Rate: 58.49%

Effective the first pay period that contains July 1, 2017

County: June 19, 17 Courts: June 19, 17 FMAAA: June 24, 17 CVMD: June 18, 17 FMVCD: July 1, 17