



Orange County Superior Court Benefit Formula Comparison Sheet: Choosing Your Retirement Benefit Formula



All eligible new hires employed on or after effective January 1, 2013 will be enrolled in the 1.62 % at 65 (Plan T) retirement formula. However, if you were a member of OCERS or an agency with OCERS' reciprocity prior to January 1, 2013 and have less than a six month break in service between employment in an OCERS (or reciprocal) agency and reciprocity is established, as provided under the Public Employee Pension Reform Act (PEPRA), you will be **required to** select from two retirement pension formula options (Plan J or Plan P). **You will have 45 days from the date reciprocity is established to make your election** and your choice of retirement benefit formula is **irrevocable**. If you fail to make an election within 45 days you will be deemed to have irrevocably elected Plan O/P, (1.62% at 65), and the applicable employee and any additional contributions for that plan will be deducted from your paycheck and deposited into your OCERS member account. **Please note that employee contributions for either of the plans are mandatory and will be applied retroactively and deducted from your paychecks.**

PLAN P – “1.62% at 65”

TYPE OF PLAN: Defined Benefit Plan administered by OCERS, with a new voluntary Defined Contribution plan and an employer match contribution (**see reverse page**)

DEFINED BENEFIT PLAN FORMULA:
1.62% x final average salary (FAS) x years of service credit

HOW MUCH YOU PAY (Employee Contribution Rate): Based on your age of entry to OCERS, your plan formula and other factors. Contributions to the plan are **mandatory** and rates are adjusted annually.

Example: A 33 year old employee making \$2,500 bi-weekly would contribute approximately 7.40% of pay, on a pre-tax basis (\$185.00 bi-weekly).

RETIREMENT AGE: Full retirement benefit formula applied at **age 65**. Eligible to retire with a *reduced benefit* at age 50 if you have 10 or more years of eligible service.

Example: 60 year old employee retires with 20 years of service and a final average salary of \$6,000 per month = approx. \$1,533.32 per month.

ADDITIONAL EMPLOYEE CONTRIBUTION RATE: Additional contribution rates may be negotiated between the Court and the labor organizations. These additional contribution rates may change under the negotiated terms of future labor contracts.

PLAN I/J – “2.7% at 55”

TYPE OF PLAN: Defined Benefit Plan administered by OCERS

DEFINED BENEFIT PLAN FORMULA:
2.7% x final average salary (FAS) x years of service credit

HOW MUCH YOU PAY (Employee Contribution Rate): Based on your age of entry to OCERS, your plan formula and other factors. Contributions to the plan are **mandatory** and rates are adjusted annually.

Example: A 33 year old employee making \$2,500 bi-weekly would contribute approximately 16.36%¹ of pay, on a pre-tax basis (\$409.00 bi-weekly).

RETIREMENT AGE: Full retirement benefit formula applied at **age 55**. Eligible to retire with a *reduced benefit* at age 50 if you have 10 or more years of eligible service.

Example: 60 year old employee retires with 20 years of service and a final average salary of \$6,000 per month = approx. \$3,240.00 per month.

ADDITIONAL EMPLOYEE CONTRIBUTION RATE: Additional contribution rates may be negotiated between the Court and the labor organizations. These additional contribution rates may change under the negotiated terms of future labor contracts.

¹ This contribution includes the additional employee contribution, commonly referred to as the “reverse pick up”. When reviewing the *Orange County Superior Court Rates* posted on the OCERS website, add up to 5.08% to the Plan J rates to calculate your approximate contribution for this plan only.

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PLAN P – “1.62% at 65”	PLAN I/J – “2.7% at 55”
<p><u>NEW DEFINED CONTRIBUTION PLAN:</u></p> <p>Voluntary participation in the County’s Defined Contribution plan (non-OCERS). Employer match of contributions as described below. Contributing to the Defined Contribution Retirement Plan is strictly voluntary and is designed to supplement the “1.62% at 65” pension benefit.</p> <ul style="list-style-type: none">➤ Currently the County will match employee contributions to the plan, up to 2% of base salary per pay period.➤ County contributions to this plan shall vest on behalf of the participant after five (5) years of continuous employment with the County. If a participant leaves County employment prior to the vesting period, the participant will only be entitled to the employee contributions to the plan.➤ By contributing a little extra each pay period, you can take advantage of the employer matching contributions, lower your current taxable income and enhance your monthly retirement benefit (balance and monthly benefits will depend on contribution amounts and rate of return). <p><i>The information contained in this section has been compiled from various sources and OCERS has not contributed to its content. OCERS is not responsible for the accuracy or integrity of the information in this section.</i></p>	<p><u>NEW DEFINED CONTRIBUTION PLAN:</u></p> <p>Not Applicable to the “2.7% at 55” Plan</p>

RESOURCES

- For more information on the OCERS Defined Benefit plan, mandatory contribution(s) amounts, and retirement benefit calculators, contact OCERS Member Services Department at: 714.558.6200 or via the Web site at: www.ocers.org
- For more information on the Defined Contribution plan, investment options, and vesting requirements, contact Empower Retirement (formerly known as Great West) at: 866.457.2254 or via the Web site at: <https://countyoforangedcplan.gwrs.com/login.do>

You may also wish to contact your personal financial consultant if you have additional questions.