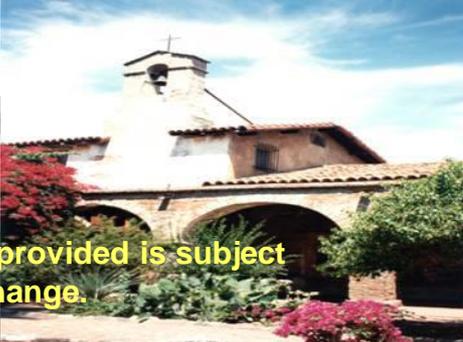


# Retirement Benefits Presentation



The information provided is subject to change.

# Introduction

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The purpose of this presentation is to familiarize members with their OCERS benefits. We hope to provide the tools necessary to ensure that the transition from active employment to retirement is as uncomplicated and stress free as possible.

# Topics of Discussion

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- Retirement Basics
- Plan Types and Formulas
- Eligibility for Retirement
- Options and Beneficiaries
- Disability Retirement
- Application Process
- Life as a Retiree
- Questions and Answers
- OCERS website

# Retirement Benefits are Calculated Using 4 Factors

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- Age at Retirement
- Years of Service Credit\*
- Final Average Salary
  - Earnable salary plus eligible pay items
- Benefit Formula
  - 2.7% at 55 etc...

\*Reciprocity – Incoming/Outgoing

## Service Credit

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- Based on actual hours a member is paid and contributions received by OCERS
- Not based on calendar years

To increase years of service you may:

- Redeposit previously withdrawn OCERS service or;
- Purchase service credits, when eligible:
  - Medical leave of absence – up to 1 year
  - Excluded or extra help service
  - Public service

# Final Average Salary

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- Base Salary and Wages
  - Premium Pay Items
    - Bilingual Premium Pay
    - PM or Shift differential
  - Other items of compensation earned and cashable, pursuant to the applicable MOU
    - Sick Pay –
      - County Tier 1~ employees hired prior to July 15, 1977
      - Outside agencies ~ pursuant to applicable MOU or agreement
    - Vacation/Annual Leave
    - Holiday Pay

# Benefit Estimate Examples

## General Plan formulas

- **Plan B** 1.67% at 57.5

A **57.5** year old employee retires with 25 years of service and a final average monthly salary of \$4,000.00 = approximately \$1,670.00 per month

- **Plan J** 2.7% at 55

A **55** year old employee retires with 25 years of service and a final average monthly salary of \$6,000.00 = approximately \$4,050.00 per month

- **Plan T** 1.62% at 65

A **65** year old employee retires with 25 years of service and a final average monthly salary of \$6,000.00 = approximately \$2,430.00 per month

- **Plan U** 2.5% at 67 PEPRA

A **67** year old employee retires with 25 years of service and a final average monthly salary of \$6,000.00 = approximately \$3,750.00 per month

# Benefit Estimate Examples

## Safety Plan formulas

- **Plan F 3% at 50**

A **50** year old employee retires with 25 years of service and a final average monthly salary of \$6,000.00 = approximately \$4,500.00 per month

- **Plan R 3% at 55**

A **55** year old employee retires with 25 years of service and a final average monthly salary of \$6,000.00 = approximately \$4,500.00 per month

- **Plan V 2.7% at 57 PEPRA**

A **57** year old employee retires with 25 years of service and a final average monthly salary of \$6,000.00 = approximately \$4,050.00 per month

# Eligibility for Retirement

- Age 50, with 10 years of service credit\* or more
- 20 years of service credit or more, regardless of age for Safety Members
- 30 years of service credit or more, regardless of age for General Members
- Age 55 or older, 5 years of service credit or more AND 10 years of employment (for Part-Time only)
- Age 70 or older, regardless of years of service credit (includes all PEPRA plans)
- Age 52, with 5 years of service credit or more (PEPRA – Plan U)
- Age 50, with 5 years of service credit or more (PEPRA – Plan V)

\*Reciprocal service counts towards the minimum eligibility requirements

# Retirement Benefit Payment Options

## ■ Unmodified Option:

- Pays highest possible benefit
- 60% continuance to eligible spouse/domestic partner or eligible child
  - An eligible spouse/domestic partner = a spouse/domestic partner that you are married to at least 1 year prior to retirement or married at least 2 years prior to death and the spouse/domestic partner is at least age 55 at the time of the member's death.
  - An eligible child = a child that is under age 18 or is unmarried and a full-time student (up to the age of 22).
  - You may still choose this option and list any beneficiary, if you do not have an eligible spouse/domestic partner or child. The non-spouse/domestic partner/child beneficiary would not be eligible for a monthly continuance.

## Retirement Benefit Payment Options continued...

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- Option 1:
  - **Reduced** monthly allowance
  - Lump sum payment of unused contributions to designated beneficiary
- Option 2:
  - **Reduced** monthly allowance
  - 100% continuance to designated beneficiary
- Option 3:
  - **Reduced** monthly allowance
  - 50% continuance to designated beneficiary

\*The information provided is subject to change.

## Retirement Benefit Payment Options continued...

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### ■ Option 4:

- **Reduced** monthly allowance
- Allows for multiple designated beneficiaries
- Must be approved by the Board of Retirement

**ALL BENEFIT PAYMENT ELECTIONS ARE  
IRREVOCABLE!**

# Survivor Benefits for Active Employees

- If the member was eligible for **Service** retirement at the time of death = 60% of a service retirement allowance paid to the eligible spouse/domestic partner or eligible child (must be designated beneficiary).
- If the member was eligible for a **Non-Service Disability** = 60% of a non-service connected disability retirement allowance paid to the eligible spouse/domestic partner or eligible child (does not need to be designated beneficiary).
- Return of member contributions and interest, plus one month of salary for every year of service (maximum of six months) paid to the designated beneficiary.

# Disability Retirement

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- Service Connected Disability
  - Must be permanently incapacitated from performing the usual and customary duties of current position
    - Illness or injury must be caused by job
- Non-Service Connected Disability
  - Must be permanently incapacitated from performing the usual and customary duties of current position
    - Illness or injury not job-related
    - Must have five (5) years of service credit

## Retiree Application Process

- OCERS electronic filing via your myOCERS Member Self Service Portal
- 60 days in advance (no more than)
- Required Original or True Certified Documents
  - Member's Birth Certificate, Valid Passport, Naturalization Documents, DD214
  - Spouse/Domestic partner's Birth Certificate, Valid Passport, Naturalization Documents, DD214
  - Marriage License or Domestic Partnership certificate
- Electronic Deposit (EFT) form ~ mandatory
- Tax Withholding Election form
  - California only

# Life as a Retiree

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- Retirement allowance is paid monthly ~ in arrears.
- COLA adjustment effective April 1 ~ paid in May.
- Burial Benefit ~ \$1000 paid to designated beneficiary.
- 1099's
- Returning to work
  - Extra help vs. regular full-time

# myOCERS Member Self Service Portal

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- Provides you access to your OCERS information
  - 24 hours a day, 7 days a week
  - Beneficiary information and changes
  - Employment history and plan type
  - Personalized Benefit Estimator
  - Balance statements
- Enroll at [www.ocers.org](http://www.ocers.org)

\*The information provided is subject to change.

# OCERS Website & myOCERS Member Self Service Portal

[www.ocers.org](http://www.ocers.org)

- Easier Navigation
- Enhanced Search
- New FAQs

The screenshot shows the OCERS website homepage. At the top left is the OCERS logo with the text 'ORANGE COUNTY EMPLOYERS RETIREMENT SYSTEM'. To the right is a navigation menu with 'How Do I?' and a search bar. Further right is a 'myOCERS Login' button. Below the logo is a dark blue navigation bar with links for 'Members', 'Retirees & Beneficiaries', 'Employers & Partners', 'Forms & Publications', 'About OCERS', and 'News & Information'. The main content area features a large image of a woman looking at a document, with 'OCERS News' and a 'Read more' button overlaid. To the right are four colored tiles: 'Calculate Your Benefit' (orange), 'myOCERS Portal' (teal), 'Board Meetings' (blue), and 'Find Your Plan by Employer' (yellow). At the bottom left is a gear icon with the text 'Need help registering for a myOCERS account? Click here for support.' At the bottom right is a keyboard icon with the text 'Sign up to receive periodic news and updates'.

## Managing Life's Milestones

We understand that things come throughout life and circumstances change. We're here to help every step of the way.

The screenshot shows the 'Managing Life's Milestones' section. It features a grid of eight yellow buttons: 'New Membership', 'Reciprocity', 'Change Your Address', 'Disability', 'Divorce', 'Employment Changes', 'Plan Your Retirement', and 'Returning to Work'. Below the buttons is a photograph of a man and a child sitting on a rocky beach, looking at something in the child's hands.

\*The information provided is subject to change.

Shortcuts

- Message Center
- Request to Purchase Service Credit
- Change Beneficiary
- Initiate Retirement

Menu

- Home
- Personal Information
- Address
- Participant Account
- Benefit Estimator
- Member Statements
- Documents
- Forms
- FAQ

### Benefit Estimator

The Estimated Unmodified Monthly Benefit Amount displayed below is as of the indicated retirement date. To create an estimate based on a different date or other values, enter or edit the information as indicated and click on RE-CALCULATE.

#### Member Information

Name: \_\_\_\_\_ Age At Effective Date: 56  
 Birth Date: \_\_\_\_\_ **Earliest Retirement Date: 09/27/2010**  
 OCERS Entry Date: 07/13/1990 OCERS Classification: General  
 Status: Active  
 Years of Benefit Service - Plan J: 25.7985  
 Total: 25.7985

#### Benefit Estimator

Retirement Effective Date

**Change the date and  
recalculate for future dates**

10/03/2016

This is your earliest retirement date. You may also enter a future date in this field and your age at effective date above will automatically update. If you are an Active member the system will project your service up to the date entered based on 80 hours per pay period. If you are a Deferred member no service will be projected.

Monthly Final Average Salary at Retirement Effective Date

\$6,228.10

This is your current FAS based on payroll data posted in our system as of today's date. You may also enter another value in this field and your benefit will be calculated based on that amount.

Years of Service at Retirement Effective Date

25.7985

If you have a purchase service that is planned or in progress, enter the years of service you are purchasing here. Do not enter a value for any previously paid in full service purchase contracts or Public Service purchases that are in process, as those amounts are reflected in the total above. The years of service entered here will be calculated based on your current or most recent plan formula. If you are purchasing service that will not be credited to your current or most recent plan formula, please contact OCERS.

Service Purchase (Not yet completed)

\_\_\_\_\_

Total Service

25.7985

Total the YOS at retirement effective date and Service Purchase (not yet completed).

RE-CALCULATE

Click RE-CALCULATE after entering or updating your information.

Estimated Unmodified Monthly Benefit Amount

\$4,338.24

**IMPORTANT NOTICE:** The Benefit Estimator is not an official OCERS estimate and OCERS is not bound by the results. While every effort has been made to provide accurate information, these figures should be regarded as estimates only.

\*The information provided is subject to change.

# Questions

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\*The information provided is subject to change.

## OCERS Contact Information

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Address: 2223 E Wellington Ave. Ste 100  
Santa Ana, CA 92701

Information: (714) 558-6200

Web Address: [www.ocers.org](http://www.ocers.org)

Member Services Directory:  
<https://www.ocers.org/member-services-directory>