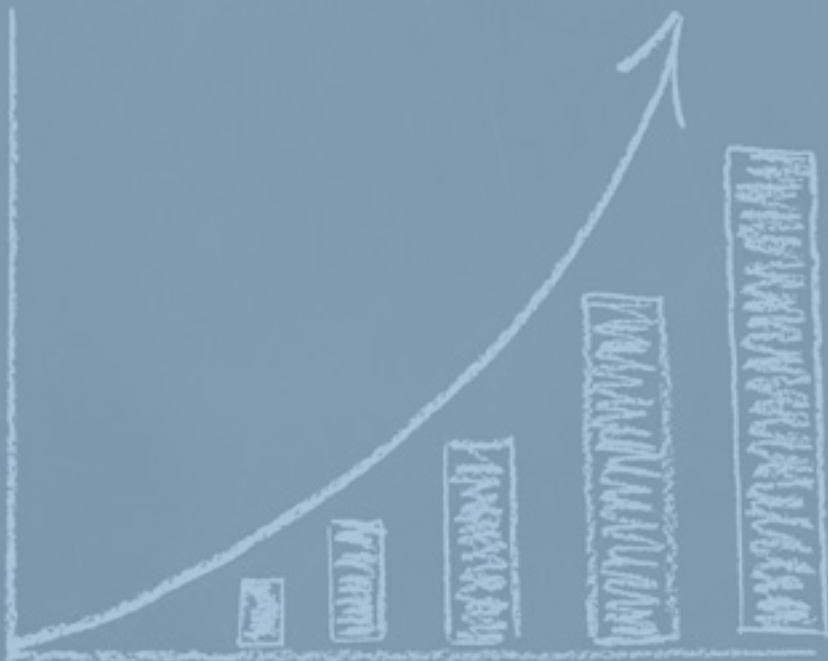


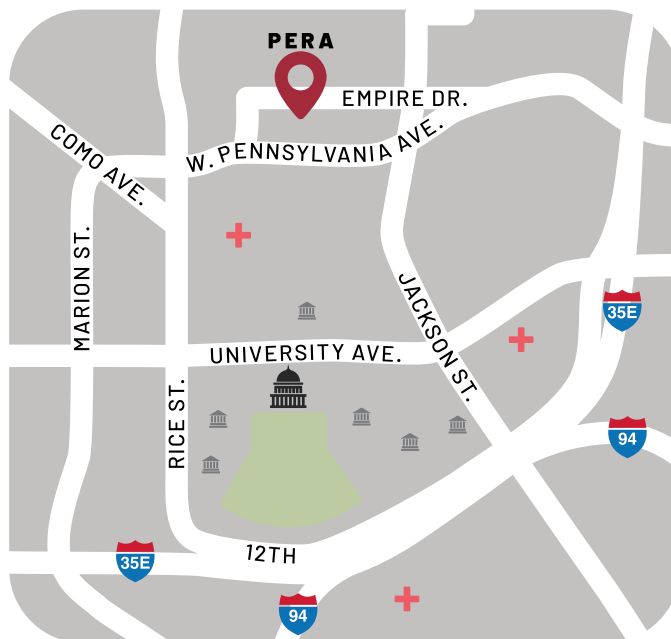
# POLICE & FIRE PLAN HANDBOOK



## Our Location

PERA's office is located on the second floor of the Retirement Systems of Minnesota Building, 60 Empire Drive in St. Paul. We are located north of the state capitol near the intersections of Pennsylvania Avenue and Rice Street. We are open from 8:00 a.m. to 4:30 p.m., Monday through Friday.

We suggest you call our offices at least two weeks in advance of your visit if you wish to meet with one of our benefit specialists. This will allow us to prepare your information in advance and have it ready when you arrive.



**Public Employees Retirement Association of Minnesota**  
60 Empire Drive, Suite 200  
St. Paul, Minnesota 55103

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You can also visit our website at [mnpera.org](http://mnpera.org)

**Last Revised: November 2024**

## Who We Are

Recognizing the need for a retirement system for employees of county and local governments, the Minnesota Legislature created the Public Employees Retirement Association (PERA) in 1931. Today, the Association serves over 150,000 active public employees from approximately 2,100 governmental agencies and pays benefits to over 100,000 retirees, survivors, and disabled members.

The Police & Fire Plan was created in 1959 to provide retirement and other benefits for county and city public safety officers throughout Minnesota.

### Eligibility

Membership in PERA is available to elected and non-elected public employees who meet eligibility requirements.

Participation in Police & Fire requires employment as a law enforcement officer or firefighter meeting certification and job-related duties specified by statute. Also eligible are Hennepin County paramedics and emergency medical technicians. You automatically become a member when you begin public service.

Participation in Police & Fire by part-time employees requires a resolution by an individual's employer.

### Tax-Qualified Plan

The Police & Fire Plan is a tax-qualified plan under Chapter 401(a) of the Internal Revenue Code and must comply with Internal Revenue Service requirements. Among those requirements is a limitation on the total amount of annual benefits under Section 415 of the Internal Revenue Code. That limit is \$280,000 in 2025.

As a tax-qualified plan, federal and state income taxes on PERA contributions have been deferred. Thus, most of your PERA benefits (or a refund unless rolled into another tax-deferred program) will be taxable when they are received.

### Medicare

If you were hired after March 31, 1986, a portion of your salary is deducted for Medicare coverage through Social Security.

## Contributions

You and your employer both contribute to PERA on your behalf. You currently contribute 11.8% of your total salary to PERA through payroll deductions. Your employer contributes 17.7%.

Because the Police & Fire Plan is a defined benefit plan, contribution rates periodically change to reflect changes in benefits and funding needs.

### Refund

If you end your public service and remain out of public employment for more than 30 days, you may elect to receive a refund of your contributions instead of leaving them with PERA for a future pension. The refund consists of your employee contributions plus interest, compounded annually.

A refund is payable as a lump sum between 30 and 120 days after PERA receives your completed application. The length of time may vary depending on when PERA receives your remaining payroll transactions. You are not eligible for a refund if you continue public employment in another position covered by the Police & Fire Plan or are contributing to another PERA plan with the same employer.

If you leave PERA-covered employment, your account becomes inactive. If you remain out of PERA service, are not vested, and do not apply for a refund within five years after your last member contribution was made, you will forfeit your member contributions and interest. PERA will automatically consolidate your member contributions and interest to the PERA fund. The consolidated member contributions forfeited by you (the member), can only be restored if you return to PERA-covered employment or apply for a retirement annuity with another public pension plan.

### Repaying a Refund

If you return to public service in Minnesota after receiving a refund, you may repay a lump-sum payment of all previously forfeited service, plus interest, to restore prior service credit with PERA.

You may repay your refund six months after you resume public service. The refund can be paid at any time, up to six months after retirement or termination of your public position. Refunds may only be paid one time, as a lump-sum payment.

## Service Credit

PERA awards you one service credit for each month in which you worked and were compensated by your employer. You may also receive credit for up to three months while on a temporary layoff status.

Being vested means you qualify for benefits at the minimum allowable age:

- **PERA membership started prior to July 1, 2010:**  
Your vesting requirement is three years (36 service credits).
- **PERA membership started July 1, 2010 or later:**  
Your vesting requirement is a 5-10 year graded vesting schedule. At five years, you are 50% vested in the plan. Vesting increases at 10% per year until you are fully vested after 10 years (see page 5).

## **Purchasing Service**

Occasionally, additional service credit with PERA may be purchased based on member and employer contributions. These circumstances are described below.

### **Military Leave**

If you are a public employee, go on a military leave, and return to public service with the same employer upon your honorable discharge, you may purchase credit for any or all of your leave, up to a maximum of five years.

To obtain credit, you must make your employee contribution. Your contribution will be based on the salary you would have earned during your period of leave. Full payment must be made within three times the length of the leave or five years, whichever is shorter. You have a minimum repayment period of three years. Employer contributions and any interest are the obligation of your employer when you return from military service.

### **Authorized Leaves**

You will automatically receive service credit while on a paid leave of absence of any type. The normal employee contributions are deducted from your salary and your employer makes employer contributions.

You may also purchase reduced salary and service credit annually of any employer-authorized unpaid leave. To do so, you must make your employee contributions, as well as your employer's contributions (note: your employer may elect to pay the employer share for you but they are not obligated to do so).

Each year, your employer sends PERA a leave report that includes when you were on leave, hours missed, your rate of pay, and the type of leave. The reporting period depends on whether or not you work in a school.

If you have a leave reported to PERA under this process, we'll automatically send you a benefit estimate with purchase information about 6-8 weeks after we receive the report. You decide if you want to make the purchase. The leave purchase is optional, but may result in a larger monthly benefit when you retire. The benefit estimates sent to you will include the cost of the purchase and the current impact to your monthly pension, which may help with this decision.

Payment is based on your salary during the leave period, excluding overtime, and must be made within one year after the end of the reporting period. Interest will be charged from the beginning of the reporting period until full payment is made.

### **Actuarial Military Purchase**

PERA members have the option to purchase service credit for one or more prior military leave period(s) that occurred:

- Before becoming a public employee, or
- During public employment covered by a PERA pension plan, and you missed the original purchase time frame.

Please contact the Member Service Center for more information on this actuarial purchase option at 651.296.7460 or 1.800.652.9026.

### **Strikes**

You may purchase up to one year of service credit for any period of time you participate in a public strike without pay. This must be done within five years of the end of the strike.

If the purchase is made within one year from the end of the strike, the cost is your member contributions and your employer's contributions based on your salary at the end of the strike period, plus any applicable interest (Note: your employer may pay the employer portion of this amount, but is under no obligation to do so).

If the payment is received after one year and before five years from the end of the strike, service credit may be purchased on an actuarial basis. For additional information, contact our office.

## **Retirement Benefits**

You will receive an unreduced benefit from PERA when you reach full retirement age. You may retire prior to that date, but your pension will be permanently

reduced by doing so. These options are described below.

## Full Retirement

Full retirement age for vested members of the Police & Fire Plan is 55.

Individuals hired prior to July 1, 1989, also qualify for a full, unreduced pension when their age plus years of public service total at least 90 (Rule of 90), regardless of age.

A minimum of one year of public service is required to qualify for a retirement benefit for active members at or over age 65.

## Early Retirement

If you retire before full retirement age, you may be eligible for a reduced benefit if:

- You are at least age 50 and have met vesting requirements; or
- You have 30 or more years of service, regardless of age, if first hired prior to July 1, 1989.

## Combined Service

When you switch Minnesota public pension plans, your contributions and service credit are NOT transferred into the new plan. The contributions and service will remain in the plan where it was earned.

We calculate a combined service benefit by using your service with each of the covered plans. Each plan uses its own formula to calculate your retirement benefit. All plans involved will use the same high-five average salary to calculate each monthly benefit, and you will receive a benefit payment from each retirement plan. These are called combined service annuities.

### To qualify for a CSA benefit, you must:

- Have at least six months service under each plan and a total number of service credits sufficient to meet each plan's vesting requirements.
- Be at an eligible retirement age based on each plan's provisions.

*Note: If hired prior to July 1, 1989:*

- » You are eligible for a reduced benefit if you have 30 years of combined service before your first eligible early retirement age.
- » You are eligible for an unreduced benefit if your combined service plus age total at least 90 (Rule of 90) before your full retirement age.
- Terminate all public service before any combined service benefits begin.

- The effective dates of all your benefits must be within one year of each other.
- Not participate in a PERA or other Minnesota public pension plan phased retirement program

**Note:** Many Police & Fire members were also Coordinated members before moving to the Police & Fire Plan. Unless you were hired before July 1, 1989, and have 30 or more years of service, you are not able to receive a pension under Combined Service with the Coordinated Plan until at least age 54.

The following Minnesota public retirement plans qualify for combined service with PERA's Police & Fire Plan:

- Public Employees Retirement Association (PERA)
- Minnesota State Retirement System (MSRS)
- Teachers Retirement Association (TRA)
- St. Paul Teachers Retirement Fund Association (SPTRFA)

## Benefit Calculation

Your pension is a monthly benefit payment for your lifetime. Your benefit is a product of your age, high-five average salary, and your years of credited service. These factors vary from member to member. The amount of your pension also depends upon whether you elect to provide income protection to a survivor (any one individual) in the event of your death.

**Your high-five average salary is your gross salary during the 60 consecutive months in which your salary was greatest—it is not based on calendar or fiscal years.**

**If your salary was reduced because you were on an authorized leave for workers' compensation, medical, personal, or furlough, you may make employee and employer contributions on this lost salary, plus interest, to PERA. This will restore any missing salary that occurred during your leave (note: your employer may elect to pay the employer share for you but they are not obligated to do so).**

**Employers will report the leave annually to PERA and we will contact you on the contributions necessary to make your high-five salary whole. Payment must be received within one year after the end of each reporting period. Learn more under *Purchasing Service* on page 3.**



## Benefit Formula

Under the Police & Fire benefit formula, you receive 3.0% of the high-five average salary you earned during your five highest-paid consecutive years of credited service. If you work less than five years in public service but still qualify for a benefit, your salary for all years of service will be averaged.

The Police & Fire retirement benefit formula:

**=3.0% x Police & Fire service credit x high-five average salary**

**Note:** *Tables in the back of this handbook provide you with the approximate percentage of your average salary that you can expect to receive at retirement if fully vested. The amounts are based on your years of service and age at retirement.*

## Maximum Formula Percentage

For members first enrolled in the Police & Fire plan after June 30, 2014, retirement benefits are capped at 99% of average salary. This is equivalent to 33 years of service.

## Calculation Example - Full Retirement

Suppose you are a Police & Fire member retiring at age 55 with 25 years of service and a high-five monthly average salary of \$9,000.

The full retirement benefit would be calculated:

**3% x 25 years of service = 75%**  
**75% x \$9,000 = \$6,750 per month**

## Calculation Example - Early Retirement

If you wish to retire early, there is a permanent reduction in benefits for retirement prior to age 55. The reduction is a fixed rate of 5% per year, prorated on a monthly basis (5/12 per month).

Let's continue with our earlier example and change only the age to 50, still using 25 years for service. The reduction is 5% per year from age 55 to 50:

**55 - 50 = 5 years**  
**5% X 5 years = 25%**

Using a full retirement age retirement benefit of \$6,750 per month (from above), the reduction calculation is as follows:

**25% X \$6,750 = \$1,687 (amount to subtract from full benefit)**

**\$6,750**

**- 1,687 (early retirement reduction)**

**=\$5,063 per month (early retirement monthly pension)**

## Graded Vesting

For members qualifying for membership after June 30, 2010, we use the following table for vesting:

| Full Years | Percent Vested |
|------------|----------------|
| 5 years    | 50%            |
| 6 years    | 60%            |
| 7 years    | 70%            |
| 8 years    | 80%            |
| 9 years    | 90%            |
| 10 years   | 100%           |

Thus, for an individual becoming a member after June 30, 2010, we would calculate a retirement benefit using this reduction for between five and 10 years of service.

**Example:** You are a Police & Fire member with seven years of service (70% vested), at age 55, and have a high-five monthly average salary of \$7,000:

**3% x 7 years of service = 21%**  
**21% x \$7,000 = \$1,470 per month (before vesting reduction)**  
**70% x \$1,470 = \$1,029 per month**

## Combined Service

You may combine your service in PERA with service earned in other covered Minnesota public pension plans and collect a benefit from each plan. A combined service pension is based on your years of credited service with each covered plan.

Combined service creates some advantages for you. First, total service in all plans in which you worked determines whether you are vested in each individual pension plan.

**Example 1:** If you have two years of service in the Police & Fire Plan and three years with the Minnesota State Retirement System (MSRS), your total service is five years. This is the minimum vesting period for PERA Police & Fire for individuals becoming members after June 30, 2010. Being vested means you qualify for benefits at the minimum allowable age. Combined service, therefore, permits you to be considered vested in both of these plans. You would not

be vested by either plan if service credit were granted by the plans individually.

Second, a single high-five average salary is used to calculate your pension in each plan. Average salary is derived from your five highest-paid consecutive years of salary, no matter when or in which pension plan it was earned. (If you have between three and five years of service, all salary is averaged.)

**Example 2:** Suppose you earned five years of service with MSRS decades ago when compensation was much lower than it is today, and that you will retire from a PERA-covered job this year after 15 years of service. Your high-five average salary over your five highest-paid years of service will likely be the last five years you contributed to PERA. If so, this high-five average salary will be used to calculate both your PERA and MSRS benefits. As a result, your MSRS pension will be much higher than it would have been had MSRS computed a high-five salary based on your compensation from decades ago.

### Combined Service Reminders

- You may add your years of service with another plan to those you have earned under PERA to meet the Rule of 90 requirement (age plus years of service equal 90), but only if you meet the age requirements to draw a pension from the other plan. The Minnesota State Retirement System, the Teachers Retirement Association, and the St. Paul Teachers Retirement Fund Association all provide retirement under the Rule of 90 as long as your total public service plus age at retirement equal 90.
- Your pension from each plan is based upon that plan's benefit formula. These formulas may differ.
- If you are already receiving a benefit from another fund, you do not qualify for combined service.

## Forms of Payment

PERA provides several pension options at retirement that should be reviewed carefully prior to applying for benefits. Some of the decisions you make become irrevocable on the date PERA issues your first payment. These include the pension option you choose and your named survivor.

### Single Life

A Single Life retirement benefit is paid during your lifetime only; no monthly payments will be made to

any person after your death. However, your designated beneficiaries would receive, if any, the remaining employee contributions you made to PERA that you have not yet received as a pension benefit.

### Survivor Options

If you want to continue income for your surviving spouse or another individual in the event of your death, you may select a 25%, 50%, 75%, or 100% survivor option. Upon your death, these benefits pay 25%, 50%, 75%, or 100% of the value of your current monthly pension to the individual you name as your survivor.

The monthly payments under a survivor option are smaller than the Single Life pension because they are paid over both your expected lifetime and that of your designated survivor. If you select a survivor option and your survivor dies before you, the amount of the pension will bounce back to the level of the Single Life benefit, which is the amount you would have received had you not chosen to provide a continuing benefit for another individual. PERA will begin paying the Single Life amount upon notification of the death of your survivor. Retroactive payments are limited to six months prior to notification.

If both you and the individual you choose as your survivor die, your designated beneficiaries would receive, if any, the remaining employee contributions you made to PERA that you have not yet received as a pension benefit.

If you are married, your spouse is required to sign your benefit application. Failure to do so will result in a default 50% survivor option if you have chosen either the Single Life or 25% survivor option. Your PERA pension is marital property.

Under IRS law, if your survivor is someone other than your spouse, there are age restrictions for the 75% and 100% survivor options. Review the survivor options fact sheet on our website under *Forms & Publications* for more information.

If the individual you wish to name as your survivor is disabled and receives income through a supplemental needs trust meeting Social Security's supplemental security income standards, you may name the trust as your survivor. The trust must be established solely for the benefit of that individual, and benefit payments will end upon the death of that person.

The only time a survivor option can be rescinded is in the case of a mutual agreement by both the PERA member and the designated survivor. If the

PERA member and survivor are married, a marriage dissolution or annulment decree must specify that the chosen survivor option be nullified and the PERA benefit recipient's pension be recomputed as a Single Life pension.

## If You Leave Before Retirement

If your public service ends after you are vested for a benefit but before age 50, you may leave your contributions with PERA and qualify for a deferred pension at retirement age.

When you terminate PERA-covered employment and leave your contributions in the fund rather than take a refund, PERA calculates a pension amount based upon your years of service and high-five average salary at termination. You can begin receiving a lifetime benefit any time after reaching age 50, but benefits must begin before your IRS required minimum distribution (RMD) age.

If you were first hired into public service prior to July 1, 1989, deferred benefits can begin at any age if you have 30 or more years of service. You may also qualify for the Rule of 90 (age plus years of service equal 90) as a deferred member. Even though you are no longer in public service, you are a month closer to the Rule of 90 for every month your contributions remain with PERA.

If you terminate public service and are vested but do not want to leave your employee contributions in PERA, you may request a refund of your employee contributions plus interest, compounded annually. You may apply for a refund immediately upon termination of PERA-covered employment, or you may leave your contributions in PERA and apply for a refund at any time before a deferred benefit is paid.

When you collect a refund of employee contributions, you forfeit all future PERA benefits, such as a lifetime pension (see Refund of Contributions and Repaying a Refund).

## Preparing for Retirement

You can always get a current estimate on myPERA at PERA's website, [mnpera.org](http://mnpera.org).

### Applying for Retirement

A retirement application provided by PERA must be completed and filed with our office. You (and your spouse) must sign the application before a notary public. While a retirement application can be filed up

to six months prior to your effective date, we suggest you submit your application at least 60-90 days prior to your retirement date.

With your retirement application, you will be required to furnish a document showing evidence of your age, such as a copy of your birth certificate. We also require evidence of any name changes, such as a copy of your marriage certificate or court order. A copy of your passport showing your current name fulfills both of these document requirements. If you select a Survivor Option, we will also need evidence of the age and any name changes of that person as well.

Finally, you must also provide PERA with a *Verification of Termination* form signed by your employer. You are required to take this form to your employer to complete, date, and sign. You or your employer may submit the completed form to PERA. **Forms are available online at [mnpera.org](http://mnpera.org).**

Your application will not be considered valid until these documents are provided. PERA reserves the right at any time to see originals or certified copies submitted to substantiate an individual's name or age. Send photocopies only; originals will not be returned to you after we process your application.

## Effective Date of Retirement

If you are eligible for a retirement benefit, your pension with PERA is effective the first day of the month following your termination from public employment. Your date of termination is the last day for which you are paid or the day your authorized leave of absence ends. Thus, if you terminate service March 15, your retirement becomes effective April 1.

## When Payments Begin

PERA will pay you an estimated pension approximately three weeks after the effective date of your retirement if we have received a valid retirement application with the required documents. Subsequent benefits are paid the first business day of each month. If PERA receives your retirement application after you retire, you may be paid a pension retroactively. Retroactive payment, however, is limited to six months.

Upon receipt of final salary information from your employer, PERA will recalculate your final monthly pension based on this new information. This is the actual amount to which all future increases will apply. If this finalized benefit amount is different from your



initial estimated benefit payment, adjustments for any over- or under-payments will be made retroactively.

## Annual Increases

Annual increases for monthly benefits are determined by Minnesota Statutes. Increases are effective January 1 of each year for eligible benefit recipients. Retirees will receive a 1% increase each year. This is a fixed percentage of the prior year's benefit amount and is not tied to inflation.

Depending upon when your retirement becomes effective, the period of time you must wait before becoming eligible for any adjustment in your pension varies from 31 to 42 months. If your retirement is effective July 1 (the beginning of PERA's fiscal year), you become eligible for a full post-retirement increase 42 months later. If your retirement becomes effective on a date other than July 1, a prorated increase will become payable to you in 31 to 41 months. The waiting period and size of your first increase depend upon the number of months remaining in the fiscal year after the effective date of your retirement, as shown in the table below. You then automatically become eligible for 100% of any subsequent increases awarded in subsequent years.

**The table below shows the waiting period and the percentage of your initial benefit increase based upon the effective date of your retirement.**

| Prorated Amount of Retirement Increase |                |                      |                     |
|--|----------------|----------------------|---------------------|
| Benefit Effective Date                 | Waiting Period | Fraction of Increase | Percent of Increase |
| Jan. 1                                 | 36 months      | 6/12                 | 50.0%               |
| Feb. 1                                 | 35 months      | 5/12                 | 41.7%               |
| March 1                                | 34 months      | 4/12                 | 33.3%               |
| April 1                                | 33 months      | 3/12                 | 25.0%               |
| May 1                                  | 32 months      | 2/12                 | 16.7%               |
| June 1                                 | 31 months      | 1/12                 | 8.3%                |
| July 1                                 | 42 months      | 12/12                | 100.0%              |
| Aug. 1                                 | 41 months      | 11/12                | 91.7%               |
| Sept. 1                                | 40 months      | 10/12                | 83.3%               |
| Oct. 1                                 | 39 months      | 9/12                 | 75.0%               |
| Nov. 1                                 | 38 months      | 8/12                 | 66.6%               |
| Dec. 1                                 | 37 months      | 7/12                 | 58.3%               |

## Working After Retirement

A right to a retirement benefit requires a complete and continuous separation from all public employment for 30 days. There can be no written or verbal agreement prior to termination to provide services to a public employer. Independent contractors and employees of an independent contractor may not work for their same employer for 30 days. Public employment includes service to any governmental employer in Minnesota – e.g. school districts, cities, counties, townships, and state.

If you return to PERA-covered employment and are under full Social Security retirement age, you must remain within the annual earnings limits set by Social Security. If you exceed the limit, your benefit will be reduced or possibly suspended. However, the reductions from your benefit will be payable to you at a later date.

The benefit reductions are held in escrow and may be claimed as a lump-sum payment one year after you terminate your PERA-covered job. If your re-employment extends through the end of a calendar year, the deductions from that year may be reclaimed one year later, even if you continue to work in a PERA-covered position.

There is no restriction on your earnings if you are over Social Security's full retirement age.

*Income earned through private employment, self-employment, elected service, investments, and pensions is never used to offset your pension.*

## Taxes

Your PERA benefits are subject to federal and state taxes (based on residency). We can withhold state taxes for Minnesota (MN) residents; if you are a non-MN resident, contact your state for tax withholding requirements. PERA can withhold the default tax amount or you can complete the federal and/or MN state tax form(s) to withhold a different amount. You may change your tax withholding at any time on myPERA or by sending PERA updated tax forms.

### Option 1: Default Tax Withholding/No Tax Forms

If no tax forms are submitted, PERA will automatically withhold:

- Federal: Single, no adjustments (20% for refunds)
- Minnesota State (MN residents only): 6.25%

### Option 2: Complete Tax Forms

To withhold a tax amount other than the default, you must submit a completed W-4P federal tax form (W-4R for refunds) and/or W-4MNP MN state tax form.

- Federal W-4P – use for monthly benefits
- Federal W-4R – use for a refund
- Minnesota W-4MNP (MN residents only) – use for monthly benefits or refund

Every January, PERA will issue you an IRS *Form 1099-R*. You will need this statement to prepare your federal and state income tax returns. The 1099-R indicates the taxable and non-taxable (if any) amount of your pension, and how much PERA withheld for taxes.

## Disability Benefits

You may be eligible for benefits from PERA if you are unable to perform the duties of a police officer, firefighter, or Hennepin County paramedic or emergency medical technician because of a physical or psychological disability.

If you are disabled while engaged in inherently dangerous duties specific to your occupation, it is called a duty disability and no minimum service time is required to qualify for benefits. A disability occurring under any other circumstance, either on or off the job, is called a regular disability and at least one year of service is required to qualify for benefits.

### Qualify for Disability

Your condition must be expected to last at least one year to qualify for disability benefits from PERA. In addition, you must meet the following qualifications:

- You must be actively working in public service when you become disabled.
- If your claim is filed within two years of the illness or injury causing your disability, you must prove you are unable to perform the duties of your occupation. If a claim is filed more than two years after this event, you must provide evidence you are unable to perform the duties that were expected of you during the 90 days preceding the last day you performed services for the employer.
- You must apply for disability benefits within 18 months from the date you end your public service. Your disability, however, must have occurred before you terminated public employment.

- You may not apply for a disability benefit if you are already receiving a Police & Fire pension from PERA. The same is true if you are age 55 or older with 20 or more years of service for a duty disability, and age 55 or older with 15 or more years of service for a regular disability.
- You must complete a treatment requirement if you are applying for a duty disability benefit due to a psychological condition. After completion of psychological treatment, you may apply for duty disability benefits based on that psychological condition, however you must complete the treatment requirement and submit a valid disability application within 18 months of termination.

When you apply for disability benefits, you will need to give medical evidence supporting your claim of disability as well as a workers' compensation *First Report of Injury*. After benefits begin, PERA will require periodic medical examinations as proof that your disability is continuing.

Once a disability benefit is approved, you must stop working at your Police & Fire Plan position within 45 days. You do not need to terminate your position and you can stay on the payroll while you exhaust sick leave and vacation time, if necessary. If you continue to work past the 45 day limit, your disability application will be canceled and you cannot apply for disability, based on the same condition, for a period of one year.

If PERA denies your request for disability benefits, there is an appeals process which includes an independent finding by an administrative law judge. The PERA Board of Trustees will make the final decision about your eligibility to receive PERA disability benefits.

### Benefit Formula - Duty Disability

If you are disabled while engaged in activities that are inherently dangerous and specific to your position, the benefit is called a duty disability pension and the base benefit is 60% of your average salary over your five highest-paid consecutive years of service. This is equivalent to a unreduced benefit based on 20 years of service.

**PERA considers each disability case on an individual basis. In some instances other statutes may apply. You may wish to contact a PERA benefits counselor prior to actually filing a claim.**

You will receive an additional 3% of average salary for every year of public service you have in excess of 20 years.

### **Benefit Formula - Duty Total and Permanent**

If your duty disability is determined to be total and permanent, you will receive a disability benefit equal to 99% of your average salary.

Also, you are eligible for automatic survivor protection until age 55 or five years after the disability occurs, whichever is later. You can elect survivor protection at that time auto-survivor coverage ends. However, you will remain in a disability status for your lifetime rather than converting to retirement. Because you remain in a disability status for life, you will continue to be subject to reemployment earnings restrictions.

**Duty Disability Example:** If you are injured while performing hazardous tasks specific to your occupation and have 22 years of service and a high-five average salary of \$8,000 per month, your disability benefit would be calculated as follows:

**3% x 22 years x \$8,000 = \$5,280 per month**

This is the Single Life disability benefit. This benefit provides survivor protection for your spouse only if it is a total and permanent duty disability pension.

### **Benefit Formula - Regular Disability**

Should your disability occur under any other circumstance, either on or off the job, it is called a regular disability and is 45% of high-five average salary (equivalent to 15 years of service).

If the disability is found to be total and permanent, you will receive an additional 3% of salary for every year of service you have in excess of 15 years. This is equal to an unreduced retirement pension.

### **Forms of Payment**

Payment of your disability benefit will be made on a monthly basis using the above formula, unless you elect a 25%, 50%, 75%, or 100% survivor option. While these options reduce the amount of your monthly payment, they provide for the continuation of payments at 25%, 50%, 75%, or 100% for your designated survivor should you predecease that individual.

To apply you must complete and sign a disability application. If you are married, it must also be signed by your spouse. Failure of a spouse to sign the application will result in a default selection of the 50%

survivor option if you have chosen the Single Life or 25% option.

If your disability continues to age 55, or five years after the disability benefit becomes effective, whichever is later, you will be transferred from a disability to a retirement status at PERA.

If you were receiving a Single Life benefit, you will have the option of continuing payments in that form or selecting a survivor option. Once retirement benefit payments begin, the type of benefit selected cannot be changed. If your disability was already in the form of a survivor option, that selection cannot be changed. Your retirement benefit amount will generally be the same as the disability benefit you were receiving.

### **Combined Service**

Service with PERA may be combined with coverage in another Minnesota public retirement plan for determining eligibility and the amount of your benefit.

If you are active in the Police & Fire Plan, qualify for a duty disability, and have 20 or more years of combined service, the service with the other plan may be used to increase the amount of your benefit. Also, if you qualify for a total and permanent regular disability with 15 or more years of combined service, the service in the other plan may be used to increase your benefit.

### **When Benefits Begin**

Disability benefits begin when you no longer have sick or vacation time credited to you and you are no longer receiving any other salary payments. If your application is filed late with PERA, benefits can be paid retroactively, but no more than 90 days prior to the day PERA receives your application.

### **Purchasing Service**

If you have received a refund for prior public service, you may wish to consider repaying all of your previously forfeited service. This would increase your total service credits and may, or may not, increase the amount of your disability benefit, depending on the type of benefit you qualify for and your total amount of public service.

Repayment must be made within six months of filing for disability, the effective date of the benefit, or termination of public service, whichever is later. It requires a lump-sum payment plus interest. No other purchase of service is allowable after a disability

application is filed with PERA. Repayment of a total refund can only be made one time.

## Reapplication Process

Statutes require PERA disability recipients to provide evidence of continued disability and to reapply once a year for the first five years and every three years thereafter. *PERA reserves the right to request proof of continued disability at any time.*

## Reemployment

If you remain disabled according to Minnesota state law and return to work in a position not normally covered by the Police & Fire Plan, you may continue to receive a duty or regular disability benefit. However, you will no longer qualify for a total and permanent disability benefit.

There are two types of offsets that may impact your disability benefit if you return to work:

- **Offset 1.** This offset only applies to disability recipients who are receiving a duty disability benefit and have less than 20 years of service OR a regular disability benefit and have less than 15 years of service. The disability benefit may be reduced based on the minimum of (a) 50% of reemployment earnings or (b) 11.8% (or the current member contribution rate) of average salary multiplied by the fraction of 20 minus your years of service over 55 minus your age at the time of disability.
- **Offset 2.** This offset only impacts disability recipients if the combination of their disability benefit plus reemployment earnings exceeds the current salary of a similar position. The reduction is equal to \$1 for every \$2 when the combination exceeds 100% up to 125%, and \$1 for every \$1 when the combination exceeds 125%.

## Workers' Compensation

Effective January 1, 2024, there will no longer be a workers' compensation offset for disability recipients.

## Death While Receiving Disability

If you elected the Single Life disability benefit option, your spouse will not qualify for any monthly benefit.

**Exception:** If you are receiving a total and permanent duty disability benefit, your surviving spouse will receive 50% of your average salary during your last six

months of service (60% of salary if death is attributable to the disabling illness or injury).

Your dependent children will also receive 10% of your average salary during your last six months of service, no matter which type of disability benefit you were receiving. Your dependent children will continue to receive a benefit until age 23.

The combined monthly benefit for your family cannot exceed 70% of the average salary (80% if your death was in the line of duty.)

If you selected a survivor option, your survivor will receive the designated survivor percentage of your benefit for life. Any dependent children will also qualify for dependent coverage until they are no longer considered dependent. The total benefit may not exceed the family maximum amount.

## Annual Increases

Increases to your disability benefit are identical to increases granted retirees and are awarded each January. The maximum wait for your first increase is 42 months (see page 7 and 8).

## Taxes

If you are receiving a duty disability, all of the benefit attributable to the first 20 years of service is non-taxable income until it is converted to a retirement benefit. When the benefit converts to a retirement benefit, it is taxed accordingly.

If you are receiving a total and permanent duty disability, the base benefit of 60% of average salary is tax-free for life. In both cases, any benefit attributable to service in excess of 20 years is fully taxable.

If you are receiving a regular disability benefit, your payments are fully taxable until age 50. At age 50, your disability benefit is taxed in the same manner as a retirement benefit. PERA will provide you with a *Form 1099-R* each January.

## Insurance

You must have a minimum of 20 years of service if receiving a duty disability and 15 years for a regular disability before you will receive an amount over the minimum benefit in the Police & Fire Plan. Any additional benefit available through combined service requires qualification for disability under the rules governing that plan. Thus, you may wish to consider the purchase of disability insurance, either through your employer or independently, to meet your income needs should you become disabled.



## Pre-retirement Survivor Benefits

PERA provides survivor benefits for its active Police & Fire members.

Survivor benefits follow a simple succession. Should you die prior to retirement, any survivor benefits due would first go to your surviving spouse and dependent children. If there are no survivor benefits due, the balance in your account would be distributed to your beneficiary(ies). If we have no listed beneficiary(ies), the funds would be paid to your estate.

### Surviving Spouse

If you are an active member of the fund, are partially or fully vested, and die prior to retirement, your spouse is eligible for a lifetime survivor benefit. This benefit is based on 50% of your average salary during the six months of public service immediately preceding your death. If death is a result of inherently dangerous activities specific to your position, the benefit is 60% of this average salary.

If you are over age 50 at the time of your death, PERA will also calculate a survivor benefit based on a formula using your total years of service, high-five salary during your highest-paid 60 consecutive months of service, your age at death, and the age of your surviving spouse. Your spouse will always receive the higher of these two amounts.

This benefit continues for the lifetime of your spouse, even upon remarriage. A surviving spouse benefit requires that you be vested with PERA. However, this requirement is waived if death occurs in the line of duty.

### Dependent Child(ren)

If you have biological or adopted, unmarried children under age 23 they will qualify for benefits equal to 10% of your average salary during your last six

months of public service. Monthly benefits would be payable to your dependent children until age 23.

### Family Minimum and Maximum Benefit

The family minimum combined monthly benefit is 50% of your monthly average salary during your last six months of service (60% if your death was in the line of duty).

The family maximum combined monthly benefit is 70% of your average monthly salary during your last six months of service (80% if your death was in the line of duty).

**Example:** If you are survived by two dependent children and no spouse, the children would each be entitled to 25% of your average salary, equaling the combined 50% family minimum monthly benefit.

### Refund

If you name your spouse as your beneficiary with PERA and there are no dependent children, your surviving spouse may forgo the survivor benefit in favor of a refund of your employee contributions plus interest.

Should you leave public service prior to age 50, defer your benefits and die, a refund of your contributions plus interest is the only option available to your spouse.

If you have no surviving spouse or dependent children under the age of 23, your accumulated contributions plus interest will be distributed to the beneficiaries you have on record. If there are no listed beneficiaries, this sum will be paid to your estate.

If no one completes the beneficiary or estate paperwork PERA sends within five years from when you passed away, then they forfeit your accumulated contributions and interest from PERA.

Benefit provisions take precedence over beneficiary rights, although a surviving spouse benefit can be waived. This means if you have a spouse or dependent children, and you have named another individual as your beneficiary, the beneficiary is not eligible for a refund of any remaining balance in your account until there are no longer any survivor benefits payable.

## Other Information

### Online Services

To help you better understand the purpose and benefits of the Association, PERA offers many services online at [mnpera.org](http://mnpera.org).

### Survivor Benefits

The table below shows various average salaries and the monthly survivor benefits available to eligible family members for a non-duty related death:

| Monthly Average Salary | Surviving Spouse | Spouse & 1 Dependent Child | Family Maximum |
|------------------------|------------------|----------------------------|----------------|
| \$4,000                | \$2,000          | \$2,400                    | \$2,800        |
| 7,000                  | 3,500            | 4,200                      | 4,900          |
| 10,000                 | 5,000            | 6,000                      | 7,000          |



By signing up for myPERA, members have immediate access to their individual benefit estimates, account balances, and other personal information. Members may also register online for PERA's individual and group educational programs.

## Educational Services

PERA provides member education programs and individual counseling sessions. We offer two different programs:

- **Ready to Retire** is intended for members who plan to retire within one year and focuses on the application process step-by-step
- **From Hire to Retire** is designed for all members to learn about PERA benefits

We also offer individual meetings by phone and at our St. Paul office, which are designed for members who are within six months of retirement.

You can schedule an individual appointment or register for a program by logging into your myPERA online account or calling our Member Service Center at 651.296.7460 or toll free at 800.652.9026.

## Retirement Benefit Estimates

Estimates are available in myPERA any time for your convenience. In addition, PERA will provide an estimate of your retirement benefit upon request.

## Beneficiary

Review your listed beneficiaries. If you or your beneficiary has a change of name or address, please update your information in myPERA or contact the Member Service Center. Upon your death, this individual will receive any balance in your account if no survivor benefits are payable. If you have no listed beneficiary, these funds will be payable to your surviving spouse, or if none, to your estate. If you are unable to check myPERA, contact our Member Service Center to verify this information. Also, you can update beneficiaries with a *Change Form*, found on our website under *Forms & Publications*.

## Name or Address Change

If you or your beneficiary has a change of name or address, please update your information in myPERA or contact the Member Service Center.

## Rescinding a Survivor Option

Once benefits begin, the only time a survivor option can be rescinded is in the case of a mutual agreement

by both the PERA retiree and the chosen survivor. If the PERA member and survivor are married, a marriage dissolution or annulment decree must specify that the chosen survivor option be nullified and the PERA benefit recipient's pension be recalculated as a Single Life pension. Visit [mnpera.org](http://mnpera.org) or contact PERA for additional information.

## Unlawful Death of a Member

PERA will immediately suspend any survivor option or survivor benefit otherwise due an individual if that person is charged with causing the death of a PERA member. Any person who would normally qualify for a benefit who is found guilty of causing the death of a member will have his or her benefit permanently revoked.

## Administration of PERA

PERA is governed by an 11-member board of trustees. By statute, one member is the state auditor. Five members are appointed by the governor and five are elected by PERA members.

The Board meets six to eight times a year. Meetings are open to the public. The date and time of each meeting is posted on PERA's website.

Members have the right to appeal administrative decisions on their benefits to the PERA Board.

## Single Life Benefit Option

**For Police & Fire members qualifying for PERA membership prior to July 1, 2010**

The table below shows the percentage of your high-five average salary you may expect to receive as a Single Life option. You can also view benefit estimates in your myPERA online account.

| Years of Service | Age at Retirement |        |        |        |        |         |
|------------------|-------------------|--------|--------|--------|--------|---------|
|                  | 50                | 51     | 52     | 53     | 54     | 55      |
| 5                | 11.25%            | 12.00% | 12.75% | 13.50% | 14.25% | 15.00%  |
| 6                | 13.50%            | 14.40% | 15.30% | 16.20% | 17.10% | 18.00%  |
| 7                | 15.75%            | 16.80% | 17.85% | 18.90% | 19.95% | 21.00%  |
| 8                | 18.00%            | 19.20% | 20.40% | 21.60% | 22.80% | 24.00%  |
| 9                | 20.25%            | 21.60% | 22.95% | 24.30% | 25.65% | 27.00%  |
| 10               | 22.50%            | 24.00% | 25.50% | 27.00% | 28.50% | 30.00%  |
| 11               | 24.75%            | 26.40% | 28.05% | 29.70% | 31.35% | 33.00%  |
| 12               | 27.00%            | 28.80% | 30.60% | 32.40% | 34.20% | 36.00%  |
| 13               | 29.25%            | 31.20% | 33.15% | 35.10% | 37.05% | 39.00%  |
| 14               | 31.50%            | 33.60% | 35.70% | 37.80% | 39.90% | 42.00%  |
| 15               | 33.75%            | 36.00% | 38.25% | 40.50% | 42.75% | 45.00%  |
| 16               | 36.00%            | 38.40% | 40.80% | 43.20% | 45.60% | 48.00%  |
| 17               | 38.25%            | 40.80% | 43.35% | 45.90% | 48.45% | 51.00%  |
| 18               | 40.50%            | 43.20% | 45.90% | 48.60% | 51.30% | 54.00%  |
| 19               | 42.75%            | 45.60% | 48.45% | 51.30% | 54.15% | 57.00%  |
| 20               | 45.00%            | 48.00% | 51.00% | 54.00% | 57.00% | 60.00%  |
| 21               | 47.25%            | 50.40% | 53.55% | 56.70% | 59.85% | 63.00%  |
| 22               | 49.50%            | 52.80% | 56.10% | 59.40% | 62.70% | 66.00%  |
| 23               | 51.75%            | 55.20% | 58.65% | 62.10% | 65.55% | 69.00%  |
| 24               | 54.00%            | 57.60% | 61.20% | 64.80% | 68.40% | 72.00%  |
| 25               | 56.25%            | 60.00% | 63.75% | 67.50% | 71.25% | 75.00%  |
| 26               | 58.50%            | 62.40% | 66.30% | 70.20% | 74.10% | 78.00%  |
| 27               | 60.75%            | 64.80% | 68.85% | 72.90% | 76.95% | 81.00%  |
| 28               | 63.00%            | 67.20% | 71.40% | 75.60% | 79.80% | 84.00%  |
| 29               | 65.25%            | 69.60% | 73.95% | 78.30% | 82.65% | 87.00%  |
| 30               | 67.50%            | 72.00% | 76.50% | 81.00% | 85.50% | 90.00%  |
| 31               | 69.75%            | 74.40% | 79.05% | 83.70% | 88.35% | 93.00%  |
| 32               | 72.00%            | 76.80% | 81.60% | 86.40% | 91.20% | 96.00%  |
| 33               | 74.25%            | 79.20% | 84.15% | 89.10% | 94.05% | 99.00%  |
| 34               | 76.50%            | 81.60% | 86.70% | 91.80% | 96.90% | 102.00% |
| 35               | 78.75%            | 84.00% | 89.25% | 94.50% | 99.75% | 105.00% |

## Single Life Benefit Option

**For Police & Fire members qualifying for PERA membership on or after July 1, 2010**

The table below shows the percentage of your high-five average salary you may expect to receive as a Single Life option. You can also view benefit estimates in your myPERA online account.

**Note:** For members first enrolled in the Police & Fire plan after June 30, 2014, retirement benefits are capped at 99% of average salary. This is equivalent to 33 years of service.

| Years of Service | Age at Retirement |        |        |        |        |         |
|------------------|-------------------|--------|--------|--------|--------|---------|
|                  | 50                | 51     | 52     | 53     | 54     | 55      |
| 5                | 5.63%             | 6.00%  | 6.38%  | 6.75%  | 7.13%  | 7.50%   |
| 6                | 8.10%             | 8.64%  | 9.18%  | 9.72%  | 10.26% | 10.80%  |
| 7                | 11.03%            | 11.76% | 12.50% | 13.23% | 13.97% | 14.70%  |
| 8                | 14.40%            | 15.36% | 16.32% | 17.28% | 18.24% | 19.20%  |
| 9                | 18.23%            | 19.44% | 20.66% | 21.87% | 23.09% | 24.30%  |
| 10               | 22.50%            | 24.00% | 25.50% | 27.00% | 28.50% | 30.00%  |
| 11               | 24.75%            | 26.40% | 28.05% | 29.70% | 31.35% | 33.00%  |
| 12               | 27.00%            | 28.80% | 30.60% | 32.40% | 34.20% | 36.00%  |
| 13               | 29.25%            | 31.20% | 33.15% | 35.10% | 37.05% | 39.00%  |
| 14               | 31.50%            | 33.60% | 35.70% | 37.80% | 39.90% | 42.00%  |
| 15               | 33.75%            | 36.00% | 38.25% | 40.50% | 42.75% | 45.00%  |
| 16               | 36.00%            | 38.40% | 40.80% | 43.20% | 45.60% | 48.00%  |
| 17               | 38.25%            | 40.80% | 43.35% | 45.90% | 48.45% | 51.00%  |
| 18               | 40.50%            | 43.20% | 45.90% | 48.60% | 51.30% | 54.00%  |
| 19               | 42.75%            | 45.60% | 48.45% | 51.30% | 54.15% | 57.00%  |
| 20               | 45.00%            | 48.00% | 51.00% | 54.00% | 57.00% | 60.00%  |
| 21               | 47.25%            | 50.40% | 53.55% | 56.70% | 59.85% | 63.00%  |
| 22               | 49.50%            | 52.80% | 56.10% | 59.40% | 62.70% | 66.00%  |
| 23               | 51.75%            | 55.20% | 58.65% | 62.10% | 65.55% | 69.00%  |
| 24               | 54.00%            | 57.60% | 61.20% | 64.80% | 68.40% | 72.00%  |
| 25               | 56.25%            | 60.00% | 63.75% | 67.50% | 71.25% | 75.00%  |
| 26               | 58.50%            | 62.40% | 66.30% | 70.20% | 74.10% | 78.00%  |
| 27               | 60.75%            | 64.80% | 68.85% | 72.90% | 76.95% | 81.00%  |
| 28               | 63.00%            | 67.20% | 71.40% | 75.60% | 79.80% | 84.00%  |
| 29               | 65.25%            | 69.60% | 73.95% | 78.30% | 82.65% | 87.00%  |
| 30               | 67.50%            | 72.00% | 76.50% | 81.00% | 85.50% | 90.00%  |
| 31               | 69.75%            | 74.40% | 79.05% | 83.70% | 88.35% | 93.00%  |
| 32               | 72.00%            | 76.80% | 81.60% | 86.40% | 91.20% | 96.00%  |
| 33               | 74.25%            | 79.20% | 84.15% | 89.10% | 94.05% | 99.00%  |
| 34               | 76.50%            | 81.60% | 86.70% | 91.80% | 96.90% | 102.00% |
| 35               | 78.75%            | 84.00% | 89.25% | 94.50% | 99.75% | 105.00% |

## **myPERA**

**For retirement estimates that are always up-to-date, visit myPERA, your online account at [mnpera.org](http://mnpera.org)**

While the tables in the back of this handbook will give you an approximation of your future benefit from PERA, the estimates you can generate for yourself at any time in myPERA will normally be more accurate. This is because benefits are based on months of public service, age by month, and average salary over an individual's five highest-paid consecutive years of service. The tables presented here only look at full years of age and public service.

**Log into your personal myPERA online account to:**

- Review and update your personal information
- View a current estimate of your benefits (just like your Personal Benefit Statement), or create your own custom estimates
- Create and view estimates using a non-spouse survivor (active and deferred members only)
- Register for programs or individual counseling
- Add or update beneficiaries online (active and deferred members only)
- Sign up for PERA's e-publications and update other mailing preferences
- Upload your identification documents
- Adjust tax withholding and direct deposit once you begin receiving your benefit, as well as print out tax form 1099-R and proof of income reports.

## Survivor Options

Tables on the next two pages show the percentage of a single life pension you, the member, would receive based on your age and the age of the person you name as your survivor.

### 25% Survivor Option

| Age of Survivor | Age of Member at Retirement |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|-----------------|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                 | 50                          | 51     | 52     | 53     | 54     | 55     | 56     | 57     | 58     | 59     | 60     | 61     | 62     | 63     | 64     | 65     |
| 50              | 97.73%                      | 97.57% | 97.40% | 97.22% | 97.03% | 96.82% | 96.60% | 96.36% | 96.11% | 95.83% | 95.54% | 95.23% | 94.89% | 94.54% | 94.15% | 93.74% |
| 51              | 97.80%                      | 97.64% | 97.48% | 97.30% | 97.12% | 96.91% | 96.70% | 96.46% | 96.21% | 95.95% | 95.66% | 95.35% | 95.02% | 94.67% | 94.29% | 93.88% |
| 52              | 97.87%                      | 97.72% | 97.56% | 97.39% | 97.21% | 97.01% | 96.80% | 96.57% | 96.32% | 96.06% | 95.78% | 95.47% | 95.15% | 94.80% | 94.43% | 94.03% |
| 53              | 97.94%                      | 97.79% | 97.64% | 97.47% | 97.30% | 97.10% | 96.90% | 96.67% | 96.43% | 96.17% | 95.90% | 95.60% | 95.28% | 94.94% | 94.57% | 94.18% |
| 54              | 98.01%                      | 97.87% | 97.72% | 97.56% | 97.39% | 97.20% | 97.00% | 96.78% | 96.54% | 96.29% | 96.02% | 95.73% | 95.42% | 95.08% | 94.72% | 94.33% |
| 55              | 98.08%                      | 97.95% | 97.80% | 97.64% | 97.48% | 97.29% | 97.10% | 96.89% | 96.66% | 96.41% | 96.15% | 95.86% | 95.55% | 95.22% | 94.87% | 94.49% |
| 56              | 98.15%                      | 98.02% | 97.88% | 97.73% | 97.57% | 97.39% | 97.20% | 96.99% | 96.77% | 96.53% | 96.27% | 95.99% | 95.69% | 95.37% | 95.02% | 94.65% |
| 57              | 98.22%                      | 98.10% | 97.96% | 97.81% | 97.66% | 97.49% | 97.30% | 97.10% | 96.88% | 96.65% | 96.40% | 96.13% | 95.83% | 95.52% | 95.18% | 94.81% |
| 58              | 98.29%                      | 98.17% | 98.04% | 97.90% | 97.75% | 97.58% | 97.40% | 97.21% | 97.00% | 96.77% | 96.53% | 96.26% | 95.98% | 95.67% | 95.34% | 94.98% |
| 59              | 98.36%                      | 98.24% | 98.12% | 97.98% | 97.84% | 97.68% | 97.50% | 97.32% | 97.11% | 96.89% | 96.66% | 96.40% | 96.12% | 95.82% | 95.50% | 95.15% |
| 60              | 98.43%                      | 98.32% | 98.20% | 98.07% | 97.92% | 97.77% | 97.61% | 97.43% | 97.23% | 97.02% | 96.79% | 96.54% | 96.27% | 95.97% | 95.66% | 95.32% |
| 61              | 98.50%                      | 98.39% | 98.27% | 98.15% | 98.01% | 97.87% | 97.71% | 97.53% | 97.34% | 97.14% | 96.92% | 96.67% | 96.41% | 96.13% | 95.82% | 95.49% |
| 62              | 98.56%                      | 98.46% | 98.35% | 98.23% | 98.10% | 97.96% | 97.81% | 97.64% | 97.46% | 97.26% | 97.05% | 96.81% | 96.56% | 96.29% | 95.99% | 95.66% |
| 63              | 98.63%                      | 98.53% | 98.42% | 98.31% | 98.19% | 98.05% | 97.90% | 97.74% | 97.57% | 97.38% | 97.17% | 96.95% | 96.71% | 96.44% | 96.15% | 95.84% |
| 64              | 98.69%                      | 98.60% | 98.50% | 98.39% | 98.27% | 98.14% | 98.00% | 97.85% | 97.68% | 97.50% | 97.30% | 97.09% | 96.85% | 96.60% | 96.32% | 96.02% |
| 65              | 98.76%                      | 98.67% | 98.57% | 98.47% | 98.35% | 98.23% | 98.10% | 97.95% | 97.79% | 97.62% | 97.43% | 97.22% | 97.00% | 96.75% | 96.48% | 96.19% |

### 50% Survivor Option

| Age of Survivor | Age of Member at Retirement |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|-----------------|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                 | 50                          | 51     | 52     | 53     | 54     | 55     | 56     | 57     | 58     | 59     | 60     | 61     | 62     | 63     | 64     | 65     |
| 50              | 95.55%                      | 95.25% | 94.93% | 94.59% | 94.23% | 93.84% | 93.43% | 92.98% | 92.51% | 92.00% | 91.46% | 90.89% | 90.28% | 89.64% | 88.95% | 88.23% |
| 51              | 95.69%                      | 95.40% | 95.08% | 94.75% | 94.40% | 94.01% | 93.61% | 93.17% | 92.71% | 92.21% | 91.68% | 91.11% | 90.51% | 89.87% | 89.20% | 88.47% |
| 52              | 95.83%                      | 95.54% | 95.24% | 94.91% | 94.56% | 94.19% | 93.79% | 93.36% | 92.91% | 92.42% | 91.90% | 91.34% | 90.75% | 90.12% | 89.45% | 88.73% |
| 53              | 95.96%                      | 95.68% | 95.39% | 95.07% | 94.73% | 94.37% | 93.98% | 93.56% | 93.11% | 92.63% | 92.12% | 91.57% | 90.99% | 90.37% | 89.70% | 89.00% |
| 54              | 96.10%                      | 95.83% | 95.54% | 95.23% | 94.90% | 94.55% | 94.17% | 93.76% | 93.32% | 92.85% | 92.35% | 91.81% | 91.23% | 90.62% | 89.97% | 89.27% |
| 55              | 96.24%                      | 95.97% | 95.70% | 95.40% | 95.08% | 94.73% | 94.36% | 93.96% | 93.53% | 93.07% | 92.58% | 92.05% | 91.49% | 90.88% | 90.24% | 89.55% |
| 56              | 96.37%                      | 96.12% | 95.85% | 95.56% | 95.25% | 94.91% | 94.55% | 94.16% | 93.74% | 93.29% | 92.81% | 92.29% | 91.74% | 91.15% | 90.52% | 89.84% |
| 57              | 96.51%                      | 96.26% | 96.00% | 95.72% | 95.42% | 95.09% | 94.74% | 94.37% | 93.96% | 93.52% | 93.05% | 92.54% | 92.00% | 91.42% | 90.80% | 90.13% |
| 58              | 96.64%                      | 96.41% | 96.15% | 95.88% | 95.59% | 95.28% | 94.94% | 94.57% | 94.17% | 93.75% | 93.29% | 92.80% | 92.27% | 91.70% | 91.09% | 90.44% |
| 59              | 96.77%                      | 96.55% | 96.31% | 96.04% | 95.76% | 95.46% | 95.13% | 94.77% | 94.39% | 93.98% | 93.53% | 93.05% | 92.53% | 91.98% | 91.38% | 90.74% |
| 60              | 96.91%                      | 96.69% | 96.46% | 96.20% | 95.93% | 95.64% | 95.32% | 94.98% | 94.61% | 94.21% | 93.77% | 93.31% | 92.80% | 92.26% | 91.68% | 91.05% |
| 61              | 97.04%                      | 96.83% | 96.60% | 96.36% | 96.10% | 95.82% | 95.52% | 95.18% | 94.82% | 94.44% | 94.02% | 93.56% | 93.07% | 92.55% | 91.98% | 91.37% |
| 62              | 97.17%                      | 96.97% | 96.75% | 96.52% | 96.27% | 96.00% | 95.71% | 95.39% | 95.04% | 94.67% | 94.26% | 93.82% | 93.35% | 92.84% | 92.28% | 91.69% |
| 63              | 97.29%                      | 97.10% | 96.90% | 96.68% | 96.44% | 96.18% | 95.90% | 95.59% | 95.26% | 94.90% | 94.50% | 94.08% | 93.62% | 93.13% | 92.59% | 92.01% |
| 64              | 97.42%                      | 97.24% | 97.04% | 96.83% | 96.60% | 96.35% | 96.08% | 95.79% | 95.47% | 95.12% | 94.75% | 94.34% | 93.90% | 93.42% | 92.90% | 92.34% |
| 65              | 97.54%                      | 97.37% | 97.18% | 96.98% | 96.76% | 96.53% | 96.27% | 95.99% | 95.68% | 95.35% | 94.99% | 94.60% | 94.17% | 93.71% | 93.21% | 92.66% |



**Note:** If your survivor is someone other than your spouse, see the *Survivor Options Fact Sheet* on our website under *Forms and Publications*.

## 75% Survivor Option

| Age of Survivor | Age of Member at Retirement |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|-----------------|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                 | 50                          | 51     | 52     | 53     | 54     | 55     | 56     | 57     | 58     | 59     | 60     | 61     | 62     | 63     | 64     | 65     |
| 50              | 93.48%                      | 93.05% | 92.59% | 92.10% | 91.59% | 91.04% | 90.45% | 89.83% | 89.17% | 88.47% | 87.72% | 86.93% | 86.10% | 85.22% | 84.30% | 83.32% |
| 51              | 93.67%                      | 93.25% | 92.80% | 92.33% | 91.82% | 91.28% | 90.71% | 90.09% | 89.44% | 88.75% | 88.02% | 87.24% | 86.41% | 85.54% | 84.62% | 83.65% |
| 52              | 93.87%                      | 93.46% | 93.02% | 92.56% | 92.06% | 91.53% | 90.97% | 90.37% | 89.72% | 89.04% | 88.32% | 87.55% | 86.73% | 85.87% | 84.96% | 84.00% |
| 53              | 94.06%                      | 93.66% | 93.24% | 92.79% | 92.30% | 91.78% | 91.23% | 90.64% | 90.01% | 89.34% | 88.63% | 87.87% | 87.06% | 86.21% | 85.31% | 84.36% |
| 54              | 94.26%                      | 93.87% | 93.46% | 93.02% | 92.55% | 92.04% | 91.50% | 90.92% | 90.30% | 89.64% | 88.94% | 88.20% | 87.40% | 86.56% | 85.67% | 84.73% |
| 55              | 94.46%                      | 94.08% | 93.68% | 93.25% | 92.79% | 92.30% | 91.77% | 91.20% | 90.60% | 89.95% | 89.26% | 88.53% | 87.75% | 86.92% | 86.04% | 85.11% |
| 56              | 94.65%                      | 94.29% | 93.90% | 93.48% | 93.04% | 92.56% | 92.04% | 91.49% | 90.90% | 90.27% | 89.59% | 88.87% | 88.10% | 87.29% | 86.42% | 85.50% |
| 57              | 94.85%                      | 94.50% | 94.12% | 93.72% | 93.28% | 92.82% | 92.32% | 91.78% | 91.20% | 90.58% | 89.92% | 89.22% | 88.46% | 87.66% | 86.81% | 85.90% |
| 58              | 95.05%                      | 94.70% | 94.34% | 93.95% | 93.53% | 93.08% | 92.59% | 92.07% | 91.51% | 90.91% | 90.26% | 89.57% | 88.83% | 88.04% | 87.20% | 86.31% |
| 59              | 95.24%                      | 94.91% | 94.56% | 94.18% | 93.78% | 93.34% | 92.87% | 92.36% | 91.82% | 91.23% | 90.60% | 89.92% | 89.20% | 88.43% | 87.61% | 86.73% |
| 60              | 95.43%                      | 95.11% | 94.78% | 94.41% | 94.02% | 93.60% | 93.15% | 92.65% | 92.12% | 91.55% | 90.94% | 90.28% | 89.58% | 88.82% | 88.02% | 87.15% |
| 61              | 95.62%                      | 95.32% | 94.99% | 94.64% | 94.27% | 93.86% | 93.42% | 92.95% | 92.43% | 91.88% | 91.29% | 90.65% | 89.96% | 89.22% | 88.43% | 87.59% |
| 62              | 95.81%                      | 95.52% | 95.21% | 94.87% | 94.51% | 94.12% | 93.69% | 93.24% | 92.74% | 92.21% | 91.63% | 91.01% | 90.34% | 89.63% | 88.86% | 88.03% |
| 63              | 95.99%                      | 95.72% | 95.42% | 95.10% | 94.75% | 94.37% | 93.97% | 93.53% | 93.05% | 92.53% | 91.98% | 91.38% | 90.73% | 90.03% | 89.28% | 88.48% |
| 64              | 96.18%                      | 95.91% | 95.63% | 95.32% | 94.99% | 94.63% | 94.24% | 93.81% | 93.36% | 92.86% | 92.32% | 91.74% | 91.12% | 90.44% | 89.71% | 88.93% |
| 65              | 96.36%                      | 96.10% | 95.83% | 95.54% | 95.22% | 94.88% | 94.50% | 94.10% | 93.66% | 93.18% | 92.67% | 92.11% | 91.50% | 90.85% | 90.14% | 89.38% |

## 100% Survivor Option

| Age of Survivor | Age of Member at Retirement |        |        |        |        |        |        |        |        |        |        |        |        |        |        |        |
|-----------------|-----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|                 | 50                          | 51     | 52     | 53     | 54     | 55     | 56     | 57     | 58     | 59     | 60     | 61     | 62     | 63     | 64     | 65     |
| 50              | 91.49%                      | 90.94% | 90.36% | 89.74% | 89.09% | 88.40% | 87.66% | 86.88% | 86.06% | 85.19% | 84.27% | 83.31% | 82.29% | 81.22% | 80.10% | 78.93% |
| 51              | 91.73%                      | 91.20% | 90.63% | 90.03% | 89.39% | 88.70% | 87.98% | 87.21% | 86.40% | 85.54% | 84.63% | 83.68% | 82.67% | 81.61% | 80.50% | 79.33% |
| 52              | 91.99%                      | 91.46% | 90.90% | 90.31% | 89.69% | 89.02% | 88.31% | 87.55% | 86.75% | 85.90% | 85.01% | 84.06% | 83.06% | 82.01% | 80.91% | 79.75% |
| 53              | 92.24%                      | 91.73% | 91.18% | 90.61% | 89.99% | 89.34% | 88.64% | 87.90% | 87.11% | 86.27% | 85.39% | 84.45% | 83.47% | 82.42% | 81.33% | 80.18% |
| 54              | 92.49%                      | 91.99% | 91.46% | 90.90% | 90.30% | 89.66% | 88.98% | 88.25% | 87.48% | 86.65% | 85.78% | 84.86% | 83.88% | 82.85% | 81.77% | 80.62% |
| 55              | 92.74%                      | 92.26% | 91.75% | 91.20% | 90.61% | 89.99% | 89.32% | 88.61% | 87.85% | 87.04% | 86.18% | 85.27% | 84.31% | 83.29% | 82.21% | 81.08% |
| 56              | 93.00%                      | 92.53% | 92.03% | 91.50% | 90.93% | 90.32% | 89.66% | 88.97% | 88.22% | 87.43% | 86.59% | 85.69% | 84.74% | 83.74% | 82.68% | 81.55% |
| 57              | 93.25%                      | 92.80% | 92.31% | 91.79% | 91.24% | 90.65% | 90.01% | 89.33% | 88.60% | 87.83% | 87.00% | 86.12% | 85.19% | 84.20% | 83.15% | 82.04% |
| 58              | 93.50%                      | 93.06% | 92.59% | 92.09% | 91.56% | 90.98% | 90.36% | 89.70% | 88.99% | 88.23% | 87.42% | 86.56% | 85.64% | 84.67% | 83.64% | 82.54% |
| 59              | 93.75%                      | 93.33% | 92.87% | 92.39% | 91.87% | 91.31% | 90.71% | 90.07% | 89.38% | 88.64% | 87.85% | 87.00% | 86.10% | 85.15% | 84.13% | 83.05% |
| 60              | 94.00%                      | 93.59% | 93.15% | 92.69% | 92.19% | 91.65% | 91.06% | 90.44% | 89.77% | 89.05% | 88.28% | 87.45% | 86.57% | 85.63% | 84.64% | 83.58% |
| 61              | 94.25%                      | 93.85% | 93.43% | 92.98% | 92.50% | 91.98% | 91.42% | 90.81% | 90.16% | 89.46% | 88.71% | 87.91% | 87.05% | 86.13% | 85.15% | 84.11% |
| 62              | 94.49%                      | 94.11% | 93.71% | 93.28% | 92.81% | 92.31% | 91.77% | 91.18% | 90.55% | 89.87% | 89.14% | 88.36% | 87.53% | 86.63% | 85.67% | 84.65% |
| 63              | 94.73%                      | 94.37% | 93.98% | 93.57% | 93.12% | 92.64% | 92.11% | 91.55% | 90.94% | 90.29% | 89.58% | 88.82% | 88.01% | 87.14% | 86.20% | 85.20% |
| 64              | 94.97%                      | 94.62% | 94.25% | 93.85% | 93.42% | 92.96% | 92.46% | 91.92% | 91.33% | 90.70% | 90.02% | 89.28% | 88.49% | 87.65% | 86.74% | 85.76% |
| 65              | 95.20%                      | 94.87% | 94.52% | 94.14% | 93.73% | 93.28% | 92.80% | 92.28% | 91.72% | 91.11% | 90.45% | 89.75% | 88.98% | 88.16% | 87.28% | 86.33% |