

A valuable feature of your PERA benefit is that it increases annually to help offset inflation. Cost-of-living adjustments (COLA) are effective Jan. 1 of each year for eligible benefit recipients. The General Plan COLA is based on the same index used by the Social Security Administration (SSA) to determine the annual increase on social security benefits. SSA announces the increase in October for the next calendar year.

The General Plan COLA is equal to 50 percent of the increase announced by SSA, with a minimum COLA of 1 percent and a maximum of 1.5 percent.

If the increase is...	Lower than 2.0%	2.0% – 3.0%	Higher than 3.0%
The PERA COLA will be...	1.0%	50% of the increase	1.5%

### New benefit recipients

We base your first COLA increase on the number of months you were retired in the prior fiscal year ending June 30. For example, if your benefit was effective March 1, you would receive benefits for four months that fiscal year and qualify for 4/12, or 33.3 percent of the full COLA the following Jan. 1. All subsequent COLAs after your first adjustment are full increases.

Benefit Begin Date	Schedule	Fraction of COLA	Percentage of COLA
Jul. 1	18 months	12/12	100.0%
Aug. 1	17 months	11/12	91.7%
Sept. 1	16 months	10/12	83.3%
Oct. 1	15 months	9/12	75.0%
Nov. 1	14 months	8/12	66.7%
Dec. 1	13 months	7/12	58.3%
Jan. 1	12 months	6/12	50.0%
Feb. 1	11 months	5/12	41.7%
Mar. 1	10 months	4/12	33.3%
Apr. 1	9 months	3/12	25.0%
May 1	8 months	2/12	16.7%
Jun. 1	7 months	1/12	8.3%

**Note:**  
For members with a benefit begin date of Jan. 1, 2024, or later, the COLA will be delayed until normal retirement age (age 65 if hired prior to July 1, 1989, or age 66 if hired on or after July 1, 1989). Members retiring under Rule of 90 (Step formula calculation) are exempt from the delay to normal retirement.

### A COLA example

Let's assume you start your General Plan benefit on March 1, 2020. You are eligible for your first COLA in 10 months, and you will qualify for 33.3 percent of the full COLA amount. Let's also assume your PERA benefit is \$1,000 and the 2021 and 2022 General Plan COLAs are 1 percent each year:

Period	COLA	Monthly Benefit
March 2020 - December 2020	N/A	\$1,000.00
January 2021 - December 2021	0.3%	\$1,003.33
January 2022 - December 2022	1.0%	\$1,013.36



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