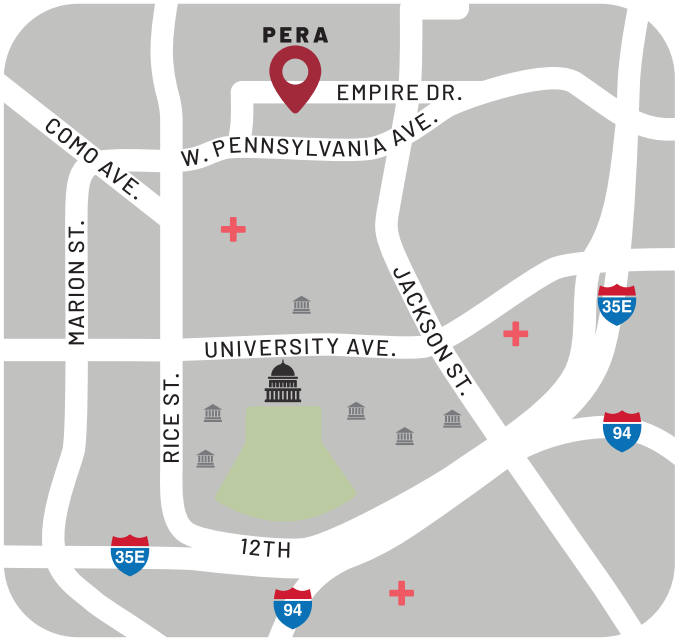
COORDINATED PLAN
HANDBOOK

Visit us any time

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 7:30 a.m. to 4:30 p.m., Monday through Friday.

PERA also maintains satellite offices in Duluth, 625 E. Central Entrance, Duluth, MN 55811; and in Mankato, 11 Civic Center Plaza, Suite 150, Mankato, MN 56001.

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 counselors for a group or individual conference. This will allow us to prepare your information in advance and have it ready when you arrive.



Public Employees Retirement Association of Minnesota
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You can also visit us online at www.mnpera.org

Who we are

Recognizing the need for a retirement program 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 public employees from approximately 2,000 governmental agencies and pays benefits to over 100,000 retirees, disabled members, and survivors of deceased members.

The Coordinated Plan of PERA was established in 1968 and today serves over 140,000 members who are eligible for benefits from both PERA and Social Security.

Eligibility

Membership in PERA is automatic for nonelected public employees who meet position eligibility requirements set by Minnesota Statute. Membership is optional for qualifying non-governing elected officials.

Elected governing body officials (Ex: city council members and county commissioners) whose first term in office began after June 30, 2002, may not participate in the Coordinated Plan. They may, however, participate in PERA's Defined Contribution Plan.

Tax-Qualified Plan

The PERA Coordinated 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 $220,000 in 2018.

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.

Social Security

As a Coordinated Plan member, you may also be eligible for benefits through Social Security.

Contributions

Amount of Your Contributions

You and your employer both contribute a percentage of your gross salary to PERA. You currently contribute 6.5 percent of your total salary. Your employer contributes 7.5 percent.

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

Refund of Your Contributions

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 and drawing a deferred pension later. The refund consists of your employee contributions plus interest, compounded annually. This is payable in a lump sum no less than 30, nor more than 120, days after PERA receives your application. You are not eligible for a refund if you continue public employment in another position covered by the PERA Coordinated 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. As an example, school employees who work full time during the school year and are on layoff over the three summer months receive 12 months of service credit for the year.

You are vested in PERA after 36 months of public service (60 months if first eligible for membership after June 30, 2010). Being vested means you qualify for benefits at the minimum allowable age.

Purchasing Service

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

Contributory Purchase

Military Service

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 one year. Employer contributions and any interest are the obligation of the agency reemploying you 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 service credit for up to one year of employer-authorized unpaid leave. To do so, you must make your employee contributions, as well as your employer's contributions. (Your employer may elect to pay the employer share for you.)

Payment is based on your salary during the leave period, excluding overtime, and must be made within one year after you return to public service or 30 days after termination of service, whichever is sooner. Interest will be charged from the date your leave ends until full payment is made.

If you purchased 12 months of salary and/or service credit, you must return to public service and earn three months service credit in order to purchase subsequent leaves of absences.

If your income is reduced because of a leave policy, this will probably have no impact on your service credit with PERA but could affect your high-five average salary. (See page 7)

Actuarial Military Purchase

Legislation passed during the 2019 Minnesota legislative session provides PERA members 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 timeframe.

Please contact a PERA Service Representative 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 of the end of the action, 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. (Your employer may pay the employer portion of this amount, but is under no obligation to do so.)

If more than one year but less than five years has elapsed since the end of the strike, the 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 Age

Full retirement age for individuals first hired into a position covered by PERA or another Minnesota

public retirement plan prior to July 1, 1989, is 65. For those hired after that date, full retirement age matches full retirement age under Social Security, but no later than age 66.

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 their full retirement age.

Early Retirement

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

- You are at least age 55 and have three or more years of service (five years if you became a member after June 30, 2010); or
- You have 30 or more years of service, regardless of age, if first hired prior to July 1, 1989.

Combined Service Annuities

You may combine service credits earned in PERA with those earned while employed in positions covered by another public pension plan in Minnesota. These are called combined service annuities.

You are eligible for combined service retirement benefits if:

- You are age 55 or older and have three or more years of service with PERA and one or more covered public retirement plans in Minnesota (five years if first eligible for PERA membership after June 30, 2010); or
- You have 30 or more years of total service under PERA and another covered plan or plans (if hired prior to July 1, 1989). In this case, you qualify for a pension at any age.

Other requirements for combined service include:

- You must have at least six months of allowable service credit under each plan;
- The benefit effective dates for all plans must be within a year of one another; and
- You must terminate all public service before any combined service benefits can begin.

You do not qualify for combined service if you are already receiving a benefit from the other plan.

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

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

How We Calculate Your Benefits

Your pension is paid as equal monthly payments for your lifetime with annual adjustments. Your benefit is a product of your age, high-five salary, and your years of service credit. 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.

Calculations

Your pension will be computed two different ways if you were first hired into public employment in Minnesota prior to July 1, 1989.

Method 1 uses a step-rate formula and **Method 2** uses a level formula. The formula resulting in the higher amount is used to compute your benefit. If you were hired on or after July 1, 1989, only Method 2, the level formula, is used.

Method 1. For each of your first 10 years of service, you earn 1.2 percent of the average yearly salary during your five highest-paid consecutive years of public service (high-five salary). For each year of service exceeding 10, you earn 1.7 percent. The Rule of 90 allows early retirement with no reduction of your pension if the sum of your age and years and months of public service total at least 90. If you do not qualify for the Rule of 90 or are not age 65, your pension will be reduced by 3 percent for each year you are under age 65. The reduction is from age 62 if you have 30 or more years of service.

Method 2. Under this method, your benefit is computed using a level formula of 1.7 percent of your high-five salary for each year of service. There is an actuarial reduction, which is about 6 percent per year, for each year you retire prior to full retirement

age for Social Security (maximum age 66). The Rule of 90 does not apply when this formula is used.

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.

Here are two examples to illustrate how the two benefit formulas work. Let's assume you retire at age 65 with 25 years of service and an average high five-year annual salary of $40,000 and were hired prior to July 1, 1989.

Under Method 1 (step-rate formula) the full retirement benefit is calculated as follows:

1.2% x first 10 years = 12.0%
1.7% x 15 additional years = 25.5%
12.0% + 25.5% = 37.5%

37.5% x $40,000 = $15,000

Your yearly benefit from PERA would be $15,000, or **$1,250** a month, under this formula.

Method 2 (level formula) would result in this benefit calculation:

1.7% x 25 years = 42.5%
42.5% x $40,000 = $17,000

Your yearly benefit from PERA would be $17,000 per year, or **$1,416.67** per month.

In this case, PERA would use the Method 2 result ($1,416.67 per month) as the basis for your pension. The association will always use the method resulting in the highest benefit amount.

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. The amounts are based on your years of service and age at retirement.*

Early Retirement

A full retirement benefit is used as the starting point for early retirement calculations. There is a permanent reduction in benefits for retirement prior to full retirement age.

Continuing with our earlier example and changing only the age to 60 with retirement after June 30, 2017, the two calculations look like this:

Method 1: The reduction under this calculation is 3 percent per year from age 65.

65 - 60 = 5 years
3% X 5 years = 15%

Using a full step-rate retirement benefit of $1,250 per month (from the previous page), the reduction calculation is as follows:

15% X $1,250 = $187.50

$1,250.00
- 187.50 (15% reduction)
$1,062.50 (monthly pension)

Note: *The Rule of 90 and a reduction from age 62 with 30 years of service are part of the step-rate calculation, but they do not apply in this example.*

Method 2: Here, the early retirement reduction is based on life expectancy tables prepared by PERA's actuaries. For age 60 the early retirement reduction is 34.58 percent.

With a full monthly retirement benefit of $1,416.67 under the level formula (from previous page), this is the calculation:

34.58% X $1,416.67= $489.88

$1,416.67
- 489.88 (34.58% reduction)
$ 926.79 (monthly pension)

In this case, the benefit payable is $1,062.50 per month using Method 1, since it is the higher of the two amounts.

Note: *The Rule of 90 and a reduction from age 62 with 30 years of service do not apply when using Method 2, the level formula. However, the closer an individual is to full retirement age, the greater the likelihood Method 2 will result in the higher amount. Method 2 is the only retirement benefit calculation used for those first hired on or after July 1, 1989.*

Remember: Coordinated Plan benefits are in addition to any payment you may receive from Social Security.

Combined Service Annuities

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

of credited service with each covered public pension 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 plan.

An example: If you have two years of PERA-covered service and three years with the Minnesota State Retirement System (MSRS), your total service is five years. This is the vesting period for PERA and MSRS members hired after June 30, 2010. Being vested means you qualify for benefits at the minimum allowable retirement 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 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 plan it was earned. (If you have less than five years of service, all salary is averaged.)

Another example: Suppose you contributed to MSRS for five years 20 years 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 average salary over your five highest-paid years of service will likely be the last five years you contributed to PERA. If so, this 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 an average salary based on your compensation 20 years ago.

A couple more points about combined service pensions:

- 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, Teachers Retirement Association, and 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 on 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 Retirement Benefit

A Single-Life Retirement Benefit is paid during your lifetime only; no monthly payments will be made to any person after your death. However, any balance of your employee contributions at the time of your death will be paid to your designated beneficiary(ies) as a lump-sum payment.

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 Percent Survivor Option. Upon your death, these benefits pay 25, 50, 75, or 100 percent 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 increase to the level of the single-life benefit, 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 6 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 percent survivor option if you have chosen either the single-life or 25 percent 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 percent and 100 percent survivor options. See the fact sheet on survivor options on our website under *Forms & Publications*.

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 on the change 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 recomputed as a single-life pension.

If You Leave Before Retirement

If your public service ends after you are vested but before age 55, 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 average salary at termination. You can begin receiving a lifetime benefit any time after reaching age 55, but benefits must begin before age 70½.

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 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 on page 2.)

Your high five-year average salary (high-five salary) is the gross salary you earn during the 60 consecutive months in which your salary was greatest—not calendar or fiscal years.

If your salary was reduced because you received workers' compensation for a temporary disability, partially-paid medical leave or furlough (after June 30, 2009), you may make employee and employer contributions on this lost salary, plus interest, to PERA. This will bring your reported salary during that time up to the level you were paid during the six months prior to the event. (Your employer may pay the employer contributions plus interest, but is not obligated to do so.)

Normally, employers report the cause of the salary reduction to PERA and the Association will contact you on the contributions necessary to make your high-five salary whole. If your salary was reduced because of a partially-paid medical leave, contact PERA.

Payment must be received within one year of the end of the event causing the salary reduction, or within 30 days after your termination of public service, whichever is earlier.

Preparing for PERA Retirement

You can always get an up-to-date estimate as a registered user of MY PERA at PERA's website, ***www.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 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 www.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 of any document 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 for 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. If you are an elected official, your effective date is the day after your term ends.

When Payments Begin

PERA will pay you an estimated pension approximately two weeks after the effective date of your retirement if we have received a valid retirement application and the other 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 additional 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 to the effective date of your retirement.

Pension Increases

Monthly payments to eligible benefit recipients are adjusted every January. Increases will be equal to 50 percent of the cost-of-living adjustment (COLA) announced by the Social Security Administration, with a minimum of 1 percent payable and a maximum of 1.5 percent payable.

Members who begin benefits July 1, 2024, or later will have their increase delayed until normal retirement age (age 65 for members hired before July 1, 1989). Members who collect a benefit under Rule of 90 (method 1) are exempt from this delay.

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 seven to 18 months. If your retirement is effective July 1 (the beginning of PERA's fiscal year), you become eligible for a full post-retirement increase 18 months later. If your retirement

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

Retirement Effective Date	Waiting Period	Fraction of Increase	Percent of Increase
January 1	12 mo.	6/12	50.0%
February 1	11 mo.	5/12	41.7%
March 1	10 mo.	4/12	33.3%
April 1	9 mo.	3/12	25.0%
May 1	8 mo.	2/12	16.7%
June 1	7 mo.	1/12	8.3%
July 1	18 mo.	12/12	100.0%
August 1	17 mo.	11/12	91.7%
September 1	16 mo.	10/12	83.3%
October 1	15 mo.	9/12	75.0%
November 1	14 mo.	8/12	66.6%
December 1	13 mo.	7/12	58.3%

becomes effective on a date other than July 1, a prorated increase will become payable to you in seven to 17 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 on page 8. You then automatically become eligible for 100 percent of any subsequent increases awarded every January 1.

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.

While there is no restriction on your earnings if you are over Social Security's full retirement age, if you retire prior to that age and return to PERA-covered work, you must remain within the annual earnings limitation established by Social Security. If this limit is exceeded, your PERA pension may be reduced or suspended.

Any benefit payment withheld because of the earnings limit is held in escrow and may be claimed as a lump sum one year after you terminate your PERA covered job. If your reemployment extends through the end of a calendar year, the deductions from that year may be reclaimed one year later. Call the PERA office to find out about current earnings limits or visit ssa.gov.

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

Phased Retirement

Under legislation enacted in June 2009, you may begin receiving a retirement benefit without the normal severance requirements or earnings restrictions noted earlier if you are covered under a Phased Retirement Agreement. **However, such an arrangement is totally at the discretion of your employer.**

A Phased Retirement Agreement requires that you reduce your previously scheduled work hours by a minimum of 25 percent and you are limited to 1,044 hours of work per year. The agreement must be in writing and entered into prior to your termination of active PERA membership.

To qualify for participation in the phased retirement program you must:

- Be at least age 62;
- Remain with same employer in same position;
- Qualify for retirement benefits from PERA as a Coordinated member; and
- Have worked at least 1,044 hours per year for each of the five years prior to the Phased Retirement Agreement.

Phased Retirement Agreements may not extend beyond five years.

If you later return to PERA-covered employment and are not yet at your Social Security full retirement age, the earnings limits will now apply to your pension benefit.

Contact your employer or PERA for more information.

Tax Withholding

Most, if not all of your PERA benefit is federally taxable. When you fill out your Application for PERA Retirement Benefits, you have several options for the withholding of federal and Minnesota income tax from your PERA pension. You may:

- Have no federal or state taxes withheld;
- Have PERA calculate the amount to be withheld for taxes based on your withholding status; or based on withholding status plus an additional dollar amount.

If you choose to have no income taxes withheld by PERA, you may become responsible for making quarterly federal and state estimated tax payments on your pension. PERA will provide you with information on the amount of your pension and that portion, if any, which is exempt from taxes.

If you have PERA calculate your withholding, we will do so based on your marital status and the number of exemptions you wish to claim. If we determine no tax is due, no amount will be withheld.

If you do not specify a withholding preference and your pension is large enough to require withholding, PERA is required by law to withhold federal income tax. In this instance, we calculate the withholding assuming you are married and claim three exemptions. Also, if you reside outside the United States after retirement, PERA is required to make at least the standard federal withholding.

The Association cannot withhold tax for a state other than Minnesota.

Every January, PERA will issue you an IRS Form 1099R. You will need this statement to prepare your federal and state income tax returns. The 1099R 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 work because of a physical or mental disability.

To Qualify for Disability

Your disability must be judged to be total and permanent to qualify for a disability from PERA. This means it prevents you from engaging in any substantial gainful activity and is expected to last at least one year. You must also meet the following qualifications:

- You must be employed in public service and less than full retirement age when you become disabled.
- You must have worked a minimum of three years in public service (five years if first eligible for PERA after June 30, 2010). If you terminated your public service at any time, a minimum of two of the years required for vesting must have been earned since last becoming a member.
- You can apply for disability benefits up to 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 pension from PERA.

When you apply for disability benefits, you will need to give medical evidence supporting your claim of disability. After benefits begin, PERA may require periodic medical examinations as proof that you continue to be disabled.

If your request for disability benefits is denied by PERA, you have 60 days to request a review of the staff decision by PERA's Board of Trustees. If the Board believes additional fact-finding and/or evidence of disability is necessary, it may require that an applicant be referred for review by a qualified rehabilitation consultant or that an informal hearing be conducted by an administrative law judge.

The Board will make the final decision about your eligibility to receive PERA disability benefits. This decision can be contested in the Minnesota Court of Appeals.

Benefit Formula

Your disability benefit is the product of your years of allowable PERA service and your average salary during your five highest-paid years of consecutive service or your total years of service if between three and five. You receive 1.7 percent for each year of service multiplied by this average salary.

An example: If you have 20 years of service and a "high five" salary of $35,000, your disability benefit would be calculated as follows:

1.7% X 20 = 34%

34% X $35,000 = $11,900 a year or $991.67 a month.

This is called a Single-Life disability benefit.

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 percent survivor option. While these options reduce the amount of your monthly payment, they provide for the continuation of payments at a 25, 50, 75, or 100 percent level for your designated survivor should you predecease that individual. There are no survivor benefits available from PERA if you do not select a survivor option.

To apply, you must submit 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 percent survivor option if you have chosen the single-life or 25 percent survivor option.

If your disability continues to full retirement age, 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 benefit was in the form of a survivor option, the selection cannot be changed at retirement. Your retirement benefit will generally be the same amount as the disability benefit you were previously receiving.

Combined Service

Service with PERA may be combined with coverage in another Minnesota public retirement plan to determine eligibility and the amount of your disability benefit. You must have sufficient total service credits under combined service to be vested to qualify for the benefit.

When Benefits Begin

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

Purchasing Past 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.

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

Reemployment

If you remain disabled according to Minnesota state law and return to work, either public or private, at a reduced salary, you may continue to receive a disability benefit. Your combined salary and benefit, however, cannot exceed the salary you were earning before your disability or the salary currently being paid for a similar position, whichever is higher.

If you return to work with a government employer, you may do so on a trial basis for up to six months without jeopardizing your disability benefit. No PERA deductions will be taken from your salary, nor will you earn any service credit during this trial work period.

Workers' Compensation

Your PERA disability benefit plus any workers' compensation you receive cannot be more than the higher of either the salary you were receiving at the time your disability began or the current salary for a similar position. If you are receiving PERA disability, workers' compensation, and are employed, the total of your salary and two benefits also cannot exceed these limits. If the total salary and compensation you receive exceed your former earnings or the salary for a similar position, your PERA disability payments will be reduced by an amount sufficient to return your earnings to these limits.

Insurance

Since disability benefits under the Coordinated Plan are only available if your condition is determined to be “total and permanent,” and the benefit itself is based on your service history, you may wish to consider the purchase of disability insurance, either through your employer or independently. This insurance may pay benefits in cases where PERA disability is not available. Even if you do qualify for PERA disability, such insurance may still be necessary to meet your income needs.

Benefit Increases

Increases to your disability benefit are granted each January. The maximum wait for your first increase is 18 months. Increases for disability recipients are the same as those for PERA retirees. (See page 8.)

Taxes

According to the Internal Revenue Service, your disability benefit is fully taxable until you reach age

55 or qualify for the Rule of 90, whichever is sooner. At that time your payments are taxed as if they were a retirement benefit. PERA will provide you with an IRS Form 1099R each January.

Pre-retirement Survivor Benefits

One of the benefits of membership in the Public Employees Retirement Association (PERA) is protection for your family in the event of your death. PERA provides survivors of its active Coordinated Plan members with several benefit options.

Survivor benefits follow a simple succession. Should you die, any survivor benefits due would first go to your surviving spouse. If there is no spouse, benefits would then be payable to any dependent children. Finally, if there are no survivor benefits due, the balance in your account would be distributed to your designated beneficiaries. If we have no listed beneficiaries, the funds would be paid to your estate.

Spouse Benefit Types

The first option we will look at is a lifetime surviving spouse benefit. This benefit is available to your spouse if you are vested and die while actively employed in a PERA-covered job. There is no minimum age requirement, but reductions are made from the time you would have reached full retirement age.

Instead of the lifetime benefit, your surviving spouse may choose one of the following Term-certain options:

- 10-year Term-Certain Benefit
- 15-year Term-Certain Benefit
- 20-year Term-Certain Benefit

Term-certain benefits provide monthly payments over a specific number of years and then end. The shorter the term, the larger the monthly benefit. The benefit, however, cannot be greater than 75 percent of your average monthly salary during your five highest-paid consecutive years of service. All of these term-certain options are actuarially equivalent. That means they are designed to pay out the same total amount over time as the lifetime surviving spouse benefit.

All benefit amounts are based on your years of public service and average salary over your five highest-paid consecutive years of service. (All years of service are used in the calculation if you have between three and five years of service.) The benefit is also based on the age of your spouse and is reduced for each month it is drawn before you would have reached full retirement age.

Your survivors may also be eligible for benefits through Social Security. Information on that program is available from your Social Security office or by calling 1-800-772-1213 or going to ssa.gov.

Children's Benefits

If you have no surviving spouse but have children under age 20, they will qualify for monthly survivor benefits if they were dependent on you for more than 50 percent of their support. Children under age 15 will receive a monthly benefit until they reach age 20. Children over age 15 but less than 20 will receive benefits for a period of five years.

Deferred Member Survivor Benefits

If you are a deferred member and you are vested to receive a future pension, your surviving spouse may qualify for a 100 percent Survivor Option Pension should you die before beginning to receive a benefit.

If you were first hired prior to July 1, 1989, and have 30 or more years of service, the benefit for your spouse can begin immediately. If you have less than 30 years of service, the survivor benefit cannot begin until you would have reached age 55. The benefit is payable to your spouse for his or her lifetime, even upon remarriage.

Refund

Finally, if your spouse is named as your beneficiary, he or she may forgo a lifetime or term-certain survivor benefit in favor of a refund of your employee contributions, plus interest. However, a refund cannot be paid if there are dependent children who are eligible for monthly benefits.

If you have no surviving spouse or dependent children under the age of 20, your accumulated contributions to PERA, plus interest, will be distributed to the beneficiaries you have on file with the Association. If there are no beneficiaries on record, 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.

Other Information You Should Know

Online Services

To help you better understand the purpose and benefits of the Association, PERA offers many services online at **www.mnpera.org.**

Most Association publications are posted on our website under *Forms & Publications*. By signing up for MY PERA, 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 conferences and educational programs.

Educational Services

In an effort to make information about PERA and its benefits more readily available to our members, we have representatives who will conduct group informational meetings and answer members' questions. If you want an association representative to come to your meeting, please call PERA's Communication and Education Division to schedule a time.

In addition, PERA conducts several group counseling and preretirement workshops across Minnesota each year. Our expanding educational efforts are designed to assist you in planning for your future years through retirement.

Contact PERA by calling 651-296-7460 or toll free 1-800-652-9026.

Retirement Benefit Estimates

Estimates are available online any time for registered members of MY PERA.

In addition, PERA will provide an estimate of your retirement benefit upon request. In order for us to give you as accurate an estimate as possible, please supply your name, PERA Identification Number (if known), your expected retirement date, and the name and date of birth of anyone you might wish to designate as your survivor.

As you approach retirement, you may wish to meet with a PERA representative either individually or at a group conference. This may be done at our offices in St. Paul, Mankato, or Duluth, or at one of several locations across Minnesota. Schedules of these meetings are mailed twice a year and are available any time at **www.mnpera.org**.

Beneficiary

You should verify the name of the person(s), entities, or trusts, shown as your beneficiary(ies) on PERA's records. This information is available any time at MY PERA. 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 unsure of your current beneficiaries, contact PERA and you may verify this information. A change form can be found on our website under *Forms & Publications*.

Change of Name or Address

If you or your beneficiary has a change of name or address, please notify PERA so we can update your membership records.

Rescinding a Survivor Option

Once benefits begin, the only time a survivor option can be rescinded is in the case of a mutual agreement on the change 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 recomputed as a single-life pension. Visit *www.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 monthly, and meetings are open to the public.

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

Single-Life Benefit Option – Step Calculation

For Coordinated members who were a public employee prior to July 1, 1989

The table below shows the percentage of your high 5 average salary you may expect to receive as a Single-Life Option if you start your benefit July 1, 2024, or later. Until that date, factors will change monthly as the new actuarial early retirement tables are phased in. Estimates produced in MY PERA incorporate these changes.

Years of Service	Age at Retirement												
	55	56	57	58	59	60	61	62	63	64	65	66	67
5	4.20%	4.38%	4.56%	4.74%	4.92%	5.10%	5.28%	5.46%	5.64%	5.82%	6.00%	6.00%	6.00%
6	5.04%	5.26%	5.47%	5.69%	5.90%	6.12%	6.34%	6.55%	6.77%	6.98%	7.20%	7.20%	7.20%
7	5.88%	6.13%	6.38%	6.64%	6.89%	7.14%	7.39%	7.64%	7.90%	8.15%	8.40%	8.40%	8.40%
8	6.72%	7.01%	7.30%	7.58%	7.87%	8.16%	8.45%	8.74%	9.02%	9.31%	9.60%	9.60%	9.60%
9	7.56%	7.88%	8.21%	8.53%	8.86%	9.18%	9.50%	9.83%	10.15%	10.48%	10.80%	10.80%	10.80%
10	8.40%	8.76%	9.12%	9.48%	9.84%	10.20%	10.56%	10.92%	11.28%	11.64%	12.00%	12.00%	12.00%
11	9.59%	10.00%	10.41%	10.82%	11.23%	11.65%	12.06%	12.47%	12.88%	13.29%	13.70%	13.70%	13.70%
12	10.78%	11.24%	11.70%	12.17%	12.63%	13.09%	13.55%	14.01%	14.48%	14.94%	15.40%	15.40%	15.40%
13	11.97%	12.48%	13.00%	13.51%	14.02%	14.54%	15.05%	15.56%	16.07%	16.59%	17.10%	17.10%	17.10%
14	13.16%	13.72%	14.29%	14.85%	15.42%	15.98%	16.54%	17.11%	17.67%	18.24%	18.80%	18.80%	18.80%
15	14.35%	14.97%	15.58%	16.20%	16.81%	17.43%	18.04%	18.66%	19.27%	19.89%	20.50%	20.50%	20.50%
16	15.54%	16.21%	16.87%	17.54%	18.20%	18.87%	19.54%	20.20%	20.87%	21.53%	22.20%	22.20%	22.20%
17	16.73%	17.45%	18.16%	18.88%	19.60%	20.32%	21.03%	21.75%	22.47%	23.18%	23.90%	23.90%	23.90%
18	17.92%	18.69%	19.46%	20.22%	20.99%	21.76%	22.53%	23.30%	24.06%	24.83%	25.60%	25.60%	25.60%
19	19.11%	19.93%	20.75%	21.57%	22.39%	23.21%	24.02%	24.84%	25.66%	26.48%	27.30%	27.30%	27.30%
20	20.30%	21.17%	22.04%	22.91%	23.78%	24.65%	25.52%	26.39%	27.26%	28.13%	29.00%	29.00%	29.00%
21	21.49%	22.41%	23.33%	24.25%	25.17%	26.10%	27.02%	27.94%	28.86%	29.78%	30.70%	30.70%	30.70%
22	22.68%	23.65%	24.62%	25.60%	26.57%	27.54%	28.51%	29.48%	30.46%	31.43%	32.40%	32.40%	32.40%
23	23.87%	24.89%	25.92%	26.94%	27.96%	28.99%	30.01%	31.03%	32.05%	33.08%	34.10%	34.10%	34.10%
24	25.06%	26.13%	27.21%	28.28%	29.36%	30.43%	31.50%	32.58%	33.65%	34.73%	35.80%	35.80%	35.80%
25	26.25%	27.38%	28.50%	29.63%	30.75%	31.88%	33.00%	34.13%	35.25%	36.38%	37.50%	37.50%	37.50%
26	27.44%	28.62%	29.79%	30.97%	32.14%	33.32%	34.50%	35.67%	36.85%	39.20%	39.20%	39.20%	39.20%
27	28.63%	29.86%	31.08%	32.31%	33.54%	34.77%	35.99%	37.22%	40.90%	40.90%	40.90%	40.90%	40.90%
28	29.82%	31.10%	32.38%	33.65%	34.93%	36.21%	37.49%	42.60%	42.60%	42.60%	42.60%	42.60%	42.60%
29	31.01%	32.34%	33.67%	35.00%	36.33%	37.66%	44.30%	44.30%	44.30%	44.30%	44.30%	44.30%	44.30%
30	36.34%	37.72%	39.10%	40.48%	41.86%	46.00%	46.00%	46.00%	46.00%	46.00%	46.00%	46.00%	46.00%
31	37.68%	39.11%	40.55%	41.98%	47.70%	47.70%	47.70%	47.70%	47.70%	47.70%	47.70%	47.70%	47.70%
32	39.03%	40.51%	41.99%	49.40%	49.40%	49.40%	49.40%	49.40%	49.40%	49.40%	49.40%	49.40%	49.40%
33	40.37%	41.90%	51.10%	51.10%	51.10%	51.10%	51.10%	51.10%	51.10%	51.10%	51.10%	51.10%	51.10%
34	41.71%	52.80%	52.80%	52.80%	52.80%	52.80%	52.80%	52.80%	52.80%	52.80%	52.80%	52.80%	52.80%
35	54.50%	54.50%	54.50%	54.50%	54.50%	54.50%	54.50%	54.50%	54.50%	54.50%	54.50%	54.50%	54.50%
36	56.20%	56.20%	56.20%	56.20%	56.20%	56.20%	56.20%	56.20%	56.20%	56.20%	56.20%	56.20%	56.20%
37	57.90%	57.90%	57.90%	57.90%	57.90%	57.90%	57.90%	57.90%	57.90%	57.90%	57.90%	57.90%	57.90%
38	59.60%	59.60%	59.60%	59.60%	59.60%	59.60%	59.60%	59.60%	59.60%	59.60%	59.60%	59.60%	59.60%
39	61.30%	61.30%	61.30%	61.30%	61.30%	61.30%	61.30%	61.30%	61.30%	61.30%	61.30%	61.30%	61.30%
40	63.00%	63.00%	63.00%	63.00%	63.00%	63.00%	63.00%	63.00%	63.00%	63.00%	63.00%	63.00%	63.00%

Shaded area indicates qualification for a pension under Rule of 90.

Single-Life Benefit Option – Level Calculation

For Coordinated members who were a public employee prior to July 1, 1989

The table below shows the percentage of your high 5 average salary you may expect to receive as a Single-Life Option if you start your benefit July 1, 2024, or later. Until that date, factors will change monthly as the new actuarial early retirement tables are phased in. Estimates produced in MY PERA incorporate these changes.

Years of Service	Age at Retirement												
	55	56	57	58	59	60	61	62	63	64	65	66	67
5	3.72%	4.03%	4.36%	4.73%	5.13%	5.56%	6.03%	6.55%	7.11%	7.73%	8.50%	8.50%	8.50%
6	4.46%	4.83%	5.24%	5.67%	6.15%	6.67%	7.24%	7.86%	8.53%	9.27%	10.20%	10.20%	10.20%
7	5.21%	5.64%	6.11%	6.62%	7.18%	7.78%	8.45%	9.17%	9.96%	10.82%	11.90%	11.90%	11.90%
8	5.95%	6.44%	6.98%	7.57%	8.20%	8.90%	9.65%	10.48%	11.38%	12.36%	13.60%	13.60%	13.60%
9	6.69%	7.25%	7.85%	8.51%	9.23%	10.01%	10.86%	11.79%	12.80%	13.91%	15.30%	15.30%	15.30%
10	7.44%	8.05%	8.73%	9.46%	10.25%	11.12%	12.07%	13.10%	14.22%	15.45%	17.00%	17.00%	17.00%
11	8.18%	8.86%	9.60%	10.40%	11.28%	12.23%	13.27%	14.41%	15.65%	17.00%	18.70%	18.70%	18.70%
12	8.92%	9.66%	10.47%	11.35%	12.30%	13.35%	14.48%	15.72%	17.07%	18.54%	20.40%	20.40%	20.40%
13	9.67%	10.47%	11.34%	12.29%	13.33%	14.46%	15.69%	17.03%	18.49%	20.09%	22.10%	22.10%	22.10%
14	10.41%	11.27%	12.22%	13.24%	14.35%	15.57%	16.89%	18.34%	19.91%	21.63%	23.80%	23.80%	23.80%
15	11.15%	12.08%	13.09%	14.19%	15.38%	16.68%	18.10%	19.65%	21.33%	23.18%	25.50%	25.50%	25.50%
16	11.90%	12.89%	13.96%	15.13%	16.41%	17.79%	19.31%	20.96%	22.76%	24.72%	27.20%	27.20%	27.20%
17	12.64%	13.69%	14.83%	16.08%	17.43%	18.91%	20.51%	22.27%	24.18%	26.27%	28.90%	28.90%	28.90%
18	13.38%	14.50%	15.71%	17.02%	18.46%	20.02%	21.72%	23.58%	25.60%	27.81%	30.60%	30.60%	30.60%
19	14.13%	15.30%	16.58%	17.97%	19.48%	21.13%	22.93%	24.89%	27.02%	29.36%	32.30%	32.30%	32.30%
20	14.87%	16.11%	17.45%	18.91%	20.51%	22.24%	24.13%	26.20%	28.45%	30.90%	34.00%	34.00%	34.00%
21	15.62%	16.91%	18.32%	19.86%	21.53%	23.35%	25.34%	27.51%	29.87%	32.45%	35.70%	35.70%	35.70%
22	16.36%	17.72%	19.20%	20.80%	22.56%	24.47%	26.55%	28.82%	31.29%	33.99%	37.40%	37.40%	37.40%
23	17.10%	18.52%	20.07%	21.75%	23.58%	25.58%	27.75%	30.13%	32.71%	35.54%	39.10%	39.10%	39.10%
24	17.85%	19.33%	20.94%	22.70%	24.61%	26.69%	28.96%	31.44%	34.14%	37.08%	40.80%	40.80%	40.80%
25	18.59%	20.13%	21.81%	23.64%	25.63%	27.80%	30.17%	32.74%	35.56%	38.63%	42.50%	42.50%	42.50%
26	19.33%	20.94%	22.69%	24.59%	26.66%	28.91%	31.37%	34.05%	36.98%	40.17%	44.20%	44.20%	44.20%
27	20.08%	21.74%	23.56%	25.53%	27.68%	30.03%	32.58%	35.36%	38.40%	41.72%	45.90%	45.90%	45.90%
28	20.82%	22.55%	24.43%	26.48%	28.71%	31.14%	33.79%	36.67%	39.82%	43.26%	47.60%	47.60%	47.60%
29	21.56%	23.35%	25.30%	27.42%	29.73%	32.25%	34.99%	37.98%	41.25%	44.81%	49.30%	49.30%	49.30%
30	22.31%	24.16%	26.18%	28.37%	30.76%	33.36%	36.20%	39.29%	42.67%	46.35%	51.00%	51.00%	51.00%
31	23.05%	24.97%	27.05%	29.32%	31.78%	34.47%	37.41%	40.60%	44.09%	47.90%	52.70%	52.70%	52.70%
32	23.79%	25.77%	27.92%	30.26%	32.81%	35.59%	38.61%	41.91%	45.51%	49.44%	54.40%	54.40%	54.40%
33	24.54%	26.58%	28.79%	31.21%	33.84%	36.70%	39.82%	43.22%	46.94%	50.99%	56.10%	56.10%	56.10%
34	25.28%	27.38%	29.67%	32.15%	34.86%	37.81%	41.03%	44.53%	48.36%	52.53%	57.80%	57.80%	57.80%
35	26.03%	28.19%	30.54%	33.10%	35.89%	38.92%	42.23%	45.84%	49.78%	54.08%	59.50%	59.50%	59.50%
36	26.77%	28.99%	31.41%	34.04%	36.91%	40.04%	43.44%	47.15%	51.20%	55.62%	61.20%	61.20%	61.20%
37	27.51%	29.80%	32.28%	34.99%	37.94%	41.15%	44.65%	48.46%	52.63%	57.17%	62.90%	62.90%	62.90%
38	28.26%	30.60%	33.16%	35.94%	38.96%	42.26%	45.85%	49.77%	54.05%	58.71%	64.60%	64.60%	64.60%
39	29.00%	31.41%	34.03%	36.88%	39.99%	43.37%	47.06%	51.08%	55.47%	60.26%	66.30%	66.30%	66.30%
40	29.74%	32.21%	34.90%	37.83%	41.01%	44.48%	48.27%	52.39%	56.89%	61.80%	68.00%	68.00%	68.00%

Single-Life Benefit Option – Level Calculation

For Coordinated members who were a public employee July 1, 1989, or later

The table below shows the percentage of your high 5 average salary you may expect to receive as a Single-Life Option if you start your benefit July 1, 2024, or later. Until that date, factors will change monthly as the new actuarial early retirement tables are phased in. Estimates produced in MY PERA incorporate these changes

Years of Service	Age at Retirement												
	55	56	57	58	59	60	61	62	63	64	65	66	67
5	3.39%	3.68%	3.98%	4.32%	4.69%	5.09%	5.52%	6.00%	6.52%	7.09%	7.71%	8.50%	8.50%
6	4.07%	4.41%	4.78%	5.19%	5.63%	6.11%	6.63%	7.20%	7.83%	8.51%	9.26%	10.20%	10.20%
7	4.75%	5.15%	5.58%	6.05%	6.56%	7.12%	7.73%	8.40%	9.13%	9.93%	10.80%	11.90%	11.90%
8	5.43%	5.88%	6.38%	6.91%	7.50%	8.14%	8.84%	9.60%	10.44%	11.35%	12.34%	13.60%	13.60%
9	6.11%	6.62%	7.17%	7.78%	8.44%	9.16%	9.94%	10.80%	11.74%	12.76%	13.89%	15.30%	15.30%
10	6.79%	7.35%	7.97%	8.64%	9.38%	10.18%	11.05%	12.00%	13.04%	14.18%	15.43%	17.00%	17.00%
11	7.46%	8.09%	8.77%	9.51%	10.31%	11.19%	12.15%	13.20%	14.35%	15.60%	16.97%	18.70%	18.70%
12	8.14%	8.82%	9.56%	10.37%	11.25%	12.21%	13.26%	14.40%	15.65%	17.02%	18.51%	20.40%	20.40%
13	8.82%	9.56%	10.36%	11.24%	12.19%	13.23%	14.36%	15.60%	16.96%	18.44%	20.06%	22.10%	22.10%
14	9.50%	10.29%	11.16%	12.10%	13.13%	14.25%	15.47%	16.80%	18.26%	19.86%	21.60%	23.80%	23.80%
15	10.18%	11.03%	11.95%	12.96%	14.06%	15.26%	16.57%	18.00%	19.57%	21.27%	23.14%	25.50%	25.50%
16	10.86%	11.76%	12.75%	13.83%	15.00%	16.28%	17.68%	19.20%	20.87%	22.69%	24.68%	27.20%	27.20%
17	11.54%	12.50%	13.55%	14.69%	15.94%	17.30%	18.78%	20.40%	22.18%	24.11%	26.23%	28.90%	28.90%
18	12.21%	13.23%	14.35%	15.56%	16.88%	18.32%	19.89%	21.60%	23.48%	25.53%	27.77%	30.60%	30.60%
19	12.89%	13.97%	15.14%	16.42%	17.81%	19.33%	20.99%	22.80%	24.78%	26.95%	29.31%	32.30%	32.30%
20	13.57%	14.70%	15.94%	17.28%	18.75%	20.35%	22.10%	24.01%	26.09%	28.37%	30.86%	34.00%	34.00%
21	14.25%	15.44%	16.74%	18.15%	19.69%	21.37%	23.20%	25.21%	27.39%	29.78%	32.40%	35.70%	35.70%
22	14.93%	16.18%	17.53%	19.01%	20.63%	22.39%	24.31%	26.41%	28.70%	31.20%	33.94%	37.40%	37.40%
23	15.61%	16.91%	18.33%	19.88%	21.56%	23.40%	25.41%	27.61%	30.00%	32.62%	35.48%	39.10%	39.10%
24	16.28%	17.65%	19.13%	20.74%	22.50%	24.42%	26.52%	28.81%	31.31%	34.04%	37.03%	40.80%	40.80%
25	16.96%	18.38%	19.92%	21.61%	23.44%	25.44%	27.62%	30.01%	32.61%	35.46%	38.57%	42.50%	42.50%
26	17.64%	19.12%	20.72%	22.47%	24.38%	26.46%	28.73%	31.21%	33.92%	36.88%	40.11%	44.20%	44.20%
27	18.32%	19.85%	21.52%	23.33%	25.31%	27.47%	29.83%	32.41%	35.22%	38.29%	41.66%	45.90%	45.90%
28	19.00%	20.59%	22.31%	24.20%	26.25%	28.49%	30.94%	33.61%	36.52%	39.71%	43.20%	47.60%	47.60%
29	19.68%	21.32%	23.11%	25.06%	27.19%	29.51%	32.04%	34.81%	37.83%	41.13%	44.74%	49.30%	49.30%
30	20.36%	22.06%	23.91%	25.93%	28.13%	30.53%	33.15%	36.01%	39.13%	42.55%	46.28%	51.00%	51.00%
31	21.03%	22.79%	24.71%	26.79%	29.07%	31.55%	34.25%	37.21%	40.44%	43.97%	47.83%	52.70%	52.70%
32	21.71%	23.53%	25.50%	27.66%	30.00%	32.56%	35.36%	38.41%	41.74%	45.39%	49.37%	54.40%	54.40%
33	22.39%	24.26%	26.30%	28.52%	30.94%	33.58%	36.46%	39.61%	43.05%	46.80%	50.91%	56.10%	56.10%
34	23.07%	25.00%	27.10%	29.38%	31.88%	34.60%	37.57%	40.81%	44.35%	48.22%	52.46%	57.80%	57.80%
35	23.75%	25.73%	27.89%	30.25%	32.82%	35.62%	38.67%	42.01%	45.65%	49.64%	54.00%	59.50%	59.50%
36	24.43%	26.47%	28.69%	31.11%	33.75%	36.63%	39.78%	43.21%	46.96%	51.06%	55.54%	61.20%	61.20%
37	25.11%	27.20%	29.49%	31.98%	34.69%	37.65%	40.88%	44.41%	48.26%	52.48%	57.08%	62.90%	62.90%
38	25.78%	27.94%	30.28%	32.84%	35.63%	38.67%	41.99%	45.61%	49.57%	53.90%	58.63%	64.60%	64.60%
39	26.46%	28.67%	31.08%	33.71%	36.57%	39.69%	43.09%	46.81%	50.87%	55.31%	60.17%	66.30%	66.30%
40	27.14%	29.41%	31.88%	34.57%	37.50%	40.70%	44.20%	48.01%	52.18%	56.73%	61.71%	68.00%	68.00%

Survivor Options

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

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

25% Survivor Option

Age of Survivor	Age of Member at Retirement													
	55	56	57	58	59	60	61	62	63	64	65	66	67	68
53	97.87%	97.68%	97.49%	97.27%	97.04%	96.78%	96.51%	96.21%	95.89%	95.55%	95.18%	94.79%	94.36%	93.90%
54	97.95%	97.77%	97.58%	97.37%	97.14%	96.90%	96.63%	96.34%	96.03%	95.69%	95.33%	94.94%	94.52%	94.07%
55	98.03%	97.86%	97.68%	97.47%	97.25%	97.01%	96.75%	96.47%	96.16%	95.84%	95.48%	95.10%	94.69%	94.24%
56	98.12%	97.95%	97.77%	97.58%	97.36%	97.13%	96.87%	96.60%	96.30%	95.98%	95.64%	95.26%	94.86%	94.42%
57	98.20%	98.04%	97.87%	97.68%	97.47%	97.24%	97.00%	96.73%	96.44%	96.13%	95.79%	95.42%	95.03%	94.60%
58	98.28%	98.13%	97.96%	97.78%	97.58%	97.36%	97.12%	96.86%	96.58%	96.28%	95.95%	95.59%	95.20%	94.78%
59	98.36%	98.22%	98.06%	97.88%	97.69%	97.48%	97.25%	97.00%	96.72%	96.43%	96.11%	95.76%	95.38%	94.97%
60	98.44%	98.30%	98.15%	97.98%	97.80%	97.59%	97.37%	97.13%	96.87%	96.58%	96.27%	95.93%	95.56%	95.16%
61	98.52%	98.39%	98.24%	98.08%	97.90%	97.71%	97.49%	97.26%	97.01%	96.73%	96.43%	96.10%	95.75%	95.36%
62	98.60%	98.47%	98.33%	98.18%	98.01%	97.82%	97.62%	97.39%	97.15%	96.88%	96.59%	96.28%	95.93%	95.55%
63	98.67%	98.55%	98.42%	98.27%	98.11%	97.93%	97.74%	97.52%	97.29%	97.03%	96.75%	96.45%	96.11%	95.75%
64	98.74%	98.63%	98.50%	98.36%	98.21%	98.04%	97.85%	97.65%	97.43%	97.18%	96.91%	96.62%	96.30%	95.94%
65	98.81%	98.71%	98.59%	98.46%	98.31%	98.15%	97.97%	97.78%	97.56%	97.33%	97.07%	96.79%	96.48%	96.14%
66	98.88%	98.78%	98.67%	98.54%	98.41%	98.25%	98.09%	97.90%	97.70%	97.47%	97.23%	96.96%	96.66%	96.34%
67	98.95%	98.85%	98.75%	98.63%	98.50%	98.36%	98.20%	98.02%	97.83%	97.62%	97.38%	97.13%	96.84%	96.53%
68	99.01%	98.92%	98.83%	98.71%	98.59%	98.46%	98.31%	98.14%	97.96%	97.76%	97.53%	97.29%	97.02%	96.72%

50% Survivor Option

Age of Survivor	Age of Member at Retirement													
	55	56	57	58	59	60	61	62	63	64	65	66	67	68
53	95.82%	95.47%	95.09%	94.69%	94.24%	93.77%	93.25%	92.70%	92.11%	91.48%	90.81%	90.09%	89.32%	88.50%
54	95.98%	95.64%	95.28%	94.88%	94.45%	93.98%	93.48%	92.94%	92.36%	91.74%	91.08%	90.37%	89.61%	88.80%
55	96.14%	95.82%	95.46%	95.07%	94.65%	94.20%	93.71%	93.18%	92.61%	92.01%	91.35%	90.66%	89.91%	89.11%
56	96.30%	95.99%	95.64%	95.27%	94.86%	94.42%	93.94%	93.42%	92.87%	92.27%	91.64%	90.95%	90.21%	89.43%
57	96.46%	96.16%	95.82%	95.46%	95.07%	94.64%	94.17%	93.67%	93.13%	92.55%	91.92%	91.25%	90.53%	89.75%
58	96.62%	96.33%	96.01%	95.66%	95.27%	94.86%	94.41%	93.92%	93.39%	92.83%	92.21%	91.56%	90.85%	90.09%
59	96.78%	96.50%	96.19%	95.85%	95.48%	95.08%	94.64%	94.17%	93.66%	93.11%	92.51%	91.87%	91.17%	90.43%
60	96.93%	96.66%	96.37%	96.04%	95.69%	95.30%	94.88%	94.42%	93.92%	93.39%	92.81%	92.18%	91.50%	90.77%
61	97.08%	96.82%	96.54%	96.23%	95.89%	95.52%	95.11%	94.67%	94.19%	93.67%	93.11%	92.50%	91.84%	91.13%
62	97.23%	96.99%	96.71%	96.42%	96.09%	95.73%	95.34%	94.92%	94.46%	93.95%	93.41%	92.82%	92.18%	91.48%
63	97.38%	97.14%	96.89%	96.60%	96.29%	95.95%	95.57%	95.16%	94.72%	94.24%	93.71%	93.14%	92.52%	91.84%
64	97.52%	97.30%	97.05%	96.78%	96.49%	96.16%	95.80%	95.41%	94.98%	94.52%	94.01%	93.46%	92.86%	92.20%
65	97.66%	97.45%	97.21%	96.96%	96.68%	96.37%	96.02%	95.65%	95.24%	94.80%	94.31%	93.78%	93.20%	92.57%
66	97.79%	97.59%	97.37%	97.13%	96.86%	96.57%	96.24%	95.89%	95.50%	95.07%	94.61%	94.10%	93.54%	92.93%
67	97.92%	97.73%	97.53%	97.30%	97.05%	96.77%	96.46%	96.12%	95.75%	95.34%	94.90%	94.41%	93.88%	93.29%
68	98.05%	97.87%	97.68%	97.46%	97.22%	96.96%	96.67%	96.35%	96.00%	95.61%	95.19%	94.72%	94.21%	93.65%

75% Survivor Option

Age of Survivor	Age of Member at Retirement													
	55	56	57	58	59	60	61	62	63	64	65	66	67	68
53	93.86%	93.36%	92.82%	92.23%	91.61%	90.93%	90.21%	89.44%	88.62%	87.75%	86.82%	85.84%	84.79%	83.69%
54	94.09%	93.60%	93.08%	92.51%	91.90%	91.23%	90.52%	89.77%	88.96%	88.10%	87.19%	86.22%	85.18%	84.09%
55	94.32%	93.85%	93.34%	92.79%	92.19%	91.54%	90.85%	90.11%	89.31%	88.47%	87.57%	86.61%	85.59%	84.51%
56	94.56%	94.10%	93.60%	93.06%	92.48%	91.85%	91.17%	90.45%	89.67%	88.84%	87.96%	87.01%	86.01%	84.94%
57	94.79%	94.35%	93.87%	93.34%	92.78%	92.17%	91.50%	90.80%	90.04%	89.22%	88.35%	87.42%	86.43%	85.38%
58	95.01%	94.59%	94.13%	93.62%	93.07%	92.48%	91.84%	91.15%	90.41%	89.61%	88.76%	87.85%	86.87%	85.83%
59	95.24%	94.83%	94.39%	93.90%	93.37%	92.80%	92.17%	91.50%	90.78%	90.00%	89.17%	88.28%	87.32%	86.30%
60	95.47%	95.07%	94.65%	94.18%	93.67%	93.11%	92.51%	91.86%	91.15%	90.40%	89.59%	88.71%	87.77%	86.77%
61	95.69%	95.31%	94.90%	94.45%	93.96%	93.42%	92.84%	92.21%	91.53%	90.80%	90.01%	89.15%	88.24%	87.25%
62	95.90%	95.54%	95.15%	94.72%	94.25%	93.74%	93.17%	92.57%	91.91%	91.20%	90.43%	89.60%	88.71%	87.75%
63	96.11%	95.77%	95.40%	94.99%	94.54%	94.04%	93.50%	92.92%	92.28%	91.60%	90.85%	90.05%	89.18%	88.24%
64	96.32%	96.00%	95.64%	95.25%	94.82%	94.35%	93.83%	93.27%	92.66%	92.00%	91.28%	90.50%	89.66%	88.74%
65	96.52%	96.22%	95.88%	95.51%	95.10%	94.65%	94.15%	93.61%	93.03%	92.39%	91.70%	90.95%	90.13%	89.25%
66	96.72%	96.43%	96.11%	95.76%	95.37%	94.94%	94.47%	93.96%	93.40%	92.79%	92.12%	91.40%	90.61%	89.76%
67	96.91%	96.64%	96.34%	96.00%	95.63%	95.23%	94.78%	94.29%	93.76%	93.18%	92.54%	91.85%	91.09%	90.26%
68	97.10%	96.84%	96.56%	96.24%	95.89%	95.51%	95.08%	94.62%	94.11%	93.56%	92.95%	92.29%	91.56%	90.77%

100% Survivor Option

Age of Survivor	Age of Member at Retirement													
	55	56	57	58	59	60	61	62	63	64	65	66	67	68
53	91.98%	91.34%	90.65%	89.91%	89.11%	88.26%	87.36%	86.40%	85.38%	84.30%	83.17%	81.97%	80.70%	79.37%
54	92.27%	91.65%	90.98%	90.26%	89.48%	88.64%	87.75%	86.81%	85.80%	84.74%	83.62%	82.43%	81.18%	79.86%
55	92.57%	91.97%	91.31%	90.61%	89.85%	89.03%	88.16%	87.23%	86.24%	85.19%	84.08%	82.91%	81.67%	80.36%
56	92.87%	92.28%	91.65%	90.96%	90.22%	89.42%	88.57%	87.66%	86.69%	85.66%	84.56%	83.40%	82.17%	80.87%
57	93.17%	92.60%	91.98%	91.32%	90.60%	89.82%	88.98%	88.09%	87.14%	86.13%	85.05%	83.91%	82.69%	81.41%
58	93.46%	92.91%	92.32%	91.67%	90.97%	90.22%	89.40%	88.53%	87.60%	86.61%	85.55%	84.43%	83.23%	81.96%
59	93.75%	93.23%	92.65%	92.03%	91.35%	90.62%	89.83%	88.98%	88.07%	87.10%	86.06%	84.96%	83.78%	82.53%
60	94.04%	93.54%	92.99%	92.38%	91.73%	91.02%	90.25%	89.43%	88.54%	87.60%	86.58%	85.50%	84.34%	83.11%
61	94.33%	93.84%	93.31%	92.74%	92.11%	91.42%	90.68%	89.88%	89.02%	88.10%	87.10%	86.04%	84.91%	83.70%
62	94.61%	94.15%	93.64%	93.08%	92.48%	91.82%	91.10%	90.33%	89.49%	88.60%	87.63%	86.60%	85.49%	84.30%
63	94.89%	94.44%	93.96%	93.43%	92.85%	92.21%	91.52%	90.78%	89.97%	89.10%	88.17%	87.16%	86.08%	84.91%
64	95.16%	94.73%	94.27%	93.76%	93.21%	92.60%	91.94%	91.22%	90.45%	89.61%	88.70%	87.72%	86.67%	85.54%
65	95.42%	95.02%	94.58%	94.10%	93.57%	92.99%	92.35%	91.66%	90.92%	90.11%	89.23%	88.29%	87.26%	86.16%
66	95.68%	95.30%	94.88%	94.42%	93.92%	93.36%	92.76%	92.10%	91.39%	90.61%	89.77%	88.85%	87.86%	86.79%
67	95.93%	95.57%	95.18%	94.74%	94.26%	93.74%	93.16%	92.53%	91.85%	91.10%	90.29%	89.41%	88.46%	87.43%
68	96.17%	95.83%	95.46%	95.05%	94.60%	94.10%	93.55%	92.95%	92.30%	91.59%	90.82%	89.97%	89.06%	88.06%

MY PERA

For retirement estimates that are always up-to-date, visit MY PERA, your personal portal at www.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 MY PERA 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.

MY PERA is your personal link with the association. Here you can:

- Review and update your personal information
- View a current estimate of your benefits (just like your PBS), or create your own custom estimates
- Register for conferences and workshops
- Sign up for PERA's e-publications
- Adjust tax withholding and direct deposit once you begin receiving your benefit, as well as print out tax form 1099R and proof of income reports

We've recently made updates to MY PERA. Now you can:

- Add or update beneficiaries online (active and deferred members only)
- Create and view estimates including a non-spouse survivor (active and deferred members only)

MY PERA incorporates all factors in calculating future benefits.