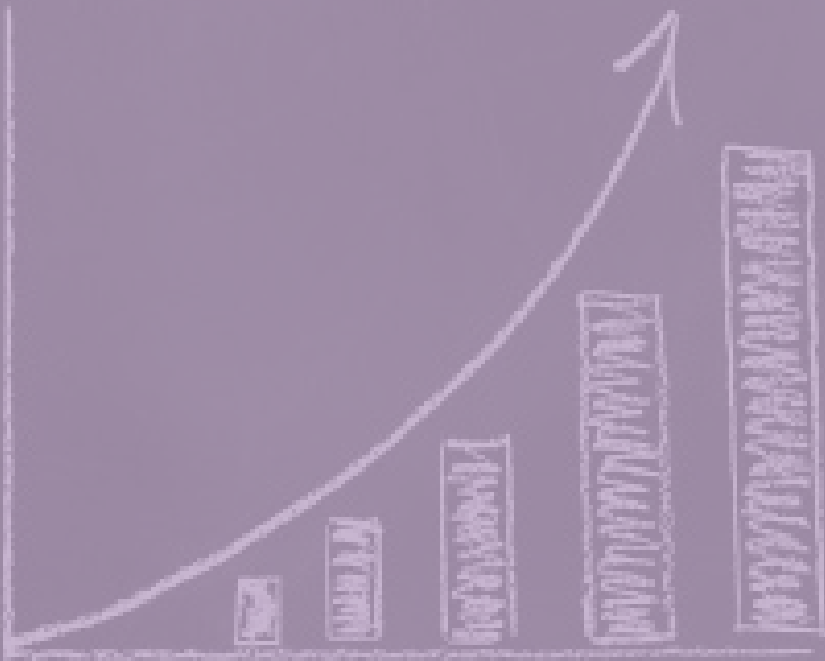


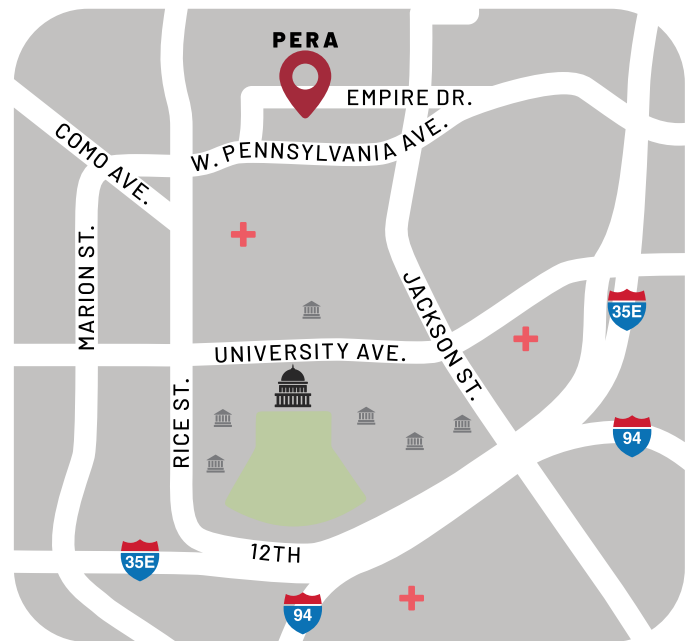
# COORDINATED PLAN HANDBOOK



## 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 counselors. 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)

## **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 members who are eligible for benefits from both PERA and Social Security.

### **Eligibility**

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

Elected governing body officials (such as 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 \$265,000 in 2023.

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 member, you may also be eligible for benefits through Social Security.

## **Contributions**

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

Because the Coordinated Plan is a defined benefit plan, contribution rates will change periodically 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 and drawing a deferred pension later. 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 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.

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

**Active Members.** If you are currently working in public service on or after July 1, 2023, your vesting requirement is three years (36 service credits).

**Deferred Members.** Generally, your vesting requirement is based on the law in effect when you were last considered a member of PERA. If you terminated between:

- July 1, 2010 and June 30, 2023: Five years
- May 16, 1989 and June 30, 2010: Three years
- Prior to May 16, 1989: Contact our Member Service Center

Note: If you are a deferred member and you return back to public service, your vesting will be based on current requirements. For example, if you are a deferred member and left PERA with the five year vesting requirement, but later returned back to public service after July 1, 2023, your vesting requirement is now three years.

## **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 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 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 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.

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)

## Benefit Calculation

Your pension is paid as monthly payments for your lifetime. 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.

### Benefit Formulas

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



The **Step** formula uses a 1.2%/1.7% step-rate multiplier and the **Level** formula uses a 1.7% multiplier. The formula resulting in the higher amount is used to compute your benefit. If you were hired on or after July 1, 1989, only the **Level** formula is used.

**STEP.** For each of your first 10 years of service, you earn 1.2% of the high-five 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%. 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% for each year you are under age 65. The reduction is from age 62 if you have 30 or more years of service.

**LEVEL.** Under this method, your benefit is computed using a level formula of 1.7% of your high-five salary for each year of service. There is an actuarial reduction, which is about 6% 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.

Note: 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.

### Calculation Example - Full Retirement

Let's assume you retire at age 65 with 25 years of service and an high-five salary of \$4,000 per month (and were hired prior to July 1, 1989).

Under **Step**, the full retirement benefit is calculated as follows:

$$\begin{aligned} 1.2\% \times \text{first 10 years} &= 12.0\% \\ 1.7\% \times 15 \text{ additional years} &= 25.5\% \\ 12.0\% + 25.5\% &= 37.5\% \\ 37.5\% \times \$4,000 &= \underline{\$1,500 \text{ per month}} \end{aligned}$$

Your benefit from PERA would be \$1,500 per month under the Step formula.

Under **Level**, the full retirement benefit is calculated as follows:

$$\begin{aligned} 1.7\% \times 25 \text{ years} &= 42.5\% \\ 42.5\% \times \$4,000 &= \underline{\$1,700 \text{ per month}} \end{aligned}$$

Your benefit from PERA would be \$1,700 per month under the Level formula.

In this case, PERA would pay benefits using the Level formula (\$1,700 per month). PERA 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 high-five salary that you can expect to receive at retirement. The amounts are based on your years of service and age at retirement.*

### Calculation Example - Early Retirement

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 25 years and retirement after June 30, 2024, the two calculations look like this:

**Step:** The reduction under this calculation is 3% per year from age 65.

$$\begin{aligned} 65 - 60 &= 5 \text{ years} \\ 3\% \times 5 \text{ years} &= 15\% \end{aligned}$$

Using a full retirement age Step retirement benefit of \$1,500 per month (from the previous page), the reduction calculation is as follows:

$$15\% \times \$1,500 = \$225 \text{ (amount to subtract from full benefit)}$$

$$\begin{aligned} \$1,500 \\ - 225 \text{ (early retirement reduction)} \\ = \underline{\$1,275 \text{ per month (early retirement monthly pension)}} \end{aligned}$$

**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.*

**Level:** Here, the early retirement reduction is based on life expectancy tables prepared by PERA's actuaries.

You receive 1.7% of your high-five salary for each year of service, multiplied by the early retirement factor, which is based on how many years and months you are away from full retirement age.

You can find the formula percentage in the back of the handbook in the Level calculation table. Look for age 60 and 25 years of service – you will see that it equals 27.80%. You then multiply the early retirement formula by the high-five monthly salary:

$$27.80\% \times \$4,000 = \underline{\$1,112 \text{ per month}}$$

In this case, the benefit payable is \$1,275 per month using the Step formula, 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 the*

*Level formula. However, the closer an individual is to full retirement age, the greater the likelihood the Level formula will result in the higher amount. The Level formula is the only retirement benefit calculation used for those first hired on or after July 1, 1989.*

## 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 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.

**Example 1:** If you have one year of PERA-covered service and two years with the Minnesota State Retirement System (MSRS), your total service is three years. This is the vesting period for PERA and MSRS members who are active public employees after June 30, 2023. 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.)

**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 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 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 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, 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 final 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 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 high-five salary at termination. You can begin receiving a lifetime benefit any time after reaching age 55, but benefits must begin before your required minimal 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

**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.**

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 benefit estimate as a registered user of myPERA at PERA's website, 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, Real ID, or enhanced driver's license showing your current name fulfills both of these document requirements. A regular driver's license will not be accepted.

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 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 you are considered a public employee. This could be the last day 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 three 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 potential 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.

## Annual Increases

Annual increases for monthly benefits are determined by Minnesota Statutes. Increases are effective January 1 of each year for eligible benefit recipients. Increases will be equal to 50% of the cost-of-living adjustment (COLA) announced by the Social Security Administration, with a minimum of 1.0% payable and a maximum of 1.5% payable.

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

**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
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%

increase 18 months later. If your retirement 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% of any subsequent increases awarded in subsequent years.

## 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..*

## Phased Retirement

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, not PERA.**

A Phased Retirement Agreement requires that you reduce your previously scheduled work hours by a minimum of 25% 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 the same employer in the 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.

## Taxes

Your PERA benefits are subject to federal and state taxes (based on residency). We can withhold state taxes for 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)
- MN State (MN residents only): Single, 0 exemptions.

### 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 work because of a physical or mental disability.

### 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.

**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.**

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 high-five 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% for each year of service multiplied by this high-five salary.

**Example:** If you have 20 years of service and an high-five monthly salary of \$4,000, your disability benefit would be calculated as follows:

$$1.7\% \times 20 = 34\%$$

$$34\% \times \$4,000 = \underline{\$1,360 \text{ per month}}$$

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

### 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.

### Reemployment

If you remain totally and permanently disabled, you may return to employment, as long as that employment is not considered to be substantial

gainful activity and the amount earned is less than the current Social Security earnings limit. *PERA reserves the right to request proof of continued disability at any time.*

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

If you are receiving workers' compensation as well as PERA disability benefit, the combined income cannot exceed the salary currently being paid for the position you held at the date of disability. If the limit is exceeded, the PERA disability benefit will be reduced until the combination of benefits is within the limit allowed by law.

### Annual Increases

Increases to your disability benefit are based on Minnesota Statutes and may be 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 1099-R* each January.

### 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.



## Pre-retirement

### Survivor (Death) Benefits

One of the benefits of PERA membership is protection for your family in the event of your death. PERA provides survivors of its active Coordinated 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 surviving spouse, benefits would then be payable to any dependent children. Finally, if there is no surviving spouse or dependent children, the balance in your account would be distributed to your designated beneficiaries. If there are no listed beneficiaries on your account, the funds would be paid to your estate.

#### **Surviving Spouse**

The first option 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 the survivor benefit is reduced from the time you, the member, would have reached full retirement age to when the survivor benefit is paid to your spouse.

Instead of the lifetime benefit, your surviving spouse may choose a 10, 15, or 20-year term-certain option.

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% of your high-five 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 high-five 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

**Your survivors may also be eligible for benefits through Social Security. Information on the Social Security program is available by calling 1.800.772.1213 or going to [ssa.gov](https://ssa.gov).**

for each month it is drawn before you would have reached full retirement age.

#### **Dependent Child(ren)**

If you have no surviving spouse but have biological or adopted, unmarried children under age 23, they will qualify for monthly survivor benefits payable up to age 23.

#### **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% survivor option pension should you die before beginning to receive a benefit.

The survivor benefit cannot begin until you, the member, would have reached age 55. Note: 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.

The benefit is payable to your spouse for his or her lifetime, even upon remarriage.

#### **Refund**

Finally, if your spouse is named as your primary beneficiary, he or she may forgo a lifetime or term-certain survivor benefit for a refund of your member contributions plus interest.

If you have no surviving spouse or dependent children under the age of 23, your accumulated contributions to PERA, 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.

## Other Information

#### **Online Services**

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

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 Programs

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*.

## Change of Name or Address

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

If a survivor option designee, surviving spouse, former spouse, dependent child, beneficiary, estate administrator or other designated recipient is charged with the death of the member from whom they were entitled to receive the benefit, the benefit will be suspended. If this recipient is found guilty of causing the death of the member from whom they were eligible to receive the benefit, the benefit will be 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 – Step Calculation

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

The table below shows the percentage of your high-five 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 myPERA 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-five 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 myPERA 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-five 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 myPERA 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 reduced percentage of the Single Life pension that you, the member, would receive based on your age and the age of the person you name as your survivor. For example, if you and your survivor are both age 55, the Single Life benefit is \$1,000, and you would like to select the 25% option, your benefit will be approximately \$980 (\$1,000 x 98.03%). Upon your death, your survivor would then receive 25% of the current value of your benefit, or approximately \$245 (\$980 x 25%). **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%

## **myPERA**

**For retirement estimates that are always up-to-date, visit myPERA, your personal portal 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