

Getting To Know Your Retirement



Presented by:

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Deputy Chief Member Services Officer

What is



- Automatic upon appointment to a permanent position, > 40 hrs/ biweekly (pay period)
- Retirement entry date may be up to 2 weeks *after* hire date
 - Will never be the same day; “Waiting Period” (purchasable)
- Welcome Letter
 - Member Key
 - Member Portal



Membership

- Kern County Employees' Retirement Association (KCERA)
- KCERA is a *defined benefit plan* not a *defined contribution plan*
 - Benefit is based on specific factors:
 - Years of service credit (includes purchased service)
 - Age at retirement
 - Final average compensation (FAC), monthly
 - Benefit Tier
 - LIFETIME pension (after certain eligibility requirements are met)

What type of Member are you?



SAFETY

Members employed/sworn in as active law enforcement, active fire suppression, probation, detention or criminal investigation.



GENERAL

All other Members employed by the County or Special Districts.

Contributions



- Mandatory contributions for all members
 - Pre-tax
 - Deducted each pay period (biweekly)
 - You may not borrow or withdraw your contributions while employed as an active or reciprocal member
- Rates are based on tiers and possibly entry age
 - Base salary and any pensionable special pays

Retirement Service Credit

- Each completed biweekly = 0.0383 of a year
- 26 biweeklies in one year



- No paycheck **➔** No service credit
(may be eligible for purchase)



Vesting

- After attaining five years of retirement service credit
 - Lifetime pension once other eligibility requirements have been fulfilled
 - Purchasing eligible prior County service goes towards vesting
 - Reciprocal service goes towards vesting



Purchasing Service Credit

Prior County Service

- Extra Help; Waiting Period; Redeposit (prior permanent service); Medical Leaves (employee only); Layoff (limits apply)
 - Personal and Family Leaves are not purchasable
- Counts toward vesting and retirement eligibility
- Does not enhance any other County benefits, only retirement





Purchasing Service Credit

Prior Public Service



- State of California
- Public agency in State of California
- Federal government
- Active military and reserve time (some restrictions apply)
- Does not count toward vesting or retirement eligibility
- Does not enhance any other County benefits, only retirement



Reciprocity



- “Link” between most California governmental agencies
- No more than 6 months between systems
- No overlap
- Can establish regardless of years of service
- Must leave or have left your funds on deposit
- Benefits of establishing:
 - Combined service goes towards vesting
 - Shared salaries at retirement – highest salary used

WHEN CAN I RETIRE?

- 10 years of service eligibility AND minimum age 50
 - Or age 70, regardless of service credit
- Safety Member: 20 years of service credit, regardless of age
- General Member: 30 years of service credit, regardless of age
 - Service 'Credit' = earned service, reciprocal service and purchased County service

Benefit Tiers

General

Tier I
3% @ 60
Prior to 10/27/07

Tier II
1.62% @ 65
10/27/07-12/31/12

Tier II PEPRA
1.62% @ 65
1/1/13 →

Safety

Tier I
3% @ 50
Prior to 3/27/12

Tier II
2% @ 50
3/27/12-12/31/12

Tier II PEPRA
2% @ 50
1/1/13 →

(Actual: 2.62% @55)

Non-PEPRA (Legacy) vs PEPRA

- FAC (Final Average Compensation):
 - Highest 12 consecutive months vs Highest 36 consecutive months
- Special Pays:
 - Certain special pays are not pensionable for PEPRA members

*Special Pay lists can be found on our website:

Members > Active Members > PEPRA > Pensionable Compensation

**PERCENTAGE OF FINAL COMPENSATION
GENERAL MEMBERS - TIER II
Section 31676.01 "1.62% @ age 65"**

Years of Service *	50	51	52	53	54	55	56	57	58	59	60	61	62	63	64	65 and greater
10	7.88	8.29	8.68	9.09	9.51	9.95	10.42	10.94	11.50	12.11	12.78	13.27	13.94	14.65	15.41	16.21
11	8.67	9.11	9.55	10.00	10.46	10.94	11.47	12.03	12.65	13.32	14.06	14.60	15.34	16.12	16.95	17.84
12	9.45	9.94	10.42	10.91	11.41	11.94	12.51	13.13	13.80	14.53	15.33	15.93	16.73	17.58	18.49	19.46
13	10.24	10.77	11.29	11.82	12.36	12.93	13.55	14.22	14.95	15.74	16.61	17.26	18.12	19.05	20.03	21.08
14	11.03	11.60	12.16	12.73	13.31	13.93	14.59	15.32	16.10	16.95	17.89	18.58	19.52	20.51	21.57	22.70
15	11.82	12.43	13.03	13.64	14.26	14.92	15.64	16.41	17.25	18.17	19.17	19.91	20.91	21.98	23.11	24.32
16	12.61	13.26	13.90	14.54	15.21	15.92	16.68	17.50	18.40	19.38	20.44	21.24	22.31	23.44	24.65	25.94
17	13.39	14.09	14.76	15.45	16.16	16.91	17.72	18.60	19.55	20.59	21.72	22.57	23.70	24.91	26.19	27.56
18	14.18	14.91	15.63	16.36	17.11	17.91	18.76	19.69	20.70	21.80	23.00	23.89	25.10	26.37	27.73	29.19
19	14.97	15.74	16.50	17.27	18.06	18.90	19.81	20.79	21.85	23.01	24.28	25.22	26.49	27.84	29.27	30.81
20	15.76	16.57	17.37	18.18	19.01	19.90	20.85	21.88	23.00	24.22	25.56	26.55	27.88	29.30	30.81	32.43
21	16.55	17.40	18.24	19.09	19.96	20.89	21.89	22.97	24.15	25.43	26.83	27.88	29.28	30.77	32.35	34.05
22	17.33	18.23	19.11	20.00	20.91	21.89	22.93	24.07	25.30	26.64	28.11	29.20	30.67	32.23	33.89	35.67
23	18.12	19.06	19.97	20.91	21.87	22.88	23.98	25.16	26.45	27.85	29.39	30.53	32.07	33.70	35.43	37.29
24	18.91	19.89	20.84	21.82	22.82	23.88	25.02	26.26	27.60	29.06	30.67	31.86	33.46	35.16	36.97	38.91
25	19.70	20.71	21.71	22.73	23.77	24.87	26.06	27.35	28.75	30.28	31.94	33.19	34.86	36.63	38.51	40.54
26	20.49	21.54	22.58	23.63	24.72	25.87	27.10	28.44	29.90	31.49	33.22	34.51	36.25	38.09	40.05	42.16
27	21.27	22.37	23.45	24.54	25.67	26.86	28.15	29.54	31.05	32.70	34.50	35.84	37.64	39.56	41.60	43.78
28	22.06	23.20	24.32	25.45	26.62	27.86	29.19	30.63	32.20	33.91	35.78	37.17	39.04	41.02	43.14	45.40
29	22.85	24.03	25.18	26.36	27.57	28.85	30.23	31.73	33.35	35.12	37.06	38.50	40.43	42.49	44.68	47.02
30	23.64	24.86	26.05	27.27	28.52	29.85	31.27	32.82	34.50	36.33	38.33	39.82	41.83	43.95	46.22	48.64
31	24.42	25.69	26.92	28.18	29.47	30.84	32.32	33.91	35.65	37.54	39.61	41.15	43.22	45.42	47.76	50.26
32	25.21	26.51	27.79	29.09	30.42	31.84	33.36	35.01	36.80	38.75	40.89	42.48	44.62	46.88	49.30	51.88
33		27.34	28.66	30.00	31.37	32.83	34.40	36.10	37.95	39.96	42.17	43.81	46.01	48.35	50.84	53.51
34			29.53	30.91	32.32	33.83	35.44	37.20	39.10	41.17	43.44	45.13	47.40	49.81	52.38	55.13
35				31.82	33.27	34.82	36.49	38.29	40.25	42.39	44.72	46.46	48.80	51.28	53.92	56.75
36					34.22	35.82	37.53	39.38	41.40	43.60	46.00	47.79	50.19	52.74	55.46	58.37
37						36.81	38.57	40.48	42.55	44.81	47.28	49.12	51.59	54.21	57.00	59.99
38							39.61	41.57	43.70	46.02	48.56	50.44	52.98	55.67	58.54	61.61
39								42.67	44.85	47.23	49.83	51.77	54.37	57.14	60.08	63.23
40									46.00	48.44	51.11	53.10	55.77	58.60	61.62	64.86
41										49.65	52.39	54.43	57.16	60.07	63.16	66.48
42											53.67	55.75	58.56	61.53	64.70	68.10

* Five (5) years of service credit is required to be vested. Benefit payments may begin after 10 years have elapsed from a member's date of entry into the system and after reaching age 50. This table is for reference only. The reduction for Social Security has not been included in the determination of percentage of final compensation.

**PERCENTAGE OF FINAL COMPENSATION
GENERAL MEMBERS - TIER II
Section 31676.01 "1.62% @ age 65"**

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12	9.45	9.94	10.42	10.91	11.41	11.94	12.51	13.13	13.80	14.53	15.33	15.93	16.73	17.58	18.49	19.46
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14	11.03	11.60	12.16	12.73	13.31	13.93	14.59	15.32	16.10	16.95	17.89	18.58	19.52	20.51	21.57	22.70
15	11.82	12.43	13.03	13.64	14.26	14.92	15.64	16.41	17.25	18.17	19.17	19.91	20.91	21.98	23.11	24.32
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17	13.39	14.09	14.76	15.45	16.16	16.91	17.72	18.60	19.55	20.59	21.72	22.57	23.70	24.91	26.19	27.56
18	14.18	14.91	15.63	16.36	17.11	17.91	18.76	19.69	20.70	21.80	23.00	23.89	25.10	26.37	27.73	29.19
19	14.97	15.74	16.50	17.27	18.06	18.90	19.81	20.79	21.85	23.01	24.28	25.22	26.49	27.84	29.27	30.81
20	15.76	16.57	17.37	18.18	19.01	19.90	20.85	21.88	23.00	24.22	25.56	26.55	27.88	29.30	30.81	32.43
21	16.55	17.40	18.24	19.09	19.96	20.89	21.89	22.97	24.15	25.43	26.83	27.88	29.28	30.77	32.35	34.05
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23	18.12	19.06	19.97	20.91	21.87	22.88	23.98	25.16	26.45	27.85	29.39	30.53	32.07	33.70	35.43	37.29
24	18.91	19.89	20.84	21.82	22.82	23.88	25.02	26.26	27.60	29.06	30.67	31.86	33.46	35.16	36.97	38.91
25	19.70	20.71	21.71	22.73	23.77	24.87	26.06	27.35	28.75	30.28	31.94	33.19	34.86	36.63	38.51	40.54
26	20.49	21.54	22.58	23.63	24.72	25.87	27.10	28.44	29.90	31.49	33.22	34.51	36.25	38.09	40.05	42.16
27	21.27	22.37	23.45	24.54	25.67	26.86	28.15	29.54	31.05	32.70	34.50	35.84	37.64	39.56	41.60	43.78
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29	22.85	24.03	25.18	26.36	27.57	28.85	30.23	31.73	33.35	35.12	37.06	38.50	40.43	42.49	44.68	47.02

Calculation Example

General Tier II Member

25 years of service, Age 65

$$1.62 \% \times 25 = 40.54\%$$

$$\$5,000 \text{ FAC} * 40.54\% = \$2,027$$



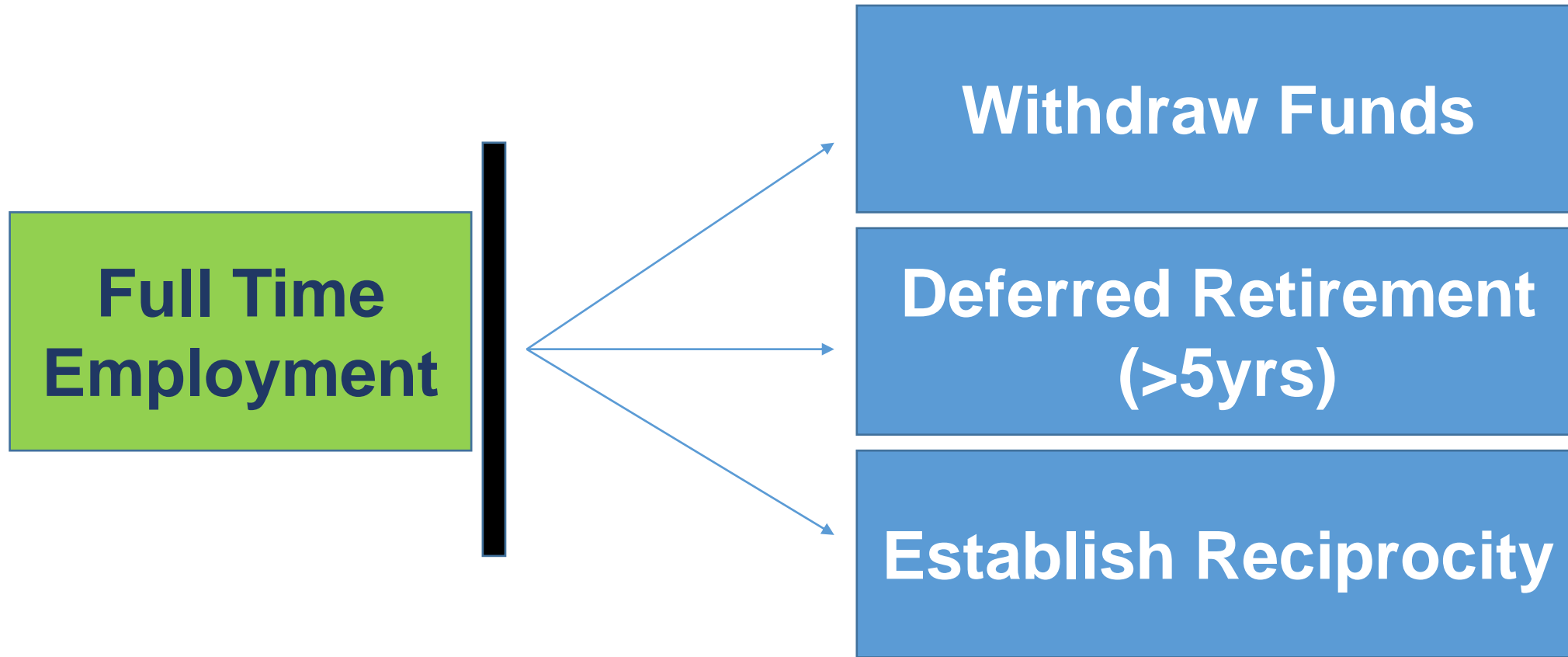
Never Fear...There's A Silver Lining!

- **6% Premium Pay**
(Safety & Courts excluded)
 - Premium Pay is Pensionable
- **Deferred Comp (Voya)**
 - County offers a 6% Match (Safety & Courts excluded)

**You can start saving & planning for
your future TODAY!**



What Happens When Employment Ends Prior to Retirement Eligibility?



Beneficiary Designation



- Substantial survivorship benefits
- Keep current and up to date
 - Spouse or registered partner must be named as your primary
 - Cannot name trust or charitable organization
 - Update based on life events
 - Marriage/Registration: Must provide a copy of marriage license or registration
 - Death of spouse: Must provide a copy of death certificate
 - Birth of child
 - Divorce: See next slide

Divorce and Your Retirement

- Your pension is considered an asset and community property
- If you divorce or terminate a registered domestic partnership during your career:
 - You must provide a complete copy of the judgement
 - KCERA will review and confirm if there's applicable community property to be applied
 - Additional Court signed documents may be required



Divorce and Your Retirement

- KCERA cannot process refunds or place you on retirement payroll until all documents have been received and approved

Been Divorced or Contemplating Divorce?

Contact KCERA's legal team at

legal@kcera.org





Welcome to KCERA's New Website!

KCERA is happy announce our new website to our users. The website contains all pertinent information for your membership needs. If you have any...

[Learn More](#)



Member Portal
www.kcera.org

GETTING STARTED

[Your Life Events](#)

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- **Phone:** (661) 381-7700
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