

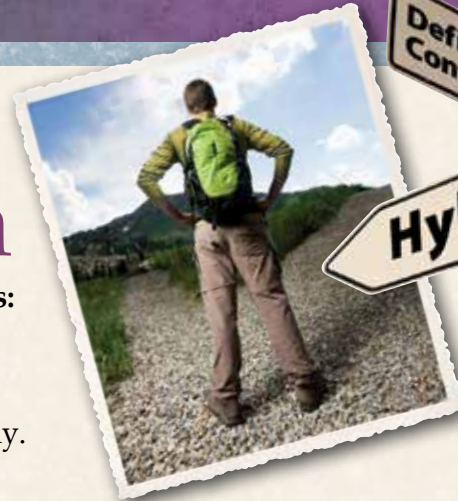
# Tier 2 Public Employees Retirement System

July 1, 2018 – June 30, 2019

## Choose Your Path

You have a choice between two retirement options:

- 1) The Tier 2 Hybrid Retirement System combines a pension and 401(k) plan, or
- 2) The Tier 2 Defined Contribution Plan is 401(k) only.



Defined Contribution

Hybrid

### Tier 2 Hybrid Retirement System

#### Pension + 401(k)

- Your employer contributes an amount equal to 10% of your salary between both plans (pension and 401(k)).
- The pension gives you a lifetime monthly payment determined by the benefit formula. It's based upon your number of years of service credit x 1.5% x highest five years' earnings converted to a monthly average. Shown at right is an example:
- Pension contributions are based on the yearly pension contribution rate. For example, the 2018-2019 year rate is **8.85%**. The difference between 10% and the pension contribution rate (**8.85%**), which is **1.15%**, is contributed to your 401(k). If the pension contribution rate ever exceeds 10%, you must pay the additional amount above 10%.

Years of service	→	<b>35 Years</b>
x	.....	
1.5%	→	<b>52.5%</b>
x	.....	
Average Salary	→	<b>\$40,000</b>
(Average of 5 highest years)	.....	
=		<b>\$21,000/ year</b>
Benefit	→	<b>\$1,750/ month</b>

- You may qualify for a monthly retirement benefit if you are:

**65** with **4** years of service

**62** with **10** years of service\*

**60** with **20** years of service\*

Any age with **35** years of service

*\*If you have less than 35 years of service credit and retire before age 65, your monthly payment will be reduced by approximately 7% for each year between the ages of 60 and 63 and approximately 9% for each year between ages 63 and 65.*

- You'll get up to a 2.5% annual cost-of-living adjustment (COLA) on your retirement payments, based on the consumer price index.
- Pension and employer contributions to your 401(k) are vested after four years.

### Tier 2 Defined Contribution Plan

#### 401(k) Only

- Your employer contributes an amount equal to 10% of your salary to a 401(k) plan.
- Employer contributions to your 401(k) are vested after four years.
- The amount of money you have throughout retirement depends on investment performance and personal withdrawals.

See other side ►►►



# Tier 2

## Which plan is right for you?

Both plans have advantages and disadvantages. Some questions to ask yourself: How long do I plan to work in the public sector? What is my risk tolerance? How comfortable am I managing investments?

Here are some considerations to help you decide:

<i>Tier 2 Hybrid Retirement System</i>	<i>Tier 2 Defined Contribution Plan</i>
Guaranteed fixed monthly income for life.	Your retirement income is subject to the performance of your investments and has no guaranteed monthly benefit.
Your pension is managed by professionals and bears all investment risk.	You manage investments and risk level, meaning you have the potential for higher or lower returns.
Possible 401(k) contribution if pension contribution rate is below 10%.	You receive the full 10% to your 401(k).
You must contribute to the pension if the pension contribution rate ever exceeds 10%.	You are not required to contribute to the plan.
Pension cost-of-living adjustment (COLA).	No COLA benefit.
Pension is portable among URS-covered employers.	Your 401(k) plan is portable among URS-covered and private sector employers.
Pension is available only after you have met retirement age qualifications.	You can withdraw from your vested 401(k) at any time upon termination (may be subject to IRS penalty).
Upon retirement, you may choose a guaranteed monthly payment option for your spouse, which becomes payable after your death.	You can pass on your vested 401(k) balance to your spouse or any beneficiary.

*This is just a brief summary for comparison purposes. Go to [www.urs.org](http://www.urs.org) for more complete details about both plans.*

