



Basic Retirement Benefits

Presented at:

New Employee Orientation

Overview

- ◆ Active member benefits
- ◆ Preparing for retirement
- ◆ Retiree benefits





Retirement Tier & Membership Date

- ◆ You are a Tier 5 member
- ◆ Your membership began on your first day of full time employment



Contributions

◆ Employee contributions

- Mandatory
- Based on your age at entrance
- Discontinued after 30 years of service
- Can be refunded only after complete termination from the County

◆ Employer contributions

- Actuarially determined
- Never available to you in a lump sum



Death Benefits

- ◆ Active member death benefit
 - Return of member contributions
 - One month of your final average salary for each year of service that you completed prior to your death (Max 6 months salary)
 - If vested, monthly benefit possible to spouse or minor children
- ◆ Retired member death benefit
 - Lump sum \$5,000.00 (if last system worked for was Stanislaus County)



Disability Benefits

- ◆ Service Connected Disability
 - Permanently incapacitated from performing job duties and has a substantial work causation.
 - Eligible on date of hire
 - Can be mental or physical
 - Applicant must prove work related
 - Benefit is 50% of final average salary



Disability Benefits

◆ Non-Service Connected Disability

- Permanently incapacitated and does not have a work causation
 - Eligible after 5 years of service (10,400 hours)
 - Can be mental or physical
 - Disability is not substantially work related
 - Benefit is up to 1/3 of your final average salary



Service Retirement

◆ General Tier 5 Members

– Minimum Requirements

- Age 50
- 5 years of service
- 10 years of membership

Or

- 30 years of service (no age requirement)



Service Retirement

◆ Safety Tier 5 Members

– Minimum Requirements

- Age 50

- 5 years of service

- 10 years of membership

Or

- 20 years of service (no age requirement)



Benefit Calculation

- ◆ Age
- ◆ Years of service
- ◆ Final average salary
 - Tier 5: Highest one year



Years of Service

- ◆ Counted from date of membership forward
- ◆ Extended to the nearest day
 - Rounded to the nearest ten thousandth of a year
- ◆ Can be less than elapsed time, if you have “lost time”
- ◆ Can be more than elapsed time, if you have purchased additional service credit



Buy Back of “lost time”

- ◆ You may have “lost time” if you have been off work on SDI, Workers’ Comp., Family Leave, Dock time, Percentage time...
- ◆ May or may not be able to buy back your lost time.
- ◆ The sooner you buy back your lost time, the more affordable it will be.



Buy Back of “additional time”

- ◆ You may be able to buy back additional time to increase your years of service with the following:
 - Part time service
 - Intermittent part time service
 - Prior full time service

Excess Sick Leave

- ◆ Unused sick leave accruals above cash out limit will be converted to retirement service credit at 100%.





Final Average Salary

◆ Includes:

- Regular pay codes (regular, sick, vacation...)
- Flexible spending account excess
- Certificate pay
- On call pay
- Management car allowance
- Vacation cash out (before termination)
- Bilingual Pay
- Shift Differential
- Bonus

Note: This is not an all inclusive list.



Final Average Salary

- ◆ Does Not Include:
 - Overtime
 - Call back pay
 - Reimbursements
 - Professional development
 - Termination cash out (vacation & sick)

Note: This is not an all inclusive list.

Retirement Options

- ◆ Monthly allowance for life to member
- ◆ Can provide a continuance to one person





Cost of Living Adjustments

- ◆ Based on consumer price index
- ◆ Maximum of 3% per year
- ◆ Bank unused credits (excess of 3%) for future use



Change of Information

- ◆ Please remember that if at any time, you have a change of events, you should update your beneficiary record with StanCERA. This could include the following:
 - Marriage
 - Divorce
 - Death of your current beneficiary



Divorce

- ◆ Community property
- ◆ Joinder will place a “hold” on any payment of benefits until a DRO is filed with the Court
- ◆ DRO (Domestic Relations Order) directs StanCERA on the terms of the settlement
- ◆ DRO should follow a Joinder as soon as possible to avoid a delay in the payment of benefits upon retirement, death or termination
- ◆ DRO sample language is available through StanCERA