

The Retirement Estimate Factors:

Retirement Age	Factor 31664.1	Retirement Age	Factor 31664.1
41.00	0.018774	50.75	0.030000
41.25	0.019050	51.00	0.030000
41.50	0.019326	51.25	0.030000
41.75	0.019599	51.50	0.030000
42.00	0.019875	51.75	0.030000
42.25	0.020160	52.00	0.030000
42.50	0.020442	52.25	0.030000
42.75	0.020727	52.50	0.030000
43.00	0.021012	52.75	0.030000
43.25	0.021306	53.00	0.030000
43.50	0.021600	53.25	0.030000
43.75	0.021897	53.50	0.030000
44.00	0.022191	53.75	0.030000
44.25	0.022497	54.00	0.030000
44.50	0.022803	54.25	0.030000
44.75	0.023109	54.50	0.030000
45.00	0.023415	54.75	0.030000
45.25	0.023730	55.00	0.030000
45.50	0.024048	55.25	0.030000
45.75	0.024363	55.50	0.030000
46.00	0.024678	55.75	0.030000
46.25	0.025017	56.00	0.030000
46.50	0.025356	56.25	0.030000
46.75	0.025758	56.50	0.030000
47.00	0.026034	56.75	0.030000
47.25	0.026340	57.00	0.030000
47.50	0.026646	57.25	0.030000
47.75	0.026949	57.50	0.030000
48.00	0.027255	57.75	0.030000
48.25	0.027582	58.00	0.030000
48.50	0.027912	58.25	0.030000
48.75	0.028239	58.50	0.030000
49.00	0.028566	58.75	0.030000
49.25	0.028923	59.00	0.030000
49.50	0.029283	59.25	0.030000
49.75	0.029640	59.50	0.030000
50.00	0.030000	59.75	0.030000
50.25	0.030000	60.00	0.030000
50.50	0.030000		

Disclaimer:

Benefit availability and amounts will be based on your actual circumstances at time of retirement, determined by the actual documents, contracts, policies and laws in effect at that time.

'37 Act Notes:

Section 31664.1 (see factor number on rate tables) was adopted by the County Board of Supervisors as of October 2002. This statute is the "3% at 50" benefit, meaning Safety members with 10 or more years of continuing service, who retire on or after age 50, will receive this new, enhanced benefit formula.

Currently, Section 31639.9 is also in effect by Board of Supervisors' adoption. This statute allows Safety members to contribute (share) a percentage of the employer's increased cost of providing the 3% at 50 benefit.

Section 31664.1 also states Safety members with credit for 30 *continuous* years of service will not make retirement contributions. **HOWEVER**, this means 30 year members retiring under the new enhanced benefit formula **don't pay normal contributions; they do pay the employer cost-sharing** percentage established during the meet-and-confer process.

Do The Math!

Estimate Your Retirement Benefit



Using:

- ☞ Paper
- ☞ Pencil
- ☞ Calculator
- ☞ This Brochure



Safety Enhanced:
3% at 50

Find Your Final Average Salary (FAS):

MONTHLY BASE SALARY (gross):

Start with your monthly base salary* for your highest 12 consecutive months: = \$ _____ +

(*Base pay plus differentials that apply to retirement, i.e., uniform allowance, FLSA, 13 holidays. Does not include regular overtime.)

ADD VACATION ACCRUALS:

Unused vacation time* can add to your FAS:
Accrued hours X Hourly salary = \$ _____ +

(*Up to a maximum of 1 year accrual. See your pay stub for hours earned monthly x12)

ADD PERSONAL HOLIDAY ACCRUALS AND/OR HOLIDAY "COMP" (if applicable):

Multiply personal holiday and/or "comp" hours* you've accrued by your hourly salary:
Accrued hours X Hourly salary = \$ _____ +

(*Up to a maximum of 144 hours - 1 year accrual)

TOTAL Annual FAS (Final Average Salary): \$ _____

DIVIDE TOTAL Annual FAS by 12 (to calculate your *monthly* amount): \$ _____
 Average Monthly Salary

$$\text{Average Monthly Salary} \times \text{Years of Retirement Service Credit} \times \text{Retirement Age Factor (from table)} =$$



Show Me The Money:

Your **Estimated Monthly Pension Benefit**

This is an informal estimate only. It doesn't reflect the detailed calculations, research, and verification of contributions, service credit, age factors, or additional pay items that may impact your final retirement benefit. If you have service credit in more than one tier, each tier's benefit must be figured separately, using the appropriate factor table. Members who are within 2 years of retirement should contact a CCCERA counselor to receive a formal estimate, attend a group counseling session, or make an individual appointment.

Final Average Monthly Salary:

We use your base salary (plus differentials subject to retirement) for your highest 12 consecutive months of employment, then divide by twelve, to *average in* pay raises you may have received during that period.

Service Credit:

The length of time you have contributed to the retirement system. The key word is: **contributed;**

If contributions were taken from your pay, service credit was accrued. For example, if you were on an unpaid leave of absence, no pay was generated; therefore, no contributions were taken, or service credit accrued. (You may be able to increase your service credit and your final benefit, by purchasing eligible service time.)

Retirement Factor

The percentage (expressed in decimal form) mandated by '37 Act statute and adopted by your employer, that is multiplied by your retirement age and years of service to calculate your benefit. Example: 3% at 50 means if you retire at age 50, your benefit will be calculated using 3%, or .0300.

Sec. 31664.1 of the '37 Act (previous page)

See the reverse side of this brochure for information on legislative changes that affect your retirement benefit. Active Safety members are eligible for the 3% at 50 Benefit Enhancement regardless of their system entry date, as long as other retirement eligibility requirements are completed.

Unmodified Option

The retirement payment choice that gives you the highest monthly benefit.