

## PERS Benefit Comparisons

The primary components and differences among the PERS Tier One and Tier Two programs, the Oregon Public Service Retirement Plan (OPSRP) Pension Program, and the Individual Account Program (IAP) are shown below.

**Tier One** covers members hired before January 1, 1996

**Tier Two** covers members hired between January 1, 1996 and August 28, 2003

**OPSRP** (Tier Three) covers members hired on or after August 29, 2003.

The **IAP** contains all member contributions (6% of covered salary) made on and after January 1, 2004.

There is a 6 month Waiting Period before your information is sent to PERS.

Part A				Part B
	Tier One	Tier Two	OPSRP Pension	IAP
Normal retirement age	58 (or 30 years) P&F = age 55 or 50 w/25 years	60 (or 30 years) P&F = age 55 or 50 w/25 years	65 (58 w/30 years) P&F = age 60 or 53 w/25 years	Members retire from IAP when they retire from Tier One, Tier Two, and OPSRP
Early retirement	55 (50 for P&F)	55 (50 for P&F)	55, if vested (50 w/ 5 years of continuous service in a P&F position immediately preceding effective retirement date)	Members retire from IAP when they retire from Tier One, Tier Two, and OPSRP
Regular account earnings	Guaranteed assumed rate annually (currently 7.2%)	No guarantee; market returns	N/A; no member account	No guarantee; market returns
Variable account earnings	Market returns on 100% global equity portfolio	Market returns on 100% global equity portfolio	N/A; no member account	N/A
Retirement calculation methods	Money Match, Full Formula, or Formula + Annuity (if eligible)	Money Match or Full Formula	Formula	Various account payout options or rollover
	Formula = Years of Service x Final Average Salary x Benefit Factor			
Full Formula benefit factor	1.67% general; 2.00% P&F	1.67% general; 2.00% P&F	1.50% general; 1.80% P&F	N/A
Formula + Annuity benefit factor	1.00% general; 1.35% P&F	N/A	N/A	N/A

Oregon state income tax remedy	If eligible, higher of 9.89% on service time before Oct. 1, 1991, or 4.0% or less based on total service time	No tax remedy provided	No tax remedy provided	No tax remedy provided
Lump-sum vacation payout				
Included in covered salary (6%)	Yes	Yes	No	Yes for Tier One and Tier Two; no for OPSRP
Included in FAS	Yes	No	No	N/A
Unused sick leave included in FAS	Yes	Yes	No	N/A
6% "pickup" included in FAS	Yes	Yes	No	N/A
Vesting	Active member in each of 5 calendar years	Active member in each of 5 calendar years	5 calendar years w/ at least 600 hours qualifying service or normal retirement age	Immediate
COLA (after retirement)	Benefits earned Prior to May 1, 2013 receive a 2% COLA Benefits earned Post May 1, 2013 receive a 1.25% COLA			No COLA provided

P&F = police and firefighters

FAS = final average salary

COLA = cost-of-living adjustment

N/A = not applicable

**Note:** PERS uses three methods to calculate Tier One and Tier Two retirement benefits: Full Formula, Formula + Annuity (for members who made contributions before August 21, 1981), and Money Match. PERS uses the method (for which a member is eligible) that produces the highest benefit amount. OPSRP Pension benefits are based only on a formula method.

**Statements** are generally mailed to employees every May following the previous year end.

**Resources:** Visit the PERS Website at [www.oregon.gov/PERS](http://www.oregon.gov/PERS) for:

- Pension Estimates (Part A)
  - Establish login under Online Member Services
- Link to IAP Account (separate login) <https://iap.voyaplans.com> (Part B)
  - Call 877.YOUR.IAP to request PIN
- Forms
- Recent Legislative Updates
- FAQs

**Note:** Voya is the record keeper for the Oregon PERS system, but Voya does not have access to your PERS or IAP account information. It is separate from your deferred compensation plan.