# YOUR PERA BENEFITS

## A SUMMARY OF THE COLORADO PERA DEFINED BENEFIT PLAN

COLORADO PERA®

Revised April 2026

# CONTENTS


| | |
|---|---|
| Program Overview | 1 |
| Survivor and Disability Benefits | 4 |
| Access to Voluntary Programs | 5 |
| Retirement Benefits | 6 |
| Factors That May Affect Your Benefit Amount | 12 |
| Changing or Leaving PERA-Covered Employment | 13 |
| Additional Information | 15 |
| Highest Average Salary Percentages Tables | 16 |
| PERA Board of Trustees | Back Cover |

# PROGRAM OVERVIEW

The Colorado Public Employees' Retirement Association (PERA) provides retirement and other benefits to employees of the State of Colorado; all school districts; the judicial system; and numerous municipalities, special districts, and other local government entities.

PERA is a 401(a) defined benefit retirement plan, sometimes called a pension plan. For most members, PERA serves as a substitute for Social Security. PERA provides benefits to you when you retire or are disabled, or to your survivors after your death. In addition, PERA members may take advantage of voluntary PERA programs such as the PERAPlus 401(k) and 457 Plans and PERA's Life Insurance Program.

For funding purposes, members and employers are divided into five divisions—State, School (other than DPS), Local Government, Judicial, and Denver Public Schools (DPS).

As a result of the Denver Public Schools Retirement System (DPSRS) merger with PERA, you may have two Defined Benefit (DB) Plan accounts with PERA—one under the PERA benefit structure and one under the DPS benefit structure. General benefit information about both structures is included in this booklet. Many of the benefits are the same for both benefit structures; differences are noted.

This booklet explains the PERA programs that apply to most members in the PERA DB Plan. Separate publications are available that explain benefits specific to Judges, Safety Officers, and PERAChoice members.

Recent legislation expanded the eligibility for State Trooper benefits to additional employee classifications. This group of members is now referred to as "Safety Officers" in this publication instead of "State Troopers." Refer to page 9 for more details.

## Administration

Established in 1931, PERA operates by authority of the Colorado General Assembly and is administered under Title 24, Article 51, of the Colorado Revised Statutes. PERA is governed by a 16-member Board of Trustees; 12 members, including a non-voting representative from the DPS Division, are elected by the membership.

Three Trustees are appointed by the Governor and confirmed by the Senate. The State Treasurer serves as an ex officio Trustee. Elected Trustees serve without compensation except for necessary expenses. Trustees appointed by the Governor are compensated on a per diem basis plus necessary expenses. (Refer to the back cover for the list of Trustees.)

## Investments

The Board has the responsibility for the investment of PERA's funds. These funds are invested in common stocks of top-rated companies, corporate bonds, U.S. Treasury and other government securities, mortgages, real estate property, and other investment vehicles. For more information on PERA's investments, please refer to the *Annual Comprehensive Financial Report* or *Investment Stewardship Report* available on copera.org.

## Membership and Contributions

Generally, membership in PERA is required for most employees of PERA employers. You contribute a percentage of your salary to your DB Plan account through payroll deduction.

***Current Membership Contribution Rates***

| State, School, and DPS Divisions | Safety Officers | Local Government Division | Judicial Division |
|---|---|---|---|
| 11.0% | 13.0% | 9.0% | 11.0% |

Your PERA contributions are tax-deferred, which means they are not considered taxable income for federal and state income tax purposes until they are withdrawn through a refund or monthly benefit. Under the PERA benefit structure, federal taxes have been deferred since 1984 and Colorado state taxes have been deferred since 1987. Under the DPS benefit structure, federal taxes have been deferred since 1986 and Colorado state taxes have been deferred since 1987.

For individuals who became PERA members after January 1, 1996, the maximum annual salary subject to pension contributions is $350,000. This limit changes periodically. The qualifications of PERA-includable salary are defined on page 3.

You also earn tax-deferred interest on your member contributions and your completed service credit purchases. The interest rate is set by the PERA Board and is subject to change annually. The current interest rate is 3% compounded annually.

Your employer contributes a percentage of its total payroll to PERA according to state law (refer to copera.org for current employer contribution rates) including additional contributions called the Amortization Equalization Disbursement (AED), the Supplemental Amortization Equalization Disbursement (SAED), and the Defined Contribution (DC) Supplement. The SAED, as permitted by law, is funded by moneys otherwise available for employee wage increases.

A portion of the employer contribution also goes to the Health Care Trust Fund to pay health care premium subsidies for benefit recipients. The remaining amount is deposited in a pension trust fund established for each division to pay benefits.

Under State law, member and employer contributions can adjust to ensure that PERA is able to pay off its unfunded liability. Both member and employer contribution rates can each increase (or decrease) by up to 0.5% per year, and cannot exceed certain limits also set in law.

## Service Credit

In most cases, you earn a month of service credit for each month of employment when your salary is at least 80 times the federal minimum wage (currently $7.25 per hour). For salary that is less than that, service credit is prorated. Service credit can accrue differently for employees in the School and Denver Public Schools (DPS) divisions. Refer to the *School and DPS Divisions Service Credit* fact sheet for details.

## Purchasing Service Credit

You may increase your service credit by purchasing service credit based on a refunded/rolled over DB Plan account or by purchasing service credit for any employment not covered by PERA or another retirement program.

There are different requirements to be eligible to purchase, which include the following:

- The date you were first covered under PERA membership.
- The PERA employer for which you work.
- The noncovered employment forming the basis of your purchase.
- The limits on the amount of time you can buy.
- The documentation required to purchase.

Refer to the *Purchasing Service Credit* booklet for more information.

## Definition of Salary

As defined in Section 24-51-101 (42) of the Colorado Revised Statutes, "salary" means compensation for services rendered to an employer and includes: regular salary or pay; any pay for administrative, sabbatical, annual, sick, vacation, or personal leave; compensation for unused leave converted to cash payments, provided payments are not made at the election of the member; pay for compensatory time or holidays; payments by an employer from grants; amounts deducted from pay pursuant to tax-sheltered savings or retirement programs; amounts deducted from pay for a health savings account as defined in 26 U.S.C. Sec. 223, as amended, or any other type of retirement health savings account program; performance or merit payments, if approved by the Board; special pay for work-related injuries paid by the employer prior to termination of membership; and retroactive salary payments pursuant to court orders, arbitration awards, or litigation and grievance settlements.

For members whose PERA membership began on or after July 1, 2019, PERA-includable salary also includes amounts deducted from pay pursuant to a cafeteria plan as defined in 26 U.S.C. Sec. 125. as amended; and qualified transportation fringe benefit plan as defined in 26 U.S.C. Sec. 132, as amended.

"Salary" does not include: Commissions; compensation for unused sick, annual, vacation, administrative, or other accumulated paid leave contributed to a health savings account as defined in 26 U.S.C. Sec. 223, as amended, or a retirement health savings program; housing allowances; uniform allowances; automobile usage; insurance premiums; dependent care assistance; reimbursement for expenses incurred; tuition or any other fringe benefits, regardless of federal taxation; bonuses for services not actually rendered, including, but not limited to, early retirement inducements, Christmas bonuses, cash awards, honorariums and severance pay, damages, except for retroactive salary payments paid pursuant to court orders or arbitration awards or litigation and grievance settlements, or payments beyond the date of a member's death.

# SURVIVOR AND DISABILITY BENEFITS

## Survivor Benefits

### PERA Benefit Structure

If you die before retirement, PERA may provide monthly survivor benefits to your qualified survivors or a lump-sum payment to your named beneficiary(ies). The order in which your qualified survivors receive monthly survivor benefits depends on whether or not you are eligible for retirement at the time of your death. (Colorado State law determines who receives your PERA DB Plan account in the event of your death.)

If you die with less than one year of service credit, your named beneficiary will receive a lump-sum payment; if your death is job-related, the service credit minimum is waived.

### DPS Benefit Structure

Your qualified survivors are eligible for survivor benefits at the time of your death as long as the named beneficiary(ies) waives their right to receive a refund of your contributions and:

» Immediately prior to your death, you are an active DPS benefit structure member and have completed at least five continuous years of service credit under the DPS benefit structure; or

» You qualified for disability retirement after July 1, 1962, and have yet to meet the age requirement for recalculation of your disability retirement benefits.

Refer to the *Survivor Benefits* booklet for more information.

## PERA Disability Program

PERA provides eligible members with a two-tier disability program consisting of short-term disability (STD) insurance and a disability retirement benefit.

### Eligibility Requirements

To be eligible to apply for the disability program, you must meet all of the following requirements:

» You must have five or more years of earned service credit, with at least six months of this credit earned in your most recent membership period;

- **For Judicial Division members:** You are eligible to apply regardless of the amount of earned service credit or your eligibility for service retirement.
- **For Safety Officers:** You are eligible to apply regardless of the amount of earned service credit if your disability is caused by an on-the-job injury.

» You are not eligible for service retirement (does not apply to Judicial Division members);

» You have not withdrawn your PERA DB Plan account; and

» Your application is received by PERA no later than 90 days after your termination date (including the final date of a certified leave of absence). You can apply while still employed. As a result of your condition, you must experience a loss of 25% of your predisability earnings.

PERA **must** receive your *Disability Program Application* within 90 days of your termination of employment.

### Short-Term Disability (STD)

The goal of STD insurance is to help you return to work as soon as practical.

If you are approved for STD, the disability program administrator will provide reasonable income replacement, rehabilitation, retraining, or a combination thereof, after you have been disabled for 60 days. The maximum payment period is 22 months, and the maximum income replacement is 60% of your predisability, PERA-includable earnings. Payments end sooner if your STD ends. The amount paid under the STD plan may be reduced by some deductible income.

While receiving STD payments, your PERA membership will continue, including survivor benefit coverage, provided you have not terminated PERA-covered employment. Member contributions are not made on STD payments; however, they will be made on any PERA-covered paid leave or earnings if you temporarily return to PERA work. Your PERA membership terminates if you retire, refund your DB Plan account, or pass away. Consequently, your STD payments would also terminate under these circumstances.

### Disability Retirement

The goal of disability retirement is to provide you with income if you are not able to work and are not expected to recover, be rehabilitated, or be retrained. If approved for disability retirement, PERA pays a benefit based on your Highest Average Salary (HAS) and service credit. This monthly benefit continues as long as you remain unable to engage in regular and substantial gainful employment because of your medical condition.

If you no longer qualify for disability retirement benefits, several options are available to you:

» Return to PERA employment.

» Refund your PERA DB Plan account.

» Apply for a reduced or service retirement when you qualify.

» Be eligible for short-term disability payments.

Refer to the *PERA Disability Program* booklet for more information.

# ACCESS TO VOLUNTARY PROGRAMS

## Life Insurance Program

Through PERA, you may purchase group, decreasing-term life insurance. You may purchase this insurance without evidence of good health when you first become a PERA member, during the annual open enrollment period, or at other times with evidence of good health. You may not begin coverage after you retire. Coverage for your spouse and dependent children is included with your coverage.

» If you leave PERA employment and leave your DB Plan account(s) with PERA, you may continue participation in the life insurance program.

» If you retire, your life insurance coverage will automatically continue unless you cancel it in writing. Premiums will be deducted from your monthly benefit.

» Information about the life insurance program is sent to all new members and is available on copera.org.

## PERACare Health Benefits Program

If you retire under PERA, you are eligible to enroll in PERACare, PERA's Health Benefits Program for retirees. You will receive information about this program as part of your retirement process, and there is an annual open enrollment each fall. PERACare includes health care premium subsidies based on your years of service credit.

PERACARE®

## PERAPlus 401(k)/457 Plans

In addition to your PERA DB Plan account, the PERAPlus 401(k) and 457 Plans allow you to save additional retirement income. **Note:** You are eligible to participate in the PERAPlus 457 Plan only if you work for a PERA employer who is affiliated with the PERAPlus 457 Plan.

Both plans offer a variety of investment choices—from conservative, lower risk/lower return funds to more aggressive, higher risk/higher return funds. You may enroll, discontinue contributions, or make changes in your contributions or investment funds at any time. A Roth option is also available if your employer has adopted it.

The IRS permits rollovers of money into both the PERAPlus 401(k) and 457 Plans from certain other qualified plans. Pre-tax funds from the PERAPlus 401(k) and 457 Plans may also be used to purchase PERA service credit under certain conditions.

More information about the PERAPlus 401(k) or 457 Plans can be found on copera.org.

PERAPlus
Colorado PERA 401(k)/457 and DC Plans

## Accessing Your PERA Account

Accessing your PERA account online puts all your PERA information right at your fingertips. You can check how much money you've contributed so far, estimate your future retirement check, update your contact information, and more.

To create an online user profile:

» Click the "Member Login/Registration" button on copera.org

» Click "Register as a new user"

» Enter your personal information, verify your identity, and set up your User ID and password.

You will also be required to enroll in multifactor authentication. With multifactor authentication, you access your information online using not only your User ID and password, but also a security code or push notification sent to your mobile phone.

## Manage Your Account on the PERA App

You can now download PERA's mobile app from the App Store (iOS) and Google Play Store (Android). The free app makes it easy to manage your PERA account on the go.

Scan a QR code below to download the app today!

Download on the App Store

GET IT ON Google Play

# RETIREMENT BENEFITS

PERA monthly retirement benefits are payable for your lifetime and that of your cobeneficiary if you choose PERA Option 2 or 3 or DPS Option P2 or P3. **Note:** A cobeneficiary is different than a named beneficiary, refer to page 8 (PERA benefit structure) or page 11 (DPS benefit structure) for definitions.

Benefit provisions differ between the PERA and DPS benefit structures. If you have both a PERA and DPS benefit structure DB Plan account, you may be eligible to retire from both benefit structures. Your benefit option and cobeneficiary in the PERA benefit structure can be different from your benefit option and cobeneficiary in the DPS benefit structure. You may also select a monthly retirement benefit under one benefit structure and refund under the other benefit structure.

## PERA Benefit Structure

You are eligible to receive a monthly retirement benefit when you reach age 65 or meet the following age and service requirements. (Eligibility requirements for Safety Officers are different; refer to page 9.)

### Service Retirement Eligibility—Members (Other Than Safety Officers)

***Membership Started Before July 1, 2005, With Five Years of Service Credit on January 1, 2011***

| Minimum Age | Minimum Service Credit |
|---|---|
| 50 | 30 years |
| 60 | 20 years |
| 65 | Any years |

***Membership Started on or After July 1, 2005, but Before January 1, 2007, With Five Years of Service Credit on January 1, 2011***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 35 years |
| 55 | 30 years |
| 60 | 20 years |
| 65 | Any years |

***Membership Started Before January 1, 2007, With Less Than Five Years of Service Credit on January 1, 2011, or Membership Started on or After January 1, 2007, but Before January 1, 2011***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 35 years |
| 55 | 30 years |
| 60 | 25 years |
| 65 | Any years |

***Membership Started on or After January 1, 2011, but Before January 1, 2017***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 35 years |
| 58 | 30 years |
| 60 | 28 years |
| 65 | Any years |

***Membership Started on or After January 1, 2017, but Before January 1, 2020, Whose Most Recent 10 Years of Service are in the School or DPS Divisions***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 35 years |
| 58 | 30 years |
| 60 | 28 years |
| 65 | Any years |

***Membership Started on or After January 1, 2017, but Before January 1, 2020, Whose Most Recent 10 Years of Service are NOT in the School or DPS Divisions***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 35 years |
| 60 | 30 years |
| 65 | Any years |

***Membership Started on or After January 1, 2020***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 35 years |
| 64 | 30 years |
| 65 | Any years |

## Reduced Service Retirement Eligibility—Members (Other Than Safety Officers)

***Membership Started Before January 1, 2020***

| Minimum Age | Minimum Service Credit |
|---|---|
| 50 | 25 years |
| 55 | 20 years |
| 60 | 5 years |

***Membership Started on or After January 1, 2020***

| Minimum Age | Minimum Service Credit |
|---|---|
| 55 | 25 years |
| 60 | 5 years |

## Benefit Calculation

If you have at least five years of service credit, your retirement benefit will be determined by the higher of a money purchase benefit calculation or a defined benefit calculation as explained below. If you are retirement-eligible with less than five years of service credit, your benefit will be calculated using the money purchase benefit calculation.

## Money Purchase Benefit Calculation

The money purchase calculation is determined by your life expectancy and the value of your DB Plan account at the time you apply for retirement, plus a matching amount equal to 100% of your contributions and interest.

## Defined Benefit Calculation

The defined benefit calculation is based upon your years of service, age, and HAS. If you meet the eligibility requirements for a service retirement, your defined benefit will be 2.5% of your HAS for each year of service credit up to 100%. The HAS percentages for reduced service retirement for various years of service credit and ages are shown in the shaded areas of the PERA Benefit Structure Highest Average Salary Percentages Tables. On the PERA 2, PERA 4, PERA 6, PERA 7, PERA 8, and PERA 9 tables, the shaded areas ensure that, as of your effective date of retirement, your reduced service retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

## Highest Average Salary (HAS)

HAS is an average monthly salary figure, calculated by averaging several years of your highest salaries. Each year used in the calculation is a period of 12 consecutive months of service credit during which PERA contributions were paid. The number of years used in the calculation changes depending on when you became a member. If you had five years of service credit as of January 1, 2020, three years of your highest salaries will be used. If you did not have five years of service credit as of January 1, 2020, or if you began PERA membership on or after that date, five years of your highest salaries will be used. HAS is different for Judges; refer to the *PERA Overview for Judges* booklet.

In calculating your HAS, PERA applies a limit on salary increases. PERA determines the highest annual salaries associated with four or six periods of 12 consecutive months. The 12-month periods do not have to be consecutive or your last years of employment. The lowest of the 12-month periods becomes the base year used as a starting point for the annual limit on salary increases. The remaining 12-month periods are placed in chronological order from oldest to newest.

The annual limit will apply regardless of when the annual salaries used in the HAS occurred. The percentage applied is based on when you are eligible to retire:

- If you began membership on or before December 31, 2006, and you were eligible to retire on January 1, 2011, your annual limit is 15%.
- If you began membership on or before December 31, 2006, and you were not eligible to retire on January 1, 2011, your annual limit is 8%.
- If you began membership on or after January 1, 2007, your annual limit is 8%.

The following examples illustrate how HAS is calculated:

***PERA 3-Year HAS Calculation Example***
*PERA and DPS (not eligible to retire as of January 1, 2011, and five years of service credit on January 1, 2020)*

| Dates | Year | Actual Salary | Salary Used in HAS |
|---|---|---|---|
| April 2020-March 2021 | Base Year | $22,013 | N/A |
| June 2021-May 2022 | Year 1 | $23,050 | $23,050 |
| June 2022-May 2023 | Year 2 | $24,100 | $24,100 |
| June 2023-May 2024 | Year 3 | $25,600 | $25,600 |
| | | Total Salary = | $72,750 |
| | | **3-Year HAS ($72,750 ÷ 36 months) =** | **$2,021** |

***PERA 5-Year HAS Calculation Example***
*PERA and DPS (not eligible to retire as of January 1, 2011, and less than five years of service credit on January 1, 2020)*

| Dates | Year | Actual Salary | Salary Used in HAS |
|---|---|---|---|
| April 2016 - March 2017 | Base Year | $22,013 | N/A |
| June 2018 - May 2019 | Year 1 | $23,050 | $23,050 |
| June 2020 - May 2021 | Year 2 | $24,100 | $24,100 |
| June 2021 - May 2022 | Year 3 | $25,600 | $25,600 |
| June 2022 - May 2023 | Year 4 | $25,600 | $25,600 |
| June 2023 - May 2024 | Year 5 | $26,368 | $26,368 |
| | | Total Salary = | $124,718 |
| | | **5-Year HAS ($124,718 ÷ 60 months) =** | **$2,079** |

## Benefit Options

When you apply for a monthly retirement benefit, you will choose Option 1, 2, or 3 for payment of your benefit. If you do not choose an option, your benefit will be paid as an Option 1 benefit. If you choose Option 2 or 3, you will select one cobeneficiary who will receive a continuing monthly benefit after you die.

**Cobeneficiary:** The person you designate under PERA benefit structure Options 2 and 3 to receive a continuing monthly benefit after your death. You may name any person, but only one cobeneficiary and your selection is irrevocable unless certain conditions apply. Refer to the *Changing Your Cobeneficiary or Benefit Option* booklet for more information.

If you have a disabled child, you may designate a Supplemental Needs Trust for the benefit of the disabled child as your cobeneficiary. You may not designate any other trust as your cobeneficiary.

**Named Beneficiary:** The person(s) or entity you designate to receive a lump-sum payment of any remaining moneys credited after all monthly benefits have been paid to you and your cobeneficiary (if a cobeneficiary has been named).

**Option 1:** This option provides you with a lifetime monthly benefit. Following your death, a single payment of any remaining balance in your DB Plan account, plus a 100% match on the balance, will be made to your named beneficiary, or your estate if no named beneficiary exists. No further monthly benefits are payable.

**Option 2:** This option provides you with a lifetime monthly benefit. Following your death, your cobeneficiary will receive a lifetime monthly benefit equal to half of your benefit at the time of your death. If there is a DB Plan account balance remaining after the death of your cobeneficiary, a single payment of any remaining balance in your DB Plan account, plus a 100% match on the balance, will be made to your named beneficiary, or your cobeneficiary's estate if no named beneficiary exists. No further monthly benefits are payable.

**Option 3:** This option provides a lifetime monthly benefit. Following your death, your cobeneficiary will receive a lifetime monthly benefit equal to the monthly benefit you were receiving at the time of your death. If there is a DB Plan account balance remaining after the death of your cobeneficiary, a single payment of any remaining balance in your DB Plan account, plus a 100% match on the balance, will be made to your named beneficiary, or your cobeneficiary's estate if no named beneficiary exists. No further monthly benefits are payable.

Option 1 benefits are calculated as described above. Benefits under Options 2 and 3 are calculated the same as Option 1, then reduced to pay for continuing monthly benefits to your cobeneficiary. Prior to retirement, the factors used to calculate Option 2 or 3 benefits may change whenever actuarial assumptions are changed. If you select Option 2 or 3 and your cobeneficiary passes away before you, your benefit will be changed to the Option 1 amount.

# Safety Officer Provisions

For the purposes of PERA benefits, "Safety Officers" include the following employees:

- Peace officers with the Colorado State Patrol and Colorado Bureau of Investigation.
- County sheriffs, undersheriffs, deputy sheriffs, noncertified deputy sheriffs, and detention officers in the Local Government Division whose PERA membership began on or after January 1, 2020.
- Corrections officers classified as I through IV in the State Division whose PERA membership began on or after January 1, 2020.
- Firefighters classified as I through VII employed with the Colorado Division of Fire Prevention and Control, beginning with service earned on or after July 1, 2020.
- Wildlife officers and parks and recreation officers employed with the Colorado Division of Parks and Wildlife whose employment in these roles began on or after January 1, 2011, beginning with service earned on or after July 1, 2023.
- Beginning January 1, 2025, a county coroner and deputy coroner elected, reelected, or appointed on or after January 1, 2021, by a local government division.
- Beginning July 1, 2025, a duly sworn employee of the Division of Fire Prevention and Control in the Department of Public Safety whose duties include structural or wildfire management, wildfire response, live-fire training, or wildfire leadership, as determined by the executive director of the department.

**Note:** In State statute, these professionals are defined as "State Troopers."

## Benefit Eligibility

As a Safety Officer, your eligibility requirements are based on when you reach age 65 or meet the age and service requirements as listed below.

The HAS percentages for reduced service retirement for various years of service credit and ages are shown in the shaded areas of the Safety Officers Highest Average Salary Percentages Tables. On the Safety Officers 2 and Safety Officers 3 tables, the shaded areas ensure that, as of your effective date of retirement, your reduced service retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

### Service Retirement Eligibility

***Safety Officers Hired Before January 1, 2020***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 30 years |
| 50 | 25 years |
| 55 | 20 years |
| 65 | Any years |

***Safety Officers Hired on or After January 1, 2020***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 35 years |
| 55 | 25 years |
| 65 | 5 years |

### Reduced Service Retirement Eligibility

***Safety Officers Hired Before January 1, 2020***

| Minimum Age | Minimum Service Credit |
|---|---|
| 50 | 20 years |
| 60 | 5 years |

***Safety Officers Hired on or After January 1, 2020***

| Minimum Age | Minimum Service Credit |
|---|---|
| 55 | 20 years |
| 60 | 5 years |

# DPS Benefit Structure

You are eligible to receive a monthly retirement benefit when you meet the following age and service requirements. If you have less than five years of service credit under the DPS benefit structure, you do not have the option to apply for a monthly benefit and you are only eligible to do a rollover/ refund of your DB Plan account.

### Service Retirement Eligibility

***Members With Five Years of Service Credit on January 1, 2011***

| Minimum Age | Minimum Service Credit |
|---|---|
| 50 | 30 years |
| 55 | 25 years* |
| 65 | 5 years |

* 15 years must be earned service credit

***Members With Less Than Five Years of Service Credit on January 1, 2011***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 35 years |
| 55 | 30 years* |
| 60 | 25 years |
| 65 | 5 years |

* 20 years must be earned service credit

### Reduced Service Retirement Eligibility

***Members With Five Years of Service Credit on January 1, 2011***

| Minimum Age | Minimum Service Credit |
|---|---|
| Any age | 25 years |
| 55 | 15 years |

***Members With Less Than Five Years of Service Credit on January 1, 2011***

| Minimum Age | Minimum Service Credit |
|---|---|
| 50 | 25 years |
| 55 | 20 years |
| 60 | 5 years |

## Important Information for Inactive Members of the DPS Benefit Structure

If you become an inactive member (either because your DPS benefit structure DB Plan account is frozen through exercising portability, or because you terminated your employment with all PERA employers) and you are eligible to receive a reduced or full service retirement benefit, you may apply for a retirement benefit at the time you become an inactive member or any time in the future. If you are not eligible to receive a retirement benefit when you become an inactive member, you are only eligible to receive a monthly benefit when you reach full service retirement eligibility as described in the previous tables.

## Benefit Calculation

Your retirement benefit is determined by the higher of a minimum benefit calculation or a defined benefit calculation.

## Minimum Benefit Calculation

Retiring members are entitled to a minimum benefit of $15 per month for each of the first 10 years of service and $20 per month for each additional year of service plus the money purchase benefit calculation based on the value of your DB Plan account and your age at the time you apply for retirement. If you are an inactive vested member, not retirement-eligible at the time of termination, and you terminated employment on or after January 1, 2001, your money purchase benefit calculation will also include a matching amount equal to 100% of your contributions and interest.

## Defined Benefit Calculation

The defined benefit calculation is based upon your years of service, age, and HAS. If you meet the eligibility requirements for a service retirement, your benefit will be 2.5% of your HAS for each year of service credit. The HAS percentages for reduced service retirement for various years of service credit and ages are shown in the shaded areas of the DPS Benefit Structure Highest Average Salary Percentages Tables, refer to pages 26–29. On the DPS 3 and DPS 4 tables, the shaded areas ensure that, as of your effective date of retirement, your reduced service retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

## Highest Average Salary (HAS)

For members who were eligible to retire under the DPS benefit structure on January 1, 2011, HAS is the average monthly salary of the 36 months of earned service having the highest salaries.

If you were not eligible to retire on January 1, 2011, HAS is calculated by averaging several years of your highest salaries. Each year used in the calculation is a period of 12 consecutive months of service credit during which PERA contributions were paid. The number of years used in the calculation changes depending on when you became a member. If you had five years of service credit as of January 1, 2020, three years of your highest salaries will be used. If you did not have five years of service credit as of January 1, 2020, or if you began PERA membership on or after that date, five years of your highest salaries will be used.

In calculating your HAS, PERA applies a limit on salary increases. PERA determines the highest annual salaries associated with four or six periods of 12 consecutive months. The 12-month periods do not have to be consecutive or your last years of employment. The lowest of the 12-month periods becomes the base year used as a starting point for the annual limit on salary increases. The remaining 12-month periods are placed in chronological order from oldest to newest. Your annual salary increase limit is 8% (refer to the PERA HAS Calculation Examples on pages 7-8).

**Note:** Under the DPS benefit structure, salaries on or before December 31, 2009, as defined by DPSRS, will not be changed to the PERA definition of salary.

## DPS Benefit Structure Benefit Options

When you apply for a monthly retirement benefit, you will choose an Option A, B, P2, or P3 for payment of your benefit. If you do not choose an option, your benefit will be paid as an Option A. If you choose Option P2 or P3, you will select one cobeneficiary who will receive a continuing monthly benefit after you die.

**Cobeneficiary (Co-annuitant):** The person you designate under DPS benefit structure Options P2 and P3 to receive a continuing monthly benefit after your death. You may name only one cobeneficiary and your selection is irrevocable unless certain conditions apply. Refer to the *Changing Your Cobeneficiary or Benefit Option* booklet for more information.

If you have a disabled child, you may designate a Supplemental Needs Trust for the benefit of the disabled child as your cobeneficiary. You may not designate any other trust as your cobeneficiary.

**Named Beneficiary:** Under an option A, P2 or P3, the person(s) or entity you designate to receive a lump-sum payment of any remaining moneys credited after all monthly benefits have been paid to you and your cobeneficiary (if a cobeneficiary has been named).

**Option B Beneficiary(ies):** The person(s) designated under Option B to receive the remainder of monthly benefits should you die before the end of the guaranteed period of payments.

**Option A:** This option provides you with a lifetime monthly benefit. Following your death, a single payment of any remaining balance in your DB Plan account, without a match, will be made to your named beneficiary, or your estate if no named beneficiary exists. No further monthly benefits are payable.

**Option B:** This option provides you with a lifetime monthly benefit. As part of the retirement calculation, your DB Plan account is annuitized to determine the guarantee payment period. If you pass away before the end of the guarantee period, your Option B beneficiary(ies) will receive your remaining monthly payments through the end of the guarantee period. If your Option B beneficiary(ies) receives a benefit after your death and passes away before the end of the guarantee period, a single payment will be paid to the estate of the deceased beneficiary. If your Option B beneficiary(ies) predeceases you, you do not name any additional Option B beneficiary(ies), and you pass away before the end of the guarantee period, a single payment will be made to your estate. No further monthly benefits are payable.

**Option P2:** This option provides you with a lifetime monthly benefit. Following your death, your cobeneficiary will receive a lifetime monthly benefit equal to half of your benefit at the time of your death. If there is a DB Plan account balance remaining after the death of your cobeneficiary, a single payment of any remaining balance in your DB Plan account, without a match, will be made to your named beneficiary, or your cobeneficiary's estate if no named beneficiary exists. No further monthly benefits are payable.

**Option P3:** This option provides you with a lifetime monthly benefit. Following your death, your cobeneficiary will receive a lifetime monthly benefit equal to the monthly benefit you were receiving at the time of your death. If there is a DB Plan account balance remaining after the death of your cobeneficiary, a single payment of any remaining balance in your DB Plan account, without a match, will be made to your named beneficiary, or your cobeneficiary's estate if no named beneficiary exists. No further monthly benefits are payable. If you name someone other than your spouse (through marriage) who is more than 10 years younger than you as your cobeneficiary, the amount that continues to your cobeneficiary at your death could be limited in accordance with percentages required by the Internal Revenue Code (IRC) regulations. For information about the percentages, please call PERA's Customer Service Center.

Option A benefits are calculated as described on page 11, which is described as the basic defined benefit calculation. Benefits under Options P2 and P3 are calculated the same as Option A, then reduced to pay for continuing monthly benefits to your cobeneficiary. Prior to retirement, the factors used to calculate Option B, P2, or P3 benefits may change whenever actuarial assumptions are changed. If you select an Option P2 or P3 and your cobeneficiary passes away before you, your benefit will be changed to the Option A amount.

# FACTORS THAT MAY AFFECT YOUR BENEFIT AMOUNT

## Leave Time

If you receive unused annual leave, vacation time, sick, or personal leave converted to a cash payment at termination of PERA employment, it may be included as PERA salary with member and employer contributions reported on it. Such a payment will be projected forward at your regular rate of pay and may increase your service credit and HAS.

## Section 125 Plans

If you began PERA membership on or before June 30, 2019, any money you place in a Section 125 flexible spending account, not including a health savings account (HSA), reduces your PERA salary. Your salary will also be reduced when you pay your medical premiums pre-tax through a 125 plan. So, if you use a 125 plan to reduce your salary during one or more of the periods used in your HAS calculation, your HAS also will be reduced. Subsequently, the amount of your PERA benefit will be lower. If your membership began on or after July 1, 2019, any money placed in a Section 125 plan or pre-tax medical benefits paid through the 125 plan will not reduce your salary.

Refer to the *PERA and Section 125 Plans* fact sheet for more information.

## Federal Limits on Benefits

An Option 1 defined benefit under the PERA benefit structure or an Option A benefit under the DPS benefit structure can never exceed 100% of HAS.

Benefits paid under both the PERA and DPS benefit structures are subject to a federal annual limit on the amount of retirement benefits that PERA retirees may receive under IRC Section 415.

IRC Section 415 benefit limits are designed to prevent individuals from accruing excessive pension benefits on a tax-deferred basis. PERA cannot pay any benefit amount in excess of these federally imposed limits.

Because the determination of these limits is complex, you should request a benefit estimate from PERA within one year of your anticipated retirement date.

Refer to the *Internal Revenue Code 415(b) Limits* fact sheet for more information.

## PERA Funds and Legal Process

PERA retirement benefits can only be subject to legal process for federal and Colorado state tax liens, assignments for child support purposes, garnishments for child support arrearages or child support debt, and valid domestic relations orders. PERA retirement benefits are also subject to attachment for restitution for theft, embezzlement, misappropriation, or wrongful conversion of public property. Attachment is also allowed in the event of a judgment for a willful and intentional violation of fiduciary duties where the offender or a related party received direct financial gain. PERA benefits are not otherwise subject to execution, levy, attachment, garnishment, or bankruptcy proceedings and cannot be assigned voluntarily or involuntarily.

Participation in tax-deferred or Roth savings programs, such as 401(k), 403(b), and 457 plans, does not lower your HAS.

## Divorce and Your PERA DB Plan Account(s)

If you are considering divorce proceedings, please contact PERA's Legal Department at 303-837-6271 for information on your PERA DB Plan account(s) prior to completing a Domestic Relations Order (DRO).

For information and forms pertaining to PERA DRO procedures for the division of your PERA DB Plan account(s), please refer to the *PERA Benefits and Divorce* booklet on copera.org.

# CHANGING OR LEAVING PERA-COVERED EMPLOYMENT

## Transfers and Leaves of Absence

Your PERA membership continues if you transfer from one PERA employer to another. Also, if you leave work temporarily, but are still retained as an employee, you are considered to be on leave and your membership rights continue.

If you are going to be off your employer's payroll for more than one month, your employer should complete a *Certification of Leave of Absence* form. This will verify that your employment will continue even though you are absent, and protects your rights under PERA, your ability to purchase service credit, your ability to apply for the PERA disability program, and eligibility for survivor benefits.

Refer to the *Colorado PERA Leaves and Sabbaticals* fact sheet for more information.

## Portability for Members Under the DPS Benefit Structure

If you are working for a DPS Division employer, contributing to a DPS benefit structure DB Plan account, and you are then hired by a PERA employer, you will be allowed to continue to accrue a benefit under the DPS benefit structure or choose to accrue a benefit under the PERA benefit structure. PERA will notify you if you become eligible for portability and will provide you with the necessary information to make a portability decision.

## Terminating PERA-Covered Employment

If you terminate PERA employment, you have two options regarding your DB Plan account(s): (1) roll over or refund your DB Plan account(s) or (2) leave your DB Plan account(s) with PERA for a future refund/rollover of your account(s) or a monthly benefit (if applicable). Your date of termination is the last day you receive salary on which PERA contributions are withheld, or the last day of an employer-certified leave, whichever is later. You must completely sever the employer-employee relationship in order for there to be a termination of employment.

## Leaving Your DB Plan Account(s) with PERA

You may want to leave your DB Plan account(s) with PERA, especially if you anticipate returning to PERA employment or if you are a vested member. You are a vested member when you have at least five years of service credit. This five-year vesting period accrues separately under the PERA and DPS benefit structures, if applicable.

On January 1, 2010, DPSRS merged into PERA. As a result, you may have a DB Plan account under the PERA benefit structure and one under the DPS benefit structure.

If you leave your DB Plan account(s) with PERA, it will remain tax-deferred and continue to accrue interest. You may roll over or refund your DB Plan account(s) at any time. **Note:** If you choose to roll over or refund, you must roll over or refund both DB Plan accounts, if applicable, unless you are eligible to retire from one or both benefit structures and choose to take a monthly benefit.

If you leave your DB Plan account(s) with PERA until you reach the age and service credit requirements for retirement outlined on pages 6 and 7 (PERA benefit structure) and page 9 (DPS benefit structure), you may apply for a lifetime monthly benefit. **Note:** If you have less than five years of service credit under the DPS benefit structure, you do not have the option to apply for a monthly benefit and you are only eligible for a refund of your DB Plan account.

If you are under the PERA benefit structure, have 25 or more years of service credit, and you do not retire at the time you terminate PERA employment, you may be eligible for a monthly benefit that is indexed (increased) based on the annual increase provisions of your plan. If you meet the following qualifications, you should contact PERA's Customer Service Center for additional information:

- You began membership on or before December 31, 2006, and;
- You were eligible to retire on January 1, 2011, and;
- You have 25 or more years of service credit.

**Note:** Indexing does not apply to DB Plan accounts under the DPS benefit structure.

## Refunding or Rolling Over Your PERA DB Plan Account(s)

You may roll over or refund your DB Plan account(s) at any time after you terminate employment. Once you roll over or refund, you no longer have the right to any PERA benefits. Also, if you return to work for a PERA employer in a position subject to membership, you must contribute to PERA again.

If you have both a PERA and DPS benefit structure DB Plan account and decide to roll over or refund you must roll over or refund both DB Plan accounts unless you are eligible to retire from one or both benefit structures and choose to take a benefit. Your DB Plan account(s) can be rolled over to another plan, paid to you as a refund, or as a combination of the two.

### Returning to PERA Employment after a Rollover or Refund

If you return to PERA employment in the future and purchase service credit based on a refunded or rolled over DB Plan account, you will not receive membership rights associated with the previous service.

If you roll over or refund a DPS benefit structure DB Plan account on or after January 1, 2010, return to PERA employment, and then purchase service credit based on the refunded/rolled over DB Plan account, the purchase will be treated as a purchase based on employment not covered by PERA.

## Refunding or Rolling Over Your DB Plan Account Under the PERA Benefit Structure

If you roll over or refund your DB Plan account under the PERA benefit structure and:

» You are eligible for retirement, you will receive your contributions, any payments made to purchase service credit, interest earned, and a matching amount equal to 100% of your contributions and interest.

» You are not eligible for retirement, you will receive your contributions, any payments made to purchase service credit, interest earned, and a matching amount equal to 50% of your contributions and interest if you have five years of earned service credit. If you do not have five years of earned service credit:

- You will receive a 50% match on contributions and interest received on or before December 31, 2010.
- You will not receive a match on contributions and interest received on or after January 1, 2011.

Refer to the *Refund/Rollover Request* forms for more information.

## Refunding or Rolling Over Your DB Plan Account Under the DPS Benefit Structure

If you roll over or refund your DB Plan account under the DPS benefit structure and:

» You are eligible for retirement, are an inactive member who terminated employment on or after January 1, 2001, and you have five years of service credit, you will receive your contributions and interest, any payments made to purchase service credit, interest earned, and a 100% match equal to your contributions and interest.

» You are not eligible for retirement, you will receive your contributions, any payments made to purchase service credit, and interest earned. No match will be included.

With the exceptions of casual service and affiliate service agreements, amounts paid to purchase service credit are not matched.

# ADDITIONAL INFORMATION

## Information Webinars

Plan to periodically attend PERA Benefit Information Webinar or a PERA information session sponsored by your employer. Webinars are listed on PERA's website. Click on "Webinars" under the "Forms and Resources" drop-down menu.

## Benefit Counseling

Generally, if you read this booklet, attend PERA meetings, and request a benefit estimate, you may not need a counseling session with a PERA Benefits Counselor. However, benefit counseling is available online, by phone, or at PERA's offices.

Counseling sessions can be scheduled by logging into your secure PERA account or by calling the Customer Service Center at 800-759-7372.

## Post-Retirement Information

For more information about taxes on PERA benefits, PERACare for retirees, annual benefit increases, and other items related to PERA retirement benefits, refer to the *PERA Retirement Process* booklet.

## Keep Your information Up to Date

It is your responsibility to keep PERA advised of any name, address, or beneficiary changes. You can update information by logging into your PERA account, calling PERA, or sending a completed *Member Information Form—Defined Benefit Plan(s)* to PERA. PERA must receive changes to your records directly from you; changes made with your employer will not affect your PERA records.

## Disclosure of Information

PERA cannot disclose any information about your PERA DB Plan account to anyone other than you without an authorization release on file. PERA's *Authorization to Release Information* form allows PERA to release information about your PERA DB Plan account to specific individuals/entities. This release may be printed from PERA's website or requested by calling the Customer Service Center.

# HIGHEST AVERAGE SALARY PERCENTAGES TABLES

Please refer to the chart below to determine which table applies to you. *Note:* The shaded areas on the tables indicate reduced retirement percentages. The percentages in the shaded areas on the PERA 2, PERA 4, PERA 6, PERA 7, PERA 8, PERA 9, DPS 3, DPS 4, Safety Officers 2, and Safety Officers 3 tables ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

| Benefit Structure | Membership Date | Five Years of Service Credit as of January 1, 2011 | Retirement Eligibility | Table |
|---|---|---|---|---|
| PERA | On or before June 30, 2005 | Yes | Eligible January 1, 2011 | PERA 1 |
| PERA | On or before June 30, 2005 | Yes | Not eligible January 1, 2011 | PERA 2 |
| PERA | Between July 1, 2005, and December 31, 2006 | Yes | Eligible January 1, 2011 | PERA 3 |
| PERA | Between July 1, 2005, and December 31, 2006 | Yes | Not eligible January 1, 2011 | PERA 4 |
| PERA | Between January 1, 2007, and December 31, 2010 | N/A | Eligible January 1, 2011 | PERA 5 |
| PERA | Between January 1, 2007, and December 31, 2010 | N/A | Not eligible January 1, 2011 | PERA 6 |
| PERA | On or before December 31, 2006 | No | N/A | PERA 6 |
| PERA | Between January 1, 2011, and December 31, 2016 | N/A | N/A | PERA 7 |
| PERA | Between January 1, 2017, and December 31, 2019, and the most recent 10 years of service were in the School or DPS Divisions | N/A | N/A | PERA 7 |
| PERA | Between January 1, 2017, and December 31, 2019 | N/A | N/A | PERA 8 |
| PERA | On or after January 1, 2020 | N/A | N/A | PERA 9 |
| DPS | On or before June 30, 2005 | Yes | Eligible January 1, 2011 | DPS 1 |
| DPS | Between July 1, 2005, and December 31, 2009 | Yes | Eligible January 1, 2011 | DPS 2 |
| DPS | On or before December 31, 2009 | Yes | Not eligible January 1, 2011 | DPS 3 |
| DPS | On or before December 31, 2009 | No | N/A | DPS 4 |
| Safety Officers | On or before December 31, 2019 | N/A | Eligible January 1, 2011 | Safety Officers 1 |
| Safety Officers | On or before December 31, 2019 | N/A | Not eligible January 1, 2011 | Safety Officers 2 |
| Safety Officers | On or after January 1, 2020 | N/A | N/A | Safety Officers 3 |

# PERA 1

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership on or before June 30, 2005, had five years of service credit on January 1, 2011, and were eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | **10.0** | **10.5** | **11.0** | **11.5** | **12.0** | 12.5 |
| 6 | | | | | | | | | | | **12.0** | **12.6** | **13.2** | **13.8** | **14.4** | 15.0 |
| 7 | | | | | | | | | | | **14.0** | **14.7** | **15.4** | **16.1** | **16.8** | 17.5 |
| 8 | | | | | | | | | | | **16.0** | **16.8** | **17.6** | **18.4** | **19.2** | 20.0 |
| 9 | | | | | | | | | | | **18.0** | **18.9** | **19.8** | **20.7** | **21.6** | 22.5 |
| 10 | | | | | | | | | | | **20.0** | **21.0** | **22.0** | **23.0** | **24.0** | 25.0 |
| 11 | | | | | | | | | | | **22.6** | **23.1** | **24.2** | **25.3** | **26.4** | 27.5 |
| 12 | | | | | | | | | | | **25.2** | **25.8** | **26.4** | **27.6** | **28.8** | 30.0 |
| 13 | | | | | | | | | | | **28.0** | **28.6** | **29.3** | **29.9** | **31.2** | 32.5 |
| 14 | | | | | | | | | | | **30.8** | **31.5** | **32.2** | **32.9** | **33.6** | 35.0 |
| 15 | | | | | | | | | | | **33.8** | **34.5** | **35.3** | **36.0** | **36.8** | 37.5 |
| 16 | | | | | | | | | | | **36.8** | **37.6** | **38.4** | **39.2** | 40.0 | 40.0 |
| 17 | | | | | | | | | | | **40.0** | **40.8** | **41.7** | 42.5 | 42.5 | 42.5 |
| 18 | | | | | | | | | | | **43.2** | **44.1** | 45.0 | 45.0 | 45.0 | 45.0 |
| 19 | | | | | | | | | | | **46.6** | 47.5 | 47.5 | 47.5 | 47.5 | 47.5 |
| 20 | | | | | | **46.3** | **47.0** | **47.8** | **48.5** | **49.3** | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 |
| 21 | | | | | | **49.4** | **50.1** | **50.9** | **51.7** | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 |
| 22 | | | | | | **52.5** | **53.4** | **54.2** | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | **55.8** | **56.6** | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | **59.1** | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | **43.8** | **47.5** | **51.3** | **55.0** | **58.8** | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | **49.4** | **49.4** | **53.3** | **57.2** | **61.1** | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | **55.4** | **55.4** | **55.4** | **59.4** | **63.5** | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | **61.6** | **61.6** | **61.6** | **61.6** | **65.8** | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | **68.2** | **68.2** | **68.2** | **68.2** | **68.2** | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective January 1, 2011

# PERA 2

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership on or before June 30, 2005, had five years of service credit on January 1, 2011, and were not eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | **7.9** | **8.7** | **9.5** | **10.4** | **11.4** | 12.5 |
| 6 | | | | | | | | | | | **9.5** | **10.4** | **11.4** | **12.5** | **13.7** | 15.0 |
| 7 | | | | | | | | | | | **11.1** | **12.1** | **13.3** | **14.5** | **15.9** | 17.5 |
| 8 | | | | | | | | | | | **12.7** | **13.9** | **15.2** | **16.6** | **18.2** | 20.0 |
| 9 | | | | | | | | | | | **14.3** | **15.6** | **17.1** | **18.7** | **20.5** | 22.5 |
| 10 | | | | | | | | | | | **15.9** | **17.4** | **19.0** | **20.8** | **22.8** | 25.0 |
| 11 | | | | | | | | | | | **18.3** | **19.1** | **20.9** | **22.9** | **25.0** | 27.5 |
| 12 | | | | | | | | | | | **20.9** | **21.8** | **22.8** | **24.9** | **27.3** | 30.0 |
| 13 | | | | | | | | | | | **23.8** | **24.8** | **25.9** | **27.0** | **29.6** | 32.5 |
| 14 | | | | | | | | | | | **26.8** | **28.0** | **29.2** | **30.5** | **31.9** | 35.0 |
| 15 | | | | | | | | | | | **30.0** | **31.3** | **32.8** | **34.2** | **35.8** | 37.5 |
| 16 | | | | | | | | | | | **33.5** | **35.0** | **36.5** | **38.2** | 40.0 | 40.0 |
| 17 | | | | | | | | | | | **37.3** | **38.9** | **40.7** | 42.5 | 42.5 | 42.5 |
| 18 | | | | | | | | | | | **41.2** | **43.1** | 45.0 | 45.0 | 45.0 | 45.0 |
| 19 | | | | | | | | | | | **45.5** | 47.5 | 47.5 | 47.5 | 47.5 | 47.5 |
| 20 | | | | | | **40.6** | **42.2** | **44.0** | **45.9** | **47.9** | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 |
| 21 | | | | | | **44.4** | **46.3** | **48.2** | **50.3** | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 |
| 22 | | | | | | **48.6** | **50.6** | **52.8** | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | **52.9** | **55.2** | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | **57.6** | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | **41.6** | **45.1** | **48.9** | **53.0** | **57.5** | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | **47.0** | **46.9** | **50.8** | **55.1** | **59.8** | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | **53.0** | **52.9** | **52.8** | **57.3** | **62.1** | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | **59.6** | **59.5** | **59.5** | **59.4** | **64.4** | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | **66.9** | **66.9** | **66.8** | **66.8** | **66.7** | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective March 1, 2025

# PERA 3

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership between July 1, 2005, and December 31, 2006, had five years of service credit on January 1, 2011, and were eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | **10.0** | **10.5** | **11.0** | **11.5** | **12.0** | 12.5 |
| 6 | | | | | | | | | | | **12.0** | **12.6** | **13.2** | **13.8** | **14.4** | 15.0 |
| 7 | | | | | | | | | | | **14.0** | **14.7** | **15.4** | **16.1** | **16.8** | 17.5 |
| 8 | | | | | | | | | | | **16.0** | **16.8** | **17.6** | **18.4** | **19.2** | 20.0 |
| 9 | | | | | | | | | | | **18.0** | **18.9** | **19.8** | **20.7** | **21.6** | 22.5 |
| 10 | | | | | | | | | | | **20.0** | **21.0** | **22.0** | **23.0** | **24.0** | 25.0 |
| 11 | | | | | | | | | | | **22.6** | **23.1** | **24.2** | **25.3** | **26.4** | 27.5 |
| 12 | | | | | | | | | | | **25.2** | **25.8** | **26.4** | **27.6** | **28.8** | 30.0 |
| 13 | | | | | | | | | | | **28.0** | **28.6** | **29.3** | **29.9** | **31.2** | 32.5 |
| 14 | | | | | | | | | | | **30.8** | **31.5** | **32.2** | **32.9** | **33.6** | 35.0 |
| 15 | | | | | | | | | | | **33.8** | **34.5** | **35.3** | **36.0** | **36.8** | 37.5 |
| 16 | | | | | | | | | | | **36.8** | **37.6** | **38.4** | **39.2** | 40.0 | 40.0 |
| 17 | | | | | | | | | | | **40.0** | **40.8** | **41.7** | 42.5 | 42.5 | 42.5 |
| 18 | | | | | | | | | | | **43.2** | **44.1** | 45.0 | 45.0 | 45.0 | 45.0 |
| 19 | | | | | | | | | | | **46.6** | 47.5 | 47.5 | 47.5 | 47.5 | 47.5 |
| 20 | | | | | | **46.3** | **47.0** | **47.8** | **48.5** | **49.3** | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 |
| 21 | | | | | | **49.4** | **50.1** | **50.9** | **51.7** | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 |
| 22 | | | | | | **52.5** | **53.4** | **54.2** | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | **55.8** | **56.6** | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | **59.1** | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | **43.8** | **47.5** | **51.3** | **55.0** | **58.8** | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | **45.5** | **49.4** | **53.3** | **57.2** | **61.1** | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | **47.3** | **51.3** | **55.4** | **59.4** | **63.5** | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | **49.0** | **53.2** | **57.4** | **61.6** | **65.8** | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | **50.8** | **55.1** | **59.5** | **63.8** | **68.2** | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | **52.5** | **57.0** | **61.5** | **66.0** | **70.5** | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | **58.9** | **58.9** | **63.6** | **68.2** | **72.9** | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | **65.6** | **65.6** | **65.6** | **70.4** | **75.2** | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | **72.6** | **72.6** | **72.6** | **72.6** | **77.6** | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | **79.9** | **79.9** | **79.9** | **79.9** | **79.9** | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective January 1, 2011

# PERA 4

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership between July 1, 2005, and December 31, 2006, had five years of service credit on January 1, 2011, and were not eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | 7.9 | 8.7 | 9.5 | 10.4 | 11.4 | 12.5 |
| 6 | | | | | | | | | | | 9.5 | 10.4 | 11.4 | 12.5 | 13.7 | 15.0 |
| 7 | | | | | | | | | | | 11.1 | 12.1 | 13.3 | 14.5 | 15.9 | 17.5 |
| 8 | | | | | | | | | | | 12.7 | 13.9 | 15.2 | 16.6 | 18.2 | 20.0 |
| 9 | | | | | | | | | | | 14.3 | 15.6 | 17.1 | 18.7 | 20.5 | 22.5 |
| 10 | | | | | | | | | | | 15.9 | 17.4 | 19.0 | 20.8 | 22.8 | 25.0 |
| 11 | | | | | | | | | | | 18.3 | 19.1 | 20.9 | 22.9 | 25.0 | 27.5 |
| 12 | | | | | | | | | | | 20.9 | 21.8 | 22.8 | 24.9 | 27.3 | 30.0 |
| 13 | | | | | | | | | | | 23.8 | 24.8 | 25.9 | 27.0 | 29.6 | 32.5 |
| 14 | | | | | | | | | | | 26.8 | 28.0 | 29.2 | 30.5 | 31.9 | 35.0 |
| 15 | | | | | | | | | | | 30.0 | 31.3 | 32.8 | 34.2 | 35.8 | 37.5 |
| 16 | | | | | | | | | | | 33.5 | 35.0 | 36.5 | 38.2 | 40.0 | 40.0 |
| 17 | | | | | | | | | | | 37.3 | 38.9 | 40.7 | 42.5 | 42.5 | 42.5 |
| 18 | | | | | | | | | | | 41.2 | 43.1 | 45.0 | 45.0 | 45.0 | 45.0 |
| 19 | | | | | | | | | | | 45.5 | 47.5 | 47.5 | 47.5 | 47.5 | 47.5 |
| 20 | | | | | | 40.6 | 42.2 | 44.0 | 45.9 | 47.9 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 |
| 21 | | | | | | 44.4 | 46.3 | 48.2 | 50.3 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 |
| 22 | | | | | | 48.6 | 50.6 | 52.8 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | 52.9 | 55.2 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | 57.6 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | 41.6 | 45.1 | 48.9 | 53.0 | 57.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | 43.3 | 46.9 | 50.8 | 55.1 | 59.8 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | 45.0 | 48.7 | 52.8 | 57.3 | 62.1 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | 46.6 | 50.5 | 54.7 | 59.4 | 64.4 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | 48.3 | 52.3 | 56.7 | 61.5 | 66.7 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | 50.0 | 54.1 | 58.7 | 63.6 | 69.1 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | 56.1 | 55.9 | 60.6 | 65.7 | 71.4 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | 62.8 | 62.7 | 62.6 | 67.9 | 73.7 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | 70.3 | 70.2 | 70.1 | 70.0 | 76.0 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | 78.5 | 78.4 | 78.4 | 78.3 | 78.3 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective March 1, 2025

# PERA 5

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership between January 1, 2007, and December 31, 2010, and were eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | 10.0 | 10.5 | 11.0 | 11.5 | 12.0 | 12.5 |
| 6 | | | | | | | | | | | 12.0 | 12.6 | 13.2 | 13.8 | 14.4 | 15.0 |
| 7 | | | | | | | | | | | 14.0 | 14.7 | 15.4 | 16.1 | 16.8 | 17.5 |
| 8 | | | | | | | | | | | 16.0 | 16.8 | 17.6 | 18.4 | 19.2 | 20.0 |
| 9 | | | | | | | | | | | 18.0 | 18.9 | 19.8 | 20.7 | 21.6 | 22.5 |
| 10 | | | | | | | | | | | 20.0 | 21.0 | 22.0 | 23.0 | 24.0 | 25.0 |
| 11 | | | | | | | | | | | 22.0 | 23.1 | 24.2 | 25.3 | 26.4 | 27.5 |
| 12 | | | | | | | | | | | 24.0 | 25.2 | 26.4 | 27.6 | 28.8 | 30.0 |
| 13 | | | | | | | | | | | 26.0 | 27.3 | 28.6 | 29.9 | 31.2 | 32.5 |
| 14 | | | | | | | | | | | 28.0 | 29.4 | 30.8 | 32.2 | 33.6 | 35.0 |
| 15 | | | | | | | | | | | 30.0 | 31.5 | 33.0 | 34.5 | 36.0 | 37.5 |
| 16 | | | | | | | | | | | 32.8 | 33.6 | 35.2 | 36.8 | 38.4 | 40.0 |
| 17 | | | | | | | | | | | 35.7 | 36.6 | 37.4 | 39.1 | 40.8 | 42.5 |
| 18 | | | | | | | | | | | 38.7 | 39.6 | 40.5 | 41.4 | 43.2 | 45.0 |
| 19 | | | | | | | | | | | 41.8 | 42.8 | 43.7 | 44.7 | 45.6 | 47.5 |
| 20 | | | | | | 42.5 | 43.0 | 43.5 | 44.0 | 44.5 | 45.0 | 46.0 | 47.0 | 48.0 | 49.0 | 50.0 |
| 21 | | | | | | 45.4 | 46.2 | 46.7 | 47.3 | 47.8 | 48.3 | 49.4 | 50.4 | 51.5 | 52.5 | 52.5 |
| 22 | | | | | | 48.4 | 49.2 | 50.1 | 50.6 | 51.2 | 51.7 | 52.8 | 53.9 | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | 51.5 | 52.3 | 53.2 | 54.1 | 54.6 | 55.2 | 56.4 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | 54.6 | 55.5 | 56.4 | 57.3 | 58.2 | 58.8 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | 43.8 | 46.6 | 49.4 | 52.2 | 55.0 | 57.8 | 58.8 | 59.7 | 60.6 | 61.6 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | 45.5 | 49.4 | 52.3 | 55.3 | 58.2 | 61.1 | 62.1 | 63.1 | 64.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | 47.3 | 51.3 | 55.4 | 58.4 | 61.4 | 64.5 | 65.5 | 66.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | 49.0 | 53.2 | 57.4 | 61.6 | 64.8 | 67.9 | 69.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | 50.8 | 55.1 | 59.5 | 63.8 | 68.2 | 71.4 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | 52.5 | 57.0 | 61.5 | 66.0 | 70.5 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | 58.9 | 58.9 | 63.6 | 68.2 | 72.9 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | 65.6 | 65.6 | 65.6 | 70.4 | 75.2 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | 72.6 | 72.6 | 72.6 | 72.6 | 77.6 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | 79.9 | 79.9 | 79.9 | 79.9 | 79.9 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective January 1, 2011

# PERA 6

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership between January 1, 2007, and December 31, 2010, and were not eligible to receive a benefit on January 1, 2011.
Also, this table applies to you if you began membership on or before December 31, 2006, and had less than five years of service credit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | 7.9 | 8.7 | 9.5 | 10.4 | 11.4 | 12.5 |
| 6 | | | | | | | | | | | 9.5 | 10.4 | 11.4 | 12.5 | 13.7 | 15.0 |
| 7 | | | | | | | | | | | 11.1 | 12.1 | 13.3 | 14.5 | 15.9 | 17.5 |
| 8 | | | | | | | | | | | 12.7 | 13.9 | 15.2 | 16.6 | 18.2 | 20.0 |
| 9 | | | | | | | | | | | 14.3 | 15.6 | 17.1 | 18.7 | 20.5 | 22.5 |
| 10 | | | | | | | | | | | 15.9 | 17.4 | 19.0 | 20.8 | 22.8 | 25.0 |
| 11 | | | | | | | | | | | 17.5 | 19.1 | 20.9 | 22.9 | 25.0 | 27.5 |
| 12 | | | | | | | | | | | 19.1 | 20.8 | 22.8 | 24.9 | 27.3 | 30.0 |
| 13 | | | | | | | | | | | 20.7 | 22.6 | 24.7 | 27.0 | 29.6 | 32.5 |
| 14 | | | | | | | | | | | 22.2 | 24.3 | 26.6 | 29.1 | 31.9 | 35.0 |
| 15 | | | | | | | | | | | 23.8 | 26.0 | 28.5 | 31.2 | 34.2 | 37.5 |
| 16 | | | | | | | | | | | 26.7 | 27.8 | 30.4 | 33.2 | 36.4 | 40.0 |
| 17 | | | | | | | | | | | 29.7 | 30.9 | 32.3 | 35.3 | 38.7 | 42.5 |
| 18 | | | | | | | | | | | 32.9 | 34.3 | 35.8 | 37.4 | 41.0 | 45.0 |
| 19 | | | | | | | | | | | 36.3 | 37.9 | 39.6 | 41.4 | 43.3 | 47.5 |
| 20 | | | | | | 32.7 | 34.0 | 35.4 | 36.9 | 38.4 | 40.1 | 41.8 | 43.7 | 45.6 | 47.8 | 50.0 |
| 21 | | | | | | 35.9 | 37.3 | 38.8 | 40.4 | 42.2 | 44.0 | 45.9 | 48.0 | 50.2 | 52.5 | 52.5 |
| 22 | | | | | | 39.2 | 40.8 | 42.5 | 44.3 | 46.2 | 48.2 | 50.3 | 52.6 | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | 42.8 | 44.5 | 46.4 | 48.4 | 50.5 | 52.6 | 55.0 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | 46.6 | 48.6 | 50.6 | 52.8 | 55.0 | 57.5 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | 41.6 | 43.3 | 45.0 | 46.8 | 48.7 | 50.7 | 52.8 | 55.0 | 57.3 | 59.9 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | 43.3 | 46.9 | 48.8 | 50.7 | 52.8 | 55.0 | 57.3 | 59.7 | 62.3 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | 45.0 | 48.7 | 52.8 | 55.0 | 57.2 | 59.6 | 62.0 | 64.7 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | 46.6 | 50.5 | 54.7 | 59.4 | 61.9 | 64.4 | 67.2 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | 48.3 | 52.3 | 56.7 | 61.5 | 66.7 | 69.6 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | 50.0 | 54.1 | 58.7 | 63.6 | 69.1 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | 56.1 | 55.9 | 60.6 | 65.7 | 71.4 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | 62.8 | 62.7 | 62.6 | 67.9 | 73.7 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | 70.3 | 70.2 | 70.1 | 70.0 | 76.0 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | 78.5 | 78.4 | 78.4 | 78.3 | 78.3 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective March 1, 2025

# PERA 7

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership between January 1, 2011, and December 31, 2016, or you began membership between January 1, 2017, and December 31, 2019, and your most recent 10 years of service were in the School or DPS Divisions.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | 7.9 | 8.7 | 9.5 | 10.4 | 11.4 | 12.5 |
| 6 | | | | | | | | | | | 9.5 | 10.4 | 11.4 | 12.5 | 13.7 | 15.0 |
| 7 | | | | | | | | | | | 11.1 | 12.1 | 13.3 | 14.5 | 15.9 | 17.5 |
| 8 | | | | | | | | | | | 12.7 | 13.9 | 15.2 | 16.6 | 18.2 | 20.0 |
| 9 | | | | | | | | | | | 14.3 | 15.6 | 17.1 | 18.7 | 20.5 | 22.5 |
| 10 | | | | | | | | | | | 15.9 | 17.4 | 19.0 | 20.8 | 22.8 | 25.0 |
| 11 | | | | | | | | | | | 17.5 | 19.1 | 20.9 | 22.9 | 25.0 | 27.5 |
| 12 | | | | | | | | | | | 19.1 | 20.8 | 22.8 | 24.9 | 27.3 | 30.0 |
| 13 | | | | | | | | | | | 20.7 | 22.6 | 24.7 | 27.0 | 29.6 | 32.5 |
| 14 | | | | | | | | | | | 22.2 | 24.3 | 26.6 | 29.1 | 31.9 | 35.0 |
| 15 | | | | | | | | | | | 23.8 | 26.0 | 28.5 | 31.2 | 34.2 | 37.5 |
| 16 | | | | | | | | | | | 25.4 | 27.8 | 30.4 | 33.2 | 36.4 | 40.0 |
| 17 | | | | | | | | | | | 27.0 | 29.5 | 32.3 | 35.3 | 38.7 | 42.5 |
| 18 | | | | | | | | | | | 28.6 | 31.2 | 34.2 | 37.4 | 41.0 | 45.0 |
| 19 | | | | | | | | | | | 31.7 | 33.0 | 36.1 | 39.5 | 43.3 | 47.5 |
| 20 | | | | | | 28.6 | 29.7 | 30.9 | 32.2 | 33.5 | 34.9 | 36.4 | 38.0 | 41.5 | 45.5 | 50.0 |
| 21 | | | | | | 31.4 | 32.7 | 34.0 | 35.4 | 36.8 | 38.4 | 40.0 | 41.8 | 43.6 | 47.8 | 52.5 |
| 22 | | | | | | 34.4 | 35.8 | 37.2 | 38.7 | 40.4 | 42.1 | 43.9 | 45.8 | 47.9 | 50.1 | 55.0 |
| 23 | | | | | | 37.6 | 39.1 | 40.7 | 42.4 | 44.1 | 46.1 | 48.0 | 50.2 | 52.5 | 54.9 | 57.5 |
| 24 | | | | | | 41.0 | 42.6 | 44.4 | 46.2 | 48.2 | 50.2 | 52.5 | 54.8 | 57.4 | 60.0 | 60.0 |
| 25 | 32.3 | 35.0 | 38.0 | 41.2 | 42.9 | 44.5 | 46.4 | 48.3 | 50.4 | 52.5 | 54.8 | 57.2 | 59.8 | 62.5 | 62.5 | 62.5 |
| 26 | 33.6 | 36.4 | 39.5 | 42.8 | 46.5 | 48.4 | 50.4 | 52.5 | 54.7 | 57.1 | 59.5 | 62.2 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | 34.9 | 37.8 | 41.0 | 44.5 | 48.3 | 52.4 | 54.6 | 56.9 | 59.4 | 61.9 | 64.7 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | 39.4 | 39.2 | 42.5 | 46.1 | 50.1 | 54.4 | 59.1 | 61.6 | 64.2 | 67.1 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | 44.4 | 44.2 | 44.0 | 47.8 | 51.8 | 56.3 | 61.2 | 66.6 | 69.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | 50.0 | 49.8 | 49.6 | 49.4 | 53.6 | 58.3 | 63.3 | 68.9 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | 56.1 | 55.9 | 55.8 | 55.6 | 55.4 | 60.2 | 65.4 | 71.2 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | 62.8 | 62.7 | 62.6 | 62.4 | 62.3 | 62.1 | 67.5 | 73.5 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | 70.3 | 70.2 | 70.1 | 70.0 | 69.9 | 69.8 | 69.6 | 75.8 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | 78.5 | 78.4 | 78.4 | 78.3 | 78.3 | 78.2 | 78.1 | 78.1 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective March 1, 2025

# PERA 8

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership between January 1, 2017, and December 31, 2019, and your most recent 10 years of service were not in the School or DPS Divisions.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | **7.9** | **8.7** | **9.5** | **10.4** | **11.4** | 12.5 |
| 6 | | | | | | | | | | | **9.5** | **10.4** | **11.4** | **12.5** | **13.7** | 15.0 |
| 7 | | | | | | | | | | | **11.1** | **12.1** | **13.3** | **14.5** | **15.9** | 17.5 |
| 8 | | | | | | | | | | | **12.7** | **13.9** | **15.2** | **16.6** | **18.2** | 20.0 |
| 9 | | | | | | | | | | | **14.3** | **15.6** | **17.1** | **18.7** | **20.5** | 22.5 |
| 10 | | | | | | | | | | | **15.9** | **17.4** | **19.0** | **20.8** | **22.8** | 25.0 |
| 11 | | | | | | | | | | | **17.5** | **19.1** | **20.9** | **22.9** | **25.0** | 27.5 |
| 12 | | | | | | | | | | | **19.1** | **20.8** | **22.8** | **24.9** | **27.3** | 30.0 |
| 13 | | | | | | | | | | | **20.7** | **22.6** | **24.7** | **27.0** | **29.6** | 32.5 |
| 14 | | | | | | | | | | | **22.2** | **24.3** | **26.6** | **29.1** | **31.9** | 35.0 |
| 15 | | | | | | | | | | | **23.8** | **26.0** | **28.5** | **31.2** | **34.2** | 37.5 |
| 16 | | | | | | | | | | | **25.4** | **27.8** | **30.4** | **33.2** | **36.4** | 40.0 |
| 17 | | | | | | | | | | | **27.0** | **29.5** | **32.3** | **35.3** | **38.7** | 42.5 |
| 18 | | | | | | | | | | | **28.6** | **31.2** | **34.2** | **37.4** | **41.0** | 45.0 |
| 19 | | | | | | | | | | | **30.2** | **33.0** | **36.1** | **39.5** | **43.3** | 47.5 |
| 20 | | | | | | **26.2** | **27.2** | **28.2** | **29.3** | **30.6** | **31.8** | **34.7** | **38.0** | **41.5** | **45.5** | 50.0 |
| 21 | | | | | | **28.7** | **29.9** | **31.0** | **32.3** | **33.6** | **35.0** | **36.4** | **39.8** | **43.6** | **47.8** | 52.5 |
| 22 | | | | | | **31.5** | **32.7** | **34.0** | **35.4** | **36.9** | **38.4** | **40.0** | **41.7** | **45.7** | **50.1** | 55.0 |
| 23 | | | | | | **34.4** | **35.8** | **37.2** | **38.7** | **40.3** | **42.1** | **43.8** | **45.8** | **47.8** | **52.4** | 57.5 |
| 24 | | | | | | **37.5** | **39.0** | **40.6** | **42.3** | **44.1** | **45.9** | **47.9** | **50.0** | **52.3** | **54.7** | 60.0 |
| 25 | **27.2** | **29.5** | **31.9** | **34.6** | **37.6** | **40.8** | **42.5** | **44.2** | **46.1** | **48.0** | **50.1** | **52.2** | **54.6** | **57.0** | **59.7** | 62.5 |
| 26 | **30.9** | **30.6** | **33.2** | **36.0** | **39.1** | **42.5** | **46.2** | **48.1** | **50.1** | **52.2** | **54.4** | **56.9** | **59.4** | **62.1** | 65.0 | 65.0 |
| 27 | **34.9** | **34.7** | **34.5** | **37.4** | **40.6** | **44.1** | **47.9** | **52.1** | **54.4** | **56.7** | **59.2** | **61.7** | **64.6** | 67.5 | 67.5 | 67.5 |
| 28 | **39.4** | **39.2** | **39.0** | **38.8** | **42.1** | **45.7** | **49.7** | **54.1** | **58.9** | **61.5** | **64.1** | **67.0** | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | **44.4** | **44.2** | **44.0** | **43.8** | **43.6** | **47.4** | **51.5** | **56.0** | **61.0** | **66.5** | **69.4** | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | **50.0** | **49.8** | **49.6** | **49.4** | **49.2** | **49.0** | **53.3** | **57.9** | **63.1** | **68.7** | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | **56.1** | **55.9** | **55.8** | **55.6** | **55.4** | **55.2** | **55.0** | **59.9** | **65.2** | **71.0** | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | **62.8** | **62.7** | **62.6** | **62.4** | **62.3** | **62.1** | **62.0** | **61.8** | **67.3** | **73.3** | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | **70.3** | **70.2** | **70.1** | **70.0** | **69.9** | **69.8** | **69.6** | **69.5** | **69.4** | **75.6** | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | **78.5** | **78.4** | **78.4** | **78.3** | **78.3** | **78.2** | **78.1** | **78.1** | **78.0** | **77.9** | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective March 1, 2025

# PERA 9

## PERA Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership on or after January 1, 2020.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | 7.9 | 8.7 | 9.5 | 10.4 | 11.4 | 12.5 |
| 6 | | | | | | | | | | | 9.5 | 10.4 | 11.4 | 12.5 | 13.7 | 15.0 |
| 7 | | | | | | | | | | | 11.1 | 12.1 | 13.3 | 14.5 | 15.9 | 17.5 |
| 8 | | | | | | | | | | | 12.7 | 13.9 | 15.2 | 16.6 | 18.2 | 20.0 |
| 9 | | | | | | | | | | | 14.3 | 15.6 | 17.1 | 18.7 | 20.5 | 22.5 |
| 10 | | | | | | | | | | | 15.9 | 17.4 | 19.0 | 20.8 | 22.8 | 25.0 |
| 11 | | | | | | | | | | | 17.5 | 19.1 | 20.9 | 22.9 | 25.0 | 27.5 |
| 12 | | | | | | | | | | | 19.1 | 20.8 | 22.8 | 24.9 | 27.3 | 30.0 |
| 13 | | | | | | | | | | | 20.7 | 22.6 | 24.7 | 27.0 | 29.6 | 32.5 |
| 14 | | | | | | | | | | | 22.2 | 24.3 | 26.6 | 29.1 | 31.9 | 35.0 |
| 15 | | | | | | | | | | | 23.8 | 26.0 | 28.5 | 31.2 | 34.2 | 37.5 |
| 16 | | | | | | | | | | | 25.4 | 27.8 | 30.4 | 33.2 | 36.4 | 40.0 |
| 17 | | | | | | | | | | | 27.0 | 29.5 | 32.3 | 35.3 | 38.7 | 42.5 |
| 18 | | | | | | | | | | | 28.6 | 31.2 | 34.2 | 37.4 | 41.0 | 45.0 |
| 19 | | | | | | | | | | | 30.2 | 33.0 | 36.1 | 39.5 | 43.3 | 47.5 |
| 20 | | | | | | | | | | | 31.8 | 34.7 | 38.0 | 41.5 | 45.5 | 50.0 |
| 21 | | | | | | | | | | | 33.4 | 36.4 | 39.8 | 43.6 | 47.8 | 52.5 |
| 22 | | | | | | | | | | | 35.0 | 38.2 | 41.7 | 45.7 | 50.1 | 55.0 |
| 23 | | | | | | | | | | | 36.5 | 39.9 | 43.6 | 47.8 | 52.4 | 57.5 |
| 24 | | | | | | | | | | | 38.1 | 41.7 | 45.5 | 49.9 | 54.7 | 60.0 |
| 25 | | | | | | 28.5 | 31.0 | 33.7 | 36.7 | 40.0 | 41.7 | 43.4 | 47.4 | 51.9 | 56.9 | 62.5 |
| 26 | | | | | | 29.6 | 32.2 | 35.0 | 38.1 | 41.6 | 45.4 | 47.3 | 49.3 | 54.0 | 59.2 | 65.0 |
| 27 | | | | | | 33.7 | 33.4 | 36.4 | 39.6 | 43.2 | 47.1 | 51.4 | 53.7 | 56.1 | 61.5 | 67.5 |
| 28 | | | | | | 38.3 | 38.0 | 37.7 | 41.1 | 44.8 | 48.8 | 53.3 | 58.3 | 61.0 | 63.8 | 70.0 |
| 29 | | | | | | 43.4 | 43.1 | 42.8 | 42.6 | 46.4 | 50.6 | 55.3 | 60.4 | 66.1 | 69.3 | 72.5 |
| 30 | | | | | | 49.0 | 48.8 | 48.5 | 48.3 | 48.0 | 52.3 | 57.2 | 62.5 | 68.4 | 75.0 | 75.0 |
| 31 | | | | | | 55.2 | 55.0 | 54.8 | 54.6 | 54.3 | 54.1 | 59.1 | 64.6 | 70.7 | 77.5 | 77.5 |
| 32 | | | | | | 62.1 | 62.0 | 61.8 | 61.6 | 61.4 | 61.2 | 61.0 | 66.7 | 73.0 | 80.0 | 80.0 |
| 33 | | | | | | 69.8 | 69.6 | 69.5 | 69.4 | 69.2 | 69.1 | 68.9 | 68.7 | 75.3 | 82.5 | 82.5 |
| 34 | | | | | | 78.2 | 78.1 | 78.1 | 78.0 | 77.9 | 77.8 | 77.7 | 77.6 | 77.5 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Effective March 1, 2025

# DPS 1

## DPS Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option A

Use this table if you began membership under the DPS benefit structure on or before June 30, 2005, had five years of service credit on January 1, 2011, and were eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | | | | | | | | | | | | | | | | | | | | | 12.5 |
| 6 | | | | | | | | | | | | | | | | | | | | | 15.0 |
| 7 | | | | | | | | | | | | | | | | | | | | | 17.5 |
| 8 | | | | | | | | | | | | | | | | | | | | | 20.0 |
| 9 | | | | | | | | | | | | | | | | | | | | | 22.5 |
| 10 | | | | | | | | | | | | | | | | | | | | | 25.0 |
| 11 | | | | | | | | | | | | | | | | | | | | | 27.5 |
| 12 | | | | | | | | | | | | | | | | | | | | | 30.0 |
| 13 | | | | | No retirement benefits payable. | | | | | | | | | | | | | | | | 32.5 |
| 14 | | | | | | | | | | | | | | | | | | | | | 35.0 |
| 15 | | | | | | | | | | | **22.5** | **24.0** | **25.5** | **27.0** | **28.5** | **30.0** | **31.5** | **33.0** | **34.5** | **36.0** | 37.5 |
| 16 | | | | | | | | | | | **25.6** | **25.6** | **27.2** | **28.8** | **30.4** | **32.0** | **33.6** | **35.2** | **36.8** | **38.4** | 40.0 |
| 17 | | | | | | | | | | | **28.9** | **28.9** | **28.9** | **30.6** | **32.3** | **34.0** | **35.7** | **37.4** | **39.1** | **40.8** | 42.5 |
| 18 | | | | | | | | | | | **32.4** | **32.4** | **32.4** | **32.4** | **34.2** | **36.0** | **37.8** | **39.6** | **41.4** | **43.2** | 45.0 |
| 19 | | | | | | | | | | | **36.1** | **36.1** | **36.1** | **36.1** | **36.1** | **38.0** | **39.9** | **41.8** | **43.7** | **45.6** | 47.5 |
| 20 | | | | | | | | | | | **40.0** | **40.0** | **40.0** | **40.0** | **40.0** | **40.0** | **42.0** | **44.0** | **46.0** | **48.0** | 50.0 |
| 21 | | | | | | | | | | | **44.1** | **44.1** | **44.1** | **44.1** | **44.1** | **44.1** | **44.1** | **46.2** | **48.3** | **50.4** | 52.5 |
| 22 | | | | | | | | | | | **48.4** | **48.4** | **48.4** | **48.4** | **48.4** | **48.4** | **48.4** | **48.4** | **50.6** | **52.8** | 55.0 |
| 23 | | | | | | | | | | | **52.9** | **52.9** | **52.9** | **52.9** | **52.9** | **52.9** | **52.9** | **52.9** | **52.9** | **55.2** | 57.5 |
| 24 | | | | | | | | | | | **57.6** | **57.6** | **57.6** | **57.6** | **57.6** | **57.6** | **57.6** | **57.6** | **57.6** | **57.6** | 60.0 |
| 25 | **50.0** | **50.0** | **50.0** | **50.0** | **50.0** | **50.0** | **52.5** | **55.0** | **57.5** | **60.0** | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | **52.0** | **54.6** | **54.6** | **54.6** | **54.6** | **54.6** | **54.6** | **57.2** | **59.8** | **62.4** | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | **54.0** | **56.7** | **59.4** | **59.4** | **59.4** | **59.4** | **59.4** | **59.4** | **62.1** | **64.8** | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | **56.0** | **58.8** | **61.6** | **64.4** | **64.4** | **64.4** | **64.4** | **64.4** | **64.4** | **67.2** | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | | **60.9** | **63.8** | **66.7** | **69.6** | **69.6** | **69.6** | **69.6** | **69.6** | **69.6** | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | | | **66.0** | **69.0** | **72.0** | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | | | | **71.3** | **74.4** | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | | | | | **76.8** | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | | | | | | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | | | | | | | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | | | | | | | | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |
| 36 | | | | | | | | | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 |
| 37 | | | | | Assumed minimum age of employee as 17 years when first employed | | | | | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 |
| 38 | | | | | | | | | | | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 |
| 39 | | | | | | | | | | | | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 |
| 40+ | | | | | | | | | | | | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

The bold shaded areas indicate reduced retirement percentages.

Note: If you are an inactive member with five or more years of earned service credit and you were not eligible for retirement at the time you terminated employment (inactive vested deferred), you are only eligible to retire when you reach full service retirement eligibility (unshaded percentages in the table above).

Effective January 1, 2011

# DPS 2

## DPS Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option A

Use this table if you began membership under the DPS benefit structure between July 1, 2005, and December 31, 2009, had five years of service credit on January 1, 2011, and were eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | | | | | | | | | | | | | | | | | | | | | 12.50 |
| 6 | | | | | | | | | | | | | | | | | | | | | 15.00 |
| 7 | | | | | | | | | | | | | | | | | | | | | 17.50 |
| 8 | | | | | | | | | | | | | | | | | | | | | 20.00 |
| 9 | | | | | | | | | | | | | | | | | | | | | 22.50 |
| 10 | | | | | | | | | | | | | | | | | | | | | 25.00 |
| 11 | | | | | | | | | | | | | | | | | | | | | 27.50 |
| 12 | | | | | | | | | | | | | | | | | | | | | 30.00 |
| 13 | | | | | No retirement benefits payable. | | | | | | | | | | | | | | | | 32.50 |
| 14 | | | | | | | | | | | | | | | | | | | | | 35.00 |
| 15 | | | | | | | | | | | **15.00** | **17.25** | **19.50** | **21.75** | **24.00** | **26.25** | **28.50** | **30.75** | **33.00** | **35.25** | 37.50 |
| 16 | | | | | | | | | | | **18.40** | **18.40** | **20.80** | **23.20** | **25.60** | **28.00** | **30.40** | **32.80** | **35.20** | **37.60** | 40.00 |
| 17 | | | | | | | | | | | **22.10** | **22.10** | **22.10** | **24.65** | **27.20** | **29.75** | **32.30** | **34.85** | **37.40** | **39.95** | 42.50 |
| 18 | | | | | | | | | | | **26.10** | **26.10** | **26.10** | **26.10** | **28.80** | **31.50** | **34.20** | **36.90** | **39.60** | **42.30** | 45.00 |
| 19 | | | | | | | | | | | **30.40** | **30.40** | **30.40** | **30.40** | **30.40** | **33.25** | **36.10** | **38.95** | **41.80** | **44.65** | 47.50 |
| 20 | | | | | | | | | | | **35.00** | **35.00** | **35.00** | **35.00** | **35.00** | **35.00** | **38.00** | **41.00** | **44.00** | **47.00** | 50.00 |
| 21 | | | | | | | | | | | **39.90** | **39.90** | **39.90** | **39.90** | **39.90** | **39.90** | **39.90** | **43.05** | **46.20** | **49.35** | 52.50 |
| 22 | | | | | | | | | | | **45.10** | **45.10** | **45.10** | **45.10** | **45.10** | **45.10** | **45.10** | **45.10** | **48.40** | **51.70** | 55.00 |
| 23 | | | | | | | | | | | **50.60** | **50.60** | **50.60** | **50.60** | **50.60** | **50.60** | **50.60** | **50.60** | **50.60** | **54.05** | 57.50 |
| 24 | | | | | | | | | | | **56.40** | **56.40** | **56.40** | **56.40** | **56.40** | **56.40** | **56.40** | **56.40** | **56.40** | **56.40** | 60.00 |
| 25 | **43.75** | **43.75** | **43.75** | **43.75** | **43.75** | **43.75** | **47.50** | **51.25** | **55.00** | **58.75** | 62.50 | 62.50 | 62.50 | 62.50 | 62.50 | 62.50 | 62.50 | 62.50 | 62.50 | 62.50 | 62.50 |
| 26 | **45.50** | **49.40** | **49.40** | **49.40** | **49.40** | **49.40** | **49.40** | **53.30** | **57.20** | **61.10** | 65.00 | 65.00 | 65.00 | 65.00 | 65.00 | 65.00 | 65.00 | 65.00 | 65.00 | 65.00 | 65.00 |
| 27 | **47.25** | **51.30** | **55.35** | **55.35** | **55.35** | **55.35** | **55.35** | **55.35** | **59.40** | **63.45** | 67.50 | 67.50 | 67.50 | 67.50 | 67.50 | 67.50 | 67.50 | 67.50 | 67.50 | 67.50 | 67.50 |
| 28 | **49.00** | **53.20** | **57.40** | **61.60** | **61.60** | **61.60** | **61.60** | **61.60** | **61.60** | **65.80** | 70.00 | 70.00 | 70.00 | 70.00 | 70.00 | 70.00 | 70.00 | 70.00 | 70.00 | 70.00 | 70.00 |
| 29 | | **55.10** | **59.45** | **63.80** | **68.15** | **68.15** | **68.15** | **68.15** | **68.15** | **68.15** | 72.50 | 72.50 | 72.50 | 72.50 | 72.50 | 72.50 | 72.50 | 72.50 | 72.50 | 72.50 | 72.50 |
| 30 | | | **61.50** | **66.00** | **70.50** | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 | 75.00 |
| 31 | | | | **68.20** | **72.85** | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 | 77.50 |
| 32 | | | | | **75.20** | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 | 80.00 |
| 33 | | | | | | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 | 82.50 |
| 34 | | | | | | | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 | 85.00 |
| 35 | | | | | | | | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 | 87.50 |
| 36 | | | | Assumed minimum age of employee as 17 years when first employed | | | | | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 | 90.00 |
| 37 | | | | | | | | | | 92.50 | 92.50 | 92.50 | 92.50 | 92.50 | 92.50 | 92.50 | 92.50 | 92.50 | 92.50 | 92.50 | 92.50 |
| 38 | | | | | | | | | | | 95.00 | 95.00 | 95.00 | 95.00 | 95.00 | 95.00 | 95.00 | 95.00 | 95.00 | 95.00 | 95.00 |
| 39 | | | | | | | | | | | | 97.50 | 97.50 | 97.50 | 97.50 | 97.50 | 97.50 | 97.50 | 97.50 | 97.50 | 97.50 |
| 40+ | | | | | | | | | | | | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

The bold shaded areas indicate reduced retirement percentages.

Note: If you are an inactive member with five or more years of earned service credit and you were not eligible for retirement at the time you terminated employment (inactive vested deferred), you are only eligible to retire when you reach full service retirement eligibility (unshaded percentages in the table above).

Effective January 1, 2011

# DPS 3

## DPS Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option A

Use this table if you began membership under the DPS benefit structure on or before December 31, 2009, had five years of service credit on January 1, 2011, and were not eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 40 | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | | | | | | | | | | | | | | | | | | | | | | | | | | 12.5 |
| 6 | | | | | | | | | | | | | | | | | | | | | | | | | | 15.0 |
| 7 | | | | | | | | | | | | | | | | | | | | | | | | | | 17.5 |
| 8 | | | | | | | | | | | | | | | | | | | | | | | | | | 20.0 |
| 9 | | | | | | | | | | | | | | | | | | | | | | | | | | 22.5 |
| 10 | | | | | | | | | | | | | | | | | | | | | | | | | | 25.0 |
| 11 | | | | | | No retirement benefits payable. | | | | | | | | | | | | | | | | | | | | 27.5 |
| 12 | | | | | | | | | | | | | | | | | | | | | | | | | | 30.0 |
| 13 | | | | | | | | | | | | | | | | | | | | | | | | | | 32.5 |
| 14 | | | | | | | | | | | | | | | | | | | | | | | | | | 35.0 |
| 15 | | | | | | | | | | | | | | | | **15.6** | **16.9** | **18.4** | **20.0** | **21.8** | **23.8** | **26.0** | **28.5** | **31.2** | **34.2** | 37.5 |
| 16 | | | | | | | | | | | | | | | | **18.2** | **18.1** | **19.6** | **21.4** | **23.3** | **25.4** | **27.8** | **30.4** | **33.2** | **36.4** | 40.0 |
| 17 | | | | | | | | | | | | | | | | **21.2** | **21.1** | **20.9** | **22.7** | **24.8** | **27.0** | **29.5** | **32.3** | **35.3** | **38.7** | 42.5 |
| 18 | | | | | | | | | | | | | | | | **24.6** | **24.4** | **24.3** | **24.1** | **26.2** | **28.6** | **31.2** | **34.2** | **37.4** | **41.0** | 45.0 |
| 19 | | | | | | | | | | | | | | | | **28.4** | **28.2** | **28.1** | **27.9** | **27.7** | **30.2** | **33.0** | **36.1** | **39.5** | **43.3** | 47.5 |
| 20 | | | | | | | | | | | | | | | | **32.7** | **32.5** | **32.3** | **32.2** | **32.0** | **31.8** | **34.7** | **38.0** | **41.5** | **45.5** | 50.0 |
| 21 | | | | | | | | | | | | | | | | **37.4** | **37.3** | **37.1** | **37.0** | **36.8** | **36.6** | **36.4** | **39.8** | **43.6** | **47.8** | 52.5 |
| 22 | | | | | | | | | | | | | | | | **42.7** | **42.6** | **42.5** | **42.4** | **42.2** | **42.1** | **41.9** | **41.7** | **45.7** | **50.1** | 55.0 |
| 23 | | | | | | | | | | | | | | | | **48.6** | **48.5** | **48.5** | **48.4** | **48.3** | **48.2** | **48.0** | **47.9** | **47.8** | **52.4** | 57.5 |
| 24 | | | | | | | | | | | | | | | | **55.2** | **55.2** | **55.1** | **55.1** | **55.0** | **54.9** | **54.9** | **54.8** | **54.7** | **54.7** | 60.0 |
| 25 | **28.8** | **31.1** | **33.5** | **36.2** | **39.1** | **42.2** | **42.1** | **42.0** | **41.9** | **41.8** | **41.6** | **45.1** | **48.9** | **53.0** | **57.5** | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | **30.0** | **32.3** | **34.9** | **37.7** | **40.7** | **43.9** | **47.4** | **47.3** | **47.2** | **47.1** | **47.0** | **46.9** | **50.8** | **55.1** | **59.8** | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | **31.1** | **33.6** | **36.2** | **39.1** | **42.2** | **45.6** | **49.3** | **53.3** | **53.2** | **53.1** | **53.0** | **52.9** | **52.8** | **57.3** | **62.1** | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | **32.3** | **34.8** | **37.6** | **40.6** | **43.8** | **47.3** | **51.1** | **55.2** | **59.7** | **59.7** | **59.6** | **59.5** | **59.5** | **59.4** | **64.4** | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | | | | | | | **52.9** | **57.2** | **61.9** | **67.0** | **66.9** | **66.9** | **66.8** | **66.8** | **66.8** | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | | | | | | | | **59.2** | **64.0** | **69.3** | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | | | | | | | | | **66.1** | **71.6** | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | | | | | | | | | | **73.9** | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | | | | | | | | | | | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | | | | | | | | | | | | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | | | | | | | | | | | | | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |
| 36 | | | | | | | Assumed minimum age of employee as 17 years when first employed. | | | | | | | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 | 90.0 |
| 37 | | | | | | | | | | | | | | | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 | 92.5 |
| 38 | | | | | | | | | | | | | | | | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 | 95.0 |
| 39 | | | | | | | | | | | | | | | | | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 | 97.5 |
| 40+ | | | | | | | | | | | | | | | | | | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

Final calculations are made to the exact amount of service you earn, not necessarily even years.

Note: If you are an inactive member with five or more years of earned service credit and you were not eligible for retirement at the time you terminated employment (inactive vested deferred), you are only eligible to retire when you reach full service retirement eligibility (unshaded percentages in the table above).

Effective March 1, 2025

# DPS 4

## DPS Benefit Structure
## Highest Average Salary Percentages
## for Retirement Benefit Option A

Use this table if you began membership under the DPS benefit structure on or before December 31, 2009, and had less than five years of service credit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | **7.9** | **8.7** | **9.5** | **10.4** | **11.4** | 12.5 |
| 6 | | | | | | | | | | | **9.5** | **10.4** | **11.4** | **12.5** | **13.7** | 15.0 |
| 7 | | | | | | | | | | | **11.1** | **12.1** | **13.3** | **14.5** | **15.9** | 17.5 |
| 8 | | | | | | | | | | | **12.7** | **13.9** | **15.2** | **16.6** | **18.2** | 20.0 |
| 9 | | | | | | | | | | | **14.3** | **15.6** | **17.1** | **18.7** | **20.5** | 22.5 |
| 10 | | | | | | | | | | | **15.9** | **17.4** | **19.0** | **20.8** | **22.8** | 25.0 |
| 11 | | | | | | | | | | | **17.5** | **19.1** | **20.9** | **22.9** | **25.0** | 27.5 |
| 12 | | | | | | | | | | | **19.1** | **20.8** | **22.8** | **24.9** | **27.3** | 30.0 |
| 13 | | | | | | | | | | | **20.7** | **22.6** | **24.7** | **27.0** | **29.6** | 32.5 |
| 14 | | | | | | | | | | | **22.2** | **24.3** | **26.6** | **29.1** | **31.9** | 35.0 |
| 15 | | | | | | | | | | | **23.8** | **26.0** | **28.5** | **31.2** | **34.2** | 37.5 |
| 16 | | | | | | | | | | | **26.7** | **27.8** | **30.4** | **33.2** | **36.4** | 40.0 |
| 17 | | | | | | | | | | | **29.7** | **30.9** | **32.3** | **35.3** | **38.7** | 42.5 |
| 18 | | | | | | | | | | | **32.9** | **34.3** | **35.8** | **37.4** | **41.0** | 45.0 |
| 19 | | | | | | | | | | | **36.3** | **37.9** | **39.6** | **41.4** | **43.3** | 47.5 |
| 20 | | | | | | **32.7** | **34.0** | **35.4** | **36.9** | **38.4** | **40.1** | **41.8** | **43.7** | **45.6** | **47.8** | 50.0 |
| 21 | | | | | | **35.9** | **37.3** | **38.8** | **40.4** | **42.2** | **44.0** | **45.9** | **48.0** | **50.2** | 52.5 | 52.5 |
| 22 | | | | | | **39.2** | **40.8** | **42.5** | **44.3** | **46.2** | **48.2** | **50.3** | **52.6** | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | **42.8** | **44.5** | **46.4** | **48.4** | **50.5** | **52.6** | **55.0** | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | **46.6** | **48.6** | **50.6** | **52.8** | **55.0** | **57.5** | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | **41.6** | **43.3** | **45.0** | **46.8** | **48.7** | **50.7** | **52.8** | **55.0** | **57.3** | **59.9** | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | **43.3** | **46.9** | **48.8** | **50.7** | **52.8** | **55.0** | **57.3** | **59.7** | **62.3** | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | **45.0** | **48.7** | **52.8** | **55.0** | **57.2** | **59.6** | **62.0** | **64.7** | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | **46.6** | **50.5** | **54.7** | **59.4** | **61.9** | **64.4** | **67.2** | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | **48.3** | **52.3** | **56.7** | **61.5** | **66.7** | **69.6** | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | **50.0** | **54.1** | **58.7** | **63.6** | **69.1** | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | **56.1** | **55.9** | **60.6** | **65.7** | **71.4** | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | **62.8** | **62.7** | **62.6** | **67.9** | **73.7** | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | **70.3** | **70.2** | **70.1** | **70.0** | **76.0** | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | **78.5** | **78.4** | **78.4** | **78.3** | **78.3** | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

Note: If you are an inactive member with five or more years of earned service credit and you were not eligible for retirement at the time you terminated employment (inactive vested deferred), you are only eligible to retire when you reach full service retirement eligibility (unshaded percentages in the table above).

Effective March 1, 2025

# SAFETY OFFICERS 1

## Safety Officers
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership on or before December 31, 2019, and were eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | **10.0** | **10.5** | **11.0** | **11.5** | **12.0** | 12.5 |
| 6 | | | | | | | | | | | **12.0** | **12.6** | **13.2** | **13.8** | **14.4** | 15.0 |
| 7 | | | | | | | | | | | **14.0** | **14.7** | **15.4** | **16.1** | **16.8** | 17.5 |
| 8 | | | | | | | | | | | **16.0** | **16.8** | **17.6** | **18.4** | **19.2** | 20.0 |
| 9 | | | | | | | | | | | **18.0** | **18.9** | **19.8** | **20.7** | **21.6** | 22.5 |
| 10 | | | | | | | | | | | **20.0** | **21.0** | **22.0** | **23.0** | **24.0** | 25.0 |
| 11 | | | | | | | | | | | **22.6** | **23.1** | **24.2** | **25.3** | **26.4** | 27.5 |
| 12 | | | | | | | | | | | **25.2** | **25.8** | **26.4** | **27.6** | **28.8** | 30.0 |
| 13 | | | | | | | | | | | **28.0** | **28.6** | **29.3** | **29.9** | **31.2** | 32.5 |
| 14 | | | | | | | | | | | **30.8** | **31.5** | **32.2** | **32.9** | **33.6** | 35.0 |
| 15 | | | | | | | | | | | **33.8** | **34.5** | **35.3** | **36.0** | **36.8** | 37.5 |
| 16 | | | | | | | | | | | **36.8** | **37.6** | **38.4** | **39.2** | 40.0 | 40.0 |
| 17 | | | | | | | | | | | **40.0** | **40.8** | **41.7** | 42.5 | 42.5 | 42.5 |
| 18 | | | | | | | | | | | **43.2** | **44.1** | 45.0 | 45.0 | 45.0 | 45.0 |
| 19 | | | | | | | | | | | **46.6** | 47.5 | 47.5 | 47.5 | 47.5 | 47.5 |
| 20 | **42.5** | **44.0** | **45.5** | **47.0** | **48.5** | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 |
| 21 | **46.2** | **46.2** | **47.8** | **49.4** | **50.9** | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 |
| 22 | **50.1** | **50.1** | **50.1** | **51.7** | **53.4** | 55.5 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 |
| 23 | **54.1** | **54.1** | **54.1** | **54.1** | **55.8** | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | **58.2** | **58.2** | **58.2** | **58.2** | **58.2** | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |

The bold shaded areas indicate reduced retirement percentages.

For 30+ years, add 2.5% to 75.0 for each year over 30 up to 100%.

The retirement eligibility and HAS percentages of this table assume all of your PERA service credit was credited to your account during your employment as a Safety Officer. If you have PERA service credit from membership in a position other than a Safety Officer, including any time spent in the academy as a cadet, please contact PERA for additional information.

Effective January 1, 2011

# SAFETY OFFICERS 2

## Safety Officers
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership on or before December 31, 2019,
and you were not eligible to receive a benefit on January 1, 2011.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | | | | | | **7.9** | **8.7** | **9.5** | **10.4** | **11.4** | 12.5 |
| 6 | | | | | | | | | | | | | | | | **9.5** | **10.4** | **11.4** | **12.5** | **13.7** | 15.0 |
| 7 | | | | | | | | | | | | | | | | **11.1** | **12.1** | **13.3** | **14.5** | **15.9** | 17.5 |
| 8 | | | | | | | | | | | | | | | | **12.7** | **13.9** | **15.2** | **16.6** | **18.2** | 20.0 |
| 9 | | | | | | | | | | | | | | | | **14.3** | **15.6** | **17.1** | **18.7** | **20.5** | 22.5 |
| 10 | | | | | | | | | | | | | | | | **15.9** | **17.4** | **19.0** | **20.8** | **22.8** | 25.0 |
| 11 | | | | | | | | | | | | | | | | **18.3** | **19.1** | **20.9** | **22.9** | **25.0** | 27.5 |
| 12 | | | | | | | | | | | | | | | | **20.9** | **21.8** | **22.8** | **24.9** | **27.3** | 30.0 |
| 13 | | | | | | | | | | | | | | | | **23.8** | **24.8** | **25.9** | **27.0** | **29.6** | 32.5 |
| 14 | | | | | | | | | | | | | | | | **26.8** | **28.0** | **29.2** | **30.5** | **31.9** | 35.0 |
| 15 | | | | | | | | | | | | | | | | **30.0** | **31.3** | **32.8** | **34.2** | **35.8** | 37.5 |
| 16 | | | | | | | | | | | | | | | | **33.5** | **35.0** | **36.5** | **38.2** | 40.0 | 40.0 |
| 17 | | | | | | | | | | | | | | | | **37.3** | **38.9** | **40.7** | 42.5 | 42.5 | 42.5 |
| 18 | | | | | | | | | | | | | | | | **41.2** | **43.1** | 45.0 | 45.0 | 45.0 | 45.0 |
| 19 | | | | | | | | | | | | | | | | **45.5** | 47.5 | 47.5 | 47.5 | 47.5 | 47.5 |
| 20 | | | | | | **33.3** | **36.1** | **39.1** | **42.4** | **46.0** | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 |
| 21 | | | | | | **38.0** | **37.9** | **41.1** | **44.5** | **48.3** | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 |
| 22 | | | | | | **43.2** | **43.1** | **43.0** | **46.7** | **50.6** | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | **49.0** | **48.9** | **48.8** | **48.8** | **52.9** | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | **55.4** | **55.4** | **55.3** | **55.3** | **55.2** | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | | | | | | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | | | | | | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | | | | | | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | | | | | | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | | | | | | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

The retirement eligibility and HAS percentages of this table assume all of your PERA service credit was credited to your account during your employment as a Safety Officer. If you have PERA service credit from membership in a position other than a Safety Officer, including any time spent in the academy as a cadet, please contact PERA for additional information.

Effective March 1, 2025

# SAFETY OFFICERS 3

## Safety Officers
## Highest Average Salary Percentages
## for Retirement Benefit Option 1

Use this table if you began PERA membership on or after January 1, 2020.

| Years of Service | Age at Retirement | | | | | | | | | | | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65+ |
| 5 | No retirement benefits payable. | | | | | | | | | | **7.9** | **8.7** | **9.5** | **10.4** | **11.4** | 12.5 |
| 6 | | | | | | | | | | | **9.5** | **10.4** | **11.4** | **12.5** | **13.7** | 15.0 |
| 7 | | | | | | | | | | | **11.1** | **12.1** | **13.3** | **14.5** | **15.9** | 17.5 |
| 8 | | | | | | | | | | | **12.7** | **13.9** | **15.2** | **16.6** | **18.2** | 20.0 |
| 9 | | | | | | | | | | | **14.3** | **15.6** | **17.1** | **18.7** | **20.5** | 22.5 |
| 10 | | | | | | | | | | | **15.9** | **17.4** | **19.0** | **20.8** | **22.8** | 25.0 |
| 11 | | | | | | | | | | | **18.3** | **19.1** | **20.9** | **22.9** | **25.0** | 27.5 |
| 12 | | | | | | | | | | | **20.9** | **21.8** | **22.8** | **24.9** | **27.3** | 30.0 |
| 13 | | | | | | | | | | | **23.8** | **24.8** | **25.9** | **27.0** | **29.6** | 32.5 |
| 14 | | | | | | | | | | | **26.8** | **28.0** | **29.2** | **30.5** | **31.9** | 35.0 |
| 15 | | | | | | | | | | | **30.0** | **31.3** | **32.8** | **34.2** | **35.8** | 37.5 |
| 16 | | | | | | | | | | | **33.5** | **35.0** | **36.5** | **38.2** | 40.0 | 40.0 |
| 17 | | | | | | | | | | | **37.3** | **38.9** | **40.7** | 42.5 | 42.5 | 42.5 |
| 18 | | | | | | | | | | | **41.2** | **43.1** | 45.0 | 45.0 | 45.0 | 45.0 |
| 19 | | | | | | | | | | | **45.5** | 47.5 | 47.5 | 47.5 | 47.5 | 47.5 |
| 20 | | | | | | **40.6** | **42.2** | **44.0** | **45.9** | **47.9** | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 | 50.0 |
| 21 | | | | | | **44.4** | **46.3** | **48.2** | **50.3** | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 | 52.5 |
| 22 | | | | | | **48.6** | **50.6** | **52.8** | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 | 55.0 |
| 23 | | | | | | **52.9** | **55.2** | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 | 57.5 |
| 24 | | | | | | **57.6** | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 | 60.0 |
| 25 | | | | | | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 | 62.5 |
| 26 | | | | | | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 | 65.0 |
| 27 | | | | | | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 | 67.5 |
| 28 | | | | | | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 | 70.0 |
| 29 | | | | | | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 | 72.5 |
| 30 | | | | | | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 | 75.0 |
| 31 | | | | | | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 | 77.5 |
| 32 | | | | | | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 | 80.0 |
| 33 | | | | | | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 | 82.5 |
| 34 | | | | | | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 | 85.0 |
| 35 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 | 87.5 |

The bold shaded areas indicate reduced retirement percentages. These percentages ensure that, as of your effective date of retirement, your reduced retirement benefit is the actuarial equivalent of your full service retirement benefit. These percentages are subject to change based on actuarial experience.

For 35+ years, add 2.5% to 87.5 for each year over 35 up to 100%. Final calculations are made to the exact amount of service you earn, not necessarily even years.

The retirement eligibility and HAS percentages of this table assume all of your PERA service credit was credited to your account during your employment as a Safety Officer. If you have PERA service credit from membership in a position other than a Safety Officer, including any time spent in the academy as a cadet, please contact PERA for additional information.

Effective March 1, 2025

## PERA Board of Trustees (as of April 2026)

**Hon. Rebecca R. Freyre, Chair**
*Colorado Court of Appeals*

**Trina Ruhland, Vice Chair**
*Boulder County*

**Eunice Botchway**
*Adams-Arapahoe School District 28J*

**Nathan Geroche**
*Boulder Valley School District*

**Amy Grant**
*Denver Public Schools*

**Lisa Landis**
*University of Colorado*

**Cynthia Loh**
*Governor Appointee*

**Maruti D. Moré**
*Colorado Department of the Treasury*

**Tina Mueh**
*Retiree, Boulder Valley School District*

**Timothy M. O'Brien**
*Retiree, Office of the State Auditor*

**Jennifer Pasquino**
*Governor Appointee*

**Marcus A. Pennell**
*Jefferson County School District R-1*

**Andrew Schremp**
*Governor Appointee*

**Scott Simon**
*Fire and Police Pension Association of Colorado*

**Tonya J. Thompson**
*Harrison School District 2*

**Hon. Dave Young**
*State Treasurer*

## Plan Administrator

**Andrew Roth**
*Chief Executive Officer/Executive Director*
Colorado Public Employees' Retirement Association
1301 Pennsylvania Street
Denver, CO 80203-5011

# CONTACT PERA

Visit PERA's website at copera.org.

Call PERA's Customer Service Center at 800-759-7372.

Visit the PERA offices in Denver or Westminster.

Send mail to PERA at
P.O. Box 5800
Denver, CO 80217-5800

Forms and publications can be found on the PERA website. Copies can also be requested by calling PERA's Customer Service Center.

Your PERA membership rights, benefits, and obligations are governed by Title 24, Article 51, of the Colorado Revised Statutes, PERA Rules, and other governing laws, which prevail over any interpretations in this booklet.

5/5 (REV 4-26)

Printed on recycled paper