

Act 163 Benefits Comparison Chart - Internal for ERS Staff

ERS Membership date on or after 7/1/2012

Class	Hybrid		Contributory				
	General (11, 13, 21, 22, 23, 24, 25, 31, 81, 83)	SW, WSO, EMT (71, 72, 73)	General (11, 13, 21, 22, 23, 24, 25, 31)	*Judges (52)	*Elected, Legislative Officers (61, 62, 63, 64)	Police, Fire, Investigator, ACO (41, 42, 43, 81, 82, 83)	SW, WSO, EMT (71, 72, 73)
Normal Retirement	65 w/ 10 yos 60 w/ 30 yos	65 w/ 10 yos 55 w/ 25 yos	60 w/ 10 yos	60 w/ 10 yos	Any age w/ 10 yos	60 w/ 10 yos 55 w/ 25 yos	60 w/ 10 yos 55 w/ 25 yos
Early Retirement (Age Penalty)	55 w/ 20 yos	55 w/ 20 yos	55 w/ 25 yos	55 w/ 25 yos	Any age w/ 10 yos (mixed)	55 w/ 25 yos (mixed)	55 w/ 25 yos (mixed)
Multiplier	1.75%	1.75%	1.75%	***3%	***3%	***2.25%	1.75%
Post-Retirement (COLA)	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%	1.5%
AFC	5 years	5 years	5 years	5 years	5 years	5 years	5 years
Vesting	10 yos	10 yos	10 yos	10 yos	10 yos	10 yos	10 yos
Interest Rate on contributions	2.0%	2.0%	2.0%	**2%	**2%	2.0%	2.0%
Contribution Rate	8.0%	11.75%	9.8%	**9.8%	**9.8%	14.2%	9.8%

ERS Membership date prior to 7/1/2012****

Class	Hybrid		Contributory				
	General (11, 13, 21, 22, 23, 24, 25, 31, 81, 83)	SW, WSO, EMT (71, 72, 73)	General (11, 13, 21, 22, 23, 24, 25, 31)	*Judges (51 and 52)	*Elected, Legislative Officers (61, 62, 63, 64)	Police, Fire, Investigator, ACO (41, 42, 43, 81, 82, 83, 84)	SW, EMT (71, 72, 73)
Normal Retirement	62 w/ 5 yos 55 w/ 30 yos	62 w/ 5 yos Any age w/25 yos	55 w/5 yos	55 w/ 5 yos	55 w/ 5 yos Any age w/ 10 yos	55 w/ 5 yos Any age w/ 25 yos	55 w/ 5 yos Any age w/ 25 yos
Early Retirement (Age Penalty)	55 w/ 20 yos	55 w/ 20 yos	Any age w/ 25 yos	Any age w/ 25 yos	Any age w/ 10 yos (mixed)	Any age w/ 25 yos (mixed)	Any age w/ 25 yos (mixed)
Multiplier	2.0%	2.0%	2.0%	***3.5%	***3.5%	***2.5%	2.0%
Post-Retirement (COLA)	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%	2.5%
AFC	3 years	3 years	3 years	3 years	3 years	3 years	3 years
Vesting	5 yos	5 yos	5 yos	5 yos	5 yos	5 yos	5 yos
Interest Rate on contributions	4.5%	4.5%	4.5%	**4.5%	**4.5%	4.5%	4.5%
Contribution Rate	6.0%	9.75%	7.8%	**7.8%	**7.8%	12.2%	7.8%

Class	Noncontributory	
	General (11, 13, 21, 22, 23, 24, 25, 31, 81, 83)	SW, WSO, EMT (71, 72, 73)
Normal Retirement	62 w/ 10 yos 55 w/ 30 yos	62 w/ 10 yos Any age w/ 25 yos
Early Retirement (Age Penalty)	55 w/ 20 yos	55 w/ 20 yos
Multiplier	1.25%	1.25%
Post-Retirement (COLA)	2.5%	2.5%
AFC	3 years	3 years
Vesting	10 yos	10 yos
Interest Rate on contributions	N/A	N/A
Contribution Rate	N/A	N/A

**Interest Rate for Membership on or after 7/1/2011 = 2.0%

Employer Contribution Rates		
	Police, Fire, ACO	All others
Eff. 7/1/2020	41.00%	24%

*Judges and Elective Officials Pension Calculation: Years of Service x AFC x Benefit Percentage + Annuity**
 **Elective Official contributions + interest/Service Annuity Factor for age
 ***Elective Officials, Judges and Police and Fire have limits of 75% or 80% of their AFC applied to their Maximum Allowance
 ****Members who first earned service as a Judge or Elective Officer after June 30, 2012 use the 3% multiplier

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