

CAMBRIA COUNTY  
EMPLOYEES' RETIREMENT PENSION PLAN

PLAN SUMMARY



CAMBRIA COUNTY

**REVISED**

January, 2022

### **Retirement Board**

Commissioner	Thomas C. Chernisky (President)
Commissioner	William Smith
Commissioner	Scott Hunt
Controller	Ed Cernic, Jr. (Secretary)
Treasurer	Lisa M. Kozorosky

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“Self-Administered by the Retirement Board”  
Through the Secretary

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## FORWARD

Your Cambria County Employees' Retirement Pension Plan (the "Plan") is designed to provide you with a lifetime income in your retirement years. In addition, it contains provisions which will, under certain circumstances, provide disability benefits to you and survivor benefits to a beneficiary in the event of your death.

This booklet explains the benefits available to you through the Plan and the booklet is for the express purpose of helping you understand how the Plan works, its important provisions and your participation rights. However, since it is a summary, there are additional details in the Plan document and the County Pension Law, Act 96 of 1971 (as amended), which are not described here.

If there is a difference in the way a provision is described in this booklet and the way it is described in the Plan document and/or the County Pension Law, the Retirement Board must use the Plan document and the County Pension Law to make decisions.

The Plan is contributory. This means that you contribute a portion of the amount necessary to provide benefits in addition to the defined benefits provided by the County.

You should also remember that in addition to the above you may be entitled to receive a monthly pension upon becoming eligible for Social Security.

The Retirement Board wants you to be informed about your Plan; therefore, it is important that each member become familiar with its provisions. If you still have questions after reading this booklet, please bring them to the attention of any member of the Retirement Board.

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## **COUNTY EMPLOYEES' RETIREMENT SYSTEM**

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### BENEFIT HISTORY

**County Class Basis**

1/120  
1/100  
1/80  
1/60

System Established  
Board Authorized  
Board Authorized  
Board Authorized

**Effective Date**

February 1942  
February 1950  
February 1954  
Feb. 1972 to present

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## SUMMARY OF CAMBRA COUNTY EMPLOYEES' RETIREMENT PENSION PLAN

### 1. Plan Authority

The County adopted the Plan effective as of February 1942 and the Plan document was most recently amended and restated as of January 1, 2022 by the County. The "County Pension Law," Act 96 of 1971, as amended was enacted by the General Assembly of the Commonwealth of Pennsylvania and contains the provisions governing the establishment and operation of a retirement system for county employees.

### 2. Administration

The Plan is administered by a Retirement Board consisting of five members: the three County Commissioners, the County Controller and the County Treasurer. Each member of the Board is a trustee of the Plan, a fiduciary. Each is required to administer the affairs of the Board and the Plan in accordance with the provisions of the Plan document and County Pension Law. Three members constitute a quorum. A record shall be kept of all the proceedings of the Board and this record shall be open to inspection by the public to the extent required by applicable law.

### 3. Plan Participation

All full-time appointed County employees expected to be credited with one thousand (1,000) hours or more in a twelve (12) month period after employment and each twelve (12) month period thereafter are automatically members of the Plan when they first become employees (and are referred to as covered employees). An elected officer, however, may become a member of the Plan at a later date.

If you are employed on a part-time basis, you are not eligible. A part-time employee for Plan purposes means someone who is hired by the County with the expectation of completing less than one thousand (1,000) hours of service during the twelve (12) month period after employment and each twelve (12) month period thereafter.

In addition, you are not considered an eligible employee for Plan purposes if you are employed in the following capacity: (a) collectively bargained employees, unless otherwise provided by the applicable bargaining agreement or (b) leased employees.

4. Original Members

If you were a regular County employee on the date the Plan was established, you are known as an "original member" and will get full credit for service prior to the date the system was established. Such service is referred to as "prior service." Credit may also be given under certain circumstances to a County employee who was employed on a per diem basis before the Plan was established

5. New Members

If you were employed after the Plan was established, you are known as a "new member" and will receive credit for each year, month and day of your service during membership as a covered employee. You will earn a year of credit for all purposes under the Plan for each whole year (12-month period beginning on your employment or reemployment date and each anniversary thereof) during which you are actively employed by the County as a covered employee. Less than whole year or whole month periods of service as a covered employee shall be aggregated on the basis that 365 days of service equal a whole Year of Service and 30 days of service equal a whole month of service. You will receive credit for certain leaves of absence. Please consult the County for more information regarding the leave of absence provisions and your rights and obligations with respect to the Plan.

6. Member Contributions

The system is a contributory system; that is, as a member of the retirement system you contribute to the Plan. You are required to contribute by automatic deductions from your paycheck a specified percentage of your compensation, which is deducted from your pay and "picked up" (paid to the Plan) by the County on a pre-tax basis. The current member contribution rate is determined by the class

basis in which you are designated and as authorized by the Retirement Board (as indicated in the chart below):

<u>Class</u>	<u>Percentage of Compensation</u>
1/120	5%
1/100	6%
1/80	7%
1/70	8%
1/60	9%

Notwithstanding the preceding, the County may authorize you to reduce your contribution percentage to one of the lower classes, subject to any administrative procedures established by the County. These required member contributions are known as "pickup contributions." As such, "pickup contributions" will not be subject to federal income taxes in the year the contributions are made in accordance with I.R.C. Sec. 414(h)(2). Rather, taxation will be deferred until such time when they will be distributed upon termination or retirement from County service. All member contributions not designated as "pickup contributions" are taxed when the contributions are made.

You may also voluntarily elect to contribute up to an additional ten percent (10%) of your compensation on an after-tax basis. That is, voluntary contributions are subject to federal income taxes in the year contributions are made. If a member elects to voluntarily contribute more than the minimum, there is no corresponding increase in the contribution made by the County.

Member contributions and/or "pickup contributions" plus interest are credited to your individual member reserve account. Because the balance in this account determines the member's portion of the retirement benefit, the more a member contributes, there is potential for a greater retirement benefit.

All "new members" enter the Plan under the Class Basis in effect as authorized by the Retirement Board at the time of entry. Please see chart on the "Forward" page for more information.

7. Interest Credit

Your member contributions and/or "pickup contributions" receive interest for the entire time the money is in the Plan up to the date of retirement, death or withdrawal. The Retirement Board determines before January 31 each year the rate of interest to be credited to your member account for that year. Generally, the rate of interest will not be less than four percent (4%) nor more than five and one-half percent (5-1/2%). Your member contributions plus the interest credited on those amounts equal your total employee contribution benefit under the Plan. Subject to Section 26, you are always 100% vested on that total, which is known as your Employee Contribution Benefit.

8. County Contributions

In addition to the contributions you make to the Plan, the County contributes to the Plan amounts which are actuarially determined to be sufficient to build up and maintain the necessary reserves for the payment of all benefits.

9. Investments

The Retirement Board members are the trustees of the Plan and are responsible for investing the funds subject to the limitations imposed by law upon fiduciaries. The law requires the trustees to exercise prudence and good judgment in the selection of investments, or in the selection of a deposit administrator to administer the funds.

10. Refunds

You may receive a refund of your Employee Contributions Benefits only when you leave County service. If you leave County employment before completing five years of service and you have not



reached the age of 60, your Employee Contributions Benefit will be refunded automatically. There are no provisions in the law or in the Plan that would allow you to receive a partial refund or a loan.

11. Normal (Superannuation) Retirement

You are eligible for a superannuation retirement pension if you are:

- (a) 60 years of age or older regardless of the length of your credited service, or;
- (b) 55 years of age with twenty (20) years of credited service.

This is also known as your “Normal Retirement Date” for Plan purposes (although you are not required to terminate employment at that date).

(See example of calculation of a Normal (Superannuation) Retirement Pension - page 18-19)

12. Early Retirement

(a) Voluntary - you are eligible for a voluntary retirement pension if you have twenty (20) years of credited service and have not reached the age of 55 and your termination from County employment is voluntary.

(b) Involuntary - you are eligible for an involuntary retirement pension if you (i) have eight (8) years of credited service and your termination from County employment is involuntary or (ii) are an elected official, and separate from County service after eight (8) years of credited service when your term of office expires. (See example of calculation of an Early Retirement Pension - page 20)

Early retirement pensions (paid before your superannuation retirement age/Normal Retirement Date) are actuarially reduced from normal benefits to account for the expected longer period of payment and the shorter period of time during which interest is accumulated. If you do not elect to commence your benefit prior to your Normal Retirement Date, you will be deemed to elect payment in the form of Option 1-Life Annuity with Guarantee and your benefits will commence on your Normal Retirement Date.

(Actuarial Equivalent Early Retirement Reduction Factors are shown on Table - page 21-24).

13. Disability Retirement

You are eligible for a disability retirement pension if you become totally and permanently disabled while in service, have five (5) years of credited service and are not eligible for a superannuation retirement pension.

The disability must be total and permanent meaning that you are unable to engage in any substantial gainful activity by reason of medically determinable physical or mental impairment which can be expected to result in death and/or to last for a continuous period of twelve (12) months or more and which constitutes disability for social security purposes. You must provide all documentation reasonably requested by the County from time to time to establish your disability and the continuance of your disability.

A disability retirement pension will be twenty-five percent (25%) of your "final pay" (as defined in more detail in 16 below).

If the total disability pension paid up to the date of death is less than Employee Contributions Benefit, the balance will be paid to your designated beneficiary.

14. Death Benefits

If you should die in active service after age 60 or after ten (10) years of credited service, a lump-sum death benefit will be paid to your designated beneficiary(ies). The benefit will include both your member and County money. The amount is determined by calculating what the pension would be if

you had retired at the time of death; the present value of your pension is then paid in a lump-sum as the death benefit.

Upon reaching age 60 or after completing ten (10) years of service, you may file with the Retirement Board choosing to have the death benefit paid as a monthly lifetime pension to your beneficiary rather than a lump sum. The monthly pension is determined by calculating what the pension would have been if you had retired at the time of death and selected an Option Two (Joint and 100% Survivor Benefit) pension.

Notwithstanding the above, if you are vested in your accrued benefit and you die after reaching a termination date (or if the prior two paragraphs do not apply) but prior to starting a benefit, if you have not previously elected a form of benefit, the benefit will be paid as though you elected an Option One – Life Annuity with Guarantee pension on the day before your death with the result being that the present value of what the pension would have been if you had retired at the time of death paid to your designated beneficiary in a lump sum.

All death benefits may be limited and revised to the extent necessary to comply with the applicable requirements of Internal Revenue Code section 401(a)(9).

15. Vesting

If you leave the County's employment for any reason after having completed five (5) years of County service, you are considered to be one hundred percent (100%) vested. You have the right to receive a deferred normal pension, called a "vested pension" upon reaching superannuation retirement age/Normal Retirement Date. (See Section 11 for a definition of Normal Retirement Date.) However, payment of a "vested pension" is contingent upon surviving to superannuation age and upon leaving your accumulated deductions on deposit in your individual member account. The accumulated deductions will continue to earn regular interest during the vesting period. If you choose to withdraw

your accumulated deductions, you will forfeit your "vested pension." Benefits payable pursuant to this Section 15 shall commence on the last day of the month coincident with or next following your attainment of your Normal Retirement Date and if you do not elect a form of payment, you shall be deemed to have elected Option 1- Life Annuity with Guarantee.

Subject to Section 14, if, after vesting, you die before being eligible for a deferred pension, the full amount of Employee Contributions Benefit including interest to the date of death will be paid to your designated beneficiary (or to your estate if no designated beneficiary).

16. How to calculate a Normal (Superannuation) Retirement Pension

Your total retirement pension is made of two parts: a member's pension and a County pension.

(a) The member's pension is the equivalent actuarial value of the accumulated deductions credited to your individual member reserve account (i.e., the Employee Contributions Benefit).

(b) The County pension is determined from a formula which is the product of the class basis, your "final salary" and your service time at each class basis. (If a member participated at more than one class basis, the annual benefit at each class would be added together.)

MEMBER'S PENSION:

$$\text{Accumulated deductions} \times \text{Mo. pension factor} \times 12 = \text{Member Annual Pension}$$

COUNTY PENSION:

$$\begin{aligned} \text{Class basis} \times \text{"final salary"} \times \text{Service in class} &= \\ \text{Class basis} \times \text{"final salary"} \times \text{Service in class} &= \\ \text{Class basis} \times \text{"final salary"} \times \text{Service in class} &= \text{County Annual Pension} \\ &= \text{TOTAL Annual Pension} \end{aligned}$$

The amount of the benefit is converted to a monthly benefit by dividing the sum of the above by twelve. If you participated in more than one "Class basis" your annual benefit is added together.

Note: "Class basis" determines the benefit level that the County has authorized. Please refer to the County's Benefit History on the "Forward" page to determine the Class basis applicable to you.

<u>Class basis</u>	<u>Equivalent Percent</u>
1/120	.833 %
1/100	1.000 %
1/80	1.250 %
1/70	1.429 %
1/60	1.667 %

"Final salary" is the average annual Compensation received for the three (3) highest years of service. "Compensation" means the remuneration paid by the County to you with respect to service as an Employee, excluding: (1) refunds for expenses, (2) contingency and accountable expense allowances, (3) hospitalization buyout, (4) external transcripts, (5) uniform allowance, (6) severance payments or (7) payments for unused vacation or sick leave. Compensation includes amounts which are not currently includible in your gross income because the amounts were deferred by you under a cafeteria plan, a simplified employee pension, a tax-sheltered annuity plan qualified under Internal Revenue Code section 403(b), an "eligible deferred compensation plan" qualified under Internal Revenue Code section 457(b), a "qualified transportation fringe benefit program" under Internal Revenue Code §132(f)(4) or a governmental "pick-up" program (including under this Plan).

(See examples on page –18-20)

**Note: For those members whose participation began after December 31, 1995, the application of Internal Revenue Code (IRC) Section 401(a)(17) will limit the amount of compensation that may be taken into account under a qualified plan.**

17. Options

When you retire and become eligible for a benefit, you may choose one of the following five (5) options (although if you make no election you will be deemed to have elected Option 1 with payments commencing at the later of Normal Retirement Date or the last day of the month coincident or next following your actual retirement):

- (a) "No Option" - Under this option, you will receive a full monthly pension for as long as you live, with the guarantee that if the total pension you receive to the date of your death is less than what your member's accumulated deductions were at the time of your retirement, the balance will be payable to your designated beneficiary(ies). Under this option, you may name as many beneficiaries as you want and you may change the beneficiaries as often as you want.
- (b) Option One - Under this option, you will receive a lesser monthly amount than the full "No Option" pension for as long as you live, with the added guarantee that if the total pension you receive to the date of your death is less than the Present Value of your pension (i.e., member and County money) at the time of your retirement, the balance will be payable to your designated beneficiary(ies). Under this option, you may name as many beneficiaries as you want and you may change the beneficiaries as often as you want.
- (c) Option Two - This is a one hundred percent (100%) joint-life pension, which is based upon your age and the age of your designated beneficiary and is payable as long as either lives. If your beneficiary survives you, the same monthly pension paid to you will continue to your beneficiary for the balance of his life. If your designated beneficiary predeceases you, you will continue to receive a monthly pension until your death, at which time all monthly payments stop. If the total pension you and your designated beneficiary receives is less than what your member's accumulated deductions were at the time of your retirement, the balance will be paid in a lump-sum to your contingent beneficiary(ies).
- (d) Option Three - This is a fifty percent (50%) joint-life pension, which is based upon your age and the age of your designated beneficiary and is payable as long as either lives. If your beneficiary survives you, one-half of your monthly pension will be paid to your beneficiary for the balance of his life. Thus, Option Three gives you a larger pension than does Option Two but gives your surviving beneficiary a lesser monthly amount. If your designated beneficiary

predeceases you, you will continue to receive a monthly pension until your death, at which time all monthly payments stop. If the total pension you and your designated beneficiary receives is less than what your member's accumulated deductions were at the time of your retirement, the balance will be paid in a lump-sum to your contingent beneficiary(ies).

- (e) Option Four - Under this option, you may choose to withdraw in one payment at retirement the accumulated deductions credited to your individual member account (i.e., the Employee Contributions Benefit). The accumulated deductions consist of your member contributions and/or "pickup contributions" plus all interest that has been credited to your account to the date of retirement.

In addition to the amount you withdraw, you will also be entitled to receive a monthly pension as provided by the County. (See example 1A-page 19)

If you continue to work past your Normal Retirement Date, you will be eligible for a late retirement benefit. In such a case, your benefit payments will not begin until the last day of the month after you terminate employment except as provided in the next sentence. Currently, applicable law requires that you begin receiving benefit payments by the April 1 following the later of (i) the calendar year in which you reach age 72, or (ii) the calendar year in which you leave service with the County.

18. Monthly Payment of Pension

All retirement pensions are payable at the end of each month. A pension generally begins with the first day of retirement. Thus, if your retirement is other than the first day of the month, the pension for the first partial month will be a pro rata of the full monthly pension.

19. Designation of Beneficiary

You may designate one or more persons as the beneficiary(ies), to whom the refund of your Employee Contributions Benefit or death benefit will be paid upon your death. The "estate" may also be named as beneficiary. The secretary of the Plan will explain the beneficiary regulations and/or provide you with appropriate paperwork summarizing the rules.

It is important that you review your beneficiary designation(s) periodically especially if there is a change in marital status or a death of a previously designated beneficiary.

20. Cost-of-Living Increases for Pensioners

The cost-of-living must be reviewed at least once every three (3) years by the Retirement Board which determines whether an increase can be given.

Any cost-of-living increase granted will be the product of the full life pension before any modification and a percentage as determined by the cost-of-living index and the calendar year in which retirement became effective.

Cost-of-living increases may only be paid to retired members of the County and upon the death of the member, all cost-of-living payments shall cease. They may not continue to a surviving beneficiary.



21. Leave-of-Absence Without Pay

Contributions are not required during a "leave-of-absence without pay." Consequently, service credit for benefit purposes is not given. However, credit may be given for a leave of absence in certain cases, if you pay both the member and County contribution, upon approval by the retirement board. Please consult the County for additional details that might apply and any limitations or restrictions for any leave of absence, including your potential right to purchase and receive credit for a leave of absence.

22. Military Service Leave of Absence

A. Intervening Military Service

A member who has six (6) months or more of credited County service, and is then inducted or enlists for military service during a period declared by the President of the United States or the United States Congress to be a time of war, armed conflict or national emergency, is entitled to service credit under the plan during such military leave and the County will make the member contributions at the minimum rate based upon the salary the member was receiving at the time of his entry into ACTIVE military service in addition to the interest credits.

B. Non-intervening Military Service

A member who has three (3) years of County service may purchase and receive credit for active military service not to exceed five (5) years that was served before being employed by the County (subject to any administrative procedures adopted by the County for this purpose). Upon making an application you must present evidence of your active service and type of discharge. You must have received a discharge, other than an undesirable, bad conduct or dishonorable. In addition, you may not receive credit for military service if you are receiving, or are eligible to receive, now or in the future, retirement benefits for the same service under a retirement system of any other governmental agency. The purchase amount will include the member's share, County share and

interest at four percent (4%) compounded annually to the date of purchase. The member's share and County share will each be based on the product of five percent (5%) of the average salary for the first three (3) years of such subsequent County service.

23. Return to Service

If your employment terminates and you receive a complete distribution of your Plan benefit and then are rehired by the County, the service that you previously had earned will be disregarded for all purposes. Under these circumstances, you will be treated as a new employee under the Plan. If a former member returns to County service, credit for his former service will be restored if the employee repays to the Plan the accumulated deductions that were previously refunded. This amount may be paid in a lump-sum or by installments, but the amount must be repaid before retirement. Such repayment is optional with the individual; however, he is encouraged to repay the amount as soon as possible because, if the amount is not repaid before death or retirement, the member will not receive full credit for the previous service.

24. Employment after Retirement

A retiree from the County may continue to receive his full retirement pension and be employed by an employer other than the County. However, a retiree may not return to the County payroll on any basis other than on a part-time basis and simultaneously receive both a salary and a retirement pension. If such is the case, the retirement allowance shall immediately cease. Upon subsequent retirement, the retirement allowance will be recalculated to take into account the member's additional service or contributions. If a retiree serves as a juror, master or arbitrator, he is not considered reemployed and his pension will not be affected. If a retiree is re-employed on a part-time basis, that is, with the expectation of working less than one thousand (1000) hours for each twelve (12) month period from the date of hire, his monthly pension would not be reduced or affected. However, if the retiree who is re-employed on a part-time basis works more than one thousand (1000) hours, his monthly pension will then be reduced by each dollar received for service worked in excess of one thousand (1000)

hours. The maximum reduction each month is limited to the retirement allowance determined at retirement. The reduction will not be applied to any cost-of-living increases nor would any reduction be carried forward to the following month.

A retiree who is re-employed on a part-time basis will not receive additional service credit for retirement purposes. This is so even if the retiree is subsequently returned to active service after having worked on a part-time basis for a period in which one thousand (1000) hours per year was exceeded.

25. Taxation of Benefits

Because of the changing and complex nature of the tax laws, employees are encouraged to seek assistance from the I.R.S. or a competent tax advisor for proper tax treatment and advice. The County does not provide legal, tax or financial planning advice and nothing in this Summary should be construed accordingly. Subject to uniform rules established by the County and subject to applicable law, you may be able elect a direct rollover of any lump sum distribution of your Plan benefit to another tax qualified plan, to an IRA or to certain annuity contracts. You should contact the County for more information as to whether a distribution is eligible for rollover.

26. Loss, Disqualification or Forfeiture of Benefits

Your member annuity, County annuity and return of contributions are exempt from levy, sale, garnishment, attachment\* or any other process and may not be assigned, except for indebtedness due the County resulting from embezzlement or fraudulent conversion. In addition, if you are convicted or plead guilty or no defense to any crime related to public office or employment you will not be entitled in accordance with the Public Employee Pension Forfeiture Act to receive any retirement, or other benefit except for a return of your member contributions without interest.

- \* **An employee's pension is considered, however, marital property potentially subject to distribution in accordance with a domestic relations order (if and to the extent provided by the order and applicable law).**

27. Special Early Retirement Provision

If authorized by the commissioners and approved by the Retirement Board, a special early retirement provision may be adopted for active members.

If adopted the provision must provide an election period from 60 to 120 days with a 7-day revocation period after the member's initial election to be immediately followed by the special early retirement period which may not exceed 12 months.

Minimum eligibility cannot be less than attainment of 55 years of age and 10 years of credited service or 30 years of credited service with no age requirement.

The provision must provide additional full years of service equal to 10% to 30% of credited service at the current designated County class basis.

No more than one special early retirement provision can be authorized within a 5 year period.

For the purposes of this Plan, unless the context clearly requires otherwise, the masculine shall include the feminine, the singular the plural and vice versa.

While this summary attempts to be as accurate and informative as possible, the Plan document and the County Pension Law, Act 96 of 1971 as amended governs in all cases. Copies are available for your review in the office of the retirement board's secretary.



**Examples**

1. Calculation of a NORMAL (SUPERANNUATION) RETIREMENT PENSION

Sample Facts:

Member's Age at Retirement	-	60
Beneficiary's Age at Retirement	-	58
Accumulated Deductions	-	\$50,000
"Final Salary"	-	\$35,000
Credited Service:	-	23 years

5 years 8 months on 1/80 Class Basis

7 years 6 months on 1/70 Class Basis

9 years 10 months on 1/60 Class Basis

MEMBER PENSION:

Accumulated Deductions	x	Mo. Life Factor	x	12	=	Member Annual Pension
\$50,000	x	.008093	x	12	=	\$ 4,855.80

COUNTY PENSION:

Class Basis	x	"Final Salary"	x	Service in Class	=	County Annual Pension
1/80	x	\$ 35,000	x	5.66667	=	\$ 2,479.17
1/70	x	\$ 35,000	x	7.50000	=	3,750.00
1/60	x	\$ 35,000	x	9.83333	=	<u>5,736.11</u>
						\$ 11,965.28

Total Annual Pension (Member Pension Plus County Pension) = \$ 16,821.08

Monthly Pension under "No Option": \$16,821.08/12 = \$ 1,401.76

Monthly Pension under Option One: \$1,401.76 x .9490 = \$ 1,330.27

Monthly Pension under Option Two: \$1,401.76 x .8224 = \$ 1,152.81

Continuing Monthly Pension to surviving beneficiary = \$ 1,152.81

Monthly Pension under Option Three: \$1,401.76 x .9027 = \$ 1,265.37

Continuing Monthly Pension to surviving beneficiary = \$ 632.69

**Examples**

1A. Calculation of a NORMAL (SUPERANNUATION) RETIREMENT PENSION where member has selected Option Four

Sample Facts: Same as in Example 1

Member's Age at Retirement	-	60
Beneficiary's Age at Retirement	-	58
Accumulated Deductions	-	\$50,000
"Final Salary"	-	\$35,000
Credited Service:	-	23 years

5 years 8 months on 1/80 Class Basis  
 7 years 6 months on 1/70 Class Basis  
 9 years 10 months on 1/60 Class Basis

Member withdraws in one payment at retirement the Accumulated Deductions of \$50,000.

In addition the member is entitled to receive a monthly pension provided by the County calculated as follows:

Class Basis	x	"Final Salary"	x	Service in Class	=	County Annual Pension
1/80	x	\$ 35,000	x	5.66667	=	\$ 2,479.17
1/70	x	\$ 35,000	x	7.50000	=	3,750.00
1/60	x	\$ 35,000	x	9.83333	=	<u>5,736.11</u>
						\$ 11,965.28

Total Annual Pension = \$ 11,965.28

Monthly Pension under Option Four (A): \$11,965.28/12 = \$ 997.11

Monthly Pension under Option Four (B): \$997.11 x .9490 = \$ 946.26

Monthly Pension under Option Four (C): \$997.11 x .8224 = \$ 820.02

Continuing Monthly Pension to surviving beneficiary = \$ 820.02

Monthly Pension under Option Four (D): \$997.11 x .9027 = \$ 900.09

Continuing Monthly Pension to surviving beneficiary = \$ 450.05

**Examples**

2. Calculation of an EARLY RETIREMENT PENSION

Sample Facts:

Member's Age at Retirement	-	50
Beneficiary's Age at Retirement	-	48
Accumulated Deductions	-	\$50,000
"Final Salary"	-	\$35,000
Credited Service:	-	23 years

5 years 8 months on 1/80 Class Basis  
 7 years 6 months on 1/70 Class Basis  
 9 years 10 months on 1/60 Class Basis

MEMBER PENSION:

Accumulated Deductions	x	Mo. Life Factor	x	12	=	Member Annual Pension
\$50,000	x	.006935	x	12	=	\$ 4,161.00

COUNTY PENSION:

Class Basis	x	"Final Salary"	x	Service in Class	=	County Annual Pension
1/80	x	\$ 35,000	x	5.66667	=	\$ 2,479.17
1/70	x	\$ 35,000	x	7.50000	=	3,750.00
1/60	x	\$ 35,000	x	9.83333	=	<u>5,736.11</u>
						\$ 11,965.28

Actuarial Equivalent Reduction Factor		<u>x .6515</u>
		\$ 7,795.38

Total Annual Pension (Member Pension Plus County Pension)	=	\$ 11,956.38
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Monthly Pension under "No Option": \$11,956.38/12	=	\$ 996.37
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Monthly Pension under Option One: \$996.37 x .9759	=	\$ 972.36
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Monthly Pension under Option Two: \$996.37 x .8860	=	\$ 882.78
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Continuing Monthly Pension to surviving beneficiary	=	\$ 882.78
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Monthly Pension under Option Three: \$996.37 x .9396	=	\$ 936.19
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Continuing Monthly Pension to surviving beneficiary	=	\$ 468.10
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FACTORS FOR RETIREMENT QUOTATION

<u>Member Age</u>	<u>Reserves Factor</u>	<u>Mo. Pension Factor</u>	<u>Early Retirement Less Than 20 Yrs.</u>	<u>Early Retirement More Than 20 Yrs.</u>	<u>Option 1 &amp; (4B) Factor</u>	<u>Option (2) &amp; (4C) Factor</u>	<u>Adjust</u>	<u>Option (3) &amp; (4D) Factor</u>	<u>Adjust</u>	<u>Member Age</u>
19	14.2777	.005837	0.0409	0.0650	0.9978					19
20	14.2504	.005848	0.0439	0.0697	0.9977					20
21	14.2215	.005860	0.0471	0.0748	0.9976					21
22	14.1907	.005872	0.0505	0.0802	0.9975					22
23	14.1579	.005886	0.0542	0.0860	0.9974					23
24	14.1231	.005900	0.0581	0.0923	0.9972					24
25	14.0861	.005916	0.0624	0.0991	0.9971					25
26	14.0468	.005933	0.0670	0.1064	0.9969					26
27	14.0051	.005950	0.0719	0.1142	0.9967					27
28	13.9609	.005969	0.0772	0.1227	0.9965					28
29	13.9139	.005989	0.0830	0.1318	0.9963					29
30	13.8640	.006011	0.0891	0.1416	0.9960	.9626	.0009	.9810	.0005	30
31	13.8111	.006034	0.0958	0.1522	0.9958	.9605	.0009	.9799	.0005	31
32	13.7550	.006058	0.1030	0.1636	0.9954	.9583	.0010	.9787	.0005	32
33	13.6956	.006085	0.1108	0.1759	0.9951	.9560	.0011	.9775	.0006	33
34	13.6326	.006113	0.1192	0.1892	0.9947	.9535	.0011	.9762	.0006	34
35	13.5659	.006143	0.1282	0.2036	0.9942	.9509	.0012	.9748	.0006	35
36	13.4954	.006175	0.1380	0.2192	0.9937	.9481	.0013	.9734	.0007	36
37	13.4207	.006209	0.1487	0.2361	0.9931	.9452	.0014	.9718	.0007	37
38	13.3415	.006246	0.1602	0.2543	0.9924	.9421	.0015	.9702	.0008	38
39	13.2576	.006286	0.1726	0.2741	0.9916	.9388	.0016	.9684	.0008	39
40	13.1691	.006328	0.1862	0.2956	0.9907	.9353	.0017	.9666	.0009	40
41	13.0757	.006373	0.2009	0.3190	0.9897	.9317	.0018	.9646	.0010	41
42	12.9774	.006421	0.2169	0.3444	0.9885	.9279	.0019	.9626	.0010	42
43	12.8742	.006473	0.2343	0.3720	0.9873	.9239	.0020	.9605	.0011	43
44	12.7662	.006528	0.2532	0.4021	0.9859	.9198	.0022	.9582	.0012	44

FACTORS FOR RETIREMENT QUOTATION

<u>Member Age</u>	<u>Reserves Factor</u>	<u>Mo. Pension Factor</u>	<u>Early Retirement Less Than 20 Yrs.</u>	<u>Early Retirement More Than 20 Yrs.</u>	<u>Option 1 &amp; (4B) Factor</u>	<u>Option (2) &amp; (4C) Factor</u>	<u>Adjust</u>	<u>Option (3) &amp; (4D) Factor</u>	<u>Adjust</u>	<u>Member Age</u>
45	12.6532	.006586	0.2739	0.4349	0.9844	.9155	.0023	.9559	.0013	45
46	12.5354	.006648	0.2965	0.4708	0.9829	.9111	.0024	.9535	.0013	46
47	12.4128	.006713	0.3211	0.5100	0.9812	.9066	.0026	.9510	.0014	47
48	12.2854	.006783	0.3481	0.5529	0.9795	.9019	.0028	.9484	.0015	48
49	12.1531	.006857	0.3778	0.5999	0.9778	.8971	.0029	.9458	.0016	49
50	12.0159	.006935	0.4103	0.6515	0.9759	.8922	.0031	.9430	.0017	50
51	11.8735	.007018	0.4460	0.7082	0.9740	.8872	.0033	.9402	.0019	51
52	11.7256	.007107	0.4853	0.7707	0.9721	.8821	.0035	.9373	.0020	52
53	11.5719	.007201	0.5287	0.8396	0.9700	.8768	.0037	.9344	.0021	53
54	11.4120	.007302	0.5766	0.9157	0.9679	.8713	.0040	.9312	.0023	54
55	11.2454	.007410	0.6297	1.0000	0.9655	.8657	.0042	.9280	.0024	55
56	11.0717	.007527	0.6886	1.0000	0.9630	.8598	.0045	.9246	.0026	56
57	10.8903	.007652	0.7540	1.0000	0.9601	.8537	.0047	.9211	.0027	57
58	10.7008	.007788	0.8270	1.0000	0.9568	.8473	.0050	.9173	.0029	58
59	10.5031	.007934	0.9086	1.0000	0.9532	.8406	.0053	.9134	.0031	59
60	10.2971	.008093	1.0000	1.0000	0.9490	.8336	.0056	.9093	.0033	60
61	10.0831	.008265			0.9445	.8263	.0059	.9049	.0035	61
62	9.8615	.008450			0.9395	.8188	.0062	.9004	.0037	62
63	9.6330	.008651			0.9338	.8110	.0066	.8956	.0040	63
64	9.3984	.008867			0.9277	.8031	.0069	.8908	.0042	64
65	9.1587	.009099			0.9212	.7951	.0073	.8858	.0045	65
66	8.9152	.009347			0.9145	.7870	.0076	.8808	.0047	66
67	8.6691	.009613			0.9075	.7791	.0080	.8759	.0050	67
68	8.4214	.009895			0.9003	.7714	.0084	.8709	.0053	68
69	8.1725	.010197			0.8927	.7638	.0088	.8661	.0056	69
70	7.9225	.010519			0.8850	.7564	.0092	.8613	.0059	70

FACTORS FOR RETIREMENT QUOTATION

<u>Member Age</u>	<u>Reserves Factor</u>	<u>Mo. Pension Factor</u>	<u>Early Retirement Less Than 20 Yrs.</u>	<u>Early Retirement More Than 20 Yrs.</u>	<u>Option 1 &amp; (4B) Factor</u>	<u>Option (2) &amp; (4C) Factor</u>	<u>Adjust</u>	<u>Option (3) &amp; (4D) Factor</u>	<u>Adjust</u>	<u>Member Age</u>
71	7.6711	.010863			0.8771	.7491	.0096	.8566	.0062	71
72	7.4176	.011234			0.8690	.7418	.0100	.8518	.0065	72
73	7.1618	.011636			0.8600	.7344	.0104	.8469	.0069	73
74	6.9042	.012070			0.8502	.7269	.0108	.8419	.0072	74
75	6.6457	.012539			0.8400	.7193	.0113	.8368	.0076	75
76	6.3878	.013046			0.8295	.7117	.0117	.8316	.0079	76
77	6.1325	.013589			0.8188	.7043	.0122	.8265	.0083	77
78	5.8815	.014169			0.8071	.6970	.0126	.8215	.0087	78
79	5.6359	.014786			0.7953	.6901	.0131	.8167	.0091	79
80	5.3970	.015441			0.7837	.6837	.0135	.8121	.0095	80
81	5.1654	.016133			0.7724	.6778	.0140	.8079	.0098	81
82	4.9417	.016863			0.7618	.6725	.0144	.8042	.0102	82
83	4.7261	.017633			0.7502	.6678	.0148	.8008	.0106	83
84	4.5183	.018443			0.7389	.6639	.0153	.7980	.0109	84
85	4.3178	.019300			0.7282	.6607	.0157	.7957	.0113	85
86	4.1237	.020208			0.7180	.6583	.0161	.7939	.0117	86
87	3.9363	.021170			0.7085	.6566	.0165	.7927	.0121	87
88	3.7550	.022193			0.6984	.6555	.0169	.7919	.0125	88
89	3.5795	.023281			0.6875	.6553	.0173	.7918	.0129	89
90	3.4099	.024439			0.6773	.6552	.0177	.7917	.0133	90

For purposes of this Exhibit - (4B) refers to a Participant who has elected an Option 4 Cash-Out of his or her Employee Contributions Benefit and an Option One payment of his or her Accrued Benefit attributable to County Contributions. (4C) refers to a Participant who has elected an Option 4 Cash-Out of his or her Employee Contributions Benefit and an Option Two payment of his or her Accrued Benefit attributable to County Contributions. (4D) refers to a Participant who has elected an Option 4 Cash-Out of his or her Employee Contributions Benefit and an Option Three payment of his or her Accrued Benefit attributable to County Contributions.

INSTRUCTIONS FOR DETERMINING ACTUARIAL EQUIVALENT FACTORS FOR  
OPTION 2, OPTION 3, OPTION 4c and OPTION 4d

1. Determine the ages of the member and the beneficiary using the age nearest birthday.
2. Locate the factor associated with the member's age.
3. Locate the adjustment associated with the member's age.
4. Determine difference in ages between the member and beneficiary.
5. If the age difference is 25 or less\*, multiply the adjustment in line 3 by the years of difference in line 4.
6. Add the result from line 5 to the member's factor in line 2 if beneficiary is older than member.
7. Subtract the result from line 5 from member's factor in line 2 if beneficiary is younger than member.
8. Multiply the No Option or Option 4a monthly amount by the appropriate resulting factors from line 6 or line 7 to obtain the respective Option (2 and 4c) and Option (3 and 4d) monthly amounts.

Example

Member's date of birth 4-1-20  
Beneficiary's date of birth 8-1-23  
Date of retirement 1-1-87  
No Option monthly amount \$275.00

1. Age of member: 67; Age of Beneficiary: 63
2. Factor for Option 2 associated with member's age 67: .7791
3. Adjustment for Option 2 associated with member's age 67: .0080
4. Difference in ages: 4
5. Line 3:  $0.0080 \times \text{Line 4: } 4 = .0320$
6. Not applicable
7. Line 2:  $.7791 - \text{line 5: } .0320 = .7471$
8. No Option monthly amount:  $\$275 \times \text{Line 7: } .7471 = \text{Option 2 monthly amount: } \$205.45$

Option 2 factors also apply to Option 4c.

Repeat procedure with Option (3 and 4d) factors to determine Option 3 or 4d monthly amount.

\* If the difference is greater than 25 years, the appropriate factor must be obtained from CBIZ.

## NOTES