



Welcome to “Foundations for Your Future,” the general information program of the Public School Employees’ Retirement System (PSERS).

For many of you, this program will be the starting point in your retirement planning, so if you don’t feel you have all of the answers after this meeting, that’s normal. There are many other sources of information and additional steps in your planning which we will discuss. We hope this will be a good introduction to get you acquainted with those steps and the ways in which PSERS is available to assist you along the way.



AGENDA



PSERS



Member Lifecycle



Retirement Benefit Options



Achieving Milestones



Comparing Retirement Dates



Retirement Decisions

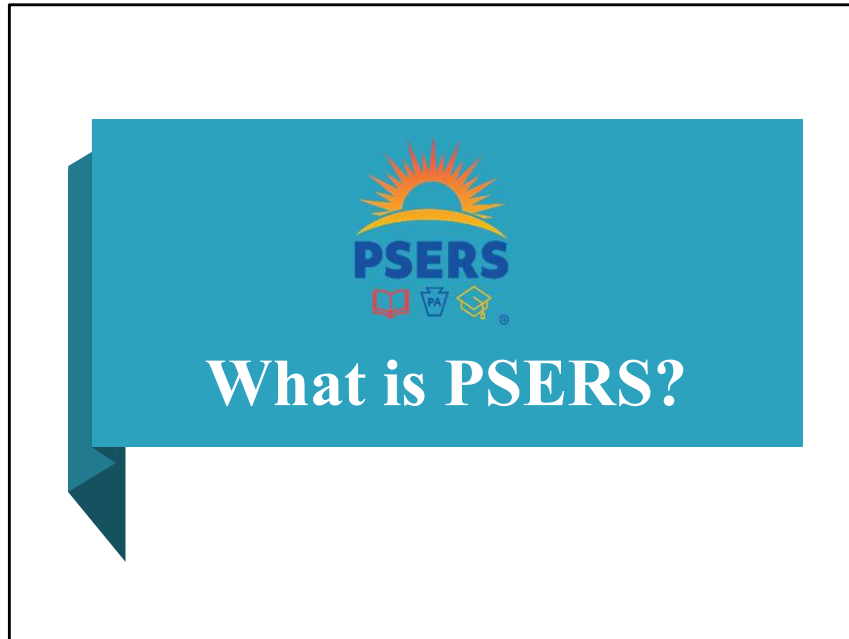


Retirement Checklist

The purpose of this program is to provide information regarding your retirement system to help you better understand the benefits you have as a PSERS member and the important decisions you must make when you retire.

Today, we will talk about:

- PSERS - We'll discuss our agency and explain how PSERS retirement benefits work.
- Member Lifecycle – We'll look at how your account grows as you progress and age closer to retirement.
- Retirement Benefit Options - We will explain how the retirement benefit options work and things to think about as you approach your retirement goals.
- Achieving Milestones – We will tell you about important milestones that may impact your future benefits.
- Comparing Retirement Dates - We will show you the importance of comparing retirement dates
- Retirement Decisions – We will help to prepare you by giving you things to think about as you are making your very important retirement decisions.
- Retirement Checklists – We will review those things you need to be doing or at least thinking about when preparing for retirement.



PSERS is a governmental, cost-sharing, multiple-employer retirement plan to which the public school employers, the Commonwealth, and school employees (members) contribute. Depending on your membership class, you may have a Defined Benefit (DB) Plan, a Defined Contribution (DC) Plan, or a combination of both DB and DC components.

Participating employers include:

All Pennsylvania public school districts,
Intermediate units,
Vocational-technical or career technology schools,
Participating charter schools,
Community colleges,
The state-owned universities,
Pennsylvania State University,
And any other employer who offers PSERS as a retirement plan option.

Special Notes:

Charter schools are considered public schools but not all participate in PSERS. Charter schools may, but are not required, to offer PSERS as a retirement option; if not, they must offer an alternate retirement plan. If you are a member of PSERS and begin employment with a charter school, you should verify that the charter school participates in PSERS.

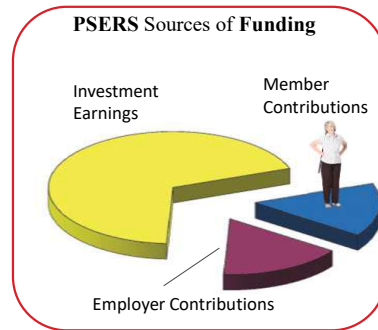
State-owned colleges and universities, the Pennsylvania State University (PSU), the 14 state-owned universities (comprising The State System of Higher Education colleges or PASSHE) and community colleges are required to offer PSERS as one of their retirement options. In addition to the mandatory offering of the State Employees' Retirement System (SERS) and PSERS, these employers may offer other retirement programs. Your employer should be able to discuss with you each of the retirement plans that they offer.



DEFINED BENEFIT PLAN (DB)

(Membership Class T-C, T-D, T-E, T-F, T-G, T-H)

- **401(a)** plan under Internal Revenue Service Code
- **Formula** to calculate benefits
- **Benefits are not affected** by contributions and investment earnings
- **Lifetime** monthly benefit

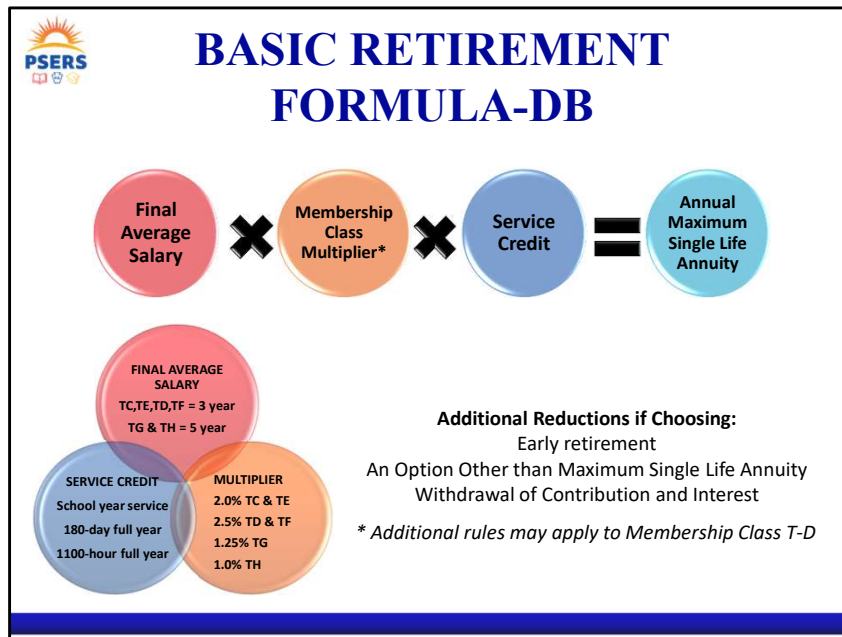


PSERS is qualified under Section 401(a) of the Internal Revenue Service Code. The defined benefit portion of your retirement is not directly dependent on the amount of your contributions and investment earnings.

Please take a look at this pie chart. This illustrates the fund and what it is made up of. Picture it as a pie. Member contributions, employer contributions and investment earnings make up the general fund from which retirement benefits are paid. Your future retirement benefits are determined by a formula set by state law and guaranteed by the Commonwealth of Pennsylvania. If vested, you are guaranteed a lifetime monthly annuity.

The member contribution rate is set by legislation based on your PSERS enrollment date and membership class, which will be discussed shortly. The employer contribution rate changes yearly based on system funding requirements. Contributions are invested, and earnings from investments are the largest source of funding for PSERS.

Class T-G and T-H members have a Defined Contribution component (DC) in addition to the Defined Benefit component (DB) which is administered by Voya. Voya is a third party that PSERS partners with.



Remember we told you that your retirement benefit was based upon a formula?

The formula used to calculate your gross retirement benefits takes into consideration your final average salary, your membership class, and your years of credited service.

Multiplying the components together gives you the maximum single life annuity (MSLA) with no withdrawal of contributions and interest. If you are not eligible for normal retirement, this resulting amount is multiplied by a reducing factor to calculate your early retirement benefit. Your PSERS plan offers options other than the MSLA with no withdrawal of contributions and interest, which result in further reduction of the gross benefit.

Final Average Salary (FAS): Generally, the final average salary is the average of a member's highest compensation received during any three school years (class T-C, T-D, T-E, T-F) or any five school years (class T-G and T-H). Included in the calculation of your FAS is any extra compensation for additional duties such as overtime or work as a coach or department head, etc. Payment for unused sick or personal leave or bonuses received because of your retiring are NOT included in the FAS calculation.

For school years in which you rendered part-time service, your compensation may be annualized. In other words, the compensation you receive for part-time service may be calculated as if you worked full time, applied against the fractional portion of the service you rendered for the school year.

For terminations before the end of the school year, the partial salary for that year may be used in combination with a proportionate percentage of a prior school year.

Membership Class: You were enrolled in one of the six membership classes based on when you first became eligible for PSERS membership.

If you became a qualifying member of PSERS prior to July 1, 2011, your membership class is either Class T-C or Class T-D. With Class T-C service, the multiplier is 2.0, meaning you get 2% of your final average salary for every year of Class T-C service you have. If you are a Class T-D member you have a 2.5% multiplier, so you get 2.5% of your FAS for each year of Class T-D service. If you were hired before July 1, 2001, you had an opportunity to elect to become a Class T-D member to get the higher multiplier. If you were hired between July 1, 2001, and June 30, 2011, you were automatically enrolled in Class T-D.

* Due to Act 9 of 2001, Class T-D members who also have Class T-C service, have their Class T-C service calculated with the 2.0% multiplier (examples Purchase of Service – Out of State, US Government, Non-Intervening Military or T-C Locked service credit)

If you were first enrolled on or after July 1, 2011, you were enrolled in Class T-E by default. T-E uses the 2.0% multiplier for all service credit. You had a one-time opportunity to elect Class T-F membership which uses a 2.5% multiplier.

If you were first enrolled on or after July 1, 2019, you were enrolled in Class T-G by default. T-G uses the 1.25% multiplier for all service credit. You had a one-time opportunity to elect Class T-H (or DC) membership which uses a 1.0% multiplier.

Years of Service: Credited service accrual is based on a school or fiscal year (i.e., from July 1 to June 30). If you are a salaried or per diem employee, 180 days of service = 1 full year of credit. If you are hourly, 1100 hours is usually the amount needed to reach 1 full year of credit. If you worked less than the 180 days or 1100 hours in a school year, you will receive partial credit for that year. Partial-year service credit is calculated by dividing the days or hours worked by 180 for days, or by 1100 for hours. Please note that you cannot receive credit for more than 1 year of service in any school year.



MEMBERSHIP CLASSES/CONTRIBUTION RATE

MEMBERSHIP CLASS	MEMBERSHIP ESTABLISHED	Contribution Rate (percentage of salary)
T-C	Prior to July 1, 2001	6.25%
T-D	Prior to July 1, 2001, elected On or after July 1, 2001	7.50%
T-E	On or after July 1, 2011 (shared risk)	7.50% (7-1-24)
T-F	On or after July 1, 2011, elected (shared risk)	10.30% (7-1-24)
T-G	On or after July 1, 2019 (shared risk)	8.25% (7-1-24) 5.50 & 2.75%DC
T-H	On or after July 1, 2019 (shared risk)	7.50% (7-1-24) 4.50 & 3.00%DC
D-C	On or after July 1, 2019	7.50%

Act
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Remember our pie? When you become a member of PSERS you start to contribute to the fund. Your employer also contributes to the fund and their current contribution rate is 33.9%. Your employer is also responsible to report to PSERS how much you are contributing, and they do this on a monthly basis.



FINAL AVERAGE SALARY T-D MEMBER-Retirement end of School Year



	School Year Salary
School year July 1,2024 through June 30, 2025	\$89,900
School year July 1,2023 through June 30, 2024	\$85,662
School year July 1,2022 through June 30, 2023	\$83,485
FINAL AVERAGE SALARY	\$86,349



Let's talk a little bit more about Final Average Salary.

Here is an example of a TD member who is retiring in June of 2025. This is a typical Final Average Salary calculation where the member's last three school year's salaries are ranked as the highest three school years. We add them up and divide by 3 to calculate this member's final average salary of \$86,349.



FINAL AVERAGE SALARY

T-D MEMBER MID YEAR RETIREMENT



MEMBER RETIRING DECEMBER 2024	School Year Salary
Portion of SY July 1, 2024 - June 30, 2025	\$44,950
School year July 1,2023 through June 30, 2024	\$85,662
School year July 1,2022 through June 30, 2023	\$83,485
Portion of SY July 1,2021 - June 30, 2022	\$40,850
FINAL AVERAGE SALARY	\$84,982



This is an example of a TD member who is leaving employment and retiring in December of 2024. (December of 2024 falls within the school year starting July 1, 2024, and ending June 30, 2025). Since this member is not working through the end of the school year 2025 and this would have been the member's highest reported school year had she worked until the end, we would use a portion of this school year along with the full year ending 2024, the full year ending 2023, and the remaining portion of school year ending 2022.



FINAL AVERAGE SALARY

T-G MEMBER-June Retirement



	School Year Salary
School year July 1,2024 through June 30, 2025	\$89,900
School year July 1,2023 through June 30, 2024	\$85,662
School year July 1,2022 through June 30, 2023	\$83,485
School year July 1,2021 through June 30, 2022	\$81,700
School year July 1,2020 through June 30, 2021	\$78,654
FINAL AVERAGE SALARY	\$83,880



Here is an example of a Class T-G member using 5-year final average salary.



DEFINED CONTRIBUTION PLAN (DC)

(Membership Class T-G, T-H, DC)



- Ability to choose investment options
- Benefits are based on contributions and investment performance
- Total account value has the potential to grow, but is not guaranteed against loss, based on investment performance

If you are in Class T-G, T-H, or DC; you will receive all or part of your retirement benefit from the PSERS DC Plan. The Defined Contribution (DC) component of your retirement is based on the amount of contributions made by you and your employer, the investment performance on those contributions, and the fees, costs, and expenses deducted from your PSERS DC Plan account. Your contributions have the potential to grow based on investment earnings but are not guaranteed against loss in declining investment markets.

Employer Contribution Rate:

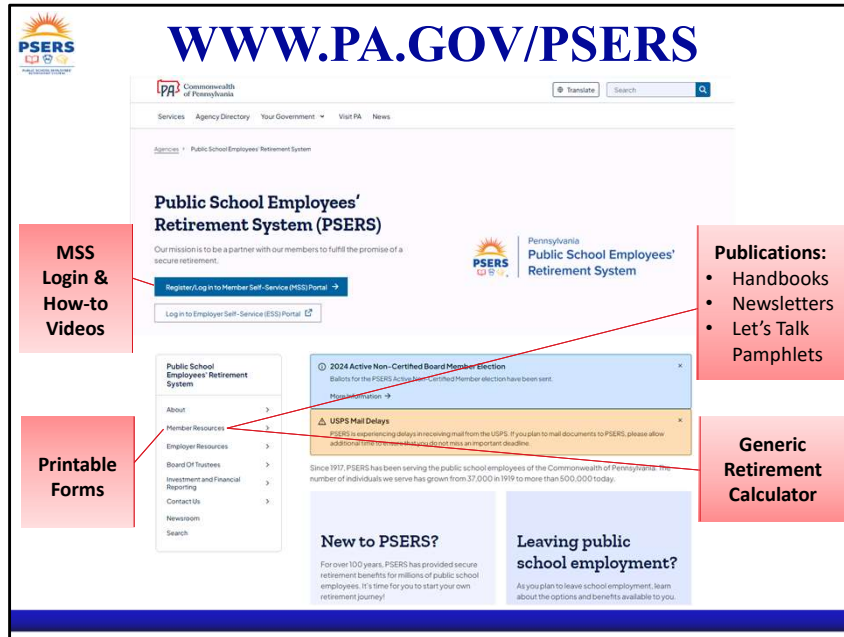
Your employer also contributes 2.00% (Class T-H and Class DC) or 2.25% (Class T-G) to your PSERS DC account

After-Tax Voluntary Contributions:

In addition to mandatory contributions, you may voluntarily contribute, on an after-tax basis, an additional percentage of your retirement-covered compensation to the PSERS DC Plan. If you have more than one employer, each employer will make after-tax voluntary contributions based on the same after-tax deferral percentage. After-tax voluntary contributions are post-tax contributions but enable you to grow assets through earnings that will be tax-deferred. Please refer to the Special Tax Notice Regarding Plan Payments (available at the Voya website) for more information on the federal tax treatment of a distribution from the PSERS DC Plan that includes after-tax voluntary contributions.




Now we would like to take you through your PSERS membership lifecycle to try to help you visualize what this benefit can mean to you. Hopefully, this portion of today's presentation will provide you with direction and knowledge to help you during your journey toward your goal of a happy and prosperous retirement.



We recommend that you as a member, become familiar with PSERS’ newly updated website. Our website is filled with information beneficial to all PSERS members – whether you are a new employee, getting ready to retire, or already a retiree. The website includes links to our available publications and forms as well our Newsletters to keep you up to date with the latest information.

PSERS provides you with a Generic Retirement Calculator to help you plan for your retirement throughout your career in PA public schools.

You can access your Member Self Service (MSS) portal account at www.pa.gov/PSERS. As technology continues to develop, PSERS will continue to enhance our website, including your online account.



RETIREMENT CALCULATOR WITH DC BENEFITS

Assumptions

This calculator projects estimated benefits using the following assumptions:

- At least three eligibility points are earned. One full eligibility point is earned for each school year (July 1-June 30) in which school service is rendered and contributions are remitted to the PSERS Defined Contribution (DC) Plan.
- Average salary increases of 3% per year (this is editable to a maximum of 3%).
- An average annual investment return of 8% on participant and employer contributions credited to the participant DC account (this is editable to a maximum of 8%).
- A statutory 4% interest rate is applied annually to member contributions in their Defined Benefit (DB) account.
- The DB contribution rate is 3.50% for Class T-G and 4.5% for Class T-H. Shared Risk/Shared Gain rate is not applied. [Click here to learn more about Shared Risk/Shared Gain.](#)
- A Maximum Single Life Annuity with no withdrawal of member contributions and interest (statutory rate of 4%) is elected for the Defined Benefit (DB) component immediately following attainment of superannuation age. *Note that additional retirement payment options are available for vested members.*
- For more information on these retirement options, please refer to your PSERS Active Member Handbook or contact PSERS directly.
- Note - Withdrawing your contributions and interest may significantly reduce the value of your account and the amount of your monthly DB benefit, particularly if you have fewer than 18 years of service credit.

Need Help Deciding?

[Click here](#) for information to assist you when deciding your membership class and questions you may also want to ask yourself.

Calculator

Enter Your Age: Starting Salary: # Years You Will Work:

Salary Increase Per Year: Return On Investment Per Year:

[Calculate](#)

	Your Default Option	Your Other Election Options	
	Class T-G Highest guaranteed retirement benefit	Class T-H Reduced guaranteed retirement benefit	Class DC Value of account at time of distribution
Total Retirement Benefit	\$508,059	\$440,451	\$322,043
Retirement Benefit Breakdown	\$25,427 Annual Pension $\$2,116 = DC$ Plan Account of \$170,022 at retirement	\$20,325 Annual Pension $\$1,692 = DC$ Plan Account of \$170,022 at retirement	No Annual Pension (You assume all investment risk) - DC Plan Account of \$322,043 at retirement
First Year Member Contribution	\$3,052.50 or \$117.40 from bi-weekly pay	\$2,775.00 or \$106.73 from bi-weekly pay	\$2,775.00 or \$106.73 from bi-weekly pay
Total Member Contributions	\$124,266	\$112,969	\$112,969
Total Employer DC Contributions	\$383,891	\$327,482	\$209,074

We believe it is beneficial for everyone to start thinking about their retirement benefits as early as possible.

To assist PSERS members in deciding which membership class is right for them to elect, or those who are already in classes T-G, T-H, or DC, we promote using the Retirement Calculator With DC Benefits on PSERS' public website to see what the different benefit amounts may be when planning to retire. They just need to enter their age, starting annual salary, and the number of years they plan on working.

Use of this calculator is not a substitution for retirement counseling with PSERS.

ACCESS YOUR MEMBER SELF-SERVICE ACCOUNT

- To register, members need their PSERS ID and a valid email address. The PSERS ID is in the top corner of most recent PSERS correspondence mailed to members.
- You should regularly check your online account for communications from PSERS.


The functionality that is available on the MSS Portal represents nearly 260,000 transactions currently handled by PSERS staff.

Register Forgot Username Reset Password

You can access a lot of your personal account information and conduct many transactions, securely and quickly, for yourself using the PSERS Member Self-Service Portal (MSS). Setting up an account is easy. You should use a personal email address and will need your PSERS ID, social security number, and date of birth. A PSERS ID is a unique number that has been assigned to each member. Most correspondence from PSERS now includes your PSERS ID. Your PSERS ID can also be mailed to you by contacting PSERS directly.

You should regularly check your online account for communications from PSERS.

As you start completing more transactions through the MSS Portal, PSERS staff can focus more of their time on providing additional value-added services.



MSS PORTAL

The PSERS Member Self-Service (MSS) Portal offers secure, convenient, 24/7 access to your pension account information.

You have the ability to:

- Manage/Update Your Personal info
- Nominate/Update Beneficiaries
- Elect a Membership Class
- Print Important Documents
- Create Retirement Estimates
- Track the Status of Applications and Estimates
- Update/Change Direct Deposit Info

The PSERS MSS Portal offers you secure, convenient, 24/7 access to your pension account information and the ability to stay up to date with PSERS-related news.

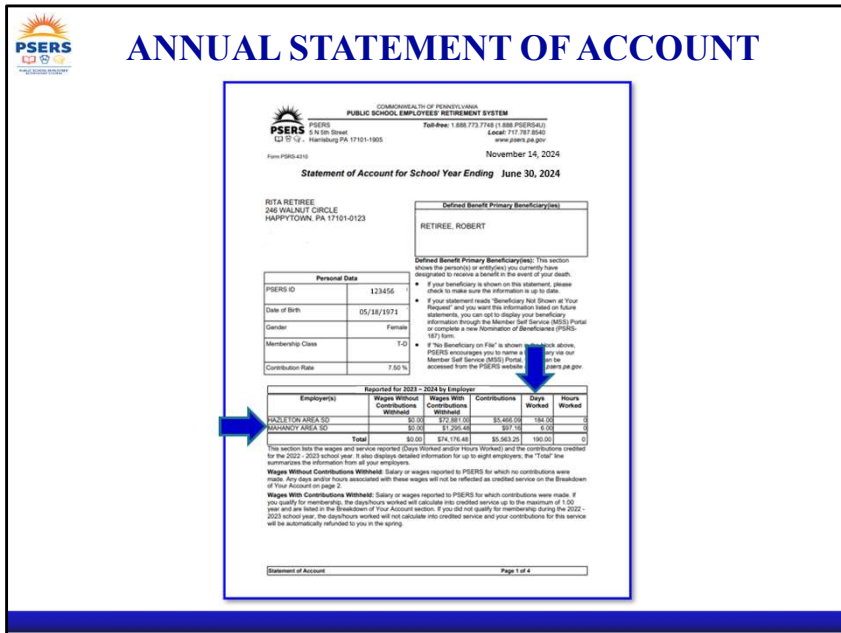
With the MSS portal, you can conduct your pension plan-related transactions online.

Plus, you will receive instant confirmation via an email notification when your documents are available.

MSS offers features allowing you to:

- Manage and update your personal information—phone numbers, email address, and mailing address. You can set your address change to take effect on a future date if you will be living elsewhere for an extended period.
- Nominate or update beneficiary(ies), (if eligible).
- Elect a membership class (if eligible).
- Elect multiple service membership (if eligible).
- View a summary of your account.
- Print important documents (e.g., Statement of Account, staff-prepared estimates).
- Create retirement estimates.
- Track the status of your Retirement Application, Request for Estimate, or Refund Application.

Additionally, after you start receiving monthly benefits via direct deposit, you can electronically update/change your direct deposit information!



The slide shows page one of the Statement of Account for Rita Retiree who is a Class T-D member of PSERS. An annual *Statement of Account* (SOA) as of June 30th each year is issued by PSERS to eligible members after their school employer submits all salary and service reports. You may normally expect to receive your statement sometime **near the end of the calendar** year. Please verify the information on your SOA. Any corrections must be submitted to PSERS through your school employer.

The SOA is important because it provides you with a statement of wages and service reported to PSERS by your employer so you can track your progress and work toward your retirement goals.

School Year Credits:

Years of Service:

Salaried or Per Diem: 180 days = 1 year

Hourly: 1100 hours = 1 year

ANNUAL STATEMENT OF ACCOUNT

Breakdown of Your Account

	Contributions	Interest	Contributions & Interest	Service
Beginning Balance July 1, 2023	\$51,703.15	\$16,733.21	\$68,436.36	23.00
2023 - 2024 Information	\$5,563.25	\$2,848.72	\$8,411.97	1.00
Adjustments	\$0.00	\$0.00	\$0.00	0.00
Purchase of Service	\$0.00	\$0.00	\$0.00	0.00
Purchase of Service Adjustments	\$0.00	\$0.00	\$0.00	0.00
Ending Balance June 30, 2024	\$57,266.40	\$19,581.93	\$76,848.33	

Total Service Credits by Class as of June 30, 2024

Class	Service Credits
T-D	24.00

The estimated FAS used in these calculations is: \$62,589

Normal Retirement Date May 18, 2031. If you are interested in determining what your benefit will be on your Normal Retirement Date, please access PSERS Retirement Calculator on our website: www.pasers.pa.gov.

Listed below are your basic options. Under the basic options, you may name one or more beneficiaries and may change beneficiaries at any time. Additional options are available upon request. Contact PSERS at 1.888.773.7748 or check the Online Estimate Calculator at www.pasers.pa.gov.

Death Prior to Retirement
This amount is equal to the total value of your retirement account and will be paid to your beneficiary(ies) should you die before you retire. \$228,094

The top image on the slide contains information from page two of your Statement of Account (SOA.)

The dollar amount above arrow number one provides you with an accumulated breakdown of your contributions and interest.

Above arrow number two, you will see your accumulated service credit starting with the beginning balances from the previous school year's statement and including the current school year information along with any adjustments that were made to your account during the school year. It also includes any purchase of service balances that were billed within that school year. We will explain what a purchase of service is in a future slide.

The bottom image on the slide reflects the information available on page three of your Statement of Account and will provide you with an estimate of your retirement benefits provided you are vested.

If you are not vested, page three of your SOA will not show monthly amounts. It will show your Death Prior to Retirement amount which would be equal to your total contributions and interest amount (which is the value of your account prior to being vested.)

Arrow number three shows information reflecting an estimate of what your monthly benefits would be if you retired at the end of the most recent school year (as of the date shown) under the single life annuities.

Arrow number four reflects that the Statement of Account uses an automated calculation that could result in an inflated Final Average Salary. Arrow number five provides an estimated Normal Retirement date.

Arrow number six provides you with your "Death Prior to Retirement" amount (which is the full present value of your account).

There is an "Understanding Your Statement of Account" presentation available on PSERS' website which contains additional information about your statement.



ANNUAL STATEMENT OF ACCOUNT

Defined Contribution Participant Summary

- Provided to Class T-G & T-H members in addition to the main SOA statement.
- To be vested to receive employer's contributions a participant must have three (3) eligibility points.

Defined Contribution Participant Summary on June 30, 2024

Defined Contribution Primary Beneficiary(ies)

Defined Contribution Primary Beneficiary(ies): This section shows the person(s) or entity(ies) you currently have designated to receive a benefit in the event of your death.

- If your beneficiary is shown on this statement, please check to make sure the information is up to date.
- If your statement reads "Beneficiary Not Shown at Your Request" and you want this information listed on future statements, you can opt to display your beneficiary information through the Member Self Service (MSS) Portal or complete a new Nomination of Beneficiaries (PSRS-187) form.
- If "No Beneficiary on File" is shown in the block above, PSERS encourages you to name a beneficiary via our Member Self Service (MSS) module, which can be accessed from the PSERS website at www.psers.pa.gov.

PSERS selected Voya Financial® as the service provider of PSERS Defined Contribution (DC) Plan. For more information about your PSERS Defined Contribution (DC) account, please contact Voya at PSERSDC.voya.com or 833.432.6627 (833.4DC.MMBR). The Voya call center is staffed each business day from 8:00 a.m. to 8:00 p.m.

DC Eligibility Points as of June 30, 2024	4.00
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A participant earns one eligibility point for each fiscal year (12-month period beginning July 1) in which school service is rendered and the participant makes a DC participant contribution to the PSERS DC Plan.

Non-Vested Balance as of June 30, 2024	\$0.00
Vested Balance as of June 30, 2024	\$2,455.02

The DC account balance displayed is as of as of June 30, 2024. For the most up-to-date balance, visit your DC account through PSERS MSS Portal.

Unlike the previous two slides where Rita is a Class T-D member of PSERS, those of you who are Class T-G or T-H members will receive what Rita did but also receive what we are seeing a sample of here, a summary from PSERS of what you have contributed to the Defined Contribution account, as of June 30.

On the next slides we will discuss vesting, but DC participants are always vested in their own contributions. To be eligible for the employer contributions, DC participants must reach three (3) eligibility points. An eligibility point is different in that they are not incrementally earned like service credits. An eligibility point is earned for each fiscal year in which contributions are made to the DC account.



BECOMING VESTED = Eligible for a Monthly Benefit DB PLAN

Class T-C & Class T-D

- Five years of service
- Age 62 and then leave employment with one year of service

Class T-E & Class T-F

- Ten years of service
- Age 65 and then leave employment with three years of service

Class T-G & Class T-H

- Ten years of service
- Age 67 and then leave employment with three years of service

To be eligible for a regular retirement benefit, you need to be vested. Members who are not vested when they leave public school employment are only eligible to apply for a refund of contributions and interest. The criteria to be vested are different for Class T-C and T-D members versus Class T-E, T-F, T-G, and T-H members. Please review the slide for the vesting criteria for each membership class.

Once you are vested in the DB plan, you are eligible for monthly lifetime income upon termination of all public school employment.

If you are a Class T-C or Class T-D member, you become vested when you attain five years of qualified service or reach age 62 and then leave employment with at least 1 year of qualified service. If you are a Class T-E or Class T-F member, you become vested when you attain ten years of qualified service or reach age 65 and then leave employment with at least 3 years of qualified service.

If you are a Class T-G or Class T-H member, you become vested when you attain ten years of qualified service or reach age 67 and then leave employment with at least 3 years of qualified service.

Upon becoming vested, your PSERS death benefit increases from the total of your personal contributions and interest to the total value of your account. The total value of your account is an actuarial figure based on the amount of money PSERS would expect to pay you throughout your retirement lifetime.



**BECOMING VESTED =
Eligible for Employer Contributions
DC PLAN
(Membership Class T-G, T-H, DC)**

- Always 100% vested in participant contributions
- Minimum of 3 eligibility points to be vested and eligible to receive your employer's DC contributions
- A participant earns one eligibility point for each fiscal year in which school service is rendered and the participant makes a DC participant contribution

Becoming Vested (PSERS DC Plan):

You have access to your DC contributions and earnings, if any, upon terminating public school employment. You will always be 100% vested in, and eligible to receive, the balance in your PSERS DC Plan account that is attributable to your DC participant contributions, your after-tax voluntary contributions, and your rollover contributions. To be vested and eligible to receive your employer's DC contributions in your PSERS DC Plan account and the earnings on those contributions, if any, after termination of employment, you must earn three eligibility points. A participant earns one eligibility point for each fiscal year in which the participant contributes to the PSERS DC Plan.

Obtaining Eligibility Points:

A participant earns one eligibility point for each fiscal year (12-month period beginning July 1) in which school service is rendered and the participant makes a DC participant contribution to the PSERS DC Plan. Your eligibility points will be displayed on your quarterly financial statements from Voya. An individual who returns to school employment after a period of USERRA leave, or who dies while performing USERRA Leave, will be given the eligibility Points that the individual would have earned had the individual continued in school employment instead of performing USERRA Leave.

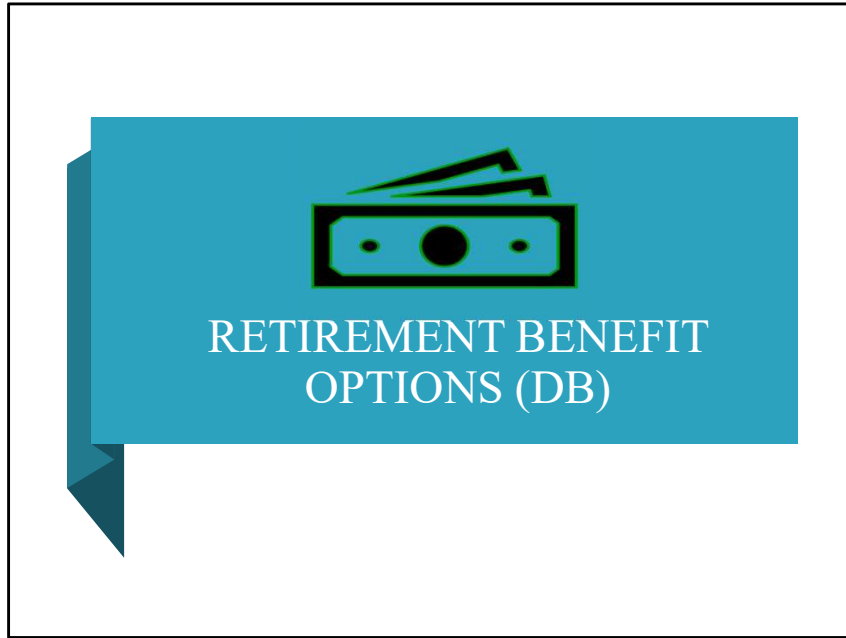


As a PSERS member participating in Class T-G, Class T-H, or Class DC, your and your employer's DC contributions are automatically invested in a target date investment based on your estimated normal retirement age (67) as determined by your date of birth.

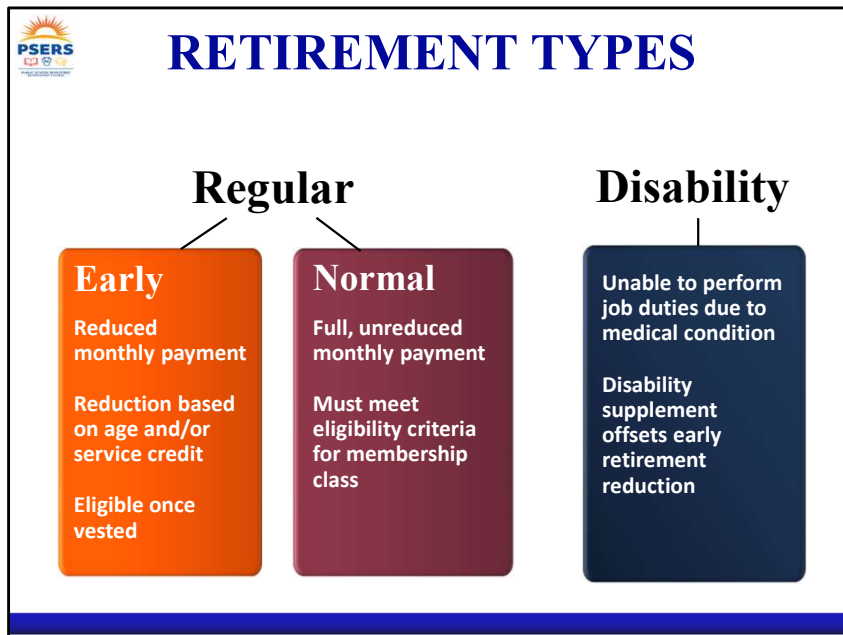
You can remain in your default target date investment or change how all or part of your account balance is invested at any time by accessing your DC account through your PSERS Member Self-Service (MSS) account. You can select a different target date investment or choose from among 11 additional investment options.

In addition to mandatory contributions, you may voluntarily contribute, on an after-tax basis, an additional percentage of your retirement-covered compensation to the PSERS DC Plan. You may stop or change the percentage of your after-tax voluntary contributions at any time.

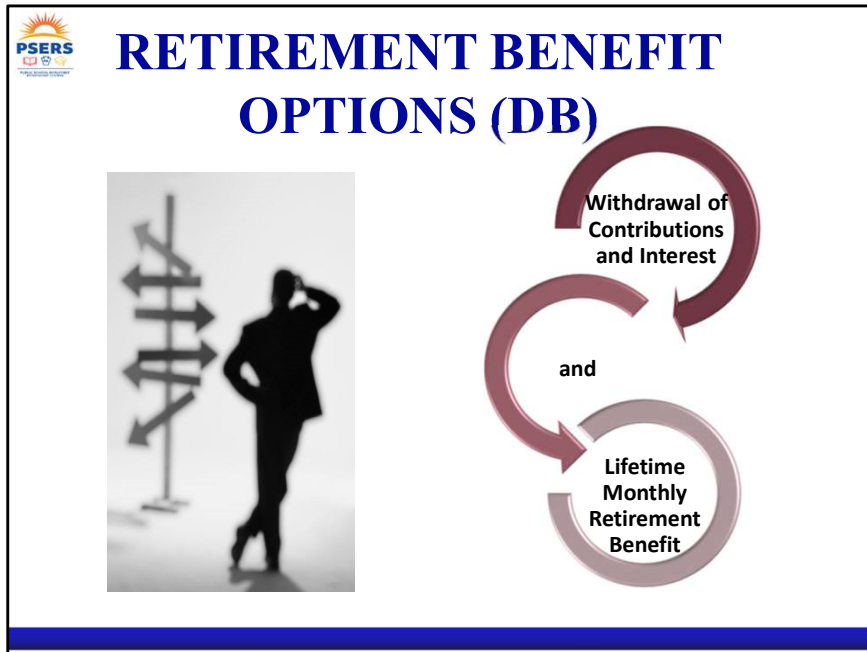
Your employer will deduct and remit your after-tax voluntary contributions for deposit in your PSERS DC account. Your employer will determine the amount to remit each pay date by multiplying your elected after-tax percentage times your retirement-covered compensation less your mandatory contributions to PSERS. No part of this amount will be remitted if, after all other payroll deductions required by law or elected by you have been taken, you do not have enough pay remaining on that pay date from which to remit the amount. Any amount not contributed will not be made-up at a future pay date.



This section of the presentation is where we will provide you with an explanation of the options you have regarding your PSERS retirement benefits.



As long as you are vested when you terminate employment with all PSERS employers you will be eligible to receive monthly retirement payments from PSERS for the rest of your life. There are two types of regular retirements, early and normal, and a third type of retirement benefit, disability retirement, which may be available if a medical condition prevents you from continuing your PSERS employment.



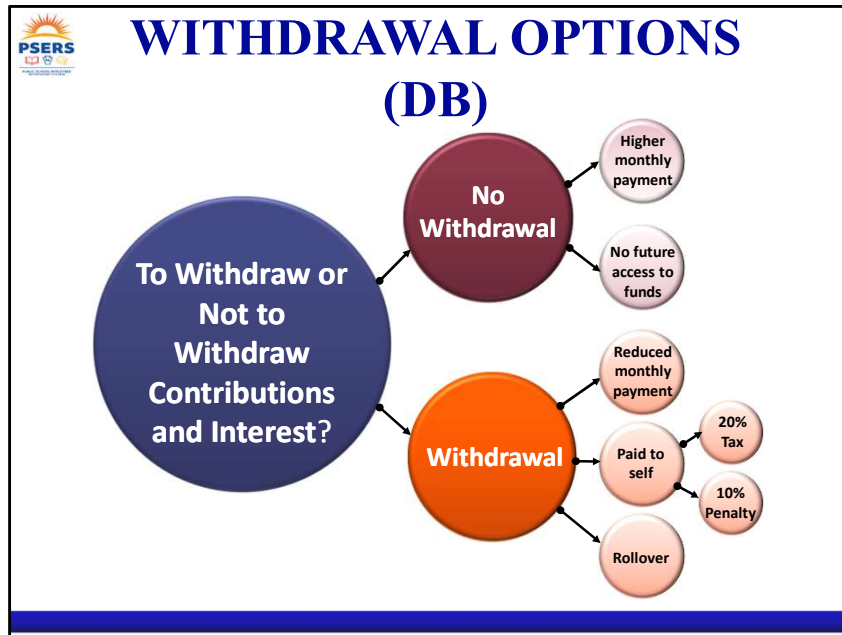
The decisions you make at retirement will affect your lifelong income from PSERS and are final and binding.

Your decisions include whether or not you would like to withdraw any of your contributions and interest, as well as selecting a monthly payment plan.

You will receive a monthly payment from PSERS for the rest of your life; however, based on the amount of money you withdraw, your monthly benefit will be reduced.

In some instances, for PSERS membership classes T-E/F/G/& H, if withdrawing all contributions and interest at retirement, can result in the Present Value of the account depleting to zero, thus resulting in no monthly benefit available for your lifetime. PSERS will let you know if this applies to you when you apply for a retirement benefit.

When we say withdrawing any of your contributions and interest, we mean that you may wish to withdraw only a certain amount of that total. When you are ready to request a retirement estimate prepared for you by PSERS staff, just let us know that you would like to see a scenario withdrawing only a specific amount of your contributions and interest. Tell us what that amount is, and we can include it in your retirement estimate so you can see how that withdraw effects your future monthly benefits.




When you retire, if you choose not to withdraw contributions and interest, you will receive a higher monthly payment than you would have received if you had withdrawn any of those funds in a lump sum. Keep in mind, you will not have any future access to withdraw or control over funds you leave with PSERS.

If you choose to withdraw your contributions and interest, there will be a reduction in the amount of your monthly payment. The more contributions and interest you withdraw, the more it reduces your payment amount. Withdraw of contributions and interest has a larger impact for members in classes TE, TF, TG, and TH which could possibly result in receiving only your contributions and interest and not receiving a monthly payment.

Any money that you withdraw in a lump sum can either be paid directly to you minus federal taxes, or you can roll it over into a tax deferred account as directed by you.


Direct Payment to Member: If you choose to have the lump sum paid directly to yourself, PSERS as required by federal law will withhold 20% and send it to the IRS for your federal taxes. Ultimately, you will be taxed according to your federal tax bracket, so if the 20% is too much or too little withholding depending on your other income for the year, the difference is made up the next time you file your federal taxes. If you are under age 55 in the calendar year that you terminate your employment, an additional 10% early retirement tax may apply. You are responsible for paying the 10% tax on early distributions directly to the IRS. PSERS does not deduct this additional tax, but you must pay it when filing your annual federal tax return.

Direct Rollovers: If you prefer to defer federal taxes and possibly avoid the 10% early retirement penalty, you can choose to roll over any portion of your money into an eligible retirement plan. Taxes will not be withheld from any money PSERS sends to an eligible retirement plan as a direct rollover. The IRS has special rules about rollovers and distributions when you reach your Required Beginning Age. You may not be able to roll over 100% of your contributions and interest; PSERS will roll over only the amount allowed by IRS regulations.



MONTHLY BENEFIT OPTIONS

Single Life Annuities



Maximum Single Life Annuity
<ul style="list-style-type: none"> ➤ Highest Monthly Benefit ➤ Guaranteed Contributions and Interest ➤ Death benefit depleted within 3-5 years
Option 1
<ul style="list-style-type: none"> ➤ Lower Monthly Benefit ➤ Guaranteed Present Value ➤ Death benefit depleted within 15-20 years

There are four monthly Retirement Options that PSERS must offer our retiring members. Let's review them.

The differences between each monthly benefit option is the amount of the monthly payment and the death benefit attached to the option.

The **Single Life Annuities** provide a monthly payment for your lifetime only. The death benefit is based upon a guaranteed dollar amount.


Maximum Single Life Annuity

This provides the maximum monthly benefit amount available for your lifetime. If at the time of your death you have not received an amount equal to your contributions and interest, then the remaining balance is paid to your beneficiary(ies). Under this option, you may name more than one beneficiary and you can change your beneficiary(ies) at any time.

This option provides a declining death benefit. Every month when you receive your payment, the death benefit is reduced by the amount of the payment you received. Once you have received this guaranteed amount, there is no money remaining for your beneficiary(ies). Remember, though, your monthly benefit is guaranteed to you for your lifetime no matter how long you may live.


Option 1

Your monthly benefit is reduced, and a "Present Value" is assigned to your account. The total value of your account is based on the amount of money PSERS expects to pay you over the rest of your anticipated life. If at the time of your death you have not received in monthly benefits an amount equal to your account's Present Value, then the balance is paid to your beneficiary(ies). This option provides a declining death benefit. Every month when you receive your payment, the death benefit is reduced by the amount of the payment you received. Once you have received this guaranteed amount, there is no money remaining for your beneficiary(ies). Remember, though, your monthly benefit is guaranteed to you for your lifetime no matter how long you may live. Under this option, you may name more than one beneficiary and you can change your beneficiary(ies) at any time.



MONTHLY BENEFIT OPTIONS

Joint Survivor Annuities



Option 2
➤ 100% of monthly benefit amount to survivor for lifetime
➤ Only one survivor annuitant
Option 3
➤ 50% of monthly benefit amount to survivor for lifetime
➤ Only one survivor annuitant

The **Joint Survivor Annuities** provide a monthly payment for your lifetime, and a guaranteed lifetime monthly payment for a survivor annuitant after your death.

Option 2 – Joint Survivor Annuity – 100%

Under this option, your gross monthly benefit is reduced based on your age and the age of your designated survivor annuitant. You may name only one survivor annuitant. At the time of your death, your survivor annuitant will receive for their lifetime, the same gross monthly benefit that was paid to you.

Option 3 – Joint Survivor Annuity – 50 %


Under this option, your gross monthly benefit is reduced. The reduction is based on your age and the age of your designated survivor annuitant. You may name only one survivor annuitant. At the time of your death, your survivor annuitant will receive for their lifetime, one-half of the gross monthly benefit that was paid to you.

Change in Option/Designated Survivor

Under Options 2, 3, or 4 (if it included a survivor annuitant), you may name a new survivor annuitant and/or elect a different option only if your marital status changes or your designated survivor annuitant dies before you. PSERS will recalculate your monthly benefit based on your new option. If you name a new survivor annuitant, your benefit will be recalculated based on your age as well as your new survivor annuitant’s age. Depending on your new option and/or new survivor annuitant information, your monthly benefit may be further reduced. If your survivor annuitant dies before you and you do not elect a different option, your monthly benefit will not change. Special rules apply if you are divorced.

Divorce

In the case of divorce, the former spouse may not be automatically retained as the beneficiary or survivor annuitant under Pennsylvania law. Unless there is a Domestic Relations Order (DRO) which specifically grants the payment of the benefit to your ex-spouse, it is considered by PSERS as though your survivor died before you. If you wish to keep your ex-spouse as your designated survivor/beneficiary, you must inform PSERS in writing.



ADDITIONAL OPTIONS AVAILABLE

Special Option:	Custom Options:
<ul style="list-style-type: none"> Designate a percentage other than 100% or 50% to a survivor. 	<ul style="list-style-type: none"> Must provide for the payment of a level monthly benefit Must be approved by PSERS' actuaries

Special Option

In addition to the four standard monthly payment options, a Special Option or Customized Option may also be available for you to consider. A special option is also a joint survivor annuity, but you can select any percentage or any dollar amount with which to protect your survivor annuitant. The Special Option cannot currently be calculated using the online calculator but when requesting a staff prepared estimate within 12 months of retirement, you can note on the Request for Retirement Estimate the specific percentage or dollar amount you would like calculated.

Customized Option


A customized option may be requested if none of the other retirement options suit your needs. The customized option must provide for the payment of a level monthly benefit. **Example:** Protect two people (i.e. provide monthly income for two designated survivors following member's death).

If you are considering a customized option, it is suggested that you make your request in writing to PSERS at least six months before retirement because extra processing time is involved. PSERS requires a letter including the following:


- Tentative Date of Retirement
- Your name
- PSERS ID or the last four digits of your social security number
- Beneficiary or Designated Survivor(s)
- Method of Distribution
- Signature
- Your customized option must be pre-approved by PSERS' actuary.



There are a number of important milestones to be aware of throughout your career. These milestones can help you achieve and enhance your pension benefit.




EARLY RETIREMENT REDUCED BENEFIT



Early Retirement

- Standard Reduction 4%-7% per year



Special Early Retirement

- Reduction 3% per year
- Classes T-C/D/E/F/H, age 55 with 25 years of service (55/25)
- Class T-G only, age 57 with 25 years of service (57/25)

If you leave employment before you are eligible for normal retirement, you can still begin receiving a retirement immediately, but it would be a reduced benefit. The younger you are and the less service you have when you begin receiving your retirement, the more the retirement payment is reduced.

PSERS must receive your completed application for retirement within 90 days of your last day of employment for your benefit to be effective retroactive to your termination date. Otherwise, your date of retirement will be effective the date we receive your properly completed retirement application.

Early Retirement:

The reduction to your pension benefit for an early retirement will be between approximately 4% to 7% per year for each year you are away from your nearest point of normal retirement. There is no cap on the amount of the reduction.


Age 55/25 Years of Service (Special Early Retirement):

For Class T-C, Class T-D, Class T-E, Class T-F, and Class T-H members, a special early retirement is available if you are at least age 55 and have 25 or more years of credited service ("55/25"). A "55/25" retirement is reduced by one quarter of one percent per month for each month you are under normal retirement requirements. The maximum reduction to your benefit is 3% per year, capped at 15% overall for T-C and T-D members, and 30% overall for T-E and T-F members. You must meet both conditions--the age (55) and the service (25 years) to qualify for this benefit.



Age 57/25 Years of Service (Special Early Retirement):

Class T-G members, have a special early retirement available if you are at least age 57 with 25 years of service.

Before making a decision to retire early, we encourage you to use the Retirement Calculator on the PSERS website to create estimates of your benefits.



NORMAL RETIREMENT UNREDUCED BENEFIT

Class T-C and T-D Milestones:	Class T-E and T-F Milestones:	Class T-G and T-H Milestones:
 <ul style="list-style-type: none"> ❖ 62 with one year of service ❖ 60 with 30 years of service ❖ 35 years of service at any age 	 <ul style="list-style-type: none"> ❖ 65 with three years of service ❖ "Rule of 92" with 35 years of service 	 <ul style="list-style-type: none"> ❖ 67 with three years of service ❖ "Rule of 97" with 35 years of service (T-G)

If you meet the criteria for a normal retirement, you will receive an unreduced monthly payment based on the retirement formula.

Normal retirement is achieved when you reach one of the membership class milestones (based on age and/or service requirements) below. You may receive a normal retirement benefit when you terminate public school employment and if:

Class T-C and Class T-D

- You are age 62 with at least one (1) full year of credited service at the time you terminate active or inactive service.
- You are age 60 and have 30 or more years of credited service.
- You have at least 35 years of credited service regardless of age.

Class T-E and Class T-F

- You are age 65 with at least three (3) years of credited service at the time you terminate active or inactive service.
- You attain at least 35 years of credited service and reach an age that in combination is equal to or greater than 92 (for example, 36 years of service plus age 56 equals 92).

Class T-G

- You are age 67 with at least three (3) years of credited service at the time you terminate active or inactive service.
- You attain at least 35 years of credited service and reach an age that in combination is equal to or greater than 97 (for example, 35 years of service plus age 62 equals 97).

Class T-H

- You are age 67 with at least three (3) years of credited service at the time you terminate active or inactive service.



ADDITIONAL MILESTONES

Premium Assistance
Reimbursement for healthcare premium cost.
Qualification based on age, service, and membership class.

Multiple Service
Opportunity to combine your prior Commonwealth/SERS service with your PSERS account.

Purchasing Service
Gain credit for service rendered but not yet applied to your PSERS account.


While these are not specific retirement types, here are three additional considerations for potential benefit enhancements:

Premium Assistance

Multiple Service

Purchasing Service Credit

We will discuss each of these in more detail in the coming slides.



PREMIUM ASSISTANCE

Reimbursement

- Up to \$100 per month
- Covers out-of-pocket premium expense for member's basic health insurance

Qualified Plans

- School employer group plan
- PSERS Health Options Program

Eligibility

- All classes with 24.50 eligibility points; or
- T-C and T-D: Terminate at 62 with 15 eligibility points; or
- T-E and T-F: Terminate at 65 with 15 eligibility points; or
- T-G and T-H: Terminate at 67 with 15 eligibility points; or
- PSERS disability retirement

To assist retired PSERS members with their health care costs, the Pennsylvania legislature established premium assistance. Premium assistance provides a non-taxable reimbursement toward the cost of the retiree's basic health care premium. The amount of the reimbursement is set by legislation at a maximum of \$100 per month for eligible retirees.

Premium assistance is not payable for premiums for prescription drug and/or dental/vision benefits. It is also not payable for a spouse's and/or dependent's coverage. To be eligible, a PSERS retiree must be required to pay out-of-pocket for basic health insurance with a Pennsylvania public school employer or PSERS sponsored plan and meet eligibility criteria. If you meet the eligibility requirements, premium assistance will be added to your monthly PSERS retirement benefit.

To qualify, you must meet one of the following requirements:

Retire at any age with at least 24.50 years of credited service.

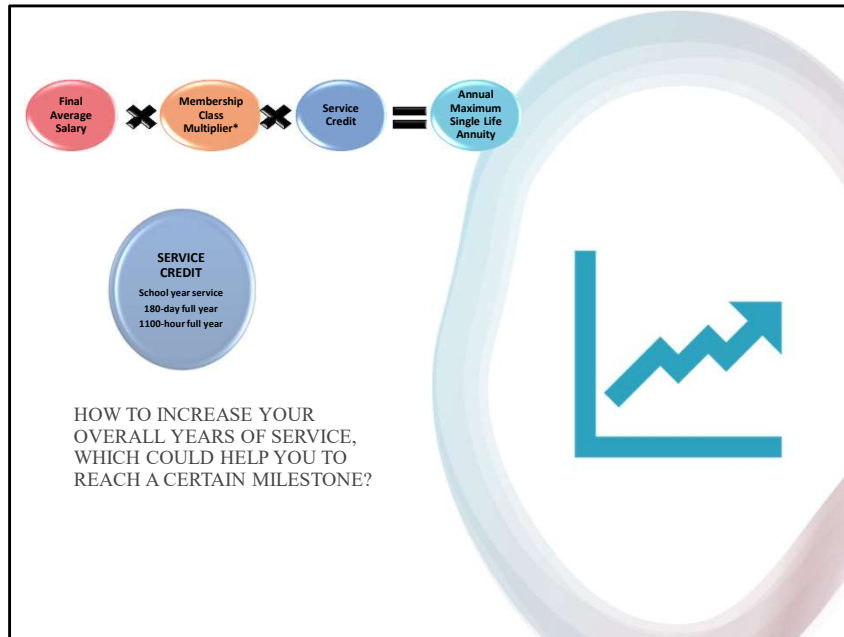
Class T-C and Class T-D members: Terminate employment on or after age 62 and retire with at least 15 eligibility points.

Class T-E and Class T-F members: Terminate employment on or after age 65 and retire with at least 15 eligibility points.

Class T-G and Class T-H members: Terminate employment on or after age 67 and retire with at least 15 eligibility points.

Receive a PSERS disability retirement.

Remember we said earlier that to be eligible for the employer contributions, participants must reach three (3) eligibility points? An eligibility point is different in that they are not incrementally earned like service credits. An eligibility point is earned for each fiscal year in which a participant works and contributions are made to the DC account.



Remember the formula and one of the components being service credit. We will now explain some ways that you may be able to increase your overall years of service which could help to increase your monthly benefit amount and/ or help you to reach a milestone more quickly.



Referring back to the retirement formula, the more service credit you have, the more your retirement benefit will be. Two potential ways to increase service are by electing multiple service membership and/or by purchasing qualifying service.

Multiple Service:

Multiple service membership may be available to individuals who have public school service with PSERS and qualified membership in the State Employees’ Retirement System (SERS) as a current or former Commonwealth of Pennsylvania employee. If you elect multiple service, both retirement benefits will be combined at retirement, and you will receive one total monthly benefit.

You must apply for multiple service membership (if eligible) within 365 days of your initial qualifying school service. If you have both SERS and PSERS service and experience a Break-in-Service, you have 365 days from the day you enter back into qualifying public school employment to elect multiple service membership.

For more information regarding Breaks in Service, please refer to the Active Member Handbook.

Purchase of Service:

Purchasing service means you are electing to have credit from previous employment added or restored to your PSERS service credit. To be eligible to purchase service, the credit must be one of the types of credit specifically named in the PA retirement code.

This can be school or non-school service. We explain this on the next slide.

You also must be an active, contributing member of PSERS to be eligible to purchase service. Having additional service credit can also increase the death benefit available to your beneficiaries if you were to die before retirement.


The purchase cost depends on the type of service and your membership class.

Once you are billed for your purchase, you will immediately receive the associated service

- Some purchases are rescindable, and you will have 90 days from the date of the statement of amount due to make this decision.
- You can choose to pay for the purchase within 90 days to avoid paying additional interest. If you choose not to pay off the debt within 90 days, you have the following 2 options:
 - You can choose to pay for the debt via payroll deductions through your employer if your employer is willing to do this.
 - You can make payments directly to PSERS.
- You do not have to pay for the purchase out of pocket as PSERS provides an actuarial debt plan which is also the default if no action is taken. When you retire, all debts with PSERS are settled by a one-time reduction of the present value of your account, just like withdrawing your contributions and interest affected your monthly amount. The calculations are included in the figures shown to you in your retirement estimates.



Please note that Act 5 of 2017 allows Class T-E/F/G and H members to withdraw their own Contributions and Interest at retirement at the “full actuarial cost” rate. It is for this reason that if you are considering withdrawing your own Contributions and Interest at retirement that you allow the debt to stand until then, because the actuarial debt method of paying your total bill to PSERS will not cost you additionally in the form of an even lower monthly benefit for your lifetime.

We encourage you to apply to purchase service early in your career. Service is credited to your retirement account immediately upon eligibility and as an active member, this will usually increase your death benefit. Often if a you wait to purchase service, records are lost or difficult to locate or the you could forget to file an application while actively contributing to PSERS.



PURCHASE OF SERVICE

<p style="text-align: center;"><u>SCHOOL SERVICE</u></p> <ul style="list-style-type: none"> ▪ Return of withdrawn contributions ▪ Former part-time uncredited school service ▪ Approved leave of absence <ul style="list-style-type: none"> Special sick leave Professional study leave Activated military leave Exchange teacher leave Collective bargaining leave 	<p style="text-align: center;"><u>NON-SCHOOL SERVICE</u></p> <ul style="list-style-type: none"> ▪ Non-intervening military service ▪ Out-of-state public school service ▪ U.S. Government service
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The types of service that the retirement code allows for purchase are divided into school service and non-school service. The applications for and detailed information about all types of service eligible for purchase can be found on the PSERS website. This includes the instructions for completing the application, information about who is eligible to purchase the service, and how the cost is calculated. Due to the volume of purchase of service requests, there may be a delay in processing your application; however, you will receive an acknowledgement letter when your application is received by PSERS.

Please remember if you are thinking of making a payment on a Statement Of Amount Due for a purchase of service, the more money you withdraw from your own account at the time of retirement, the further your monthly benefit is reduced.

The cost to purchase NQPT, Out of State, and US Government service credit is the full actuarial cost for Class T-E, T-F, T-G, and T-H members. In other words, when you purchase service credit, you are paying an amount for the purchase that will result with you self-funding your future PSERS retirement benefit.

At the time your application to purchase the service credit is submitted and approved, PSERS will produce an estimate for your purchase based on your projected total credited service, final average salary, contributions, and interest, plus the projected amount of funds needed to cover the appropriate corresponding portion of your lifetime benefit. Due to factor table changes over the years, as authorized ad-hoc by PSERS' Board, and using your audited Final Average Salary at the time of your early or normal retirement PSERS recalculates the cost and benefit to you at the time of your retirement. Please note that the only time you will have the opportunity to rescind your purchase of service will be only during the initial 90-days after the billing of your approved purchase of service transaction.

PSERS
Public Service Employees Retirement System

PURCHASE OF SERVICE Payment/Debt Plan Calculations

PSERS Generic Retirement Benefit Calculator Tips

To receive a PSERS retirement benefit, you must meet certain [age and/or service requirements](#) as of your retirement date.

Entering the Data
Before you get started, you should have available your most recent Statement of Account (PSRS-4310). Please enter values in all fields listed under the "Required Fields." Use the "Tab" key to go to the next field. When you have completed entering your information, click the "Calculate" button.

If you do not have a Statement of Account, please reference the "My Account" tab in the Member Self-Service (MSS) Portal for your most recent account information.

Do You Have A Purchase Of Service Debt?

To produce estimates reflecting two different payment options, follow these steps:

For an actuarial debt plan:

- Enter the lump sum dollar amount listed on your *Statement of Amount Due* in the box titled *'Purchase of Service Debt (if any).'* The interest on the debt will automatically calculate to the date of retirement.

For Payment in full (lump sum):

- Add the lump sum dollar amount listed on your *Statement of Amount Due* to the contributions from your *Annual Statement of Account*.
- Enter the combined total in the box titled *'Contributions.'*

Next

After receiving your Statement of Amount Due, you may want to use the PSERS provided Generic Retirement Benefit Calculator to see how the purchase will affect your future retirement benefits.

If your purchase is rescindable, and if you are within the 90-day deadline to decide whether or not you would like to rescind your purchase, you can use the calculator to see the effects of your benefit with the additional service and the associated debt. You can also calculate the effect of paying off your purchase of service debt out-of-pocket or deciding to use the actuarial debt plan.

This calculator can be accessed from PSERS public website home page. You will need last year's Statement of Account (SOA) as well as your current Statement of Amount Due (SOAD) to input the date into the fields to produce the projected estimates. One of the estimates you will use your SOA only, without the additional service credit and with no debt; the 2nd estimate you may wish to input the debt and the additional years of service credit. A third estimate can be created if you want to see the differences if you were pay the debt in full. You can insert the service credits purchased & use the debt amount to increase the Contributions field by that debt figure.



ANNUAL STATEMENT OF ACCOUNT

Additional Account Information

Debt Summary as of June 30, 2024					
Name	Original Principal	Adjustment(s)	Interest	Payments	Ending Balance
Fmr Uncredited Part Time	\$81.59	\$0.00	\$27.35	\$0.00	\$108.94
Fmr Uncredited Part Time	\$116.49	\$0.00	\$34.31	\$0.00	\$150.80

Note: The debts appearing above have been incorporated into the calculation of your Estimated Retirement Benefits.

The Debt Summary table displays any money you owe to PSERS due to the purchase of service credits, elimination of the effects of a frozen annuity (FA), or overpayment of benefits. The summary shows the activity of the debt(s) from its creation to the close of the statement year. You should have previously received a Statement of Amount Due or a letter explaining the debt(s).

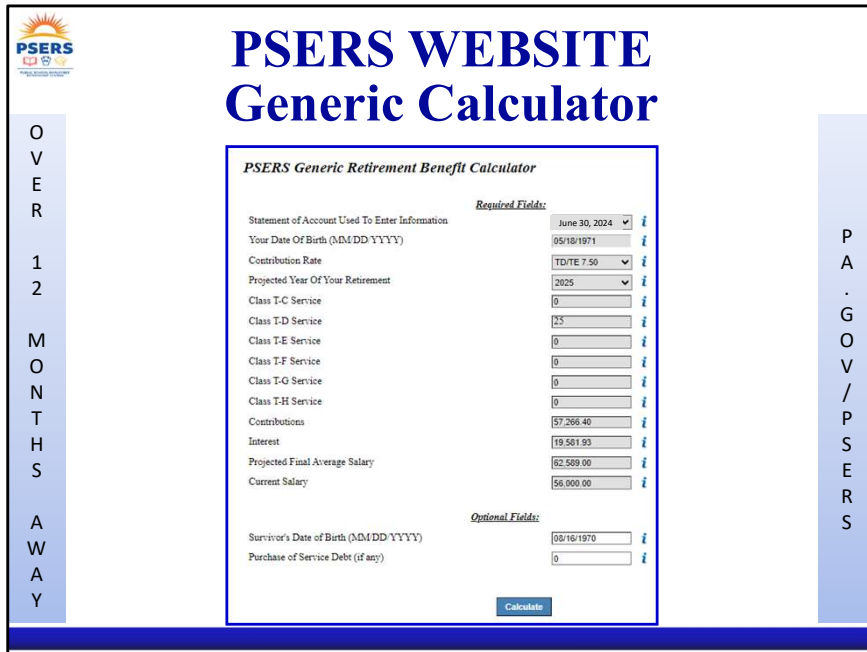
For more information regarding debts, visit our website at www.psers.pa.gov or see the Active Member Handbook.

The last page of your Statement of Account will show any purchase of service debts remaining in your account, if applicable.



One of the questions members regularly ask is “how do I choose my retirement date”?

Truly, that is a personal choice that PSERS cannot make for you; nevertheless, we can provide some scenarios to consider in making that decision. In this section, we will use Rita’s baseline information and some specific comparison examples to illustrate the impact of retiring early versus delaying until a retirement milestone.



To help you to decide when the best possible time would be for you to retire, you will need estimates providing you with projected calculations of your benefit amount.

If you are more than 12 months away from when you think you might retire or are still trying to decide when the best time for retirement will be in the future, you may want to try the PSERS online retirement calculators. PSERS provides a few different types of estimate calculators.

On our website we provide you with a “generic calculator” pictured here. When using this calculator, you will need your most recent Statement of Account so that you have the information needed to manually enter your information into this calculator.

You can produce as many scenarios as you would like. There are easy to use instructions provided when using this tool to help you make decisions for retiring on different dates, or purchase of service decisions.


However, our generic calculator has limited functions. You may need to contact PSERS if you are in need of an estimate for special circumstances such as disability, part-time employment, frozen annuities, and/or divorce.



PSERS WEBSITE Generic Calculator

PSERS Generic Retirement Benefit Calculator		Prepared on 4/4/2024		
Member Information				
Member Name: No Name On File	Final Average Salary:	\$62,589.00		
Date of Retirement: 06/30/2025	Years of Service:	25		
Date of Birth: 05/18/1971	Class T-C Service:	0		
Retirement Type: EARLY	Class T-D Service:	25		
Age: 52 Yrs. 11 Mos.	Projected Service at Retirement:	27		
Age at Retirement: 54 Yrs. 1 Mos.	Contributions:	\$65,666.40		
Account Debts: \$0.00	Interest:	\$26,192.11		
Survivor Annuitant Information				
Date of Birth:	08/16/1970			
Member Calculation				
Option	Withdrawing No Money		Withdrawing All of Your Money	
	Yearly	Monthly	Yearly	Monthly
Maximum	\$29,883	\$2,490	\$24,753	\$2,063
Option 1	\$29,104	\$2,425	\$24,168	\$2,009
Option 2	\$27,531	\$2,294	\$22,805	\$1,900
Option 3	\$28,658	\$2,388	\$23,738	\$1,978
Death Benefit for Option 1 (Withdrawing No Contributions and Interest): \$535,142				
Death Benefit for Option 1: (Withdrawing All Contributions and Interest): \$443,284				
<input type="button" value="Another Estimate"/>				

Once you enter your information into the appropriate drop-down boxes, this is the result you will see when using our “generic” calculator. You will notice some differences in the appearance of your estimates depending on which calculator you are using. The information provided to you will be all the same.



MEMBER SELF SERVICE ESTIMATE

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Commonwealth of Pennsylvania – Public School Employees' Retirement System

5 N 5th Street
Harrisburg PA 17101-1905
Toll-free: 1.888.773.7748
Fax: 717.772.3880
www.psers.state.pa.us

**MEMBER SELF SERVICE
RETIREMENT ESTIMATE**



1951
Mail Center

This PSERS Retirement Benefit Calculator provides you with estimated potential benefit amounts under the basic retirement options. The results of your experience with this calculator will only be as accurate as the data used in the calculation for your estimated retirement date. Your use of this calculator is not a substitute for retirement counseling. Use of this calculator and the resulting outcome neither changes nor validates your member account information with PSERS.

Member Original Input Information			
Current Annual School Year Salary:		Hours to be worked in final year:	
Projected Final School Year Salary:		Days to be worked in final year:	
Final Average Salary:		Survivor's Date of Birth:	
Projected Termination Date:		Survivor's Relationship to You:	
Projected Date of Retirement:		Special Option – Specific Percentage:	

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You can also log in to your Member Self-Service (MSS) account with your username and password.

The estimate calculator provided in the MSS portal may be easier to use because some of the information is prepopulated for you. This information is pulled into the estimate wizard directly from your PSRS account.

This calculator can be used by part-time members (as we said during a previous slide, the generic calculator does not work for member's who work part-time, only.) The MSS calculator can also produce estimates for leaving employment on one day and vesting/delaying your retirement to a date in the future.



MEMBER SELF SERVICE ESTIMATE

IMPORTANT INFORMATION

- Days/Hours
- Projected Termination Date
- Projected Date of Retirement
- Current Annual School Year Salary
- Final School Year Salary
- Final Average Salary (FAS)
- Special Option Specific Percentage
- Survivor Annuitant's Birthdate & Relationship to You

Some information does pre-populate with your current account information. You may have to override the contents to project your estimate correctly. Pay attention to the following:

Days/hours –If you are going to be working less than a full school year you will have to edit the days/hours you are expecting to work.

Projected Termination date – your last day working or your last being paid to work.

Projected Date of Your Retirement – is usually the next day, unless you are choosing to delay your retirement date to reach a milestone.

Current Annual School Year Salary – your full salary from July 1 through June 30 of the school year you are currently in.

Projected Final School Year Salary – If you are doing a comparison estimate for more than 12 months in the future.

Projected Final Average Salary – The system pulls in the current projection for your final average salary. This can be adjusted to the calculation of your highest 3- or 5-year average.


Special Option – Specific Percentage Projected – if you would like to see a specific percentage for a survivor annuitant, enter that here.

Scroll down and it will ask you to populate information regarding your survivor annuitant – enter their gender/birthdate.



PSERS STAFF PREPARED ESTIMATE

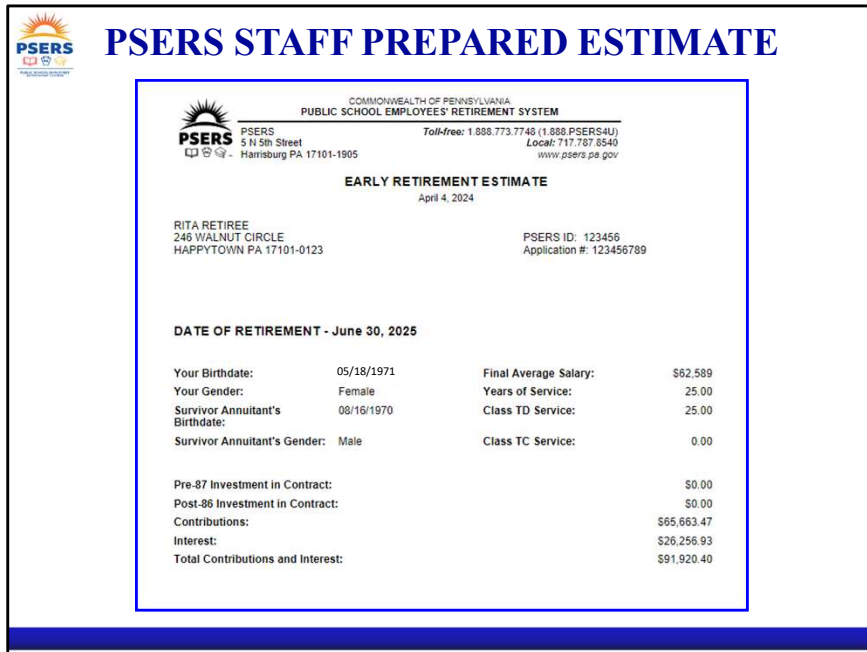
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5 N 5th Street Harrisburg PA 17101-1905 Toll-free: 1.888.773.7748 www.psers.state.pa.us Fax: 717.772.3860 PSRS-151 (07/2014)		Request for Retirement Estimate				Mail Center	
<small>Complete this form only if your anticipated retirement date is within the next 12 months. See instructions on the reverse side of this form.</small>							
Member Name		Social Security Number		Daytime Phone			
Address (Street, City, State, Zip)		Email Address		Evening Phone			
Tentative Date of Retirement:		Provide your current school year's (July 1 – June 30) salary. PSERS will project your final average salary based on the information provided by you and your employer.					
		Current School Year's Salary:					
Survivor Annuitant: (See definitions on reverse.)		Type of Estimate Request: (Check all that apply.)		Current Employment Status:			
Date of Birth		Regular <input type="checkbox"/>		Active/Paid Leave <input type="checkbox"/>			
Gender		Disability <input type="checkbox"/>		Unpaid Leave <input type="checkbox"/>			
<input type="checkbox"/> Spouse / <input type="checkbox"/> Non-spouse: (please check one)				Terminated <input type="checkbox"/>			
Previous PSERS Retiree:		Part-time members and members who are not retiring in June must complete the following: Number of days or hours from July 1 through June 30 that you expect to work in your final school year of employment.					
Yes <input type="checkbox"/> No <input type="checkbox"/>		Days: -OR- Hours:					

If planning to retire within the next 12 months, you should attend PSERS Retirement Exit Counseling. To attend exit counseling, you must have a PSERS staff-prepared retirement estimate. To obtain a staff prepared estimate, we strongly suggest you call PSERS and allow PSERS staff to submit this complete this form & request the estimate on your behalf.

Alternatively, this form is also available on the PSERS public website and is titled, *Request for Retirement Estimate* (form PSRS-151). Please note if you submit your own form, that we will deny your request if you request a benefit effective date greater than 12 months from the date the form is received.

You must provide your projected date of retirement, current school year's salary, and the birthdate, gender, and relationship to your intended survivor annuitant (if applicable). If you plan to retire mid-year, you must also indicate the number of days/hours you plan to work during your final school year of employment. Allow 4 to 6 weeks for processing. Allow more time for special estimates such as multiple service, frozen annuities, divorces, and customized options. The staff-prepared estimate will estimate your gross benefits under all the monthly payment plans and withdrawal options (if applicable).



This is what your “staff prepared” estimate will look like. A more detailed explanation will take place during a Retirement Exit Counseling session. If you have any questions when you receive your staff prepared estimate, you should call and speak to a representative prior to attending an Exit Counseling session.

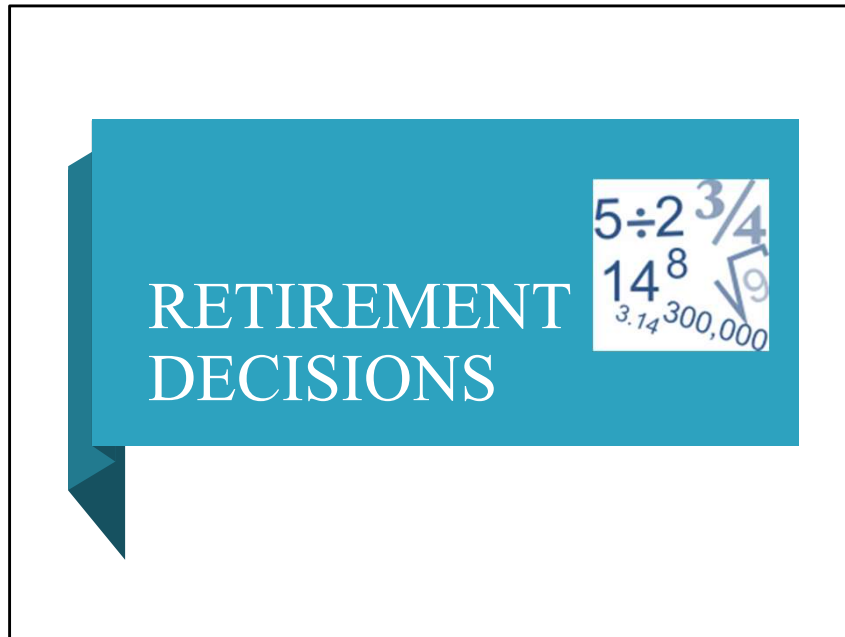
The first page of the estimate has your demographic information and your survivor annuitant’s information (if applicable.) Make sure to confirm the address and birthdates on your estimate are correct, as the birthdates will determine some of the calculations on your estimate.

You will see you estimated Final Average Salary and your years of service. You will want to check this for accuracy.

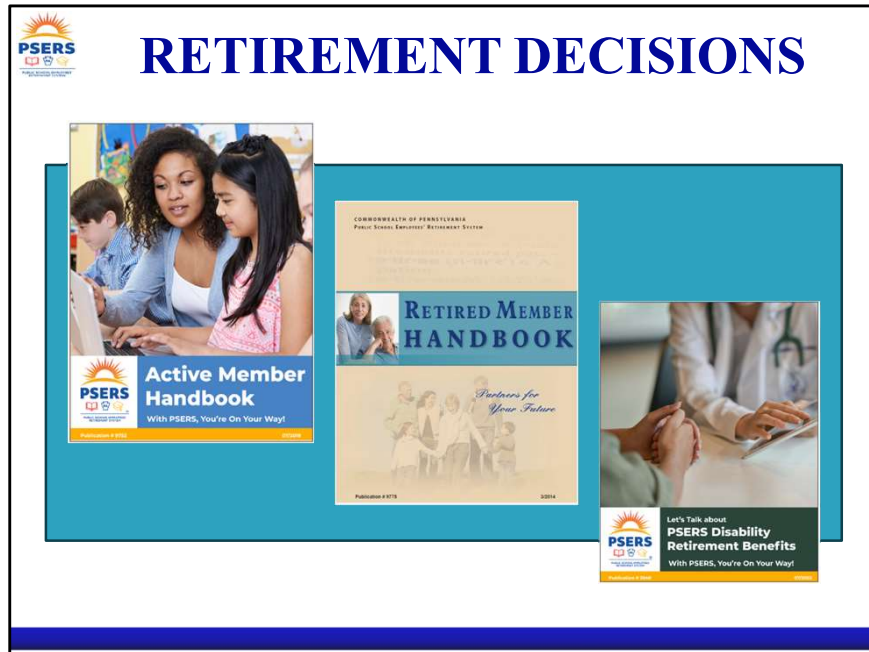
You will also see a breakdown of your contributions and interest amounts.

Page 2 of your staff prepared estimate contains the “Single Life Annuities” - Maximum Single Life Annuity and Option 1. You will see your monthly benefit amounts and the declining death benefit amounts under each condition of withdrawal.

If you have indicated that you want to see “Joint Survivor Annuity” options, your estimate will have a Page 3. On page 3, you will see your monthly amounts under each condition of withdrawal and also what your Survivor Annuitant would receive in a monthly amount after your death.



Let's review some of the things you can do to help yourself with your retirement decisions and get ready for your PSERS Retirement Exit Counseling session. We'll use Rita Retiree as an example.




PSERS has many valuable resources to assist you with your retirement decisions. These include the Active and Retired Member Handbooks as well as the PSERS Disability Retirement Benefits publication as shown on the slide.

Your first big decision is the decision to leave employment. After deciding to leaving employment, research your options to determine which type of retirement you will fall under.


If you are not eligible for a Normal Retirement at the time of your resignation you will need to decide whether to take an Early Retirement or to delay the benefit.

Disability Retirement is a retirement type. It is not generally a planned retirement. No matter how carefully you plan your retirement, an injury or illness may bring about unforeseen circumstances that prevents you from continuing to work in your public school position as long as you had intended. In this situation, disability retirement might be an option for you and may provide additional benefits and/or supplements for which you may not otherwise have been eligible.




RETIREMENT DECISIONS

HOW DO I CHOOSE MY RETIREMENT DATE?



If you achieve normal retirement, you should consider beginning to receive your retirement benefits immediately after terminating employment.



If you have an early retirement, you can begin to receive your benefits immediately, or delay (vest) your benefits.

If you are not eligible for a Normal Retirement at the time of your resignation, you will need to decide whether to take an Early Retirement or to delay the benefit.

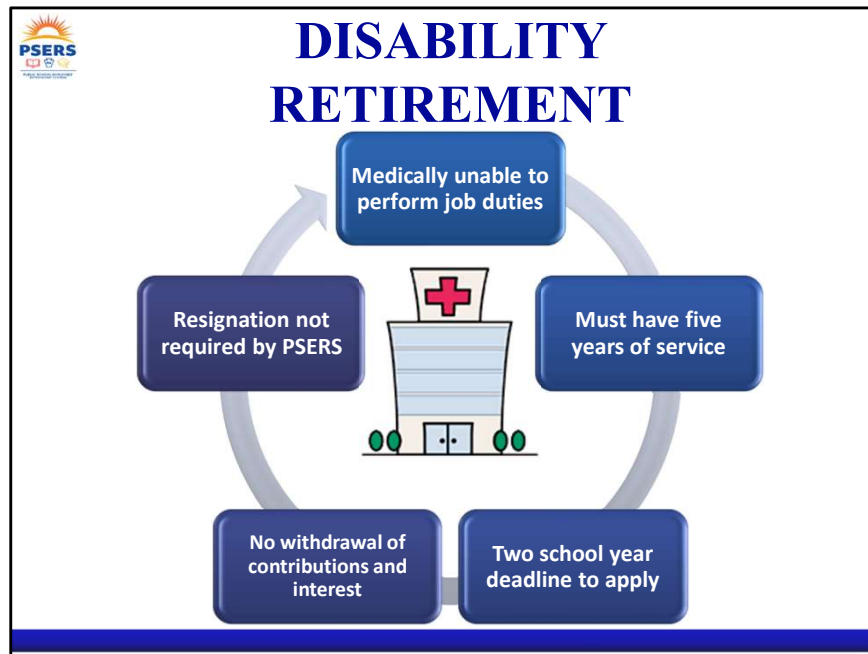
Normal Retirement:

If you have achieved normal retirement when you decide to leave employment, you should consider initiating your retirement benefits immediately after terminating employment, since your retirement benefit will have reached its maximum value.

Vesting Your Account:

If you leave employment and are not yet eligible for normal retirement, as just discussed, you have the option of taking your retirement early with whatever reduction is applicable, or you can vest your account. When you vest, you defer retirement and any lump sum payments until a later time. Your contributions and interest continue to accrue 4% interest while vesting and the early retirement reduction lessens during that course of time. If you vest until reaching normal retirement, you will receive unreduced monthly payment amount.

While you can vest as long as you wish, if you are no longer an active PSERS member, your account reaches its maximum value once you attain eligibility for normal retirement. Also, after you have terminated employment, the Internal Revenue Service (IRS) mandates that retirement benefits must begin to be distributed by April 1 of the calendar year following the year you reach your Required Beginning Age.



If you are leaving employment due to a physical and/or mental medical condition you may want to consider Disability Retirement. Your monthly benefit amount may be supplemented to offset the early retirement reducing factor. There are other advantages and some disadvantages that you may need to learn about under a Disability Retirement.

To be eligible for disability retirement, you must be unable to perform your current job duties because of a documented physical and/or mental medical condition. You need to have at least five years of credited service, and be an active, contributing member of PSERS at the time the disability occurred. You must apply by the end of the second school year after your last day of qualifying service or paid leave. You will need to provide medical documentation substantiating that you are unable to perform your job as well as a job description from your employer. This information is reviewed by PSERS medical examiners who make the determination regarding your eligibility for a disability retirement.


As I mentioned, there are advantages and disadvantages of a disability retirement. Unlike a regular retirement, you are not permitted to withdraw your contributions and interest. However, your gross monthly benefit on disability may be greater than a monthly regular retirement benefit.

PSERS does not require that you resign from your position when you apply for a disability retirement; however, your school employer may have a different policy. You must check with your employer regarding their policy. Your *Application for Disability Retirement* will only be reviewed after your school employer notifies PSERS that you are either on an unpaid, non-contributing leave or have terminated employment. If you are approved for disability retirement, PSERS assigns your benefit effective date as the day after your last day of paid service.


You may receive a disability retirement benefit from PSERS and receive a disability benefit from another plan such as workers' compensation, Social Security, and/or an independent insurance company. Your PSERS disability retirement benefit will not be affected by other

disability benefits; however, be sure to check with these other plans to see if they will be impacted by your PSERS disability benefit.

If you are leaving school employment for health reasons, you may request a disability estimate and subsequently schedule a disability counseling appointment.



RITA'S MILESTONE COMPARISON CHART



	Year Before Retirement (Provided on Statement of Account) June 30, 2024 Age 53	Early Retirement (Resigning employment & retiring immediately) June 30, 2025 Age 54	55/25 Milestone (Resigning & Delays for 1 year) June 30, 2026 Age 55	Normal Retirement (Resigning & Delays until Unreduced Benefit) June 30, 2031 Age 60
MONTHLY MAXIMUM SINGLE LIFE ANNUITY	1,700	2,000	2,428	2,857
Contribution & Interest increasing 4% annually	\$89,397	\$92,948	\$96,666	\$117,608
Monthly payments not received if vesting			\$24,000	\$144,000
years to break even			4.5 years	14 years
age at break even			Age 59 1/2	Age 74

When thinking about when to retire, you should consider if you are approaching any milestones. You may find it beneficial to compare retirement dates that qualify you for a milestone and see if the calculation increases your benefit significantly enough to delay your date by either vesting your account or working longer. Comparing these amounts may help you feel confident that you are choosing to retire at a time that is best for you financially.

This slide shows all of the different tentative dates of retirement that Rita was considering. The comparison chart is showing what Rita's Monthly Maximum Single Life Annuity would have been had she retired in June of 2024. Per page 3 of her Statement of Account, Rita's monthly amount is estimated at \$1,700 and her contribution and interest amount is about \$89,000.

Rita was seriously thinking she wanted to work one more school year and retire in June of 2025. Rita requested a staff prepared estimate with a tentative date of retirement of June 30, 2025. Upon receipt of her estimate, she found that working one more school year her monthly amount increases to about \$2,000 and contributions and interest increase to around \$93,000.

Because Rita requested a staff prepared estimate, the PSERS representative that processed her request found that Rita would reach a very special milestone if she waited one more year to retire, so PSERS automatically provided her with this comparison estimate to help Rita make an informed decision. This scenario shows Rita vesting until qualifying for the 55/25 (T-D member) special early retirement. Rita could become eligible for this benefit by vesting her account until her 55th birthday. If she **vests** until meeting the age criteria, her monthly lifetime benefit is approximately \$400 higher than it would have been had she retired immediately upon leaving employment in 2025. Rita gives up \$24,000 she could have received in retirement payments if she began receiving her retirement in June 2025. In this vesting scenario, it would take Rita over 4 ½ years to break even with what she could have received during the vesting period.

Now Rita is really thinking about the effects of her choices and became curious to see what her benefit would be if she continued to vest until she reached “Normal” Retirement criteria, to receive an unreduced retirement benefit. Rita went into her MSS account and ran her final scenario estimate. Rita wanted to see the amounts if she leaves employment in June 2025 but doesn’t start collecting her retirement benefit (vests) until six years later in June 2031. Though Rita is no longer making additional contributions to PSERS or adding additional service credit after June 2025, her retirement benefits amounts still end up higher because she vested her account. Because the early retirement reducing factor is eliminated by vesting until normal retirement, Rita’s monthly payment increases by \$857. Interest continues to accrue while vesting so her lump sum that is available to withdraw increases by \$24,660. Rita gives up \$144,000 worth of pension payments during the six years by vesting instead of starting to collect her retirement. In this vesting scenario, it would take Rita approximately 14 years to break even with what she could have received during those six years.

Remember, if you are using the online estimate calculator on PSERS website to plan your retirement, you can calculate estimates for working to any future date.

Looking at this big picture, Rita decides that she still wants to leave employment in June of 2025, but she will delay retirement until her 55th birthday to receive the benefit under the Special Early Retirement benefit (age 55 with 25 years of service.)



RETIREMENT DECISIONS

OPTIONS	MONTHLY AMOUNT	DEATH BENEFIT	yrs till depleted
MSLA	\$2,000	declining \$92,948	3 yrs 10 months
MSLA WITHDRAWAL (\$92,948)	\$1,557	0	
OPTION 1	\$1,946	declining \$419,657	18 years
OPTION 1 WITHDRAWAL (\$92,948)	\$1,514	declining \$326,709	18 years
OPTION 2	\$1,826	\$1,826 monthly	survivor lifetime
OPTION 2 WITHDRAWAL (\$92,948)	\$1,421	\$1,421 monthly	survivor lifetime
OPTION 3	\$1,909	954 monthly	survivor lifetime
OPTION 3 WITHDRAWAL (\$92,948)	\$1,486	743 monthly	survivor lifetime

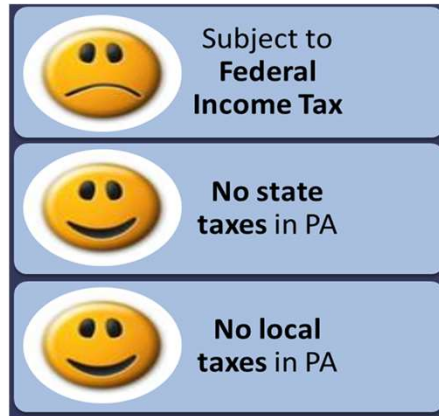


Now that Rita has made her decision regarding the timing of her retirement and has her PSERS staff prepared retirement estimate which provides her with a clear picture of the differences between all of her monthly option choices, and the death benefits amounts associated with each, she can better make her decision based on what works best for her with her personal situation.

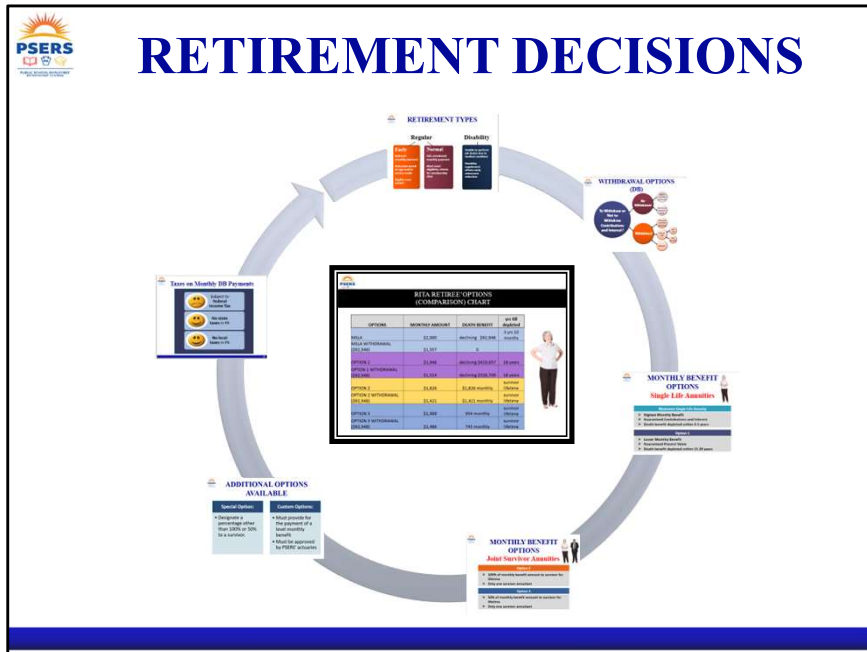
Although PSERS representatives are knowledgeable about Rita's PSERS benefits, we are not financial advisors and can not help her with this decision considering her full financial picture.



Taxes On Monthly Payments



Your gross monthly pension benefit is subject to Federal Income Tax. As long as you live in Pennsylvania, your gross monthly benefit is not subject to state or local taxes. If you move outside of Pennsylvania, you must check with that state regarding whether your benefit will be subject to state and/or local taxes. Federal Income Tax is the only tax that PSERS will withhold from your gross monthly benefit.



Once you know your retirement type, if you are retiring under “Regular” (non-Disability) retirement circumstances, you will then have to decide:

Are you withdrawing your contributions and interest? Then if you are withdrawing, how much will you withdrawal? Will you need to research out a financial institution to roll your money into, or will you have it sent to you, less the federal withholding taxes?

Then comes the decision regarding your monthly retirement option:

Is a single life annuity your best choice?

Is a Joint Survivor Annuity the best choice for you?


Maybe you would prefer a Special or Customized Option?

How much in federal tax should you withhold from your monthly amount? PSERS advises members to seek suggestions from a tax expert on this decision. You will be filling out a W4P during your Retirement Exit Counseling session.


You will need to tell us the withholdings you wish to claim on your Application for Retirement. Currently the default option is Single with no adjustments (no dependents). If you would like to withhold at any other amount, you will need to complete and submit a W4-P form.



Amongst the information we emailed you prior to the meeting or in the packet you received here at the meeting today, we have provided you the checklist that we will go over in this section.



RETIREMENT MORE THAN 12 MONTHS AWAY



- ✓ Review your annual *Statement of Account* for accuracy of information every year.
- ✓ Apply to purchase any uncredited service.
- ✓ Submit pending Divorce or Court Orders.
- ✓ Consider designating someone as your Power of Attorney (POA).
- ✓ Consider setting aside funds to cover your living expenses during your retirement benefit processing timeframe.
- ✓ Use the PSERS MSS retirement calculator to obtain a personalized Retirement Estimate.

The *Countdown to Retirement Checklist* is a guideline of things to consider and steps to take as you plan for retirement. Not every item will apply to you and not every member plans their retirement within the same timeframe, but the checklist provides suggestions to assist you in your planning.

Please ensure that you are reviewing your annual Statement of Account. The statements are mailed each year in the fall and provide a summary of information that your employer has submitted to PSERS for the prior school year. Your statement includes your total contributions, interest, service for which you were credited through the end of the previous school year and, if you are vested, provides you with a partial estimate of retirement benefits calculated as of the end of the last school year. Any corrections to salary, days or hours must be submitted to PSERS through your school employer. There is an “Understanding Your Statement of Account” presentation available on PSERS’ website which contains additional information about your statement.

Purchase of service has already been discussed in detail, so you should already be aware that you must submit your application to purchase service credit while you are still an active and contributing member of PSERS.

If you have made an inquiry to PSERS regarding your account for a divorce proceeding, ensure that we have received the appropriate documents so that your retirement benefit can be paid out in a timely manner.

You may find it necessary or advisable to designate another person as your agent to handle your personal affairs. A Power of Attorney (POA) would give your agent the authority to change your address, change or start direct deposit, change federal tax withholding status, change or stop medical insurance coverage, change beneficiary designations, etc., with PSERS. Before you consider filing a POA with PSERS, you may want to discuss this matter with your family, friends, or an attorney. To designate a person or persons to act as your agent with PSERS, you can complete a PSERS *Power of Attorney* (PSRS-248) form.

PSERS suggests setting aside funds to cover at least 3 months worth of living expenses while you are waiting for your retirement benefits to begin.

Lastly, if you are planning for a retirement more than 12 months in advance, we recommend using the retirement estimate calculators PSERS provides on our website, and within your MSS account portal, to help determine when will be the best time for you to retire.



RETIREMENT WITHIN THE NEXT 12 MONTHS

- Request a PSERS staff-prepared Retirement Estimate.
- Schedule and attend a PSERS Retirement Exit Counseling Session.
- Contact employer/s to discuss employment exit process.
- Consult with a financial service representative or a tax professional, if appropriate.
- Consider health insurance choices, including PSERS Health Options Program (HOP).
- Contact Voya to discuss distribution options (T-G, T-H, DC)



If you are planning to retire within the next 12 months, call PSERS and request a staff prepared retirement estimate, including any requests for special option or withdrawal calculations.

Schedule and attend a PSERS Retirement Exit Counseling Session.



PSERS STAFF PREPARED ESTIMATE

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You must have a PSERS staff-prepared retirement estimate to attend Retirement Exit Counseling. To obtain a staff prepared estimate, call PSERS to allow staff to interview you and collect the data we need to provide you with the most accurate estimate.

Be prepared to provide your projected date of retirement and your current full school year's salary. If you plan to retire mid-year, you must also indicate the number of days/hours you plan to work during your final school year of employment. Allow 4 to 6 weeks for processing. Allow more time for special estimates such as multiple service, frozen annuities, divorces, and customized options. The staff-prepared estimate will estimate your gross benefits under all the monthly payment plans and withdrawal options (if applicable).



RETIREMENT WITHIN THE NEXT 12 MONTHS



- Request a PSERS staff-prepared Retirement Estimate.
- Schedule and attend a PSERS Retirement Exit Counseling Session.
- Contact employer/s to discuss employment exit process.
- Consult with a financial service representative or a tax professional, if appropriate.
- Consider health insurance choices, including PSERS Health Options Program (HOP).
- Contact Voya to discuss distribution options (T-G, T-H, DC)

Schedule and attend a PSERS Retirement Exit Counseling Session.



PSERS-RETIREMENT EXIT COUNSELING

- SMALL GROUP MEETING (VIRTUAL & IN PERSON)
- CALL TOLL FREE 1-888-773-7748 TO SCHEDULE
- LOCATIONS THROUGHOUT THE STATE



After you have reviewed your estimate and determined that you will be retiring during the current school year, make an appointment for Retirement Exit Counseling by contacting PSERS. Appointments are available throughout the year at various locations and times; but we suggest that you make your appointment as far in advance as possible. Please note that the majority of these sessions are scheduled during the regular workday, and last approximately 90 minutes, so you may need to take time off from work to attend.

Exit counseling helps to ensure a smooth transition and addresses any issues before you actually retire. Prior to your meeting, your counselor will review your account to be familiar with your work history and any special considerations of which you may need to be aware. At your Retirement Exit Counseling session, PSERS staff will explain all the option choices and the retirement process before you make your final, binding retirement decisions on your application. We will discuss the benefit processing time frames, working after retirement, and health insurance. Health insurance is a complex topic, so it is important to research your options carefully. There is an informational handout in your packet regarding the PSERS Health Options Program (HOP) and Premium Assistance.

Your *Application for Retirement* must be received by PSERS no more than 90 calendar days after your termination date in order to receive retroactive retirement benefits. Even in those situations where there is a pending divorce action or purchase of service, in order to preserve retroactive benefits, the *Application for Retirement* must still be submitted within the 90-day timeframe. If your *Application for Retirement* is received later than 90 calendar days after your termination date, your benefit will be effective on the date it is received.



RETIREMENT WITHIN THE NEXT 12 MONTHS



- Request a PSERS staff-prepared Retirement Estimate.
- Schedule and attend a PSERS Retirement Exit Counseling Session.
- Contact employer/s to discuss employment exit process.
- Consult with a financial service representative or a tax professional, if appropriate.
- Consider health insurance choices, including PSERS Health Options Program (HOP).
- Contact Voya to discuss distribution options (T-G, T-H, DC)

Make sure to reach out to your employer.



DISCUSS WITH EMPLOYER

- Employer notification timeframes
 - Payments for unused leave
 - Options for balance of contract payments ~
 - Consider lump sum payment vs. BOC
- ...and healthcare options



When you have made your decision to retire, you **MUST** discuss your employer's termination requirements with your human resources and/or business office. Items for discussion could include employer notification timeframes, payments for unused leave, options for balance of contract payments, and healthcare. If possible, in your last school year of employment, consider lump sum payment of salary from your employer in month of termination instead of having balance of contract salaries spread out over the summer months.



RETIREMENT WITHIN THE NEXT 12 MONTHS

- Request a PSERS staff-prepared Retirement Estimate.
- Schedule and attend a PSERS Retirement Exit Counseling Session.
- Contact employer/s to discuss employment exit process.
- Consult with a financial service representative or a tax professional, if appropriate.
- Consider health insurance choices, including PSERS Health Options Program (HOP).
- Contact Voya to discuss distribution options (T-G, T-H, DC)



Financial advisors/planners can be a great source of information regarding money matters, and you may wish to consult with one if you would like advice on making your retirement decisions before attending your PSERS Retirement Exit Counseling meeting.

 **RETIREMENT WITHIN THE NEXT 12 MONTHS**

 **PA Department of Banking & Securities:**
www.dobs.pa.gov

 **Internal Revenue Service:**
www.irs.gov

In case you are looking to hire a financial advisor, there is a resource provided to you by the Commonwealth of PA:

The PA Dept of Banking & Securities website is www.dobs.pa.gov

Also, the IRS website is available for help in completing your W4P and is located at irs.gov



RETIREMENT WITHIN THE NEXT 12 MONTHS

- Request a PSERS staff-prepared Retirement Estimate.
- Schedule and attend a PSERS Retirement Exit Counseling Session.
- Contact employer/s to discuss employment exit process.
- Consult with a financial service representative or a tax professional, if appropriate.
- Consider health insurance choices, including PSERS Health Options Program (HOP).
- Contact Voya to discuss distribution options (T-G, T-H, DC)



Health insurance is a complex topic, so it is important to research your options carefully. There is an informational handout in your packet regarding the PSERS Health Options Program (HOP) and Premium Assistance.



RETIREMENT WITHIN THE NEXT 12 MONTHS



HOP
HEALTH OPTIONS PROGRAM
www.HOPBENEFITS.COM

Pennsylvania School Retiree Health Coverage
Sponsored by Public School Employees' Retirement System
(PSERS)

 **Talk to a Representative Call 1-800-773-7725**

The Health Options Program (HOP) is sponsored by the Pennsylvania Public School Employees' Retirement system (PSERS) for the exclusive benefit of our retirees and their families. For many retirees, HOP is one of the most competitive retiree health plans available.

PSERS Health Options Program (HOP)

When you have made your decision to retire, you **MUST** discuss your employer's termination requirements with your human resources and/or business office. Items for discussion could include employer notification timeframes, payments for unused leave, options for balance of contract payments, and healthcare.

Health insurance has become very complicated and costly so you should explore all opportunities available to you.

PSERS offers group health insurance for PSERS Annuitants (retirees), spouses of annuitants, survivor annuitants and their dependents.



RETIREMENT WITHIN THE NEXT 12 MONTHS

- ✓ Request a PSERS staff-prepared Retirement Estimate.
- ✓ Schedule and attend a PSERS Retirement Exit Counseling Session.
- ✓ Contact employer/s to discuss employment exit process.
- ✓ Consult with a financial service representative or a tax professional, if appropriate.
- ✓ Consider health insurance choices, including PSERS Health Options Program (HOP).
- ✓ Contact Voya to discuss distribution options (T-G, T-H, DC)



If you are in membership classes TG, TH, or DC, contact Voya to discuss distribution options.



DC DISTRIBUTION OPTIONS


Distributions available the *later of*:

- 30 days after termination date reported by your employer(s), or
- Last day of the month in which your employer reports your final work report


<u>Balance over \$5,000</u>	<u>Balance of \$5,000 or less</u>
Distribution Options: <ul style="list-style-type: none">• Full distribution• Partial distribution• Installments• Annuity	<ul style="list-style-type: none">• 90 days to request distribution or rollover• Otherwise<ul style="list-style-type: none">• If balance is \$5,000 to \$1,000 – rolled over to Voya IRA• If balance is \$1,000 or less – lump sum payment minus taxes


We have a publication on our website under Financial Wellness articles called Exploring your distribution options and is sent with the termination notices that Voya sends out. That goes into more detail.


Voya cannot process a distribution request until the later of 30 days after the termination date reported by your employer or the last day of the month in which a balance of contract is reported by your employer.





MORE INFORMATION AND CONTACTING PSERS


 Visit www.pa.gov/PSERS for general information and to access your retirement account through the Member Self-Service (MSS) Portal. You can also send us a Secure Message in MSS.


 **Account Information and General Questions:**
1.888.773.7748 (Monday- Friday 8:00 a.m. – 5:00 p.m.*)

 **Health Care:**
1.800.773.7725
www.hopbenefits.com

 **Premium Assistance:**
1.866.483.5509

 **Email:**
ContactPSERS@pa.gov

 **Mailing Address:**
PSERS
5 N 5th Street
Harrisburg, PA 17101-1905

 **1-833-432-6627**

***Call volumes increase towards the end of the day so calling earlier may decrease your wait and ensure that your concerns are promptly addressed.**

Remember, contact us at PSERS any time you have a concern or question because we are here to assist you.

If you contact us in writing, be sure to include identifying information so PSERS can review your account.

Please include the following:

- Date
- Your name
- Your PSERS ID, or the last four digits of your social security number
- Inquiry details
- Signature



FOLLOW PSERS



PA Public School Employees' Retirement System

@PA_PSERS

PA_PSERS invests assets & provides retirement benefits for Pennsylvania's public school employees. (Retweets & content of followers ≠ endorsements)

📍 Harrisburg, PA

🌐 pa.gov/PSERS

📅 Joined September 2019

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Follow PSERS on Social Media!

Follow @PA_PSERS on X and @PennPSERS on Facebook for #retirement news and #investment updates.

X @PA_PSERS

f @PennPSERS

You can follow PSERS on social media. PSERS is now on Facebook and X. You can follow PSERS on Facebook at PennPSERS or on X @PA_PSERS.