

RETIREMENT *options*

For KPER 3 Members
Hired January 2015 & After

Retirement is a major milestone. Hopefully you've been preparing for years, and you are ready to take the plunge. You now have decisions to make that will greatly impact your financial future. Among those is choosing which type of KPER retirement option is best for you.

YOUR RETIREMENT BENEFITS

There are two parts to the KPER 3 cash balance plan – your contribution account and your retirement credits. While you make contributions, you also earn retirement credits quarterly based on how many years of service you have and a percent of your pay.

Retirement credits are only available at retirement.

Your retirement credit value and contribution account balance can be annuitized at retirement to provide a lifetime monthly benefit.

RETIREMENT OPTIONS

All retirement options pay you a guaranteed monthly benefit for the rest of your life. You can also choose from different payment options if you want to leave a monthly benefit for someone after your death or have a regular cost-of-living increase. You can also have part of your benefit paid in an up-front lump sum.

Base Benefit

The base benefit is the 10-year life certain option. With a life-certain option, you will receive a monthly benefit for life. But, if you die within 10 years of retirement, your beneficiary will receive the same benefit for the rest of the 10-year period. Benefits are guaranteed for at least 10 years, no matter who receives them. And you will receive a benefit for life, no matter what. You can also choose a 5-year or 15-year life certain option. They work the same way.

Life-Certain Options

- 5-year
- 10-year (base benefit)
- 15-year



Questions?

Email: kpers@kpers.org

Toll-Free: 1-888-275-5737

In Topeka: 785-296-6166

kpers.org

Calculating a Benefit Estimate

- ✓ Login to your personal account at **kpers.org** to calculate a benefit estimate.

Calculating your benefit amount is complex and involves a number of factors. There is no simple formula. It can be helpful to see how different options and scenarios affect your monthly benefit amount. Our online calculator puts dollar amounts with your options based on your personal information and account balance. You can also schedule a personal counseling appointment with a KPERS staff member to discuss your retirement options.

Joint-Survivor Options

You may want to provide a lifetime monthly benefit for someone after your death. You can do this by choosing a joint-survivor option. Your survivor, also called a joint annuitant, cannot be changed after you retire. After your death, your survivor will receive a monthly benefit for the rest of his or her life.

Joint-Survivor Options

- 50%
- 75%
- 100%

The percentages show your survivor's benefit amount compared to your benefit amount. Your survivor can receive 50%, 75% or 100% of your benefit amount.

In order to provide the continuing benefit, your monthly benefit is reduced. The higher your survivor's benefit, the lower yours will be during retirement.

Cost-of-Living Adjustment (COLA)

At retirement, you can choose an annual COLA. Your benefit is reduced initially to fund the annual increase. You specify the percentage desired. Annual increases are on July 1, and begin one year after retirement.

Choosing a COLA will reduce your initial monthly benefit amount.

COLA Options

- 1%
- 2%

When Can You Retire?

- Age 65 with five years
- Age 60 with 30 years
- Reduced, early retirement beginning at age 55 with 10 years

Partial Lump-Sum Option

You can take part of your retirement benefit in an up-front lump sum at retirement. You can choose any percent or dollar amount up to 30% of your account balance. The remaining balance is then converted to an annuity based on the monthly benefit option you select.

Lump Sum Options

- Up to 30% of account value
- Remainder converted to annuity
- Not available for early retirement

Example: Dan's account balance is \$200,000. Taking a 30% PLSO would give him a \$60,000 lump sum, leaving the remaining \$140,000 available to annuitize into a monthly benefit.

Keep in mind that taking a lump sum will **permanently reduce** your monthly annuity option.

