

# Summary of Plan Provisions

The following tables present high-level summaries of the plan provisions and are not meant to be exhaustive lists. For complete details of plan provisions, please refer to the statutes shown in each table or contact the plan administrator, the Department of Retirement Systems. In the unlikely event that information contained in these tables conflicts with state law, the law takes precedence.

| Summary of Plan Provisions - PERS                      |   |  |  |
|--|---|--|--|
|  | Plan 1  | Plan 2   | Plan 3   |
| <b>Effective Date of Plan</b>                          | 10/1/47   | 10/1/77  | 3/1/02   |
| <b>Date Closed to New Entrants</b>                     | 9/30/77   | Open   | Open   |
| <b>Statutory Reference</b>                             | Chapter 41.40 RCW   | Chapter 41.40 RCW  | Chapter 41.40 RCW  |
| <b>Normal Retirement Eligibility (age/service)</b>     | 60/5, 55/25, Any Age/30   | 65/5   | 65/10 or vested  |
| <b>Accrued Benefit Formula</b>                         | 2% x YOS x AFC; Maximum 60% AFC   | 2% x YOS x AFC   | 1% x YOS x AFC; 0.25% per month pre-retirement COLA with 20 years of service                     |
| <b>Computation of AFC</b>                              | Annual average of the greatest compensation earnable during a 24 consecutive month period     | Average compensation earnable for the highest 60 consecutive months                              | Average compensation earnable for the highest 60 consecutive months                              |
| <b>Credited Service</b>                                | Monthly, based on hours worked each month (school yr. for edu. emplys.)                       | Monthly, based on hours worked each month (school yr. for edu. emplys.)                          | Monthly, based on hours worked each month (school yr. for edu. emplys.)                          |
| <b>Vesting</b>   | 5 years   | 5 years  | 10 years (5 under select circumstances)  |
| <b>Vested Benefits Upon Termination</b>                | Refund of employee contributions plus interest, or deferred retirement allowance              | Refund of employee contributions plus interest, or deferred retirement allowance                 | Refund of employee contributions plus investment earnings and deferred retirement allowance      |
| <b>Early Retirement Eligibility (age/service)</b>      | n/a   | 55/20  | 55/10  |
| <b>Early Retirement Reduction Factors</b>              | n/a   | 3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial | 3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial |
| <b>Disability Retirement Benefit</b>                   | Non-duty: reduced accrued benefit; Duty: temporary annuity plus deferred retirement allowance | Accrued benefit, actuarially reduced   | Accrued benefit, actuarially reduced   |
| <b>COLA</b>  | \$2.06 per month/YOS* on 7/1/13   | Lesser of CPI** or 3%  | Lesser of CPI** or 3%  |
| <b>Minimum Benefit per Month</b>                       | \$48.63* per YOS on 7/1/13, \$1,639.09* for select annuitants                                 | n/a  | n/a  |
| <b>Changes in Plan Provisions Since Last Valuation</b> | District Court Judges (C 22 L 13).  | District Court Judges (C 22 L 13).   | District Court Judges (C 22 L 13).   |

\*Minimum COLA payable to qualified members only; increases by 3% annually. The Uniform COLA was removed under C 362 L 11.

\*\*CPI: Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.

Select Committee on Pension Policy

| Summary of Plan Provisions - TRS(Continued)            |   |  |  |
|--|---|--|--|
|  | Plan 1  | Plan 2   | Plan 3   |
| <b>Effective Date of Plan</b>                          | 3/1/38  | 10/1/77  | 7/1/96   |
| <b>Date Closed to New Entrants</b>                     | 9/30/77   | Open   | Open   |
| <b>Statutory Reference</b>                             | Chapter 41.32 RCW   | Chapter 41.32 RCW  | Chapter 41.32 RCW  |
| <b>Normal Retirement Eligibility (age/service)</b>     | 60/5, 55/25, Any Age/30   | 65/5   | 65/10 or vested  |
| <b>Accrued Benefit Formula</b>                         | 2% x YOS x AFC; Maximum 60% AFC   | 2% x YOS x AFC   | 1% x YOS x AFC; 0.25% per month pre-retirement COLA with 20 years of service                     |
| <b>Computation of AFC</b>                              | Annual average earnable compensation for the two highest consecutive service credit years | Average compensation earnable for the highest 60 consecutive months                              | Average compensation earnable for the highest 60 consecutive months                              |
| <b>Credited Service</b>                                | Yearly, based on days worked each year  | Monthly, based on number of months and hours worked during school year                           | Monthly, based on number of months and hours worked during school year                           |
| <b>Vesting</b>   | 5 years   | 5 years  | 10 years (5 under select circumstances)  |
| <b>Vested Benefits Upon Termination</b>                | Refund of employee contributions plus interest, or deferred retirement allowance          | Refund of employee contributions plus interest, or deferred retirement allowance                 | Refund of employee contributions plus investment earnings and deferred retirement allowance      |
| <b>Early Retirement Eligibility (age/service)</b>      | n/a   | 55/20  | 55/10  |
| <b>Early Retirement Reduction Factors</b>              | n/a   | 3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial | 3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial |
| <b>Disability Retirement Benefit</b>                   | Accrued benefit   | Accrued benefit, actuarially reduced   | Accrued benefit, actuarially reduced   |
| <b>COLA</b>  | \$2.06 per month/YOS* on 7/1/13   | Lesser of CPI** or 3%  | Lesser of CPI** or 3%  |
| <b>Minimum Benefit per Month</b>                       | \$48.63* per YOS on 7/1/13, \$1,639.09* for select annuitants                             | n/a  | n/a  |
| <b>Changes in Plan Provisions Since Last Valuation</b> | n/a   | n/a  | n/a  |

\*Minimum COLA payable to qualified members only; increases by 3% annually. The Uniform COLA was removed under C 362 L 11.

\*\*CPI: Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.

| Summary of Plan Provisions - SERS<br>(Continued)       |  |  |
|--|--|--|
|  | Plan 2   | Plan 3   |
| <b>Effective Date of Plan</b>                          | 9/1/00   | 9/1/00   |
| <b>Date Closed to New Entrants</b>                     | Open   | Open   |
| <b>Statutory Reference</b>                             | Chapter 41.35 RCW  | Chapter 41.35 RCW  |
| <b>Normal Retirement Eligibility (age/service)</b>     | 65/5   | 65/10 or vested  |
| <b>Accrued Benefit Formula</b>                         | 2% x YOS x AFC   | 1% x YOS x AFC; 0.25% per month pre-retirement COLA with 20 years of service                     |
| <b>Computation of AFC</b>                              | Average compensation earnable for the highest 60 consecutive months                              | Average compensation earnable for the highest 60 consecutive months                              |
| <b>Credited Service</b>                                | Monthly, based on number of months and hours worked during school year                           | Monthly, based on number of months and hours worked during school year                           |
| <b>Vesting</b>   | 5 years  | 10 years (5 under select circumstances)  |
| <b>Vested Benefits Upon Termination</b>                | Refund of employee contributions plus interest, or deferred retirement allowance                 | Refund of employee contributions plus investment earnings and deferred retirement allowance      |
| <b>Early Retirement Eligibility (age/service)</b>      | 55/20  | 55/10  |
| <b>Early Retirement Reduction Factors</b>              | 3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial | 3% or alternate subsidized ERF with 30 YOS (5% if hired on or after 5/1/13), otherwise actuarial |
| <b>Disability Retirement Benefit</b>                   | Accrued benefit, actuarially reduced   | Accrued benefit, actuarially reduced   |
| <b>COLA</b>  | Lesser of CPI* or 3%   | Lesser of CPI* or 3%   |
| <b>Minimum Benefit per Month per YOS</b>               | n/a  | n/a  |
| <b>Changes in Plan Provisions Since Last Valuation</b> | n/a  | n/a  |

\*CPI: Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.

| Summary of Plan Provision - PSERS<br>(Continued)       |  |
|--|--|
| Plan 2   |  |
| <b>Effective Date of Plan</b>                          | 7/1/06   |
| <b>Date Closed to New Entrants</b>                     | Open   |
| <b>Statutory Reference</b>                             | Chapter 41.37 RCW  |
| <b>Normal Retirement Eligibility (age/service)</b>     | 65/5 Total Service, 60/10 PSERS service  |
| <b>Accrued Benefit Formula</b>                         | 2% x YOS x AFC   |
| <b>Computation of AFS</b>                              | Average compensation earnable for the highest 60 consecutive months              |
| <b>Credited Service</b>                                | Monthly, based on hours worked each month  |
| <b>Vesting</b>   | 5 years  |
| <b>Vested Benefits Upon Termination</b>                | Refund of employee contributions plus interest, or deferred retirement allowance |
| <b>Early Retirement Eligibility (age/service)</b>      | 53/20 Total Service  |
| <b>Early Retirement Reduction Factors</b>              | 3% ERF with 20 YOS, otherwise actuarial  |
| <b>Disability Retirement Benefit</b>                   | Accrued benefit, actuarially reduced from age 60                                 |
| <b>COLA</b>  | Lesser of CPI* or 3%   |
| <b>Minimum Benefit per Month per YOS**</b>             | n/a  |
| <b>Changes in Plan Provisions Since Last Valuation</b> | n/a  |

\*CPI: *Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.*

| <b>Summary of Plan Provisions - LEOFF</b><br><i>(Continued)</i> |  |  |
|---|--|--|
|   | <b>Plan 1</b>  | <b>Plan 2</b>  |
| <b>Effective Date of Plan</b>                                   | 3/1/70   | 10/1/77  |
| <b>Date Closed to New Entrants</b>                              | 9/30/77  | Open   |
| <b>Statutory Reference</b>                                      | Chapter 41.26 RCW  | Chapter 41.26 RCW  |
| <b>Normal Retirement Eligibility (age/service)</b>              | 50/5   | 53/5   |
| <b>Accrued Benefit Formula</b>                                  | Accrual % (1%, 1.5%, 2%) x YOS (5, 10, 20) x FAS   | 2% x YOS x AFC; 0.25% per month pre-retirement COLA with 20 years of service   |
| <b>Computation of FAS/AFC</b>                                   | The basic salary attached to the position or rank at retirement if held for at least 12 months | Average compensation earnable for the highest 60 consecutive months  |
| <b>Credited Service</b>   | Monthly, based on hours worked each month  | Monthly, based on hours worked each month  |
| <b>Vesting</b>  | 5 years  | 5 years  |
| <b>Vested Benefits Upon Termination</b>                         | Refund of employee contributions plus interest, or deferred retirement allowance               | Refund of employee contributions (x 150% if 10 YOS) plus interest, or deferred retirement allowance  |
| <b>Early Retirement Eligibility (age/service)</b>               | n/a  | 50/20  |
| <b>Early Retirement Reduction Factors</b>                       | n/a  | 3% ERF with 20 YOS   |
| <b>Disability Retirement Benefit</b>                            | 50% FAS, (max 60% if children)   | Non-duty: accrued benefit, actuarially reduced; Duty, occupational: accrued benefit without actuarial reduction, minimum 10% of AFC; Duty, total: 70% of AFC with offsets for Social Security and L&I benefits, not to exceed 100% of AFC. |
| <b>COLA</b>   | Full CPI*  | Lesser of CPI* or 3%   |
| <b>Minimum Benefit per Month per YOS</b>                        | n/a  | n/a  |
| <b>Changes in Plan Provisions Since Last Valuation</b>          | n/a  | Health Insurance Reimbursement (C 287 L 13)  |

\*CPI: *Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.*

| <b>Summary of Plan Provision - WSPRS</b><br><i>(Continued)</i> |  |  |
|--|--|--|
|  | <b>Plan 1</b>  | <b>Plan 2</b>  |
| <b>Effective Date of Plan</b>                                  | 6/12/47  | 1/1/03   |
| <b>Date Closed to New Entrants</b>                             | 12/31/02   | Open   |
| <b>Statutory Reference</b>                                     | Chapter 43.43 RCW  | Chapter 43.43 RCW  |
| <b>Normal Retirement Eligibility (age/service)</b>             | Age 55, Any Age/25, Mandatory at 65  | Age 55, Any Age/25, Mandatory at 65  |
| <b>Accrued Benefit Formula</b>                                 | 2% x YOS x AFC; Maximum 75% AFC  | 2% x YOS x AFC; Maximum 75% AFC  |
| <b>Computation of AFC</b>                                      | Average monthly salary of the highest two consecutive years                      | Average monthly salary of the highest 60 consecutive months                      |
| <b>Credited Service</b>  | Monthly, based on hours worked each month  | Monthly, based on hours worked each month  |
| <b>Vesting</b>   | 5 years  | 5 years  |
| <b>Vested Benefits Upon Termination</b>                        | Refund of employee contributions plus interest, or deferred retirement allowance | Refund of employee contributions plus interest, or deferred retirement allowance |
| <b>Early Retirement Eligibility (age/service)</b>              | n/a  | n/a  |
| <b>Early Retirement Reduction Factors</b>                      | n/a  | n/a  |
| <b>Disability Retirement Benefit</b>                           | 50% comp with offsets, paid from WSPRS operational funds                         | 50% comp with offsets, paid from WSPRS operational funds                         |
| <b>COLA</b>  | Lesser of CPI* or 3%   | Lesser of CPI* or 3%   |
| <b>Minimum Benefit per Month per YOS**</b>                     | \$30.98 on 1/1/13  | \$30.98 on 1/1/13  |
| <b>Changes in Plan Provisions Since Last Valuation</b>         | n/a  | n/a  |

\*CPI: *Urban Wage Earners & Clerical Workers, Seattle-Tacoma-Bremerton, WA - All Items.*

\*\*Amount increases by 3% annually.