

# Pre-Retirement Seminar



1/11/2024

You're going to retire soon.

What do you need to know  
and do?

- ❑ Understand Your Membership
  - Contributions
  - Retirement Timeline
  - Your Tier
  
- ❑ Estimate Your Retirement Benefit
  - Retirement Formula
  - Consider Purchasing Service Credit
  - How Vacation Affects Salary
  - Benefit Estimator Tool



# Your Pre-Retirement Checklist

- Verify Retirement Eligibility
- Choose Your Retirement Date
- Apply to Retire
  - Retirement Process
  - 5 Retirement Allowance Options
- Understand Other Benefits
  - Medical, Dental, Vision Benefits
- Understand Life Events
- Sign Up For ACERA News

# ☐ Understand Your Membership



# Who is ACERA?

## Alameda County Employees' Retirement Association

**We:** provide retirement, disability, and death benefits to our members: **You**



# Who is ACERA?

- Work (or worked) full-time
- In retirement eligible position



Alameda  
County



Alameda  
Health  
System



Superior  
Court of  
California



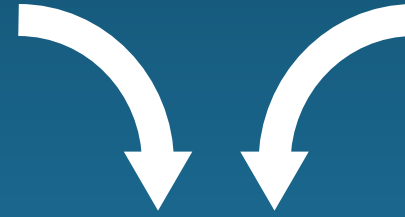
First 5



Housing  
Authority



LARPD



Investment  
Earnings



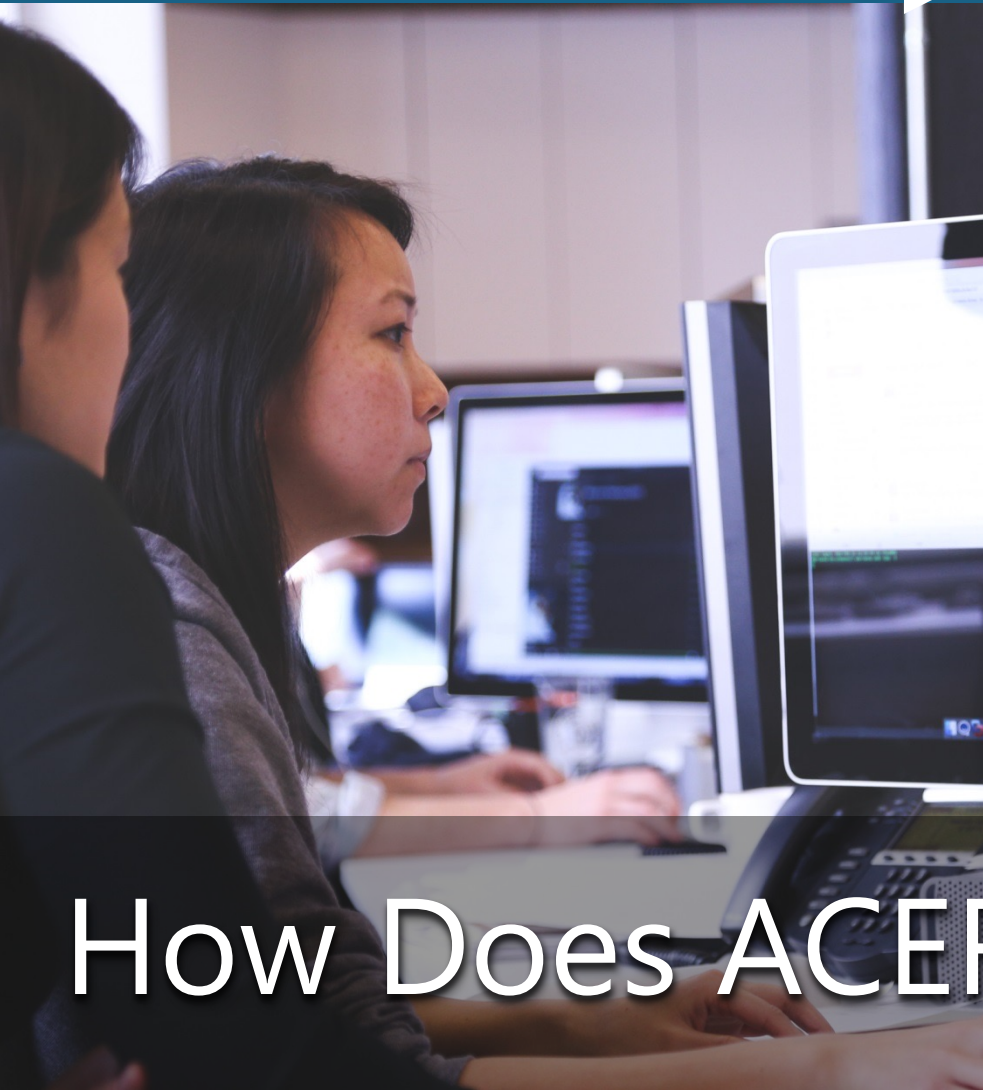
# How Does ACERA work?

[acera.org/contributions](https://acera.org/contributions)



You earn credit toward retirement

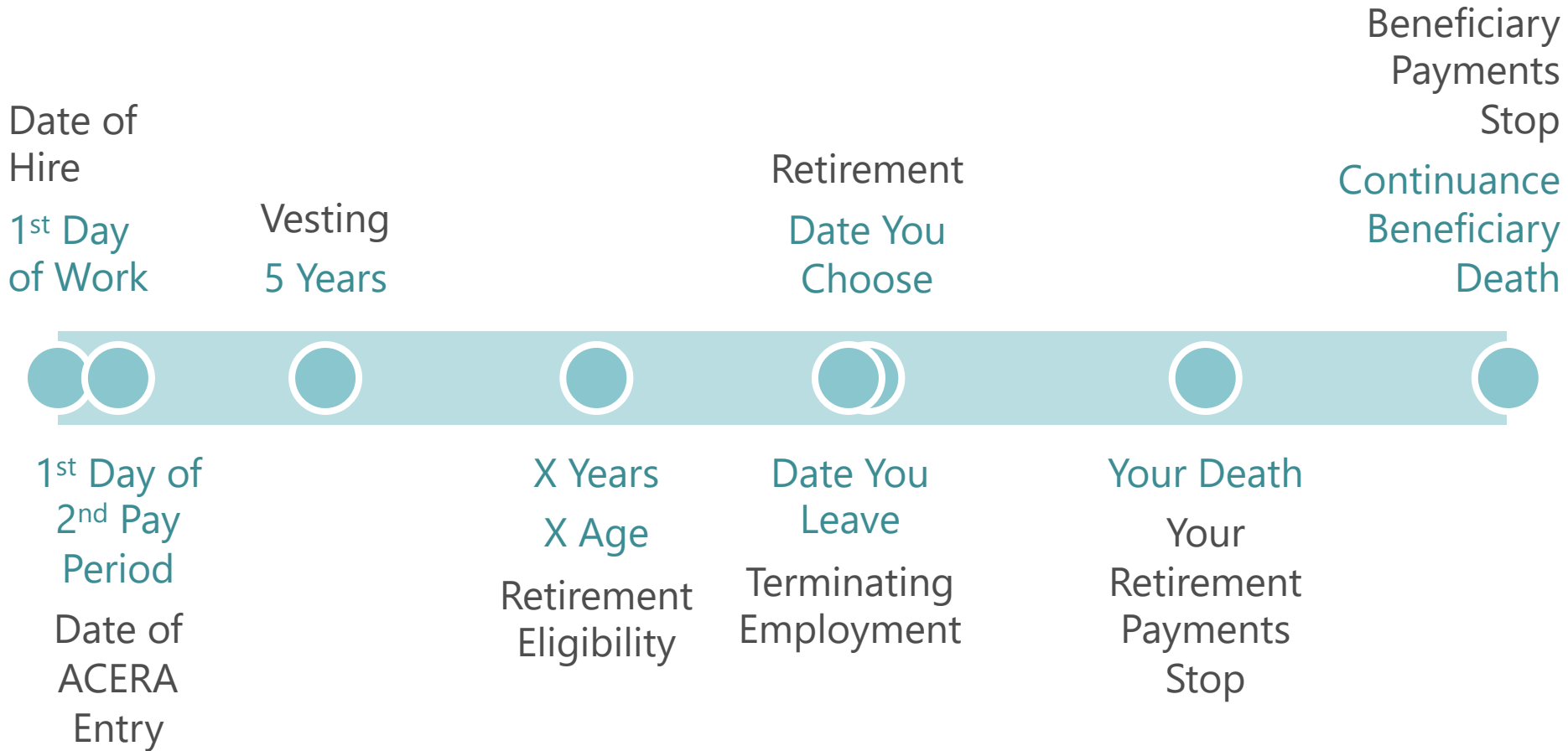
You retire, and collect monthly retirement allowance for life



How Does ACERA work?



# Pension Milestones



# My Career Timeline

Approximate Dates

[acera.org/worksheet](https://acera.org/worksheet)

ACERA Entry Date

Vested Date

Retirement Eligibility Date

Date to Submit Ready-to-Retire Counseling Form

[acera.org/counseling](https://acera.org/counseling)

Separation Date (Last Day in Active Pay Status)

Projected Retirement Date



- 5 Years Service Credit  
(Including reciprocity)
- Guaranteed by 1937 Act County Employees Retirement Law

- 1. Monthly Retirement Benefit for Life**
  - a. Regular retirement upon eligibility
  - b. Or disability retirement, if approved
  
- 2. Annual Cost of Living Adjustment (COLA)**
  
- 3. \$1000 Lump Sum Death Benefit**

# My Career Timeline

Approximate Dates

ACERA Entry Date

Vested Date

Retirement Eligibility Date

Date to Submit Ready-to-Retire Counseling Form

[acera.org/counseling](https://acera.org/counseling)

Separation Date (Last Day in Active Pay Status)

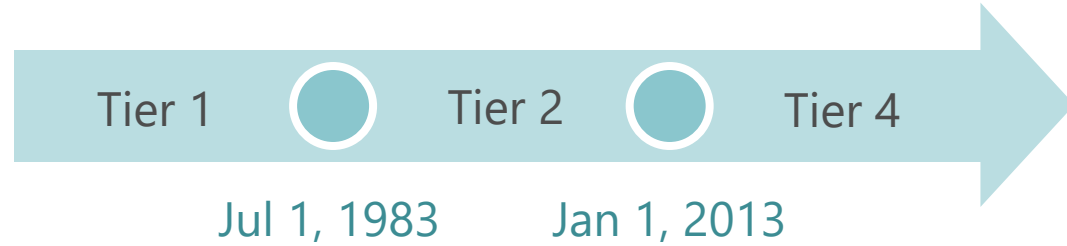
Projected Retirement Date



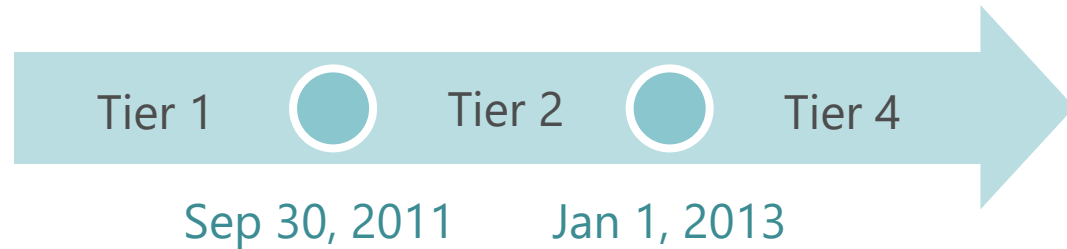


# Tiers – Based on Date of Entry

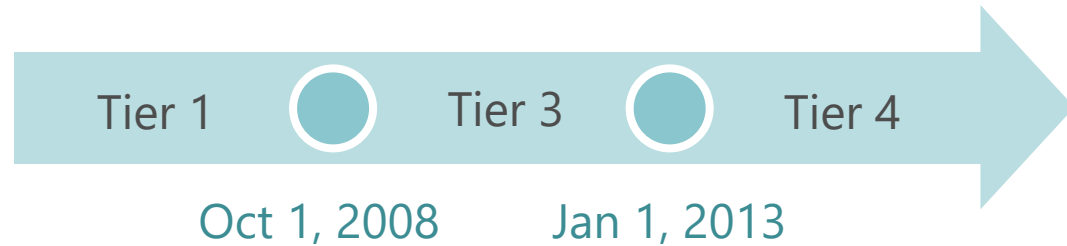
## General Members



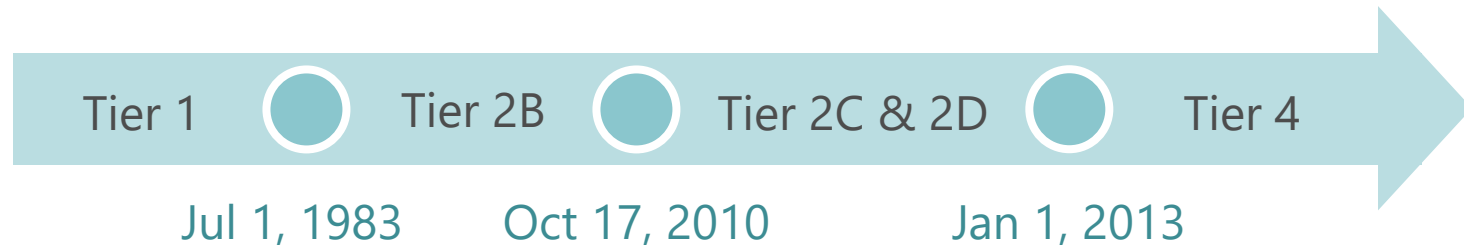
## Housing Authority



## LARPD



## Safety Members



# My Tier

## General

Tier 1

Tier 2

Tier 3

Tier 4

## Safety

Tier 1

Tier 2B

Tier 2C

Tier 2D

Tier 4



Estimate Your Retirement Benefit



# Pension Formula

You get a % of your highest salary for each year of service.

$$\begin{aligned} & \text{Age Factor Percentage} \\ & \quad \text{Service Credit} \\ & \times \text{Highest Average Monthly Salary} \\ \hline & = \text{Monthly Retirement Allowance for Life} \end{aligned}$$



# Pension Formula

You get a % of your highest salary for each year of service.

$$\begin{aligned} & 2.00\% \\ & \text{Service Credit} \\ & \times \text{Highest Average Monthly Salary} \\ \hline & = \text{Monthly Retirement Allowance for Life} \end{aligned}$$



# Pension Formula

You get a % of your highest salary for each year of service.

**2.00%**

**20 Years**

$$\frac{\mathbf{X \quad Highest Average Monthly Salary}}{\mathbf{= Monthly Retirement Allowance for Life}}$$



# Pension Formula

You get a % of your highest salary for each year of service.

**40%**

$$\frac{\mathbf{X \quad Highest Average Monthly Salary}}{\mathbf{= Monthly Retirement Allowance for Life}}$$



# Pension Formula

You get a % of your highest salary for each year of service.

$$\begin{array}{r} 40\% \\ \times \\ \hline \$5,000 \\ = \text{Monthly Retirement Allowance for Life} \end{array}$$



# Pension Formula

You get a % of your highest salary for each year of service.

$$\begin{array}{r} 40\% \\ \times \quad \$5,000 \\ \hline = \$2,000 \end{array}$$

$$\begin{array}{r} \uparrow \text{Age Factor Percentage} \\ \uparrow \text{Service Credit} \\ \text{X } \frac{\uparrow \text{Highest Average Monthly Salary}}{\phantom{\uparrow}} \\ = \uparrow \text{Monthly Retirement Allowance for Life} \end{array}$$

(It will also depend on which retirement allowance option you pick.)





# Formula Factor 1: Age Factor Percentage

- % of highest average salary for each year of service
- Percentages increase every 3 months based on your birthday [www.acera.org/age](http://www.acera.org/age)

AGE	General				Safety			
	Tier 1	Tier 2	Tier 3 LARPD	Tier 4	Tier 1 & 2B	Tier 2C	Tier 2D	Tier 4
41	⊘	⊘	⊘	⊘	2.34%	1.25%	1.43%	⊘
50	1.34%	1.18%	2.00%	⊘	3.00%	2.00%	2.29%	2.00%
52	1.49%	1.30%	2.20%	1.00%	3.00%	2.21%	2.53%	2.20%
55	1.77%	1.49%	2.50%	1.30%	3.00%	2.62%	3.00%	2.50%
57	2.00%	1.64%	2.50%	1.50%	3.00%	2.62%	3.00%	2.70%
60	2.34%	1.92%	2.50%	1.80%	3.00%	2.62%	3.00%	2.70%
62	2.62%	2.09%	2.50%	2.00%	3.00%	2.62%	3.00%	2.70%
65	2.62%	2.43%	2.50%	2.30%	3.00%	2.62%	3.00%	2.70%
67	2.62%	2.43%	2.50%	2.50%	3.00%	2.62%	3.00%	2.70%





# Retirement Formula

**1. Age Factor Percentage**

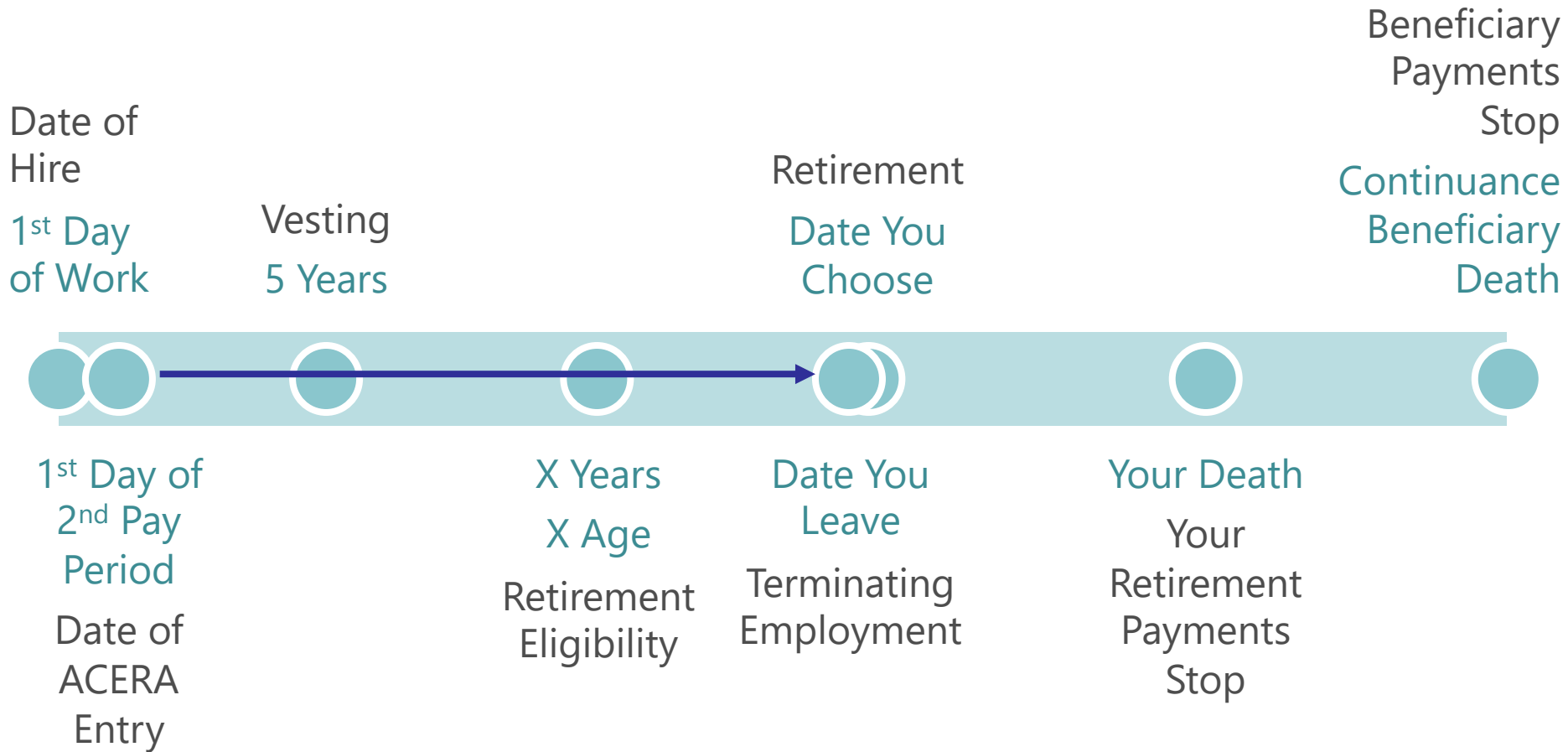
**2. Service Credit**

**X 3. Highest Average Monthly Salary**

**=Monthly Retirement Allowance for Life**



# Earning Service Credit



# Earn Service Credit During?:

## ✓ Yes

- Regular work hours
- Earned vacation
- Sick leave
- Management leave
- Comp time
- Holidays
- Floating holidays

## ⊘ No

- Leave without pay
- Purchased vacation
- Sold vacation
- Overtime
- On-call time
- Standby time



# Eligible Service Credit Purchases

Examples:

- Part-time, TAP, or project work before full time
- Days before entry date
- Unpaid leave: medical, disability, military
- Redeposit of prior memberships
- Other California public agency work

Full list at:

[acera.org/purchase](https://acera.org/purchase)



# What Happens to Unused Sick Leave?

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Last day of work or active employment status (leave time okay)

Retirement date

# What Happens to Unused Sick Leave?

Sick Leave

(Up to MOU Cap)

$$\frac{\text{Sick Leave (Up to MOU Cap)}}{2}$$

= Additional Service Credit

125 Days Sick Leave

2

$$\frac{125 \text{ Days Sick Leave}}{2}$$

= 62.5 Days Service Credit  
(12+ Work Weeks)



# Retirement Formula

1. Age Factor Percentage

2. Service Credit

X 3. Highest Average Monthly Salary

=Monthly Retirement Allowance for Life





# Highest Average Monthly Salary: Final Compensation Period

## Tiers 1 & 3

Highest consecutive pay periods:  
**26** biweekly or  
**12** monthly

≈ Highest 1 Year of Pay

÷

**12 Months**

=

**Highest Average Monthly  
Salary**

## Tiers 2 & 4

Highest consecutive pay periods:  
**78** biweekly or  
**36** monthly

≈ Highest 3 Years of Pay

÷

**36 Months**

=

**Highest Average Monthly  
Salary**

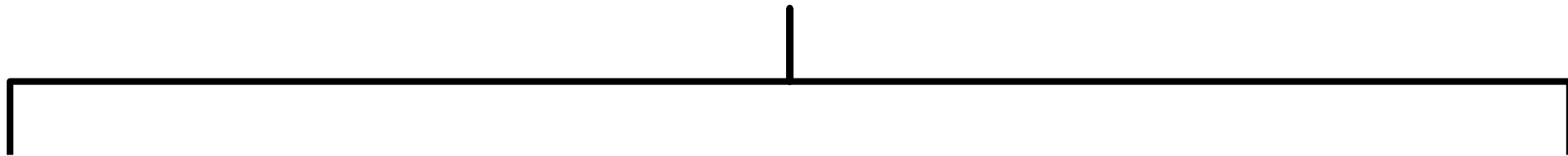
## If paid during Final Compensation Period:

- **Base pay**
- **Footnotes / other pay codes** – [acera.org/paycodes](https://acera.org/paycodes)
  - Ask your payroll manager for more info
  - Overtime never counts
- **Vacation sales** up to your limit (not Tier 4)
- **Vacation cash out** (pay off) up to your limit (not Tier 4)

# Take a snooze



# During Final Compensation Period



While Employed

At Termination  
or Retirement



Total Salary  
During Final  
Compensation  
Period



Average Salary



Retirement  
Allowance



# Benefit Increase Due to Vacation Compensation (Approximate)

<b>Weeks of Vacation Compensation Included in Highest Salary</b>	<b>Tier 2 Benefit Increase</b>	<b>Tier 1 Benefit Increase</b>
1	0.6%	1.9%
2	1.3%	3.8%
3	1.9%	5.8%
4	2.6%	7.7%
5	3.2%	
6	3.8%	
7	4.5%	
8	5.1%	
9	5.8%	
10	6.4%	
11	7.1%	
12	7.7%	

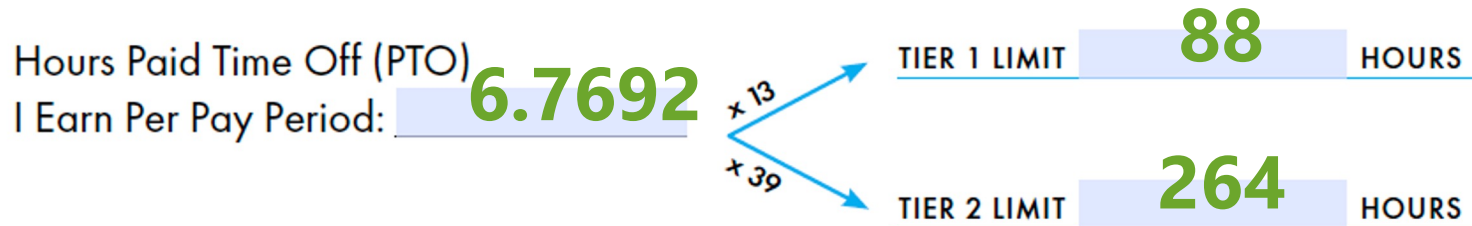


Cap on vacation  
compensation ACERA  
must include is defined  
by state law.



# Cap on Vacation Compensation in Salary AHS Employees

## Alameda Health System Employees



Exception: Limits for AHS employees in UAPD Union are 120 hours of PTO for Tier 1 and 360 hours of PTO for Tier 2.





# Cap on Vacation Compensation in Salary Non-AHS Employees

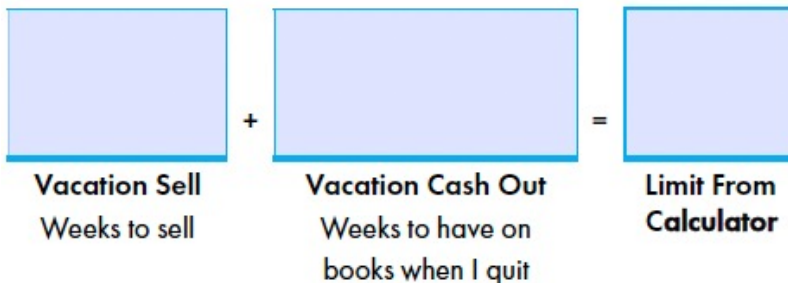
## County and Other Employees

	Year 1	Year 2 (Tier 2 Only)	Year 3 (Tier 2 Only)
<b>Earned</b> Weeks of vacation I earn per year	5	5	5
<b>Payable</b> Weeks of vacation I'm allowed to sell per year	2	2	2



Get  
Limit from  
Calculator

To maximize my earned retirement:





# Use Calculators for limits on Vacation Compensation in Salary Non-AHS Employees

Calculator at [www.acera.org/vacation](http://www.acera.org/vacation)

## Maximum Vacation Compensation in Pension Formula

Which Tier Are You In?

- Tier 1  
 Tier 2

Weeks of Vacation You Earned in Year 1 ⓘ

0.00

Weeks of Vacation Your Employer Allowed You to Sell Per Fiscal Year in Year 1 ⓘ

1

Maximum Weeks of Vacation Compensation Includable in Your Highest Average Monthly Salary

# 0.00 Weeks

That's 0 hours for 40-hour-per-week employees

And 0 hours for 37.5-hour-per-week employees



# Cap on Vacation Compensation in Salary Non-AHS Employees

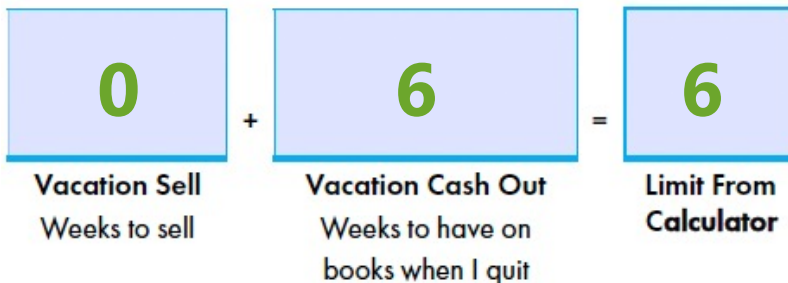
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# Cap on Vacation Compensation in Salary Non-AHS Employees

## County and Other Employees

	Year 1	Year 2 (Tier 2 Only)	Year 3 (Tier 2 Only)
<b>Earned</b> Weeks of vacation I earn per year	4	4	4
<b>Payable</b> Weeks of vacation I'm allowed to sell per year	3	3	3

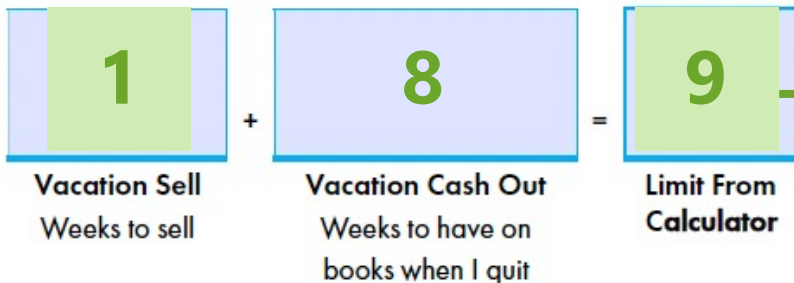
**Cash Out Max:  
2 x Accrual Rate**

$$4 \times 2 = 8$$

Need to sell if you  
can't get up to limit  
with Cash Out

To maximize my earned retirement:

Get  
Limit from  
Calculator





# Cap on Vacation Compensation in Salary Non-AHS Employees

**What if you already sold a bunch of vacation?**

## County and Other Employees

	Year 1	Year 2 (Tier 2 Only)	Year 3 (Tier 2 Only)
<b>Earned</b> Weeks of vacation I earn per year	4	4	4
<b>Payable</b> Weeks of vacation I'm allowed to sell per year	3	3	3

Get  
Limit from  
Calculator

To maximize my earned retirement:

$$\begin{array}{ccc} \boxed{5} & + & \boxed{\phantom{00}} = \boxed{9} \\ \text{Vacation Sell} & & \text{Vacation Cash Out} \\ \text{Weeks to sell} & & \text{Weeks to have on} \\ & & \text{books when I quit} \\ & & \text{Limit From} \\ & & \text{Calculator} \end{array}$$



# Cap on Vacation Compensation in Salary Non-AHS Employees

## County and Other Employees

	Year 1	Year 2 (Tier 2 Only)	Year 3 (Tier 2 Only)
<b>Earned</b> Weeks of vacation I earn per year	4	4	4
<b>Payable</b> Weeks of vacation I'm allowed to sell per year	3	3	3

Get  
Limit from  
Calculator

To maximize my earned retirement:

$$\begin{array}{ccc} \boxed{5} & + & \boxed{4} & = & \boxed{9} \\ \text{Vacation Sell} & & \text{Vacation Cash Out} & & \text{Limit From} \\ \text{Weeks to sell} & & \text{Weeks to have on} & & \text{Calculator} \\ & & \text{books when I quit} & & \end{array}$$

## What if you already sold a bunch of vacation?

### 2 Options:

### 1. Cash out the difference



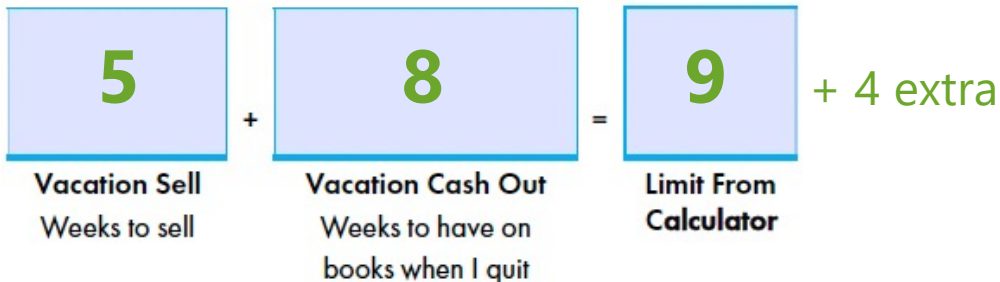
# Cap on Vacation Compensation in Salary Non-AHS Employees

## County and Other Employees

	Year 1	Year 2 (Tier 2 Only)	Year 3 (Tier 2 Only)
<b>Earned</b> Weeks of vacation I earn per year	4	4	4
<b>Payable</b> Weeks of vacation I'm allowed to sell per year	3	3	3

Get  
Limit from  
Calculator

To maximize my earned retirement:



## What if you already sold a bunch of vacation?

### 2 Options:

## 2. Cash out more, up to 2x your accrual rate. It's okay.

\$\$ from extra 4 weeks still went into your bank account



Tier 3 & 4 Members

**Welcome back!**





# 2024 Benefit Limits on Monthly Payments

[acera.org/limits](https://acera.org/limits)

- a. Highest Average Monthly Salary Limit:** Retirement allowance is capped at 100% of your Highest Average Monthly Salary
- b. IRS 415(b) Limit:** Retirement allowance capped at \$275,000 yr.
  - If you entered ACERA 01/01/1990 - 12/31/2012 or received a benefit enhancement then (members transitioning from general to safety or receiving an enhanced retirement formula)
  - 415(m): Employer-paid benefit replacement plan will pay the difference between the 415(b) limit and your benefit amount.
- c. IRS 401(a)17 Limit:** Highest Average Salary capped at \$345,000 yr.
  - If you entered ACERA 7/1/1996 – 12/31/2012
- d. Tier 4 Highest Average Monthly Salary Limit:** Members' Highest Average Monthly Salary calculations (annual) are capped based on Social Security Wage Index limit.
  - \$151,446 for general
  - \$181,734 for safety



# Estimating My Retirement

## Get a Ballpark Estimate

Retirement Age		<b>58</b>	
Years of Service Credit at Retirement		<b>29</b>	
Ballpark Salary % <a href="https://www.acera.org/ballpark">acera.org/ballpark</a>		<b>50.03</b>	<b>%</b>
<b>x</b> Highest Average Monthly Salary	<b>\$</b>	<b>6,000</b>	
<b>=</b> Ballpark Estimate*	<b>\$</b>	<b>3,001</b>	



## Get a Precision Estimate With the Online Benefit Estimator

[acera.org/wms](https://acera.org/wms)

Separation Date	
Projected Retirement Date	
Hours of Cash Vacation Compensation (optional)	
Precision Estimate	\$





# Retirement Benefit Estimates



LANGUAGE

LOGIN / SIGN UP

- Members
- Retirees
- Employers
- Forms & Publications
- News & Events
- About ACERA

## Reimagine your retirement

GET STARTED

Answers to your Questions



### Members

Active or Deferred



Member Resources

## Welcome to ACERA's New Website





Darryl Jones

[Home](#)

## Member Information

### Account Summary

- Nominated Beneficiary
- Estimate a Benefit
- Create A Statement
- Account Balance Letter

## User Information

- Personal Information
- User Settings

## Other

- Web Forms
- Contact ACERA
- Help
- Sign Out

## Account Summary

Data as of 11/03/2019

### Summary Information

<b>Current Plan:</b>	General Tier II - Int	<b>Date of Birth:</b>	01/01/1979 (40.87)
<b>Current Employer(s):</b>	Alameda County	<b>Employment Date:</b>	11/16/2008
<b>Current Status:</b>	Active	<b>Entry Date:</b>	11/30/2008
<b>Reciprocity:</b>	NO	<b>Current Reciprocal Agency:</b>	N/A

### My Service Credit

#### ACERA Years of Service Credit

Earned Service Credit:	10.76875
Purchased Service Credit:	0.00
<b>Total Service Credit:</b>	<b>10.76875</b>

### My Contributions

Contribution Type	Taxable	Non-Taxable	Interest	Total Balance
Employee COLA	\$5,948.13	\$0.00	\$2,307.07	\$8,255.20
Employee Current	\$26,311.56	\$0.00	\$10,337.07	\$36,648.63
Employer Offset COLA	\$4,898.26	\$0.00	\$1,897.06	\$6,795.32
Employer Offset Current	\$21,701.21	\$0.00	\$8,497.26	\$30,198.47
<i>Total</i>	<i>\$58,859.16</i>	<i>\$0.00</i>	<i>\$23,038.46</i>	<i>\$81,897.62</i>

\* Employer offset amounts are not [refundable](#) or [withdrawable](#). Contributions your employer makes to ACERA are not displayed because they also are not refundable. ACERA's [interest rate history](#) is available.



Darryl Jones

Home

### Member Information

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### Estimate a Benefit

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## Estimate a Benefit

Data as of 11/03/2019

### Projected Dates

Separation Date:

Projected Retirement Date:

←

←

ment. For active members going straight into retirement, this is the day after your last paid day.

Calculate

### Calculation Options

Projected Service Credit: 0.00000

Projected Final Average Monthly Salary Prior to Retirement: \$0.00  If you sold vacation, your salary may be overstated.

Add Hours of Cash Vacation Compensation (optional):  Don't overestimate

### Beneficiary Information ?

Continuance Beneficiary:  [Click here](#) to update your nominated beneficiary information.

Name:

Relationship:

Date of Birth:

Get Estimate!

Cancel



You will need a copy of the Adobe Acrobat Reader, which can be [downloaded](#) for free from Adobe's site.



## Estimate a Benefit

Data as of 11/03/2019

### Projected Dates

Separation Date:  Last paid date  
Projected Retirement Date:  First day of retirement. For active members going straight into retirement, this is the day after your last paid day.

**Calculate**

### Calculation Options

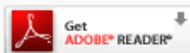
Projected Service Credit: 0.00000   
Projected Final Average Monthly Salary Prior to Retirement: \$0.00  If you sold vacation, your salary may be overstated.  
Add Hours of Cash Vacation Compensation (optional):  Don't overestimate

### Beneficiary Information ?

Continuance Beneficiary:  Click here to update your nominated beneficiary information.  
Name:   
Relationship:   
Date of Birth:

Get Estimate!

Cancel



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# Estimate a Benefit

Data as of 11/03/2019

## Projected Dates

Separation Date:	<input type="text" value="03/15/2030"/>	Last paid date
Projected Retirement Date:	<input type="text" value="03/16/2030"/>	First day of retirement. For active members going straight into retirement, this is the day after your last paid day.

**Calculate**

## Calculation Options

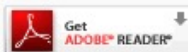
Projected Service Credit:	21.27634	<input type="text" value="Override Service Credi"/>	
Projected Final Average Monthly Salary Prior to Retirement:	\$8,552.10 <span>?</span>	<input type="text" value="Override Avg. Salary"/>	If you sold vacation, your salary may be overstated.
Add Hours of Cash Vacation Compensation (optional):	<input type="text"/>	Don't overestimate	

## Beneficiary Information ?

Continuance Beneficiary:	<input type="text" value="Select beneficiary on file..."/>	<a href="#">Click here</a> to update your nominated beneficiary information.
Name:	<input type="text"/>	
Relationship:	<input type="text"/>	
Date of Birth:	<input type="text" value="mm/dd/yyyy"/>	

**Get Estimate!**

**Cancel**



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## Estimate a Benefit

Data as of 11/03/2019

### Projected Dates

Separation Date:  Last paid date

Projected Retirement Date:  First day of retirement. For active members going straight into retirement, this is the day after your last paid day.

[Calculate](#)

### Calculation Options

Projected Service Credit: 21.27634

Projected Final Average Monthly Salary Prior to Retirement: \$8,552.10  [?](#) If you sold vacation, your salary may be overstated.

Add Hours of Cash Vacation Compensation (optional):  Don't overestimate

### Beneficiary Information [?](#)

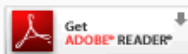
Continuance Beneficiary:  [Click here](#) to update your nominated beneficiary information.

Name:

Relationship:

Date of Birth:

[Get Estimate!](#) [Cancel](#)



You will need a copy of the Adobe Acrobat Reader, which can be [downloaded](#) for free from Adobe's site.



# Retirement Benefit Estimate

Debra Jones

May 03, 2023

**Projected Separation Date:** 03/15/2030

**Projected Retirement Date:** 03/16/2030

**Contribution Account Balance:** \* \$106,305.25


Your Estimated Monthly Retirement Benefit			
Retirement Benefit Option	Your Beneficiary's Benefit Is Determined by the Option You Select	Member Monthly Benefit	Beneficiary Monthly Benefit After Your Death
Unmodified Option	Pays 60% of member's benefit to surviving spouse or state registered domestic partner if married or partnered one year prior to retirement. Or, pays 60% to a dependent child under 18 (or split among multiple children), or up to 22 if unmarried and registered with an accredited school.	\$2,256.34	\$1,353.80
Option 1	Your beneficiary receives a one-time payment of the balance of your Contribution Account minus the sum of all monthly annuity and COLA payments to you.  <i>Contribution Account Balance:</i> \$106,305.25 <i>Monthly Annuity Payment:</i> \$548.01	\$2,249.14	
Option 2	Pays 100% of member's monthly benefit to beneficiary †	\$2,128.29	\$2,128.29
Option 3	Pays 50% of member's monthly benefit to beneficiary	\$2,190.45	\$1,095.22
Option 4	Pays a lifetime continuance of a percentage or dollar amount you specify to one or more beneficiaries. †	Amounts for Option 4 are subject to submittal to ACERA's Actuary and can only be provided after retirement. Contact us for more information: <a href="http://www.acera.org/contact">www.acera.org/contact</a>	

Beneficiary Information	
Beneficiary's Name:	Mark Jones
Is Beneficiary Spouse?	Yes
Beneficiary Age:	41.692



## How to Calculate Hours of Cash Vacation Compensation for Online Benefit Estimator

1. Run an estimate leaving the Hours of Cash Vacation Compensation field blank. Look at the Average Salary Date Range on the estimate PDF.

Limit From Calculator (weeks)	6	
x Weekly Work Hours	40	
= Limit (hours)	240	
Hours Vacation Sold - During Salary Date Range		
Hour of Cash Vacation Compensation for Benefit = Estimator		

2. Run a second estimate using Hours of Cash Vacation Compensation.



# Retirement Benefit Estimate

Debra Jones

May 03, 2023

**Projected Separation Date:** 03/15/2030

**Projected Retirement Date:** 03/16/2030

**Contribution Account Balance:** \* \$106,305.25

Your Estimated Monthly Retirement Benefit			
Retirement Benefit Option	Your Beneficiary's Benefit Is Determined by the Option You Select	Member Monthly Benefit	Beneficiary Monthly Benefit After Your Death
Unmodified Option	Pays 60% of member's benefit to surviving spouse or state registered domestic partner if married or partnered one year prior to retirement. Or, pays 60% to a dependent child under 18 (or split among multiple children), or up to 22 if unmarried and registered with an accredited school.	\$2,256.34	\$1,353.80
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Beneficiary Information	
Beneficiary's Name:	Mark Jones
Is Beneficiary Spouse?	Yes
Beneficiary Age:	41.692



# Retirement Benefit Estimate

Debra Jones


May 04, 2023

Pay Included in Average Monthly Salary				
Date Range	Salary	Sold Vacation Hours	Sold Vacation Compensation	Projected Pay
08/31/22 - 09/03/22	\$ 1,295.28			
09/04/22 - 09/17/22	\$ 5,817.60			
09/18/22 - 10/01/22	\$ 4,317.60			
10/02/22 - 10/15/22	\$ 4,317.60			
10/16/22 - 10/29/22	\$ 4,317.60			
10/30/22 - 11/12/22	\$ 4,317.60			
11/13/22 - 11/26/22	\$ 4,317.60			
11/27/22 - 12/10/22	\$ 4,317.60			
12/11/22 - 12/24/22	\$ 4,317.60			
12/25/22 - 01/07/23	\$ 4,468.80			
01/08/23 - 01/21/23	\$ 4,468.80			
01/22/23 - 02/04/23	\$ 4,468.80			
02/05/23 - 02/18/23	\$ 4,468.80			
02/19/23 - 03/04/23	\$ 4,468.80			
03/05/23 - 03/18/23	\$ 4,468.80			
03/19/23 - 04/01/23	\$ 4,468.80			
04/02/23 - 04/15/23	\$ 4,468.80			*
04/16/23 - 04/29/23	\$ 4,468.80			*
04/30/23 - 05/13/23	\$ 4,468.80			*
05/14/23 - 05/27/23	\$ 4,468.80			*
05/28/23 - 06/10/23	\$ 4,468.80			*
06/11/23 - 06/24/23	\$ 4,468.80			*
06/25/23 - 07/08/23	\$ 4,468.80			*
07/09/23 - 07/22/23	\$ 4,468.80			*
07/23/23 - 08/05/23	\$ 4,468.80			*
08/06/23 - 08/19/23	\$ 4,468.80			*
08/20/23 - 09/02/23	\$ 4,468.80			*
09/03/23 - 09/16/23	\$ 4,468.80			*
09/17/23 - 09/30/23	\$ 4,468.80			*
10/01/23 - 10/14/23	\$ 4,468.80			*
10/15/23 - 10/28/23	\$ 4,468.80			*
10/29/23 - 11/11/23	\$ 4,468.80			*
11/12/23 - 11/25/23	\$ 4,468.80			*
11/26/23 - 12/09/23	\$ 4,468.80			*
12/10/23 - 12/23/23	\$ 4,468.80			*
12/24/23 - 01/06/24	\$ 4,468.80			*
01/07/24 - 01/20/24	\$ 4,468.80			*
01/21/24 - 02/03/24	\$ 4,468.80			*
02/04/24 - 02/17/24	\$ 4,468.80			*
02/18/24 - 03/02/24	\$ 4,468.80			*
03/03/24 - 03/16/24	\$ 4,468.80			*
03/17/24 - 03/30/24	\$ 4,468.80			*



## How to Calculate Hours of Cash Vacation Compensation for Online Benefit Estimator

1. Run an estimate leaving the Hours of Cash Vacation Compensation field blank. Look at the Average Salary Date Range on the estimate PDF.

Limit From Calculator (weeks)	6	
x Weekly Work Hours	40	
= Limit (hours)	240	
Hours Vacation Sold - During Salary Date Range	40	
Hour of Cash Vacation Compensation for Benefit = Estimator	200	

2. Run a second estimate using Hours of Cash Vacation Compensation.



# Estimate a Benefit

Data as of 11/03/2019

## Projected Dates

Separation Date:  Last paid date

Projected Retirement Date:  First day of retirement. For active members going straight into retirement, this is the day after your last paid day.

**Calculate**

## Calculation Options

Projected Service Credit: 21.27634

Projected Final Average Monthly Salary Prior to Retirement: \$8,552.10  ? If you sold vacation, your salary may be overstated.

Add Hours of Cash Vacation Compensation (optional):  Don't overestimate

## Beneficiary Information ?

Continuance Beneficiary:  ▼ [Click here](#) to update your nominated beneficiary information.

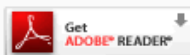
Name:

Relationship:  ▼

Date of Birth:

**Get Estimate!**

**Cancel**



You will need a copy of the Adobe Acrobat Reader, which can be [downloaded](#) for free from Adobe's site.



# Retirement Benefit Estimate

Debra Jones

May 03, 2023

**Projected Separation Date:** 03/15/2030

**Projected Retirement Date:** 03/16/2030

**Contribution Account Balance:** \* \$106,305.25

Your Estimated Monthly Retirement Benefit			
Retirement Benefit Option	Your Beneficiary's Benefit Is Determined by the Option You Select	Member Monthly Benefit	Beneficiary Monthly Benefit After Your Death
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Beneficiary's Name:	Mark Jones
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## Get a Precision Estimate With the Online Benefit Estimator

[acera.org/wms](https://www.acera.org/wms)

Separation Date	
Projected Retirement Date	
Hours of Cash Vacation Compensation (optional)	
Precision Estimate	\$



Retirement Estimate Request Form

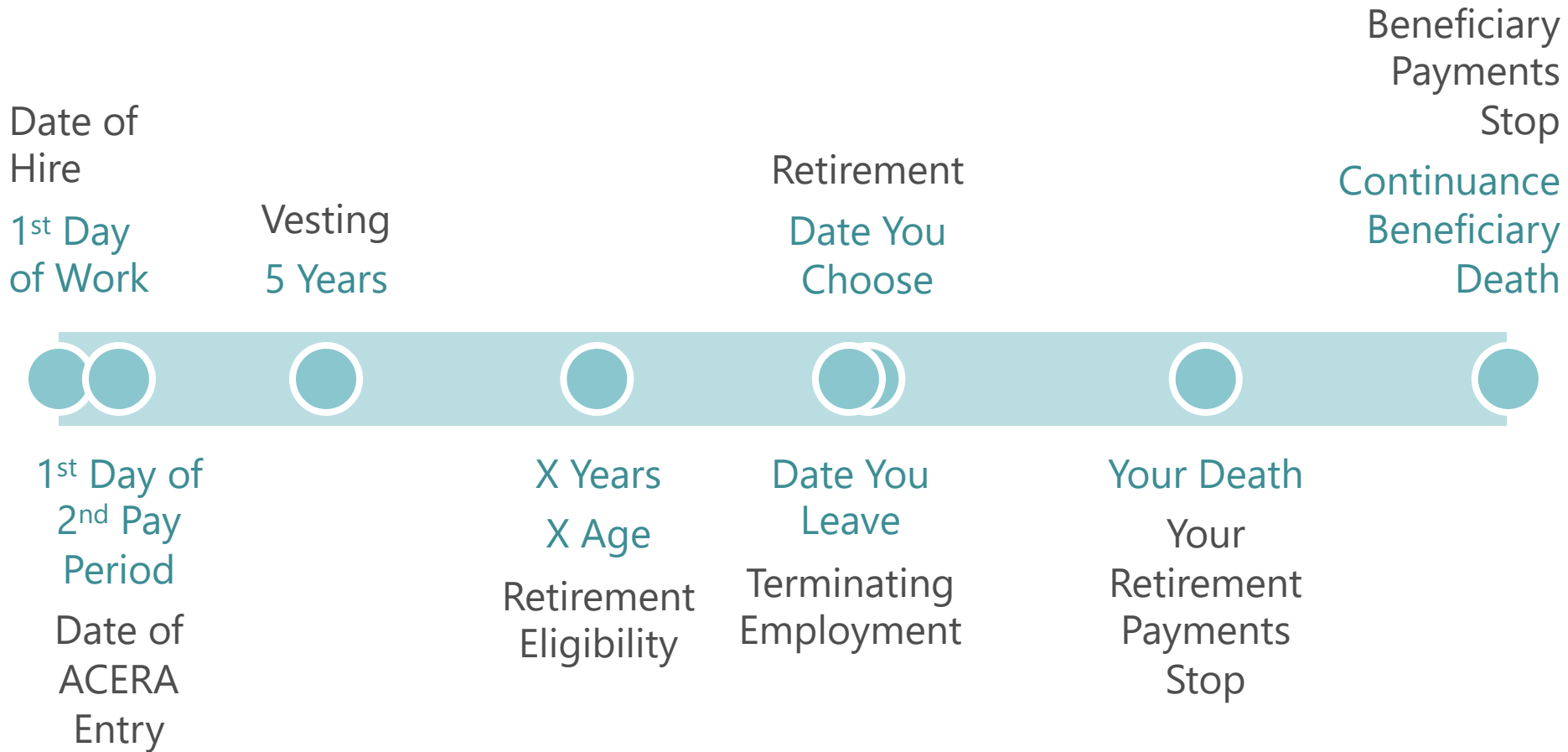
[www.acera.org/forms](http://www.acera.org/forms)

Uses same software and math as the online Benefit Estimator, so same result

❑ Verify Retirement Eligibility



# Pension Milestones





# Eligibility for Regular Retirement

Tiers 1, 2, 3

## Option 1\*

- **Age:** 50
- **Service Credit:** 5 yrs
- **Membership:** 10 yrs

## Option 2\*

- **Age:** Any
- **Service Credit:**
  - 30 yrs (General)
  - 20 yrs (Safety)

## Option 3

- **Age:** 70
- **Service Credit:** Any

\*Includes service credit purchases and re-deposits. Does not include other public service purchase.)



# Eligibility for Regular Retirement

## Tier 4

### Option 1\*

- **Age:**
  - 52 (General)
  - 50 (Safety)
- **Service Credit:** 5 yrs

### Option 2

- **Age:** 70
- **Service Credit:** Any

\*Includes service credit purchases and re-deposits. Does not include other public service purchase.)

# My Career Timeline

Approximate Dates

ACERA Entry Date

Vested Date

Retirement Eligibility Date

Date to Submit Ready-to-Retire Counseling Form

[acera.org/counseling](https://www.acera.org/counseling)

Separation Date (Last Day in Active Pay Status)

Projected Retirement Date

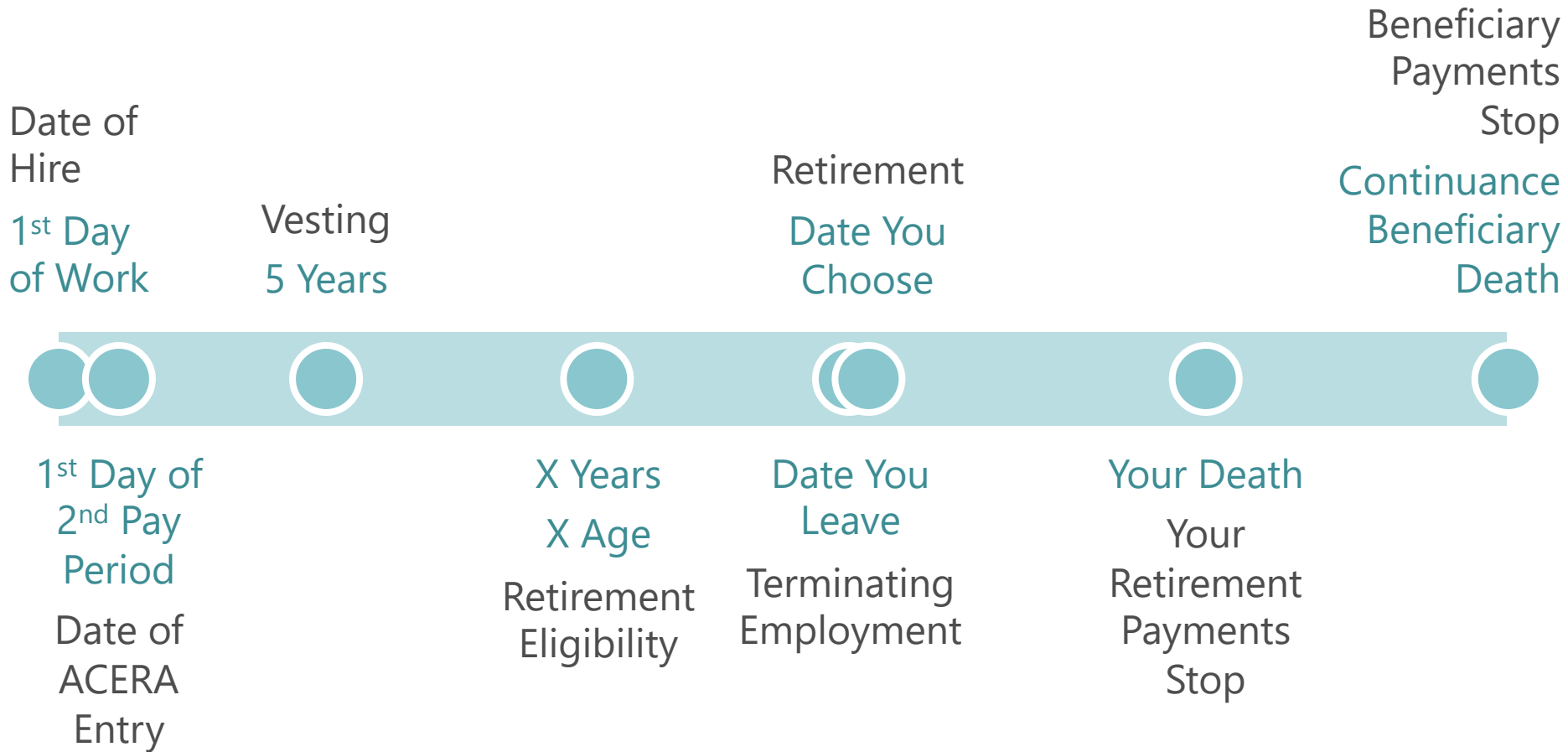




Choose Your Retirement Date



# Pension Milestones



1. Will you have enough income?
2. Age factor % dates
3. COLA
4. Age factor % vs. COLA
5. Retire on the Day After Last Day of Work
6. Retire After a Day You're Scheduled to Work

# 1. Will you have enough income?

1. Get ACERA retirement estimate
2. Contact deferred comp.
3. Get social security estimate [ssa.gov/estimator](https://ssa.gov/estimator)
4. Think about post-retirement expenses

70-80% of pre-retirement income

=

Maintain standard of living



## 2. Age Factor % Dates

### **Example: January 15** Birthday

Retire January 15 = higher age factor %

### **April 15** 1/4 after Birthday

Retire April 15 = higher age factor %

### **July 15** 2/4 after Birthday

Retire July 15 = higher age factor %

### **October 15** 3/4 after Birthday

Retire October 15 = higher age factor %

## 2. Age Factor % Dates

- % of highest average salary for each year of service
- Percentages increase every 3 months based on your birthday [www.acera.org/age](http://www.acera.org/age)

AGE	General				Safety			
	Tier 1	Tier 2	Tier 3 LARPD	Tier 4	Tier 1 & 2B	Tier 2C	Tier 2D	Tier 4
41	⊘	⊘	⊘	⊘	2.34%	1.25%	1.43%	⊘
50	1.34%	1.18%	2.00%	⊘	3.00%	2.00%	2.29%	2.00%
52	1.49%	1.30%	2.20%	1.00%	3.00%	2.21%	2.53%	2.20%
55	1.77%	1.49%	2.50%	1.30%	3.00%	2.62%	3.00%	2.50%
57	2.00%	1.64%	2.50%	1.50%	3.00%	2.62%	3.00%	2.70%
60	2.34%	1.92%	2.50%	1.80%	3.00%	2.62%	3.00%	2.70%
62	2.62%	2.09%	2.50%	2.00%	3.00%	2.62%	3.00%	2.70%
65	2.62%	2.43%	2.50%	2.30%	3.00%	2.62%	3.00%	2.70%
67	2.62%	2.43%	2.50%	2.50%	3.00%	2.62%	3.00%	2.70%

# 3. Cost of Living Adjustment (COLA)

- **COLA** = Annual Increase to Retirement Allowance
- **Calculated Annually:** % increase of CPI for SF Bay
- **Posted April 1** for all members retired as of **April 1**

## Max Annual Limit

- **Tiers 1 and 3: 3%**
- **Tiers 2 and 4: 2%**

## COLA Banking

**If CPI Increase % > Max Annual Limit:**

% points over Max are banked for future years when CPI increase % is < Max.

## 4. Age Factor % vs. COLA

- E.g. January 15 Birthday, General, Age 54
- Retiring in Spring

### Retire April 15

- ✓ Age Factor Increase
- ✗ COLA

**1%-1.9%**

**vs.**

### Retire April 1

- ✗ Age Factor Increase
- ✓ COLA

If COLA is max

**2% or 3%**





# 5. Retire on the Day After Last Day of Work

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

Last day of work or active employment status (leave time okay)

Retirement date

Retire on a day where you are scheduled to work on the day before, which should be a non-holiday.

It's okay to be on leave on last work day.

**Example:**

You work Mon-Fri.

Don't retire Sunday or Monday.

# My Career Timeline

Approximate Dates

ACERA Entry Date

Vested Date

Retirement Eligibility Date

Date to Submit Ready-to-Retire Counseling Form

[acera.org/counseling](https://acera.org/counseling)

Separation Date (Last Day in Active Pay Status)

**Projected Retirement Date**



Apply to Retire

# Retirement Application Process

- 1. Go Through the Preparing to Retire Section at [acera.org/prepare](https://acera.org/prepare)**
  - Provide documents
  - Change Web Member Services username
  - Notify your department
  - Etc.
  
- 2. Set Up Ready-to-Retire Counseling Session:** Submit form at [acera.org/counseling](https://acera.org/counseling) 3-6 months before retirement date to fully prepare.
  
- 3. Submit Retirement Application:** Within 90 days before retirement date. Visit [acera.org/retire](https://acera.org/retire) for instructions.
  - a. Select 1 of 5 retirement options
  - b. Nominate a beneficiary or beneficiaries
  - c. Consider joining a retiree association
  
- 4. Once Your Retirement Date Passes:** You're retired!

# My Career Timeline

Approximate Dates

ACERA Entry Date

Vested Date

Retirement Eligibility Date

Date to Submit Ready-to-Retire Counseling Form

[acera.org/counseling](https://acera.org/counseling)

Separation Date (Last Day in Active Pay Status)

Projected Retirement Date



- Advocate for retirees
- Publish newsletters and hold social events
- ACRE: Alameda County Retired Employees
  - Affiliated with SEIU Local 1021
  - \$3 per month dues
- REAC: Retired Employees of Alameda County
  - Unaffiliated
  - \$2 per month dues

[www.acera.org/retiree-associations](http://www.acera.org/retiree-associations)

# First Retirement Check

- 4-6 weeks after last employer paycheck
- If any major issues with your file, like:
  - Missing documentation
  - Divorce orders pending
  - Late service purchase, etc.
- 80% payments until issues resolved
- 100% payments + retro payments for any <100% payments

These are estimated time frames. Delays may occur if ACERA cannot confirm needed information such as termination date or salary information from the employer or pending divorce documentation from the member.



# Retirement Allowance Options

**You Choose One:**

- 1. Unmodified Option**
- 2. Option 1**
- 3. Option 2**
- 4. Option 3**
- 5. Option 4**





# Unmodified Option

## 60% to Beneficiary

Retirement Allowance	Maximum
<p data-bbox="65 775 349 882"><b>Beneficiary Benefit</b></p> <p data-bbox="65 908 372 986">Paid upon retiree's death</p>	<p data-bbox="465 454 1132 505"><b>60% Monthly Continuance</b></p> <p data-bbox="465 525 1190 568">(100% w/ service-connected disability)</p> <ul data-bbox="465 586 1760 972" style="list-style-type: none"><li data-bbox="465 586 1760 725">▪ <b>Spouse, State-Registered Domestic Partner, or Alameda County Domestic Partner:</b> Lifetime benefit (married or registered &gt; 1 year before retirement)</li><li data-bbox="465 748 1248 972">▪ <b>Or minor child(ren):</b> Temporary benefit<ul data-bbox="562 811 1615 972" style="list-style-type: none"><li data-bbox="562 811 797 853">▪ Stops at 18</li><li data-bbox="562 868 1615 911">▪ Or stops at 22 if enrolled full-time in accredited school</li><li data-bbox="562 925 1586 972">▪ Stops if they marry or register state domestic partner</li></ul></li></ul> <p data-bbox="465 1033 977 1082"><b>Lump-Sum Payment</b></p> <p data-bbox="465 1100 1450 1143">If beneficiary is not eligible for monthly continuance</p> <ul data-bbox="465 1162 1624 1325" style="list-style-type: none"><li data-bbox="465 1162 1624 1325">▪ <b>Anyone:</b> One-time benefit = employee contributions + interest – allowance already paid<ul data-bbox="562 1282 1257 1325" style="list-style-type: none"><li data-bbox="562 1282 1257 1325">▪ No balance left if retired &gt; 3-5 years</li></ul></li></ul>



# Option 1

## Lump-Sum to Beneficiary

<b>Retirement Allowance</b>	<b>Slightly Less Than Unmodified Option</b>
<b>Beneficiary Benefit</b> Paid upon retiree's death	<b>One-Time Lump-Sum Payment</b> = employee contributions + interest – annuity portion of allowance already paid <ul style="list-style-type: none"><li>▪ <b>Beneficiary:</b> Anyone</li><li>▪ May leave higher balance to beneficiary than Unmodified Option because contribution balance is depleted at a slower rate</li><li>▪ No balance left if retired &gt; 10-12 years</li></ul>

# Option 2

## 100% to Beneficiary

<b>Retirement Allowance</b>	<b>Less Than Unmodified Option</b> Reduction based on beneficiary's life expectancy
<b>Beneficiary Benefit</b> Paid upon retiree's death	<b>100% Monthly Continuance</b> <ul style="list-style-type: none"><li>▪ <b>Beneficiary:</b> anyone (spouse, state registered domestic partner, or Alameda County domestic partner supersedes designated beneficiary)</li><li>▪ Continuance may be less than 100% if beneficiary is not your spouse and is more than 10 years younger</li><li>▪ If beneficiary dies before retiree<ul style="list-style-type: none"><li>▪ Retiree's benefits will not increase</li><li>▪ New beneficiary will receive lump-sum payment = employee contributions + interest – allowance already paid</li></ul></li></ul>



# Option 3

## 50% to Beneficiary

### Retirement Allowance

### Less Than Unmodified Option, More Than Option 2

Reduction based on beneficiary's life expectancy

### Beneficiary Benefit

Paid upon retiree's death

#### 50% Monthly Continuance

- **Beneficiary:** anyone

(spouse, state registered domestic partner, or Alameda County domestic partner supersedes designated beneficiary)

- If beneficiary dies before retiree

  - Retiree's benefits will not increase

  - New beneficiary will receive lump-sum payment

= employee contributions + interest – allowance already paid





# Option 4

## You Specify Amount to One or More Beneficiaries

<b>Retirement Allowance</b>	<b>Less Than Unmodified Option</b> Reduction based on youngest beneficiary's life expectancy
<b>Beneficiary Benefit</b> Paid upon retiree's death	<b>Continuances: You Specify \$ or % to One or More</b> <ul style="list-style-type: none"><li>▪ <b>Beneficiaries:</b> anyone (spouse, state registered domestic partner, or Alameda County domestic partner supersedes designated beneficiary)</li><li>▪ Continuance may have to be less than 100% if beneficiary is not your spouse and is more than 10 years younger</li><li>▪ If beneficiary dies before retiree<ul style="list-style-type: none"><li>▪ Retiree's benefits will not increase</li><li>▪ New beneficiary will receive lump-sum payment = employee contributions + interest – allowance already paid</li></ul></li></ul>



# Estimate a Benefit

Data as of 11/03/2019

## Projected Dates

Separation Date:  Last paid date  
Projected Retirement Date:  First day of retirement. For active members going straight into retirement, this is the day after your last paid day.

**Calculate**

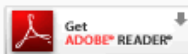
## Calculation Options

Projected Service Credit: 21.27634   
Projected Final Average Monthly Salary Prior to Retirement: \$8,552.10  ? If you sold vacation, your salary may be overstated.  
Add Hours of Cash Vacation Compensation (optional):  Don't overestimate

## Beneficiary Information ?

Continuance Beneficiary:  ▼ [Click here](#) to update your nominated beneficiary information.  
Name:   
Relationship:  ▼  
Date of Birth:

**Get Estimate!** **Cancel**



You will need a copy of the Adobe Acrobat Reader, which can be [downloaded](#) for free from Adobe's site.



# Retirement Benefit Estimate

Debra Jones

May 03, 2023

**Projected Separation Date:** 03/15/2030

**Projected Retirement Date:** 03/16/2030

**Contribution Account Balance:** \* \$106,305.25

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Beneficiary Information	
Beneficiary's Name:	Mark Jones
Is Beneficiary Spouse?	Yes
Beneficiary Age:	41.692



## Your Estimated Monthly Retirement Benefit

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☐ Understand  
Other Benefits



# Non-Guaranteed Benefits

- Determined by Board of Retirement annually
- **May be reduced or eliminated** to ensure fund sustainability

Non-Guaranteed Benefit	Years ACERA Service Credit to Qualify
1. Medical Subsidy 1/2 of MMA	10
1. Medical Subsidy 3/4 of MMA	15
1. Medical Subsidy Full MMA	20
2. Dental Subsidy 100%	10
3. Vision Subsidy 100%	10
4. Medicare Subsidy	10
5. Supplemental COLA	0

# 1. Monthly Medical Allowance (MMA)

- **Non-guaranteed** (non-vested)
- **Offsets costs** of ACERA-sponsored retiree medical plans (no outside plans)
  - Group Plans: premiums
  - Individual Plans: premiums, copays, and deductibles
- **Set annually** by ACERA Board of Retirement
- **Retiree responsible for costs** exceeding MMA
- **Not available for others:** beneficiaries, survivors, former spouses, dependents (though you can enroll them in coverage)

# 1. Monthly Medical Allowance (MMA)

Number of Years of ACERA Service	Portion of MMA	2024 MMA Amount**
0-9 years	0	\$0.00
10-14 years	1/2	\$317.69*
15-19 years	3/4	\$476.53*
20 or more years	Full	\$635.37*

\* not to exceed the amount of retiree's insurance premium

\*\* amounts differ for Medicare Exchange plans



# ACERA Sponsored Medical Plans

Open enrollment is generally each November

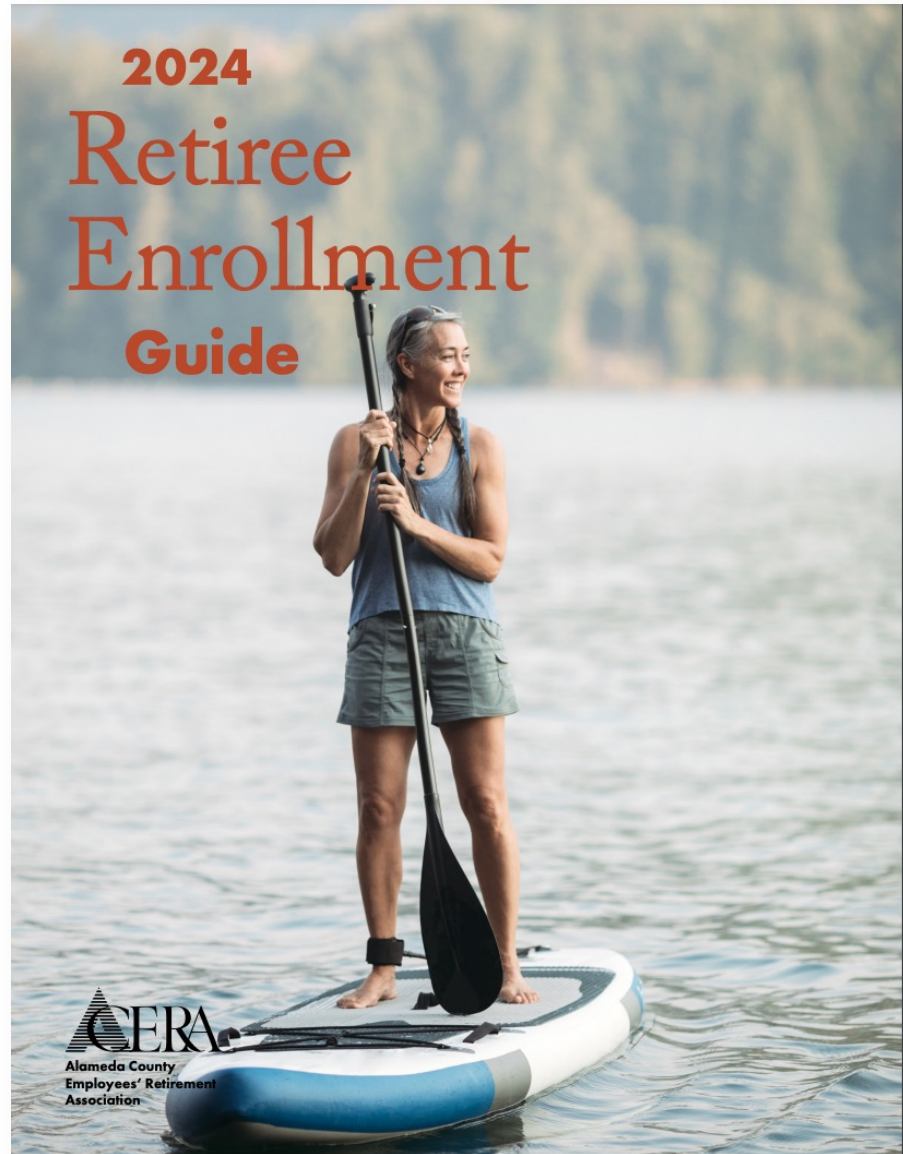
<b>Non-Medicare Eligible</b> (Generally Under Age 65)	<b>Medicare Eligible*</b> (Generally Over Age 65)
Kaiser Permanente HMO	Kaiser Permanente Senior Advantage
UnitedHealthcare Signature Value HMO	Via Benefits Medicare Exchange
UnitedHealthcare Signature Value Advantage HMO	
Individual plan through Via Benefits	

\* ACERA requires Medicare-eligible retirees and dependents to enroll in a Medicare Plan to have medical coverage through ACERA.



# Full Plan Details

[acera.org/guide](https://acera.org/guide)





# Non-Medicare Group Plan Costs

Must live in CA service areas

<b>Plan</b>	<b>Self</b>	<b>Self+ 1</b>	<b>Family</b>	<b>Co-pays</b>
Kaiser Permanente HMO	\$1,037.76	\$2,075.52	\$2,936.90	\$15
UnitedHealthcare SignatureValue HMO	\$1,464.90	\$2,929.64	\$4,145.40	\$15
UnitedHealthcare SignatureValue Advantage HMO	\$957.68	\$1,915.18	\$2,709.92	\$15

- UHC SV Advantage
  - Must stick to the designated high-performing network
  - Cheaper: 35% than SV and 8% than KP



<b>ACERA Check Stub: John Jones</b>	
Gross Pay: \$4,000	
<b>Deductions</b>	<b>Additions</b>
Kaiser HMO: \$1,037.76	MMA: \$635.37
Net Pay: \$3,597.61	



# Medicare Group Plan Costs

## Kaiser Permanente Senior Advantage

Must be enrolled in Medicare parts A & B and live in CA service areas

### 2024 Monthly Premiums

	Self with Medicare	Self + 1 (both w/ Medicare)	Self + 1 (member only w/ Medicare)	Self + 1 (spouse only w/ Medicare)	Self + 1 + Family (two w/ Medicare)	Self + 1 + Family (member only w/ Medicare)	Self + 1 + Family (spouse only w/ Medicare)
Premium	\$354.31	\$708.62	\$1,392.07	\$1,392.07	\$1,570.00	\$2,253.45	\$2,253.45
20-Year MMA	\$354.31	\$354.31	\$354.31	\$635.37	\$354.31	\$354.31	\$635.37
Cost to You	\$0.00	\$354.31	\$1,037.76	\$756.70	\$1,215.69	\$1,899.14	\$1,618.08

**Co-pays: \$10.00**



# Who Can Enroll in Via Benefits Individual Plan?

<p>Not Yet Medicare Eligible (&lt;65)</p>	<ul style="list-style-type: none"><li>• Live in U.S. outside of ACERA group plan service areas</li></ul>
<p>Medicare Eligible (65+)</p>	<ul style="list-style-type: none"><li>• Live in U.S.</li><li>• Enroll in Medicare Parts A &amp; B</li></ul>

100+ insurance carriers compete in one marketplace for your healthcare business.

- **Plan Type:** Individual
- **Service Area:** Nationwide. Depends on plan selected
- **Enrollment:** Telephone or online
- **Benefit Advisors:** Certified, salaried, non-commissioned, non-biased. Narrow down the plans to what's right for you
- **Monthly Premiums:** Depends on plan
- **Benefits:** Depends on plan
- **MMA Can Pay For:** Premiums, deductibles, and copays



# Via Benefits Health Reimbursement Account

**ACERA**

**MMA**

**\$\$\$**

**Insurance  
Company**

**Your Bank  
Account**

**\$\$**

**Via Benefits  
HRA**

**Doctor**

# Via Benefits Medicare MMA

Number of Years of ACERA Service	Portion of MMA	2024 Medicare Exchange MMA Amount
0-9 years	0	\$0
10-14 years	1/2	\$243.37
15-19 years	3/4	\$365.06
20 or more years	Full	\$486.74



## 2. Dental Plans 2024

	<b>Voluntary Enrollment</b> <10 Yrs. ACERA Service Credit			<b>Mandatory Enrollment</b> 10+ Yrs. ACERA Service Credit or Service Connected Disability		
	Self	Self + 1	Family	<b>Self / Subsidy</b>	Self + 1	Family
<b>Delta Dental PPO</b>	\$74.60	\$121.82	\$195.94	<b>\$51.05</b>	\$99.02	\$174.43
<b>DeltaCare USA</b>	\$31.05	\$45.51	\$63.00	<b>\$22.18</b>	\$36.64	\$54.13

# 3. Vision Plans 2024

	<b>Voluntary Enrollment</b> <10 Yrs. ACERA Service Credit			<b>Mandatory Enrollment</b> 10+ Yrs. ACERA Service Credit or Service Connected Disability		
	Self	Self + 1	Family	Self	Self + 1	Family
<b>VSP Standard</b>	\$6.69	\$9.70	\$17.42	<b>\$4.63 Subsidy</b>	\$6.73	\$12.08
<b>VSP Premium</b>	\$18.43	\$26.77	\$48.07	\$16.63	\$24.15	\$43.36





## 4. MBRP

### Medicare Part B Reimbursement Plan

- Monthly reimbursement to offset Medicare Part B cost
- \$174.70 for 2024
- Not for dependents

#### **To qualify:**

1. 10+ years ACERA service credit or service-connected disability
2. Maintain enrollment in Medicare Part B
3. Submit MBRP form to ACERA one time

## 5. Supplemental COLA

### Supplemental Cost of Living Adjustment

- Maintains at least 85% of your original buying power in retirement
- Starts when you lose 15%+ to inflation

# □ Understand Life Events

- **Deferring Retirement (Quitting Before Retirement):** [acera.org/deferred](https://www.acera.org/deferred)
- **Death Benefits Before Retirement:** [acera.org/death](https://www.acera.org/death)
- **Divorce or Domestic Partnership Dissolution:** [acera.org/divorce](https://www.acera.org/divorce)
- **Disability Retirement:** [acera.org/disability](https://www.acera.org/disability)
- **Working After Retirement:** [acera.org/working](https://www.acera.org/working)
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