



Mid Career Seminar



www.acera.org

What We're Going to Cover

1. How ACERA membership works
2. Financial planning
3. The 3-factor retirement formula
4. Purchasing service credit
5. Benefit estimator explanation
6. Vesting and eligibility for retirement
7. Other benefits
8. Options for terminating



Who is ACERA? — Us and You

Alameda County Employees' Retirement Association

WE provide retirement, disability, and death benefits to our members: YOU

YOU, work in a full-time, retirement eligible position for one of the public employers that participates in ACERA. Participation in ACERA is mandatory.

How Does ACERA work?

- You pay into the retirement fund (mandatory)
- Your employers pays into the retirement fund for you
- We invest, and earn interest

Also:

- You earn credit toward retirement
- You retire, and collect a monthly retirement allowance for the rest of your life



Employee Contributions on Pay Stub

County of Alameda
Auditor-Controller Agency
Oakland, CA 94612

Employer: County of Alameda
Pay Begin Date: 09/13/2015
Pay End Date: 09/26/2015

Pay Period: 15-21
Advice Date: 10/09/2015

Employee ID: Department: 910101-ACERA
Employee Name: Pay Location: 910100-001
Job Code: Step No: 0
Job Title: Biweekly Salary:
Hourly Rate: Hrs to Next Step: 0.00

HOURS AND EARNINGS			
Current P/P			
Description	Rate	Hours	Earnings
County Allowance Credit \$3000			125.00
Regular	111111	80.00	11111111
Floating Holiday			0.00
Holiday			0.00
Paid Leave - Used			0.00
Sick Leave - Med Appt (Self)			0.00
Sick Leave-Self Illness/Disab			0.00
Vacation			0.00
TOTAL:		80.00	3,388.20

BEFORE-TAX DEDUCTIONS			AFTER-TAX DE	
Description	Current P/P	YTD	Description	
Kaiser Permanente HMO \$15	63.71	1,210.49		
Vision Choice Plus	6.19	117.61		
Supp Life EE	2.16	41.04		
AD&D-EE & Fam (with DP)	1.00	19.00		
Unreim Med \$3000/Salary Contrb	20.84	395.83		
Retirement Tier 2	99.93	1,456.17		

TOTAL: 11111 11111 TOTAL:

TOTAL GROSS FED TAXABLE GROSS

Current
YTD

LEAVE BALANCES AS OF: 09/26/2015

Type	Prior Balance	Accrued	Used
Vacation:	68.046	4.616	0.0
Vacation Buy:	0.0	0.0	0.0
Sick Leave:	410.900	4.000	0.0
Floating Holiday:	0.0	0.0	0.0
Paid Leave:	0.0	0.0	0.0
Comp Time:	0.0	0.0	0.0
DSA Comp Time A:	0.0	0.0	0.0
DSA Comp Time B:	0.0	0.0	0.0
In Lieu:	0.0	0.0	0.0
OCC Paid Leave:	0.0	0.0	0.0

BEFORE-TAX DEDUCTIONS

Description	Current P/P	YTD
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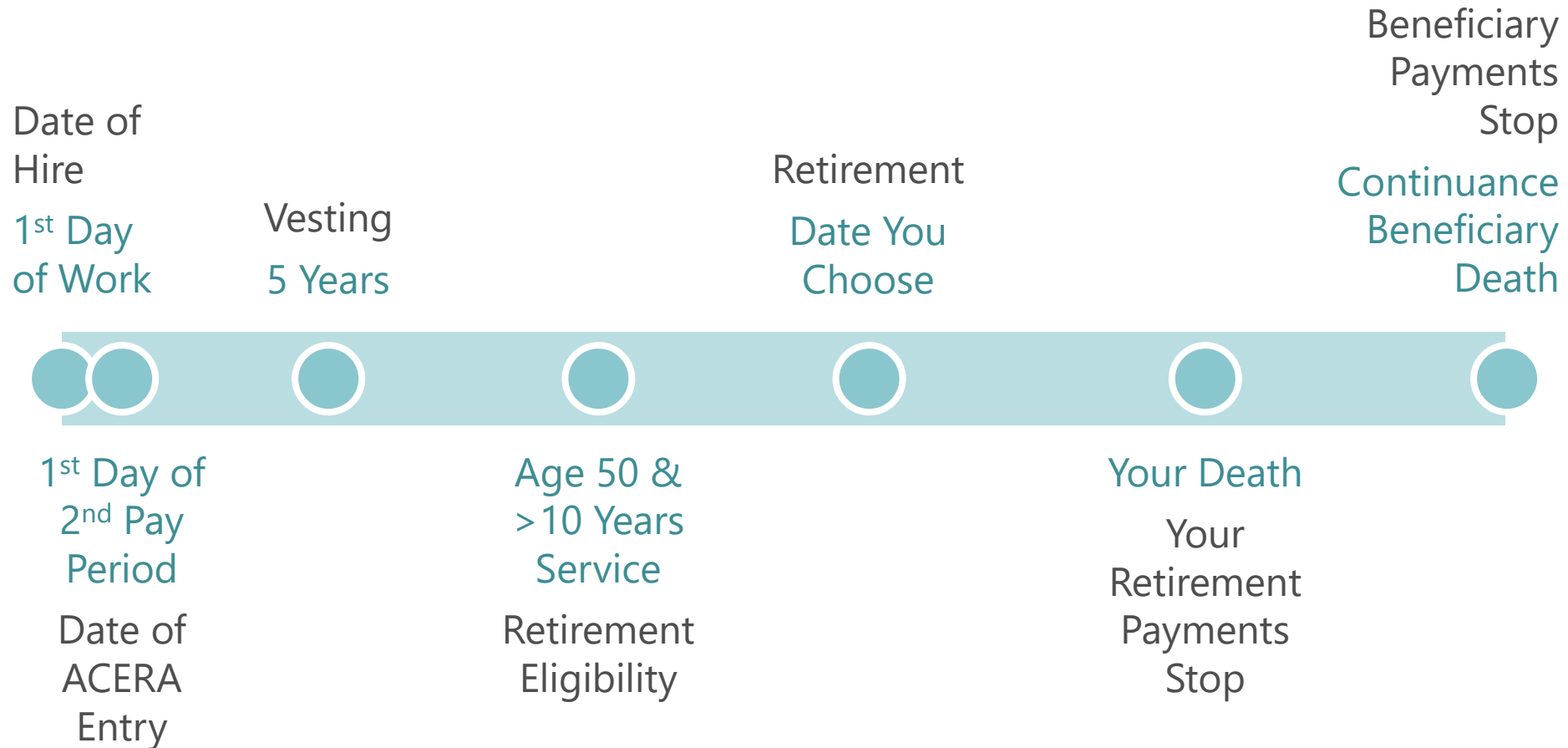
TOTAL:

11111

11111



Timeline



Financial Planning to Consider

Financial planners often advise you to plan to have at least 70-80% of your pre-retirement income as retirement income.

Your Income During Retirement:

ACERA Monthly Pension

Social Security

+ Savings and Investments

= 70 to 80% of your working income

Your ACERA retirement allowance alone may not be enough to cover your financial needs as a retiree. Now is the time to assess your retirement needs and plan to retire comfortably utilizing other financial vehicles available to you.

More on this later in the presentation . . .

Based on Entry Date into ACERA (with continuous membership)

	Tier 1	Tier 2	Tier 3 LARPD	Tier 4
General and Safety Members:	On or before Jun. 30, 1983, (Housing Authority before Sep. 30, 2011)	Jul. 1, 1983 – Dec. 31, 2012	<ul style="list-style-type: none">• Employed before 10/1/08 and selected Tier 3• On or after 10/1/08	Jan. 1, 2013 and beyond

How Much Will Your Allowance Be?

When you go to retire, ACERA will calculate your allowance based on a 3- factor defined benefit formula:

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

It will also depend on your type of membership (general or safety), tier, and which benefit option you pick

More about each factor in a minute . . .

Formula Factor 1: Sample Age Chart

- Percentages are highest average monthly salary you get for each year of service
- Percentages increase with quarter birthdates (see the web for all the age factors)

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%

$$\begin{array}{r} 1. \text{ Age Factor Percentage} \\ 2. \text{ Service Credit} \\ \times \quad 3. \text{ Highest Average Monthly Salary} \\ \hline = \text{Monthly Retirement Allowance for Life} \end{array}$$

Formula Factor 2: Service Credit

- Start earning at **Date of Entry** (1st day of 2nd fulltime pay period)
- Earn for time worked during membership
- Stop earning service credit at termination
- Measured in years, and includes partial years

You also earn service credit while you take your:

- Earned vacation
- Sick leave
- Management leave
- Comp time
- Holidays
- Floating holidays

Formula Factor 2: Service Credit

You don't earn service credit during:

- Unpaid leave (leave without pay)
- Purchased vacation
- Overtime
- On-Call time
- Standby time

The more service credit you have, the higher your retirement benefit.

Eligible Service Credit Purchases

Service credit may be increased if you have eligible time to purchase.

Purchases that count toward vesting

- **Ineligible/non-covered service purchase** – part-time, TAP time, Seasonal, Intermittent, Service-As-Needed, Project, Per Diem Work, or ineligible employment with ACERA participating employer
- **Unpaid Medical leave** – up to 26 pay periods or 12 months as long as you return from leave
- **State disability insurance leave**
- **Days prior to entry** – employment period prior to member entry date
- **Military leave out of active membership** – upon return from leave
- **Redeposit of prior memberships**

Does not count toward vesting

- **Other prior public service** – If you are not eligible for the other agency's pension (e.g., other CA counties, state or CalPERS employers, EBMUD, Port of Oakland, Alameda Co. cities or schools)

What Do You Pay For Purchase? You pay:

- What your employee contributions would have been had you worked the time

PLUS

- Interest from every June and December between that time and now, when you're trying to purchase the time

You must finish paying for purchases before retirement.

Also, service credit purchase requests must be made at least 30 days before your retirement date.



How is Your Employee Contribution Rate Set?

Set annually and affected by changes in normal costs of funding the plan, assumed interest rates, cost-of-living benefits, changes in the level of benefits, and changes in life expectancy actuarial tables. ACERA investment gains or losses do NOT impact employee contribution rates.

Tiers 2 & 3: You pay rate based on age at date of entry into ACERA

Tier 4: Everyone pays same rate, regardless of age at entry

How to Request Purchase

- Visit www.acera.org/wms. Log in. Click on Web Forms > Purchase Redeposit Request
- OR visit www.acera.org/forms for a PDF
- We do calculations and send you a letter with cost. At that time you decide if you want to purchase, and what portion you want to purchase.

Payment Options:

- Lump-sum check (post-tax)
- Rollover from a 401k, 403b, 457, or an IRA (pre-tax)
- Payroll deduction payments (post-tax)
- Combination of any of the above.

$$\begin{array}{r} 1. \text{ Age Factor Percentage} \\ 2. \text{ Service Credit} \\ \times \quad 3. \text{ Highest Average Monthly Salary} \\ \hline = \text{Monthly Retirement Allowance for Life} \end{array}$$

Final Compensation Period

The period of your career for which ACERA staff uses your payroll records to determine highest average monthly salary.

	Tiers 1 & 3	Tiers 2 & 4
Final Average Salary Calculations Based On:	Highest 26 consecutive pay periods or 12 months of pay, depending on whether you're paid biweekly or monthly.	Highest 78 consecutive pay periods or 36 months of pay, depending on whether you're paid biweekly or monthly.

The following is included in FAS if it was paid during the Final Compensation Period.

- Base pay
- Footnotes – other types of pay based on skills and education: check www.acera.org/paycodes

If you have questions about pay types, check with your payroll manager.
(Overtime never counts.)

- Vacation sales up to your limit (not Tier 4)
- Vacation payoff up to your limit (not Tier 4)

Tier 4 members have an extra FAS cap. Visit:
www.acera.org/post/limitations-your-benefits

Retirement Allowance Formula Example

Scenario: Tier 2 member retires at age 65 after earning 25 years of service credit.

2.43%	x	\$6,000	x	25.0000	= \$ 3,645
Age Factor Percentage		Highest Average Monthly Salary		Years of Service	Monthly Retirement Allowance





How Much Will Your Allowance Be? Ballpark Estimate

You will get a percentage of your highest salary for each year of service. Use the charts at www.acera.org/get-estimate to get a ballpark estimate of this percentage.

Tier 1 General Member

Ballpark % of Highest Salary in Retirement

	Age at Retirement												
	50	51	52	53	54	55	56	57	58	59	60	61	62+
5	6.68%	7.06%	7.45%	7.88%	8.35%	8.85%	9.40%	10.00%	10.45%	11.05%	11.69%	12.37%	13.09%
6	8.02%	8.47%	8.94%	9.46%	10.02%	10.62%	11.28%	12.00%	12.54%	13.26%	14.02%	14.84%	15.71%
7	9.35%	9.88%	10.44%	11.03%	11.68%	12.39%	13.16%	14.00%	14.63%	15.47%	16.36%	17.31%	18.33%
8	10.69%	11.29%	11.93%	12.61%	13.35%	14.16%	15.04%	16.00%	16.72%	17.68%	18.70%	19.78%	20.95%
9	12.03%	12.70%	13.42%	14.19%	15.02%	15.93%	16.92%	18.00%	18.80%	19.89%	21.03%	22.26%	23.57%
10	13.36%	14.11%	14.91%	15.76%	16.69%	17.70%	18.80%	20.00%	20.89%	22.10%	23.37%	24.73%	26.19%
11	14.70%	15.52%	16.40%	17.34%	18.36%	19.47%	20.68%	22.00%	22.98%	24.31%	25.71%	27.20%	28.80%
12	16.03%	16.93%	17.89%	18.92%	20.03%	21.24%	22.56%	24.00%	25.07%	26.52%	28.05%	29.68%	31.42%
13	17.37%	18.35%	19.38%	20.49%	21.70%	23.01%	24.44%	26.00%	27.16%	28.72%	30.38%	32.15%	34.04%
14	18.71%	19.76%	20.87%	22.07%	23.37%	24.78%	26.32%	28.00%	29.25%	30.93%	32.72%	34.62%	36.66%
15	20.04%	21.17%	22.36%	23.65%	25.04%	26.55%	28.20%	30.00%	31.34%	33.14%	35.06%	37.10%	39.28%
16	21.38%	22.58%	23.85%	25.22%	26.71%	28.32%	30.08%	32.00%	33.43%	35.35%	37.40%	39.57%	41.90%
17	22.72%	23.99%	25.34%	26.80%	28.38%	30.09%	31.96%	34.00%	35.52%	37.56%	39.73%	42.04%	44.52%
18	24.05%	25.40%	26.83%	28.38%	30.05%	31.86%	33.84%	36.00%	37.61%	39.77%	42.07%	44.51%	47.13%



Retirement Benefit Estimates

Try Web Member Services



**Member Information**

- [Summary](#)
- [Demographic](#)
- [Nominated Beneficiary](#)
- [Benefit Estimator](#)

Other

- [Other Accounts](#)
- [Change Password](#)
- [Signoff](#)
- [Help](#)
- [Web Forms](#)

Benefit Estimator Overrides

Sara Smith

Data As Of: 10/07/2012

Estimate Type:	Service Retirement
Separation Date:	01/01/2030
Projected Retirement Date:	01/02/2030

Projected Eligibility Service:	21.08382
Benefit Type:	Service Retirement

Projected Benefit Service:	21.08382	<input type="text"/>	?
Projected Final Average Monthly Salary:	\$6,000.00	<input type="text"/>	?
Hours Of Cash Vacation Compensation:	<input type="text" value="0"/>	DON'T OVERESTIMATE! Click here for more info.	
Beneficiary Name:	<input type="text"/>		
	<input type="text"/>		
Beneficiary Relationship:	<input type="text"/>	?	?
Beneficiary Date of Birth:	<input type="text"/>	(MM/DD/YYYY)	?

If you do not enter the beneficiary name, your estimate will be inaccurate.

Temporary Added Annuity:

Members who retire under the age of 62 may opt to receive an added annuity based on the monthly payment that Social Security estimates they will receive at age 62. The annuity would increase the monthly retirement allowance paid by ACERA until age 62, at which point ACERA would decrease the monthly retirement allowance by the amount of the original monthly payment estimate given by Social Security. Generally, this option is most useful when retiring significantly under the age of 62.

To get an estimate of the Temporary Added Annuity, enter the dollar amount of your monthly payment estimate from Social Security:

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



Alameda County Employees' Retirement Association

Retirement Benefit Estimate

Sara Smith
475 14th St.
Oakland, CA 94612

October 10, 2012

Member Information

Type Of Retirement: Service Retirement
Projected Date of Retirement: 01/02/2030
Current Plan Type: General Tier II - Int

Beneficiary Information

Beneficiary's Name: ASA SMITH
Is Beneficiary Spouse? Yes
Beneficiary's Sex: Male **Age:** 37.561

Benefit Formula Information Used

Average Salary Date Range: 01/01/2027 to 01/01/2030
Average Monthly Salary: ⁽¹⁾ \$6,000.00
Years of Service Credit: 21.08382
Entry Date/Re-Entry Date: 11/01/2008
Age at Retirement: 51.400

Current Account Information

Member Contributions: \$18,500.00
Interest Credited to Account: \$490.00
Member Contributions & Interest: ⁽²⁾ \$19,400.00

Your Estimated Monthly Benefits

Monthly Allowance Option You Select	Your Beneficiary's Benefit is Determined By The Option You Select	Member Allowance (With 0 added hours vacation compensation)	Beneficiary Allowance	Member Allowance with Temporary Added Annuity	
				Before Age 62	Age 62 & Up
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 un-married and registered with an accredited school.	\$1,645.06	\$987.04		
Option 1	Your beneficiary receives the balance of your Member Contributions & Interest minus the sum of all monthly annuity payments to you, the member.	\$1,643.93			
	<i>Member Contributions & Interest:</i> \$18,916.02 <i>Monthly Annuity Payment:</i> \$108.78				
Option 2	Pays 100% of member's monthly benefit to beneficiary ⁽³⁾	\$1,564.42	\$1,564.42		
Option 3	Pays 50% of member's monthly benefit to beneficiary	\$1,603.73	\$801.87		
Option 4	Pays to multiple beneficiaries a percentage or dollar amount you specify.	Estimate for Option 4 is subject to submittal to ACERA's Actuary and will be provided upon retirement if requested.			

Your actual benefit will be based upon your actual final average compensation, age, and years of service on the date your retirement is effective.

While every effort has been made to provide accurate information, these figures should be regarded as estimates only. The estimates assume full payment of any required balances (if applicable). It also assumes that any data provided by you is accurate. Final benefit amounts may also be affected by changes to pension laws. Also, these estimates may not reflect reductions for benefits payable to an alternate payee. To determine if you are subject to retirement benefit or compensation limits, refer to page 42 of the ACERA Member Handbook. These limits may affect the amount of your retirement allowance.

⁽¹⁾ If you've already been paid by your employer for unused vacation, and you were paid within 1 year (Tier I and III) or 3 years (Tier II) of your Projected Date of Retirement, that vacation payment is already calculated into your Average Monthly Salary for this estimate.

⁽³⁾ If the age difference between the retiree and beneficiary is more than 10 years, the member's benefit will be higher and the beneficiary's benefit will be lower than listed in Option 2.

⁽²⁾ VTO/MTO and employer offset are not refundable

Am I Vested? What does this mean?

- Members become vested once 5 years of credited service are earned or purchased* in their retirement account.
- Upon vesting you are entitled to a lifetime monthly allowance upon retirement eligibility. Funds must be left on deposit for this benefit entitlement.
- Reciprocal service is also considered towards vesting requirements.

*See slide #10 for purchase of service credits eligible for vesting requirements.

Guaranteed in the 1937 Act County Employees Retirement Law

1. Lifetime Monthly Retirement Benefit

- a. Regular Service Retirement – upon eligibility
- b. Disability Retirement, if approved by The Board of Retirement:

Service-connected or non-service connected plus
continuance to beneficiaries

2. Cost of Living Adjustment (COLA) annually on April 1st:

- a. Tiers 1 and 3: Max. 3% per year
- b. Tiers 2 and 4: Max 2% per year

3. \$1000 Lump Sum Death Benefit



Eligibility for Service Retirement Tiers 1, 2, 3

- Age 50 with 10 years of service or membership

(Includes service purchases and re-deposits, does not include other public service purchase)

- 30 years (General) or 20 years (Safety) of service at any age (including some purchased service)
- Age 70 – any amount of service

- **Tier 4 General: Age 52 with 5 years of service** (Includes service purchases and re-deposits, does not include other public service purchase)
- **Tier 4 Safety: Age 50 with 5 years of service** (Includes service purchases and re-deposits, does not include other public service purchase)
- **Age 70 – any amount of service**

ACERA provides other benefits in addition to the service retirement benefits:

- Medical, dental, vision, and other non-guaranteed benefits
- Disability retirement (guaranteed)
- Death benefits

Currently, we offer additional, non-vested benefits. Rules and benefits may change.

Non-Vested Benefit	Years ACERA Service Credit to Qualify
Medical Subsidy $\frac{1}{2}$ of MMA	10
Medical Subsidy $\frac{3}{4}$ of MMA	15
Medical Subsidy Full MMA	20
Dental Subsidy 100%	10
Vision Subsidy 100%	10
Medicare Subsidy	10
Supplemental COLA	0

Service Connected Disability

- No minimum age or service credit.
- Must provide evidence that you are permanently disabled to perform job duties and disability is a result of injury or disease arising out of the course of employment.
- Benefit is generally 50% of final average salary. Benefit may be prorated if reciprocal agreement exists.

Non-Service Connected Disability

- Must be vested with 5 years of service. No minimum age.
- Must provide evidence that you are permanently disabled to perform job duties.
- Benefits are generally, but not always, one third of final average salary. Benefit may be prorated if reciprocal agreement exists.



Death Benefits Before Retirement

Vested Members

Beneficiaries receive a choice among 3 Options:

Death Benefit Option 1 (Any Beneficiary)

- Return of Employee Contributions and Interest PLUS
- One month of salary for each year of service, not to exceed 6 months.

Death Benefit Option 2 (to qualified beneficiary only)

- Monthly survivors allowance benefit

Death Benefit Option 3 (to qualified beneficiary only)

- One month of salary for each year of service, not to exceed 6 months
- Reduced monthly survivors allowance benefit

Non-Vested Members (less than 5 years of service)

Beneficiaries receive Death Benefit Option 1 (Any Beneficiary)

- Return of employee contributions and interest plus one month of salary for each year of service, not to exceed 6 months.

Deferred Members

- Return of employee contributions and interest

For more info: www.acera.org/death-benefits

Death Benefits: Designate Your Beneficiaries

Designating beneficiaries enables them to receive death benefits payable in the event of your death.

- A beneficiary can be a spouse, state-registered domestic partner, minor child, or any other person.
- You may designate multiple beneficiaries.
- Keep your beneficiary designations current.
- Active and deferred members may change their beneficiaries at any time, in writing only. Use a beneficiary designation form from www.acera.org/forms.

1. Leave contributions on deposit (defer membership)

- You're still an ACERA member!
- Interest will continue to accumulate on account balance when applicable. No negative interest!
- Can retire later!
 - Vested Members - if deferred until retirement eligibility, you will be eligible for monthly lifetime benefits.
 - Non-vested Members – either return to work and become vested, or retire at age 70
- Can come back to work and pick up where you left off
(You can still be refunded at anytime, but you will waive your rights to future benefits.)

Termination of Employment – What are my options? 2

2. Establish Reciprocity

Reciprocity is a “linking” or joining of membership between similarly administered California public retirement systems, which allows employees who move between certain California retirement systems to preserve and enhance their total retirement benefits. For a list of reciprocal systems, go to: www.acera.org/establishing-reciprocity

- All counties in CA
- Many cities in CA
- CA state jobs (not UC System)
- Agencies that use CalPERS retirement system

Benefits of establishing reciprocity:

1. **Service credit** earned under each system will qualify you for retirement eligibility under all systems, however overall service credit is not used in computing your retirement allowance.
2. Your **highest average salary** under any reciprocal retirement system is used by all systems to determine ACERA benefits at retirement, disability or death.
3. **Contribution rate** in new system may be based on your age of entry in first system/lower contribution rate (not Tier 4).

2. Reciprocal Membership

To Qualify for Reciprocity:

1. **Defer** | You must elect to defer your retirement and leave your contributions on deposit with your prior retirement association.
2. **180 Day Limit** | You must terminate employment under first agency, have been hired on and establish membership within 180 days with another reciprocal agency. (Safety members may establish partial reciprocity if longer than 180 days)
3. **No Overlap** | You must not have overlapping service.
4. **Same Day** | You must retire from all systems (with which you have established membership) on same day.

3. Refund of your employee paid contributions and interest:

- Disbursement to you may be made in a lump sum payment. 20% federal withholding is mandatory. State tax of 2% optional. You may owe 10% penalties to IRS.
- Employer offsets/pickups are not refundable.
- Balances can be rolled over into another eligible retirement account.
- Refunds take 45-60+ days.
- You will waive your rights to any benefit entitlements earned from this membership.

(Note: You may redeposit and reestablish benefit entitlement, if you return to employment and become an ACERA member again in the future.)

Financial Planning to Consider

Financial planners often advise you to plan to have at least 70-80% of your pre-retirement income as retirement income.

Your Income During Retirement:

- 1. ACERA monthly retirement allowance**
- 2. Other pension allowances you may have**
- 3. Social security monthly payment**
- + 4. Withdrawals from your savings/investment accounts**
- = 70 to 80% of your income while you were still working**

Your ACERA retirement allowance alone may not be enough to cover your financial needs as a retiree. Now is the time to assess your retirement needs and plan to retire comfortably utilizing other financial vehicles available to you.

4. Withdrawals From Your Accounts

Your savings / investment accounts could take the form of:

- Savings accounts
- Defined contribution accounts:
 - 457(b), 403(b), IRA, 401(k), TSP, etc.
- Personal investment accounts:
 - High Yield Savings, CDs, Money Market Deposit Accounts, etc.
- Other investments

* Be cautious with investments and do your research. There is financial risk involved.

More on Retirement Savings

Earning interest can help you:

1. Beat inflation
2. Earn more through compound interest

* Be cautious, because generally the higher the potential interest, the higher the financial risk.

Take Advantage of the Deferred Compensation Program

You get access to 457(b) deferred compensation program. Visit www.acgov.org/treasurer/deferred.htm

Ideas on estimating how much to save:

1. Use online retirement calculators (try 3 or more)
2. Free financial planners from deferred compensation program
3. Free financial planners through 1st United Services Credit Union
4. Hire a financial planner (but look very closely at fees)



More on Retirement Savings

Visit

acera.org/start-here

For more on retirement savings

Simple steps to make the most of your membership:

- ☐ Get ACERA retirement estimate at www.acera.org and estimates of other retirement income to make retirement income projections
- ☐ Sign up for a 457(b) account through the Deferred Compensation program
- ☐ Utilize tools to make a projection of how much additional to save
- ☐ Consider purchasing Service Credit if you have eligible time
- ☐ Keep your address information up to date with your employer
- ☐ Keep your beneficiary information up to date with ACERA
- ☐ Review your data periodically on Web Member Services
- ☐ Attend a pre-retirement seminar 1 to 3 years prior to your retirement date

More Questions? Visit www.acera.org or contact us at 510-628-3000.

How To Stay Up-To-Date

- Read ACERA news: www.acera.org/news
- Subscribe to ACERA email news, right to your inbox: www.acera.org/get-news
- Put any ACERA page in your RSS reader! Click the  button at the top of any page.
- Read ACERA's newsletter delivered to you.



The ACERA Board of Retirement and staff wish you a safe and fulfilling career.



www.acera.org

No statement in this presentation is to be considered a legally binding interpretation, enlargement, or amendment of the provisions in the County Employees' Retirement Law of 1937 or ACERA Regulations.

November 2018