Paycheck for Life:
New & Mid-Career Employee Webinar

Aug 12, 2026

www.acera.org

What do you need to know about your pension?

Do you need to do anything?

If so, what?

Checklist

- ❑ Understand Retirement Basics
- ❑ Understand Pension Math
  - Retirement Formula
  - Purchasing Service Credit
- ❑ Get a Pension Estimate
- ❑ Understand Retirement Eligibility
- ❑ Understand Additional Benefits
- ❑ Designate Your Beneficiary or Beneficiaries
- ❑ Understand Career Planning Options
- ❑ Make a Retirement Planning Picture
- ❑ Start a 457(b) Account

❑ Understand Retirement Basics

Who is ACERA?

Alameda County Employees' Retirement Association

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

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.

Who is ACERA?

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

Alameda County

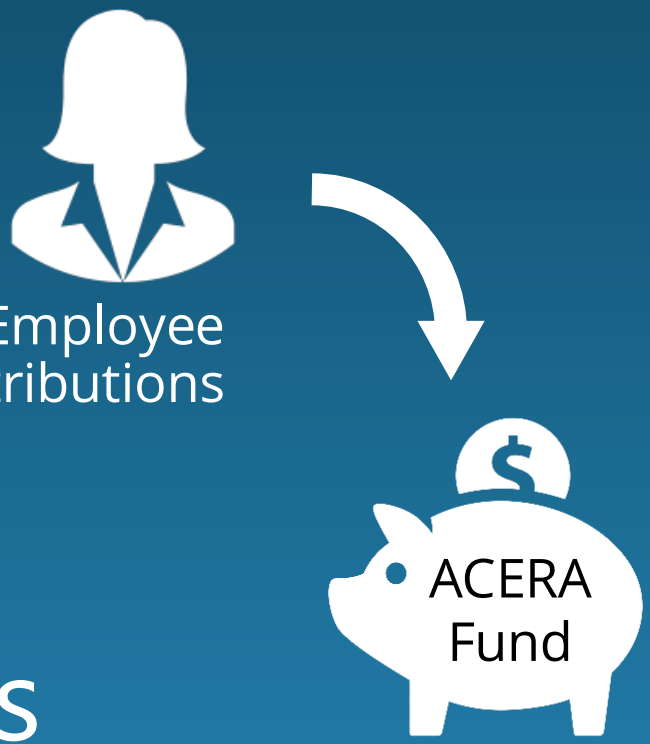
Alameda Health System

Superior Court of California

First 5

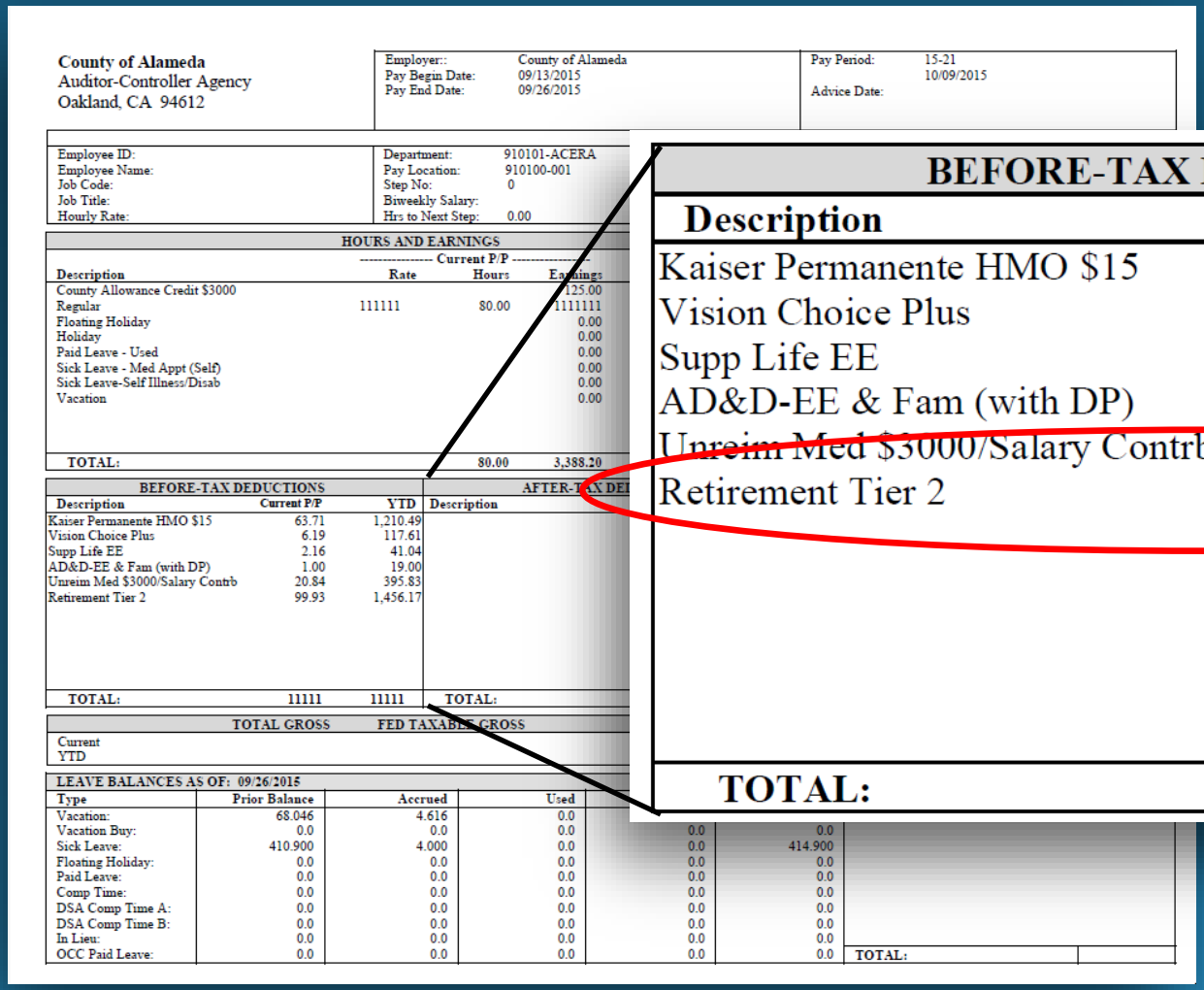
Housing Authority

LARPD



How Does ACERA Work?

Employee Contributions on Pay Stub



County of Alameda
Auditor-Controller Agency
Oakland, CA 94612

Employer::	County of Alameda	Pay Period:	15-21
Pay Begin Date:	09/13/2015		10/09/2015
Pay End Date:	09/26/2015	Advice Date:	

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

Description	Current P/P Rate	Current P/P Hours	Current P/P Earnings
County Allowance Credit $3000			125.00
Regular	111111	80.00	1111111
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

Description	Current P/P	YTD
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

AFTER-TAX DE

Description
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	0.0	0.0
Sick Leave:	410.900	4.000	0.0	0.0	414.900
Floating Holiday:	0.0	0.0	0.0	0.0	0.0
Paid Leave:	0.0	0.0	0.0	0.0	0.0
Comp Time:	0.0	0.0	0.0	0.0	0.0
DSA Comp Time A:	0.0	0.0	0.0	0.0	0.0
DSA Comp Time B:	0.0	0.0	0.0	0.0	0.0
In Lieu:	0.0	0.0	0.0	0.0	0.0
OCC Paid Leave:	0.0	0.0	0.0	0.0	0.0

TOTAL:

BEFORE-TAX DEDUCTIONS

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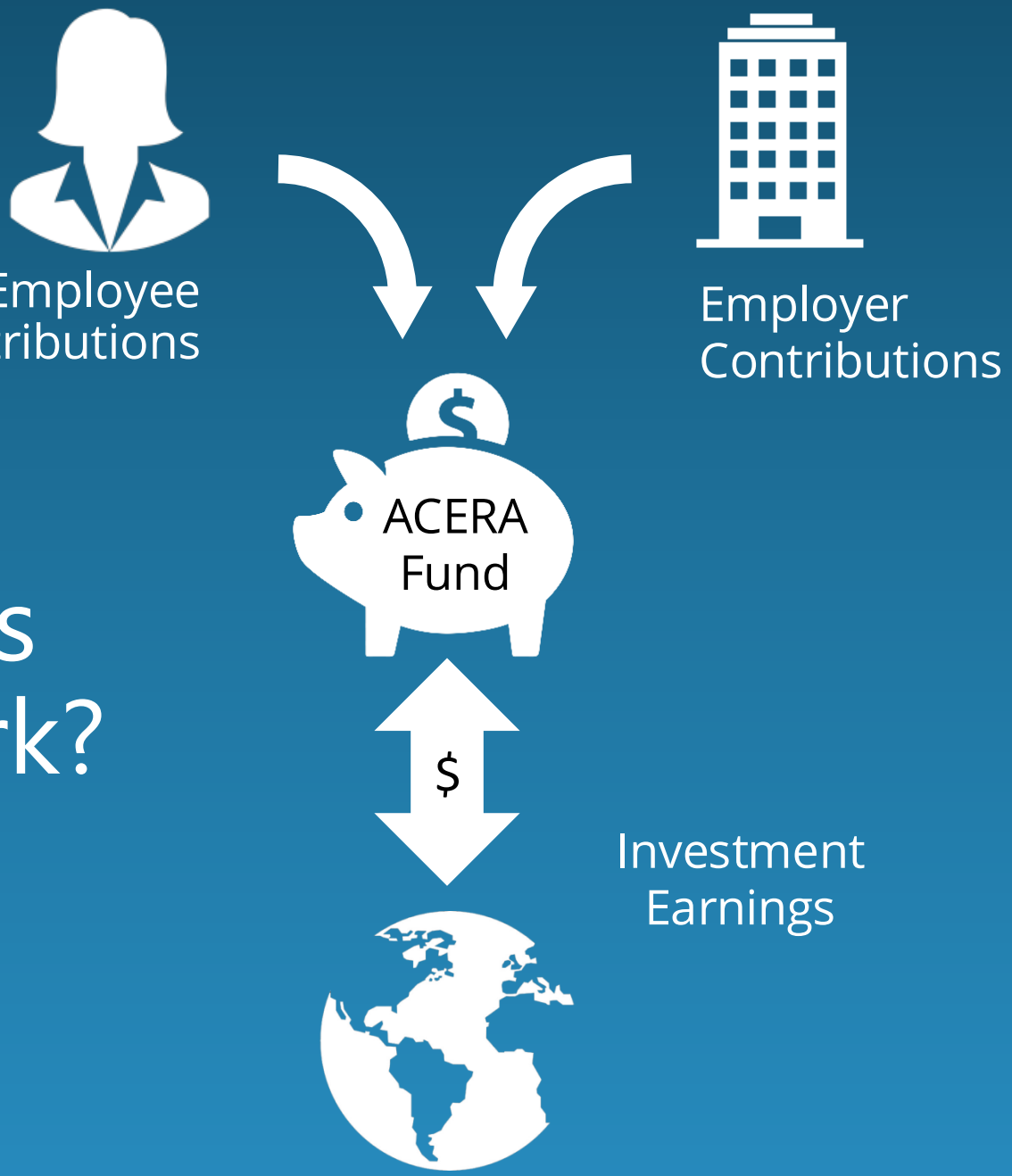
How Does ACERA work?



acera.org/contributions

You earn credit toward retirement

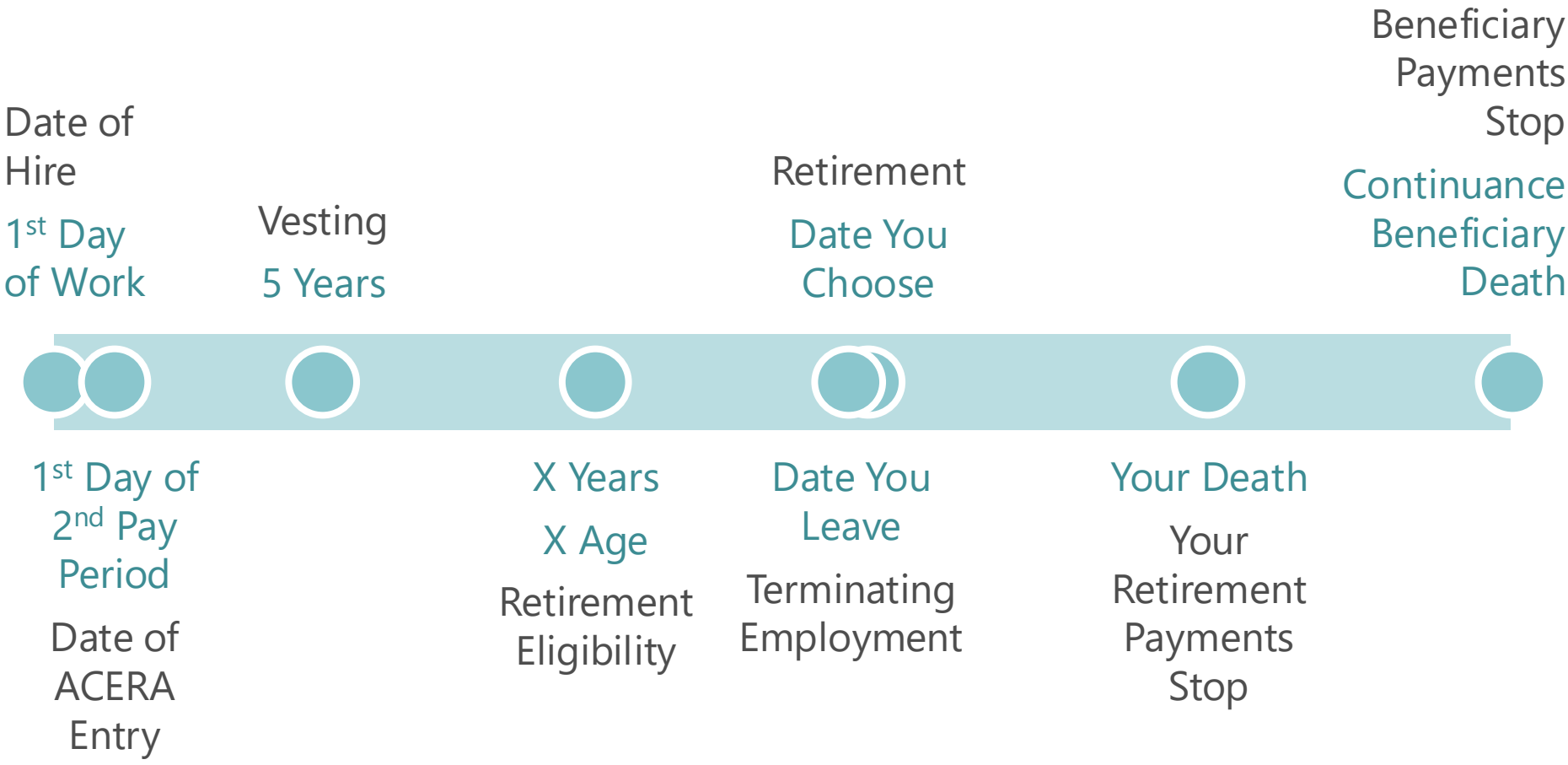
You retire, and collect monthly retirement allowance for life

How Does ACERA work?

Pensions Are Special

- Guaranteed income for life that you can plan on
  - Private employers don't do this much anymore
- Employee contributions paid back in first 3-5 retired years!

Pension Milestones



Vesting

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

Vested Benefits

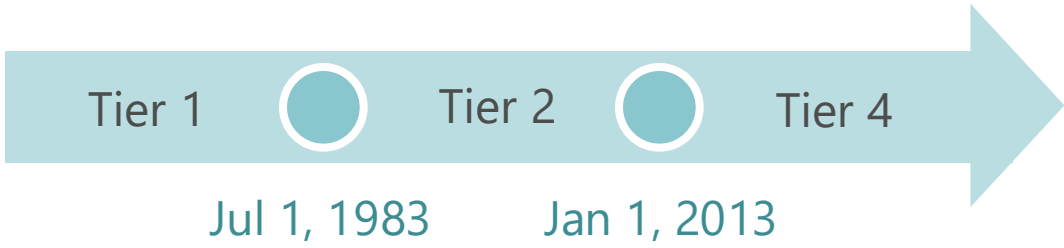
1. **Monthly Retirement Benefit for Life**
    a. Regular retirement upon eligibility
    b. Or disability retirement, if approved

2. **Annual Cost of Living Adjustment** (COLA)

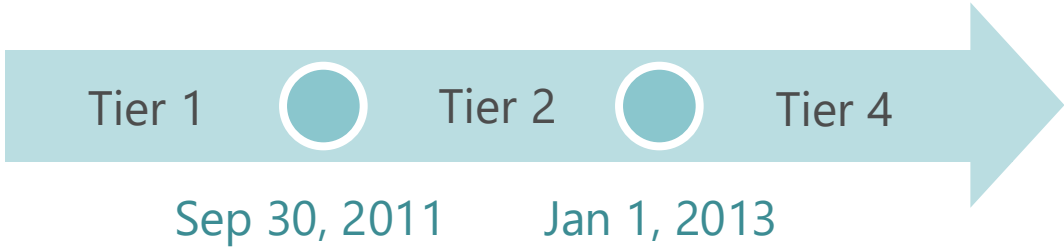
3. **$1000 Lump Sum Death Benefit**

Tiers – Based on Date of Entry

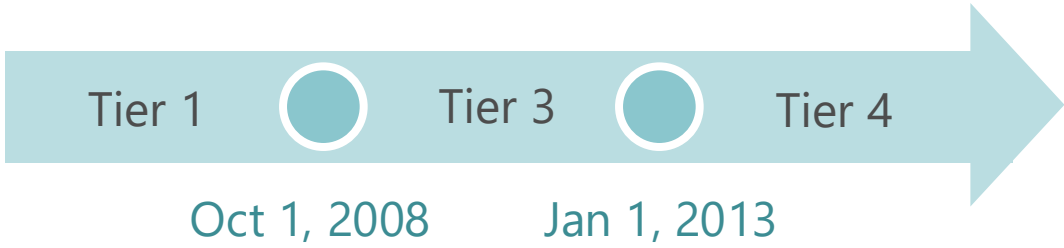
General Members



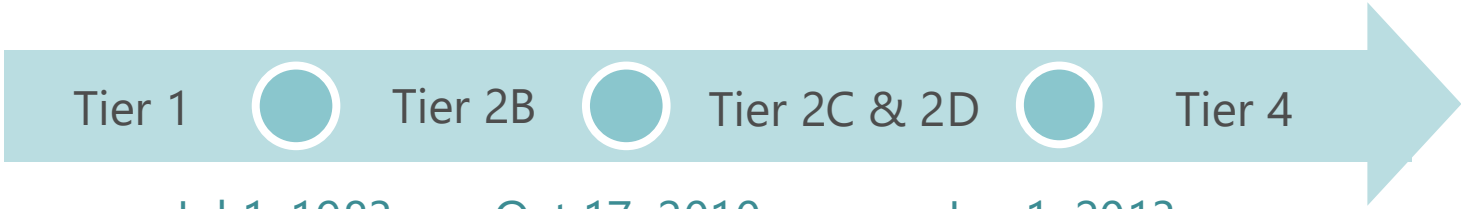
Housing Authority



LARPD



Safety Members



Retirement Income to Maintain Standard of Living

ACERA Pension (Paycheck for Life)

Social Security

+ Savings and Investments

= 80% of Salary

- ❑ Understand Pension Math

Pension Math

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

Age Factor Percentage

Service Credit

X Highest Average Monthly Salary

= Monthly Retirement Allowance for Life

Pension Math

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

2.00%

Service Credit

X Highest Average Monthly Salary

= Monthly Retirement Allowance for Life

Pension Math

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

2.00%

20 Years

X Highest Average Monthly Salary

= Monthly Retirement Allowance for Life

Pension Formula

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

2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% + 2% = 40%

2.00%

20 Years

X Highest Average Monthly Salary

= Monthly Retirement Allowance for Life

Pension Math

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

40%

X Highest Average Monthly Salary

= Monthly Retirement Allowance for Life

Pension Math

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

40%

X $5,000

= Monthly Retirement Allowance for Life

Pension Math

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

40%

X $5,000

= $2,000

Pension Math

Age Factor Percentage

Service Credit

X Highest Average Monthly Salary

= Monthly Retirement Allowance for Life

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

Age Factor Percentage

What % of your highest salary will you get for each year of service?

Sample Age Factor % Chart

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%

- Percentages increase with each quarter birthdate (acera.org/age)

Bottom Line

Older Retirement Age = Higher Age Factor %

(Up to Max for your tier)

Retirement Formula

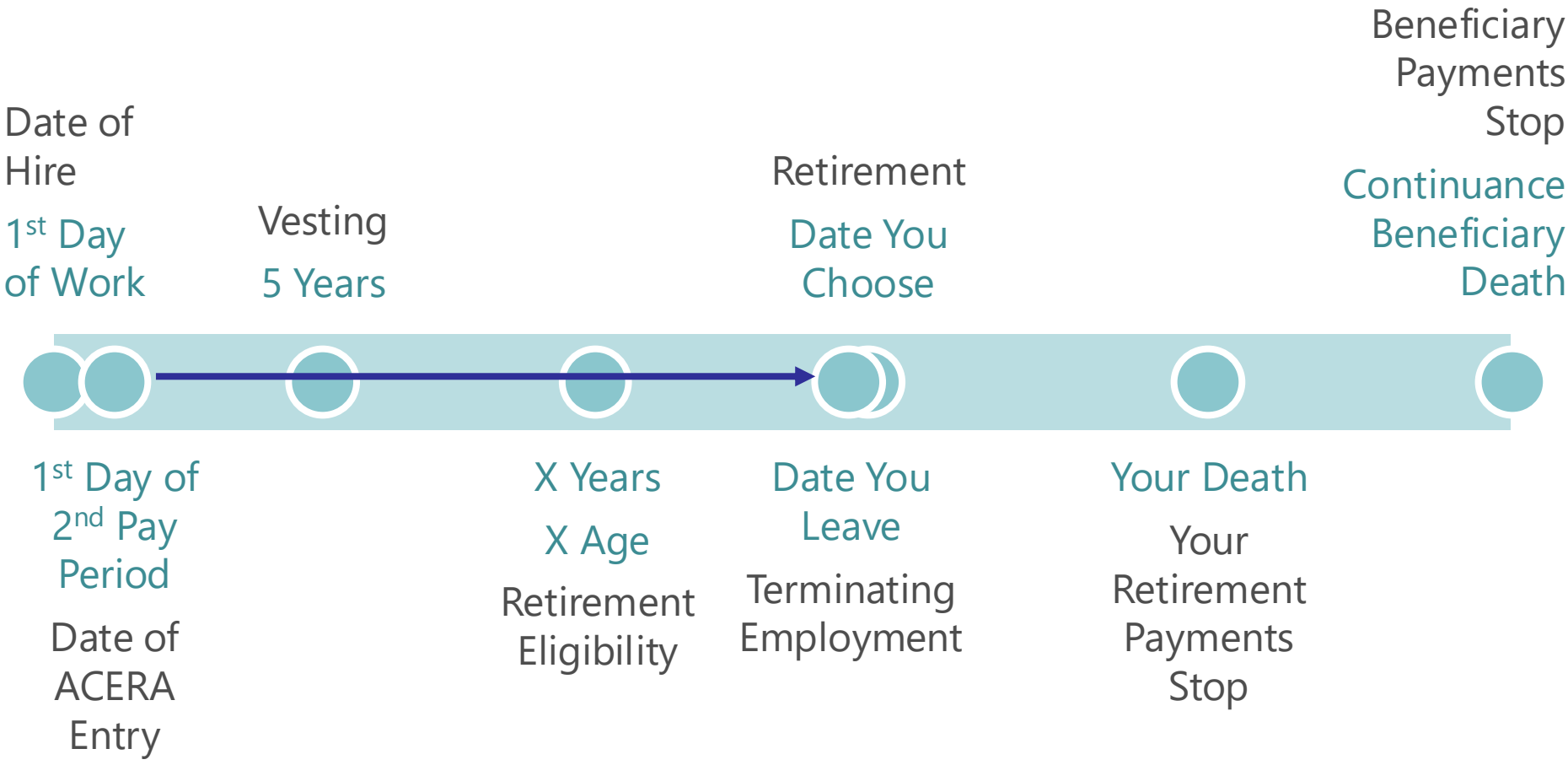
Age Factor Percentage

Service Credit

X 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

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
- **Days between hire date and entry date**
- **Unpaid medical leave** – up to 1 year per leave upon return
- **State disability insurance leave / uncompensated worker's comp time**
- **Military leave during membership** – upon return
- **Redeposit of prior memberships**
- **Redeposit of community property** – when ex-spouse takes a refund

Does not count toward vesting:

- **Other California prior public service –** Time ineligible for the other agency's pension (e.g., counties, state or CalPERS employers, EBMUD, Port of Oakland, Alameda Co. cities or schools, etc.)

www.acera.org/service

Time NOT Eligible for Purchase

- Vacation purchase time
- Non-medical leave without pay
- Contract or temp agency time
- Other prior public service time with contributions still on deposit with other agency

Purchase Cost

- **Your employee contributions** had you worked the time

+

- **Interest** that money would have earned between then and now

How to Request Service Credit Purchase

- **You:** Complete Purchase Request form at acera.org/forms
- **We:** Do calculations and send you a letter with cost
- **You:** Decide **if** and **how much** you want to purchase
  - (Redeposits must be made in full)

Service Credit Purchase Payment Options

- Lump-sum check (post-tax)
- Rollover from 401(k), 403(b), 457(b), IRA (pre-tax)
- Payroll deduction (post-tax)
- Any combination

Retirement Formula

Age Factor Percentage

Service Credit

X 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

Gross Pay Included in Highest Average Salary

If paid during Final Compensation Period:

- **Base pay**
- **Footnotes / other pay codes** – acera.org/paycodes
  - Ask your payroll manager for more info
  - Overtime never counts
- **Vacation sales** up to your limit (not Tier 3 or 4)
- **Vacation cash out** (pay off) up to your limit (not Tier 3 or 4)

Limits to Benefit Payments

Tier 4 Highest Average Salary Calculations (annual) are Capped for 2026:

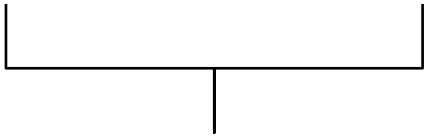
- $159,733 for general
- $191,679 for safety

More limits at: www.acera.org/limits

Retirement Allowance Formula Example

Tier 4 member retires at age 65 after earning 25 years of service credit.

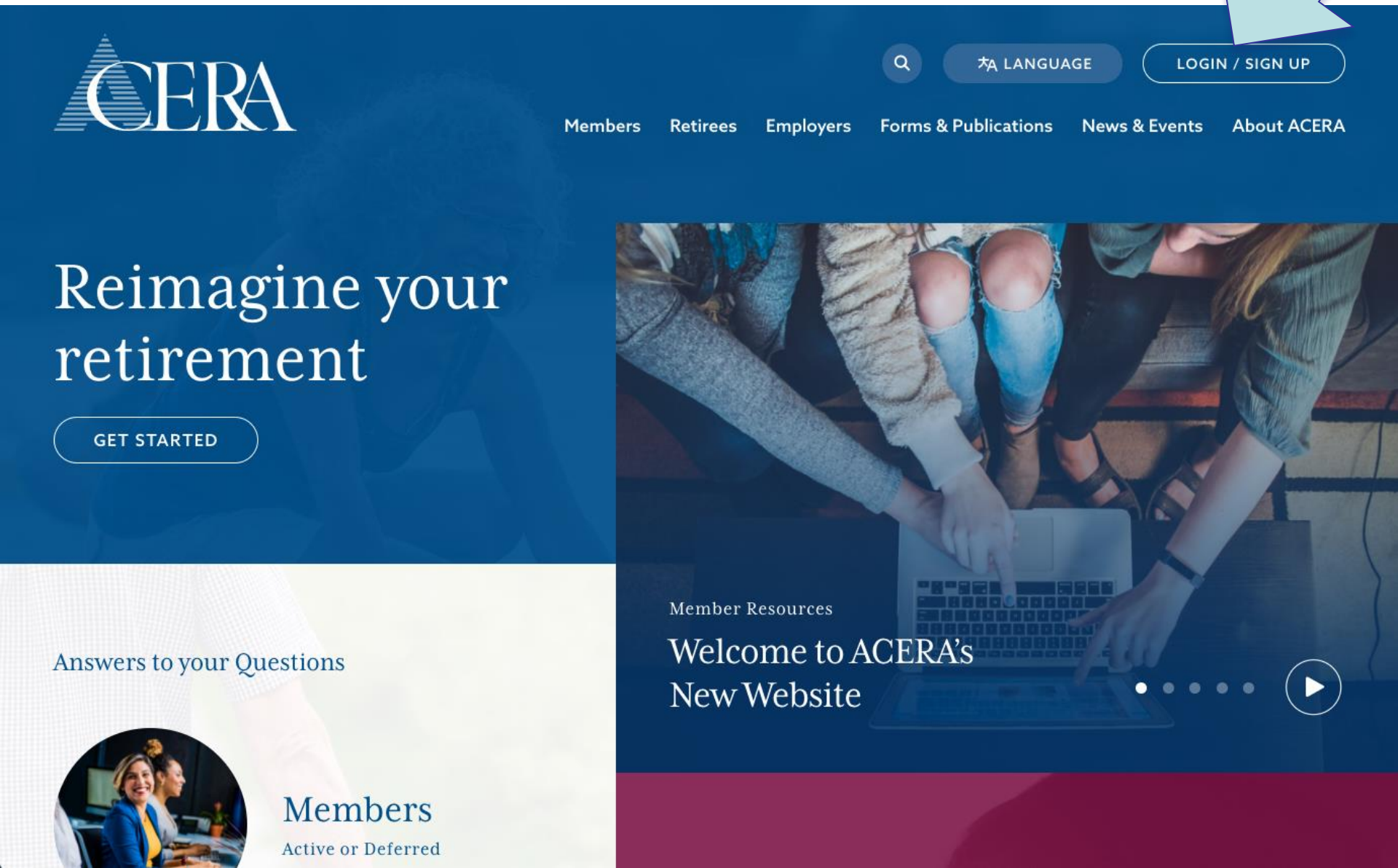
2.30%	**x**	**25.0000**	**x**	**$6,000**	**= $ 3,450**
Age Factor Percentage		**Years of Service**		**Highest Average Monthly Salary**	**Monthly Retirement Allowance**



57.5% Salary Replacement

- ❑ Get a Pension Estimate

Retirement Benefit Estimates



CERA

Member Information
- Account Summary
- Contact Information
- Demographics
- Beneficiaries
- Estimate a Benefit
- Estimate History

Education
- Seminars
- Counseling Appointments

Communications
- Forms
- Correspondence
- Statements
- Message Center

Help
- Help Contents
- Contact Us
- Site Tour

Estimate a Benefit

You will be eligible to receive retirement benefits as of 8/9/2028. Make sure the Payments Begin Date you use for your estimate is on or after this date.

Benefit Options

Type

Retirement

Separation

8/8/2040

Payments Begin

8/9/2040

Beneficiary Options

Name

Debra Jones

Relationship

Wife

Date of Birth

8/25/1981

Additional Options

☐ **Include Service from Pending and Active Purchase Contracts**

☐ **Enter a Service Credit amount rather than using the calculated amount**

User-entered Service Credit

0.00000

Any sick leave service, purchased service, or DRO service adjustments are used in addition to this amount for estimate calculations.

☐ **Enter an Average Monthly Salary rather than using the calculated amount**

User-entered Average Monthly Salary

0.00

Generate

Estimate a Benefit

You will be eligible to receive retirement benefits as of 8/9/2028. Make sure the Payments Begin Date you use for your estimate is on or after this date.

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User-entered Service Credit

0.00000

Any sick leave service, purchased service, or DRO service adjustments are used in addition to this amount for estimate calculations.

- [ ] **Enter an Average Monthly Salary rather than using the calculated amount**

User-entered Average Monthly Salary

0.00

Generate

Alameda County Employees' Retirement Association

Retirement Benefit Estimate

George Jones

Jan 09, 2025

Projected Separation Date: 8/8/2040

Projected Retirement Date: 8/9/2040

Contribution Account Balance: $74,730.40

Your Estimated Monthly Benefit

Benefit Option Your Beneficiary's Benefit Is Determined by the Option You Select	Member Monthly Benefit	Beneficiary Monthly Benefit After Your Death
Unmodified Pays 60.00% of member's benefit to a qualifying survivor*	$6,287.70	$3,772.62
Option 1 Your beneficiary receives a one-time payment of the balance of your Contribution Account minus the sum of all annuity payments plus COLA attributable to the annuity payments to you. • Contribution Account Balance: $74,730.40 • Monthly Annuity Payment: $756.33	$6,264.11	
Option 2 Pays 100% of member's monthly benefit to beneficiary.	$5,661.13	$5,661.13
Option 3 Pays 50% of member's monthly benefit to beneficiary.	$5,957.99	$2,979.00
Option 4 Pays a lifetime continuance of a percentage or dollar amount you specify to one or more beneficiaries.	Submit a Retirement Estimate Request for an estimate.	

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Option 3 Pays 50% of member's monthly benefit to beneficiary.	$5,957.99	$2,979.00
Option 4 Pays a lifetime continuance of a percentage or dollar amount you specify to one or more beneficiaries.	Submit a Retirement Estimate Request for an estimate.	

Retirement Benefit Estimate

Beneficiary Information

Beneficiary Name	Relationship	Birth Date	Distribution Percent
Debra Jones	Wife	8/25/1971	100.00%

Benefit Formula Information Used in This Estimate

Average Salary Date Range:	6/5/2024 - 6/5/2027
Tier 2 Average Monthly Salary:	$10,461.13
Years of Service Credit:	29.06384
Age at Retirement:	62.00000
Hours Vacation Compensation Breakdown	
Hours Previously Sold Within Date Range:	0.0000
Additional Estimate Hours:	0.0000
Total Hours Included in Estimate:	0.0000

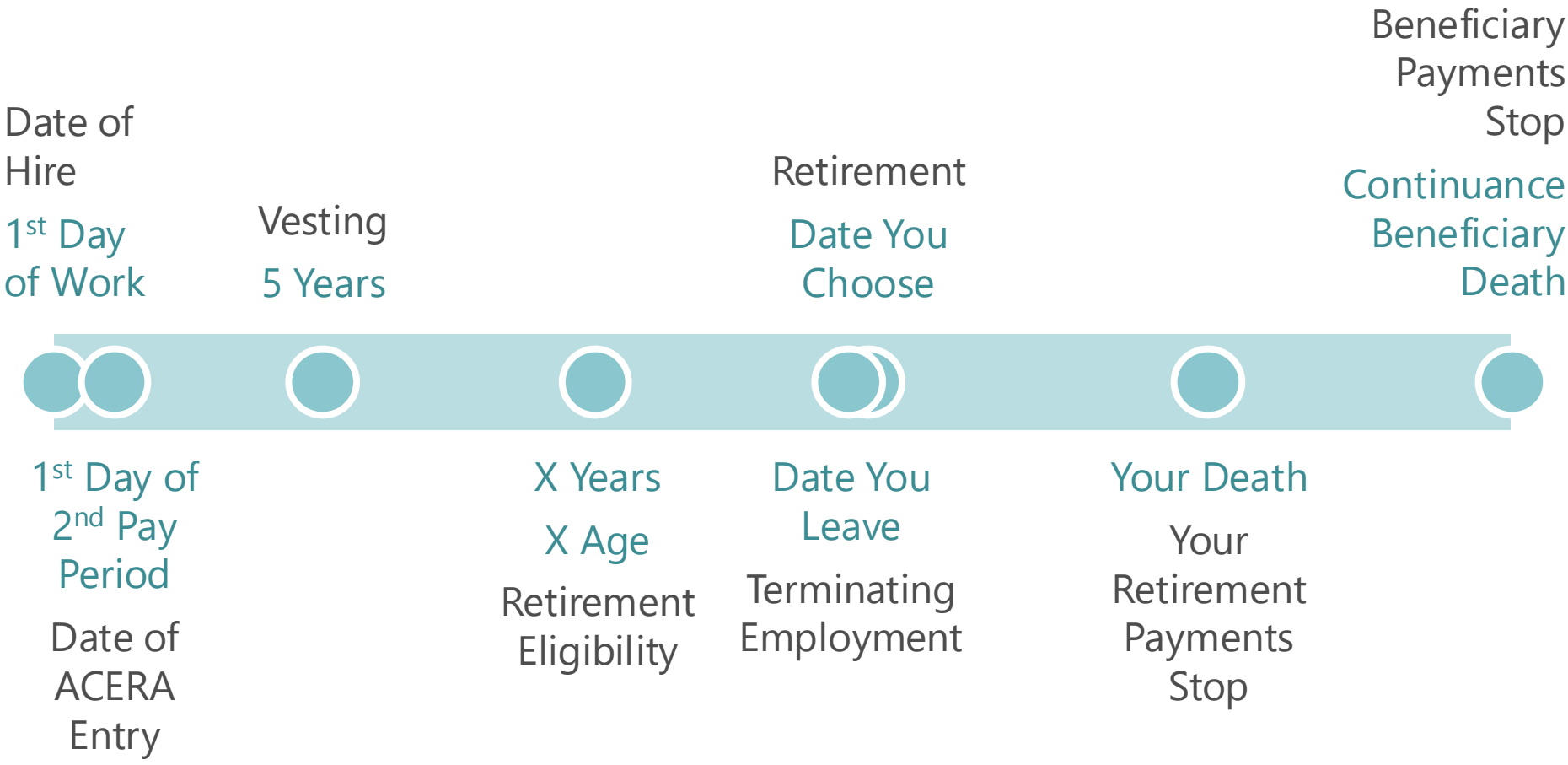
This is an estimate. Your actual benefit will be based upon your actual final average compensation, age and years of service credit on your retirement date.
While every effort has been made to provide accurate information, these figures should be regarded as estimates only. The estimates assume full 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. This estimate is calculated within benefit limits described at www.acera.org/limits.

* Pays 60.00% of member's benefit to a surviving spouse or registered domestic partner if married or partnered one year prior to retirement. If there is no surviving spouse or registered domestic partner, pays 60.00% to a dependent child under 18 (or split among multiple children), or up to 22 if unmarried and registered with an accredited school.

** If you sold vacation during the Average Salary Date Range, that vacation payment is already calculated into your Average Monthly Salary for this estimate.

❑ Understand 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.)

❑ Understand Additional Benefits

Other Benefits

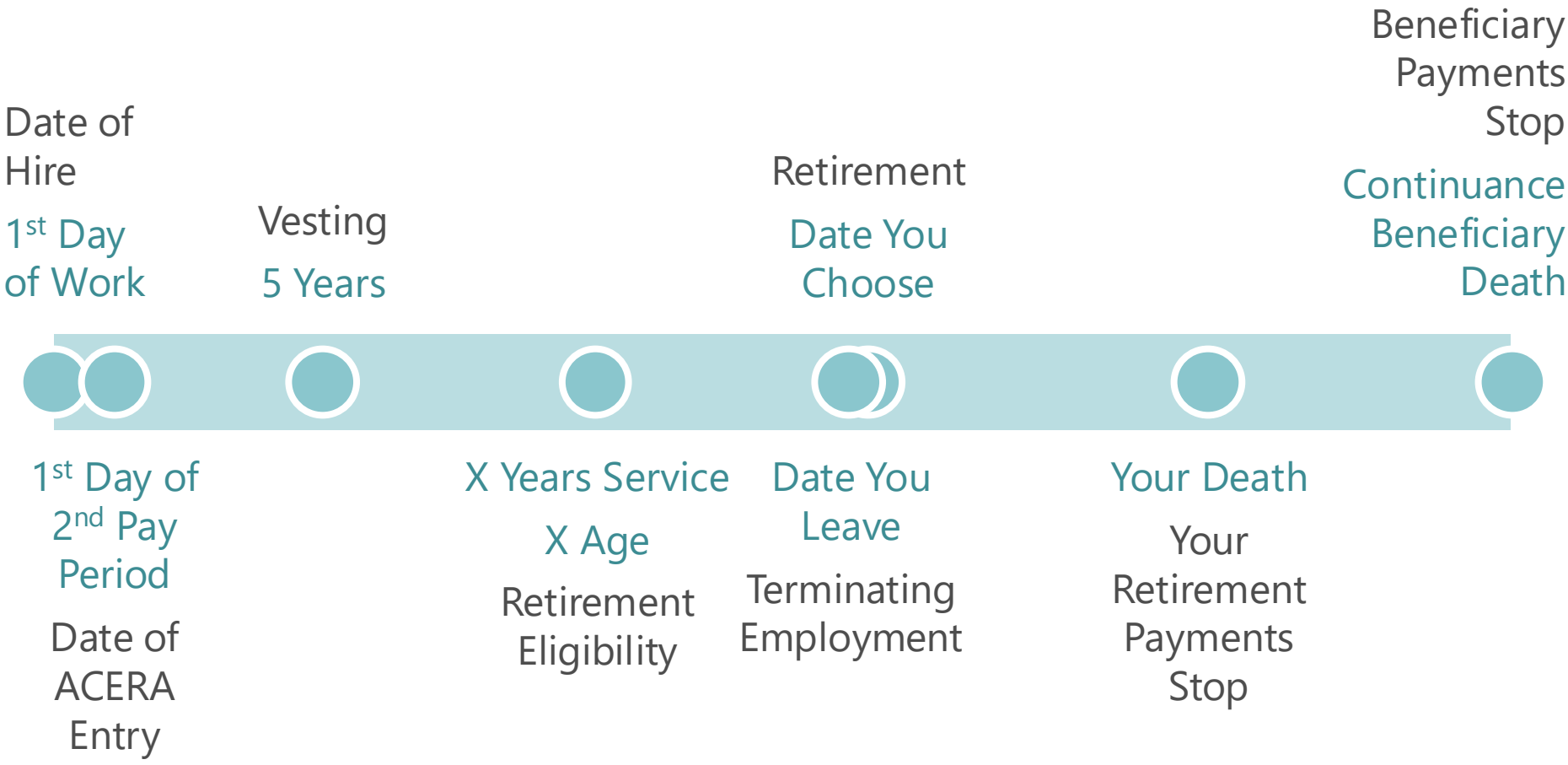
- Medical, dental, vision, and other non-guaranteed benefits
- Disability retirement (guaranteed)
- Death benefits

Non-Guaranteed Benefits

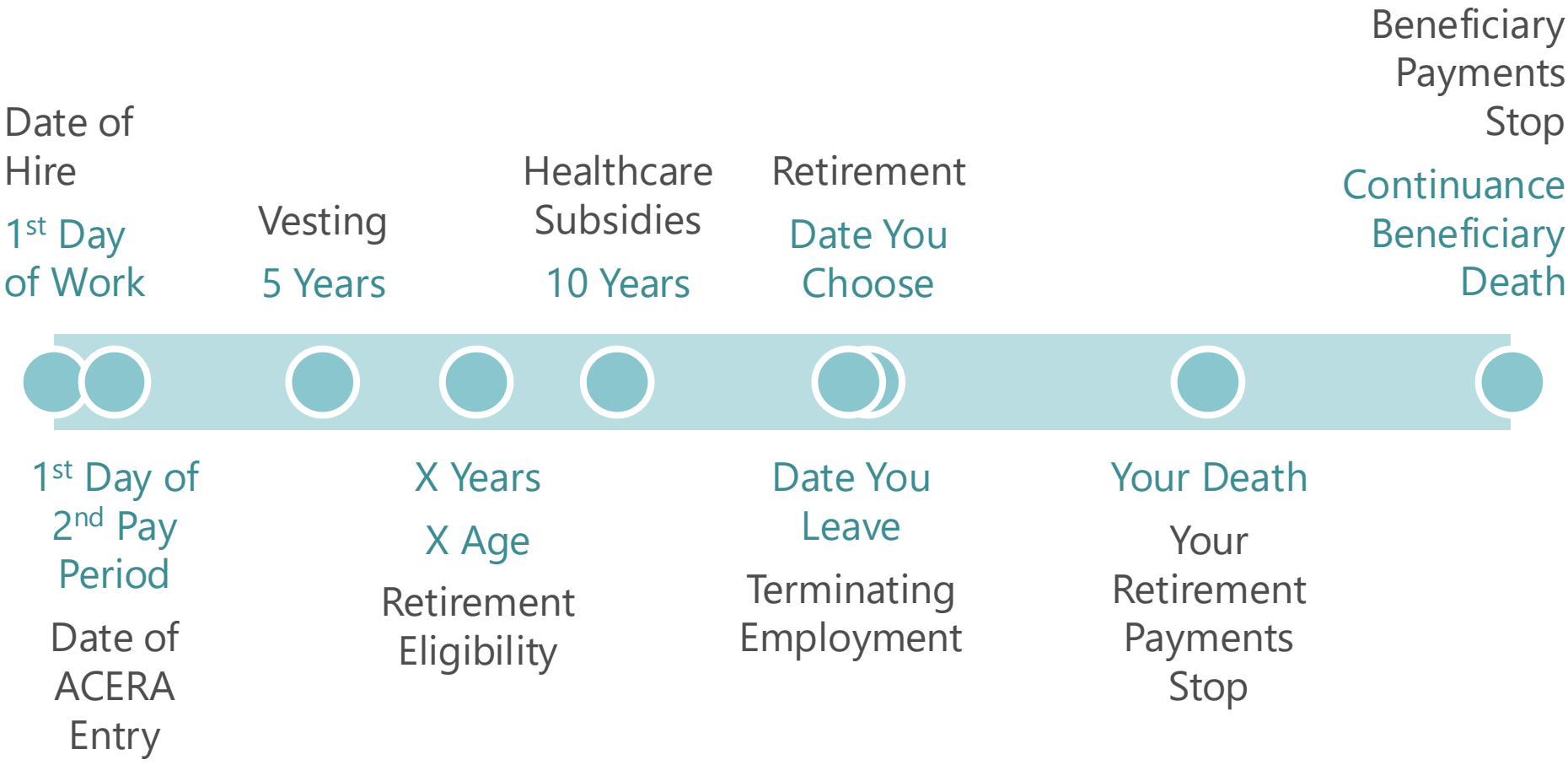
- Determined by Board of Retirement annually
- **May be reduced or eliminated** to ensure fund sustainability

Non-Guaranteed Benefit	Years ACERA Service Credit to Qualify
1. Medical Subsidy ½ of MMA	10
1. Medical Subsidy ¾ 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

Pension Milestones



Pension Milestones



- ❑ Designate Your Beneficiary or Beneficiaries

(and keep them current)

Beneficiary: Someone who gets benefits

ACERA Beneficiary: Person you designate to get your ACERA death benefits

Death Benefits Before Retirement

Non-Vested Members

- Return of employee contributions + interest
- One month salary for each year of service, up to 6 months' salary

Death Benefits Before Retirement

Vested Members

Beneficiaries' Choice:

Option 1

- Return of employee contributions + interest
- One month salary for each year of service, up to 6 months

Option 2 (to qualified beneficiary only)

- Monthly survivors allowance

Option 3 (to qualified beneficiary only)

- One month salary for each year of service, up to 6 months
- Reduced monthly survivors allowance

Vested Members – With Advance Death Benefit Election

Beneficiaries' Choice:

Option 1
- Return of employee contributions + interest
- One month salary for each year of service, up to 6 months

Option 2 (to any beneficiary)
- Maximum monthly survivors allowance

Option 3 (to qualified beneficiary only)
- One month salary for each year of service, up to 6 months
- Reduced monthly survivors allowance

More info: www.acera.org/adv

Form: www.acera.org/ben

1. Save the form to your device.
2. Complete all the fields.
3. Check the Advance Death Benefit Election box to make the election.
4. Print and sign the form.
5. Follow the instructions on the last page to submit the form.

Death Benefits Before Retirement

Deferred Members

Return of employee contributions + interest

Death Benefits Before Retirement

- **More info:** acera.org/death

Keep Designations Current!!!

- Active members may change beneficiaries any time
- **Beneficiary designation form:** acera.org/forms
- **Check your beneficiaries:** acera.org/login

Member Information
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- Demographics
- Beneficiaries
- Estimate a Benefit
- Estimate History

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Beneficiaries

view as grid

JANE BREELEY OSSTOFF
Wife born 4/16/1980

Primary
Nominated Beneficiary

100%
Distribution

JAMES BRONOLDSON
Brother born 7/26/1980

Alternate
Nominated Beneficiary

100%
Distribution

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❑ Understand Career Planning Options

1. Retire (If Eligible)

1. Retire

- Earn service credit right up to retirement
- ½ sick leave conversion to service credit (if you work straight into retirement)
- Work after retirement
  1. Work somewhere else
  2. Come back to work for an ACERA employer
     1. Continue retirement payments
        1. Don't earn additional retirement credit
        2. Restrictions apply: www.acera.org/working
     2. Pause retirement payments
        1. Earn additional retirement credit
        2. At second retirement, restart first retirement payments also

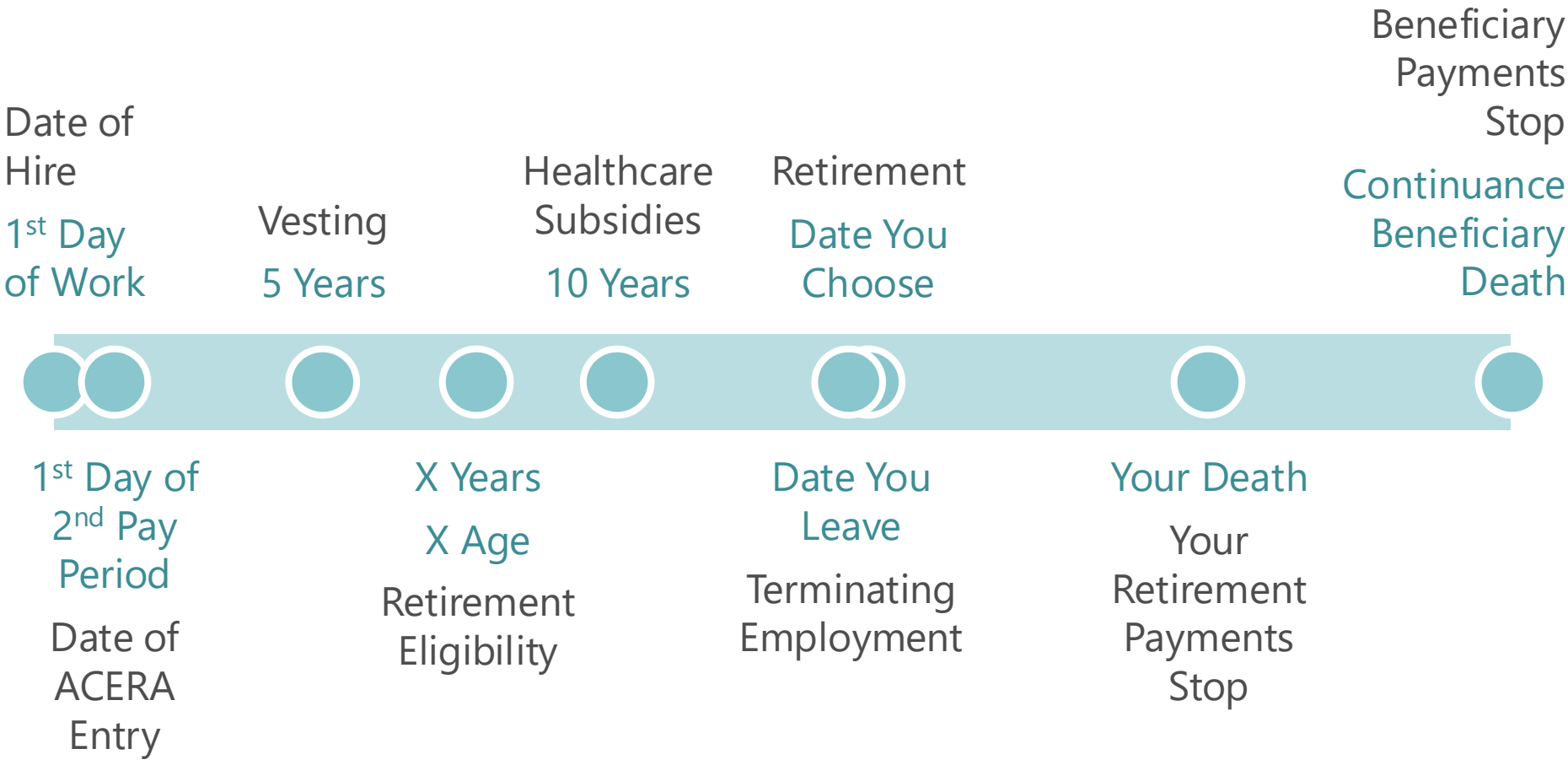
2. Terminate Before Retirement

Termination Before Retirement

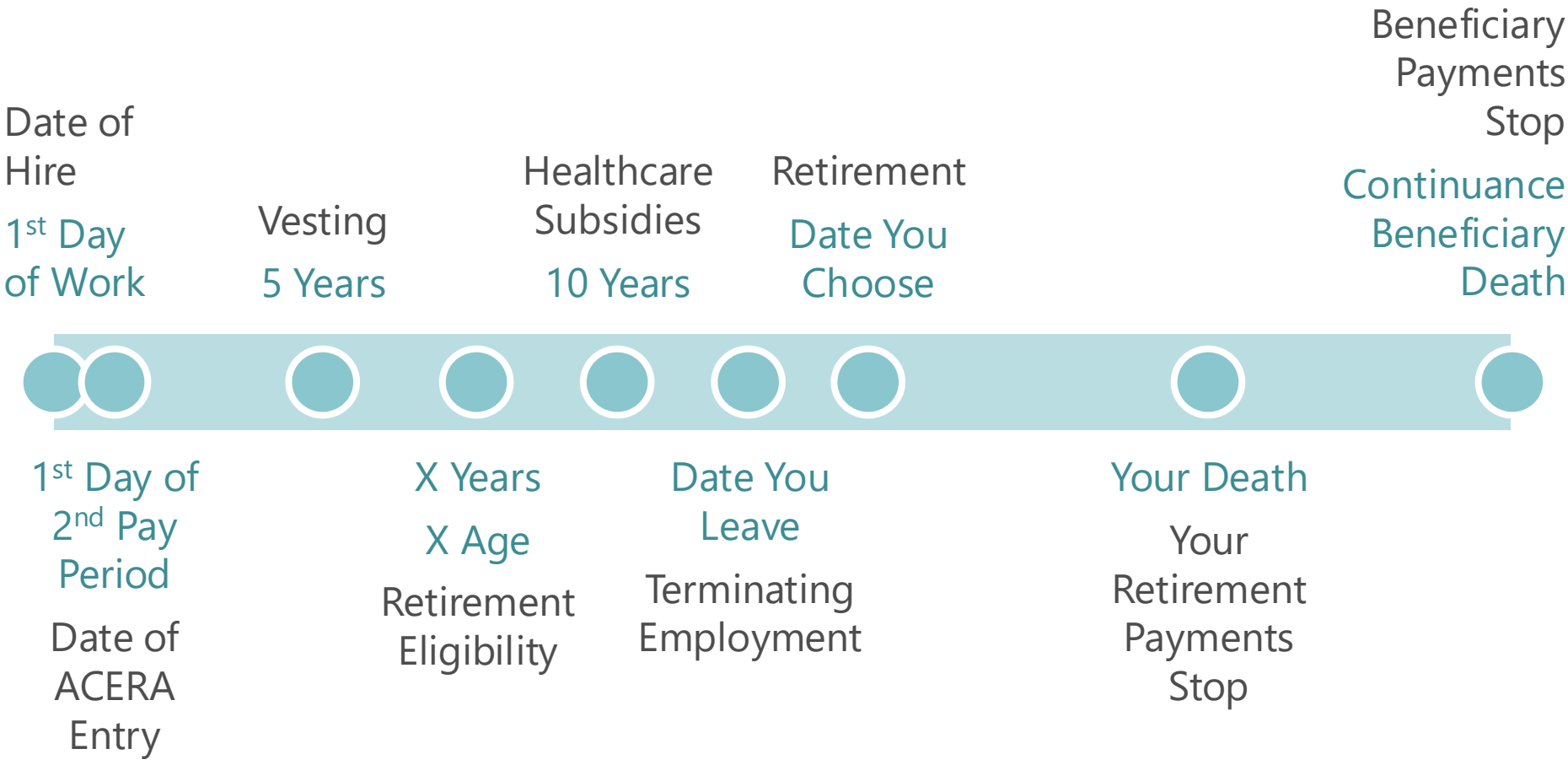
3 Options

A. Defer: Leave contributions on deposit
B. Establish reciprocity
C. Refund of employee contributions + interest

Pension Milestones



Pension Milestones



Termination of Employment – Option A

Defer: Leave contributions on deposit

- You're still an ACERA member!
- Interest accumulates. No negative interest!
- Can retire later!
- Can come back to work and earn more
- Can be refunded at any time

acera.org/defer

Establish Reciprocity

Link CA public retirement systems together:

- Many CA cities
- 1937 Act Counties
- CA state jobs (not UC System)
- Agencies that use CalPERS
- Full list at acera.org/reciprocity

Termination of Employment – Option B

Benefits of Reciprocity

1. **Service credit** in all systems combined used for vesting and retirement eligibility
2. **Highest average salary** under any reciprocal system is used by all systems
3. **Possible lower contribution rate** – rate in new system based on age of entry in first system (not Tier 4)
4. **Earlier tier** – Entry date in previous system might put you in earlier tier

To Qualify for Reciprocity:

1. **Defer |** Leave all contributions on deposit
2. **No More Than 6 Month Gap** between termination date and start of employment in next job
3. **No More Than 12 Weeks Overlapping Service**
4. **Must Retire From All on Same Day**

Termination of Employment – Option C

Refund of Employee Contributions + Interest

- Lump sum payment
  - May lose 1/3 $ to taxes & penalties
- Can roll over to 457(b), 403(b), IRA, 401(k)
- Takes 45-60+ days
- You waive your right to all ACERA benefits

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

- Make a Retirement Planning Picture

Retirement Income to Maintain Standard of Living

ACERA Pension (Paycheck for Life)

Social Security

+ Savings and Investments

= 80% of Salary

1. Get Some Estimates

❑ **Get ACERA Estimate**

$_____ mo. at age _____

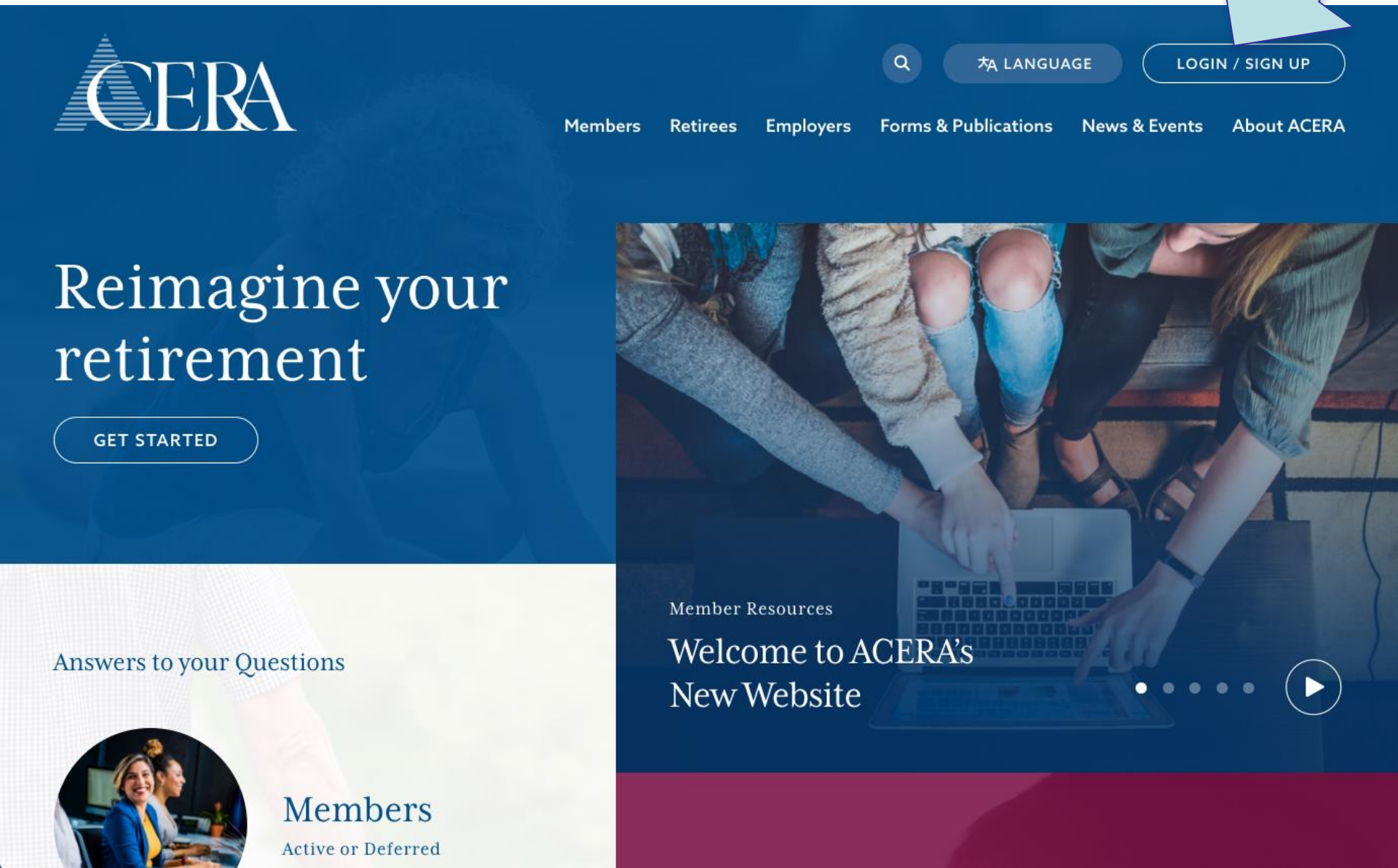
❑ **Get Social Security Estimate**

$_____ mo. at age _____

$_____ mo. at age _____

$_____ mo. at age _____

Retirement Benefit Estimates



CERA

Member Information
- Account Summary
- Contact Information
- Demographics
- Beneficiaries
- Estimate a Benefit
- Estimate History

Education
- Seminars
- Counseling Appointments

Communications
- Forms
- Correspondence
- Statements
- Message Center

Help
- Help Contents
- Contact Us
- Site Tour

Estimate a Benefit

You will be eligible to receive retirement benefits as of 8/9/2028. Make sure the Payments Begin Date you use for your estimate is on or after this date.

Benefit Options

Type

Retirement

Separation

8/8/2040

Payments Begin

8/9/2040

Beneficiary Options

Name

Debra Jones

Relationship

Wife

Date of Birth

8/25/1981

Additional Options

☐ **Include Service from Pending and Active Purchase Contracts**

☐ **Enter a Service Credit amount rather than using the calculated amount**

User-entered Service Credit

0.00000

Any sick leave service, purchased service, or DRO service adjustments are used in addition to this amount for estimate calculations.

☐ **Enter an Average Monthly Salary rather than using the calculated amount**

User-entered Average Monthly Salary

0.00

Generate

Alameda County Employees' Retirement Association

Retirement Benefit Estimate

George Jones

Jan 09, 2025

Projected Separation Date: 8/8/2040

Projected Retirement Date: 8/9/2040

Contribution Account Balance: $74,730.40

Your Estimated Monthly Benefit

Benefit Option Your Beneficiary's Benefit Is Determined by the Option You Select	Member Monthly Benefit	Beneficiary Monthly Benefit After Your Death
Unmodified Pays 60.00% of member's benefit to a qualifying survivor*	$6,287.70	$3,772.62
Option 1 Your beneficiary receives a one-time payment of the balance of your Contribution Account minus the sum of all annuity payments plus COLA attributable to the annuity payments to you. • Contribution Account Balance: $74,730.40 • Monthly Annuity Payment: $756.33	$6,264.11	
Option 2 Pays 100% of member's monthly benefit to beneficiary.	$5,661.13	$5,661.13
Option 3 Pays 50% of member's monthly benefit to beneficiary.	$5,957.99	$2,979.00
Option 4 Pays a lifetime continuance of a percentage or dollar amount you specify to one or more beneficiaries.	Submit a Retirement Estimate Request for an estimate.	

1. Get Some Estimates

❑ **Get ACERA Estimate**

$__3007__ mo. at age __62____

❑ **Get Social Security Estimate**

$_____ mo. at age _____

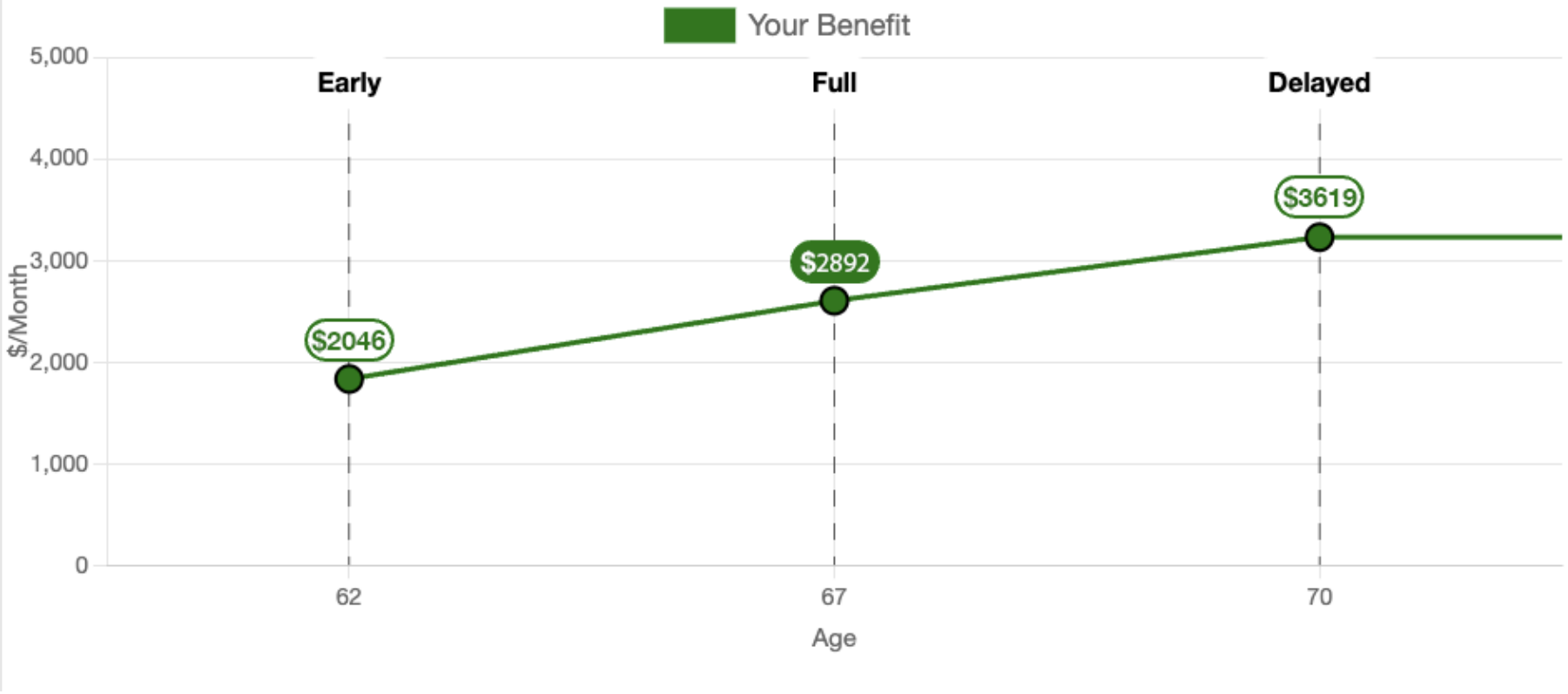
$_____ mo. at age _____

$_____ mo. at age _____

Social Security Estimate

www.ssa.gov/estimator

Retirement Age or Date	Average Future Annual Salary	Compare with Benefit as a Spouse
67	$0	No



1. Get Some Estimates

❑ **Get ACERA Estimate**

$ 3007 mo. at age 62

❑ **Get Social Security Estimate**

$ 2,046 mo. at age 62

$ 2,892 mo. at age 67

$ 3,619 mo. at age 70

2. Calculate How Much to Save

Retirement Calculator Examples:

- Vanguard Calculator
- Empower Retirement Calculator 457(b) plan
- T. Rowe Price Calculator
- Kiplinger Calculator
- Charles Schwab Calculator
- Others

Step 1: Tell us about yourself

Let's start with the basics. Your age and retirement goals help us estimate how long your retirement might last and what you'll need to support it.

How old are you?

35

Please enter an age between 18 and 100.

At what age do you expect to retire?

62

Please enter an age between 18 and 100.

What's your annual income?

$85,000

You can enter an amount up to $10,000,000.

How much do you plan to save for retirement each year?

$0

You can enter an amount up to $10,000,000. The percentage in the next field will update automatically.

What percentage of annual income do you plan to save for retirement each year?

0%

You can enter a percentage up to 100%. The dollar amount in the previous field will update automatically.

Step 2: What is your current financial outlook?

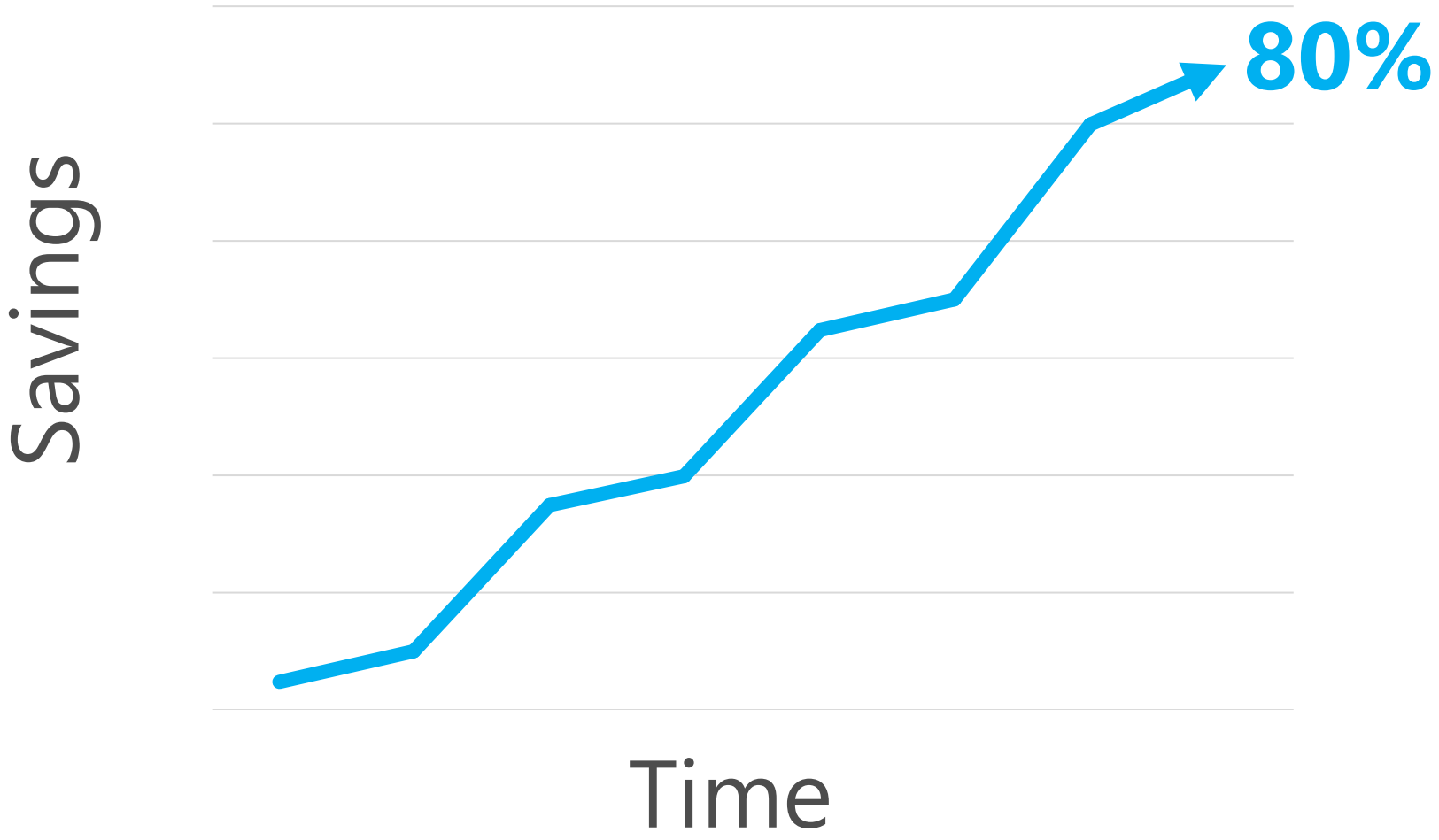
When you retire at age **67**, you may have a retirement savings balance of **$0**. Your monthly expenses are estimated to be — your estimated monthly income amount of:

$0

Retirement savings	**$0/mo**
Social Security	**$0/mo**
Pension benefit	**$0/mo**
Expenses	**$0/mo**

Adjust retirement age 67

Re-adjust Savings Periodically

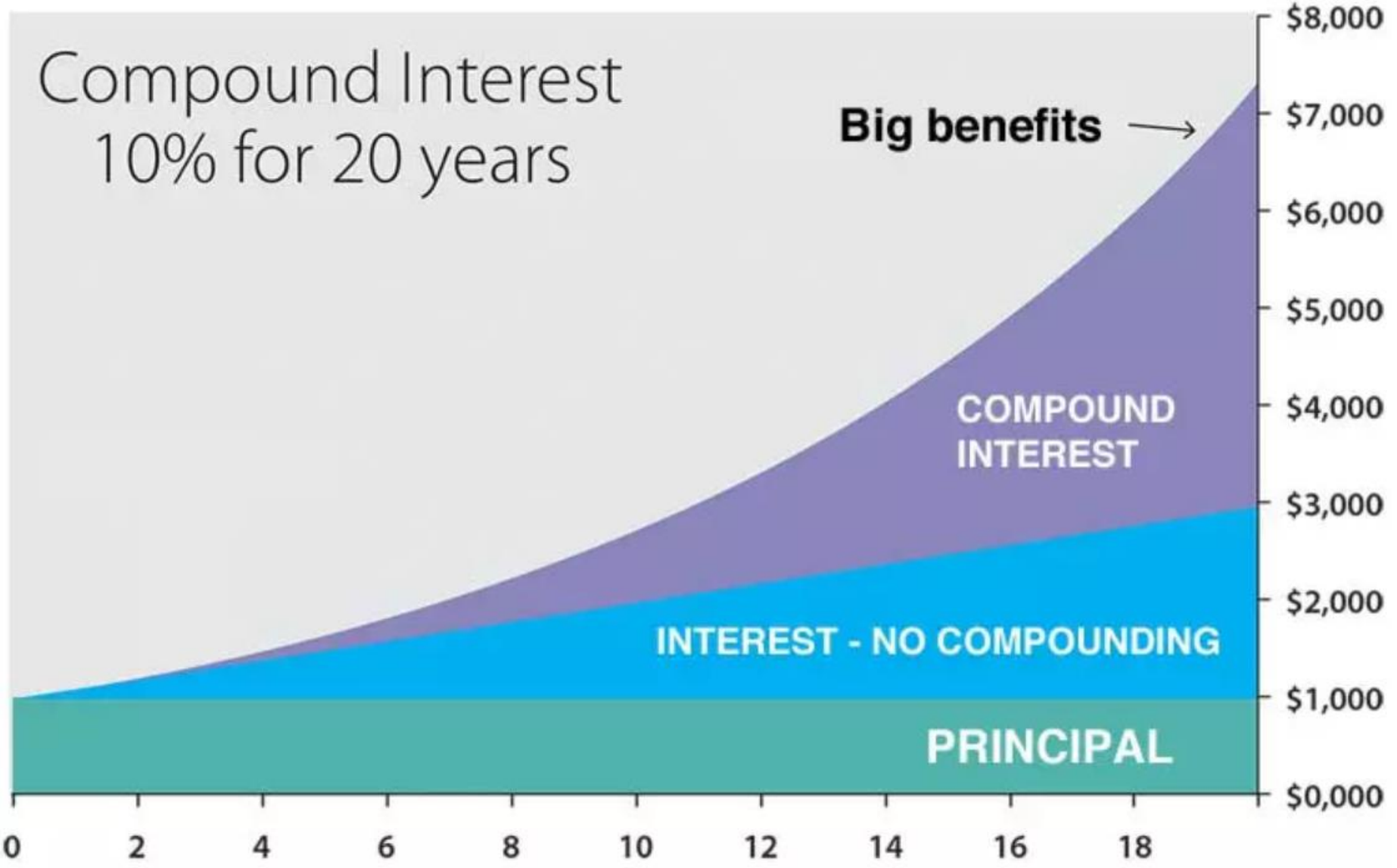


Where to Save Your Money

Interest = Money you can earn for loaning out your money

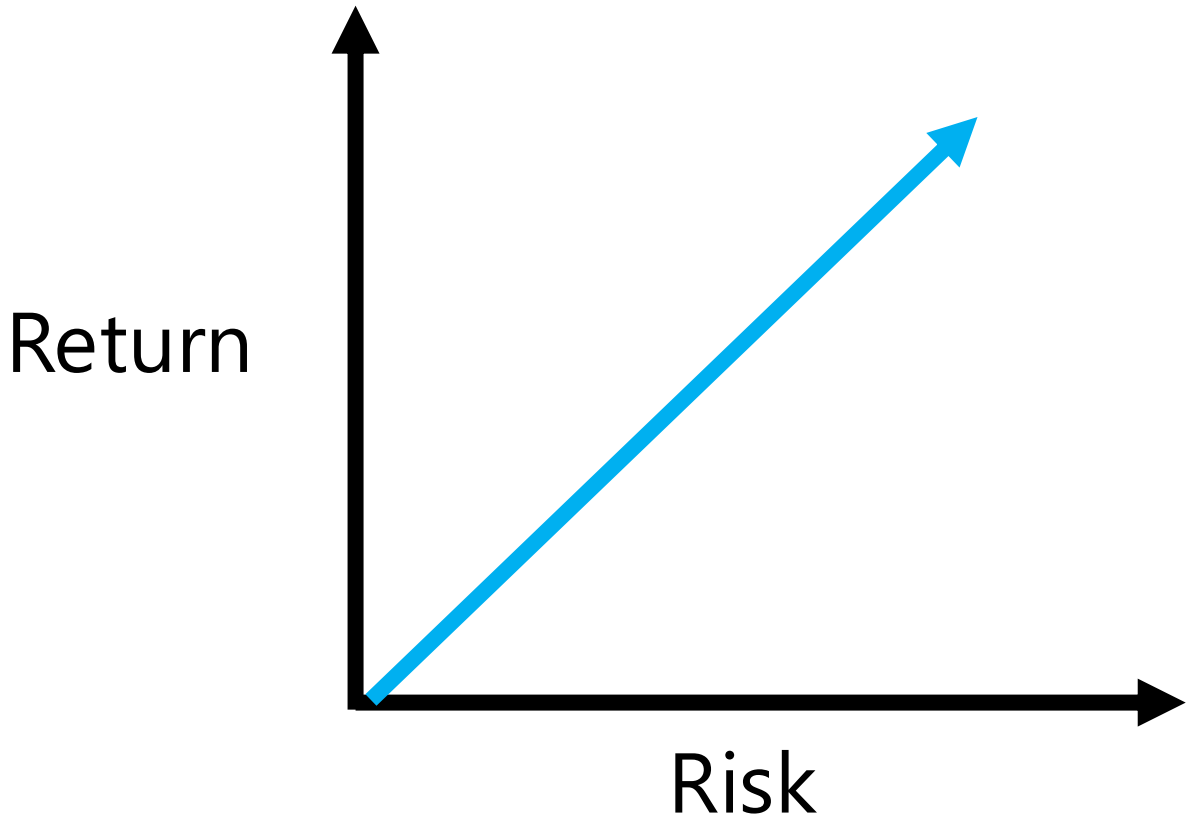
Earning interest can help you:

1. Beat inflation (≈ 3% yr.)
2. Earn more through compound interest


Compound Interest
10% for 20 years
Big benefits
COMPOUND INTEREST
INTEREST - NO COMPOUNDING
PRINCIPAL
$8,000
$7,000
$6,000
$5,000
$4,000
$3,000
$2,000
$1,000
$0,000
0
2
4
6
8
10
12
14
16
18

Be Cautious

Generally the higher the potential interest, the higher the financial risk.



Diversified Risk Options

Defined Contribution Accounts

- 457(b), 403(b), IRA, 401(k), TSP

457(b) Deferred Compensation Account

www.acgov.org/treasurer/deferred.htm

- Tax-deferred contributions
  - Lowers your tax liability
- Max 457(b) contributions 2026:
  - $24,500 ($942 per pay period)

Lower Risk Savings Options

Option

1. High-Yield Checking Accounts (FDIC Insured)
2. High-Yield Savings Accounts (FDIC Insured)
3. Money Market (Deposit) Accounts (FDIC Insured)
4. Money Market (Mutual) Funds
5. Certificates of Deposit (CDs) (FDIC Insured)
6. Treasury Bills and Notes (Backed by U.S. Govt.)
7. Bonds

Research at places like NerdWallet.com.

Remember, you are solely responsible for the investment risk you take on.

Get More Help

1. Free financial planners from deferred compensation program
2. Free financial planners through 1st United Credit Union, with account
3. Hire a financial planner (but be aware of the fees)

Expanded Article At:

acera.org/planning

For more on retirement savings

- ❑ Start a 457(b) Account

❑Sign Up For ACERA Email News

We only send important news

acera.org/subscribe

More Questions?
Call us anytime.

510-628-3000

The ACERA Board of Retirement and ACERA Staff wish you a 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.