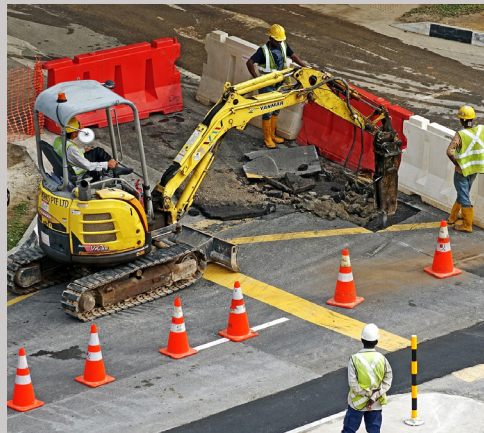




MoDOT and Patrol Employees' Retirement System

Year 2000 Plan and 2011 Tier Retirement Handbook



PO Box 1930
1913 William Street
Jefferson City, MO 65102-1930
Phone: (573) 298-6080
Toll Free: (800) 270-1271
Fax: (573) 522-6111
Email: mpers@mpers.org



**Benefit Estimates
and Examples**

Examples provided in this handbook are for illustrative purposes only and should not be construed as benefits you could receive upon retirement.

A personalized benefit estimate, using your information, is available:

1. Online at www.mpers.org – simply log on to *myMPERS* Secure Member Access.
2. By contacting an MPERS benefit specialist.
3. In your Annual Benefit Statement, which can be viewed anytime online through *myMPERS* Secure Member Access.



- The provisions described in this retirement handbook only apply to active Year 2000 Plan and 2011 Tier members.
- There is a separate retirement handbook for Closed Plan members.



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The provisions described in this handbook apply to active Year 2000 Plan and 2011 Tier members working in a “benefit-eligible” position as of the date of this handbook, unless otherwise stated. Generally speaking, your benefits are based on the laws in effect on the date you leave state employment. If there is any difference between the information provided in this handbook and the laws or policies which govern MPERS, the laws and policies will prevail.

The provisions of the Year 2000 Plan and the 2011 Tier are similar, but different. The laws are very specific. Every effort has been made to note the differences throughout this handbook.

This interactive handbook was created with multiple links including the Table of Contents and other references throughout. Most are denoted with an arrow icon. 

Message to Our Valued Members

What You Should Know About MPERS and Your Retirement Benefits!

What is the MoDOT and Patrol Employees' Retirement System (MPERS) and why does it matter? It's the System that administers the "defined benefit" retirement program for covered employees of MoDOT and Highway Patrol and it matters, or it should, to its members because it will play a substantial role in the retirement security of its members, especially for those that make a career out of their employment with MoDOT or the Highway Patrol.

Now you may ask "what's a defined benefit (DB) plan?" You may know it by a more common term, a pension. The details associated with these plans are included within MPERS' plan documents. It is worth your time, regardless of your age, to read this material and understand the general guidelines that make up your plan. Here are a few of the normal characteristics of a DB plan:

- The benefit is based on a formula that takes into account the member's salary and years of service.
- Is funded by the employer and may include employee contributions.
- Benefits are not based on an account value.
- Benefits are paid for life. Members **cannot** out live the benefit.
- The employer bears the investment risk; market changes do not impact the member's benefit.
- The employers' goal is to fund the benefit over the working career of the member.

DB plans, like MPERS, are powerful employment tools. Our plans are no different. These plans were designed to recruit quality employees, attempt to retain them for a career (usually 25 to 30 years), then give them the opportunity to retire with dignity and allow for a new wave of employees to enter and refresh the workforce. Hopefully, you will see those key features within the details of our plan documents.

In contrast, defined contribution (DC) plans, like a 401k, are very different. The common characteristics of a DC plan are:

- The benefit is based on contributions (usually a combination of employee and employer) and investment earnings.
- There is a member account with investment options available for members to choose from.
- The employee bears the investment risk – the account balance goes up and down depending on market performance.
- DC plans were designed to be an extra source of income, not the only source.
- The State's Deferred Compensation Plan is an example of a DC plan and was designed to be a supplemental savings plan.

Both DB and DC plans should have a role in your future retirement security. If they don't, you are at risk of not being fully prepared to retire. MPERS purpose is to make sure you are fully informed about the DB plan you will enjoy as a member and to appreciate the value of it. When MPERS' produces information about future benefits for its members, we generally deliver numbers reflecting anticipated monthly payments upon retirement. Providing information in that manner can lead to an under-appreciation of the benefit we provide. For example, for 2014 the average monthly benefit for our new retirees was \$2,130. That may or may not strike you as significant, but when you consider receiving that amount for the duration of your retirement it surely will. If you live 25 years in retirement, that monthly benefit would deliver over \$630,000. Now do we have your attention? I hope so, please read, understand, and ask questions about these benefits now. Don't wait. Procrastination can ruin your retirement plans.

As important as this DB plan can be to your retirement, there are common characteristics of these plans that you should know, and frankly may not like. Nonetheless, they are important features and part of what makes these systems viable. We will only mention a few of those features here. First, understand a basic premise of DB plans. They are designed to provide retirement income/security to its members and their dependents. For MPERS plan purposes, dependents include a spouse and children under the age of 21. For example, our plans automatically provide an immediate survivor benefit to your spouse or dependent children if a vested member dies while in service. If a member dies prior to retirement but does not have a dependent no benefit is payable to anyone. At retirement, members may elect a payment option to suit their specific needs. That is they can choose a payment option to provide income for their spouse should they precede them in death or to a friend with a guaranteed payment option or no survivor option at all allowing the largest benefit possible for the member during their lifetime. If a member does not live to their retirement date even the very day before, however, none of these options are available. Instead the automatic survivor options mentioned earlier prevail. Another common point of interest centers on short service employees. The benefits payable from DB plans are not portable. That is they rarely roll into another employers retirement account. Consequently, they may be frowned upon for employees not making state government a career. Knowing all of this early on will allow members to plan accordingly and make the best decisions possible for their future retirement security.

Members should expect quality information and service from MPERS. We make every attempt to assure information we share is accurate; however, in the instance our information is not accurate, we are obligated by law to correct it. That's why it is so important to view material the System sends to its members, especially benefit statements. If you notice an error, you should notify the System immediately so it can be rectified and affirm you are making decisions based on the best information possible.

A handwritten signature in black ink, appearing to read "Scott Simon". The signature is fluid and cursive, with a large initial "S" and "S".

Scott Simon
Executive Director

MPERS – Your Retirement System

MoDOT

Central Office – Jefferson City
(573) 751-2551

Northwest – St. Joseph
(816) 387-2350

Northeast – Hannibal
(573) 248-2490

Kansas City – Lee’s Summit
(816) 622-6500

Central – Jefferson City
(573) 751-3322

St. Louis – Chesterfield
(314) 275-1500

Southwest – Springfield
(417) 895-7600

Southeast – Sikeston
(573) 472-5333

MSHP

General Headquarters
Jefferson City
(573) 751-3313

Troop A – Lee’s Summit
(816) 622-0800

Troop B – Macon
(660) 385-2132

Troop C – Weldon Springs
(636) 300-2800

Troop D – Springfield
(417) 895-6868

Troop E – Poplar Bluff
(573) 840-9500

Troop F – Jefferson City
(573) 751-1000

Troop G – Willow Springs
(417) 469-3121

Troop H – St. Joseph
(816) 387-2345

Troop I – Rolla
(573) 368-2345

Contacting MPERS

Our staff is here to provide you with accurate, up-to-date information and to counsel you regarding any questions or concerns you may have about your retirement benefit. Every employee’s situation is different and we are here to help you make the best decisions possible.

Should you have questions regarding the Year 2000 Plan or 2011 Tier, or require additional information after reading the handbook, please contact an MPERS benefit specialist at the numbers listed below:

Contact Information

Business Hours

7:30 a.m. – 4:30 p.m.
Monday – Friday

Mailing Address

PO Box 1930
Jefferson City, MO 65102-1930

Main Number

(573) 298-6080

Toll Free

(800) 270-1271

Building Location

1913 William Street
Jefferson City, MO 65109

Fax

(573) 522-6111

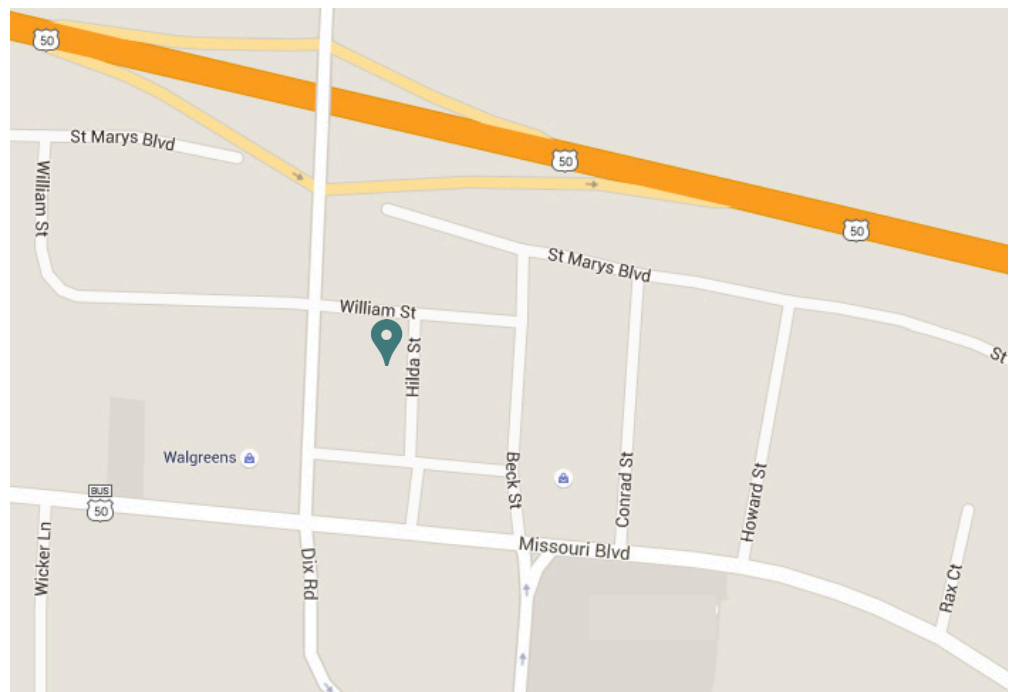
Email Address

mpers@mpers.org

Website

www.mpers.org

Map to MPERS



24-Hour *my*MPERS Secure Member Access

The screenshot shows the myMPERS Secure Member Access interface. On the left, there is a 'Login' section with a 'Username' field, a 'Password' field, and a 'Login' button. Below these are links for 'Forgot Username?' and 'Forgot Password?'. On the right, there is a 'Why Enroll?' section with two columns: 'As a Member...' and 'As a Retiree...'. The 'As a Member...' column lists several benefits, including 'View your member information', 'Estimate your benefit', 'Download and complete forms', 'View and register for upcoming seminars', and 'Enroll Now'. The 'As a Retiree...' column lists benefits like 'View your payment history', 'View tax withholding elections and other deductions', 'Update your personal information', 'Update your tax withholding and direct deposit information', and 'Enroll Now'. The 'Enroll Now' link in the 'As a Member...' column is highlighted with a circled '1'. The 'Login' button is highlighted with a circled '2', and the 'Forgot Password?' link is highlighted with a circled '3'. At the bottom of the page, there is a copyright notice: '©2007-2017, Levi, Ray & Shoup, Inc. All rights reserved. LRS Legal Statement' and a version number: 'Version: 3.10.0.178'.

1

Create username and passphrase

A member must create his/her own username and passphrase online to gain secure access to personal information.

1. Click on Enroll Now.
2. Provide the information requested.

Through *my*MPERS Secure Member Access, you can perform the following actions:

1. Run benefit estimates
2. Utilize the *CompaRATOR* tool
3. View your *Annual Benefit Statements*
4. View correspondence from MPERS
5. Select how you would like to receive correspondence from MPERS
6. See how much service you have accrued
7. Verify your contact information
8. Use the *Gross-to-Net Benefit* modeling calculator to see how taxes, medical premiums, etc. will affect your net benefit amount
9. Register for a Pre-Retirement Seminar
10. Submit your *Notice of Retirement* (step 1 of 2-step process)
11. Download MPERS forms that are pre-filled with your name, address, etc.
12. Vote for your MPERS board of trustee representative when there is an election (generally every 4 years)

2

Login to *my*MPERS Secure Member Access

1. Enter your username and passphrase.
2. Click on Login.

3

Forgot your passphrase? Forgot your username?

If you forget your passphrase or username, click on the appropriate question and follow the instructions.

MPERS – Your Retirement System

Defined Benefit Plan – Simple & Easy

1. Earn service credit for each day you work in a benefit-eligible position.
2. Become vested.
3. Meet the age and service eligibility requirements for retirement.
4. Apply for retirement and receive a benefit each month for the rest of your life.

Who is MPERS and What Is in It for You?

MPERS is an acronym for the MoDOT and Patrol Emloyees' Retirement System.

Just as the name implies, we administer the retirement benefits for eligible MoDOT and Highway Patrol employees. We also administer your disability benefits.

Once you are eligible to retire, MPERS will provide a benefit payable each month for your lifetime. Generally speaking, your retirement benefit is funded by contributions paid by your employer and investment earnings on those contributions. As a result of pension reform legislation, 2011 Tier members are required to pay contributions (currently 4 percent).

MPERS is a defined benefit (DB) plan, which means your monthly retirement benefit will be based on the following formula that is defined by law. The more service you have and the higher your salary, the higher your monthly benefit.

$$\text{Service} \times 1.7\% \times \text{Final Average Pay} = \text{Base Benefit}$$

You earn one day of service for each day you work in a benefit-eligible position. A benefit-eligible position is one that normally requires you to work at least 1,040 hours per year. Your employer determines if the job you are working is considered a benefit-eligible position.



Defined Benefit vs. Defined Contribution Plan

Defined Benefit	Defined Contribution
Example: MPERS	Example: State Deferred Compensation Plan or 401(k)
Automatic – no action required by you	Must enroll (Deferred Compensation auto enrollment effective July 1, 2012)
Employer makes contributions	You (and maybe your employer) make contributions
Benefit amount based on a formula set by law	Benefit amount based on your account balance
Benefit payable for life	Benefit payable until account is empty
Investment decisions made by professionals	You make investment decisions
Receive annual COLA for life	No annual COLA

MPERS Mission Statement

To provide a basic level of financial security to plan participants by delivering quality benefits and exceptional customer service through professional plan administration and prudent management of system assets.

MPERS – Your Retirement System

MPERS Administers Three Retirement Plans

MPERS was established through the passage of Senate Bill 66 in 1955. Under this legislation, eligible employees of MoDOT and MSHP became members of the retirement system on September 1, 1955. In 1999, legislation (Senate Bills 308 and 314) passed that created the Year 2000 Plan. In the special legislative session in 2010, House Bill 1 passed that added a contributory tier to the Year 2000 Plan, the 2011 Tier. The three plans are described below.

Closed Plan (Non-Contributory)

Members of the Closed Plan were hired or receiving disability benefits prior to July 1, 2000 and became vested prior to leaving state employment.

At retirement, members of the Closed Plan may elect to remain in the Closed Plan or switch to the Year 2000 Plan. We have a handbook specifically for members of the Closed Plan as noted in the margin.

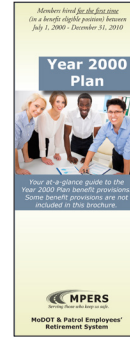
Year 2000 Plan (Non-Contributory)

Members of the Year 2000 Plan include the following individuals:

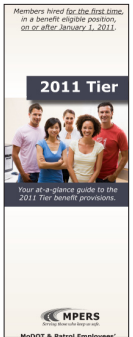
- Hired for the first time on or after July 1, 2000, but prior to January 1, 2011
- Hired in the Closed Plan prior to July 1, 2000, left state employment before becoming vested, and then later returned to work in a benefit-eligible position

2011 Tier (Contributory)

Members of the 2011 Tier were hired for the first time on or after January 1, 2011.



The Year 2000 Plan brochure provides a quick, easy-to-read glance at the Year 2000 Plan benefit provisions.

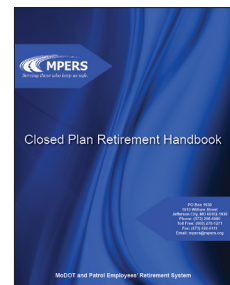
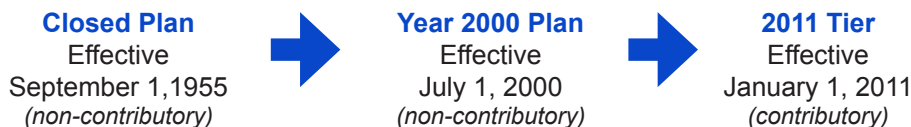


The 2011 Tier brochure provides a quick, easy-to-read glance at the 2011 Tier benefit provisions.



At retirement, Closed Plan members may elect to stay in the Closed Plan or switch to the Year 2000 Plan. See our *Comparison of Closed Plan & Year 2000 Plan* brochure for helpful information.

Timeline of Different Benefit Plans



If you worked for the state in a benefit-eligible position prior to July 1, 2000, you may be a member of the Closed Plan. There is a separate handbook for members of the Closed Plan.

If you are uncertain which plan you are a member of, please contact an MPERS benefit specialist or your HR representative.

Board Meeting Summary

Within a week of each board meeting, a summary of the meeting is posted online.

MPERS Board of Trustees

MPERS administers retirement and survivor benefits, disability benefits and death benefits for members of the system in accordance with chapter 104 of the Missouri Revised Statutes (RSMo). The retirement system operates as a 401(a) tax qualified defined benefit plan.

In accordance with state statutes, an 11-member board of trustees governs MPERS. The board consists of the following members:

- Three members of the Highways and Transportation Commission elected by the members of the Commission
- The director of the Missouri Department of Transportation (MoDOT)
- The superintendent of the Missouri State Highway Patrol (MSHP)
- One member of the Senate appointed by the President Pro Tem of the Senate
- One member of the House of Representatives appointed by the Speaker of the House
- One active member of the system elected by the active employee members of MoDOT to serve a four-year term
- One active member of the system elected by the active civilian and uniformed employee members of MSHP to serve a four-year term
- One retired member elected by all retired members of MoDOT to serve a four-year term
- One retired member elected by all retired civilian and uniformed members of MSHP to serve a four-year term

The board is responsible for all aspects of the retirement system's operations. The day-to-day management of MPERS is delegated to the executive director who is hired by the board. The executive director acts as an advisor to the board on all matters pertaining to the system and, with the approval of the board, contracts for professional services and employs the remaining staff needed to operate the system. The executive director's goals include

- ensuring all benefits are paid appropriately and in compliance with state and federal laws;
- updating you on legislative changes that affect your benefits;
- providing individualized counseling regarding your benefit options (i.e., different plan provisions, benefit estimates showing your benefit amounts, etc.);
- providing educational seminars relating to retirement matters; and
- ensuring staff members are providing sound advice to all members relating to the benefits that we administer.

Cost (104.1066)

The cost of funding your retirement benefits comes from monthly contributions and income on investments from those contributions. The calculation of the contribution rate is based on a number of factors including the current level of benefits, the number of participants in the plan, current and future pay levels, the age and average life expectancy of members, expected earnings on investments, and the plan's unfunded liability. Each September, the MPERS Board of Trustees establishes a contribution rate for the next fiscal year. The contribution rate, which is set as a percentage of payroll, is calculated by the system's actuary. The contribution rate is designed to cover the system's benefit obligations and administrative costs for the coming fiscal year and into the future.

[2011 Tier Contribution and Interest Rate \(104.1091.8\)](#)

The cost of the 2011 Tier is funded jointly by you and your employer. Each pay period, a four percent contribution is deducted from your pay to help fund your retirement benefits. These contributions are paid into your individual account with MPERS.

MPERS – Your Retirement System

If you are an active or vested former member, you will earn interest payable on June 30 of each year based on your account balance as of July 1 of the previous year. Annual interest stops accruing when you leave state employment prior to becoming vested, retired or deceased.

Value

What is the value of your retirement benefit? The example below is for illustrative purposes only and provides an estimate of a retirement benefit paid over a 25-year period. The following assumptions were used for this example:

Age at retirement..... 51 years 6 months
 Credited service 28 years 6 months
 Final average pay.....\$3,000
 Annual COLA rate 2% (80% of increase in the CPI)
 Benefit payment option life income annuity
 Retirement plan..... Year 2000 Plan

$\$3,000 \times .017 \times 28.5 = \$1,453.50$ (lifetime base benefit)
 $\$3,000 \times .008 \times 28.5 = 684.00$ (temporary benefit – ends at age 62)
 Monthly Benefit \$2,137.50

Year	Base Benefit	Temporary Benefit	Total Monthly	Annual Benefit
1	\$1,453.50	+ \$684.00	= \$2,137.50	x 12 = \$25,650.00
2	1,482.57	697.68	2,180.25	26,163.00
3	1,512.22	711.63	2,223.85	26,686.20
4	1,542.46	725.86	2,268.32	27,219.84
5	1,573.31	740.38	2,313.69	27,764.28
6	1,604.78	755.19	2,359.97	28,319.64
7	1,636.88	770.29	2,407.17	28,886.04
8	1,669.62	785.70	2,455.32	29,463.84
9	1,703.01	801.41	2,504.42	30,053.04
10	1,737.07	817.44	2,554.51	30,654.12
11	1,771.81	833.79	2,605.60	31,267.20
12	1,807.25	850.47*	2,657.72	31,892.64
13	1,843.40		1,843.40	22,120.80
14	1,880.27		1,880.27	22,563.24
15	1,917.87		1,917.87	23,014.44
16	1,956.23		1,956.23	23,474.76
17	1,995.35		1,995.35	23,944.20
18	2,035.26		2,035.26	24,423.12
19	2,075.96		2,075.96	24,911.52
20	2,117.48		2,117.48	25,409.76
21	2,159.83		2,159.83	25,917.96
22	2,203.03		2,203.03	26,436.36
23	2,247.09		2,247.09	26,965.08
24	2,292.03		2,292.03	27,504.36
25	2,337.87		2,337.87	28,054.44

Estimated Total Retirement Benefit (illustrative example only) **\$668,759.88**

What's in it for YOU?

A Lifetime Benefit

How long do you plan to live after retirement?

Average life expectancy (according to data compiled by the Social Security Administration):

- A man reaching age 65 today can expect to live, on average, until age 84.3.
- A woman reaching age 65 today can expect to live, on average, until age 86.6.

And those are just averages.

- About one out of every four 65-year-olds today will live past age 90; and
- One out of 10 will live past age 95.

Source: Social Security Website - 5/2015
<http://www.ssa.gov/planners/lifeexpectancy.html>



*The temporary benefit and any COLAs earned on that amount end at age 62.

MPERS – Your Retirement System

Year 2000 Plan and 2011 Tier Provisions

Benefit Provision	Year 2000 Plan	2011 Tier
Plan Type	<ul style="list-style-type: none"> • Defined benefit (non-contributory) • Employer pays contributions 	<ul style="list-style-type: none"> • Defined benefit (contributory) • Employee and employer pay contributions
Effective Date	<ul style="list-style-type: none"> • For new benefit-eligible employees hired between July 1, 2000 and December 31, 2010 • Closed Plan members who left before becoming vested and returned on or after July 1, 2000 • Members of Closed Plan who elect the Year 2000 Plan at retirement 	<ul style="list-style-type: none"> • For benefit-eligible employees hired for the first time on or after January 1, 2011
Vesting Service Requirement	<ul style="list-style-type: none"> • 5 years 	<ul style="list-style-type: none"> • 5 years (if active on or after January 1, 2018)
Normal (Full) Retirement Eligibility	<ul style="list-style-type: none"> • Age 62 with 5 years of service • “Rule of 80” – age 48 with your age plus service = 80 or more (active only) 	<ul style="list-style-type: none"> • Age 67 with 5 years of service • “Rule of 90” – age 55 with your age plus service = 90 or more (active only)
Uniformed Patrol – Normal Retirement Eligibility	<ul style="list-style-type: none"> • “Rule of 80” – age 48 with your age plus service = 80 or more (active only) • Mandatory at age 60 – no minimum service requirement (active only) 	<ul style="list-style-type: none"> • Age 55 with 5 years of service • Mandatory at age 60 – no minimum service requirement (active only)
Vested Former Member – Normal	<ul style="list-style-type: none"> • Age 62 with 5 years of service 	<ul style="list-style-type: none"> • Age 67 with 5 years of service (if active on or after January 1, 2018)
Temporary Benefit	<ul style="list-style-type: none"> • Must retire under “Rule of 80” • Payable until age 62 	<ul style="list-style-type: none"> • Must retire under “Rule of 90” • Payable until age 62
Uniformed Patrol – Temporary Benefit	<ul style="list-style-type: none"> • Must retire under “Rule of 80” or age 60 (see above) • Payable until age 62 	<ul style="list-style-type: none"> • Must retire at age 55 or age 60 (see above) • Payable until age 62
Early (Reduced) Retirement Eligibility	<ul style="list-style-type: none"> • Age 57 with 5 years of service 	<ul style="list-style-type: none"> • Age 62 with 5 years of service (if active on or after January 1, 2018)
Uniformed Patrol – Early Retirement Eligibility	<ul style="list-style-type: none"> • Age 57 with 5 years of service 	<ul style="list-style-type: none"> • Not eligible for early retirement
Vested Former Member – Early	<ul style="list-style-type: none"> • Age 57 with 5 years of service 	<ul style="list-style-type: none"> • Not eligible for early retirement
Purchase of Prior Service	<ul style="list-style-type: none"> • Can purchase eligible military service • Can purchase full-time, non-federal public sector service under section 105.691 at full actuarial cost 	<ul style="list-style-type: none"> • Cannot purchase military service • Can purchase full-time, non-federal public sector service under section 105.691 at full actuarial cost
Transfer of Service Between MPERS and MOSERS	<ul style="list-style-type: none"> • Can transfer between systems 	<ul style="list-style-type: none"> • Can transfer service and employee contributions between systems
Employee Contributions	<ul style="list-style-type: none"> • No employee contributions 	<ul style="list-style-type: none"> • Contribution rate set by law (currently 4 percent) – each employee has an individual account • Employee’s paycheck reduced by 4 percent for contribution (pre-tax) • Employee’s gross pay (before contribution deduction) will be used for high 36 calculation

Generally speaking, your benefits are based on the laws in effect on the date you leave state employment.

MPERS – Your Retirement System

Benefit Provision	Year 2000 Plan	2011 Tier
<p>Annual Interest on Employee Contributions (set by law)</p> <p>*Effective June 30, 2014, annual interest rate will be the investment rate published by the US Department of Treasury for 52-week treasury bills, nearest to the preceding July 1.</p>	<ul style="list-style-type: none"> Not applicable – no employee contributions 	<ul style="list-style-type: none"> Credited each year on June 30* Based on balance of account as of July 1 of previous year. Vested former member continues to receive annual interest after leaving employment. Interest credits stop when member leaves prior to vesting, retires, or dies. If not vested, you must be employed on June 30 (or the last working day of June) to receive interest.
<p>Refund of Contributions (member)</p>	<ul style="list-style-type: none"> Not applicable – no employee contributions 	<ul style="list-style-type: none"> Former members may request a refund of employee contributions (except if eligible for normal retirement). If member is married, spouse must consent by signing request form. If DBO on file, member is not eligible for refund. Refund payable after 90 days from date of termination or request received, whichever is later. Anyone receiving a refund forfeits all rights to retirement benefits and will not be eligible for disability benefits. Employee receiving disability is not eligible for refund.
<p>Restoration of Forfeited Service (member)</p>	<ul style="list-style-type: none"> If a non-vested former member returns to state employment, forfeited service will be restored after one continuous year of membership. 	<ul style="list-style-type: none"> A former employee, who received a refund of contributions and returns to work continuously for one year, can restore service by paying refunded amount plus interest at a rate established by the board (has to purchase forfeited service). If a non-vested former member returns to state employment, forfeited service will be restored after one continuous year of membership if no refund of contributions.
<p>Refund of Contributions (beneficiary)</p>	<ul style="list-style-type: none"> Not available – no employee contributions 	<ul style="list-style-type: none"> Upon the member's death, the beneficiary can receive a refund equal to amount of contributions minus any retirement benefits received, except when there is a continuing benefit payable to survivor or beneficiary. Upon the death of the survivor or beneficiary receiving payments, his/her designated beneficiary can receive a refund equal to the amount of contributions minus any survivor or beneficiary payments received.
<p>BackDROP</p>	<ul style="list-style-type: none"> BackDROP option available 	<ul style="list-style-type: none"> BackDROP option not available

Benefit-Eligible Position

To be eligible to participate in MPERS, you must be employed by MoDOT or MSHP in a benefit-eligible position, which normally requires you to work at least 1,040 hours per year (half-time or greater). Your employer determines if the position is benefit-eligible.

In a defined benefit plan, retirement system members who vest and meet certain age and service requirements are guaranteed a retirement benefit based on a formula set by law.

Creditable service is used to calculate the amount of your benefit.

Membership Requirements

Year 2000 Plan (104.1003-104.1093)

You are a member of the Year 2000 Plan if one of the following categories describes your employment status on or after July 1, 2000:

1. You were hired by MoDOT or MSHP for the first time in a benefit-eligible position on or after July 1, 2000 (but prior to January 1, 2011). Your employer determines if your position is benefit-eligible at the time you are hired.
2. You left state employment prior to becoming vested in the Closed Plan (not eligible for a future retirement benefit) and returned to work in a benefit-eligible position on or after July 1, 2000.

2011 Tier (104.1091)

You are a member of the 2011 Tier if you were hired for the first time in a benefit-eligible position on or after January 1, 2011. Hired for the first time means that you have never worked in a benefit-eligible position covered by MPERS or MOSERS prior to January 1, 2011.

Types of Service

Creditable Service (104.1003.1(9))

Creditable service refers primarily to the length of time you have worked in a benefit-eligible position (a position normally requiring you to work at least 1,040 hours per year). If you are employed in a benefit-eligible position with MoDOT or MSHP, you will earn one day of creditable service for each day worked, regardless of whether you work for more than one state agency in a day. By law, you cannot earn more than one day of service for each day worked.

Your total creditable service (active and prior) is one of the factors used to calculate the amount of your retirement benefit. The more creditable service you have, the higher your monthly benefit amount. Therefore, you may want to investigate the possibility of obtaining credit for any prior service.

If you leave state employment prior to becoming vested, you forfeit all accrued rights in the system, including creditable service held at the time of termination. If you return to state employment after a break in service, your forfeited creditable service will be restored after one continuous year of membership in the system.

Vesting Service

To be vested means you have acquired the minimum amount of service required to receive an annuity payable at a future date (once you meet the age and service eligibility requirement). In general, in order to qualify for a retirement benefit from MPERS, you must have at least five years of vesting service. Active uniformed patrol who are subject to mandatory retirement are not required to meet the five-year vesting requirement.

Year 2000 Plan (104.1036)	2011 Tier (104.1091.7)
5-year vesting	5-year vesting (if active on or after January 1, 2018)

Membership and Service Credit

Acquiring Service Credit

Your retirement benefit is based on a formula that takes into consideration the amount of service credit you have accumulated towards retirement. As previously mentioned, members of MPERS earn one day of service credit for each day of work in a benefit-eligible position. That is the most common way of accumulating service credit. However, depending on your retirement plan, you may be eligible to acquire the following types of prior service:

- Active duty military service (Year 2000 Plan only)
- Public entity in the state of Missouri such as a local school district, city, county, or the University of Missouri
- Creditable service under the Missouri State Employees' Retirement System (MOSERS) that is eligible for transfer

The service purchase/transfer sections of this handbook explain the different types of service. You cannot receive credit for the same period of service under different retirement systems or receive credit for any period of service for which you already have credit in MPERS. It is your responsibility to pursue any previous employment that may be eligible for purchase. Service will not be credited if it cannot be verified.

When to Apply

You must complete the purchase or transfer of service prior to submitting your *Notice of Retirement* (step 1 of the 2-step retirement process). It is your responsibility to complete and submit the appropriate form or contact a benefit specialist if you wish to receive credit for prior service.

Because completing a service purchase often takes several months to finalize, this transfer of service should be initiated long before you apply for retirement. Generally speaking, you have up to two years to pay for purchased service.

Waiting to purchase the service will increase the cost of the service. Some purchases have an interest component in the calculation. Some purchases are based on the present value of your retirement benefit, which increases as you get closer to retirement.

How to Pay for Purchases

Along with the cost estimate, you will receive an election form. If you decide to purchase your prior service credit, complete the election form and return it to MPERS. Prior service credit may be purchased using one or more of the following payment methods:

- **Lump sum payment** – You may make a single cash/check payment to MPERS to cover the cost of acquiring the prior service credit.
- **Monthly payments/payroll deductions** – You may elect to make monthly payments directly to MPERS or have the payments deducted from your payroll check. If you elect this payment method, interest will be added to the purchase cost.
- **Rollover from eligible employer plan or traditional IRA** – You may use the funds from an eligible employer plan (including your Missouri Deferred Compensation Plan) or traditional IRA to purchase prior service credit.
- **Combination of lump sum and monthly payments** – If you make a partial lump sum payment up front, we will recalculate the amount of your monthly payment based on the remaining balance. Interest will be added to the monthly payments.

If you have prior service credit that might be eligible for purchase or transfer, contact a MPERS benefit specialist.

You must complete the purchase or transfer of service prior to submitting your *Notice of Retirement* (step 1 of the 2-step retirement process).



Tax-Free Rollovers fact sheet contains information regarding eligible rollover distributions that can be used to purchase prior public service.

Membership and Service Credit

If you are purchasing prior service credit and decide to leave state employment, contact an MPERS benefit specialist to see how it might affect the purchase of service. Some provisions require you to be an active employee during the purchase.

Submission of the purchase/transfer form does not obligate you to purchase prior service credit. It simply allows MPERS to collect the information necessary to give you a cost estimate.

You cannot receive credit for the same period of public employment under two retirement systems. If you obtain credit in MPERS for prior public employment, you must forfeit all rights to benefits under the other retirement system.

If you are considering transferring service to MOSERS you should contact MOSERS to initiate the transfer.

It is your responsibility to contact your district/division/troop or a benefit specialist to learn how you may receive this prior service credit.

There are multiple provisions that allow members to acquire prior service credit; however, these provisions are very specific (e.g., some require you to be vested first). The following chart is a brief summary of the provisions available (other stipulations may apply). Unless otherwise noted, the prior service must be Missouri governmental service. All service credit must be transferred or purchased prior to applying for retirement (step 1 of 2-step retirement process).

Provisions Available for Acquiring Service Credit

Type of Service	Year 2000 Plan	2011 Tier
Prior Service	Section 104.1021 Section 105.691	Section 104.1021 Section 105.691
Military Service	Section 104.1021	Not available
Unused Sick Leave Credit	168 hours = 1 month (as of last day worked)	168 hours = 1 month (as of last day worked)

Creditable Prior Service With MOSERS (104.1021)

In addition to the creditable service you earn under MPERS in your present position, there are provisions that allow you to transfer any creditable service you may have with the Missouri State Employees' Retirement System (MOSERS) to MPERS at no cost to you.

This transfer also works in reverse. In other words, if you should become a member of MOSERS at a later date, you could transfer your MPERS service to MOSERS.

How to Apply

When you are completing your employment paperwork, you will be asked to provide the name(s) of the state employers for which you previously worked. Upon receipt of the information, we will contact MOSERS to verify your service. You will receive a confirmation letter from MPERS when the service has been transferred.

If you have service in both MPERS and MOSERS and should die before consolidating (transferring) your service, your eligible survivor may elect to transfer service to the system that provides the highest possible benefit. If there is no advantage in either system, the service shall be transferred to, and the benefit paid by, the last system in which you accrued service. The survivor benefit will be calculated on the combined service.

Prior Public Employment in Missouri (105.691)

Once vested, you may be eligible to acquire service credit for any full-time, non-federal public sector employment within the state of Missouri. "Public employment" refers to employment with a city, county, public school, or other political subdivision. Federal employment and out-of-state employment are not eligible.

Membership and Service Credit

[Transfer of Service \(105.691.3\)](#)

If you are vested in MPERS and vested in another Missouri public retirement system, you may be eligible to transfer the prior service to MPERS. The amount of service that will transfer is based on the actuarial cost of that service. In other words, it will not be a day-for-day transfer.

This transfer provision requires an agreement between MPERS and the other retirement system. If you have service under one of the following retirement systems, you may be eligible to purchase or transfer the service to MPERS:

- Local Government Employees' Retirement System (LAGERS)
- Public School Retirement System (PSRS)
- Public Education Employees Retirement System (PEERS)
- Kansas City Employees' Retirement System
- Employees Retirement System of St. Louis City
- University of Missouri Retirement, Disability and Death Benefit Plan (MU)

[Purchase of Service \(105.691.5\)](#)

If you are vested in MPERS and not vested in the other retirement system (or not covered by the other plan), you may be eligible to purchase the prior service credit.

Before you decide to purchase this type of service, you should contact a financial advisor to determine how the purchase will affect your overall financial plan. If payment in full is not made within the prescribed time period (generally two years), any partial payments you make because of the election will be refunded and no creditable service will be credited in the receiving plan as a result of the partial payments. (105.691.6)

How to Apply

If you are interested in purchasing or transferring full-time, non-federal public employment service, you must provide information regarding the employer and the period of service you wish to purchase or transfer. This information is to be provided on a *Verification for Transfer/Purchase Credit* form that is available on MPERS' website (www.mpers.org) or from your district/division/troop. You must take the *Verification for Transfer/Purchase Credit* form to the former employer's office or retirement system for verification. The other plan will return the form to MPERS for a calculation of the cost to purchase.

Some types of service may be acquired at no cost to you; however, other types of service must be purchased.

Before you can apply for public employment service credit, you must be vested in MPERS.

You do not have to purchase all of your public employment at once. You may elect to purchase only a portion of the time now. Any remainder can be purchased at a later date; however, the cost will be recalculated at the time of election.

Membership and Service Credit

If you elect to purchase your military service, you must purchase all that you have (months and days) up to a total of four years.

Military service **can** be used in determining your eligibility for retirement and calculating the amount of your benefit payment.

[Military Service Credit Purchase \(104.1021.6\)](#)

In the Year 2000 Plan, you must be vested (have five or more years creditable service) before you can purchase military service. Members of the 2011 Tier may not purchase military service.

Members who served and were honorably discharged from one of the following branches of the military may purchase up to four years of creditable prior service for active duty time. Only active duty military service performed before becoming a member of MPERS is eligible for purchase. Eligible military service includes service from the following branches:

- Army, Air Force, Navy, Marine Corps, or Coast Guard
- Army and Air National Guard

You must purchase all the months and days up to four years of eligible service and the purchase must be made prior to applying for retirement. Payment for purchase of military service will be based on:

1. member's annual salary rate when initially employed by the state in a benefit eligible position;
2. the contribution rate being paid by the state for the member's type of position (uniform or civilian) on the member's date of employment in a benefit-eligible position; and
3. the elapsed time from the member's date of employment in a benefit-eligible position to the date of election to purchase military service. (Periods of military service to be purchased cannot coincide with your employment with MoDOT, MSHP or any other state agency.)

If a member dies prior to making all monthly payments for military purchase, the surviving spouse or dependent children will be given the option of making a lump sum payment of the balance due and receiving the creditable service or receiving a refund of payments already made and not receiving the applicable creditable service.

To be eligible to purchase military service credit, you must be an active or vested former member. You must purchase all months and days of eligible service (up to four years), and the purchase must be made prior to applying for retirement. Military service can be used in determining your eligibility for retirement and calculating the amount of your benefit payment.

Before you decide to purchase this type of service, you should contact a financial advisor to determine how the purchase will affect your overall financial plan. Any purchase of service must be completed prior to submitting your *Notice of Retirement* (step 1 of the 2-step retirement process).

[Military Leave of Absence Service Credit \(104.1021.5\)](#)

If you have been granted unpaid military leave under the Uniformed Service Employment and Reemployment Rights Act of 1994 (USERRA), you may qualify for automatic credit of military service. The leave will be considered creditable service under MPERS if you meet all the requirements of USERRA:

- You were a state employee immediately prior to entry into the armed forces.
- You served during a period of "active armed" warfare.
- You were reemployed by the state in accordance with USERRA guidelines after termination of such service by an honorable discharge or release to inactive status.

Membership and Service Credit

How to Apply

MPERS requires that you submit a copy of your military *DD214*, *NGB Form 23* or *Army National Guard Current Annual Statement*, which verifies the following:

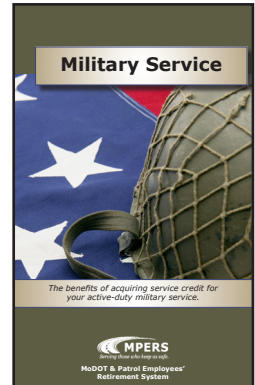
- Service was in an eligible branch of the U.S. Armed Forces or reserve component
- Dates of active duty service
- Honorable discharge status

If you do not have a copy of your *DD214*, *NGB Form 23*, or *Army National Guard Current Annual Statement*, you may obtain one by contacting

National Personnel Records Center
Military Personnel Records
1 Archives Dr.
St. Louis, MO 63138
Phone: (314) 801-0800
Toll Free: (866) 272-6272
www.archives.gov

If you lived in Missouri when you were discharged from the service, you may obtain a copy of your discharge form by calling

Missouri National Guard
(573) 638-9890 or (573) 638-9683



Unused Sick Leave Credit

- If eligible, for every 168 hours of unused sick leave, you will receive one month of creditable service. For example, if you have 850 hours of sick leave at retirement we will credit you with five months of service and the other 10 hours will lapse.
- Unused sick leave cannot be used in determining your eligibility for retirement, nor can it be used to meet the vesting requirement.

Unused Sick Leave Credit (104.1021)

You will receive one month of credited service for every 168 hours (21 days) of unused sick leave reported to MPERS by your employer. Unused sick leave will be used in calculating the amount of your retirement benefit, but not your eligibility for retirement. (For an example of how unused sick leave is credited when computing your retirement benefit, see *Computing Creditable Service* on page 28.)

2011 Tier (104.1091.12(8))

You will receive one month of credited service for every 168 hours (21 days) of unused sick leave reported to MPERS by your employer if you terminated after you reached early or normal retirement eligibility or retired directly from active employment.

Leaves of Absence

There are various leaves of absence offered by MoDOT and MSHP; however, it is important to remember that an approved leave of absence does not guarantee you will receive creditable service for that period of time on leave. Not all leaves of absence qualify for creditable service.

Creditable Leaves of Absence

If your agency approves the following leaves of absence, you will continue to accrue creditable service:

- Sickness or injury leave with or without pay (including extended leave due to illness) – up to one year of creditable service can be accrued for retirement.
- Workers' compensation – creditable service can be accrued until reaching maximum medical improvement, returning to work, or terminating employment.
- Family Medical Leave Act of 1993 (FMLA) – you can accrue up to 12 weeks of service credit in a 12-month period.
- Military leave – you can accrue creditable service for active duty when you return to work and submit a valid *DD214*.
- Other leaves without pay (for 10 working days or less) – you can accrue creditable service for personal hardship, disciplinary suspension or other extraordinary reasons.

Non-Creditable Leaves of Absence

The following leaves of absence will not accrue toward your creditable service:

- Layoff
- Educational leave
- Special leave without pay not covered above
- Unauthorized leave
- Other leaves without pay (for 11 working days or more) – (i.e., personal hardship, disciplinary suspension or other extraordinary reasons)

If you have questions concerning your eligibility for a leave of absence, please contact your district/division/troop representative.

Membership and Service Credit

Leaving State Employment

If You Are NOT Vested (104.1018)

If you terminate employment with MoDOT or MSHP prior to becoming vested, you forfeit your accrued service credit and all rights to benefits in MPERS' Year 2000 Plan. If you return to work after a break in service in a benefit-eligible position, your forfeited creditable service in the Year 2000 Plan will be restored after one continuous year of membership in the system and combined with your new membership service. Future benefits, if eligible, will be in the Year 2000 Plan and will be computed on your total creditable service, final average pay and laws in effect at the time of your subsequent termination or retirement.

2011 Tier Only

If you terminate employment prior to becoming vested, you will stop earning annual interest on your employee contribution account. Before you decide to request a refund of your employee contributions, consider the possibility of ever returning to work for the state, either under MPERS or MOSERS. The cost to restore service after a refund can be very expensive.

If You ARE Vested (104.1036)

If you leave state employment after becoming vested, you will be entitled to a deferred annuity once you meet the age and service requirements for retirement. The annuity will be based on your creditable service, final average pay, and the laws in effect at the time of your termination. You will receive a letter from MPERS notifying you of your vested status and the benefits you are eligible to receive as a vested former member.

Approximately 120 days prior to your eligibility for normal (full) retirement, a *Notice of Retirement* will be mailed to you from the retirement system (MPERS). The notice is step 1 of the 2-step retirement process.

Vested former members of the 2011 Tier are not eligible for early retirement; however, if you are a vested former member of the Year 2000 Plan, you may be eligible to begin receiving your benefit early. We will send you a notification letter prior to your eligibility for early retirement. If you choose to take your benefit early, it will be your responsibility to contact the retirement system at least 120 days before the date you want to retire.

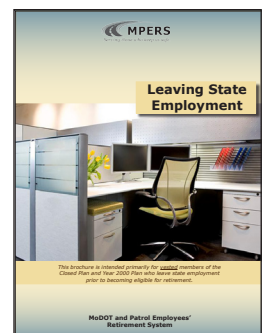
As a vested former member it is important to keep MPERS informed of your current address as well as any beneficiary changes. This information is of utmost importance in advising you of legislative changes, contacting you to secure necessary documents when you are approaching retirement age, and contacting your spouse or unemancipated children should survivor benefits become due.

2011 Tier Only

If you terminate employment after becoming vested, you will continue earning annual interest on your employee contribution account until you become eligible for normal retirement. Before you decide to request a refund of your employee contributions, consider the possibility of ever returning to work for the state, either under MPERS or MOSERS. Receiving a refund of your employee contributions forfeits all rights to benefits from MPERS, and the cost of restoring the contributions can be very expensive.

In general, the retirement laws in effect on the date you leave state employment determine both your eligibility for a benefit and the provisions used to calculate your benefit.

If you are vested and plan to leave state employment prior to retirement, please contact an MPERS benefit specialist to see how leaving will affect your retirement benefits.



The *Leaving State Employment* brochure describes how leaving state employment prior to retirement could affect your retirement benefit.

2011 Tier Refund of Employee Contributions

Refunds will be paid after 90 days from the later of 1) the date you leave state employment or 2) the date MPERS receives your refund request.



Please contact MPERS to obtain a refund request form.

2011 Tier – Refund of Employee Contributions (104.1091.8)

If you request a refund of your employee contributions, you will forfeit all rights to benefits for that period of service. Refunds will be paid after 90 days from the date you leave state employment or MPERS receives your refund request, whichever is later. For information regarding the tax consequences of taking a refund, we recommend that you consult a tax professional. Tax information may also be found in our *Special Tax Notice* brochure, available at www.mpers.org.

If you are married at the time you request a refund of employee contributions, your spouse must consent to your election by signing the *Request for Refund of Employee Contributions* form where indicated. In the event that there are no survivor benefits payable upon the death of a member, a refund may be payable to a beneficiary in the amount of any unpaid contributions (plus interest).

There are circumstances when members are not eligible for refunds:

- members eligible for normal retirement
- members on disability
- members with a DBO on file
- vested former members who are eligible for normal retirement (and their survivors)

If you later return to work for the state in a benefit-eligible position, you may elect to reinstate the forfeited service after working continuously for at least one year and paying back the amount refunded plus interest.

For questions related to the death of a 2011 Tier member, see page 26.

Life Events And Your MPERS Benefit

Divorce and Your Retirement Benefit (104.1051)

Your retirement benefit from MPERS may be marital property. If you were married at any time while an active member of MPERS and are considering a divorce, your spouse may be legally entitled to receive a portion of your retirement benefit; however, in order to divide your benefit, you must be eligible to ultimately receive a benefit without regard to future service (be vested) on the date of your divorce. The benefit will be paid based on the plan in place at the time of dissolution.

Section 104.1051 of the Missouri Revised Statutes (RSMo), authorizes the division of MPERS retirement benefits in the event of a divorce. This statute allows MPERS to pay a portion of your pension benefit directly to your former spouse at the time you begin receiving payments from MPERS. Before MPERS can divide your benefit, a court of competent jurisdiction must issue a Division of Benefits Order (DBO). By law, the court can award your former spouse up to 50 percent of the benefit accrued during your marriage. Any benefit for service accrued before the marriage and after the date of dissolution cannot be divided. No payment will be issued to your former spouse until you begin receiving retirement benefits from MPERS.

Division of Benefits Order (DBO)

To assist you in obtaining an acceptable DBO, we recommend you follow these steps:

1. Discuss divorce proceedings with your attorney.
2. Obtain a DBO packet and benefit estimate from MPERS. This may be obtained by submitting a *Request for Division of Benefits Order Estimate* form (found online at www.mpers.org).
3. Have your attorney prepare a DBO according to the sample DBO provided in the packet. A DBO that does not meet the statutory requirements will not be accepted.
4. Have the DBO signed by the appropriate parties, including the judge.
5. Obtain a certified copy of the DBO from the Circuit Clerk. Submit the certified copy to MPERS for processing. MPERS will not process a DBO until an acceptable certified copy is received at MPERS' office.

There are three important details to remember when considering whether or not to use a DBO:

1. No payment will be issued to your former spouse until you begin receiving benefits from MPERS.
2. The only way in which MPERS is legally authorized to divide your benefit is by using a DBO.
3. Payments to a former spouse end upon the death of either party.

MPERS is exempt from Qualified Domestic Relations Orders (QDROs) as provided by the 1984 Retirement Equity Act. For the most part, the 1974 Employee Retirement Income Security Act (ERISA), which was amended to provide for QDROs, only relates to private sector pension plans. Government pension plans, like MPERS, are exempt from this provision of federal law.

Obtaining Benefit Information

Generally, the DBO estimate will show the amount of creditable service, the benefit formula, and the accrued monthly retirement benefit attributable to the period of marriage. Divorce benefit information may be obtained by submitting a *Request for Division of Benefits Order Estimate* form. The member will be provided a copy of any information that is released.

Upon your death, or the death of your former spouse, the DBO will automatically terminate. If your former spouse dies while receiving a portion of your benefit, please contact our office.



This brochure provides general information explaining how divorce might affect your MPERS retirement benefit.

Life Events And Your MPERS Benefit

Important

- If the member elects early retirement, payments to the member and the former spouse will be adjusted proportionately in accordance with the applicable retirement plan.
- For any month in which the member's benefit payment is suspended or waived, the former spouse will not receive a benefit payment.

Example: Calculating the Former Spouse Payment

Assumptions

- Began working for the state 9/1/2000
- Date of marriage was 10/16/2006
- Date of dissolution is 11/30/2015
- Final average pay on date of dissolution is \$2,000 (based on highest 36 months of salary)
- Former spouse awarded 50 percent of your benefit in the DBO

Service Accrued During Marriage

$$\begin{array}{r}
 2015 - 11 - 30 \quad (\text{date of dissolution} - \text{November 30, 2015}) \\
 \text{(minus) } 2006 - 10 - 16 \quad (\text{date of marriage} - \text{October 16, 2006}) \\
 \hline
 9 - 1 - 15 \quad (9 \text{ years } 1 \text{ month } 15 \text{ days})
 \end{array}$$

Benefit Calculation

Final Average Pay		Multiplier (1.7%)		Years/Months of Service		Benefit Eligible for Division
\$2,000.00	x	0.017	x	9.1667	=	\$ 311.67

Benefit Eligible For Division		Percentage Specified in DBO (50%)		Former Spouse Payment
\$ 311.67	x	0.50	=	\$ 155.84

Divorce Before Retirement

In accordance with the DBO, former spouse payments will commence when you begin receiving benefits from MPERS. Upon your death or the death of your former spouse, the payments made under the DBO will automatically terminate.

Divorce After Retirement

Payments to the former spouse will begin the first of the month following receipt of an acceptable DBO. MPERS will only divide retirement benefit payments paid after receipt of the certified DBO. Upon the death of either party, the payments made under the DBO will automatically terminate. If your former spouse dies before you, your benefit will increase by the amount otherwise payable to the former spouse on the first of the month following the month in which your former spouse dies. For members who retire after August 28, 2007, the former spouse payment will be adjusted in accordance with the survivor option chosen at the time of retirement.

Multiple Divorces

If you should marry and divorce more than once, the court can enter more than one DBO. Each order can only divide the benefit accrued during that marriage.

If you have any additional questions regarding divorce and the division of your benefits, contact a benefit specialist.

Cost-of-Living Adjustments

Former spouses receiving a benefit resulting from a DBO dated on or after September 1, 2001, will receive COLAs in accordance with the applicable plan. However, former spouses receiving a benefit resulting from a DBO dated prior to September 1, 2001, are eligible to receive COLAs as directed in the DBO.

Who Will Receive the Survivor Benefits When You Die?

If you elect a joint & survivor option at retirement, and later divorce, the spouse designated at retirement will receive the survivor benefits when you die, regardless of your marital status, unless a revised divorce decree (agreed to by both parties) and a Survivor Option Reversion form are submitted to MPERS for approval. (Section 104.1027.4, RSMo.)

Life Events And Your MPERS Benefit

Disability Benefits

Disability insurance is for active members only. It is intended to replace a percentage of your income that is lost as a result of being disabled. You will continue to accrue service and salary credit (for purposes of calculating your retirement benefit) while receiving disability benefits. There are two types of disability benefit plans – long-term disability and work-related disability.

Long-Term Disability (LTD)

Benefit amount equals 60 percent of your pre-disability earnings, reduced by deductible income*.

Work-Related Disability (WRD)

Benefit amount equals the lesser of

- 70 percent of your monthly pre-disability earnings (not offset by deductible income*) or
- 90 percent of your monthly pre-disability earnings (offset by deductible income*).

When Disability Benefits End

LTD and WRD benefits end on whichever of these dates occurs first:

- The date you no longer meet the definition of disability
- The date you fail to provide proof of continued disability upon request
- For LTD, the date you begin receiving early retirement benefits or the date you first become eligible for normal retirement benefits
- For WRD, the date you begin receiving retirement benefits or age 65
- The date you return to active work
- The date you die

***Deductible Income**

Deductible income is other sources of income you may be eligible to receive as a result of your disability. The following income will reduce your disability benefits:

- Work earnings
- Social security disability benefits
- Workers' compensation payments
- Unemployment benefits
- Benefits from another group disability plan

Survivor Benefits

Death Before Retirement – Non-Duty Related – Year 2000 Plan (104.1030.1)

If you are vested and die before retirement, the spouse to whom you are married on your date of death is eligible to receive survivor benefits. The monthly benefit for the surviving spouse will be based on the monthly base benefit you have accrued as of your date of death and calculated according to the joint & 100% survivor option. Benefits continue throughout the life of the spouse and an annual COLA is provided.

If there is no eligible surviving spouse or the spouse is deceased, a total of 80 percent of your monthly base benefit, in equal shares, will be paid to your eligible surviving children under age 21 (unless the child is totally incapacitated, in which case, benefits may continue). If a child is under 18 years of age, benefits will be payable to the surviving parent as natural guardian of such child (if such parent has custody or

Workplace Possibilities Program

MPERS has partnered with our disability insurer, Standard Insurance Company, to provide assistance to members who have a medical condition that could lead to a disability. This service is called the Workplace Possibilities Program. The key objectives of the program are to

- remove barriers to employees' comfort, safety and ability to perform their jobs effectively;
- assess workstations and implement accommodations to ensure employees can perform their jobs productively and safely; and
- promote open communication to ensure a focus on work ability among all parties, including the employee, supervisor, human resources, medical providers, and others.

For more information, visit

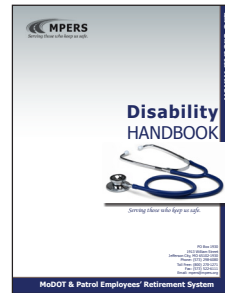
<http://www.mpers.org/members/disability-benefits/workplace-possibilities/>

or contact an MPERS benefit specialist.

For Retirement Purposes

While receiving disability benefits, you will continue to accrue service and salary credit (based on your disability date and pre-disability pay) until you reach normal retirement eligibility (in the plan you are a member of), retire, or return to work in a benefit-eligible position.

LTD recipients are not eligible for COLAs.



Life Events And Your MPERS Benefit

Survivor benefits begin the first day of the month following the member's date of death; however, they are not automatic. Each eligible beneficiary must submit a *Survivor Application* with the required documentation.

assumes custody of the child), or to the legal conservator of such child, until attaining age 18; thereafter, the benefit is paid to the child until age 21. An annual COLA is provided to eligible surviving children. If there is no eligible spouse or eligible children under age 21, no benefits will be payable. For 2011 Tier members, a refund of employee contributions will be paid to the designated beneficiary or as allowed by law.

[Death Before Retirement – Non-Duty Related – 2011 Tier \(104.1091.8\(7\) and 104.1091.12\(6\) & \(7\)\)](#)

If you are an active, vested member of the 2011 Tier and die before retirement, the spouse to whom you are married on the date of your death is eligible to receive survivor benefits. The monthly benefit will be paid for your spouse's lifetime and will be based on the benefit you have accrued as of your date of death and calculated according to the joint & 100% survivor option. Survivor payments begin the month following your death. An annual COLA is provided.

If you are an active, vested member of the 2011 Tier and die before retirement and you have no eligible surviving spouse, a total of 80 percent of our monthly base benefit in equal shares will be paid to your eligible surviving children under age 21 (unless the child is totally incapacitated as determined by the judicial system). If a child is under 18 years of age, benefits will be payable to the surviving parent as natural guardian if such parent has custody of the child, or to the legal guardian of the child, until the child attains age 18. Thereafter, the benefit is paid to the child until age 21. An annual COLA is provided.

If you are a vested former member of the 2011 Tier i.e., not currently working for the state, and die before retirement and you have a surviving spouse (or no spouse but eligible children under 21), your beneficiaries will start to receive their monthly survivor benefits on the date that you would have attained normal retirement eligibility. The annual COLA will be paid on the second anniversary of the month the survivor payments started.

If you are a member of the 2011 Tier and die before retirement and there is no surviving spouse and are no eligible children under 21, a monthly benefit will not be payable. However, a refund of employee contributions will be paid to the designated beneficiary. If no beneficiaries are named, the refund will be paid as allowed by state law.

[Death Before Retirement – Duty Related \(104.1030.4\)](#)

If you die while actively employed and your death is determined to be duty-related by the board of trustees, the spouse to whom you are married on the date of your death, or your eligible surviving children under age 21, will receive a minimum survivor benefit equal to 50 percent of your final average pay (divided equally if payable to more than one child). In the event of a duty-related death, there is no minimum service requirement.

If your death is duty-related and there is no surviving spouse or are no eligible children under 21, a monthly benefit will not be payable. However, if you are a 2011 Tier member, a refund of employee contributions will be paid to the designated beneficiary. If no beneficiary is named, the refund will be paid as allowed by state law.

[Death After Retirement \(104.1027\)](#)

At retirement, you must elect a benefit payment option on your *Retirement Election Form*. This election determines whether or not a benefit will be paid to anyone after your death. The payment option you select cannot be changed after your effective date of retirement, except under certain circumstances (see page 43). Your spouse/beneficiary must apply for survivor benefits which will begin the first day of the month following your date of death.

The survivor benefit will be payable for the remainder of your spouse's life (even if the spouse remarries) and an annual COLA will be provided.

At Retirement

Normal (Full) Retirement

Your eligibility for retirement depends on your age, the amount of creditable service you have accrued, and the type of position (uniformed or civilian) you have on the last day of your employment. The retirement laws in effect on the date you leave state employment determine both your eligibility for a benefit and the provisions used to calculate your benefit. Vested members of the Year 2000 Plan and 2011 Tier who leave state employment prior to retirement, cannot qualify for Rule of 80 or Rule of 90 eligibility (i.e., age and service stop accruing for retirement eligibility on your last day of work). If eligible for Rule of 80 or Rule of 90 at the time of termination of employment, you must apply for retirement within 65 days of leaving state employment or risk not receiving benefits until much later.

Eligibility Requirements (104.1003.1(20) & 104.1091)

You qualify for normal (full) retirement benefits when you meet one of the following minimum age and service requirements:

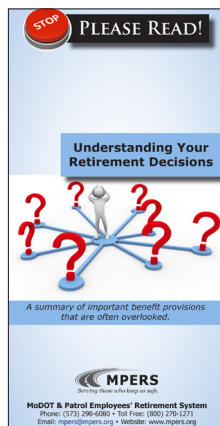
	Year 2000 Plan	2011 Tier
MoDOT & Civilian Patrol Employees (active only)	<ul style="list-style-type: none"> Age 62 with 5 years of service "Rule of 80" – at least age 48 with sum of age and service equaling 80 or more 	<ul style="list-style-type: none"> Age 67 with 5 years of service "Rule of 90" – at least age 55 with sum of age and service equaling 90 or more
Uniformed Patrol Employees (active only)	<ul style="list-style-type: none"> "Rule of 80" – at least age 48 with sum of age and service equaling 80 or more Mandatory at age 60 – no minimum service requirement 	<ul style="list-style-type: none"> Age 55 with 5 years of service Mandatory at age 60 – no minimum service requirement
Vested Former Members	<ul style="list-style-type: none"> Age 62 with 5 years of service 	<ul style="list-style-type: none"> Age 67 with 5 years of service

In general, the retirement laws in effect on the date you leave state employment determines your eligibility for a benefit and the provisions used to calculate your benefit.

Your date of retirement can only be the 1st day of the month. There are only 12 days per year that you may retire...January 1, February 1, March 1, etc.

Retirement benefits are paid electronically on the last business day of each month.

If you are working as a uniformed member of the Highway Patrol on your last working day, then your retirement calculation will be based on the rules associated with uniformed service.



Understanding Your Retirement Decisions contains a summary of important benefit reminders that are often overlooked.

At Retirement

Your base benefit will be reduced if you elect

- early retirement,
- joint & 50% survivor option,
- joint & 100% survivor option,
- Life income with 120 guaranteed payments,
- Life income with 180 guaranteed payments, or
- If MPERS has a Division of Benefits Order (DBO) on file as a result of a divorce.

Base Benefit Formula (104.1024.2)

Your base benefit when you retire is calculated using a formula that is set by law and takes into account the following factors:

- **Final Average Pay** – the average of your highest 36 consecutive months of pay, including overtime (excludes any nonrecurring single sum payments)
- **Multiplier** – a percentage factor set by the legislature for use in calculating your benefit (currently set at 1.7 percent)
- **Creditable Service** – years and months (twelfths of a year) of service credit you have accumulated including credit for unused sick leave (if applicable)

Example: Computing Creditable Service

The following example illustrates how to compute a member's total years of creditable service. We will assume the member has

- accrued 24 years and 10 months of creditable service while working for the state and
- has a balance of 560 hours of remaining unused sick leave at retirement.

Years and months of creditable service	24 years 10 months
Credit for unused sick leave (560 hours ÷ 168)	+ 3 months
Total creditable service for calculating annuity	25 years 1 month (or 25.0833* years)

Internal Revenue Code (IRC) Limitations (for 2018):

- Under Section 401(a)(17), MPERS cannot use annual compensation over \$270,000 when calculating your retirement benefit.
- Under Section 415(b)(1)(A), your annual retirement benefit from MPERS cannot exceed the lesser of \$220,000 or 100% of final average pay.
- These limits are subject to change annually.

*Fractions to Decimals Guide

1/12 = 0.0833	7/12 = 0.5833
2/12 = 0.1667	8/12 = 0.6667
3/12 = 0.2500	9/12 = 0.7500
4/12 = 0.3333	10/12 = 0.8333
5/12 = 0.4167	11/12 = 0.9167
6/12 = 0.5000	12/12 = 1.0000

Example: Base Benefit Computation (Applying the Formula)

For a member who has 25 years and 1 month of total creditable service (as shown in the preceding example), and assuming his/her final average pay is \$2,500, the formula to calculate the monthly base benefit is shown in the example below.

Final Average Pay	Multiplier (1.7%)	Years & Months of Creditable Service	Monthly Base Benefit
\$2,500.00	x 0.017	x 25.0833	= \$1,066.04

At Retirement

Temporary Benefit (104.1024.4 and 104.1091.4)

The temporary benefit is designed to provide supplemental income to Year 2000 Plan and 2011 Tier retirees until age 62. At age 62, the temporary benefit and any COLAs earned on that amount go away. Eligibility requirements for temporary benefit are below:

Year 2000 Plan	2011 Tier
<ul style="list-style-type: none"> Retire under "Rule of 80" 	<ul style="list-style-type: none"> Retire under "Rule of 90"
Uniformed Patrol: <ul style="list-style-type: none"> Mandatory at age 60 – no minimum service requirement (active only) 	Uniformed Patrol: <ul style="list-style-type: none"> Mandatory at age 60 – no minimum service requirement (active only) Age 55 with at least 5 years of service

The temporary benefit is in addition to your life annuity and will be equal to .8 percent (0.008) of your final average pay multiplied by your years of creditable service. The temporary benefit does not apply to survivor benefits, early (reduced) retirement benefits, or former spouse payments.

If you die while receiving the temporary benefit, any survivor benefits will be determined by your base benefit amount and the benefit payment option you elected when you retired. The temporary benefit and any COLAs earned on the temporary benefit amount will terminate at the end of the calendar month in which the earlier of the following events occur:

- Your death
- Attainment of age 62

Example: Temporary Benefit Calculation

The following example illustrates the calculation of the temporary benefit. The same assumptions have been used as shown in the previous examples.

Final Average Pay	Multiplier (0.8%)	Years & Months of Creditable Service	Monthly Temporary Benefit
\$2,500.00	x 0.008	x 25.0833	= \$501.67

Base Benefit	Temporary Benefit	Total Monthly Benefit
\$1,066.04	+ \$501.67	= \$1,567.71

Minimum Base Benefit (104.1024.3)

A minimum base benefit ensures that no member eligible for retirement will receive less than a certain amount. The minimum base benefit amount is used only when it is greater than the amount determined by the base benefit formula. If you are eligible for a minimum base benefit, you will receive \$15 for each full year of creditable service. For example, if you work 25 years, your minimum base benefit will be \$375 (25 years x \$15 per year = \$375). To be eligible, you must begin receiving a retirement benefit the first day of the month immediately following the date you leave state employment, no later than 65 days after termination of employment.

If taking early (reduced) retirement, you are not eligible for the temporary benefit.

You may change your federal and Missouri state tax withholding election at any time on the secure portion of MPERS' website (no paper form required).

If you prefer a paper form, the *W-4P Substitute* tax withholding form is available on MPERS' website.

www.mpers.org 

Tax Withholding

MPERS staff cannot answer your federal or Missouri state tax questions. Please contact a tax professional with your tax-related questions.

Federal Taxes

Benefit payments from MPERS are subject to federal income tax. If you do not submit a *W-4P Substitute* tax form, MPERS is required by law to withhold federal taxes as if you elected married with three allowances.

Missouri State Tax

If you claim residence in Missouri, your retirement benefits are subject to state tax. MPERS will withhold Missouri income tax at your request. If you do not make an election, no Missouri state tax will be withheld from your payments; however, you are still responsible for the applicable taxes. **MPERS does not withhold state taxes for any other state.**

There is an exemption from Missouri state income taxes related to some or all of your MPERS benefit. Please refer to *MO-A Form* as found on the Missouri Department of Revenue website for further details.

1099-R

By January 31st of each year, MPERS will send benefit recipients a *Form 1099-R* (the equivalent of the *W-2* form you received as an active employee) showing your income and taxes for the previous year. Retirement benefits are not subject to social security and medicare tax withholdings.

Once distributed, your *1099-R* information may be viewed online through *myMPERS* Secure Member Access.

Electronic Payments

Benefits will be paid electronically on the last business day of each month as instructed on your *Direct Deposit Authorization*. You may have your payments deposited directly into your checking or savings account.

Detailed information regarding your monthly payment will be available online through *myMPERS* Secure Member Access. MPERS will notify you when the amount of your benefit payment changes for any reason (e.g., COLAs, tax withholding, medical premium, etc.).

Waiving Your Benefit (104.1048)

You may waive your monthly retirement benefit for a period of time. However, federal law forbids the waiver of your benefit once you are over age 72. If you decide to waive your benefit and reinstate it later, the amounts waived are forfeited.

At Retirement

BackDROP (104.1024.6) (Year 2000 Plan Only)

BackDROP is a payment option Year 2000 Plan members may be eligible to elect upon retirement. This option provides for a benefit to be calculated as if you elected to retire at a previous date. If you elect the BackDROP, the monthly benefit payable on your actual retirement date is based on the benefit you would have received had you left employment and retired on the BackDROP date. In addition, you will receive a lump sum payment equal to 90 percent of the life income annuity amount you would have received during the BackDROP period.

To be eligible for the BackDROP, you must meet both of the following requirements:

- You were actively employed in a benefit-eligible position on the date you were first eligible for normal (full) retirement.
- You continued to be employed in a benefit-eligible position at least two years beyond your normal (full) retirement eligibility date.

Backdrop is not available for 2011 Tier members.

BackDROP Date

The BackDROP date selected must be in one-year increments, not to exceed five years. In addition, you may select the maximum amount you are eligible to receive, up to five years.

For example, if you work three years and five months beyond normal retirement eligibility, you may select a BackDROP period of one year, two years, three years, or the maximum of three years, five months.

Assuming eligibility requirements have been met, whatever BackDROP date you choose, it must meet the following requirements. The BackDROP date must be:

- on or after the date you were first eligible for normal (full) retirement benefits and
- within the five-year period immediately prior to your actual retirement date.

BackDROP Period

The BackDROP period depends on how long you work past normal (full) retirement eligibility. The BackDROP period consists of your full years and months of service rendered between your BackDROP date and your actual retirement date. The BackDROP period will be in the range of one to five years.

Payment Options

You may receive your BackDROP distribution one of three ways:

- **Cash option** – If you elect the cash option, the distribution will be paid directly to you. MPERS is required to withhold 20 percent of the payment for IRS purposes and report it as federal income tax withholding. MPERS does not withhold for state taxes, although you may owe state tax on cash distributions.
- **Rollover option** – If you elect the rollover option, your payment must be made directly to a qualified plan. No income tax will be withheld.
- **Combination cash and rollover option** – If you elect the combination option, you may specify the amount of your distribution to be rolled over to a qualified plan. The balance will be paid to you, less the required 20 percent federal income tax withholding on the cash portion.

A BackDROP distribution to your checking/savings account (cash option) or to your Missouri Deferred Compensation account (rollover) will be paid electronically. All other rollovers are paid by check and mailed on the last business day of the month.

You are not required to take any action related to the BackDROP until you actually retire.

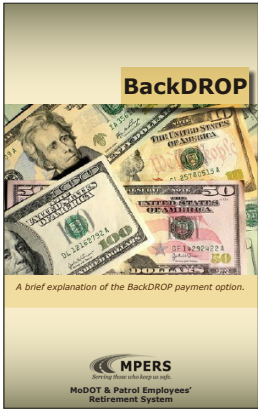
You are not required to elect the BackDROP regardless of how long you work beyond normal (full) retirement eligibility – that decision is up to you.

Cash distributions of BackDROP payments are subject to federal and state income tax. It is recommended that you consult a tax advisor prior to making an election.



The *Special Tax Notice* brochure provides a general guide regarding the tax consequences of lump sum distributions, such as the BackDROP.

At Retirement



BackDROP brochure contains detailed information regarding the provision.

Your BackDROP lump sum distribution will be paid on the last business day of the month in which you retire – same day as your first monthly benefit payment.

Applying for BackDROP

You are not required to take any action related to the BackDROP until you apply for retirement. At that time, you may elect the BackDROP option on your personalized *Retirement Election Form*. An estimate of your monthly retirement benefit with and without the BackDROP will be provided to you.

Example: BackDROP Computation (for illustrative purposes only)

This example reflects the benefit for an employee electing the Joint & 100% survivor option in the Year 2000 Plan. The employee's spouse is five years younger than the employee. (Note: reduction factor for the survivor option is applied on retirement date – not on BackDROP date.)

Monthly Benefit With BackDROP

Assumptions

Age on BackDROP date 50 Years
 Age at actual retirement 53 Years
 Service on BackDROP date 30 Years
 Service beyond normal (full) retirement..... 3 Years
 Final average pay (BackDROP date) \$2,300.00
 Estimated annual cost-of-living adjustment (COLA)..... 2%

FAP		Multiplier		Years		Employee's Base Benefit
\$2,300.00	x	0.017	x	30	=	\$1,173.00
FAP		Multiplier		Years		Employee's Temporary Benefit
\$2,300.00	x	0.008	x	30	=	\$552.00

$$\$1,173.00 + \$552.00 = \$1,725.00 \text{ (Total Benefit)}$$

Retirement Benefits During BackDROP Period

(Second & third years include an estimated 2% annual COLA)

	Base Benefit	COLA	Temporary Benefit	COLA	Total Monthly Benefit	Total Annual Benefit
1st Year	\$1,173.00	\$00.00	\$552.00	\$00.00	\$1,725.00	\$20,700.00
2nd Year	\$1,173.00	\$23.46	\$552.00	\$11.04	\$1,759.50	\$21,114.00
3rd Year	\$1,196.46	\$23.93	\$563.04	\$11.26	\$1,794.69	\$21,536.28
Total Benefit						\$63,350.28

BackDROP Distribution (90% Lump Sum)

$$\$63,350.28 \text{ (total benefits)} \times 0.90 = \$57,015.25 \text{ (lump sum payment)}$$

or

$$\$57,015.25 \div 3 = \$19,005.08 \text{ (three annual installments)}$$

At Retirement

<p>Tax Withholding – Lump Sum Payment $\\$57,015.25 \times 0.20 = \\$11,403.05$ (20% withholding)</p> <p>$\\$57,015.25 - \\$11,403.05 = \\$45,612.20$</p> <p>Tax Withholding – Three Annual Installments $\\$19,005.08 \times 0.20 = \\$3,801.02$ (20% withholding)</p> <p>$\\$19,005.08 - \\$3,801.02 = \\$15,204.06$</p>

If you elect BackDROP, you will receive a 1099-R for the rollover and if applicable for any cash distribution and a separate 1099-R for your monthly benefit payment.

Monthly Benefit at Retirement (With BackDROP – No Survivor Option)

Base Benefit	COLAs	Temporary Benefit & COLAs	Monthly Benefit			
\$1,173.00	+	\$47.39	+	\$574.30	=	\$1,794.69

Monthly Benefit at Retirement (With BackDROP & Spouse Reduction)

Base Benefit	COLAs	Reduction Factor (Survivor Option)	Reduced Benefit	Temporary Benefit & COLAs	Monthly Benefit					
\$1,173.00	+	\$47.39	x	0.8530	=	\$1,040.99	+	\$574.30	=	\$1,615.29

Monthly Benefit Without BackDROP

Assumptions

Age at actual retirement 53 Years
 Years of creditable service on retirement date 33 Years
 Final average pay (FAP) on retirement date..... \$2,500.00

FAP		Multiplier		Years		Base Benefit
\$2,500.00	x	0.017	x	33	=	\$1,402.50
FAP		Multiplier		Years		Temporary Benefit
\$2,500.00	x	0.008	x	33	=	\$660.00

\$2,062.50 Total Monthly Benefit

Monthly Benefit at Retirement With a Spouse Reduction (Without BackDROP)

Base Benefit	Reduction Factor (Survivor Option)	Reduced Benefit	Temporary Benefit	Monthly Benefit				
\$1,402.50	x	0.8410	=	\$1,179.50	+	\$660.00	=	\$1,839.50

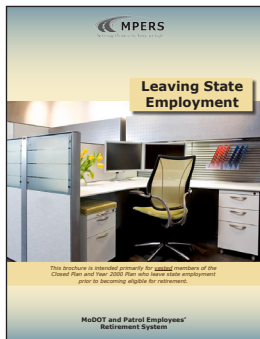
Required Minimum Distribution (if 72 or older)

If you are age 72 or older and elect the rollover option for your BackDROP distribution, please consult the receiving financial institution (where you roll the distribution) regarding your minimum distribution. Failure to receive the minimum required distribution could result in penalties.

At Retirement

Service stops accruing when you leave state employment. This will affect the benefit amount and date of retirement on any benefit estimates that assumed you would keep working until you were eligible for normal retirement.

Contact an MPERS benefit specialist to see how leaving state employment early will affect your retirement benefit amount and eligibility date.



The *Leaving State Employment* brochure describes how leaving state employment prior to retirement could affect your retirement benefit amount and eligibility.

Early (Reduced) Retirement (104.1033 and 104.1091.5)

Eligibility Requirements

You will be eligible for early (reduced) retirement when you meet the minimum applicable age and service requirement for your retirement plan.

	Year 2000 Plan	2011 Tier
MoDOT & Civilian Patrol Employees	• Age 57 with 5 years of credited service	• Age 62 with 5 years of credited service
Vested Former Members and Uniformed Patrol Employees	• Age 57 with 5 years of credited service	• Not eligible for early retirement

Early (Reduced) Retirement Reduction Factor

If you elect early (reduced) retirement, your base benefit will be reduced .5 percent (.005) for each month you retire earlier than the date you are eligible for normal (full) retirement.

The formula for calculating the early (reduced) retirement reduction factor is:

$$1.00 - (\text{Months Retiring Early} \times .005) = \text{Early (Reduced) Retirement Factor}$$

Example: Early Retirement Calculation

For this example, we will assume the employee is 59 years of age, has 18 years creditable service, and a final average pay of \$2,500 under the Year 2000 Plan. With 18 years of service, this person would be eligible for normal (full) retirement at age 62. By electing early (reduced) retirement, this person will be retiring 36 months early.

Reduction Factor Calculation

$$36 \text{ Months} \times .005 = 0.18$$

$$1.00 - 0.18 = 0.8200 \text{ (reduction factor)}$$

Base Benefit Calculation

$$\$2,500 \times 0.017 \times 18.0 = \$765.00$$

Reduced Benefit Calculation

$$\$765.00 \times 0.8200 = \$627.30 \text{ (reduced monthly benefit)}$$

At Retirement

Applying for Retirement (104.1024)

Applying for retirement is a two-step process. The 2-Step Retirement Process gives you more time to make retirement elections and allows MPERS to provide you with easier-to-understand information to make informed decisions.

Step 1: Notice of Retirement

To start the retirement process, you must submit a completed *Notice of Retirement* form to MPERS. This form provides MPERS with your intended date of retirement and your spouse's date of birth (if married). MPERS will use this information to generate the appropriate benefit estimate(s) and individualized *Retirement Election Form*.

Step 2: Retirement Election Form

MPERS will send you an individualized *Retirement Election Form* and benefit estimate(s). The election form will show all retirement options for which you are eligible (e.g., benefit payment option, BackDROP). The benefit estimate(s) will provide the information needed to make informed decisions.

Date Forms Are Due at MPERS

Based on your intended date of retirement, the notice and election form must be received at MPERS by the dates listed in the chart below.

Date of Retirement	Step 1: <i>Notice of Retirement</i> Due at MPERS	Step 2: <i>Retirement Election Form</i> Due at MPERS
January 1	September 1 - November 30	December 31
February 1	October 1 - December 31	January 31
March 1	November 1 - January 31	February 28
April 1	December 1 - February 28	March 31
May 1	January 1 - March 31	April 30
June 1	February 1 - April 30	May 31
July 1	March 1 - May 31	June 30
August 1	April 1 - June 30	July 31
September 1	May 1 - July 31	August 31
October 1	June 1 - August 31	September 30
November 1	July 1 - September 30	October 31
December 1	August 1 - October 31	November 30

IMPORTANT: MPERS sends a report each month to MoDOT and Patrol listing those members who have submitted either of the retirement forms.

Your date of retirement can only be the 1st day of the month. There are only 12 days per year that you may retire...January 1, February 1, March 1, etc.

Monthly benefits are paid electronically on the last business day of each month.

IMPORTANT:

Election(s) made at retirement cannot be changed after your first benefit payment is sent.

The *Notice of Retirement* form is available

- online at www.mpers.org and can be submitted via *myMPERS* Secure Member Access,
- by contacting MPERS, and
- from your employer.

Your benefit payment option election is irrevocable except under certain conditions (see *Designation of New Spouse for Survivor Options and Pop-up Provision*).

Regardless of the benefit payment option selected, the retiree will receive a benefit for his/her lifetime.

If you are married at the time of retirement and do not elect a joint & survivor benefit payment option, your spouse must sign the election form giving consent for you to elect a different payment option that will not provide continuing survivor benefits to your spouse.

By law, a person may receive benefits as the surviving spouse of only one deceased member.

If your spouse dies and you elected either joint & 50% or joint & 100% survivor options, see page 42 for Pop-Up provisions.

Benefit Payment Options (104.1027.1 and 104.1091.10)

At retirement, you must elect a benefit payment option on your *Retirement Election Form*. This election determines whether or not a benefit will potentially be paid to anyone after your death.

Your payment option may be changed anytime prior to MPERS distributing your first benefit payment. Regardless of the payment option you elect, you will receive a benefit payment each month for your lifetime. (Under certain conditions, your payment option may be changed. See “Designation of New Spouse for Survivor Option.”)

The payment options available under the Year 2000 Plan and 2011 Tier include the life income annuity, reduced joint & 50% survivor, reduced joint & 100% survivor, and life income with guaranteed payments.

Life Income Annuity

- Your monthly retirement benefit will not be reduced.
- No survivor benefits will be paid after your death.
- You must name a beneficiary to receive your final payment from MPERS.
- If you are married at retirement, your spouse must consent to this option.

Joint & 50% Survivor

- Your monthly retirement benefit will be reduced to provide a survivor benefit for your eligible spouse.
- Your eligible spouse’s benefit will be 50 percent of the benefit amount you are receiving at the time of your death excluding any temporary benefit and COLAs earned on that amount. The benefit will continue throughout the life of the surviving spouse, even if the spouse remarries.
- Survivor benefits will be paid to the spouse designated at the time of your retirement (or as provided in the section entitled “Designation of New Spouse for Survivor Options”), regardless of your marital status at the time of your death.

Joint & 100% Survivor

- Your monthly retirement benefit will be reduced to provide a survivor benefit for your eligible spouse.
- Your eligible spouse’s benefit will be 100 percent of the benefit amount you are receiving at the time of your death excluding any temporary benefit and COLAs earned on that amount. The benefit will continue throughout the life of the surviving spouse, even if the spouse remarries.
- Survivor benefits will be paid to the spouse designated at the time of your retirement (or as provided in the section entitled “Designation of New Spouse for Survivor Options”), regardless of your marital status at the time of your death.

Life Income with 120 or 180 Guaranteed Payments

- Your monthly retirement benefit will be reduced for your lifetime. (See Chart Below)
- You must designate a beneficiary (can be anyone) to receive your final benefit payment and the remaining number of guaranteed payments (if any). Your beneficiary is not eligible for the temporary benefit and the COLAs earned on that amount (if applicable).
- You may change your beneficiary designation at any time. In the event there is no eligible beneficiary at the time of death, the remainder (if any) will be paid as allowed by law.
- If you live longer than the selected number of guaranteed payments (120 or 180), the reduced benefit will continue throughout your lifetime.

Number of Payments	Year 2000 Plan Reduction Factors	2011 Tier Reduction Factors
120 Guaranteed	95%	93%
180 Guaranteed	90%	86%

At Retirement

Year 2000 Plan Reduction Factors

- Start with 90% at age 62 (maximum is 95%)
- Increase .3% each year retiree younger than 62
 - Decrease .3% each year beneficiary is younger than retiree
 - Increase .3% each year beneficiary is older than retiree

Joint & 50% Survivor Reduction Factors (Number of Years Spouse Is **OLDER*** Than Retiree)

Retiree Age**	0	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16	+17
48	94.2	94.5	94.8	95.0														
49	93.9	94.2	94.5	94.8	95.0													
50	93.6	93.9	94.2	94.5	94.8	95.0												
51	93.3	93.6	93.9	94.2	94.5	94.8	95.0											
52	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0										
53	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0									
54	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0								
55	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0							
56	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0						
57	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0					
58	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0				
59	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0			
60	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0		
61	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0	
62+	90.0	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.5	94.8	95.0

Joint & 50% Survivor Reduction Factors (Number of Years Spouse Is **YOUNGER*** Than Retiree)

Retiree Age**	0	-1	-2	-3	-4	-5	-6	-7	-8	-9	-10	-11	-12	-13	-14	-15	-16	-17
48	94.2	93.9	93.6	93.3	93.0	92.7	92.4	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1
49	93.9	93.6	93.3	93.0	92.7	92.4	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8
50	93.6	93.3	93.0	92.7	92.4	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5
51	93.3	93.0	92.7	92.4	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2
52	93.0	92.7	92.4	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9
53	92.7	92.4	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6
54	92.4	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3
55	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0
56	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7
57	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4
58	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1
59	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8
60	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5
61	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2
62+	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2	84.9

* Spouse older or younger is rounded up at six months.
** Retiree's age is not rounded up.

Reduction factors are to be applied only to the base life annuity amount. The temporary benefit is not reduced.

Year 2000 Plan Reduction Factors

- Start with 83% at age 62 (maximum is 90%)
- Increase .4% each year retiree younger than 62
 - Decrease .5% each year beneficiary is younger than retiree
 - Increase .5% each year beneficiary is older than retiree

Joint & 100% Survivor Reduction Factors (Number of Years Spouse Is **OLDER*** Than Retiree)

Retiree Age**	0	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14
48	88.6	89.1	89.6	90.0											
49	88.2	88.7	89.2	89.7	90.0										
50	87.8	88.3	88.8	89.3	89.8	90.0									
51	87.4	87.9	88.4	88.9	89.4	89.9	90.0								
52	87.0	87.5	88.0	88.5	89.0	89.5	90.0								
53	86.6	87.1	87.6	88.1	88.6	89.1	89.6	90.0							
54	86.2	86.7	87.2	87.7	88.2	88.7	89.2	89.7	90.0						
55	85.8	86.3	86.8	87.3	87.8	88.3	88.8	89.3	89.8	90.0					
56	85.4	85.9	86.4	86.9	87.4	87.9	88.4	88.9	89.4	89.9	90.0				
57	85.0	85.5	86.0	86.5	87.0	87.5	88.0	88.5	89.0	89.5	90.0				
58	84.6	85.1	85.6	86.1	86.6	87.1	87.6	88.1	88.6	89.1	89.6	90.0			
59	84.2	84.7	85.2	85.7	86.2	86.7	87.2	87.7	88.2	88.7	89.2	89.7	90.0		
60	83.8	84.3	84.8	85.3	85.8	86.3	86.8	87.3	87.8	88.3	88.8	89.3	89.8	90.0	
61	83.4	83.9	84.4	84.9	85.4	85.9	86.4	86.9	87.4	87.9	88.4	88.9	89.4	89.9	90.0
62+	83.0	83.5	84.0	84.5	85.0	85.5	86.0	86.5	87.0	87.5	88.0	88.5	89.0	89.5	90.0

Joint & 100% Survivor Reduction Factors (Number of Years Spouse Is **YOUNGER*** Than Retiree)

Retiree Age**	0	-1	-2	-3	-4	-5	-6	-7	-8	-9	-10	-11	-12	-13	-14	-15	-16	-17
48	88.6	88.1	87.6	87.1	86.6	86.1	85.6	85.1	84.6	84.1	83.6	83.1	82.6	82.1	81.6	81.1	80.6	80.1
49	88.2	87.7	87.2	86.7	86.2	85.7	85.2	84.7	84.2	83.7	83.2	82.7	82.2	81.7	81.2	80.7	80.2	79.7
50	87.8	87.3	86.8	86.3	85.8	85.3	84.8	84.3	83.8	83.3	82.8	82.3	81.8	81.3	80.8	80.3	79.8	79.3
51	87.4	86.9	86.4	85.9	85.4	84.9	84.4	83.9	83.4	82.9	82.4	81.9	81.4	80.9	80.4	79.9	79.4	78.9
52	87.0	86.5	86.0	85.5	85.0	84.5	84.0	83.5	83.0	82.5	82.0	81.5	81.0	80.5	80.0	79.5	79.0	78.5
53	86.6	86.1	85.6	85.1	84.6	84.1	83.6	83.1	82.6	82.1	81.6	81.1	80.6	80.1	79.6	79.1	78.6	78.1
54	86.2	85.7	85.2	84.7	84.2	83.7	83.2	82.7	82.2	81.7	81.2	80.7	80.2	79.7	79.2	78.7	78.2	77.7
55	85.8	85.3	84.8	84.3	83.8	83.3	82.8	82.3	81.8	81.3	80.8	80.3	79.8	79.3	78.8	78.3	77.8	77.3
56	85.4	84.9	84.4	83.9	83.4	82.9	82.4	81.9	81.4	80.9	80.4	79.9	79.4	78.9	78.4	77.9	77.4	76.9
57	85.0	84.5	84.0	83.5	83.0	82.5	82.0	81.5	81.0	80.5	80.0	79.5	79.0	78.5	78.0	77.5	77.0	76.5
58	84.6	84.1	83.6	83.1	82.6	82.1	81.6	81.1	80.6	80.1	79.6	79.1	78.6	78.1	77.6	77.1	76.6	76.1
59	84.2	83.7	83.2	82.7	82.2	81.7	81.2	80.7	80.2	79.7	79.2	78.7	78.2	77.7	77.2	76.7	76.2	75.7
60	83.8	83.3	82.8	82.3	81.8	81.3	80.8	80.3	79.8	79.3	78.8	78.3	77.8	77.3	76.8	76.3	75.8	75.3
61	83.4	82.9	82.4	81.9	81.4	80.9	80.4	79.9	79.4	78.9	78.4	77.9	77.4	76.9	76.4	75.9	75.4	74.9
62+	83.0	82.5	82.0	81.5	81.0	80.5	80.0	79.5	79.0	78.5	78.0	77.5	77.0	76.5	76.0	75.5	75.0	74.5

* Spouse older or younger is rounded up at six months.

** Retiree's age is not rounded up.

Reduction factors are to be applied only to the base life annuity amount. The temporary benefit is not reduced.

At Retirement

2011 Tier Reduction Factors

- Start with 88.5% at age 67 (maximum is 94.25%)
- Increase .3% each year retiree younger than 67
 - Decrease .3% each year beneficiary is younger than retiree
 - Increase .3% each year beneficiary is older than retiree

Joint & 50% Survivor Reduction Factors (Number of Years Spouse Is **OLDER*** Than Retiree)

Retiree Age**	0	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14	+15	+16	+17	+18	+19
55	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25											
56	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25										
57	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25									
58	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25								
59	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25							
60	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25						
61	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25					
62	90.0	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25				
63	89.7	90.0	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25			
64	89.4	89.7	90.0	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25		
65	89.1	89.4	89.7	90.0	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25	
66	88.8	89.1	89.4	89.7	90.0	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2	94.25
67+	88.5	88.8	89.1	89.4	89.7	90.0	90.3	90.6	90.9	91.2	91.5	91.8	92.1	92.4	92.7	93.0	93.3	93.6	93.9	94.2

Joint & 50% Survivor Reduction Factors (Number of Years Spouse Is **YOUNGER*** Than Retiree)

Retiree Age**	0	-1	-2	-3	-4	-5	-6	-7	-8	-9	-10	-11	-12	-13	-14	-15	-16	-17
55	92.1	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0
56	91.8	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7
57	91.5	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4
58	91.2	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1
59	90.9	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8
60	90.6	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5
61	90.3	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2
62	90.0	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2	84.9
63	89.7	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2	84.9	84.6
64	89.4	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2	84.9	84.6	84.3
65	89.1	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2	84.9	84.6	84.3	84.0
66	88.8	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2	84.9	84.6	84.3	84.0	83.7
67+	88.5	88.2	87.9	87.6	87.3	87.0	86.7	86.4	86.1	85.8	85.5	85.2	84.9	84.6	84.3	84.0	83.7	83.4

* Spouse older or younger is rounded up at six months.

** Retiree's age is not rounded up.

Reduction factors are to be applied only to the base life annuity amount. The temporary benefit is not reduced.

2011 Tier Reduction Factors

Start with 81% at age 67 (maximum is 87.75%)

- Increase .4% each year retiree younger than 67
- Decrease .5% each year beneficiary is younger than retiree
- Increase .5% each year beneficiary is older than retiree

Joint & 100% Survivor Reduction Factors (Number of Years Spouse Is **OLDER*** Than Retiree)

Retiree Age**	0	+1	+2	+3	+4	+5	+6	+7	+8	+9	+10	+11	+12	+13	+14
55	85.8	86.3	86.8	87.3	87.75										
56	85.4	85.9	86.4	86.9	87.4	87.75									
57	85.0	85.5	86.0	86.5	87.0	87.5	87.75								
58	84.6	85.1	85.6	86.1	86.6	87.1	87.6	87.75							
59	84.2	84.7	85.2	85.7	86.2	86.7	87.2	87.7	87.75						
60	83.8	84.3	84.8	85.3	85.8	86.3	86.8	87.3	87.75						
61	83.4	83.9	84.4	84.9	85.4	85.9	86.4	86.9	87.4	87.75					
62	83.0	83.5	84.0	84.5	85.0	85.5	86.0	86.5	87.0	87.5	87.75				
63	82.6	83.1	83.6	84.1	84.6	85.1	85.6	86.1	86.6	87.1	87.6	87.75			
64	82.2	82.7	83.2	83.7	84.2	84.7	85.2	85.7	86.2	86.7	87.2	87.7	87.75		
65	81.8	82.3	82.8	83.3	83.8	84.3	84.8	85.3	85.8	86.3	86.8	87.3	87.75		
66	81.4	81.9	82.4	82.9	83.4	83.9	84.4	84.9	85.4	85.9	86.4	86.9	87.4	87.75	
67+	81.0	81.5	82.0	82.5	83.0	83.5	84.0	84.5	85.0	85.5	86.0	86.5	87.0	87.5	87.75

Joint & 100% Survivor Reduction Factors (Number of Years Spouse Is **YOUNGER*** Than Retiree)

Retiree Age**	0	-1	-2	-3	-4	-5	-6	-7	-8	-9	-10	-11	-12	-13	-14	-15	-16	-17
55	85.8	85.3	84.8	84.3	83.8	83.3	82.8	82.3	81.8	81.3	80.8	80.3	79.8	79.3	78.8	78.3	77.8	77.3
56	85.4	84.9	84.4	83.9	83.4	82.9	82.4	81.9	81.4	80.9	80.4	79.9	79.4	78.9	78.4	77.9	77.4	76.9
57	85.0	84.5	84.0	83.5	83.0	82.5	82.0	81.5	81.0	80.5	80.0	79.5	79.0	78.5	78.0	77.5	77.0	76.5
58	84.6	84.1	83.6	83.1	82.6	82.1	81.6	81.1	80.6	80.1	79.6	79.1	78.6	78.1	77.6	77.1	76.6	76.1
59	84.2	83.7	83.2	82.7	82.2	81.7	81.2	80.7	80.2	79.7	79.2	78.7	78.2	77.7	77.2	76.7	76.2	75.7
60	83.8	83.3	82.8	82.3	81.8	81.3	80.8	80.3	79.8	79.3	78.8	78.3	77.8	77.3	76.8	76.3	75.8	75.3
61	83.4	82.9	82.4	81.9	81.4	80.9	80.4	79.9	79.4	78.9	78.4	77.9	77.4	76.9	76.4	75.9	75.4	74.9
62	83.0	82.5	82.0	81.5	81.0	80.5	80.0	79.5	79.0	78.5	78.0	77.5	77.0	76.5	76.0	75.5	75.0	74.5
63	82.6	82.1	81.6	81.1	80.6	80.1	79.6	79.1	78.6	78.1	77.6	77.1	76.6	76.1	75.6	75.1	74.6	74.1
64	82.2	81.7	81.2	80.7	80.2	79.7	79.2	78.7	78.2	77.7	77.2	76.7	76.2	75.7	75.2	74.7	74.2	73.7
65	81.8	81.3	80.8	80.3	79.8	79.3	78.8	78.3	77.8	77.3	76.8	76.3	75.8	75.3	74.8	74.3	73.8	73.3
66	81.4	80.9	80.4	79.9	79.4	78.9	78.4	77.9	77.4	76.9	76.4	75.9	75.4	74.9	74.4	73.9	73.4	72.9
67+	81.0	80.5	80.0	79.5	79.0	78.5	78.0	77.5	77.0	76.5	76.0	75.5	75.0	74.5	74.0	73.5	73.0	72.5

* Spouse older or younger is rounded up at six months.

** Retiree's age is not rounded up.

Reduction factors are to be applied only to the life annuity of 0.017. The temporary benefit is not reduced.

At Retirement

Proof of Age/Lawful Presence Documents (208.009)

To establish your eligibility for retirement and disability benefits, you must submit an acceptable proof of age/lawful presence document with your *Notice of Retirement*. A photocopy of one of the following documents is acceptable:

- Valid Missouri driver's license
- US birth certificate
- US passport (valid or expired)
- Certificate of citizenship
- Certificate of naturalization
- Certificate of birth abroad
- Valid lawful permanent resident card

If you are married, please submit your spouse's proof of age/lawful presence document and marriage certificate with your *Notice of Retirement*. MPERS cannot complete the verification of your retirement benefit without one of these documents and will not begin payments until all documentation is received.

Designation of Agent (104.1093)

If any employee, retiree or beneficiary should become incapacitated, he/she may designate an agent who will be responsible for managing his/her benefits from MPERS. You can name an agent and a successor agent by requesting a *Designation of Agent (for MPERS benefit)* form. This must be done prior to becoming incapacitated. The form allows you to choose an agent who can make benefit decisions for you if you become disabled or incapacitated. This form does not give your agent broad powers like those usually found in a durable power of attorney. MPERS will recognize your primary agent regarding the distribution of your benefit. In the event your primary agent cannot or will not perform these duties, MPERS will look to your successor agent for instructions.

If no agent has been designated, the following order of persons may act as agent upon submission of a written statement from a physician who has determined the benefit recipient is disabled or incapacitated:

- The spouse of the benefit recipient
- A child of the benefit recipient
- A parent of the benefit recipient
- A brother or sister of the benefit recipient
- A niece, nephew or grandchild of the benefit recipient

MPERS is not liable with regard to any payment made in good faith to your agent.

Deductions From Your Benefit Payment

The following deductions may be withheld from your monthly benefit payment:

- Federal income tax
- Missouri income tax
- MoDOT/MSHP medical insurance premium(s)
- Optional life insurance premiums (state-sponsored)
- Dental and vision coverage premiums through MCHCP
- Missouri State Employees Charitable Campaign
- Child support or spousal maintenance

If you have voluntary life or cancer insurance offered through your employee association and would like to keep it at retirement, please contact your employer. By law, the premium(s) cannot be withheld from your MPERS retirement benefit.

Benefit Decisions Made on Your Behalf

It is important to understand the powers and limitations of any legal document(s) submitted to MPERS naming an agent to handle your benefit payment. The document should specify expressly what decisions the agent can make on your behalf, such as the following:

- Apply for/receive retirement benefits
- Make tax withholding elections
- Submit direct deposit authorizations
- Change beneficiary designations
- Name himself/herself as a beneficiary

Designation of Agent: This is an MPERS form allowing you to name someone to handle your MPERS benefits only, should you become incapacitated. The form is available online at www.mpers.org and does not go into effect until we receive a letter from your physician stating that you are disabled or incapacitated.

Conservator: A representative appointed by the court to manage the property and finances of a minor or someone who has been declared incapacitated, whether temporarily or permanently.

Guardian: A representative appointed by the court to have the care and custody of a minor or of someone who has been declared incapacitated, whether temporarily or permanently. For the minor, guardianship ends when the minor turns 18.

Durable Power of Attorney (DPOA): The legal document appointing someone to act as agent of another (the principal) to perform specific duties delineated in the document. The DPOA is intended to be used in the event that the principal (the member) becomes incapacitated, but becomes invalid upon the death of the principal.

Cost-of-Living Adjustment (COLA) (104.1045)

MPERS provides an annual COLA to eligible benefit recipients – retired members, surviving spouses, beneficiaries, surviving children under the age of 21, and work-related disability recipients, as allowed by law. Former spouses receiving a benefit under a Division of Benefits Order (DBO after September 1, 2001, will be eligible for an annual COLA. For example, if you retire in February (or your BackDROP date was in February, your annual COLA increase will be payable with your February benefit payment each year. The calculation of the annual COLA is described below.

The annual COLA rate will be equal to 80 percent of the percentage increase in the Consumer Price Index for All Urban Consumers for the United States (CPI-U), with an annual maximum of 5 percent.

Example: Calculating COLA Rate Using the CPI-U

3.00% (CPI-U increase) x 0.80 (80%) = 2.40% COLA Rate

2011 Tier (104.1091.12(7))

Members of the 2011 Tier who retire directly from active status receive COLA increases on the anniversary date of their retirement. The same is true for the survivor COLAs. Members of the 2011 Tier who retire from a vested former member status will receive their first COLA increase on the second anniversary date of their retirement.

Pop-Up Provision – Death of Spouse (104.1027.3)

If you elect the joint & 50% or joint & 100% survivor option when you retire and your spouse or eligible former spouse precedes you in death, your benefit will revert back (pop-up) to the life income annuity amount. The effective date of the pop-up will be the first of the month following your spouse's or eligible former spouse's date of death. The pop-up is not automatic; you must complete a *Pop-Up Application* and provide MPERS with a copy of your spouse's or eligible former spouse's death certificate before the benefit will be adjusted.

Pop-Up Provision – Divorce (104.1027.4)

Effective January 1, 2021, if you elect the joint & 50% or joint & 100% survivor option when you retire and later divorce, your benefit can revert back (pop-up) to the life income annuity amount. The pop-up is not automatic; you must complete a *Divorce-Survivor Option Reversion* form and provide MPERS with a copy of the required dissolution decree that specifies the former spouse has forfeited the right to receive survivor benefits before the benefit will be adjusted.

\$5,000 Death Benefit (104.1072.4)

MPERS provides a \$5,000 death benefit for designated beneficiary(ies) of members who retire directly from active status. This benefit is also available to work-related disability recipients who began receiving benefits on or after September 28, 1985.

Vested former members and long-term disability recipients do not qualify for this benefit. However, long-term disability recipients who retire on or after September 28, 1985, are eligible to receive this benefit.

MPERS is required to report any death benefits received to the Internal Revenue Service (IRS). At the end of the calendar year in which it was paid, *Form 1099-R, Distribution From Pensions, Annuities, ...Contracts, etc.* will be mailed to the benefit recipient by January 31. Even though the retirement system is required to report the death benefit amount to the IRS, we are not in a position to determine if it will affect the recipient's tax liability. The recipient of the death benefit should contact a tax preparer regarding the tax liability.

Regardless of which plan you are in, you will be eligible for a COLA each year for your lifetime.

Keep your beneficiary designations updated.

After Retirement

Designation of New Spouse for Survivor Options (104.1027.5)

When you retire and elect a benefit payment option, there are two circumstances under which you may reelect your benefit payment option:

1. If you are single at retirement and elect the life income annuity option, you may change your benefit option if you later marry. You will have one year from your date of marriage to submit a *New Spouse Designation* form to elect one of the joint and survivor options and name your spouse as the beneficiary.
2. If you elect one of the joint and survivor options on your *Retirement Election Form* and your benefit reverts to a life income annuity, you will be allowed to provide a survivor benefit for your new spouse if you remarry. You will have one year from your date of marriage to submit a *New Spouse Designation* form to reelect one of the joint and survivor options and name your new spouse as the beneficiary.

Effect of Reemployment With the State on Your Benefit Payment (104.1039)

Benefit-Eligible Position

If you return to work for the state in a position normally requiring at least 1,040 hours per year by a department, consider the following:

- Your monthly retirement benefit from MPERS stops for any month in which you are actively employed.
- You will be considered a new employee under the plan from which you retired.
- Your employer determines if the position is benefit-eligible.
- You must accrue service for at least one continuous year to receive any additional annuity.
- Additional annuity will be calculated on the service and pay while reemployed.
- You will not accrue COLAs on your suspended benefit payment while reemployed.

When you retire again, your benefit will be equal to the monthly benefit you were receiving prior to reemployment plus an additional monthly benefit for the service earned during your reemployment and paid in accordance with the annuity option originally elected.

Non-Benefit Eligible Position

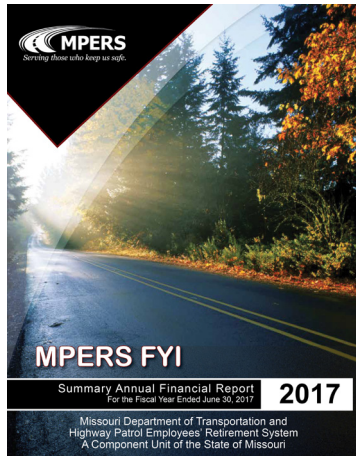
You may work for a department in a non-benefit eligible position normally requiring less than 1,040 hours per year. Working in a non-benefit eligible position does not have any impact on your eligibility to continue receiving retirement benefits. You do not earn creditable service for such employment.

Final Payment of Monthly Retirement Benefit (104.1054.4)

Any benefit recipient (retiree, survivor, beneficiary, or former spouse) may designate a beneficiary to receive the final payment from MPERS. Effective September 1, 2002, if a beneficiary has not been designated, the final payment will be paid in the following order to the deceased benefit recipient's

- surviving spouse (to whom member was married at the time of death),
- surviving children (divided equally),
- surviving parents (divided equally),
- surviving brothers and sisters (divided equally), or
- if no one is eligible to receive the final payment, the payment will be made as otherwise allowed by law.

Retirees of the Year 2000 Plan and 2011 Tier whose benefit payments have been suspended for returning to work in a benefit-eligible position will not accrue COLAs while reemployed in an MPERS-or MOSERS-covered position.



The *MPERS For Your Information* publication (found on our website under "About MPERS") contains summary information from our CAFR and other interesting information you may find useful.



Comprehensive Annual Financial Report

Protection of Benefits (104.1054.2)

Your retirement benefits from MPERS are not subject to execution, garnishment, attachment, writ of sequestration, or any other state process or claim, except, any payment from the retirement system is subject to the collection of child support or spousal maintenance. Also, your benefit may not be assigned, except with a Division of Benefits Order (DBO) issued by a court of competent jurisdiction in a dissolution of marriage proceeding. Information concerning an acceptable DBO is available, upon request, from the retirement system. Note: Your MPERS benefit may not be protected from a federal order, such as a tax levy or federal garnishment.

Work-Related Felony (105.669)

Members who are convicted of a work-related felony on or after August 28, 2014, may not be eligible to receive a full retirement benefit. A conviction for any of the following offenses or a substantially similar offense provided under federal law could result in the partial or total ineligibility for retirement benefits:

- Stealing under section 570.030
- Receiving stolen property under section 570.080 (as of January 1, 2017)
- Forgery under section 570.090
- Counterfeiting under section 570.103
- Bribery of a public servant under section 576.010
- Accessing to corruption under section 576.020

If the member was vested prior to August 28, 2014, he/she will be eligible for a monthly benefit based on the service accrued prior to August 28, 2014.

Correction of Errors (104.1060)

The executive director of MPERS is the custodian of all records for the retirement system. If, due to an error, you receive more or less than the benefit to which you are entitled, the error, when discovered, will be corrected and your benefit will be adjusted accordingly.

Legal Notices (104.1006)

Legal notices must be in writing and served upon the executive director or assistant executive director of MPERS at the address below:

MoDOT and Patrol Employees' Retirement System
1913 William Street – PO Box 1930
Jefferson City, MO 65102-1930

Financial Reports (105.661)

State law requires all public employee retirement systems in Missouri to publish a *Comprehensive Annual Financial Report* (CAFR). This report is available on our website.

Retirement Checklist

MPERS Retirement Benefit Checklist

The following is a checklist of items that may need to be provided at the time of retirement and decisions that will need to be made when signing up for retirement. There are also items that should be addressed prior to retirement, but not with MPERS. This checklist should be used for reference only. It may not include all the items that your employer requires.

2-Step Retirement Process

Step 1

- Notice of Retirement:** The *Notice of Retirement* is due at MPERS by the deadline on the 2-Step Retirement Process chart, based on your intended date of retirement.
- Proof of Age:** Submit an acceptable proof-of-age/lawful presence document for yourself and your spouse (if married).
- Marriage Certificate:** Provide a legible photocopy of your marriage certificate (if applicable).

Step 2

- Retirement Election Form:** The *Retirement Election Form* is due at MPERS by the deadline on the 2-Step Retirement Process chart, based on your intended date of retirement.
- Direct Deposit:** Provide a voided check for MPERS to set up direct deposit.
- \$5,000 Death Benefit:** If you are eligible for the \$5,000 death benefit, have the names, addresses and social security numbers for your primary and contingent beneficiaries.
- Federal and State Taxes:** Retirement benefits are subject to federal and state taxes. You will be provided a *W4-P Substitute* tax withholding form for your federal and Missouri state tax withholding. If you do not submit a tax withholding form, MPERS is required by law to withhold federal taxes as if you elected married with three deductions.
- Designation of Agent:** This optional form allows you to designate someone to handle your MPERS-related business only in the event you become disabled or incapacitated.
- BackDROP:** If you are eligible for BackDROP and elect the rollover option to receive the distribution, take the *BackDROP Distribution Form* to the financial institution/investment firm you are investing through, have the form completed and return it to MPERS.

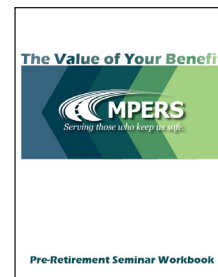
Deductions From Your MPERS Benefit

- Medical Insurance Plan Premiums:** Contact your HR/insurance representative for an appointment to set up your medical insurance for retirement and discuss annual leave and comp time payouts (if applicable).
- Optional Life Insurance Premiums:** Contact your HR/insurance representative for an appointment to set up your life insurance for retirement and update your beneficiary designations (if applicable).
- Dental/Vision Coverage Premiums:** Contact the Missouri Consolidated Health Care Plan (MCHCP) at (800) 487-0771 to continue your dental/vision coverage (if applicable). The MCHCP website contains a *Retiree Checklist*. Complete and submit a *Retiree Enrollment* form at least 31 days prior to retirement.

NOTE: By law, MPERS cannot deduct premiums for non-state sponsored benefits. Therefore, the premiums for the following benefits are NOT eligible for deduction from your monthly benefit payment. Contact your HR/insurance representative to continue coverage at retirement.

- (MoDOT) Voluntary Life Plan
- (MSHP) Met-Life/BMA Life Insurance
- (MoDOT) Central United Life Insurance (cancer insurance)
- (MSHP) CONSECO Life Insurance (cancer insurance)

Phone: (573) 298-6080 ♦ Toll Free: (800) 270-1271 ♦ Email: mpers@mpers.org



Attend an MPERS' Pre-Retirement Seminar

Because of the limited seating, those within five years of retirement receive an invitation each year.

However, if space permits, anyone may attend.

Other Administrators to Contact Before You Retire (if applicable)

- [Deferred Compensation Plan](#)
(800) 392-0925
(option 2 for Jefferson City office)
Website: www.modeferredcomp.org
- [Social Security and Medicare Enrollment](#)
(800) 772-1213
www.ssa.gov
- [Universal Life Insurance](#)
(800) 918-8877
- [Cafeteria Plan](#)
(573) 442-3035 or
(800) 659-3035
www.mocafe.com

Medical and Life Insurance Administrators

MoDOT: (877) 863-9406
Patrol: (573) 526-6136
or (573) 526-6356

www.modot.mo.gov/newsandinfo/benefits.htm

Most elections you make at retirement are irreversible.

1. Contact each applicable benefit provider.
2. Ask questions regarding your options, forms, and deadlines.
3. Make informed decisions.

Glossary of Terms

MPERS administers your retirement benefits in accordance with chapters 104 and 105 of the Missouri Revised Statutes (RSMo). There are certain terms that must be used when explaining your benefits. The following terms are used in the statutes and throughout this handbook.

Annuity

Annual payments, made in equal monthly installments, to a retired member.

BackDROP

The Deferred Retirement Option Provision available to active Year 2000 Plan employees who retire on or after January 1, 2002. You must continue working at least two years beyond normal (full) retirement to be eligible to elect the BackDROP option at retirement. Under the BackDROP option, the monthly benefit is calculated as if you elected to retire at a previous date. In addition to the monthly benefit, at the time of retirement you will receive a lump sum payment equal to 90 percent of the total benefits you would have received had you retired at that time. The maximum number of years you can drop back is five years. **(The BackDROP is not available in the 2011 Tier.)**

Base Benefit

The amount a member is entitled to receive at retirement before any reductions for early (reduced) retirement or a survivor option.

Beneficiary

Any person entitled to or designated by a member or retiree who may be legally entitled to receive benefits from MPERS.

Compensation/Pay

1. All salary and wages payable to an employee for personal services performed for a department, excluding the following:
 - a. Any amounts paid after an employee's employment is terminated, unless the payment is made as a final installment of salary or wages at the same rate as in effect immediately prior to termination of employment in accordance with a state payroll system adopted on or after January 1, 2000
 - b. Any amounts paid upon termination of employment for unused annual leave
 - c. Pay in excess of the limitations set forth in section 401(a)(17) of the Internal Revenue Code of 1986 as amended and other applicable federal laws or regulations
 - d. Any non-recurring single sum payments
2. All salary and wages which would have been payable to an employee on workers' compensation leave of absence during the period the employee is receiving a weekly workers' compensation benefit, as reported and verified by the employing department.
3. All salary and wages which would have been payable to an employee on a medical leave due to employee illness, as reported and verified by the employing department.
4. Military leave as described in section 104.030.2, RSMo.

Consumer Price Index for All Urban Consumers for the United States (CPI-U)

The Consumer Price Index for All Urban Consumers for the United States, or its successor index, as approved by the board, as such index is defined and officially reported by the United States Department of Labor, or its successor agency. The CPI-U is used by MPERS to determine the annual cost-of-living adjustment (COLA) rate for benefit recipients.

Effective January 1, 2016, the annual compensation limit under Internal Revenue Code Section 401(a)(17) is \$265,000 (subject to change each year).

Glossary of Terms

Credited Service

The total credited service as provided in sections 104.1003 to 104.1093, which is used in calculating the amount of your benefit. In no case will more than one day of creditable service or creditable prior service be credited any member for any one calendar day of eligible service credit.

Deferred Normal (Full) Annuity

The annuity payable to any former employee who terminated employment as an employee or otherwise withdrew from service with a vested right to a normal (full) annuity, payable at a future date.

Department

Any department or agency of the executive, legislative, or judicial branch of the state of Missouri receiving state appropriations, including allocated funds from the federal government but not including any body corporate or politic unless its employees are eligible for retirement coverage from a system under chapter 104, RSMo, as otherwise provided by law.

Employee

Any person who is employed by a department and is paid a salary or wage by a department in a position normally requiring the performance of duties of not less than 1,040 hour per year.

Final Average Pay

The average compensation of a member for the 36 consecutive months of service prior to termination of employment when the member's compensation was greatest.

Member

A person who is included in the membership of the system as set forth in section 104.1009:

- Each person who first becomes an employee on or after July 1, 2000, and continues to be an employee
- Each person covered by the Closed Plan on July 1, 2000, who elects to be covered by the Year 2000 Plan at retirement

Normal (Full) Annuity

The annuity provided to a member upon retirement at or after the member's eligibility for normal (full) retirement.

Reduced Annuity

An actuarial equivalent of a normal (full) annuity.

Retiree

A member who is not an employee and who is receiving an annuity from MPERS.

Uniformed Members of the Highway Patrol

The superintendent, lieutenant colonel, majors, captains, director of radio, lieutenants, sergeants, corporals, and troopers of the Missouri State Highway Patrol who normally appear in uniform.

Vested

Eligible for a retirement benefit once the age and service requirements are met.

Vesting Service

The sum of a member's prior service credit and creditable service that is recognized in determining your eligibility for benefits under MPERS.

Age Milestones

MPERS Retirement Plans

Age	Year 2000 Plan	2011 Tier Plan
All Ages		
48	Eligible to retire under Rule of 80 if actively employed immediately prior to retirement.	
	Uniformed – eligible to retire under Rule of 80.	
Up to Age 50		
50	No 10% penalty for taking a cash or partial cash BackDROP payment (public safety officials only). See Note A below.	
55	No 10% penalty for taking a cash or partial cash BackDROP payment (civilian service). See Note A below.	Eligible to retire under Rule of 90 if actively employed immediately prior to retirement. Uniformed – normal retirement with 5 years of service.
57	Early retirement with 5 years service Uniformed – early retirement with 5 years service	
59½		
60	Uniformed – mandatory retirement (no minimum service requirement)	Uniformed – mandatory retirement (no minimum service requirement)
62	Normal retirement with 5 years service Temporary benefit ends.	Early retirement with 5 years service if actively employed immediately prior to retirement Temporary benefit ends.
65		
66		
67		Normal retirement with 5 years service
72	Must take retirement in compliance with required minimum distribution rules.	Must take retirement in compliance with required minimum distribution rules.

Note A: You must separate service at the age noted to avoid the 10% penalty. For example, if you separate service on 12-31-2016 at age 49 and retire on 1-1-2017, and take a cash withdrawal from your 401(a) account or take a cash or partial cash BackDROP payment, you will have to pay the 10% penalty.

Age Milestones

Benefit Providers

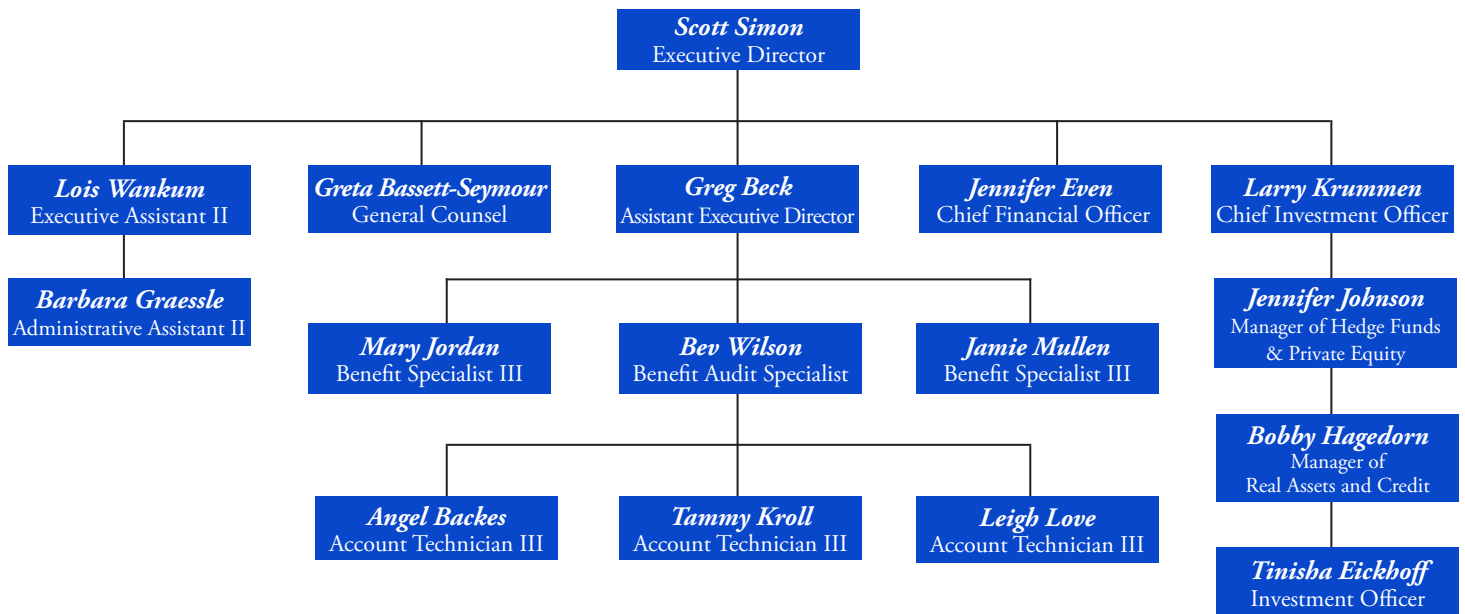
Age	MO Deferred Compensation	Social Security Program
All Ages	No federal tax penalty (10%) on withdrawals from your 457 account (if separated from service).	
48	Three-year catch-up (contribute up to \$36,000 annually) available for one or more of the the three calendar years before an employee reaches normal retirement age.	
	Keep your money in the plan throughout retirement and maintain access to low cost investment options and administrative fees, access to local education specialists and the ease of the following distribution options: installments, partial amounts, lump sum, and rollover.	
Up to Age 50	Annual contribution limit (2016) – \$18,000 – pre-tax or Roth 457	
50	No federal tax penalty (10%) for withdrawing funds from your 401(a) account if you are uniformed (i.e., public safety official). May contribute extra to deferred compensation called “catch up” (for 2016 the additional amount is \$6,000).	
55	No federal tax penalty (10%) for withdrawing funds from your 401(a) account if you separated from service. See Note A below.	
57		
59½	No federal tax penalty (10%) for withdrawing funds from your 401(a) account.	
60		
62		Eligible for reduced social security benefits.
65		Eligible for full social security benefits if born prior to 1942. Eligible for Medicare.
66		Eligible for full social security benefits if born between 1943 to 1959.
67		Eligible for full social security benefits if born after 1960.
72	Must take retirement in compliance with required minimum distribution rules.	

Note A: You must separate service at the age noted to avoid the 10% penalty. For example, if you separate service on 12-31-2016 at age 49 and retire on 1-1-2017, and take a cash withdrawal from your 401(a) account or take a cash or partial cash BackDROP payment, you will have to pay the 10% penalty.

Executive Team



(L-R) **Greta Bassett-Seymour** **Larry Kruppen** **Scott Simon** **Greg Beck** **Jennifer Even**



MPERS Staff






Key Staff Events




September 1, 1955	Operated as a unit of the State Highway and Transportation Department. Highway staff were assigned on a part-time basis to carry out the system's business.
August 13, 1988	First executive director position was established to administer the system in lieu of the Highway and Transportation Commission Secretary.
October 1, 2001	Hired (transferred) five full-time employees to operate the plan.
November 28, 2001	Hired the first assistant executive director.
December 1, 2003	Hired the first chief investment officer.
January 1, 2005	Hired the first general counsel.
February 1, 2006	Hired the first chief financial officer.
September 27, 2007	Hired the first senior investment officer.

NOTES:

Contact Information for All Benefit Providers

With multiple benefit providers, how do you know who to contact with questions? MPERS staff can only answer questions regarding your retirement and disability benefits. Below is a list of each provider and the type of benefit(s) they administer.

	 MPERS	 MoDOT Employee Benefits	 MSHP Employee Benefits
Type of Benefits Administered	<ul style="list-style-type: none"> Retirement and survivor benefits Long-term and work-related disability 	<ul style="list-style-type: none"> Medical and life insurance (Dental & vision coverage are handled by MCHCP) 	<ul style="list-style-type: none"> Medical and life insurance (Dental & vision coverage are handled by MCHCP)
Mailing Address	PO Box 1930 Jefferson City, MO 65102-1930	PO Box 270 Jefferson City, MO 65102-0270	PO Box 568 Jefferson City, MO 65102-0568
Office Address	1913 William St. Jefferson City, MO 65109	105 W. Capitol Ave. Jefferson City, MO 65101	1510 East Elm Jefferson City, MO 65101
Phone Number	(573) 298-6080 (800) 270-1271	(877) 863-9406	(573) 526-6136 (573) 526-6356
Website	www.mpers.org	www.modot.org/newsandinfo/benefits.htm	www.modot.org/newsandinfo/benefits.htm

 Deferred Compensation	 Missouri Consolidated Health Care Plan	 State of Missouri Cafeteria Plan	 Employee Assistance Program (EAP)
<ul style="list-style-type: none"> 457 tax-deferred savings 	<ul style="list-style-type: none"> Dental and vision coverage 	<ul style="list-style-type: none"> Pre-tax program for insurance premiums, health care expenses, and dependent care 	<ul style="list-style-type: none"> Confidential counseling Helps individuals address an array of person life issues
ICMA-RC Workflow Management Team PO Box 96220 Washington, DC 20090	PO Box 104355 Jefferson City, MO 65110-4355	ASI Flex PO Box 858 Columbia, MO 65205-0858	ComPsych Health
3349 American Dr, Suite A Jefferson City, MO 65109	832 Weathered Rock Court Jefferson City, MO 65101	201 W. Broadway #4C Columbia, MO 65203	
(573) 893-1053 (800) 392-0925	(573) 751-8881 (800) 487-0771	(800) 659-3035	(800) 808-2261
www.modeferredcomp.org	www.mchcp.org	www.mocafe.com	www.guidanceresources.com